

---

Global Symposium 2001

Geneva, Switzerland

25<sup>th</sup> – 26<sup>th</sup> October, 2001

J. Spieldenner – ICAA  
International Council on Alcohol & Addictions,  
Lausanne, Switzerland

Dr. J. Spieldenner - ICAA  
[www.icaa.de](http://www.icaa.de)

# Who is ICAA?

---

- ICAA – International Council on Alcohol and Addictions
  - Founded in 1907
    - The oldest NGO (non-governmental organisation) working in the field of substance use and non-substance use related addictions

# ICAA's Mission

---

- To provide an international forum and network for all concerned with the prevention and/or alleviation of harm resulting from the use of alcohol and other drugs;
- To enhance and develop through the expertise of its world-wide membership appropriate responses to addiction problems and;
- To offer advice, guidance and assistance in the development of relevant policies, strategies, programmes and research.

# Strengths / Limitations

---

- Substance use and the workplace
- The “true” international character
- Neither service provider nor a business

# Our Task

---

- The Club of Geneva is an international think-tank for ongoing improvement of the well being of an individual in the workplace.
  - Opportunities
  - Performance Indicator
  - Quality Measurement
  - Benchmark
  - Different Cultures
  - Emerging Opportunities and Challenges

# Magnitude of the Problem

- 1 in 4 affected by psychiatric disorders once in their lives
- Absenteeism is 2 to 3 times higher
- In many workplaces 20-25% of accidents involve intoxicated people
- 3 times as many sickness benefits
- Lower productivity
- 3-10% of working population show problematic alcohol use

■ Data according to WHO and ILO

# Benefits from Substance use

---

- For Employee & Employer
  - Stress relief
  - Stress and sickness absence
  - Group dynamics
- Benefits versus Disadvantages

# Reality in Europe

---

- Drug demand reduction at the workplace is underdeveloped
- Preventive programmes are missing
- Legal situation is unclear
- Costs are unclear
- Testing is rare

# Affirmations for a successful programme

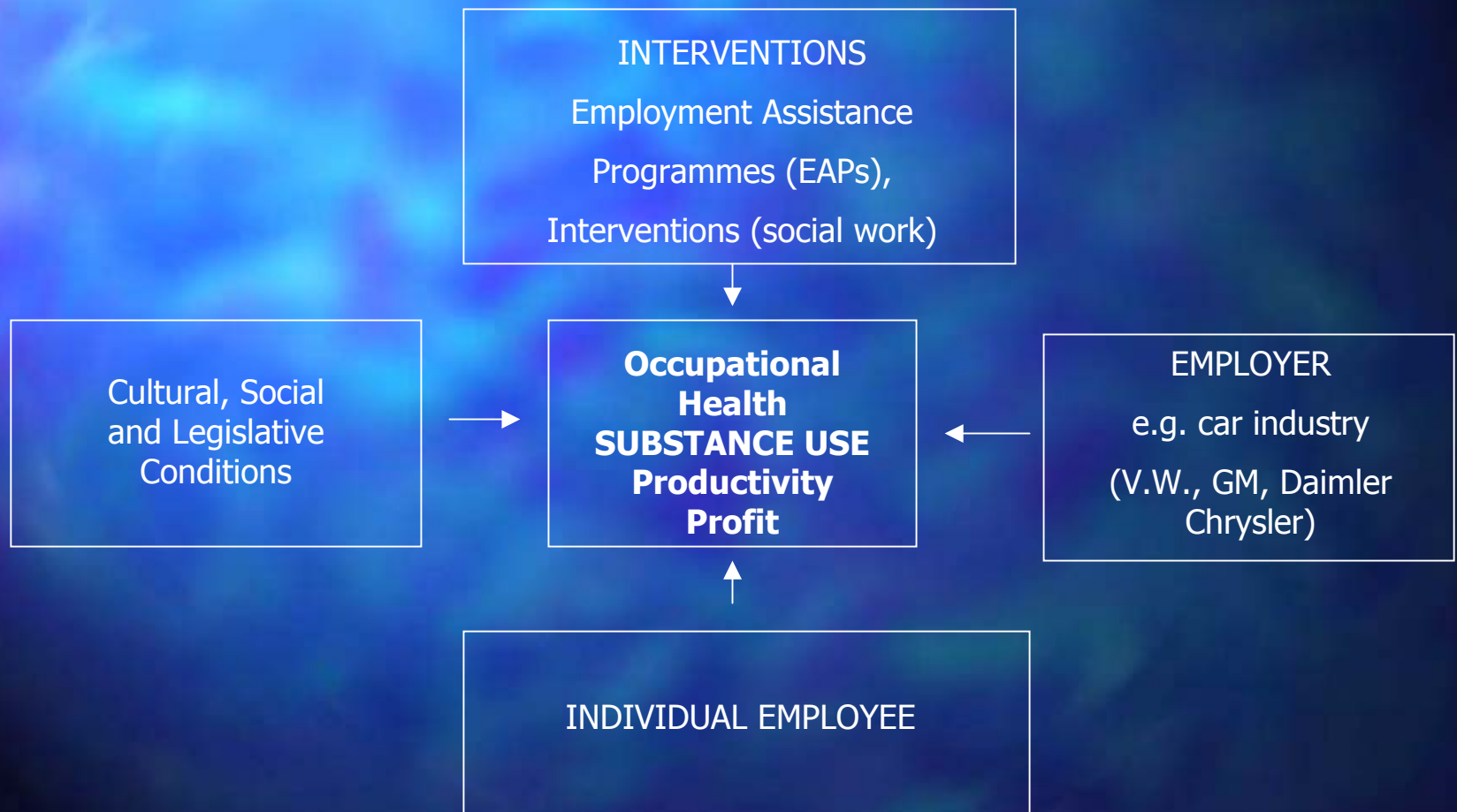
- We want to contribute to the well being of our employees
- Substance use exists in our company and it is our responsibility to do something about it
- We do have people employed who drink and/or take drugs
- We believe that it causes more disadvantages to the company than advantages
- We want to be preventive
- We can assume the fact that it is very difficult to intervene on a high hierarchal level
- We do not intend to fire the person identified using substances regularly
- If possible we will work with the family as they need assistance too
- As an international company we take the cultural, social and legislative conditions into consideration

# Example

---

- Difficulties
  - Alcohol and work committee versus Marketing department
  - Cultural differences
  - Peer Pressure
- Positive
  - Creating awareness/knowledge
  - Increase of interest
- According to Heineken International

# Model



# Challenges ahead

---

- Health Interventions for SMEs in the international arena
- Development of common indicators across cultures and social conditions
- The appropriate consideration of substance use in the development of work health programmes