

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

adopted on the 15th May 2012 at the international conference
« *Alcohol, drugs and prevention at the workplace : what are the issues
and challenges for the government, the company and the staff?* »

[http://www.coe.int/T/DG3/Pompidou/Source/Activities/Workdrug/P-PG-
Work_2012_3rev1_Final_Declaration_en.pdf](http://www.coe.int/T/DG3/Pompidou/Source/Activities/Workdrug/P-PG-Work_2012_3rev1_Final_Declaration_en.pdf)

Final declaration adopted by the Pompidou Group

15th May 2012

The policy advocated is based on :

- A framework for prevention, security and care, respectful of the specific national approaches
- This framework is based on the principles of accountability, transparency, respect for collective and individual freedoms
- It aims to clarify the roles and responsibilities of the different stakeholders (employers, employees, others), undertaking results with the means available

Findings :

- Increase in **addictive behaviours** and **risks** people run : health, safety at work, safety of the work tool, corporate image, competitiveness
- **Their determinants** may be personal, societal, environmental, or work-related

Recommendations :

- To put the **prevention of risks associated with addictive behaviours** at the heart of the social dialogue on **improving working conditions**, in both states' and companies' policies
- To model a **framework for workplace intervention for the benefit of the stakeholders** : governments, public authorities, enterprises and occupational health staff

Implementation of a policy for preventing alcohol and drug use in the workplace

Account should be taken of the culture specific to each country and to its legislation in all its aspects :

- General anti-drug policy, sectorial policies
- Prevention policy in public health
- Responsibility for prevention and care by social security bodies
- Rights and obligations of employers and workers (national law, contractual law, work contracts, internal rules)
- Right of the protection of a private life
- Occupational safety and health policy and workplace health promotion

Objectives of the reference framework

This reference framework, which is non prescriptive, highlights identified good practices that are shared for :

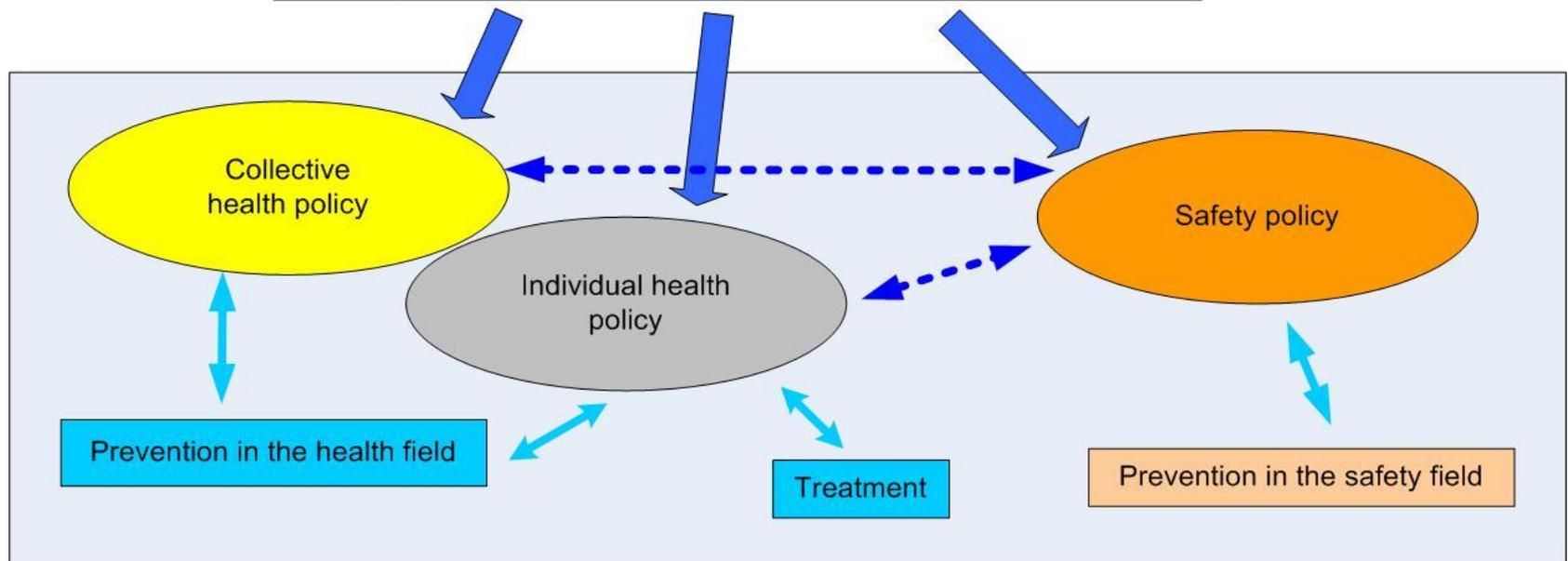
- Preserving the health of persons viewed as individuals or as employees
- Preventing damage and dysfunctions in the workplace, and damage to equipment
- Clarify each stakeholder's rights and obligations
- Move on from an exclusively safety-oriented approach to one geared to the optimisation of work as a value, as the intersection of multiple obligations and fundamental freedoms

Aim: To construct a Policy combining the health and safety approaches

This Policy must be appropriate, relevant and efficacious in the professional environment

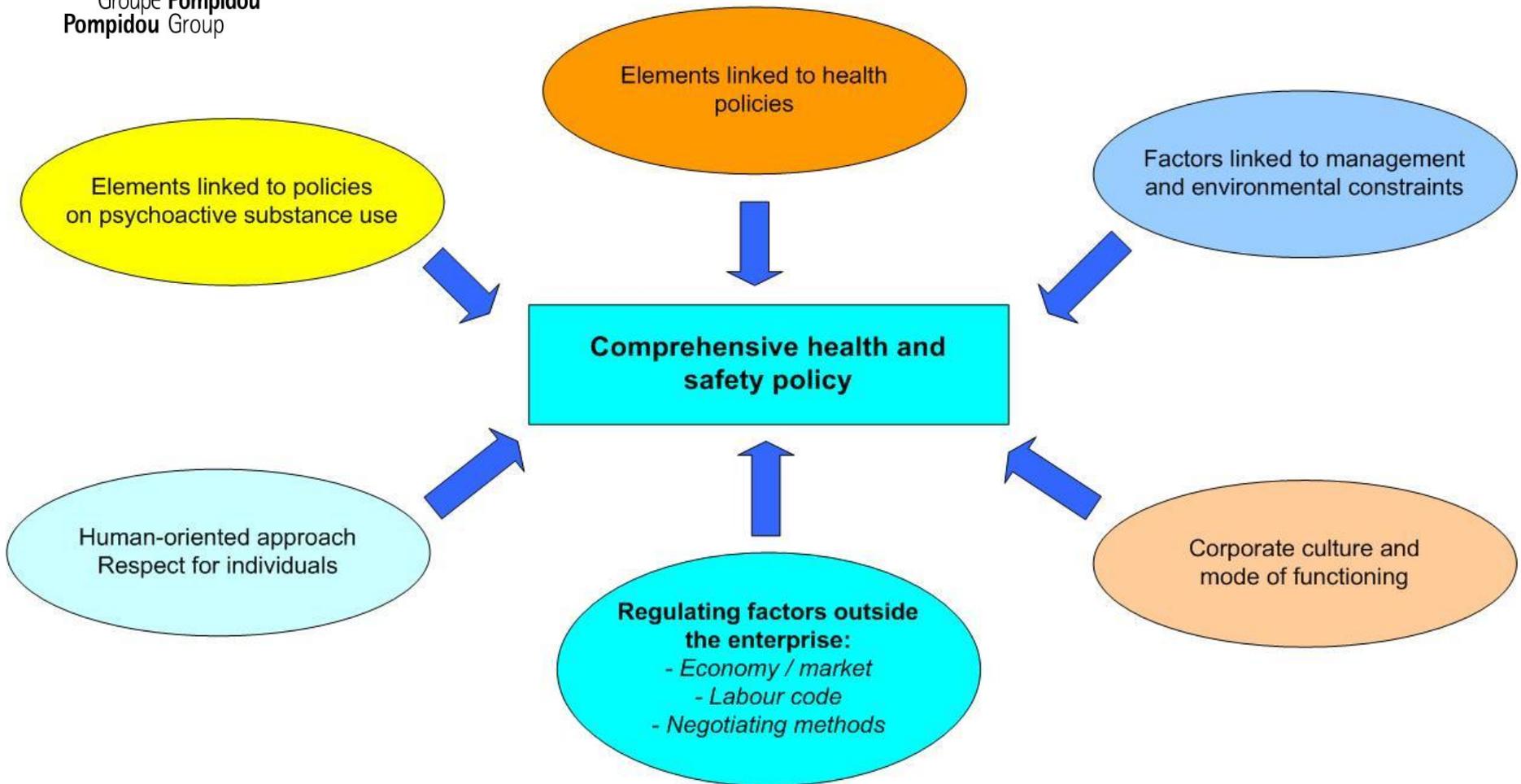
This requires expertise in :

- ⇒ Assessing the prevalence / incidence / impact of addictive behaviours in the workplace
- ⇒ Risk analysis
- ⇒ Identifying the stakeholders' roles and responsibilities
- ⇒ Identifying mobilised skills



The aim is to develop a comprehensive approach combining health and safety

There are some external constraints to be taken into account



Added value of the application of the reference framework

Addictive behaviour is harmful to individuals and all the functions they perform within the enterprise, which justifies action driven by **health and safety concerns in the workplace, by limiting the impact on employability** .

A prevention policy, founded on these principles, contributes to :

- the smooth running of the enterprise, as well as to economic development
- the employee's health, personal development and well-being

Perspectives

- **Prepare a full inventory on the use of drugs and alcohol in the 35 members States of the Pompidou Group**, to define how the framework can represent **an added value in terms of prevention**, and identify the **levers and the difficulties related to its implementation**. A publication could be considered jointly with Eurofound in Dublin
- Go towards the **trilateral recommendations** undertaken by the States and their staff and employers representatives
- **Collaboration between the Pompidou Group and the International Labour Office** to integrate the framework in the international recommendations in the area of prevention
- Preparation of an **international conference at the end of 2014**, presenting the conclusions of the inventory and possible adoption of the recommendations
- Study the putting in place of an eventual **European label « workplace without drugs »**, a Mexican label already exists « enterprise without drugs ».