

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Smoking Control at Workplace



Dr. E.Rafeemanesh

*Associate Professor of Occupational Medicine
Mashhad University of Medical Sciences*







Workplace Hazards

Smoking is a work hazard



Interactions between occupation and cigarette smoking

 OCCUPATION	 EXPOSURE	 SMOKING- OCCUPATION INTERACTION	 DISEASE
Asbestos workers, construction workers and others in contact with asbestos	Asbestos	+ ×	<ul style="list-style-type: none"> • Lung cancer • Chronic lung disease
Aluminum smelter workers	Polynuclear hydrocarbons	+ or ×	Bladder cancer
Aircraft and mining industry and many others	Noise	+	Loss of hearing and hearing acuity
Cement workers	Cement dust	+	<ul style="list-style-type: none"> • Chronic bronchitis • Obstructive lung disease
Chlorine manufacturing	Chlorine	+	Chronic obstructive lung disease
Coal miners	Coal dust	+	Chronic obstructive lung disease
Copper smelter workers	Sulphur dioxide	+	Chronic obstructive lung disease
	Arsenic	+ or ×	Lung cancer
Grain workers	Grain dust	+	<ul style="list-style-type: none"> • Chronic bronchitis • Obstructive lung disease
Organic chemicals	Carcinogens	+ or ×	Cancer of various organs and tissues
Rock cutters, foundry workers	Silica dust	+	Chronic obstructive lung disease
Textile workers	Cotton, hemp, flax, dust	×	<ul style="list-style-type: none"> • Acute airway obstruction (byssinosis) • Chronic bronchitis
Uranium miners and many other workers in radioactive environments	Alpha radiation (Radon)	×	Lung cancer
Welders	Irritant gases, metal fumes, dusts, (Radon)	+	<ul style="list-style-type: none"> • Chronic bronchitis • Obstructive lung disease

Source: World Health Organization 1992.

+ = Additive

× = Multiplicative

× = Probably Multiplicative



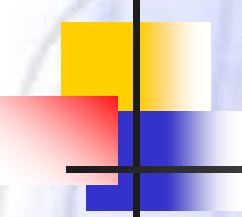
Smoking costs

- ❑ More employee absenteeism
- ❑ Decreased productivity on-the-job
- ❑ Increased early retirement due to ill health
- ❑ Higher annual health-care costs for smokers and higher health insurance costs
- ❑ Higher life insurance premiums
- ❑ Higher maintenance and cleaning costs
- ❑ Higher risk of fire damage, explosions and other accidents related to smoking
- ❑ Higher fire insurance premiums.



Smoking by Industry, Occupation, & Gender

- National Health Interview Survey data for working adults 18 years or older (2004-2011). Overall **19.6% of workers** were current smokers:
 - Men: 22.8%
 - Women: 18.3%
- Current cigarette smoking was highest among the following groups:
 - Workers with less than a high school education (28.4%)
 - Workers with no health insurance (28.6%)
 - Workers living below the federal poverty level (27.7%)
 - Workers aged 18–24 years (23.8%)

- 
- The percentage of workers who smoke cigarettes varies by industry and occupation:
 - The highest percentages of workers who smoke are in mining (30%)
 - Accommodation and food services (30%)
 - and construction industries (29.7%)
 - Smokeless tobacco use is relatively frequent among workers in the mining (18.8%), wholesale trade (8.9%), and construction (7.9%) industries.



Smoking by Industry, Occupation, & Gender

- Of these workers, 38.9% of women worked as supervisors, and in construction and extraction occupations, while 40.5% of the men worked in extraction occupations. Although, in the healthcare and social assistance sector, more women reported smoking (16.9%) than men (12.6%).
- Cigarette smoking by industry:
 - Education services: 9.7%
 - Mining: 30%
 - Construction and extraction: 31.4%
 - Healthcare and social assistance: 16%
 - Accommodation and food services: 25.9%

Benefits to workplaces of going smokefree



Tobacco smoking contributes to more deaths and hospitalisations than alcohol and illicit drug use combined.



Smokers are 1.4 times more likely to be absent from work than non-smokers.



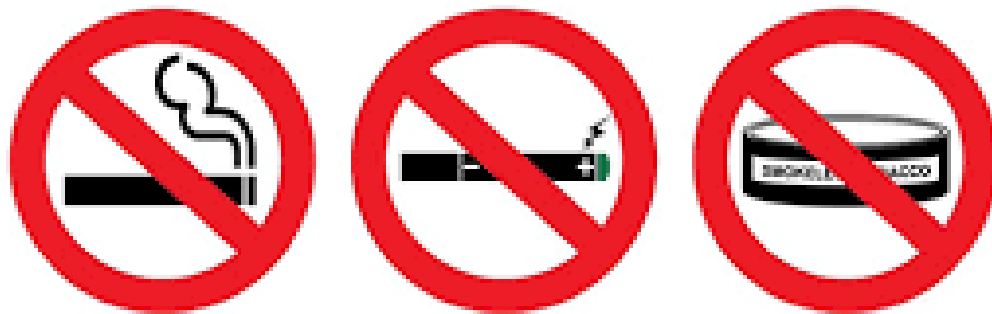
The strain put on workers' bodies by smoking often causes years of suffering.



Tobacco smoke contains over 7,000 chemicals; at least 69 of which are known to cause cancer.



Smoking Control



**THIS IS A
TOBACCO FREE
WORKPLACE**



MPOWER Measures

- **M**onitor tobacco use and prevention policies
- **P**rotect people from tobacco use
- **O**ffer help to quit tobacco use
- **W**arn about the dangers of tobacco
- **E**nforce bans on tobacco advertising, promotion and sponsorship
- **R**aise taxes on tobacco.



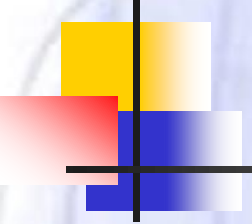
SMOKE-FREE ENVIRONMENTS – HIGHEST ACHIEVING COUNTRIES, 2020



Comprehensive smoke-free legislation is in place in one third of countries.

SMOKE-FREE LEGISLATION (2020)



- 
- health-care facilities;
 - educational facilities other than universities;
 - universities;
 - governmental facilities;
 - indoor offices and workplaces not considered in any other category;
 - restaurants or facilities that serve mostly food;
 - cafés, pubs and bars or facilities that serve mostly beverages;
 - public transport.



International
Labour
Organization

Health Protection + Health Promotion





International
Labour
Organization

A decorative graphic consisting of overlapping yellow, red, and blue squares with a black crosshair is positioned to the left of the title.

Tobacco-free workplace: ILO

- Workplace smoking can be a serious safety and health hazard and a cause of conflict at work.
- As a considerable percentage of the population spend most of their time at work, the workplace can be used to inform and educate workers about the dangers of environmental tobacco smoke.
- **Seven out of ten smokers** want to quit and admit that a smoke-free workplace would provide a supportive environment for employees trying to quit.
- Smoke-free policies in the workplaces of several industrialized nations have reduced total tobacco consumption among employees by **an average of 29%**.
- More than half of countries worldwide, accounting for nearly two thirds of the population of the world and including many low- and middle-income countries, allow smoking in government offices, work spaces and other indoor settings.



Smoking cessation methods at workplace: ILO

- **Unassisted methods**, which include going “cold turkey” (i.e., just stopping without recourse to any special techniques); gradually reducing the number of cigarettes smoked per day; using low-tar or low-nicotine cigarettes; quitting with friends, relatives or acquaintances; using special cigarette filters or holders; using other nonprescription products; or substituting another tobacco product for cigarettes (snuff, chewing tobacco, pipes or cigars).
- **Assisted methods**, which include attending a programme or a course with or without a fee; consulting a mental health professional; hypnosis; acupuncture; and using nicotine gum or nicotine skin patches.



Smoking Control at workplace: NIOSH Recommendation

- Establish and maintain smoke-free workplaces that protect those in workplaces from involuntary, secondhand exposures to tobacco smoke and air borne emissions from e-cigarettes and other electronic nicotine delivery systems. Smoke-free zones should include:
 - All indoor areas without exceptions (i.e., no indoor smoking areas of any kind, even if separately enclosed and/or ventilated)
 - All areas immediately outside building entrances and air intakes
 - All work vehicles



Smoking Control at workplace: NIOSH Recommendation

- Establish and maintain entirely tobacco-free workplaces, allowing no use of any tobacco products across the entire workplace campus.
- Comply with current OSHA and MSHA regulations that prohibit or limit smoking, smoking materials, and/or use of other tobacco products in work areas characterized by the presence of explosive or highly flammable materials or potential exposure to toxic materials.
- Provide information on tobacco-related health risks and on benefits of quitting to all employees and other workers at the worksite (e.g., contractors and volunteers).
- Given available data on the safety of exposure to e-cigarette emissions, these products should be included in indoor smoking policies.
- Provide information on employer-provided and publicly available tobacco cessation services to all employees and other workers at the worksite (e.g., contractors and volunteers).



Smoking Control at workplace: NIOSH Recommendation

- Offer and promote comprehensive tobacco cessation support to all tobacco-using workers and, where feasible, to their dependents. Provide employer-sponsored cessation programs at no cost or subsidize cessation programs for lower-wage workers to enhance the likelihood of their participation.
- Develop, implement, and modify tobacco-related policies, interventions, and controls in a stepwise and participatory manner. Get input from employees, labor representatives, line management, occupational safety/health and wellness staff, and human resources professionals.
- Make sure that any differential employment benefits policies that are based on tobacco use or participation in tobacco cessation programs are designed with a primary intent to improve worker health and comply with all applicable federal, state, and local laws and regulations.
- Ensure that all workers (smokers and nonsmokers) are aware of the occupational safety and health risks associated with their work, including those that can be made worse by personal tobacco use, and how to limit those risks.

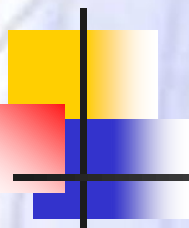


Environmental Tobacco Smoke: Workplace Policy- Canada

- It has been estimated by the Conference Board of Canada that in 2012, on average, each employee who smokes costs the employer **\$4,256 a year**.
- These costs are attributed to increased absenteeism, lower productivity, unscheduled smoke breaks, maintenance of smoking areas, property damage, and health and fire insurance costs.
- Other studies report that non-smoking employees have difficulty concentrating where ETS is present.

workplace smoking control program:

The 5 key elements at a glance. Singapore



- **Assessing and understanding employee needs**

For a successful workplace smoking control program, it is important to know your employees' needs so as to motivate and help them change their behavior. It is important to know the extent of the problem (smoking rate), the profile of the smokers (who are they and are they thinking of quitting?) and their lifestyle habits (what activities are they likely to participate in?).

- **Gaining support from senior management**

The senior management plays a critical role in creating the organizational culture and work environment to support the workplace smoking control program. With their support and buy in, your program is most likely to achieve the desired outcomes.

- **Having clear smoking control policies**

Having clear and well communicated smoking control policies help to create a conducive environment for smokers to quit smoking. The more comprehensive the policies, the more likely your smoker employees will quit smoking and avoid relapse.

- **Planning and implementing the program**

"When you fail to plan, you plan to fail". A little planning goes a long way and this will ensure the success of your workplace smoking control program. Set S.M.A.R.T. objectives to help you formulate a program framework and this will help you implement the program smoothly.

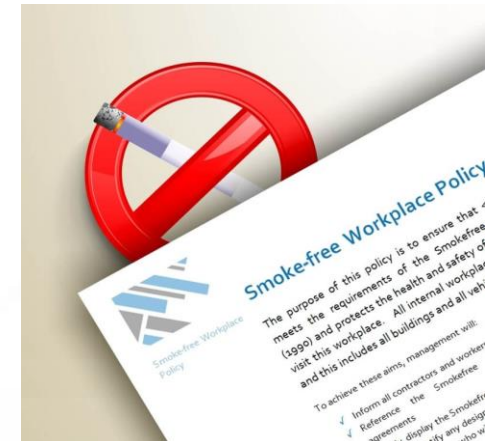
- **Evaluating the program to ensure effectiveness**

To help you track the progress of the program and its success rates, evaluation is one of the most essential element in your program. Without evaluation, it will be difficult to convince senior management to allocate funding to sustain the program and activities.



Smoke-free Workplace: Steps

- Establish a workplace committee
- Involve employees and workers' organizations
- Formulate a written policy
- Communicate the policy to employees
- Provide information and support to smokers
- Determine disciplinary measures
- Follow a time table for implementation
- Provide training





Smoking cessation in the workplace

Occupational Medicine, Volume 63, Issue 8, December 2013

- Group behavioral interventions, individual counselling and pharmacological therapy were all effective interventions in achieving smoking cessation at work.
- Self-help materials and social support for not smoking (for example support from a spouse, workmate or close friend) were less successful.
- Successful interventions appeared to have comparable effects whether offered in the workplace or in other settings. Workplace settings, however, offer an opportunity to recruit large numbers of smokers who wish to stop



Job-related stress and tobacco smoking: A systematic review:

Journal of Workplace Behavioral Health: Volume 36, 2021

- Findings showed no clear association between job-related stress and smoking status (smoking vs nonsmoking) and smoking cessation.
- However, the findings suggest an association between job-related stress and changing smoking habits, toward heavier smoking. Our findings indicate that job-related stress may lead to increased smoking intensity.



Smoking and sickness absence: a systematic review and meta-analysis:

Scand J Work Environ Health [2020;46\(1\)](#):5-18

- We found robust evidence showing that smoking increases both the risk and number of sickness absence days in working populations, regardless of study location, gender, age, and occupational class.
- Encouraging smoking cessation at the workplace could therefore be beneficial for employers and employees.

Thanks for your attention



Email: Rafeemaneshe@mums.ac.ir