



**FORE**  
FOCUS ON RECOVERY  
Breaking Free

***REGULATED ALCOHOL  
CONSUMPTION: A Catalyst For  
Healthier Workplace and Enhanced  
Employee Wellbeing***

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# DECLARATION OF NO INTEREST

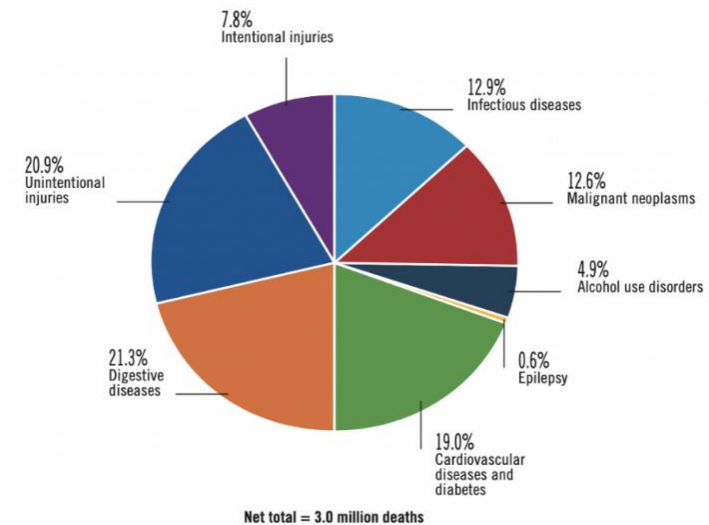
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- I hereby declare that I have no financial, personal, or professional conflicts of interest related to the content of this presentation.
- I also confirm that I have not received any funding, sponsorship or support from alcohol industry or related organization.
- My views and recommendations are solely based on available evidence and are intended to advance the understanding and prevention of alcohol-related harm.

*“More than 200 health conditions, injuries, disabilities and death are attributed to alcohol consumption. Moreover, the harmful consumption of alcohol generates violence, unemployment, problems with the law, among many others”*

(WHO)

Percentage (in %) of alcohol-attributable deaths, as a percentage of all alcohol-attributable deaths, by disease category.



Global Status Report on Alcohol and Health, 2018

# KEYWORDS

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- **Regulated alcohol consumption:** laws and guidelines that limit the amount consumed per person and the age at which a person can purchase and consume alcohol.



# KEYWORDS CONT'D

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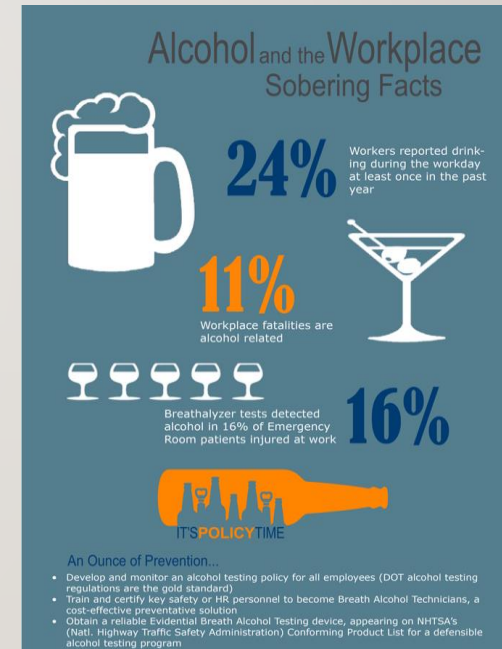
- **Healthier workplaces:** a place that fosters a positive work culture, safe and healthier environment, offers opportunities for growth and development of all the stakeholders.

**Enhanced employee wellbeing:** Holistic state of physical, emotional, social, and psychological flourishing characterized by a sense of purpose, autonomy and fulfilment.

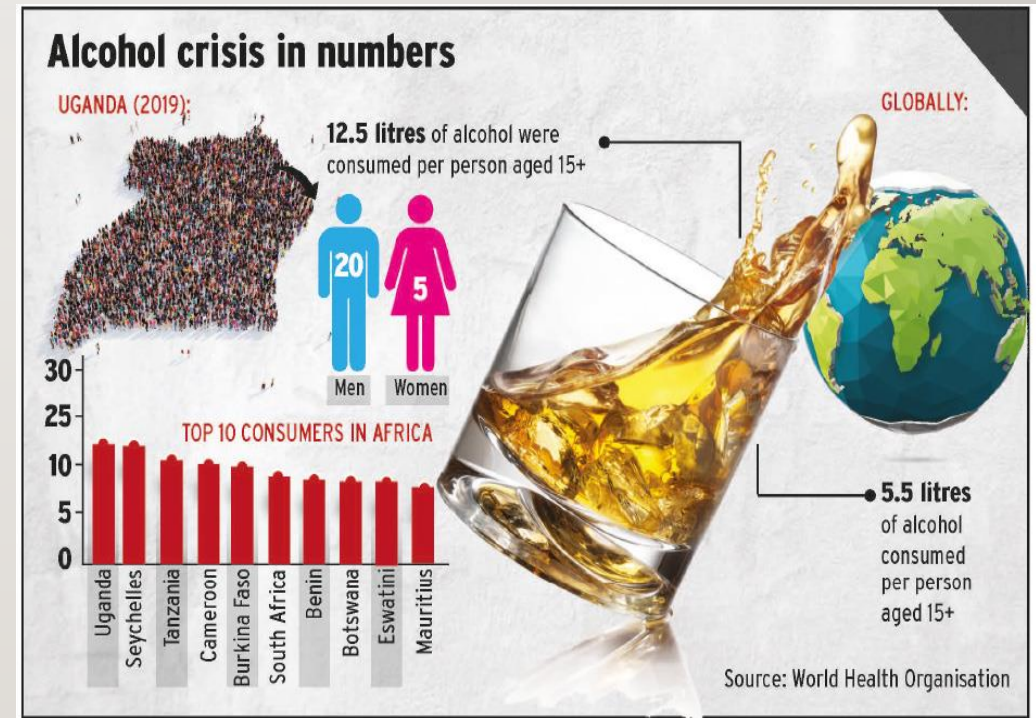


# OBJECTIVES

- a) To promote regulated alcohol consumption in Uganda
- b) To highlight the impact of unregulated alcohol consumption on workplace productivity and employee wellbeing
- c) To explore strategies for implementing effective alcohol control policies in Uganda
- d) To promote a culture of responsible drinking and employee wellbeing in Uganda



WHO reports that on average, a Ugandan consumes 12.21 liters of alcohol per year. This is higher than the African region average of 6.3 liters and global average of 6.18 liters per person, per year. Uganda was ranked the top in Africa in alcohol consumption.



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- Men consume about 19.93 liters of pure alcohol annually while women consume 4.88 liters (New Vision, 2023).
  - About **26.8% of adults** in Uganda are current alcohol users, with **9.8%** having an alcohol-use-related disorder(Glob Health Action, 2016)



*A bodaboda cyclist ferries a local alcoholic drink from Nalufutu trading centre in Sironko district*



# REGULATED ALCOHOL CONSUMPTION AND THE WORKPLACE

- Improved health
- Enhances productivity
- Better decision making
- Low employee turnover
- Less stress and anxiety
- Job satisfaction
- Team work and collaboration



# HIGH-FUNCTIONING ALCOHOLICS

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They often struggle in silence, hiding their addiction behind a mask of functionality.

## **Characteristics**

Maintain a job or career

- Engage in social activities and relationships
- May not display obvious signs of intoxication
- May use alcohol to cope with stress or anxiety
- May feel like they can control their drinking

## **Risks**

- Increased risk of health problems (liver disease, heart disease, etc.)
- Mental health issues (depression, anxiety, etc.)
- Strained relationships and family problems
- Decreased productivity and performance
- Increased risk of accidents and injuries



# RECOMMENDATIONS

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- Formalizing the informal sector
- Enforcing existing laws and regulations
- Conducting public awareness campaigns
- Regulating alcohol advertising and promotions
- Restricting alcohol availability
- Collaborating with stakeholders

Recommendations



Thank you