DOES THE FRAMEWORK OF REFERENCE APPLY REGARDLESS OF SIZE, CULTURE AND BRANCH OF THE COMPANY?

THE EXPERIENCE OF A PROJECT FOR THE PREVENTION OF DRUG USE AT WORKPLACE AND
IN THE FAMILY

Pompidou Group
Conference Prevention of Alcohol and Drug Use in
the Workplace
15/16 October 2014
Council of Europe, Strasbourg







FIERGS - Federation of Industries in Rio Grande do Sul - Brasil SESI - Industry Social Services in Rio Grande do Sul - Brasil







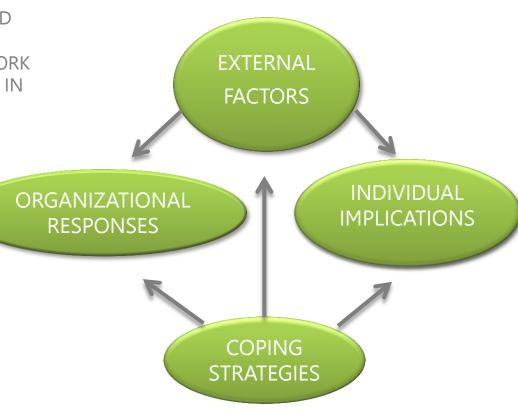
	Manufacturer workers	Total workers
Gender		
Men	68,5	54,5
Women	31,5	45,5
Age		
Less than 29	37,1	33,4
30 A 39	28,5	28,2
40 A 49	20,5	21,6
50 or more	13,9	16,8
Total	100,0	100,0
Education		
Primary level unfinished	23,8	15,2
Primary level	16,7	12,7
Secondary level unfinished	10,9	8,7
Secondary level	37,2	41,2
Post Secondary	11,5	22,2
Total	100,0	100,0
	926.931	3.082.991

INTEGRATIVE AND COMPREHENSIVE MODEL

INTEGRATED INTO THE COMPANY'S POLICIES AND THE OTHER EXISTING PROGRAMS, RECOGNIZING MAIN EXTERNAL FACTORS (CHANGES IN THE WORK WORLD AND IN FAMILY, AVAILABILITY OF DRUGS IN SOCIETY)

PROACTIVE, CREATED IN CONJUNCTION WITH EMPLOYEE REPRESENTATIVES, FROM VARIOUS SECTORS AND POSITIONS, IN ORDER TO VALUE INTERNAL TALENT WITH SESI'S SUPPORT.

INTERFACED STAKEHOLDERS: EMPLOYERS, WORKERS, GOVERNMENT / SOCIETY





PROJECT FOR THE PREVENTION



WORKER



THE CREATION OF A DRUG USE PREVENTION POLICY SHOULD CONSIDER

COMPREHENSIVE CORPORATE POLICY ON DRUG USE



PRODUTIVITY
COMPETITIVENESS
WELL-BEING



PREPARED IN CONJUNCTION
WITH EMPLOYEE AND
EMPLOYER REPRESENTATIVES



EVERYONE'S KNOWLEDGE



INCORPORATED INTO THE COMPANY'S EXISTING PROGRAMS - LOCAL OWNERSHIP



REGULATING THE PARTICIPATION OF THIRD PARTIES /
PARTNERS / SERVICE PROVIDERS
DETERMINING THE SECTORS AND PEOPLE
RESPONSIBLE FOR THE POLICY

INCENTIVES: ASSISTANCE TO PEOPLE WITH PROBLEMS ARISING FROM THE USE OF DRUGS

RULES REGARDING THE IMPLEMENTATION OF THE DRUG ABUSE PREVENTION PROJECT, INCLUDING PROGRAMS TO VALUE LIFE

EXISTING LEGISLATION



BUILDING PROACTIVE PREVENTION

KEEPING FOCUS ON WELL-BEING

APPROACHING BOTH PEOPLE AND POLICIES IN A COMPREHENSIVE WAY

ENCOURAGING AN ATTITUDE CHANGE IN THE INDIVIDUAL AND IN THE COMPANY

ENCOURAGING NEW OPPORTUNITIES
FOR SOCIAL INCLUSION

STIMULATING WORKERS' SKILLS AND INTERESTS

INVOLVING THE FAMILY

STRENGTHENING A PREVENTION NETWORK





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