

Prevention in the workplace of the use of alcohol and drugs

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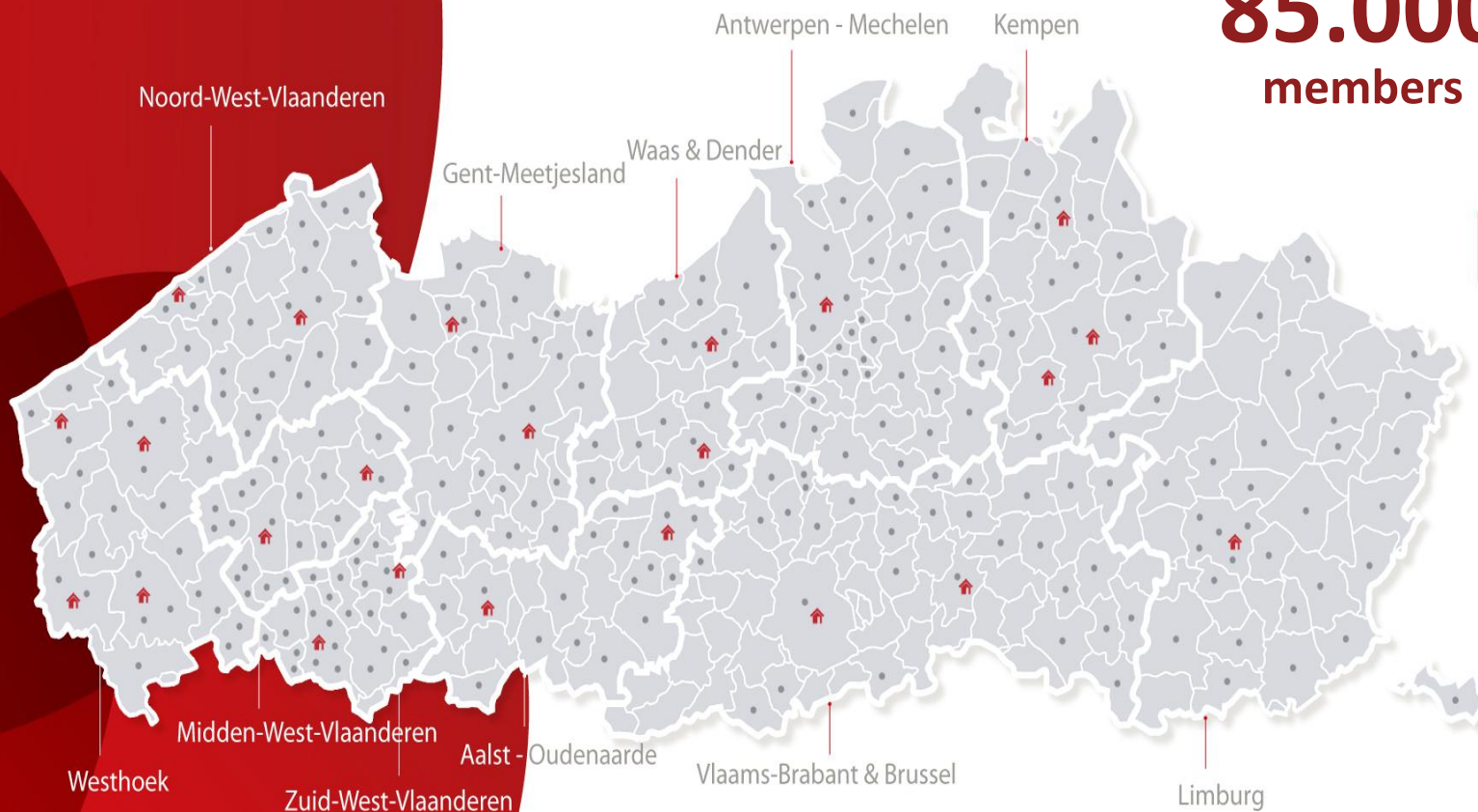
276
Local associations

11
regions

85.000
members

unizo

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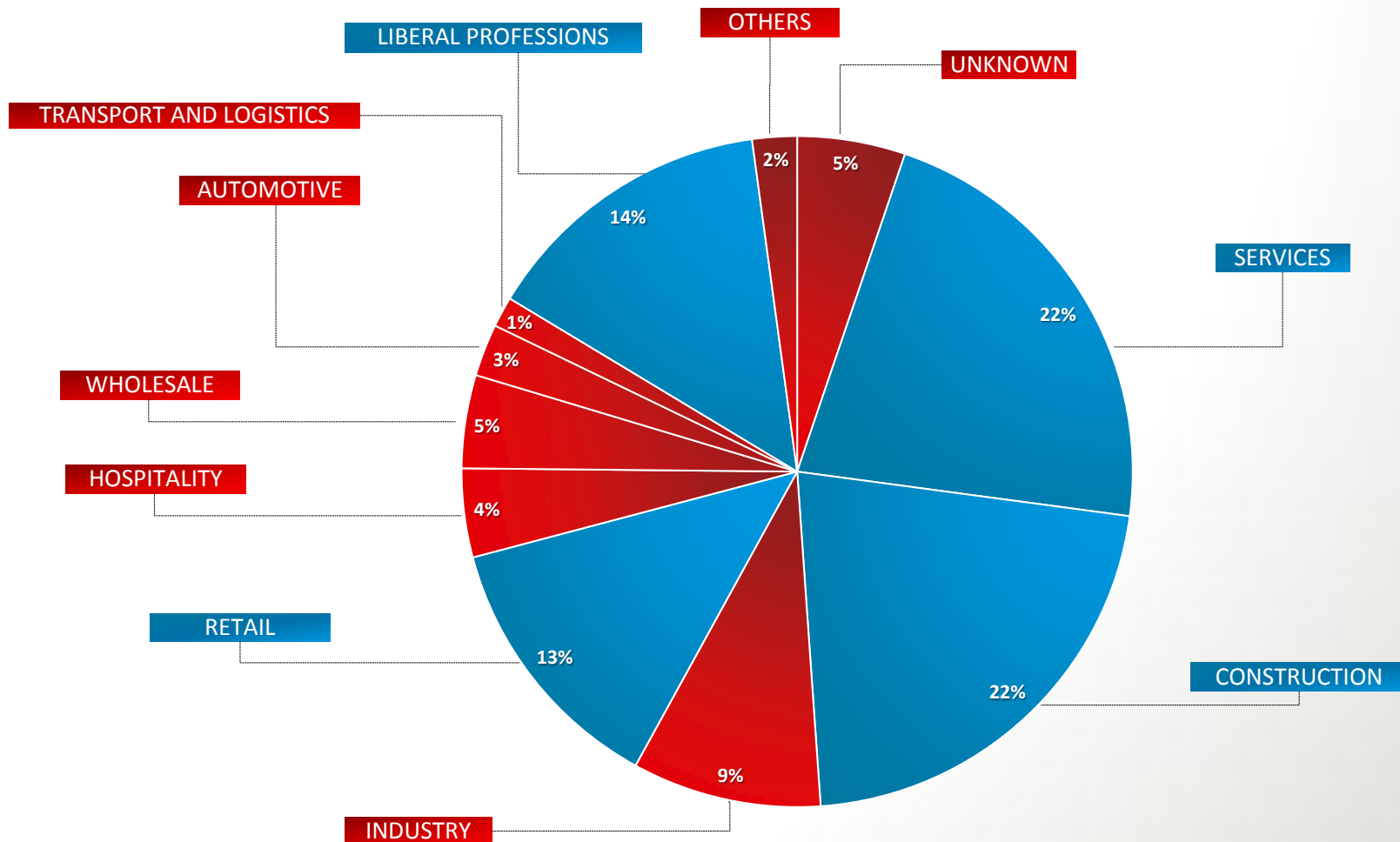


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Axis 2

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

Axis 2

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

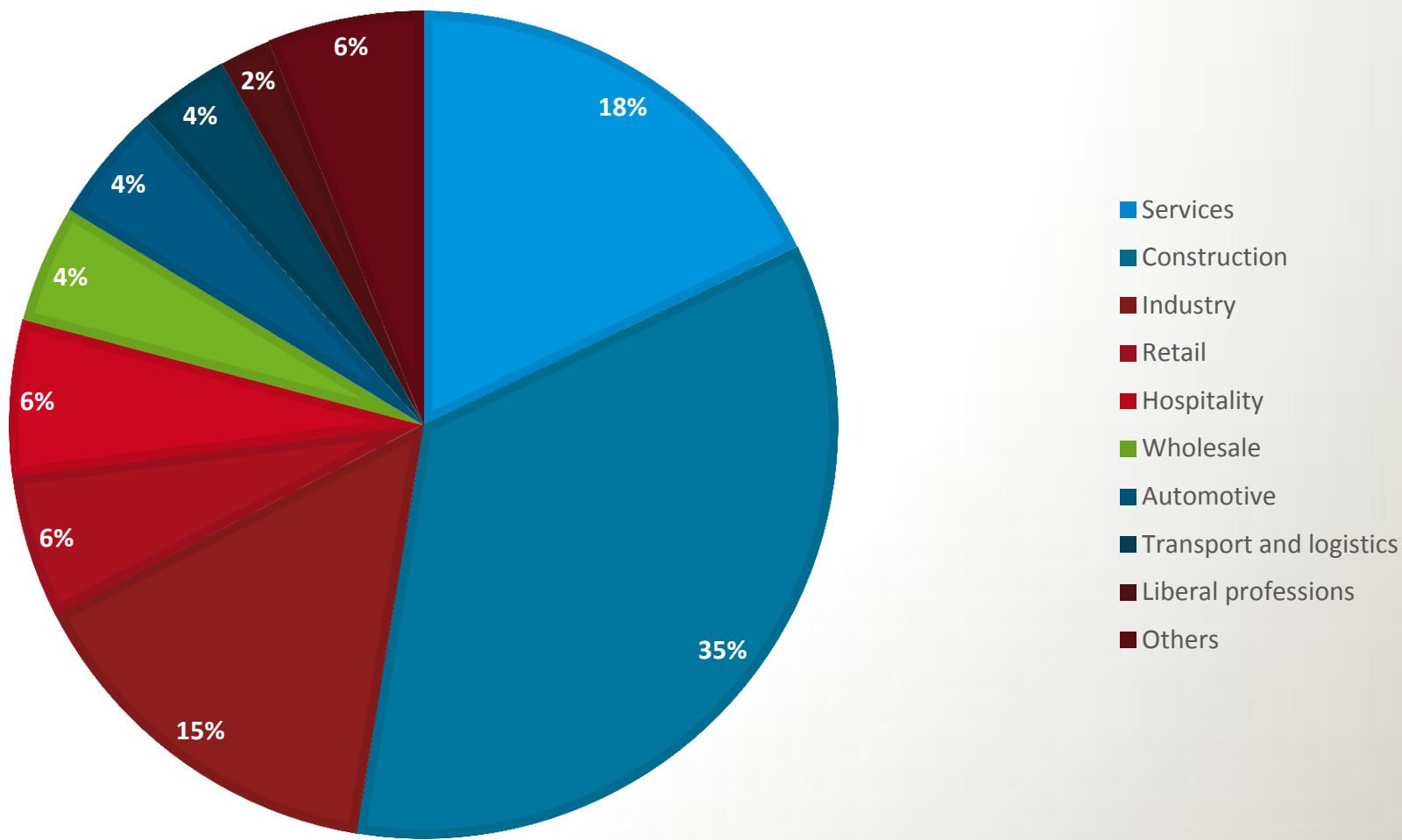
Regulation Belgium

- **Collective labour agreement**
- **April, 1st 2009**
- **Framework**
- **Main principle: dysfunctioning of the employee**

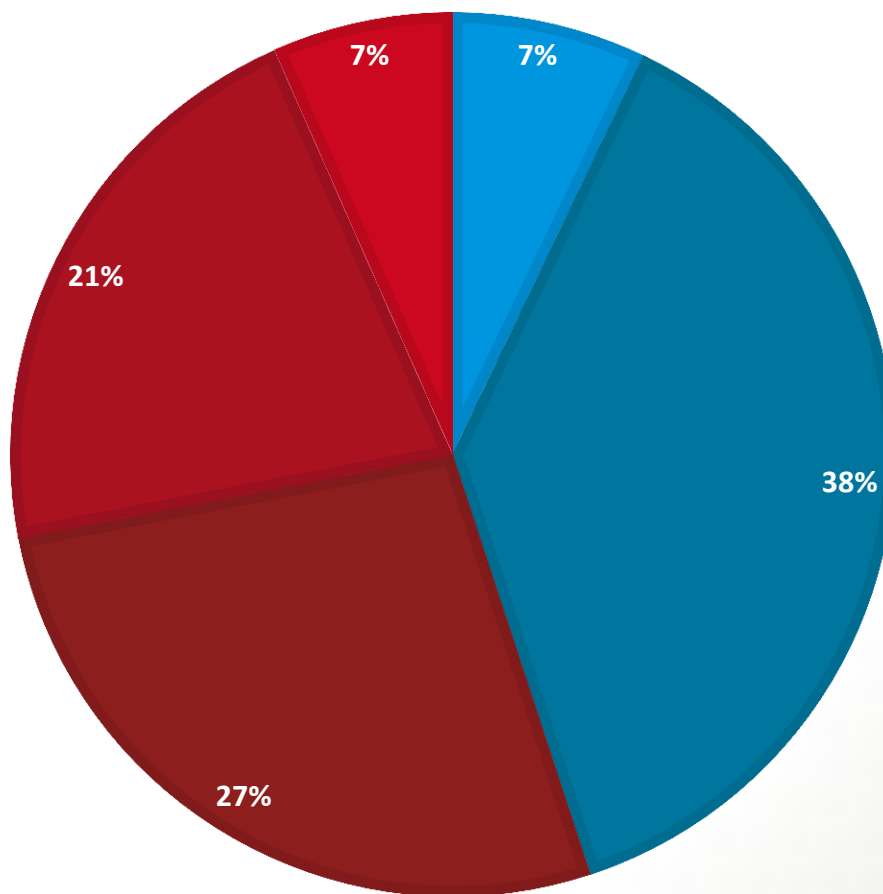
Axis 2

**Does the Reference Framework apply
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branch of the company?**

Respondents - Industries

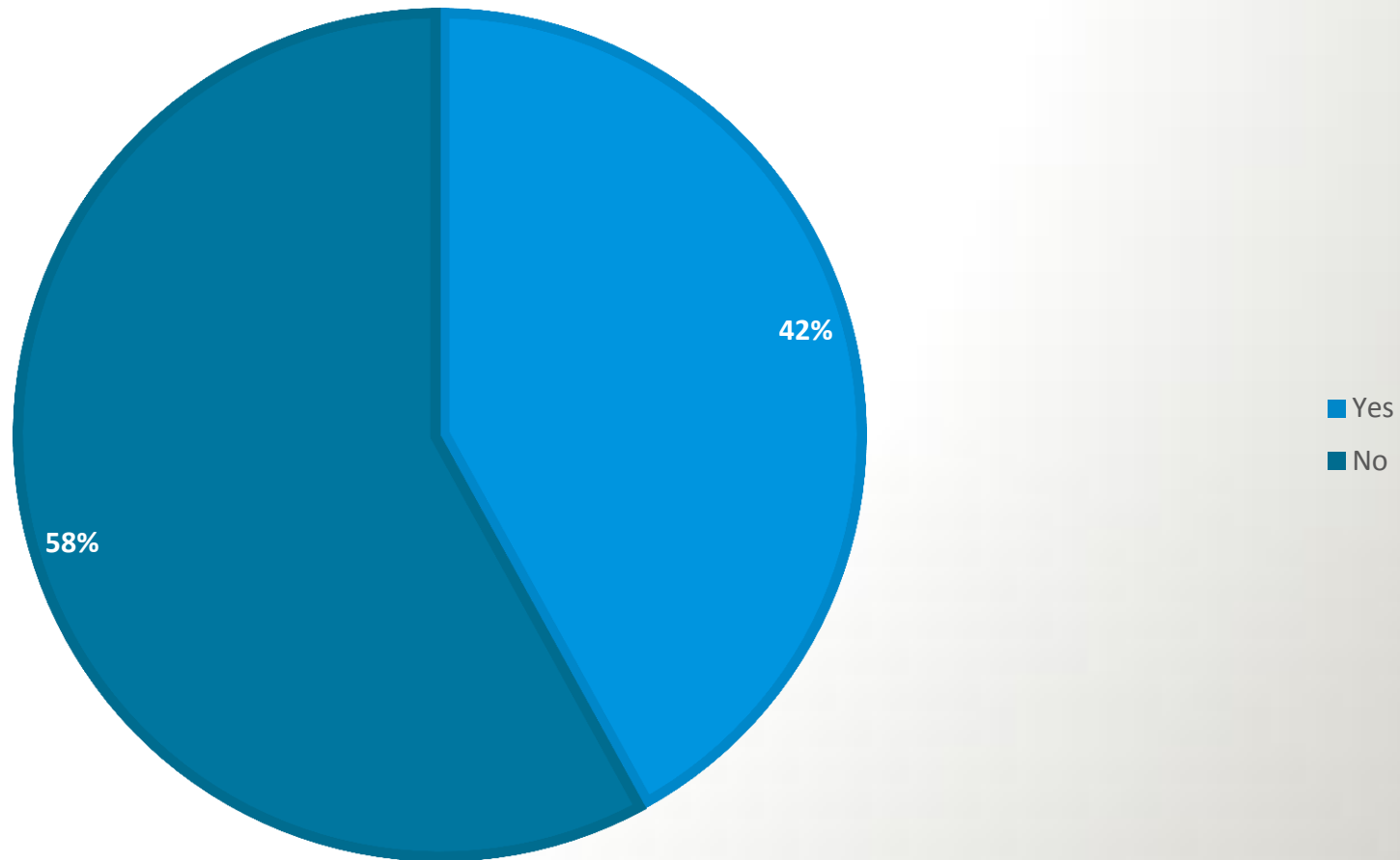


Respondents - Employees



- 1 - 4 employees
- 5 - 9 employees
- 10 - 19 employees
- 20 - 49 employees
- > 49 employees

Respondents – Prevention policy



Research - conclusions



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Why not?

A large, white speech bubble with a black outline and a tail pointing towards the bottom left. The text "Why not?" is centered inside the bubble in a large, black, sans-serif font.

Research - conclusions

As an entrepreneur I try to avoid *regelneverij* as much as possible



Why not?

We prefer a personal approach, rather than a general policy

Using your common sense, what is wrong with that?

We are only a small company

It wasn't really a priority



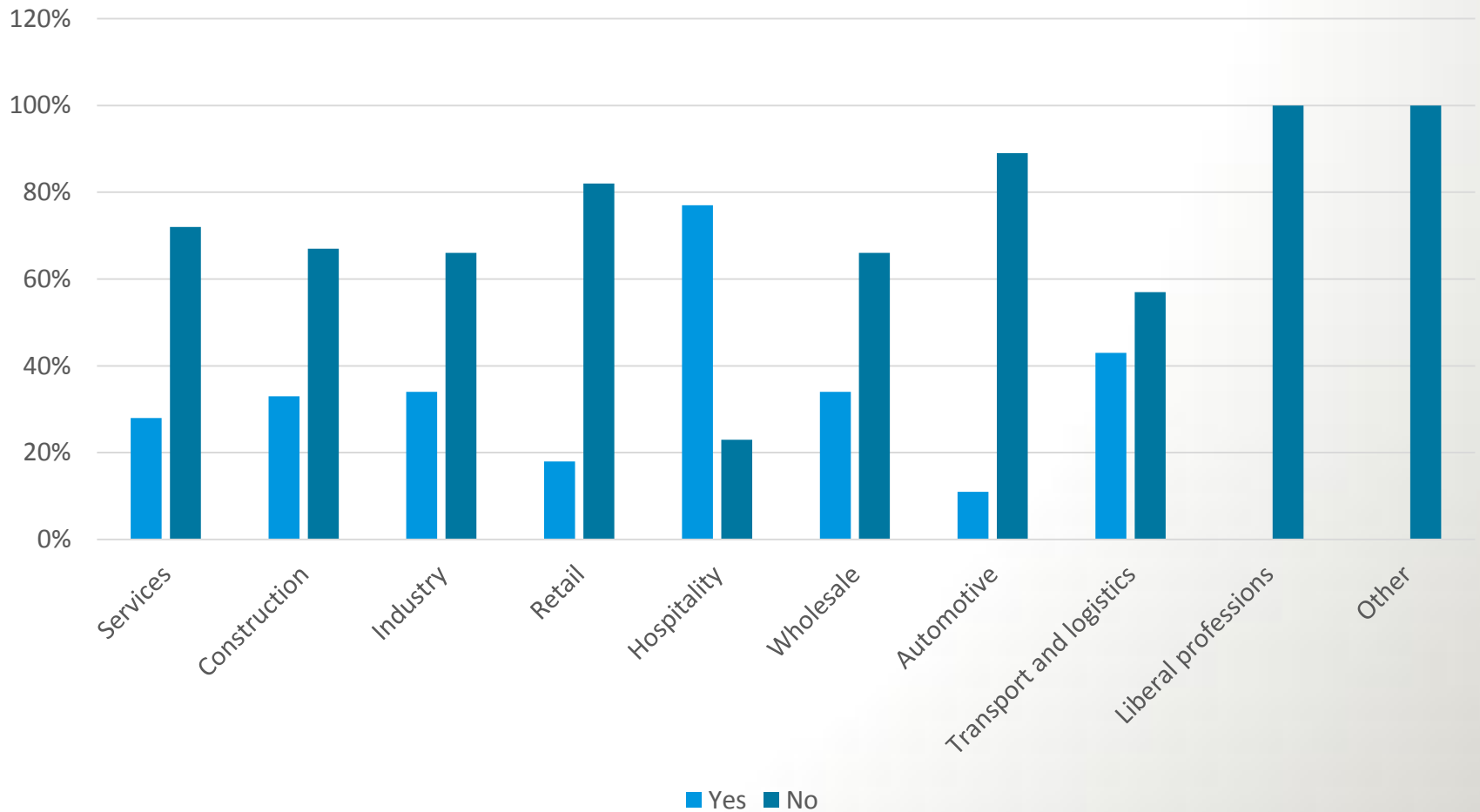
Any struggles?



Problematic use of
alcohol?

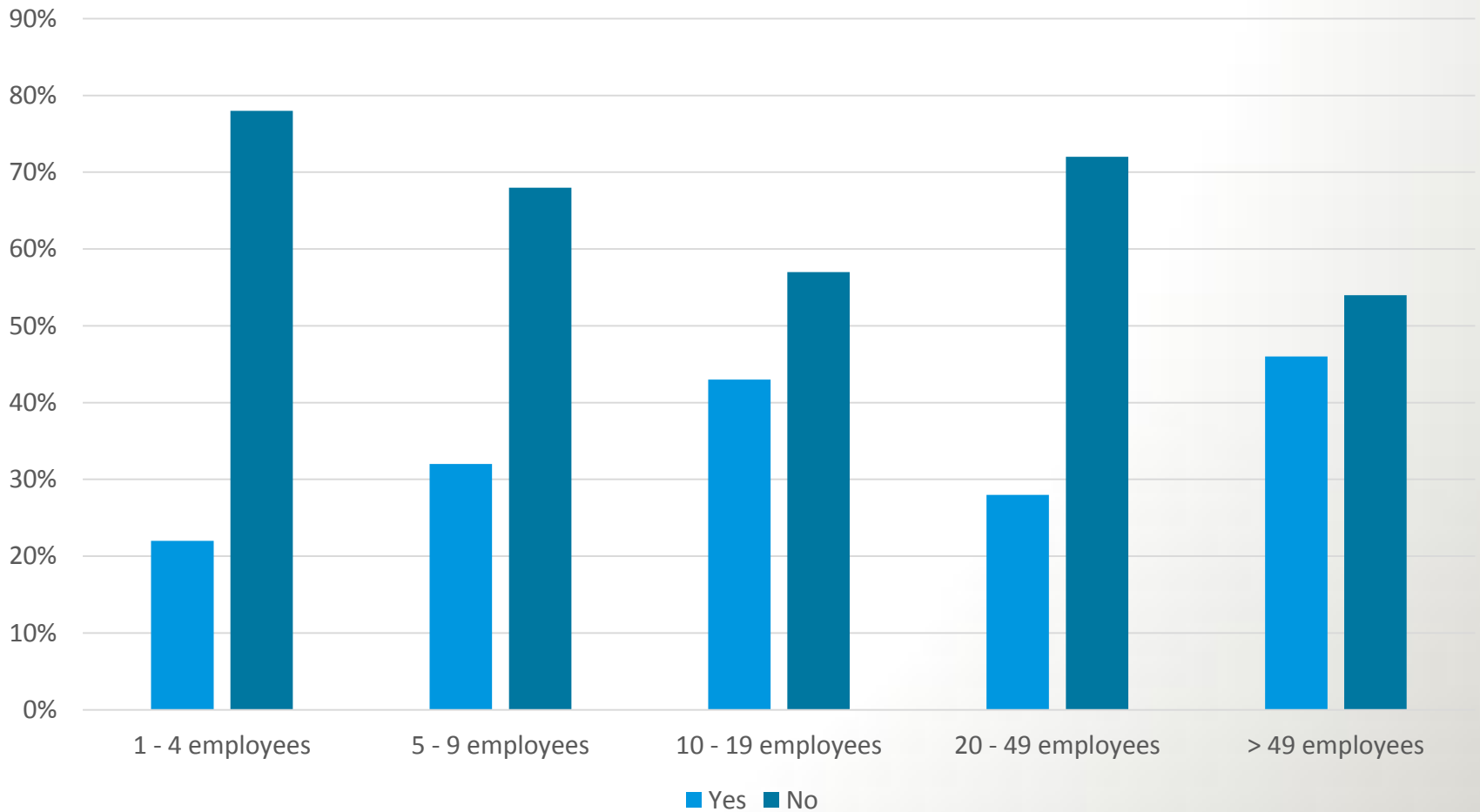
Research - conclusions

Problematic use of alcohol



Research - conclusions

Problematic use of alcohol

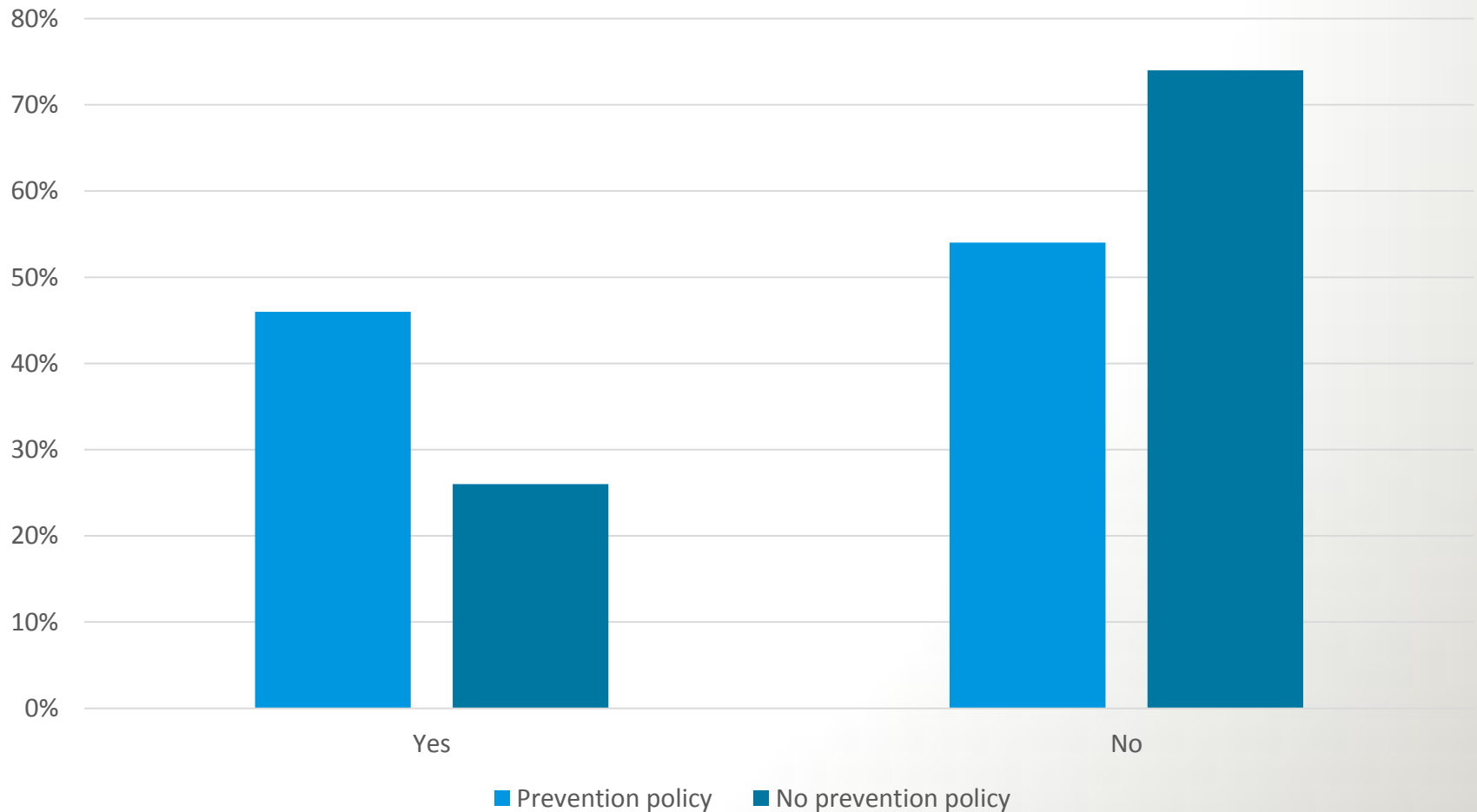


Research - conclusions



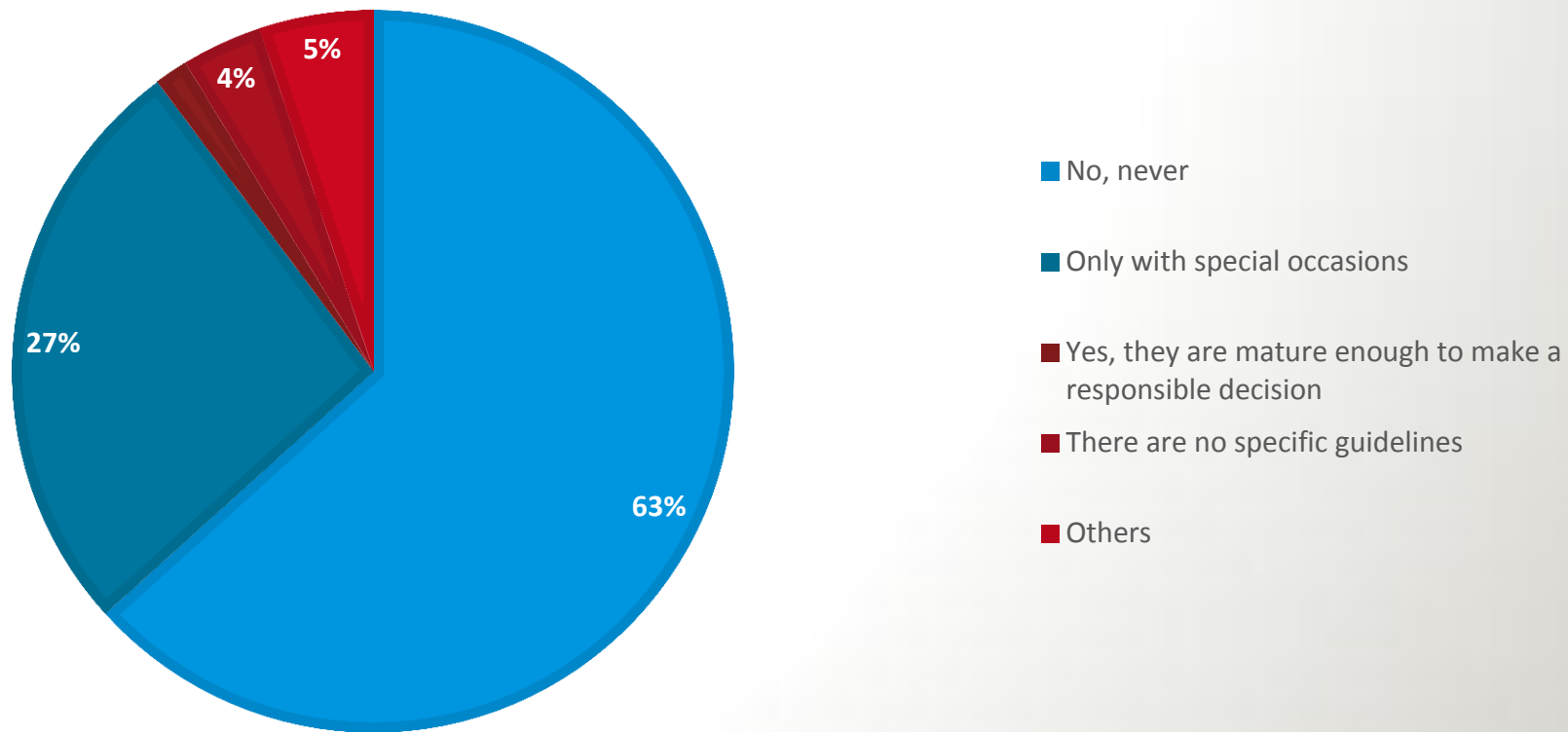
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Problematic use of alcohol



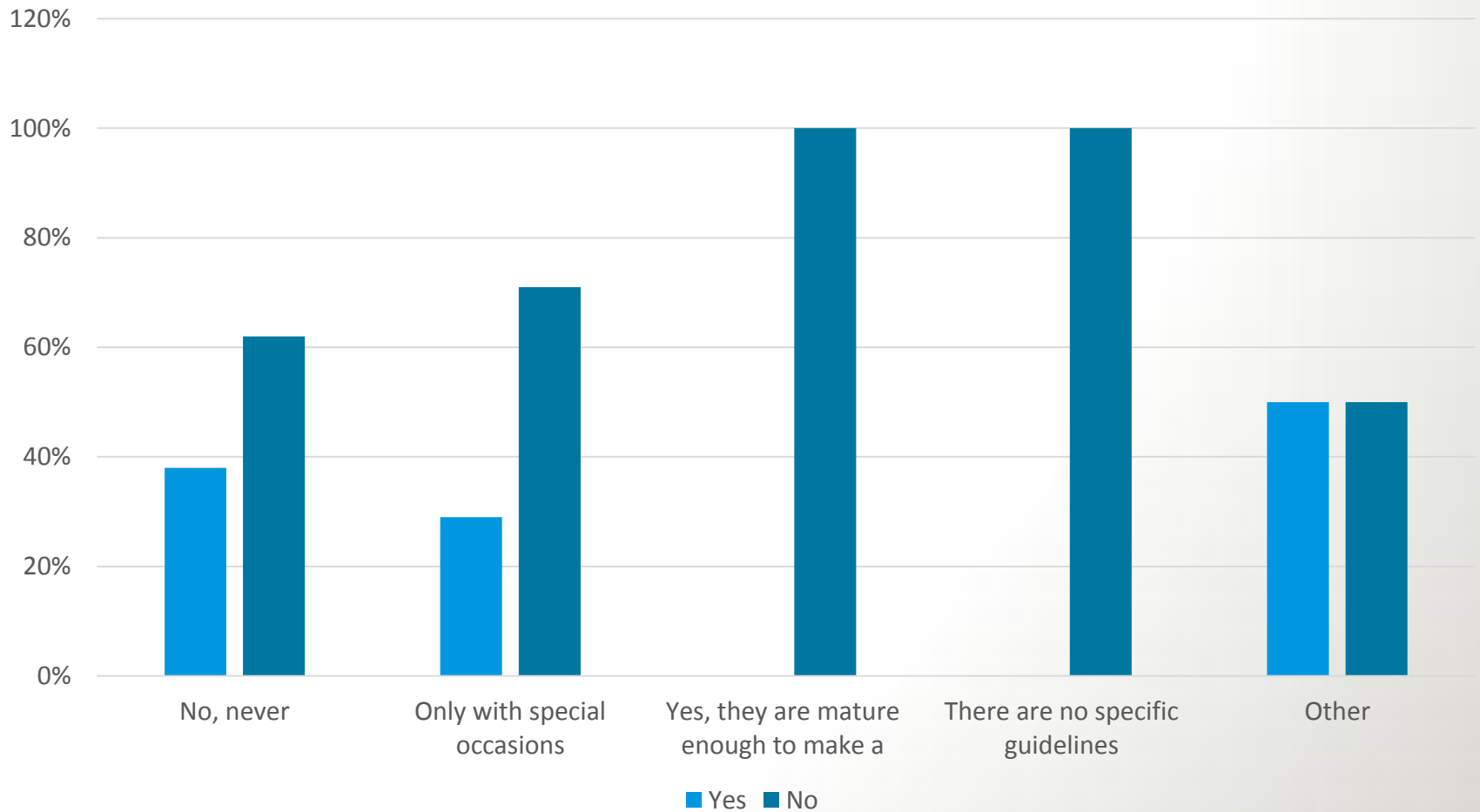
Research - conclusions

Are your employees allowed to consume alcohol during working time?



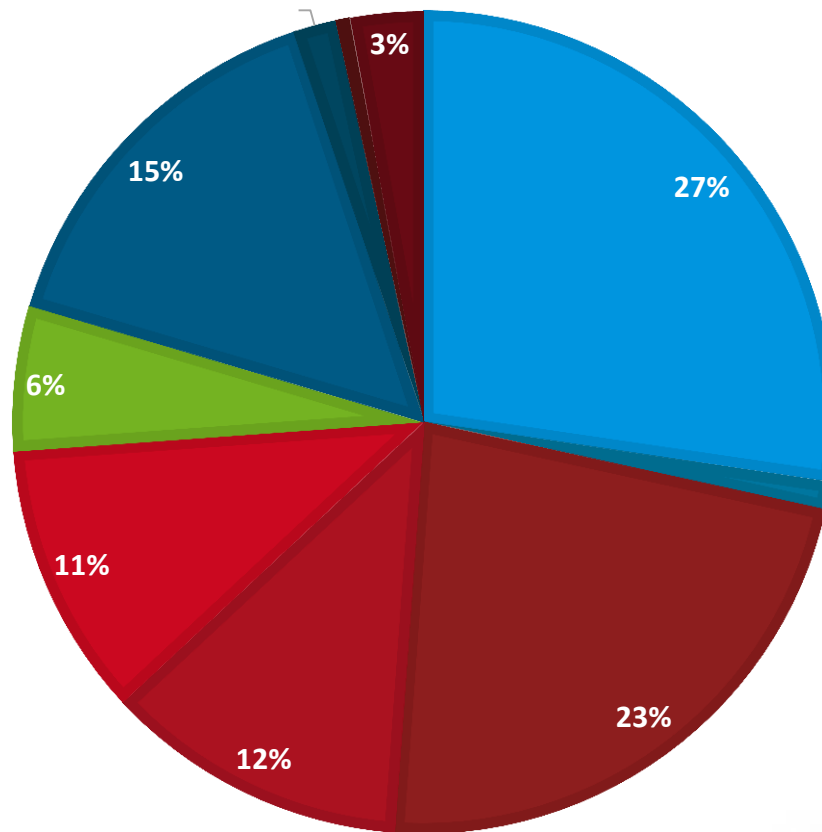
Research - conclusions

Problematic use of alcohol



Research - conclusions

How did you react to the problematic use of alcohol or drugs?



- I confronted the employee with the facts
- Alcohol - or drug test
- I warned the employee that this is not tolerated
- We made clear agreements
- We tried to help the employee
- The employee was removed from the work floor
- The employee was fired
- I called the police
- I didn't react
- Others

Axis 2

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

Main conclusions

- **Societal**
- **Crucial: policy supported by everybody**
- **Every enterprise is different**



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