



The negative economic footprint of alcohol related harm

Workplace interventions to reduce alcohol-related harm are one of the key areas identified by the EU and the International Labour Organization to foster a healthier and more productive workforce¹



The burden of alcohol related harm on EU productivity



What can companies do to address alcohol related harm in the workplace?



Recommendations to companies by the European Workplace and Alcohol project⁸

- 1** Adopt a SMART internal alcohol policy agreed by all departments
- 2** Inform & train employees, particularly managers and HR departments
- 3** Roll-out online brief interventions and provide access to adequate services

Companies can read more about EWA recommendations and toolkit for implementation at: http://www.eurocare.org/eu_projects/ewa/deliverables/by_work_package/policy_recommendations. Companies can also join the Alcohol Health Network European Partnership initiative, a unique forum for business representatives to exchange best practices on alcohol workplace interventions. More information is available at: <http://www.alcoholhealthnetwork.org.uk/partnership>.

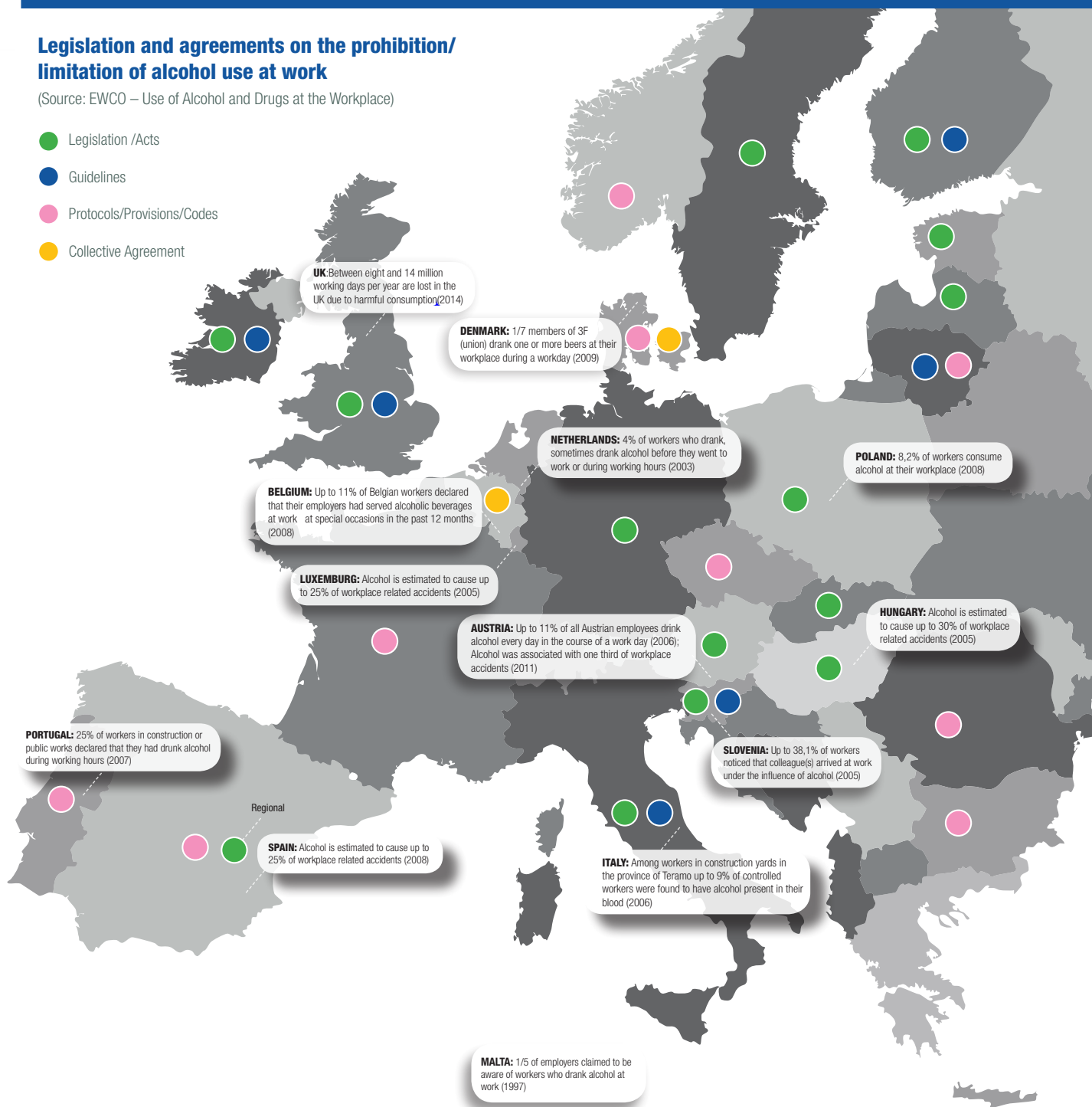


Alcohol in the workplace in your country

Legislation and agreements on the prohibition/ limitation of alcohol use at work

(Source: EWCO – Use of Alcohol and Drugs at the Workplace)

- Legislation /Acts
- Guidelines
- Protocols/Provisions/Codes
- Collective Agreement



What can policy-makers do to address alcohol related harm in the workplace?



ILO recommends online brief interventions and access to adequate services^{9,10}.



Ensure an evidence-based¹¹ policy on health and safety in the workplace that includes provisions to prevent alcohol related harm. Promote a business culture that invests in a healthy and productive workforce by implementing sound internal alcohol policies.



Fund research to monitor the impact of alcohol related harm and alcohol use disorders in national productivity and on the value of early interventions.



1. Strategy on Safety and Health at Work, available at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52007DC0062:EN:NOT>; EU Alcohol Strategy, available at http://europa.eu/legislation_summaries/public_health/health_determinants_lifestyle/c11564b_en.htm; and International Labor Organization (ILO) guidelines on alcohol in the workplace, available at http://www.ilo.org/safework/info/standards-and-instruments/codes/WCMS_107799/lang--en/index.htm
2. Alcohol in the workplace Factsheet, Institute of Alcohol Studies, updated March 2014, available at <http://www.ias.org.uk/uploads/pdf/Factsheets/Alcohol%20in%20the%20workplace%20factsheet%20March%202014.pdf>
3. European Workplace and Alcohol project (EWA), available at: http://www.eurocare.org/eu_projects/ewa
4. Strategy on Safety and Health at Work, available at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52007DC0062:EN:NOT>; EU Alcohol Strategy, available at http://europa.eu/legislation_summaries/public_health/health_determinants_lifestyle/c11564b_en.htm; and International Labor Organization (ILO) guidelines on alcohol in the workplace, available at http://www.ilo.org/safework/info/standards-and-instruments/codes/WCMS_107799/lang--en/index.htm
5. The Global Economic Burden of Non-communicable Diseases, A report by the World Economic Forum and the Harvard School of Public Health, September 2011, available at: http://www3.weforum.org/docs/WEF_Harvard_HE_GlobalEconomicBurdenNon-CommunicableDiseases_2011.pdf
6. Alcohol, Work and Productivity, Scientific Opinion of the Science Group of the European Alcohol and Health Forum (EAHF), European Commission, 2011, available at: http://ec.europa.eu/health/alcohol/docs/science_02_en.pdf
7. Doumas 2008, quoted by Alcohol Health Network - Gastein, op.cit.
8. Toolkit for Alcohol Related Interventions in workplace settings, European Workplace and Alcohol project (EWA), 2013, available at: http://eurocare.org/eu_projects/ewa/deliverables/by_work_package/toolkit
9. http://www.who.int/substance_abuse/activities/sbi/en/
10. ILO guidelines on alcohol in the workplace, op.cit
11. EWA, op.cit; Brief Interventions in the treatment of alcohol use disorders in relevant settings (BISTAIRS) project, available at <http://www.bistairs.eu/>