

**Issue 20-4 October, 2008**



**The IAAP Bulletin**  
The International Association of Applied Psychology  
**Covering the World of Applied Psychology**



### A Message from the President

For those of our members who were lucky enough to be able to attend the ICP Congress in Berlin in July, the event was a huge success, and we in IAAP extend our heartiest congratulations to Peter Frensch, the Congress President, and his Organizing Committee, and to Bruce Overmier, the President of the International Union of Psychological Science, and his Executive Committee, for the Congress' memorable achievements.

It is pleasing to know that IAAP contributed substantially to this with many of our members participating as Invited Speakers, Symposia organizers, Round Table discussants, and Paper and Poster presenters. One of the IAAP highlights of the Congress was the launching of our new journal, *Health and Well-Being* (HWB), and tributes were paid to Ray Fowler for initiating the idea of the journal and to Ralf Schwarzer and Christopher Peterson, the founding Editors, who brought together such

a distinguished selection of authors for its inaugural publication. The interest that HWB created in Berlin was immense, and the fact that this ceremony was so well attended attests to the warm and widespread reception that this publication has received. I am also happy to report that the Social hour too was popular with some 130 of our members meeting, comparing notes about the Congress' Scientific Program and enjoying one another's company.

As may be imagined, big Congresses such as Berlin provide opportunities for our Association's Board of Directors (BOD) to come together, and because this was such a productive meeting it is a pleasure for me to report on a number of its many accomplishments that were detailed in, dare I say it, an appreciable 275 page Agenda and Attachments. I mention this number only to indicate the range of activities in which IAAP is currently engaged, and the following is merely a brief summary of the most important ones.

### The Bulletin

In describing a panoply of stars it is difficult to know where to start but given that this is the first historic issue of the Bulletin perhaps it is fitting to begin with it. As we know, Valerie Hearn and Dennis Trent have given the Newsletter not only a new face but also in many places a new body, so it was thought that the time had come to give the publication a new name too in recognition of this. What this does for IAAP's general membership is provide fresh opportunities to contribute to the new Bulletin and thus broaden its content and heighten its appeal. I am sure that Valerie and Dennis would want as many members as possible to help in this by contributing informative articles and providing newsy items of interest from every corner of the Association.

### News from the IAAP Officers

It may be convenient to group the many other outcomes of the BOD Meeting under several different headings, starting with the Officers who all had one or more major projects upon which they reported. For example, over the past several years IAAP has formed Alliances with other international psychological associations with which it has an affinity. Such alliances have been established with the International Council of Psychologists in 2005, the Asian Psychological Association in 2006, and now in 2008 the International Positive Psychology Association (Ray Fowler).

In the context of wanting to provide a measure of well-being which can be used by policy makers to indicate whether policy interventions produce positive or negative effects on human beings and countries, two measures have been developed on two aspects of well-being (well-being and affective well-being) which have been presented to the Statistical Reporting Group at the United Nations Department of Public Information (Michael Frese).

The main activity of the Ethics Committee has been the development of the final version of the Universal Declaration of Ethical Principles for Psychologists. The focus of this international initiative is on articulating principles and values that provide a common moral framework for psychologists throughout the world and that can be used as a moral justification and guide for the development of differing standards as appropriate for differing cultural contexts. The Declaration has now been endorsed by both IAAP and the International Union of Psychological Science (Janel Gauthier).

Internally, the IAAP webpage has been totally redesigned with a brand new image which is bright and appealing and a new framework to enhance accessibility. Both have considerably enhanced the Home Page's impact. New data and documents have been added, and a majority of the Divisions now have their own Divisional websites (José Maria Prieto).

All these and other projects have been made possible because of the healthy state of the Association's Profit and Loss Account and its Balance Sheet. The aim now is to use IAAP's financial reserves to grow the Association and proposals to this effect from Divisions, Committees, and Task Forces are always openly invited (Elizabeth Nair).

## News from the Committees and Task Forces

In addition to the launching of HWB described above, the other good news from the Publications Committee concerns *Applied Psychology: An International Review* (AP:IR) for which there has been a considerable increase in Total Library Circulations including consortia access and subscriptions from 4,264 in 2006 to 5,335 in 2007. There has also been an impressive increase in the Impact Factor that has lifted the Journal's ranking appreciably. Whilst a lot of this was due to Bob Wood's editorship and a number of Wiley-Blackwell initiatives, the standing of AP:IR has been sustained by the new editor, Sabine Sonnentag, who has achieved this while maintaining the journal's policy of attracting articles covering a diverse range of countries and topics.

One of the pleasingly positive outcomes of all of the above has been the renewal of the IAAP/Wiley-Blackwell contract which is now based upon a profit-sharing agreement between IAAP and Wiley-Blackwell.

Similarly impressive outcomes were reported of research into terrorism (Sarlito Sarwono).

Progress was also made in connection with the Advanced Research Training Seminars (ARTS), the program to enhance the research skill of scholars from countries with developing economies. Solutions to some of the program's financial and logistical difficulties have at last been found and will be implemented in the build up to the Melbourne ICAP (Ingrid Lunt). Work is also continuing with the Visibility and Impact Task Force, the purpose of which is to identify ways and means of increasing knowledge and understanding of the wider public in general and policy makers in particular of the relevance of applied psychology and its capacity and capability to improve national and social development (Mike Knowles).

## News from the Divisional Presidents

One of the striking features of this set of Reports was the wide range of activities pursued by the Divisions. Taken together the list is hugely impressive. It included establishing Divisional Officer and Committee structures; developing Divisional homepages; publishing a Special Issue of AP:IR; summarising published journal articles; contributing regularly to the Newsletter; participating in congresses and conferences through Keynote Addresses, symposia, colloquia and papers; liaising with allied regional or specialist organizations; and planning for the 2010 ICAP.

Three achievements were especially noteworthy. One was bringing online the websites for a majority of the Divisions including Organizational Psychology (José Maria Pieró), Environmental Psychology (Robert Gifford), Educational and School Psychology (Peter Nenniger), Applied Gerontology (Norman Abeles), Health Psychology (Esther Greenglass), Sport Psychology (Yuri Hanin), Traffic Psychology (Ian Glendon), Applied Cognitive Psychology (Joachim Hasebrook), Students (Kristina Potocnik), and Counselling Psychology (Richard Young).

Another was that a majority of the Divisions on average are now contributing to each Issue of the Newsletter. Particularly active have been the following Divisional Presidents, Divisional Newsletter Editors, and Divisional members from the Divisions of Organizational Psychology (José Maria Pieró, Kristina Potocnik and Barbara Ko usznik), Psychological Assessment and Evaluation (Dave Bartram, Tom Oakland, Alexey Yupitov, Jacques Grégoire, Mairi Männamamaa and Eve Kikas), Environmental Psychology (Robert Gifford

and Don Hine), Applied Gerontology (Norman Abeles), Sport Psychology (Montse Ruiz), Traffic Psychology (Ian Glendon), Applied Cognitive Psychology (Joachim Hasebrook), Students (Kristina Potocnik), and Counselling Psychology (Richard Young).

The third was the founding of the new Division of Professional Practice to cover matters such as registration and certification, quality and standards, ethics and codes of conduct, mentoring and supervision, and service delivery and workplace conditions. At present there is no international organization of individuals which addresses such issues of professional psychologists outside a specific region, and fulfilling this role will be the mission of Division 17. In another article in this Issue of the Bulletin, Amanda Gordon, the founding President the Division, will be advising IAAP members on how to join Division 17.

## News about Inter-association Relationships

For over 30 years now IAAP and the International Union of Psychological Science (IUPsyS) have coordinated their respective congress calendars on a biennial basis so that there is a big congress every two years. At each of these congresses for over a decade, IAAP and IUPsyS have co-chaired the World Forum of International Psychological Associations. This event brings together officers and representatives from the world's international and regional psychological organizations to showcase their associations and to foster discussion about the public face of psychology and the contributions of psychology to the public good.

At Berlin this year the topic of discussion was 'The role of international and regional psychology associations in fostering awareness of the value of psychology in policy making', and the focus of the discussion was on how to enable the public and government officials to realise that psychology provides valuable tools for policy making and that psychological knowledge can provide an important basis for policy formulation and content.

IAAP also has close relationships with three other major international psychological associations. These are the International Association of Cross-Cultural Psychology (IACCP) with whom IAAP cooperates in conjunction with IUPsyS in sponsoring the Regional Conferences of Psychology, the European Federation of Psychologists' Associations (EPPA) which has recently established the EuroPsy, and the Interamerican Psychological Society (SIP) which will sponsor the Interamerican Congress of Psychology in Guatemala from 28 June – 2 July, 2009.

Reports were also received about IAAP's Alliance Partners, the International Council of Psychologists (ICP) whose next Conference will be in Mexico City in 2009, the International Positive Psychology Association (IPPA) whose 1st World Congress will be in 2009 in Philadelphia, and the Asian Psychological Association (APSA) whose next Convention will be in Darwin, Australia, in 2010.

A further report was received about IAAP at the United Nations covering IAAP's involvement with the Department of Public Information (DPI) and the Economic and Social Council (ECOSOC) and the meetings and briefings engaged in by IAAP's representatives in New York, Vienna, and Geneva.

## News about Congresses and Conferences

The final Report of the Hellenic Psychological Society and the Association of Greek Psychologists on the 2006 26th ICAP in Athens was received, as was the Financial Report of the 26th ICAP and the Report from the Working Group on the evaluation of the Congress. Athens proved to be a highly attractive venue for the Congress whose Scientific Program was favourably commented upon. The Congress income just equalled its expenses, and it was recommended that the evaluation of the 27th ICAP be conducted within one month of the conclusion of the Congress.

The progress Report of the Organizing Committee for the Melbourne 2010 ICAP was



presented by Paul Martin in which the role of the Divisional Presidents in making recommendations for Keynote Speakers, Invited Addresses, and Invited Symposia was highlighted. The Social Program featuring Welcome to the Country, the Congress Dinner, and Local Visits, were all described. A Report on the IAAP Handbook of Applied Psychology which will be available to all Congress delegates was also presented in which the Editorial Board, Chapter objectives, and invited authors were announced.

Christine Roland-Lévy reported on current preparations for the 2014 ICAP which will be hosted in Paris by the Consortium of Psychology Associations (Association pour l'organisation du 28ème Congrès International de Psychologie Appliquée 2014). This Consortium has brought together the French Federation for Psychologists and Psychology (FFPP) (Fédération Française des Psychologues et de Psychologie); the French Society of Psychology (SFP) (Société Française de Psychologie); and the French Society of Sport Psychology (SFSP) (Société Française de Psychologie du Sport) which augurs so well for the success of the Paris ICAP.

A report was received on the 2007 Regional Conference of Psychology (RCP) which was held in Amman, Jordan, in which the Scientific Program was planned around the general theme of "Psychology and Modern Life Challenges" and included presentations that could be grouped under six major themes: the role of psychology in disasters and crisis intervention; psychological aspects of terrorism; psychology, psychiatry, and mental health issues; cross-cultural issues, etic and emic issues; fundamental experimental psychology, and the profession of psychology (Mike Knowles). It was also announced that the 2009 RCP will be held in Sofia, Bulgaria (Ray Fowler), and that a proposal has been received by the IUPsyS for the 2011 RCP to be held in the Caribbean.

## In Summary

In my inaugural President's report presented at the BOD Meeting in Athens in 2006, I mentioned that one of my principal hopes was to tap into the huge reservoir of talent, energy, and creative enthusiasm possessed by members of the BOD. Now, I am happy to let the Reports of the Officers, the Chairs of all Committees and Task Forces, the Divisional Presidents, the Liaisons with other international psychological organizations, and the Presidents of our future Congresses, speak for themselves in attesting to what has been achieved over the past two years.

In so doing I should like to both thank and congratulate the many who have contributed so substantially towards this end.

I also hope that collectively these reports will have helped to facilitate a change in the way we as an Association have come to perceive not only ourselves but also the role that IAAP is playing in the development and advancement of applied psychology globally.

My new hope is that the Bulletin will, in a similar way to the BOD, benefit from the flair and imagination of IAAP's membership at large, thus enabling the Bulletin to be the truly representative voice of the whole Association.

Kind regards and best wishes,

*Mike Knowles*

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<http://www.blackwellpublishing.com/cservices/address.asp?site=1>, and updating the changes.

To join a Division: Please contact Blackwell on:

[membershipservices@blackwellpublishing.com](mailto:membershipservices@blackwellpublishing.com) or telephone +44 (0)1865 778171.

Welcome to the inaugural edition of the IAAP Bulletin! Many thanks to Bob Morgan who proposed the name, to President Mike Knowles who put Bob's idea before our Board of Directors, and to the BOD who approved the new name.

We are seizing this opportunity to make some changes. The first, most obvious change is the gorgeous new cover which is a result of the imagination and creativity of my co-editor, Dennis Trent. There will also be an expanded array of features which will be revealed over time.

The definitions of "newsletter" and "bulletin" are not dissimilar, but the notion of a Bulletin is somehow grander. (In the Napoleonic Wars, one did not send a newsletter from the front to inform the public, one sent a bulletin.) Also, our new name better describes the vision that our President, Mike Knowles, has for the Bulletin, namely, "...that the Bulletin will, in a similar way to the BOD, benefit from the flair and imagination of IAAP's membership at large, thus enabling the Bulletin to be the truly representative voice of the whole Association." That means that I would love more submissions from you regarding anything newsworthy in applied psychology in your country or region. I would also welcome any ideas about what you would like to see here in our Bulletin. Send them off to me at [vcbeam@comcast.net](mailto:vcbeam@comcast.net) or [iaapnews@yahoo.com](mailto:iaapnews@yahoo.com).



Virginia Beach, Virginia

Those of us who attended the International Congress of Psychology in Berlin in July learned about the latest developments in psychology throughout the world and also had the opportunity to meet up with colleagues and friends. The IAAP Board of Directors convened and, as you will note in the President's Corner which follows, accomplished a great deal for our Association. Especially noteworthy is the creation of Division 17, the Division of Professional Practice. Below, Amanda Gordon, the founding President, describes the topics that the new division will be taking up. If you are a practitioner, this is the Division for you.

Read further and you will learn the fate of the Universal Declaration of Ethical Principles for Psychologists and read the news of our Divisions. For those of you who have an interest in I/O Psychology, Walter Reichman and Mary Berry present an interview with Mr. Djankou Ndjoukou, Director of the International Labour Organization (ILO) Office in New York and Representative to the United Nations. Also, the Announcement and Criteria for the Ursula Gielen Global Psychology Book Award are presented. And last, but not least, Bob Morgan gives us some insight into the psychology of chickens. No kidding.

**Looking for a  
Division? Check  
out Page 114.**



# New Division

## IAAP Welcomes Division 17 Division of Professional Psychology Practice

At the recent meeting of the Board of the IAAP in Berlin, a new Division – of Professional Psychology Practice – was established. This Division will foster the development of psychology as a profession, which is consistent with both the goals and practice of IAAP.

The Division will aim to play a role in world psychology by becoming the international organization of individuals which serves the broad interests of professional psychologists.

- The sorts of topics encompassed by Division 17 would include the following:
- Quality and standards
- Registration
- Codes of conduct
- Ethics
- Mentoring and supervision
- Service delivery
- Workplace conditions
- Grievance procedures
- Advertising standards.

Thus there could be three important aspects of the role of the Division. The first would be to collate and promulgate to its members the considerable amount of research that has been done in a number of these areas which, up to the present time, is essentially fragmented and uncoordinated. The second would be to organize keynote speakers and invited symposia at ICAPs, attract individual papers, and arrange Round Table discussions. The third would be to provide an international network of professional practitioners. Until now, the IAAP has only catered for these needs within each specialty Division – I expect that Psychologists involved in Professional Practice who are part of any other Division may also see a home for themselves within Division 17.

I hope that many Psychologists who do not feel a natural home in any particular specialty may find a place within the IAAP for themselves within Division 17. They will be assured that the IAAP is interested in the concerns of professional psychologists, both at conferences and between times. I look forward to developing a network of psychologists in professional practice from around the world, and developing a great programme for ICAP 2010. Recommendations on Invited Speakers and Invited Symposia for the Melbourne ICAP will be solicited later.

To join Division 17, contact me by email on [A.Gordon@psychology.org.au](mailto:A.Gordon@psychology.org.au) or Blackwell on [membershipservices@blackwellpublishing.com](mailto:membershipservices@blackwellpublishing.com) or telephone +44 (0)1865 778171.

*Amanda Gordon, President, Division 17.*

# Division News

## Division 1: Work and Organizational Psychology

### INVITATION TO JOIN DIVISION 1

At the last BOD meeting, it was reported that about 50% of the IAAP members are not registered in any division yet. As president of Division 1, Work and Organizational Psychology, I want to invite those of you who have not yet chosen any division (or only one) to JOIN DIVISION 1 if you are interested in Work and Organizational Psychology (WOP).

I would like to share with you a number of reasons to do so:

- 1) Celebrating its 30th anniversary this year, Division 1 is and has been actively engaged in promoting WOP around the world by organizing and sponsoring different symposia, workshops, and roundtables on relevant issues at international, regional, and national congresses.
- 2) Division 1 offers you an electronic Newsletter twice a year and a brand new website, [www.iaapsy.org/division1](http://www.iaapsy.org/division1) which has the most relevant WOP-related information and news.
- 3) Division 1 provides attractive programs at the ICAP congresses to facilitate the scientific and professional communication of recent developments in the discipline. It also promotes WOP at the IAAP regional congresses as a way of stimulating cooperation among the work and organizational psychologists from the region and abroad.
- 4) Division 1 has a listserv to discuss, announce, and report on WOP news and events.
- 5) Division 1 cooperates with other associations in our field, such as the Society for Industrial and Organizational Psychology (SIOP—Division 14 of the American Psychological Association) and the European Association of Work and Organizational Psychology (EAWOP), in organizing different activities. In fact, just recently, Division 1 has launched an alliance with SIOP and EAWOP to foster its cooperation with both associations. With a reduced fee, members of Division 1 may receive several membership benefits from SIOP.
- 6) Division 1 is also contributing to promoting high quality training in WOP. Toward this end, various symposia and roundtables have been organized in international Congresses on the teaching of WOP around the world. One of the special aims of the Division is promoting mobility among students and scholars across countries.
- 7) Membership of Division 1 is composed of W&O Psychologists from a large number of countries interested in the international projection of W&O Psychology. It is an interesting platform for professional international contacts, exchange, mobility, etc.
- 8) Most importantly, you can contribute to building an international active global community of professionals and academics all around the world and share with the members your views, activities, and interest in cooperation through Division 1.
- 9) It is important to be aware that a number of important issues for Work and Organizational Psychologists, (scientists and practitioners) at an international level, can only be addressed collectively, and thus we need to invest in our organization because it is an important asset to deal with these matters. With your help we can strengthen our Division and then we will be more able to make valuable



contributions to the members of our discipline and our profession internationally. With your help we aim to make significant progress in this field.

- 10) The motto of Division 1 is Internationalization of WOP. To achieve this goal, we first need as many members as possible from different parts of the world; we also need to get their involvement in the promotion of international cooperation.

Therefore, we appeal to you, to JOIN DIVISION 1 and help us make Division 1 the most important platform of practitioners, researchers, or just enthusiasts of WOP.

If you are interested in joining our Division, please send an email to jose.m.peiro@uv.es asking to be registered as member.

Looking forward to welcoming you to Division 1!

*José María Peiró, President, Division 1  
University of Valencia,  
Department of Social Psychology,  
Avda. Blasco Ibáñez 21. 46010 Valencia-Spain*

## Report on the Activities of Division 1 from 2006 to 2008

During the ICAP in Athens, the new Executive Committee of IAAP Division 1 was installed with the following members:

*President:* Prof. Jose. M. Peiró (Spain)  
*Past-President:* Prof. Virginia Schein (USA)  
*President Elect:* Prof. Handam Sinangil (Turkey)  
*Treasurer:* Prof. Filip Lievens (Belgium)  
*Secretary:* Prof. Barbara Ko usznik (Poland)  
*Editor of Newsletter:* Prof. Ludmila Karamushka (Ukraine)

The Executive committee highlighted the role of Division 1 in facilitating the interactions and exchanges among scholars and professionals all around the world. Toward this end, the following objectives were set:

- To stimulate communication among practitioners and scientists, especially through the re-launching of the newsletter
- To promote exchanges among scholars and students from different countries, supporting and facilitating the cooperation for joint research and exchange of professional experiences
- To provide the platforms and services that will facilitate all these opportunities
- To stimulate and promote joint activities among national associations

In summary, the following activities were carried out to accomplish the outlined objectives:

- Presentations at different national, regional, and international congresses, some organized in cooperation with other WOP associations and IAAP Divisions
- Cooperation with Division 15 in the organization of a workshop for students during international congresses
- Electronic Newsletter disseminated not only among Division 1 members, but also among the members of the BOD and other WOP associations that were willing to disseminate it
- The launch of the second Membership survey and the dissemination of its results
- Reports on the developments of WOP in different countries around the world
- Reports on WOP in professional practice

- The design and update of the Division website
- Cooperation for the preparation for the ICAP in Melbourne
- Contacts and cooperation with national and international associations of WOP on different continents
- Promotion of Division 1 and IAAP at different international and national conferences
- Meeting of the Executive committee and cooperation through virtual teamwork
- Participation in Task forces and committees to promote the internationalization of WO Psychology
- Participation (in cooperation with EAWOP) in the decision of the appointment of the Editor of the European Journal of Work and Organizational Psychology (prof. Vicente González-Romá).

## Presentations at different national, regional and international congresses

### *SIOP Annual Conference (New York, April, 2007)*

Division 1 supported the Education, Learning, and Teaching Forum on “Internationalizing I/O Education: Needs, Problems and Models” where several members of the Division made contributions. The conveners were Keith James (Portland State University) and Jose M. Peiró (University of Valencia and President of IAAP Div. 1: Work and Organizational Psychology). The authors and co-authors of the contributions were Mo Wang (Portland State University), Robert Roe (Maastricht University), Beverley Burke (Middle Tennessee State University), and John Hazer (Indiana University/Purdue University), Vicente Martinez-Tur and Isabel Rodriguez (University of Valencia), Michael Horvath (Clemson University), and Milton Hackle (Bowling Green Ohio).

### *European Congress of Work and Organizational Psychology (Stockholm, May, 2007)*

Division 1, together with EAWOP, organized a symposium about “Education and training of Work and Organizational Psychology in a global world” with the following contributors: Robert A. Roe (Maastricht University), Beverly Burke and Richard G. Moffett III (Middle Tennessee State University), and José M. Peiró, Vicente Martinez-Tur, and Isabel Rodriguez (University of Valencia).

### *ENOP European Conference on Organizational Psychology and Human Service Work (Kyiv, October, 2007)*

Several members of our Division participated at this conference, and Division 1 was officially announced by Prof. Lyudmila Karamushka (chair of the conference organizing committee and member of the Division 1 Executive Committee).

### *SIOP Annual Conference (San Francisco, April, 2008)*

Division 1 was present at several activities at this conference. It was a great opportunity to promote our Division and to meet with colleagues from different parts of the world. First, Keith James, Mo Wang (Portland University), and José María Peiró presented a workshop on “Knowledge and skills for Industrial and Organizational Psychologists in a global era” during which the participants were informed about the activities of our Division in promoting these topics.

### *International Congress of Psychology (Berlin, July, 2008)*

Division 1 sponsored a symposium on “Psychosocial Risk Prevention” chaired by José María Peiró. The presenters were: Christian Korunka, Kari Lindström, Norbert K. Semmer, Rémi Kouabenan, and Lois Tetrick. Finally, Division 1 also held a social hour at this congress to provide an opportunity for the members of our division who were present at the conference and other interested psychologists to meet one another and the division Executive Committee.

Cooperation with Division 15 in the organization of a workshop for students during international congresses

At the International Congress of Psychology (Berlin, July, 2008) Division 1, in cooperation with Division 15, organized a workshop entitled "Publishing internationally", held by Professor Michael Frese.

### Newsletter

Since 2006 we have published two issues of the electronic Newsletter of Division 1. (It can be uploaded at [www.iaapsy.org/division1](http://www.iaapsy.org/division1)). This important communication channel among the members of the Division is a way of disseminating information about the activities and the news from the Division and its members. It turned out to be a huge success.

We also use the newsletter to promote the membership of IAAP, and to do it, we disseminate it also to the I/O Psychologists who are members of other associations who cooperate with us. We plan to publish two issues annually.

### Membership survey

The initiative of the Executive Committee was carried out by Barbara Koszchnik with the help of Philip Lievens. It was a way of contributing to the invitation of the President of IAAP, Michael Knowles, to participate in the task force about visibility and impact of applied psychology. We have forwarded the results of the survey to the Task Force. With our first survey we found out that for Division 1 members the most important thing is to be better recognized among other professionals. Therefore, with the second survey we wanted to know what should be the main message to disseminate about the contribution of WOP in a global society. The second survey results tell us that Work and Organizational Psychologists are aware that they are doing good work and that there is great number of positive interventions. In the near future, we will raise some issues to be discussed by Division 1 members because we believe that it is high time to create common plan for Work and Organizational Psychology's future and its role in the global and local world.

### WOP around the world

With the aim of contributing to the international dissemination of the activities of Work and Organizational Psychology that take place at the national level, we started to collect reports about the status and developments of Work and Organizational Psychology in different countries all over the world. In a global world it is even more important to get acquainted with local activities because they have, in one way or another, relevance to the understanding of the global phenomena. So far, we have received reports from the following countries: Brazil (by Prof. Sigmar Malvezzi), Turkey (by Prof. Handan Kepir Sinangil), Uruguay (by Dr. Alvaro Cristiani), and Colombia (by Prof. María Constanza Aguilar, Prof. Wilson López López, and Juan Pablo Gamboa). They were published in our Newsletter and can also be uploaded at the division website.

### WOP in professional practice

Division 1 would like to stimulate the communication of experiences and good practices of practitioners who work either as consultants, HR managers, or professionals in firms. In line with this aim, we already received a contribution by Michael Sanger from the Mobley Group Pacific about "Best practices sharing forum", uploaded at the Division website.

### Division website

The new website of the Division ([www.iaapsy.org/division1](http://www.iaapsy.org/division1)) has been launched to



provide to our membership and to Work and Organizational Psychologists in general, information about the services and benefits that Division 1 offers for the sake of society, workers, and organizations, promoting and enhancing cooperation between scientists and professionals in this field on the international scene. Apart from the reports of the activities outlined above, the Division website offers information about the future congresses, events, calls for papers, scholarships, news from members, etc. Division 1 is very grateful to José M. Prieto, the Communication officer of IAAP and his team, Justyna Jachimowska and José Ramón Correas, for their support and help in developing the new website.

### Preparation for the ICAP in Melbourne

Division 1 has been cooperating in the development of the programme for the next ICAP in Melbourne in 2010. We exchanged ideas also with Gina McCredie, National Chair of the College of Organisational Psychologists of the Australian Psychological Society.

### Cooperation with International and National Associations of Work and Organizational Psychology.

Division 1 has developed very fruitful and promising meetings and activities with SIOP and EAWOP in order to find ways of cooperating and promoting Work and Organizational Psychology around the world and to facilitate the exchange of resources and promotion of activities for the benefit of the respective memberships. In a specific report on this topic, the main ideas and initiatives for cooperation and activities are presented.

*José María Peiró, President, Division 1*

## Division 2: Psychological Assessment and Evaluation

Division 2 is the second largest of the IAAP Divisions. Only the Student Division is larger. However, like other Divisions, its numbers have been declining over the past four years: from 294 in 2003 to 172 in 2007. Since becoming President of Division 2, one of my main concerns has been to generate more communication with the membership. So far this has focused on ensuring that we have regular entries in the IAAP Newsletter. I appointed Tom Oakland, the President-Elect, to the role of our Newsletter editor. He has done a great job ensuring that we have had at least one item in each issue since 2006. This year we plan to develop the Division's web pages on the IAAP web site.

We have also raised the profile of the Division through Division-sponsored symposia and co-sponsored symposia with our affiliate organization, the International Test Commission (ITC). For the 2008 Berlin Congress a total of six invited symposia, some jointly with the ITC, were presented:

- The Impact of Internet Testing on People and Society (Convenor: I Coyne)
- Test security applications of innovation in data forensics analysis (Convenor: D Foster)
- Cross-cultural issues (Convenor: F van de Vijver)
- Diverse methodological issues in cross-cultural research (Convenor: B Byrne)
- Testing and Assessment in Emerging and Developing Countries I: The current state (Convenor: M Born)
- Testing and Assessment in Emerging and Developing Countries II: Challenges and recent advances (Convenor: F Cheung)

In addition there were two further invited symposia convened by ITC Council members on topics relevant to the Division:

Best practice assessment challenges in applied contexts (Convenor: C Foxcroft)

ITC Guidelines and methodology for adapting educational and psychological tests. (Convenor R Hambleton).

Outline proposals have been submitted for a number of Division 2 sponsored events at the 2010 IAAP Melbourne Congress. We will also be formally designating the 2010 ITC Conference as a satellite of the Melbourne ICAP. The 2010 ITC Conference will be held in Hong Kong immediately following the IAAP Congress.

The Division Executive is actively exploring ways in which we can benefit from a close alliance with the ITC and more involvement in ITC projects, such as the development of Guidelines and the sponsorship of workshops and conferences.

*Dave Bartram, President, Division 2*

## Testing in Albania: A New Field Full of Needs and Challenges

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Albania is a small (i.e., 28,748 square kilometers) and relatively old Mediterranean country, with a history dating from the 4th century BC. Albania is located in Southern Europe and is one of more than 10 Balkan nations. It is bordered by Montenegro in the north, Kosovo in the northeast, the Republic of Macedonia in the east, and Greece in the south. It lies east of Italy, separated by the Adriatic and Ionian Seas that provide beautiful views with mountains, hills, and beaches.

Albania was a closed country for 47 years (1944–1991) due to a dictatorial regime with strong alliances with the People's Republic of China. Political and economic changes beginning in the early 1990s drastically altered Albanians' lives. Under communism, most Albanian households shared similar standards, conditions, and lifestyles. However, changes fostered differences among Albanian households. Changes within the political system and the introduction of a market economy led to radical economic and social reforms.

The changes became very visible in the way people lived and reacted toward stress, resulting, in part, from natural life difficulties exacerbated by economic and social reforms. The number of people who suffer from psychological disturbances increased considerably, thus warranting the need for mental health professionals. The number of psychiatrists graduated from the universities increased and new professions emerged, including psychologists and social workers who promoted different ways of treating people with mental illness. In 2000, the first psychologists graduated in Albania. Since then, school and clinical, the only two psychology specialty areas, began to expand their services.

The need for high quality psychological tests to assist in diagnostic and treatment services for persons with mental illnesses has become apparent during the last 15 years. Many professionals have personally purchased psychological tests and either translated or adapted them for use in clinical assessment. Preparation for clinical practice has been acquired privately rather than through concrete plans for training that reflect prevailing needs.

In 2000 some pediatricians, general physicians, and psychiatrists were trained in Switzerland to use intelligence tests (e.g., the Griffiths Mental Development Scales [Griffiths MDS] and the Snijders-Oomen Non-verbal Intelligence Test [SON-R]). The use of the Griffiths is very popular in Albania and generally is considered to be the only standardized test in general use in Albania.

The following tests are used mainly in Tirana, the capital of Albania, in a non-standardized fashion: Wechsler Intelligence Scale for Children-Revised, Wechsler Adult Intelligence Scale, Strengths and Difficulties Questionnaires to screen for general symptomatology in children, the Hamilton Rating Scale for depression, Brief Psychiatric Rating Scale, and the Beck Depression Inventory. These tests generally are used in psychiatry as well as in national and local mental health centers, mainly with children.

These tests should be considered to be non-standardized in that no professional body has utilized procedures for standardizing them. The tests are translated and adapted by one or two professionals. Although not a test, the Global Assessment of Functioning from the Diagnostic and Statistical Manual of Mental Disorders also is used.

No tests are available to assess children's behavior at school. These evaluations typically are based on a professional's personal perception and the use of academic performance tests—professionals observing a student's performance. Tests rarely are used in employment selection or evaluation. Instead, various national laws lead to policies for evaluating work performance.

Public or private professional bodies that address psychometric problems do not exist. In addition, there are no psychometric experts in Albania. The good will displayed by professionals, albeit important, is not enough to ensure the quality and the credibility of test results. Awareness of the difficulties is widespread throughout psychology, especially among those who work in the mental health fields who recognize the importance of obtaining and using standardized tests as needed resources when providing mental health services.

Thus, the need for standardized tests in Albania is urgent. Their development will require considerable financial support, professional good will and dedication to assist in their norming and support from the political environment. Many professionals are interested in engaging in test development and seem willing to assist in these efforts.

## Division 7: Applied Gerontology

At the American Psychological Association convention in August 2008, there was a Presentation sponsored by Division 52 (International Psychology). The topic of this roundtable discussion was "Ethical issues in treating Non-English speaking elders". The Session was chaired by Norman Abeles and participants were Florence Denmark, PhD and Richard Velayo, PhD, both from Pace University in New York; Rivka Bertisch Meir from the University of New York, Herbert Lehman College, and Artemis Pippinelli, PhD from Walden University.

In other international activities, Division 52 of APA has developed a DVD documentary about International Psychology. The purpose of this documentary is getting undergraduate students and students in general more involved in international activities.

The DVD includes such topics as profiles of international psychologists including where they work and who they work with, descriptions of international projects, student opportunities at the UN, and how students have gotten funding for their international projects.

International Psychologists in the video represent all the continents and include such countries as Argentina, Canada, Dubai, Germany, Ireland, Japan, Jordan, Kuwait, Turkey, and the United States. International Psychologists featured include Jim Georgas from Greece, Mike Knowles from Australia, Elizabeth Nair from Singapore, and Bruce Overmier (past president of IUPsyS). APA is featured through representative members and many members of Division 52 like Drs. Rivka Bertisch Meir, Florence Denmark, Uwe Gielen, Michael Stevens, Richard Velayo, and Danny Wedding. APA's Executive Officer, Norman Anderson, is seen speaking from the podium at the United Nations and



Dr. Ray Fowler is seen speaking from the APA's meetings. The DVD was shown at the August meeting of the APA's 2008 convention program in Boston.

Division 52 also presented two awards, one for a US Psychologist and one for a non-US psychologist. The first went to Ronald P. Rohner and the other went to Ramadan A. Ahmad. The awards committee was chaired by Michael Stevens and included members Joy Rice and Norman Abeles. The newly elected President of Division 52 is Danny Wedding and the new Treasurer is Janet A. Sigal. Senel Poyrazli continues as editor of the International Psychology Bulletin (IPB). There are plans underway to explore the possibility of a full journal for Division 52. This Task force is chaired by Dr. Poyrazli and Dr. Pickren is co-chair.

*Norman Abeles, President, Division 7*

## Division 8: Health Psychology

### Division 8 Website

The Division 8 Webmaster has come up with a new structure for the new IAAP Division 8 Website which conforms to the IAAP corporate design. We aim to have this website online by September 2008. The old website will still be available for a transitional period.

### ICP Berlin

Division 8 members were active at the 29th International Congress of Psychology (ICP) in Berlin, July 20-25, 2008. Some of the highlights from this program were as follows:

#### *Keynote Talks*

Wolfgang Stroebe: The psychology of dieting and overweight: Testing a goal conflict model of the self-regulation of eating

Wilmar Schaufeli Employee engagement: A new challenge

#### *Invited Symposia*

- On misery with company: Dyadic perspectives on stress, coping, and intervention  
Nina Knoll (Convenor)
- Health behavior change interventions: How they work  
Aleks Luszczynska (Convenor)
- Psychological well-being: When coping makes a difference  
Daniela Zanini (Convenor)
- Gender and Health  
Adriana Baban (Convenor)
- Self-Regulation and health: Perspectives from social and personality psychology  
Barbel Knauer and Christine Stich (Convenors)
- Self-regulation: Key factor in health behavior change?  
Benicio Gutiérrez-Doña and Amelie Wiedemann (Convenors)

In addition, several papers and posters in health psychology were presented by Division 8 members. See <http://www.icp2008.org/>

#### *STAR London*

Division 8 members were also active at the 29th Stress and Anxiety Research Society (STAR) Conference held at Birkbeck, University of London, July 16-18, 2008. <http://>

[www.bbk.ac.uk/psyc/star](http://www.bbk.ac.uk/psyc/star)

Workshops were presented by Brian Hall on resilience in the face of trauma and by Petra Buchwald and Tobias Ringeisen on coping with inter-cultural conflicts.

### *Symposia*

- Positive Coping and Social Support: Recent Findings  
E. Greenglass (Convenor)
- Coping in Adolescents  
E. Frydenberg (Convenor)
- Advances in Perfectionism Research  
Joachim Stoeber (Convenor)
- Mediators and moderators of the relationships between social support and health-related outcomes  
Aleksandra Luszczynska (Convenor)

### Publications

Division 8 members have also been publishing in a variety of journals and books. Some recent publications are found below:

#### *Lead article*

Schwarzer, R. (2008). Modeling health behavior change: How to predict and modify the adoption and maintenance of health behaviors. *Applied Psychology: An International Review*, 57, 1-29.

#### *Articles In Press*

Lippke, S., Ziegelmann, J. P., Schwarzer, R. & Velicer W. F. (in press). Validity of stage assessment in the adoption and maintenance of physical activity and fruit and vegetable consumption. *Health Psychology*.

Scholz, U., Nagy, G., Schütz, B., & Ziegelmann, J.P. (in press). The role of motivational and volitional factors for self-regulated running training: Associations on the between- and within-person level. *British Journal of Social Psychology*.

#### Special Journal Issue and Journal Articles 2008

Lippke, S., & Ziegelmann, J. P. (Eds.). (2008). Theory-based health behavior change [Special issue]. *Applied Psychology: An international Review*, 57(4).

Reuter, T., Ziegelmann, J. P., Wiedemann, A. U., & Lippke, S. (2008). Dietary planning as a mediator of the intention-behavior relation: An experimental-causal-chain design. *Applied Psychology: An International Review*, 57 (Suppl.1), 194-207.

Lippke, S., & Ziegelmann, J. P. (2008). Health behavior and health behavior change—Theories and evidence. *Applied Psychology: International Review*, 57(4), 541-543.

Plotnikoff, R.C., Lippke, S., Courneya, K. S., Birkett, N., & Sigal, R. J. (2008) Physical activity and social cognitive theory: A test in a population sample of adults with Type 1 or Type 2 diabetes. *Applied Psychology: An international Review*, 57(4), 628-643.

Luszczynska, A., & Tryburcy, M. (2008). Effects of a self-efficacy intervention on exercise: The moderating role of diabetes and cardiovascular diseases. *Applied Psychology: An international Review*, 57(4), 644-659.

Michie, S., Johnston, M., Francis, J., Hardeman, W., & Eccles M. (2008). From theory to intervention: mapping theoretically derived behavioural determinants to behaviour change techniques. *Applied Psychology: An international Review*,

57(4), 660-680.

Scholz, U., Knoll, N., Roigas, J., & Gralla, O. (2008). Effects of provision and receipt of social support on adjustment to laparoscopic radical prostatectomy. *Anxiety, Stress, & Coping*, 21, 227-241.

Scholz, U., Schütz, B., Ziegelmann, J. P., Lippke, S., & Schwarzer, R. (2008). Beyond behavioural intentions: Planning mediates between intentions and physical activity. *British Journal of Health Psychology*, 13, 479-494.

Schwarzer, R., & Luszczynska, A. (2008). How to overcome health-compromising behaviors: The Health Action Process Approach. *European Psychologist*, 13, 141-151.

### New Books

Fydenberg, E. (2008). *Adolescent coping: Advances in theory, research and practice*. London: Routledge.

Buchwald, P., Ringeisen, T., & Eysenck, M. (Eds). (2008). *Stress and Anxiety: Application to Life Span Development and Health Promotion*. Berlin: Logos Verlag. Some Chapters by Division 8 Members:

Greenglass, E., & Nash, K. Coping and emotional labour: Theoretical considerations.

Hall, B., Canetti-Nisim, D., & Hobfoll, S. E. Posttraumatic growth following terrorism: A review of several studies of terrorism in Israel.

Ringeisen, T., & Buchwald, P. It matters who you turn to: The relational self-construal and communal coping.

### Book Chapter in Press

Greenglass, E. (in press). Social psychological antecedents of burnout: A Study of the role of dedication, coping and social support in relation to burnout components. In D.Chadee (Ed.), *Research in Social Psychology*. UWI Press.

### New Journal

*Applied Psychology: Health and Well-being*, Editors in Chief, Ralf Schwarzer and Christopher Peterson. The first issue appeared in July 2008.

Collaborative activities continue between Division 8 members and boards and their counterparts in STAR (Stress and Anxiety Research Society) and EHPS (European Health Psychology Society).

Division 8 members continue to be active researchers as seen in at least 50 papers in peer-reviewed journals from 2006-2008.

### New Grant

A »Future Leaders of Ageing Research in Europe (FLARE)« grant of 245.120,00 Euro was awarded to Jochen P. Ziegelmann for the interdisciplinary European research consortium »Fostering Lifelong Autonomy and Resources in Europe: Behaviour and Successful Ageing (FLARE-BSA: [www.health-and-aging.de](http://www.health-and-aging.de))».

### New Editors

Aleksandra Luszczynska, with Joachim Stoeber are the new Editors- in-Chief of the journal, *Anxiety, Stress and Coping: An International Journal*

Tobias Ringeisen is the new Editor of the STAR Newsletter

Health Psychology Programs

Wilmar Schaufeli is Founder and Coordinator of a research program on Preventive



Occupational Health, Utrecht University (includes 12 Ph.D. projects)

## .Upcoming Conference

22nd Conference of the EHPS »Behaviour, Health & Healthcare: From Physiology to Policy«. Bath, UK, September 9-12, 2008

*E. Greenglass, President, Division 8*

## Division 13: Traffic and Transportation Psychology

This is an exciting time for Traffic and Transportation Psychologists. At the time of this writing our Fourth International Conference on Traffic and Transport Psychology is to be held in Washington from 31 August to 4 September. By the time this appears in the IAAP Bulletin, over 300 conference delegates from across the globe will have gathered to hear and talk about the latest research in this field. Elsevier will publish a book based on selected papers from the Conference, while all the papers will be available on-line via the Division's website in due course.

Our sincere thanks go to Conference Organising and Scientific Committees Chair Bryan Porter for his excellent stewardship of this conference to make it such a great success. The ICTTP4 Organising Committee: Bryan Porter (Chair), USA; Ian Glendon, Australia; Denis Huguenin, Switzerland; Kristie Hebert Martinez, USA; Mary Ann Rayment, USA; Cynthia Sabo, USA; Geoff Underwood, UK; and Kelli England Will, USA. Scientific Committee members: Lars Åberg, Sweden; David Eby, USA; John Groeger, UK; Timo Lajunen, Turkey; Kazumi Renge, Japan; Farida Saad, France; and Heikki Summala, Finland.

At this conference we will also have met as a Division 13 committee to discuss, inter alia, preliminary arrangements for ICAP 2010 and to consider potential venues for the Fifth ICTTP in 2012, for which we have already received bids.

ICTTP4 will also be the occasion for an Editorial Board Meeting of the journal Traffic and Transportation Research Part F: Traffic Psychology and Behaviour, which in line with expanding research in this field, continues to go from strength to strength under the editorship of Talib Rothengatter and John Groeger.

The 4th International Conference in Driver Behaviour and Training will be held in London in November 2009. The first call for papers will be announced in November 2008. Abstracts will be reviewed by the Scientific Committee and a selection of papers will be published by Ashgate in 2010. Further information from: [l.dom@cranfield.ac.uk](mailto:l.dom@cranfield.ac.uk).

Our new website is now up and running, and includes full details of all Division 13 past and future events (<http://www.iaapsy.org/division13/>). We will be updating our website on a regular basis from now on. Our thanks go to José M Prieto and his team for their excellent help in preparing our webpage.

We have a full complement of Committee Members to serve the Division, including representatives to cover all parts of the world. The current Division 13 Committee is:

- President: Ian Glendon, Australia
- President-Elect: Gerald Matthews, USA
- Past-President: Raphael Denis Huguenin, Switzerland
- Secretary/Treasurer: Linda Steg, The Netherlands
- Regional representative Africa: Rémi Kouabenan, France
- Regional Representative America: Bryan Porter, USA

*Regional Representative Asia: Kazumi Renge, Japan*  
*Regional Representative Australasia: Tony Machin, Australia*  
*Regional Representative Europe: Lisa Dorn, UK*  
*Ian Glendon, President, Division 13*

## Division 14: Applied Cognitive Research

The division wants to focus its work on two central research topics, among others: Firstly, new ways of designing decision and knowledge processes, and secondly, new ways of connecting organizational and individual development. The first issue is addressed by two special issues of scientific journals and one international conference. The second topic is also planned to be represented either by articles in IAAP's journal or a special issue of another journal. The calls for papers for a special issue on "Knowledge Visualization" (published in *Journal of Intelligent Decision Technologies*, 2(2), 2008) as well as on "Cognitive Design" (*Journal of Universal Computing Science*, forthcoming) have been welcomed and responded to by the division members. An international symposium on "Cognitive Design" was integrated into Germany's major Computing Science and Human Computer Interaction Congress, "Mensch & Computer", in September 2008. An international congress on "Cognitive Design" will follow in February 2009 as an international forum of the LearnTec fair on learning technologies. The calls have been published on the division's blogging page which is currently under reconstruction. Division members Alan Lesgold and Chris van Tonder volunteered to support the IAAP governance board. Next activities will be a call for a special issue on "Psychopathology of Organizations" and an edited volume on knowledge based technologies in e-learning and web based training.

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## Division 15: Student Division

2006/2008 Report

After the ICAP in Athens, the new Executive Committee of IAAP Division 15 was formed with the following members:

- President: Kristina Poto nik (Slovenia)
- Newsletter editor: Anna Sagana (Greece)
- Webmaster: Samuel M. García Tamajón (Spain)
- TF divisional governance officers: Houda Hamama (France) and Niki Romanou (Greece)
- APAGS liaison: Nadia T. Hasan (USA)
- SIP Student Task Force Liaison: Marco Peña Jiménez (Peru)

The Executive Committee developed the following mission for 2006-2010:

- “To promote and support a network of students who share a common interest in international development, teaching, trends, applications, and research in applied psychology”
- The following concrete objectives were set:
- To get more new members and to motivate current members to renew their membership.
- To provide a social environment for the discussion of current issues in applied psychology.
- To create stronger links with other student associations, such as EFPSA (European Federation of Psychology Students' Associations,) and APAGS (American Psychological Association of Graduate Students).
- To create a database with useful information for students, such as mobility programs, scholarships, research grants, study and work abroad.
- To foster the promotion of the Student Division not only at the main international congresses, but also at local and national congresses.
- To promote international ethical guidelines in professional practice and research in applied psychology.

So far, we have made important progress towards achieving these objectives through the following activities:

- Presentations at congresses
- Newsletter
- Division website
- Promotional material
- Cooperation with APAGS and SIP Student Task Force
- Preparation for the 26th ICAP in Melbourne
- Presentations at congresses

### The International Congress of Applied Psychology

The Student Division, under the previous mandate, carried out a special program in collaboration with the European Federation of Psychology Students' Associations (EFPSA) and the Greek Psychology Students' Association (GPSA), which included a presidential address, a round table, and an invited speaker (Prof. Robert Wood). Unfortunately, a workshop about “Food disorders: body image disturbance” was finally cancelled. Greek students also took very good care of social activities.

### Spanish Psychology Students Congress

In cooperation with the Spanish Psychology Students' Association and the European Federation of Psychology Students' Associations, the Student Division organized a round- table at the 1st Spanish Psychology Students Congress ([www.cep-pie.org/cnep](http://www.cep-pie.org/cnep)) which took place in Malaga (April 18-20, 2007). We had an opportunity to present our activities and plans for the near future, trying to motivate students to join IAAP and our Division.

### European Congress of Psychology

The Student Division organized an invited symposium entitled “IAAP Division 15: Students over the five years since its establishment”, and a roundtable about “Original ways of communication among professionals' and students' associations” at the 10th European Congress of Psychology which took place in Prague (July 3-8, 2007). Both



activities were great successes because they were the only student activities organized at the congress, and because many of those who attended them showed an interest in the Student Division and in IAAP and its activities in general.

### International Congress of Psychology

The Student Division, in cooperation with Division 1, organized a workshop about "Publishing Internationally". The workshop was given by Professor Michael Frese, within the pre-congress workshop program (July 20, 2008) at the 29th International Congress of Psychology in Berlin. The goal of the workshop was to provide psychology students and young psychologists with the knowledge regarding the issues, such as framing the article well, producing a good story, theory, writing style and transitions, choosing the right journal, response to rejection and rewrites, editing the article correctly, etc., in order to help them publish their work.

### Newsletter

The Newsletter has been one of the most effective ways to spread news and to promote the Student Division since 2005 when we published our first volume. In 2007, we got the electronic ISSN (1791-034x) and changed the front-page design. All issues are uploaded at the Division website (visit [www.iaapsy.org/division15](http://www.iaapsy.org/division15)).

### Website

Our Division has launched a new website in line with the IAAP website Project. We would like to thank José María Prieto for his help and support and also to Justyna Jachimowska and José Ramón Correas who uploaded all the information we sent them very quickly and efficiently. Please, visit [www.iaapsy.org/division15](http://www.iaapsy.org/division15) to get acquainted with our goals, plans for the future, and the history of our activities. We also uploaded some of the available above-mentioned presentations that were organized on the behalf of the Student Division at different congresses. You will also see our contact details, and most importantly, our mailing list, to which you may subscribe immediately. We also have a News section, where we present different announcements for the congresses, workshops, and so forth.

### Promotional material

Apart from the website, we also prepared a new, updated leaflet, in accordance with the IAAP corporate design. We distributed these leaflets for the first time during the ICP in Berlin.

### Cooperation with APAGS and SIP Student Task Force

The Student Division has been cooperating with APAGS since 2002. We have an APAGS liaison in our Board, Nadia T. Hasan, who has been informing our members about the activities in APAGS and promoting our Division among US psychology students. Moreover, we have just recently launched an active cooperation with the Student Task Force of SIP (Interamerican Society of Psychology) in order to promote and encourage student activities in Latin America. We have invited a new member to our Board - Marco Peña Jiménez from Peru, our liaison to the SIP Student Task Force.

### Preparation for the 26th ICAP in Melbourne

We started the talks with Michael Kyrios, the chair of the scientific program, to tell him we would like to participate in the organization of the student program at the next ICAP. We agreed to keep in touch after the Australian student representatives who would help us with the organization of the student activities are identified.

*Kristina Poto nik, President, Division 15*

## Division 16: Counselling Psychology

I am pleased to report that the biennial report (2006-2008) of Division 16 was (well) received by the IAAP Board of Governors at its meeting in July in Berlin. Some of the highlights of that report include expansion of the Division's Executive Committee to include separate Secretary and Treasurer positions, and two executive members-at-large were added to ensure representation from Europe and Asia. We have also expanded the number of countries having national representatives to the Division, which now numbers 16.

The Division is particularly proud of the special issue of the *International Journal of Applied Psychology* on international perspectives on counseling psychology, edited by Fred Leong and Mark Savickas. The journal's publisher, Wiley-Blackwell, reported on the high number of electronic accesses of the papers in this special issue.

The Division is also proud of the three editions of its newsletter that it has published since the 2006 conference in Athens, and we gratefully acknowledged its editor, Professor Maria Malikiosi-Loizos of the University of Athens.

The Division's website, also available to members, is maintained by the webmaster, Kevin Glavin of Kent State University (USA).

Progress in the internationalization of counseling psychology was enhanced by the participation of a number of our members at the International Counselling Psychology Conference in March 2008, sponsored by the Society for Counseling Psychology of the American Psychological Association. Two members of our Executive Committee, Professors Jean Guichard, Conservatoire National des Arts et Metiers (France), and Alvin Leung, Chinese University of Hong Kong (Hong Kong), and one of our national representatives, Professor Raoul Van Esbroeck (Belgium) were recipients of 2008 Distinguished Contributions to the International Advancement of the Counseling Psychology Profession. Professor Maria Eduarda Duarte, the Treasurer of the Division, gave one of the opening addresses at this conference.

A number of members participated in the International Congress of Psychology in Berlin in July, where a number of pertinent symposia were presented, including a further discussion on the theme of defining counseling psychology in the international context. The Division is looking forward to the 2010 IAAP conference in Melbourne where it anticipates having strong participation. Please consider planning to submit a program for this conference.

*Richard A. Young, President, Division 16*



Have you got comments,  
ideas or suggestions? Let  
us know. Send them to  
[iaapnews@yahoo.com](mailto:iaapnews@yahoo.com)

# Interview

*Summary of an Interview with Mr. Djankou Ndjoukou, Director of the International Labour Organization (ILO) Office in New York and Representative to the United Nations, conducted by Drs. Walter Reichman and Mary O'Neill Berry, NGO Representatives of the International Association of Applied Psychology (IAAP) to the United Nations\**

## Achieving “Decent Work” in the World: The Role of the International Labour Organization (ILO) and Potential for I/O Contributions

### Introduction:

The International Labour Organization (ILO) is one of the oldest and most influential world organizations that deal simultaneously with issues of labor, management and government. The ILO was created in 1919 as part of the Versailles peace conference which ended WWI and created the League of Nations, of which the ILO was an integral part. Eighty-nine years later, it is still an active component of the world of work as a specialized agency of the United Nations, with headquarters in Geneva. The ILO is a prime mover in developing policies and international conventions relevant to globalization. The ILO could benefit from the research and experience of industrial/organizational (I/O) psychologists and could be a way for I/O to increase its influence and prominence on world policies related to work. We learned, however, that the ILO knows relatively little about the I/O profession. And, many of our I/O colleagues are unaware of the ILO.

We had the opportunity to interview Mr. Djankou Ndjoukou, the Director of the New York Office of the ILO and its representative to the United Nations.

### What is Meant by the Concept of “Decent Work”?

It is an attempt to distinguish between the quantitative and qualitative approach to work. The idea and goal of “Full Employment” means that nearly everyone should have a job, even if not all jobs are good jobs. In statistical terms, bearing in mind seasonal and other short, cyclical adjustments, an economy with less than 4% open unemployment is considered to be in “full employment”. Many working poor in developing countries make \$1 a day for a 16-hour day. That’s not “decent work”. The Decent Work agenda includes four pillars:

The first pillar of Decent Work is Fundamental Rights at Work (based on ILO conventions, and in particular those called core conventions, which are contained in the Declaration on the Fundamental Principles and Rights at Work). As a member of ILO, a country should adhere at least to the spirit of these core conventions, even if they have not ratified them.

The second pillar of Decent Work is Employment itself – having a job. This should be obvious since there would be no point talking about rights at work if there was no work. Promoting employment is therefore a key part of the ILO’s role; we urge governments



to have employment-friendly economies. Economic growth without job growth is not enough.

The third pillar is Social Protection – the conditions of work, occupational safety and health, social security/pensions, minimum health care, etc.

The fourth pillar of Decent Work is Social Dialogue – workers and employers must have a voice in decisions affecting their lives. They need to be able to join or create organizations to represent them if they want to. They need to be able to address violations in labor codes through legal means.

## Describe the Changes in the Conditions of Labor over the Past 25 Years.

Two terms summarize the biggest changes. The first is “Flexibilization.” There has been increased pressure for companies to pursue more “flexible” employment arrangements and for governments to relax labor regulations. These pressures are exerted by market competition as well as key international institutions. For example, The World Bank publishes a report that ranks countries on the “Ease of Doing Business” – the ease of starting a business, and the looser the fiscal and labor regulations, the higher the rank. A danger implicit in this is that the looser the regulations, the greater the pressure to downgrade conditions of work. In the 2008 edition, the Ease of Doing Business Index was allegedly revised to be more compliant with ILO standards but problems remain which are being examined by ILO and other institutions, including trade unions.

The second term is “Polarization.” An example of this is the increased tendency towards reducing the “official” length of the work-week and to increase the length of vacations, as people seek to improve their work-life balance and do a better job of coping with their family responsibilities. At the same time, there is pressure to work longer hours to make up for inadequate earnings. These are conflicting objectives. And the picture is even more extreme in developing countries, where much of the employment is in the informal sector – individuals make their own conditions of work, and many of them are working longer and longer hours.

## The ILO’s View of the Impact of Globalization.

The ILO’s World Commission on the Social Dimensions of Globalization, which issued a report in 2004, addressed the effects, opportunities, and challenges of globalization. Certainly, there have been gains from globalization, but it has failed to create the jobs we thought it would. There has been increased economic growth but very little job growth; formal wage employment has decreased while informal wage- and self-employment have increased. The majority of people worldwide have not benefited from globalization. There is also a large gap in technology and communications, both of which are very important. Many jobs in the developing world are in the informal sector, where many workers have no protected rights, no voice. Exploitation still exists, in terms of non-compliance with workers’ rights. Money flows more easily through globalization than do people and many young people, especially in Sub-Saharan Africa, are risking their lives or dying trying to travel to where they believe the jobs are, because they feel they have no choice back home, no access to work nor to wealth. Globalization has not helped the migration problem; it may even have exacerbated it.

## What is the Consensus Process by which the ILO Reaches Agreement among Government, Management, and Labor?

The ILO is the only tripartite organization of its kind. It is constitutionally represented



by Government, Business (Employers) and Labor (Workers). This means that in any decision-making instance, such as the Governing Body, these three parties come together to deliberate. As an example, there is an annual conference in Geneva in June (the International Labour Conference), attended by each country's delegation, composed of four persons (two from Government, one from Business, one from Labor).

They may be accompanied by technical advisors. Once they are at the conference, they are no longer "country representatives" but instead, they serve the group of which they are a part (Government, Business, or Labor). In general, the Director General submits proposals suggesting topics for discussion and reports are prepared on such topics. The topics are discussed by the representatives until they come to a common position. If an issue cannot be resolved by consensus, it is put to a vote.

## What is the Relationship between the ILO and the UN and what are the ILO's Goals in its Work with the UN?

The ILO predates the UN, since it was formed in 1919, but since 1946, it has been a part of the UN, with the same working conditions. It is a specialized agency of the UN (as are WHO, FAO, UNESCO, and UNIDO). The ILO's Constitution states that there can be no lasting peace without social justice. The ILO's primary role within the UN family is therefore to promote social justice. The ILO started out as a body to protect workers' rights. It has broadened since; for example, in 1944, the Declaration of Philadelphia dealt with, among other things, the fight against poverty, and brought along the idea that "poverty anywhere is a threat to prosperity everywhere".

Here in New York, our interest at the UN is different from that of country representatives. The ILO has an agenda to promote, the Decent Work Agenda, and we use the UN platform to promote that agenda globally. Our message is simple: "Decent Work for all". We have to keep reminding the other members of the UN family and the governments of the importance of decent work.

## Describe the Relationship between the ILO and the Global Compact.

We have a good relationship. ILO is part of the six-member Inter-Agency Team, one of the elements in the Global Compact's multi-centric governance framework. ILO participation in the Global Compact focuses on the promotion of the four labor rights principles, derived from the ILO Declaration on the Fundamental Principles and Rights at Work: freedom of association and recognizing the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the fight for the effective abolition of child labor; and eliminating discrimination in respect to employment and occupation.

The Global Compact is a framework for businesses, which in turn are ILO's constituents (Employers). Many of the participants in the Global Compact are Employer (Business) representatives to the ILO.

## Do you have Relationships with the Labor Unions in the US?

The ILO Office in Washington DC deals with US constituents as well as the Bretton Woods institutions and multilateral regional agencies based in Washington, DC. The New York Office gets involved with US unions in UN-related activities. We coordinate with our colleagues in Washington.

## What is the ILO's Position on International Conflicts (Darfur, Iraq, Israel-Palestine, etc.)?

The ILO has very little direct role in dealing with conflicts and disasters, whether man-made or natural. We do help with the restoration of livelihood and are involved in post-

conflict reconstruction in conjunction with peace-building efforts.

## Are there I/O Psychologists Working at the ILO and what Could/Should their Role be?

Currently, the ILO has sociologists, economists, and lawyers, but not I/O Psychologists. The department that deals with the conditions of work would be a good place to have them. In Geneva, there is a perception that I/O Psychology has a different role because it addresses issues at the enterprise level (micro vs. macro). I/O research could fit well with ILO thinking and could push forward subjects that would be important in the future. So it is important to make available I/O research to the ILO, to feed into what the ILO does. It would complement what the ILO does. We need more communication, need to learn more from each other, exchange views.

## What are your Goals for the Status of Labor in the World in the Next 10 Years?

To have decent work for all.

## What are your Goals for the ILO in the Next 10 years?

My goals for the ILO are that the world continues to recognize the relevance of ILO's mandate and ILO's role in global affairs. The ILO promotes values and while a values-based organization, it also promotes change. I would hope that the world would continue to see the added value the ILO brings so that the social and the economic play an equally important role. We have been a strong voice in social change, but we have not been as good at publicizing that as we should have. Many of the "codes" in existence in the world now started out as ILO conventions.

Closing Note from the Authors: We believe that I/O Psychology has the potential to influence the work of the ILO and would like to develop closer relationships with the organization. Perhaps one day soon, I/O psychologists will take their place alongside sociologists, economists, and lawyers in developing plans for labor, management and governments to promote decent work.

## About Mr. Djankou Ndjonkou:

Mr. Djankou Ndjonkou was born and raised in Cameroon. He graduated from the University of Marburg and completed post-graduate studies in Agricultural Economics, Higher Education and International Development at the Universities of Göttingen and Kassel in Germany. He joined the International Training Center of the ILO, then worked at ILO headquarters in Geneva, as well as in Cote d'Ivoire (West Africa) and opened the first ILO office in post-apartheid South Africa. He was Director of the ILO Office in Beijing with responsibility for Mongolia, Hong Kong, and Macao. In 2004, he became Director of the New York office and representative to the United Nations.

*\*Drs. Walter Reichman and Mary O'Neill Berry are I/O psychologists and consultants at Sierra Survey Intelligence. They are the representatives to the Economic and Social Council (ECOSOC) from IAAP.*

The deadline for submissions for the January, 2009 Edition of the Bulletin is November 17, 2008. Please submit your news or articles before the deadline to [iaapnews@yahoo.com](mailto:iaapnews@yahoo.com)





Ursula Gielen

Ursula Gielen (1916-1997, Germany) was vitally interested in the well-being of indigenous, persecuted, and poor people around the world, with a special emphasis on women and children. Her legacy and commitment to international concerns and human welfare continues through her children: Ute Seibold, a former foreign language secretary in Switzerland; Uwe Gielen, an international psychologist in the United States; Ordina Diephaus, a former interpreter with the European Parliament in Belgium and France; and Anka Gielen, a counseling psychologist in Germany.

## Announcement and Criteria for the Ursula Gielen Global Psychology Book Award

The mission of Division 52 (the International Division) of the American Psychological Association is to advance psychology internationally as a science and profession through education and advocacy. In support of this mission, the Ursula Gielen Global Psychology Book Award is presented to the author(s) or editor(s) of a recent book that makes the greatest contribution to psychology as an international discipline and profession, or more specifically, the degree to which the book adds to our understanding of global phenomena and problems from a psychological point of view. Examples include psychological interventions at the micro- and macro- levels, multinational organizations, questions of mental health, pedagogy, peace and war, gender roles, contributions of indigenous psychologies to global psychology, textbooks that integrate theory, research, and practice from around the globe, edited volumes integrating contributions from scholars around the world, and overviews of international and global psychology.

### Inclusions and Exclusions

Nominations may include authored or edited volumes in any language. All submissions must be accompanied by a 2-page letter in English making a case for the book's potential contribution to global psychology. Copyright must be 2007. Nominations may not include fiction and biographies.

### Specifics of the Award

Winners will be announced by February 1, 2009, presented with a certificate, and invited to give an address at the August APA 2009 Convention in Toronto, Canada. They will receive full payment of the convention fee and a stipend of \$500 to help fund their attendance at the convention.

### Procedures

All nominations, accompanied by the 2-page letter, and three copies of the book, must be made by September 1, 2008, and sent to:

Renée Goodstein, Ph.D.  
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IAAP ADOPTS THE  
UNIVERSAL DECLARATION  
OF  
ETHICAL PRINCIPLES  
FOR  
PSYCHOLOGISTS

*Janel Gauthier, Secretary-General and Chair of the Committee on Ethics of the International Association of Applied Psychology*

As Chair of the Ad Hoc Joint Committee for the Development of a Universal Declaration of Ethical Principles, I presented in the last issue of the IAAP Newsletter (Gauthier, 2008c) the third draft of the Universal Declaration of Ethical Principles for Psychologists. I also announced that this third draft would be reviewed, discussed, and considered for adoption in July 2008 by the organizations sponsoring the development of the Universal Declaration.

It gives me great pleasure to inform you today that the third draft of the Universal Declaration of Ethical Principles for Psychologists was adopted by the General Assembly of the International Union of Psychological Science (IUPsyS) on July 22, and subsequently by the Board of Directors of the International Association of Applied Psychology (IAAP) on July 26. In both instances, the vote on the motion to adopt the Universal Declaration was unanimous. This means that the Universal Declaration is no longer the product of a working group. It has become the product of Psychology as a discipline. This also means that the Universal Declaration, as adopted in Berlin, enjoys strong, broad, and enthusiastic support from the international psychology community, which augurs very well for the future of the Declaration.

I would like to use this opportunity to also let you know that I will be presenting the Universal Declaration of Ethical Principles for Psychologists at the Annual DPI/NGO Conference that will be held at UNESCO in Paris from September 3-5, 2008. It will be the first time that the conference will take place outside of United Nations headquarters in New York City. The Conference is being organized to commemorate the 60th Anniversary of the adoption of the Universal Declaration of Human Rights. The Conference is held in Paris because the Universal Declaration of Human Rights was adopted in Paris in 1948. One could not have chosen a better time to present the Universal Declaration of Ethical Principles for Psychologists at the UN. It will help to get it out there. I wish to thank Dr. Judy Kuriansky for making the arrangements for me to present at the DPI/NGO Conference in Paris and IAAP for making it possible for me to attend the Conference.

The development of a universal declaration of ethical principles for psychologists was an ambitious goal and a challenging process. As psychologists, all of us have every reason to be mighty proud of what we have been able to achieve together. Such a level of success requires the contributions of many people from many regions of the world. First, I would like to thank the organizations that jointly sponsored the development of the Universal Declaration. They have not only endorsed or approved the project as a joint international venture, but they have also provided continuous support and feedback. Second, as Chair, I would like to express my gratitude to the members of the Ad Hoc Joint Committee for the Development of a Universal Declaration of Ethical



Principles for Psychologists who have so kindly contributed through their knowledge and expertise to the development of the Universal Declaration. Those members are (in alphabetical order): Rubén Ardila (Colombia), Lutz Eckensberger (Germany), Nasrin Jazani (Iran), Hassan Kassim Khan (Yemen), Catherine Love (New Zealand), Elizabeth Nair (Singapore), Kwadzi Nyanungo (Zimbabwe), Paul B. Pederson (United States), Tuomo Tikkanen (Finland), Ann Watts (South Africa), and Kan Zhang (China). Finally, I would like to extend my thanks to all of those who have provided me and the members of my working group with feedback and encouragement to carry out this very unique and exciting project. I especially wish to thank here Dr. Jean Pettifor and Dr. Carole Sinclair who have been instrumental in helping me to bring this project to a successful closure.

The newly adopted Universal Declaration is the result of a six-year process involving careful research, broad international consultation, numerous focus-group discussions, drafts and revisions (for progress reports, see Gauthier, 2003, 2004, 2005, 2006, 2007, 2008a, 2008b). It is anticipated that the newly adopted Universal Declaration will have influence worldwide in psychology on the development and revisions of codes of ethical conduct, education and training in ethics, and thinking about ethics. The Universal Declaration as adopted in Berlin may be accessed at <http://www.iupsys.org/ethics/univdecl2008.html> and <http://www.iaapsy.org>. Information regarding the development of the Universal Declaration (e.g., background papers, progress reports and discussions on important issues) will continue to be available at <http://www.iupsys.org/ethicsdoc.html>.

The significance of a document such as the Universal Declaration depends on its recognition and promotion by psychology organizations at local, national, regional, and international levels. This is why I call upon each IAAP Member to encourage their local, national, and regional psychology organizations to adopt, endorse, or recognize the Universal Declaration.

Psychologists are citizens of the world. Adherence to ethical principles in the context of our work contributes to a stable society that enhances the quality of life for all human beings. Together, by participating in the promotion of the Universal Declaration, we can make a significant contribution to building a global society based on respect and caring for persons and peoples.

The Universal Declaration describes those ethical principles that are based on shared human values. It reaffirms the commitment of the psychology community to help build a better world where peace, freedom, responsibility, justice, humanity, and morality will prevail. I trust that the promotion of the Universal Declaration will have a significant bearing, in time, on the creation of a safer, more just, and more prosperous world.

My work as Chair of the Ad Hoc Committee for the Development of the Universal Declaration of Ethical Principles may be done. However, I wish to let you know that I will remain available to answer any questions you have about the Universal Declaration and to assist you in your efforts to promote its use and application. In a way, adopting a universal declaration is like planting seeds. It will require continued attention to serve its purpose as intended.

Best wishes to you all,

*Janel Gauthier, Ph.D.*

*Former Chair of the Ad Hoc Joint Committee for the Development of a Universal Declaration of Ethical Principles for Psychologists*

*Secretary-General and Chair of the Committee on Ethics (IAAP)*

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# Commentary

"Spinning Chicks are Friendlier: When Crisis Actually is an Opportunity"

*"You cannot strengthen one by weakening another; and you cannot add to the stature of a dwarf by cutting the leg off a giant." (Ben Franklin 1786)*

*"You can't jump a chasm in two hops." (R.F. Morgan 2007)*

Any international community in distress faces a common enemy. And even if the enemy is environmental, there is an opportunity for transformation.

When the U.S. space program first planned its space station, it was going to keep animals, possibly livestock, for research purposes. However, their early experiments on chickens were disastrous. They spun them in a centrifuge to vary gravity, stopping at regular intervals to assess their health. Not a hard assessment after awhile as most died. My lab partner, Theodora Mack, and I needed to do a class project for comparative

psychology and decided to test the theory that these deaths were iatrogenic: all the stress from the starting and stopping for research purposes could explain the mortality. In the constant environment of a space station, the animals, if allowed to adapt from birth, could adapt, possibly thrive in a low gravity world. So, using a low tech budget, we randomly assigned newborn chicks to one of two circular platforms, each covered by wire mesh and with a water/food dish in the center. The control platform stayed where it was while the experimental platform was spun at 33 and 1/3 rpm on an old refrigerator motor (a local teenage genius named Louis set it up for us). We did not stop the spinning dish: food was replenished in the center. So the stress of a changing environment was avoided. The animals were observed through their development throughout the semester. The spinners had to hang on to the wire mesh on their floor or the force of the spin would send them shooting across to the other side.

How did it turn out? While the spinners were a few days behind their controls in achieving developmental steps, they eventually caught up. In a month they had learned to use the force to enhance their movement and play, carefully bowling over others. Their legs

looked stronger and their appetite better

than controls. None died. At the end of the study, we switched two chicks from each platform, marking them in transit with red dye so we could track them in their new home (chickens know each other as individuals but we lacked this skill). The two spinners now in the stable control platform were immediately attacked

by the ethnocentric control chicks: they were new and they wore red body

paint. This was normal behavior for grown chickens; outsiders are seen

as a threat and attacked. The spinners, unable to navigate or fight well in this nonmoving platform had to be rescued by us before they were killed.

In the meantime, the two stable control chicks, newly marked with red, were now in the spinning platform. The spinning chicks came to look at them but there was no attack. Not once

during the week we watched them (Morgan, 1964).



Robert F. Morgan  
University of Alaska, Fairbanks

We planned to come back after the break and see how the next generation of spinners would do, once mating and egg laying took place. But when we came back, Louis, stealth poultry Bee Moth that he was, had already barbecued the lot. We got hundreds of reprint requests from dozens of countries. Doing space research on the cheap must have seemed interesting then. Of course now, that's all that happens.

The spinning chicks had a dangerous new world to adapt to and it transformed them. They all lived and they welcomed immigration. Maybe we as international applied psychologists can facilitate a move beyond war, fear, and international dysfunction to find the worthwhile and more colorful challenges for our human community. Some fresh purposes like curing disease, exploring space, enhancing the potential of our children, developing more humane and effective organizations, cherishing diverse cultures, and understanding life in its many forms would be just a few examples. After all, we live on a spinning earth.

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