



Asia Pacific Academy for Psychosocial Factors at Work

Asia Pacific Academy for Psychosocial Factors at Work Report 8th August 2016

Asia Pacific Academy for Psychosocial Factors at Work was established in 2012 following a series of expert meetings across the Asia Pacific region. The overarching aim of the Academy is to bring together academics, practitioners and policy makers from the Asia Pacific region and beyond, and contribute to better working arrangements in the region. The academy provides a forum to discuss psychosocial factors at work, to share and generate knowledge, to deliver education and training, to build greater networks, and to foster opportunities to prevent work injury. The academy is multidisciplinary in outlook.

The executive comprises:

- Foundation President-elect Professor Maureen Dollard and Area Representative of Australia
- Vice-President, Professor Rusli Bin Nordin, and Area Representative of Malaysia
- Vice President, Associate Professor Akihito Shimazu and Area Representative of Japan
- Executive Officer, Tessa Bailey, Australia
- Chair Research and Development, Dr. Michelle Tuckey, Australia
- Chair Education and Training, Professor Rusli Bin Nordin, Malaysia
- Conference Chair, Associate Professor Junming Dai, Area Representative China
- Membership Officer Prof Paula Brough, Australia
- External Relations Officer, Mikaela Owen, Australia
- Publications officer, Wes McTernan, Australia
- Finance Director, Annabelle Neal, Australia
- Area Representative, Professor Jeong-Ho Chae, South Korea
- Area Representative, Assistant Professor Sara Arphorn, Thailand
- Area Representative, Dr. Pham Minh Khuê, Vietnam
- Area Representative, Dr. Yawen Cheng, Taiwan

There is also an International Advisory Committee comprising Professor Norito Kawakami, Japan; Professor Christian Dormann, Germany; and Dr. Loic Lerouge, France.

History of Coordination in the Asia Pacific

Coordinated efforts for dialogue on psychosocial factors at work in the Asia Pacific began in 2010 (8-9 July) when an expert meeting was convened in Darwin by Professor Maureen Dollard, and Dr Michelle Tuckey, from the University of South Australia, Centre for Applied Psychological Research, Work & Stress Research Group, Adelaide, Australia and Professor Paula Brough, from the Social & Organisational Psychology Research Unit (SOPRU), Griffith University, Australia.

Twenty-one experts from Australia, New Zealand, Malaysia, Japan and Germany, including industry regulators, policy makers, and academics from a range of disciplines met for two days to discuss psychosocial factors at work in the Asia Pacific. Several important outcomes were:

- 1) Agreement that a multidisciplinary effort was required to address the issues and in knowledge development, training, research, interventions, transfer of research to practice, policy development and employee representation.
- 2) Contribution to an Australian national policy statement on psychosocial factors to influence national policy and regulation as Australia progresses towards harmonisation in WHS legislation.
- 3) Two special issues on the topic; on Occupational Health Psychology in the Asia Pacific and a second one on Psychosocial Factors at Work in the Asia Pacific.
- 4) Plans for a book on psychosocial factors at work in the Asia Pacific.

The Second Asia Pacific Expert Workshop on Psychosocial Factors at Work was held in Johor Bahru on 7–8 July 2011, hosted by Professor Rusli Bin Nordin, Monash University, Jeffrey Cheah School of Medicine & Health Sciences, Clinical School Johor Bahru. Twenty-eight delegates from Australia, Japan, and different parts of Malaysia including Sabah and Sarawak attended the workshop.

Among the key outputs from the two day workshop were:

- 1) The development of a position statement which was intended to act as a signpost to suggest and advise that workplace counselling services be included as intervention in the Occupational Safety and Health (OSHA) Act 1994, thus promoting a work environment that fulfils the psychosocial needs of employees.
- 2) Collaborative research initiatives. Participants initiated and planned an application for a joint university-industry research (Linkage) grant from the Australian Research Council (ARC) for a project comparing psychosocial safety climate in Australian and Malaysian hospitals. This project will involve some small funds from the Malaysian government which the Australian government will match at a ratio of 1:5 respectively. This collaborative research plan would open up opportunities for sourcing international research grants and an increase in the number of graduate research students.
- 3) A plan to develop human capacity building through joint supervision of PhD students.
- 4) A plan to increase options for training. With an increase in the numbers of graduate research students more training would be needed in research methodology and innovation.

The Third Expert Workshop on Psychosocial Factors at Work in the Asia Pacific was held on the 3rd and 4th of August 2012 at the University of Tokyo, Japan. It was chaired by Associate Professor Akihito Shimazu, and was attended by 46 participants from various countries including China, Korea, Thailand, Australia, Germany and France.

Among the key outputs from the two day workshop were:

- 5) A keynote address by Norito Kawakami (The University of Tokyo) about research practice in psychosocial factors at work in Asia.
- 6) A keynote workshop, Dr. Kazuhiro Yoshiuchi (Associate Professor, The University of Tokyo) talked about the applications of computerized ecological momentary assessment in behavioral medicine research with small group discussion. In the round-table discussion, participants chose one of the following three topics and participate in a relevant group for the discussion: (1) Bridging research and practice, (2) Education and training for psychosocial factors at work, and (3) Innovations in work stress theory, research, and practice. A coordinator from each group presented the summary of the discussion in the final report to develop the overall future research agenda.
- 7) In the final resolution, Prof. Maureen Dollard (University of South Australia) proposed foundation of the academy in the Asian Pacific region, and all of the participants endorsed it. As a result, the Asia Pacific Academy for Psychosocial Factors at Work was officially launched (Friday 3rd August, 2012)

The Fourth Expert Workshop on Psychosocial Factors at Work in the Asia Pacific was held in Phra Nakhon Sri Ayutthaya Province, Thailand, on 28-29 November 2013, convened by Assistant Professor Sara Arphorn. It was hosted by the cooperation of Thai academic institutions: the Research Center for Informal Workers, Department of Occupational Health and Safety, Faculty of Public Health, Mahidol University and the Rajamagala University of Technology, Suan Dusit Rajabhat University, Suansaranrom Psychiatric Hospital and Naresuan University. The goals of the workshop were successfully achieved by bringing together academics from the Asia Pacific region and beyond to discuss psychosocial factors at work and establish expert networking. The workshop welcomed 35 participants from 6 countries: Japan, Australia, China, France, Malaysia and Thailand. The program included a special lecture on participatory action-oriented training for the prevention of psychosocial risks at work in different sectors. The lecture consisted of a talk by Dr. Kazutaka Kogi, the President of ICOH, the achievement report from Prof. Dr. Maureen Dollard, 2 focus group forums on Education and Training and Research and Practice and 22 oral presentations. All participants experienced Thai Massage on the last day of workshop. The workshop ended with good atmosphere of friends for better working arrangements in the region.

The four international expert workshops have been highly successful in coordinating and organizing efforts to understand and address psychosocial factors at work in the Asia Pacific. Many of the plans formulated in the meetings have been implemented with great success. They include:

- 1) A Special Issue of the International Journal of Stress Management titled *Theory and Methods to Prevent and Manage Occupational Stress: Innovations From Around the Globe* to be published in the first journal's issue of 2014, and edited by Professor Paula Brough, Professor Maureen Dollard, and Dr Michelle Tuckey;
- 2) A successful Australian Research Council grant between the University of South Australia (Professor Dollard and Dr Tuckey) and the University of Malaya (Dr Awang Idris). Titled *The dynamic interplay of physical and psychosocial safety in frontline healthcare workplaces in Australia and Malaysia*, the grant has initiated international collaborative research arrangements on psychosocial factors at work.
- 3) The current book, *Psychosocial Factors at Work in the Asia Pacific*, published by Springer Science + Business Media.

As a direct outcome of the work of the Asia Pacific Academy for Psychosocial Factors at Work, this book provides for the first time a platform to discuss psychosocial factors at work, to share and generate knowledge, to build greater understanding, and more opportunities for prevention, of psychosocial work injury, and to contribute to better working arrangements in both developed and emerging economies in the Asia Pacific region and beyond. The book will review, compare, and contrast current occupational health and safety legislation and regulatory frameworks for the management of workplace psychosocial risks in Japan, Australia, Malaysia, China, Korea and Thailand. Science-driven evidence on work conditions in the Asia Pacific and their relationships to workplace health and productivity is presented.

Examples of research and innovation on psychosocial factors at work in the Asia Pacific are highlighted. This enterprise is part of a continuing global effort to bring together academics, policy makers and regulators to deliberate on these issues so that innovations in psychosocial work theories, methodologies, policies, and interventions can be shared across disciplines, cultures and countries in the Asia Pacific region, and that more evidence-based and informed decision making processes are generated to improve work conditions, and psychological health. The book represents a multidisciplinary effort to address the issues focusing on knowledge development, research, training, interventions, transfer of research to practice, policy development and employee representation.

In April 2014 the Academy was invited to sign a Memorandum of Understanding with The European Academy of Occupational Health Psychology (EAOHP), on scientific and professional collaboration in the field of occupational health psychology (signed in London on the 16th April 2014 at the European Academy of Occupational Health Psychology conference). The MOU includes collaboration for the promotion and development of occupational health psychology at national, international and global levels within the limits of their missions, strategies, competencies and resources. We very much look forward to this working with the EAOHP to achieve better work conditions for people in the Asia Pacific.



Signing the MOU, April 16th 2014; Professor Sergio Iavicoli, President, European Academy of Occupational Health Psychology; Professor Maureen Dollard, President, Asia Pacific Academy for Psychosocial Factors at Work; Professor Stavroula Leka, Chair European Academy of Occupational Health Psychology Conference London

The Academy also has a relationship with ICBM (International Society of Behavioral Medicine) whereby Professor Norito Kawakami is a past president. In 2014, their official journal, the International Journal of Behavioral Medicine, convened a special issue on behavioral medicine in the Asia Pacific. Guest editors were A., Shimazu, A., Tsutsumi, and K. Yoshiuchi.

The Fifth Expert Workshop took place in Adelaide, South Australia as part of the International Congress of the International Commission on Occupational Health: Work, Organisational and Psychosocial Factors (ICOH-WOPS), 17-19 September 2014, Adelaide Convention Centre. The conference committee was as follows: Conference Chair, Prof Maureen Dollard; Scientific Committee Chair, Dr Michelle Tuckey; Organizing Committee Chair, Ms Tessa Bailey; Social Committee Chair, Prof Tony Winefield; Social Committee Member, Annabelle Neal; Social Committee Member & Media Support, Wesley McTernan; Finance, Mirela Garaplija; Chloe Lidiard, Marketing; Committee Member, Sharron Skelly; and Committee Member, Karen O'Brien.

The conference explored a number of themes including: Psychosocial factors at work and their relationship with productivity and health; Psychosocial research in developing countries; Integrative and interdisciplinary approaches; Prevention and interventions for workers at risk; 'Hot topics' such as workplace bullying, sickness absence, aging workforce; Organisational factors that promote wellbeing; Managing workers with chronic health disorders and mental health issues; Focus on industries/occupations at risk e.g. health workers; Worker health: From research to practice.

The ICOH-WOPS conference featured three pre-conference workshops for attendees as described below:

- *Longitudinal designs* by Prof. Christian Dormann (Johannes Gutenberg-Universität Mainz, Mainz, Germany) and Professor Dieter Zapf (Johann Wolfgang Goethe-University, Frankfurt, Germany). *This workshop aimed to contribute to the use of statistical methodology in the field of occupational health psychology by providing a brief overview of reasons for and types of longitudinal designs.*
- *Theory development in work stress research: A meta-theoretical approach* by Prof. Jan de Jonge (Eindhoven University of Technology, The Netherlands). This workshop aimed to analyze and evaluate theoretical models in the area of work stress from a meta-theoretical perspective.

- *Precarious employment: Understanding an emerging social determinant of health* by Prof. Joan Benach (Pompeu Fabra University, Barcelona, Spain).

The conference also featured keynote presentations by:

- Professor Robert Karasek (University of Massachusetts Lowell, USA), *From the Demand/Control Model to a Feasible Economy of Innovative and Healthy Work*.
- Professor Norito Kawakami (University of Tokyo, Japan), *Mainstreaming positive mental health among workers: A new evidence-based approach?*
- Professor Stavroula Leka, (University of Nottingham, United Kingdom), *Are current policy and practice frameworks appropriate to tackle psychosocial risks and promote mental health in the workplace?*
- Professor Sharon Parker (University of Western Australia, Australia), *Designing Work That Works: Future Directions for Job Design Research and Practice*.

And a State of the Art Address by:

- Associate Professor Joan Benach (Pompeu Fabra University, Spain), *Health Inequities: solutions for our Worst Public Health Epidemic*.

More information on each of the keynote presenters as well as the abstracts for each talk can be viewed at <http://www.unisa.edu.au/Research/Asia-Pacific-Centre-for-Work-Health-Safety/International-Congress-for-Occupational-Health-and-Work-Organisation-and-Psychosocial-Factors11/Keynote-Presentations/>

A standout feature of the conference was *Burning Questions*. Members of the audience asked pre prepared questions of an expert audience comprising:

- Prof. Michael Quinlan, School of Organisation and Management, University of New South Wales, Australia (Labour relations Australia)
- Sandra Dann, Director, Working Women's Centre, South Australia, Australia (Women at work, bullying)
- Mr Michael Borowick, Assistant Secretary, Australian Council of Trade Unions (Industrial relations)
- Prof Maureen Dollard, University of South Australia, Chair
- Prof. Akinori Nakata, University of Occupational and Environmental Health, Japan (Public Health, Asia Pacific)
- Prof. Stavroula Leka, Professor of Work, Health & Policy, Director, Centre for Organizational Health & Development, University of Nottingham, UK (International policy, Europe)
- Prof. Peter Schnall, Professor of Medicine, Director, Centre for Social Epidemiology, University of California, Irvine, US (Cardiovascular disease and work stress)



The conference program also featured oral presentations, symposia, and poster presentations from 187 contributing authors. Awards were given for the best student oral paper, and the best student poster. This year's winners were:

Best student oral paper award: Irene Niks (Eindhoven University of Technology, Eindhoven, The Netherlands), with her co-authors Jan De Jonge, Josette Gevers, and Irene Houtman for the paper entitled *DISCOVERY: evaluating tailored work-oriented interventions in hospital care*.

Best student poster award: Yuya Shimojo (Tohoku University Graduate School of Medicine, Japan), with his co-authors Kyouko Asakura, Miho Sato, Ikue Watanabe for the poster entitled, *Relationships between work-family organizational culture, organizational commitment, and intention to stay in Japanese registered nurse*.

The proposal for the book second APA book, Shimazu, A., Nordin, R. Bin, Dollard, M.F., Oakman, J. (Eds.), (2016). 2nd Asia Pacific Book on Psychosocial Factors at Work in the Asia Pacific: From theory to practice Dordrecht; Springer International Publishing was developed in Adelaide

The Sixth Expert Workshop meeting took place in South Korea in 2015. On May 30 2015, members of the Korean Society of Occupational Stress (KSOS) and APA-PFW met for a joint conference in city of Seoul (Campus of Seoul National University, College of Nursing) with the theme of *Suicide at work and psychosocial health management*. Twenty six experts from 4 countries, Australia, Japan, Malaysia and Korea participated. Prof. Mina Ha (President of KSOS, Dankook University, Korea) and Prof. Jungsun Park (Advisor of KSOS, Daegu Catholic University) gave the welcoming address speeches. Prof. Maureen Dollard gave opening remarks and an achievement report on the APA-PFW. The morning joint conference session was moderated by Dr. Sarven McLinton (University of South Australia) and the 6 orals and 3 posters were presented, which covered a broad scope of psychosocial factors at work and its management including topics such as ‘*The roles of personal resource of job satisfaction*’, ‘*The effect of psychosocial safety climate on workers’ emotion*’, ‘*Impact of job demand*’, ‘*The effects of proximity on work and home relationships*’, and ‘*Workholism versus work engagement*’.

A special lecture, ‘*Recommendations for individual participant data (IPD) meta-analyses on work stressors and health outcomes: comments on IPD-Work Consortium papers*’ by Prof. Bongkyoo Choi (University of California, Irvine) was presented with a hot discussion ensuing. At the afternoon conference, two keynote presentations were given: ‘*Towards healthy employees in a healthy organization: From a perspective of work engagement*’ by Prof. Akihito Shimazu (University of Tokyo), and ‘*The integration of the assessment of mental health among workers into the management*’ by Prof. Jong-Min Woo (Inje University).

It was a day filled with excellent presentations in both English and Korean. There was also time for discussions about actions for the Academy with many excellent outcomes. As an exercise to help foster collaboration between present parties, groups were assembled and discussed the possibility of a training program (accredited by the APA-PFW) for psychosocial safety across the Asia-Pacific. Current region-specific programs exist, and therefore a more universal program was proposed.

During discussion members pooled their knowledge and proposed a strategy for program development and deployment. The following is a brief synthesis of these ideas. Identifying key steps for any training development programs that are undertaken by a collaboration of academy members and colleagues were recommended as follows: 1) Create a program steering committee; 2) Identify target audience; 3) Identify the essence of pre-existing programs; 4) Critique current programs; 5) Tool selection and development; and 6) Trainers to deliver program.

Best poster presentation award was given to ‘*The implementation of mental health care program for the unemployed: from its development to evaluation*’ by Miho Takahashi from University of Tokyo.

Also at the workshop it was suggested that a database of skills be created for those members and colleagues willing to collaborate on projects. The database has since been created by Dr Sarven McLinton and can be accessed via:

https://docs.google.com/spreadsheets/d/1A4Goi2MnFZo9S_zLZ1Lhi5YQTtTn0COCpm01wlrudnY/edit?usp=sharing

In sum, The Academy has organized six international expert workshops held consecutively in Australia, Malaysia, Japan, Thailand, Australia and Korea. These have been highly successful in coordinating and organizing efforts to understand and address psychosocial factors at work in the Asia Pacific. Many of the plans formulated in the meetings have been implemented with great success. They include:

- 1) A Special Issue of the International Journal of Stress Management titled *Theory and Methods to Prevent and Manage Occupational Stress: Innovations From Around the Globe* published in the first journal's issue of 2014, and edited by Professor Paula Brough, Professor Maureen Dollard, and Dr. Michelle Tuckey;
- 2) A successful Australian Research Council grant between the University of South Australia (Professor Dollard and Dr. Tuckey) and the University of Malaya (Dr. Awang Idris). Titled *The dynamic interplay of physical and psychosocial safety in frontline healthcare workplaces in Australia and Malaysia*, the grant has initiated international collaborative research arrangements on psychosocial factors at work.
- 3) Two books: a) Dollard, M.F., Shimazu, A., Nordin, R. Bin, Brough, P., Tuckey, M.R (Eds.), (2014). *Psychosocial Factors at Work in the Asia Pacific*. Dordrecht; Springer International Publishing. 978-94-017-8974-5;
b) Shimazu, A., Nordin, R. Bin, Dollard, M.F., Oakman, J. (Eds.), (2016). *2nd Asia Pacific Book on Psychosocial Factors at Work in the Asia Pacific: From theory to practice*. Dordrecht; Springer International Publishing

We welcome members and colleagues to use this information as a reference point for seeking partners in the Asia Pacific to collaborate with ongoing projects, papers, and presentations. The 7th meeting will take place in October 2016 in Shanghai China, hosted by Professor Junming Dai.