

Special ENOP Workshop on Employment and Well-Being Post Economic Crisis

The Psycones Project (PSYchological CONtracts across Employment Situations) explored the relationship between employment contracts, the psychological contract and employee well-being. This EU-Funded project was conducted in seven countries, namely Belgium Germany, Israel, Spain, Sweden, the Netherlands and the United Kingdom. Data were collected from 5288 temporary and permanent workers in over 200 organizations. Contrary to initial expectations, it found that temporary workers reported higher well-being than permanent workers. This finding was sustained across different forms of temporary employment. However the data were mainly collected in 2004 – 2006, prior to the economic crisis. The broad aim of the workshop will be to explore how far the evidence suggests that attitudes have changed since and perhaps as a result of the crisis. Is temporary employment now associated with lower well-being?

The proposal is supported and funded by ENOP (The European Network of Work and Organizational Psychologists). It is relevant to ENOP for three main reasons. Firstly, it addresses an issue of core concern to ENOP members that sits squarely at the heart of W/O psychology interests. Secondly, it is a pan-European comparative project that reflects the spirit of ENOP activities. Thirdly, four of the national research directors on the Psycones project are members of ENOP.

The workshop will take place in Paris from lunchtime on Wednesday 16 March to lunchtime on the Thursday 17 March. Five of the six researchers will present papers based on their recent research but focused on the core topic, including an assessment of developments in their own country. The sixth researcher, Mike Clinton, will on sabbatical leave in Australia at the time of the symposium. The original directors of each national programme will attend the workshop. Four are members of ENOP (Jose Maria Peiro, Hans De Witte, Kerstin Isaksson and David Guest). The two national programme directors who are not members of ENOP, Professor Gisela Mohr from Germany and Dr Rene Schalk from The Netherlands are also invited.

The workshop will take place at:

Salle de Conseil
The University Rene Descartes
71, Avenue Edouard Vaillant
92774 Boulogne Billancourt Cedex

Workshop Timetable

Wednesday 16 March (salle du conseil)

14.00 Welcome and Introductions: David Guest and Kerstin Isaksson

14.30: Nele De Cuyper (K. U. Leuven).

Employability: The New Job Security or the Newest Hype?

15.15 Coffee

15.30: Jeroen de Jong (Dutch Open University).

Temporary Does not Equal Dispensable: Facilitating Team Functioning and Performance in Blended Workgroups

16.15: Beatriz Sora (Open University of Catalonia).

How has the Economic Crisis Affected Employees? Is it the Same Effect for Temporary and Permanent Workers?

17.00 Discussion

17.30 Finish

19.00 Dinner

Thursday 17 March

09.30: Thomas Rigotti (Johannes Gutenberg-Universitat, Mainz).

Temporary Employment: Disentangling the (Dynamic) Role of Contract and Job Characteristics for Health and Well-Being of Employees.

10.15: Claudia Bernhard-Oettel (University of Stockholm).

Self-Employed and Independent Contractors: How Do They Compare to Temporary Workers in Work Conditions and Health?

11.00 Coffee

11.30: Keynote Presentation: Maria Jose Chambel (University of Lisbon).

When Temporary Agency Work is not so Temporary: Motivation and Well-Being Implications.

12.30: Discussion and Next Steps

13.00 Finish