

# EUROPEAN ACADEMY OF OCCUPATIONAL HEALTH PSYCHOLOGY

## Newsletter

Volume 1, Issue 3

November 2000

### The 2nd European Conference of the EA-OHP

By Professor Tom Cox CBE



#### **Chair, Organising Committee**

**T**he 2nd European Conference of the Academy is fast approaching. It was originally planned as a small scientific symposium and associated business meeting to bridge between the 1st European Conference in Lund, 1999, and the 1st International Congress in Barcelona, 2001. However, surveying the large number of abstracts submitted to the scientific Committee, and the early registrations, it is obvious that it is developing into an important event in itself.

The Conference is organised in the same way as that in Lund with a scientific programme of key note presentations, oral papers and posters followed by the Annual Business Meeting of the Academy. Both are equally important to the future development of the Academy and both promise to provide what is needed to sustain our early success.

The agenda for the Annual Business Meeting is evolving. May I review some of the likely items for discussion.

The present Organising Committee was elected as a group at the Annual Business Meeting in Lund, and has overseen the first year of the Academies formal existence. One of the important items on the agenda of the Annual business Meeting in Nottingham will be a review of the present Committee's contribution, and the election of the new Committee to hold office until the Barcelona meeting. At this stage, I would ask all members of the Academy, whether they are attending in Nottingham or not, to consider whether they could make a contribution to our shared project and would be willing to be considered for election. It is important that we do have a core of members who are willing and able to make an active contribution to the development and running of the Academy. This call for nominees naturally includes the position of Chair of the Organising Committee.



**European Academy of  
Occupational Health Psychology**

**2nd Annual Conference**

**December 1<sup>st</sup> & 2<sup>nd</sup>, 2000**



**at the Rutland Square Hotel, NOTTINGHAM**

hosted by  
**THE INSTITUTE OF WORK, HEALTH & ORGANISATIONS**  
University of Nottingham Business School

Deadline for Abstracts: 21<sup>st</sup> September 2000

For further information see web page: [WWW.EA-OHP.ORG](http://WWW.EA-OHP.ORG)

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The day-to-day running of the Academy, and its secretariat, have been provided by the Institute of Work, Health & Organisations at Nottingham. A second item on the agenda of the Annual Business Meeting will be the report of the Chair of that Committee, Dr Amanda Griffiths, and a decision on whether or not to continue this arrangement.

A third item on the agenda will be the presentation of the Development Plan and its approval for the coming year. The annual revision of the Plan for the coming year focuses on two issues: recruitment and the establishment of the three forum, those for: education, research and practice.

A fourth important item will be a report on discussions between the Academy, the journals Work & Stress and JOHP (Journal of Occupational Health Psychology), and NIOSH (US) on the future of occupational health psychology. The meeting will receive, discuss and approve (or otherwise) the international strategy that will have developed from the discussions.

A fifth item on the agenda concerns the relationship that has been established between the journal Work & Stress and the Academy, and how that benefits both parties and, most espe-

cially, the members of the Academy.

The final item on the agenda will be the organisation of the International Congress in Barcelona that has already received the support of the Spanish Ministry of Health, and Taylor &

Francis publishers of Work & Stress. The involvement of other European psychology bodies, such as EAWOP, and of international bodies such as ICOH, has been suggested. The Academy's response has to be decided.

The Annual Business Meeting is an important part of the development of the Academy, and I hope will be well at-

tended. Other issues or items for the agenda should be sent to the address below. I look forward to seeing you in Nottingham in December.

*"It is important that we do have a core of members who are willing and able to make an active contribution to the development and running of the Academy."*

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## CURRENT RESEARCH IN EUROPE

### Women's Condition in Working Life

#### Workshop in Brussels

*Carina Bildt, Sweden*

The workshop was led by me, and held at the Office of the Swedish Trade Unions in Brussels on 18-20 September 2000. The title of the workshop was Women's Condition in Working Life, and was one out of about 70 workshops that precedes the European union presidency conference "Work Life 2000", that will take place in Malmö (situated in the southern part of Sweden) 22-25 January next year. The main themes during the conference next year are questions like; "How are new jobs created?", "What labour market strategies are needed today?" and "What is the good working life like and how is it achieved?". The conference is aimed at government representatives, authorities, public agencies, the social partners and other interested parties. The workshops cover virtually every aspect of modern

working life in the following categories: Labour market, working environment, work organisation, information society, diversity in working life, small and medium-sized enterprises, as well as gender.

The workshops are small, which facilitates dialogue and the creation of networks that exist long after the workshop is closed.

"Our" workshop covered women's situation in terms of labour market conditions, working environment, work organisation, as well as health effects, and there was 15 presentations during the three days. Several of the presentations given at the workshop will be published in English as a special issue of the journal *Arbete och Hälsa*. The title of my presentation was Women's Mental Health and Working Conditions.

The effect on women's mental health from being gainfully employed has been studied in several studies, and there are clear indications of gainful employment being positively related to women's mental health.

Still, there are certain factors in the working conditions that affect women's (as well as men's) mental health. In today's society, women's working conditions and living conditions differ from men's, and women's conditions are worse in many respects. Due to gender segregation and inequality both in the labour market and at the workplace, women very often perform work tasks that are characterised by poor developmental possibilities, high demands and low decision latitude, high levels of stress, monotonous and repetitive work, as well as of low salaries and low status. Low status is highly correlated with high job stress, and women are very often occupied in female dominated low status sectors of the labour market or possess low status positions within the organisations or companies which might be one explanation for the high levels of job stress among gainfully employed women. Since women have poorer developmental possibilities they tend to stay on in very demanding working conditions for many years. This, plus women's double burden of both paid and unpaid work, (enhanced by inequality in the family) is a serious threat to women's health, both mental and physical. Several occupational risk factors for poor mental health (mainly sub-clinical depression and reduced mental well-being) have been identified. Time pressure and piecework is related to poor mental health among women, as is heavy work. Other identified risk factor for poor mental health among women are high mental demands, high levels of job stress and sexual harassment.

*"In today's society, women's working conditions and living conditions differ from men's, and women's conditions are worse in many respects."*

Results from a longitudinal, population based, Swedish study of working conditions and mental health among women showed that certain aspects of work were correlated with particular psychiatric diagnoses, including depression. Shift work, in particular, had correlations with psychiatric problems. Overall, shift work and job strain were linked to depression. A number of risk factors were identified, in line

with earlier cross-sectional studies and studies of particular occupational groups. Preventive action is needed, in light of increased demands for flexibility, and psychosocial pressures on female employees. These actions should be at work organisation level, not at individual level.

There is a lack of systematically evaluated preventive action at work organisation level. Recommendations formulated regarding preventive actions tend to include flexible working

hours and better career opportunities for women

The conference we are going to organise, The Third International Congress on Women, Work, Health is shortly described below under "Conferences and Seminars". Within a few weeks from now, the first announcement will be published.

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## Work-related Reproductive Health

The work of the Occupational Health Psychology (OHP) group within the Institute of Work, Health & Organisations, University of Nottingham encompasses not only well-established research themes such as risk management for work stress, and the nature and measurement of sickness absence, but also new interests such as ageing, work and health, disability and employment, and work-related reproductive health. Work-related reproductive health is a new and important area of concern within the Institute but fits easily into its focus on the effects of work design and manage-

ment on occupational health properly understood in their social and organisational contexts.

Contemporary models of occupational health increasingly accept the role of several different pathways linking the exposure to workplace hazards to health and behaviour. However, research within the arena of work-related reproductive health has been limited largely to the investigation of the physico-chemical pathway, for example, the impact of toxicological hazards or bio-mechanical forces on reproductive success (McDonald, 1995; Hjollund et al, 1998). The contribution of

less tangible workplace hazards to impaired reproductive health, such as those stemming from work design and management, remain largely unexplored. Such hazards, it has been suggested, may exert their effects through socio-behavioural and psycho-physiological pathways many of which are related to the experience of stress (Seibel and Taymor, 1982; Greil, 1997). A review of the literature that does exist in this area allowed the development of a framework model to guide future research and related practice (Cox, Cox, and Pryce, 2000). It is apparent from this review and the subsequent model that an interdisciplinary approach is required to answer questions relating to work-related reproductive health.

*“The model...considers the influence of work life factors, including the design and management of work, at different stages in the overall sexual, reproductive and parenting process.”*

A new research team is being established in the Institute led by Professor Tom Cox and currently involving Joanna Pryce and Dr Amanda Griffiths. It is working in close collaboration with Dr Sara Cox, a reproductive health psychologist in the Division of Psychology at Nottingham Trent University. As part of their developing program discussions are underway with a number of Fertility Clinics, world wide, to develop a supportive research network.

The model advanced by Cox, Cox and Pryce (2000) to guide the Institute's research strategy, considers the influence of work life factors, including the design and management of work, at different stages in the overall sexual, reproductive and parenting process. In the early stages of this process, the concept of libido appears to be both important, at least conceptually and anecdotally, and under-researched (Anderson, 1998). The Institute already holds large databases of occupational health information that include questions about libido measured as “loss of sexual interest or pleasure”. Early interrogation of these data sets reveals that there are strong relationships between aspects of work design and management and libido (so measured) that show both age and gender differences, and further, indicate gender differences in the factors mediating these relationships. A comprehensive assessment of existing databases will provide a first line of research, contributing to the consolidation of the framework model.

Working in close collaboration with both Nottingham Trent University and selected Fertility Clinics, as part of the Institute's overall programme, the role of work life factors in determining the success of fertility treatments can be assessed. This is a second line of research. Such research must, by its very nature, consider the contribution of both parents and, as a result, issues relating to gender and gender differences are likely to be important.

A further line of research, however more difficult to ascertain,

is that which is organisationally based. An assessment of reproductive health at the organisational level will require both sound considerations of ethical issues and sensitivities surrounding reproductive health in its organisational context. A fourth line of research is an examination of working peoples' awareness of work-related reproductive health issues, and an examination of their educational needs and those of their employing organisations with a view to developing workplace health promotion materials to address key issues.

The team welcomes expressions of interest from other institutions in Europe, or from researchers in the area of work-related reproductive health. Initial contact should be made with Joanna Pryce or Dr Sara Cox.

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# REPORTS ON RESEARCH CENTRES & AGENCIES

## Kristianstad University

*Sten-Olof Brenner, Kristianstad, Denmark*

**K**ristianstad University is situated in Skane (Scania), 100 kilometres Northeast of Malmo/Copenhagen, and 80 kilometres Northeast of Lund.

It is historically part of Denmark, and the dialect still reminds you of Danish.

Kristianstad University is a new university, although it has been a School of Education for more than 100 years. In 1977, it was changed from a School to a University College. From 1999 it has the right to employ professors. The name was changed in English to Kristianstad University. The Swedish name is Högskolan Kristianstad. It is now located on a Campus in the outskirts of Kristianstad, where earlier tanks regiment was situated. The exterior of the buildings (like on the picture but usually more stores) are not allowed to be changed but the interior has been modernised.

See: <http://www.hkr.se/>



**Kristianstad University**

It has about 5000 students and has been growing the last five years. However, research is only about% of the total budget. To facilitate increasing the amount of high quality research, the University Board has decided to concentrate the university's efforts into a few research groups, research themes, or centres. The Centre of Work and Health Sciences is the largest of those, with all professors as members. Within this unit, the largest one is the Work Science Research Group ("Tema Arbetsvetenskap").

## The Work Science Research Group (Director Professor Sten-Olof Brenner, BSc, MA, PhD)

See: <http://www.hkr.se/web-bet/forskn/cfa.htm>

The Work Science Research Group was established 1997 by the Research Committee at Kristianstad University. Within the Work Science Research Group we conduct research within the framework of organisational and occupational psychology and sociology. This research is performed in close contact with industry and other organisations. We collaborate with Swedish and UK researchers and research groups and institutes. Example are:

Prof. Curt R Johansson, Division of Occupational and Organisational Psychology and change@work at Lund University, Prof. Paul R Jackson, Centre for Corporate Communications at UMIST, Manchester, Prof. Tom Cox, I-WHO and EA-OHP at Nottingham University, Dr. Pam Denicolo at University of Reading.

The collaboration concerns how to manage and organise organisations to obtain innovations in teams, healthy work, and effective organisations.

We develop and adjust qualified research methods and techniques coming from teamwork research, personal construct theory and creativity research to the demands of working life. Examples are Team Climate Inventories, Experience Sampling Method and Repertory Grid Technique and combinations of these. Two examples of projects with external funding are "Lean Organisations: How to make downsizing work for individuals and organisations" financed by the Council for Working Life Research and "Strategic communications to enhance innovations in teams, healthy workers and efficiency in the organisation" financed by the Foundation for Knowledge and Competence.

We have taken part in the evaluation of Objective 4 of the European Commission.

## Research within the Work Science Research Group

The research conducted within the Work Science Research Group concerns changing conditions in the working life and how to handle these to optimise healthy work and efficiency.

The research is performed from the perspective of organisational and occupational psychology and sociology. The main areas of application are Industry and the Non-profit (public) sector. Most of the members take part in two larger, externally financed projects. These are "Lean Organisations: How to make downsizing work for individuals and organisations" financed by the Council for Working Life Research and "Strategic communications to enhance innovations in teams, healthy workers and efficiency in the organisation" financed by the Foundation for Knowledge and Competence. In addition, there are projects focused on the research of the PhD students.

Research Group Members:

Sten-Olof Brenner, Sören Augustinsson, Ingrid Dackert, Cecilia Franzén, Bengt Arne Larsson, Carin Linander  
Maria Melén, Marie-Louise Österlind

## Research

### **"Lean Organisations: How to make downsizing work for individuals and organisations" the Council for Working Life Research**

Project director: Sten-Olof Brenner

Research co-ordinator: Ingrid Dackert

Research participants: Curt R Johansson, Paul R Jackson, Ingrid Dackert, and Maria Melén

The project is conducted at the Skane Social Insurance Office during 1998 – 2001. The objective is to gain knowledge of which factors facilitate or hinder the creation of a common culture in two merged organisations with parallel downsizing. The research findings are discussed regularly with the organisation using a model developed within the Work Science Research Group called REAL. As well qualitative as quantitative methods are used and combinations of these.

### **"Strategic communications to enhance innovations in teams, healthy workers and efficiency in the organisation" (the Foundation for Knowledge and Competence)**

Project director: Sten-Olof Brenner

Research co-coordinator: Bengt Arne Larsson

Research participants: Goran Ejlertsson, Stefan Renvert, Sören Augustinsson, Bengt Arne Larsson, and Carin

Linander.

This project is concerned with how to manage and organise a company to get optimal effects on innovations in teams, healthy workers and efficiency within the organisation Research

## Publications

*(examples of recent publications etc.)*

Brenner, S-O. & Trued, J. An Experience Sampling Study of Flow and Harmony in Police Work. Proceedings of the International Work Conference in Sheffield, 1988.

Jackson, P.R., Brenner, S-O., Johansson, C.R. (2000). Downsizing och magra organisationer - en litteraturöversikt över psykologiska reaktioner. I K. Barklöf (Ed.), Smärtgränsen? En antologi om hälsokonsekvenser i magra organisationer. Stockholm: Rådet för arbetslivsforskning. (The psychological health consequences of lean organisations: an English Version is available)

Brenner, S-O. (2000). The social construction of the Swedish Police Force: A repertory grid approach. Paper presented at the Workshop Exploring constructivism, Åkersberg, Sweden, 28-30 April 2000.

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## Good Practice Online Forum:

### Sharing good practice in occupational safety and health

#### What is the Good Practice Online Forum?

The aim of the Good Practice Online Forum (GPOF) is to promote information exchange and sharing of good practice between those active in the field of safety and health at work. The Forum will provide a user-friendly online channel for Occupational Safety and Health (OSH) professionals and practitioners across the European Union to exchange experiences and share their expertise in a variety of OSH topics, with a particular interest in the management of stress, musculoskeletal disorders and dangerous substances.

The GPOF takes advantage of Extranet technology developed under the European Commission's IDA programme. This enables a given community to maintain a private space on the Internet where they can share information, documents, participate in discussion fora and much more. The main feature of the Forum is a members-only "bulletin board"-style forum to post and read messages, but the GPOF is also a highly customisable tool, including:

- A searchable Directory of members
- A Calendar for important dates and events, including the ability to create, announce and manage face-to-face and virtual meetings
- An online Library, acting as a repository for useful documents which you can share and access at any time
- The ability to decide whether you would like to be informed by email when new messages or events are posted

The Forum uses a familiar interface, and to access and navigate this virtual space you will only need Internet access and your usual web browser. Membership of the GPOF will be restricted [see "Who can join?" below], and the Forum will be, so you can be sure that it will be a private space to share good practice and exchange information with other OSH practitioners from across the European Union.

#### Who can join?

The Forum's target users are primarily those who have re-

sponsibility for Occupational Safety and Health in their organisations. They usually fall into two categories:

- **OSH professionals:** Those who deal with occupational safety and health issues in a professional capacity. This includes those engaged in preventive services (e.g., safety officers within enterprises), labour inspectors, safety consultants, medical staff (e.g., occupational and public health nurses and doctors) and other relevant personnel (e.g., ergonomists).
- **"Competent persons":** Those who have a designated safety and health role, mainly at enterprise level, but are not OSH experts. This may include: managers of enterprises (including SMEs), worker safety representatives, project / site managers and personnel who have task-specific safety responsibilities

The Forum is open to those in any sector, but we are particularly interested in including people working with OSH in the health care sector.

#### How much does it cost?

The Good Practice Online Forum is completely free to join and use.

#### How do I join?

The GPOF will be launched in late October 2000. If you are interested in registering as a user or would like more information, please email:

Eusebio.Rial-Gonzalez@nottingham.ac.uk

#### Who is running the Forum?

The Forum has been set up by the European Agency for Safety and Health at Work (<http://osha.eu.int>), which has been established by the European Commission to support the provision of occupational safety and health information across Europe. The Forum is being developed and managed for the Agency by its Consortium responsible for the collection and dissemination of information on good practice relating to the management of stress at work: The Institute of



Work, Health & Organisations (I-WHO: [www.I-WHO.org](http://www.I-WHO.org)) is the Lead Organisation in the Consortium, with the Finnish Institute of Occupational Health (FIOH: [www.occuphealth.fi](http://www.occuphealth.fi)) and the German Federal Institute for Occupational Safety and Health (BAuA: [www.baua.de](http://www.baua.de)) as Partner Organisations.

occuphealth.fi) and the German Federal Institute for Occupational Safety and Health (BAuA: [www.baua.de](http://www.baua.de)) as Partner Organisations.

## The project (“platform”): “Understanding and contributing to processes of change in corporations: Enhancing innovative climate, learning, efficiency, and health”

### Presentation

A research group at Kristianstad University with Sten-Olof Brenner (project leader) and Bengt Arne Larsson (project co-ordinator) and several other researchers are launching a “platform” (project aiming at developing research at new universities) concerning Change processes and Health in Industry. Prof. Tom Cox, I-WHO, will participate in the project as a mentor as will Prof. Jan Forslin, Royal School of Technology, Stockholm, Sweden. The project is starting at the beginning of next year and will hopefully run for several years, supported by the Knowledge Foundation, Sweden, with the purpose to simultaneously benefit the development of industrial research and industry.

### The main goals of the project

We wish to gain knowledge and understand about processes of change in particular organisations/corporations. The in-

attention is to redirect this understanding back to the corporations in a way that will help them to enhance their innovative climate, efficiency, and employee health. In recycling our knowledge and, we use a particular framework for the feedback or translation process designed within our research group. This project combines the scientific research perspectives of psychology, sociology, and social medicine in order to obtain multifaceted and applicable knowledge.

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## EA-OHP Arena

Colleagues at the Swedish National Institute for Working Life have kindly agreed to host an "Arena" or noticeboard for the European Academy. Via the EA-OHP Arena you can exchange views with other members about the nature and future of occupational health psychology in Europe and beyond.

Access the EA-OHP Arena via our website at [www.ea-ohp.org](http://www.ea-ohp.org).



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# CONFERENCES AND SEMINARS

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## European Academy of Occupational Health Psychology

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**2<sup>ND</sup> EUROPEAN CONFERENCE - DECEMBER 1<sup>ST</sup> & 2<sup>ND</sup>, 2000**

*hosted by THE INSTITUTE OF WORK, HEALTH AND ORGANISATIONS  
Nottingham University Business School*

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The first European Conference of the European Academy of Occupational Health Psychology (EA-OHP) was held at the University of Lund in November 1999. The second European Conference will be hosted by the Institute of Work, Health and Organisations in Nottingham, on December 1<sup>st</sup> & 2<sup>nd</sup> 2000. The third meeting, an International Congress, will be held in Barcelona, on 25-26 October 2001 and the fourth European Conference will be held in 2002 in Munich.

### Location: Nottingham 2000

The Conference will be held at the Rutland Square Hotel, in the heart of the city, adjacent to Nottingham Castle. The Conference dinner is to be held at Hart's, one of Nottingham's finest restaurants.

The city is a perfect venue for Christmas shopping (open Sundays) and is situated less than 30 minutes from East Midlands Airport.

### Programme:

The 2-day conference will include at least 30 paper presentations and keynotes as well as around 20 poster presentations. The mini-symposia paper presentations include the following topics:

- \* Work, Stress & Coping
- \* Violence & Bullying
- \* Interventions: Organisational Changes
- \* Individual Level Interventions: Healthcare and Education
- \* Methodological Issues
- \* Stress Theory: Job Demands-Job Control
- \* Modern Issues in Working Life
- \* Change Processes

Speakers will include Professor Tom Cox CBE and Dr Amanda Griffiths (Institute of Work, Health & Organisations), Professor Phil Dewe (Department of Organizational Psychology, Birkbeck College), Professor Sten-Olof Brenner (Centre for Work and Health Sciences, Kristianstad University), Dr Clemens Weikert (Lund University), Professor Colin Mackay (Health & Safety Executive) and Dr Phil Leather (Institute of Work, Health & Organisations). The Annual Business Meeting of the EA-OHP will take place after lunch on the second day of the conference.

### Cost:

- Full cost for non-members is £158 and includes conference registration *plus* membership of the European Academy of Occupational Health Psychology for 2000-2001.
- Price includes all conference facilities including free car parking at the Rutland Square Hotel and Conference Dinner at Hart's restaurant. (A rate of £50 per night for bed & breakfast has been negotiated with the Hotel for up to 3 nights).
- Cost packages are available for 1 day attendance and for post-graduates.

Further information & registration form is available on the web-site: [www.ea-ohp.org/conferences](http://www.ea-ohp.org/conferences)

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## EA-OHP CONFERENCE UPDATE

*Nottingham 1-2 December 2000*

The Organising Committee has had an overwhelming response to the EA-OHP 2<sup>nd</sup> European Conference in Nottingham in December.

58 Abstracts have been received and are in the process of being reviewed by the Scientific Committee. More colleagues have registered to attend the conference making it likely to be a 60-70 strong turn-out.

Places are still available to attend the Conference, so if you haven't already registered, don't miss out on this ideal opportunity to meet a diversity of other colleagues interested in Occupational Health Psychology.

**For more information visit the web-site: [www.ea-ohp.org/conferences](http://www.ea-ohp.org/conferences)**

**Or for enquiries please email us on: [conferences@ea-ohp.org](mailto:conferences@ea-ohp.org)**

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## Longitudinal research in Work and Health Psychology

*An international research seminar*

*Utrecht, The Netherlands*

**February 22 & 23, 2001**

**O**n **February 22 and 23, 2001**, the international research seminar 'Longitudinal research in work and health psychology' will take place for the second time. This seminar is organized by the Research Institute Psychology & Health, and gives a broad overview of statistical models that are suitable for analyzing longitudinal data. It intends to provide psychologists with guidance and ideas with regard to the collection and analysis of this type of data. It addresses, among others, the following topics: longitudinal designs versus longitudinal data, non-response, missing values, and attrition, multi-level models for analyzing longitudinal data, regression models for analyzing change; repeated measures analysis of variance; and common problems in analyzing change.

The format of the seminar will be a combination of lectures

and related exercises. Participants work in small groups on the exercises. In order to stimulate the exchange of information between staff members and participants, the number of participants will be limited to a maximum of 25. Throughout the seminar, staff members will also be available for individual consultation (e.g. about participants' own research projects).

For further information about the seminar, and for registration, please contact:

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## The 3rd International Congress on Women, Work and Health

**T**he 3rd International Congress on Women, Work and Health will take place in **June of 2002 in Stockholm**. It follows up the two successful congresses which took place in Barcelona in 1996 and in Rio de Janeiro in 1999. We are now looking forward to welcoming you to the 3<sup>rd</sup> International Congress in Stockholm, which will be organized by the National Institute for Working Life, a government-sponsored institute for research and development.

The intention with this international and interdisciplinary Congress is to bring together scholars, activists, representatives of civil society organizations and trade unions, of government agencies and persons involved in practical work from all parts of the world for critical discussions on questions related to women's working conditions, their living conditions and gender-specific issues related to health/ill health.

The congress will cover three main themes:

### 1. The society and the organization of work

- Globalisation, divisions of labour and labour market transformation
- Inequality and health
- Labour market demands, competence development, training and education
- theories and methods about work organizations
- Policies, legal and economic aspects of women, work and health

### 2. Working conditions and health

- Gender, physical exposure and health effects; accidents, noise, vibrations, VDU-work, etc.
- Gender, ergonomic load and health effects; work postures, repetitive Work, Gender, chemical exposure and health effects;
- pesticides, organic solvents, occupational cancer, etc.
- Gender, psychosocial exposures and health effects; monotonous work,
- Stress, sexual harassment, violence, burnout, absenteeism,

etc

- Gender and reproductive hazards at work
- Vulnerable groups at work, .e. the aging, the migrants, the young, disabled
- The double burden; work and family/household work
- Strategies and practical solutions; workplace health promotion,
- Workplace training and competence development, etc.

### 3. Models and methods for science and practice

- Gender sensitive scientific method
- Monitoring of women's and men's working conditions and health
- Gender sensitive methods for implementations of regulations, models and good practice
- Strategies and practical solutions

Many of the above mentioned themes can be highly interesting for occupational psychologists. For more information and for receiving first announcement, please mail us on the following address: [wwh@niwl.se](mailto:wwh@niwl.se)

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## PUBLICATIONS

### The Organisational Stress Measure (OSM)

*Professor P. Spurgeon, UK*

**W**ho of your staff are stressed out? Do you alleviate the individual's symptoms? What interventions are aimed at redesigning the work environment?

As stress is the main cause of absence in the workplace, the OSM has been developed to help organisations in reducing stress at work. The OSM is an assessment tool, designed to identify the causes of stress in the workplace as well as providing indicators for management action. Health and safety legislation requires employers to demonstrate good practice in managing stress. The employer's duty is to create a safe working environment, rather than just providing support after the event.

The OSM technique works by placing a link between individual's perceptions of stress to organisational conditions. It then signposts areas for remedial action. It offers a selection of intervention programmes for the organisation to work towards a rational remedy to reduce stress. The aim of the OSM is to highlight the area of need and to give broad indicators for action. The focus is on internal, organisational issues, not personal issues.

So how does the OSM work? The measure is built up from

a questionnaire of 64 questions that takes approximately 10 - 15 minutes to complete. It has been designed to measure perceived organisational pressures and strains placed on individuals.

*If you would like more information on the OSM, you can obtain the leaflet from:*

Vivienne Rangelcroft at Health at Work in the NHS; Health Development Agency;  
Trevelyan House; 30 Great Peter Street  
London, SW1P 2HW  
Fax (020) 7413 8921  
Email: [vivienne.rangelcroft@hda-online.org.uk](mailto:vivienne.rangelcroft@hda-online.org.uk)

Professor P. Spurgeon  
Health Services Management Centre  
University of Birmingham; Park House  
40 Edgbaston Road; Edgbaston  
Birmingham B15 2RT  
Tel (0121) 414 6213/7056  
Fax (0121) 414 6213/7056

### Shiftwork and Health

*Dimitrios Politis, Ireland*

*Information Officer of the Project and BEST Editorial Committee Co-ordinator (BEST 1/2000)*

**S**hift work and health are often in the news. As each new study is published, newspapers and magazines return to the subject, because they

know that somewhere between 10 and 20% of their readers will be shift workers.

It is not an easy subject to get into perspective. A century of research has accumulated, but much of it is still controversial. Why do some studies show that shift work causes digestive

problems and stomach ulcers, while others do not? Is it all a matter of method? Is shift work a major cause of stress? Or do shift-workers complain more than other employees?

This issue of BEST (Bulletin on European Studies on time) does not answer all these questions, but it does present a major quantity of research, much of it not available in English. You can follow items up for yourself, or at least put new reports into perspective against previous findings.

This report also presents the comments of six experts in the field, who have wrestled with the problems of shift work and health, and reviews their work in this field.

The issue covers:

- sleep and fatigue;
- digestion;
- heart disease;
- women's' problems;
- social and domestic life; and
- psychological problems.

Looking at health problems without searching for positive responses would be pessimistic. The last two chapters cover the important issues of medical surveillance and other solutions.

In this issue of BEST, the supplement 'On time' highlights working-time issues as they feature in the EIROnline website and in Foundation research, and also presents a comparative overview in graphic form of weekly working hours in the 15 EU Member States.

BEST is published twice a year by the European Foundation for the Improvement of Living and Working Conditions and is available electronically free of charge from the Foundation's site:

<http://www.eurofound.ie>

## Affiliate Members

Contributions to the fourth issue of the newsletter now welcome!

We are developing a strong Affiliate membership base and hope to develop an 'Affiliate Page' within the newsletter. To ensure that you are getting the most from the EA-OHP, please let us know what you would like to see the EA-OHP doing for you! This is a great opportunity to share useful information.

Short articles about research and practice in OHP, experiences in job searching and training would all provide valuable information to other affiliate members. Similarly, any enquiries, notifications of conferences and events are welcome.

Please send all contributions to: [joanna.pryce@nottingham.ac.uk](mailto:joanna.pryce@nottingham.ac.uk)

***INTERESTED IN BECOMING A MEMBER OF THE EA-OHP?***

**Please visit our web site at [WWW.EA-OHP.ORG](http://WWW.EA-OHP.ORG)**

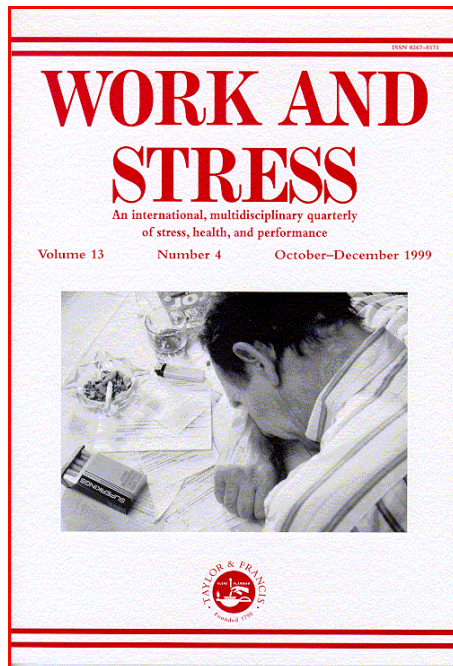
***Please send articles and contributions for the 4th issue of the Newsletter to the following e-mail address: [uta@ufeinstein.freemove.co.uk](mailto:uta@ufeinstein.freemove.co.uk)***

*Editor of the EA-OHP Newsletter: Uta Feinstein*

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# Work and Stress

*Published in Association with the European Academy of Occupational Health Psychology*



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Institutional: £159

Individual: £79

## Scope

Work & Stress is an international, multidisciplinary quarterly in occupational health psychology. In particular, it publishes refereed academic papers relating to stress, health and safety, and performance (empirical reports, reviews, case studies and theoretical papers), as well as articles of concern to the policymakers, managers and trades unionists who have to deal with such issues. It presents individual, social, organisational and societal issues in relation to the nature of stress and its management, defined in the broadest sense.

## Readership

Occupational health psychologists, ergonomists, work and organisational psychologists, human factors engineers, occupational health specialists, industrial and medical sociologists, occupational physicians, personnel managers, health and safety specialists, and trade unionists.

## Papers recently published or in press:

The impact of sense of coherence and high-demand/low-control job environment on self-reported health, burnout and psychophysiological stress indicators, by Marie Søderfeldt, Bjørn Søderfeldt, Carl-Göran Ohlson, Tøres Theorell and Ian Jones (*Work and Stress* 14:1, 2000)

The stability of job and family involvement: applying the multi-wave, multi-variable technique to longitudinal data, by Saija Mauno and Ulla Kinnunen (*Work and Stress* 14:1, 2000)

Violence against psychiatric personnel, by Joaquim Soares and Stephen Lawoko (*Work and Stress* in press, 14:2, 2000)

Sexual Harassment over the telephone: occupational risk at call centres, by Sabine Sczesny and Dagmar Stahlberg (*Work and Stress* in press, 14:2, 2000)

Editorial: Occupational Health Psychology, by Tom Cox, Einar Baldursson and Eusebio Rial-González (*Work and Stress* in press, 14:2, 2000)

## Website:

[www.nottingham.ac.uk/unbs/i-who/Publishing/Work\\_and\\_Stress](http://www.nottingham.ac.uk/unbs/i-who/Publishing/Work_and_Stress)

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