

FoWOP Small Group Meeting

Work and Organizational Psychology in the Era of Grand Challenges:

Integrating Theories and Practices for Addressing Social Inequalities and Environmental Sustainability

Università Cattolica di Milano, 8-10 July 2024

Location: Via Giosuè Carducci 28/30, Milano (Green line metro station: Sant'Ambrogio)

Organizing Committee: Chiara Corvino, Mara Gorli, Thomas Höge, Severin Hornung, Franziska Kössler, Mehmet A. Orhan, Amalia Pérez-Nebra, Zoe Sanderson, Francesco Tommasi, Luca P. Vecchio

The Small Group Meeting (SGM) "Work and Organizational Psychology (WOP) in the Era of Grand Challenges" is dedicated to exploring issues of social inequalities and environmental sustainability. Organized by members of the FoWOP collective, the event beckons scholars and practitioners to critically reflect and integrate theories and practices of WOP for a meaningful response to urgent issues of our time.

Social inequalities and environmental catastrophes globally threaten communities, putting WOP at a crossroad. While some remain shielded, vulnerable groups face increasing perils, necessitating responses from political and grassroots levels. While academic activism (e.g., Scientists for Future) is gaining momentum, WOP has failed to address the challenges of our era. Against this backdrop, the SGM features three tracks, each offering a lens through which we can unravel the complexities of work, social inequalities, and environmental sustainability.

Track 1: Building WOP theories and practices for a sustainable environment: In this track, we want to combine the expertise of WOP scholars and activists to improve the protection and restoration of the natural environment and the climate.

Track 2: Building WOP theories and practices to combat inequalities: This track focuses on taking a critical stance on the role of WOP in reducing inequalities in workplaces and beyond.

Track 3: Integrating WOP theories and practices to improve social welfare and protect the environment: This track seeks to integrate WOP with radical well-being approaches to sustainability (e.g., Buen vivir, Décroissance / Degrowth, L'art de vivre en paix, etc.).

A catalyst for change, the meeting urges scholars to engage with paradoxes of WOP. Traversing intersections of work, social inequalities, and environmental sustainability, we envision a collective response beyond traditional approaches. Join us on a journey towards meaningful solutions, navigating dialectic tensions between organizational interests and the well-being of individuals in the face of grand challenges.

Special Thanks to the Contributors to our Preconference Online Speaker and Discussion Series

January 18—Steffen Böhm (University of Exeter, UK): Carbon fetishism: Towards a psycho-social theory of climate capitalism

April 11—Kaori Fujishiro (U of Washington, USA): The theft of economic power and its consequences: The role of the knowledge class

June 27—Edina Dóci (Université catholique de Louvain, Belgium): From organizational psychology towards the psychology of organizing

Supporting Organizations



Network for the Future of Work and Organizational Psychology
Critical Work and Organizational Psychology (CWOP) Division
FoWOP Climate Change Group
Website: <https://fowop.eu>



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Department of Psychology - Università Cattolica del Sacro Cuore
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Patronage and Financial Support
AIP-Associazione Italiana di Psicologia (Italian Association of Psychology)



Financial Support by the University of Innsbruck's Italy Center / Italien Zentrum
Organizational Support by the Subject Area for Applied Psychology with Focus on Social-Ecological Responsibility and Sustainability in Work, Economy, and Society
I-CROP Innsbruck Group on Critical Research in Work & Organizational Psychology

FoWOP SGM Academic Program

All sessions will take place in **Room C.017** (Via Giosuè Carducci 28/30, Università Cattolica di Milano)

| Day 1–Track 1–Monday July 8 | Day 2–Track 2–Tuesday July 9 | Day 3–Track 3–Wednesday July 10 |
|---|---|--|
| Opening Session 9:00-9:30 Organizing Committee | Day 2 Session 1 9:00-10:20 Chair: Severin Hornung <ul style="list-style-type: none"> New spaces of solidarity for work: Non-standard workers' solidarity to face inequality challenges –<i>Laura Galuppo, Marta Piria, Andrea Bonanomi, Vanessa Trapani</i> Feeding the beast of neoliberalism. The double-edged sword of neoliberalism in social work –<i>Roar Stokken, Mara Gorli, Erlend Walseth, Chiara Corvino, Benedetta Colaiacovo</i> Marxist class theory is easy, isn't it? A macro-analytical approach to the distinction between bourgeoisie, proletariat, and other classes and strata in society–<i>Sven George</i> Presentations: 25 min (15-20 min + 5-10 min discussion) | Day 3 Session 1 9:00-10:20 Chair: Mara Gorli <ul style="list-style-type: none"> Spinning out, in, or not at all? The dual-use cases of work and organizational psychology –<i>Franziska Kößler</i> Nonviolent psychology: Ideas and practices for addressing social inequalities and environmental catastrophes –<i>Francesco Tommasi, Angelo Benozzo, Mariano Beltrán, Federica De Cordova</i> The psychological significance of neoliberal ideologies in current social and ecological crises: Three exemplary studies–<i>Severin Hornung, Thomas Höge, Christine Unterrainer</i> Presentations: 25 min (15-20 min + 5-10 min discussion) |
| Day 1 Session 1 9:30-10:50 Chair: Franziska Kößler <ul style="list-style-type: none"> Work and organizational psychology in (climate) crisis–<i>Edina Dóci</i> Green organizations: What implications from a psychological perspective–<i>Diletta Gazzaroli, Carlotta Morozzi, Caterina Gozzoli</i> Building behavioral intentions and green self-efficacy through environmental feedback: Exploring the impact of direction of feedback flow–<i>Annelie Lorber, Julian Decius</i> Presentations: 25 min (15-20 min + 5-10 min discussion) | Coffee Break 10:20-10:40 | Coffee Break 10:20-10:40 |
| Coffee Break 10:50-11:10 | Day 2 Session 2 10:40-12:00 Chair: Chiara Corvino <ul style="list-style-type: none"> I am all in favor of gender equality, but it needs to be fair: A study on discursive strategies used to (de)legitimize gender equality initiatives – <i>Sanne Nijs, Edina Dóci</i> All you need is equitable workplaces: Addressing economic and power disparities to promote well-being at work –<i>Silvia Filippi, Caterina Suitner</i> Adverse impact of internal employment agreements on working conditions of native workers: How illegal practices increase job insecurity –<i>Roxana Alhnaity, P. Matthijs Bal</i> Presentations: 25 min (15-20 min + 5-10 min discussion) | Day 3 Session 2 10:40-12:00 Chair: Francesco Tommasi <ul style="list-style-type: none"> Virtual Poster Presentation: Workplace dignity –<i>Rodrigo Barbosa</i> (10 min, 5+5 min) Sustainability: Time for a New Narrative? –<i>Andy Brookes, P. Matthijs Bal</i> (virtual) Ubuntu: Exploring African Wisdom to address Social Equity and Environmental Sustainability in the Western World –<i>Hilda Du Plooy, Riccardo Sartori</i> A climate change-denialist model of climate activism–<i>Matthias Gondan, Veronika Kurz, Severin Hornung</i> Presentations: 20 min (10-15 min + 5-10 min discussion) |
| Day 1 Session 2 11:10-12:30 Chair: Mehmet A. Orhan <ul style="list-style-type: none"> A psychology of the absurd at work: Implications for HRM of absurd workplaces –<i>P. Matthijs Bal, Roxana Alhnaity</i> LEAN and KATA Against fire. An educational case study on a healthcare facility response to a natural disaster–<i>Earle John du Plooy</i> The challenge for sports organizations in promoting environmental sustainability. Preliminary research –<i>Federica Comazzi, Chiara D'Angelo</i> Busy bodies, bored souls: Why research on boredom at work is making things worse –<i>Lotta Harju</i> Presentations: 20 min (10-15 min + 5-10 min discussion) | Lunch 12:00-13:30 | Lunch 12:00-13:30 |
| Lunch 12:30-14:00 | Day 2 Session 3 13:30-14:50 Chair: Amalia Pérez-Nebra <ul style="list-style-type: none"> Determinants of psychological well-being and burnout in a sample of Moroccan public sector workers with physical disabilities–<i>Ahmed Khaoudi, Lamya Mouhssine, Abdelaziz El Bardouni, Soufian Azouaghe, Abdelkarim Belhaj</i> Promoting equity for migrants in healthcare services: Challenges for services management –<i>Giuseppina Dell'Aversana</i> Equity and health promotion: Challenges for a process shared between institutional and non-institutional stakeholders –<i>Giusi Gelmi, Nadia Vimercati, Anna Paola Capriulo, Guendalina Locatelli, Federica Vairelli, Lucia Pirrone, Corrado Celata</i> Presentations: 25 min (15-20 min + 5-10 min discussion) | CWOP Development Workshop 13:30-15:00 Chair (Presentation and Moderation): Zoe Sanderson <ul style="list-style-type: none"> Critical perspectives in work and organizational psychology–<i>Zoe Sanderson</i> Presentation followed by group discussion |
| Panel Discussion 14:00-16:00 Chair: Thomas Höge Topic: The role of work and organizational psychology in socio-ecological transformations Panelists: <i>P. Matthijs Bal, Edina Dóci, Mara Gorli, Severin Hornung, Franziska Kößler, Zoe Sanderson, Francesco Tommasi, Luca P. Vecchio</i> (Opening Statements: 4-5 min each, followed by discussion) | Poster Session / Coffee Break 14:50-16:00 Chair: Luca P. Vecchio Room C.015 | Coffee Break 15:00-15:30 |
| Coffee Break 16:00-16:30 | Movie 'The Loud Spring' 16:00-18:00 Viewing followed by open discussion Moderation: Franziska Kößler | Closing Session 15:30-17:30 After the SGM is before the what comes next? Plenary Style Discussion (Open Mic) |
| Special Issue Workshop 16:30-18:00 Editors JBE: <i>Gazi Islam, Yvonne van Rossenberg, Matthew McDonald</i> Possible Guest Editors: <i>Francesco Tommasi, Zoe Sanderson, Premilla D'Cruz, Franziska Kößler, Severin Hornung</i> | | |

Poster Exhibition

Continuous Display

- 1) Is workplace dignity dependent on social inequalities?—*Rodrigo Morency Arouca Barbosa, Amalia Raquel Pérez Nebra, Fagner de Oliveira Dias, Esther Villajos, Fernando Raimundo González Ladrón de Guevara*
- 2) This is how we do it: Reproducing frames of reference about the employment relationship in higher education—*Sabine Bösl*
- 3) Organisational culture and language service during emergency responses within China.
A literature review about China's makeshift hospitals during Covid-19 —*Earle John du Plooy, Tommaso Pellin*
- 4) Research on the meaning of domestic work in Brazil: Social utility and theoretical contribution—*Sonia Gondim, Pedro Bendassolli, Jairo Eduardo Borges-Andrade, Luciana Mourão, Amalia Raquel Pérez-Nebra, Elisabete Aparecida Pinto, Fabiana Queiroga*
- 5) How are “social inequality” and “environmental sustainability” constructed in work and organizational psychology?
A critical analysis of articles in leading core journals—*Thomas Höge, Severin Hornung, Christine Unterrainer*
- 6) Open letter on the militarization of EAWOP: Never a time for war, but always a time for peace
—*Franziska Köbler, Francesco Tommasi, Severin Hornung, Sven George, Thomas Höge, Edina Dóci, Chiara Corvino*
- 7) Perspectives of early career ADHDers: Narratives, challenges and opportunities—*Aishwarya Srinivasan*
- 8) Economy for the Common Good (ECG): The potential for social sustainability in ECG-companies
—*Christine Unterrainer, Janne Czogalla, Severin Hornung, Thomas Höge*
- 9) The role of subjective social class and class identity on intergroup outcomes towards Muslim immigrants—*Theresa Zagers, Rita Guerra*

The poster exhibition will be in **Room C.015**

PRACTICALITIES

Poster Session

If you have a poster, **please let one of the organizers know at the beginning of the conference. We will find a good space for your poster.**

If you need to print, the nearest copy shop is Fotocopie Eliocopie - Via Giosuè Carducci, 37, 20123 Milano MI. Files can be sent to: alexcopy@hotmail.it

Oral Presentations

A windows-based computer and projector are available in the room. Please bring your presentation on a USB drive to upload and test your files early (15 minutes before the session) to avoid delays. **Please keep to the time limits for your presentation as specified in the program.**

If you are presenting online, **please join on Zoom 15 minutes before the session:**

<https://hu-berlin.zoom-x.de/j/68991190437?pwd=b2rxFsEXPeKuHF9qLXQqeg2nXEESd.1>

Location

The conference will be held in Palazzo Gonzaga di Vescovado located in Via Giosuè Carducci 28/30, Università Cattolica di Milano (stop station Sant’Ambrogio, metro line green). Palazzo Gonzaga di Vescovado was built in 1906 by the architect Arpesani in a Lombard style that incorporates some elements of the pre-existing cloister of San Girolamo. It houses the Continuing Education department, the Master's Office, and the International Office. Located a few hundred meters from the main university site in Largo Gemelli, it is easily reachable in a few minutes on foot from the Sant’Ambrogio stop (MM2 GREEN LINE) or the Cadorna station (MM1 RED LINE).

Lunch

Lunch is served in the University canteen at **Via Lodovico Necchi 9** at walking distance from the Carducci site. Vouchers will be provided at registration; vegetarian and vegan choices are available; to discuss other dietary requirements, please contact Zoe Sanderson (zoe.sanderson@bristol.ac.uk).

Accessibility

Conference rooms and the canteen are accessible for wheelchairs; to discuss other accessibility requirements, please contact Zoe Sanderson.

EVENING PROGRAM

Sunday 7th July: Informal dinner for those who wish to join (individual payment): Lebanese Restaurant Fairouz - Via Buonarroti 16, 20145 Milano

Meeting point is at the restaurant at 8:00 pm

Monday 8th July: Social Dinner (offered by the organizers): Pizzeria Napoli1820 - Alzaia Naviglio Grande, 62, 20144 Milano

Meeting point is at the restaurant at 7.30 pm

