

# FIT FOR WORK

Integration of Childhood Cancer Survivors  
into Working Life.

Information for Employers.

*“Survivors with late effects are not less able than other people. They may be better, fight better, work harder than other people. You could be surprised”.*

*“Count on us. Give us a chance. Disabilities do not exist when it comes to being eager to work”.*

*“The sickness made me an even more positive person than I was before!”*

*“People overreact – the fact that you were sick does not mean that you are unable to work. Employers should just act normal”*



Co-funded by the  
Erasmus+ Programme  
of the European Union

„This project (2014-1-BG01-KA204-001721) has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.“

# FIT FOR WORK

Integration of Childhood Cancer Survivors  
into Working Life.

Information for Employers.

**Editor:**

Holger Bienzle

**Authors:**

Theodora Armenkova

Anelia Dimitrova

Holger Bienzle

Olga Mineva

Abraham Felpeto

Carmen Fernández-Morante

Georgia Gleoudi Stefan Kremser

Beatriz Cebreiro López

María José Rodríguez Malmierca

Nadejda Mileva

Elisabeth Schmidt-Wonisch

Jennifer Ziegler

**Production**

Brokkolli

[www.brokkolli.com](http://www.brokkolli.com)

**Publisher:**

CATRO Bulgaria EOOD

Bregalnitsa Str. 45, Floor 3

1000 Sofia

Bulgaria

**Copyright:**

2015 CATRO Bulgaria EOOD



This brochure has been produced in the framework in the project Create your Future (2014-1-BG01-KA204-001721).

The project consortium consists of:

**Project coordinator:**



CATRO Bulgaria EOOD  
Sofia / Bulgaria  
[www.catro.com](http://www.catro.com)

**Project Partners:**



die Berater Unternehmensberatungs GmbH  
Vienna / Austria  
[www.dieberater.com](http://www.dieberater.com)



Universidada de Santiago de Compostela  
Santiago de Compostela / Spain  
[www.usc.es](http://www.usc.es)



CESGA  
Santiago de Compostela / Spain  
[www.cesga.es](http://www.cesga.es)



Association Children with Oncohematologic  
Diseases  
Sofia / Bulgaria  
<http://www.decaohz.org>



Österreichische Kinderkrebshilfe  
Vienna / Austria  
[www.kinderkrebshilfe.at](http://www.kinderkrebshilfe.at)



SEN/JA  
Drosia / Greece  
<http://senja.gr>

# Table of Contents

- 1. What this brochure is about . . . . . 7
- 2. Survivors: Life after childhood cancer . . . . . 9
- 3. Childhood cancer survivors and the world of work . . . . .13
- 4. Small support offers - great impact . . . . .17
- 5. Equal job opportunities . . . . .21
- 6. Legal implications . . . . .25
- 7. Further information and support . . . . .33

# 1. What this brochure is about



# What this brochure is about

One out of five hundred adults is a Childhood Cancer Survivor. Childhood Cancer Survivor means having had cancer as a child or an adolescent and luckily, having survived it. When Survivors are grown up, they become regular adults, who want to lead a normal life and have a job like everybody else does.

We aim to sensitize employers for the potential of Childhood Cancer Survivors, give them a realistic picture of what awaits them when they hire cancer survivors, and explicitly encourage them to give survivors a chance to unfold their personal potentials in the workplace. That is what this brochure seeks to do. It addresses human resources managers, general managers, line managers and other senior staff in enterprises and organizations in charge of hiring, inserting, training, supporting and supervising young job-seekers.

On the following pages you can find

- Introductory information about childhood cancer
- Basic knowledge about possible late effects of childhood cancer
- Information about the legal framework for employing people with disabilities

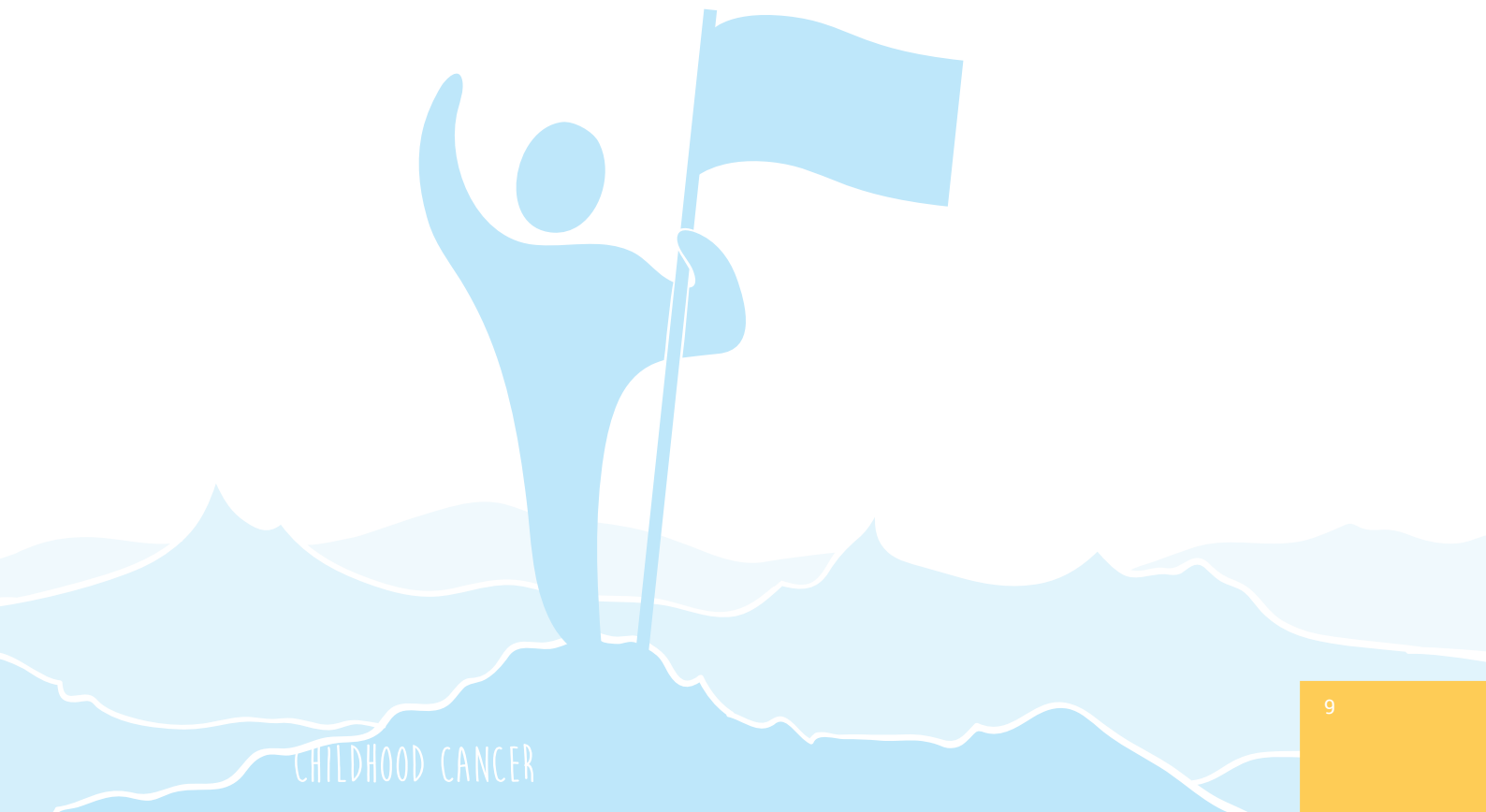
- Links to further information, counselling and support from specialist organizations
- Statements and stories directly from childhood cancer survivors – and thus get to know their perspective of cancer and work

The content provided, hopefully helps to ease some of employers' fears and worries about hiring childhood cancer survivors, replaces existing misconceptions through a realistic view of the challenges involved, but also of the positive potential these young people have for an adequate job.

This brochure has been produced by the project team of Create Your Future, a project funded by the European Union's Erasmus+ Programme. We are a group of professionals from childhood cancer associations, educators, career counsellors, HR consultants and project managers from Bulgaria, Austria, Spain and Greece. Our common aim is to support survivors from childhood cancer on their way into the labour market. To do so, we develop and implement career counselling approaches, which reflect the specific challenges of childhood cancer survivors. A full description of the project's activities can be found at [www.createyourfuture-eu.org](http://www.createyourfuture-eu.org).



## 2. Survivors: Life after childhood cancer



# Survivors: Life after childhood cancer

Nowadays, approximately 80% of childhood cancers are curable. However, the treatment of cancer (surgery, chemotherapy, radiotherapy, stem cell transplant) may cause late effects for childhood cancer survivors, months or years after the successful treatment has ended. The risk of late effects depends on factors, related to the tumour, treatment, and patient.

## Late effects of childhood cancer treatment in figures

- More than 30% do not experience any late effects
- Another 30% experience minor late effects
- Another 30% suffer from late effects that influence their daily lives and may also lead to disabilities.

## What are typical late effects of childhood cancer treatment?

Late effects are health problems that occur months or years after treatment has ended and are both physical and emotional. Late effects might concern:

- Organs, tissues, and body function
- Endocrine system, growth and development
- Mood, feelings, and actions

- Reproductive and sexual development
- Thinking, learning, and memory
- Social and psychological adjustment

A study, carried out in the framework of the EU funded project “Create Your Future” (producer of this brochure as well), confirmed and specified these general findings:

More than a half of the interviewed childhood cancer survivors said they suffered from some late effects (55%). Most frequent mentioned effects included lack of concentration (22%), others (22%), fatigue (19%) and memory problems (15%), followed by less frequent effects like

- Motoric impairment (11%)
- Fertility problems (9%)
- Hearing impairment (9%)
- Visual impairment (7%)
- Pulmonary diseases (5%)
- Heart problems (4%)

The likeliness of late effects depends on the type of oncological disease. Given the results obtained in the “Create Your Future” study, it can be said that survivors who experience the highest rate of

long-term effects are survivors of cancer affecting neuroblastoma (86%), the brain and central nervous system (82%), bone (81%) and germ cells (75%). On the other hand, cancer survivors of retinoblastoma liver or neoplastic malignant epithelial, participating in this research do not have noticed any long-term effects of treatments at all.

Even if a survivor suffers from a late effect, this does not mean that it is permanent. Many late effects can be treated, for example with physiotherapy, ergo therapy, neuro-psychological training or surgery.

As a result of the different types of cancer and

possible late effects, survivors of childhood cancer are, by no means, a homogeneous group. However, what they do share are, to some extent, the associated barriers they are facing when returning to a 'normal' life, especially working life, which is characterised by speed, time pressure and compulsion to perform.

While some survivors may suffer from negative later effects, thousands of them are well, growing up, graduating from high school or college, and successfully joining the workforce. They are educators, sports figures, radio announcers, doctors, social workers, dancers, lawyers, receptionists, and workers of all types.

*When I was 14 years old, I was diagnosed with bone cancer, one of the most common types of cancer, diagnosed in children and adolescents. The tumour was situated in my left lower leg, and I had to undergo surgery and also got treated with chemotherapy. The late effect I am suffering from is that I cannot roll my left foot over as good as my right foot. So, compared to somebody else, it looks a little bit different when I walk, but that is fine by me. I can still go for a run and, most definitely, I can do my job as good as anybody else.*

(Female, 26 years old, psychologist).

## A childhood cancer success story

Michaela is 15 years old. Just before she turned 5, she was diagnosed with Osteogenic Sarcoma. The following year, Michaela received severe chemotherapy and had several operations, and in the end her hip bone was removed. Doctors recommended amputation, but the family decided to try alternative treatment abroad. There, she became the second child in the world, who was transplanted with a growing hip. A long period of two years of rehabilitation followed.

Now she is feeling well. A periodic adjustment of the length of the prosthesis is needed, but she can walk with crutches and a special shoe platform. Michaela studies computer science and technologies at high school. In 2015, she participated in 6th World Winners Games, organized by the Russian fund “Give Life” in Moscow. She won two medals – gold in running with aids, and a silver one in chess tournament.

Despite the challenges she faced, Michaela is an extremely positive and sunny girl. Everybody around her gets infected by her good mood, sense of humour, and positive energy. She likes reading books, surfing in internet, and dreams to travel all over the world. “When I grow up I will work as computer programmer.”

### 3. Childhood cancer survivors and the world of work



# Childhood cancer survivors and the world of work

After successful cancer treatment, many childhood cancer survivors feel that, although they are glad it is over, they also wonder what comes next. There is a lot of support during the illness, but after treatment there are new questions and concerns to address. Amongst the most pressing questions is the issue of the right career choice.

Trying to find their way back into society applying to school and finding a job, after leaving the hospital successfully, is a long journey which very often also means to abandon original career plans, due to the disease and its late and long-term effects. Having survived cancer often does not mean to be ready for the job market, however, this does not mean either, that survivors are unemployable. They may just need a little bit more support to find their place in the labour market.

The experience of the disease, mostly, has a positive effect on survivors, leading to a much more mature

appearance than that of young adults, who have not had cancer. Nevertheless, many survivors encounter limitations due to barriers put up by employers. And these barriers become visible as soon as the job application process starts.

Many childhood cancer survivors prefer not to tell employers about their past diagnosis, because of a potentially negative attitude or the fear, that some people have about cancer, and because they do not want to be treated differently or be pitied.

Furthermore, individual working solutions, adjusted to the employee, such as flexible frequent breaks, are not welcomed by employers. With this lack of support and opportunities given to survivors, a group of people arises, who are neglected and threatened by exclusion from the labour market and society at large, composed of young people willing to work and able to work.

### As an employer, what would your reaction be?

Imagine you receive an application and a CV with a photo, showing a 25-year-old woman with an eyepatch? Would this person even get the chance to be invited to a job interview if she meets the criteria of the job announced? Would the eyepatch bother you or maybe scare you?

What would you think of this person without having met her?

We have heard different reactions such as:

“Is this person dressed up as a pirate? You cannot use such a picture for a cover letter!”, “Is she

mentally ill? I mean why else would she use such a photo?” or “This is very weird.”

This person is neither dressed up as a pirate, nor is she mentally ill. She just suffered from a rare eye cancer when she was an infant. Her right eye had to be surgically removed. Ever since then, the right eye area has not developed like the left one, so putting an eye patch over it makes it less visible, and the person feels more secure. In fact, wearing an eye patch does not affect the performance at the workplace. So why not give this person a chance?

### What do statistics say?

International evidence suggests that 33% of childhood cancer survivors were unemployed and that cancer survivors were 1.4 times more likely to be unemployed than people, who have not had cancer (DeBoer et al. 2006, p.7). Furthermore, survivors of childhood cancer also have higher risk factors for poor educational attainment and less than optimal employment status.

These findings can only partly be accounted by the late effects of cancer and impairments resulting from them. We are convinced that also

prejudices on behalf of employers against hiring survivors play an important role. Such prejudices, or rather insecurities, have probably their origin in an information deficit, regarding the capacities and restraints of post-cancer job candidates, and perhaps most importantly, practicable ways of how childhood cancer survivors can be effectively efficiently supported at the workplace. The following pages aim at giving employers a more realistic picture.

### Statement of survivors:

*"I didn't want to tell my future employer that I had cancer as a child. I was just too afraid that they would judge me or treat me differently from my colleagues. And most importantly, I was afraid they might think I cannot perform as well as my colleagues."*  
(Female, 33 years, Hodgkin Lymphoma)

*"It is hard to find a job with the brand mark ,I had cancer when I was a teenager'. Seriously, which organisation would not have resentments of employing a survivor? So you try to hide it, and that's what I did, because I felt I had to."*  
(Male, 29 years, Acute Lymphoblastic Leukemia)

*"I was diagnosed at the age of 15. The following year, I had to skip one school year during my active treatment. When you are 15 years old and cancer steps and nests into your life, everything turns upside down. The usual things that excite a teenage girl "What to wear today?", "Where to go spending my time with friends?" were replaced by blood tests, chemotherapy, and everyday battle for life. Two years after the treatment, when you are healthy, when you have won the battle and became a survivor, your dreams get healthy again, too. I graduated one year after my peers and classmates, but there were benefits, because I became the first class pharmacist in my university. Two years later, the questions arose "Is there anybody who would hire me after knowing the diagnose I have had?", "Am I capable to work?". This was a really hard time for me and I had a desperate need for career support. However, I managed to handle myself and I started working in a pharmacy. So, despite the lost years in the hospital, I was able to apply everything I learned and to become the person I wanted to be – a student with a stable job."*  
(Simona, 22 years, Pharmacist, Acute Lymphoblastic Leukemia)

### Statement of an employer:

*"If I have to be honest, I have to admit that I was a little bit irritated when he walked through the door for the job interview. This was because one of his arms was shorter than the other, and his hair was thinning. I just didn't know how to react. Luckily, he was talking about it openly, and explained, that this is due to the treatment of cancer he has had as a child. He was perfect for the position we were filling. However, I was a little hesitant and had thoughts, such as "Will he be on sick leave more often than others?". Now, I can say I am just happy that I gave him the job, because he is pretty amazing at it, and on top, he is a real enrichment to all of us."*  
(HR manager of a service company)."



## 4. Small support offers - great impact



## Small support offers - great impact

Many survivors of childhood cancer return to normal life after treatment. We want to address those, who have difficulties finding a permanent job due to their late effects. They, very often, only require a little support to be integrated into the working world. This support is needed from employers as well as institutions such as childhood cancer organisations.

To successfully integrate survivors into the organisation, multiple support offers exist, from which the employees can profit. Such possible support offers may include:

- Enable individual regulations for breaks and recovery periods

- Increase working hours steadily
- Offer flexible working hours
- Provide an ergonomically correct chair
- Give clear instructions, clear structuring of working days and tasks

Taking the uniqueness of each survivor into account, elaborating individual support mechanism with the employer is of utmost importance. Especially at the beginning of entering into the labour market work, survivors may encounter hindrances, which without individual solutions might be very stressful for the employee as well as the employer. Constant exchange with the employer can eliminate these hindrances.

### The „weird“ behaviour of Anna K.

Anna K. was diagnosed with cancer when she was 15 years old. After surgery, she also got treated with chemotherapy, as well as radiotherapy. She had to quit school. After rehabilitation abroad, Anna got medical after care. To get physically in shape, Anna also went to the gym.

Months later, Anna started to feel healthy again and started thinking about her vocational future. A career counsellor supported her with her job applications. After several job interviews, Anna got offered a commercial apprenticeship.

She started her apprenticeship with enormous euphoria, but after a short period of time she began to have problems at the work place: She thought her desk was too dirty, the air in the office was too stuffy, her coffee cup had also been used by her colleagues, and the long hours in front of the computer were simply exhausting. Anna's colleagues described her as being very weird.

Suddenly, without any notice, Anna's mother knocked on the door of the company's HR manager and demanded to reduce her working hours. After that, Anna told her boss about her cancer treatment 2 years ago and that she was afraid of a relapse. Anna's career counsellor then met with Anna and the HR manager, explained that Anna's auto-immunity was still quite weak, that her complaints about the stuffy air and the joined cups were just a sign of fear of germs and of becoming sick again. And that it was quite normal after such a long and life-threatening treatment. After some time, however, these behaviours would disappear.

Together they came up with a support concept for Anna:

Anna's desk got cleaned with disinfectant. She also got a disinfectant to clean her stationery. Her desk was moved closer to the window so that she could open it whenever she needed. And naturally, she also brought her own cup to work from then on. A reduction of working hours was not possible, but luckily also not necessary after these little support actions were implemented.

Maybe the workplace has to be slightly adapted to the employee's needs to maximize convenience for carrying out the work operations. Some survivors with effects on hearing, vision, mobility, etc. need appropriate workplaces. Access requirements may have to be checked (availability of elevator, escalator, ramp if the person is in a wheelchair etc.), a lamp phone may be necessary, if the person is hearing

impaired, or parking space for a private vehicle in proximity to the office may have to be provided.

In some cases, it may be helpful to consult with a specialist in occupational medicine about the special needs the survivor may have, but if this is done, it should be discussed with the childhood cancer survivor beforehand.

After having verified that the late effects of cancer, a survivor may have, are not a barrier to the performance of duties, the employer should not constantly refer to possible differences, but relate to the new employee as a person, who is fully operable.

Childhood cancer survivor would feel more comfortable at his/her workplace, if there is no

visible distance between him/her and his/her colleagues. Differences should not be emphasized. Attention should be directed to the general tasks, activities and operations, the implementation of which the survivor is completely up to.

## 5. Equal job opportunities



# Equal job opportunities

**No one chooses to have cancer, but we can choose to provide equal job opportunities.**

Some patients, whose appearance is obviously different, frequently experience that they are stared at in the street, in public transport and even during job interviews.

In the labour market, equality of opportunity often comes with a person's physical appearance. The first possibility to grant someone equality of opportunity, most frequently, is the picture on the application form. The next possibility is during the job interview.

It is in the hands of every single company to make a step towards equality of opportunity that is not based on physical appearance! As in the case of Anna K., sometimes even small changes can make a huge difference. For others, it might be important to find out their limitations by doing practical trainings. There are many survivors who know they can do more, achieve more and perform better, but for that, they might need a little time and support to adjust. By giving them the chance of proving themselves within the context of placements, survivors and employers get the possibility to see physical and cognitive potential as well as limitations.

## Statement of survivors:

*"No employer's reaction, during a job interview, to me, having had cancer was: ,I am sorry to hear that, but I am glad you are okay now.' I could always sense their fear, which is probably just based on not knowing what having had cancer as a child means. But I am okay now and I just want to do my job.*

(Male, 41 years, Medulloblastoma)

Employers benefit from sensitization among employees and the development of social competence. But employing people with impairments has not only social aspects: As long as given the chance and having the possibility of making full use of one's potential, everyone can

show a solid performance. For that, it is important to find out what their strengths are. In addition to the benefits that equality of opportunity and diversity bring, companies, which employ people with impairments may also expect financial benefits from the state.

Moreover, many psychologists and other professionals, who work with childhood cancer survivors, claim that the fight with cancer has its positive psychological outcomes. The experience taught former patients to put things in a perspective that other people do not have the chance to see. They are often more empathic and less materialistic. Many survivors are more mature, compared to other

people on their age, and value friendships and relationships more. Very often they are easy-going and do not worry about everyday muddles. Generally, they have a positive attitude to life and appreciate the little things. These strengths allow them to face difficulties easier and cope with challenges in their life.

#### An employer story:

*When I hired him, I didn't know he has had cancer. He was well educated and very well suited for the job, but I very quickly realised, that he felt overburdened with the work that needed to be done. He kept making mistakes, seemed tired and not very concentrated. Then he started to be on sick leave more often which frustrated his colleagues as they took over his work in the meantime. So I had a meeting with him to discuss his performance, and he told me his side of the story, that he had cancer when he was 9 years old and that he just wanted to live a normal life, to have a fulltime job as everybody else and that he didn't want to admit it was simply too much. He gave me the contact of his career counsellor, who suggested to reduce his working hours to a certain extent to give him a chance to adjust to the daily work routine. And it did work! He is now working fulltime for us and he has adjusted just fine, like everybody else. He finally got what he wanted and we are happy to have him in our team.*

### Statement of psychologist:

*„Children and young people, who experienced oncohematological diseases have the psychological trauma of the experience, but they also carry faith and a strong personal understanding of the meaning of life. They are people, who are trained to be patient, responsible for themselves and others. I have only one message for their future employers - hire these people and make them a part of your team and you will never regret it.*

*You may hear many misconceptions like:*

*“I cannot work with someone who reminds me that I’m in danger and can also get sick;”*

*“They will often be absent from work”*

*“They are lazy, depressed, and even aggressive.”*

*People who experienced onco-hematological diseases are like any other person - with their own character, temperament and social detachment ... and none of us is devoid of emotions.*

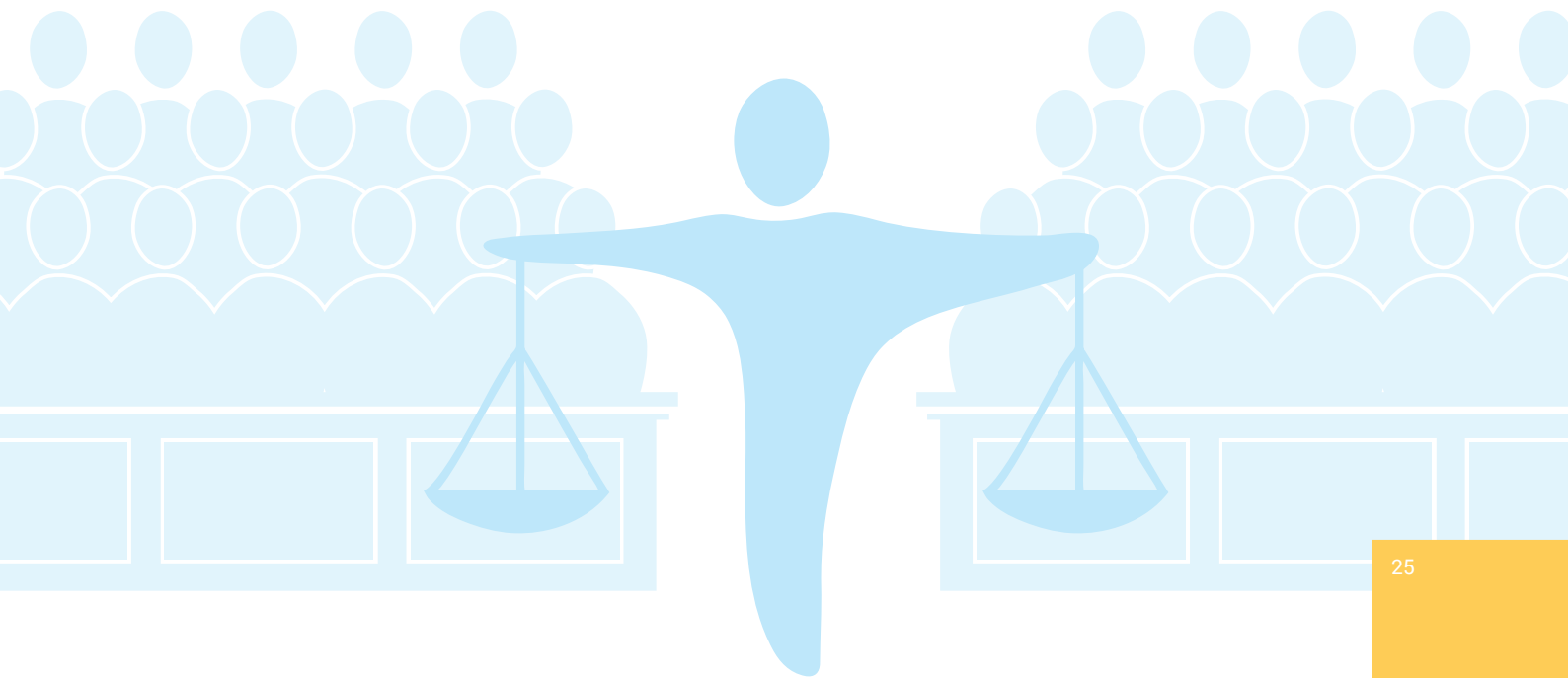
*The contact with sick children and survivors is one of my best personal lessons on how to live life. They are people, who you will not hear mumbling, and when you need something to be done, it will be done. The disease has taught them discipline, punctuality and order. You can hardly see any of them get upset over “small” everyday things, because they know the value of life and notice and enjoy valuable things - like support, kindness and a sunny day.*

*In conclusion, I would add that one is obliged to inform the employer about their diseases, but if you get such information from a job candidate or an employee, do not regret, do not underestimate the person, make contact with the personality, not with the illness.”*

*(Female psychologist working with children and adolescents with cancer)*



## 6. Legal implications



# Legal Implications

Employers, hiring childhood cancer survivors need to be aware that in some cases, specific national labour legislation may apply for this group of job applicants.

## Bulgaria:

National labour laws, which might be applicable are as follows:

- The Labour Code
- The Act on Integration of People with Disabilities
- The Act on Employment Promotion
- Ordinance №5 on diseases where workers suffering from them have special protection under Art. 333, § 1 of the Labour Code
- Ordinance on working hours, breaks and holidays

General points to be considered:

- Cancer survivors generally have the same labour rights and obligations as any other employee. Employers must treat equally all employees, regardless of their health condition and medical background. When hiring their employees, employers are neither allowed to inquire about their health condition, nor may they take a

decision whether to employ somebody based on such considerations.

- Cancer survivors would be likely to fall into the legal category of employees with disabilities.
- When hiring employees with disabilities, there are advantages available to the employer under the Act on Integration of People with Disabilities and under the Act on Employment Promotion, such as refund of the expenses for equipment of and access to the work area; partial refund of the social security contributions; refund of paid remunerations; recognition of the expenses incurred for the purposes of corporate taxation (Art. 36 (2), Art. 52 of the Act on Employment Promotion; Art. 25 and Art. 26 of the Act on Integration of People with Disabilities).
- The Ministry of Labour and Social Policy and the Employment Agency develop and implement national programmes and measures to promote employment, providing equal opportunities for people with disabilities to participate on the labour market. Under such programmes, financial resources to encourage the employment of people with disabilities are provided.
- Medical doctors are authorized to place cancer survivors on vocational rehabilitation. In some cases, this can be accompanied by a conclusion

of the decreased working capacity of the employee and a recommendation for a specific working position suitable.

- Bulgarian employers with more than 50 people staff are under legal obligation to designate 4% to 10% of the working places in their companies (depending on the industry) to people in occupational rehabilitation (Art. 315 (1) of the Labour Code). Half of these working places must be designated to people with permanent disabilities (Art. 27 of the Act on Integration of People with Disabilities). Employers are obliged to report to the Labour Bureau on an annual basis on how many of these working places are vacant.
- Employees who have 50% or more per cent of their working capacity reduced have a right to increased annual paid leave – 26 days per year.
- Employees with less than 50% of their working capacity reduced who, due to the occupational rehabilitation, are transferred to a lower paid job have a right to state funding for the difference.
- Night work and overtime are prohibited for people in occupational rehabilitation unless they give their explicit consent and only under the condition that the work required will not impair their health.

- Employees with oncological diseases are subject to special protection from dismissal. In the event of dismissal, the employer must obtain previous authorization from the Medical Board and the Labour Inspection.

## Austria:

The „Law of employment of disabled people“ (**Behinderteneinstellungsgesetz – BeinstG**) from 2005 is an important legal basis for employing people with disabilities. It regulates the rights and obligations of employees with disabilities as well as those of their employers. This includes for example protection from discrimination.

The full legal text is available here:

[https://www.ris.bka.gv.at/Dokumente/BgblAuth/BGBLA\\_2005\\_I\\_82/BGBLA\\_2005\\_I\\_82.pdf](https://www.ris.bka.gv.at/Dokumente/BgblAuth/BGBLA_2005_I_82/BGBLA_2005_I_82.pdf)

### Definition of Disability

Not all people with disabilities are automatically subject to the BeinstG. All requirements can be retrieved on the webpage of the Federal Ministry of Labour, Social Affairs and Consumer Protection ([www.sozialministerium.at](http://www.sozialministerium.at)).

The BEinstG, which has evolved from laws dating back to the early 1920s, is based on three columns:

- Compulsory Employment
- Employment Protection
- Support & Assistance

The aim of the BEinstG is the integration of people with disabilities in the labour market. Therefore, employers are required to hire people with disabilities according to the BEinstG: Employers with 25 or more employees are under legal obligation to designate 1 working place per 25 employees in their companies to a disabled person (Begünstigter Behinderter). In case an employer does not meet these obligations completely or partly he or she has to make a financial compensation ("Ausgleichstaxe").

An incentive for employers to hire people with disabilities, is the receipt of a bonus which currently amounts to EUR 248 per month, - (2015) for each apprentice with disabilities ("begünstigter Behinderter"). Employers benefit from several support offers such as:

- Salary subsidies due to reduced performance
- Subsidies for creating new jobs
- Reimbursement of costs of adjustments of the

work place, rooms and equipment for the needs of handicapped persons

## Spain:

The following national labour law in which the Ministry of Health, Social Policy and Equality recognizes the status of disabled people might be applicable to employing some childhood cancer survivors by granting get financial support to companies:

***Real Decreto Legislativo 1/2013, de 29 de noviembre, por el que se aprueba el Texto Refundido de la Ley General de derechos de las personas con discapacidad y de su inclusión social.***

- It guarantees the right to equal opportunities and treatment, universal access, employment rights, community inclusion, independent living and eradication of all forms of discrimination of disabled people compared with the rest of citizens.
- This is the reference law in Spain related with disability as there are not other laws directly related with Cancer and labour. Chapter number VI is related with labour right.

- [https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2013-12632](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2013-12632)

**Financial support for companies employing childhood cancer survivors is available:**

***Orden de 16 octubre de 1998 por la que se establecen las bases reguladoras para la concesión de las ayudas y subvenciones públicas destinadas al fomento de la integración laboral de los minusválidos en centros especiales de empleo y trabajo autónomo.***

- It financially supports projects that create permanent jobs for disabled workers. The grants are for technical assistance or to maintain labour's positions.
- [https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-1998-26877](https://www.boe.es/diario_boe/txt.php?id=BOE-A-1998-26877)

***Real Decreto 290/2004, de 20 de febrero, por el que se regulan los enclaves laborales como medida de fomento del empleo de las personas con discapacidad.***

- The object is to ease the transit of disabled people from special work centres to ordinary enterprises by offering employment incentives such as grants for each signed full time contract,

grants to adapt the workplace, discounts in Social Security quotas and others.

- [https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2004-3277](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2004-3277)

***Ley 43/2006, de 29 de diciembre, para la mejora del crecimiento y del empleo.***

- The law establishes bonifications for employers who hire disabled staff, with recognized disability equal or greater than 33 per cent, in indefinite and temporal contract modes.
- <https://www.boe.es/buscar/doc.php?id=BOE-A-2006-22949>

***Real Decreto 870/2007, de 2 de julio, por el que se regula el programa de empleo con apoyo como medida de fomento de empleo de personas con discapacidad en el mercado ordinario de trabajo.***

- It defines and sets the rules for the supported employment programme, whose object is to offer orientation and individualized support to disabled workers with special insertion difficulties to the ordinary labour market.
- [https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2007-135](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2007-135)

***Ley 14/2013, de 27 de septiembre, de apoyo a los emprendedores y su internacionalización.***

- Especially relevant are articles 46 and 30, which modify previous laws 45/2002 and Royal Decree 4/2004 establishing new helps for hiring new staff with recognized disability equal or greater than 33 per cent. These new aids are related to deductions from social security quota after hiring disabled staff for R&D or tech innovation activities and also apply to self-employment.
- [https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2013-10074](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2013-10074)

## Greece

In Greece the rights of persons with disabilities to work guaranteed primarily by the current constitution. Article 21 enunciates the duty of the State to provide appropriate measures for people with disabilities to ensure their autonomy, their professional integration and participation in social, economic and political life of the country. Article 22 enshrines the right to work and to equal pay: "All employees, regardless of sex or other distinctions, shall be entitled to equal pay for work of equal value."

## European Social Charter

According to Law 1426-1484 ratifying the European Social Charter: "Every disabled person has the right to training and vocational and social rehabilitation, regardless of the cause and nature of his/her disability." And Article 15 of the same law specifies the rights of persons who have physical or mental disabilities, and stipulates that the state has the obligation to provide training through specialized public or private institutions. Also, the state should ensure their placement in employment through "specialized services" or take measures to encourage the recruitment of disabled persons by employers.

## Principle of Equal Treatment

Law no. 3304/2005 establishes the principle of equal treatment in the application of Community law, in particular Directives 2000/43 / EC of 29 June 2000 and 2000/78 / EC of 27 November 2000. It relates to the fight against discrimination based on racial or ethnic origin or religion or belief, disability, age, sexual orientation as regards employment and occupation. In relation to the workplace, the Act applies to all

persons with regard to access to employment (selection criteria, recruitment conditions, professional development terms), the working conditions, dismissals and pay, social security and healthcare, social services, participation in workers 'and employers' organizations and to access to vocational training, education and career guidance. Particularly in the case of disability Article 12 aims at obtaining or maintaining measures intended to prevent or compensate for disadvantages.

### **National Observatory for Persons with Disabilities**

Article 10 of N.3106 / 2003 establishes the National Observatory for Persons with Disabilities, which aims, among other things, to "promote and [the] control of implementing measures and programs made for persons with disabilities in order to active and equal participation in economic and social life."

### **Special legislation to ensure employment**

On the issue of employment of persons with disabilities the institutional framework in place is based on the laws 2643/98, N. 5956/01 and 3227/04

(amending / supplementing the former) . These laws relate to the field of occupational rehabilitation of people with a disability of 50% or more) contests through ASEP (national competitions for public servants) for positions in public institutions. The entry requirements include: a) the registration of unemployed persons in the records of OAED and b) if they get a pension the amount that should not exceed the minimum retirement pension threshold IKA (social insurance). The placement, recruitment or appointment of persons is based on objective criteria such as age, qualifications, the percentage of disability, marital status, economic status.

### **Creation and Operation of Special Programs Protected Productive Laboratories**

Law 2646/98 for the development of the National System of Social Care states in its Article 17 to take measures to protect persons with disabilities. It provides for the creation of special programmes for people with mental retardation, autism, severe psychosomatic and multiple disabilities who will "provide the opportunity for equal participation in social life, their participation in the production process, professional employment ... and creating

conditions for independent or semi-independent living.” With this law Protected Productive Laboratories are regulated, which should employ persons in the above categories in the ratio of 3/5 relative to the total number of employees.

### **Grant Program new jobs for the Disabled**

From the 1980s onwards the State through OAED (National Organization for the Unemployed) subsidizes employers with special programmes to employ people with disabilities. The most recent programme is that of 2007 entitled “Programme grant new jobs working people with disabilities, detoxified, ex-prisoners and young offenders or

young people at social risk” (also known as a programme ‘3 + 1’) adopted by JMD 200 064 / 15-03-2007. It subsidizes businesses that hire people from the aforementioned population groups, for part of the remuneration paid to them for three years, obliging the employer to continue to employ the person for another year after the expiry of the three-year period.



## 7. Further information and support



## Further information and support

### Bulgaria:

In Bulgaria, the Association **“Children with Oncohaematologic Diseases”** offers complex care – psychological support for both - children and parents, art therapy, pedagogical sessions, consultations – all aimed at overcoming social adjustment, emotional effects of the disease and facilitating reintegration and return to normal life. For employers, the association could provide detailed and useful information on the different cancer types and their late effect. Employers are also welcome to visit the daily centre of the association.

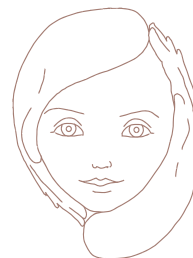
#### **Association “Children with Oncohaematologic Diseases”**

Blvd. Danail Nikolaev 26, 1527 Sofia

Contact: Margarita Borissova

Email: [ohz\\_deca@abv.bg](mailto:ohz_deca@abv.bg)

[www.decaohz.org](http://www.decaohz.org)



On the other hand, the project coordinator- CATRO Bulgaria – is there to offer recruitment support to all employers, who would like to hire survivors incl. training of the direct managers of the survivors, support in the introduction process of the survivors and of course career support of the survivors themselves.

#### **CATRO Bulgaria**

Bregalnitsa Str. 45, 1303 Sofia

Contact: Anelia Dimitrova (project manager),

Contact: Olga Mineva (project coordinator)

Email: [a.dimitrova@catro.com](mailto:a.dimitrova@catro.com), [o.mineva@catro.com](mailto:o.mineva@catro.com)

[www.catro.com](http://www.catro.com)



### Further useful links:

- **Hospital for children with oncohematologic diseases Sofia**

The only specialised hospital in Bulgaria covering the full range of diagnostic and medical treatment activities for children from 0 to 18 with blood diseases and solid tumours.

<http://sbaldohz.com/>

- **Association “Bulgarian Baby Center”**

Association which provides support for the establishment of a policy to reduce demographic decline. It aims at increasing awareness of Bulgarian citizens on issues of parenting. The link contains Information on Pediatric Acute Lymphocytic Leukemia.

<http://www.biberonbg.com/info/all.htm>

- **Publishing house PIKS**

The biggest specialized medical journal for professional audience in the country. It acts as an intermediary between medical professionals and the public on health care reform and a healthy lifestyle. The link contains information about malignant tumors in childhood.

<http://forummedicus.com/archives/all-publications/255>

- **Employment agencies**

The Employment Agency is an executive agency of the Ministry of Labour and Social Policy for implementation of the state policy on employment promotion.

[www.az.government.bg](http://www.az.government.bg)

- **Ministry of Labour and Social Policies**

The official web site of the Ministry.

[www.mlsp.government.bg/](http://www.mlsp.government.bg/)

- **General Labour Inspectorate Executive Agency**

The Executive Agency “General Labour Inspectorate” exercises overall control over the observance of labour legislation in all economic sectors and activities.

<http://www.gli.government.bg/>

## Austria:

The Austrian **Childhood Cancer Association (Österreichische Kinderkrebshilfe)** offers an abundance of information materials on the subject of cancer in children and adolescents. The psychosocial aftercare of former child cancer sufferers is becoming more and more important, especially as many children and teenagers have to deal with medical, psychological or social long-term effects of their illness. With this in mind, the project „**Jugend & Zukunft**“, a job orientation programme for childhood cancer survivors has been created and implemented.

However, successful job integration of childhood cancer survivors who suffer from late effects will depend on employers to give them a chance. If any questions or concerns with regard to employment of childhood cancer survivors arise please contact:

**Austrian Childhood Cancer Association**

Borschkegasse 1/7, 1090 Vienna

Email: [oesterreichische@kinderkrebshilfe.at](mailto:oesterreichische@kinderkrebshilfe.at)

Phone: 0043 (0)1 / 402 88 99

[www.kinderkrebshilfe.at](http://www.kinderkrebshilfe.at)



**“die Berater” Unternehmensberatungs GmbH** is a private provider of education, training and consultancy focusing on the development of people’s potentials for the labour market and society at large. Founded in 1998, die Berater® currently employs around 340 people in 40 locations throughout Austria, with additional centres in Slovakia, Slovenia, and Bulgaria. die Berater® is planning, organising and running labour market training, staff-development and general education programmes for more than 18.000 participants each year. In cooperation with Österreichische Kinderkrebshilfe die Berater® provides training for childhood cancer patients on the European Computer Driving Licence (ECDL) and job orientation in the afore-mentioned project „Jugend & Zukunft“.

**“die Berater” Unternehmensberatungs GmbH**

Wipplingerstr. 32 / TOP 24-25, 1010 Vienna

Email: [office@dieberater.com](mailto:office@dieberater.com)

Phone: 0043 (0)1 / 5324545 0

[www.dieberater.com](http://www.dieberater.com)



**Further useful links:**

- **Childhood Cancer International**

Umbrella organisation of 177 parent organisations in 90 countries

<http://icccpo.org/index.cfm>

- **German Society of Paediatric Oncology and Haematology**

Information on Childhood Cancer, Service Offers and After Care

<http://kinderkrebsinfo.de/>

- **The Childhood Cancer Survivor Study**

A study from the US and Canada on late effects of Childhood Cancer

<https://ccss.stjude.org/learn-more.html>

- **BMASK - Bundesministerium für Arbeit, Soziales und Konsumentenschutz**

Information on social services in Austria

[www.sozialministerium.at](http://www.sozialministerium.at)

- **Arbeit & Behinderung**

Comprehensive Information on working with disabilities

[www.arbeitundbehinderung.at](http://www.arbeitundbehinderung.at)

- **Arbeitsmarktservice**

Webpage of the Austrian Labour Market Agency

[www.ams.at](http://www.ams.at)

- **Career Moves**

Platform for employers and job seekers with disabilities

[www.careermoves.at](http://www.careermoves.at)

## Spain:

In Spain the main institution is the **Federación Española de Padres de Niños con Cáncer**, a non-profit and public organisation established in 1990 which coordinates the activity of 18 member associations, all of them founded by parent volunteers affected by childhood cancer. The federation is willing to represent all children and adolescents with cancer in front of institutions and society in order to transmit their problems as well as to propose solutions.

### **Federación Española de Padres de Niños con Cáncer**

Monte Olivetti, 18, Local 1 (c.v. a c/ Bustos 3)

28038 Madrid

Phone: 699981568 (mobile), 915572626

Email: [federacion@cancerinfantil.org](mailto:federacion@cancerinfantil.org)

[www.cancerinfantil.org](http://www.cancerinfantil.org)



### Further useful links:

- **ASANOG – Asociación de Ayuda a Niños Oncológicos de Galicia**

Non-profit association from the region of Galicia, established in 2012 by a group of families having (had) a child with cancer with the aim of improving the situation of oncological children and their families.

<https://asanog.org>

- **ASPAÑION – Asociación de Niños con Cáncer**

Since 1985 the aim of this association has been to improve the medical and existential state of and the psychological and social development of psychological and social development.

<http://www.aspañion.es>

- **AAA – Asociación española de Adolescentes y Adultos jóvenes con cancer**

Founded in 2010, the primary objective of this association is to improve the quality of life of young people with cancer to gain recognition of young people with cancer as a group with specific health and care needs.

<http://www.aaacancer.org>

- **Sociedad Española de Hematología y Oncología Pediátricas**

Non-profit institution which aims to develop and enhance clinical research studies about hematology and oncology as well as to provide social support to children affected by cancer and their families.

<http://www.sehop.org/>

- **AECC – Asociación Española Contra el Cáncer**

Non-profit, charitable institution which aims are to fight against cancer in any existent or future way. The main objectives are to inform and raise awareness, support and promote oncological studies.

<https://www.aecc.es/>

- **Centro de Investigación del Cáncer**  
Integral cancer research centre, established in 1997, in response to the model of the American Comprehensive Cancer Center, characterized by integrating competitive and excellence research about cancer at three levels: basic, clinical and translational.  
<http://www.cicancer.org/en>
- **Ministerio de Sanidad, Servicios Sociales e Igualdad**  
Official webpage of the Ministry of Health, Social Policy and Equality.  
<http://www.msssi.gob.es>
- **Ministerio de Empleo y Seguridad Social**  
Official webpage of the Ministry of Employment and Social Security where labour laws and financial support for employers and self-employment can be found  
<http://www.empleo.gob.es>
- **Servicio público de empleo: Integración laboral de las personas con discapacidad.**  
Publication of the national employment system which resumes the available possibilities about the integration of disabled workers into the regular labour market system as well as to the protected system. It also facilitates transit measures from one to the other.  
[http://www.sepe.es/contenidos/que\\_es\\_el\\_sepe/publicaciones/pdf/pdf\\_empleo/integracion\\_laboral\\_discapacitados.pdf](http://www.sepe.es/contenidos/que_es_el_sepe/publicaciones/pdf/pdf_empleo/integracion_laboral_discapacitados.pdf)
- **Asociación Española de Empleo con Apoyo**  
AESE's mission is to promote the development of supported employment in Spain and Latin America, so that people with disabilities or at risk of social exclusion can successfully access the labour market and be recognized as citizens with full rights.  
<http://www.empleoconapoyo.org/>



- **Xtalento**

The XTalento program is a set of measures addressed to increase employment and training of people with disabilities, powered by Fundación ONCE and co-founded by the European Social Fund.

<https://www.portalento.es/>

## Greece:

**Kyttaro** is a Panhellenic Association founded in 2007 by adults with cancer experience in childhood or adolescence. Objectives of the Association are

- Giving support and all forms of assistance to children and adolescents now diseased and adults who suffered from cancer in childhood and adolescence.
- Defending by all legal means the medical, ethical, social, professional, legal and material interests of adults who have contracted cancer in childhood and adolescence.
- Tackling specific problems of adults who have contracted cancer in childhood and adolescence and their families in the wider community.
- Informing and educating its members and the broader social environment on cancer of childhood and adolescence, the problems caused to children, adolescents and their families, as well as the prospects for the cancer childhood and adolescence worldwide.

**Kyttaro - PanHellenic Foundation of People with  
Neoplastic Diseases During Childhood**

Aigiou 6, Goudi, Athens, Greece 28038

Contact: Aimilia Tsirou

Email: [kyttaro.greek@gmail.com](mailto:kyttaro.greek@gmail.com)



**SEN / Junior Achievement Greece** is a non-profit organization and member of Junior Achievement Worldwide. It was founded in 2005 in cooperation with the Hellenic Federation of Industries and aiming at inspiring and preparing young people to succeed in a global economy. This is accomplished through the implementation of innovative educational programs that stimulate life-long learning, positive change and help students reach their full potential by developing their skills. These programmes are brought into effect with the guidance of volunteers, business professionals in collaboration with teachers.

SEN/JA Greece has special entrepreneurial educational programmes implemented in NGOs and vocational centers for children with special needs all over Greece. It provides job-orientation to childhood cancer survivors in the framework of the EU-funded project “Create your Future” .

**SEN / Junior Achievement Greece**

Dionysou Avenue 80, Drosia, Athens,

Contact: Georgia Gleoudi

E-mail: [info@sen.org.gr](mailto:info@sen.org.gr)

<http://senja.gr/>



**Further useful links:**

- **Floga - Parents of children with neoplastic diseases**

Floga is a Pan Hellenic parents association of children with cancer embracing thousands of families all over Greece and with a network of local representatives in a large number of cities around the country.

[www.floga.org.gr](http://www.floga.org.gr)

- **Elpida-Foundation of support for childhood cancer**

“ELPIDA’s” first and fundamental goal was the creation of a model medical unit, something that did not exist in our country at the time: a Bone Marrow Transplant Unit (BMTU), where transplants could be carried out on children who suffer from hematological, genetic and hereditary diseases, such as leukemia, solid

tumors, neuroblastomas, Mediterranean Anemia (b-Thalassemia) and others. The first goal was achieved and in 1993 the Bone Marrow Transplant Unit was opened at the “Aghia Sophia” Children’s Hospital.

[www.elpida.org](http://www.elpida.org)

- **Association Sparkle**

The Association SPARKLE founded in 1987 in Thessaloniki (Decision 1364/1987 of the first instance of Thessaloniki) by parents from all over Northern Greece whose children contracted malignant disease and hospitalized in pediatric oncology departments of Thessaloniki. In Thessaloniki there are two pediatric oncology departments, one on Hippocrates General Hospital And one in Thessaloniki AHEPA, part of the Pediatric Clinic B while a similar clinic in Hospital Th. Pap hosts adolescents and children led to bone marrow transplantation.

[www.lampsi.org](http://www.lampsi.org)



Co-funded by the  
Erasmus+ Programme  
of the European Union

„This project (2014-1-BG01-KA204-001721) has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.”

[www.createyourfuture-eu.org](http://www.createyourfuture-eu.org)