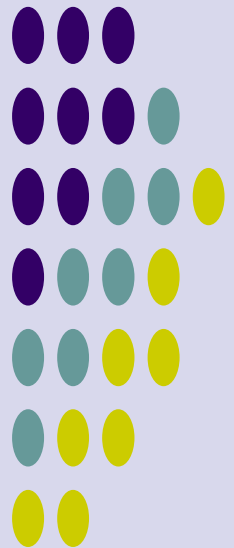


*Cayman Islands  
Drugs in the  
Workplace Survey  
2004*

*The National Drug Council  
Cayman Islands*





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## **Results at a Glance**

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- A little more than half of all respondents were females (53%) while 46% were males.
- Most of the respondents were work permit holders/government contract holders (37%). A little more than a third (35%) were Caymanians, and about one-quarter (23%) were Caymanian status holders
- About half of all respondents indicated their job classification as frontline workers in a skilled/unskilled setting (51%). About 16% said they were middle management
- About one in every five (19%) felt they were above average in terms of their financial situation
- The two main sectors that respondents were employed in were the finance/business sector where about one-third (32%) of respondents were employed, and the wholesale/retail sector where 16% were employed
- Ganja (marijuana) was the substance most often identified as having been tried. A little more than one-fifth of all respondents (27%) indicated having tried marijuana. Cocaine, including crack cocaine, was tried by 4% of respondents or by about 1 in every 25 persons
- A higher proportion of males compared to females reported ganja use (31% vs 24%) but interestingly, a slightly higher proportion of females reported cocaine use (4% vs 3%) and ecstasy use (3% vs 2%)
- Most all drug use (i.e. in all categories) was reported by two age groups (those 20-29 and 30-49 yrs old).
- For the most part cigarette use in the last four weeks overall was relatively low – only 16% of respondents indicated some form of use
- Of interest is the fact that six of every ten respondents (61%) indicated that they had never used cigarettes
- Some 66% of respondents (almost seven of every ten persons) indicated using alcohol. Only 14% of respondents had never used alcohol in their lifetime and a further 20% had not used it in the last four weeks
- Except for ganja, very few persons reported using the other drugs within the last four weeks. Twelve persons (1.6%) reported using ganja once a month or less

- Taken together, frontline skilled and unskilled workers reported 68% of all sociable drug use in the four-week prior before the survey
- A higher number of frontline workers reported having drinks (whether beer, wine or liquor) -they were more likely to report 4-5 or 6 and more drinks compared to other categories of workers
- Eleven percent of respondents reported that they felt the need to **cut down** on their drinking while 3% said they have been **annoyed** because of criticism from other persons about their drinking. About 1% indicated that they have had to take an **eye opener** and 7% have felt **guilty** about their drinking
- Significantly more males than females reported needing to 'cut down', been 'annoyed' and needing an 'eye opener'
- About 42% of those persons answering affirmative to the CAGE questions were assessed as problem drinkers [ (42/101) - they answered affirmative to two or more questions)
- Overall males were significantly more likely to be identified as problem drinkers compared to females (males accounted for 69% compared to females 31%)
- Single workers accounted for 50% of problem drinking in the marital status category followed by married workers (38%)
- Frontline skilled workers accounted for 50% of problem drinking when compared by job classification while those in the finance/business and transportation and wholesale/retail sectors were more likely to be problem drinkers (finance sector accounted for 29% and the transportation and whole sale/retail sectors for 14% each
- Only 10 persons (1.3%) indicated that they were charged for driving while under the influence (DWI)
- Four out of every ten respondents (40%) indicated they had not taken any sick leave in the last 12 months. Only three persons indicated that they had taken sick leave for illness related to alcohol or drug use
- Eighteen percent said yes they though sick time and absenteeism were abused and four of every ten (42%) felt that work performance could be improved
- 8% (56/747) of respondents indicated that they did use medication or drugs to help with sleeping during the last month



- Eleven percent of respondents (85/747) said “yes” they have or had a parent with drug or alcohol problem; while one in ten (10%) said they have or had a spouse or partner with a drug or alcohol problem. However, about twice as many (22%) said they have or had other family member with a drug or alcohol problem
- A significantly high proportion of females compared to males indicated that they have or had a spouse or partner with a drug or alcohol problem (15% of females versus 4% of males)
- Respondents with a family history of alcohol or drug use **among parents** were significantly more likely to report lifetime ganja use
- Respondents with a family history of alcohol or drug use **among spouse or partner** were significantly more likely to report lifetime ganja use
- Respondents whose **parents** have or had a history of alcohol or drug use were significantly more likely to report lifetime cocaine use
- Respondents whose **spouse or partner** have or had a history of drug or alcohol problems were also more likely to report higher proportion of cocaine use compared to those respondents who did not have a spouse or partner with a history of alcohol or drug use (15% versus 2.4%,
- More than half of all respondents (55%) indicated that their company had a written policy regarding the use of alcohol or drugs
- Only 16% of respondents indicated that their company had drug testing in place. It should be noted though that a considerable large proportion of employees (24%) said they did not know if drug testing was done at their workplace
- The responses suggested that drug testing was mostly done in relation to both ‘regular employment practice’ and ‘as part of the hiring process’, but less so in terms of ‘follow-up to treatment’
- About one in eight (13%) respondents indicated that their workplace had a health and safety committee
- A significant proportion of respondents were not aware of their company’s policy with regards to dealing with employee’s drug or alcohol use and abuse. This was evident by the fact that 77-81% of respondents that said they ‘did not know’

- Less than half of all respondents (48%) said they were aware of their company's EAP
- Almost one-third of respondents (32%) said they approved of taking cigarette breaks at work when they were not busy - slightly more male than females indicated this (34% compared to 31%).
- When asked about drinking alcohol during lunch time, only 7% of respondents said they approved (8% of males and 6% of females).
- A small but notable proportion of respondents indicated that they had used alcohol or illicit drugs while at work (40/747 or 5.4%).
- Respondents who approved of taking cigarette breaks at work were significantly more likely to also indicate that they had used alcohol or illegal drugs while at work
- Respondents who approved of drinking during lunchtime were three and a half times more likely to also report having used alcohol or illegal drugs at work (14.5% versus 4.6%)
- Only 48 persons (6.4%) indicated the likely source of the illegal drug they had previously used - for the most part, these drugs came from friends (37 of 48) or partners/spouses (6/48)
- Some 84% of respondents indicated that they were aware of the effects of drug use on job performance
- Seventy-six percent of respondents thought that counseling services should be provided for employees with substance abuse problems
- About one in every nine respondents (11%) said they were afraid of going to their boss for a drug-related problem because of fear they may be fired
- Forty eight percent of respondents had indicated that they knew of the EAP Thirty-six percent of respondents said they actually knew how to access the **Employees Assistance Programme (EAP)**, however, only 75% of those who knew of the programme indicated knowledge of how to access this programme

**SECTION 1**  
**INTRODUCTION AND LITERATURE REVIEW**

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## **Introduction**

### **Drug-Free Workplace Programmes**

Numerous employers have implemented drug-free workplace programs because they believe such programs provide benefit to their worksite by contributing to reduced accidents, injuries, and substance abuse-related health costs. Some employers adopt drug-free workplace programs to comply with legislative requirements while others are motivated to implement drug-testing measures to protect against costly unemployment claims.

Indeed, there is no universal standard governing how employers may implement drug-free workplace activities, and there is wide variation in program design and implementation. Employers typically adopt approaches that serve the unique needs and culture of their organization. However, there is general agreement that a comprehensive program yields the most success. According to the U.S. Department of Labor's Working Partners for an Alcohol- and Drug-Free Workplace initiative, a comprehensive program comprises the following five components:

- Drug-free workplace policy
- Supervisor training
- Employee education
- Employee assistance
- Drug testing

A mix of any of these elements may be utilized in various workplaces; however, all five components are believed to provide the greatest benefit. Each component is described in more detail below:

### ***Drug-Free Workplace Policy***

A drug-free workplace policy is the essential foundation of an organization's rationale and purpose for initiating its drug-free efforts. Every organization's policy

should be tailored to its individual needs; however, all effective policies have a few common elements. An effective drug-free workplace policy should:

- State why the drug-free workplace policy is being implemented.
- Specify what drug- and alcohol-related behaviors are prohibited.
- Explain the consequences of violating the policy.

### ***Supervisor Training***

Supervisor training in the context of a drug-free workplace program is designed to provide supervisors and mid-level management with a clear understanding of their employer's drug-free workplace policy, ways to recognize and appropriately deal with employees who have performance problems that may be related to drug use, and how to refer employees to available assistance. Supervisors' responsibilities should include monitoring employees' performance, staying alert to and documenting performance problems, and enforcing the policy.

Supervisors should not, however, be expected to diagnose alcohol and drug problems or provide counseling to employees who may have them. Providing such training is essential to reduce the legal risks of inappropriate or discriminatory application of an organization's drug-free workplace requirements. For example, supervisors responsible for making employee referrals for drug testing must be specifically trained on how to determine when a drug test is warranted based on objective criteria articulated in the organization's policy.

### ***Employee Education***

Effective employee education for a drug-free workplace initiative provides organization-specific information, such as details of the organization's drug-free workplace policy, as well as general information about the dangers of alcohol and drug use on the job; addiction; the impact alcohol and other drugs have on work performance; information on substance abuse and health; and types of help available for individuals with substance abuse-related problems. Today's communication technologies provide a variety of ways to deliver this information to

every worker, and for maximum effect the information should be delivered on an ongoing basis.

### ***Employee Assistance***

Employee Assistance Programs (EAPs) are a proven, effective vehicle for addressing an employee's poor performance stemming from personal problems, including substance abuse and addiction. EAP services include assessments, counseling, referrals to appropriate outside help, including alcohol and drug treatment, and follow-up support for workers (and frequently, family members) identified as experiencing substance abuse problems.

EAP services are provided confidentially, and workers and their family members can avail themselves of information, assistance, and support without their employer's knowledge and are responsible for costs of subsequent treatment, which may or may not be covered by employer-provided health benefits. Providing an EAP is a cost-effective benefit and clearly demonstrates an employer's commitment to a productive, drug-free workplace. EAPs save time and valuable resources by offering an alternative to dismissal and thus can minimize risks and costs to employers in retaining otherwise worthy employees.

Drug-free workplace services that an EAP might typically provide include:

- Drug-free workplace policy consultation.
- Crisis intervention and short-term problem solving.
- Assessment and referral for substance abuse and chemical dependency treatment.
- Treatment monitoring and follow-up support.
- Supervisory and union representative training and consultation.
- Employee education about substance abuse, as well as other health-related topics.

### ***Drug Testing***

Drug testing is not a required drug-free workplace component in all work sites. However, employers may decide to utilize workplace drug testing for a variety of reasons, such as detecting and deterring use, intervention, referral to treatment, and/or disciplinary action. The different types of drug testing, used individually or in combination, are:

- *Pre-employment* testing, which usually accompanies previous employment or background checks conducted when considering applicants.
- *Random* testing, which is unannounced testing of randomly selected current employees, without evidence of use or impairment.
- *Periodic* tests of current employees, such as during annual physical exams.
- *For-cause or reasonable-suspicion* testing of current employees when there is a reasonable suspicion of drug use, triggered by evidence of problems, such as excessive absences or poor job performance.
- *Post-accident* testing of employees involved in unsafe incidents of accidents (which may sometimes be required by law in some safety-sensitive industries).
- *Follow-up* testing of employees currently enrolled in or after having completed alcohol or drug treatment. For employees who entered drug treatment after violating a drug-free workplace policy, their continued employment may be conditional on successful completion of these follow-up tests.

As noted above, it is believed that the most effective drug-free workplace programs have some combination of the above five elements. In addition, recent research suggests that workplace health promotion and prevention efforts that address other issues besides substance abuse, including work and family stress and unhealthy lifestyles, may positively influence workers' substance use behaviors.

## **A Summary of Research and Survey Findings from the U.S.A<sup>1</sup>**

A 1999 study reveals workers reporting current drug use were more likely to have worked for three or more employers, to have voluntarily left an employer in the past year, and skipped one or more days of work in the past month. In those occupations identified with the highest rates of drug information and policies in the workplace, employees reported significantly lower rates of current drug use and heavy drinking. Workplace safety is the most common reason given by employers for drug testing. In 1997, approximately 49% of workers reported having any type of drug testing programmes in their workplaces. In 1997, pre-hire screening was the most common type of testing reported by workers (39%), followed by reasonable suspicion testing (30%), post-accident (29%) and random testing (25%).

### ***Effects on the Workplace***

A study reporting on the secondhand effects of alcohol use, found 1 in 5 workers report being injured, having to cover for a co-worker, or needing to work harder due to other employees' drinking. Nearly one-third of workers who consider their jobs to be dangerous report experiencing "secondhand" alcohol effects; half of employees surveyed supported random alcohol testing during the workday; nearly three-fourths of employees in manufacturing or transportation jobs supported testing. Many companies do not have alcohol policies; those that do may not enforce them effectively.

Nearly 60% of managers and supervisors say their companies are "tough" on illicit drugs but "soft" on alcohol; 80% say they have inadequate training in how to address employee performance problems. More managers (23%) and supervisors (11%) actually report drinking during the workday and at company functions than do other employees (8%), which may contribute to a corporate culture that encourages drinking.

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<sup>1</sup> Abstracted from report situated at <http://www.whitehousedrugpolicy.gov/prevent/workplace/research.html>



Alcohol-related job performance problems are caused not only by on-the-job drinking but also by heavy drinking outside of work. Researchers found a positive relationship between being "hung-over" and feeling sick at work, sleeping on the job, and having problems with job tasks or co-workers. In other studies, drinking at work, problem drinking, and frequency of getting "drunk" in the past 30 days are associated with frequency of absenteeism, arriving late to work or leaving early, doing poor work, doing less work, and arguing with co-workers.

According to a 1998 poll, employers often encounter denial (75%) and anger (42%) when they approach workers about alcohol problems. However, mandatory referral to treatment and the risk of job loss are strong motivations for treatment compliance. A 1996 study found employees required to enter alcohol treatment programmes perform as well in treatment as employees who voluntarily seek it. Drinking dropped 74% after 6 months of "coerced" treatment and 78% after 6 months of "self-referred".

#### Drug Testing

A study of applicants for Postal Service employment reviewed pre-employment drug tests, attendance and work performance records. The analysis determined that applicants testing positive were 66% more likely to be absent and 77% more likely to be discharged within 3 years of hire than applicants testing negative for illicit drugs. Had the Postal Service screened out all postal service applicants with positive drug tests in 1987, this would have saved approximately \$52 million by 1989.

A 2-year study of railroad occupational accident investigations and analysis of post-accident tests revealed positive test findings were more common in fatal than non-fatal accidents. In approximately one-third of the accidents associated with positive drug test results, alcohol and/or drug use was determined to be related to accident causation.

### Employee Assistance Programmes

Employee Assistance Programmes (EAP) are company- or union-sponsored programmes that serve the needs of employees/members and their families by identifying and addressing a broad spectrum of work-related or personal health, economic and social issues including substance misuse/abuse and mental health. The costs of assistance programmes vary considerably. In 1995, the average annual cost of such services per eligible employee nationwide was estimated to be about \$28.00 for in-house programmes and about \$22.00 for outside programmes.

**SECTION 2**  
**SURVEY RESULTS**

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## Demographic Characteristics

### ***Gender and Age***

A little more than half of all respondents were females (53%) while 46% were males. Some 1% did not give an indication of their gender (nine respondents). There were few respondents who were teenagers (15-19yrs old). The vast majority were in the 30-49yrs age bracket (57%), followed by those 20-29yrs (25%). About 12% were in the 50-59yrs bracket and small proportion (3%) were 60 yrs and older.

Fig 1: Distribution of Males and Females

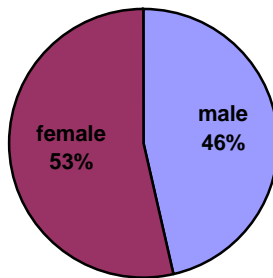
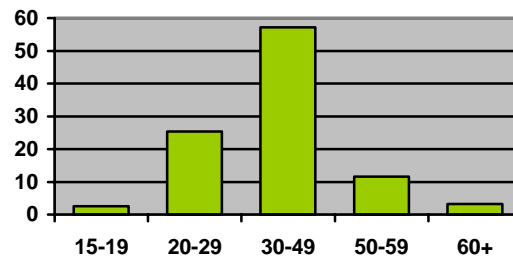


Fig 2: Age Grouping of Respondents



### ***Marital Status***

Most respondents were married (53%) or single (35%). These two categories accounted for 88% of all respondents while an additional 7% were divorced, 3% separated and only four respondents were widowed. Some ten persons did not provide an answer for this question.

### ***Immigration Status***

Most of the respondents were work permit holders/government contract holders (37%). A little more than a third (35%) were Caymanians, and about one-quarter (23%) were Caymanian status holders. The remaining 6% were permanent residents with the right to work.

Fig 3: Marital Status of Respondents

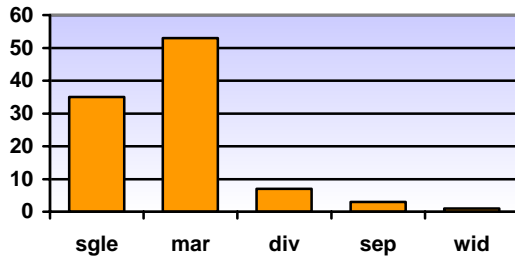
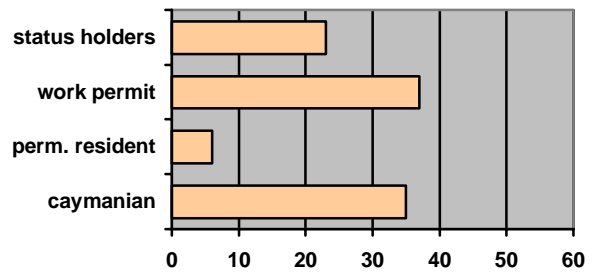


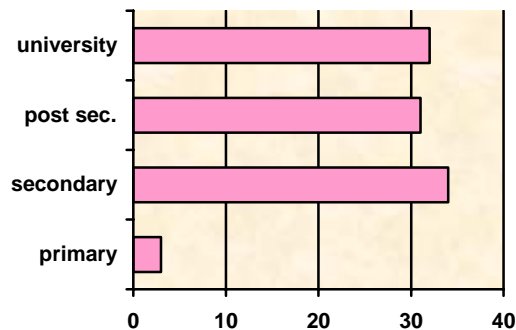
Fig 4: Immigration Status of Respondents



**Education Level Completed**

A small proportion of respondents indicated that they had only completed primary level or no education (3%). Most others had completed secondary or high school (34%), university (32%) or post secondary/diploma or certificate level (31%).

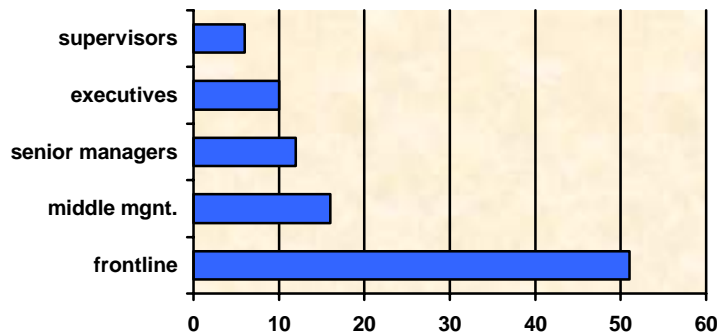
Fig 5: Education Level of Respondents



**Job Classification**

About half of all respondents indicated their job classification as frontline workers in a skilled/unskilled setting (51%). About 16% said they were middle management while 12% were other types of senior managers. Ten percent were executives, 6% were supervisors or foremen and about 5% did not give a response.

Fig 6: Job Classification of Respondents



***Financial Situation***

A very small proportion of respondents considered themselves to be well off (4%). However, about one in every five (19%) felt they were above average in terms of their financial situation. Most respondents though felt they were about average (56%), and 15% felt they were below average. Three percent felt they were considerably below average and fifteen persons or 2% of respondents did not respond.

***Employment Sector***

The two main sectors that respondents were employed in were the finance/business sector where about one-third (32%) of respondents were employed, and the wholesale/retail sector where 16% of respondents were employed. Other sectors with notable contribution were the real estate sector with 10% of respondents and the transportation sector with 9% of respondents.

The public administration sector (1%), media or advertisement (2%), community /social services (3%), telecommunication (3%), tourism /entertainment (3%) and the education sector (4%) contributed the least amount of respondents.

**Table 1: Demographic Characteristics of Respondents**

<b>Gender</b>		<b>Employment Sector</b>	
Female	394 (52.7)	Finance/Business	239 (32.0)
Male	344 (46.1)	Education/training	27 (3.6)
		Transportation	65 (8.7)
<b>Age Group</b>		Real Estate/Construction	71 (9.5)
15-19	19 (2.5)	Health/Fitness	41 (5.5)
20-29	190 (25.4)	Tourism/Entertainment	25 (3.3)
30-49	427 (57.2)	Media/Advertising	14 (1.9)
50-59	87 (11.6)	Wholesale/Retail	122 (16.3)
60 plus	24 (3.2)	Public Administration	7 (0.9)
		Personal Services	42 (5.6)
<b>Marital Status</b>		Community/ Social services	21 (2.8)
Single	264 (35.3)	Telecommunication/Utilities	25 (3.3)
Married	393 (52.6)		
Separated	21 (2.8)	<b>No. of Jobs Last 3 yrs (fulltime)</b>	
Divorced	55 (7.4)	One	502 (67.2)
Widow/widower	4 (0.5)	Two to three	209 (28.0)
No response	10 (1.3)	Four to five	5 (0.7)
		Six or more	5 (0.7)
<b>Immigration Status</b>		No response	26 (3.5)
Caymanian	258 (34.6)		
Caymanian status holder	171 (22.9)	<b>No. of Jobs Last 3yrs (part-time)</b> (n=98)	
Permanent resident	42 (5.6)	One	68 (69.4)
Work permit holder	275 (36.9)	Two to three	25 (25.5)
		Four to five	4 (4.1)
<b>Job Classification</b>		Six or more	1 (1.0)
Executive	73 (9.8)		
Supervisor/foreman	45 (6.0)	<b>How Salary Calculated</b>	
Middle management	116 (15.5)	Fixed salary (full-time)	531 (71.1)
Other management	91 (12.2)	Fixed salary (part-time)	15 (2.0)
Frontline (skilled)	334 (44.7)	Hourly wage (full-time)	149 (19.9)
Frontline (unskilled)	48 (6.4)	Hourly wage (part-time)	23 (3.1)
No response	40 (5.4)	No response	28 (3.8)
<b>Financial Situation</b>		<b>Time Employed – current job</b>	
Well off	30 (4.0)	Under one year	143 (19.1)
Above average	145 (19.4)	One to five years	288 (38.6)
About average	420 (56.2)	Six to ten years	136 (18.2)
Below average	112 (15.0)	Eleven to fifteen years	51 (6.8)
Considerably below average	25 (3.3)	Sixteen to twenty years	39 (5.2)
No response	15 (2.0)	Over twenty years	42 (5.6)
		No response	48 (6.5)

***Number of Jobs***

Sixty-seven percent of respondents had only one fulltime job in the last three years. A little more than a quarter (28%) had two to three jobs. This means that some 95% of respondents had stable fulltime jobs since only 1.4% or ten persons reported four or more jobs in the last three years.

Respondents were also asked about part-time jobs over the last three years and ninety eight respondents indicated having had part-time jobs. Of these 98 respondents, 69% reported one part-time job and 26% reported two or three. About 5% reported four or more jobs.

***Salary***

Respondents were asked to state on what basis were their income calculated. One in every seven respondents (73%) were on fixed salaries (71% fulltime and 2% part-time) while 23% were on hourly wages (20% full-time and 3% part-time). A small proportion, (4%) did not respond to the question.

***Time Employed In Current Job***

Some 19% of respondents were employed for less than one year in their current job while 39% (almost four in every ten) were in employment 1-5 years. Eighteen percent were in their present job for 6-10 years and another 18% were at their present employment for longer than ten years (7% for 11-15yrs, 5% for 16-20yrs and 6% for >20yrs). About 7% of respondents did not respond to this question.



## **Comparison of Demographic Characteristic (male and female)**

### **Age**

There were notable higher proportions of older males in the workforce compared to females. There were slightly higher proportions of females in the 20-29yrs bracket and slightly more males in the 30-49yrs grouping. All other bracket were proportion the same.

### ***Marital Status***

There was a much higher proportion of married male employees (61%) compared to females employees (46%). However, there were more single female (39%) than single males (31%) and more divorced females (9%) than divorced males (5%). There were also twice as many separated females (4%) compared to separated males (2%).

### ***Immigration Status***

Most female employees were Caymanians (41%) while most male employees were work permit holders (48%). There were about the same proportion of male and female employees who were permanent residents (5% females and 4% males) but there were more female employees with Caymanian status (26%) than males (19%).

### ***Education***

About a third of all female employees had completed secondary (33%), post secondary (34%) and university (32%) level education. Among male employees though, slightly more had completed secondary education (35%) compared to post secondary (27%) and university (32%). Males were more likely than females to have only completed primary level education (4% of males compared to only 1% of females).

### Church Attendance

More than a half of respondents (57%) indicated that they seldom (40%) or never (17%) attended church services. Some 23% had attended once and 19% 1-3 times. Males were more likely to have attended once or 1-3 times compared to females who were more likely to have attended seldom or not at all.

Fig 7: Job Classification By Sex

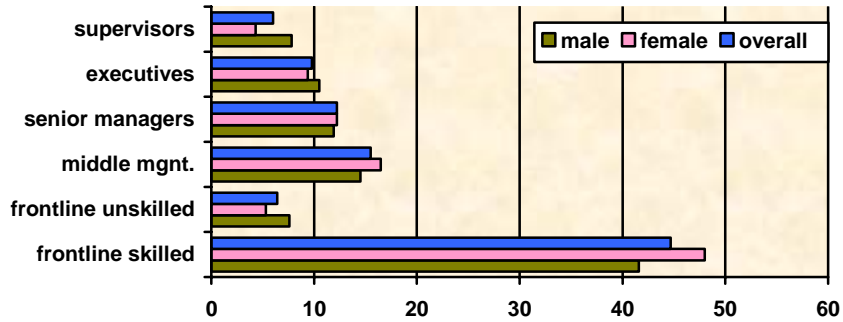


Fig 8: Financial Situation By Sex

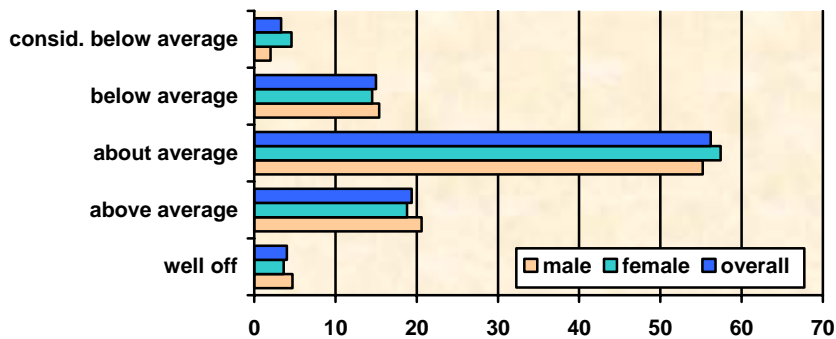
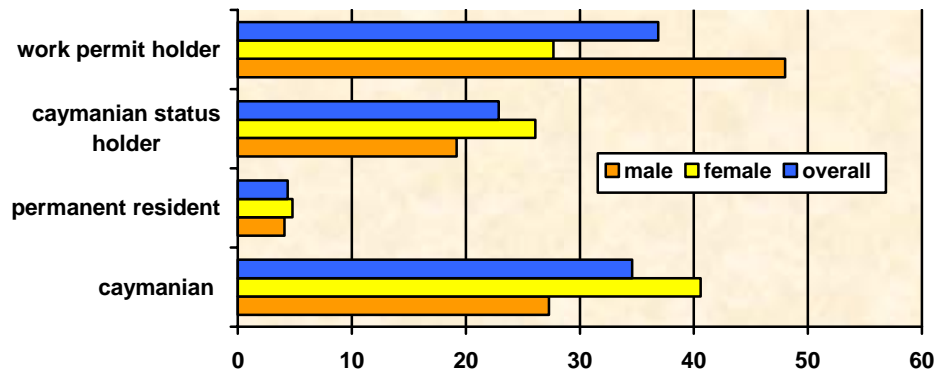


Fig 9: Immigration Status By Sex



**Table 2: Demographic Characteristics by Sex**

	Male	Female		Male	Female		Male	female
<b>Age Group</b>			<b>Employment Sector</b>			<b>Financial Situation</b>		
15-19	10 (2.9)	8 (2.0)	Finance/Business	83 (25.0)	153 (38.8)	Well off	16 (4.7)	14 (3.6)
20-29	73 (21.2)	115 (29.2)	Education/training	6 (1.7)	21 (5.3)	Above average	71 (20.6)	74 (18.8)
30-49	204 (59.3)	220 (55.8)	Transportation	54 (15.7)	10 (2.5)	About average	190 (55.2)	226 (57.4)
50-59	42 (12.2)	45 (11.4)	Real Estate/Construction	44 (12.8)	27 (6.9)	Below average	53 (15.4)	57 (14.5)
60 plus	14 (4.4)	6 (1.5)	Health/Fitness	4 (1.2)	35 (8.9)	Cons'y below avg	7 (2.0)	18 (4.6)
			Tourism/Entertainment	7 (2.0)	17 (4.3)			
<b>Marital Status</b>			Media/Advertising	7 (2.0)	7 (1.8)	<b>Time Employed</b>		
Single	107 (31.1)	155 (39.3)	Wholesale/Retail	55 (16.0)	65 (16.5)	Under one year	62 (18.1)	80 (20.3)
Married	208 (60.5)	182 (46.2)	Public Administration	4 (1.2)	3 (0.8)	1-5 years	115 (33.4)	172 (43.7)
Separated	18 (5.2)	36 (9.1)	Personal Services	34 (9.9)	8 (2.0)	6-10 years	69 (20.1)	66 (16.8)
Divorced	6 (1.7)	15 (3.8)	Community/ Social services	7 (2.0)	14 (3.6)	11-15 years	23 (6.7)	27 (6.9)
Widow/widower	2 (0.6)	2 (0.5)	Telecommunication/Utilities	39 (11.3)	34 (8.6)	16-20 years	24 (7.0)	14 (3.6)
						> 20 years	27 (7.8)	15 (3.8)
<b>Immigration Status</b>			<b>No. of Jobs Last 3yrs (fulltime)</b>			<b>How Salary Calculated</b>		
Caymanian	94 (27.3)	160 (40.6)	One	245 (71.2)	252 (64.0)	Fixed salary/ft	214 (62.2)	313 (79.4)
Caymanian status holder	14 (4.1)	19 (4.89)	Two to three	84 (24.1)	126 (32.0)	Fixed salary/pt	5 (1.5)	10 (2.5)
Permanent resident	66 (19.2)	103 (26.1)	Four to five	2 (0.6)	2 (0.5)	Hourly wage/ft	99 (28.8)	49 (12.4)
Work permit holder	165 (48.0)	109 (27.7)	Six or more	3 (0.9)	2 (0.5)	Hourly wage/pt	14 (4.1)	9 (2.3)
<b>Job Classification</b>			<b>Education Completed</b>			<b>Church Attendance</b>		
Executive	36 (10.5)	37 (9.4)	Primary	17 (4.9)	4 (1.0)	Never	61 (15.5)	65 (19.0)
Supervisor/foreman	27 (7.8)	17 (4.3)	Secondary	120 (34.9)	128 (32.5)	Seldom	143 (36.3)	154 (31.7)
Middle management	50 (14.5)	65 (16.5)	Post Secondary	94 (27.3)	135 (34.3)	1-3 times/month	85 (21.6)	50 (14.3)
Other management	41 (11.9)	48 (12.2)	University	109 (31.7)	126 (32.0)	Once a week/more	104 (26.4)	63 (18.4)
Frontline (skilled)	143 (41.6)	189 (48.0)						
Frontline (unskilled)	26 (7.6)	21 (5.3)						

## **Comparison of Demographic Characteristic (con't)**

### ***Financial Situation***

In relation to financial well-being, females were not proportionally different from males in describing their situation as being either well off, above average, about average, and below average. However, females were more likely to indicate their situation as being considerably below average compared to males (5% versus 2%).

### ***Job Classification***

Most female and male employees were employed as frontline skilled workers (48% and 42% respectively). A slightly higher proportion of males than females were employed as executives (9% and 11% respectively) with twice as many supervisors being males compared to females (8% and 4%). This was the about the same pattern for frontline skilled workers – a much higher proportion of males compared to females (8% compared to 5%). About the same proportion of males and females were employed in middle management positions.

### ***Employment Sector***

The five most prevalent sectors in which females were employed (in rank order) related to: finance (39%), wholesale/retail (17%), health and telecommunications ((9% each), and real estate (7%). For males, the sectors were ranked as: finance (25%), wholesale/retail (16%), and transportation (16%), real estate (13%) and telecommunications (11%).

Females were least employed in public administration, media/advertisement, personal services and transportation while males were least employed in the community/social services, health, education, public administration and tourism sectors.

***Number of Jobs***

A higher proportion of males (71%) tended to have held only one job over the past three years compared 64% of females. In contrast, more females (32%) had held 2-3 jobs over this same period compared to males (24%). There was not much difference between the proportion of either male or females who had 4 or more jobs over the past three years.

***Income***

There were more females on fixed full time salaries compared to males (79% versus 62%), but twice as many males were on hourly fulltime income compared to females (29% versus 12%).

***Length of Time in Current Employment***

More males tended to have been in their current employ for 16yrs or longer than were females - 15% of males compare to 8% of females were in their current employment for 16yrs or longer. About the same proportion of both males and females were in their current employment for 11-15yrs but a slighter higher proportion of males (20%) were employed at the same place for 6-10 yrs compared to females (17%).

A notable higher proportion of females were in their current employment for 1-5yrs compared to males (44% and 33% respectively). For those employed under one year, there was a slightly higher proportion of females (20%) compared to males (18%).

Fig 10: Type of Salary by Sex

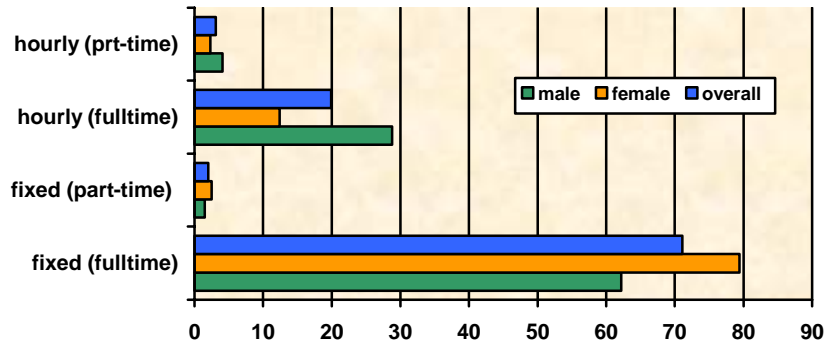


Fig 11: Number of Jobs Last Three Years by Sex

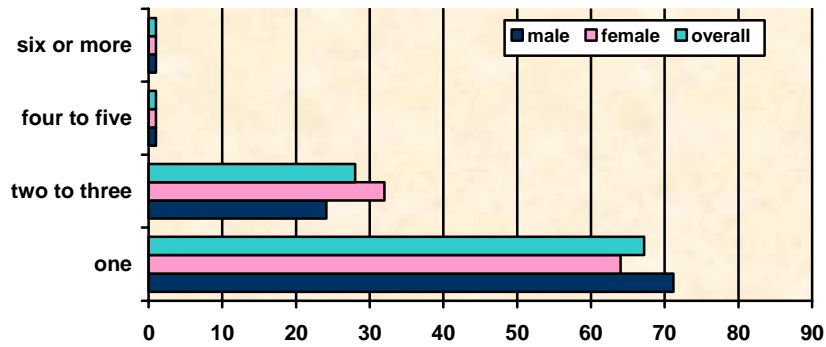
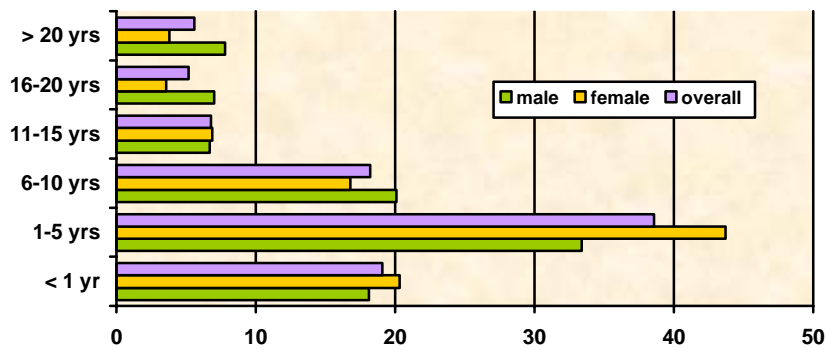


Fig 12: Time Employed by Sex



## Alcohol Tobacco and Other Drug

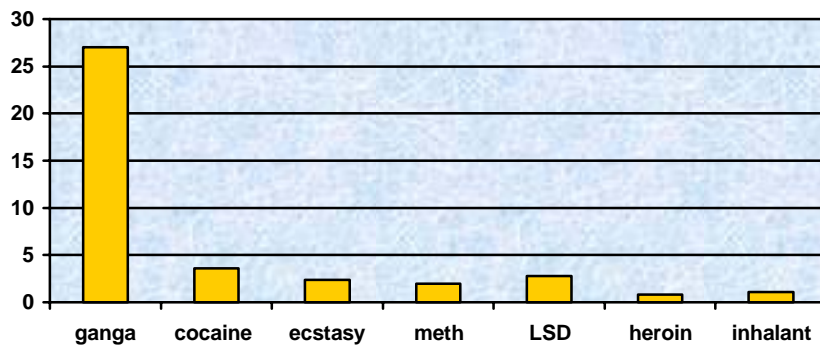
**Table 3: Reported Lifetime Drug Use**

	Yes	Don't know the drug
Ganja	202 (27.0)	20 (2.7)
Cocaine/crack cocaine	27 (3.6)	35 (4.9)
Ecstasy	18 (2.4)	56 (7.5)
Methamphetamine	15 (2.0)	78 (10.4)
LSD	21 (2.8)	81 (10.8)
Heroin	6 (0.8)	60 (8.0)
Inhalants	8 (1.1)	41 (5.5)

### ***Lifetime Prevalence***

Ganja (marijuana) was the substance most often identified as having been tried. A little more than one-fifth of all respondents (27%) indicated having tried marijuana. Cocaine, including crack cocaine, was tried by 4% of respondents or by about 1 in every 25 persons. Ecstasy was tried by 2.4% and methamphetamine by 2%. Interestingly about 3% of respondents had tried LSD/PCP but heroin use was very low (less than 1%). Inhalants were tried by about 1% of respondents.

**Figure 13: Reported Lifetime Substance Use**



**Familiarity with Drugs**

Some 3% to 11% of respondents indicated that they did not know the drugs that were indicated. The drugs that were indicated as being most unfamiliar were LSD/PCP (two drugs in the category hallucinogen and commonly known as “acid” and “angel dust” respectively); and methamphetamine (a stimulant with high psychological dependence and usually taken orally or by injection).

About 8% were not familiar with heroin (a known narcotic, pain killer) and ecstasy (a designer drug that acts as both a stimulant and a hallucinogen, it is taken orally as a capsule or tablet). Smaller proportion of respectively 3-5%, were unfamiliar with ganja, crack cocaine and inhalants.

**Table 4: Reported Lifetime Drug Use by Age and Gender**

	Gender		Age				
	Male	Female	15-19	20-29	30-49	50-59	60+
Ganja	31.4	23.6	4.0	29.9	55.7	9.0	1.5
Cocaine/crack	3.2	4.1	-	29.6	63.0	7.4	-
Ecstasy	2.3	2.5	-	44.4	55.6	-	-
Methamphetamine	2.3	1.8	-	33.3	60.0	6.7	-
LSD	3.5	2.3	-	28.6	57.1	14.3	-
Heroin	0.9	0.8	16.7	50.0	16.7	16.7	-
Inhalants	1.7	0.5	-	25.0	62.5	12.5	-

**Reported Drug Use - Gender and Age**

A higher proportion of males compared to females reported ganja use (31% vs 24%) but interestingly, a slightly higher proportion of females reported cocaine use (4% vs 3%) and ecstasy use (3% vs 2%). For all other drug categories a slightly higher proportion of males reported use.

Respondents in the 15-19 yrs age group (teenage workers) did not report any drug use outside of ganja and heroin. Most all drug use (i.e. in all categories) was reported by two age groups (those 20-29 and 30-49 yrs old). A small proportion of



use was reported by those in the 50-59 yrs age group except in the case of ecstasy. Only marijuana use was reported was those in the 60yrs or older age group and this was a very small proportion (1.5%).

## Frequency of Cigarette Use

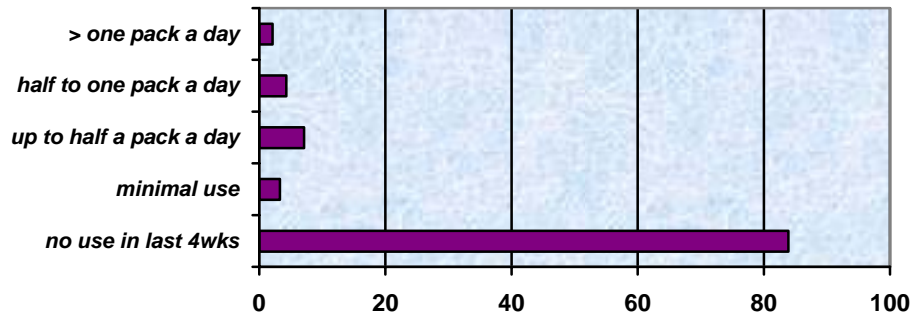
**Table 5: Reported Cigarette Use in the last 4 Weeks**

Aggregated	Cigarette use in the last 4 weeks	No. (%)	Aggregate
No use in the last 4 weeks	Never used cigarette	456 (61.0)	<b>627 (83.9)</b>
	Used, but not in the last 4 weeks	171 (22.9)	
Minimal use	I tried one cigarette in the last 4 weeks	13 (1.7)	<b>25 (3.3)</b>
	Less than 1 cigarette a day	12 (1.6)	
Up to half pack a day	1 or 2 cigarettes a day	14 (1.9)	<b>53 (7.1)</b>
	3 to 5 cigarettes a day	21 (2.8)	
	6 to 10 cigarettes a day	18 (2.4)	
Half to one pack a day	11 to 15 cigarettes a day	11 (1.5)	<b>32 (4.3)</b>
	16 to 20 cigarettes a day	21 (2.8)	
> one pack a day	More than 20 cigarettes a day	9 (1.2)	<b>9 (2.1)</b>

For the most part cigarette use in the last four weeks overall was relatively low – only 16% of respondents indicated some form of use. Of those using, most 44% [(53/120) - or just 7% of all respondents] reported smoking up to half a pack of cigarette a day. A little more than a quarter of smokers (27%) were smoking half to one pack of cigarette a day. A small proportion of respondents overall (2%) reported smoking more than 20 cigarettes a day (> one pack a day).

Of interest is the fact that six of every ten respondents (61%) indicated that they had never used cigarettes and the 22% (little more than one-fifth) that indicated not using in the last four weeks might be an indication of intentions to cut-back or stop smoking.

Fig 14: Cigarette Use in the Last Four Weeks



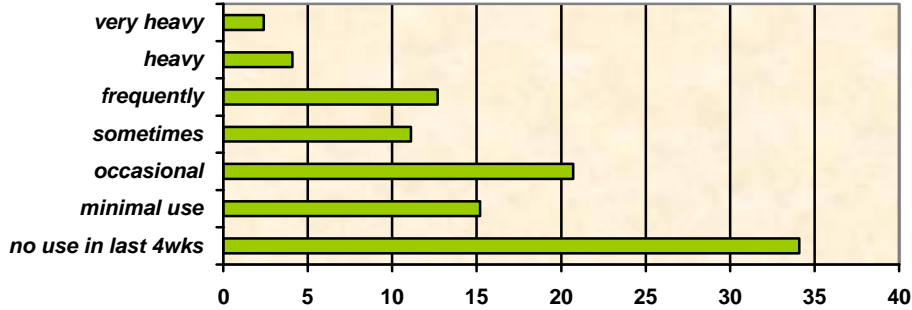
### Frequency of Alcohol Use

Table 6: Reported Alcohol Use in the last 4 Weeks

Aggregated	Alcohol use in the last 4 weeks	No. (%)	Aggregate
No use in the last 4 weeks	Never drunk alcohol in my lifetime	104 (13.9)	<b>191 (34.1)</b>
	I have drunk alcohol but not in the last 4 weeks	151 (20.2)	
Minimal	Drank only at special events in the last 4 weeks	96 (12.9)	<b>113 (15.2)</b>
	Had a sip of alcohol to see what it is like	17 (2.3)	
Occasional	Once a month or less	43 (5.8)	<b>154 (20.7)</b>
	Two or three times a month	111 (14.9)	
Sometimes	Once a week	83 (11.1)	<b>83 (11.1)</b>
Frequently	Two or three times a week	95 (12.7)	<b>95 (12.7)</b>
Heavy	Four or five times a week	31 (4.1)	<b>31 (4.1)</b>
Very heavy	Almost every day - six or seven times a week	15 (2.4)	<b>15 (2.4)</b>

Some 66% of respondents (almost seven of every ten persons) indicated using alcohol. Only 14% of respondents had never used alcohol in their lifetime and a further 20% had not used it in the last four weeks. About 15% reported drinking only at special events or just taking a sip to what it is like (these were considered as minimal drinking over the past four weeks).

Fig 15: Alcohol Use in the Last Four Weeks



Twenty-one percent of respondents reported drinking once a month or less; or two or more times a month (these were considered as occasional drinking over the past four weeks). About 10% reported drinking about once a week during the last four weeks (considered drinking 'sometimes'). An additional 13% reported drinking two or three times a week (frequent drinking) while 4% reported four or five times a week (heavy drinking) and 2.4% were very heavy drinkers (drinking almost every day – six or seven times a week).

**Frequency of Other Drug Use in the Last Four Weeks**

**Table 7: Frequency of Other Drug Use**

	Once a month or less	2-3 times a month	1-2 times a week	3 or more times a week	Not in the last four weeks
Ganja	12 (1.6)	5 (0.7)	4 (0.5)	2 (0.3)	724 (96.9)
Cocaine/crack	4 (0.5)	-	-	-	743 (99.5)
Ecstasy	3 (0.5)	-	-	2 (0.3)	742 (99.2)
Methamphetamine	2 (0.3)	-	-	-	745 (99.7)
LSD	2 (0.3)	-	-	4 (0.5)	741 (99.2)
Heroin	2 (0.3)	-	-	2 (0.3)	743 (99.4)
Inhalants	2 (0.3)	-	-	4 (0.5)	741 (99.2)

***Drug Use (out of work hours) Last Four Weeks (table 7)***

Respondents were asked to indicate how frequently they used the indicated drugs socially or out of work hours in the last four weeks. Except for ganja, very few persons reported using the other drugs within the last four weeks. Twelve persons (1.6%) reported using ganja once a month or less and eleven others indicated more regular frequencies ranging from 2-3 times a month to 3 or more times a week.

Four respondents reported having used cocaine (crack cocaine or cocaine powder) once a month or less in the last four weeks three respondents reported the use of ecstasy with that same frequency. In addition two persons each reported the use of methamphetamine, LSD, heroin and inhalants with that same frequency.

Four respondents each reported use of inhalants and LSD three or more times a week and two respondents each reported use of ecstasy and heroin three or more times a week. With the exception of ganja, less than 1% of use all respondents reported drug use in the four weeks period prior to the survey. Three percent of respondents reported ganja use overall.

***Sociable Drug Use by Job Classification (table 8)***

Respondents who indicated using ganja in a sociable setting were more likely to be frontline skilled employees and those in the category 'other management'. The analysis further shows that frontline skilled employees as much as or more use for all the categories of substances. The other category of workers of note were those in middle management accounting for 14% of the social use and executives accounting for less than 1% of use.

Taken together frontline skilled and unskilled workers reported 68% of all sociable drug use in the four-week period prior to the survey.

**Table 8: Sociable Drug Use by Job Classification**

	Ganja	crack	Ecstasy	Meth	LSD	Heroin	Inh
Executive	1				1		2
Supervisor/foreman	-	-	-	-	-	-	-
Middle management	2	1	2	-	1	1	-
Other management	4	-	-	-	-	-	1
Frontline (skilled)	15	2	2	1	3	2	2
Frontline (unskilled)	1	1	1	1	1	1	1
<b>Total</b>	<b>23</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>6</b>

### Frequency of Substance Use When Alone in the Last Four Weeks

Six respondents indicated that they had used ganja in the last four weeks while being alone (five indicated that this was done a few times and one person said it was done often). The one person who indicated that it was done often was a female while those who reported doing it a few times were all males.

**Table 9: Substance Use While Alone**

	Often	A few times	Not in the last four weeks
Alcohol	4 (0.5)	121 (16.2)	724 (96.9)
Ganja	1 (0.1)	5 (0.7)	743 (99.5)
Cocaine/crack	-	2 (0.3)	742 (99.2)
Ecstasy	-	4 (0.5)	745 (99.7)

About 16% of respondents reported using alcohol a few times while alone (121 persons) – 62% of these persons were males and 38% were females. Four other persons said they did this often (all males).

**Number of Drinks**

A higher proportion of respondents reported having 1-3 drinks at any one time for each of the alcoholic beverages described - 34% indicated 1-3 drinks for beers; 36% said 1-3 drinks in relation to wine; and 24%, almost a quarter, said 1-3 drinks for liquor.

Notable fewer had 3-4 drinks in relation to beer wine or liquor - about 9% for beers, 4% for wine and 7% for liquor. An even smaller proportion reported six or more drinks at any one time - 4% for beers, less than 1% for wine, and about 1% for liquor.

**Table 10: Number of Drinks at Any One Time**

	Number of Drinks			Reported no drinking
	1-3	4-5	6 or more	
Beer	251 (33.6)	66 (8.8)	31 (4.2)	399 (53.4)
Wine	271 (36.3)	29 (3.9)	3 (0.4)	444 (59.4)
Liquor	175 (23.5)	55 (7.4)	8 (1.1)	509 (68.1)

**Number of Drinks and Job Classification**

From table 11, a higher number of frontline workers reported having drinks (whether beer, wine or liquor). They were more likely to report 4-5 or 6 and more drinks compared to other categories of workers. The other job categories of note were middle management and other senior management.

**Table 11: Number of Drinks by Job Classification**

	Number of drinks at any one time								
	Beer			Wine			Liquor		
	1-3	4-5	6+	1-3	4-5	6+	1-3	4-5	6+
Executive	25	11	3	37	6	1	22	3	1
Supervisor/foreman	16	6	3	12	1	1	10	3	0
Middle management	38	10	6	50	7	0	33	13	0
Other management	29	8	-	41	7	0	26	6	0
Frontline (skilled)	118	27	14	115	7	0	70	28	6
Frontline (unskilled)	14	3	5	5	1	1	8	2	1

**Problem Drinking**

**CAGE Screening Test (table 12)**

Respondent's alcohol use was evaluated for problem drinking using the CAGE screening test. This test is comprised of four questions (Do you have difficulty Cutting down? Are you Angry because someone criticized your drinking? Do you feel Guilty about drinking? Do you take an Eye-opener –morning drink to relieve withdrawal symptoms?). Two or more answers in the affirmative is usually indicative of a positive history of problem drinking.

**Table 12: CAGE Screening Test**

	Response		Sex	
	Yes	No	Male	Female
Have you ever felt the need to CUT DOWN on your drinking?	<b>79 (10.6)</b>	668 (89.4)	51 (64.6)	28 (35.4)
Have people ANNOYED you by criticizing your drinking?	<b>20 (2.7)</b>	727 (97.3)	15 (80.0)	5 (20.0)
Have you felt bad or GUILTY about your drinking?	<b>49 (6.6)</b>	698 (93.4)	28 (57.1)	21 (42.9)
Have you ever had a drink (EYE OPENER) first thing in the morning to steady your nerves or get rid of a hangover?	<b>10 (1.3)</b>	737 (98.7)	9 (90.0)	1 (10.0)
<b>Relationship with your partner or family suffered</b>	<b>16 (2.1)</b>	731 (97.9)	11 (68.8)	5 (31.1)

Eleven percent of respondents reported that they felt the need to cut down on their drinking while 3% said they have been annoyed because of criticism from other persons about their drinking. About 1% indicated that they have had to take an eye opener and 7% have felt guilty about their drinking, figure 16.

Significantly more males than females reported needing to cut down, been annoyed and needing an eye opener. But in terms of feeling guilty, the difference in proportion was not as marked, figure 17.

Fig 16: CAGE Screening Test (Percent Affirmative)

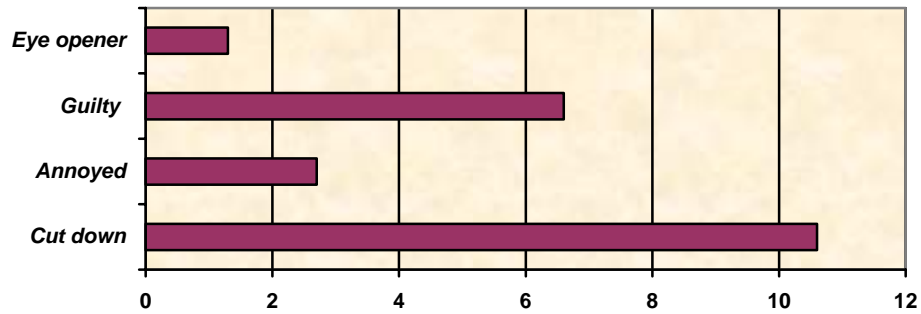
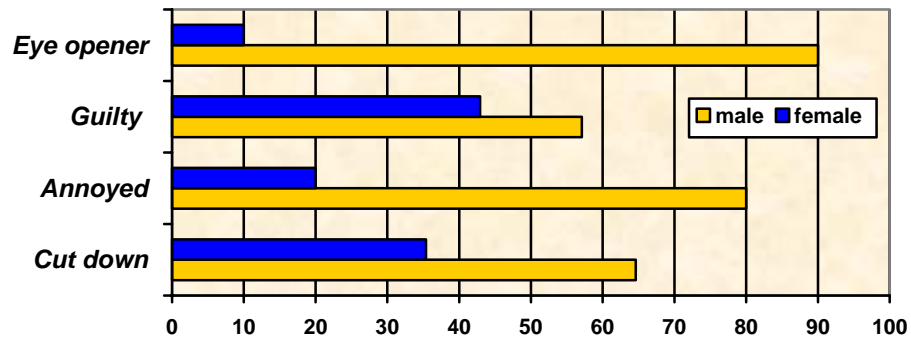


Fig 17: CAGE Screening Test (Percent Affirmative) (males compared to females)

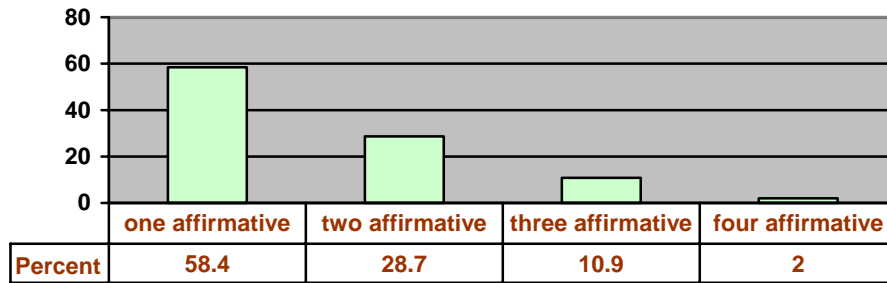


The total number of persons responding in the affirmative to one or more of the four questions in the construct was 101. As noted before the CAGE is used as a screening test to establish one's problem drinking pattern, in this light about 42% of those persons answering affirmative to the CAGE questions were assessed as problem drinkers [(42/101) - they answered affirmative to two or more questions].

More than half (58%) of the 101 respondents with affirmative answers had indicated only one affirmative response, 29% had indicated two, 11% had indicated three and two persons had indicated four (see figure 18).



**Fig 18: Percentage of Affirmative Responses**



***Some Demographic Differences for the Screening Test***

Overall males were significantly more likely to be identified as problem drinkers compared to females (males accounted for 69% compared to females 31%). The identified problem drinking tended to concentrate more in the 20-29 and 30-49 yrs age grouping. These two groups accounted for 93% of the problem drinking (39/42).

Single workers accounted for 50% of problem drinking in the marital status category followed by married workers (38%). In relation to immigration status, work permit holders were more likely to be problem drinkers, accounting for 45% while Caymanians accounted for 26% and those with Caymanian status 21%.

Frontline skilled workers accounted for 50% of problem drinking when compared by job classification while those in the finance/business and transportation and wholesale/retail sectors were more likely to be problem drinkers based on their responses (finance sector accounted for 29% and the transportation and whole sale/retail sectors for 14% each).

**Table 13: Cage Screening Test by Demographic Characteristics**

	One	Two	Three	Four		One	Two	Three	Four
<b>Age Group</b>					<b>Employment Sector</b>				
20-29	23	14	4	-	Finance/Business	23	9	2	1
30-49	31	15	5	1	Education/training	-	1	-	-
50-59	4	-	-	1	Transportation	1	3	3	-
60 plus	1	-	2	-	Real Estate/Construction	8	3	2	-
					Health/Fitness	3	2	-	-
<b>Marital Status</b>					Tourism/Entertainment	3	1	-	-
Single	31	15	7	-	Media/Advertising	-	1	-	-
Married	20	11	4	1	Wholesale/Retail	11	4	2	-
Separated	4	1	-	1	Personal Services	4	4	-	-
Divorced	4	2	-	-	Community/ Social svcs.	1	-	-	-
Widow/widower					Telecommunication	5	1	2	-
<b>Immigration Status</b>					<b>No. Last 3yrs (fulltime)</b>				
Caymanian	17	7	4	-	One	29	19	8	2
Caymanian status	8	6	2	1	Two to three	30	10	3	-
Permanent resident	3	2	1	-					
Work permit holder	31	14	4	1	<b>Education Completed</b>				
					Primary	1	1	1	-
<b>Job Classification</b>					Secondary	12	10	6	-
Executive	10	2	1	-	Post Secondary	27	8	2	1
Supervisor/foreman	5	3	1	-	University	19	10	2	1
Middle management	7	3	1	1					
Other management	5	3	-	1	<b>Financial Situation</b>				
Frontline (skilled)	27	17	4	-	Well off	3	1	-	-
Frontline (unskilled)	4	1	4	-	Above average	9	5	4	1
					About average	31	19	4	1
<b>Sex</b>					Below average	12	4	2	-
Male	32	17	10	2	Cons'y below avg	4	-	1	-
Female	27	12	1	-					

### **Drinking and Relationships**

As seen in table 12, respondents were also asked whether the relationship with their partner or family member had suffered as a result of their drinking over the past year. A very small proportion of respondents said “yes” (2% or 16 persons) – 69% were males and 31% females. This translates to 11 males and 5 females.

### **Driving While Intoxicated**

Respondents were asked if they were ever charged with a driving while intoxicated offence (DWI) over the past year. Only 10 persons indicated that they were so charged (1.3%). Of those 10 persons there were five males and five females; five Caymanians, four work permits holders and one with Caymanian status. Also, there were five each in the age grouping 20-29 and 30-49yrs.

There were also asked to indicate how many times they had been charged but not many persons responded to this question. Of the five persons who responded, three said they were charged only once and the other two indicated two or more times.

### **Treatment for Alcohol and or Drug Use/Abuse**

Respondents were asked to indicate whether they had received any treatment for alcohol and or drug abuse, only five (5) persons said “yes” (3 males and 2 females and all 5 in the 30-49 yrs age grouping).

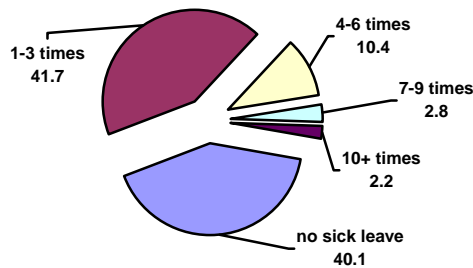
**Table 14: Very Low Response Questions**

	No. (%)
Drinking and Relationships	16 (2.0)
Drinking while Intoxicated	10 (1.3)
Treatment for Alcohol and or For Drug Use	5 (0.6)

### **Sick Leave Last 12 Months**

Four out of every ten respondents (40%) indicated they had not taken any sick leave in the last 12 months. However, 42% had taken sick leave 1-3 times, 10% had taken 4-6 times, 3% 7-9 times and 2% 10 or more times. Some 3% (21 persons did not respond to the question).

**Fig 19: Number of Times Sick Leave Taken in Past Year**



### **Reasons for Sick Leave**

Varying reasons were given for taking sick leave during the year. Most reasons were for 'sickness not related to drug use' – 46% of respondents chose this option). Only three persons indicated that they had taken sick leave for illness related to alcohol or drug use. Other reasons given were: personal problems (44 or 6%); personal business (5 or 0.7%); not wanting to deal with problems at work (12 or 1.6%); not sick but wanted to use sick days (13 or 1.8%); not motivated, bored with work (5 or 0.7%).

Fig 20: Reasons for Sick Leave

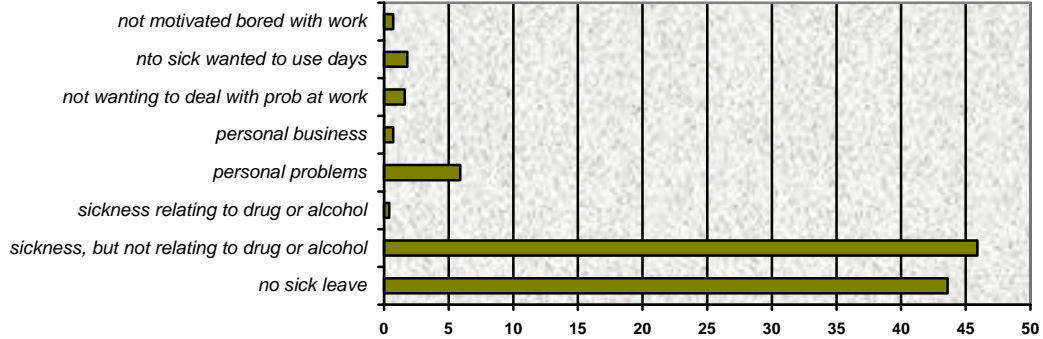


Table 15: Sex, Job Classification and Employment Sector by No. of Sick Leave Taken in the Last 12 Months

	No of times sick leave taken last 12 months				
	None	1-3	4-6	7-9	10+
<b>Overall</b>	318 (42.9)	309 (41.7)	77 (10.4)	21 (2.8)	16 (2.2)
<b>Gender</b>					
Female	177 (51.9)	128 (37.5)	25 (7.3)	8 (2.38)	3 (0.9)
Male	137 (34.9)	177 (45.2)	52 (13.3)	13(3.3)	13 (3.3)
<b>Job Classification</b>					
Executive	33 (45.8)	33 (45.8)	4 (5.6)	1 (1.4)	1 (1.4)
Supervisor/foreman	18 (40.0)	18 (40.0)	8 (17.8)	-	1 (2.2)
Middle management	46 (40.4)	60 (52.6)	6 (5.3)	2 (1.8)	-
Other management	44 (49.4)	35 (39.3)	5 (5.6)	2 (2.2)	3 (3.4)
Frontline (skilled)	130 (38.9)	139 (41.6)	45 (13.5)	11 (3.35)	9 (2.7)
Frontline (unskilled)	25 (52.1)	15 (31.3)	4 (8.3)	2 (4.2)	2 (4.2)
<b>Employment Sector</b>					
Finance/Business	88 (37.1)	104 (43.9)	28 (11.8)	9 (3.8)	8 (3.4)
Education/training	11 (40.7)	11 (40.7)	5 (18.5)	-	-
Transportation	23 (35.4)	27 (41.5)	10 (15.4)	3 (4.6)	2 (3.1)
Real Estate/Construction	31 (43.7)	31 (43.7)	6 (8.5)	3 (4.2)	-
Health/Fitness	22 (53.7)	13 (31.7)	5 (12.2)	-	1 (2.4)
Tourism/Entertainment	11 (47.8)	8 (34.8)	4 (17.4)	-	-
Media/Advertising	8 (57.1)	6 (42.9)	-	-	-
Wholesale/Retail	60 (49.6)	39 (32.2)	14 (11.6)	5 (4.1)	3 (2.5)
Public Administration	2 (28.6)	4 (57.1)	1 (14.3)	-	-
Personal Services	23 (54.8)	18 (42.9)	1 (2.4)	-	-
Community/ Social services	7 (35.0)	13 (65.0)	-	-	-
Telecommunication/Utilities	32 (43.8)	35 (47.9)	3 (4.1)	1 (1.4)	2 (2.7)

***Sick Leave and Demographic Differences***

From table 15, notable more females than males reported taking sick leave in the last year (65% compared to 48%). At least half of all employees in all of the job classifications had taken sick leave. This was more notable among frontline skilled workers (61%), middle managers (60%) and other senior managers (60%). Interestingly, the least sick leave was taken by frontline unskilled workers (48%).

Respondents working in the employment sectors related to media, personnel services, health and the wholesale/retail were least likely to report having taken sick leave in the last year. Those working in finance, transportation, community services and public administration were most likely to report taking sick leave.

***Sick Time, Absenteeism and Work Performance***

Respondents were asked the questions – “Do you think that sick time and absenteeism is abused in this company?” and “Do you think work performance could be improved?” Eighteen percent said yes they though sick time and absenteeism were abused and four of every ten (42%) felt that work performance could be improved.

***Sick Time, Absenteeism***

Slightly more males than females felt that sick time and absenteeism were been abused [one in five males (20%) and one in six females (17%)]. As authority level went from bottom to top (in relation to job classification) so too the proportion of respondents who felt that sick time and absenteeism were been abused.

**Table 16: Sick Time, Absenteeism and Work Performance and Selected Demographic Variables**

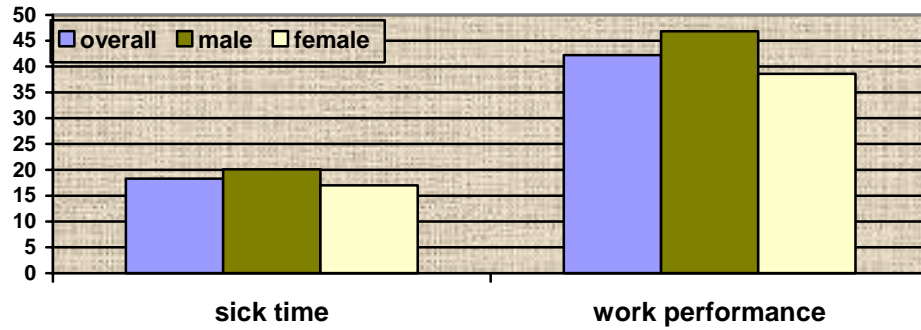
	Do you think sick time and absenteeism is abused?		Do you think work performance could be improved	
	Yes	No	Yes	No
<b>Overall</b>	<b>137 (18.3)</b>	<b>610 (81.7)</b>	<b>315 (42.2)</b>	<b>432 (57.8)</b>
<b>Gender</b>				
Female	69 (20.1)	275 (79.9)	161 (46.8)	183 (53.2)
Male	67 (17.0)	327 (83.0)	152 (38.6)	242 (61.4)
<b>Job Classification</b>				
Executive	21 (28.8)	52 (71.2)	29 (39.7)	44 (60.3)
Supervisor/foreman	8 (17.8)	37 (82.2)	26 (57.8)	19 (42.2)
Middle management	28 (24.1)	88 (75.9)	45 (38.8)	71 (61.2)
Other management	22 (24.2)	69 (75.8)	37 (40.7)	54 (59.3)
Frontline (skilled)	52 (15.6)	282 (84.4)	152 (45.2)	183 (54.8)
Frontline (unskilled)	4 (8.3)	44 (91.7)	14 (29.2)	34 (70.8)

Frontline (unskilled) 8%, frontline (skilled) 16% and supervisors (18%) were in rank order least likely to indicate that sick time and absenteeism were abused. As would be expected, those in management positions (executive 29%, middle management and other senior management (24% each) were more likely to indicate that those opportunities were been abused.

**Work Performance**

Slightly more males than females also felt that work performance could be improved (47% of males and 39% of females. Supervisors/foremen were more likely to indicate that work performance could be improved while the lowest category of workers, (frontline unskilled) was those least likely to indicate that work performance could be improved.

Fig 21: Attitude Towards Sick Time and Work Performance



### **Sleeping Aide (Medication or Drugs)**

The question asked was – “During the last month, how often did you use medication or drugs to help you sleep?” and response categories were given. These responses were recoded to indicate that 8% (56/747) of respondents indicated that they did use medication or drugs to help with sleeping during the last month.

This was indicated by 18 males (4.9% of all males) and 38 females (9.6% of all females). Respondents in the 30-49yrs age grouping were more likely to also report this (59% of those who had used a sleeping aide were in this age grouping, and 20% were in the 20-29yrs age bracket).

### ***Frequency of Use of Sleeping Aide***

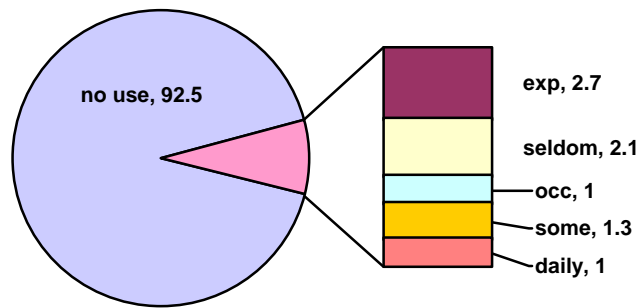
As indicated before the vast majority had not used any medication or drugs to aide sleeping. However, 20 persons (3%) had tried using something once, 15 persons did it on a sort of weekly basis (once a week or 2-3 times a week), 16 more did it monthly (2-3 times during the month) and 5 persons did it daily or nearly every day.



**Table 17: Frequency of Using Sleeping Aide in last 4 Weeks**

Recode	Actual responses	No. (%)
No use	Never	691 (92.5)
Experimental	Only once	20 (2.7)
Seldom	2-3 times during the whole month	16 (2.1)
Occasional	Once a week	5 (0.7)
Sometimes	2-3 times a week	10 (1.3)
Daily	Every day or nearly every day	5 (0.7)

**Fig 22: Use of Sleeping Aide**



**Late for Work/Missed Deadlines**

Respondents were asked how often they were late for work or missed deadlines. Most respondents said never (42%). This was followed by 38% or almost one in four indicating seldom, 10% saying ‘a few times a year’, and 3% and 4% indicated ‘1-3 times a month’ or ‘once a week or more’ respectively.

**Table 18: Frequency of Being Late for Work or Missing Deadlines**

<b>Responses</b>	<b>No. (%)</b>	<b>Males</b>	<b>Females</b>
Never	314 (42.4)	52.2	47.5
Seldom	279 (37.7)	42.3	56.6
A few times a year	72 (9.7)	9.4	9.9
1-3 times a month	24 (3.2)	2.4	4.1
Once a week or more	29 (3.9)	2.6	5.1
No response	22 (3.0)	2.6	2.6

### **Comparisons**

Overall, notable more males compared to females reported that they are never late for work or never miss deadlines (52% versus 48%). However, a higher proportion of females said they seldom did this (57% versus 42%), but about equal proportions reported being late a few times a year. About twice as many females compared to males reported being late once a week or more (5% versus 2.6%).

The employment sectors for which respondents were most likely to report that they were 'never' or 'seldom' late were: finance/business, tourism, real estate, wholesale/retail and telecommunications. The sectors least likely to report this were: public administration, media and community services.

### **Long Lunches or Breaks**

Respondents were asked how often they took long lunches or breaks -most respondents overall said 'seldom' (42%) while most others said 'never' (37%). This was followed by 11% or about one in nine indicating 'a few times a year', and 4% each indicating '1-3 times a month' or 'once a week or more'.

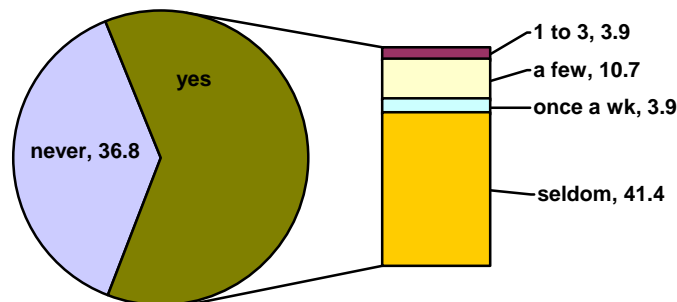
**Table 19: Frequency of Long Lunches or Breaks**

Responses	No. (%)	Males	Females
Never	272 (36.8)	52.2	47.5
Seldom	306 (41.4)	42.3	56.6
A few times a year	79 (10.7)	9.4	9.9
1-3 times a month	29 (3.9)	2.4	4.1
Once a week or more	29 (3.9)	2.6	5.1
No response	25 (3.4)	2.6	2.6

**Comparisons**

Like for being late for work, a notable higher proportion of males compared to females reported that they never take long lunches or breaks (42% versus 33%). However, a higher proportion of females said they seldom did this (58% versus 42%), but about equal proportions reported taking late lunches or breaks ‘a few times a year’, ‘once a week or more’ and 1-3 times a month.

**Fig 23: Long Lunches or Breaks**



**Family with Alcohol or Drug Problem**

Respondents were asked three questions concerning family members with a drug or alcohol problems (Have you ever had a parent with drug or alcohol problem? Have you ever had a spouse/partner with a drug or alcohol problem? Have you ever had any other family member with a drug or alcohol problem?).

Eleven percent of respondents (85/747) said “yes” they have or had a parent with drug or alcohol problem; while one in ten (10%) said they have or had a spouse or partner with a drug or alcohol problem. However, about twice as many (22%) said they have or had other family member with a drug or alcohol problem.

Fig 24: Family with Drug and Alcohol Problems

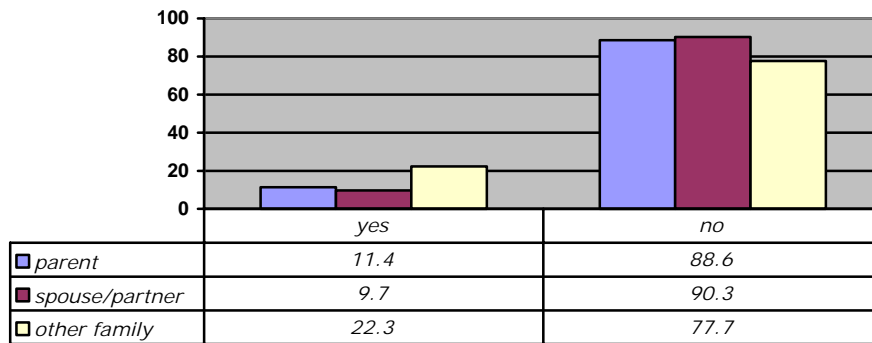


Table 20: History of Family Member with Drug Abuse Problems and Selected Demographic Variables

	History of Drug or Alcohol Problem (those who said ‘yes’)		
	Parent	Spouse/partner	Other family
<b>Gender</b>			
Female	34 (9.9)	14 (4.1)	52 (15.1)
Male	49 (12.4)	58 (14.7)	112 (28.4)
<b>Age Group</b>			
15-19	2 (10.5)	1 (5.3)	4 (21.1)
20-29	27 (14.2)	22 (11.6)	49 (25.8)
30-49	45 (10.5)	39 (9.12)	94 (22.0)
50-59	10 (11.5)	9 (10.3)	17(19.5)
60 plus	1 (5.0)	1 (5.0)	2 (10.0)
<b>Immigration Status</b>			
Caymanian	36 (14.0)	34 (13.2)	84 (32.6)
Caymanian status holder	21 (12.3)	18 (10.5)	39 (22.8)
Permanent resident	1 (3.0)	1 (3.0)	3 (9.1)
Work permit holder	27 (9.8)	19 (6.9)	39 (14.2)

### ***Sex Differences***

On in every ten of all males (10%) indicated that they have or had a parent with a drug or alcohol problem while a slightly higher proportion of females (12%) also indicated this. A significantly high proportion of females compared to males indicated that they have or had a spouse or partner with a drug or alcohol problem (15% of females versus 4% of males). In addition, about twice as many females compared to males indicated that they have or had a family member with a drug or alcohol problem (28% versus 15%).

### ***Immigration Status Differences***

Comparing immigration status, tabulations indicated that Caymanians (14%) and those with Caymanian Status (12%) were more likely to report that they have or had a parent with a drug or alcohol problem. Ten percent of respondents with work permit status also reported as did 3% of those with permanent resident status. The same pattern was observed for the spouse/partners and other family members (see table 21).

### ***Age Differences***

Respondents in the age grouping 20-29yrs reported a high proportion of affirmative responses for all three questions – 14% have or had a parent, 12% a spouse or partner and 26% have or had family member with a drug or alcohol problem. This age group was followed in almost all cases by those in the 30-49 yrs age grouping.

### **Recent Alcohol/Marijuana Use and History of Family Member with Alcohol or Drug Problems**

Cross tabulations were done to describe the relationship of reported alcohol and ganja use in the last four weeks among respondents who indicated that there was a history of alcohol or drug problems for parents, spouse/partners or other family members.

Not much alcohol use was seen among those who indicated that they have or had a parent with drug or alcohol problems. About 20% of those who indicated this problem reported alcohol use a few times in the last month. For the most part the vast majority of respondents with a history of a parent with alcohol or drug use did not report any alcohol use (79% did not report any alcohol use).

**Table 21: Recent Substance Use and History of Family Problems**

	"Yes" to Recent Alcohol Use		
	Often	A few times	Not in the last four weeks
A parent with a drug or alcohol problem	1 (1.2)	17 (20.2)	66 (78.6)
A spouse/partner with a drug or alcohol problem	-	14 (19.4)	58 (80.6)
Other family members with a drug or alcohol problem	-	32 (19.6)	131 (80.4)
	"Yes" to Recent Ganja Use		
	Often	A few times	Not in the last four weeks
A parent with a drug or alcohol problem	-	-	84 (100.0)
A spouse/partner with a drug or alcohol problem	-	-	72 (100.0)
Other family members with a drug or alcohol problem	-	2 (1.2)	161 (98.8)

Not much alcohol use was seen among those who indicated that they have or had a parent with drug or alcohol problems. About 20% of those who indicated this problem reported alcohol use a few times in the last month. For the most part the vast majority of respondents with a history of a parent with alcohol or drug use did not report any alcohol use (79% did not report any alcohol use).

This was more or less the same patterns for those respondents who had spouse/partner or other family member with a history of alcohol or drug use. Eight of every ten to these respondents (80%) had not reported any recent alcohol use.

Ganja use was even less indicated by respondents who had parent, spouse or other family members with a history of alcohol or drug use. Only two persons indicated ganja use (a few times in the last month).

**Lifetime Marijuana and Cocaine Use and History of Family Member with Alcohol or Drug Problems**

**Table 22: Lifetime Ganja and Cocaine Use with Family History of Alcohol or Drug Problems**

History of .....		Lifetime Ganja Use	
		Yes	No
A parent with a drug or alcohol problem ( $\chi^2 = 14.18, p < 0.001$ )	(yes)	38 (44.7)	47 (55.3)
	(no)	164 (24.8)	498 (75.2)
A spouse/partner with a drug or alcohol problem ( $\chi^2 = 7.85, p < 0.01$ )	(yes)	30 (41.7)	42 (58.3)
	(no)	172 (25.5)	503 (74.5)
Other family members with a drug or alcohol problem ( $\chi^2 = 6.24, p < 0.05$ )	(yes)	58 (34.9)	108 (65.1)
	(no)	144 (24.8)	437 (75.2)
		<b>Lifetime Cocaine Use</b>	
A parent with a drug or alcohol problem ( $\chi^2 = 23.95, p < 0.001$ )	(yes)	11 (12.9)	74 (87.1)
	(no)	16 (2.4)	646 (97.3)
A spouse/partner with a drug or alcohol problem ( $\chi^2 = 27.52, p < 0.0001$ )	(yes)	11 (15.3)	61 (84.8)
	(no)	16 (2.4)	659 (97.6)
Other family members with a drug or alcohol problem ( $\chi^2 = 1.39, p > 0.05$ )	(yes)	9 (5.4)	157 (94.6)
	(no)	18 (3.1)	563 (96.9)

***Lifetime Ganja Use and Family History***

About 45% of respondents who reported that they have or had a parent with a history of drugs or alcohol use had used ganja at least once in their lifetime. This compares to 25% of respondents reporting lifetime ganja use among those who had no parents with a history of drug or alcohol use. This suggests that respondents with a family history of alcohol or drug use among parents were significantly more likely to report lifetime ganja use ( $\chi^2 = 14.18, p < 0.001$ ).

About 42% of respondents who reported that they have or had a spouse or partner with a history of drugs or alcohol use had used ganja at least once in their lifetime. This compares to 25% of respondents reporting lifetime ganja use among those who had no family history of drug or alcohol use among spouse or partners.

This again suggests that respondents with a family history of alcohol or drug use among spouse or partners were significantly more likely to report lifetime ganja use ( $\chi^2 = 7.85$ ,  $p < 0.01$ ). This difference was not as strong as that observed for family history of parent's alcohol or drug use, but the strongest relationship was seen with those who had a parent with a history of drug or alcohol use.

There was a significant difference (but a much weaker difference) between respondents who reported that they have or had other family members with a history of drugs or alcohol use and those who did not and this in relation to lifetime ganja use – 35% of those with the family history reported ganja use compared to 25% of those without the family history ( $\chi^2 = 6.24$ ,  $p < 0.05$ ).

### ***Lifetime Cocaine Use and Family History***

Cross tabulations showed that there was also strong relationship between family history of drug or alcohol use and reported lifetime cocaine use.

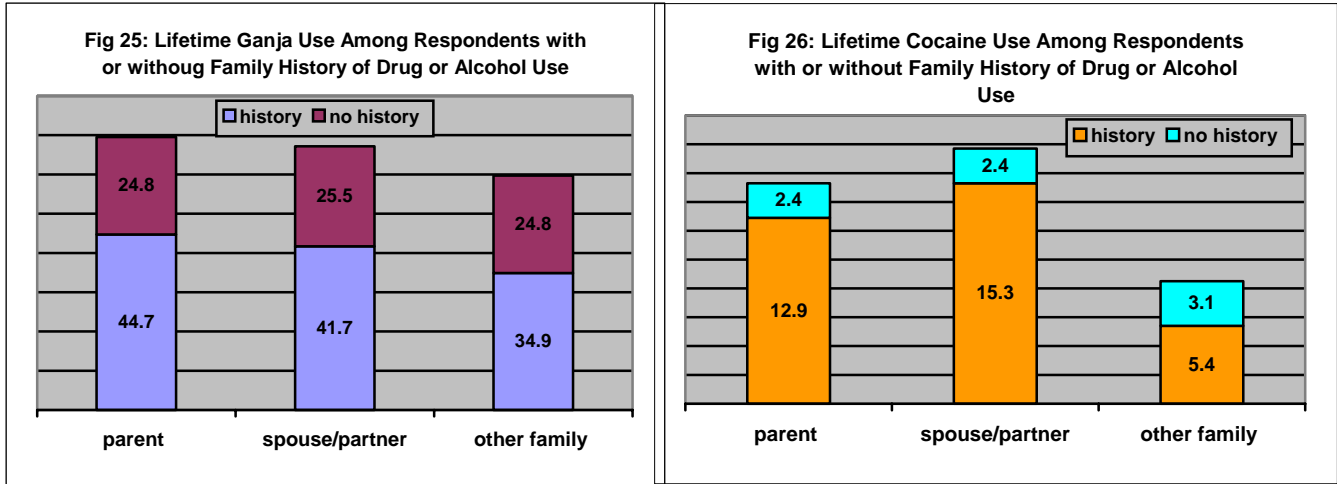
About 13% of respondents who reported that they have or had a parent with a history of drugs or alcohol use had used cocaine at least once in their lifetime. This compares to only 2.4% of respondents reporting lifetime cocaine use among those who had no parents with a history of drug or alcohol use. This suggests that respondents whose parents have or had a history of alcohol or drug use were significantly more likely to report lifetime cocaine use ( $\chi^2 = 23.95$ ,  $p < 0.001$ ).

In addition, respondents whose spouse or partner have or had a history of drug or alcohol problems were also more likely to report higher proportion of cocaine use compared to those respondents who did not have a spouse or partner with a



history of alcohol or drug use (15% versus 2.4%, ( $\chi^2 = 27.52$ ,  $p < 0.0001$ , this was the strongest difference observed, the Odds Ratio was 7.43 (3.04-18.00).

The differences for lifetime cocaine use among those with or without other family members with a history of drug or alcohol problems was not statistically significant (5% versus 3%,  $p > 0.05$ ).



### **Alcohol or Drug Policy**

The study sought to capture information on the presence or absence of written alcohol or drug policies at the various companies. It also tried to establish whether there was random drug testing and for what purpose was random drug testing used. Information pertaining to health and safety issues was also solicited.

More than half of all respondents (55%) indicated that their company had a written policy regarding the use of alcohol or drugs. The five sectors that were more likely to report this in rank order were: telecommunications (86%), personnel services (81%), finance and business (64%), public administration (57%) and media (50%).

In terms of category of employees who were more likely to report that their company had such a policy, there was almost no notable difference. Except for

the frontline (unskilled) category, 55-60% of all other categories of employees reported that such a policy was in place.

### **Drug Testing**

Only 16% of respondents indicated that their company had drug testing in place. It should be noted though that a considerable large proportion of employees (24%) said they did not know if drug testing was done at their workplace.

Report of drug testing was significantly more notable in the telecommunication sector (66%); transportation sector (39%) and the community social services sector (38%). Nineteen percent of those employees in the personnel services sector reporting drug testing but less than 10% of employees in all remaining sectors.

### **Reasons for Drug Testing**

The responses suggested that drug testing was mostly done in relation to both 'regular employment practice' and 'as part of the hiring process', but less so in terms of 'follow-up to treatment'.

Ten percent of employees said it was use as part of the hiring process while 11% said it was used as a regular employment practice and only 4% indicated that it was for follow-up to treatment. An overwhelming majority of respondents did not know the reasons for the drug testing done at the workplace (some 79-86% of respondents across the different sectors).

### **Health and Safety Committee**

About one in eight (13%) respondents indicated that their workplace had a health and safety committee. Notable absent were the education, health, media, public administration and personnel service sectors. Employees in the telecommunication and tourism sectors had the highest proportion of responses.

Only employees in four sectors indicated that there was a nurse at their workplace (overall 2.2% said there was a nurse present), but the overall non-response rate for these questions was relatively high (13-14%). Eight percent indicated the presence of a 'first-aid team' at their workplace.

**Table 23: Percentage Responses to Questions on Drug Policy and Drug Testing**

	Q29A	Q29B	Q29B1	Q29B2	Q29B3	Q29C1	Q29C2	Q29C3
<b>Overall</b>	<b>55.2</b>	<b>16.3</b>	<b>10.3</b>	<b>11.2</b>	<b>4.0</b>	<b>13.1</b>	<b>2.2</b>	<b>8.4</b>
<b>Employment Sector</b>								
Finance/Business	64.3	7.1	6.7	4.6	1.3	8.0	-	5.1
Education/training	29.6	3.7	3.7	-	-	-	-	3.8
Transportation	47.7	38.5	23.1	24.6	12.3	4.6	1.5	3.1
Real Estate/Construction	36.6	1.4	4.2	1.4	-	8.5	-	4.2
Health/Fitness	31.7	2.4	2.4	-	-	-	-	26.8
Tourism/Entertainment	48.0	4.0	4.0	4.0	-	-39.1	-	30.4
Media/Advertising	50.0	7.1	-	7.1	-	-	-	7.1
Wholesale/Retail	42.6	9.0	6.6	6.6	1.6	10.7	1.0	6.6
Public Administration	57.1	-	-	-	-	-	-	-
Personal Services	81.0	19.0	9.5	14.3	4.8	9.5	-	7.1
Community/ Social Services	42.9	38.1	23.8	19.0	-	15.0	65.0	25.0
Telecommunication	86.3	65.8	31.5	47.9	20.5	54.8	1.4	12.3
<b>Immigration Status</b>								
Executive	56.2	13.7	6.8	12.3	4.1	15.3	1.4	8.3
Supervisor/foreman	60.0	24.4	13.3	15.6	6.7	17.8	-	8.9
Middle management	55.2	21.6	12.9	12.9	5.2	13.2	2.6	7.9
Other management	59.3	20.9	11.0	12.1	6.6	18.0	1.1	6.7
Frontline (skilled)	59.0	14.1	9.9	10.8	3.0	11.1	3.3	8.1
Frontline (unskilled)	43.8	14.6	10.4	8.3	4.2	10.4	-	14.6
<b>Q29A: Does your company have a written policy regarding use of alcohol or drugs</b> <b>Q29B: Does your workplace have random drug testing</b> <b>Q29B1: Is random drug testing used as part of the hiring process</b> <b>Q29B2: Is random drug testing used as regular employment practice</b> <b>Q29B3: Is random drug testing used as follow-up to treatment</b> <b>Q29C1: At your workplace do you have a health and safety committee</b> <b>Q29C2: At your workplace do you have a nurse</b> <b>Q29C3: At your workplace do you have a first aid team</b>								

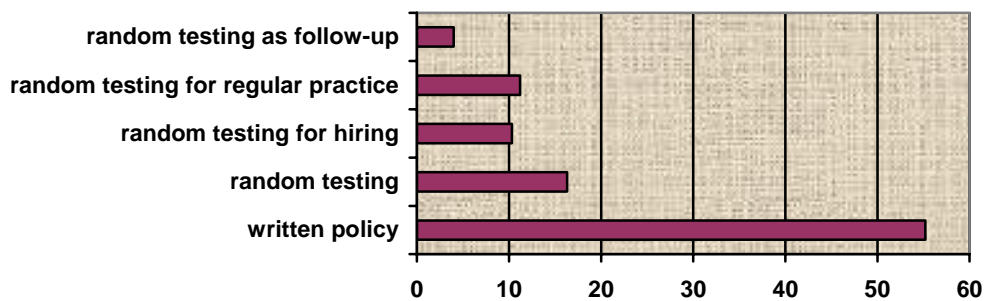
**Table 24: Policies Regarding Drug or Alcohol Use and Drug Testing**

	Yes	No	Don't know
Does your company have a written policy regarding use of alcohol or drugs	412 (55.2)	335 (44.8)	
Does your workplace have random drug testing	122 (16.3)	445 (59.3)	180 (24.1)
Is random drug testing used as part of the hiring process	77 (10.3)	80 (10.7)	590 (79.0)
Is random drug testing used as regular employment practice	84 (11.2)	70 (9.4)	593 (79.4)
Is random drug testing used as follow-up to treatment	30 (4.0)	75 (10.0)	642 (85.9)

**Table 25: Safety Features at the Workplace**

	Yes	No	Don't know
At your workplace do you have a health and safety committee	97 (13.1)	551 (74.5)	92 (12.4)
At your workplace do you have a nurse	16 (2.2)	615 (83.1)	109 (14.8)
At your workplace do you have a first aid team	62 (8.4)	575 (77.7)	103 (13.9)

**Fig 27: Drug Policies and Drug Testing**



**Drug Use/Abuse Affecting Performance**

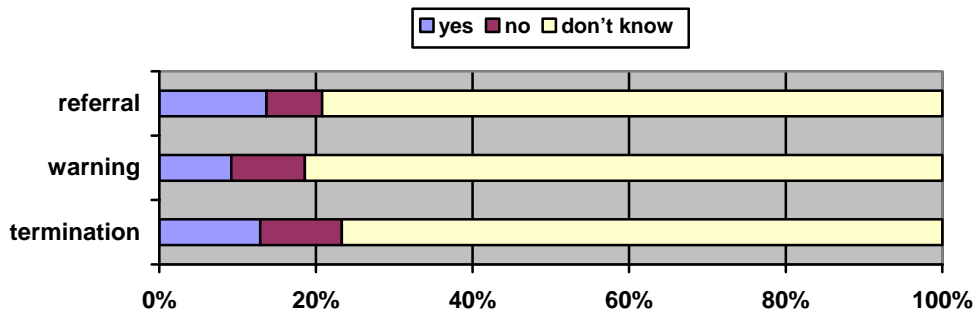
**Table 26: Drug Use/Abuse Affecting Performance**

<i>How does your company currently handle employees whose performance is affected by drug use/abuse?</i>	<b>Yes</b>	<b>No</b>	<b>Don't know</b>
Termination/fire them	96 (12.9)	78 (10.4)	573 (76.7)
Warning followed by drug testing	69 (9.2)	70 (9.4)	608 (81.4)
Referral to EAP, counselor etc.	102 (13.7)	53 (7.1)	592 (79.3)

Respondents were asked, “How does your company currently handle employees whose performance is affected by drug use/abuse?”, and the options given were: termination, warning/drug testing and referral. It is apparent that a significant proportion of respondents were not aware of their company’s policy with regards to dealing with employee’s drug or alcohol use and abuse.

This is evident by the fact that 77-81% of respondents that said they ‘did not know’ in response to the questions that were asked. Thirteen percent said their company reverted to termination, 9% said they were warned followed by drug testing and 14% said they were referred for professional help.

**Fig 28: Intervention Options**



**Knowledge of Company’s Employees Assistance Programme (EAP)**

Less than half of all respondents (48%) said they were aware of their company’s EAP. Frontline skilled workers were more likely than others (41%) to indicate

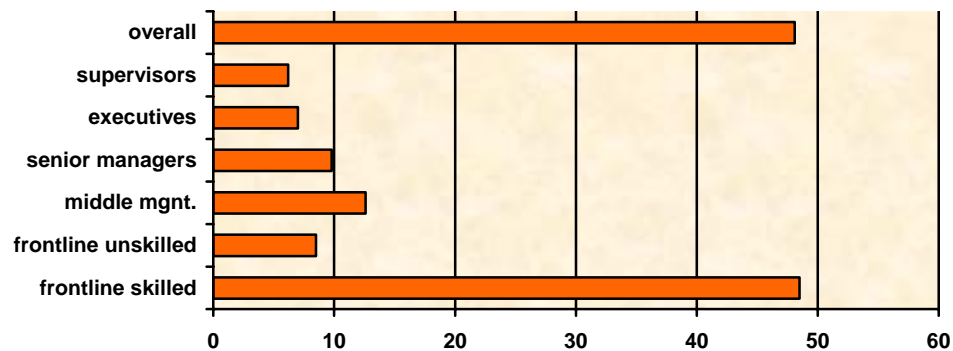
knowledge of this programme. This was followed by middle managers, other senior managers and executives in rank order.

The most prevalence responses (for those who knew of the programme) were indicated by respondents in the finance/business sector (44%); telecommunication sector (13%); wholesale/retail sector (9%) and transportation sector (8%).

**Table 27: Safety Features at the Workplace**

	Yes	No
<b>Overall</b>	359 (48.1)	388 (51.9)
<b>Immigration Status</b>		
Executive	27 (7.0)	46 (12.8)
Supervisor/foreman	24 (6.2)	21 (5.8)
Middle management	49 (12.6)	67 (18.7)
Other management	38 (9.8)	53 (14.8)
Frontline (skilled)	188 (48.5)	146 (40.7)
Frontline (unskilled)	33 (8.5)	15 (4.2)
No response	29 (7.1)	11 (3.1)

**Fig 29: Awareness of Employees Assistance Programme**



**Perception of Approval of Smoking and Drinking on the Job or on the way to Work**

Respondents were asked if they approved of alcohol and cigarette use in situations when at work or on their way to work. Almost one-third of respondents

(32%) said they approved of taking cigarette breaks at work when they were not busy. Slightly more male than females indicated this (34% compared to 31%).

When asked about drinking alcohol during lunch time, only 7% of respondents said they approved (8% of males and 6% of females). A small proportion (3%) of respondents said they approved of taking alcoholic drinks before coming to work once it does not affect performance on the job. Males were significantly more likely to indicate this approval (4% males compared to 2% females,  $p < 0.05$ ).

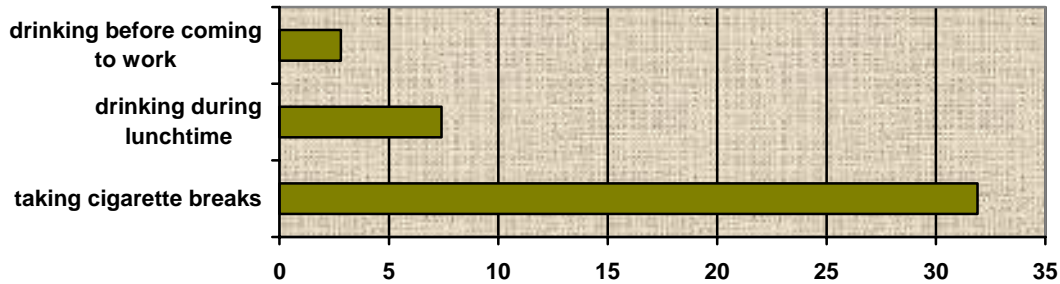
**Table 28: Perception of Approval –Smoking and Drinking**

	<b>Yes</b>	<b>No</b>	<b>Male</b>	<b>Female</b>
Taking cigarette breaks at work when you're not busy	238 (31.9)	509 (68.1)	33.7	30.7
Drinking alcohol during your lunch hour	55 (7.4)	692 (92.6)	8.4	6.3
Having 1-2 drinks of alcohol before coming to work as long as it does not affect your job performance	21 (2.8)	726 (97.2)	4.1	1.5

The sectors whose workers were more likely to report approval for smoking during breaks were: finance/business (35%), wholesale/retail (17%), real estate/construction (13%) and telecommunication/utilities (11%). In terms of approval of drinking during lunch hour, the majority of employees who approved were also from the finance/business sector (60%). Small proportion of respondents in the real estate/construction (9%), telecommunication/utilities (7%) and transportation sector (7%) also said they approved of this.

The sectors whose workers were more likely to report approval for taking 1-2 drinks before coming to work were: finance/business (38%), wholesale/retail (14%), real estate/construction (10%) and tourism/entertainment (10%).

Fig 30: Approval of Smoking and Drinking While Working



### Use of Illegal Drugs or Alcohol While at Work

A small but notable proportion of respondents indicated that they had used alcohol or illicit drugs while at work (40/747 or 5.4%). These responses were cross-tabulated with responses from the questions on perception on personal approval of alcohol and cigarette use.

### Approval of Cigarette Breaks and Alcohol or Illegal Drug Use at Work

Those respondents who approved of taking cigarette breaks at work were significantly more likely to also indicated that they had used alcohol or illegal drugs while at work – 9% of respondents who those who approved cigarette breaks reported alcohol or illegal drugs use compared to 4% of those who did not approve of cigarette breaks ( $\chi^2 = 8.29, p < 0.01$ ).

### Approval of Drinking During Lunchtime and Alcohol or Illegal Drug Use at Work

Respondents who approved of drinking during lunchtime were three and a half times more likely to also report having used alcohol or illegal drugs at work (14.5% versus 4.6% -  $\chi^2 = 9.90, p < 0.01$ , the Odds Ratio was 3.51 (1.39-8.59)).



### **Approval of Drinking During Lunchtime and Alcohol or Illegal Drug Use at Work**

Those respondents who approved of having 1-2 drinks in the morning before coming to work were significantly more likely to also indicated that they had used alcohol or illegal drugs while at work – 19% of respondents who those who approved 1-2 drinks before work reported alcohol or illegal drugs use at work compared to 5% of those who did not approve of drinking before work [ $\chi^2 = 7.99$ ,  $p < 0.01$ , Odds Ratio 4.51 (1.20-15.44)].

*Respondents were asked to indicate whether they used any illegal drug to improve work performance, only one person responded “yes” to this question – a male in the age group 20-39 yrs and holding permanent resident status.*

### **Experiences as a Result of Alcohol or Illicit Drug Use**

From table 30, the reason that was most prevalent was: “they could not come to work the next day” – about 8% of respondents choose this option. The next option of note was “they took and extended lunch to continue to drink or take an illegal drug”, with 2% of respondents indicating this option. In all about 13% of respondents (99/747) indicated that they had some kind of experience as a result of their alcohol or drug use. It is interesting to note that 10 persons were involved in accidents following alcohol or drug use.

In all cases except for “co-workers complaining”, there were more males indicating the various experiences. Work permit holders were more likely to take and extended lunch or not return form lunch and not be able to come to work the following day. Caymanians were more likely to be involved in accidents following alcohol or drug use.

**Table 29: Experiences as a Result of Alcohol or Illegal Drug Use**

	Yes	Male	Female	Cay.	CSH	PR	WP
Could not come to work the next day	56 (7.5)	33 (9.6)	23 (5.8)	13 (23.2)	7 (12.5)	5 (8.9)	31 (55.4)
Took and extended lunch to continue to drink or take a drug	16 (2.1)	11 (3.2)	5 (1.3)	5 (31.3)	5 (31.3)		6 (37.5)
Took and extended lunch or did not return to work in order to sober up or come around	7 (0.9)	4 (1.2)	3 (0.8)	2 (28.6)	-	1 (14.3)	4 (57.1)
Received a verbal or written warning, termination or suspension	6 (0.8)	2 (0.6)	4 (1.0)	4 (66.7)	2 (33.3)	-	-
Were involved in an accident	10 (1.3)	6 (1.7)	4 (1.0)	5 (50.0)	2 (20.0)	-	3 (30.0)
Your co-workers complained about you or refused to work with you	4 (0.5)	2 (1.6)	2 (0.5)	2 (50.0)	-	-	2 (50.0)

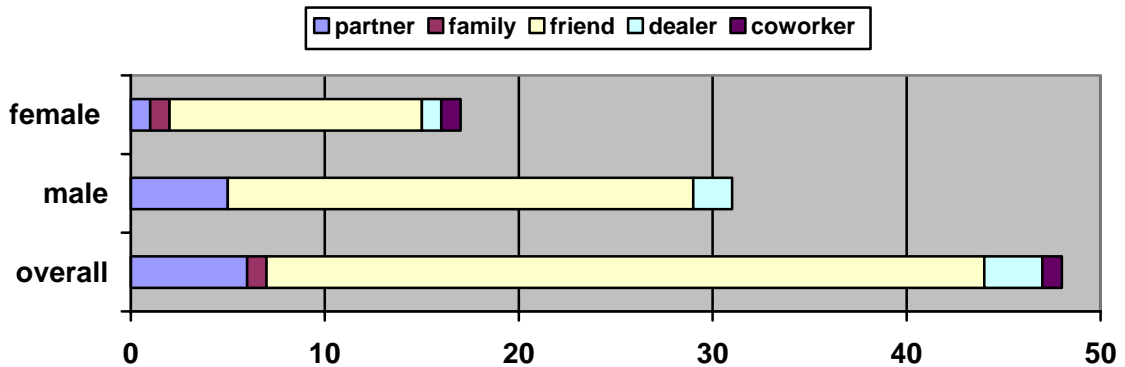
Notes: **Cay**= Caymanian    **SH**= Caymanian status holder    **PR**= permanent resident    **WP**= Work permit holder

**Sources of Illegal Drugs**

Only 48 persons (6.4%) indicated the likely source of the illegal drug they had previously used. For the most part these drugs came from friends (37 of 48) or partners/spouses (6/48).

Among females the source mostly indicated was “friends” while among males it was “friends” and “partner or spouse”.

**Fig 31: Sources of Illegal Drugs**



### **Effects of Drugs on Job Performance [table 31]**

Some 84% of respondents indicated that they were aware of the effects of drug use on job performance. Comparison for males and female showed that as many males as females (86% of males compared to 84% of females) indicated that they were aware of the effects.

### **Perception of Counseling Services for Employees with Problems**

Seventy-six percent of respondents thought that counselling services should be provided for employees with substance abuse problems. However comparison for males and female responses showed that significantly more females thought that this should be done – 80% of females versus 72% of males, ( $\chi^2 = 5.83$ ,  $p < 0.05$ ).

### **Communication about Drug-Related Problem at the Workplace**

About one in every nine respondents (11%) said they were afraid of going to their boss for a drug-related problem because of fear they may be fired. Significantly more males felt this way compared to females (16% of males compared to 7% of females,  $\chi^2 = 14.51$ ,  $p < 0.001$ ).

### **Access to Employees Assistance Programme**

Thirty-six percent of respondents said they knew how to access the **Employees Assistance Programme (EAP)**. Significantly more females compared to males indicated this (44% of males compared to 27% of females,  $\chi^2 = 21.42$ ,  $p < 0.001$ ).

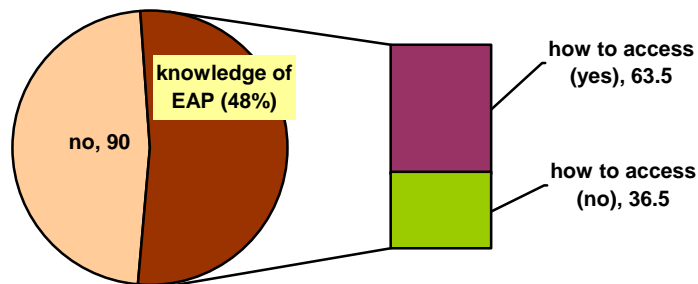
**Table 30: Responses to questions on effects of drugs; counseling services; fear; and EAP**

	Responses		Percent male/female who responded "yes"	
	Yes	No	Male	Female
Are you aware of how drug or alcohol use may affect your performance?	630 (84.3)	117 (15.7)	295 (85.8)	332 (84.3)
Do you think counseling services should be provided by employers to employees with substance abuse problems	568 (76.0)	179 (24.0)	249 (72.4)	315 (79.9)
Do you fear going to your boss for a drug related problem because you may be terminated/fired	83 (11.1)	664 (88.9)	55 (16.0)	28 (7.1)
Do you know how to access/use the Employees Assistance Programme	268 (35.9)	479 (64.1)	94 (27.3)	172 (43.7)

**Awareness of EAP and Knowledge of how to Access**

Cross tabulation was done to find out what percent of persons who said they knew of the EAP programme actually had knowledge of how to access this programme. Forty eight percent of respondents or 359 persons had indicated that they knew of the EAP, however only 75% (268/359) of those who knew of the programme indicated knowledge of how to access this programme.

**Fig 32: Awareness of EAP and Knowledge of how to Access**



## **SECTION 3**

### **DISCUSSION, CONCLUSION AND RECOMMENDATIONS**

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The survey was designed to learn about corporate experiences with drug-free workplace/drug testing programmes and other workplace initiatives for controlling substance abuse. The specific objective was to make a situational assessment of the prevailing industry responses to substance abuse problems at the workplace.

The survey provides good evidence that the concept of a drug-free workplace is nothing new to Cayman Island - more than half of the employers surveyed indicated that their company currently had a written policy regarding the use of alcohol and drugs. Some responses also suggested that drug testing was also known to the industry albeit it was mostly done in relation to regular employment practices and as part of the hiring process and less so in terms of 'follow-up to treatment'.

The reality though is that some 29% of workplaces have either decided to be proactive and implement a programme before there was a problem (20%) or acted on the evidence of drug and alcohol problems at their workplace to come to a decision to implement the substance abuse control strategy that was currently in place (9%).

Of concern is the fact that less than half of all respondents knew of and EAP programme at their workplace and of those only three-quarters knew how to access the programme. It was also apparent that a significant proportion of respondents were not aware of their company's policy with regards to dealing with employee's drug or alcohol use and abuse. Some thought it would end in termination while others felt that employees were warned followed by drug testing or they were referred for professional help. However, it was also evident that a considerable proportion of employees did not know what would be done (77-81%).

One encouraging indication from the result is the fact that reported substance use in the past month (recent use) overall was very low, even in the case of marijuana. Only four percent of respondents indicated using marijuana and less than one

percent indicated using any other hard drug. Of concern though is the reported use of alcohol. Some two-thirds reported recent alcohol use and to these about 7% could be considered heavy or very heavy drinking (this based on the frequency of use in the last month).

Varying perceptions of what constitute drug and alcohol problems in the workplace could be the single most important factor in getting workplace programmes instituted as a matter of workplace policy. One may be tempted to look at the low self-reported prevalence of drug use and consider that well there isn't much of a drug problem among employees so the workplace is safe and consequently there is no need for programmes. But on the other hand one may consider the 66% recent alcohol use as constituting a potential problem and decide to institute measures to combat the negative impact that alcoholic use/alcoholism can have on the workplace.

The following are some philosophies and practices that can undermine the effectiveness of drug-free workplace programs:

- Focusing only on illicit drug use and failing to include alcohol--the number one drug of abuse in our society
- Accepting drug use and alcohol abuse as part of modern life and a cost of doing business
- Over reliance on drug testing
- Focusing on termination of users rather than rehabilitation
- Reluctance of supervisors to confront employees on the basis of poor performance
- Reinforcing an individual's denial regarding the impact of his/her alcohol and drug use
- Restricting benefits and/or access to treatment of alcoholism and addiction
- Allowing insurers to restrict access to treatment programs

Numerous employers have implemented drug-free workplace programmes because they believe such programmes provide benefit to their worksite by

contributing to reduced accidents, injuries, and substance abuse-related health costs. Indeed, there is no universal standard governing how employers may implement drug-free workplace activities, and since there is likely to be wide variations in programme design and implementation, the obvious challenge we face will be to educate businesses about the net gain related to such programme initiatives.

Employers typically adopt approaches that serve the unique needs and culture of their organization. However, there is general agreement that a comprehensive programme yields the most success; a drug-free workplace policy is the essential foundation of an organization's rationale and purpose for initiating its drug-free efforts. Every organization's policy should be tailored to its individual needs; however, all effective policies should contain a minimum 'standard' of activities, chief among them education.

The overarching recommendation would be for the NDC to facilitate the development of a drug-free workplace initiative for Cayman Island that addresses the needs of businesses depending on the nature and uniqueness of their situation. A useful starting point would be to create greater awareness and understanding of the net gains of participation in drug-free workplace programmes within and throughout the industry.