



OCCUPATIONAL LIFE AND GAMBLING

SNSUS 2007 COPENHAGEN

AKAN



Focus

- The primary aim of the study is to help business and industry to cope more adaptively with the phenomena of gambling
 - How does the employees` gambling influence their behaviour at work?
 - How is problem gambling manifested and dealt with in workplace settings?

Aims

- Correlation between prevalence and opportunity structures?
- Which methods do employees use to hide gambling in the workplace?
- How can managers detect gambling problems among the employees?

Aims

- Consequences of problem gambling related behavior for the workplace
- What kind of help/support is available to the problem gambler?
- How does the problem gambler make use of this help/support?
- What are the needs for information and interventions in industry and business?

All employees in
different
companies
Quantitative data

Pathological
gamblers
Quantitative data

Gambler ↔ Company

Managers, union
representatives,
organizational
health services
Qualitative data

Pathological gamblers
Qualitative data

METHODS

- Surveys
 - Tollpost Globe (N=450)
 - Oslo Taxi (N=1400)
 - Norgesbuss (N=1100)
 - IBM (N=1200)
 - Treatment population/GA (N≈60)
- Qualitative interviews
 - Managers, union representatives, organizational health services and pathological gamblers

Qualitative Interviews

- 15 interviews:
 - 6 Pathological gamblers
 - 3 Managers
 - 3 Organizational health services
 - 3 Union representatives
- 32 cases
- Recruited through AKAN's network

Qualitative interviews

- Signs/indicators
- Interventions
 - What has been helpful
- Outcome
- Dilemmas

Signs/indicators

- PG informs 5
- Gossip/tips 3
- Advance payment 7
- Excessive overtime working 5
- Loans 5
- Caught playing 5

Signs/indicators

- Theft, embezzlement, etc 10
- Absence from work 5
- Change in behavior 3
- Reduced productivity 1
- Financial claims from authorities 2
- Phone disconnected 1

- *Ja alt, internett. Jeg hadde eget kontor. Jeg satt med ryggen mot veggen. Slik at jeg så døra. Hadde oversikt over vinduet. Ingen så hva som skjedde på min pc. Hadde autosletting på logg. Hele pakka. Det var tro meg systematisk, ja. Det var gjennomtenkt. Jeg hadde full kontroll.*

- Hvor mye av arbeidstiden brukte du på spilling?
 - *Det var en del det og, skjønner du. Sikkert 3-4 timer om dagen, i løpet av arbeidstiden. Samtidig som jeg jobba, da, så det gikk aldri ut over jobben i den forstand. Det var mens jeg kjørte bil. Jeg kunne ta ut sikre kamper, og kunne lese om skader, og såne ting som står i avisen i hvert fall.*
- Du leste avisen mens du kjørte bil?
 - *Ja, ja, ja.*

Interventions


- Support, financial issues (11)
 - Loans
 - Financial consulting
 - Administration of salary
 - Increased control
- Referral to treatment (4)
- Organizational health service
- Follow-up by manager

Outcome

- Fired by employer 7
 - Reported to police 3
- Still employed 12
- Employee quit himself 1
- Asked to quit by employer 2
- Ongoing process 1

Dilemmas

- Openness
- Economy
 - Time and money
- Responsibility
 - The pathological gambler
 - The employer
 - External treatment
- Control

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- **Spring 2007:**
 - Data collection (T1)
 - Interviews
 - Data collection (GA-/treatment population)
 - **Fall 2007:**
 - Interviews
 - Analyses
 - **2008:**
 - Data collection (T2)
 - Development of interventions
 - **2009:**
 - Publications