

# Cancer in small-sized companies: Employers' RTW-experience

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# Background

- Europe: 4 million cancer diagnoses
- More than 65% a 5-year survival rate
- Nearly half of the cancer survivors of working age
  
- Work important for cancer survivors
- Key role employers in RTW process
- Internationally little research on employers' side

# Purpose

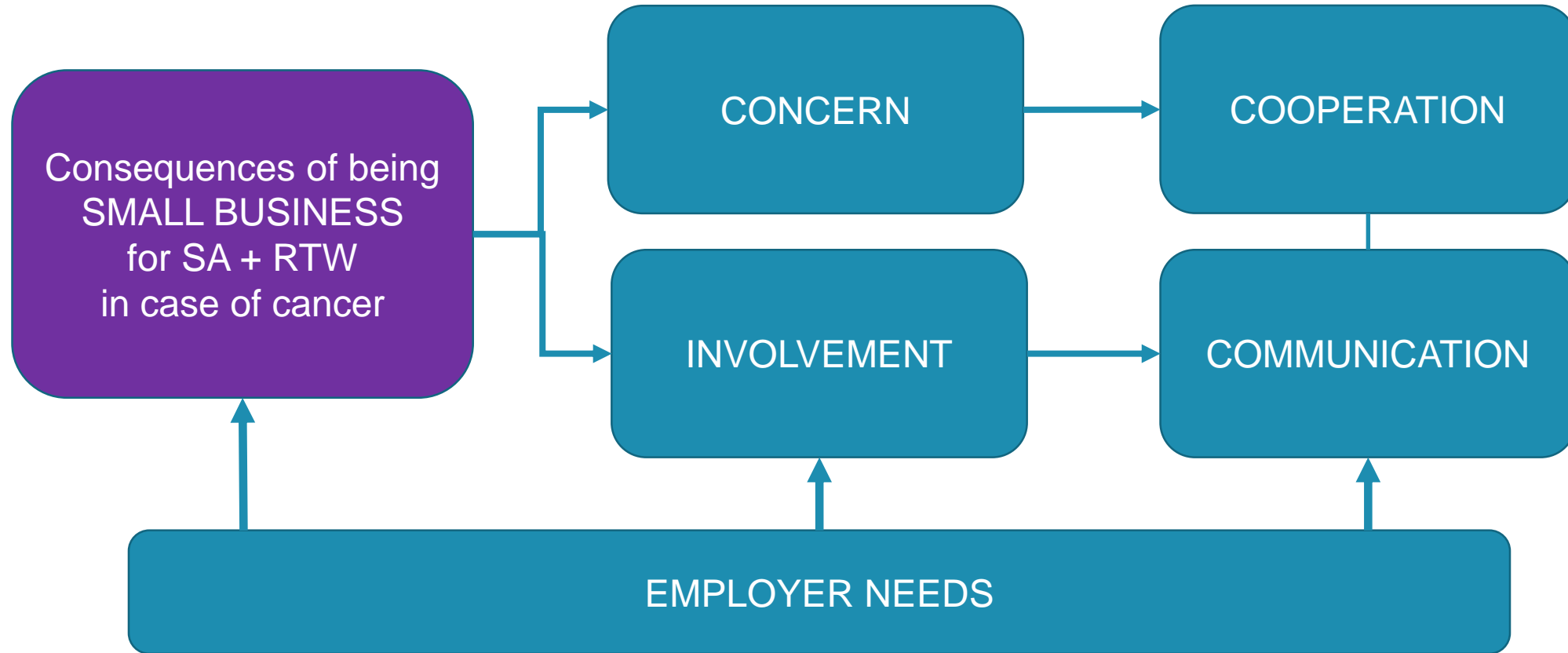
- Work important for cancer survivors | Key role employers in RTW process
- Insight in:
  - Employers' involvement (of SE) in SA and RTW (of employees with cancer)
  - Implications for employers' need for support

# Methods Interviews

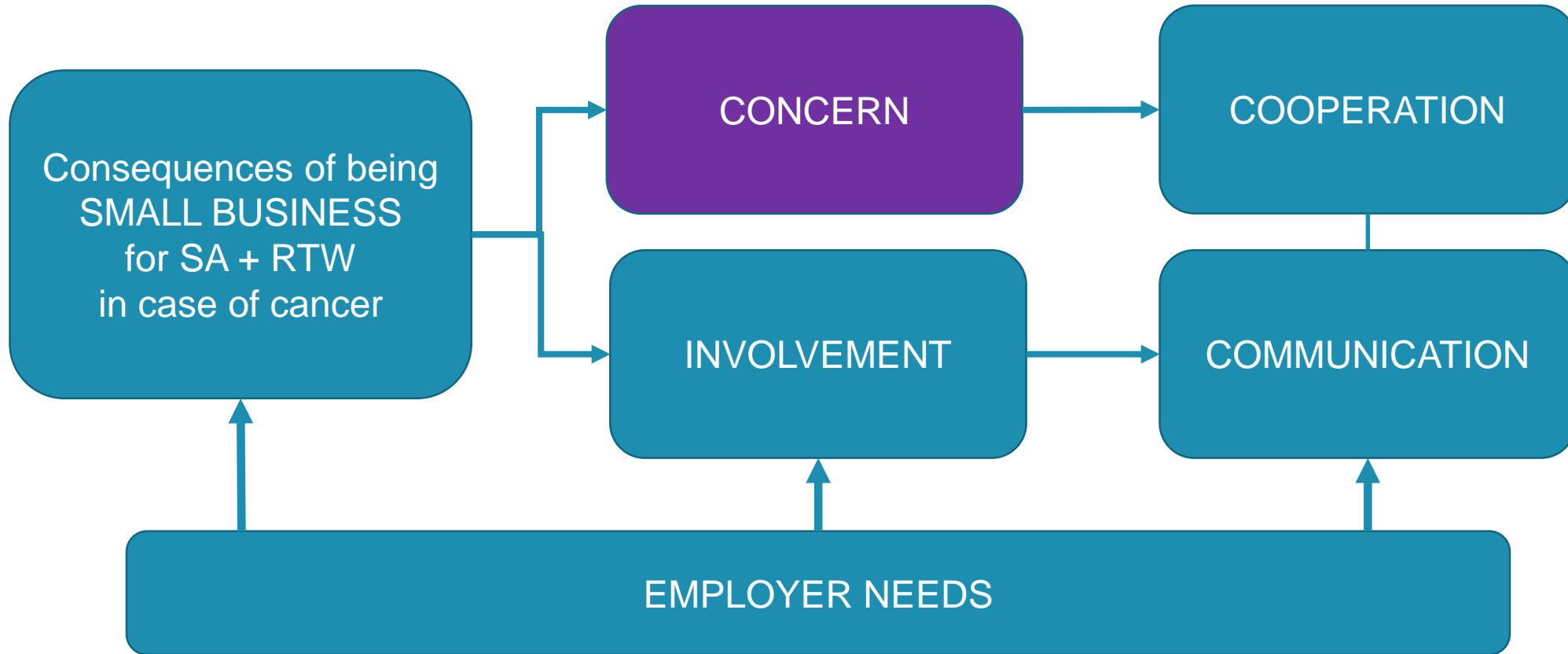
- **16 in-depth interviews** (M=11, F=5)
- Position: Business manager/owner (15), HR (1)
- Various sectors: Catering, Chemistry, Construction, Consultancy, Employment agency, Graphic design, Hair salon, Real estate/property, Textile industry, Wholesale
- Size: <50 (14) / 50-100 (2)
- Region: Flemish part of Belgium (Vlaams Brabant, West Vlaanderen, Antwerpen, Limburg)

- Thematic analysis | Grounded Theory-approach:
  - Frequently reading of transcripts
  - Narrative, schematic reports per interview
  - Overview of central points for each interview
  - Identifying common messages and themes
  - Developing coding list (Nvivo): detailed coding
  - Discovering overarching scheme (all interviews)

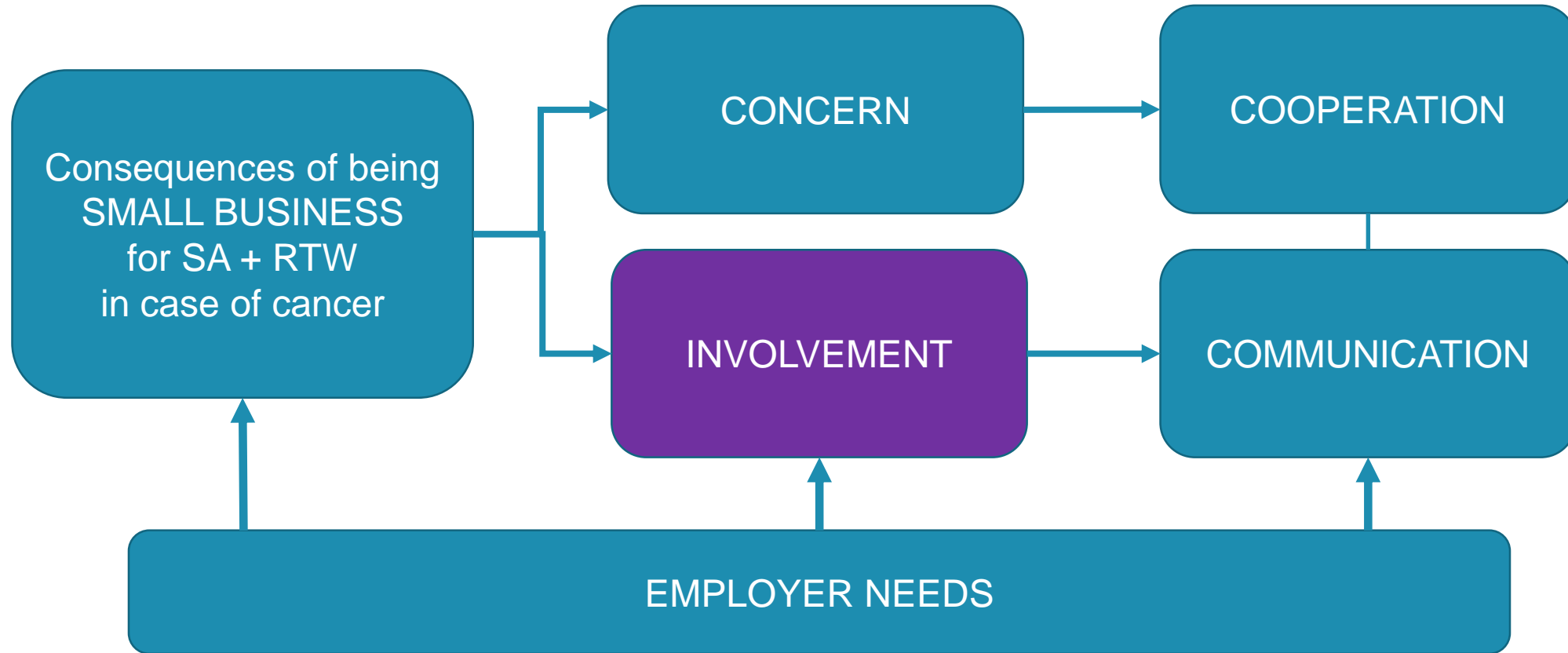
# Results (1)



# Results (2)

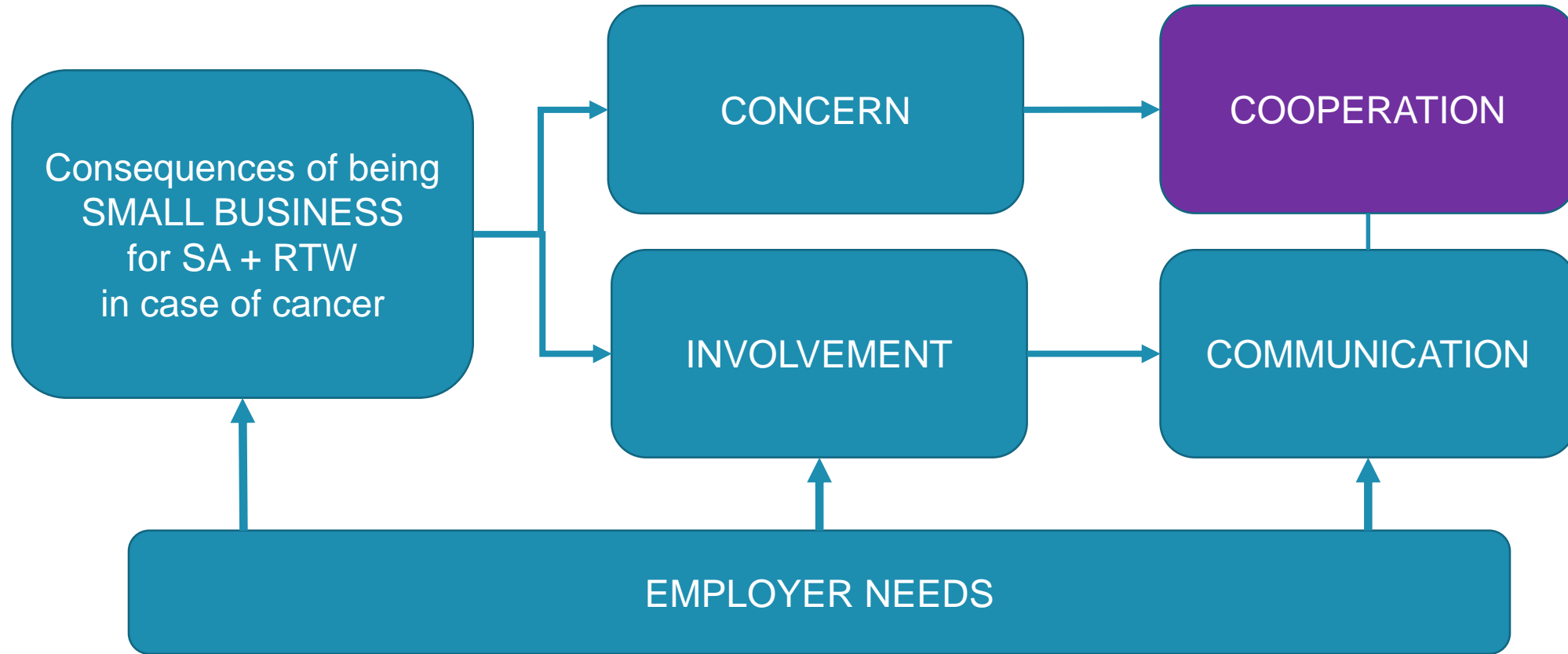


# Results (3)

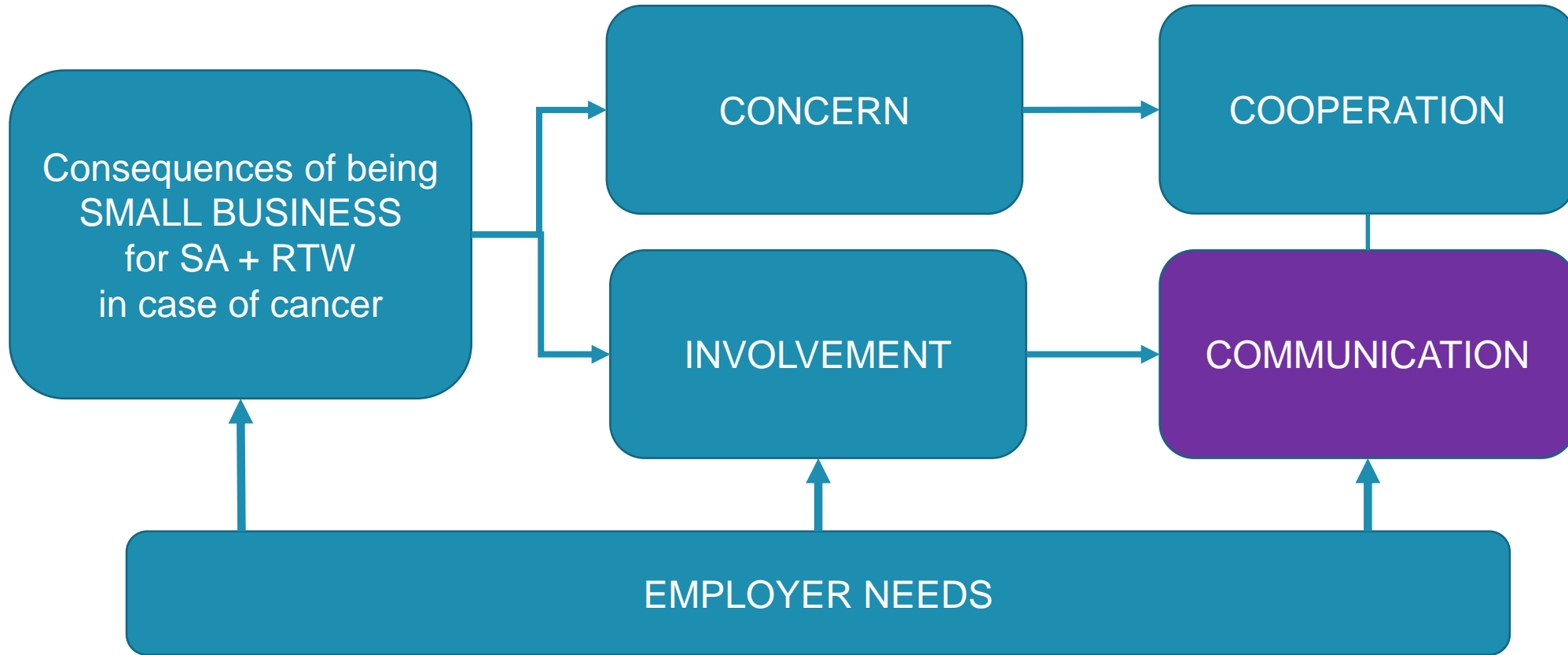




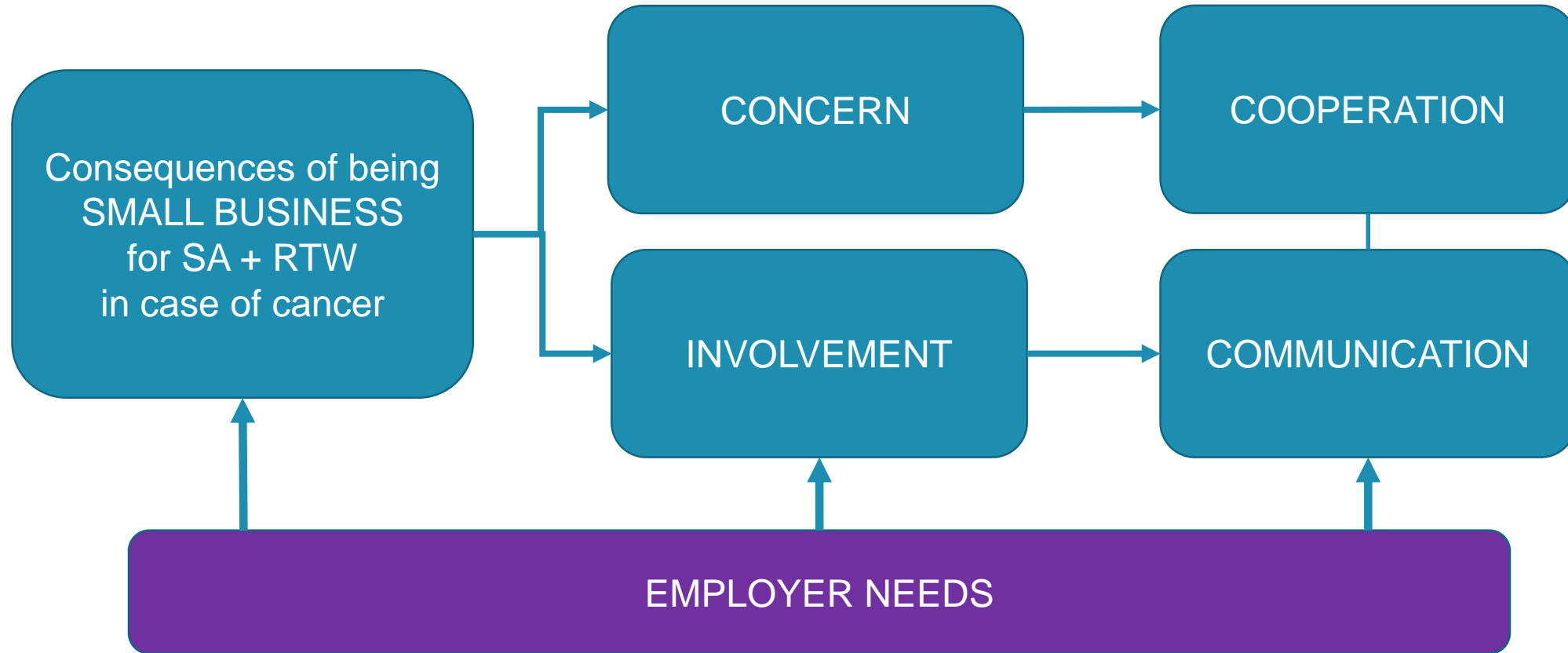
# Results (4)



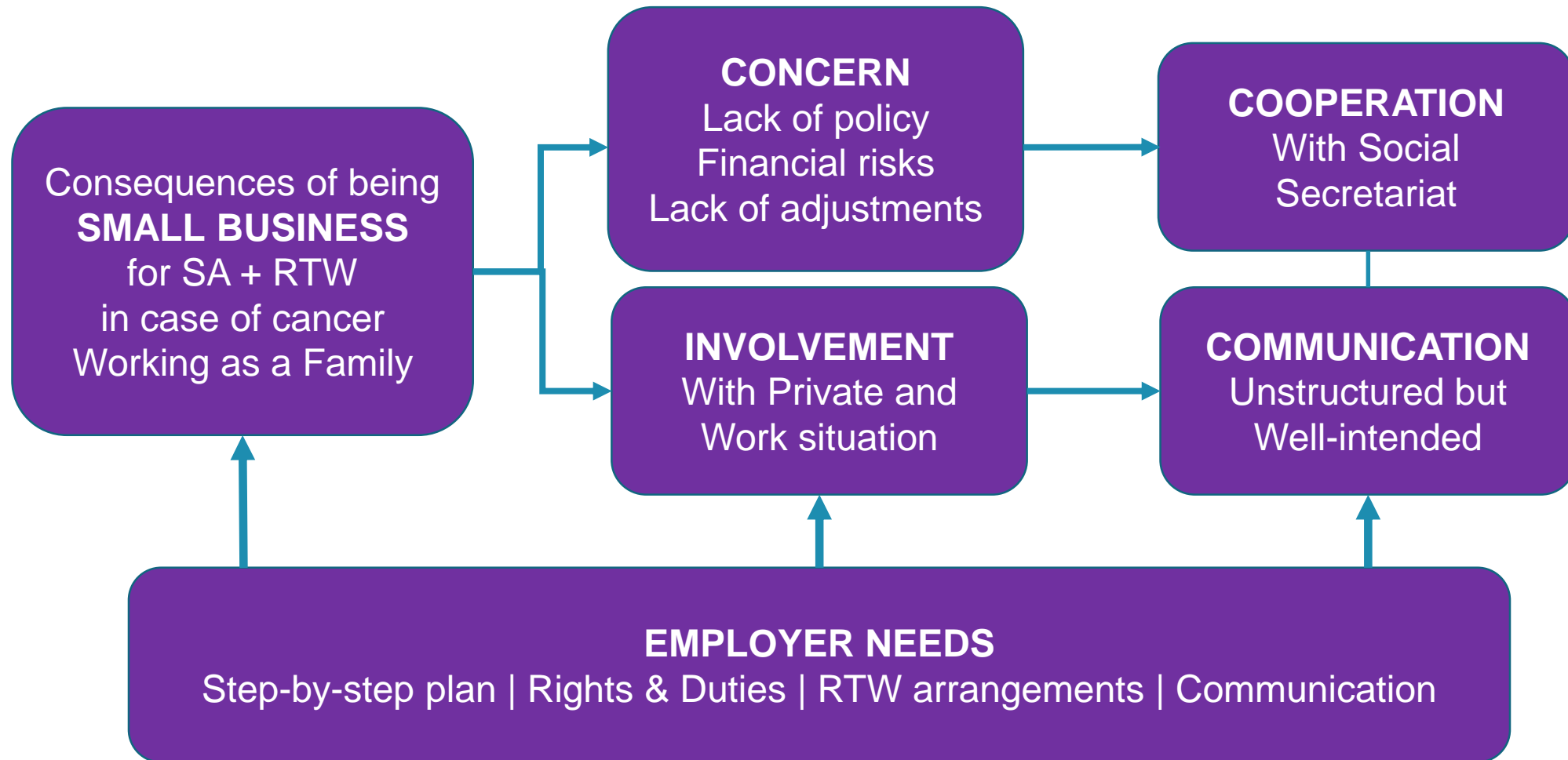
# Results (5)



# Results (6)



# Results (7)



# Conclusion

- Small enterprises (SE):
  - Work and solve problems as a family
  - Know each other and one's tasks very well
  - Used to deal with ad-hoc situations
- Owners of SE:
  - Concerned, but no leading role in the RTW process
  - Proceed pragmatically and rely on Social Secretariat
  - In need of information on managing SA and RTW in a structured way

*Many concerns, but good opportunities to help RTW forward!*

Thanks for your attention  
Thanks to KOTK



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