

Information about the research project

“The Effects of Employee Alcohol Consumption on Firm Performance”

In this letter, we provide you with information about the objectives of this research project and what the project entails for you.

Purpose

The purpose of this research project is to study how employees’ access to alcohol affects economic outcomes such as firm productivity and performance. Alcohol is the most harmful drug in Europe due to its leading role in death, mental health problems, violence, and economic hardship according to the European Health Policy Alliance. In addition, there is evidence that alcohol consumption can negatively affect individual decision-making and productivity. Therefore, at the aggregate level, an important question is whether employees’ alcohol consumption creates negative spillover effects for the real economy. This study aims to address this question by analyzing the effect of changes in Norwegian bars’ closing hours on the performance of Norwegian firms. To do so, this research project will use data on bar closing hours and violations from the Norwegian Institute of Public Health, and data on individuals and firms from Statistics Norway and Norwegian Corporate Accounts.

Who is responsible for the research project?

Norwegian School of Economics (NHH) is responsible for the project.

Why have you been included in the study?

Our data sample is based on all individuals employed by Norwegian companies. Based on this sample, we will analyze how individuals’ access to alcohol affects the performance of the companies at which these individuals are employed.

The individual-level data (such as employment and education) is obtained from Statistics Norway. The firm-level data (such as firm profitability) and some individual data (such as board and management data) is obtained from Norwegian Corporate Accounts. We have obtained the permission from NHH to use this data. Data on individuals’ access to alcohol is based on changes in the bar closing hours across Norwegian municipalities, which is obtained from the Norwegian Institute of Public Health. We have obtained the permission from the Institute to use this data.

What does the project mean for you?

We would like to obtain some information about you from Statistics Norway and if applicable Norwegian Corporate Accounts. This will be information about your employment, income and education. The information is obtained by registry data study.

You can object

You can object to being included in this research project at any time, and you do not have to give a

reason. All your personal data will then be deleted. There will be no negative consequences for you if you choose to object.

Your privacy - how we store and use your information

We will only use the information about you for the purposes we have described in this letter. We treat the information confidentially and in accordance with the privacy regulations.

- *Prof. Elizaveta Sizova from Norwegian School of Economics (NHH) will have access to and manage the data at the data controller institution. Lars Van Cutsem (KU Leuven) and Cédric Huylebroek (KU Leuven), who serve as collaborators on this research project, will also have access to the data for data processing purposes.*
- *The following measures will be taken to ensure that no unauthorized person gains access to the personal data: (1) the data will be stored on a secured research server to which Prof. Elizaveta Sizova, Lars Van Cutsem and Cédric Huylebroek have access, (2) personal information (such as individuals' name and contact details) will be stored on a separate server from other data.*

The confidentiality of individual respondents and their data will be safeguarded, and individual information will not be recognizable in publications.

What happens to your personal data at the end of the research project?

The information will be anonymised when the project ends, which according to the schedule is 31/05/2026. *The information will be deleted after this date.*

What gives us the right to process personal data about you?

We are processing information about you because the research project is considered to be in the public interest, but you have the right to object if you do not wish to be included in the project.

On behalf of *Norwegian School of Economics (NHH)*, Sikt – Norwegian Agency for Shared Services in Education and Research, has assessed that the processing of personal data in this project is in accordance with the privacy regulations.

Your rights

As long as you can be identified in the collected data, you have the right to:

- object
- access the personal data registered about you
- have personal data about you corrected/rectified,
- have personal data about you deleted, and
- file a complaint with the Norwegian Data Protection Authority regarding the processing of your personal data.

If you have questions about the study, or would like to know more or exercise your rights, please contact:

- *Prof. Elizaveta Sizova at Elizaveta.Sizova@nhh.no*

If you have questions related to the assessment of this project by Sikt's data protection services, contact:

- Data protection services at e-mail (personverntjenester@sikt.no) or by phone at: +47 73 98 40 40.

Sincerely

Prof. Elizaveta Sizova

A handwritten signature in black ink, appearing to read 'E. Sizova', with a large, stylized flourish extending to the right.