the Occupational Health Psychologist

Newsletter of the European Academy of Occupational Health Psychology

EAOHP 2016 conference - Start Packing Your Bags

11-13 April 2016, Royal Olympic Hotel, Athens, Greece

The 12th biennial conference of the European Academy of Occupational Health Psychology is *just over three months away*, and we look forward to welcoming delegates to Athens, the historical capital of Europe and one of the world's oldest cities. The conference will take place over three days, 11-13 April 2016, at the Royal Olympic Hotel, overlooking the Acropolis in Athens, Greece, and as you start marking travel arrangements, we would like to remind you that preferential rates for a limited number of rooms are available at the conference hotel. The Royal Olympic Hotel is located in central Athens, overlooking the Acropolis and the temple of Zeus. It is a two minute walk from the nearest metro station and well connected by public transport.

The conference dinner has been organized at the Orizontes Restaurant, Lycabettus Hill, Athens. Rated as one of the top 10 restaurants in Athens, it stands out for its panoramic view of the city and contemporary Mediterranean cuisine.

Over 500 high quality submissions were received in response to the call for papers. Based on the theme for the 2016 conference *'OHP in Times of Change: Society and the Workplace'*, the programme will feature keynotes from Dr Joan Benach, Professor Christina Maslach, and Professor Karina Nielsen, and include a number of symposia, parallel oral sessions, poster presentations, a 'meet the editors' session, and special sessions on national approaches for the management of psychosocial risks, and OHP & Sustainability.

To honour the life and work of Dr Eusebio Rial-González, the EAOHP in collaboration with EU-OSHA is launching the '*Eusebio Rial-González Innovation & Practice Award in OHP*' at the conference in Athens, See the EAOHP website or page 14 for more details.

The EAOHP in collaboration with the journal 'Safety Science' has also launched a call for papers for the special issue: Promoting a Healthy Psychosocial Work Environment in Times of Change. More details available here.

More information on the programme, venue and accommodation, delegate registration and social events is available on the conference website.

Season's greetings and best wishes
EAOHP 2016 Conference Organizing Committee

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Editorial

Welcome to the latest issue of *The* Occupational Health Psychologist! We begin with some news of changes to the Editorial Team. Kelly Sivri has stepped down as Editorial Assistant, in order to spend more time on her PhD. On behalf of the Editorial Team, I'd like to thank Kelly for her contribution over the last couple of years, and wish her well for the future. Vlad Dediu has joined me and Kevin on the Team, taking over Kelly's role. We would like to welcome Vlad and look forward to working with him.

The programme for the Academy's conference in Athens next year (11th to 13th April) is shaping up nicely. In our cover feature, the EAOHP 2016 Conference Organizing Committee provides us with an update. There is still time to register, so please do have a look at the conference website and consider joining us in April!

Cristina di Tecco reports on the highly successful EU-OSHA Healthy Workplace Campaign Summit held in Bilbao last month, and highlights some of the work the EAOHP has been involved in as one of the official partners of the recently closed 2014-2015 'Healthy Workplaces Manage Stress' campaign, and upcoming 2016-2017 campaign 'Healthy Workplaces for All Ages'.

Kevin Teoh has provided us with some light-hearted, OHP-themed, seasonal fun. He begins by giving us a glimpse of what it is like to be Santa, in particular in relation to the psychosocial risk factors associated with his job. Thereafter, you can test your knowledge of OHP with Kevin's crossword puzzle.

In this issue's Research in Progress, Gintare Visockaite, describes her ongoing work, which focuses on a fascinating topic. Specifically, her study aims to examine, in several former USSR states, perceptions of negative work behaviours, which are likely to be construed in Western countries as constituting 'bullying'.

We are grateful to Birgit Greiner and Peter Kelly, for their updates on the Academy Research Forum and Practice Forum, respectively.

We look forward to catching up with you in the New Year. In the meantime, we hope you have a relaxing holiday season and wish you all health and happiness for the coming year!

Sue Cowan, Editor
On behalf of the Editorial Team
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EU-OSHA Healthy Workplace Campaign Summit in Bilbao

Preventing work-related, psychosocial risk factors and protecting employees from the associated, unfavourable consequences is a priority for the vast majority of countries worldwide. This is the reason why Occupational Health Psychology (OHP) has emerged as an important area for both research and practice over the past decades. The global financial crisis of 2008-2009 and its aftermath have resulted in the implementation of adverse organizational changes. These have created demanding working conditions, which have posed additional threats to employee health and wellbeing (Sinclair, Sears, Probst, & Zajack, 2010). As depicted in the recent report regarding the impact of the crisis on the working conditions in Europe (European Foundation for the Improvement of Living and Working Conditions, 2013), crisis means less jobs, less choices and lower salaries, higher stress and insecurity, and higher job intensity without a respective increase in job autonomy or control. Interestingly, although health indicators such as absenteeism have been reduced in most European countries, it is not clear whether this drop is indicative of healthier workplaces or whether it is attributed to the fact that employees are just scared to be absent in light of the probability of losing their jobs. This deterioration in working conditions and the increase of psychosocial risk factors has been most evident in southern European countries that have been particularly affected by the financial crisis (i.e., Spain, Portugal, Italy, Greece, and Cyprus).

EU-OSHA closed its two-year campaign 2014-2015 'Healthy Workplaces Manage Stress' at the Summit in Bilbao (Spain) on 3-4 November. The event brought together leading occupational safety and health professionals to discuss, network and exchange good practices in managing workplace stress. All of the Summit participants have carried out activities, experiences and good practices related to the campaign, as campaign partners, media partners, national focal points. The Summit allowed participants to discuss the results of the campaign and explore future strategies for managing stress and psychosocial risks in Europe. The agenda for the first day included political keynote statements and parallel sessions on good practices for managing stress and psychosocial risks, strategies and programmes and innovative ways for communicating on OSH. The first day was also used to honour the memory of Dr Eusebio Rial-González, Head of EU-OSHA's Prevention and Research Unit and key member of the team that established the EAOHP, who passed away in 2014. It was on opportunity to pay tribute to his legacy in the management of stress and psychosocial risks at work.

The second day opened with a panel discussion about how to put research on stress and psychosocial risks into practice. The President, Sergio Iavicoli, took part as leading international expert and representative of EAOHP to this panel: "Research findings clearly show the impact of psychosocial risks in terms of workers health, burden of costs for companies and loss of productivity" he stated "As emerged in the preliminary findings of ESENER 2, the level of awareness in tackling psychosocial risks and managing work related stress has improved in most of the European Countries, particularly some of whom have reported a low management of such risks in 2010. This confirms that much has been done at political, research and implementation level in raising awareness of stakeholders and companies about the benefits related to the management of psychosocial risks; the opportunity of focussing the two-year EU-OSHA campaign on stress at work and psychosocial risks has led to enlarge the discussion bringing together experts, policy makers and stakeholders. Nevertheless, we should continue to consider the management of stress at work as one of the main priorities in Occupational Health and Safety. This includes working in translating research findings and theoretical models into practical solutions and interventions to manage working conditions and empower workers is crucial, as well as through customized interventions targeting the specific needs for companies in terms of national context, economic

sector and organizational size. The EU-OSHA campaign 2014-2015 has been revealed as a good initiative to prompt actions in this direction."

As announced during the London Conference, EAOHP is one of the 60 official partners in the EU-OSHA campaign 2014-2015. During the last biennium we have been committed in raising awareness of work-related stress across Europe and in spreading the messages promoted by the Campaign. Several activities and tools have been promoted through EAOHP networks and institutional communication tools (http://www.eaohp.org/international.html). This partnership also represented an important opportunity to improve the international collaborating network on Occupational Health Psychology in Europe.

A preview of the upcoming 2016-2017 'Healthy

Workplaces for All Ages' campaign was also provided during the Summit. The next campaign will be devoted to promoting a sustainable working life and to raising awareness of the importance of good OSH management at any age and of tailoring work to individual abilities. EAOHP is now contributing through experts' feedback to the development of the tools designed for the next EU-OSHA campaign 2016-2017 'Healthy Workplaces for All Ages'. Thus, the fruitful collaboration between EAOHP and EU-OSHA will offer new opportunities to promote knowledge on Occupational Health Psychology in Europe.

Further information about Campaign findings may be found at the following link https://www.healthy-workplaces.eu/en. Follow the campaign findings through Twitter with the following hashtags: #EUmanagestress, #EUOSHAsummit.

Policy News

OHP Developments in Japan – Annual Stress Checks Introduced

Effective the 1st of December 2015, all Japanese workplaces with 50 or more employees are obligated to conduct a Stress Check Program for workers at least once a year. This is part of amendments to Japan's Industrial Safety and Health Act which sees a new occupational health policy introduced. This regulation does not apply to workplaces with less than 50 employees, which are however still encouraged to offer this annual check.

These amendments to legislation aim to prevent work-related mental illness, utilising a psychosocial risk management approach to help employees identify impacts of stress and helping employers improve the psychosocial work environment.

A measure developed by the Japanese Ministry of Labour - the Brief Job Stress Questionnaire (BJSQ; Shimomitsu et al., 2000) is recommended for use. However, employers have the option of choosing their own questionnaires as part of this programme. Any measure used needs to assess three components: psychological stressors (e.g., job demands), psychological and physiological stress reactions (e.g., depression and anxiety), and social support in the workplace (e.g., supervisor support).

These changes are due to years of hard and persistent work carried out by Professor Takenori Mishiba,

Professor Norito Kawakami and officers of the Japanese Ministry of Health, Labour and Welfare. Professor Takenori addressed the House of Commons

on this issue in June 2014 (A video of this in Japanese is available on this link). The issue now moves towards implementation. Further information and a critique of this programme is available in an article by Kawakami and Tsutsumi (2015).

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Santa's Job: An OHP Perspective

By Kevin Teoh

Centre for Sustainable Working Life & Dept. of Organizational Psychology, Birkbeck, University of London

In this December issue of the Occupational Health Psychologist, Kevin Teoh makes some light-hearted observations on the psychosocial working conditions of Santa Claus.

"I WANT THIS, I WANT THAT!" IT'S NEVER "GEE SANTA, WHAT WOULD YOU LIKE FOR CHRISTMAS THIS YEAR?"

Santa Claus sighs as he reviews his list of kids who have been naughty, and then goes over those who have been marked nice. The increasing global population means the number of children on his list grows with each passing year. Currently, it's estimated to contain the names of between 152 and 526 million children (Bump, 2011; Svan, 2009), meaning a lot of presents to sort out and deliver. This is concerning, as there is ample evidence demonstrating that high workloads are linked with poorer health and lower job satisfaction (Goetz, Musselmann, Szecsenyi & Joos, 2013; Portoghese *et al*., 2014; Ree *et al*., 2014). Gosh, a sick and unhappy Santa, we wouldn't want that.

As Christmas approaches and work intensifies, Santa's standard 9-5 hours five days a week gradually extends into the evening and the weekends, increasing the number of hours worked. The seasonal nature of work faced by Santa and his team exists in other industries as well. Accountants during tax filing season go through a similar increase in their working hours, which has a detrimental impact on their health and work-life balance (Greenhaus et al., 1997; Sweeney & Summers, 2002). It's incredible that Santa manages to run such an efficient high performing organization given that a person's cognitive and motor performance is impaired by even one-time exposure to long shifts (Flinn & Armstong, 2011). Putting aside the amazing feat of making deliveries around the world on the 25th of December, more than 24 hours of continuous wakefulness is akin to having a blood alcohol concentration level that is over the legal limit in many countries (Dawson & Reid, 1998). If we are concerned for the safety and wellbeing of Santa, perhaps he shouldn't be operating his sleigh under such conditions.

While the job of Santa is likely to be very secure, I wonder whether his support staff of elves and reindeers experience similar precarious working conditions that many seasonal workers do. Unfortunately, across Europe the high prevalence of temporary contracts faced by such workers not only increases job insecurity, but temporary workers often have fewer employment rights, perform more hazardous jobs, have poorer working conditions and are paid less (Hesselink, Verbiest & Goudswaard, 2015). It is debatable whether the European Working Conditions Survey captures the responses of any of Santa's employees. Surely though, given the charitable nature of Santa he must be as close to the best employer you will find?

We all know that the busy festive season peaks at the end of December, and you could argue that Santa has little influence over this. This isn't desirable considering the importance control in the workplace has in relation to worker happiness and health. However, the reality of many jobs is the presence of external factors beyond a person's control. To manage this, job crafting has emerged with growing support as an approach encouraging workers to alter aspects of their own jobs that they can (Wrzesniewski & Dutton, 2001). We actually see Santa himself do this in trying to manage his big deadline. While many countries see the 25th of December as the day Santa Claus visits with presents, Santa has staggered the dates on which he visits different countries. For example, he distributes gifts in the Netherlands on the 5th of December (as *Sinterklaas*), before moving onto Germany, Switzerland and neighbouring countries the next day. On the 18th, you will find him as St. Nicholas in the Ukraine, while on the 6th of January a *Father Frost* gives out gifts to many children of a Russian Orthodox background.

In addition, we see that Santa has crafted part of the job for himself, and delegated aspects of the role to others. Consistently, across Europe and the world we see Santa as the bearer of gifts and happiness. However, in many cultures Santa works in tandem with local representatives who handle issues relating to discipline and punishment. The distributed work often involves beating misbehaving children or taking them away in sacks, and is carried out by Santa's assistant *Krampus* (Austria and Germany), *Schmutzli* (Switzerland) or *Zwarte Pieten* (Belgium and the Netherlands), amongst others. It is not clear why he has crafted his job in this way. It could be to help manage the overwhelming workload, or perhaps because it's an aspect of the job he does not feel comfortable about or even competent at. Regardless, it seems to contribute to Santa's success.

Looking at the nature of Santa Claus' work it is not difficult to be concerned as to what effect emotional labour (Hochschild, 1983; Schaubroeck & Jones, 2000) may have on Santa. Encountering millions of children while always having to be jolly and merry can be quite draining. Moreover, Santa has to manage his own emotions and expressions on the job. He is inherently believed to be jovial person, but there must be times where he experiences emotional dissonance. We've all had bad days at work and this means he has to be friendly and bubbly even when he really does not feel that way. This is a cause for concern as high emotional labour in other industries has been associated with increased burnout, low satisfaction and poor performance (Brotheridge & Grandey, 2002; Mann, 2005). Interestingly, a survey of Australian Santas (Fletcher & Low, 2008) revealed low scores of emotional dissonance, suggesting that the emotions expressed by the Santas in this study were genuine and not fake. So, perhaps Santa's personality mitigates the negative outcomes associated with emotional labour?

Considering these points above, what motivates Santa to work through such difficult working conditions? He is likely to be eligible for retirement, and while he may be doing it for the fame it is unlikely that the role provides a strong financial incentive. It is, however, far more likely that Santa draws meaning and purpose from this job of his. We know that individuals working or volunteering with charity, community and religious organizations are typically motivated by the values they hold as well as having a propensity for prosocial behaviour (Cnaan, Kasternakis & Wineburg, 1993; Yeung, 2004). Furthermore, having a sense of purpose and meaning at work is positively linked with better work and general wellbeing, engagement and performance (Shuck & Rose, 2013; Stegger, Dik & Duffy, 2013). Focusing specifically on Santa, two studies (Fletcher & Low, 2008; Hancock, 2013) involving a group of Santa Clauses found that these actors frequently perceived authenticity in their role as Santa. The job was not only because of the money, but was driven by a sense of recognition that they were doing something worthwhile, bringing happiness to the kids and making it a magical experience for them.

From a distance, it actually seems that Santa has most things under control. Yes - it is not a perfect working environment: there are tight deadlines, heavy workloads, long working hours, emotional labour and seasonal work. Despite this, Santa has taken charge of his work environment, moving deadlines and empowering partners to work with him where possible. Crucially, he appears to be very much in touch with why he is doing this job, providing meaning and purpose to his role. There is still scope to improve, and I'm sure members of the Academy will be happy to provide a more extensive risk assessment. A better understanding of the demands will help develop and target resources relevant to Santa. Listening to and appreciating Santa is also imperative. After all, if we don't support and believe in Santa, how can we expect Santa to continually believe in himself?

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Crossword Puzzle

*Try our new OHP-themed crossword puzzle. Answers on page 14.*
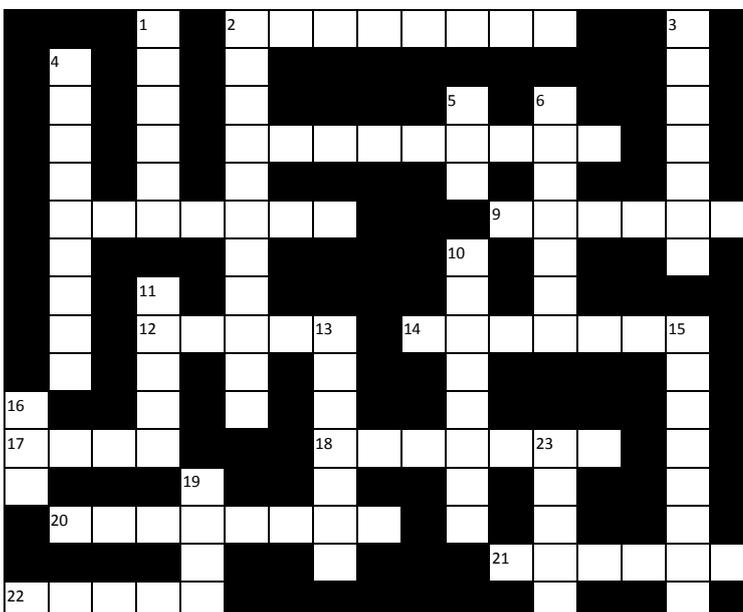
Down
1. Home of the European Agency for Safety and Health at Work
2. Country lends its name to an accident causation model
3. Psychological, moral or physical abuse/harassment
4. Ancient citadel at next Conference venue
5. International organization's Health Workplace Model
6. Snapshot of culture
10. Tendency to expect good things
11. Academy initials
13. Makes hatters mad
15. EAP is often classed as this form of intervention
16. Karasek & Theorell introduced this strain model
19. Aggregated analysis
23. A record of yearly recordings

Across
2. Group of stakeholders essential in directing employee participation interventions
7. Engineering model of stress introduced idea of stress _____
8. Evaluating not just outcome but delivery as well
9. Protected or exempt, especially from an obligation or the effects of something.
12. First stage of GAS
14. UWES City
17. When the appropriate action is carried out incorrectly
18. Psychological _____ is defined as the positive and developmental state of an individual characterized by high self-efficacy, optimism, hope and resiliency
20. Working remotely
21. Early warning for coal miners
22. Collection of statistical models used to analyse the differences among group means

Research in Progress

Does 'Workplace Bullying' Mean the Same Everywhere? A Study Exploring Acceptance of Behaviours on Negative Acts Questionnaire-Revised in former states of USSR

Gintare Visockaite
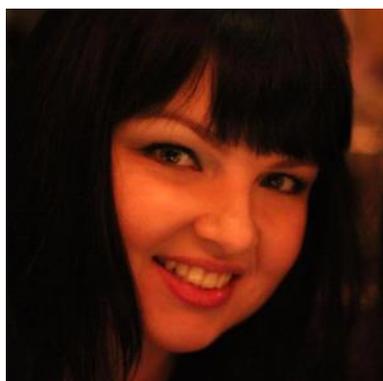
*Although knowledge on workplace bullying and awareness of related issues have been growing in recent years, there are still questions to be answered when managing this highly destructive occupational hazard, particularly concerning the subjectivity of behaviour meaning, which very much depends on the context in which it is exercized. **Gintare Visockaite**, PhD student in Organizational Psychology at Birkbeck, University of London, supervized by Dr. Andreas Liefooghe, set out to find some of these answers in workplaces of a post-transitional, former communist context.*

The first efforts to address the topic of workplace bullying appeared in the early 1990s, when academic authors distinguished a unique phenomenon characterized by negative acts that differed from occasional conflict and sexual or racial harassment (e.g. Leymann, 1990). Today, it is a well-established occupational hazard, occurring in both overt and subtle forms of persistently recurrent behaviours, causing severe emotional harm to their victims by placing them into a powerless position and diminishing their capacity to self-defend (e.g. Hershcovis, 2010). Being an extreme social stressor, workplace bullying has increasingly received attention from both academic researchers and practitioners.

Workplace bullying has been shown to cause severe employee mental ill-health, particularly manifesting in acute and post-traumatic stress symptoms, signs of depression and anxiety, as well as increased risk of physical illnesses (e.g. Salin, 2003; Notelaers & Einarsen, 2013). In addition, evidence strongly suggests bullying to be highly correlated with decreased organizational effectiveness by increasing absence and turnover, reducing performance, employee commitment and satisfaction, and a decay of overall morale (e.g. Liefooghe & Mackenzie Davey, 2001; Skogstad et. al., 2011).

The Negative Acts Questionnaire-Revized (NAQ-R) by Einarsen et al. (2009) is one the most widely used assessment tools in research to date and has been a valuable instrument in efforts to address related issues. Existing studies utilising this scale demonstrate that 4% to 14% of respondents experience at least two negative behaviours on a weekly or daily basis for

a duration of several months, highlighting bullying as a serious issue (e.g. Einarsen & Skogstad, 1996; Hoel, 2013).

However, although NAQ-R consists of twenty-two behaviours that are most likely to be perceived as 'bullying', this scale was developed in Norway, an economically affluent and stable country. Also, the majority of evidence collected using this scale has been in the Western setting. Furthermore, NAQ-R itself does not acknowledge contextual factors which may influence the meanings attributed to each of these acts by different groups and within diverse contexts. Meanwhile, evidence shows that bullying prevalence rates vary among the within-culture studies and it is perceived differently by people within diverse backgrounds (e.g. Power et. al, 2011). It is therefore likely that existing structures to assess, manage, and prevent workplace bullying are not universally effective, and a necessary next step in research is to address contextual influences on behaviour meaning.
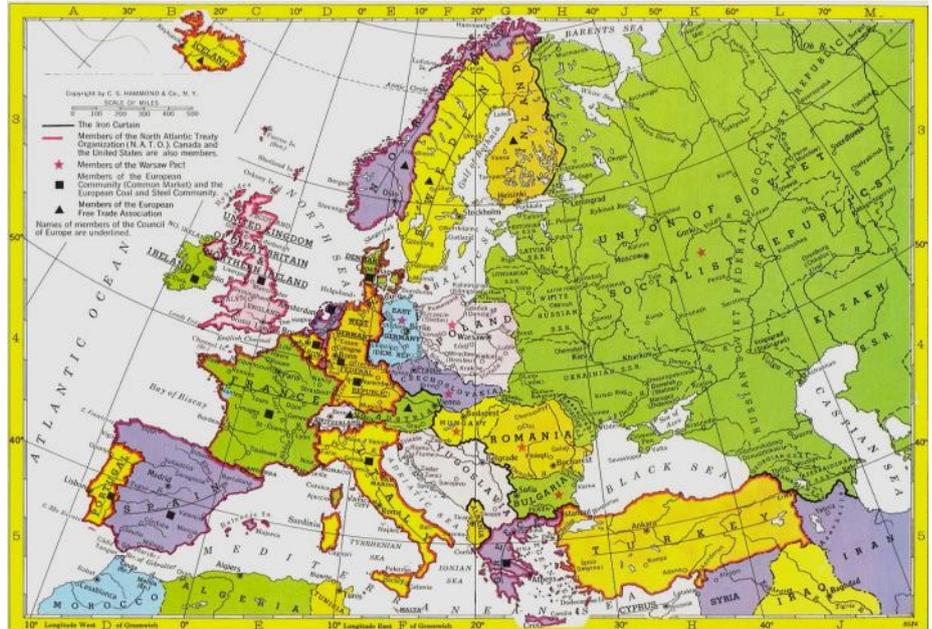
Some development in this direction has already begun to emerge with country-specific studies conducted outside Western societies (e.g. Jennifer et al., 2003; Takaki et al., 2013). However, there is very little organizational research evidence gathered across former members of the Union of Soviet Socialist Republics (USSR), particularly concerning perceptions to negative behaviours. Although available snapshots of insight provided by the literature in communist studies suggest it is likely for negative behaviours to take place, these are insufficient to identify whether they receive the same perceptions and bullying

labelling, or result in similarly destructive outcomes as documented by Western researchers (Kharkhordin, 2002; Yurchak, 2005). Therefore, it is unknown, whether bullying knowledge, assessments, and awareness, accumulated and developed in the West, are similarly accurate and effective in the context of former USSR.

The seven-decade existence of the USSR in the last century was one of the main reasons for a division of the world map into two very contrasting parts. This division primarily affected its member states, isolating them from the rest of the world, exposing them to actively promoted and centrally controlled communist values (Kenez, 2006; Laqueur, 1994). While many advancements in organizational psychology research took place in the West, Soviet ideology strongly emphasized a 'classless society', where everybody was equal by status and wealth. It expressed an anti-capitalist worldview, considering work as the only value and aspiring to achieve selfless commitment to work for the common good of all citizens (Kieżun, 1991). Coercion and aggressive force exercized by leadership, paired with deprived and challenging conditions were often justified as necessary means to achieve these goals (Laqueur, 1994; Claybourn, 2011). These circumstances, where individual citizens of member states were submerged for decades are bound to affect the formation of unique attitudes and values. In particular, through an assimilation process with strong ideals, highly regulated living conditions, formal behaviour expectations, and informally established coping and resilience mechanisms (Zdravomyslova & Voronkov, 2002; Ledeneva, 1999). Therefore, it is likely that today, just over twenty-five years after the USSR was dissolved, some of these unique values and norms are present in workplace interactions, accompanied with subjective attributions to behaviour meaning that provides a contrasting working environment to the West.

In the last decade, only recently unbound from isolation and communist influence, the nationals of former USSR states have been actively migrating into new working contexts. Moreover, the expansion and further planned developments in the European Union, attractiveness of the Western economy, and new opportunities for businesses in the East are gradually changing characteristics of workplaces, suggesting that cultural diversity of teams in organizations can only grow. Therefore, Gintare's research sets out to investigate some of the organizational processes and employee outcomes in these less explored contexts in order to obtain original data, potentially allowing for the identification and addressing of new and unique issues, enabling organizations to promote, sustain, protect, and retain a healthy and productive workforce.

The study aims to achieve three goals. Firstly, that this project will contribute new knowledge of workplace bullying at an international level, by investigating the prevalence of negative acts and individual and organizational outcomes within the less explored context of the former USSR. Secondly, this study hopes to find out whether citizens of the former USSR are tolerant of negative behaviours at work, which are likely to be considered as 'bullying' in Western research, as a result of exposure to traditionally autocratic leadership. Thirdly, this investigation aims to gain understanding on whether the formation of collectivist values equip individuals with a higher resilience and effective coping mechanisms when exposed to negative behaviours at work.

The project is currently at the data collection stage, with electronic surveys successfully distributed in Latvia earlier this year in collaboration with the Latvian Association of Personnel Management. This project aims to launch in several former USSR states to enable cross-country comparison. Those interested in taking part or potentially collaborating should please send an email to g.visockaite@bbk.ac.uk.

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The Academy and Social Media

The Academy is looking to better engage with our members and the wider public by improving our social media presence.

You can find us on the following social media platforms:

- Via our Twitter handle: **@ea_ohp**

- Our Facebook Page: **EAOHP**

- Our LinkedIn Group: **European Academy of Occupational Health Psychology - EAOHP**

Don't just follow us; Instead, engage with us by tweeting, starting discussions, asking questions, sharing articles and posting links.

If it's related to Occupational Health Psychology, then we're interested.

Oh, and if you are discussing the next year's Academy Conference in Athens, keep us in the loop and help us promote it further by using the hashtag **#EAOHP2016**

Book reviews:

Handbook of Research on Work -Life Balance in Asia

Edited by Luo Lu and Cary L. Cooper (2015).
Published by Edward Elgar.
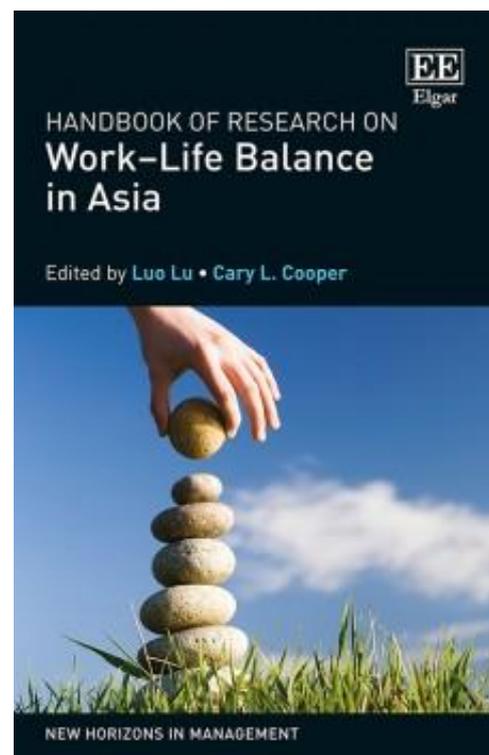*ISBN: 978 1 78347 508 7*

The number of publications on relationships between work and family has increased dramatically, but the issue has almost exclusively been studied in a Western context. While Asian countries are booming economically and work has strong potential to impact on the personal life of employees and vice versa, inter-disciplinary research in the Asian context is still in its infancy. This handbook, with distinct contributions from a range of academics, considers the Asian perspective on work-life balance (WLB) by approaching the topic from three angles: the individual employee, the organization and the societal/legislative perspective. The handbook is divided into three parts to reflect these perspectives: the first investigates the impact that work-family interference (WFI) has on employees and families in Asia. Part two looks at work-life balance from an organizational and societal angle, and part three utilizes a cross-cultural approach to understanding WLB and considers policies introduced within Asian countries. The book is targeted towards researchers and practitioners who wish to gain understanding of cultural differences between Asia and the West, the work-life balance policies that are currently used in Asian companies, and their impact on employees and organizations.

Chapter two provides a culturally based perspective on work-family balance and its impact on employees in Taiwan. The authors consider whether Western constructs, notably work-family interference, are applicable in a region of China that has traditional, conservative values. Chapter three explores the various strategies that are employed by individuals in the workplace and in the home to alleviate the impact of work-to-family and family-to-work interference.

Focusing on Japanese dual-earning families, Chapter Four considers how work engagement can spill over positively from one domain to another and contrasts these effects with the negative effects of workaholism on life domains. Chapter Five also considers crossover, but changes the focus to Chinese dual-earning couples. This chapter also provides a critical review of the literature and proposes novel methods of data analysis, such as the Actor-Partner Independence Model, to understand spillover and crossover effects.

Chapter Six explores how dual-earning families in Beijing, Wuhan and Shenzhen raise their children and discusses the division of housework in these areas. How individuals' career aspirations interact with their home life is also examined and the strategies adopted by these families during the early years of raising their children are considered. Chapter Seven concentrates on the work values in China and investigates the ways in which they can moderate experiences of mental and physical job strain, as well as job performance. The authors explore how Chinese work values can fuel work-home interference and engender job strain. Chapter Eight looks at how gender role attitudes in China moderate work-family conflict, finding that not only are such attitudes related to work-family conflict but that conflict is a powerful predictor of the three facets of job burnout.

Chapter Nine takes a broader perspective looking at the generational differences of employees in the Greater China Region. The authors consider how the work values of each generation differ and how these values can impact on the employee's job performance as well as in their everyday life. Chapter Ten examines the different types of family-friendly employment policies and practices that exist in Hong Kong and investigates their impact on individual employees and organizational performance.

EE Elgar

HANDBOOK OF RESEARCH ON
Work–Life Balance
in Asia

Edited by Luo Lu • Cary L. Cooper

NEW HORIZONS IN MANAGEMENT

Chapter Eleven is split into two sections: the first part provides a succinct historical background to work-life balance policies in Malaysia and considers how history has guided the development of the Employment Act (1955). The second part of this chapter offers a summary of the family-friendly policies that are available in this country and discusses their impact on organizations and employees. In a similar fashion, Chapter Twelve seeks to understand work-life balance in Korea, by initially providing a background of the policies that currently exist in the country, and subsequently investigating how stress resulting from emotionally intensive work can impact on family life.

In Chapter Thirteen, the authors take an organizational-level approach to comparing the work-family policies that are available in Taiwan and Japan. It also compares various metrics, such as the percentage of parents taking parental leave in both countries, and introduces a series of case studies to illustrate best practices. From a legislative perspective, Chapter Fourteen looks at how the Singaporean and South Korean governments attempt to enhance work-life balance, with the authors providing a critique of how these policies have influenced society in each country. Finally, Chapter Fifteen takes a more traditional cross-cultural approach by comparing understandings of work-life balance issues in Australia, New Zealand, China and Singapore and how experiences at the work-home interface can impact on family and job satisfaction, psychological strain and intention to leave.

This handbook is a welcome introduction for researchers and students who wish to develop an appreciation of the similarities and differences in work-life balance issues between Western and Asian cultures. Not only do the chapters focus on novel and contemporary topics, but their in-depth examination of the cultural and societal differences makes a welcome addition to the literature. For example, Chapter Seven investigates whether the Confucian working values of Chinese employees moderate work-home interference and employee wellbeing. In Chapter Nine, rather than applying Gen X and Gen Y terminology to Taiwan, the authors use more culturally relevant categories developed by indigenous researchers to explain the generational differences between those born in the 50th to 59th, 60th to 78th, and those born after the 90th years of the Republic of China era.

All chapters provide a clear and engaging explanation of their different interpretations of work-life balance. Several chapters also offer practical recommendations, which are useful for practitioners who wish to consider this handbook as their starting point for developing interventions in organizations that have an Asian presence. All in all, the handbook is a comprehensive introduction to an emerging topic in Asia; introducing researchers and practitioners to a continent that is rapidly changing both demographically and economically.

Review by Sai Bon Timmy Cheung, Project Manager at Sirota

Call for Book Reviewers

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) with details of your interests.

Academy Forums: Update

Research Forum
By Birgit Greiner, Chair

An Early Career Workshop will be offered at the upcoming EAOHP Conference 2016 in Athens. It provides an opportunity for PhD students and recently graduated researchers in Occupational Health Psychology and related disciplines to showcase and discuss their research and career opportunities. PhD students and early career scholars often pursue innovative ideas in research that can inform, enrich and innovate current traditional research practice. The goals of this workshop are to:

1. Provide a platform for PhD students and early career researchers to showcase their research to a larger audience and get feedback from peers and experts

2. Foster community building among early career researchers, and with more senior researchers and develop academic, professional, and personal support networks; and

3. Deepen understanding of the relevant strategies to get research work published and research findings communicated and disseminated to the larger scientific and practitioner community.

This workshop may also inspire researchers to explore synergies with scholars from related disciplines, e.g. public health, occupational medicine, clinical psychology, sociology and anthropology, etc.

It is becoming more and more apparent that having a doctorate and being an expert in a particular field of research does not necessarily set early career researchers up on a fixed and successful career path. In fact, developing a focused career, publication and research impact strategy is now becoming part of the job of successful researchers.

The format of the workshop will feature:

- Brief and snappy presentations followed by discussion. These are the 2 categories:
  - **The Grand Doctoral Plan**: A three minute presentation for research students to explain the research plan and initial ideas and the (potential) expected added value to knowledge and practice of their research. The use of two slides only is permitted.
  - **Just After Completion**: A five minute presentation for early career researchers up to three years after completion of their PhD on the added value to knowledge and practice of their research. Additionally a brief personal reflection is expected on the question of 'Was the effort worth it?' Three slides are permitted.

- A Master class by experts about scientific publications and early career planning

A taster of PhD student presentations using a similar format can be viewed on this link.

The motivation to put forward this workshop stems from my personal experience after graduation. I felt highly motivated and qualified with specialized training and research expertize, however without clear guidance where and how to go from there. In this situation, I experienced personal networks and contacts with experienced researchers as highly valuable, but would have liked more of it in a more structured way. Many years later I started to professionally support and coach PhD students when I became the Chair of the Departmental Graduate Studies Board at University College Cork in 2004. We developed a concept to conduct regular supportive PhD evaluations, training needs analyses, facilitate publications, career development and encourage peer support and mentoring. In the course of this I realized that this endeavour was not only highly appreciated by students but also very useful for their supervisors.

In summary, this workshop may be interesting for both early career researchers and supervisors and those who would like to be inspired.

Practice Forum
By Peter Kelly, Chair

The Practitioner Forum has been working on streams for the next EAOHP Conference in Athens. This is done through symposiums looking at the impact of austerity in Greece on OHP practice, and on psychosocial interventions in policing.

I continue to engage with a number of stakeholders both in the private sector and in government on the relevance of psychosocial practice on emerging issues. Part of this included me promoting OHP practice through my involvement with the EU-OSHA Psychosocial Risk Campaign across 27 EU Member States. The 2014–15 Campaign: Healthy Workplaces Manage Stress, concluded with the Healthy Workplaces Summit which was held on the 3rd and 4th of November 2015.

More information on the 2014-15 Campaign is available on this link. Tips and tools to manage stress and psychosocial risks in your workplace are available on this link here. Resources from the Healthy Workplace Summit can be found on this link. Our area remains one where we are making significant progress in bringing theory from the lab into the workplace.

EAOHP & EU-OSHA 'Eusebio Rial-González Innovation & Practice Award in Occupational Health Psychology'

EAOHP recently lost one of its founding members, 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 Officer and member of its Conference Organizing Committee until 2002. He subsequently moved to the European Agency for Safety & Health at Work in Bilbao, Spain. As Head of its Prevention and Research Unit, Seb was the architect of the Agency's Healthy Workplaces' campaign on work-related stress and psychosocial risks. Amongst his other EU-OSHA achievements are the design and launch of ESENER, the European Survey of Enterprises on New and Emerging Risks, the launch of the Online interactive Risk Assessment project, OiRA, and the setting up of the OSHwiki.

To honour his life and work, EAOHP is launching the 'Eusebio Rial-González Innovation & Practice Award in OHP' in collaboration with EU-OSHA at its next conference in Athens, 11-13 April 2016.

ELIGIBILITY

This biennial Award is open to any OHP researcher or practitioner whose work has made a considerable contribution to the field of occupational health psychology. Candidates may nominate themselves or be nominated by a third party. The candidate would either have contributed to the promotion of OHP through their innovative research or innovative practice. This could mean that their research has contributed to the development of innovative guidelines or the implementation of international, national or organizational OHP programmes that have made a difference in this area through their impact, or that they have played a key role in implementing such programmes. This impact would be documented, for example, by scientific publications, guidelines or products, and testified by colleagues and/or users. Special focus will be placed on innovations in OHP research and/or practice that promote a participatory approach such as social partner involvement and/or workers' participation.

APPLICATION

Full CV.

Covering letter outlining the innovation in OHP research and/or practice achieved and how it fulfils the award criteria.

Supporting evidence of innovation in OHP research and/or practice (e.g. publications, guidelines, testimonials, products).

2 references in support of the application evaluating the innovation in OHP research and/or practice.

PRIZE

Waived conference registration fee for the next EAOHP conference and presentation of EAOHP Award at the conference closing ceremony. The award recipient will also be publicized through the EAOHP and EU-OSHA websites and newsletters.

DECISION PROCESS

Two members of the EAOHP Executive Committee and two members of EU-OSHA will review each application. Decision criteria include:

1. Is the work largely the candidate's own?

2. Is the work of exceptional quality in terms of OHP research and/or practice?

3. Is the work pioneering in OHP research and/or practice?

4. Does the work promote a participatory approach such as social partner involvement and/or workers' participation?

5. What is the evidence of impact of the work and potential in the future?

6. Quality of supporting documents and references.

Applications are invited by email (Stavroula.Leka@nottingham.ac.uk) and/or post (Professor Stavroula Leka, EAOHP, c/o University of Nottingham, Level B, Yang Fujia Building, Jubilee Campus, Wollaton Road, Nottingham NG8 1BB, UK) until the 1st of February 2016. Committee members will arrive at a judgement and notify the successful candidate by the 22nd of February 2016.

ESRC Seminar Series on Cancer and Employment

As part of The METIS Collaboration, the Centre for Sustainable Working Life at Birkbeck University of London, is funded by the ESRC to organize a series of six Discussion Seminars on Cancer & Employment. The next seminar will consider the legal and insurance industry perspectives. It will be hosted by the Centre for Sustainable Working Life, Birkbeck University of London on January 21, 2016.

These seminars offer opportunities for multidisciplinary and multi-professional groups to consider different social science perspectives on issues relating to cancer and employment. These cover those of (i) the person with cancer, (ii) health and care professionals, and (iii) employing organizations, including managers and human resource and occupational health professionals, in the context of (iv) the legal and insurance and economic and labour market considerations (v). The final seminar (vi) will discuss recent European developments.

The seminars are applied in nature, with three objectives: (i) to better understand the landscape of current challenges, (ii) to explore how we can translate our current knowledge into better policies and practices to meet those challenges, and (iii) to identifying gaps in our current knowledge that hinder moving quickly from research to practical action.

The first Discussion Seminar was hosted on April 21, 2015 by the Academic Urology Unit, Institute of Applied Health Studies, University of Aberdeen. This seminar focused on the person diagnosed with cancer and their family. The second seminar was hosted by the Institute of Health & Society, University of Newcastle on July 9, 2015 and focused on the economic and labour market contexts to the employment of those diagnosed with cancer.

We would like to invite you to attend this seminar and look forward to your participation and contribution to the planned discussions. Together, we can make a useful contribution not only to understanding current issues relating to Cancer & Employment but also to developing better policies and practices in this area and advancing research of applied merit.

For more information on the ESRC Seminar Series on Cancer and Employment please visit the Centre for Sustainable Working Life website (www.bbk.ac.uk/cswl).

To register for the third seminar on the legal and insurance industry perspectives visit the Eventbrite page here.

Please contact Professor Tom Cox (cswl@bbk.ac.uk) at the Centre for Sustainable Working Life, Birkbeck University of London with any additional queries.

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.

Crossword Answers

Down
1. Bilbao
2. Switzerland
3. Mobbing
4. Acropolis
5. WHO
6. Climate
10. Optimism
11. EAOHP
13. Mercury
15. Tertiary
16. Iso
19. Meta
23. Annal

Across
2. Steering
7. Threshold
8. Process
9. Immune
12. Alarm
14. Utrecht
17. Slip
18. Capital
20. Telework
21. Canary
22. ANOVA

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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

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
Kevin Teoh: k.teoh@bbk.ac.uk
Vlad Dediu: vlad.dediu@nottingham.ac.uk

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