

# Webinar

# STIGMA AND WORKPLACE

Aleksandar Žugić  
Izlazak Association  
December 8, 2020

# General overview

- \* About us
- \* Social reintegration and employment
- \* Public opinion research
- \* Social economy (concept of social entrepreneurship)
- \* Stigma and employment
- \* Safe setting
- \* Conclusion

# Association Izlazak

## About Us

- \* Belgrade, Serbia
- \* Christian charity
- \* Founded in 2009
- \* Initiative of a group of people in recovery
- \* Grassroot level
- \* Drug policy
- \* Regional networking
- \* Co-founder of RUN

### Basic target groups

- \* Persons who use drugs
- \* People experiencing homelessness

### Providing support in

- \* Prevention
- \* Rehabilitation
- \* Resocialization
- Social economy
- \* Social entrepreneurship

# Social reintegration and employment

- \* Social integration - 'any social intervention with the aim of integrating former or current problem drug users into the community'.
- \* Social reintegration is seen as a foundation for drug treatment and as such it also includes all those activities that aim to develop human, social, economic and institutional capital. Activities that promote social reintegration are ethical and should be integral to drug treatment.
- \* The three 'pillars' of social reintegration are (1) housing, (2) education and (3) employment (including vocational training).

EMCDDA INSIGHTS Social reintegration and employment: evidence and interventions for drug users in treatment

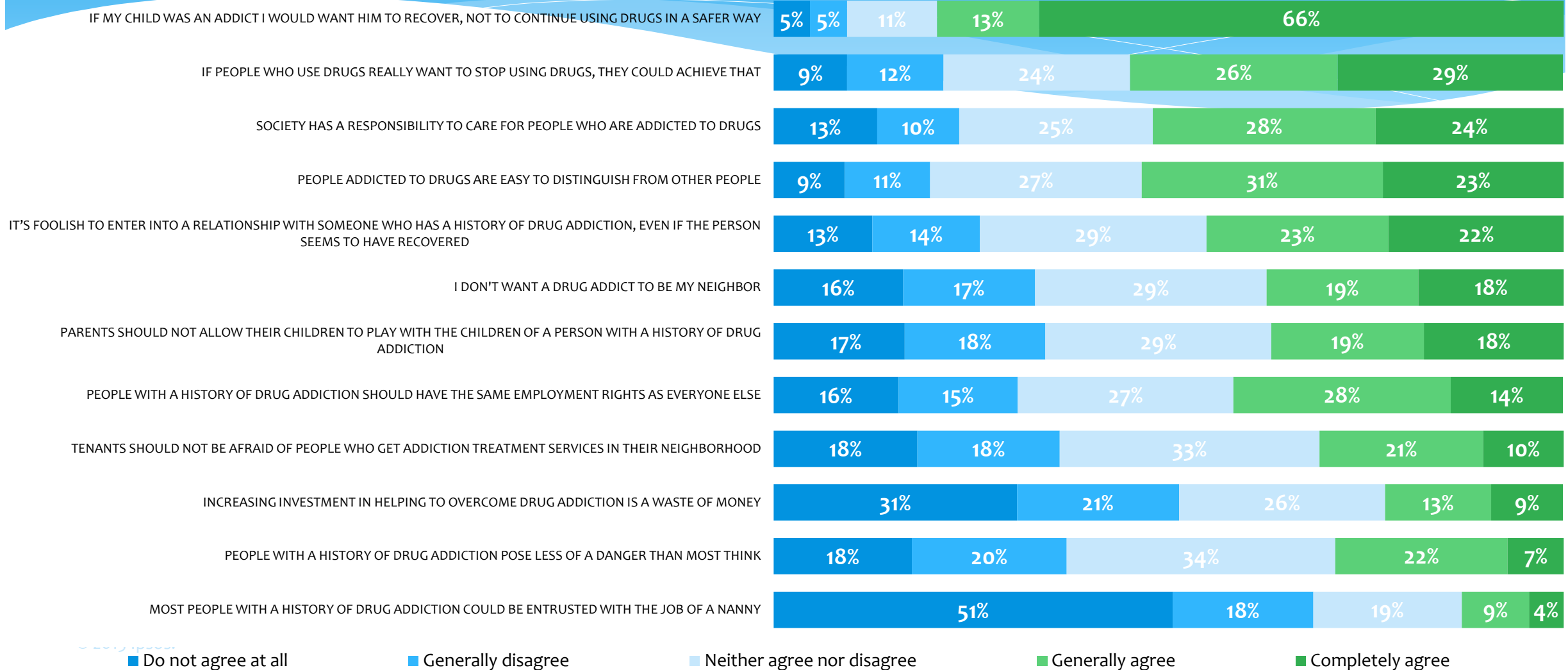
**Authors: Harry Sumnall and Angelina Brotherhood**

# Public opinion research

## Public attitudes towards drug addiction and recovery

- \* The research was conducted in three countries: Serbia, Bosnia and Herzegovina and Montenegro
- \* The survey was conducted on samples of 1,000 respondents using the CAPI method of data collection through omnibus surveys in each of these countries
- \* **Subject:** Public attitudes about drug addiction and recovery from addiction
- \* **Main objective:** estimating public awareness on the subject of addiction and attitudes regarding drug use, degree of stigma still present towards people who use or have used drugs, as well as general knowledge about recovery options

# Attitudes towards drug addiction

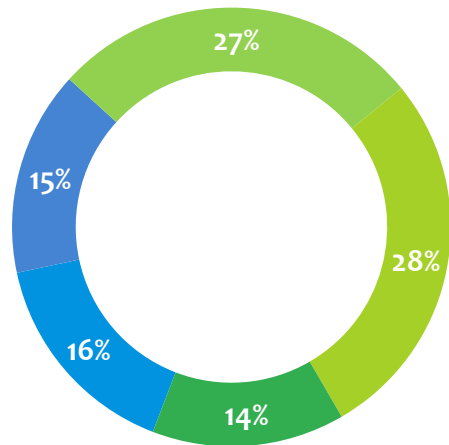


# Attitudes towards drug addiction

- \* 23% of the region's residents believe that people who use drugs can never recover while 33% believe they can recover but can never return to normal life
- \* One quarter of the population in these three specific countries where the survey was conducted does not think that society has a responsibility to care for people who are addicted to drugs, while one quarter has a neutral stance on this issue
- \* People generally feel distrustful towards people with a drug addiction history, believing that parents should not allow their children to play with the children of a person with substance use disorder
- \* A significant share of respondents, i.e. 55%, do not understand the complexity of the problem of addiction and believe that giving up drugs is solely a matter of desire and decision of the person
- \* 53% of examinees believe that person in active addiction can be distinguished from other people
- \* One quarter of the respondents think that it is not foolish to enter into a relationship with a person who has recovered, while slightly less than half (45%) would not provide such an opportunity to recovered people

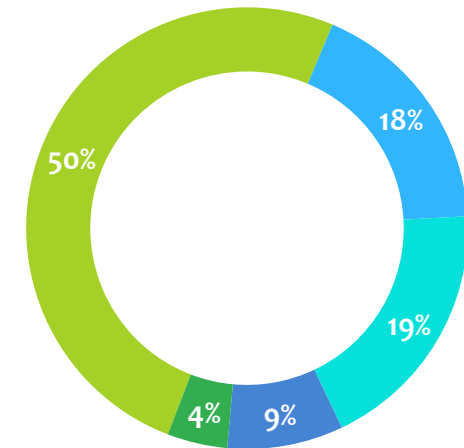
# Stigma and employment

- People with a history of drug addiction should have the same employment rights as everyone else



- Do not agree at all
- Generally disagree
- Neither agree nor disagree
- Generally agree
- Completely agree

- Most people with a history of drug addiction could be entrusted with the job of a nanny



- Do not agree at all
- Generally disagree
- Neither agree nor disagree
- Generally agree
- I totally agree





## Social economy

- Social economy organisations traditionally refer to the set of associations, cooperatives, mutual organisations, and foundations whose activity is driven by values of solidarity, the primacy of people over capital, and democratic and participative governance

## Social entrepreneurship

- Social entrepreneurship implies sustainable economic engagement through the sale of products or services, which can cover business costs, including employee salaries
- Profits in the social economy do not only serve to increase the assets of individuals (business owners), but are partially or fully invested for purposes such as employment of people who find it difficult to get a job, development of social and health services, education, environmental protection, cultural community activities, etc
- In line with the mission of the organization and the needs of the community

# Social reintegration, recovery and challenges

## After the treatment, people in recovery face:

- \* Mistrust
- \* Broken family relationships
- \* Lack of aftercare programs
- \* No education and skills
- \* Social exclusion
- \* Unemployment
- \* Stigmatization

## What they need ?

- \* safe place to live
- \* meaningful activities
- \* sense of purpose and hope

# Creating a safe setting

- \* Developing the concept and activities of social entrepreneurship
- \* Establishing social engagement and charitable work on self-sustainable entrepreneurial solutions
- \* Integration of people who are, because of the drug addiction history, workers at unfavorable positions in the labor market
- \* 60% of the annual budget is generated through several businesses that are developed

# Creating a safe setting

- \* Situating a person in the center
- \* Get the best out of his/her potential
- \* Creating specific environment and setting in order to meet the needs of the individual
- \* Adjustable program
- \* Peer support
- \* Recreating personal behavior from a life of chaos into a long-term recovery without relapse
- \* Positive stigma (positive discrimination) as an optical
- \* Gradually integrating responsibilities into person's everyday life

# Creating a safe setting

## Accomplishments over a 10-years period

- \* 74 people participated in resocialization programs
- \* 45 of them are in the process of stabile recovery, with more then 5 years of steady employment, healthy social ties, family
- \* 9 of them are in the recovery process for 2 to 4 years now on

## People experiencing homelessness

- \* Almost 40% of beneficiaries of the Public Center for homeless people have problem with drugs or alcohol
- \* 300 people experiencing homelessness have received help in the past 5 years
- \* 80 persons weekly receive material aid in the form of food and clothing, as well laundry, bathing and psychosocial help

# Conclusion

- \* Creating a safe setting as a springboard
- \* Stigma undermines reintegration and employment
- \* Matter of employment plays decisive role in establishing a new social identity and general well-being of a person
- \* Anti-stigma response from society