



FoWOP Virtual Conference

Global Perspectives in Critical Work and Organisational Psychology

Virtual Conference – 8-9 November 2025

Organizing Committee:

Bolanle Ajibola (Université Catholique de Louvain), Antoine Cordier (Université Catholique de Louvain), Severin Hornung (University of Innsbruck), Franziska Josefine Kößler (Leuphana University of Lüneburg), Mehmet A. Orhan (EM Normandie Business School & Nyenrode Business University), Amalia Raquel Pérez Nebra (University of Zaragoza), Francesco Tommasi (University of Milano)

The first FoWOP (Future of Work and Organizational Psychology) Virtual Conference is dedicated to create a space for dialogue on critical perspectives on a global level. Contributions include studies, methodologies, and local projects across the globe that employ alternative approaches (e.g., indigenous perspectives, decolonial perspectives) other than traditional W-O psychology theories, models, and methodologies. These contributions present ways in which W-O psychology situates different contexts and combine different community, organisational, institutional, societal, and cultural dimensions into empirical or conceptual investigations.

This first FoWOP Virtual Conference is meant to provide a safe space to realise the yearning of many W-O psychologists for a non-hegemonic intellectual community nurtured and energized by the pluralism of ethics, scientific paradigms, ontologies, methodologies, geographies, and positionalities. As an online event, the conference is accessible and inclusive, and thereby creates a programmatic space for a global engagement in envisioning and developing critical perspectives in W-O psychology.

KEYNOTES

The conference has the participation of three exceptional keynote speakers bringing valuable insights from non-Western geographies.

- Sandiso Bazana, Rhodes University, South Africa
- Premilla D'Cruz, Indian Institute of Management, Ahmedabad, India
- Hernan Pulido-Martinez, Pontificia Universidad Javeriana, Colombia

REGISTRATION

People interested in taking part without presentations are invited to register for the Virtual Conference. To do so, use the form for registration. If you have already registered, you do not have to use the form again: <https://forms.office.com/e/5iJbCeQ4es>

No fees to participate

For any questions, feel free to contact the organizing team at: fowop.sgm.2024@protonmail.com

Conference Program

DAY 1 - 8 November 2025

2 pm UCT	Intro & Welcome		
2.10 pm UCT	Keynote: Premilla D'Cruz, Indian Institute of Management, Ahmedabad, India <i>Examining Workplace Bullying and Psychological Violence Through the Lens of Inequality</i>		
3 pm UCT	Break		
3.10 pm UCT	Parallel Sessions		
	Session 1 Possibilities and challenges for subverting or reimagining hegemonic structures in W-O psychology Chair: Franziska Josefine Kößler ● Adwaita Deshmukh, A Critique of Psychological Ownership in Workplaces through the Marxist lens of Alienation ● Nadir Lara Junior, The Psychopath and the Knave: Profit, Suffering, and Power in Organisations ● Severin Hornung, Palliative Functions of Neoliberal Ideology in Precarious Life Situations: Amalgamation of Market Logics and Xenophobia	Session 2 Possibilities of sharing testimonials of oppression in W-O psychology Chair: Antoine Cordier ● Cecília Trevisani Lohmann, Critical Perspectives on Migration and Work: Narratives of Labor Integration in Brazil ● Ahmed Khaoudi, Migration challenges and well-being: A qualitative study of sub-Saharan African migrant workers' mental health in Morocco ● Tharik Reis, Cross-Border Remote Work and the Emergent Global Precariat: Challenges for the Future of Critical Work and Organizational Psychology	Session 3 Possibilities for acknowledging the ambivalent role of W-O psychology in the tension between growth and social/environmental justice and systemic violence Chair: Mehmet A. Orhan ● William E. Donald, Reimagining the Career Ecosystem through a Neurodivergent Lens: Critical Insights for Inclusive and Sustainable Futures ● Lisa Sophie Walsleben, Employees' Willingness to Collectively Reflect on Growth: Organizational and Individual Influence Factors ● Ana Isabel Páramo Uribe, Work Culture and Subjectivity of centennial workers in the Context of the Fourth Industrial Revolution: trends and perspectives of study

4 pm UCT	Break		
4.15 pm UCT	Parallel Sessions		
	Session 4 Possibilities and challenges for subverting or reimagining hegemonic structures in W-O psychology Chair: Bolanle Ajibola ● Milica Vukelic, In Search of Meaningful Work amid Societal and Political Turbulence: A Call for Alternative Research Approaches in Work and Organizational Psychology ● Matteo Antonini, Rethinking the experience of meaningless work through a psychosociological lens: towards reconstructing potential demands for development ● Paulo Ferreira, Reclaiming Relational Grounds: A Critical Reflection on Support, Efficacy and (Dis)connection in Hybrid Work -	Session 5 Possibilities for decolonizing W-O psychology, including research and practical projects Chair: Francesco Tommasi ● Chiara Destefanis, Progetto PASSI: From Collective to a Transcultural Practice of Deconstructing Western Psychological Clinics ● Cecília Trevisani Lohmann, Subverting Hegemonic Structures in Work Psychology: Decolonial Insights from Brazilian Migrants' Work Integration in Portugal ● Hilda Du Plooy, "Places and Spaces" in Higher Education: Systemic transformation to enhance well-being, identity, and inclusivity among students through the participatory action of photovoice	Session 6 Possibilities for acknowledging the ambivalent role of W-O psychology in the tension between growth and social/environmental justice and systemic violence Chair: Severin Hornung ● Maria Vitória Czerwonka Binder, A Brazilian Experience of Counter-Hegemonic Practices with Socio-Education Outsourced Cleaning Workers: Critical Work Psychology, Intersectionality, and Outsourcing ● Valentina Borghetti, Intervention Strategies in Disaster Situations ● Hugo Sandall, Self-management of professional performance in emergency contexts: resuming work in the aftermath of disasters ● Karen Mkhithika, From frontline to leadership: rethinking inequalities in care work
5.10 pm UCT	Workshop: Work and Organizing in the Shadow of Genocide: Towards a Politically Engaged Organizational Psychology <i>Edina Dóci & Maha Yomn Sbaa</i>		

DAY 2 - 9 November 2025

2 pm UCT	Intro & Welcome	
2.05 pm UCT	Keynote: Sandiso Bazana, Rhodes University, South Africa <i>Theorizing from the South: What does decolonization mean for Work Psychology?</i>	
3 pm UCT	Break	
3.05 pm UCT	Parallel Sessions	
	Session 7 Possibilities and challenges for subverting or reimagining hegemonic structures in W-O psychology Chair: Severin Hornung ● Rogério Teixeira, Living well (Buen Vivir) and other proposals beyond the notion of well-being. ● Marie Holm, Buddhists walk into a bank: A critical investigation of a mindfulness-based intervention ● Davide Giusino, Epistemic hegemony in Western WOP: The case of psychodynamics	Session 8 Possibilities for decolonizing W-O psychology, including research and practical projects Chair: Francesco Tommasi ● Rachel Rushing, Perceived Time Poverty Across Income Levels: A Critical Work and Organizational Psychology Perspective ● Armando Toscano, Ethical and Methodological Junctions in Action Research: Deconstructing the Colonial Postures of Work and Organizational Psychology ● Matthijs Bal, The hypernormalization of whiteness in academia: decolonized neocolonials?
4 pm UCT	Break	
4.15 pm UCT	Parallel Sessions	
	Session 9 Possibilities for acknowledging the ambivalent role of W-O psychology in the tension between growth and social/environmental justice and systemic violence Chair: Amalia Raquel Pérez Nebra ● Camila Bruning, Towards a Critical Work Psychology: Ontological, Epistemological, Methodological, Technical and Ethical-Political Perspectives and the Practice of Clinical-Institutional Listening	Session 10 Possibilities for decolonizing W-O psychology, including research and practical projects Chair: Franziska Josefine Kößler ● Alexandra Maidel da Luz, Geopolitics, Power, and AI-Driven People Management: Challenges for Critical Work and Organizational Psychology in Brazil

	● Iracema Abranches, Ageism and Workers' Health: Violence at Work ● Nainika Satish Addanki, Spiritual Dirt as Femmephobia in Menstruating Women in India	● Cássia Gabriela Wotekoski, From Suffering to Resistance: Critical Work Psychology and Participatory Action Research in Brazilian Socio-Education ● Camila Bruning, Power, Control, Management, and Subjectivity: Critical Dialogues Between the Political Economy of Power and Critical Work Psychology
5.10 pm UCT	Keynote: Hernan Pulido-Martinez, Pontificia Universidad Javeriana, Colombia <i>Geopolitics of psychology: a field to explore. The three worlds of psychology as a call for reflection.</i>	

Abstracts

DAY 1 - 8 November 2025

Session 1

A Critique of Psychological Ownership in Workplaces through the Marxist lens of Alienation

Adwaita Deshmukh

This paper critically examines the concept of psychological ownership in organizational psychology research and its appropriation by organizations to enhance performance, productivity, and profit. I employ Marx's theorization of Alienation and False Consciousness in capitalistic labour relations as the analytical lens for this critical reflection. Although the concept of psychological ownership originated from evolutionary and neuroscientific discourse focused on 'felt' ownership, businesses appropriated and converted it into 'quantifiable outward behaviour', shifting the onus of fostering ownership onto the employees themselves. Organizations today face an 'ownership crisis': a pervasive absence of authentic employee engagement despite constant demands for ownership behaviours. Human Resource Management systems, including performance appraisals, have integrated these behaviours to such an extent that financial incentives are offered for supposedly voluntary actions like organizational citizenship. Engagement levels of workers are alarmingly low while employers and managers rarely introspect on their role in creating an environment for ownership. The root cause, though, is the neoliberal capitalistic economy, which is structurally rigged against real empowered ownership by employees. Through the lens of Marxist theory, I argue that the absence or superficial presence of employees' legal and economic ownership of organizations causes and perpetuates this crisis. Alienation manifests as depersonalization and emotional detachment from work: necessary survival mechanisms for employees. Organizations use tactics similar to ruling classes, cultivating feelings of 'psychological' ownership among employees without providing actual ownership, which I theorize as False Consciousness in contemporary workplaces. I conclude with the hope that the crisis is a sign of an impending awakening of the workers.

The Psychopath and the Knave: Profit, Suffering, and Power in Organisations

Nadir Lara Junior

This paper aims to discuss the growing presence of psychopathic traits in corporate leadership positions and how, in this context, certain individuals become "psychopath avatars" to perform strategic functions in organisations. The effect of this operation translates into an exponential increase in added value, linked to the physical and mental suffering of workers, as well as the degradation of the ecosystem. The concept of 'psychopath avatar' is developed here from the notion of knave, understood as a discursive position that, although it does not constitute a clinical structure, reproduces effects close to psychopathic logic. While psychopathy is described in psychiatric and psychoanalytic literature as a structure marked by a lack of empathy, constant manipulation, and lack of remorse, knavery can be assumed by neurotic or perverse subjects, functioning as a mask or performance that imitates such characteristics without corresponding to a structural psychopathy. This subjective twist generates a type of flexible and instrumental leadership, capable of exploiting, oppressing, and devastating without remorse or responsibility, while demanding that the law protect its perverse operation. From this perspective, the knave acts as an "avatar" by simulating modes of behaviour and relational strategies typical of psychopaths, especially when occupying positions of power. This conceptual approach offers a relevant theoretical-clinical interpretation, as it sheds light on how practices of manipulation, instrumentalization of desire, and insensitive management can take root in organisational environments even when the individuals involved are not psychopaths in the clinical sense.

Palliative Functions of Neoliberal Ideology in Precarious Life Situations: Amalgamation of Market Logics and Xenophobia

Severin Hornung, Thomas Höge, Christine Unterrainer, Lisa Seubert

Why people subscribe to political-economic ideologies that run counter to their collective socio-economic interests is a classic conundrum of political psychology. System justification theory explains this paradoxical "false consciousness" through a palliative function of ideology, serving individuals to maintain a coherent worldview and protect their self-worth by appeasing unfulfilled epistemic, existential, and relational motives. Drawing on research on system

justification, this study examines psychological functions of neoliberal ideologies among socio-economically disadvantaged persons based on qualitative data. Semi-structured interviews with (N = 9) individuals in precarious life situations and long-term unemployment were subjected to content analysis and hermeneutic interpretation. Respondents tended to endorse neoliberal ideologies by verbalizing individualistic explanations for poverty and success, rejection of wealth redistribution, internalized inferiority, and economic utility as a measure for human worth. Meritocratic ideological beliefs were instrumental for reducing cognitive dissonance, justifying the status quo, and appealing to epistemic needs for simplicity, structure, and predictability of the social environment. An emerging theme was the connection of neoliberal ideology with group-based enmity and xenophobic stereotypes. Perceived existential threats were projected onto immigrants, scapegoated for lacking self-reliance, illegitimately appropriating resources, and insufficiently contributing to the host economy. Results demonstrate, how neoliberal ideology instrumentalizes epistemic and existential motives to reproduce the justification of societal inequalities and social tensions in the belief systems of those deprived of gainful employment and work-related recognition. The amalgamation of free market ideology with crypto-fascist themes provides an explanation for widespread rise of right-wing populism in advanced neoliberal societies.

Session 2

Critical Perspectives on Migration and Work: Narratives of Labor Integration in Brazil

Cecília Trevisani Lohmann, Luiza Prach Cabral, Manuela Busato, Henrique do Nascimento Quintiliano, Camila Brüning.

Migration Law in Brazil, enacted in 2017, establishes equal rights to migrants and nationals, reflecting a movement toward better reception of this population. Despite legislative advances, the actual integration of migrants in the country, especially in the labor market, remains fragile. In response to this emerging phenomenon, the project Migration Voices: Ecosystems of Migrant Integration in the World of Work investigates the dynamics of migration and labor market integration in Brazil. The project is carried out as part of university outreach at the Federal University of Paraná's psychology program. Research aimed to identify effective and ineffective practices in migrant labor integration in Brazil, based on the perspectives of migrants and support actors. Preliminary findings from qualitative research with 11 participants reveal both structural and interpersonal factors that facilitate or hinder integration. Community support emerged as a central facilitator, often expressed through spontaneous acts of care or through migrant-led organizations. Religion and spirituality appear as providers of meaning, resilience, and material support networks, while gender and sexual identity intersect with migration status to shape both opportunities and vulnerabilities. Conversely, bureaucratic obstacles, professional deskilling, and precarious labor conditions frequently hindered integration. Experiences of racism, xenophobia, and homophobia were present in the accounts of participants. By centering migrant narratives, the study seeks to move beyond the dominant discourse found in official documents and to access the distributed knowledge of those often excluded from decision-making. The study emphasizes the need to rethink integration not merely as access to labor markets but as a process involving recognition, rights, and community participation. Future steps involve fostering dialogue between academic knowledge and migrant-led practices of resistance and resilience.

Migration challenges and well-being: A qualitative study of sub-Saharan African migrant workers' mental health in Morocco

Ahmed Khaoudi, Soufian Azouaghe

Migration, influenced by conflicts, political instability, and environmental shifts, sees many Sub-Saharan Africans seeking better conditions in North Africa, especially Morocco. Globally, 258 million migrants, among them 164 million workers, strengthen host country labor forces. However, they face challenges like language barriers and job insecurity. Precarious jobs influence migrants' mental health with depression, anxiety, and burnout. This study explores the psychological health of Sub-Saharan African migrants in Morocco, detailing their daily challenges and discrimination experiences. The study was conducted with 25 Sub-Saharan African migrants in Morocco, using a semi-structured interview guide with open-ended questions. The questions focused on work experience, daily challenges, constraints, and their consequences on the mental health of immigrant workers. Data collection took place between February and March 2024. Before each interview, we explained the study's objective. Anonymity and confidentiality conditions were assured. After obtaining their oral consent, we proceeded with recording the interviews. The duration of the interviews varied between 20 minutes and 1 hour. The collected data were subjected to categorical thematic analysis performed manually by the researchers. This analysis involved identifying relevant meaning units in the interviewees' discourse and grouping them into main thematic categories (Dumas, 2003; Tesch, 2013). Theoretical, results and practical

implications, limitations of this study and recommendations for improving the quality of life and psychological health of Sub-Saharan African migrants in Morocco, will also be discussed during the conference.

Cross-Border Remote Work and the Emergent Global Precariat: Challenges for the Future of Critical Work and Organizational Psychology

Tharik Reis, Celina Bastos, Fernanda Mauro, Leticia Taques, Cássia Gabriela Wotekoski, Maria Vitória Czerwonka Binder, Regina Maria Ricetti, Camila Bruning

Remote work emerged in the 1970s as a response to the oil crisis, gained momentum in the 1990s with the decreasing cost of technology production, and once again gained traction with the COVID-19 pandemic. A similar, yet less studied, phenomenon is cross-border remote work, a rising global trend characterized by the utilization of labor from countries with unfavorable currency exchange rates by countries in the Global North. Between 2020 and 2022 the number of Brazilians remotely employed by foreign companies grew by 491%, with prominence in the fields of technology, design, and marketing. Previous studies identified three common work regimes for cross-border remote workers in Brazil: freelancers, who adhere to digital platform contracts; employees of foreign companies without representation in Brazil, who face stricter regulations; and international service providers, who operate as legal entities managing their own operational costs. The latter has been growing, particularly among recently graduated young Brazilians, who are attracted by flexibility and earnings aligned with the international market. Aiming at identifying challenges for the future of critical WOP from a global perspective, this abstract presents a research carried out within the scope of the EPPEO research group (Brazil) that investigates this trend in the world of work, posits that cross-border remote workers may be forming an emergent global precariat and aims to comprehend social and subjective consequences of this work context, based on worker's perceptions. Expected outcomes include the characterization of actors; platforms; work arrangements; and cross-border remote work contexts experienced by workers residing in Brazil; competencies; opportunities and challenges for global-scope work; health conditions, pleasure, and suffering within this work context; as well as presenting a critical analysis of cross-border remote work from the Brazilian perspective and implications for WOP practices.

Session 3

Reimagining the Career Ecosystem through a Neurodivergent Lens: Critical Insights for Inclusive and Sustainable Futures

William E. Donald, Elizabeth J. Cook, Nimmi P. Mohandas

This presentation introduces the special issue 'Fostering an Inclusive and Sustainable Career Ecosystem: Empowering Neurodivergent Individuals and Employees to Thrive', published in Career Development International. Grounded in sustainable career ecosystem theory, the special issue brings together global scholarship that challenges neurotypical norms and repositions neurodivergence as a source of knowledge, innovation, and resilience. We synthesise five critical and interconnected themes: neuroaffirming strengths-based practice; diagnosis, identity and lifespan dynamics; neuroinclusive leadership and workplace design; structural and societal barriers and enablers; and sustainability and systemic impact. Contributors expose how dominant organisational practices and policy regimes often marginalise neurodivergent individuals, particularly through medicalised framings and exclusionary norms shaped by Western epistemologies. In response, the special issue advances alternative, justice-oriented models of inclusion that centre lived experience, participatory governance and culturally situated approaches. It also articulates how neuroinclusion directly contributes to five UN Sustainable Development Goals: good health and wellbeing (SDG 3); decent work (SDG 8); reduced inequalities (SDG 10); peace, justice and strong institutions (SDG 16); and global partnerships (SDG 17). We conclude by outlining priorities for future research that subvert hegemonic paradigms: embedding participatory approaches in partnership with neurodivergent individuals; expanding global and cross-cultural perspectives; disrupting structural and policy-level barriers; and rethinking sustainability in terms of justice, identity and belonging. This work contributes to a critical, global framing of career development, one that affirms neurodivergent voices, resists epistemic injustice, and reimagines inclusive futures across diverse organisational contexts.

Employees' Willingness to Collectively Reflect on Growth: Organizational and Individual Influence Factors

Lisa Sophie Walsleben, Jasmin Beppler, Carolin Graßmann

In the face of multiple global ecological and social crises, it is becoming increasingly clear that the pursuit of unlimited economic growth cannot ensure sustainable prosperity for all people. Some organizations already attempt to operate outside the traditional growth paradigm in order to conserve resources and promote social justice. Very often, these organizations have been pioneers in sustainability since their establishment, with leaders and employees sharing a common vision for a more sustainable and just future. The present study, by contrast, explores a different scenario: a conventional organization in which the management team invites employees to participate in a deliberative event to collectively reflect on the meaning of growth and the organization's growth strategy. Drawing on transformative learning theory, we propose that such collective reflection on growth can serve as an important starting point for initiatives aimed at more sustainable, growth-independent business practices and organizational change toward a post-growth orientation. In a cross-sectional vignette-study with 99 German employees, we examine the relative influence of different organizational, team- and leadership-related, as well as individual factors on employees' willingness to engage in collective reflection on growth within their organization. The results show that a positive attitude toward economic growth is negatively associated with both the willingness to engage in reflection and the search for further information on post-growth economics. By contrast, an open and inclusive voice climate fosters willingness to reflect. Organizations seeking to stimulate transformative learning processes through deliberative formats in order to challenge the prevailing growth paradigm should therefore explicitly address existing employee attitudes toward growth and foster an open, inclusive voice climate.

Work Culture and Subjectivity of centennial workers in the Context of the Fourth Industrial Revolution: trends and perspectives of study

Ana Isabel Páramo Uribe, Ángel-Baldomero Espina Barrio, Johnny Javier Orejuela Gómez

Industry 4.0 has brought changes in the culture and subjectivity of work, affecting the generations entering the labour market, who understand work differently from their millennial predecessors. Understanding the relationship between the subject and work and the effects that the current technological transformation has had on young people facing new challenges has been a focus of research interest. This study aims to present the state of the art on subjectivity, work culture, and Industry 4.0 of young Centennials working in the IT industry. The methodology consists of a search of literature, books, academic articles, databases, and university repositories and a systematisation of the information according to the selected categories: work culture, subjectivity at work, Industry 4.0, and Centennials. The results include an analysis identifying trends, issues addressed, methodologies, and main findings. In conclusion, the changes in the work preferences and ways of working of the Centennial generation, the interdisciplinary discussion on the work dimension, and the need to extend research to Industry 4.0 jobs should be highlighted

Session 4

In Search of Meaningful Work amid Societal and Political Turbulence: A Call for Alternative Research Approaches in Work and Organizational Psychology

Milica Vukelic, Ivana B. Petrović, Nataša Simić

The aim of this work is to reconsider how noteworthy concepts in the work and organizational psychology field could be researched during times of deep social crisis, focusing in particular on the pressures faced by academic researchers in Serbia—both as subjects and as conductors of this study. In December 2024, the collapse of the canopy from the recently renovated train station in Novi Sad, Serbia, which killed 16 people, set off student-led demonstrations that have grown into nationwide protests. The authorities responded with repressive measures against students and professors, including arrests, withheld salaries, all sorts of threats, and media attacks. In this paper, the concept of meaningful work was examined through the analysis of the way in which turbulent social, political and economic circumstances affect the daily work of researchers. This study employed a qualitative methodology, analyzing both interviews and responses to a direct question about how the current socio-political situation in Serbia affects academic researchers' work. Data were analyzed by using Gioia's methodology. 73 researchers from a higher education institution in Serbia participated in the research, age range 25-43, 69.3% being women, 50% holding a PhD (50%, PhD students). Through the analysis of their responses, it was deduced that the pressures suffered by students and teachers in Serbia affect the work of academic researchers who feel anxious, astonished and helpless. On the other hand, this situation has led researchers themselves to question the purpose of their work. The results, in addition, point to the need to reconsider the possibility of applying traditional approaches in the research of WOP phenomena in which the pursuit of

laboratory-like, decontextualized rigor often take precedence over the interestingness and impactfulness of research topic.

Rethinking the experience of meaningless work through a psychosociological lens: towards reconstructing potential demands for development

Matteo Antonini, Fiorella Bucci, Stefania Ambrosino

This paper advocates for a psychosociological approach to the experience of work as meaninglessness. Unlike individualistic and adaptive interpretations typical of the neoliberal paradigm, we adopt a critical and socio-constructivist perspective, suggesting that meaninglessness arises from the divide between individuals and organizations. This reflects the disintegration of cultural orders that once aligned self-realization with collective purposes, sustaining belonging and role acceptance. We hypothesize that meaninglessness signals a crisis in the symbolic systems connecting people to their contexts. To address this, we draw on literature emphasizing the contextual and psychological foundations of work. Clot's "activity clinic" highlights meaning as dialogical; Engeström's "expansive learning" shows how organizational change emerges from contradictions within activity systems; and Déjours underscores the role of "organizing work" in processing subjective experience. Our approach is also grounded in psychoanalysis, drawing on a semiotic conception of the mind and the construct of collusion. This allows us to reconceptualize meaninglessness as the outcome of collective affective symbolization of organizational settings, shaped by conflicts with systems of belonging. This crisis also reveals a latent demand for reconstructing meanings. Practices such as diversity and inclusion policies exemplify how organizations attempt to manage the tension between productive goals and self-realization. Yet, framed in normative paradigms, these risk reproducing cultures already in crisis. We therefore propose a critical reinterpretation of such practices, aimed at restoring meaning through affective symbolizations and restoring work's transformative and generative potential.

Reclaiming Relational Grounds: A Critical Reflection on Support, Efficacy and (Dis)connection in Hybrid Work

Paulo Ferreira, Luis Andrade

This empirical study examines how perceived organizational support (POS) interacts with individual self-efficacy in shaping task performance across different work modalities, namely hybrid and remote settings, within Portuguese customer service contexts. Drawing on data from over 800 workers, the study reveals a pattern of significance only in hybrid settings, where POS acts as a meaningful moderator of performance outcomes. However, beyond the statistical patterns, this work invites a critical re-reading of the psychological constructs involved. In organizational discourses increasingly shaped by metrics, telemanagement and frictionless productivity, POS is often institutionalized as a symbolic buffer, yet remains unequally distributed, embodied, and perceived. The findings suggest that workers with lower self-efficacy benefit the most from POS, but only when physically (or relationally) tethered to the organization, raising questions about emotional disengagement, invisibility, and socioprofessional disconnection in remote work. Conversely, high self-efficacy workers in hybrid settings show reductions in counterproductive behaviours when POS is high; an effect which may reflect compliance more than well-being. This contribution seeks to reposition organizational support as a contested relational practice, and to foreground the invisible tensions between autonomy, recognition and organizational care. By situating these dynamics within the post-pandemic hybrid turn, the study opens space for subverting normative productivity frameworks and reclaiming affective dimensions of work as sites of epistemic and ethical struggle.

Session 5

Progetto PASSI: From Collective to a Transcultural Practice of Deconstructing Western Psychological Clinics

Chiara Destefanis

Progetto PASSI (PASSI Project) was founded in 2022 on the borders of Europe as a collective of psychologists, anthropologists, and activists, with the aim of critically questioning the ways mental health is addressed in migratory contexts. Specifically, it seeks to offer an alternative to the Western psychological clinic, which is often inadequate in accommodating experiences and expressions that do not fit within the individualistic biomedical paradigm. Through fieldwork and a participatory methodology, the practice of Collective Symbolic Dynamic Movement was developed: a transcultural and collective approach structured in three phases (body, symbol, word), grounded in spontaneous movement, the pleasure of moving in relation to others, symbolic representation, and collective narration. The body

becomes the first space for expressing lived experience, followed by the creation of a symbol that represents it, and finally by the possibility of making sense of it, verbalizing it, and sharing it in a group setting. The practice is aimed at people on the move (migrants, asylum seekers, refugees) as well as those working in border contexts (workers, volunteers, activists), and is oriented toward the protection of mental health and the promotion of psychophysical well-being. The collective dimension, accessibility, and recognition of cultural differences are the cornerstones of this approach, which aims to enact an epistemological decolonization of psychology by explicitly challenging the implicit universalism of the dominant clinic. PASSI positions itself as an evolving political space, where, starting from the body and the group, the therapeutic hierarchy between participants and facilitators is deconstructed, making room for new collective and transcultural practices.

***Subverting Hegemonic Structures in Work Psychology: Decolonial Insights from Brazilian Migrants' Work
Integration in Portugal***

Cecília Trevisani Lohmann, Camila Brüning

Recent relationship between Brazil and Portugal has been marked by significant migratory flows of Brazilians seeking employment and better living conditions in Portugal. Most migrants enter informal low-paid jobs, filling labor gaps left by the local population. The experiences of Brazilians in this context are influenced by the legacy of Portuguese colonial domination in Brazil which continues to permeate the structures of power and knowledge in both countries. Coloniality appears to shape the mechanisms of exclusion in the labor market for Brazilian migrants. In response to this phenomenon, within the scope of the EPPEO research group (Brazil) and the project Ecosystems of Migrant Integration in the World of Work, a university outreach initiative at UFPR, we are conducting exploratory qualitative research on the labor integration process of Brazilians in Portugal. A literature review of 23 articles revealed a lack of recent studies that consider diverse stakeholder perspectives. Given this, our research focuses on the perspectives of migrants, who are frequently excluded from spaces of migration policy formulation, and includes accounts from occupants of other roles within the integration process. The research aims to offer a multivocal and updated understanding of the narratives about the integration process, considering that recent events such as the COVID-19 pandemic and the rise of far-right politics demand renewed attention. So far, the study draws on narratives from 16 participants: 9 Brazilian migrants, 7 support providers (3 of which Brazilian). The analysis is being guided by a critical and decolonial perspective, identifying the historical determinants that affect the production of these subjectivities. Preliminary findings indicate that individual traits such as flexibility and patience frequently emerge in participants' narratives as key resources for integration. We discuss how individualizing discourses of merit permeate sense-making process.

***"Places and Spaces" in Higher Education: Systemic transformation to enhance well-being, identity, and inclusivity
among students through the participatory action of photovoice***

Hilda Du Plooy, Luzelle Naudè, Lindi Nel, Diana Breshears, Rentia du Plessis, Francesco Tommasi

Understanding students' sense of identity, inclusivity, and well-being can significantly enhance the quality of Higher Education Institutions (HEIs) worldwide by fostering environments that support diversity, equity, and inclusion (DEI). A critical, often overlooked aspect of the university experience is the influence of physical and symbolic places and spaces where students spend most of their time. These environments, whether formal or informal, shape how students navigate campus life, interact with peers, and experience inclusion or exclusion. This study aims to understand how experiences of places and spaces within an institution, in this case university campuses, affect students' identity, well-being, and belonging – using photovoice as a participatory research method. Photovoice employs visual photographic techniques to empower individuals as active agents in qualitative research. Although marginal in the literature of Work and Organizational (W-O) psychology, this method provides a medium through which the voices of students may be heard, positioning them as co-researchers who are engaged in realizing institutional change and has been found to have significant application among students who may feel powerless or disconnected from University leadership. A total of N = 20 students from two diverse campuses in South Africa are participating in this ongoing project, which includes workshops, fieldwork, individual interviews, focus groups, and an exhibition. The labels of photographs and transcripts are analyzed using reflexive thematic analysis, and the results will be discussed during the presentation. From the perspective of W-O Psychology, this study endeavors to demonstrate the potential of Photovoice in DEI practices by identifying the impact of spaces on students' well-being, as an empowerment tool to capture their lived experiences, and lastly aligning with organizational strategies that prioritize participation to promote systemic transformation.

Session 6

A Brazilian Experience of Counter-Hegemonic Practices with Socio-Education Outsourced Cleaning Workers: Critical Work Psychology, Intersectionality, and Outsourcing

Maria Vitória Czerwonka Binder, Cássia Gabriela Wotekoski, Celina Bastos, Tharik Reis, Regina Maria Ricetti, Camila Brüning, Carolina de Souza Walger, Elaine Cristina Schmitt Ragnini

Within the theme "Possibilities for Decolonizing W-O Psychology", this abstract presents an intervention carried out within the scope of the EPPEO research group (Brazil) and the "Psychology and Work in Socioeducation" Project, from the Federal University of Paraná (UFPR), guided by Critical Work Psychology (PCT). The socio-educational system is operationalized at the state level, stemming from the Brazilian national public policy that provides for the enforcement of socio-educational measures for adolescents who commit offenses. The actions are developed with workers from various employment relationships who implement the socio-educational system within this institution. We are ethically and politically grounded in a commitment to analyzing institutional practices that produce institutional malaise in favor of capital and the Economic Policy of Power. The starting point is a counter-hegemonic and interdisciplinary proposal for the development of intervention methodologies that interpret the effects of colonization on the social bonds that crystallize forms of sociability and subordination in dialogue with the theoretical references of Psychoanalysis and the Political Economy of Power. Notable among these interventions is the clinical-institutional care provided over a period of one year to six of the sixteen women on the outsourced cleaning and maintenance team at this institution. These women seek out the Project and demand a space to speak, bearing in their words and bodies the marks of subordination within the social and sexual division of labor, a process intensified by outsourcing. From the lens of intersectionality, in conjunction with a critical analysis of outsourcing, the care provided in this context constitutes a strategy for constructing a space for psychology to act in the face of the violence of a process that intensifies the invisibility of the human condition of the working subject who serves to maintain the hegemonic productive force.

Intervention Strategies in Disaster Situations

Valentina Borghetti, Alexandra Cioato, Maria Eduarda Casagrande, Silvana Marcon, João Ignacio Lucas, Magda Madalozzo

In 2024, the state of Rio Grande do Sul, Brazil, was struck by a historic flood that severely compromised infrastructure and the regional economy. In response, large-scale volunteer mobilization took place, with teams working directly in affected areas. Disasters of this magnitude impact not only the territories involved but also the physical and mental health of professionals and volunteers providing assistance. Objective: present intervention strategies based on research on psychosocial aspects related to the mental health of these professionals and volunteers. Method: excerpt from a descriptive and exploratory research, based on the survey with 185 participants applied in June 2024. Results: 78% of participants reported high workload, associated with elevated stress and emotional vulnerability. Protective factors included psychosocial support, positive interpersonal relationships, control over tasks, and effective symptom management. Conversely, avoidance strategies were associated with greater psychological distress. Psychosocial support and adaptive coping proved to be essential for workers' adaptation, as well as actions aimed at preserving and strengthening resources. Recommendations include establishing training programs in adaptive coping strategies, promoting an organizational culture of mental health support, creating crisis management protocols and regular disaster response training, and encouraging autonomy and control over activities. Implementing these measures can foster well-being and contribute to building resilient environments prepared for future adversities. Implementing these actions can promote well-being, contributing to building more resilient environments prepared for adverse situations. As a result of this research, the e-book "Preparation, Resilience, and Response: A Practical Guide for Workers and Volunteers" was produced in partnership with SBPOT, combining scientific evidence and practical recommendations.

Self-management of professional performance in emergency contexts: resuming work in the aftermath of disasters

Hugo Sandall, Thiago Dias Costa

The increasing frequency of extreme events associated with climate change has disrupted the world of work, altering routines, organizational structures, and conditions for professional performance. Despite the urgency of this issue, few interventions have been developed within Work and Organizational Psychology (WOP) to support the reorganization of work in adverse contexts. This study proposes an instrument to foster self-management of professional performance in post-crisis contexts, focusing on the resumption of work in organizations affected by natural disasters or large-scale

emergencies. The proposal builds on a critical review of national and international literature on performance, adaptation, and people management in emergency contexts, combined with the authors' experience in public and private organizations. The motivation arose after the 2024 floods in the south of Brazil, when the Brazilian Society for Work and Organizational Psychology (SBPOT) organized a collective volume to discuss professional challenges and responses to climate-related disasters. From this foundation, a performance self-management diagram was developed, structured into four dimensions: key behaviors, contextual changes, consequences, and antecedents. The model was designed for workers across hierarchical levels, with or without institutional support, and encourages reflective and action-oriented practice. It helps workers identify essential aspects of their tasks, recognize changes caused by crises, anticipate expected effects of their behaviors, and map required resources. This process enables personalized and realistic action plans that respect contextual constraints and emotional states while fostering performance recovery. The model addresses a practical gap in WOP by offering a tool that promotes adaptation, resilience, and the reconstruction of work meaning after disasters, and its adoption is recommended in organizational policies and professional development initiatives.

From frontline to leadership: rethinking inequalities in care work

Karen Mkhithika

This research explored how structural inequalities are reproduced and contested within the UK social care sector, drawing on a decolonising perspective in work and organisational psychology. The study foregrounds the voices of frontline care workers and care managers, highlighting the multi-level dynamics through which inequalities are experienced, navigated, and resisted in everyday organisational life. A two-phase qualitative design was employed. Interviews with 15 frontline care workers were analysed using a deductive framework rooted in occupational /organisational psychology. However, the limits of this framework soon became apparent, as participants described realities that fell outside its categories. An inductive extension of the analysis was therefore undertaken, allowing space for emergent meanings that more closely reflected their lived experiences. In the second phase, 10 interviews with care managers and leaders were analysed inductively from the outset, acknowledging the need to theorise leadership practices in an under-researched and under-theorised context. Findings reveal how funding structures, regulatory practices, and media narratives intersect to constrain service provision and reproduce precarity among care staff. At the same time, participants described collective strategies of coping, mutual support, and the creation of localised well-being policies that mediated some of these inequalities. The combined deductive–inductive strategy demonstrates how established theoretical lenses can both illuminate and obscure inequalities, and how privileging emergent narratives enables a more nuanced, decolonising understanding of work. By examining inequalities across both frontline and managerial levels, this research contributes a multi-level perspective that situates care work within broader global debates on precarious labour, policies, and undervalued work. In doing so, the research aligns with Global Perspectives in Critical Work and Organisational Psychology, advancing possibilities for reimagining workplace justice and well-being through context-sensitive frameworks.

DAY 2 - 9 November 2025

Session 7

Perceived Time Poverty Across Income Levels: A Critical Work and Organizational Psychology Perspective

Rachel Rushing, Alecia Santuzzi

This study examined whether the relationship between perceived time poverty (PTP) and psychological and contextual outcomes varies by income level, applying a Critical Work and Organizational Psychology (CWOP) perspective. Data from 538 participants, grouped as low-, middle-, or high-income, were analyzed using moderation models with PTP predicting accountability, affect, ruminations, chronic time pressure, time urgency, self-control, and perceptions of neighborhood safety. PTP consistently predicted higher chronic time pressure (especially cognitive awareness and feeling harried), negative affect, ruminations, and neighborhood safety disorder, and lower positive affect. Effects were strongest for chronic time pressure and negative affect. Income moderated some outcomes (such as accountability, negative affect, and neighborhood safety) where low-income participants showed weaker PTP–outcome slopes than high-income participants, with middle-income falling between. From a CWOP perspective, these patterns suggest structural inequities influence how time scarcity is experienced and interpreted. Lower-income groups may normalize high time constraints due to limited autonomy, reducing emotional reactivity, while higher-income groups may perceive time scarcity as a greater resource loss. The findings support PTP’s robustness across income groups but highlight that its impacts are context-dependent. Addressing time poverty requires multilevel interventions that go beyond individual coping to target systemic inequities in work design, time autonomy, and resource distribution. Future research should explore perceived control and agency as additional moderators.

Ethical and Methodological Junctions in Action Research: Deconstructing the Colonial Postures of Work and Organizational Psychology

Armando Toscano, Maddalena Gambirasio

Ethical and Methodological Junctions in Action Research: Deconstructing the Colonial Postures of Work and Organizational Psychology. This contribution explores the role of a critical gaze in Organizational and Work Psychology (OWP), questioning whether it merely reflects a research agenda or embodies a subversive stance toward the cultural premises embedded in organizational discourse. We argue for a positioning of the critical psychologist that is grounded in real organizational life and in the pursuit of radical change with — not over — people. We identify action research as both a methodological framework and an experiential opportunity where knowledge production meets organizational practice. Often, the initial demand does not explicitly call for action research; it may stem from an efficiency-oriented or performative background that requires deconstruction. From this perspective, action research must hold together ethical and methodological reflection. Two organizational vignettes illustrate how mainstream approaches were consciously set aside in favor of fostering radical reflexivity. These cases highlight four key repositionings for a critical, non-academic OWP practice: 1) transforming an intervention demand into epistemic inquiry; 2) unveiling the colonial nature of certain scientific representations; 3) embracing the professional responsibility of field-based psychological work; 4) hacking medicalized practices through marginal positioning. We propose that critical OWP engages with power, embraces unpredictability, and reclaims participatory approaches as ethical imperatives — not tools of persuasion, but vehicles for building trust and plural knowledge.

The hypernormalization of whiteness in academia: decolonized neocolonials?

Matthijs Bal

In this paper, I analyse how whiteness pertains to be hypernormalized in academia, and especially in work psychology. Notwithstanding the developments of critical race theory, Critical Theory, work psychology remains to be dominated by whiteness. This whiteness captures both the ontological-epistemological orientation of the field, but also in literal sense when it comes to dominance of elites within the profession, and finally also in terms of the valued identities within the profession. This means that whiteness as a concept is adopted uncritically globally, and therefore whiteness pertains not solely to skin colour, but to a professed loyalty towards the status-quo in which any newcomer to the field is subjected to a neocolonial logic, in which dominance is hypernormalized – a dominance of an aging elite, that frantically tries to ensure reproduction of itself into the next generations of scholars, not seldom without success. This is also signified by the rise of right-wing authoritarianism, which seems to be the new neoliberal capitalism, and popularized across the world, and particularly among both older and younger generations. Hence, any act of decolonization is undone through neo-colonisation of whiteness, and with it, its ideals of dominance, oppression, exploitation and ultimately, evil absurdity spiralling into ever-escalating violence.

Session 8

Living well (Buen Vivir) and other proposals beyond the notion of well-being.

Rogério Teixeira

The way we have been living on the planet in recent decades has raised numerous warning signs from researchers across different fields. We recently went through a global pandemic and continue to face the impacts of climate change and global warming, which affect human health and that of other species, potentially leading to population displacement, drastic changes in the working world, among other damages. Added to this is the increasingly voracious development of capitalism, with neoliberalism widening the gap between socioeconomic classes and promoting ever-growing social, economic, and political inequalities. I bring to this conference some possibilities of Indigenous perspectives in W-O psychology. The wisdom and experience of Latin American traditional peoples have much to inspire us, especially in how they organize themselves as societies, their relationship with work, with ancestry, and, above all, with nature and the environment. I intend to present aspects of the “Buen Vivir” (Living Well) proposal, as developed by Alberto Acosta, especially the concept of *sumak kawsay*, of Kichwa origin. This concept serves to critique the trend adopted by many organizations of investing in well-being programs that in reality only reinforce inequalities and subject workers to further oppression, as they are guided by individualistic neoliberal perspectives. Another important reference whose thoughts and concepts I intend to explore is Ailton Krenak, especially through his essays *Ideas to Postpone the End of the World* and *Life Is Not Useful*. Alongside these references, I also find it relevant to include the contributions of the Quilombola thinker Antônio Bispo dos Santos, also known as Nego Bispo, and his thought grounded in the perspective of circularity, with notions of confluence and transfluence. Finally, I believe the wisdom and experience of the Yanomami people are essential, especially the ideas of Davi Kopenawa Yanomami in his book *The Falling Sky*.

Buddhists walk into a bank: A critical investigation of a mindfulness-based intervention

Marie Holm, Gazi Islam

Mindfulness has been examined as a path to employee well-being; however, some have noted its repurposing as a corporate mechanism of worker control, performance enhancement and employee commitment. Yet what workers do of such a mindfulness practice on a deeper level when the latter is implemented from a top-down organisational decision still requires scrutiny. Through an empirical case study of the implementation of a mindfulness program by Buddhists in a corporate banking context, we examined how finance workers dive into such a program, initially in the hope of reaching balance and well-being at work. We found that as they try to escape control and performance-oriented injunctions coming from the organization, workers will turn their mindfulness practice into a symbolic space. Unexpectedly enough, such a symbolic space not only contains emotions of suffering and vulnerability. It also contains workers’ own desires that reproduce -at a deeper level- performance-related injunctions as an ideal to reach for the self and as a way to balance the emotional depth opened up by moments spent with the self. Using various sources of data, including interviews, visual artifacts and observations, we unravel the key efforts that support the creation of such a symbolic space in workers’ representations.

Epistemic hegemony in Western WOP: The case of psychodynamics

Davide Giusino,

Psychodynamics concerns the study and treatment of individual and collective unconscious phenomena. Despite its contributions to work and organisations, psychodynamics appears to be overlooked in mainstream Western work and organisational psychology (W-WOP). To investigate the prevalence of psychodynamic topics in contemporary W-WOP, a documentary analysis was undertaken of the most recently available conference programmes of the EAWOP (2023) and SIOP (2025). These conferences were chosen as they are the main institutional venues for the WOP scientific community in Europe and North America, and thus indicators of current W-WOP research coverage. Of 2620 records reviewed, nine contributions (0.34%) explicitly mentioned psychodynamic topics, such as attachment theory (n = 4), socioanalysis (n = 2), system psychodynamics (n = 2), and interpretative analysis of fantasies (n = 1). Studies were from USA (n = 3), Germany (n = 3), South Africa (n = 2), Italy (n = 1), and Romania (n = 1). Contribution types included six posters, one oral presentation, one symposium paper, and one keynote speech. Despite psychodynamics being underrepresented in contemporary W-WOP, several studies addressed matters that could be approached psychodynamically, suggesting potential for future research. These findings can be discussed in terms of epistemic hegemony, whereby certain ways of knowing, understanding, and producing knowledge dominate over others, resulting in the marginalisation of alternative perspectives. In the case of psychodynamics in W-WOP, the dominance of positivist, cognitive, behavioural and quantitative paradigms, coupled with the conception of workplaces as rational systems, arguably marginalises irrationalist, clinical and qualitative methods, which are better suited to psychodynamic inquiry. Therefore, it is recommended that contemporary W-WOP agendas include psychodynamic approaches and topics to promote epistemic pluralism.

Session 9

Towards a Critical Work Psychology: Ontological, Epistemological, Methodological, Technical and Ethical-Political Perspectives and the Practice of Clinical-Institutional Listening

Camila Bruning, Elaine Cristina Schmitt Ragnini

This abstract presents a Critical Work Psychology developed through research, teaching, and extension projects at a Brazilian public university. Our approach seeks to resist mainstream WOP, which often reinforces adaptation to oppressive structures, by advancing a practice that is politically committed to emancipation, social justice, and solidarity. Ontologically, we conceive work as a historical and social construction, rooted in capitalist relations of power and marked by divisions of labor that are technical, sexual, racial, and international. Epistemologically, we adopt a situated and dialectical perspective, rejecting claims of scientific neutrality and co-producing knowledge with workers. Methodologically, we privilege qualitative and participatory strategies, such as case studies, action-research, and collective dialogues, that integrate research and intervention. Technically, we design devices that promote worker agency and solidarity, enabling reflection and collective action. These dimensions reconfigure psychology as a critical practice that challenges domination and fosters social transformation. As an example of this praxis, we highlight what we are calling Clinical-Institutional Listening, a technique grounded in psychoanalysis and contextualized within institutional settings, it creates spaces where workers can articulate experiences of suffering and subjectivity in relation to their labor. These interventions move beyond individualizing or medicalizing suffering, situating it within broader socio-political conditions such as precarization, violence, and exploitation. By fostering dialogue and strengthening social bonds, we found that this clinical-institutional listening enables both individual elaboration and collective resistance. By combining critical theory, psychoanalysis, and workers' lived experiences, our contribution illustrates how a non-Westernized, context-sensitive Work Psychology can resist hegemonic paradigms.

Ageism and Workers' Health: Violence at Work

Iracema Abranches, Lelio Moura Lourenço

O estudo tem o objetivo de verificar o preconceito etário ou etarismo no ambiente de trabalho investigado e sua relação com a percepção que os trabalhadores mais velhos têm da própria capacidade para o trabalho e do assédio moral. A amostra é composta por servidores na população de Técnicos Administrativos em Educação (TAE) de Instituições de Ensino Superior (IES) públicas e privadas. Quanto aos procedimentos quantitativos, são aplicadas a Escala de Envelhecimento no Contexto Organizacional (EACO), a Escala de Assédio Moral (ELAM) e de Capacidade para o Trabalho (ICT). Em relação à pesquisa qualitativa, a investigação é feita por entrevista semiestruturada, e o tratamento dos dados é feito através da técnica de Análise de Conteúdo de Bardin. Os resultados demonstram a ocorrência do etarismo na amostra, a percepção da capacidade para o trabalho como boa ou ótima pelos trabalhadores mais velhos e o desconhecimento sobre o preconceito etário, classificado muitas vezes como brincadeira. Não houve diferença significativa quanto ao etarismo entre as IES públicas e particulares, mas, em geral, as IES particulares apresentaram situações laborais mais desfavoráveis. Assim, o etarismo não foi relacionado à violência no trabalho, apesar dos participantes associarem este preconceito ao sofrimento no trabalho. A violência no trabalho é uma realidade no mundo todo, e o etarismo se configura como uma das formas de violência mais deletérias à saúde mental e física do trabalhador mais velho. As consequências do etarismo podem envolver desde a aposentadoria precoce a doenças relacionadas ao trabalho. Este estudo pode beneficiar os trabalhadores, que terão possibilidade de identificar e analisar o fenômeno do etarismo, e a Instituição, que pode utilizar a pesquisa, incluindo-a em seu planejamento de ações para a saúde do trabalhador, instigando, também, novas investigações sobre o tema.

Spiritual Dirt as Femmephobia in Menstruating Women in India

Nainika Satish Addanki, Lilith A. Whiley, Sarah E. Stutterheim

Feminine bodies are devalued and positioned as inferior in patriarchal systems (Hoskin, 2018). To preserve rigid gender hegemony and protect patriarchal femininity (Hoskin, 2013; Butler, 2004), systems engage in femmephobia to contain and subdue femininity that is performed in-and-for-itself, irrespective of patriarchal approval. One manifestation of femmephobia is by positioning feminine bodies as “matter out of space” (Douglas, 2022) in patriarchal spaces and framing them as physically, socially, emotionally, and morally dirty, conceptualised as dirty femininity by Whiley et al. (2022). We apply dirty femininity to menstruation and leverage an intersectional lens by migrating our theorisation to the Indian context. We interviewed twenty menstruating women in India and demonstrated the overt manifestation of physical dirt (incessantly washing period stains), social dirt (reticence regarding menstruation around male colleagues and managers), emotional dirt (confessions of dealing with explosive emotions, crankiness etc), and moral dirt (sexualisation of feminine bodies and misplaced notions of maturity). We contribute by offering a fifth facet of spiritual

dirt, which is reflective of the intersection between femmephobia, ritual purity, and the denigration of feminine bodies in India, including places of worship, at home, work, etc. Deviating from gender hegemony/performativity and embodying femme was accompanied by a faith-based cost for Indian women that differs from the other four components of dirty femininity. Hence, violation of patriarchal norms, subverting gender hegemony, and performing femme requires working Indian women to champion past religious guilt, fear of divine retribution, and link menstrual disclosure with divine ineptness. This study's findings bolster the idea that bleeding bodies in India are not only rejected as socially, morally, emotionally, and physically, but as spiritually dirty.

Session 10

Geopolitics, Power, and AI-Driven People Management: Challenges for Critical Work and Organizational Psychology in Brazil

Alexandra Maidel da Luz, Camila Bruning

In with the objective of identifying challenges for the future of critical WOP from a global perspective, this abstract presents a research project carried out within the scope of the EPPEO research group (Brazil) that investigates a new trend in the world of work: AI-Driven People Management, seeking to understand its social and subjective effects on Brazilian workers. Artificial Intelligence has become popular in recent years but has been studied and developed for over 70 years, has been introduced into a wide range of sectors of society. WOP is no exception, as its applications are well-established in training processes, performance evaluation, productivity behavior, and, significantly, in candidate recruitment. Market and Academia demonstrate its effectiveness: AI reduces process time, reduces errors, lowers costs, and improves productivity, among other said benefits. However, the costs are tangible: Inappropriate data use, reproduction of discriminatory biases, lack of transparency in automated processes, privacy issues, monitoring and social control are just some of the current challenges faced. We analyzed the top 3 selling Applicant Tracking Systems (ATS) in Brazil and identified biased tools that favor candidates from certain regions, educational institutions, or demographic characteristics, reinforcing pre existing inequalities in the labor market. Now, we aim to analyze the discourses used by their sellers and understand how they relate to power relations that permeate the co-optation of disciplines seen as scientific and neutral, such as Psychology and Technology. Analyzing companies that hold a monopoly on the Brazilian market is essential to understand its local impact and gain insight into how workers are affected by these tools. This project aims to uncover the dimensions of power and control wielded by these companies and how this influences society and workers, as well as to discuss the role of geopolitics in the practice of WOP in Brazil.

From Suffering to Resistance: Critical Work Psychology and Participatory Action Research in Brazilian Socio-Education

Cássia Gabriela Wotekoski, Maria Vitória Czerwonka Binder, Celina Bastos, Tharik Reis, Regina Maria Ricetti, Camila Brüning, Carolina de Souza Walger, Elaine Cristina Schmitt Ragnini

This abstract presents a participatory action research carried out within the scope of the EPPEO research group with socio-educational workers in Brazil, based on Critical Work Psychology (PCT). Socio-education emerges from Brazil's national public policy aimed at adolescent offenders, with the Child and Adolescent Statute as its historical landmark, socio-educational measures are implemented in Socio-Educational Units, enforced by a group of workers from different professional categories in a work context marked by violence, tension, and contradictions. Here, the PCT is understood as a counter-hegemonic praxis, based on interdisciplinary theoretical framework (including Psychoanalysis, Marxism and Political Economy of Power), that aims at social transformation and human emancipation, based on the protagonism of subjects, co-authors of the knowledge produced. It encompasses the existence of power relations intrinsic to a Contemporary Capitalist State, interpreter of dominant interests, which are expressed, among other ways, through objective and subjective control mechanisms that reverberate in daily work and produce effects both on the practice and on the production of subjectivity of its workers. The demand for this research came from workers who reported illness. So far, 128 workers participated, data collection included semi-structured interviews, documentary research, and participant observation. The results indicate that working conditions are precarious, the environment is marked by contradictions and tensions, management actions are insufficient, and there is work-related suffering and illness; critical interdisciplinary theoretical frameworks support a PCT in the field of worker health; collectively, intervention mechanisms were established that foster the circulation of words, the cuts that provoke thought, and the collective development of transformations in the work context and socio-educational public policy.

Power, Control, Management, and Subjectivity: Critical Dialogues Between the Political Economy of Power and Critical Work Psychology

Camila Bruning, José Henrique de Faria, Camila Bruning, Elaine Cristina Schmitt Ragnini, Carolina de Souza Walger

This contribution situates the critical analysis developed within the Political Economy of Power and Organizational Studies Group (EPPEO - Brazil) in dialogue with the objectives of the FOWOP conference. Grounded in the Political Economy of Power (EPP), a critical interdisciplinary theory elaborated by José Henrique de Faria, our work challenges mainstream WOP by exposing mechanisms of power, control, and subjection embedded in organizational practices and theories. Over 20 years, EPPEO has fostered critical analyses that resist and subvert dominant organizational discourses. These include (i) empirical studies on practices of control, alienation, and psychosocial suffering in capitalist units of production; (ii) investigations into the neoliberal transformation of public institutions, and its implications for social justice and recognition; and (iii) critiques of traditional organizational theories that reproduce managerial ideologies and legitimize systemic forms of domination. Such studies mobilize diverse critical perspectives including Critical Theory, psychosociology, psychodynamics of work, social-historical psychology to analyze the intersections of subjectivity, labor, and power. Our perspective foregrounds the inseparability of subjectivity, work, and society, situating WOP in contexts marked by oppression, exploitation, and systemic violence. By articulating categories such as alienation, social recognition, and the kidnapping of subjectivity, our work highlights how psychology itself often operates as an ideological instrument, yet can also serve as a practice of critique, emancipation, and resistance. EPPEO's contributions demonstrate alternative ways of theorizing and practicing W-O psychology, advancing a critical agenda that denounces the reproduction of inequalities and imagines modes of being and doing work and organizational psychology that are socially situated, historically conscious, and ethically committed to emancipation.