



EUROPEAN ASSOCIATION OF WORK AND ORGANIZATIONAL PSYCHOLOGY

Executive Committee:

Evangelia Demerouti, The Netherlands (President) – Deirdre O’Shea, Ireland (General Secretary) – Dragos Iliescu, Romania (Treasurer) – Hildur Jóna Bergþórsdóttir, Iceland – Eva Deros, Belgium – Ana Hernandez, Spain – Monica Molino, Italy.

EAWOP

ANNUAL REPORT TO MEMBERS

YEAR 2023

Executive Committee of EAWOP, 14th June 2024

Submitted to the Virtual General Assembly of EAWOP, July 2024

President: Evangelia Demerouti – E-mail: president@eawop.org

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EAWOP: ANNUAL REPORT TO MEMBERS 2023

The mission of EAWOP (European Association of Work and Organizational Psychology) is to support the development and application of Work and Organizational Psychology in Europe, and to stimulate cooperation between scientists and practitioners working in Europe in the field of Work and Organizational Psychology and the performance of everything that is connected with the above or can be conducive to it.

In this annual report to the membership, the Executive Committee (EC) reviews the activities of 2023 and other relevant activities. A separate report details the financial situation of the Association.

1. Strategic Priorities

In terms of strategic priorities, the EAWOP EC has paid specific attention to engaging in strategic planning throughout 2023, in addition to our traditional core activities such as the congress, small group meetings, WorkLab and our publications. Plans are being developed to introduce the following activities:

- Strengthen collaboration with policy organizations like Eurofound, EU OSHA, ILO in line with the remit of the EAWOP impact incubator.
- Increase the involvement of past EC members in current EAWOP activities.
- Support co-creation initiatives between practice and science.
- Introduce a call for proposals for young researchers to conduct research on the conference theme and present it during the conference.
- Initiate online webinars from EAWOP members.

2. Membership

EAWOP attracts members from all over Europe and Associate members from around the world. As of December 2023, there were 1660 members of which 939 are full members, 172 are associates and 535 are student members and 14 senior members. Members currently come from 30 different countries in Europe and there are associate members from 22 different countries outside Europe.

EAWOP now has 32 Constituent Members. A full list of constituent members can be found on our website at <http://www.eawop.org/constituents>

3. Congresses

3.1. The 21st EAWOP Congress (2023)

The 21st EAWOP Congress took place in Katowice, Poland, 24th-27th May (<https://www.eawop2023.org/>). The theme of the congress was “The Future is Now: Changing the World of Work”. Keynotes include Prof

Alex Haslam (University of Queensland), Prof Marianne Schmid Mast (University of Lausanne), Prof Janine Bosak (Dublin City University), Prof Martin C. Euwema (University of Leuven), and Prof Stuart Carr (Massey University). “The future is now” speakers spoke on relevant topics for the future, including Prof Richard Griffith (Florida Institute of Technology), Prof Stale Valvatne Einarsen (University of Bergen), Ryne A Sherman (Hogan Assessment Systems), Audrey McGibbon (EEK & SENSE), Prof Ute-Christine Klehe and Prof Katja Wehrle (Justig-Liebig University), Prof Rob Briner (Queen Mary, University of London), Prof Joanna Bryson (Hertie School of Governance). The event also featured 24 pre-conference workshops for both academics and practitioners. Over 1600 people attended the Congress.

3.2. The 22nd EAWOP Congress (2025)

The 22nd EAWOP Congress will take place in Prague, 21st – 24th May 2025 (<http://www.eawop2025.com>). The theme of the Congress is “Changing Work Environments: Challenges and Opportunities”.

3.3. Bids for future congresses

The EC is currently discussing the potential hosting of the 2027 Congress in France. The EC welcomes interest in holding future congresses.

4. Activities for Scholars and Early Career Researchers

4.1. Small Group Meetings (SGMs)

The EAWOP SGMs are small-scale conferences (20-25 participants) with the aim of stimulating contact between EAWOP members and the development of cross-national collaborative networks within Europe.

During 2023 three EAWOP SGMs were held:

- Human AI teams at work: Opportunity or threat? Amsterdam, the Netherlands, 25th – 27th October
- The “great rethink”: Understanding work engagement, performance, and well-being in the new work normal, Ljubljana, Slovenia, 21st – 22nd September.
- Precarious employment and work: Understanding the underlying psychological and social processes, Glasgow, UK, 4-6th September.

The 2024 call for SGMs, 9 proposals were received in total, and 4 submissions were funded:

- Strengthening European Military and Organisational Psychology, Leuven, Belgium, 21st – 22nd February 2024
- Unpacking the role of work and organisational psychology for forced migration and displacement, Rome, Italy, 12th – 14th June 2024
- Dark Personalities in Organisations, Seekirchen am Wallersee, Austria, 17th – 19th July 2024
- Challenges in Work Stress: Advancing the Knowledge about Challenge Stressors and Recommendations for Addressing Ambivalent Work Demands in Policy and Practice, Graz, Austria, 12th – 13th September 2024.

4.2. Early Career Summer School

The summer school is a week-long biennial event which brings together early career researchers and final year PhD students with senior scholars in both formal and informal sessions. Participants develop themes for their own future research, learn methodological skills, build competencies in areas such as securing funding and publishing research and develop a Europe wide network.



The 2024 EAWOP Early Career Summer School will take place in Edinburgh, UK from 3rd – 7th September 2024.

4.3. Early Career Research Support

EAWOP's mission is to promote and support the development of Work and Organizational Psychology in Europe. One way to do this is to get work and organizational psychologists from across Europe together to build collaborative networks. To meet these aims, in 2021 we launched the EAWOP Early Career Research Mentoring Grant and the EAWOP Conference Travel Grant. Due to the financial situation of EAWOP, the EC made the decision to not offer the mentoring grant in 2023, but it is being re-established for 2024.

The “EAWOP Conference Travel Grant” scheme helped 4 students attend the EAWOP congress in Katowice.

5. Activities for Practitioners

5.1. WorkLab

The main aims of the WorkLab are to enable practitioners to access the latest scientific research and approaches to practice and provide a space where they can learn from experts and each other to develop and enhance their professional skills and practice. WorkLab is a workshop event that provides opportunities to learn how recent research and theory can be applied in practice; understand modern organizational life and its dynamics better; acquire new skills when working with complex, changing systems; create new methods and approaches in consulting work; contribute practitioner input for future research agendas; and to network with other practitioners.

The theme of the WorkLab meeting in 2023 was “Engaging Leadership: Cultivating Employee Strengths and Psychological Safety in Organisations (<http://www.eawop.org/worklab-2023>). This Worklab took place from 2nd – 4th November 2023 and was attended by approximately 50 participants, the majority of whom were practitioners. Taking place in Valencia, the 2023 workshop was focused on developing better leadership and the impact that has on the working environment. The keynote speakers

were Dr Kimberly Breevaart and Jessica Halgren. In addition, the Worklab hosted an online event on 8th September entitled 'Online facilitation for high engagement', facilitated by Fredrik Fogelberg.

5.2. Practitioner-oriented initiatives: EAWOP for Excellent (E4E)

Since 2018 EAWOP has offered support to constituent members for practitioner focused activities. Constituent members can apply for funds to support activities that focus on the practice of WOP in Europe and that have a European scope. The most recent EAWOP for Excellence (E4E) call for proposals was launched during autumn 2023 for activities devoted to practitioners and organized by Constituents. One proposal was received but was not funded due to not meeting the criteria.

6. Meetings

6.1. General Assembly 2023.

The EAWOP General Assembly for 2023 was held in Katowice on 24th May 2023. It was attended by 20 constituent representatives and 155 individuals with full voting rights. Several reports were received and approved:

- The President's Report
- Financial Report of EAWOP
- Report on the EAWOP Impact Incubator
- Journals

Three members of the EC stood down following the completion of their term of office and were thanked for their contribution.

- Annemarie Hiemstra (President)
- David Holman (General Secretary)
- Michela Cortini

Evangelia Demerouti was elected as the President and the following new EC members were elected:

- Monica Molino
- Hildur Jóna Bergþórsdóttir

Full minutes of the meeting can be found on the EAWOP website. Constituent representatives Valbona Treska (OPA, Albania) and Ave-Gail Kaskla Kyprys (ETOP, Estonia) and individual members Helen Baron and Marise Born acted as examiners of the minutes for the GA meeting.

6.2. Constituent Council Meeting

The 2023 meeting of the constituent council was held in Katowice on 24th May 2023 during the Congress, at which delegates were informed about EAWOP activities, future congresses in 2025, the EAWOP impact incubator and initiatives to engage practitioners. It was attended by 20 constituent representatives. The minutes can be seen on-line.

6.3. Election of New Constituents

One application for a new constituent was submitted by Maja Simonovska on behalf of the Chamber of psychologists of the Republic of Macedonia, Section for industrial/organizational psychology, on the 10th of December. The application will be discussed by the EC in the course of 2024.

6.4. EC Meetings

During 2023, we organized EC Meetings in March (online), May (Katowice), June (online) and November (Turin). At these meetings, the EC discussed and reviewed the situation of EAWOP and its activities and sought to make strategic and operational decisions for the Association. Short reports (summaries) of these meetings can be found on our website. Recent discussion points were:

- Strategic initiatives and future goals of EAWOP
- Reviewing the 21st EAWOP congress in Katowice and planning futures congresses.
- The financial situation of EAWOP following the 2023 Congress.
- EAWOP activities such as the summer school, small group meetings, Worklab, journals, and re-introducing paused initiatives such as the EAWOP Early Career Research mentoring grant. Completion of a project to host the EAWOP In Practice journal on the Open Journal platform of UGent (<https://openjournals.ugent.be/ewopinpractice/>).
- Further developing the reach of the EAWOP impact incubator.
- Development of further practitioner focused activity and promoting dialogue between academics and practitioners was discussed.
- Development of an EAWOP archive which involved digitalising historical EAWOP documents (in paper form) and development of a hosting agreement for this and future EAWOP documentation with UGent. This will provide a comprehensive history and record of EAWOP since its inception and be a valuable resource into the future.

7. EAWOP Publications

EAWOP has three journals:

7.1. European Journal of Work and Organizational Psychology (EJWOP)

Six issues of the European Journal of Work and Organizational Psychology (EJWOP) are published each year. The ABS3 star rated EJWOP had a Clarivate 5-year impact factor of 5.80 in 2022 and is Q2 in the Applied Psychology category and Management categories (JCI). Sandra Ohly was appointed editor-in-chief in 2019 and has continued to do an excellent job in 2023.

7.2. Organizational Psychology Review (OPR)

Four issues of the Organizational Psychology Review (OPR) are published each year. The ABS 2* rated OPR had a Clarivate 5-year impact factor of 6.30 in 2022 and is now Q1 in both the Management and Applied Psychology categories (JCI). Prof. Claudia Buengeler (Kiel University) and Prof. Roni Reiter-Palmon (University of Nebraska at Omaha) were appointed editors-in-chief in 2023.

7.3. EAWOP-in-practice

The EAWOP In-Practice practitioner journal is an e-journal. It is an open-access journal and in 2023 moved to being hosted on the openjournals/ugent.be platform and is available for download at <https://openjournals.ugent.be/ewopinpractice/>. In 2023, two issues were published on ‘Humanitarian Work Psychology’ (Vol 17, Issue 1), and ‘Managing our time and resources’ (Vol 17, Issue 2). This journal is currently ABS 1 star. Since 2022, Diana Rus has acted as editor-in-chief.

EAWOP digital communications

We continue to develop and update our website and Social Media accounts (Twitter, Facebook, LinkedIn). Furthermore, we send a monthly newsletter as well as content alerts for EJWOP to our members.

8. External and Policy Relationships

8.1. EAWOP Impact Incubator

The EAWOP Impact Incubator was launched in 2021 with Professor Rosalind Searle as the Director and a team of other volunteers (www.eawopimpact.org). The team has identified themes for policy impact (e.g., decent work, youth unemployment and marginalised groups) and has launched a series of events and tools. In May 2022, the EAWOP Impact Incubator launched ‘Superbmarket’, a serious educational game that draws on science concerning living wages and decent work. This online educational game has been shortlisted for the final round of the European Conference of Games Based Learning, which is the oldest group and active community concerned with the use of games as learning tools.

Events have included:

- 5 Panel discussions and a World Cafe at the EAWOP Congress in Katowice, including:
 - What is the EAWOP Impact Incubator and Creating an impact
 - Decent work vs precarity
 - Threats and securities
 - Improving migration and Refugee integration
- EAWOP SGM in September 2023
- Call for Papers for a special issue of EJWOP on psychological research on precarious employment and work.
- Webinar on Human Security Psychology on 27th April 2023 which marked the launch of a new animation and open access journal article showing how psychology can contribute to policy.

In addition, the EAWOP impact incubator team have developed several policy briefs and animations on topics such as decent work, threats and securities, youth employment, and what matters during times of crisis and conflict.

8.2. The Alliance for Organizational Psychology


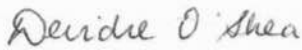




EAWOP continues as an active member of the alliance and supports its activities, such as special symposia at conferences, supporting local groups and the recent AOP “big tent” initiative (more information on this can be found [here](#)). Two members of the EC represent EAWOP on the AOP board of delegates, and one member of the EC is a member (currently Chair) of the AOP conference subcommittee. In 2023, there were three AOP special sessions at the SIOP conference (April) and five at the EAWOP congress (May).

8.3. Relations with EFPA

Throughout 2023, several meetings were held with EFPA in continued efforts to maintain links between the two associations, with particular focus on the future developments with EUROPSY and the Specialist Certificate in WOP. In 2023, Prof. Delia Virga (Director of the Department of Psychology, West University of Timisoara) was nominated by EAWOP as new member of the EuroPsy Specialist European Awarding Committee in Work & Organizational psychology (S-EAC W&O).

We would like to thank the following constituent representatives and members for acting as report examiners: Caroline Conlon, Annemarie Hiemstra, Maria Ianeva.

Report Confirmed by Members of the Executive Committee 14th June 2024

<p>Evangelia Demerouti</p> 	<p>Deirdre O'Shea</p> 
<p>Dragos Iliescu</p> 	<p>Hildur Jóna Bergþórsdóttir</p> 
<p>Ana Hernandez</p> 	<p>Eva Deros</p> 
<p>Monica Molino</p> 