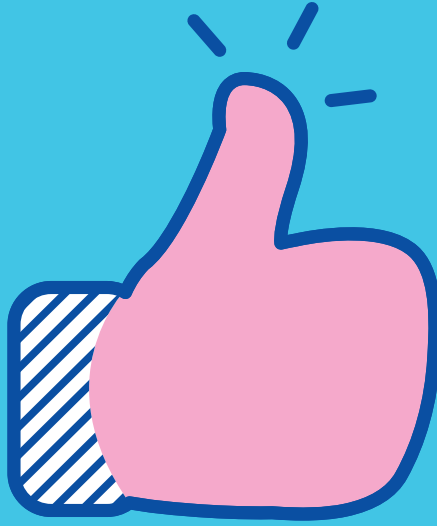
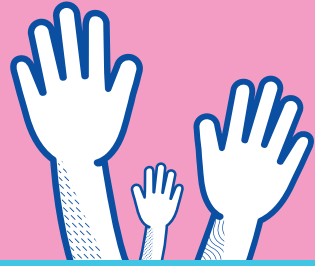


**WORLD  
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**WE CAN**



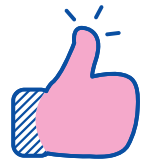
**SUPPORT OTHERS  
TO RETURN TO WORK**

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# WE CAN SUPPORT OTHERS TO RETURN TO WORK



**Employers can create a workplace culture where employees with a cancer diagnosis are encouraged to know that when they return to work they will be supported to adapt to the challenges they face from their illness<sup>1-3</sup>.**

Employers can take several actions to help people living with cancer transition back to the workplace successfully. Supporting a flexible return to work, such as making changes in hours or responsibilities, can be an important factor in getting people back to work successfully. Keeping the lines of communication open can also be critical. Talking with an employee about job modifications, legal rights and responsibilities, and support programmes available in the workplace will empower them to take control of their health and

wellbeing and help ease their transition back to work. Additionally, employers should be aware of their obligations to prevent discrimination at work and enforce workplace policies that ensure employees coping with cancer and their caregivers are not disadvantaged in recruitment, at work and when returning to work.

Caregivers also need flexibility at work. Employers can be supportive by extending flexible workplace policies to caregivers, and providing access to resources such as workplace counselling.

For co-workers, being sensitive to the needs and feelings of the person affected by cancer at work and keeping in touch during time away from the workplace can be very helpful.

**By providing the right support, employers and co-workers can foster a successful transition back to work for cancer patients.**

This factsheet is aimed at



Workplaces

1. UICC, Bupa (2015). Working with cancer: Supporting employees living with cancer to return to work. <http://www.iccp-portal.org/resources/uicc-bupa---working-cancer-supporting-employees-living-cancer-return-work>
2. NCD Alliance (2016). Realising the potential of workplaces to prevent and control NCDs. [https://ncdalliance.org/sites/default/files/NCDs\\_%26\\_WorkplaceWellness\\_web.pdf](https://ncdalliance.org/sites/default/files/NCDs_%26_WorkplaceWellness_web.pdf)
3. Macmillan Cancer Support. Managing Cancer in the Workplace. <http://www.macmillan.org.uk/Cancerinformation/Livingwithandaftercancer/Workandcancer/Supportformanagers/Employersguide/Managingoverview.aspx>.