



Co-operation Group to Combat Drug Abuse and
illicit trafficking in Drugs

Strasbourg, 3 November 2014

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**Prevention of alcohol and drug
use in the workplace**

**From a declaration of intent to the implementation of a policy:
users' guide to the Reference Framework,
good practices, research findings**

**Council of Europe, Strasbourg
Room G03, Agora**

15/16 October 2014

MEETING REPORT

[http:// www.coe.int/pompidou](http://www.coe.int/pompidou)

Pompidou Group International Conference Strasbourg, 15 and 16 October 2014

Prevention of alcohol and drug use in the workplace

CONCLUSIONS

After the adoption of a declaration in May 2012 recommending preventive approaches to addictive behaviour based on responsibility, respect for individual and collective freedoms and solidarity within working communities, the Pompidou Group organised an international follow-up conference on 15 and 16 October 2014 on the initiative of its French Presidency and with the support of the International Labour Office.

This follow-up conference marks the second stage in the project which led to the adoption of a Reference Framework. Its aim was to look beyond the event itself and open up prospects in terms of shared concepts and tools for the prevention of alcohol and drug use in the workplace.

To this end, the choice was made to go further in comparing the principles underlying the Reference Framework, the actual policies in place since 2012 and those advocated by international bodies active in the field of health and safety at work:

- the International Labour Office (ILO), without which these activities and this conference would not have the same consistency;
- the European Union: in the frontline, the Commission with its directives and its new Strategic Framework on health and safety at work 2014-2020; and in a supporting role, the European Agency for Safety and Health at Work in Bilbao and the European Foundation for the Improvement of Living and Working Conditions.

Comparisons were also made with the national situations and practices of the fifteen Pompidou Group member countries participating in the conference, two third countries and one observer country.

The conference programme was the fruit of this positive comparison between actual practice and policy goals. The dynamics of the conference can be summed up as follows: *moving on from the policy and professional positions of the stakeholders (employers, employees, occupational doctors, HR departments) to debate on the possibility of making the prevention of addictive behaviour in the workplace a legal obligation*. This led to reflection on the combination of parameters needed to apply the Framework, with a focus on SMEs, which were not sufficiently taken into account in 2012, and on sector-specific case studies. To provide a more solid basis for this reflection, expert studies were proposed in order to gain a better understanding of the determinants of addictive behaviour.

The innovative elements that emerged from the discussions can be grouped together under the following headings:

- **The role of HR departments**, which, in terms of their functions, are at the crossroads of the interests and positions of corporate stakeholders and at the interface with external resources, including general medicine, with which they can seek to establish a form of continuity. They are in a position to view prevention in terms of a return on investment. By virtue of their responsibility for ensuring dialogue between employees and management, they can play a central role in formulating and implementing alcohol and drug prevention policies.

- **Questions about the stakeholders' positions and their role in prevention:** the debate is ongoing between those in favour of entrusting responsibility for health and safety at work to occupational doctors and those who believe the question should be handled by employers themselves, to mobilise the labour force in support of their enterprise. The kind of information provided varies accordingly, with the focus either on substances and their effects or on inappropriate behaviour, regardless of the causes.
- **The applicability of the Reference Framework to SMEs:** the Framework's main merit seems in the case in point to be its adaptability to the specific nature of each enterprise and its openness to a range of tools for detecting workplace dysfunctions. Because of their size, their dispersal and the lack of a dedicated department, SMEs may have difficulty in conforming to a rigid pattern when it comes to setting up a prevention plan. They have no experience of this and therefore have to make it up as they go along. The Reference Framework can be a resource. For this to be possible, an obstacle has to be overcome: unless the managers of SMEs are made more aware of their own health, they will not be inclined to take an interest in that of their staff. There is also a challenge to be taken up: that of spreading awareness-raising beyond the SME itself, across a geographical area, probably by sector.
- **Use of the Reference Framework downstream rather than upstream:** it was presented above all as a means of analysing prevention arrangements after the event rather than an aid to the introduction of new policies. The illustrations provided bring out similarities between existing practice and the Reference Framework. The Framework can be used to review existing processes.
- **The need to provide tools for those involved in prevention.** In addition to the SOLVE programme introduced by the ILO in 2012, a number of tools were presented and are brought together on the Pompidou Group's website. They include:
 - o OiRA, an online risk assessment tool made available to stakeholders by the European Agency in Bilbao: www.oiraproject.eu
 - o The AKA workshops
 - o The prevention, training and research programme Euridice at the service of industry, supported by the European Union. Cooperativa di Studio e Ricerca Sociale Marcella. Italy: www.coopmarcella.it
 - o The Charter drawn up by the Midi-Pyrénées region in France on "*Healthy living and road safety – preventing addiction in road transport and logistics*"
 - o The toolbox produced by Luxembourg entitled "*There can never be too much prevention*"
 - o The guidelines drawn up by the Portuguese Ministry of Health, which are in the process of being adapted to small businesses
 - o The workshops of the Centro de Integración Juvenil in Mexico City

At the heart of the debate, a close correlation between work-related stress and addictive behaviour

According to the Director of the Bilbao Agency in her summing up of the "*Healthy workplaces*" campaign currently in progress in Europe, a correlation needs to be sought. This was echoed by Gladys LUTZ in her assessment of the concept of "use disorders". The same applies to the overview given by Kjetil FRØYLAND of all the determinants of addictive behaviour. This point of view was also present in the statement by Professor PARQUET, subject, of course, to a distinction being drawn between things that happen in the workplace, and may potentially be linked to working conditions, and behaviour imported from outside.

This led the ILO representative, Valentina FORASTIERI, to suggest that good practices worthy of note should be based on scientifically sound multidisciplinary research. As regards the analysis of professional risks based on European Directive 89/391/EEC, it is subject to variations according to the particular national context. This analysis recommends establishing a link between psychosocial risks and addictive behaviour. Governments and enterprises are encouraged to act on this recommendation and give all the necessary attention and visibility to these risks. A further

recommendation is to move towards a pragmatic approach in dialogue between employees and management. This is a real precondition.

The following points were made by way of a conclusion to the intergovernmental discussions:

In the wake of the conclusion provided by Valentina FORASTIERI (ILO) and the contributions from the European Commission and its Agency in Bilbao, the most promising advance lies in the operational link established, at the heart of risk analysis, between addictive behaviour and psychosocial risks. In the years ahead this should encourage increased attention to these questions and even their natural and mandatory inclusion in prevention arrangements.

The other points that emerged from this conference in terms of actual practice and pointers for the next Pompidou Group Presidency can be grouped together under the following proposals:

- 1- Follow-up** to the project on alcohol and drug prevention in the workplace in close association with the international organisations whose core business is prevention. This also involves practical exchanges with the professional associations and NGOs which contributed to the conference: UEAPME (European Association of Craft, Small and Medium-Sized Businesses) through its national delegations; the UEMS (European Union of Medical Specialists, occupational medicine section) and the IOE (International Organisation of Employers) and the development of relations with other NGOs, such as the European Trade Union Confederation (ETUC).
It will also be necessary to relay these recommendations in national events (health and safety at work conferences, tripartite meetings, articles in trade journals etc.) in order to disseminate the results and throw them open to debate.
Lastly, international exchanges and comparisons should not be confined to Europe. This was the case at the conference with the participation of Mexico as an observer country and Brazil as a third country. North America – Canada and the USA – would also have their rightful place in this.
- 2- Increased knowledge** and understanding of the phenomena involved, bearing in mind that there is still some way to go before an appropriate workplace policy is introduced and that approaches to the workplace cannot disregard aspects relating to everyday private life.
- 3- Concern over the explosion of synthetic drugs.** The workplace, where many workstations are connected to the Internet, is exposed to this danger because the workforce may include users who are well integrated and hidden among the general population and who may be in search of substances which, maximise the psychoactive effects in the fastest possible time. Monitoring of this issue should probably be linked in with the Pompidou Group's work on precursors.
- 4- It might also be important for the new Presidency to look ahead to the possibility of developing an "alcohol and drug-free enterprise" label** and to succeed in making the prevention of addictive behaviour a central issue in dialogue between management and employees on the improvement of working conditions and the assessment of occupational risks. This approach would challenge certainties which, for a long time, have allowed politicians to adopt an attitude of comfortable complacency.
The debate is ongoing. It is to the credit of the Pompidou Group and the countries involved that they are contributing to it. Among the lines of enquiry pursued, it might be possible, where the label is concerned, to develop a form of recognition certifying a set of good practices in workplace health and safety for the prevention of risks associated with addictive behaviour.

The purpose of this “distinction” would be to provide concrete and operational content to the Reference Framework by recognising, through practices in keeping with the principles of the framework, the ability of certain enterprises and all their stakeholders to move on from a declaration of intent to a concerted prevention policy.

The hope of the French Presidency as it reaches the end of its term of office is that, through these proposals, the project will achieve consolidation in the next two years, with the prevention of addictive behaviour in the workplace taking its rightful place among the range of policies implemented in enterprises.

APPENDIX I
Wednesday, 15 October 2014

Opening of the meeting

09.00

Welcome coffee

09.30

- **Welcome** : Patrick PENNINGCKX, Executive Secretary of the Pompidou Group
- **Opening**: Jan KLEIJSSSEN, Director - Information Society and Action against Crime, Directorate General I, Council of Europe
- **Opening** : Danièle JOURDAIN-MENNINGER, President of the Mission Interministérielle de lutte contre les drogues et les conduites addictives (MILDECA), President of the Pompidou Group

09.45 – 11.00

Axis 1

The policy of the prevention of alcohol and drug use in the workplace two years after the adoption of the Final Declaration of 15 May 2012

Moderator : Philippe-Jean PARQUET, Professor in psychiatry and addictology, Pompidou Group consultant

Reminder of the Reference Framework (Final Declaration of May 2012) : Michel MASSACRET, Chair of the Expert Group

- ***Can the Reference Framework serve as the cornerstone of a prevention policy? Categorising good practices***
 - *Position of the European Union of Medical Specialists (occupational health branch) : applying principles from the Framework when operating in the workplace. Does it make a difference to the work of occupational physicians?* Alenka SKERJANC, President of the UEMS
 - *Viewpoint of the International Labour Office : general alcohol and drug prevention policy and the implementation of the Reference Framework.* Valentina FORASTIERI, Senior specialist on Occupational Health, Health Promotion and Well-being. Labour administration, Labour inspection and Occupational Safety and Health Branch (LABADMIN/OSH), Governance and Tripartism Office

Questions and answers

11.00 – 11.30

Coffee break

11.30 – 13.00

- ***The Reference Framework: a basis to initiate, put in place, develop and sustain a coherent prevention policy for all the stakeholders?***

Round table meeting between stakeholders who contribute to prevention policies together in the company :

employers Kris de MESTER, International Business Organisation IOE

occupational health services Nicole MAJERY, Luxembourg representative to the European Union of Specialist Doctors

human resources Charlotte DUDA, Stream International - Groupe Convergys, Director of human resources, ex-president of the national association of human resources directors, ANDRH France

workers Tor Idar Halvorsen, Norwegian Confederation of Trade Unions (LO)

12.30 - 14.30

Lunch break

14.30 -16.15

Axis 2

Does the Reference Framework apply regardless of the size, culture and branch of the company?

Identifying good practices focusing on Small and Medium-sized Enterprises (SMEs)

Moderator : Robert GOERENS, Medical labour inspector, Ministry of Health, Luxembourg

- Problems posed by:
 - Counsellor for Social Affairs in SMEs, Eva VANDERVELDEN, Union of Independent Entrepreneurs of Flanders and Brussels (UNIZO)
 - a specialist on management in SMEs: Florence GUILIANI, University of Montpellier, Observatoire de la santé des dirigeants de PME – AMAROK
- Some examples of practices:
 - Luxembourg : Nicole MAJERY, Director of Service de Santé au Travail Multisectoriel
 - France : Valérie JIMENEZ, manager of a transport SME and Mr BARANOWSKI, délégué de la Confédération Générale du Travail (CGT) au Comité de pilotage de la Charte prévention des conduites addictives en région Midi-Pyrénées
 - Portugal: Giorgio CASULA, CGTP-IN (General Confederation of Portuguese workers / National Union)

- Brazil : Maria Lucia STOCKER FABRICIO, Technical director of SESI-RS

Debate between the panel and questions from the participants

16.15 – 16.45 Coffee break

16.45 – 18.00

Axis 3

The Reference Framework as an analysis and monitoring tool of prevention policies in the workplace?

Moderator : Paul WINDEY, President of the National Work Council, Belgium

Case studies of company prevention policies: how can the Reference Framework be used to understand more about what has been set up?

Development around three items:

1. Description of a concrete prevention policy in a company
2. Its analysis regarding the Reference Framework
3. The evolutions that emerge from it

Cases described by :

- Norway :
Elisabeth EGE, Director, Workplace Advisory Centre for issues related to alcohol, drugs and addictive gaming and gambling (AKAN) : a case study of the Norwegian custom service
- Portugal :
Mario CASTRO, Director of Monitoring and Information Department, General Directorate for Intervention on Addictive Behaviours and Dependencies (SICAD)
Elisabete RUTE DOS SANTOS, a representative from the airline company TAP (Healthcare Unit)
- Italy :
Marcella DELUCA, Coordinator, Cooperativa Marcella, Euridice (prevention programme, training and research for the company, supported by the European Union).
- Mexico :
David Bruno DIAZ NEGRETE, Research Director NGO Centros de Integracion Juvenil, Mexico City

Concluding session of the first day: key notes, first elements of questions with Michel MASSACRET, Chair of the Expert Group

Thursday, 16 October 2014

09.00-10.30

Axis 4

The determinants of addictive behaviours : contributions of scientific research and studies? Prevention strategies

Moderator : Jarle WANGEN, Senior Adviser, Workplace Advisory Centre for issues related to alcohol, drugs and addictive gaming and gambling (AKAN), Norway.

1. in the relationship between psycho-social risks and addictive behaviour

- European Agency for Safety and Health at Work: video message of EU-OSHA by the Director of the Agency, Christa SEDLATSCHEK "*Managing stress and psychosocial risks at work - EU-OSHA Healthy Workplaces Campaign 2014-15*".
- Introduction and presentation of the video by Nada TURCIC, workplace specialist doctor, Institute for the protection of health and safety at work, Croatia
- Kjetil FRØYLAND, research leader at the Work Research Institute, Norway : *Alcohol, drugs and prevention in the workplace: What strategies are effective? Findings from resent research*
- Philippe-Jean PARQUET, Professor in psychiatry and addictology : *Relevance of this connection*

Debate between the panel and questions from the public

10.30 – 11.00

Coffee break

11.00 – 12.30

2. through multidisciplinary approaches involving sociology, occupational psychology, and medical sciences :

- Gladys LUTZ, Researcher at the CRTD (Research centre on the work and development of the National Conservatory of Arts and Professions, Paris) : *The relationship between addictive behaviour and work, the relationship between uses/users and persons in charge of prevention*
- Marie-Claire LAMBRECHTS, Centre for Environment and health, KU Leuven and Flemish Association for Alcohol and other Drug problems, VAD Brussels : *What determines the approach of substance abuse by occupational physicians? A qualitative study.*

Debate between the panel and questions from the participants

12.30 – 14.00 Lunch break

14.00 – 16.00 ***Towards a development of implementation strategies of the Reference Framework?***

Moderator: Valentina FORASTIERI, Senior specialist on Occupational Health, Health Promotion and Well-being, International Labour Office

- Zinta PODNIECE, European Commission, DG Employment, Social Affairs and Inclusion, Unit Health, Safety and Hygiene at Work *Legislation related to the Risk Assessment Document*
- Round table with a tripartite representation.
 - Representative of the State : Ruta BALTRUSAITYTE, Drug, tobacco and alcohol control department, Chief Specialist of Psychoactive substance use prevention coordination division, Lithuania
 - The workers representative: Francisco José Pardo GUILLOT, technician in risks at work, expert in drug addiction, Secretariat of the Confederation of health at work of the workers, Spain
 - Representative of employers : François ENGELS, Federation of Artisans, Representative of Luxembourg to the European Agency for Safety and Health at Work in Bilbao (EU-OSHA)
- Results and perspectives for Axis 4 by Valentina FORASTIERI

Final conclusion and closure of the Conference

- **The 2010-2014 project: results and expectations.** Dr Gilles LECOQ, Delegate of the Mission Interministérielle de lutte contre les drogues et les conduites addictives (MILDECA, France)

APPENDIX II
LIST OF PARTICIPANTS

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WORKPLACE OF THE USE OF DRUGS AND ALCOHOL**
Council of Europe, Strasbourg (France) 15/16 October 2014, Room G03 Agora

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