

ILO Policy on the Prevention of Alcohol and Drug use in the workplace

**Pompidou Group
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International Labour Office

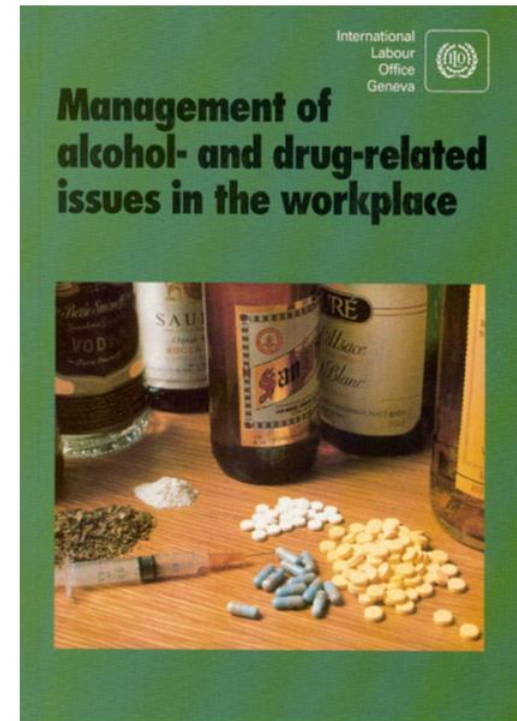


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FRAMEWORK

- Convention 155 and Rec.164 on OSH policy
- Convention 161 and Rec.171 on Occupational Health Services
- Global OSH strategy
- Health Promotion Programme

Code of Practice



ILO Code of Practice on A&D Prevention in the Workplace

National Framework:

- **Duties of governments, responsibilities and rights of employers and workers and their representatives**
- **A workplace A&D prevention policy**
- **Prevention through awareness raising, education and training**
- **Sharing of good practices to reduce A&D problems**
- **Restriction of A&D in the workplace**
- **Counselling, treatment and rehabilitation programmes**
- **Intervention measures and disciplinary procedures**

ILO Code of Practice on A&D Prevention in the Workplace: Principles

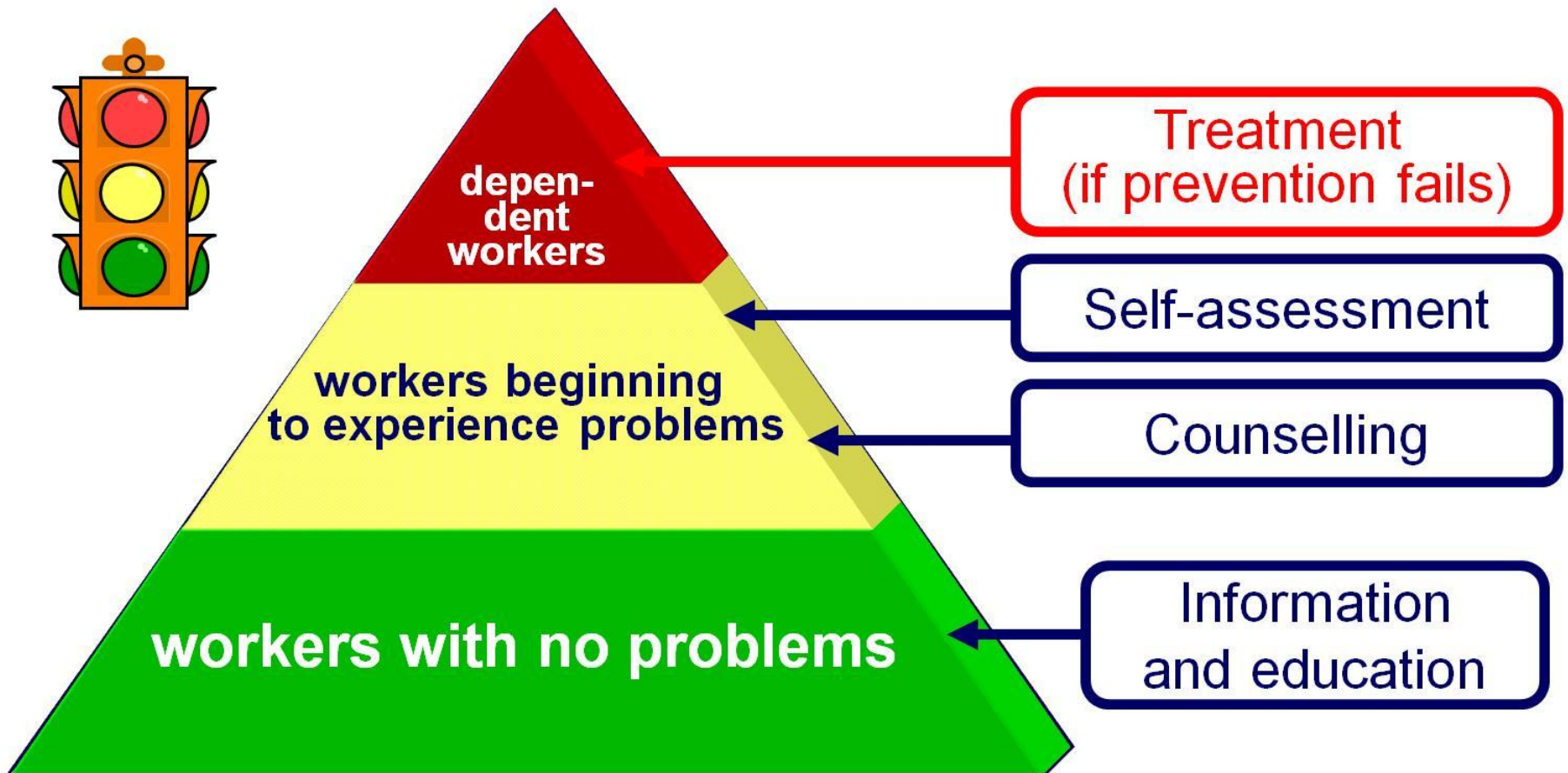
- **Alcohol and drug disorders are health problems**
- **Assess the impact of alcohol and drugs in the workplace**
- **Identify job situations that contribute to alcohol and drug abuse**
- **Provide information, education and training on alcohol and drugs to all workers**
- **Confidentiality of information concerning A&D use**
- **A supportive working environment for recovery from A&D addictions**
- **Ensuring non-discrimination of workers seeking treatment and rehabilitation for A&D related problems**
- **Prefer counselling, treatment and rehabilitation to disciplinary action**

A workplace policy to address A & D prevention

- **Social dialogue: Consultation and joint assessment at all levels & universal application (from top to down)**
- **Involvement of relevant stakeholders & assignment of responsibilities**
- **Policy and programme:**
 - Enterprise objectives & commitment to prevention
 - Guidelines and procedures for action
- **Incentives and opportunities for assistance & disciplinary measures, penalties for non-compliance**
- **Consider drug testing as a potential and complex option to be applied only in limited domains**
- **Close collaboration and linkage with community services**

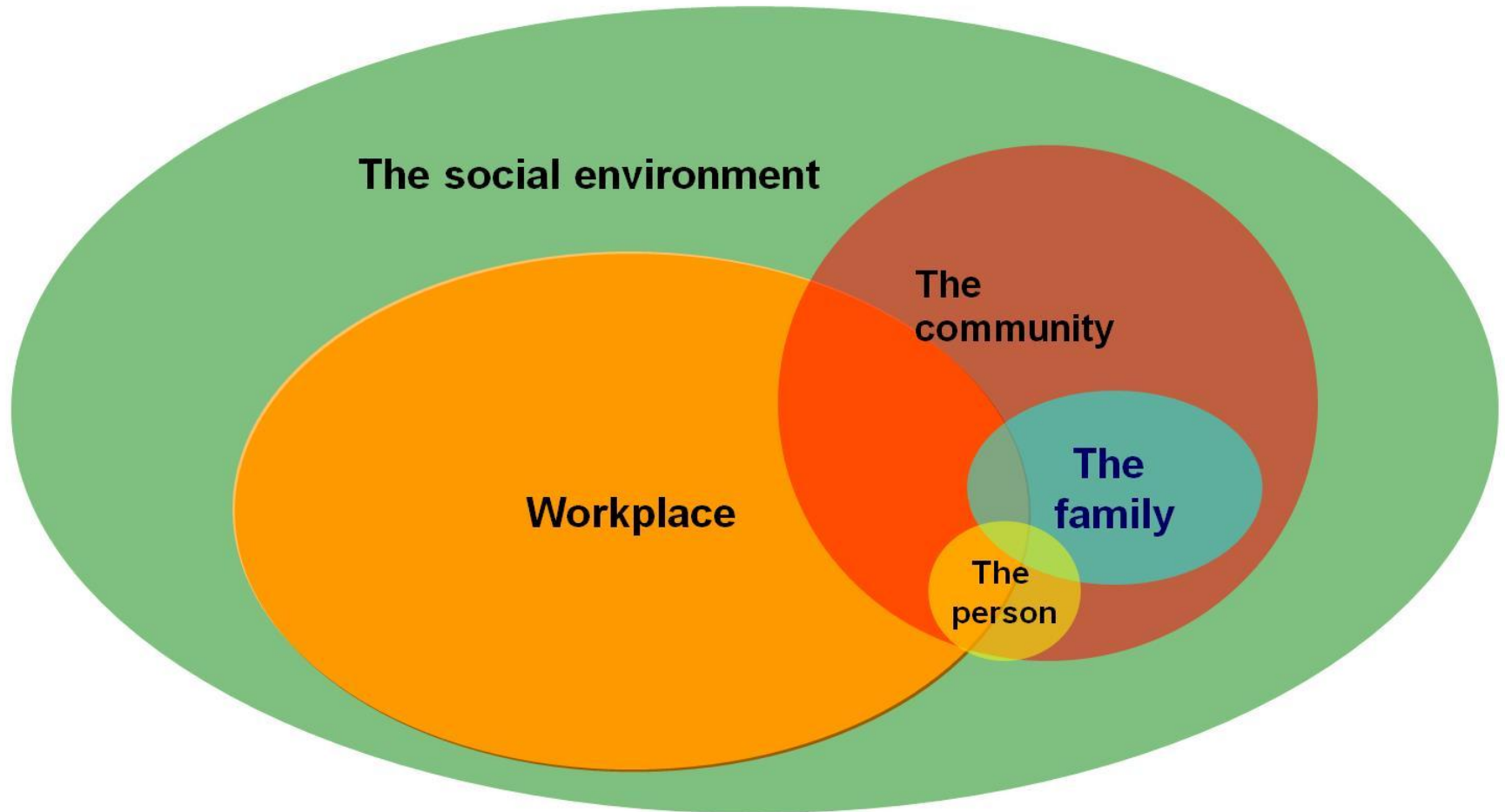


Paradigm shift from treatment to prevention



Form an **individual** to a **collective** approach

The ecological model: Reciprocal causation, human behaviour & health outcomes

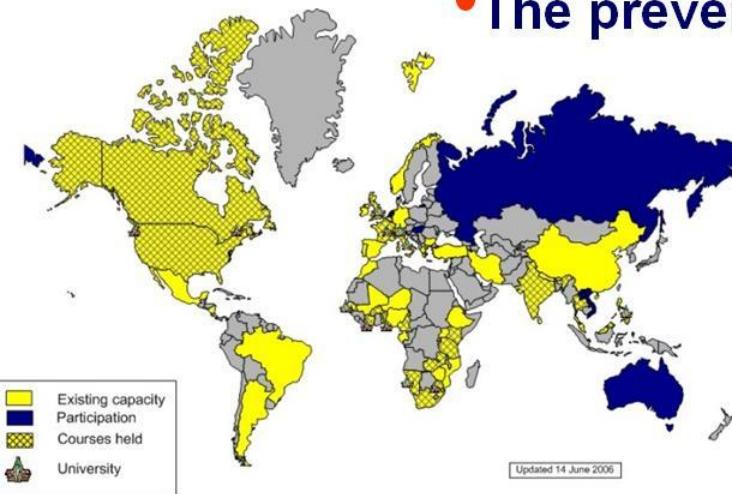


ILO TECHNICAL COOPERATION PROGRAMME ON A&D PREVENTION IN THE WORKPLACE

- Model applied in different countries and employment situations (Healthcare, Maritime work, SMEs, etc)
- Every workplace is different (specific characteristics and resources)
- *Primary prevention*: a more effective and economic method to protect workers, families and communities from the impact of substance abuse

- The prevention programme takes into account:

- The surrounding community and its interaction with the enterprise
- National laws, policies and local culture
- Gender aspects



Pompidou Group: Reference framework for the prevention of alcohol and drug use in the workplace

Points of convergence with ILO Policy on A&D:

- **National framework**
- **Duties, roles and responsibilities of stakeholders defined**
- **Respect for collective and individual rights**
- **Preventive approach towards A&D use in the workplace**
- **Prevention of risks associated with addictive behaviours**
- **OSH and health promotion**
- **Safety, accountability, link to productivity**
- **Workers well-being**
- **Non-prescriptive reference for action**
- **Sharing of good practices**

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Thank you



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