

## SUMMARY

### Workplace Smoking Policies and Glasgow 2000

Passive smoking and smoking restrictions at work were the subjects of a study carried out at six workplaces in Glasgow. Apart from the intrinsic value of the findings it is hoped they will contribute to the actual development and implementation of policies for these and similar workforces.

Smoking prevalence varied greatly among the six, from 18% to 61%. There were differences too in the other findings. These will have a bearing on how Glasgow 2000 proceeds with separate workforces and in particular on the outlook for developing policies.

Awareness and understanding of the term passive smoking was very high in two situations and overall high enough to consider developing further. Prolonged exposure to cigarette smoke is widely accepted as a health hazard and in the short term is annoying to a considerable majority. This strongly supports the extension of smoke free environments in general and encourages a move towards limiting smoking to private situations.

Only a quarter reported spending much time in a smoky atmosphere at work; moderate or occasional exposure was most common in the rest areas. Perceptions of existing restrictions and preferences for changes must be considered individually for each site. However, overall, there was support for restrictions on smoking in the workplace even from smokers. The most accepted alternative is for separate areas with little support for a total ban. This is often impractical where workers are not in separate rooms or where space is restricted. Active promotion of the health effects of passive smoking might lead to greater demands for no smoking zones or total smoking bans and in the end this might be the best outcome.

Glasgow 2000 is already involved in a passive smoking campaign. Sustained and vigorous development of this should lead to the evolution of smoking policies as a by product since these seem to emerge when the workforce is ready for them.

## Workplace Smoking Policies and Glasgow 2000

### BACKGROUND AND OBJECTIVES

The Glasgow 2000 anti-smoking campaign is hoping to extend its activities in workplaces in Glasgow, for example by having the idea of smoking restrictions more widely accepted by employers and staff. Already work is in progress with a number of large employers to develop anti-smoking programmes and to encourage and assist workers who wish to give up smoking themselves.

Before going further a study was carried out to explore certain aspects of smoking at work:

the extent to which employees are bothered by their colleagues smoking habits  
acceptability of restrictions on smoking at work  
knowledge of and attitudes to the concept of 'passive smoking'

While such findings are of intrinsic value they may more specifically contribute to policies being introduced at those workplaces involved in the study. It is hoped that the research process itself will generate interest among employers, union representatives and workpeople and an opportunity for discussing the findings either at individual workplaces or at a joint seminar lead to the practical stages of developing and implementing policies.

### METHOD

Research was undertaken by interviewing employees at six employment locations in Glasgow. The employer organisations were selected in terms of the types of personnel they employed, in order that a range of employee categories could be covered. These included: manual; clerical/administrative; domestic/catering; technical/academic.

Interviews were at:

National Savings Bank  
Cowglen  
Glasgow

British Broadcasting Corporation  
Queen Margaret Drive  
Glasgow

College of Building & Printing  
North Hanover Street  
Glasgow

Post Office  
Mechanised Letter Office  
Paisley Road  
Glasgow

Tennent Caledonian Breweries  
Wellpark Brewery  
Duke Street  
Glasgow

Scotrail  
Central & Queen Street Stations  
(Cafes & Bars)  
Glasgow

Employers were asked for co-operation in an anti-smoking research study but not given the exact nature of the questioning to be followed. Respondents were interviewed individually, using a structured questionnaire (see Appendix 1).

### SAMPLE

The sample construction is given in tables 1a, 1b and 1c.

Table 1a The sample breakdown by employer and job category:

	<u>NSB</u>	<u>Coll. Bl/Pr</u>	<u>TCB</u>	<u>BBC</u>	<u>Post Off</u>	<u>Scot Rail</u>	<u>Total</u>
Manual	-	5	30	1	46	1	83
Clerical/ admin	51	11	11	71	4	11	159
Domestic/ catering	1	7	5	9	-	32	54
Technical/ academic	-	79	5	22	4	-	110
TOTAL	52	102	51	103	54	44	405

Table 1b The sample breakdown by age, sex and smoking behaviour

	TOTAL	MALE	FEMALE	16-24	25-34	35-44	45-54	55+	Ex- SMOKER	NEVER SMOKED	SMOKED
TOTAL	406	240	166	87	119	97	63	40	131	74	201
<u>SEX</u>											
Male	240 59%	240 100%	0 -	35 40%	69 58%	63 65%	42 67%	31 78%	75 57%	57 77%	108 54%
Female	166 41%	0 100%	166 60%	52 42%	50 35%	34 33%	21 23%	9 43%	56 23%	17 46%	93
<u>AGE</u>											
16-24	87 21%	35 15%	52 31%	87 100%	0 -	0 -	0 -	0 -	19 15%	8 11%	60 30%
25-34	119 29%	69 29%	50 30%	0 -	119 100%	0 -	0 -	0 -	31 24%	20 27%	68 34%
35-44	97 24%	63 26%	34 20%	0 -	0 -	97 100%	0 -	0 -	42 32%	22 30%	33 16%
45-54	63 16%	42 18%	21 13%	0 -	0 -	0 -	63 100%	0 -	21 16%	13 18%	29 14%
55+	40 10%	31 13%	9 5%	0 -	0 -	0 -	0 -	40 100%	18 14%	11 14%	11 5%

Table 1c Sample breakdown by smoking behaviour

	Smoker	Ex-Smoker	Never Smoked
	%	%	%
Total sample	32	18	50
Men	31	24	45
Women	34	10	56
16-24	22	9	69
25-34	26	17	57
35-44	43	23	34
45-54	33	21	46
55+	45	28	27
Manual	49	22	29
Clerical/admin	23	15	63
Dom/catering	54	11	35
Tech/academic	23	24	53
Nat. Sav. Bank	25	10	65
Coll. Blg/Print	28	21	51
Tennent Cal.	61	20	19
BBC	18	21	61
Post Office	35	22	43
Scotrail	45	9	46

This sample contains fewer smokers than recent prevalence studies for the general population of Glasgow. 32% compared with 48%. This is probably due to the high proportion of professional and clerical workers. The only workplace where smokers were in the majority was Tennent Caledonian

## RESULTS

Each question asked is presented followed by the responses.

Q.1 Have you heard of the term "Passive Smoking"?

Table 2 Awareness of the term "passive smoking"

	%
Total sample	53
Males	65
Females	49
16-24 years	38
25-34 years	53
35-44 years	67
45-54 years	59
55 years and over	45
Smokers	48
Ex-smokers	65
Never Smoked	52
Job category:	
Manual	36
Clerical/admin	57
Domestic/catering	24
Technical/academic	75
Organisation:	
National Savings Bank	46
College of Building	69
Tennent Caledonian	47
BBC	67
Post Office	35
Scotrail	23

Overall awareness, 53%, was much higher than that found in the street survey (27%)\*, reflecting differences in the samples. Differences are seen here too particularly between job categories.

\* Glasgow 2000 research report August 1987

Q2. What do you feel is meant by the term "Passive Smoking".

Nearly half (42%) were able to give the correct meaning, 23% did not know and a wide range of other replies made up the total. If people had heard the term, they usually knew what it meant. This differed considerably from the street survey where 27% had heard the term and 20% knew what it meant.

When understanding of the term was confirmed, perception of this as a health hazard was explored.

Q3. How much of a health risk do you feel it is if you are subjected to passive smoking regularly over a period of several months or more?

Table 3 Perception of "passive smoking" as a health hazard

	Total	Smokers	Ex-Smokers	Never Smoked
	%	%	%	%
Major Health Risk	29	19	30	35
Moderate Health Risk	50	42	57	53
Just a minor health risk	17	32	11	9
No health risk at all	3	5	3	2
(Don't know)	1	2	0	0

Over three quarters of the sample believed that passive smoking held at least a degree of danger to the health of the non-smoker, an opinion most often held by never or ex-smokers.

Q4. How do you feel if you find yourself in an atmosphere that is smoky due to other people smoking?

Table 4. Toleration of a smoky atmosphere

	Total	Smokers	Ex Smokers	Never Smoked
	%	%	%	%
Very annoyed and irritated	34	10	53	43
Moderately annoyed	39	28	32	49
Not really bothered	27	62	15	8

Non-smokers were more upset by a smoky atmosphere than were smokers, though even among smokers a sizeable minority found other peoples' smoke annoying.

Q.5. How much of your time at work is spent in a smoky atmosphere?

Table 5 Time spent at work in a smoky atmosphere - total sample

	Great deal			Fair amount			Occas			None		
	Tot.	S	X N	Tot.	S	X N	Tot.	S	X N	Tot.	S	X N
At your own work station	10	11	12 9	17	21	18 14	39	36	28 45	34	32	42 32
Rest areas	8	11	14 5	22	27	23 18	48	50	41 49	22	12	23 28
Other areas (e.g. meetings)	4	4	8 3	19	15	16 24	51	51	55 50	25	31	20 23

S = smoker; X = ex-smoker; N = never smoked

22% of respondents spend a great deal of their time at work in a smoky atmosphere; this is of course higher for smokers and lower for non-smokers.

The variations between the organisations is given in Table 6.

Table 6. Time spent at work in a smoky atmosphere - by employing organisation

	Great deal	Fair amount	Occas	None
	%	%	%	%
National Savings Bank	31	25	35	10
Scotrail	20	14	27	39
Tennent Caledonian	10	24	41	25
BBC	6	19	40	35
Post Office	4	17	44	35
College of Building and Printing	3	9	42	46

Apart from the actual work station it might appear that a major improvement would be achieved simply by providing adequate smoking and non smoking rest areas and canteens. However National Savings Bank has done this and BBC ha too in the canteen without their workers reporting lower exposure rates. Changing the environment alone is not enough. Workplace policies must be supported with help for the individual smoker.

Workers were asked what smoking/non smoking options they would like throughout their workplaces. For most areas in the workplace, non-smokers are more enthusiastic than smokers about having restrictions imposed. However, even non-smokers are not calling for a total ban on smoking but would prefer to have separate smoking and no-smoking areas so that all preferences and habits can be accommodated.

The detailed findings are in Appendix II. Appendix III shows what workers believe are their present smoking restrictions.

Valerie Inglis  
3 March 1988

Name of respondent .....	<u>Sex:</u> Male 1	(4)
	Female 2	
Job title .....	<u>Age:</u> .....	(5)
Organisation .....	<u>Job code:</u> .....	(6)
	<u>Org. code:</u> .....	(7)

Interviewer .....

Date .....

- Q.1 Have you heard of the term "Passive Smoking" ?
- |     |   |     |
|-----|---|-----|
| Yes | 1 | (8) |
| No  | 2 |     |
- Q.2 ASK ALL  
What do you feel is meant by the term "Passive Smoking" ?
- .....
- .....
- Q.3 In fact / As you have said, "Passive Smoking" refers to being in the company of a smoker and having to breathe in smoke from their cigarettes.
- |   |                      |   |      |
|---|----------------------|---|------|
| How much of a health risk do you feel it is if you are subjected to Passive Smoking regularly over a period of several months or more ? | Major health risk    | 1 | (11) |
|   | Moderate health risk | 2 |      |
|   | Just minor h/risk    | 3 |      |
|   | No h/risk at all     | 4 |      |
|   | Dont know            | 0 |      |
- SHOW CARD
- Q.4 SHOW CARD  
How do you feel if you find yourself in an atmosphere that is smoky due to other people smoking ?
- |                          |   |      |
|--------------------------|---|------|
| Very annoyed & irritated | 1 | (12) |
| Moderately annoyed       | 2 |      |
| Not really bothered      | 3 |      |
- Q.5 Thinking of your place of work here, how much of the time that you are here is spent in a smoky atmosphere.
- |   |            |           |       |      |      |
|---|------------|-----------|-------|------|------|
| SHOW CARD.  | Great deal | Fair amnt | Occas | None |      |
| a) First of all, how much of the time that you spend at your own work station is spent in a smoky atmosphere ?        | 1          | 2         | 3     | 0    | (13) |
| b) And how much of the time that you spend in rest areas at work is spent in a smoky atmosphere ?                     | 1          | 2         | 3     | 0    | (14) |
| c) And how much of the time that you spend in other areas at work (e.g. at meetings) is spent in a smoky atmosphere ? | 1          | 2         | 3     | 0    | (15) |

*Which would you prefer for each of these areas at your place of work?*

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Respondents were asked which of four smoking/non-smoking options they would prefer for various areas in their place of work. (For all areas, the reactions of Ex-smokers and Never Smokers were almost identical, so their responses have been grouped in the table below):

	Total (%)	Smokers (%)	Ex/never smoked (%)
a) Production/manufacturing areas:			
Total ban	52	49	53
Separate areas	17	19	16
Limited times	3	5	2
No restrictions	3	5	2
(Not applicable)	26	22	27
b) Offices:			
Total ban	38	21	45
Separate areas	34	38	32
Limited times	12	18	9
No restrictions	15	21	12
(Not applicable)	1	2	1

As far as you are aware, are there any restrictions on smoking in the following areas of this place of work ?

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	NSB (%)	Coll. Bl/Pr (%)	TCB (%)	BBC (%)	Post Off (%)	Scot Rail (%)
a) Production/manufacturing areas:						
Yes	-	35	92	67	94	93
No	10	11	4	21	4	2
(N/A)	90	54	4	12	2	5
b) Offices:						
Yes	8	22	10	21	26	7
No	92	76	69	75	50	89
(N/A)	-	2	22	4	25	5
c) Canteen or restaurant:						
Yes	85	36	25	92	13	16
No	13	62	67	7	87	59
(N/A)	2	2	8	1	-	25
d) Rest areas/coffee areas:						
Yes	69	8	6	20	6	11
No	25	92	92	77	94	84
(N/A)	6	-	2	3	-	5