

# 1. Report of the International Conference “Psychology of Selection and Assessment: From Calling to Meaning and Purpose. Perspectives and Imperatives for Decent Work and Decent and Healthy Lives”



The Two-Days International Conference "[\*Psychology of Selection and Assessment: From Calling to Meaning and Purpose. Perspectives and Imperatives for Decent Work and Decent and Healthy Lives\*](#)" IAAP Special Project "Promoting Decent Work for All" was held on October 10th and 11th in hybrid modality hosted by the Metropolitan City of Florence in the magnificent location of the Medici Riccardi Palace in Florence (Italy). The event is part of the series of international conferences organized by Annamaria Di Fabio within **the IAAP Special Project "Promoting Decent Work for All,"** which has been hosted by the University of Florence since 2018. This international conference was organized by the Department of Education, Languages, Intercultures, Literatures and Psychology (FORLILPSI) (Psychology Section) of the University of Florence with the support of the Division 1 "Work and Organizational Psychology" of the International Association of Applied Psychology (IAAP). The conference was also promoted by the University of Wroclaw (Poland) that coordinates the UNESCO Chair "Lifelong Guidance and Counseling" and the UniTwin Network "Life Designing Interventions (counseling, guidance, education) for decent work and sustainable development" as well as by the Italian Association of Psychology (Associazione Italiana di Psicologia – AIP).

The **Scientific Committee** of the event was composed by **Annamaria Di Fabio (University of Florence, Italy), Dina Guglielmi (University of Bologna, Italy), Maureen Kenny (Boston College, USA), and José María Peiró (IDOCAL Research Institute, University of Valencia, Spain).** The event included outstanding international keynote speakers including the Prof. José Maria Peiró (Emeritus Professor of Work and Organizational Psychology, IDOCAL Research Institute, University of Valencia, Valencia, Spain, Past President of the International Association of Applied Psychology IAAP) and the Prof. Maureen E. Kenny

(Emeritus Professor of Counseling, Developmental, and Educational Psychology, Boston College, USA). Around 200 participants registered for the event from different countries around the world: Europe (Spagna, Francia, Italia, Polonia, Malta...), Middle-East (Türkiye, Pakistan), North America (Canada, USA), Africa (South Africa), Oceania (Australia, New Zealand). This event proposed innovative themes in relation to selection and assessment for decent work and decent and healthy lives that can inform research, interventions and practices at local, national and international levels. Below we summarize the conclusions by José Maria Peiró, Maureen E. Kenny and Annamaria Di Fabio presented at the end of the international conference ([link to the presented slides](#)).

The overriding conference theme highlighted the aspirational goal that decent work and decent and healthy lives should be available to all. While the conference presenters recognized the complex challenges that need to be considered in efforts to realize these goals, the diverse perspectives of the participants clarified conflicting priorities and identified imperatives and recommendations for moving forward. Prominent challenges emerging throughout the presentations included the positive and negative impacts of technology, the discrepancies in the quality of work life experienced among workers in varied work roles, and the need for organizations to be productive while also being humane, socially responsible, committed to worker well-being and providing opportunities for employees to realize meaning and purpose through their work and their lives beyond the workplace.

In this regard, selection and assessment methods are needed that attend to fostering productive work organizations and hiring workers who will sustain meaning and well-being in their work lives.

With regard to a pathway forward, the presentations make clear that progress in the attainment of healthy work and lives for all will require collaborations among leaders in government and public policy, organizations, professionals in human resources, including managers, consultants, educators and other sectors, and the public at large. While digitalization is both inevitable and desirable, it must move forward informed by 5.0 technological change, including a humancentric approach that promotes sustainable lives and a healthy planet. Efforts need to proceed in the development of innovative selection and assessment models that are ethical and evidence-based and address the complex needs of the new work reality, including hiring workers who will be both effective and fulfilled in their work. These imperatives will benefit from the diverse actors who offer interdisciplinary knowledge and cultural expertise to create healthier work and life realities.

**Links:**

<https://www.forlilpsi.unifi.it/vp-263-laboratorio-di-psicologia-del-lavoro-e-delle-organizzazioni-per-l-orientamento-professionale-il-ca.html>

<https://www.forlilpsi.unifi.it/p599.html>

**Link brochure:**

[https://www.forlilpsi.unifi.it/upload/sub/Public\\_Engagement\\_div/Eventi/2023/Di%20Fabio/Two-Days%20International%20Conference%2010-11%20October%202023.pdf](https://www.forlilpsi.unifi.it/upload/sub/Public_Engagement_div/Eventi/2023/Di%20Fabio/Two-Days%20International%20Conference%2010-11%20October%202023.pdf)

**Link press release by Metropolitan City of Florence:**

<http://met.cittametropolitana.fi.it/news.aspx?n=372446>

**Link news by Italian Association of Applied Psychology:**

<https://aipass.org/conferenza-internazionale-di-firenze-sulla-psicologia-della-selezione-e-dellassessment/>

## 2. Open Call for Experts This Works in my Place! Africa Edition

Dear IAAP Division 1 members,

After the success of [This Works in my place: Latin America Edition](#), we are working on the second edition of this project in relation to ***This work in my place: Africa Edition***.

The main goal of the project will be to identify pertinent challenges, opportunities, barriers and any other contextual factors in Africa that shape Work and Organizational Psychology (WOP) strategies and practices in achieving relevant Sustainable Development Goals of the United Nations.

For this reason, we are launching **a call for work and organizational psychology experts**, including academics and practitioners, who can contribute with their knowledge and experience to this project. We are looking for experts who are knowledgeable on the context in Africa regardless of where they currently live. To fully capture the diversity of the African context, we are encouraging participation from as many regions of Africa as possible.

The role of the expert will be to contribute to the different stages of the project such as the workshop, the analysis and classification of contextual factors in Africa, the design of a measurement instrument and participation in a Delphi study.

Please share this call with anyone who might be interested in participating!

To obtain more information about the project and to participate, please email us at [iaapdiv1@gmail.com](mailto:iaapdiv1@gmail.com)

We thank you very much in advance for your participation!

### 3. Book Chapter on Health and Safety at Work

The Board of Division 1 has been working on a book chapter on Health and Safety at Work that should be published soon! We will keep you posted!

Title of the book: *Decent work worldwide: universal values, diverse expressions*

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