



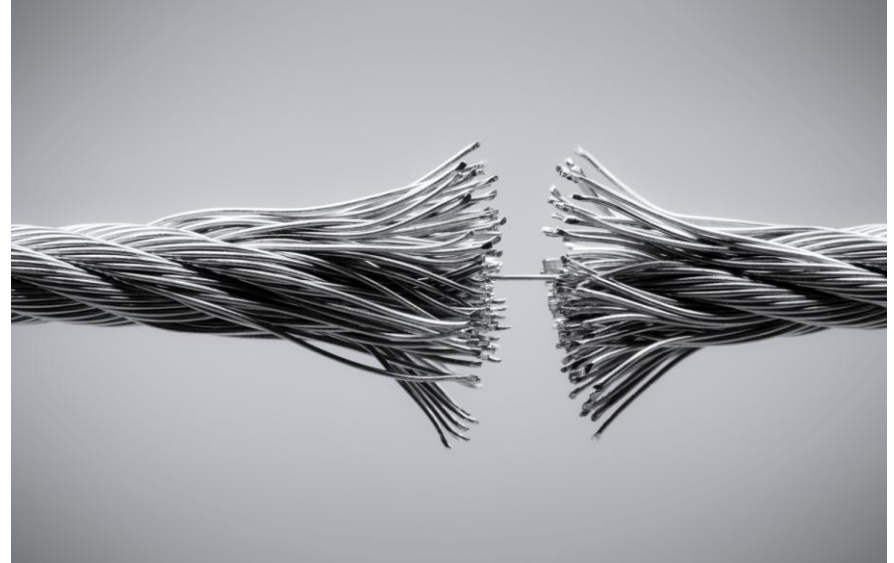
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Return to Work in Long-term sick leave

Theo Bodin MD PhD

The real problem: system failure, not individual failure

- Long-term sick leave = system mismatch
- Fragmentation: healthcare – employer – insurance
- Belgium debate: sanctions & surveillance
- Evidence: limited effect, risk of harm



Less is More

- RCT: Least Effective Sickness Absence + Work-oriented CBT
- Early, work-oriented interventions
- Avoid long detachment from work



Making adaptation real: tools for workplaces

- Gap: employers lack practical tools
- Ongoing work: develop adaptation support tools
- Focus: matching tasks, flexibility, understandable for employers
- Needs integration: healthcare – employer – insurance

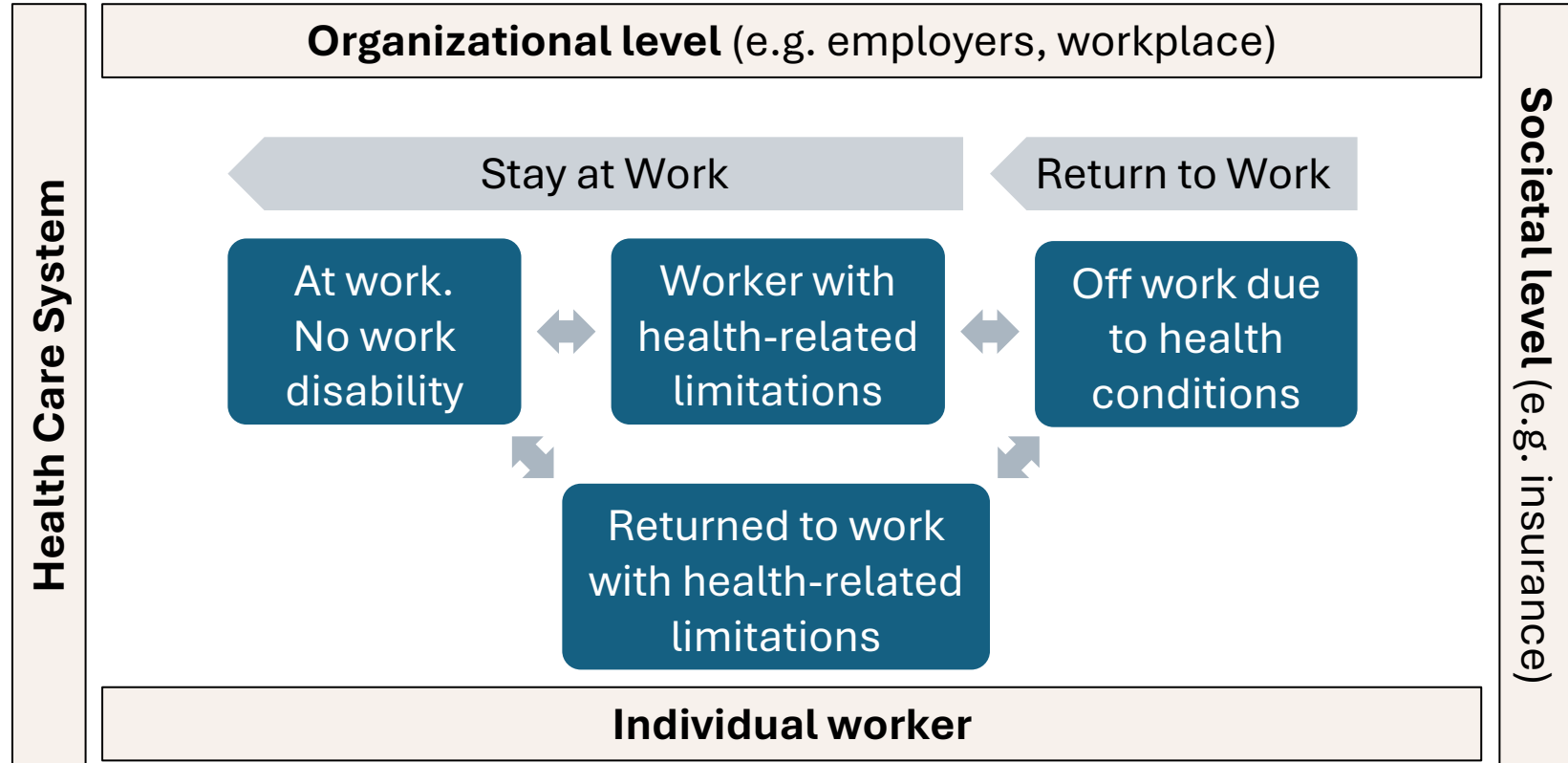


Beyond adaptation: reskilling and transitions

- Not all jobs can be adapted
- Systems poorly handle transitions
- Structured reskilling pathways needed
- Links to sustainable working life



Theoretical Framework





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