

Occupational Health Psychologist



Incorporating the Newsletter of the Academy

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Europe's leading body for individuals and institutions with an active involvement in research, professional practice and education in occupational health psychology

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Editorial

A very warm welcome to the final 2007 issue of the *OHPist*. As we were between conferences this year, I am delighted that colleagues from across the globe have continued to use this publication to communicate their work. Indeed, 2007 has been another successful year for the *OHPist*. We received articles from France, Switzerland, Belgium, Finland, Italy, the United States, and the UK; we also conducted interesting interviews with Maureen Dollard (Vol. 4, Issue 1) and Norbert Semmer (Vol. 4, issue 2). Don't forget that previous issues can be found on the Academy's website (follow the 'newsletter' link).

In this issue we bring you an article from Kevin Kelloway (St. Mary's University, Canada), who calls for a focus on the well-being of entrepreneurs and other employees within small to medium enterprises (SMEs). Kevin highlights the demanding nature of self-employed work, along with the potentially detrimental impact on well-being. This focus on smaller organisations opens up a promising new area of occupational health psychology research.

We are also delighted to present an article submitted by Evelyn Kortum (WHO, Switzerland) and Stavroula Leka (University of Nottingham, UK). These authors outline an important new initiative that focuses on psychosocial work environments in developing and low-income countries. To date, very little OHP research has been conducted in these countries. The authors include details on how fellow occupational health psychologists can contribute to this programme.

In addition to the above, Sirrku Kivistö (FIOH) reports on an interesting example of a survey training module that is being used to train occupational health professionals in Finland.

A usual, Jonathan Houdmont brings us the latest news from the Academy, including information on the 2008 conference in Valencia and publication of the second volume in the Academy's valuable book series.

Additionally, Maria Karanika-Murray (the Academy's Deputy External Relations Officer) provides information on the creation of an EA-OHP database of expertise, and the support available for establishing regional EA-OHP chapters.

On a more personal note, I have now reached the end of four very enjoyable years as editor of the *OHPist*, and am in the process of handing over to a new editor (who will be introduced in the next issue). I would therefore like to thank all of you who have contributed to this publication since its re-launch in 2004. I would particularly like to thank Fehmidah Munir, Jo Yarker, and Jonathan Houdmont who helped to develop the 'new look' *OHPist*; and, more recently, Alex Birch and Victoria Friedman, who have regularly given up their time to ensure that we are able to publish three issues per year. I feel that the *OHPist* has steadily improved over the years, as more colleagues have recognised it as a forum for communicating developments within the field. I am confident that the new editor will continue to develop the *OHPist* over the next few years.

Although I am stepping down as editor, I shall still attend EA-OHP conferences, and hope to see to see you all there. In the meantime, I wish you all a very prosperous and healthy 2008!

Paul Flaxman

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Paul Flaxman, *OHPist* editor 2004 to 2007



European Academy of Occupational Health Psychology

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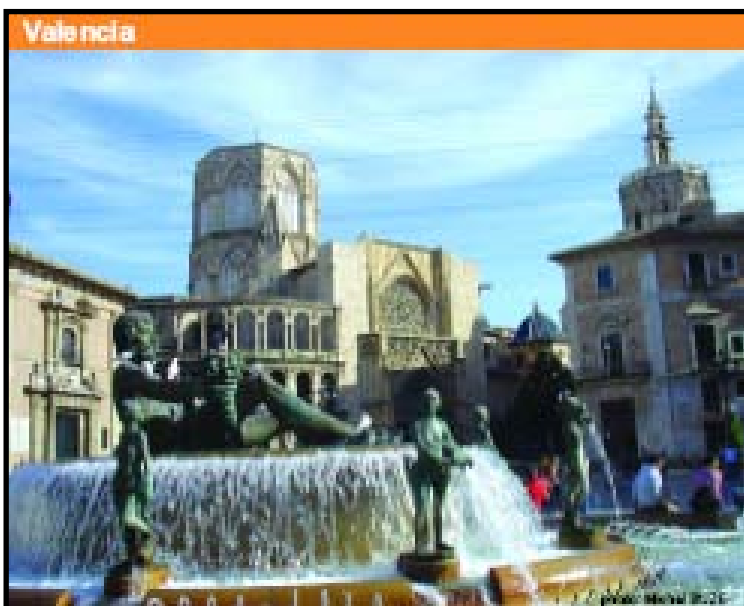


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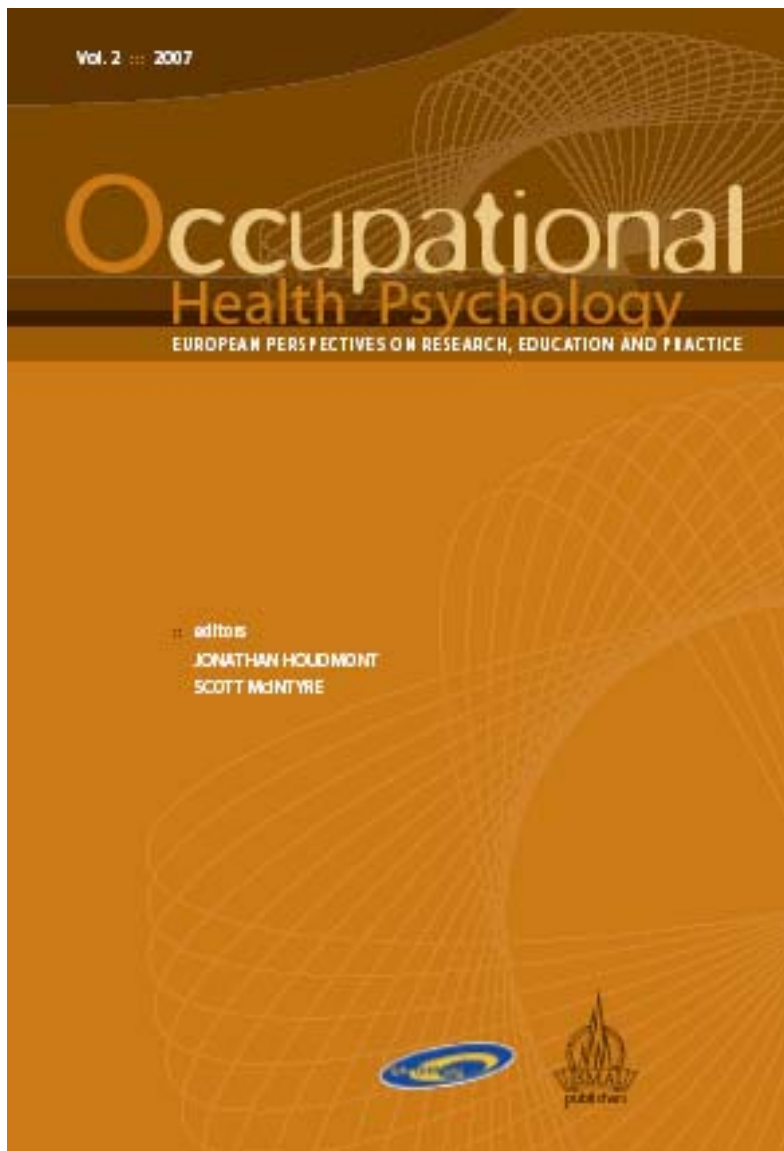
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Occupational Health Psychology for Entrepreneurs and SMEs

E. Kevin Kelloway



Kevin Kelloway is Professor of Management at Saint Mary's University, Nova Scotia, Canada, and the founding director of the CN Centre for Occupational Health and Safety. Kevin has a distinguished record of OHP research that dates back over 15 years (a list of Kevin's publications can be found at: <http://www.stmarys.ca/academic/sobey/biographies/faculty/kevin-kelloway.html>)

Introduction

In their recent review, Hisrich, Langdan-Fox, & Grant (2007) outlined an action plan for enhancing psychological research on entrepreneurship. They identified the growing number of entrepreneurs worldwide especially among individuals aged 18-34 (Kuratko, 2003), among women (Coughlin & Thomas, 2002; Langan-Fox, 2005) and in the developing world (Morris, Schindehutte & Lesser, 2002). Aside from the growing numbers, entrepreneurship is a phenomenon that is important to a wide variety of stakeholders including "governments, cities, corporations, and individuals" (Shapero, 1985, p. 1). Entrepreneurs are vitally important to local, national, and international economies through their development of new ideas and products (Lettl & Gemunden, 2005; Markman, Balkin, & Baron, 2002, Schumpeter, 1934), creation and organization of new firms (Dias & McDermott, 2006; Lichtenstein, Dooley, & Lumpkin, 2006), and enterprise growth after inception (Baum & Locke, 2004). Although there are contextual differences regarding definitions of entrepreneurs, rates of self-employment represent a calculable proxy. In North America, the US Department of Labor reports that over 10.5 million individuals are self-employed and that small firms generate fully half of private-sector sales in the US (Labor, 2006), while Canadian statistics indicate that over 2.5 million individuals, or 7.7% of the population, are self-employed (Statistics Canada, 2005). In short, there is no doubt of the need for more psychological research on entrepreneurial activity.

I would like to broaden and refine Hisrich et al.'s, (2007) call. Recognizing the need for more research on entrepreneurs, I believe that the call should be broadened to include more research in small and medium size enterprises (SMEs). I refine the call by suggesting that occupational health psychology has a particular contribution to make in both the study of SMEs and the study of entrepreneurs.

Small Business and OHP

Defining the term "small business" is actually more difficult than it first appears. Official agencies might cite definitions such as businesses employing less than 100 employees (or less than 50 employees for service organizations; see for example <http://www.ic.gc.ca/epic/site/sbrprppe.nsf/en/rd01225e.html>), however the reality is that the vast majority of small business is, in fact, micro business. In Canada, 75% of all businesses employ less than 5 people, 97% of all businesses employ less than 50 employees (Debus, 2005). In the European Union, 99% of all enterprises are small businesses employing less than 50 people and over 90% are micro-businesses employing less than 10 people (European Commission, 2004). Thirty-two percent of all employees in Canada (Debus, 2005) and just under 57% of employees in the European Union (European Commission, 2004) are employed in a small business (i.e., less than 20 employees).

These numbers provide the basis for a defining characteristic of small business. When it comes to issues related to human resources, including occupational health and safety, small businesses have no knowledge, no time, and no resources. The lack of knowledge stems from the absence of any professionalized human resource functions – for the most part, the business owner is the human resource department (and every other department of the business). Only in extra-ordinarily rare cases will the owner have specialized knowledge related to management of occupational health and safety. Second, the multiplicity of roles and the small workforce means that small business owners have no time – programs that require substantial commitments of time or attempts to educate or inform small business owners through seminars, workshops and other activities that will take them away from their business are likely to have minimal impact. Finally, small business owners have limited resources – they certainly are unlikely to hire consultants to solve problems and will never have the resources to solve problems through experimentation or pilot studies.

Small business presents unique challenges to OHP researchers and I would suggest may be overlooked in our search for research settings. At the same time, some unique features of the small business setting provide fascinating areas for research. Recently my colleagues and I have begun to examine the question of entrepreneurial role stress – the dark side of entrepreneurial activity.

The Dark Side of Entrepreneurship

Hisrich et al (2007) identify the entrepreneurial role as one with considerable potential for psychopathology. Interestingly, and we would suggest misguidedly, they attribute this potential all to the personality of familial background of the entrepreneur (see for example Ket de Vries, 1985). In contrast, we would point to the nature of the entrepreneurial role as a potential cause of distress.

There is little doubt that the entrepreneurial role is stressful. In a four year study Magnus, Matroos and Strackee (1983) found that acute coronary events are twice as likely among self-employed men as opposed to “other-employed” men. Female entrepreneurs were seven times more likely to experience an acute coronary event than were full-time homemakers. If one were to analyse the role of the entrepreneur, the dimensions of a stressful job are clearly seen. First, entrepreneurs experience a high level of job demands (e.g., Harris, Saltstone & Fraboni, 1999). Not only are they required perform multiple tasks for which they may be poorly prepared (e.g., marketing, human resource management, sales, accounting, finance, production), entrepreneurs typically report engaging in longer work weeks than do their non-self-employed counterparts. Second, entrepreneurs describe a sense of isolation or lack of social support as being characteristic of their experience (e.g., Akande, 1994; Rahim, 1996; Tetrick, Slak, Sinclair & DaSilva, 2000) – indeed, the entrepreneur may be the only person in the business, or the only person who is involved with the management of the business. Finally, and on a more positive note, entrepreneurs may have more control over their work environment than do traditionally employed individuals. It is not clear that entrepreneurs’ perceptions reflect the actual situation. Entrepreneurs report “having to work” excessive hours for example. It may be that for many entrepreneurs the best part of the job is that they get to choose which 80 hours/week they work.

Recently, my colleagues and I used data from a large national survey of Canadians to begin to examine some of these ideas. We (Kelloway, Tbn & Francis, 2006) drew on data from the 2002 Canadian Population Health Survey. The sample of over 24,000 working Canadians included just under 4000 individuals who self-identified as being self-employed (our operational definition of entrepreneur). All respondents had completed measures of job demand, control, and social support in addition to measures of hours worked, income, and a measure of subjective well-being.

Consistent with our hypotheses, self-employed individuals reported working longer hours and experiencing more mental health symptoms than did other-employed respondents.

Despite differences in working hours, there were no significant differences in income or in their sense of job security. Predictable differences in job content included entrepreneurs reporting higher demands, lower social support but higher levels of control than other-employed respondents.

These results are consistent with those found in previous research. In short, entrepreneurs experienced some, but not all, characteristics of a stressful work environment and, as a result, also reported a lowered sense of well-being. In our ongoing research, we are beginning to hypothesize and collect data on the effects of entrepreneurial role stress on various aspects of functioning. For example, entrepreneurs frequently reported disrupted family relations as a result of their self-employment. Time-based, behaviour-based and strain-based work-family conflicts are all plausibly attributed to the entrepreneurial role with predictable consequences for individual and family well-being. Given the importance of entrepreneurial activity in economic development, and the high rate of entrepreneurial failure we are also particularly interested in how the strains of the entrepreneurial role contribute to the success or continuation of the business. Plausibly, entrepreneurs under a great deal of success may be less than effective at some aspect of performance leading to business failure. Equally plausibly, I suspect that entrepreneurs may simply weary of the constant pressure and may voluntarily wind up their business in favour of a more traditional employment relationship.

While these ideas are, as of yet speculative, I suggest that sufficient data have accumulated to justify an OHP research focus on the experience of entrepreneurs and on health and safety in small and medium size enterprises. In doing so, researchers have the potential inform theory and practice both in OHP and in a broader domain related to economic development.

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EA-OHP Chapters

Over the last few years, a number of regional networks have started to emerge informally within the Academy. One such network is the Irish Chapter of the Academy (IEA-OHP). The Academy wishes to strengthen such emerging groups by providing support for kick-starting their activities.

Irish Chapter of EA-OHP

Birgit Greiner, University College Cork, Ireland

Many of you may remember the last Academy conference, which took place in Dublin last year. While sailing on the wave of enthusiasm that this conference stimulated we went ahead and formed an Irish chapter of the Academy. A first planning meeting was held with four psychologists in Dublin with support of the Health and Safety Authority (HSA), who will also sponsor further meetings for one year.

We discussed ways to make OHP, EA-OHP and IEA-OHP better known to Irish psychologists. As a first step, we decided to develop a seminar on conflict at work, sponsored by the HSA, and hosted before Christmas both to promote the practice and to encourage new members. This seminar series took place in November and December 2007. It addressed scientific evidence and models of good practice. While spreading the word about IEA-OHP to the appropriate professional organisations and the academic environment we hope to attract more members and work on specific Irish as well as European OHP issues.

Support for new Academy Chapters

Maria Karanika, University of Nottingham, UK

The Academy wishes to aid such progress and the development of regional networks of expertise in OHP. Chapters such as the IEA-OHP will bring together practitioners and researchers at a national, European and international level, to share knowledge and information. The Academy Chapters will:

- represent regional experience and expertise in OHP
- provide support to their members and a number of forums for collaboration
- offer a platform for OHP advocacy at the national and international level
- encourage debate, promote interaction, and support the development of the discipline

The current Academy membership provides the potential to have a large number of such networks across Europe and beyond, bringing together a large variety of expertise. Each will evolve in response to its members' needs within a regional OHP context. Each chapter will therefore be unique in terms of composition and activities. The Academy's Chapters will have the key task of creating links among OHP specialists within a region. The Chapter coordinators will have a key role in contributing to the development and maintenance of these networks and acting as contact points. They will have the responsibility of agreeing the Chapters' main activities with their members. They will report back to the Academy on their achievements and future plans.

The Academy's External Relations team can provide initial support to new Chapters. Funds will be made available on a competitive basis by the Executive Committee to support regional events organised by the Chapters. Up to £1,000 will be made available for the support of Chapter initiatives (maximum €500 per application). If you would like to develop a national Chapter and require initial financial support, please send a short proposal (no longer than 2 pages A4) to Maria Karanika-Murray, EA-OHP Deputy External Relations Officer (maria.karanika-murray@nottingham.ac.uk; tel: +44 (0)115 8466663) by 30 January 2008. Your proposal should outline the aims of the Chapter, membership, activity and dissemination plans. Chapter coordinators will be required to submit an activity report to the Executive Committee every six months outlining subsequent activities, achievements and plans for the forthcoming period.

EA-OHP Database of Expertise

The Academy is developing a database of expertise in order to facilitate the exchange of knowledge and collaboration among its members and with external organisations. This information will be use in three ways:

- It will be made accessible to all members of the Academy
- It will be made accessible to external organisations that may wish to contact members of the Academy members
- It will be made accessible to National Chapters who can put external interested parties in touch with members of the Academy

To contribute to the development of the expertise database please download the survey at: <http://www.ea-ohp.org/News/index.asp>

Exploring the understanding of psychosocial hazards and work-related stress in high- and low-income countries



*Evelyn Kortum,
WHO, Geneva, Switzerland*

The target population for worker health interventions consists of half of the world's population. The majority of workers are employed in unhealthy and unsafe working conditions and this includes 350 million children 5-17 years of age. It is all the more worrying that WHO estimates that worldwide only 5-10% of workers in developing countries and 20-50% of workers in industrialized countries (with a few exceptions) have access to adequate occupational health services (WHO, 1995). It is also a fact that a structured system to prevent issues such as psychosocial risks and work-related stress rarely exists in both developed and developing countries.

Major national and international developments have changed the world of work in the last few decades in high-income, as well as in low-income countries. One of these developments is the process of globalisation. Globalisation is largely an intensification of the processes of interaction involving travel, trade, migration and dissemination of knowledge that have shaped the progress of the world over millennia (Sen, 2000). The other development pertains to structural changes in the nature of work. These imply aspects of organisational restructuring in terms of down-sizing and substitution of the labour force with machinery causing increasing competition and feelings of job insecurity. These two developments go hand in hand, as globalisation seeks higher productivity at a lower cost. This has generally driven manufacturing to the developing world, however, there is also an emerging trend, even in the developing nations in the growth of service industries, with hazards, resulting in musculoskeletal disorders from repetitive and forceful movements and stress-related diseases (Wegman, 2006).

Hence, working populations in high-income and increasingly in low-income countries face the challenges of work-related stress and its consequences on their physical and mental health, often involving not only the persons themselves but pulling whole families into misery when work ability ceases. One of the differences between the working population in industrialized and developing countries is the level of awareness about what psychosocial risks are and how they can cause work-related stress and what can be done to manage them. An abundant body of research is accessible, and at this stage it can be said that work-related stress is not an emerging



*Stavroula Leka,
University of Nottingham, UK*

risk any more in high-income countries because it is not new and increasing (definition of emerging risks in EASHW, 2005), but only increasing.

Currently there is an evident lack of research and understanding about the nature of the psychosocial work environment, as well as related hazards and work-related stress in low-income countries. Clearly, one cannot assume that the existing body of research including intervention methods can be extrapolated without additional consideration of aspects specific to the context of low-income countries. The lack of research in this field and the struggle with other well-known and traditional occupational risks (chemicals, biological and physical hazards) prevents developing countries from addressing and controlling emerging hazards such as work-related stress and its consequences. Thus low-income countries lack awareness and intervention strategies, which also implies a lack of resources allotted to deal with this modern phenomenon and few policies that address these issues.

Mostly there are differences in cultural and behavioural norms, having to deal with sometimes a high prevalence of HIV/AIDS, malaria, tuberculosis and other diseases, blatant gender inequalities, high informal economic sector employment (in some places in Africa up to 95%), absence of any kind of legislation, high unemployment and sometimes war, famine and natural catastrophies. Also data recording systems are either not available or not useful due to lack of handling expertise and availability of standardized instruments.

Although high-income countries have largely mastered traditional risks, they still struggle, sometimes quite extensively, with the adverse consequences of work-related stress on the physical and mental health of the working population, as well as on the economy and society at large. The main reason is that existing knowledge is transformed into action at a very slow pace. One of the main responsibilities of professionals and experts is to take urgent action, using existing and new data, to prevent low-income countries from negative long-term consequences through the development of adapted strategies and relevant tools. This is certainly a challenge when other priorities prevail as stated above. However, to be able to grasp the current magnitude of the problem responsibilities will include: conveying the necessary awareness,

studying the situation, finding a basis for the adaptation or development of tools for intervention, as well as eventually influencing and supporting the development of OHS legislation or regulations to include aspects addressing psychosocial risks and work-related stress.

To address these neglected issues, and in line with the objectives of the Global Plan of Action on Workers' Health (endorsed by the World Health Assembly in May this year:

http://www.who.int/gb/ebwha/pdf_files/WHA60/A60_R26-en.pdf), WHO has taken the initiative to identify experts from low-income countries to develop a *Network of Experts in the Psychosocial Work Environment of Developing Countries, countries in economic transition and newly industrializing countries*. To date the network of experts comprises of about 80 individuals with multi-disciplinary backgrounds; all related to OHS. Experts will assist in identifying priorities for action in countries and also take active steps towards policies to include issues of psychosocial risks and work-related stress.

After starting the build-up of the Network, one of the first actions that was undertaken was to conduct about 30 telephone and a few face-to-face interviews with experts from all WHO regions: African (AFRO), American (AMRO), Eastern-Mediterranean (EMRO), European (EURO), South-East Asian (SEARO), and Western Pacific (WPRO). The aim was to capture some relevant issues concerning work-related stress and the nature of psychosocial hazards in low-income countries (awareness, perceived importance, knowledge of possible health outcomes from adverse psychosocial environments and work-related stress, occupational sectors, gender issues/vulnerable populations, interventions, and priorities in OHS).

The data has been thematically analysed and provided the basis for the development of a Delphi survey (2 rounds scheduled), which will be sent to experts in December this year. One of the next steps that have been planned through this initiative includes a series of focus group discussions at major conferences in 2008, including the following:

6-8 March 2008

7th Work, Stress, and Health Conference - Healthy and Safety at Work through Research, Practice, and Partnerships, APA/NIOSH, Washington, DC., United States www.apa.org/pi/work/wsh.html

29 June-2 July 2008

XVIII World Congress on Safety and Health at Work - Global Forum for Prevention; Safety and Health at Work: A Societal Responsibility, Seoul, South Korea www.safety2008korea.org

1-4 Sept 2008

Third International Conference on Psychosocial Factors at Work (ICOH-WOPS) - From Knowledge to Action, Québec City, Canada www.icoh-wops2008.com

12-14 Nov 2008

8th Conference of the European Academy on Occupational Health Psychology, Valencia, Spain www.ea-ohp.org

Parallel initiatives undertaken are the issuing of a GOHNET Special Newsletter with some country examples (http://www.who.int/occupational_health/publications/newsletter/gohnetspecial072007.pdf); and, an evaluation of the content and tools contained in the booklet in the Protecting Workers' Health series '*Raising Awareness of Stress at Work in Developing Countries - a modern hazard in a traditional working environment*'

(http://www.who.int/occupational_health/publications/pwh6/en/index.html).

An on-line survey to evaluate the booklet can be found here:

https://extranet.who.int/datacol/survey.asp?survey_id=486 [Username and Password = stress]

Conclusion

The main purpose of the initial stage of this initiative is to understand the situation as it pertains to work-related stress caused by psychosocial risks in developing countries, and then to determine some priorities for action. This will most probably initially focus on selected countries, given the vastness of the current scope. Early attention to emerging risks, in relation to the psychosocial work environment, will hopefully enable stakeholders to prevent adverse effects on mental and physical ill-health, as well as the economic consequences, that many high-income countries have been experiencing during recent years.

To facilitate the collection of data from experts who would like to join the Network, an on-line survey is available and experts from all countries are welcome to join. The survey itself can be entered through this link and explanations are given in the header: https://extranet.who.int/datacol/survey.asp?survey_id=479 [Username and Password = guest]

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Using a single question in the context of workplace mental health promotion

An additional part of the training module "Workplace Surveys"



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Workplace surveys are a mandatory part of occupational health services in Finland. Surveys serve as a basis for the activities of an occupational health unit (ca 1000 units). To conduct a workplace survey is also an essential part in the professional training for occupational health psychologists. For trainers, this task is a multi-faceted process that promotes the workplace assessment and cooperation skills of psychologists.

Traditionally, surveys in occupational health have focused on hygienic, safety and ergonomic factors. Surveys of psychosocial factors highlight the importance of an interactive approach involving all actors in the workplace; employers, foremen, employees, health and safety delegates, and trade union representatives. One of the most important survey tasks is to assess work conditions for workplace health promotion activities. The model used by the Finnish Institute of Occupational Health (FIOH) is to have a 30-40 minute discussion with employees using an assessment method focused on mental and social factors at work.

This year we added a new module to our procedure. The assessment was focused on the work of real estate agents (n=26) in one firm. In addition to other measures, we posed one single question: "What is this work like from a mental well-being point of view?" We analyzed the qualitative data (17 items) using a frame of social determinants and protective factors that have a particular impact on mental health and well-being as presented in *Mental Well-being Impact Assessment: A Toolkit* (www.northwest.csip.org.uk/mwia). According to this approach, there are four main factors that are thought to promote and protect mental well-being: enhancing control, increasing resilience and community assets, facilitating participation, and promoting inclusion.

In order to facilitate the feedback process we summarised the coding results in a table (see below)

Workplace and organizational factors related to mental well-being	Negative impact	Positive impact
Enhancing control	Mastering assertive personal style is needed (recruitment process crucial), continuous demand of situational awareness	Working with people, independence, moments when you succeed, the company is reliable and well known, freedom at work
Increasing resilience, individual level	Financial insecurity, skipping on your leisure time and activities, difficulties in keeping work/life balance	Freedom to decide the working hours, limiting the amount of tasks is possible
Increasing resilience, workplace level	Hard values in business, internal competition	Collegiality among work mates, pride and joy belonging to an appreciated company
Facilitating participation and preventing exclusion	Ignored if not successful	Shared objectives, not only "my own business"

The majority of the descriptions that emerged fell into the area "positive impact of enhancing control", which was against our preliminary hypothesis. An example of negative impact in the area of enhancing resilience was insecurity of personal income. In the participation area, we found that the feedback systems were good only in (financially) successful situations, not during bad times. The developmental role of feedback was not viewed as strong enough, while the feedback itself was tightly focused on business results.

The outcome of the process was an evaluation of the health effects of psychosocial working conditions, and practical suggestions in a written report. Our conclusion was that, despite the more stressful aspects, the balance with protective aspects in the work of real estate agents was favourable for their mental well-being. Further, we recommended that the firm pay attention to the long working hours to prevent long-term health risks due to "too eager" business activities; we also recommended a development of the recruitment process. In total, we made 12 suggestions for improvements and prevention of harmful work-related stress.

This training module (as part of an 11 study credits course) is rather demanding for trainers, and can be an important point in the training process. This year, the psychologists involved worked in five separate groups and interviewed 26 agents, with five trainers facilitating the process.

Since 2002, approximately 25 psychologists have participated in this obligatory (Occupational Health Care Act) postgraduate training. There are about 300 psychologists working in occupational health services in Finland, although most of them work on a part-time basis. Taking part in workplace surveys of psychosocial working conditions as a psychology expert is slowly increasing in occupational health services in Finland.

Conferences, Events, and Calls for Papers

EAWOP Small Group Meeting on:

**“Job Insecurity in Europe: State of the Art and New Directions”
17–19 September 2008, Leuven, Belgium**

Call for Papers

Organizers: Hans De Witte, Magnus Sverke, Johnny Hellgren & Katharina Näswall

Since the late 1970s, the nature of work has changed dramatically, due to, for example, economic recessions, industrial restructuring, mergers and acquisitions. These new conditions are often associated with large-scale workforce reductions and an increase of the number of temporary employees. For many employees these changes in working life have caused feelings of insecurity regarding the nature and future existence of their jobs. Job insecurity refers to concerns about the continued existence of jobs and can be defined as the subjectively perceived likelihood of involuntary job loss. Job insecurity is a subjective perception, concerns uncertainty about the future, and is involuntary. This perception is often associated with feelings of helplessness in retaining desired job continuity. During the past decades, extensive scientific research has been reported on the effects of job insecurity, suggesting that it is associated with reduced health and well-being of individual employees and with a decrease in organisational attitudes and behaviours, like organisational commitment and turnover intentions. Research on job insecurity is still needed, however, because there are numerous lacunae in the scientific knowledge at the moment.

To meet this need, a three day Small Group Meeting on “Job Insecurity in Europe: State of the Art and New Directions” will be organised in Leuven (Belgium), from Wednesday 17 (starting at 2 p.m.) until Friday evening 19 September 2008. The aims of this small group meeting are: (a) to present a state of the art of research on job insecurity, (b) to discuss some unresolved issues in job insecurity research, (c) to outline directions for future research, and (d) to build a network of scholars focussing on job insecurity.

We plan for a small-scale workshop with approximately 20 oral presentations. We also aim at exhibiting an additional amount of posters during the meeting. A maximum of 25-30 participants will be able to participate. Costs for meals of presenters will be covered by EAWOP and the organizers. Travel and accommodation costs are not covered and need to be paid by the participants. We are investigating possibilities of getting sponsorship for accommodation costs.

Examples of topics which can be discussed by the participants are:

- What are the correlates of different ways of measuring the concept ‘job insecurity’ (e.g. objective versus subjective; quantitative versus qualitative; cognitive versus affective; short term versus long term time span)?
- What are the antecedents of job insecurity, and how do situational, demographic and dispositional variables compare in determining the perception of insecurity?
- The analysis of consequences of job insecurity could be broadened, by investigating e.g. consequences for absenteeism, the family, union participation and even societal consequences (e.g. social attitudes and behaviours). There is the need for longitudinal research on this issue, in which the issue of causality is addressed.
- Much of the research into the consequences of job insecurity is rather descriptive in nature. There is a need to deepen our understanding of the consequences of job insecurity by using a more theoretically orientated approach, e.g. by testing the theoretical assumptions developed in this research tradition (e.g. the impact of the psychological contract, of insights from stress theory, etc.).
- From both a theoretical and a practical point of view, the analysis of moderators is important: which variables mitigate the negative effects of job insecurity on individual and organisational outcomes?
- Work and organisational psychologists should also develop interventions to cope with job insecurity and its consequences. In the meeting, an inventory of such interventions can be made, and results of evaluation studies can be presented and discussed.
- The inclusion of researchers from various countries allows addressing the issue of cross-cultural comparisons of the prevalence, antecedents and consequences of job insecurity (and their explanation). Countries differ quite strongly in structural and cultural terms. Researchers could also focus on regional differences within the same country. These comparisons would enable us to determine the extent to which our theories and knowledge can be generalized. Secondly, specific (regional and national) explanations could be traced, allowing us to expand existing theoretical frameworks.

Scholars interested to participate in this EAWOP Small Group Meeting are invited to send in an abstract before January, 31 2008. Abstracts should contain 300-500 words, as well as a title and all names and address details of the authors. Decisions regarding the acceptance of all proposals will be communicated before February 28, 2008. Full versions of the accepted papers are expected before August 31, 2008. Paper length: 5.000 words (tables, figures and references not included). Papers will be made available on a website for all participants, so that all information can be studied before the small group meeting takes place. It is the ambition of the organisers to publish a selection of papers in a special issue of a journal and/or a book.

For further information and questions, contact Hans De Witte. Abstracts should be sent by e-mail to Hans De Witte (Hans.dewitte@psy.kuleuven.be).



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Annat Rafaeli

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Sabine Sonnentag

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Revue Canadienne des
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Canadian Journal of
Administrative Sciences

Call for Papers Positive Organizational Scholarship

Deadline for Submission: October 1, 2008

Guest co-Editor: E. Kevin Kelloway

Email: Kevin.kelloway@smu.ca

Department of Management, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3

Drawing on concepts from positive psychology (Seligman & Csikszentmihalyi, 2002) and positive organizational behaviour (Luthans, 2002; Wright 2002), positive organizational scholarship deals with the study of positive "outcomes, processes and attributes of organizations and their members" (Cameron, Dutton & Quinn, 2003, p.4). As such, positive organizational scholarship is a perspective that is changing the field of organizational behaviour (Nelson & Cooper, 2007).

The Canadian Journal of Administrative Sciences is pleased to announce a special issue on positive organizational scholarship. While not ignoring the substantial methodological challenges inherent to the field (e.g., Nelson & Cooper, 2007), the aim of the special issue is to examine the impact of adopting a positive lens on organizations and organizational behaviour. Articles on a diverse array of topics are invited. Examples of such topics would include but are not limited to organizational perspectives on:

- Psychological Capital and its constituent elements (Hope, Optimism, Resiliency, and Self-Efficacy)
 - Gratitude and Forgiveness
- Positive relationships in the workplace
 - Moral and Ethical behavior
- Empathy, altruism, and compassion
 - Character strengths and virtues
 - Creativity
 - Wellbeing
 - "Flow"

Consideration will be given to both theoretical and empirical papers for this special issue, and is not restricted to Canadian content or data. The format of papers should not exceed 40 pages including references, tables, and figures. Shorter research notes will also be considered for this special issue. All papers should conform to American Psychological Association (APA format) guidelines.

Please email submissions to cjas@mcmaster.ca to the attention of the guest editor and indicate in the subject heading that the submission is intended for the Special issue on positive organizational scholarship. All submitted papers to CJAS will undergo a "double-blind" peer review. If a topic of an article does not fit with the special issue, the author(s) will be contacted to determine if the paper should be forwarded to the review process for a regular CJAS issue. Both French and English papers will be accepted for review.

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An Invitation to Participate

INSC 2008

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Chuo University
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The principal aim of the INSC is to provide a scholarly environment conducive to promoting exchanges between an array of disciplines to facilitate research and related academic activities in collaboration with colleagues worldwide.

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Contributions from other disciplines such as computer science, mathematics and engineering are also welcome provided the main focus of the paper is an application of nonlinear science in the behavioral, social or biological sciences.

Submit your papers to:

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Please find below general guidelines for submitting articles for future issues of the *Occupational Health Psychologist*. We hope that our willingness to publish many different types of articles will encourage all of our members to contribute. We welcome articles from students, new researchers, practitioners, and from long standing members of the Academy. We aim to publish three issues per year: winter, spring/summer, and autumn.

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We welcome short reports of research findings, practice issues, case studies, brief literature reviews, and theoretical articles. You could, for example, use the *OHPist* to gain exposure for your work whilst preparing for publication, or for work that may not otherwise be published within the OHP domain. Articles for this section can be 1500 to 2000 words.

OHP Briefings

We also welcome overviews of your OHP-related activities, or those of your research group, consultancy, or organisation. We believe that this type of article will provide a useful insight into the sort of work that is being undertaken across the OHP world community. This section could also be used to communicate policy developments that have implications for OHP research, practice, and education in your country. This type of article could be up to 2000 words, although we will accept longer articles if more than one member of a group wishes to contribute.

Other articles

We welcome open letters to your fellow occupational health psychologists regarding any OHP-related topics, and summaries (in English) of OHP issues that have been reported by your national news media.

**Please email your articles to
the Editor: Paul.Fluxman.1@city.ac.uk**

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