

Editorial

Angela Carter

Never has a special issue been more relevant to the current context. Today, across the world there are people at war, fleeing oppression, suffering from extraordinary natural disasters, living and working in poverty and enduring inequality. This issue of InPractice will speak to many of these issues illustrating how psychology is reaching out to these areas, but also has so much more to do to *broaden the lens of research and practice* outside the traditional form of 'job' and 'organization'.

Key to the appreciation of this material is its projection forward to developing more sustainable life and workstyles that are in tune with the environment rather than at odds with it. A strong feature is building and maintaining connections across multiple boundaries. While authors have worked independently you will see there are many connections within their writing that will both inspire you and enable you to develop your own practice and future research. We recommend that you read the issue as a whole to gain the full appreciation of the impact of this work and its place within Humanitarian Work Psychology.

Our issue begins with the first of our two interviews with outstanding scholars and founders of Humanitarian Work Psychology. In a fascinating interview *Virginia Schein* talks about her renown research on gender and leadership (in)equality (*Think Manager -Think Male*) and its international replication. Then she moves on to discuss more recent work exploring women who work in poverty and her activities with the United Nations. Virginia describes the origins of Humanitarian Work Psychology and prompts us to look at the narrow scope of work and organizational psychology that mainly focuses on middle class job roles leaving experiences of the low-waged in precarious work underexplored. The call to broaden the lens and scope of our research in this interview is clear.

Next, we have examples of well-being interventions that are taking place to support workers at NATO headquarters in Brussels. Ingrid Covington in her paper *Protecting the well-being of NATO's most powerful force: Its people*, describes how a series of interventions were planned, executed and evaluated during Covid-19 lockdown (and after) to support an isolated workforce living many miles from their homes and families.

This is followed by a paper introducing us to aid work; and the impact this work and its organization brings to aid workers. In *Occupational support for aid workers: Aid Organizations' Stress Prevention and Intervention (AOSPI): A model* Christina Montaiuti offers us a unique insight into aid working and the organizational challenges of supporting aid worker well-being. Christina offers a model detailing the steps aid organizations can take to minimise worker distress before, during and after deployment.

Our second interview is with *Stuart Carr* who describes how his interest in work inequality began studying the dual salary gap between locals and expatriate aid workers (also mentioned in Christina's paper). He describes the expansion of the field of Humanitarian Work Psychology and the need to work across traditional organizational boundaries with multiple stakeholders and experts. He urges us to look more broadly at the informal economy (and precarious working) leaving aside the traditional notion of the 'job'. Building on the notions of sustainability and minimising the environmental impact of work Stu encourages us to look towards a more collaborative future exploring work in its fullest extent from production to product delivery offering examples from around the world. He sharpens our focus to the changes in work and living that are urgently needed, encouraging us to see that our students are already active players in these endeavours.

In our final paper Sakshi Bansal explores *Environment, social & governance (ESG): A new world for Work and Organizational Psychologists*. Sakshi continues the focus on the environmental and sustainability concerns of work and production. She opens up the dialogue of ESG for work and organizational psychologists so that we can appreciate the opportunities of being part of this strategic thinking. She focuses on a practice perspective and further develops Stu's commentary on collaboration, particularly with those people with finance and risk management expertise.

I hope you enjoy this *Special Issue* and the content raises your awareness of Humanitarian Work Psychology, and the exciting future directions work in this area can achieve. Looking ahead, we are assembling the next issue of *InPractice*, to be presented in the autumn. This could be your chance to publish with us. You could offer an empirical paper, a case study, career path discussion, reflections on research or practice, or a presentation of practice-oriented tools used in work and organizational psychology. Please contact us (InPractice@eawop.org) with your ideas and a short plan of the paper and we will be delighted to collaborate with you to bring this material into publication.

We look forward to meeting you at the 21st EAWOP Congress between 24 and 27 May 2023 in Katowice, Poland (see [EAWOP - 21st European Association of Work and Organizational Psychology Congress 2023, eawop2023.org](https://eawop2023.org)). There is a strong Science + Practice theme throughout the congress. Look out for SCIENCE AND PRACTICE FRIDAY in the Guest Sessions (<https://eawop2023.org/guest-sessions>).



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