



Euridice Project

# Alcohol and drug abuse prevention at the workplace in Italy: **The Euridice model**

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# Background Euridice



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- **No** drug addiction prevention programme for the workplace
- When we started, in 1989, around 50% of the people in care in the drug unit were employed (methadone/hard drugs - not considering soft or synthetic drugs)
- To fill the gap in the policy of public intervention on drug addiction in the workplace
- To promote the idea that the workplace is a specific and ideal setting in which to implement prevention programmes
- Extended to include other addiction problems and children
- 1999-2001 it has been funded by EU to export the model
- At present we have partners in all EU countries. The network organises seminars/conferences
- In Italy we implemented the project in more than 140 enterprises

# Euridice in Europe



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# Euridice in Italy



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# THE PROJECT, AIMS:



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1. identify the specific reality and adapt the model in accordance to its needs
2. increase workers' competencies and understanding
3. promote help and training
4. link the workplace with the resources available outside

# Key aspects of an integrated model



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- **It is co-planned with experts and workers**
- It is implemented taking into consideration needs, interests and attitudes of all workers
- **It acts by developing cooperation and social dialogue**
- It is implemented by using to best possible effect the expertise of researchers, experts and local agents
- **Its impact is monitored and assessed at the community level, at the enterprise level and on the workers' competencies**
- It is repeated and transferred only after being evaluated



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# Components of the Euridice model

- Feasibility study
- Research
- Information
- Training
- Intervention (**the Euridice group**)
- Evaluation: Assessment of the effectiveness
  - 1 - enterprise culture
  - 2 - enterprise factors
  - 3 - training
- Dissemination



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# The feasibility study

- Focus on the resources available locally,
- **Define the setting where to operate;**
- Start up a link between different public and local services and a steering committee for the management of the project;
- **Define general goals, and start planning the intervention;**
- Seek funding from public and private sources.





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# The research

- **Aims:**
  - to monitor the perception of drug addiction in the workplace
  - to root the project in the way workers think, feel and act towards drug addicts and their problems
- **Instrument:** Euridice questionnaire
- **Target:** all workers

# The information phase



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Information campaigns to all workers by distributing:

- **Feedback** from the questionnaire
- **Pamphlets**: 'drugs: to know more about them'
- **Information sheets** on key concepts and aspects

**Aims:** to increase workers' knowledge and understanding

**Target:** all workers



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# Training stage

- **Target:** a group of 20 delegates and/or opinion leaders
- **Aims:**
  - To create a stable group of reference for fellow workers
  - To introduce the group to an integrated model of management of diversity



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# Training topics

- **Drugs, alcohol, smoking and related problems**
- **Group dynamics**
- **Teaching the basic components of planning a prevention programme in this field**
- **How to help workers in difficulty**
- **How to evaluate the efficacy of their own actions**

# Intervention



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- **The group of trained workers is able to carry out interventions (with the aid of the experts)**
- **to identify** and take action on problems such as stress, alcoholism, hiv-positiveness, psychopharmas abuse, mobbing etc.
- **to support**, workers who have been in treatment, when they come back to work
- **to counsel**, workers who want to know more about drug addiction and problems related to it
- **to share information** and organise training courses targeting workers
- **to link** the requests for help with the health services network



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# Evaluation phase

**Measurement of cognitive, social and cultural changes, introduced by the project, on:**

- Enterprise culture
- Enterprise factors
- Training or learning processes

## **Means**

- Euridice questionnaire
- Feedback questionnaire
- Internal enterprise records on absenteeism, sick leaves, accidents etc.
- Locus of control questionnaire

# Dissemination of outcomes



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To create the basis on which to replicate and transfer the project through:

- Press conferences
- Local workshops
- National seminars
- Annual European seminars

## Means

- Websites
  - [www.coopmarcella.it](http://www.coopmarcella.it)
  - [www.euridice-network.org/](http://www.euridice-network.org/)
- Euridice news
- Percorsi di integrazione



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# Management

Co-ordination committee composed by

- Local health authority
- City council
- Province
- Trade union organisations
- Employers' association
- Cooperativa di studio e ricerca sociale Marcella

Management is regulated by an agreement protocol that guarantees continuity and stability to the project





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## More information:

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- Website: [www.coopmarcella.it](http://www.coopmarcella.it)
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