

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



Strasbourg, 9 March 2012

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**GROUP POMPIDOU
AD HOC EXPERT GROUP ON THE PREVENTION
OF DRUG USE IN THE WORK PLACE**

3rd meeting

**Council of Europe Office,
Room 1, 55 avenue Kléber,
Paris**

9-10 February 2012

MEETING REPORT

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1. Introduction

The meeting was opened by the Expert Group's Chair who welcomed the participants. The list of participants is reproduced in Appendix I. The agenda was adopted as reproduced in Appendix II.

2. Presentation of an outline for a framework reference to be submitted to the conference participants for approval

(See document (P-PG/Work(2012)1)

The Chair presented the draft outline for a reference framework as a basis for reflexion and debate, in particular its four objectives and eight themes. He highlighted the need to protect in the current economic crisis the performance and competitiveness of the enterprise as well as the need to secure the functioning of the work tools. He underlined the importance to explain the risks linked to drug use in terms of dysfunctions. The document was examined point by point. A revised version will be produced in due course taking into account all the comments made.

In the debate, participants emphasised inter alia the following points:

- the risks originating in private life should also be addressed by prevention policies;
- the necessity to find an articulation between security and health considerations;
- the need to integrate the reference framework in the European as well as the ILO contexts;
- the need to implement prevention policies also in small enterprises as far as available resources allow it;
- there should be a methodological coherence with other prevention policies (e.g. alcohol, harassment, absenteeism, etc.);
- the need to establish individual responsibility of staff and managers with a view to identifying individual problems;
- the need to extend the health and safety critical prevention policy to the totality of staff;
- the non examination of determinants in case of suspicion of alcohol and drug use;
- etc.

Mr Parquet and Mr Windey (consultants) presented the two schemes included in the outline for a reference framework. Participants agreed to revise them in order to make them more comprehensible. The idea of well-being at the workplace should also be included in them.

Participants were asked by the Chair to cluster the themes included in the outline around the following poles:

- collective prevention
- individual prevention
- implementation of health & safety policy in the workplace (all aspects, including screening)
- responsibility for treatment

Comments were made with regard to the importance of training, the fact that the prevention policy should be implementable, the social costs attached to drug consumption, the need to have an evidence-based prevention policy directed at enterprises, the fact that policies should help enterprises to implement prevention measures, the difficulties to distinguish private and public life.

Finally, the Chair presented a number of proposals which could be made at the conference towards member States and International Organisations with regard to follow-up activities helping to implement the reference framework on an international or national level. The Secretariat advised to include these proposals in part in the opening speech of the conference chair and in part in the conclusive chapter of the reference framework drafted by the consultants.

Participants agreed to instruct the Secretariat to draft a final declaration for the conference participants, which should include the following six items:

- the increase in problematic drug use with repercussions in the workplace;
- the need to become aware of the responsibility of all actors concerned;
- the principles of a pragmatic prevention policy, the reference framework describing the necessary tools for such a policy;
- the difficulty to distinguish private and public life in the light of modern working conditions and the current economic crisis;
- the applicable Council of Europe values centred around the individual's integrity and human dignity, equality of treatment and the right to health;
- the differences of possible approaches based on the need to articulate security and health concerns;
- the coherence of different prevention approaches, independent of their focus.

The Secretariat announced that a preliminary draft of such a final declaration will be circulated to the members of the adhoc committee in a week's time.

3. Preparation of the 2012 Conference on alcohol and drugs and prevention policies, Strasbourg, 14/15 May 2012

(See document (P-PG/Work(2011)8prov)

Participants examined the draft programme as circulated by the Secretariat. The adhoc committee instructed the Secretariat to convey a certain number of questions and considerations to the representatives of the ILO and WHO Europe as guidance for their presentations at the conference. The representative of Sweden was asked to contact the Swedish and Norwegian speakers with similar guidelines as will do the Luxemburg representative for the Luxemburg speaker and Mr Windey for the Belgian speaker.

Participants expressed their demand that the contents of the various interventions should refer to and be in coherence with the elements of the reference framework, which is to be perceived as the Ariane's thread of the programme.

Once the programme will be completed, the invitation letters will be sent out to the Permanent Correspondents of the Pompidou Group member States with the request to identify participants of the four pre-determined categories (politician, central administration, employers' organisations and trade unions).

Participants agreed that the PG Chair, Mr Apaïre, will also chair the conference.

6. Any other business

None.

7. Date of the fourth meeting of the ad hoc expert group

Participants agreed to convene the next meeting for 12 October 2012 in Paris.

APPENDIX I

LIST OF PARTICIPANTS

**3rd Ad Hoc Expert Group on the prevention of drug use in the work
place Paris (France) 9/10 February 2012**

LISTE DES PARTICIPANTS

**3^e Groupe d'experts ad hoc sur la prévention des usages de drogue en
milieu professionnel
Paris (France), 9/10 février 2012**

Chairman / Président

M. Michel MASSACRET

Chargé de mission prévention en milieu professionnel
Mission Interministérielle de lutte contre la drogue et la toxicomanie (MILDT)
35, rue St. Dominique
F-75007 Paris
FRANCE

Tel : +33.1. 6 87 03 66 55 Fax : +33.1.42 75 69 01 michel.massacret@wanadoo.fr

Consultants

M. le Professeur Philippe-Jean PARQUET

295 rue Saint-Jacques
75005 Paris
FRANCE

Tel : (06) 08 47 60 70 Fax : (01) 46 34 11 91 philippe.parquet@laposte.net

M. Paul WINDEY

President
Conseil National du Travail
Avenue de la Joyeuse Entrée 17-21
B-1040 Bruxelles
BELGIUM

Tel: +32 2 233 88 83 Fax: +32 2 233 89 38 windey@nar-cnt.be

Belgium / Belgique

Apologies / excusé

Croatia / Croatie

Apologies / excusé

France

M. Daniel RATIER

Chargé de mission
Délégation Générale du Travail - Paris
39-45, quai André-Citroën
F- 75902 Paris Cedex 15
FRANCE

Tel : +33.1. 44 38 27 30 Fax : +33.1 daniel.ratier@travail.gouv.fr

Luxembourg

Dr Robert H. GOERENS

Médecin inspecteur du travail
Ministère/Direction de la Santé
Division de la Santé au Travail
Villa Louvigny
L-2120 LUXEMBOURG

Tel : +352 247 85629 Fax: +352 46 79 60 dsat_lu@ms.etat.lu ou robert.goerens@ms.etat.lu

Norway / Norvège

Apologies : excusé

Italy / Italie

Apologies : excusé

Portugal

Dr. Mário CASTRO

Director
Department for Monitoring Training and International Relations
Institute on Drugs and Drug Addiction
Praça de Alvalade, Nº 7-, 6th floor
P – 1700-032 LISBON
PORTUGAL

Tel : +351 211119035 Fax:+351211119006

Slovenia / Slovenie

Mme Nataša DERNOVŠČEK HAFNER

Workplace Health Promotion Specialist
University Medical Centre Ljubljana
Clinical Institute of Occupational, Traffic and Sport Medicine
Poljanski nasip 58
Ljubljana 1000
SLOVENIA

Tel : +386.1. 522 26 95 Fax : +386.1.522 24 78 natasa.dernovscek@quest.arnes.si

Spain / Espagne

Apologies / excusé

Sweden / Suède

Ms Helena LÖFGREN

Public Health Planning Officer
Swedish National Institute of Public Health
Department of Drug Prevention
Forskarens väg 3
SE-831 40 Östersund
SWEDEN

Tel: +46 63 19 97 91 Fax: +46 63 19 96 02 helena.lofgren@fhi.se

European Trade Union Confederation (ETUC) / Confédération européenne des syndicats (CES)

Apologies / excusé

International Labour Organisation (ILO) / Organisation Internationale du travail (OIT)

Apologies / excusé

BusinessEurope

Apologies / excusé

World Health Organisation / Organisation Mondiale de la Santé

Apologies / excusé

Secretariat

Ms Eva KOPROLIN

Pompidou Group

Council of Europe

F – 67075 Strasbourg Cedex

Web site: <http://www.pompidou.int>

Tel: +33 3 88 41 29.24 **Fax:** +33 3 88 41 27 85 Eva.koprolin@coe.int

APPENDIX II

Agenda

- 1 Opening of the meeting:**
 - adoption of the agenda
 - recall of decisions taken in the second meeting
 - presentation of possible new participants
 - any information on positions or recommendations made at the level of the countries represented at international level
- 2 Presentation of a framework reference theme to be subject to approval at the Conference: “Alcohol, drugs and prevention in the workplace: what are the issues and challenges for the government, the company and the staff?”**
- 3 Continuation of the preparation of above mentioned Conference foreseen for 14/15 May 2012 in Strasbourg**
 - exchanges on the provisional programme;
 - confirmation of the participants' profile as defined in the second meeting;
 - work out the President's session;
 - preliminary debate on the procedural decisions to be taken by the participants at the Conference;
 - list of tasks to be accomplished by delegations, Permanent Correspondents, the Secretariat and the Presidency;
 - schedule of tasks to be done.
- 4 Any other business**
- 5 Date of a follow up Ad hoc expert group meeting on the prevention of drug use in the workplace.**