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# Bulletin Spring 2026

Bulletin of the European Academy of Occupational Health Psychology

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Editors' Welcome

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**Welcome to the Spring edition of the EAOHP Bulletin for 2026.**

As we move further into 2026, we hope this season brings renewed energy, inspiration, and momentum to all members of our community. The EAOHP remains committed to advancing

research and practice that support well-being and sustainable performance at work, and the months ahead mark an especially exciting time for our field.

With just one month to go, anticipation is building for the EAOHP Conference 2026, taking place this June in Helsinki. The conference will bring together researchers, practitioners, and policymakers from across the globe for a dynamic programme of presentations, discussions, and networking opportunities. It promises to be a valuable space for sharing cutting-edge research, exchanging ideas, and strengthening collaborations that shape the future of occupational health psychology.

We encourage all members to engage with the upcoming conference and take advantage of this opportunity to connect with colleagues and contribute to ongoing conversations in the field.

Thank you, as always, for your continued support and involvement in the EAOHP community. We hope you enjoy this edition of the bulletin.

Teixiera Dulal-Arthur, *Media & News Editor*

Dr Juliet Hassard, *Publications Officer*

## 17th EAOHP Conference, 15-17th June, 2026



Preparations are in full swing for the EAOHP Conference 2026, taking place from 15–17 June 2026 at the University of Helsinki, with post-conference workshops scheduled for 18 June. This year’s theme, “*Mental health at work: From research to policy and practice,*” sets the stage for a rich and engaging programme, featuring oral and poster presentations, invited symposia, and a range of special sessions.

With the conference now just around the corner, we strongly encourage attendees to begin planning their trip to Helsinki. While the event will primarily take place in person, only a limited selection of sessions will be streamed online. This makes attendance on-site the best

way to fully experience the breadth of content, networking opportunities, and collaborative discussions the conference has to offer.

We are delighted by the exceptional level of interest in this year's conference. Following the close of the abstract submission period in November, we received a record number of submissions, highlighting the continued growth, diversity, and impact of research in occupational health psychology. The review process has now been completed, and authors have been notified of outcomes. This strong engagement promises a vibrant and high-quality programme in Helsinki.

## Keynote Speakers

The keynote speakers for the upcoming conference are:

- Professor Jari Hakanen (Finnish Institute of Occupational Health / University of Helsinki)
- Professor Sabine Sonnentag (University of Mannheim)





## Welcome Reception

Join us for the Welcome Reception at the historic Helsinki City Hall, where the city of Helsinki warmly welcomes you to its vibrant heart. The venue with its neoclassical architecture combines historical charm with modern elegance. Enjoy the inviting atmosphere and connect with fellow attendees after a day of insightful conference sessions.

Please note that the welcome reception event is free of charge, but tickets are limited. To secure your place at this event, please make sure to confirm your attendance while registering for the conference.





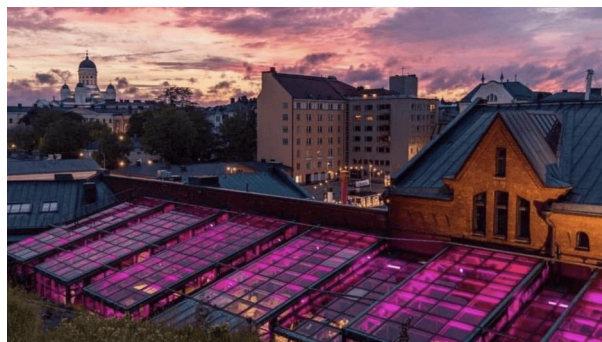
## Conference Dinner

The conference dinner will be held on 16 June 2026 at [Sipuli Restaurant](#), situated within walking distance of the University of Helsinki.

The restaurant is located inside an old red-brick storehouse in the centre of Helsinki, next to Uspenski Cathedral. It offers magnificent views of the cathedral from its glass-roofed winter garden and dining room.

The venue exudes maritime tales, adventures, and a touch of mystical ambience from decades past. It's the perfect setting to enjoy good company and delicious food, making for a memorable evening in the heart of Helsinki.

Tickets for the conference dinner are available when completing delegate registration and are priced at 100€.



## Special Sessions

The EAOHP 2026 Conference will feature a range of special sessions and keynote events focused on advancing policy, research, and practice in occupational health psychology and workplace mental health. A number of these sessions will also be open to all conference attendees, offering opportunities for wider participation and discussion across research, policy, and practice communities.

Delivered in collaboration with international organisations, policymakers, researchers, and practitioners, the sessions aim to promote dialogue on emerging challenges, evidence-based interventions, and practical solutions for supporting employee well-being in changing work environments.

Highlights include a policy special session bringing together global, European, and national stakeholders to discuss future directions in mental health policy and psychosocial risk management at work. The conference will also feature a symposium exploring new directions in intervention research and realist evaluation, building on the influential work of Professor Karina Nielsen and the IGLOO framework.

In addition, keynote speaker Professor Jari Hakanen will present research-informed perspectives on employee well-being, workplace challenges, and practical tools for fostering healthy and sustainable organisations.

The EAOHP Practice Forum, organised in collaboration with the Finnish Institute of Occupational Health (FIOH), will focus on lessons from practice in psychosocial risk management, highlighting real-world intervention approaches, implementation challenges, and opportunities for prevention across organisational settings.

The conference programme will conclude with a special session from the International Coordinating Group of Occupational Health Psychology, bringing together regional associations to discuss global developments in the field and launch a new international dashboard on psychosocial risks and mental health at work.

New EAOHP Textbook Out Soon!



“Occupational Health Psychology: An EAOHP Textbook” is the new official textbook from the European Academy of Occupational Health Psychology. It will be launched during the upcoming conference in Helsinki!

Edited by Kevin Teoh, Despoina Xanthopolou, Juliet Hassard, Daniel Ripa and Silvia Silva Agostinho Silva, the textbook provides an up-to-date introduction to the dynamic field of OHP in Europe and beyond. By synthesising theory, research, policy and practice, it aims to establish a common foundation of knowledge for students, researchers and practitioners, supporting the standardisation of OHP education, and seeks to stimulate further research by highlighting gaps in understanding and identifying areas for future investigation. Every chapter is authored by experts in their respective fields who provide a balanced perspective

across three essential pillars of (i) research; (ii) practice; and (iii) policy. In doing so, the textbook seeks to equip readers with the theoretical knowledge and understanding of how to translate that evidence into persuasive rationales for organisational and societal change.

The textbook is available globally in both print and digital formats. All EAOHP Members will receive a free digital copy of book during the EAOHP Helsinki 2026 Conference!

More information to come at [www.eaohp.org](http://www.eaohp.org)

Conference Announcement: Occupational Safety, Health and Well-being



CONFERENCE  
ANNOUNCEMENT



The University of Manchester will host a conference on occupational safety, health, and well-being (OSHW) in high-risk industries on 11–12 January 2027. The event will bring together researchers, practitioners, and regulators to discuss current challenges and emerging developments in the field.

Abstract submissions of 170–200 words, accompanied by up to five keywords, are invited by 11 June 2026. Accepted abstracts will be presented at the conference, with an optional opportunity to submit a full paper for peer review in an edited volume published by Taylor & Francis.

To support broad participation, virtual presentations will also be available for those unable to travel to Manchester.

The organisers particularly welcome contributions from early-career researchers, including PhD students and postdoctoral researchers. A dedicated networking session for early-career attendees will be included in the programme.

Conference registration is £65, with costs heavily subsidised by the British Academy to ensure the event remains as accessible as possible.

Please feel free to share this call with colleagues and relevant networks.

## 2nd Global Policy Roundtable on National Policy Approaches for Psychosocial Risks at Work: A Focus on Implementation



*A report by Dr Rachael Potter, Dipl.-Soz. Michael Ertel and Professor Maureen Dollard*

Across the world, national policy approaches for addressing work-related psychosocial risks at work have developed significantly. For instance, occupational work health and safety legislation has been updated with more specific terminology (e.g., Australia), approaches have been evaluated (e.g., Sweden and Denmark) and practical guidelines have been

created for improved organisational action (e.g., Malaysia). Yet the most persistent barrier to the effective management of psychosocial risks is no longer the existence of national policy frameworks as such, but the challenge of implementing them credibly, consistently, and sustainably in across diverse workplaces.

Policy implementation was the central focus of the 2nd Global Policy Roundtable on National Policy Approaches for Psychosocial Risks at Work, convened alongside the Joint Congress of ICOHWOPS & APAPFAW on 11–12 December 2025 in Ho Chi Minh City. The roundtable was facilitated by Dr Rachael Potter (The Psychosocial Safety Climate Global Observatory, Adelaide University), Dipl.-Soz. Michael Ertel (Federal Institute for Occupational Safety and Health, Berlin), and Professor Maureen Dollard (PSC Global Observatory, Adelaide University). The two-session roundtable event brought together international policy makers, regulators, researchers, occupational physicians and practitioner leaders to examine implementation challenges and strategies, shifting the dialogue beyond what policies say to how they work in practice. Participation was geographically diverse, including contributions from Taiwan, Europe (as an entity) and single European countries: Italy, France, the Netherlands, Norway, Denmark, Sweden, the Republic of Korea, Malaysia, Australia, Canada, Chile, and Brunei. The breadth enabled a rich comparative lens on how systems, cultures, and labour markets condition implementation. The discussions were expressly structured to elicit short national inputs followed by deeper, comparative dialogue on what enables or blocks implementation for psychosocial risk management.

The roundtable occurred across two sessions (75 minutes and two hours respectively). It featured 13 expert presentations, each limited to 3–5 minutes to prioritise crossnational discussion. Presentation blocks were followed by open dialogue around guiding questions that asked: (1) What psychosocial risks are most pressing in each country? (2) What actions—regulatory, sectoral, organisational—are currently underway? and (3) Which collaborative actions are proving promising for implementation? By asking every contributor to respond to the same three practiceoriented questions and then inviting the whole room into discussion, the roundtable created an environment where both shared and diverse challenges and enablers were quickly visible.

### **Shared Global Implementation Challenges**

Despite differences in law, culture, political will and regulatory capacity, several recurring implementation challenges emerged across countries:

- Bullying, harassment, and violence are universal issues. These risks are present in every system represented, cutting across sector and seniority, and continue to test both prevention strategies and complaint processes. At the same time, country cultures differ in how these risks are perceived and addressed.

- Too many initiatives still focus on individual mental health support rather than focusing on the source of the issues, which are work-related psychosocial risks (e.g., job insecurity, high job demands, low job resources etc).
- Technological hazards such as AI require more consideration in policy. While a few countries (notably Australia and Italy) are beginning to address AI and technology-mediated work within work health and safety, most systems have yet to incorporate these hazards systematically into prevention and inspection regimes.
- Policy complexity is outpacing implementation capacity. Many participants described an expanding volume of frameworks and tools without corresponding improvements in enforcement, evaluation, or uptake, which raises a risk of ‘tick a box’ compliance rather than tangible change.
- Systemic regulator fatigue is an issue. Regulators involved with guidance, enforcement, and education face mounting expectations with insufficient allocation of resources, making regulator burnout itself a risk to implementation quality and consistency.
- There are concerns about deprofessionalisation in psychosocial risk work as demand for services grows. There is an increasing number of freelance consultants who disregard the wealth of evidence and progress made in relation to psychosocial risk management.

### **Context Matters: Culture and System Influences**

A prominent issue to emerge from the roundtable was that psychosocial risks and the relative policy implementation is culturebound and systemshaped. Effective practice requires sensitivity to social norms, language, power structures:

- There was discussion about the East–West differences in the meaning of harm. In parts of East Asia, the cultural meanings attached to harassment and hierarchical relationships and greater power distance (e.g., in Korea, Taiwan, Japan) influence both workers’ willingness to report and managers’ interpretations, affecting the uptake of preventive controls and how bullying is addressed.
- The power of framing and terminology was brought up. Sweden has intentionally avoided the term “psychosocial risks”, preferring “social and organisational” factors to steer practice away from individualised models and back toward system and design influences on workers. This terminology strategy is in itself an implementation lever.
- In several Asian contexts, employee assistance and clinical mentalhealth models remain prominent, providing valuable support but risking the crowdingout of primary prevention if not explicitly tethered to work environment controls.

- Regulation can happen differently depending on social norms around worker voice, collectivism, and stigma. As a result, reporting rates, inspection data, and case outcomes are not directly comparable across national systems, which is a crucial aspect to consider in relation to global benchmarking.
- Swedish representatives also raised the importance of considering the role of gender as a determinant of exposure, especially in feminised sectors (e.g. the health sector) emphasising the importance of equityaware risk management for implementation to achieve its intended outcomes. INAIL in Italy are now engaged in projects that target respectful, violencefree, and genderinclusive environments.

### **What does “working” look like? Rethinking policy effectiveness**

A core discussion at the roundtable was how do we know if a policy is working? Speakers cautioned against overreliance on endpoint outcomes (e.g., incident rates, compensation claims) that can be generated by reporting behaviour and stigma. Instead, they pointed to process indicators that better capture whether a system is working in organisations. For example, we need to explore pathways surrounding psychosocial risk management rather than just endpoints. Are organisations assessing work design risks, consulting workers, and implementing controls proportionate to risk? Is there evidence of ongoing improvement after inspections or audits? In this sense, having a zero-tolerance of psychosocial risks such as bullying may lead to unintended effects.

While zerotolerance policies signal seriousness, they can suppress reporting, inhibit organisational learning, and shift focus to disciplinary outcomes rather than prevention and system redesign. The focus should be on organisational process rather than a set outcome. It was also noted that consultation is key and systems that formalise consultation and social dialogue (including with unions and worker representatives) are more likely to lead to better outcomes.

As stated by representatives from The Netherlands, having strong data systems and a sustained commitment to primary prevention demonstrate how evidence infrastructures (surveys, inspections, sectoral learning loops) can translate policy into continuous improvement.

### **Crosscutting themes: Towards stronger implementation**

From the collective discussion, several principles and levers emerged for advancing policy implementation:

1. Recentre primary prevention. Ensure mentalhealth supports complement, rather than substitute for, workfocused psychosocial risk management (demands, control, role clarity, justice, and social support). Anchor inspection and psychosocial risk management processes in how work is designed, organised and managed.

1. The importance of language in policy. Terms like Sweden’s “social and organisational factors” show how terminology can shape practice and help avoid individualising complex, systemlevel risks. Similarly, the introduction of new psychosocial risk provisions in the model WHS Regulations has coincided with a broader cultural shift in Australia to focus on ‘psychosocial safety’ as a prominent term across regulatory guidance and public discourse.
1. Build evidence infrastructures. Invest in representative data, sectoral diagnostics, and evaluative feedback so policies generate actionable intelligence and keep improving over time in ways that are sustainable.
1. Integrate emerging risks early. Embed AI/technology risk assessment into WHS frameworks now to avoid a gap between emerging work practices and regulatory expectations.

The Ho Chi Minh City roundtable highlighted that the future of psychosocial risk management depends on both by how policy is developed as well as how it is enacted. Progress will depend on recentring primary prevention, supporting regulators, being aware of cultural and systematic influences. We need to share and learn across countries and refrain from assuming simple comparability in both data and practice. Further, the roundtable’s comparative insights show that policy implementation is a social, political, and organisational undertaking, not merely an administrative step after policy is written.

### ***Expert Speakers at the Roundtable***

Australia – Associate Professor Kirsten Way, School of Psychology, University of Queensland. With thanks to Safe Work Australia for their contribution.

Europe – Professor Stavroula Leka, Centre for Organisational Health & Well-being, University of Lancaster and Professor Aditya Jain, Nottingham University Business School, Nottingham University

France – Professor Loïc Lerouge, Centre for Comparative Labour and Social Security Law (COMPTRASEC UMR 5114)

International research chair in comparative occupational health studies (CIECST)

International Associated and Interdisciplinary Lab on Environmental Transitions, Health and Work (LYATEST) - University of Bordeaux - Laval University

Republic of Korea – Professor Won-Jun Choi

Gachon University, Korea

Canada – Professor Quentin Durand-Moreau, MD, MEd

University of Alberta, Edmonton

Denmark – Birgit Aust

Psychosocial Working Environment, National Research Centre for the Working Environment

Sweden – Ulrich Stoetzer and Erik Gunnarsson

The Swedish Workplace Authority

Taiwan – Professor Yawen Cheng, ScD

National Taiwan University

Malaysia – Siti Nurani HASSAN

NIOSH Malaysia

Italy – Dr Diana Gagliardi

National Institute for Insurance against Accidents at Work (INAIL)

Chile – Dr Miguel Munoz

Centre for Organizational Health and Well-being, Lancaster University

Norway – Professor Gro Ellen Mathisen Professor Gro Ellen Mathisen

School of Business and Law, University of Stavanger

The Netherlands – PhD Maartje Bakhuys Roozeboom & PhD Irene Houtman

TNO (The Netherlands Organization for Applied Scientific Research), Leiden, Netherlands

Brunei – Dr Nayake B P Balalla

Occupational Medicine/Health Specialist

Kare Health Brunei

### **Acknowledgements & Contact**

The Global Policy Roundtable by Dr Rachael Potter, Dipl.-Soz. Michael Ertel, and Professor Maureen Dollard at the Joint Congress of ICOHWOPS & APAPFAW, 11–12 December 2025, Ho Chi Minh City. Acknowledge – others.

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**Journal of Organizational Behavior Special issue  
examining Chronic Illness in Organisational Contexts.**



Conditions like diabetes, MS, IBD, migraine, and cardiovascular disease affect millions of workers worldwide. Yet research on chronic illness at work remains fragmented across disciplines. This special issue aims to advance both theory and practice by examining chronic illness as a distinctive organisational phenomenon.

Why chronic illness specifically? Unlike broader disability, chronic illnesses often involve fluctuating symptoms that create episodic work patterns, invisible or concealable conditions that raise ongoing disclosure dilemmas, progressive trajectories requiring continuous renegotiation, and substantial self-management demands that must be integrated with work responsibilities.

The special issue editors welcome papers examining chronic illness at individual, interpersonal, organisational, and institutional levels. Potential themes include disclosure and identity management across career stages, organisational responses including accommodation policies and return-to-work processes, the implications of changing work arrangements and technology (remote work, algorithmic management, AI, platform work), managerial responses and training needs, career trajectories and sustainability, intersectionality with gender, race, class and age, psychological dynamics including psychological contracts and trust, and institutional perspectives such as legal frameworks and cross-national comparisons.

Submission window: 1-30 June 2027

If you have any questions or would like to discuss a paper idea, please get in touch with the Special Issue editors, Ronan Carbery (Ronan.Carbery@ucc.ie), Ultan Sherman (ultan.sherman@ucc.ie) or Deirdre O'Shea (Deirdre.oshea@ul.ie)

The full CfP can be found here: <https://onlinelibrary.wiley.com/pb-assets/assets/10991379/cfp/Chronic-Illness-at-Work-CFP-1770260985010.pdf>

## Highlighting Healthy Psychosocial Working Environments



On 28 April 2026, the International Labour Organization (ILO) marked World Day for Safety and Health at Work with a global campaign focused on healthy psychosocial working environments. The campaign highlighted the growing recognition that psychosocial factors at work are fundamental to employee health, safety, and organisational performance.

Representatives from the European Academy of Occupational Health Psychology contributed to both the accompanying global report and the launch event and supported efforts to promote an organisational and prevention-focused approach to psychosocial health at work.

The campaign emphasised that the psychosocial working environment is shaped by how work is designed, organised, and managed. Factors such as workload, autonomy, role clarity,

social support, and fairness in organisational processes all influence how employees experience work and can have significant consequences for wellbeing and performance. Importantly, the campaign reinforced that psychosocial risks should be recognised and managed in the same way as physical, chemical, or biological workplace hazards. Rather than viewing stress and mental health solely as individual concerns, the report advocates for organisational-level prevention strategies that create healthier and safer working environments.

The focus of this year's World Day reflects the increasing international attention being given to psychosocial risk management and the role organisations play in protecting worker wellbeing. It also highlights the continued contribution of occupational health psychology research to global discussions surrounding healthy and sustainable work.

Further information about the campaign, report, and launch materials can be found on the International Labour Organization website. Readers can also access the report and webinar recording below:

- <https://live.ilo.org/event/ensuring-healthy-psychosocial-working-environment-2026-04-27>
- <https://www.ilo.org/publications/psychosocial-working-environment-global-developments-and-pathways-action>

## Toward Stronger EU Protection Against Psychosocial Risks at Work



The European Parliament has proposed a draft directive focused on the prevention and management of work-related psychosocial risks, reflecting growing concern about the impact of work on mental health across Europe. The proposal aims to strengthen protections for workers by introducing clearer obligations for employers regarding psychosocial risk prevention and management. Members from the EAOHP provided input into the development of the proposal.

The draft directive recognises that psychosocial risks are shaped by how work is organised, designed, and managed. It highlights factors such as excessive workload, job insecurity, poor management practices, harassment, violence, lack of autonomy, and the increasing pressures associated with digital technologies and algorithmic management.

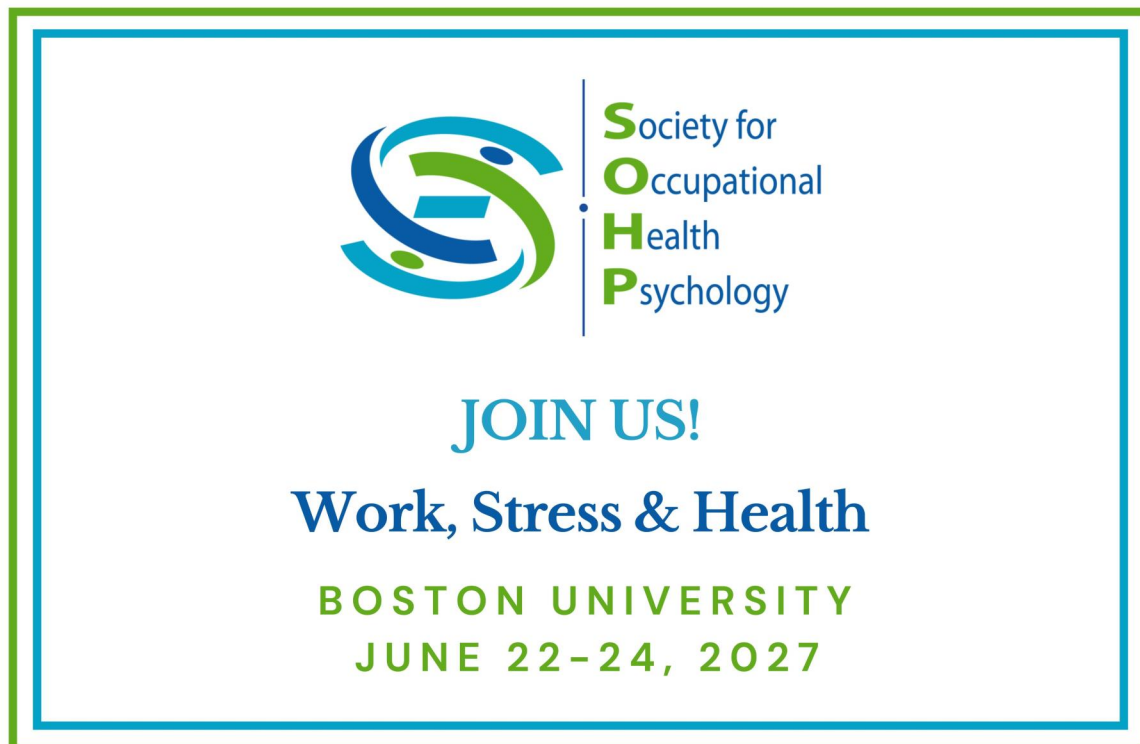
Importantly, the proposal calls for mandatory psychosocial risk assessments in workplaces, greater worker participation in prevention processes, improved training for employers and managers, and stronger protections against harassment, violence, and retaliation. The directive also emphasises that psychosocial risks should be addressed through organisational and collective prevention measures rather than relying solely on individual coping strategies.

The proposal reflects increasing recognition at the European level that psychosocial risks represent a major occupational health challenge with significant implications for worker wellbeing, organisational sustainability, and economic productivity. It also signals a broader

shift toward treating psychosocial hazards with the same level of seriousness as physical workplace risks.

If adopted, the directive could represent a significant step forward in strengthening psychosocial risk prevention across the European Union. The proposal further demonstrates the growing contribution of occupational health psychology research to European policy discussions surrounding healthy, safe, and sustainable work.

## Work, Stress & Health 2027 Conference



The Society for Occupational Health Psychology has announced that the next *Work, Stress & Health* conference will take place at Boston University from 22–24 June 2027.

The conference brings together researchers, practitioners, students, and professionals from across the field of occupational health psychology to share the latest research, practical developments, and emerging issues relating to work, stress, health, and wellbeing.

As one of the leading international conferences in occupational health psychology, *Work, Stress & Health* provides an important opportunity for collaboration, networking, and knowledge exchange across disciplines and sectors.

Further details regarding the conference programme, submissions, and registration are expected to be announced by the Society for Occupational Health Psychology in due course.

## 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.

## Contribute to the Bulletin!



This is your bulletin! 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 bulletin readers (who number some 1,000 individuals worldwide).

If English is not your first language, do not 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 bulletin then just send it to Juliet Hassard (Editor) using the details below to discuss your ideas.

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