



Hungary

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About Hungary all information based on OMFI / AFSZ –Homepage (see above)

“National workplace prevention programmes” as part of the National Drug Strategy

In 09/2009 a “*Report on the workplace prevention programmes*” was prepared for the meeting of the Coordination Committee on Drug. The report is on state programme “*Stay within the green area - Activating employers and employees against harmful alcohol and drug consumption*”(2006). (Public Employment Service, http://www.afsz.hu/engine.aspx?page=mhelyi_alk_es_drogm; only in Hungarian):

Information on the prevention programme of the Ministry of Employment and Social Affairs and the Public Employment Service

“Motivating employers and employees against harmful alcohol and drug consumption”

This report on this website is only available in Hungarian. At the left hand menu of the website are downloadable documents (on the project, handbook, annexes, poster, flyers, studies and contact):

- **The main page** [[Munkahelyi alkohol- és drogmegeelőzés](#)] (http://www.afsz.hu/engine.aspx?page=mhelyi_alk_es_drogm) is the introductory text of the Minister. It refers to the *National Policy on Drug*, programmes like *Family-friendly workplace*, *Health-friendly workplace*, the tri-partite supervisory group, and the structure and management of the project that is done by *Public Employment Service (ÁFSZ)*.
- **The first link** on the left (http://www.afsz.hu/engine.aspx?page=alkdrogprev_projekt) underneath gives some details of the structure (in bullet points): Steps of the national prevention programme, Steps of the company prevention programme, Elements of the company prevention programme, Content of management trainings, Informing workers, Health protection, Ways of making work environment better and diverse, Counselling, Possible viewpoints of project evaluation, General elements of the prevention programme. Afterwards there are links to the Chapters of the project (I-IV).
- **The second link** on the left (http://www.afsz.hu/engine.aspx?page=alkdrogprev_kezikonyv) is on the handbook. The handbook is based on the ILO-UNDCP publication. At the end there are links to the Preface, Theoretical overview, Programmes, Definitions. The last link is to download the handbook in MS-Word.

- **The third link** (http://www.afsz.hu/engine.aspx?page=alkdrogprev_mellekletek) is about the Annexes:
 1. Promoting change by oneself
 2. Identification of the problem and early help
 3. Alarming signs for managers and colleagues
 4. Signs of problem drinking
 5. Self-evaluation questionnaire for workers assessing alcohol-dependency
 6. Drug evaluation scale (DAST-20)
 7. Effects of change
 8. Winning top management and trade unions
 9. Cost reduction
 10. Questionnaire on drinking habits
 11. Health care costs
 12. Alcohol consumption prevention programmes are effective!
 13. Drugs
 14. Frequent objections – possible answers concerning the programme
 15. Planning-introducing-managing company prevention programmes on alcohol and drug
 16. Questionnaire on needs
 17. Stress assessment paper
 18. Integrated alcohol and drug prevention programmes at workplaces
 19. Frequent justifications of refusing prevention programmes
 20. Alcohol consumption in the Hungarian population
 21. ARMADA brochure
- **The fourth link** (http://www.afsz.hu/engine.aspx?page=alkdrogprev_plakatok) and **fifth link** (http://www.afsz.hu/engine.aspx?page=alkdrogprev_szorolapok) are posters and flyers.



- **The sixth link** (http://www.afsz.hu/engine.aspx?page=alkdrogprev_tanulmanyok) is directing to studies and papers: guideline of the programme in MS-Word; the Phoenix programme (health promotion campaign at the Border Guards) and afterwards a study plan for continuing a prevention programme at the Nuclear Power Plant at Paks; three newspaper articles at the end.
- **The final link** (http://www.afsz.hu/engine.aspx?page=alkdrogprev_kapcsolat) at the end is contact.

→ The present situation is that after the development of the plan the implementation resulted difficulties. The supporting components are missing, so the programme did not reach the desired objectives. The analysis revealed the following inhibitory factors:

1. Negative social attitude towards drug and alcohol issues: stigmatisation, fear of bad company image. Instead focusing on more easy CSR issues.
2. Absence of good practice at state and municipal institutions
3. Low awareness and motivation concerning OSH and CSR among small and middle enterprises (2-3 are mainly due to the lack of financial resources)

The tackling of these factors could be:

- Channelling-integrating substance abuse prevention activities into the more accepted WHP programmes ("smuggling in" Also the effect is bigger and prolonged.)
- Quitting "general aims" and creating graded objectives for companies/institutions by tailoring the goals to the financial possibilities and motivation. Setting up objectives that can be achieved (realistic) is crucial. CRS is the recommended approach for wealthier companies, although grading within CSR is useful.

A recent study set up four categories concerning substance abuse policies and activities from "problems even with the provision of legal minimum" up to "companies with fully developed CSR policies". (Trade unions and the state are not active.)