

Second ICOH International Conference on Psychosocial Factors at Work

East met West

How well did we do?

And what did we learn?

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Main points

- **Who are we?**
- **What did we present and discuss?**
- **Are things really becoming better all the time?**
- **Some good advice**
- **Thank you and see you again in.....?**

Who are we and where do we come from?

Oral presentations

• Sweden	22
• Netherlands	15
• Denmark	15
• Japan	14
• China	11
• Korea	9
• Canada	9
• Brazil	8
• UK	7
• South Africa	7
• USA	6
• Australia	6
• Norway	6
• Total	163

The total number of presentations

• Japan	80
• Sweden	31
• Netherlands	17
• Brazil	16
• Denmark	15
• China	14
• Taiwan	12
• Korea	12
• Canada	11
• Total	305

The missing countries (and continents)

- **Africa (except South Africa, Kenya, Uganda)**
- **Latin America (except Brazil, Colombia)**
- **Eastern and Central Europe (with very few exceptions)**
- **The Arab world**
- **Other countries (e.g., New Zealand, Vietnam, Indonesia)**

The study designs

Oral presentations

What about emerging topics?

Oral presentations

- **Early retirement/back to work** 11
- **New organizations** 8
- **Engagement, healthy work** 6
- **Emotional labour** 5
- **Temporary employment** 3
- **Downsizing, outsourcing** 2
- **Family/work (im)balance** 3
- **Gender issues** 1

Are things really becoming better (in the rich man's world)?

Where did all the poor jobs go?

- **Automation, new technologies**
- **Moved to Eastern Europe or Asia**
- **Taken over by immigrants (who have very low response rates in national surveys)**

We need to globalize our research in a globalized economy

Are things really becoming better (when we look at the whole picture)?

- **Extensive demands (working hours)**
- **Intensive demands (work pace)**
- **Conflicts at work**
- **Bullying, harassment, violence**
- **Demanding clients/customers**
- **Increased demands for flexibility**
- **Work/family balance**

The lessons learned from Semmer

- Make better use of the (intervention) data that you've already collected
- Don't be satisfied with a poor design – go to the limits of what you can do
- Differentiate between endpoints, groups, and individuals
- Follow the process systematically

Kitayama: Culture matters!

What is happiness?

- **Independence?**
- **Interdependence?**
- **Balance, yin & yang?**
- **Nothingness?**

Culture matters

What is the difference?

“Possibilities for development”

“Opportunities for development”

The development since Copenhagen 1998

- **Many more participants**
- **New countries (but also losses)**
- **Overall better quality**

- **But still room for improvement....we need more studies that “make a difference” with regard to research as well as the work environment**

Thank you to our hosts:

- 組織委員の皆様、ならびにすべてのボランティアの方々、心よりお礼を申し上げます。
- あなた方が大変素晴らしい仕事をしてくださったお陰で、非常に質の高いカンファレンスとなりました。



The end

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