

## EAWOP CC meeting minutes – Online/in Prague 15<sup>th</sup> of April 2024

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### EC Members

- Evangelia Demerouti, President (EDM)
- Deirdre O’Shea, General Secretary (DO)
- Ana Hernandez Baeza (AH)
- Hildur Jóna Bergþórsdóttir (HB)
- Eva Derous (EDR)
- Dragoș Iliescu, Treasurer (DI)

### Invited:

- Andreea Corbeanu (AC), Administrative Secretary of EAWOP
- Šárka Dobiášová, as the Congress 2024 Organising Committee Representative
- Maja Simonovska Naumovska as the representative of the North Macedonian Constituent in Waiting

### Association

**OPA** (Albania)

**BÖP** (Austria)

**CAWOP** (Czech Republic)

**ETOP** (Estonia)

**TOP-ry** (Finland)

**AFPTO** (France)

**DGP** (Germany)

**HPS** (Greece)

**PSI** (Ireland)

**AIP** (Italy)

**LSIOP** (Latvia)

**NPA** (Norway)

**PAOP** (Poland)

**SPS** (Serbia)

**SPA** (Slovenia)

**COP** (Spain)

**SAWOP** (Sweden)

### Name

Valbona Treska

Paul Jiménez

Šárka Dobiášová

Ave-Gail Kaskla Kuprys

Annukka Tervo

Valentina Dolce

Guido Hertel

Katerina Georganta

Caroline Conlon

Julia Paganin

Sanita Šaitere, Mārtiņš Vītols

Ole Tunold

Barbara Smorczewska

Boris Popov

Tadeja Trojar Jan

Jose Maria Peiro

Josefine Eriksson

## **Preliminary Matters**

1. **Opening and welcome.** President Evangelia Demerouti formally opens the meeting, welcoming all participants, both those who are present online, as well as those who physically attended the meeting in Prague.

## **Introductions**

2. **Introductions from EC, Constituent, and invited members.** President Evangelia Demerouti invites the EC members and Constituent Council representatives attending in Prague and online to introduce themselves. Introductions from Constituents in Waiting and 2024 Prague Congress organiser representatives follow.
3. **Introduction of the Constituent-in-waiting.** Evangelia Demerouti introduces the North Macedonia Chamber of Psychologists, as the new Constituent in waiting. Maja Naumovska, the representative of the association delivers a short presentation.

## **Updates on EAWOP**

4. **Update on EAWOP activities and strategy.** President Evangelia Demerouti delivers an overview of the EAWOP activities and goals up to the present moment, as well as its strategic goals, and how they are pursued. This includes caretaking and improving the already existing activities, as well as adding additional ones, with a focus on connecting to important stakeholders within the European space, as well as increasing the sense of community among EAWOP members. The renewal of the website is a big item on the EC agenda, as well as the redesign of the SGMs and E4E initiatives, towards stimulating groups of people within the association to connect and create networks for specific topics. There will also be new initiatives, such as the EAWOP CARES ME grants for young researchers, as well as the Co-Creation initiatives. A book on the History of EAWOP is also underway.
5. **Summer School.** Eva Derous presents the updates related to the Early Career Summer School. This year's edition will be held in September, at the University of Edinburgh. There will be 9 invited speakers, who will host a series of workshops and keynotes. The applications are still open until the 19<sup>th</sup> of April.
6. **Small Group Meetings.** Ana Hernandez Baeza shares the latest developments related to the SGMs. In 2022-2023, four SGMs applications have been supported and the reports are available on the EAWOP website. Four initiatives were supported in 2023-2024 as well. Among these, one already took place in February, and the other three are due to be held in summer. The next call will be open in June 2024. Ana highlights that the scope of the new SGM call for applications has been broadened, to encourage more strategic and networking focused meetings.
7. **WorkLab.** Hildur Bergþórsdóttir updates that Helen Baron and Diana Rus are organising the WorkLab this year. The 2023 edition was held in Valencia, and it was very successful. In 2024, the WorkLab will be held between the 31<sup>st</sup> of October until the 7<sup>th</sup> of November in Portugal, on the theme of Coaching. There will also be 2 online webinars, in June and September.

- 8. Impact Incubator.** Dragoş Iliescu presents the updates that Rosalind Searle, the Director of the Impact Incubator shared. EAWOP is in the process of applying to be a member of ECOSOC, which will put the EAWOP Impact Incubator in a position to directly advise the UN on policy-related matters. The Impact Incubator is also involved in several strands of work, among which decent work, leadership, psychological contract, threats and securities. For all these initiatives, there are several outlets through which the work is being disseminated, such as symposia, presentations, position papers, webinars. Future plans include a strong footprint at the EAWOP Congress in 2025. Dragoş stresses that much of the work of the Impact Incubator is built with the Constituents in mind, so the outputs can be usable across different countries.
- 9. Early Career Initiatives.** Deirdre O’Shea explains the EAWOP CARES ME grant, which had to be paused due to Covid-19, has now resumed. It is a small grant that early career researchers can apply for, allowing them to be mentored by a more senior colleague. The winners must present the results of their research at the next Congress. Currently there are 4 ongoing projects, to be presented at the EAWOP 2025.
- 10. E4E.** Hildur Bergþórsdóttir presents the initiative, which encourages collaboration between Constituents and practitioners. Only one application was submitted for the last call, and it did not meet the eligibility criteria. Hildur presents some of the feedback previously received related to this initiative, and invited Constituents to share their perspectives, suggestions, and ideas to improve this activity.

### Congress Matters

- 11. The Prague 2025 Congress.** Deirdre O’Shea extends thanks to the 2025 Congress Organisers and invites Šárka Dobiášová to present the status of the upcoming Congress. The presentation includes the highlights of Prague, as well as some benefits for delegates, such as free transportation throughout the city. Šárka introduces the Congress venue, the O2 Arena, which is new, build about half a year before the Covid-19 pandemic. The conference themes are now finalized. The dates of the Congress are set for 21<sup>st</sup> – 24<sup>th</sup> of May 2025. The team expects to open the abstract submission system in early May. Šárka also puts forth an open call for reviewer volunteers, and asks Constituents to distribute it whenever it will be ready. Another goal is to open the registration before the end of 2024.
- 12. 2027 Progress.** Ana Hernandez Baeza updates that there were discussion to hold the 2027 Congress in Serbia, but the Serbian Constituent is no longer available due to organising another international conference, so the French Constituent has expressed interest. Ana introduces Valentina Dolce, the AFPTO representative, who is among the organising team, and invites her to provide an update. The Congress will likely be organised in Lyon, pending confirmation about the costs from the venue, which should be available in the coming weeks.

## **Financial Matters**

**13. Financial report.** Dragoş Iliescu shares a preview of the report that was prepared for the GA, where the activities, expenditure and income are presented. In terms of income, the 2023 Congress was very successful, generating more income than was expected. The expenditure was less than budgeted, owing to the conservative approach of the current EC. Dragoş further explains the structure of the income and expenditure of EAWOP over 2023, which was the first profitable year in 3 consecutive years, with a profit of almost 200k EUR (to be used across the two-year cycle of Congress and non-Congress years). Dragoş explained the strategy of saving some money to survive one missed Congress, as well as to bring more money to EAWOP activities. He also states the EC intention to discuss the possibility of raising the membership fees, which has not happened in 20 years.

## **Web, Communications & Journals**

**14. Website.** Dragoş Iliescu shares EC plans to redesign the website, which is very needed at this point. The current website is built on very old technology, and a redesign is required. The EC currently has a plan to develop a new website and user management system for the needs of the association.

**15. Communications.** Hildur Bergþórsdóttir shares an overview of the current EAWOP communications and social media strategy. The EAWOP currently has two LinkedIn pages, one for the EC to post news and updates, as well as one for members who want to post content related to work and organisational psychology. The page continuously grows with new followers, with a current following of 4.7k users. Hildur shares plans to continue to grow EAWOP's social media presence and encourages Constituents to share news that EAWOP could then distribute.

**16. Journals.** Eva Deros presents updates on the three EAWOP Journals.

Regarding InPractice, in 2023 they published two issues, and would like to continue the synergy that was started with the WorkLab. They also received a lot of positive feedback from the authors and the audience. Their social media presence is also growing. InPractice has a new website since autumn 2023, hosted on the Ghent University platform. There are increases in article views and downloads. Their articles are listed in SCOPUS, and it is an ABS 1-star journal. There will be two or Three issues planned for 2025. The Journal plans to have a strong presence at the 2025 Congress, through the Science + Practice one-day stream.

Regarding EJWOP, 6 issues were published in 2023, and there is a 9% acceptance rate with 623 published original submissions. The journal metrics are stable, and even increasing slightly. The 5-year impact factor is 5.8. In 2024, the journal plans to publish 6 general issues and one special issue on advanced technology.

Finally, OPR published 4 issues in 2023, and has an acceptance rate of 10%. The contract was renegotiated for the next 5 years, and the outcome is very balanced in terms of gains and losses

for EAWOP vs. the publisher. The year 2024 concluded with gains of about 9k EUR for EAWOP, compared to the previous contract. Eva announces that there will not be any paper versions for OPR anymore starting with the 1<sup>st</sup> of January, which was also announced to the membership. SAGE will also provide more social media support going forward.

### **External relations**

**17. Alliance of Organisational Psychology.** Deirdre O’Shea provides brief updates on AOP. In the recent elections, there were two positions open on their EC and our previous EAWOP President, Annemarie Hiemstra, was voted as the President of AOP. Another update is that AOP has a big tent initiative, where they try to bring together more local and national organisations and encourage engagement. Final update, the Brazilian and Australian Psychological Societies joined the AOP.

**18. The EAWOP-EFPA relationship.** Deirdre O’Shea shares the updates that Delia Vîrgă, EAWOP’s EFPA liaison provided in relation to the work of rejuvenating the competence model for the Europsy certificate. There have been several meetings over the last year of so for the committee related to the Europsy certificate on the specialist level. They are making progress on renewing and updating the competence model for the Europsy, with a second draft due to be ready in May 2024.

**19. New Developments.** Evangelia Demerouti mentions attending the opening of the European Presidency of the Belgian Government in the EU Commission, and networking with high-level stakeholders such as representatives of the EU-OSHA, Eurofound, trade unions on behalf of EAWOP. They all responded positively to the EAWOP call for further collaboration and offer to advise on the latest research. The EC hopes to establish bilateral collaboration, and to follow up with a symposium at the Congress, meant for informing policy.

### **Administrative matters**

**20. 2024 online GA.** Deirdre O’Shea reminds that the 2024 GA will be a virtual one, and the relevant documentation will be posted on the website in May.

**21. H-Work.** Ole Tunold introduces the H-work project, which is a ready-made instrument to improve mental health at the workplace. It features an analysis that shows how much one will save if they implement various interventions. The core of the instrument is assessment of the situation, and then interventions. The tool is free, and academically run. There is a risk that it will not run much further if it is not picked up by practitioners.

**22. Meeting Close.** Deirdre O’Shea officially closes the meeting, thanking Constituents for attending and for their support.