

FINAL RESOLUTION
**EUROCONFERENCE "DRUG TESTING AT THE WORKPLACE: A
EUROPEAN PERSPECTIVE" MILAN 17/18 JUNE 2010**

FOREWORD

The Euroconference on "Drug testing at the workplace: a European perspective" was held in Milan on 17-18 June 2010. It was organized by the ASL Milano Due and Cooperativa di Studio e Ricerca Sociale Marcella scs Onlus, with the scientific supervision of FeDerSerD, under the auspices of the European Commission, the Department of Drug Policy, the Lombardy Region, Province and City of Milan, the Trade Unions CGIL-CISL-UIL and the contribution of the following enterprises: A2A, Abb, Alenia, Mapei, Sisme. The event was attended by representatives from the following countries: Italy, Norway, Finland, Austria, Spain, Germany, United Kingdom, Portugal, Greece, Cyprus, and Malta.

The following resolution was presented and discussed.

INTRODUCTION

Consumption of illegal substances and tobacco, misuse of psychoactive prescribed drugs, alcohol abuse, and all related problems are considered as one of significant health, social, and economical problems across the European Union. As a matter of fact, the responsible European and National structures and organizations develop and implement respective policies and strategies, based on the detailed information and recent scientific knowledge. Important guarantee for an effectiveness of the currently acting policy and strategy is their multi-dimensional approach and clearly defined target groups.

EURIDICE NETWORK POSITION

According to our experience, in the field of substances related problems and related policy, there is one specific target, which requires more attention and specialized approach – that focus is the workplace.

From the most general point of view, there is no big reason to expect decisive differences between the level of the problems at work and in the general population.

Nevertheless, there are certain important specifics, which must be taken into consideration in defining the more comprehensive policy on substances and related problems at the workplace:

1. The structure of the substance abuse problem is to some extent different, then in other groups and social segments.
 - 1.1. The prevalence of the phenomenon and especially, the prevalence of the dependence is expected to be relatively lower, as working is a kind of selection;
 - 1.2. A wide range of professions (workplace) is considered as of high risk of staff, population, local and global security: airplane pilots, drivers, chemical industry, nuclear power stations, control on atmosphere, dams, etc., what creates special requirements for the policy;
 - 1.3. Higher condition for significant increase of social, economical, and health costs;
 - 1.4. Existence of the phenomenon “problem of one affects all others”;
 - 1.5. Effects of bilateral dependence between the substance abuse problems and phenomena as stress at work, burnout, mobbing, psychological pain, staff security, safe working environment, etc.
 - 1.6. Additionally: phenomena produce increased accidents and absenteeism, requests for rehabilitation treatments, reduced solidarity, cooperation and mutual aid among workers.

2. The consumption of psychoactive substances at work and specific contextual related problems raises a question about TESTING AT WORKPLACE AND PRE-EMPLOYMENT TESTING. Still, there is no clear concept on the scope and different aspects of that problem and no common European Union policy in that field. Many questions are waiting for their answers and many problems are supposed to be defined:
 - 2.1. Taking into account the significant ethical considerations, it is of crucial importance to find a reasonable balance between individual rights and group interest;
 - 2.2. There are professional works/ fields with different level of increased risk, where the testing could be considered as *condition sine qua non*. Those professional fields should be clearly defined for all the countries across the Union and special regulations must be developed.
 - 2.3. A certain need for evaluation of needs and possibilities for testing appears from the point of view of different cultural contexts and other background aspects.

3. The testing at workplace and pre-employment testing appears as a real intersectorial problem. The related issues should be managed in a close collaboration and active participation of certain organizations and structures as:
 - 3.1. European Commission
 - 3.2. ILO
 - 3.3. Pompidou Group/ Council of Europe
 - 3.4. ETUC
 - 3.5. Organizations of Employers, etc.

STRATEGIC PERSPECTIVES

Given that the workplace drug testing (WDT) is a complex subject, not always

governed by supranational or national laws.

Noted that the legal basis, where they exist, arise from a combination of different interpretations of national laws, including those on the labor law, data protection and health and safety at work.

Estimated that companies must have a written policy on prevention of pathological addictions to substances and without substances at the workplaces addressed to all workers and not just to those performing jobs at risk.

Given that the program of the European Union to combat drugs, the workplace is not yet clearly identified as the specific context where you can develop programs to prevent and reduce drug demand.

Noting that the legal and illegal drug use is increasing at the workplace, exacerbated by the spread of gambling and Internet addiction.

Stressed that the lack of a continuum of prevention programs of substance addiction and the efforts made unfinished preventive action.

Given that there is a need to promote prevention and structured long-term programs at the workplace on tackling drug addiction.

Given that the project Euridice and know-how associated with it was implemented in many countries of the European Union and presented at the European Parliament with a specific workshop on May 10, 2007.

Given the scientific evidence proposed by the scientific society FeDerSerD in the Seminar on March 24, 2010 in Brussels with the Committee on Civil Liberties, Justice and Home Affairs.

CONFERENCE RESOLUTION

Taking into account the above-mentioned considerations and following the outcomes of the conference papers, presentations, and discussion, the Euridice network and other participants in the Conference decided to approach the EC with the next suggestions:

1. To initiate and establish a certain forum for discussing the problems, connected to the testing at the workplace and pre-employment testing –

possibly, based on the existing Euridice network, FeDerSerD and other stakeholders.

2. To open a tender for project planning and implementation as an additional topic in the Call for Proposals in the chapter “Drug Information and Prevention”, issued by the DG “Human rights, justice and home affairs”.
3. Euridice Network and FeDerSerD will be happy to provide the EC with the existing expertise and experts.
4. To launch a European program for the prevention of dependence from substances at the workplace using the infrastructure of Euridice Network, of FeDerSerD, and other networks significant for its implementation.
5. To recommend to the national, regional, and local programming to include the workplace in the planning of the social and health interventions as a specific context where you can develop programs to prevent substance addiction.
6. To encourage public companies, private companies, small and medium enterprises to promote substance addiction prevention programs addressed to all the workers involving the European Trade Union Confederation (CES) and the International Labour Office (ILO).

Milan, June 18, 2010

P.S.

This proposal is based on the provisions of paragraph w) of the report with a recommendation from the European Parliament to the Council on European Strategy to combat drug (2005-2012) (2004/2221 (INI) prepared by the Commission for Civil Liberties, Justice and Home Affairs:.

COOPERATIVA MARCELLA

Via della Pace, 19 – 22070 Lurago Marinone (CO)

tel. 031.938184/ fax 031.937734

info@coopmarcella.it, www.coopmarcella.it

**FEDERSERD FEDERAZIONE ITALIANA DEGLI OPERATORI DEI DIPARTIMENTI
E DEI SERVIZI DELLE DIPENDENZE**

Via Matteotti, 3 – 22066 Mariano Comense (CO)

tel. 031 748814 / fax 031 751525

federserd@expopoint.it, www.federserd.it