

This is the peer reviewed version of the following article:

Return to work in European Cancer survivors: a systematic review / Paltrinieri, Sara; Fugazzaro, Stefania; Bertozzi, Lucia; Bassi, Maria Chiara; Pellegrini, Martina; Vicentini, Massimo; Mazzini, Elisa; Costi, Stefania. - In: SUPPORTIVE CARE IN CANCER. - ISSN 0941-4355. - 26:9(2018), pp. 2983-2994. [10.1007/s00520-018-4270-6]

*Terms of use:*

The terms and conditions for the reuse of this version of the manuscript are specified in the publishing policy. For all terms of use and more information see the publisher's website.

01/11/2024 22:16

(Article begins on next page)

# Supportive Care in Cancer

## Return to Work in European Cancer Survivors: A Systematic Review

--Manuscript Draft--

<b>Manuscript Number:</b>	JSCC-D-18-00083	
<b>Full Title:</b>	Return to Work in European Cancer Survivors: A Systematic Review	
<b>Article Type:</b>	Review Article	
<b>Corresponding Author:</b>	Stefania Costi Università degli Studi di Modena e Reggio Emilia and IRCCS-ASMN Reggio Emilia Reggio Emilia, Emilia-Romagna ITALY	
<b>Corresponding Author Secondary Information:</b>		
<b>Corresponding Author's Institution:</b>	Università degli Studi di Modena e Reggio Emilia and IRCCS-ASMN Reggio Emilia	
<b>Corresponding Author's Secondary Institution:</b>		
<b>First Author:</b>	Sara Paltrinieri	
<b>First Author Secondary Information:</b>		
<b>Order of Authors:</b>	Sara Paltrinieri	
	Stefania Fugazzaro	
	Lucia Bertozzi	
	Chiara Bassi	
	Martina Pellegrini	
	Massimo Vicentini	
	Elisa Mazzini	
	Stefania Costi	
<b>Order of Authors Secondary Information:</b>		
<b>Funding Information:</b>	Chamber of Commerce of Reggio Emilia	Miss Stefania Costi
	GRADE Onlus of Reggio Emilia	Miss Stefania Costi
<b>Abstract:</b>	<p><b>Purpose</b> Return to work (RTW) of cancer survivors (CSs) fluctuates in different contexts. This systematic review searched for recent data on the RTW rate of CSs in Europe, investigating factors associated.</p> <p><b>Methods</b> Bibliographic search covered the period from January 2010 to April 2017, with no language restrictions. European population-based studies assessing RTW rate after cancer diagnosis were included. We excluded studies focusing on a specific cancer diagnosis.</p> <p><b>Results</b> Twelve observational studies, conducted in North-Western and Central Europe, were selected. The cohorts investigated included 280 to 46720 individuals diagnosed with cancer from 1987 to 2010. The median time frame between diagnosis and RTW verification was 2 years (0.2-23.4 years). RTW rate of CSs ranged from 39% to 77%. Among individuals employed at the time of diagnosis, RTW fluctuated from 60% to 92%, the latter registered in a sample with good prognosis. Factors associated with RTW cover the crucial areas of personal factors, work-related factors, cancer-related factors, and embrace support strategies that facilitate reintegration to work.</p> <p><b>Conclusions</b> There is urgent need for data from Mediterranean and Central Europe, to understand whether RTW is problematic in CSs and whether socio-rehabilitative interventions are required to mitigate the potential negative impact of cancer on individuals and society.</p>	

**Suggested Reviewers:**

Huget Desiron, MSc,  
OT, Katholieke Universiteit Leuven, Leuven, Belgium  
huguette.desiron@med.KULeuven.be  
Documented experience in research this field.

[Click here to view linked References](#)

## Title page

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

### Return to Work in European Cancer Survivors: A Systematic Review

Sara PALTRINIERI, BSc Occupational Therapy<sup>1</sup>, Stefania FUGAZZARO, MD<sup>1</sup>, Lucia BERTOZZI, MSc Physiotherapy<sup>2</sup>, Maria Chiara BASSI, Information specialist<sup>3</sup>, Martina PELLEGRINI, BSc Occupational Therapy<sup>1</sup>, Massimo VICENTINI, Epidemiologist<sup>4</sup>, Elisa MAZZINI, MD<sup>5</sup>, Stefania COSTI, MSc Physiotherapy<sup>1,6</sup>

<sup>1</sup>*Physical Medicine and Rehabilitation Unit, Azienda Unità Sanitaria Locale-IRCCS of Reggio Emilia, Italy*

<sup>2</sup>*School of Physical Therapy -Alma Mater Studiorum, University of Bologna, Italy*

<sup>3</sup>*Medical Library, Azienda Unità Sanitaria Locale-IRCCS of Reggio Emilia, Italy*

<sup>4</sup>*Epidemiology Unit, Azienda Unità Sanitaria Locale-IRCCS of Reggio Emilia, Italy*

<sup>5</sup>*Medical Directorate, Azienda Unità Sanitaria Locale-IRCCS of Reggio Emilia, Italy*

<sup>6</sup>*Department of Surgery, Medicine, Dentistry and Morphological Sciences, University of Modena and Reggio Emilia, Italy*

Sara PALTRINIERI: [sara.paltrinieri@ausl.re.it](mailto:sara.paltrinieri@ausl.re.it) +39 0522 522416; Viale Risorgimento 80, 42123 Reggio Emilia, Italy. ORCID: 0000-0001-6337-5262

Stefania FUGAZZARO: [stefania.fugazzaro@ausl.re.it](mailto:stefania.fugazzaro@ausl.re.it) +39 0522 522441; Viale Risorgimento 80, 42123 Reggio Emilia, Italy

Lucia BERTOZZI: [lucia.bertozzi@unibo.it](mailto:lucia.bertozzi@unibo.it) +39 0547 394050; Via S. Lorenzino 23,47521 Cesena (FC), Italy

1 Chiara BASSI: [mariachiara.bassi@ausl.re.it](mailto:mariachiara.bassi@ausl.re.it) +39 0522 296522; Viale Murri 9, 42123 Reggio Emilia,  
2 Italy

3  
4  
5 Martina PELLEGRINI: [martina.pellegrini@ausl.re.it](mailto:martina.pellegrini@ausl.re.it) +39 0522 522441; Viale Risorgimento 80,  
6  
7 42123 Reggio Emilia, Italy

8  
9  
10 Massimo VICENTINI: [massimo.vicentini@ausl.re.it](mailto:massimo.vicentini@ausl.re.it) +39 0522 335470; Via Amendola 2, 42122  
11  
12 Reggio Emilia, Italy

13  
14  
15 Elisa MAZZINI: [elisa.mazzini@ausl.re.it](mailto:elisa.mazzini@ausl.re.it) +39 0522 295875; Viale Umberto I 50, 42123 Reggio  
16  
17 Emilia, Italy

18  
19  
20  
21 Stefania COSTI: [stefania.costi@unimore.it](mailto:stefania.costi@unimore.it) +39 0522 522441; Viale Umberto I 50, 42123 Reggio  
22  
23 Emilia, Italy ORCID: 0000-0002-4645-0336

24  
25  
26  
27  
28  
29 Correspondence address: Stefania Costi, Viale Umberto I 50, 42123 Reggio Emilia, Italy

30  
31  
32 (e-mail: [stefania.costi@unimore.it](mailto:stefania.costi@unimore.it)), telephone +39-0522522441.  
33  
34  
35  
36  
37

### 38 Acknowledgements

39  
40 We thank Dr. Jacqueline Costa for English language editing.

41  
42 This work was supported by the Chamber of Commerce of Reggio Emilia, the Foundation GRADE  
43  
44 Onlus of Reggio Emilia and the Azienda Unità Sanitaria Locale-IRCCS of Reggio Emilia, Italy.  
45  
46  
47  
48  
49

### 50 Statement

51  
52 This article does not contain any studies with human participants performed by any of the authors.  
53  
54  
55  
56  
57  
58  
59

## ABSTRACT

### Purpose

Return to work (RTW) of cancer survivors (CSs) fluctuates in different contexts. This systematic review searched for recent data on the RTW rate of CSs in Europe, investigating factors associated.

### Methods

Bibliographic search covered the period from January 2010 to April 2017, with no language restrictions. European population-based studies assessing RTW rate after cancer diagnosis were included. We excluded studies focusing on a specific cancer diagnosis.

### Results

Twelve observational studies, conducted in North-Western and Central Europe, were selected. The cohorts investigated included 280 to 46720 individuals diagnosed with cancer from 1987 to 2010. The median time frame between diagnosis and RTW verification was 2 years (0.2-23.4 years). RTW rate of CSs ranged from 39% to 77%. Among individuals employed at the time of diagnosis, RTW fluctuated from 60% to 92%, the latter registered in a sample with good prognosis. Factors associated with RTW cover the crucial areas of personal factors, work-related factors, cancer-related factors, and embrace support strategies that facilitate reintegration to work.

### Conclusions

There is urgent need for data from Mediterranean and Central Europe, to understand whether RTW is problematic in CSs and whether socio-rehabilitative interventions are required to mitigate the potential negative impact of cancer on individuals and society.

Keywords: Neoplasms, Return to Work, Europe, Survivors, Systematic Review Literature, Sick

Leave

## PURPOSE

1  
2  
3 In countries with high economic growth index, life expectancy and working age are increasing,  
4  
5 phenomena that will result in growing numbers of people with chronic diseases, including cancer,  
6  
7 in the workforce in the near future.

8  
9 In fact, cancer incidence in the European Union (EU-28) is estimated to be over 500 new  
10  
11 cases/year/100.000, excluding non-melanoma skin cancer [1], with an increasing trend projected  
12  
13 until at least 2020 [2]. However, the long-term survival of cancer patients is steadily growing in all  
14  
15 Western countries, thanks to early diagnostic methods and effective therapeutic strategies [3]. The  
16  
17 average 5-year survival of malignant tumors has reached 54.2% [3] and nearly 50% of new  
18  
19 diagnoses and more than 1/3 of cancer survivors (CSs) are people in their working age [4].  
20  
21  
22

23  
24 Cancer survivorship can be defined as the broad experience of living with, through, and  
25  
26 beyond a cancer diagnosis [5]. A significant proportion of CSs experience impairments and  
27  
28 symptoms which may diminish social functioning, for instance pain, fatigue, cognitive dysfunction,  
29  
30 and mood disturbances [6, 7]. Thus, it has become imperative to understand the long-term  
31  
32 implications of cancer survivorship on social outcomes, such as reintegration into the workplace  
33  
34 after cancer treatment, as recommended by the European Cancer Patient's Bill of Rights (art. 3.4)  
35  
36 [8].  
37  
38  
39

40  
41 Return to work (RTW) of individuals who survive cancer is a major goal, as it facilitates the  
42  
43 patient's ability to deal with the disease, recover personal identity and social role, and promote a  
44  
45 healthier general condition [9-11]. Although the majority of employed CSs return to work, a meta-  
46  
47 analysis by De Boer [12] indicated that individuals treated for cancer were 1.4 times more likely to  
48  
49 be unemployed compared to healthy controls.  
50  
51

52  
53 Certainly, unsuccessful RTW has a significant impact on direct and indirect social costs, which are  
54  
55 paid for by healthcare systems or insurances, by patients and their families, by their employers  
56  
57 and, lastly, by society. A quite recent inquiry estimated that, 5 years after diagnosis, the missed  
58  
59

1 overall income for the failed reintegration into work of CSs is equal to 3.2 billion euros [13]. Further  
2 costs, which are not always easily quantifiable, originate from the period of sick leave (SL), or the  
3 need to replace the worker when not reintegrated, or may be associated to a reintegration that  
4 encounters barriers. In Italy, it has been estimated that the socioeconomic impact linked to cancer-  
5 related productivity loss exceeds 8 billion euros [14].  
6  
7

8  
9  
10 Several review articles from both the United States and the European Union have reported an  
11 average rate of RTW of approximately 64%, with a wide range from 30% to 94%, registered in  
12 different contexts [15, 16]. However, the lack of methodological quality of the studies conducted in  
13 this field has been highlighted [15, 17]. Further, the generalizability of results is frequently limited,  
14 since reintegration to work may significantly differ depending on the context analyzed [18].  
15  
16

17  
18 Given the increase in long-term survival of cancer patients, data regarding social reintegration and  
19 RTW should be constantly updated: information should be collected in quite homogeneous  
20 contexts and interpreted in light of the rapid changes in the socioeconomic and financial conditions  
21 of the area investigated. Consequently, the availability of up-to-date and contextualized data on the  
22 reintegration to work of CSs would make it possible to see whether there is a problem, and  
23 whether its size is such as to suggest implementing social and health policies to limit its potential  
24 impact on society.  
25  
26

27  
28 Therefore, the principal aim of this study is to review the latest literature on the rate of RTW of CSs  
29 in Europe. Secondly, we want to identify those factors potentially associated with reintegration to  
30 work. Lastly, we present data regarding the duration of SL of CSs.  
31  
32  
33

## 34 35 36 37 38 39 40 41 42 43 44 45 46 **METHODS**

### 47 48 49 50 51 **Eligibility Criteria**

52 Studies were included if they met the following criteria:

53  
54 (1) included patients with cancer, (2) assessed employment status after cancer diagnosis (3) were  
55 European population-based studies.  
56  
57  
58  
59



1  
2 To collect current information generalizable at the whole population of CSs in Europe, studies  
3 published before 2010 and studies focusing on a specific cancer diagnosis were excluded.  
4  
5

## 6 **Search Strategy**

7  
8 We searched the following electronic databases: MEDLINE, CINAHL, EMBASE, PsycINFO and  
9  
10 The Cochrane Library (all databases) from January 2010 to April 2017, with no language  
11  
12 restrictions.  
13

14  
15 Search terms were (Work OR employment OR occupation OR labor OR labor market OR  
16  
17 absenteeism OR sick leave OR sickness absence OR retirement OR pension OR disability  
18  
19 pension OR work ability OR work disability OR wages OR job loss OR job performance OR career  
20  
21 OR employer accommodation) AND neoplasm.  
22

23  
24 When available, subject heading terms such as Medical Subject Headings or Emtree terms were  
25  
26 added in all searches. We adapted this search strategy to each database.  
27

28  
29 Additional records were searched through other sources to complement the database findings;  
30  
31 manual search of reference lists of relevant literature reviews and indexes of peer-reviewed  
32  
33 journals were used.  
34  
35

## 36 **Study Selection**

37  
38 The literature search was conducted by an Information Specialist (C.B.) assisted by two healthcare  
39  
40 professionals in the rehabilitation field (S.C. and S.P.). The abstracts of empirical studies which  
41  
42 met the inclusion criteria were selected and evaluated independently by the latter two reviewers,  
43  
44 who appraised full reports of potentially relevant articles for content and quality. Disagreements  
45  
46 were resolved through consensus with a third investigator (S.F.).  
47  
48  
49  
50  
51

## 52 **Critical appraisal**

53  
54 The quality of included studies was scored by two independent reviewers (S.C. and S.P.) using  
55  
56 section A of the Critical Appraisal Skills Programme (CASP) tool for Cohort Studies [19]. This tool  
57  
58  
59

1 encompasses eight items associated to five major sources of potential bias in observational  
2 studies: adequate cohort recruitment, study attrition, accurate detection of exposure and of  
3  
4 outcome, and identification of potential confounding factors. The two items on confounding were  
5  
6 considered irrelevant to our study because in studies regarding prognosis, designed to predict a  
7  
8 specific outcome based on a combination of several possible prognostic factors, confounding is not  
9  
10 an issue. We therefore estimated the risk of potential bias on six items that could be marked as  
11  
12 “yes”, “no” or “can’t tell”. Agreement on the assessment was reached through consensus of the  
13  
14 two reviewers, seeking help from a third (L.B.) when needed.  
15

16  
17 The CASP tool does not provide a minimum score for quality but the first two items assess pivotal  
18  
19 requirements for observational studies: lack of satisfaction might suggest it is not worth proceeding  
20  
21 with the report appraisal.  
22

23  
24 We established a priori that we would consider as high quality those research papers with CASP  
25  
26 score  $\geq 5$  “yes” ( $\geq 83\%$  of the maximum attainable score), as moderate quality those which scored  
27  
28 3 or 4 “yes” ( $\geq 50\%$  of the maximum attainable score), and as low quality those that scored less  
29  
30 than 3 “yes.” High-quality papers were judged as low risk of bias research, moderate quality papers  
31  
32 were attributed a moderate risk of bias, and low-quality papers were considered at high risk of bias.  
33  
34  
35  
36

### 37 **Data extraction**

38  
39 The following data were extracted: country of origin, study design, source for exposure verification  
40  
41 (diagnosis), data collection period, time between diagnosis and RTW verification, main outcome  
42  
43 measure and measurement strategy, demographic and clinical characteristics of the sample,  
44  
45 response rate, RTW rates, and duration of SL. To accomplish the secondary aim of this study, the  
46  
47 investigators listed a wide range of potential prognostic factors that might influence the RTW; those  
48  
49 factors were identified on the basis of the reviewers’ experience in the field of rehabilitation and by  
50  
51 considering all the factors accounted for in the selected studies.  
52  
53

54  
55 Where available, cancer sites and their representation in the sample were reported.  
56  
57  
58  
59

## Qualitative analysis

The studies proved to be heterogeneous in terms of their characteristics, limiting the possibility of a quantitative analysis. Therefore, a qualitative analysis was performed to summarize the available evidence, accounting for the methodological quality of the report. For each study, the stated rate of RTW, the associated prognostic factors, and data regarding SL were collected. Also, the consistency of results among different studies was taken into account.

## RESULTS

A total of 1309 citations were retrieved from electronic database search and manual search of reference lists. After the screening process, 99 full-text articles were assessed for eligibility and 87 were further excluded. Thus, this systematic review includes 12 research reports. (Figure 1)

### Critical appraisal of the included studies

After scoring the 12 research reports, the overall agreement on the risk of potential bias measured on the six items of the CASP tool considered for quality appraisal proved to be moderate, with a Cohen's kappa of 0.479. Table 1 summarizes the critical appraisal of the included research reports. None of the studies was judged at high risk of bias and all of them satisfied at least one of the two pivotal requirements; thus, we included all the selected studies in the analyses of the results, based on the reported quality. One study did not clearly state the issue under investigation [20], whereas two studies did not adequately represent the primary sector (i.e., agriculture, forestry, fishery, and mining) [21, 22], which was under-represented in the data source investigated.

In most of cases, both the exposure and outcome were judged accurately defined and measured to minimize bias [23-30]. In two cases the measure of the exposure was judged at risk of bias because the investigators collected data on sickness absence, not taking into account individuals that continued working during cancer treatment [21, 22]. In one case, the outcome measure was

1 considered at risk of bias because nearly one half of general practitioners who were asked to  
2 engage patients in the research did not take part in the study [20]. The time between diagnosis and  
3  
4 RTW verification was judged sufficient to assess employment status of CSs in all the included  
5  
6 studies but, when data were collected by surveys, the rate of respondents ranged from the high  
7  
8 risk of bias value of 27% [20] to the unquestionable 100% reached by Tison [30].  
9

### 10 11 12 **Description of studies included**

13  
14  
15 Table 2 summarizes the characteristics of the 12 research reports included in this review,  
16  
17 conducted in the United Kingdom, France, the Netherlands, Denmark, Norway, Finland, and  
18  
19 Iceland. Central European countries were underrepresented and, with the only exception of the  
20  
21 information collected in France, very scarce data were collected in Mediterranean Europe. Study  
22  
23 designs were mostly cross-sectional surveys or registry studies collecting longitudinal data. The  
24  
25 samples included individuals in their working age selected by cancer registries, occupational  
26  
27 registries, health insurance schemes, or hospital departments. The cohorts investigated were  
28  
29 diagnosed with cancer from 1987 to 2010 and data collection occurred from 1987 to 2012. In one  
30  
31 study, these data were not reported and the attempts to contact the authors to fill the gap were  
32  
33 unsuccessful [29]. The median time frame between diagnosis and RTW verification was 2 years  
34  
35 (range 0.2-23.4 years).  
36  
37  
38  
39  
40  
41

### 42 **Population studied**

43  
44 Table 3 summarizes the characteristics of the population under study. The size of the included  
45  
46 samples varied from 280 to 46720 working age individuals treated for cancer. Breast cancer was  
47  
48 the most represented cancer (n. 7355), followed by genital and prostate (n. 4868), gastrointestinal  
49  
50 (n. 1973), upper aerodigestive tract/lung (n. 1512), blood cancer (n.1436), skin cancer (n.1197)  
51  
52 urological not prostate (n.659), head and neck including thyroid (n.245), and unspecified sites  
53  
54 (n.1250). One study did not report the number of individuals diagnosed with each cancer  
55  
56 represented in the sample, and the attempts to receive detailed data from the authors were  
57  
58  
59  
60  
61  
62  
63  
64  
65

1  
2 unsuccessful [25]. The response rate to surveys ranged from 27% (questionnaire administered  
3 online or by telephone) to 100% (questionnaire administered by telephone or by mail).  
4  
5

### 6 **Return to work in cancer survivors**

7  
8 Table 3 reports data regarding RTW rate, the factors associated to the outcome of interest and SL  
9 duration. Return to work of CSs in their working age was reported by four studies [20, 23, 25, 31]  
10 and ranged from 39% [25] to 77% [20].  
11  
12

13  
14 Return to work in CSs employed at the time of diagnosis was reported by ten studies [21-24, 26-  
15 31]. Return to work in CSs employed at the time of diagnosis ranged from the 60% registered in  
16 the Netherlands [21] to the 92% registered in the United Kingdom [29]. However, the lower RTW  
17 rate was reported in reference to full RTW [21]. A higher and more realistic proportion of 69%  
18 would account for a certain number of individuals who gradually resume their job with a part-time  
19 schedule in the Netherlands [21].  
20  
21

22  
23 Regarding the optimistic 92% RTW rate reported in the United Kingdom [29], the sample selected  
24 for this study included individuals who had completed treatments and excluded patients with  
25 metastatic cancer; the high rate of RTW might thus be explained by these selective inclusion  
26 criteria. As a matter of fact, the higher proportions of RTW detected with broader inclusion criteria  
27 were registered in Norway and slightly exceeded 80% [27, 31].  
28  
29

30  
31 Regarding the two French studies, Marino [24] collected data of RTW in a specific subsample of  
32 individuals still employed, although not yet returned to work, already included in the broader cohort  
33 investigated by Paraponaris [23]. Thus, the 90% rate of RTW registered by Marino [24] should be  
34 interpreted within the framework depicted by Paraponaris [23], where 66.3% of CSs employed at  
35 the time of diagnosis did actually RTW.  
36  
37  
38  
39

### 40 **Prognostic factors for return to work in cancer survivors**

41  
42 All the studies included in this review except one [21] analyzed factors that might facilitate or hinder  
43 RTW (Table 3). Factors analyzed were largely heterogeneous between studies. Protective factors  
44  
45  
46  
47  
48  
49  
50  
51  
52

1 were positively associated to higher rates of RTW, or faster RTW, or higher number of hours  
2 worked by CSs per time unit. Risk factors were associated to lower rate of RTW, or slower RTW,  
3  
4 or change in employment status.  
5

6 The prognostic factors identified embrace the crucial areas of personal (sociodemographic) factors,  
7  
8 work-related factors, and cancer-related factors, according to the International Classification of  
9  
10 Functioning, Disability and Health [32]. Luker [20] found a positive association between the  
11  
12 discussion of employment issues between patient and healthcare team and a higher number of  
13  
14 hours worked per time unit: we consider this a rehabilitative intervention, facilitating the social  
15  
16 reintegration of CSs. Factors associated to RTW, allocated to the corresponding category, are  
17  
18 presented in Figure 2.  
19  
20

21  
22 The associations of personal factors and cancer-related factors with RTW were verified in the  
23  
24 majority of the selected studies, whereas the influence of work-related factors on reintegration at  
25  
26 work was explored by five studies only [23, 24, 26, 27, 29]. Support provided by the healthcare  
27  
28 team in coping with RTW issues was investigated in two studies, and was reported as prognostic  
29  
30 factor for a successful participation in labor in both cases [20, 26].  
31  
32

33 Few studies also examined the associations between exposure and RTW in men and in women  
34  
35 separately [20, 22, 24, 26, 31]. Male gender seems to act as a protective factor for RTW [20, 24].  
36  
37 In men, living with a partner and children was positively associated to RTW [31]. In women, weak  
38  
39 support from work supervisors or from the healthcare professionals and being affected by blood  
40  
41 cancer were negatively associated to RTW [22, 26, respectively].  
42  
43

44 Cooper [29] analyzed factors associated to RTW separately for each cancer diagnosis represented  
45  
46 in their sample, but found no common elements. However, in breast CSs, working full-time and  
47  
48 perceiving control over the effect of cancer at work acted as protective factors. Protective factors  
49  
50 were also the perceived high level of physical functioning for head and neck CSs and the  
51  
52 possibility to adopt a flexible work schedule for urological CSs.  
53  
54  
55  
56  
57  
58  
59

## Sickness absence of cancer survivors

1  
2 The duration of SL was analyzed by six studies [20-24, 29]. The reporting of this data was highly  
3  
4 heterogeneous. The average duration of SL was 6-12 months in two large samples analyzed,  
5  
6 accounting for 5293 individuals [21, 24]. In some cases, SL lasted less than 6 months for a  
7  
8 consistent proportion of the individuals under investigation [20, 24]. However, a proportion of 15 to  
9  
10 30% of CSs were still on SL 2 years after diagnosis [23, 24]. Long-lasting SL was associated with  
11  
12 physically demanding work [23] and with blood, lung, and gastrointestinal cancers for 30% of  
13  
14 individuals affected [22]. To a lesser extent, it was also associated with upper aerodigestive tracts  
15  
16 and breast cancers, for nearly 20% of individuals affected [ 22, 23]. Of note, a longer duration of SL  
17  
18 was associated with permanent employment, compared to fixed-term employment and self-  
19  
20 employment ( $p=0.042$ ) [24]. Finally, the time to full or partial RTW was significantly longer in the  
21  
22 year 2008 than in 2002 ( $p<0.01$ ) [21].  
23  
24  
25  
26  
27  
28  
29  
30

## DISCUSSION

31  
32  
33 This systematic review provides current knowledge on CSs' RTW rate in North-Western and  
34  
35 Central Europe. Of note, only one study was published in the Mediterranean Europe, and Central  
36  
37 Europe is scarcely represented. This is particularly important given that participating in the  
38  
39 workforce is determined by an interaction between job retention capacity beliefs, labor market  
40  
41 conditions and welfare state. Indeed, within Europe, the impact of cultural, economic and financial  
42  
43 factors on the economy vary in different areas, as well as dissimilarities in social security and  
44  
45 healthcare systems exist. As a result, RTW rate may vary significantly from country to country  
46  
47 throughout Europe [33].  
48  
49  
50

51  
52 Also, in the last decade the average growth rates of the EU-28 were 0.7% per annum, but negative  
53  
54 growth rates were recorded for Greece, Italy, Croatia, and Portugal [34]. Therefore, this review  
55  
56 pointed out the almost complete lack of updated data on RTW of CSs in countries highly affected  
57  
58 by the crisis.  
59

1 This review provided data regarding RTW in the general population of working age CSs and/or in  
2 CSs employed at the time of diagnosis. It also analyzed factors associated to work reintegration  
3 and duration of SL.  
4

5  
6 The estimated rates of RTW registered for North-Western and Central European CSs range from  
7  
8 39% [25] up to 77% [20]. In France, the only Mediterranean European country represented in this  
9  
10 review, the rate of RTW was almost 56% [23], registered before the crisis of the EU Member  
11  
12 States. Comparing these results with the employment rate of working age Europeans in 2014, it  
13  
14 seems that employment rates of CSs are lower than those of the general population [35].  
15

16  
17 Notwithstanding, the same results suggest that many CSs are able and willing to work, because  
18  
19 employment may be beneficial for general health in this population [9-11].  
20

21  
22 Unfortunately, when looking at the RTW rate of CSs employed at the time of diagnosis, a realistic  
23  
24 estimate is between 69% [21] up to slightly more than 80% [27, 31]. Thus, this systematic review  
25  
26 highlights a considerable chance of loss of employment for North-Western and Central European  
27  
28 individuals treated for cancer. This finding is consistent with those underlined by de Boer [12] who,  
29  
30 in 2009, conducted an extensive meta-analysis which, however, could not represent Central and  
31  
32 especially Mediterranean Europe adequately.  
33

34  
35 In light of these findings, as cancer incidence is increasing and survival rates are improving, work  
36  
37 reintegration is emerging as critical in the care of CSs in Europe, and interventions to address this  
38  
39 issue should be recommended. However, the scientific community and policy makers must deal  
40  
41 with the complete lack of knowledge of the phenomenon in a huge part of the continent. Without  
42  
43 this information, implementing suitable and contextual interventions to address unemployment in  
44  
45 CSs is unrealistic.  
46

47  
48 This review also points out factors that might facilitate or hinder RTW. According with the ICF  
49  
50 classification, those predictors might be classified into three categories: personal, work-related,  
51  
52 and cancer-related. Regarding personal factors, being female negatively affected resumption of  
53  
54 work [20]. This finding was consistent with those of recent reviews focusing on predictors of RTW  
55  
56 in CSs [36, 37]. Having children and/or living with a partner seem to act as protective factor for  
57  
58  
59



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

both genders [24, 30, 31]. Conversely, being single, widowed, or divorced negatively influenced employment status [25]. A possible explanation for this phenomenon is that, in patients with cancer, the support of family members ameliorates emotional well-being, provides practical help in doing everyday chores, and assists with financial shortfalls [38].

It is well known that education and income levels are strongly linked to different social outcomes, including job [39]. Consistent with this postulation, this review shows that high income and high education level facilitated maintaining one's job [24, 27, 31], confirming previous findings [36]. Less educated people frequently have more physically demanding jobs, which are negatively associated to RTW [23, 26, 27]. However, also intellectual work, which requires solid cognitive abilities, may be affected by chemotherapy [27]. This was confirmed in a sample of gynecological CSs who were interviewed on their work experiences following diagnosis: while women who had had radiation were more likely to indicate limitations for physical tasks, women undergoing chemotherapy reported performance limitations in more analytical tasks, such as intensive concentration or analyzing data [40].

Additional work-related factors which are worth considering are the social environment and flexibility at work. The social work environment can be a barrier to participation when the person perceives discrimination or lack of support from the employer and colleagues [23, 24, 26, 27, 29], and this is particularly true for females [23, 26]. Thus, the support of the employer and/or the colleagues acted as facilitating factors for RTW [27]. Moreover, having flexibility about scheduling and how much work to do make it easier to reconcile work and treatment and to resume work after cancer [15, 29, 41].

A minority of the studies included in this review investigated work-related factors. This scarcity is particularly serious given that work-related factors have a pivotal role in RTW of CSs and can be modified. In fact, high proportion of patients experienced temporary changes in work schedule or work duties at the resumption of work [16] and individuals with high decision latitude resume work sooner [27], perhaps because those changes can easily be put into place.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

The perspectives of CSs, employers, and health service providers on RTW and its accommodation process have recently been explored: employers claimed knowledge about cancer and RTW process to support survivors through the implementation of various types of accommodation, such as adopting graduated RTW plans with flexible scheduling, modifying work duties, providing retraining and support at the workplace, and modifying the physical work environment or providing adaptive aids [42, 43]. To address these needs, rehabilitation interventions aimed at reducing activity limitations and promoting social participation could be implemented, as suggested by a few studies included in this review [20, 26]. Personalized multidisciplinary rehabilitation interventions can also address limitations or symptoms specific to cancer site or therapy regimen, leading to higher RTW rates compared to usual care [44]. This is particularly important as, according to this review, chemotherapy causes side effects such as fatigue or cognitive problems [24] that, as already discussed, impact on work ability [6].

Multidisciplinary rehabilitation interventions could also positively affect the duration of SL [44], reducing the associated social costs. Data regarding SL can only be interpreted in light of the welfare policies of each European state, which is beyond the scope of this systematic review.

However, according to our findings, cancer diseases entailed long-term absence from work by 15 to 30% of the diagnosed individuals [23, 24], with high impact of lung, blood, gastrointestinal and breast cancer [22], as partially confirmed by previous studies [45, 46].

A possible limitation of this study is that the search strategy adopted was temporally limited to the years 2010 – 2017. However, we chose to consider the most recent years because in this period Europe's economy underwent major changes due to the financial and economic crisis. To permit interpretation, data regarding employment rates should always be updated and collected in the context of interest; to our knowledge, this is the first systematic review that investigates RTW of European cancer patients in this historical period.

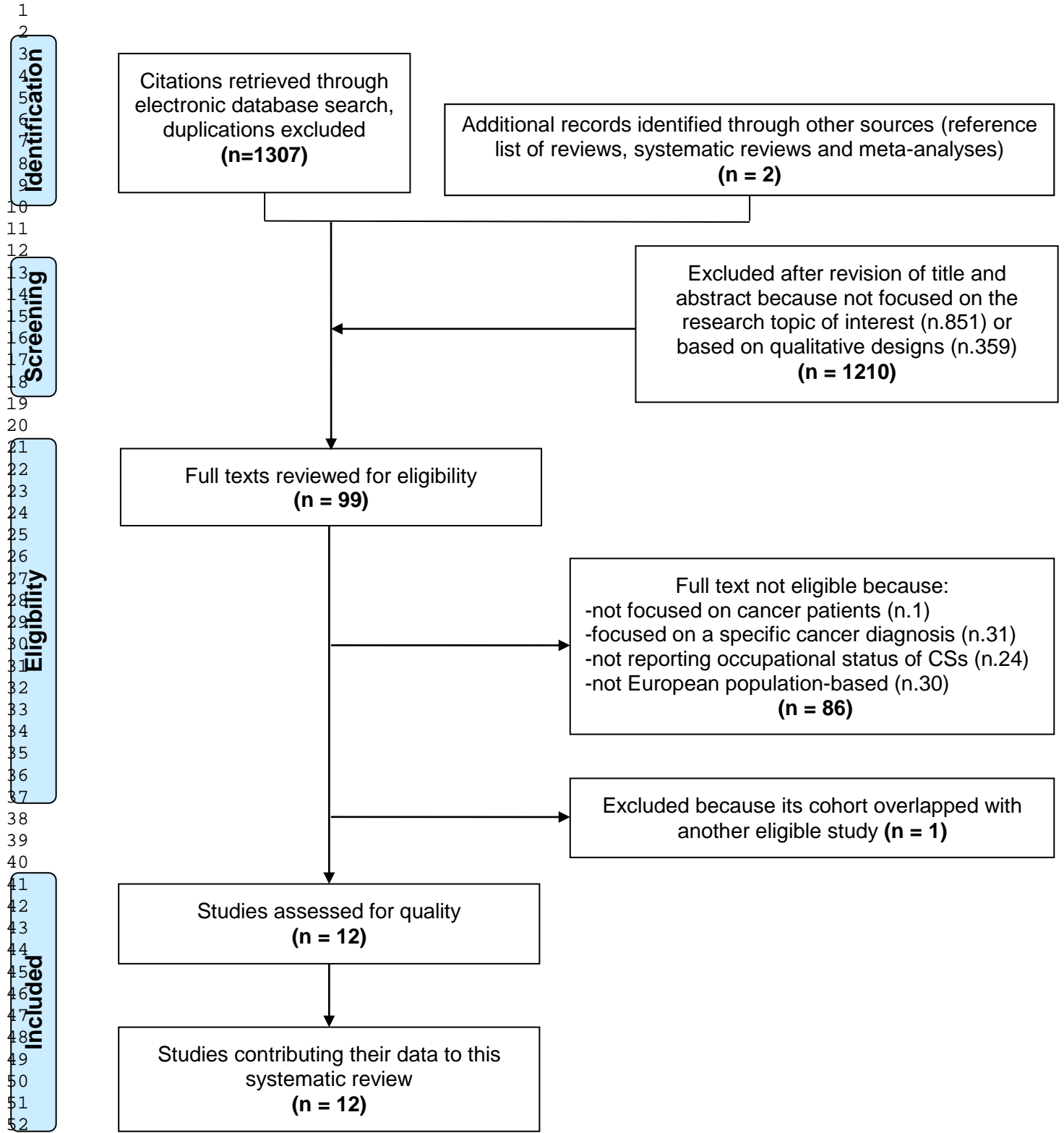
Despite this consideration, it is important to emphasize that this review does not provide exhaustive data from across Europe due to the lack of data available from Mediterranean and Central Europe since 2010. However, this limit is not attributable to any shortcomings in the search

1 strategy, since the same lack of data was also demonstrated by a previous, temporally exhaustive  
2 meta-analysis [12].  
3

4 To conclude, this review adds current knowledge regarding CSs returning to work in North-  
5 Western Europe, highlighting the urgent need for data collected in the Mediterranean and Central  
6 region of Europe. It also provides an overview of the principal factors that might influence work  
7 resumption in this population and suggests conducting appropriate studies designed to thoroughly  
8 investigate how work-related factors might modify the RTW rate.  
9

10 This information will help to implement multidisciplinary rehabilitation interventions tailored to the  
11 individual, feasible in the context of interest and effective in addressing unemployment in CSs.  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

**Figure 1. Search Flow Diagram**



Legend: CSs = Cancer survivors

**Figure 2. Protective factors and risk factors associated with return to work (RTW)**

Area	Protective factors	Risk factors
<b>Personal</b>	male gender medium-high income high education living with partner/children employed at diagnosis	female gender low income <30 and >50 years old
<b>Work-related</b>	support from supervisor support from colleagues decision latitude	discrimination at work low social support at work self-employment permanent job physically demanding work intellectually demanding work
<b>Cancer-related</b>	good prognosis	metastatic disease upper aerodigestive cancer lung cancer further diagnostic phase chemotherapy, active treatment adverse effects
<b>Rehabilitative</b>	discuss employment issue with HCPs	

Legend: HCPs = Health care professionals

15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

Study	1)Did the study address a clearly focused issue?	2)Was the cohort recruited in an acceptable way?	Is it worth continuing?	3)Was the exposure accurately measured to minimize bias?	4)Was the outcome accurately measured to minimize bias?	7)Was the follow up of subjects complete enough?	8)Was the follow up of subjects long enough?	RISK of BIAS
[25] Fiva et al. (2010)	YES	YES	YES	YES	YES	YES	YES	LOW
[23] Paraponaris et al. (2010)	YES	YES	YES	YES	YES	CAN'T TELL	YES	LOW
[26] Lindbohm et al. (2011)	YES	YES	YES	YES	YES	YES	YES	LOW
[21] Roelen et al.(2011)	YES	NO	YES	NO	YES	YES	YES	MODERATE
[22] Roelen et al.(2011)	YES	NO	YES	NO	YES	YES	YES	MODERATE
[27] Torp et al.(2011)	YES	YES	YES	YES	YES	CAN'T TELL	YES	LOW
[28] Ross et al. (2012)	YES	YES	YES	YES	YES	CAN'T TELL	YES	LOW
[29] Cooper et al. (2013)	YES	YES	YES	YES	YES	YES	YES	LOW
[20] Luker et al. (2013)	NO	YES	YES	YES	NO	NO	YES	MODERATE
[24] Marino et al. (2013)	YES	YES	YES	YES	YES	YES	YES	LOW
[31] Torp et al. (2013)	YES	YES	YES	YES	CAN'T TELL	YES	YES	LOW

16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

[30] Tison et al. (2016)

YES

YES

YES

YES

YES

YES

YES

LOW

**Table 2.** Characteristics of the included studies

Author (year)	Country	Study design	Source of exposure	Data collection period	Diagnosis occurrence	Follow-up (months)	Main outcome	Measurement of outcome
[25] Fiva et al. (2010)	Norway	Cross-sectional registry-study	Norwegian Cancer Registry	From 1987 to 2000	Not specified	60	Survival rate and employment status	Statistic Norway registers
[23] Paraponaris et al. (2010)	France	Cross-sectional survey	French Health Insurance Schemes, the French National Institute for Health and Medical Research and the French National Cancer Institute	Late 2004	Sep./Oct. 2002	24	Employment status	Questionnaire administered by telephone
[26] Lindbohm et al. (2011)	Finland, Norway, Iceland and Denmark	Cross-sectional survey	The files of one large hospital (Finland and Norway), or the cancer registry, (Denmark and Iceland).	2003 to 2005	1997 to 2002	12 to 96	Work changes†	Questionnaire administered by mail
[21] Roelen et al. (2011)	the Netherlands	Cross-sectional registry-study	ArboNed Occupational Health Service register	2002 to 2010	2002, 2005 and 2008	24	Sickness absence	ArboNed Occupational Health Service register
[22] Roelen et al. (2011)‡	the Netherlands	Cross-sectional registry-study	ArboNed Occupational Health Service register	2006 to 2008	2004, 2005 and 2006	24	Time to full-RTW	ArboNed Occupational Health Service register
[27] Torp et al. (2011)	Norway	Cross-sectional survey	Cancer Registry of Norway	Feb./Mar. 2008	2005 and 2006	15 to 39	Work changes	Questionnaire administered by mail



16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

Author (year)	Country	Study design	Source of exposure	Data collection period	Diagnosis occurrence	Follow-up (months)	Main outcome	Measurement of outcome
[28] Ross et al. (2012)	Denmark	Cross-sectional survey	All hospital departments treating cancer patients in three Danish counties	2005 to 2006	0.2 to 23.4 years previously	Median 33, mean 48 (range 2 to 281)	Employment status	Questionnaire administered by mail
[29] Cooper et al. (2013)	United Kingdom	Longitudinal prospective	Hospitals in 3 UK Healthcare Trust	Not specified	Not specified	12	Factors influencing time to RTW	Questionnaire administered by mail
[20] Luker et al. (2013)	United Kingdom	Cross-sectional survey	Two cancer registries	Apr./Oct. 2011	2 to 3 years previously	24 to 36	Employment status	Questionnaire administered online or by telephone.
[24] Marino et al. (2013)§	France	Cross-sectional survey	Long Duration Disease File of the National Health Insurance Fund	Late 2004	Sep./Oct. 2002	24	Time to RTW	Questionnaire administered by telephone
[31] Torp et al. (2013)	Norway	Cross-sectional registry-study	Cancer Registry of Norway	1998 to 2004	1999	60	Employment status	Statistics Norway's Events database
[30] Tison et al. (2016)	France	Cross-sectional survey	French Cancer Survey and the French Labor Force Survey	2012	2010	24	Work changes	Questionnaire administered by telephone or mail

†Work changes= defined as mobility in the labor market among three transition states: employment, non-employment (unemployment or inactivity) and retirement, or making important changes in work situation, or change of employer; ‡ Roelen et al. (2011, c) study's cohort includes a subsample of 1522 individuals (sample 2) of the cohort investigated by Roelen et al. (2011, a); § Marino et al. (2013) study presents original data from a subsample of the cohort investigated by Paraponaris et al., 2010

Table 3. Results of the included studies

Author, year	n. †	average age (years)	m/f‡ (%)	Cancer sites in order of prevalence in the sample	Response rate (%)	RTW rate		Protective factors	Risk factors	SL* duration
						RTW § rate of CSs¶ (%)	RTW rate of CSs employed at diagnosis (%)			
[25] Fiva et al. (2010)	46720	48	41/59	Breast, lung, skin	100	39	Not measured	Being in the labor market prior to diagnosis	Metastatic disease at diagnosis	NR
[23] Paraponaris et al. (2010)	1725	47	33/67	Breast, upper aerodigestive tracts/lung, blood, colon/rectum, prostate, urogenital tumors	61	56	66	NR**	Low income Physically demanding work Upper aero-digestive cancer Lung cancer Discrimination in the workplace	≥ 2 years for 15% of CSs and for >20% of individuals with physically demanding work, upper aero-digestive tract or lung cancer
[26] Lindbohm et al. (2011)	2030	NR	NR	Breast, testicular, lymphoma, prostate	72	NR	75	NR	Physically demanding work Female gender only, weak support from the supervisor or from the healthcare team	NR
[21] Roelen et al. (2011)	4287	48	36/64	Breast, genitals, gastrointestinal, lung, skin, blood	100	NR	Full RTW: 80 in 2002, 74 in 2005, 60 in 2008 Partial RTW 85 in 2002, 80 in 2005, 69 in 2008	NR	NR	On average, 8.5 months in 2002 and 9.5 months in 2008
[22] Roelen et al. (2011)	5074	48	36/64	Breast, genitals, gastrointestinal, lung, skin, blood	100	NR	73 (full RTW)	NR	Older age associated to genital cancer Female gender only, blood cancer	≥ 2 years for nearly 30% of blood, lung and gastrointestinal CSs and for nearly 18% of breast CSs

16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

[27] Torp et al. (2011)	1115	52	31/69	Breast, female genital organs, prostate, testicular, lymphoma, colon/rectum, lung, melanoma, bladder, central nervous system, thyroid, leukemia	54	NR	84	High education Medium income Support from supervisor Support from colleagues High decision latitude (at work)	Low social support at work Physically demanding work Intellectually demanding work Self-employment	NR
[28] Ross et al. (2012)	1490	63	36/64	Breast, gastrointestinal, lung, gynecological, prostate, urinary, head and neck, lymphoma, leukemia	68	NR	63	NR	Age ≥ 50 years Active treatment or further diagnostic phase Metastatic disease Lung cancer	NR
[29] Cooper et al. (2013)	280	55	44/56	Breast, urological, gynecological, head and neck	87	NR	92	In breast CSs only, working full-time, control over the effect of cancer at work In head and neck CSs only, high level of physical function In urological CSs only, flexible work schedule	In gynecological and head and neck CSs only, impact of cancer/treatment on life/work In urological CSs only, constipation	A median of 7.5 months for breast CSs, 4.5 months for head and neck and gynecology CSs; 5 weeks for urology CSs
[20] Luker et al. (2013)	382	50	24/76	Breast, colon/rectum, prostate, Hodgkin's disease, bladder	27	77	NR	Discussing employment issues with the HCPs***	Female gender	< 6 months for 50% of CSs 6-12 months for 34% of CSs
[24] Marino et al. (2013)	1006	49	32/68	Breast, upper aerodigestive tract/lung, blood, colon/rectum, prostate and other urogenital tumors	61	NR	90	Male gender High education Living with a partner Good prognosis	Permanent job Progressive disease Chemotherapy Side effects treatment related	Median duration 1 year ≤ 6 months for 36% of men and 25% of women > 2 years for 35% of men and 28% of women
[31] Torp et al. (2013)	3278	47	40/60	Breast, skin, prostate, testicular, colon, lymphoma, ovary, cervix, bladder, leukemia, endometrium, rectum, lung	100	73	80	High education Medium/high income Being employed or self-employed at diagnosis	Age ≤30 or ≥ 50 Regional/distant cancer	NR
[30] Tison et al. (2016)	4110	60	42/58	Breast, prostate, thyroid, melanoma, colon/rectum, urogenital, upper aerodigestive tracts, non-	100	NR	71	Living with children	Older age Poorer prognosis	NR

15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

Hodgkin disease, lung

Legend: †n. = number of patients included in the study; ‡m/f = male female ratio; §RTW = return to work; ¶CSs = cancer survivors; \*SL = sick leave; \*\*NR = Not reported or not measured;\*\*\* HCPs = Health care professionals

## Conflict of Interest

The Chamber of Commerce and the GRADE Onlus of Reggio Emilia, together with the Local Health Authority-Institute of Research, supported one scholarship through which this study was conducted. However, as disclosed, nobody from the Chamber of Commerce nor from the GRADE Onlus participated to the study at any stage and they did not influenced any of the author during the implementation of this review. All of the authors have full control of all primary data and they agree to allow the journal to review their data if requested.

## REFERENCES

- [1] GLOBOCAN (2012) Cancer Today. [http://gco.iarc.fr/today/online-analysis-multi-bars?mode=population&mode\\_population=continents&population=900&sex=0&cancer=29&type=0&statistic=0&prevalence=0&color\\_palette=default](http://gco.iarc.fr/today/online-analysis-multi-bars?mode=population&mode_population=continents&population=900&sex=0&cancer=29&type=0&statistic=0&prevalence=0&color_palette=default). Accessed 15 Jan 2018
- [2] The Economist Intelligence Unit (2009) Breakaway: The global burden of cancer-challenges and opportunities. [http://graphics.eiu.com/upload/eb/EIU\\_LIVESTRONG\\_Global\\_Cancer\\_Burden.pdf](http://graphics.eiu.com/upload/eb/EIU_LIVESTRONG_Global_Cancer_Burden.pdf). Accessed 8 Jan 2018
- [3] Baili P, Di Salvo F, Marcos-Gragera R, Siesling S, Mallone S, Santaquilani M, Micheli A, Lillini R, Francisci S (2015) Age and case mix-standardized survival for all cancer patients in Europe 1999-2007: Results of EURO CARE-5, a population-based study. *Eur J Cancer* 51(15):2120-2129. <https://doi.org/10.1016/j.ejca.2015.07.025>
- [4] Ferlay J, Soerjomataram I, Dikshit R, Eser S, Mathers C, Rebelo M, Parkin DM, Forman D, Bray F (2015) Cancer incidence and mortality worldwide: Sources, methods and major patterns in GLOBOCAN 2012. *Int J Cancer* 136(5):E359–86. <https://doi.org/10.1002/ijc.29210>
- [5] US National Coalition of Cancer Survivors (2014) Defining Cancer Survivorship. <https://www.canceradvocacy.org/news/defining-cancer-survivorship/>. Accessed 19 Jan 2018

- 1  
2 [6] Spelten ER, Verbeek JHAM, Uitterhoeve ALJ, Ansink AC, van der Lelie J, de Reijke TM,  
3 Kammeijer M, de Haes JCJM, Sprangers MAG (2003) Cancer, fatigue and the return of patients to  
4 work-a prospective cohort study. *Eur J Cancer* 39(11):1562-7. [https://doi.org/10.1016/S0959-](https://doi.org/10.1016/S0959-8049(03)00364-2)  
5  
6 8049(03)00364-2  
7  
8  
9 [7] Duijts SF, van Egmond MP, Spelten E, van Muijen P, Anema JR, van der Beek AJ (2014)  
10 Physical and psychosocial problems in cancer survivors beyond return to work: a systematic  
11 review. *Psychooncology* 23(5):481-92. <https://doi.org/10.1002/pon.3467>  
12  
13  
14  
15 [8] Society for translational oncology and European cancer concord (2014) The European Cancer  
16 Patient's Bill of Rights (art. 3.4). <https://sto-online.org/ecp-bill-of-rights>. Accessed 15 Jan 2018  
17  
18  
19  
20 [9] Istituto Piepoli (2008) Quel brutto male: il vissuto sociale del cancro; rapporto 286-2007.  
21 [https://www.aimac.it/download/allegati/Quel\\_brutto\\_male.pdf](https://www.aimac.it/download/allegati/Quel_brutto_male.pdf). Accessed 10 Jan 2018  
22  
23  
24  
25 [10] Kennedy F, Haslam C, Munir F, Pryce J (2007) Returning to work following cancer: a  
26 qualitative exploratory study into the experience of returning to work following cancer. *Eur J Cancer*  
27 *Care* 16(1):17–25. <https://doi.org/10.1111/j.1365-2354.2007.00729.x>  
28  
29  
30  
31  
32 [11] Duijts SF, Kieffer JM, van Muijen P, van der Beek AJ (2017) Sustained employability and  
33 health-related quality of life in cancer survivors up to four years after diagnosis. *Acta Oncol*  
34 56(2):174-182. <https://doi.org/10.1080/0284186X.2016.1266083>  
35  
36  
37  
38 [12] De Boer AG, Taskila T, Ojajarvi A, van Dijk FJ, Verbeek JH (2009) Cancer survivors and  
39 unemployment: a meta-analysis and meta-regression. *JAMA* 301(7):753-762.  
40  
41 <https://doi.org/10.1001/jama.2009.187>  
42  
43  
44  
45 [13] FAVO (2012) 4° Rapporto sulla condizione assistenziale dei malati oncologici.  
46 [http://presidenza.governo.it/DICA/EVENTI/malato\\_oncologico\\_2013/RAPPORTO\\_FAVO\\_2012\\_D](http://presidenza.governo.it/DICA/EVENTI/malato_oncologico_2013/RAPPORTO_FAVO_2012_D)  
47 EF.pdf. Accessed 15 Jan 2018  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

- 1  
2 [14] Censis (2010) Terzo Rapporto sulla condizione assistenziale dei malati oncologici. L'impatto  
3 sociale ed economico dei tumori. Elaborazione Censis su dati Economist Intelligent Unit 2010.  
4 [https://www.favo.it/phocadownload/Primo\\_capitolo\\_secondo\\_rapporto.pdf](https://www.favo.it/phocadownload/Primo_capitolo_secondo_rapporto.pdf). Accessed 15 Jan 2018  
5  
6  
7 [15] Spelten ER, Sprangers MA, Verbeek JH (2002) Factors reported to influence the return to  
8 work of cancer survivors: a literature review. *Psychooncology* 11(2):124-31.  
9  
10 <https://doi.org/10.1002/pon.585>  
11  
12  
13 [16] Mehnert A (2011) Employment and work-related issues in cancer survivors. *Crit Rev Oncol*  
14 *Hematol* 77(2):109-30. <https://doi.org/10.1016/j.critrevonc.2010.01.004>  
15  
16  
17  
18 [17] Steiner JF, Cavender TA, Main DS, Bradley CJ (2004) Assessing the impact of cancer on  
19 work outcomes: what are the research needs? *Cancer* 101(8):1703–11.  
20  
21  
22 <https://doi.org/10.1002/cncr.20564>  
23  
24  
25  
26 [18] Ahn E, Cho J, Shin DW, Park BW, Ahn SH, Noh D, Nam SJ, Lee ES, Yun YH (2009) Impact of  
27 breast cancer diagnosis and treatment on work-related life and factors affecting them. *Breast*  
28 *Cancer Res Treat* 116(3):609–16. <https://doi.org/10.1007/s10549-008-0209-9>  
29  
30  
31  
32  
33 [19] Critical Appraisal Skills Programme (2017) CASP Cohort Study Checklist.  
34 [http://docs.wixstatic.com/ugd/dded87\\_5ad0ece77a3f4fc9bcd3665a7d1fa91f.pdf](http://docs.wixstatic.com/ugd/dded87_5ad0ece77a3f4fc9bcd3665a7d1fa91f.pdf). Accessed 15 Jan  
35 2018  
36  
37  
38  
39  
40 [20] Luker K, Campbell M, Amir Z, Davies L (2013) A UK survey of the impact of cancer on  
41 employment. *Occup Med* 63(7):494-500. <https://doi.org/10.1093/occmed/kqt104>  
42  
43  
44  
45 [21] Roelen CAM, Koopmans PC, Groothoff JW, van der Klink JJJ, Bültmann U (2011) Return to  
46 work after cancer diagnosed in 2002,2005 and 2008. *J Occup Rehabil* 21(3):335-41.  
47  
48 <https://doi.org/10.1007/s10926-011-9319-z>  
49  
50  
51  
52 [22] Roelen CAM, Koopmans PC, Groothoff JW, van der Klink JJJ, Bültmann U (2011) Sickness  
53 absence and full return to work after cancer: 2-year follow-up of register data for different cancer  
54 sites. *Psychooncology* 20(9):1001-6. <https://doi.org/10.1002/pon.1820>  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

- 1  
2 [23] Paraponaris A, Teyssier LS, Ventelou B (2010) Job tenure and self-reported workplace  
3 discrimination for cancer survivors 2 years after diagnosis: does employment legislation matter?  
4 Health Policy 98(2-3):144-55. <https://doi.org/10.1016/j.healthpol.2010.06.013>  
5  
6  
7 [24] Marino P, Teyssier LS, Malavolti L, Le Corroller-Soriano AG (2013) Sex differences in the  
8 return to work process of cancer survivors 2 years after diagnosis: results from a large French  
9 population-based sample. J Clin Oncol 31(10):1277-84. <https://doi.org/10.1200/JCO.2011.38.5401>  
10  
11  
12  
13 [25] Fiva JH, Hægeland T, Rønning M (2010) Health status after cancer: does it matter which  
14 hospital you belong to?. BMC Health Serv Res 10:204. <https://doi.org/10.1186/1472-6963-10-204>  
15  
16  
17 [26] Lindbohm ML, Kuosma E, Taskila T, Hietanen P, Carlsen K, Gudbergsson S, Gunnarsdottir H  
18 (2011) Cancer as the cause of changes in work situation (a NOCWO study). Psychooncology  
19 20(8):805-12. <https://doi.org/10.1002/pon.1797>  
20  
21  
22  
23 [27] Torp S, Gudbergsson SB, Dahl AA, Fosså SD, Fløtten T (2011) Social support at work and  
24 work changes among cancer survivors in Norway. Scand J Public Health 39(Suppl 6):33-42.  
25  
26  
27  
28  
29  
30  
31  
32  
33 [28] Ross L, Petersen MA, Johnsen AT, Lundstroem LH, Carlsen K, Groenvold M (2012) Factors  
34 associated with Danish cancer patients' return to work. A report from the population-based study  
35 "The cancer patient's world". Cancer Epidemiol 36(2):222-9.  
36  
37  
38  
39  
40  
41  
42  
43 [29] Cooper AF, Hankins M, Rixon L, Eaton E, Grunfeld EA (2013) Distinct work-related, clinical  
44 and psychological factors predict return to work following treatment in four different cancer types.  
45  
46  
47  
48  
49  
50  
51  
52 [30] Tison A, Teyssier LS, Sansonetti C (2016) Transition in the labor market after cancer: a  
53 comparison of self-employed workers and salaried staff. Support Care Cancer 24(12):4879-4886.  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65



1 [31] Torp S, Nielsen RA, Fosså SD, Gudbergsson SB, Dahl AA (2013) Change in employment  
2 status of 5-year cancer survivors. *Eur J Public Health* 23(1):116-22.

3  
4 <https://doi.org/10.1093/eurpub/ckr192>  
5

6 [32] World Health Organization (2001) *International Classification of Functioning, Disability and*  
7 *Health*. World Health Organization, Geneva, Switzerland.  
8

9 [33] Eurostat (2017) Europe 2020 indicators-employment. [http://ec.europa.eu/eurostat/statistics-](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_employment)  
10 [explained/index.php/Europe\\_2020\\_indicators\\_-\\_employment](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_employment). Accessed 15 Jan 2018  
11

12 [34] Eurostat (2017) National accounts and GDP. [http://ec.europa.eu/eurostat/statistics-](http://ec.europa.eu/eurostat/statistics-explained/index.php/National_accounts_and_GDP)  
13 [explained/index.php/National\\_accounts\\_and\\_GDP](http://ec.europa.eu/eurostat/statistics-explained/index.php/National_accounts_and_GDP). Accessed 15 Jan 2018  
14

15 [35] Eurostat (2015) Statistiche dell'occupazione. [http://ec.europa.eu/eurostat/statistics-](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics/it)  
16 [explained/index.php/Employment\\_statistics/it](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics/it). Accessed 15 Jan 2018  
17

18 [36] Van Muijen P, Weevers NLEC, Snels IAK, Duijts SFA, Bruinvels DJ, Schellart AJM, van der  
19 Beek AJ (2013) Predictors of return to work and employment in cancer survivors: a systematic  
20 review. *Eur J Cancer Care* 22(2):144-60. <https://doi.org/10.1111/ecc.12033>  
21

22 [37] Kiasuwa Mbengi R, Otter R, Mortelmans K, Arbyn M, Van Oyen H, Bouland C, de Brouwer C  
23 (2016) Barriers and opportunities for return-to-work of cancer survivors: time for action--rapid  
24 review and expert consultation. *Syst Rev* 5(1):35. <https://doi.org/10.1186/s13643-016-0210-z>  
25

26 [38] Stergiou-Kita M, Grigorovich A, Tseung V, Milosevic E, Hebert D, Phan S, Jones J (2014)  
27 Qualitative meta-synthesis of survivors' work experiences and the development of strategies to  
28 facilitate return to work. *J Cancer Surviv* 8(4):657-70. <https://doi.org/10.1007/s11764-014-0377-z>  
29

30 [39] The Organisation for Economic Co-operation and Development (2012) *Education Indicators in*  
31 *Focus*. [http://www.oecd.org/edu/skills-beyond-](http://www.oecd.org/edu/skills-beyond-school/Education%20Indicators%20in%20Focus%206%20June%202012.pdf)  
32 [school/Education%20Indicators%20in%20Focus%206%20June%202012.pdf](http://www.oecd.org/edu/skills-beyond-school/Education%20Indicators%20in%20Focus%206%20June%202012.pdf). Accessed 3 Jan  
33 2018  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65

1 [40] Nachreiner NM, Shanley R, Ghebre RG (2013) Cancer and treatment effects on job task  
2 performance for gynecological cancer survivors. *Work* 46(4):433-8. <https://doi.org/10.3233/WOR->  
3  
4 131752  
5

6 [41] Pryce J, Munir F, Haslam C (2007) Cancer survivorship and work: symptoms, supervisor  
7 response, co-worker disclosure and work adjustment. *J Occup Rehabil* 17(1):83–92.  
8  
9 <https://doi.org/10.1007/s10926-006-9040-5>  
10  
11

12 [42] Greidanus MA, de Boer AG, de Rijk AE, Tiedtke CM, Dierckx de Casterlé B, Frings-Dresen  
13 MHW, Tamminga SJ (2017) Perceived employer-related barriers and facilitators for work  
14 participation of cancer survivors: A systematic review of employers' and survivors' perspectives.  
15  
16 *Psychooncology*. <https://doi.org/10.1002/pon.4514>  
17  
18  
19  
20  
21

22 [43] Stergiou-Kita M, Pritlove C, van Eerd D, Holness LD, Kirsh B, Duncan A, Jones J (2016) The  
23 provision of workplace accommodation following cancer: survivor, provider, and employer  
24 perspectives. *J Cancer Surviv* 10(3):489-504. <https://doi.org/10.1007/s11764-015-0492-5>  
25  
26  
27  
28  
29

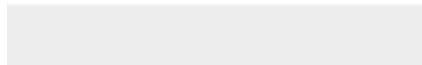
30 [44] De Boer AG, Taskila TK, Tamminga SJ, Feuerstein M, Frings-Dresen MH, Verbeek JH (2015)  
31 Interventions to enhance return-to-work for cancer patients. *Cochrane Database Syst Rev*  
32 (9):CD007569. <https://doi.org/10.1002/14651858.CD007569.pub3>  
33  
34  
35  
36

37 [45] Sjövall K, Attner B, Englund M, Lithman T, Noreen D, Gunnars B, Thomé B, Olsson H,  
38 Petersson IF (2012) Sickness absence among cancer patients in the pre-diagnostic and the post-  
39 diagnostic phases of five common forms of cancer. *Support Care Cancer* 20(4):741-7.  
40  
41  
42  
43  
44  
45 <https://doi.org/10.1007/s00520-011-1142-8>  
46

47 [46] Lilliehorn S, Hamber K, Kero A, Salander P (2013) Meaning of work and the returning process  
48 after breast cancer: a longitudinal study of 56 women. *Scand J Caring Sci* 27(2):267-74.  
49  
50  
51  
52 <https://doi.org/10.1111/j.1471-6712.2012.01026.x>  
53  
54  
55  
56  
57  
58  
59  
60



Click here to access/download  
**Supplementary Material**  
PRISMA-RTW CSs.doc



# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.

# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.

# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.

# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.

# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.



# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.

# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.

# Please wait...

If this message is not eventually replaced by the proper contents of the document, your PDF viewer may not be able to display this type of document.

You can upgrade to the latest version of Adobe Reader for Windows®, Mac, or Linux® by visiting [http://www.adobe.com/go/reader\\_download](http://www.adobe.com/go/reader_download).

For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.