



Alcohol, drugs and prevention in the workplace:
Determinants of addictive behaviours and the
action on these determinants – perspectives based
on a resent literature-review

Kjetil Frøyland

Researcher

Work Research Institute

What is a determinant?

2

- The social determinants of health are the circumstances in which people are born, grow up, live, work, and age, as well as the systems put in place to deal with illness. These circumstances are in turn shaped by a wider set of forces: economics, social policies, and politics. (WHO)
- Factors that can reduce or harm health (risk factors)
- Factors that can promote good health (protective factors)
 - (Norwegian law on public health)
- Several possible levels:
 - Individual
 - Close environment/group of colleagues
 - Work environment/Organisation
 - Localization (Availability – city or countryside?)

What is problematic/addictive behaviour?

Use

Misuse/addiction



3

Not
Use

Moderat
use

Risk
use

Problematic
use

Harmful
use

Addiction



Drunk and drive
Oversleeps
Mixing drugs
Hangover at work
Drug-related absence

Health damage
Social probl.
Family

"Craving"
Abstinence
Loss of control
"Black out"
Developing tolerance

Some findings - short sum up

4

- The workplace – complex organization
- Alcohol and work:
 - Between 5-15% of employees have a risky alcohol consumption
 - Different definitions applied
 - Availability and use varies between industries and between companies in the same industry
 - Difference between different types of positions in the same business: those who travel and represent more prone
- Other drugs and work:
 - USA: 14% used last year, 3% in the Workplace
 - Norway: last 48 hours: 5.1% drugs, 1.7% illicit drugs
 - Unevenly distributed in the workplace: most risk where low association with work organization, high mobility, low visibility, low management, lack of policy.

Some consequences

5

- Consequences are more clear when problem / problematic use occurs
 - Demanding when the problem occurs in a workplace.
 - At the same time support for prevention paradox.
- Correlation between substance use and
 - Absence (Norway 6.2% absent last year due to alcohol use)
 - Accidents (USA: 5-10% of serious accidents, but inconsistent. Norway: 97% of businesses think it has not happened, 3% do not know)
 - Performance / quality of work performed (Norway: the day after: 29% diminished capacity, 18% made less, 25% less attentive)
- Experiences from practice:
 - Loss of good company reputation, conflicts, work environment challenges
- Alcohol:
 - Also positive sides (better relationships, positive work and life attitudes)

Promising strategies

6

- Work environment strategy suggested by Ames and Bennett (2011) addresses 4 groups of determinants:
 1. Work environment factors (stress, alienation, low job satisfaction)
 2. Social control (the organization as a rational system)
 3. Social and cultural norms (the organization as a natural system)
 4. Availability of alcohol/drugs (physical, social)

1: Working environment: Stress

7

- Frone (2008): correlation between stress and use of alcohol/drugs when analysed by phases of the day.
- Wang et al. (2010): demands from job on family life leads to increased consumption
- Bacharach et al. (2008): traumatic happenings among firemen (USA).
- Schluter et al. (2008): correlation between long working hours and harmful consumption among nurses and midwives in New Zealand and Australia

Does alcohol-use lead to work-absence?

8

- Several studies confirms findings for older studies that there is a connection between use of alcohol and work-absence.
- The connection most obvious when high-risk og problematic alcohol use is present among the employees:
 - Norstrøm og Moan (2009): Clear correlation between consumption and absence when seen on an aggretated level.
 - Hensing et al. (2010): Connection between alcohol problem and absence, not between high consumption and absence.
 - Bacharach et al. (2010): rate of absence not so much related to amount consumed, but more to the way it had been consumed. Adressing relational aspects at the workplace – drinking culture – level of binging.
 - Skogen m fl (2012): correlation between problematic drinking and disability pension (not because of high consupction).

2. Social control

9

- Alcohol- og drug policy present?
- Working alone or in close collaboration to colleagues?
- Management/leaders present?
- Much traveling?

3. Social and cultural norms

10

- The individuals perception of drinking norms among colleagues affects the drinking patterns
 - Ames et al. 2000, Bacharach et al. 2007.
- Nesvåg (2005): Individual alcohol use is directly affected by the interaction of employees:
 - Regulation and disiplin – "good taste and correct style"
 - Sosiality and equalilty: show other sides of oneself and challenge
 - Harm from use of alcohol not only a result of a single persons risk use, but from all kind of work-related alcohol use because all use of alcohol represents a risk if the use results in behaviour that does not fit in with the norms present in the actual situation.
- Minority workers and alcohol use: Ida Kahlbom (2012)

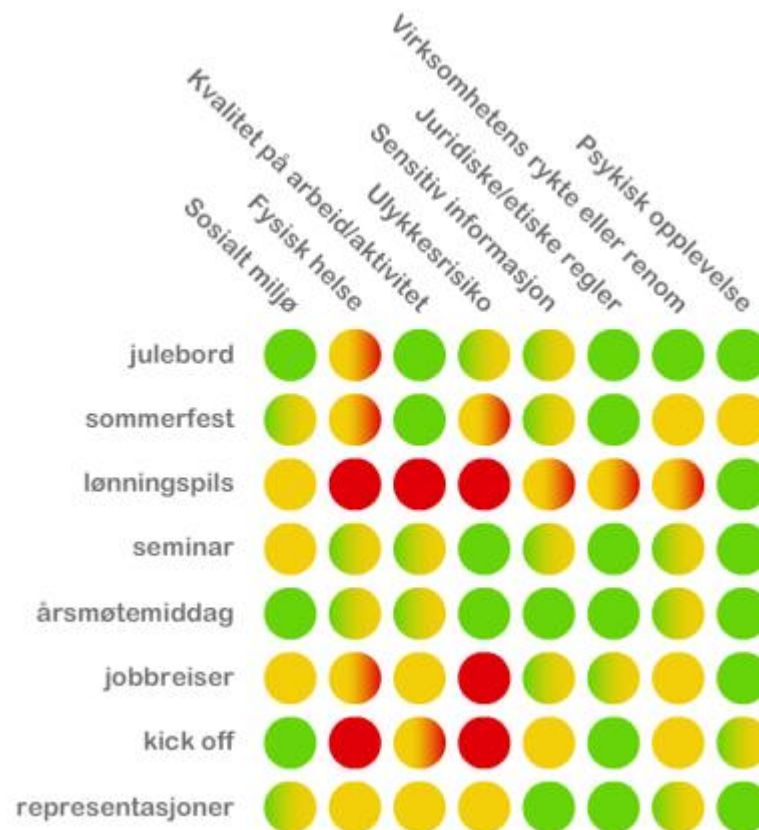
Social dialogue – what can it be?

11

- Verbalizing the drinking culture
 - A tool for awareness training and increased knowledge about the drinking culture at the workplace.
- 3 stages:
 - Map drinking situations among employees
 - Assess the use of alcohol in those situations.
 - Formulate an alcohol and drug policy based on the discussions

Positive and negative sides to drinking culture in your company

- Assess each drinking situation according to whether it contributes to:
 - Community and cohesion among employees
 - Inclusion or exclusion?
 - How it affects company reputation
 - Loss of sensitive information?
 - Quality of work
 - Security
 - Accidents
 - Health



4. Availability

13

- **A changing working life**
 - Liberal attitudes towards use of drugs and alcohol
 - Increased availability
 - Internationalisation – encreased traveling
 - Mix of work and leisure
 - More work-related alcohol use
 - More flexibility
 - Increased intensity, demands on the individual, effectivization

What works in alcohol and drug prevention?

14

- Regulative measures
 - Price and availability
- Brief interventions
- The most popular measures are the most ineffective.
 - Information, training and education

(Babor et al 2010/Room 2001)

Alcohol- and drugprevention in worklife

15

- Several approaches:
 - Universal approach
 - Selective approach
 - Indicative approach
- Later years more focus on:
 - Programs combining several approaches and where alcohol and drugs is just one out of several topics related to health and lifestyle.
 - Digital programs (e.g. Balance)
 - The combination of measures directed towards problem use and more universal approaches aiming to establish healthy alcohol habits.
 - The combination of prevention and testing.

Promising interventions

16

- Webb et al. (2009) :
 - Brief-interventions
 - Interventions as a part of health and lifestyle focus
 - Team awareness training (Bennett et al. 2004)
 - Peer referrall (Miller et al. 2007)
- Ames og Bennett (2011):
 - First change individual risk factors, then drinking habits.
 - The combination of training and brief interventions.
 - Systematic prevention interventions conducted in cooperation with the staff and combining individual and organizational change
- Hermansson et al. (2010):
 - Alcoholscreening followed by brief-intervention

To sum up

17

- The Workplace - a complex organization
- Systematic prevention interventions conducted in cooperation with the staff and combining individual and organizational change
- Action needed towards several factors/determinants:
 - Work environment factors (stress, prevent alienation, increase satisfaction)
 - Social control (policy, visibility, community)
 - Social and cultural norms (customs, rituals)
 - Availability (physical and social)

Thank you!

18

- Kjetil Frøyland
- Researcher
- Work Research Institute
- E-post: kjetil.froyland@afi.hioa.no
- Telefon: + 47 906 306 57

References

- Ames, G.M. og J.B. Bennett (2011). PREVENTION INTERVENTIONS OF ALCOHOL PROBLEMS IN THE WORKPLACE A REVIEW AND GUIDING FRAMEWORK. *Alcohol Research & Health* 34(2).
- Ames, G.M., J.W. Grube og R.S. Moore (2000). Social control and workplace drinking norms: A comparison of two organizational cultures. *Journal of Studies on Alcohol* 61(2): 203-219.
- Andreassen, C.S. og V. Johannessen (2012). *Rus og voksenbefolkningen: tidlig intervensjon ut fra et arbeidslivsperspektiv : prosjektrapport*. Bergen: Kompetansesenter Rus - Region vest Bergen, Stiftelsen Bergensklinikkene.
- Babor, T.F., mfl. (2010). Alcohol: No Ordinary Commodity - a summary of the second edition. *Addiction* 105(5): 769-779.
- Bacharach, S.B., P. Bamberger og M. Biron (2010). Alcohol Consumption and Workplace Absenteeism: The Moderating Effect of Social Support. *Journal of Applied Psychology* 95(2): 334-348.
- Bacharach, S.B., P.A. Bamberger og E. Doveh (2008). Firefighters, critical incidents, and drinking to cope: The adequacy of unit-level performance resources as a source of vulnerability and protection. *Journal of Applied Psychology* 93(1): 155-169.
- Bacharach, S.B., P.A. Bamberger og V.M. McKinney (2007). Harassing under the influence: The prevalence of male heavy drinking, the embeddedness of permissive workplace drinking norms, and the gender harassment of female coworkers. *Journal of Occupational Health Psychology* 12(3): 232-250.
- Bennett, J.B., C.R. Patterson, G.S. Reynolds, W.L. Wiitala og W.E.K. Lehman (2004). Team awareness, problem drinking, and drinking climate: Workplace social health promotion in a policy context. *American Journal of Health Promotion* 19(2): 103-113.
- Biron, M., P. Bamberger og T. Noyman (2011). Work-related risk factors and employee substance use: Insights from a sample of Israeli blue-collar workers. *Journal of Occupational Health Psychology* - 16(- 2): 247-263.
- Brendryen, H., A.B. Johansen, S. Nesvåg, G. Kok og F. Duckert (2013). Constructing a Theory- and Evidence-Based Treatment Rationale for Complex eHealth Interventions: Development of an Online Alcohol Intervention Using an Intervention Mapping Approach. *JMIR Research Protocols* 2(1): e6.
- Buvik, K., K. Dahlgren, K. Frøyland, I. Kahlbom og J. Wangen (2011). *Manda' morra rus: om alkoholkultur og gambling i arbeidslivet*. Oslo: Gyldendal akademisk.
- Buvik, K. og K. Frøyland (2010). *Fra papp til pynt?: -dialog med ansatte og ledere om et kvinneperspektiv på arbeidsrelatert alkoholbruk*. Oslo: AKAN - Arbeidslivets kompetansesenter for rus- og avhengighetsproblematikk.
- Buvik, K. og H. Sagvaag (2012). Women, work and wine. *Nordic Studies on Alcohol and Drugs* 29(5): 497-518.

- Frone, M.R. (2006). Prevalence and distribution of alcohol use and impairment in the workplace: A US national survey. *Journal of Studies on Alcohol* 67(1): 147-156.
- Frone, M.R. (2006). Prevalence and distribution of illicit drug use in the workforce and in the workplace: Findings and implications from a US national survey. *Journal of Applied Psychology* 91(4): 856-869.
- Frone, M.R. (2008). Are work stressors related to employee substance use? The importance of temporal context in assessments of alcohol and illicit drug use. *Journal of Applied Psychology* 93(1): 199-206.
- Frone, M.R. (2009). Does a Permissive Workplace Substance Use Climate Affect Employees Who Do Not Use Alcohol and Drugs at Work? A US National Study. *Psychology of Addictive Behaviors* 23(2): 386-390.
- Frøyland, K. (2005). *Arbeidsliv og rus: kunnskapsstatus anno 2005*. Oslo: Instituttet.
- Frøyland, K. (2007). *Med arbeidslivet som arena: om kunnskaps- og utviklingsbehov i arbeidslivsrelatert rusmiddelforskning*. Oslo: The Institute.
- Frøyland, K. og A. Grimsmo (2006). Rusmiddelførebygging i norsk arbeidsliv. *Nordisk alkohol- & narkotikatidskrift*. Helsingfors: THL. 23(2006)nr 2-3: S. 127-145.
- Frøyland, K., A. Grimsmo og B.A. Sørensen (2005). *Evaluering av AKAN: rusmiddelforebygging i norsk arbeidsliv*. Oslo: Arbeidsforskningsinstituttet.
- Gjerde, H., mfl. (2010). Use of alcohol and drugs by Norwegian employees: a pilot study using questionnaires and analysis of oral fluid. *Journal of Occupational Medicine and Toxicology* 13(5).
- Hensing, G., E.L. Peterson., F. Spak og G. Østlund (2010). Alkoholkonsumtion, alkoholproblem och sjukfrånvaro - vilka är sambanden: en systematisk litteraturöversikt : rapport. *En rapport från Sociala rådet* - 2010:47(Stockholm).
- Hermansson, U., O. Beck, A. Westregård og M. Brunes (2010). Drogtest viktig del av arbetslivets preventiva insatser mot narkotika. Med testning kan missbruk upptäckas tidigt. *Läkartidningen* 107(46): 2878-2880.
- Hermansson, U., A. Helander, L. Brandt, A. Huss og S. Ronnberg (2010). Screening and Brief Intervention for Risky Alcohol Consumption in the Workplace: Results of a 1-Year Randomized Controlled Study. *Alcohol and Alcoholism* 45(3): 252-257.
- Holmqvist, M., U. Hermansson og P. Nilsen (2008). Towards increased alcohol intervention activity in Swedish occupational health services. *International Journal of Occupational Medicine and Environmental Health* 21(2): 179-187.
- Horverak, Ø. og E.K. Bye (2007). Det norske drikkemønsteret: en studie basert på intervjudata fra 1973-2004. *SIRUS-rapport* nr. 2/2007.
- Kahlbom, I. (2012). De setter pris på at du integrerer deg, liksom. Dialoger om sosial inkludering og alkoholbruk i det etnisk mangfoldige arbeidslivet. *AKAN publisasjon* 1/2012.

- Kjaerheim, K., T. Haldorsen, A. Andersen, R. Mykletun og O.G. Aasland (1997). Work-related stress, coping resources, and heavy drinking in the restaurant business. *Work and Stress* 11(1): 6-16.
- Kjaerheim, K., R. Mykletun, O.G. Aasland, T. Haldorsen og A. Andersen (1995). HEAVY DRINKING IN THE RESTAURANT BUSINESS - THE ROLE OF SOCIAL MODELING AND STRUCTURAL FACTORS OF THE WORKPLACE. *Addiction* 90(11): 1487-1495.
- Kjaerheim, K., R. Mykletun og T. Haldorsen (1996). Selection into the restaurant business based on personality characteristics and the risk of heavy drinking. *Personality and Individual Differences* 21(4): 625-629.
- Marchand, A., A. Parent-Lamarche og M.E. Blanc (2011). Work and High-Risk Alcohol Consumption in the Canadian Workforce. *International Journal of Environmental Research and Public Health* 8(7): 2692-2705.
- Mezuk, B., A.S.B. Bohnert, S. Ratliff og K. Zivin (2011). Job Strain, Depressive Symptoms, and Drinking Behavior Among Older Adults: Results From the Health and Retirement Study. *Journals of Gerontology Series B-Psychological Sciences and Social Sciences* 66(4): 426-434.
- Moore, R.S., C.B. Cunradi, M.R. Duke og G.M. Ames (2009). Dimensions of Problem Drinking among Young Adult Restaurant Workers. *American Journal of Drug and Alcohol Abuse* 35(5): 329-333.
- Moore, S., P. Sikora, L. Grunber og E. Greenberg (2007). Expanding the Tension-Reduction Model of Work Stress and Alcohol Use: Comparison of Managerial and Non-Managerial Men and Women. *Journal of Management Studies* 44(2): 261-283.
- Nesvåg, S. (2001). *Arbeidsliv og rusmiddelbruk: statuskonferanse - 2001 : konferanserapport*. Stavanger: Rogalandsforskning.
- Nesvåg, S. (2005). *Alkohol kulturer i norsk arbeidsliv: "You could be yourself, but where's the comfort in that"*. no. 5, Unipub.
- Nesvåg, S. og T. Lie (2004). Rusmiddelbruk blant ansatte i norsk privat næringsliv. *Nordisk alkohol- og narkotikatidsskrift*(2).
- Norstrom, T. (2006). Per capita alcohol consumption and sickness absence. *Addiction* 101(10): 1421-1427.
- Norström, T. og I.S. Moan (2009). Per capita alcohol consumption and sickness absence in Norway. *European Journal of Public Health* - 19(- 4): - 388.
- Norstöm, T., E. Sundin, D. Müller og H. Leifman (2012). Hazardous drinking among restaurant workers. *Scandinavian Journal of Public Health* 2012(40): 591-595.
- Pidd, K., A.M. Roche og F. Buisman-Pijlman (2011). Intoxicated workers: findings from a national Australian survey. *Addiction* 106(9): 1623-1633.
- Porsfelt, D. (2007). After work - himmel eller helvete? *Spiritus. Skriftserie från vin & sprithistoriska museet*.(9): 15-28.

- Reynolds, G.S. og W.E.K. Lehman (2008). Workgroup temperance of alcohol and safety climate moderate the cognitive effects of workplace substance-abuse prevention. *Journal of Applied Social Psychology* 38(7): 1827-1866.
- Rospenda, K.M., K. Fujishiro, C.A. Shannon og J.A. Richman (2008). Workplace harassment, stress, and drinking behavior over time: Gender differences in a national sample. *Addictive Behaviors* 33(7): 964-967.
- Sagvaag, H. (2010). *Arbeidsliv, alkohol og kjønn*. Stavanger: Hertervig akademisk.
- Sagvaag, H. og B. Sikveland (2014). Alkohol + arbeidsliv = sant? *Gyldendal Akademisk, Oslo*.
- Schluter, P.J., C. Turner og C. Benefer (2012). Long working hours and alcohol risk among Australian and New Zealand nurses and midwives: A cross-sectional study. *International Journal of Nursing Studies* 49(6): 701 - 709.
- Skogen, J.C., A.K. Knudsen, A. Mykletun, S. Nesvag og S. Overland (2012). Alcohol consumption, problem drinking, abstention and disability pension award. The Nord-Trøndelag Health Study (HUNT). *Addiction* 107(1): 98-108.
- Skutle, A., E. Iversen og K. Buvik (2009). *"Et glass vin etter jobben?": rusmiddelvaner i det kvinnedominerede arbeidslivet : prosjektrapport*. Bergen: Stiftelsen Bergensklinikkene.
- Wang, M., S.Q. Liu, Y.J. Zhan og J.Q. Shi (2010). Daily Work-Family Conflict and Alcohol Use: Testing the Cross-Level Moderation Effects of Peer Drinking Norms and Social Support. *Journal of Applied Psychology* 95(2): 377-386.
- Webb G, S. A, S.-F. R og H. A (2009). A systematic review of work-place interventions for alcohol-related problems. *Addiction*. 2009 Mar;104(3):365-77.(- 1360-0443 (Electronic)): T - ppublish.
-