



## CONTENTS

**3 EAOHP LISBON CONFERENCE  
2018 UPDATE**

**4 INTERVIEW WITH JOAN  
BENACH: PRECARIOUS  
WORK**

**7 POLICY FOR WORKPLACE  
INNOVATION IN THE  
EUROPEAN UNION**

**8 RESEARCH FUNDING SCHEMES  
FROM THE EUROPEAN  
RESEARCH COUNCIL FOR  
TOP RESEARCHERS FROM  
ANYWHERE IN THE WORLD**

**9 FOCUS ON PRACTICE WITH  
MICHAEL MUNCH-HANSEN**

**11 WORK & STRESS UPDATE**

**12 ACADEMY FORUMS: UPDATE**

**13 OHP NEWS**

**14 ACADEMY INFORMATION**

**15 GUIDELINES ON SUBMITTING  
CONTRIBUTIONS TO THE  
NEWSLETTER**

The views expressed herein are those of the authors and do not necessarily represent those of any other person or organization. The *Occupational Health Psychologist* does not in any way endorse the views expressed.

## Editorial

A very warm welcome to you all to the latest issue of *the Occupational Health Psychologist*!

We begin this issue with an update on our forthcoming conference, in Lisbon, Portugal, from September 5<sup>th</sup> to September 7<sup>th</sup> this year. The draft programme is now available on the conference website at: <http://www.eaohp.org/conference.html> With keynotes from David Guest, Leslie Hammer and Maria José Chambel; a wide range of parallel sessions; poster presentations and symposia; there promises to be something for everyone, so if you haven't done so already, there is still time to register.

At our previous conference in Athens, in 2016, where he was a keynote speaker, Aditya Jain and Daniel Ripa seized the opportunity to interview Joan Benach, Professor of Public Health and Occupational Health in the Department of Political and Social Sciences at the Pompeu Fabra University, Barcelona. In this issue, we publish part of this interview in which Joan discusses, in particular, his perspectives on precarious employment.

In our OHP Briefing, Vlad Dediu, discusses some of the complexities and challenges relating to the development of policy for workplace innovation in the European Union.

OHP researchers will be interested in the article by Diana Franciso from the European Research Council (ERC), in which she outlines the different grant schemes which fall under the auspices of the ERC.

Our Focus on Practice interview is with Danish OHP practitioner, Michael Munch-Hansen. In his interview, Michael talks about how he became involved in OHP practice, the kind of initiatives he is currently involved in, and where he believes OHP is going in the future.

Finally, we are grateful to Kevin Teoh, for providing a synopsis of the five papers published in the latest issue of our partner journal *Work & Stress*; and to Birgit Greiner and Karina Nielsen, Chairs of the education and research forums, respectively, for their forum updates in respect of plans for the conference.

Remember this is your bulletin! We are happy to receive your contributions in the form of short research papers, reflections on practice, reports of OHP developments in your country, or anything that you think would be of interest to the OHP community. We also welcome any feedback regarding the content of the bulletin, or suggestions that you might have relating to the types of features you would like to see included in the future. In the meantime, we hope you enjoy this issue!

**Sue Cowan, Editor**

On behalf of the Editorial Team  
email: [s.cowan@hw.ac.uk](mailto:s.cowan@hw.ac.uk)

# The 13th Academy Conference 2018

The 13th European Academy of Occupational Health Psychology Conference will take place from 5-7 September, in Lisbon Portugal. The EAOHP 2018 conference will be co-organized in collaboration with the Organizational Behaviour and Human Resources (OBHR) research group of the Business Research Unit (BRU-IUL), a multidisciplinary research unit that spans the main fields of Business, Economics and Finance in ISCTE-IUL.

Thank you very much to all our colleagues who submitted abstracts for the EAOHP conference Lisbon 2018. We received over 650 submissions, including 45 symposium proposals.

Notifications of acceptance/rejection were sent to all submitters on the 16th May 2018.

## **Deadline for Author Registration closed.**

Limited spaces for general delegates remain. Registration fee is discounted for EAOHP member, students and delegates from developing countries. The delegate fee includes access to all scientific sessions, lunch and refreshments during the conference and a delegate pack including the book of proceedings. Fee includes two-year membership to the Academy.

## **Conference Dinner: Limited places**

The conference dinner will take place on the evening of the 6th September 2018. The venue will be Casa do Alentejo in the centre of Lisbon. The dinner will include a welcome cocktail and four courses plus couvert and drinks.

## **Prizes and Awards - Final Deadline for Nominations is 02 July 2018**

The EAOHP presents open awards to researchers and practitioners to recognise their contribution to the field of OHP.

Nominations should be sent to [conference@eaohp.org](mailto:conference@eaohp.org) (include in the subject the name of the award):

## **Eusebio Rial-González Innovation & Practice Award in OHP**

In 2014 the EAOHP lost one of its founding members, Dr Eusebio Rial-González. Dr Eusebio Rial-González. Seb will always be remembered as a beloved colleague and true innovator in occupational health psychology. He was a key member of the team that established the European Academy of Occupational Health Psychology and served as the EAOHP Finance



5-7 SEPTEMBER | 13th CONFERENCE OF THE EUROPEAN ACADEMY OF OCCUPATIONAL HEALTH PSYCHOLOGY

Officer and member of its Conference Organising Committee until 2002. He subsequently moved to the European Agency for Safety & Health at Work in Bilbao, Spain. To honour his life and work, EAOHP launched in 2016 the 'Eusebio Rial-González Innovation & Practice Award in OHP' in collaboration with EU-OSHA.

## **Andre Bussing Prize**

The Andre Bussing Memorial Prize was introduced following the untimely death of Academy Vice President, Andre Bussing, in 2003. Andre was a long standing supporter of the Academy and since its inception expressed a heartfelt desire to see the discipline of occupational health psychology prosper. To recognise Andre's contribution, the Executive Committee of the Academy introduced a prize in his honour to be awarded biennially. The prize recognises high quality research by an early career researcher.

## **Pre-conference Workshops**

This year's conference is pleased to offer two pre-conference workshops delivered by experts in their fields. Both workshops will be held on the 4th September 2018.

There are still some places available for the "Introduction to Multilevel Moderation Analysis: Probing and Plotting Cross Level Interaction".

## **Venue and accommodation**

The EAOHP 2018 conference will be held at the ISCTE-IUL in Lisbon, Portugal. We have included on our website relevant information about how to get to the venue as well as some near by hotels.

## **For more information**

Visit our conference website at: <http://www.eaohp.org/conference.html>

## Joan Benach

New forms of work organization and employment must be considered within the wider picture of employment and working conditions across the world, i.e. the social determinants of health. Labor markets and social policies determine employment conditions such as precarious or informal jobs, child labor or slavery, or problems such as having high insecurity, low paid jobs, unrealistic workloads, or working in hazardous conditions, all of which heavily influence health inequalities. The recent focus on well-being has brought about the question of whether approaches in the workplace should focus only on factors influencing the individual's experience in the work environment or wider influences that considers more of the social determinants of health. Aditya Jain and Daniel Ripa interviewed Professor Benach at the European Academy of Occupational Health Psychology conference in Athens where he was a keynote speaker.

### **What do you consider as 'precarious employment'?**

Precaire employment can be defined in many ways. It includes concepts such as atypical employment, contingent employment as well as many other related issues, which very often can lead to confusion. In my opinion, precarious employment is a social determinant of health, and social determinants of health are all the social, political, environmental, and other factors that drive and produce not only poor health outcomes or affect quality of life and well-being, but also generate health inequalities. Precarious employment can also be considered an employment condition, but at the same time, employment conditions are embedded into employment relations. Therefore, to understand precarious employment, we need to go beyond the narrow conceptualisation of the concept as a 'risk factor' often seen in disciplines such public health, epidemiology, and occupational health psychology. For instance, perhaps the most studied risk factor related to precarious employment is job insecurity, which is one of the main topics studied by OHP researchers. Now job insecurity certainly has a good evidence base which shows that it is related to the health and well-being of the population and workers, but the research does not examine the question, why do people feel insecure? If we do not understand why people are feeling insecure, we are not fully understanding the problem, and therefore we are not probably going to make effective policies to address the problem.

So precarious employment in my opinion is a structural factor that is embedded in work organisations, but also outside, because it is related to many labour market policies such as types of employment contracts, types of regulations on social protection and worker rights, among others. If not managed and implemented well, workers



Professor Joan Benach is Director of the Health Inequalities Research Group-Employment Conditions Network, and Professor of Public Health and Occupational Health in the Department of Political and Social Sciences at the Pompeu Fabra University (Barcelona, Catalonia, Spain). For over two decades, he has collaborated extensively with leading social epidemiologists, public health experts, members of social movements, unions, and other social groups across the world. He has been consultant to the WHO and Ministries of Health in several countries. From 2005 and 2008 he worked for the WHO Commission on Social Determinants of Health chairing the Employment Conditions Knowledge Network (EMCONET), and in 2010 participated in the working committees that developed the Report "Fair Society, Healthy Lives" (Marmot Review). His research contributions include original analyses on Social Determinants of Health such as Precarious Employment and other Employment Conditions, the health intersections between Social Class, Gender, Migration and Geography, and the development of Health Policy analysis and methods. In 2016, he was awarded the Fellowship of the EAOHP.

would suffer from insecurity, instability, vulnerability, lack of power, lack of rights etc. which in turn would then generate health problems. To summarise, I think that precarious employment needs to be thought of as a multi-dimensional construct, not as a one-dimensional construct, such as job insecurity, downsizing, or temporary contracts, which are important to understand but are not complete as they do not allow us to fully understand what is going on. With this multi-dimensional construct, we are in a better position to understand the real mechanisms that are driving the connection between precarious employment and health. I believe precarious employment would be better understood if we see the issue as employment precariousness. Employment precariousness is the continuum that goes from let's say full time permanent workers with rights and social protection on one end, to workers in extreme

---

situations with no rights and social protection on the other end. All workers have some levels of precariousness and when we move in this continuum towards the more unstable, we find people with temporary contracts or part-time work, informal work and so on. Precarious employment should therefore be seen as a complex multi-dimensional construct within a continuum.

### ***What has led to the rise of precarious employment?***

We can understand this by examining the dynamic power relations in a workplace and in society. We have employees because we have employers, and there is a constant tension between the two. When we think about industrial relations or employment relations we must understand these in terms of power and its consequences. This is not new and has been going on for centuries. So when we think about the issue of work, we can think of so many historical examples in different countries or in different situations, but there have always been some levels of problems related to power relations between those that have the means or the resources to generate the production and those that often, especially under capitalism in the last two centuries, have to sell their time to work – what we call employment.

To understand the growth in the precarious nature of work, in general terms it is very much related, both to high income countries as well as to what has happened in the world in the last 35 years. What has happened is that we have seen a change in the way that capitalism has been working. If we look at what happened before the Second World War and particularly what happened after, we find that there was a more balanced situation between the elites, the companies, and employers. In other words there was a better balance between capital and labour for several historical reasons. This lasted until the 70s when the financialization or the neo-liberalisation of the economy began, which led to the creation of a clear imbalance in the power relations between labour and capital.

These developments are very much related with the growth of precarious employment all over the world and in many different types of contexts. To look at the socio-economic situation of the world only in economic terms using very broad indicators such as GDP and others is very limited because GDP only measures economic activity and economic activities can mean many things. We certainly lack indicators and that is why I had been proposing for several years, the need of monitoring employment. We do not have good data on precarious employment and informal employment, so for example we don't know what is going on in terms of precariousness in Europe or in many other countries, and we don't have very good data to make reasonable comparisons between countries.

### ***There is however, data on quality of work or employment. Is there a difference between quality of employment and precarious employment?***

Even this data is very limited. You know the term precarious employment does not seem very optimistic and some people want to avoid the use of such terms, so they prefer to use quality of employment instead. This happened to us when we were writing a report for a governmental agency where we had to change our terminology to quality of employment rather than using precarious employment. While both concepts mean the same things, the choice of words which are used to convey the meaning of a concept is very important.

Words are the most important tools in politics, and politicians would agree with that. If you say quality of employment, it provides a positive message about where we need to improve, while if you say precarious employment, it means something more negative. It is the same when you say inequalities it doesn't sound very nice, but when you say variations or disparities it does not sound so bad because the first words imply a sense of an ethical justice or ethical injustice of what's going on, so that's why words matter. That's also why I mentioned already that focusing only on issues such as job insecurity is like only seeing the surface of the problem, but we must go into the root causes of the problem, even if we cannot change it but at least understand it.

### ***There is a lot of focus on metrics like employment rates and many argue that having a job is better than not having a job. What are your views on this?***

When some people say it's better to have a job than have no jobs, we immediately must ask: What type of jobs? Certainly, we know that to be unemployed is bad for health and it's bad for human beings and the family. There is so much evidence which shows that unemployment generates so many health problems. On the other hand, we must recognise that unemployment is only part of the picture because many people are working without being employed. In many countries unemployment rates are pretty low but that does not mean that the quality of employment of those who are employed is good. We must therefore connect unemployment rates with data on other types of employment and with work in general. I think that we need to find ways to connect different situations at the level of work, at the level of employment and unemployment to understand the whole picture. For example, when we read that in the US around 11 million people are unemployed it only tells us only part of the story because we know that at least 30 million jobs more are needed which meet a minimum quality level. Low employment rates in many countries in Africa are another example but this is because 60-70 percent of the workforce is employed in the informal sector and very often in low quality jobs offering no social protection to workers.

I disagree with those who say that it's better to have a job than no job because it does not take into account

---

the labour market dynamism. Also, there is growing evidence which indicates that having a poor-quality job could be worse than not having a job. Therefore, I believe that this view is a very simplistic way to justify the generation of low quality jobs, which again is in favour of the imbalance between those who have more power, which then produces social inequality.

***Since the development of the concept what do you think are the areas which need to be updated and what are the priorities for the future?***

We need to expand the research agenda on precariousness a lot, if we want to understand what's going on. We need to monitor, to measure not only precarious employment by focusing on those with contracts versus those without contracts, but we also need to monitor and measure informal employment which is a big challenge. The best data global probably comes from the ILO Key Indicators of the Labour Market (KILM). However, even this data is very limited, so we don't even have basic data on the situation that workers are facing today. The best surveys are probably those that are carried out in Europe but even these tend to be limited. So, developing better measurement and monitoring mechanisms should be one of the most important policy priorities in my opinion.

To understand what's going on is important for policy purposes. To understand and to monitor we need to see the impacts at the global level, at the effects of inequalities, the short-term and long-term effects on workers but also the effects on the families. While there are studies in some areas, many areas have often been overlooked. I think it's imperative to make a shift in the research and move the topic forward, rather than just summarising the context. We need to understand, as I have mentioned earlier the mechanisms and the dynamism of the labour market. This is a big challenge, but we must do it.

What we should not do it is to only continue studying risk factors and repeat again and again this type of research. Researchers need to be open to new ideas, to different methodological approaches, open their eyes to other possibilities and have dialogues with other researchers, and perhaps establish interdisciplinary teams that in combination can address many of the problems we don't understand very well. Psychologists for example cannot only focus on individual or personal factors but also incorporate social and political factors in their research when studying issues relating to precarious employment. I think we need to be bold, and researchers as part of society have a lot to say in policy terms and need to not only understand the world and but also explain the world. We need more research on policy and intervention evaluation as research on their impact is very limited.

A big challenge for research is that situation of workers in different workplaces is changing, so this is a dynamic situation, which is changing all the time. How do we study this? How do we understand workers that are in and out of jobs, are unemployed, have some level of contracts, work in the informal economy and so on? This makes the concept of precarious employment complex and difficult to study and it makes that many researchers you know go for a more let's say simple type of approach which focuses on risk factors alone. While this research is useful, in my opinion it is incomplete because it does not help to explain very well the causes and the mechanisms about why precarious is increasing and unfortunately, I think in the last 20-30 years we are experiencing and seeing increasing growth of precarious jobs everywhere. So, I think it's an emergency, it's something that needs to be addressed by researchers, need to be understood and needs to be explained. We can then use this research to come up with appropriate policy approaches to tackle some of most problematic situations so many workers in the world are experiencing today.

---

## **Contribute to the Newsletter!**

**This is your newsletter!** We do our best to cover what interests you, but we need your input. We welcome contributions of all kinds – for instance, news of people in practice, education and/or research, including new professional appointments and contracts, conference announcements, reports of symposia, accounts of work in progress, and letters to the Editor.

We are keen to include content from any contributory discipline, in order that we can encourage discussion and debate around Occupational Health Psychology in its fullest possible sense. You don't have to be an EAOHP member to contribute, nor do you have to be based in Europe. We welcome contributions from all parts of the globe. We will publish any item that is of interest to Newsletter readers (who number some 1,000 individuals worldwide).

If English is not your first language, don't let this put you off – if you need it, you will be provided with help to prepare your item.

If you have a contribution for the Newsletter then just send it to a member of the Newsletter Team or, if you are undecided, get in touch with Sue Cowan or Kevin Teoh to discuss your ideas. See the back page of this Newsletter for our contact details.

# Policy for Workplace Innovation in the European Union

by Vlad Dediu

University of Nottingham

The dynamic environment in the European Union (EU) presents unique challenges, as well as opportunities, for policy makers and social actors involved in the policy development and implementation process. We also need to be aware of the complexities brought by differences between member states. Differing needs and priorities, as well as the multitude of cultures and traditions of work are just a few of the factors that need to be taken into considerations when developing broad frameworks and policies surrounding the world of work.

One of the biggest debates is on the balance between “soft” and “hard” policy initiatives. Soft policy approaches encompass things like non-binding or non-auditable guidelines, frameworks and toolkits. Hard policy is represented by regulations and directives. In the EU, the development of hard policy has been notoriously difficult due to the variations between member states. That is why for complex and multi-dimensional issues, such as that of workplace innovation (WI), the preferred approach has almost exclusively been soft policy.

To better understand why, it is important to underline that successful WI policy need to address a multitude of issues surrounding employment, occupational health and safety, wellbeing at work, quality of working life, job organization and work design, to name a few. The only way then to achieve effective WI policy is to first base it on strong research. Much can be said about the state of research in these fields - we acknowledge there is always room for improvement and that there are issues that could and need to be more clearly understood. Although at present we do have at our disposal a wealth of knowledge surrounding these topics, much of that research is under-utilized and there are many debates as to whether researchers could be more adept at promoting their findings, their applicability and their potential impact. Indeed, more awareness raising efforts are needed to bring into the spotlight what best practice might look like. Nevertheless, the tradition and need for research-based policy making is strong and growing in many of the EU directorates. However, many times the efforts are dis-jointed and there is a need for greater communication, collaboration and sharing of knowledge between institutions.

One of the remaining challenges is how to balance prescriptive as opposed to flexible approaches for WI policy. Stakeholders at all levels are reluctant to be too directive when it comes to matters within the remit of



Vlad's expertise lies within the areas of psychosocial management, HRM, work design and innovation. He has contributed to several work groups and workshops on improving employee wellbeing and innovation, and is very interested in holistic policy approaches and programmes aimed at increasing innovative behaviour, engagement, job satisfaction and more generally wellbeing work.

individual nations, occupational sectors or organizations. This is because with WI policy there is no “one size fits all” solution. Therefore, policy makers find themselves performing a careful balancing act. They need to ensure that all employees have a decent quality of working life (and as a result innovate, are more productive, healthy and satisfied), but at the same time allow sufficient flexibility so that countries can have diverse organizations that can differentiate themselves and not to stifle competition. For the EU it is impossible to do this by itself. To successfully create such initiatives they need to bring in other social partners - NGOs, trade unions and employer organizations, as well as academic institutions. However, the power balance between these stakeholders differs across European countries. This has a great influence when it comes to the acceptance of specific issues, especially those surrounding sensitive things such as mental health, the obligations of the employer, and expectations from the employee. This, in many people's opinions, could never be settled with the use of hard policy approaches. Instead, a new form of participatory governance appears that is vastly different and more intricate than the classical paternalistic state, where one central government imparts rules and regulations as it sees fit.

In such a complex, multi-actor governance network, there are a multitude of challenges to be addressed, the paragraphs above present an overview of just a few of them. This new system of governance is the European reality, and having the ability to take advantage of its strengths, while at the same time knowing how to avoid reaching a stand-still because of a lack of consensus is paramount for the success of future policy efforts. However, very difficult key questions still remain to be answered: in such a de-centralised system where many stakeholders shape policy, who takes responsibility for both failures and for success?

# Research funding schemes from the European Research Council for top researchers from anywhere in the world

By *Diana Francisco*

*European Research Council*

The European Research Council (ERC), established by the European Union in 2007, is the first European funding organisation for excellent frontier research. It is a flagship component of Horizon 2020, the European Union's Research Framework Programme for 2014 to 2020, and complements other funding activities in Europe, such as those of national research funding agencies. The ERC celebrated its tenth anniversary last year and is already seen as a European success story that makes Europe more competitive globally.

Every year, the ERC selects and funds the very best, creative researchers of any age and nationality, to pursue ground-breaking, high-gain/high-risk research in Europe. Scientific excellence is the sole selection criterion, without any policy priorities. With its 'curiosity-driven' or 'bottom-up' approach, the ERC allows researchers to push forward the frontiers of knowledge, and to identify new opportunities and directions in any field of research. This ensures that funds are channelled into new and promising areas of research with a greater degree of flexibility.

By attracting Europe's brightest minds, the ERC has already helped to bring about unpredictable scientific and technological discoveries – the kind that can form the basis of new industries, markets, and the social innovations of the future.

Ultimately, the ERC aims to make the European research panorama more prepared to respond to the needs of a knowledge-based society and provide Europe with the skills in frontier research necessary to meet global challenges.

The ERC aims to foster healthy competition across Europe based on robust, transparent and impartial evaluation procedures. Particular priority is given to top early-career researchers to help them making the transition to independence at the critical stage of setting up or consolidating their own research team. Its grants aim to recognise the best ideas, and confer status and visibility upon the best brains in Europe, while also attracting talents from anywhere in the world. Key global research funding bodies in Argentina, Brazil, Canada, China, India, Japan, Korea, Mexico, South Africa, and the United States have concluded agreements to encourage their researchers to temporarily join ERC grantees' teams.



**European Research Council**

Established by the European Commission

The ERC has three core grant schemes: Starting Grants, Consolidator Grants and Advanced Grants.

**ERC Starting Grants** are designed to support excellent Principal Investigators starting their own independent research team or programme. The PI must have been awarded their first PhD at least 2 and up to 7 years prior to reference date of the call (usually January 1<sup>st</sup> of the call year). Starting Grants may award up to a maximum of EUR 1 500 000 for a period of 5 years.

**The Consolidator Grants** are designed to support excellent Principal Investigators at the career stage at which they may still be consolidating their own independent research team or programme. The eligibility window requires that the PI has been awarded their first PhD over 7 and up to 12 years prior to the reference date of the call. These grants may award up to a maximum of EUR 2 000 000 for a period of 5 years.

Finally, **Advanced Grants** are designed to support excellent PIs that are active, already established research leaders with a recognised track record of research achievements in the last 10 years. Advanced Grants may be awarded up to a maximum of EUR 2 500 000 for a period of 5 years.

An additional funding scheme, the **Synergy Grant**, was re-introduced in 2017. ERC Synergy Grants are intended to enable minimum two to maximum four Principal Investigators and their teams to bring together complementary skills, knowledge, and resources in new ways, in order to jointly address ambitious research problems. The aim is to promote substantial advances at the frontiers of knowledge, to cross-fertilize scientific fields, and to encourage new productive lines of enquiry and new methods and techniques, including unconventional approaches and investigations at the interface between established disciplines. Synergy Grants may be awarded up to a maximum of EUR 10 000 000 for a period of 6 years.

To maximise the value of the excellent research that the ERC funds and because research often generates unexpected or new opportunities for commercial or

societal application ERC also offers **Proof of Concept Grants**, for up to a maximum of EUR 150 000 for a period of 18 months.

To date, the ERC has funded more than 8 600 top projects led by researchers at various stages of their career based at over 730 institutions across Europe. Furthermore, the funding supports at least 50 000 postdocs, PhD students and other staff members working in the ERC research teams. Overall, ERC funding has led to more than 800 patent applications so far, and to the creation of over 100 companies. ERC grantees have been

awarded around 1 000 prestigious prizes, including six Nobel Prizes.

The ERC is led by an independent governing body, the ERC Scientific Council, and an Executive Agency, the ERCEA, is the implementing arm. Its budget - €13 billion for the period 2014-2020- represents 17% of Horizon 2020's total budget, for which European Commissioner for Research, Innovation and Science, Carlos Moedas is responsible.

<https://erc.europa.eu/>

## Focus on Practice

### Michael Munch-Hansen

In this issue's interview, Michael Munch-Hansen from Denmark tells us about his work as an occupational health psychology practitioner.

#### **How did you first become interested in occupational health psychology?**

While doing my Bachelor of Philosophy at Aarhus University (Denmark), I became increasingly aware of my personal need to focus on the practical aspects of the work. Academia, the theories and great thoughts did catch my interest, but it just wasn't enough.

So I switched to a Master of Psychology (also at Aarhus University) and had a vague plan of wanting to work with therapy. But soon I was attracted to organisational psychology. And while studying, I was lucky to gain a lot of practical experience as a consultant. So my career path and professional direction had already been set when I graduated.

#### **What is your educational background, and what if any, previous relevant work experience have you had?**

The Bachelor of Philosophy must have been of some use, but frankly, I only rarely think that it has a connection to my current work. But my Master of Psychology and especially a certain environment of systemic dialogical consultancy practice has played a giant role.

My most formative years were the first 10 years' of employment in two companies with colleagues covering the entire occupational health spectrum (hygiene, indoor climate, ergonomics etc.).

These years taught me the crucial points of being a consultant; contact and contract, building relations, balancing the individual needs of the various stakeholders etc.



#### **Could you tell us something about your current employment? What are your key responsibilities in relation this?**

For the past 10 years, I've been running my own firm and has the privilege of having only myself to disagree with. I mainly work with public enterprises. I have always had a specific interest in making simple intuitive models and tools. If you want to push a subject or situation into an academic and intellectual direction, I'm not the man to call.

Some of my main fields of interest include leadership development, training leaders in dealing with sickness leave (including engaging in decent and productive meetings and conversations with the employees), social capital, and prevention of threat/violence from clients.

#### **What are some of the work initiatives/projects in which you have been, and are currently, involved?**

In addition to the areas mentioned above, I take a special interest in how to improve the results made



*In this section we describe the five papers published in the most recent issue of our partner journal—Work & Stress, vol. 32, issue 2, 2018.*

## **Can job insecurity be managed? Evaluating an organizational-level intervention addressing the negative effects of restructuring**

*By Abildgaard, Nielsen & Sverke*

This study, among postal service letter carriers in Denmark, evaluated the effects of a participatory organisational-level intervention in which employees and managers chose to address the psychosocial consequences, specifically job insecurity, of restructuring. The intervention group had a significantly smaller increase in one dimension of job insecurity as compared to the comparison group. Therefore, job insecurity, which typically follows in the wake of restructuring, can be addressed by planned efforts at the workplace level.

## **Out of sight and out of mind? A literature review of occupational safety and health leadership and management of distributed workers**

*by Nayani, Nielsen, Daniels, Donaldson-Feilder & Lewis*

A systematic literature review was conducted to examine the leadership and management of OSH for distributed workers. These are those who work autonomously and remotely from their organisation's main locations for at least some of their work-time, and are an important and growing proportion of the workforce. Eleven papers identified established leadership styles, including leader-member exchange, (safety specific) transformational and considerate leadership. Twenty papers examined management. Findings from these 20 papers were interpreted as representing resources, deployed through management and utilised by managers to ensure OSH for distributed workers, including communication technologies, social support and a good safety climate.

## **The relationship between employee motivation and psychological health at work: A chicken-and-egg situation?**

*by Dagenais-Desmarais, Leclerc & Londei-Shortall*

Using self-determination theory and the bidimensional theory of psychological health, this complete panel design study tested the directionality of the relationship between motivation at work and psychological health at work, with a dedicated focus on the specific predictive patterns observed between 4 types of motivation at work and positive and negative indicators of psychological health at work. Results



indicated that only identified regulation and psychological well-being at work have a fully reciprocal relationship.

## **Cortisol on Sunday as indicator of recovery from work: Prediction by observer ratings of job demands and control**

*by Elfering, Grebner, Ganster, Berset, Kottwitz & Semmer*

Regression analyses showed an impact of job demands and control on Sunday cortisol levels, and this effect was fully mediated by after work fatigue. Contrary to expectations, there was no significant interaction between job demands and control. Demonstrating that job demands and control predict after-work fatigue as well as a delayed physiological marker of recovery, these findings suggest that high after-work fatigue may entail costs to the individual's physiological systems.

## **Self-help for stress and burnout without therapist contact: An online randomised controlled trial**

*by Hofer et al.*

This randomised control study examined the effectiveness of a self-help book, using Acceptance and Commitment Therapy (ACT) to target stress and burnout. Compared to the waitlist group, participants in the immediate intervention group reported lower stress and burnout and higher psychological flexibility at post-assessment. All primary and most secondary outcomes and ACT processes continued to improve in the 3-month-follow-up period.

## **Work & Stress—Online Access**

All members of the Academy receive a personal subscription to the quarterly international journal 'Work & Stress'. If there are any queries, kindly contact our membership officer: Cristina Di Tecco (c.ditecco@inail.it)

# Academy Forums: Update

## Education Forum

By Birgit Greiner

We introduced the Early Career Researcher Forum, specifically designed for PhD and Masters students to orally present their work at the last EAOHP conference in Athens. For the presentations we used two snappy short formats. 'The Grand Doctoral Plan' involves a 3-minute presentation for those students who just started their dissertation process to present their research ideas and research plan. The 'Just-After-Completion' format is a 5-minute presentation for those, who just completed their research to report first findings. Part of the Forum session were also 2 invited PhD supervisors at different stages of their career, Norbert Semmer (University of Berne) and Maria Karanika-Murray (Nottingham Trent University). They reflected on professional, personal and academic issues relevant for Early Career researchers. This format worked very well and we launched another call for the upcoming EA-OHP conference in Lisbon.

This time we received an unexpected high number of submissions, which is fantastic! At the Lisbon Conference the Education Forum will offer three Early Career Researcher Fora, each of them with a different focus. We will also have specific Early Career poster presentations.

The topics for the oral presentations and discussions in the 3 fora will be: (1) New research developments in work-life balance, fatigue and recovery; (2) Novel approaches to researching workplace health behaviours, wellbeing and absenteeism with a reflection on what can we learn for our own PhD process (3) Techno stress, technological developments, innovations and their evaluation.

An invited expert will give a brief reflective summary of the Forum topic and provide expert feedback and discussion to the presenters.

The Forum offers students the opportunity to present their rough ideas or their research progress and receive constructive feedback and discussion, which may help to further progress their work. The Forum also provides a platform for international networking to students working on similar research topics. It may also be the starting point for building peer support and mentoring structures and future research collaboration.

All PhD and Masters students but also supervisors are invited. We plan to conduct these sessions in an interactive format with plenty of time for discussion

and reflection. After all, engaging in a PhD or Masters dissertation usually produces more than just the academic degree but also leads to range of 'intangible' outcomes including personal development, confidence building and critical engagement.

Come around and listen to the newest research in occupational health psychology and related fields and share your feedback and reflections with the students!

For more information please visit: <http://www.eaohp.org/doctoral-student-and-early-career-researcher-showcase.html> or contact me at [b.greiner@ucc.ie](mailto:b.greiner@ucc.ie)

## Research Forum

By Karina Nielsen

The preparations are underway for the next EAOHP conference and I look forward to seeing everyone in sunny Lisbon. Make sure you don't miss out on our keynotes' invited symposia. As chair of the Research Forum I am keen to hear your ideas of how the EAOHP can promote OHP research activities. And what better opportunity than to discuss ideas at the conference? I will therefore be organising an interactive workshop on how the EAOHP can promote research in Occupational Health Psychology. Come along and discuss what kind of activities may help foster a vibrant research community in OHP. Ideas could be activities both at our conferences but also activities between conferences. Ideas could be organising workshops to facilitate joint collaborations, both networks and research projects or it could be organising small group meetings. The floor is yours so come along and let us discuss how we can promote OHP research.

At the Lisbon conference, we will also be reviving the pre-conference workshops. We will have two workshops: Introduction to Multilevel Moderation Analysis: Probing and Plotting Cross Level Interaction run by Dr Helena Carvalho and Designing, Implementing and Evaluating Organisational Interventions run by myself and Dr Ray Randall.

For more information on the topics and for enrolment, please see: <http://www.eaohp.org/pre-conference-workshops.html>

# News

## Institute of Work Psychology Studentships

The [Institute of Work Psychology](#) at Sheffield University Management School is offering an outstanding chance to recruit highly qualified PhD students.



- "What works for Whom in which Circumstances? Evaluating a Participatory Organisational Intervention in US Industrial Canteens". This project is a collaboration with the Harvard Centre for Work, Health, and Wellbeing, a NIOSH-funded centre of excellence. [More info here.](#)
- "Integrating Wellbeing into Continuous Improvement". In partnership with the Karolinska Institute in Stockholm, this aims to develop and test a toolkit to help continuous improvement champions and managers think through wellbeing issues. [More info here.](#)
- "Organising and Organisations", which aims to explore how wider macro social and institutional structures of power are created, maintained and disrupted through micro-level practices within and across organisations. [More info here.](#)
- PhDs associated with the themes of "Leadership and teamwork and their relationship with employee wellbeing", or "Wellbeing in and through entrepreneurship". [More info here.](#)

## Upcoming Conferences and Events

- ◇ 13th European Academy of Occupational Health Psychology Conference  
September 5th-7th 2018  
Lisbon, Portugal  
<http://www.eaohp.org/conference.html>
- ◇ 1st Conference of the Asia Pacific Academy for Psychosocial Factors at Work  
November 29th-30th, 2018  
Auckland, New Zealand  
<https://www.apapfaw.org/conference.html>
- ◇ 19th European Association of Work and Organizational Psychology Conference  
May 29th-June 1st 2019  
Turin, Italy  
[www.eawop2019.org](http://www.eawop2019.org)



1st Conference of the  
Asia Pacific Academy for Psychosocial Factors at Work  
**Macro to Micro Perspectives on  
Healthy Vital Work in the Asia Pacific**  
Massey University, Auckland NZ  
29-30 Nov 2018

## Call for Book Reviewers

**E**AOHP is looking to expand our team of book reviewers. There are a number of benefits to becoming a book reviewer, including:

- access to the latest books, allowing you to keep up to date with your areas of practice, education and/or research, or simply those that interest you most;
- getting your name known in relevant circles;
- expanding your CV;
- and you get to keep any book that you review!

Book reviews should be approximately 500 to 700 words in length. Books for review will be sent to you, so you will not incur any costs. If English is not your first language, don't let this put you off – if you need it, you will be provided with help to prepare your review. If you would like to join our team of book reviewers, please email the Newsletter's Book Reviews Editor, Gail Kinman ([Gail.Kinman@beds.ac.uk](mailto:Gail.Kinman@beds.ac.uk)) with details of your interests.

## European Academy of Occupational Health Psychology Offices

<b>President</b>	Sergio Iavicoli	<a href="mailto:s.iavicoli@inail.it">s.iavicoli@inail.it</a>
<b>Past President</b>	Tom Cox	<a href="mailto:t.cox@bbk.ac.uk">t.cox@bbk.ac.uk</a>
<b>Executive Officer</b>	Aditya Jain	<a href="mailto:Aditya.Jain@nottingham.ac.uk">Aditya.Jain@nottingham.ac.uk</a>
<b>Finance Director</b>	Stavroula Leka	<a href="mailto:Stavroula.Leka@nottingham.ac.uk">Stavroula.Leka@nottingham.ac.uk</a>
<b>Membership Officer</b>	Christina di Tecco	<a href="mailto:c.ditecco@inail.it">c.ditecco@inail.it</a>
<b>Research Forum Chair</b>	Karina Nielsen	<a href="mailto:k.nielsen@uea.ac.uk">k.nielsen@uea.ac.uk</a>
<b>Practice Forum Chair</b>	Peter Kelly	<a href="mailto:peter.kelly@hse.gsi.gov.uk">peter.kelly@hse.gsi.gov.uk</a>
<b>Conference Chair</b>	Luis Torres	<a href="mailto:luis.torres@nottingham.edu.cn">luis.torres@nottingham.edu.cn</a>
<b>Education Forum Chair</b>	Birgit Greiner	<a href="mailto:b.greiner@ucc.ie">b.greiner@ucc.ie</a>
<b>External Relations Officer</b>	Gail Kinman	<a href="mailto:Gail.Kinman@beds.ac.uk">Gail.Kinman@beds.ac.uk</a>
<b>Publication Officer</b>	Sue Cowan	<a href="mailto:s.cowan@hw.ac.uk">s.cowan@hw.ac.uk</a>
<b>Deputy Editor</b>	Kevin Teoh	<a href="mailto:k.teoh@bbk.ac.uk">k.teoh@bbk.ac.uk</a>

### EAOHP – About Us

The European Academy of Occupational Health Psychology: the European representative body for the discipline. The Academy is a registered charity under English law (registered charity number 1115640) that exists to support research, education, and professional practice across Europe. This is achieved through a biennial conference, academic and practitioner-oriented publications, and the provision of small grants to individuals and groups.

Individuals with an interest in the application of scientific psychological principles and practices to occupational health issues are invited to join the Academy. Membership attracts a host of benefits including a free personal subscription to the Academy's affiliated journal, *Work & Stress*, as well as discounts on attendance at events.

### Academy Publications

***the Occupational Health Psychologist***: Published two times per annum. ISSN 1743-16737 (Online). Back copies can be downloaded at [www.eaohp.org/newsletter.html](http://www.eaohp.org/newsletter.html)

***Work & Stress***: A journal of work, health and organizations. Published by Taylor & Francis in association with the European Academy of Occupational Health Psychology. ISSN 0267-8373

***Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice, Volume 3 (2014-2015)***.

A biennial series published by Wiley-Blackwell on behalf of the European Academy of Occupational Health Psychology and the Society for Occupational Health Psychology. Available from the Wiley-Blackwell websites and through large online retailers including Amazon.



# *the Occupational Health Psychologist*

## **GUIDELINES FOR CONTRIBUTORS**

We are keen to publish many different kinds of articles, and we hope this will encourage a broad range of submissions. We welcome articles from people involved in practice, education and/or research in OHP and across the full range of contributory disciplines, and with a variety of levels of experience. If English is not your first language, don't let this put you off – if you need it, you will be provided with help to prepare your item. We aim to publish three issues per year.

### **OHP research/practice**

We welcome short reports (of no more than about 1000 words) of research findings, practice issues, case studies, brief literature reviews, and theoretical articles. This could be a valuable opportunity for you to disseminate information on your work both to academics and practitioners. When writing these reports please make them as accessible as possible to the broad readership of the Newsletter.

### **OHP briefings**

We also welcome overviews of your OHP-related activities, or those of your research group, consultancy or organization. This type of article provides a useful insight into the sort of work that is being undertaken across the OHP world community. Additionally, this section enables the communication of policy developments that may have implications for OHP research, practice and education in your country. We ask that such articles are no longer than 1,200 words long.

### **Opportunities**

We would be pleased to receive advertisements for job opportunities, internships or PhD studentships. If you have an opportunity that you would like to make our community aware of, please send a short description to the Editors.

### **Other articles**

We welcome news, conference announcements, open letters regarding any OHP-related topics, responses to published articles and brief summaries (in English) of OHP issues that have been reported by your national news media.

We would be pleased to receive appropriate photographs to accompany your contributions.

**Please email your questions, announcements  
or contributions to the Editors:**

**Sue Cowan: [s.cowan@hw.ac.uk](mailto:s.cowan@hw.ac.uk)**

**Kevin Teoh: [k.teoh@bbk.ac.uk](mailto:k.teoh@bbk.ac.uk)**

**Vlad Dediu: [vlad.dediu@nottingham.ac.uk](mailto:vlad.dediu@nottingham.ac.uk)**

### **The Occupational Health Psychologist Editorial Team:**

**The Editor, Sue Cowan, is Head of Psychology, Heriot-Watt University**

**Kevin Teoh (Deputy Editor) is a Lecturer at Birkbeck University of London; Vlad Dediu (Editorial Assistant) is a doctoral student at the University of Nottingham.**