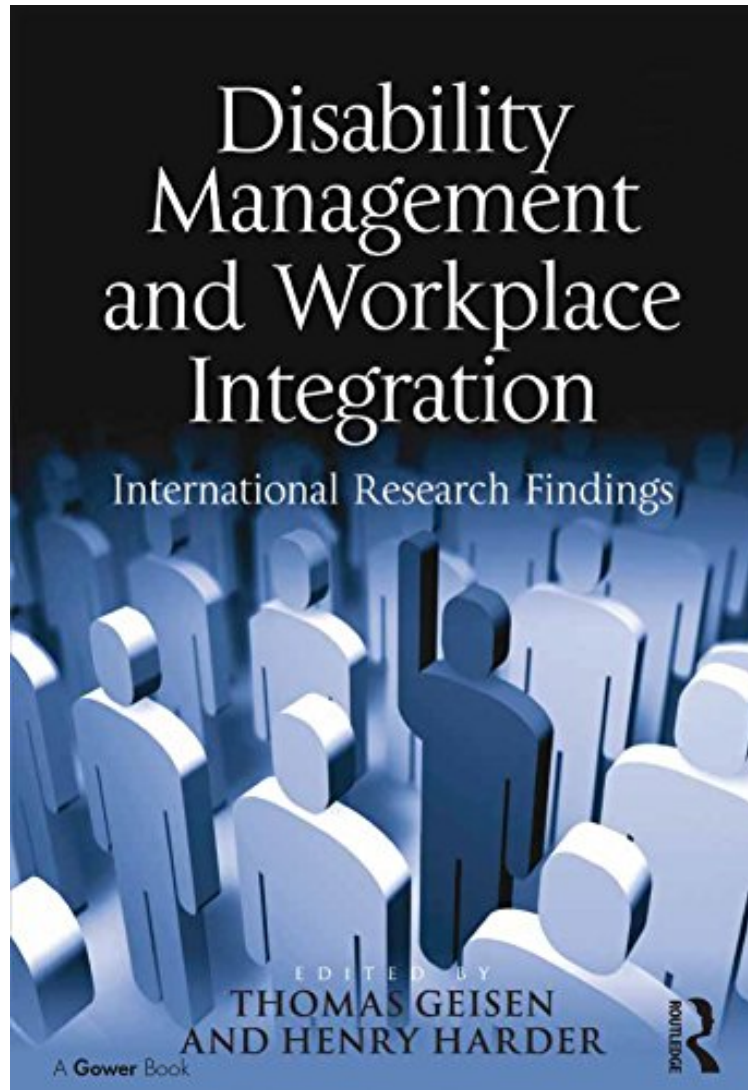


Disability Management and Workplace Integration: International Research Findings

Henry G. Harder

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recommending it in my post-graduate university class.

Disability Management is perceived and understood to be an important approach to reducing the negative impact, for workers and the company, of absence due to illness and accidents, and to assisting those with disabilities to enter or re-enter the workplace. Disability Management has already become established in Canada, Australia, New Zealand, and the USA. Recently European countries have begun to promote the approach in order to reduce illness related expenses and avoid unemployment, early retirement and costs to the welfare state. In *Disability Management and Workplace Integration* leading researchers from around the World consider the development of Disability Management over the last three decades. They examine the on-going debate about methodology and implementation of disability management strategies and programmes, highlighting the critical debate about the implications of a stricter cost-benefit approach to Disability Management theory and practice. Professionals involved in workplace integration, researchers approaching workplace integration from a variety of perspectives such as sociology; rehabilitative medicine; psychology; education; social policy; and economics, and students on a range of courses, will appreciate this valuable book.

'The international recommended authors describe the global success-factors in return-to-work of ill workers answering the multi-disciplinary question: "Who must manage interventions when, how and with whom?" Focusing on abilities, the authors offer recommendations for single cases with frequent diagnosis, including mental illnesses, and for consensus-based structure inside and outside of enterprises. This book attracts attention to all stakeholders interested in strengthening work-force: Governments, employers, employees, insurers and service providers, who guide people with disabilities back to working-life.' Friedrich Mehrhoff, Dr jur. Deutsche Gesetzliche Unfallversicherung (DGUV) 'The articles in *Disability Management and Workplace Integration* are of great relevance to the ILO in its work to promote employment opportunities for persons with disabilities in line with international conventions and the ILO code of practice on managing disability in the workplace. The emphasis on 'employer buy-in' as an area that requires greater policy focus is timely and will make a marked difference to policies of countries moving to implement the UN Convention on the Rights of Persons with Disabilities and other international standards.' Barbara Murray, Senior Specialist, International Labour Office. 'Disability management is increasingly being more broadly recognized as an imperative feature in effective efforts at retention of workers affected by illness or an accident that result in needed time away from work. Harder and Geisen have provided us with a broad view of these approaches from an international perspective, affording a truly unique perspective on disability management and its resulting longer term workplace benefits.' Susanne M. Bruyere, Professor of Disability Studies, Cornell University. **About the Author** Dr Thomas Geisen is a senior researcher and lecturer at the University of Applied Sciences Northwestern Switzerland, in Olten. His research interests are in workplace integration and migration. He runs a further education programme in disability management, has carried out substantial research projects, and is a widely published author. Dr Henry G. Harder is Professor and Chair of the School of Health Sciences at the University of Northern British Columbia. His research interests are in disability, workplace mental health, suicide and aboriginal health. He is an active scholar, who has published extensively and made presentations throughout the world.