

Health and Labour wellbeing Program

“To live without addictions in the workplace”

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Drug use and job performance

- 70% of employees use alcohol and/or other drugs; their job performance is 30% lower.
- Up to 54% of alcohol-related incidents are attributed to occasional use and 87% of occasional and moderate use.
- 10% of accidents in the workplace occur in personnel who depend on tobacco, alcohol or other drugs, or are intoxicated at the time of the accident.
- Those who consume alcohol or other drugs have 3 to 4 times more absenteeism, request 3 times more incapacity and receive 5 times more disciplinary sanctions.

(STPS, 2018; OIT, 2012)

Labor Prevention Program

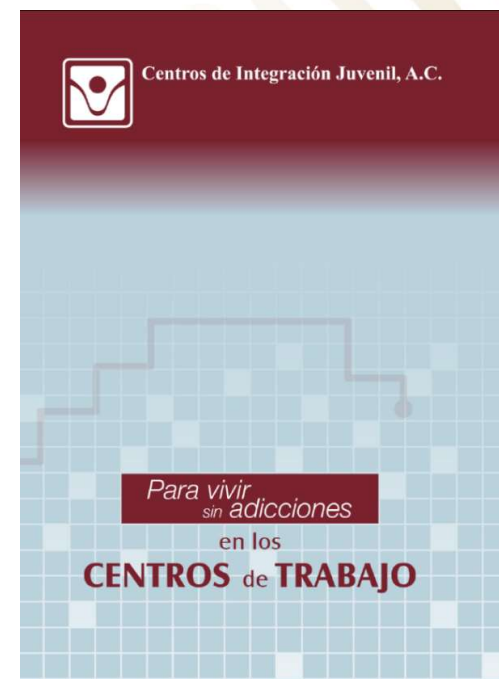
“To live without addictions in the workplace”

Objective:

Promote healthier, safer and more harmonious workplace environments, free of alcohol, tobacco and other drugs, through the development of emotional, social and labor skills and competencies.

Aimed at:

- Directors
- Labor Unions
- Health and Safety Committees
- Health care personnel
- Employees
- Their families



Labor Prevention Program

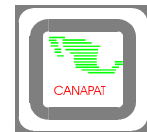
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Strategies

- Awareness-raising Information sessions
- Preventive Workshops
- Psycho-educational workshops for the development of emotional, social and labor competencies
- Training and education of strategic personnel
- Activities for parents

Topics

- Consequences of alcohol consumption at work: Preventive alternatives
- Tobacco use and Environmental Tobacco Smoke (ETS)
- Marijuana: Risks and effects on laboral life
- Responsible handling of inhalable solvents
- The danger of non-prescription drugs
- Work stress. Risks and consequences
- Violence in the workplace: What is workplace harassment?
- Healthy practices at work
- Emotional intelligence and job performance
- Healthy workplace practices: Sleep, nutrition and physical activation
- Social and emotional skills at work



Annually, we work with :
+1,000 workplaces
+ 300 thousand employees



Case Study: Mexican Petroleum (PEMEX)



- **Mexican Petroleum** is a producer, transporter, refiner and marketer of oil and natural gas in Mexico. It is the largest and most important company in Mexico.
- It has around 600,000 employees nationwide.
- Collaboration agreement since 2003.
- In the area of **prevention**, psycho-educational workshops, human resources training and education, preventive workshops.
- Summer courses for employees' children.
- More than 100 thousand workers have been reached with prevention actions.



Case Study: Mexican Petroleum (PEMEX)

In the area of **treatment**, PEMEX workers and their families are provided with professional care services for substance abuse and other mental health problems.

How does patient referral works?

1. PEMEX has its own Medical Units, where drug abuse cases are detected and referred to CIJ.
2. The National Mental Health Coordination of PEMEX, together with the Interinstitutional Coordination of CIJ, manages the admission of patients either to the Hospitalization or Outpatient Units (according to the severity of the case).
3. Care in the CIJ Hospitalization Units ranges from 30 to 90 days, in Outpatient Care is determined based on the treatment plan.
4. During their stay, weekly reports are prepared, which are requested by PEMEX.
5. Follow-up is performed at 3, 6 and 12 months after outflow of patients.

Patients attended per year

	Outpatient Consultation	Hospitalization	Total
2016	16	17	33
2017	62	23	85
2018	58	28	86
2020	0	1	1
2021	1	2	3
Total			208

PEMEX immediately integrates its workers back to work, once they have completed their recovery process.

Study Case: Revolutionary Confederation of Workers and Farmers

- The CROC (acronym in Spanish) is a labor union that unites **5.5 million workers** distributed in 32 States. In addition, it has 17 National Industrial Federations by branch, as well as 3,600 local, national and company labor unions, with which it has 15,000 collective contract agreements. It is one of the largest and most important unions in Mexico.
- Collaboration agreement since 2008.
- Prevention, detection and referral of cases to treatment with their members.
- More than **1 million members** and their families have benefited from prevention actions.



Case Study: Revolutionary Confederation of Workers and Farmers

- Each year a **National Preventive Program** is held for a month, in which, through conferences, workshops, stands and health fairs, prevention and healthy activities are carried out on a specific topic, in order to increase the perception of the risk of drug use and the factors associated with drug use in a company.
- Summer courses are offered to the children of CROC members.
- CIJ participates in its CROC TV program with informative spots on addictions, which are transmitted online to its members.



Benefits

Short-term

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Decrease in drug use in the workplace and in the company's environment

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Reduction of the possibility of employees coming to work under the influence of a toxic substance

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Decrease in work activities performed under the effects of abstinence

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Decrease in consumption-related work accidents

Long-term

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Increase productive plant life expectancy

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Increase healthy life years for workers

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Reduction in the incidence of diseases related to drug use and abuse

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Satisfactory work environment and greater corporate security