

# ENOP Symposium 2019

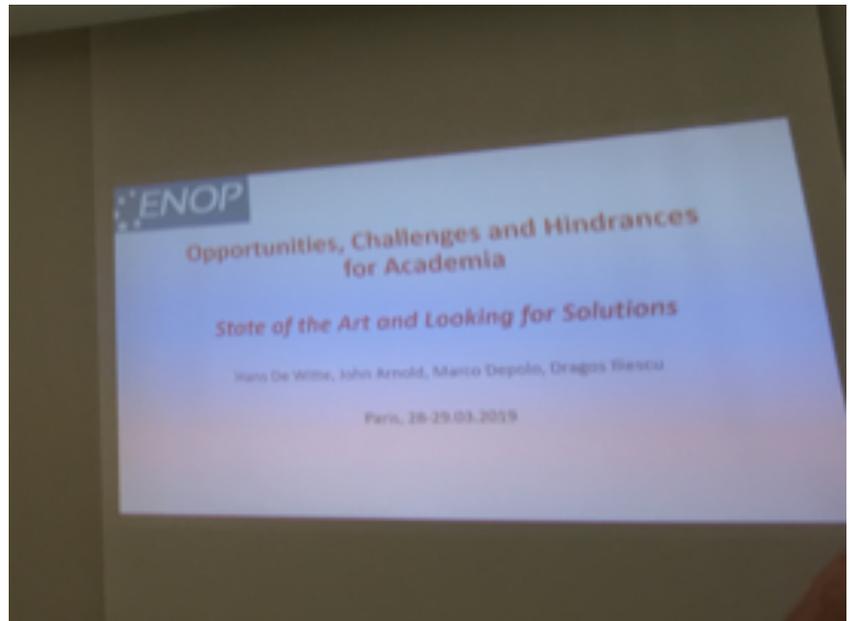
## ‘Opportunities, Challenges and Hindrances for Academia – State of the Art and Looking for Solutions’ (March 28-29, 2019, Paris)

During its annual meeting (28-29 March 2019), the ENOP has hosted the symposium entitled "Opportunities, Challenges and Hindrances for Academia – State of the Art and Looking for Solutions".

The symposium was co-organized by **Hans De Witte, Dragos Iliescu, John Arnold, and Marco Depolo.**

During 1 and a half days, a number of presentations have focused on the occupational health of academic staff in European universities.

In the **first day**, the symposium was opened by **Marco Depolo** with an analysis of qualitative data collected from ENOP colleagues, regarding the changes and challenges encountered during the past years in their own countries.



An extensive presentation on the Italian workforce in the domain of higher education and on quality of working life in Italian universities was offered by the invited guest **Emanuela Ingusci**, in a presentation co-authored with **Marco Depolo** and **Margherita Brondino**.



Also, an overview of an international project and an insight in its preliminary results was offered by invited guest **Lara Roll**. The project spearheaded by her focuses on an international comparative research on job insecurity in higher education. The study and its design were discussed, samples and participating countries were described, preliminary results were presented and exciting ways to continue the project were suggested.



The second half of the first day was taken by 4 short presentation and the associated discussions.

**Dragos Ilescu** presented on "Justice Perceptions as Antecedents of Quantitative and Qualitative Job Insecurity", a cross-sectional analysis based on the first wave of (Romanian) data from the previously described international project on job insecurity in academia.



**Darja Maslić Seršić** presented on "Job insecurity, job and personal resources as predictors of burnout in academia: The application of the revised JD-R model across different positions" - also an analysis based on the first wave of (Croatian) data from academic job insecurity project.



**Hans De Witte** presented on "Job demands and job resources among Academia in Belgium: actual situation and evolution over time", a research based on a Belgian trend study across 10 years.



**John Arnold** presented on "Improving women's opportunities for leadership in British and Irish universities. Lessons learned from a large-scale project" - an interesting contribution based on the experience of a longitudinal project on the leadership and career experiences of nearly 3000 women working in UK and Irish universities.



The **second (half-) day** was taken by a presentation offered by invited guest **Marit Christensen**, describing "The ARK-programmer for organizational development in the academic sector: Results from implementing and evaluating health promoting bottom-up interventions" - the Norwegian experience in systematic surveys of occupational health, identification and intervention in psychosocial risks in academia.



The **discussions** gravitated around the experience of participants in their own countries and the relative diversity of academic contexts emerging from these reports. Systematic and unified approaches, while interesting, seem therefore unlikely in this context of large diversity on academic context, with historical differences in resources, leadership, employment law, legal pressure, and others. It was suggested that a future common project under the H2020 heading could help to narrow this gap and build a common European survey platform and intervention kit.

