

EMPLOYEE ASSISTANCE PROGRAMS IN THE ALBERTA WORKPLACE

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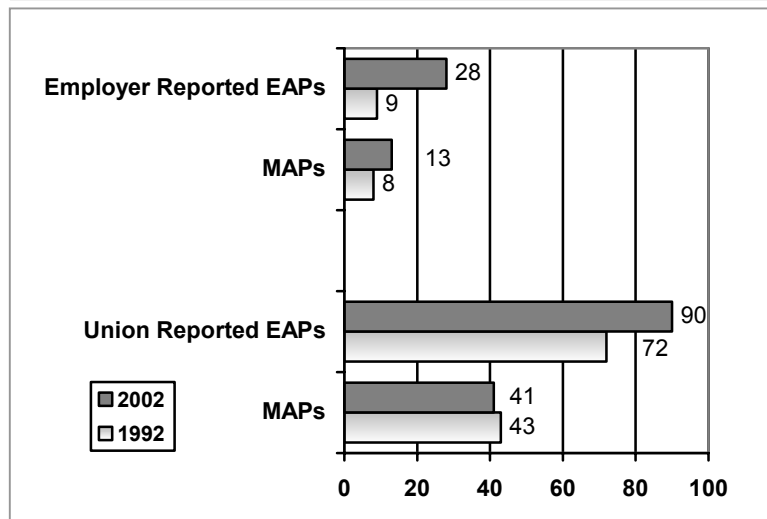
Substance Use and Gambling in the Alberta Workplace, 2002: A Replication Study (AADAC, 2003) provided current information and trend data on substance use and gambling in the Alberta workplace as a follow-up to similar research done in 1992. While information about alcohol and illicit drugs was gathered in both 2002 and 1992, new data regarding gambling and tobacco were collected in 2002. Employees (2,836), employers (755) and union representatives (88) provided information about employee assistance programs.

Reported Programs

Programs designed to assist employees or union members in coping with personal difficulties have been established in the workplace. Programs instituted by employers are called employee assistance programs (EAPs) and those instituted by unions are called member assistance programs (MAPs). Almost all EAPs and MAPs offer assistance in a number of areas, including alcohol or drug problems, family problems, financial problems, legal problems, and other personal problems.

Employer and union representatives reported increased availability of both EAPs and MAPs since 1992, with union representatives consistently reporting the greatest availability of both EAPs and MAPs. The most common reason given by respondents for not having an EAP is that they did not think they need one or that their organization was too small to have an EAP. Most employers and union representatives who had EAPs considered them effective in dealing with substance use or gambling issues.

EMPLOYERS AND UNION REPRESENTATIVE REPORTING THE AVAILABILITY OF EAPs AND MAPs 2002 AND 1992



Access by Industry, Employer Size, and Unionization

According to the 2002 study, access to assistance programs differed by industry, employer size, and unionization. White-collar industries, such as education, public administration, finance/insurance/real estate and social services, were most likely to offer EAPs. Industries least likely to have EAP coverage included telecommunications, manufacturing/processing, agriculture, and wholesale/retail trade.

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Large employers (500+ employees) were more likely than small employers (less than 10 employees) to provide EAPs to their workers. Employees from larger organizations (86%) were more likely than employees from smaller organizations (54%) to be aware of where to seek support in the workplace for alcohol, drug or gambling problems. Union members were much more likely to have access to an EAP or MAP than non-union members.

EMPLOYER REPORTS OF ACCESS TO EAPs/MAPs BY INDUSTRY: 2002		
INDUSTRY	EAPs	MAPs
Education	78%	59%
Forestry/mining	67%	0%
Public administration	56%	0%
Finance, insurance, real estate	50%	32%
Social services	50%	20%
Transportation	43%	14%
Upstream oil and gas	43%	10%
Utilities	43%	0%
Construction	34%	27%
Hospitals, health care	28%	27%
Other	20%	6%
Wholesale and retail trade	19%	4%
Agriculture	17%	0%
Manufacturing	15%	2%
Telecommunications	13%	0%
Other services	5%	6%
Survey Average	28%	13%