

EAWOP Small Group Meeting (SGM) on Precarious Employment and Work Understanding the underlying psychological and social processes

Report

EXECUTIVE SUMMARY

1. Meeting Overview

The EAWOP SGM on “Precarious Employment and Work – Understanding the underlying psychological and social processes” took place from September 4-6, 2023, at the University of Glasgow Adam Smith Business School. It was organized by Lisa Seubert (University of Innsbruck, AT), Ishbel McWha-Hermann (University of Edinburgh, UK), Rosalind Searle (University of Glasgow, UK), and Christian Seubert (University of Innsbruck, AT) with support from the University of Glasgow Business School’s events team.

A total of 16 papers were accepted for the SGM, with 12 long presentations and 4 working papers included. The programme was structured around these contributions into thematic sessions with focused discussions on each session. Moreover, we included 4 keynote speakers providing thought provoking presentations on the topic from policy and academia. We also included 4 EU and UK policy-makers to provide their perspectives with 30 min. policy-focused talks (2 * trade unions – 1 EU & 1 UK, 3rd sector, 1* local government economic strategy). The SGM concluded with an engaging enlarged 1 hour panel discussion with UK and EU practitioners (national UK & local gov, UK & EU TUs, 2* 3rd sector) policy-makers and academics. In total, there were 36 participants attended from 8 European countries (Austria, Belgium, Germany, Italy, Ireland, the Netherlands, Spain, United Kingdom) and 4 beyond Europe (Canada, Jordan, United States, and South Africa). 20 different institutions were represented.

2. Key Highlights

This event brought together academics and policy-makers whose work focuses on the topic precarious employment and work. The aim of the SGM was to raise attention to this topic within the field of work and organizational psychology and beyond, and to extend the understanding of precarious employment and work, positioned within the historic, economic, political and social context. Further, through a structure that combined presented papers, key notes, and panel discussion between practitioners, policy-makers and researchers the needs of the different participant groups were explored and the way paved for fruitful future policy and research collaborations.

3. Meeting Outcomes

Overall, this event has identified an emergent network development of researchers, policy-makers and practitioners. It has offered the elaboration of awareness and understanding between these stakeholders to advance crucial new knowledge and policy on precarious

employment and work. Concrete scientific outcomes include the presentations included offering fresh insight and clarity on the content, and the subsequent discussions which provided new angles for study and practical and policy implications, and avenues for productive future research. The panel discussion and practitioner keynote helped fostered new understandings of each other's needs and focus, mapping with more granularity the stakeholder environment, and bringing in different perspectives, expertise, and clarity to the topic. The provision of a special issue at EJWOP on this topic provides a pipeline to disseminate studies in the field. The policy discussions also identified key areas where further policy resources.