



## I/O Psychologists and Poverty Reduction: Roles and Obligations

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## From content to process?

- Issues
- Organisations
- Policy
- Stretching the Muscle
- Doorways?
- Initiatives – inside
- Initiatives – outside



## ISSUES: Millennium Development Goals

- (1) Eradicate extreme poverty & hunger
- (2) Achieve universal primary education
- (3) Promote gender equality and empower women
- (4) Reduce child mortality
- (5) Improve maternal health
- (6) Combat HIV/AIDS, malaria & other diseases
- (7) Ensure environmental sustainability
- (8) Develop a global partnership for development
  - E.g., open trade, governance, private sector

– Source: Annan (2000)

- The “MDGs” are not without critics, e.g., Easterly (2006)
- Easterly focuses a lot on ‘bottom-up’ dynamics...



## ORGANIZATIONS

- Multilateral (e.g., UN, WHO, Development Banks, OECD, UN groups)
- National Agencies (e.g., USAID)
- Government civil services
- Non-governmental (NGOs)
- Consultant groups and individuals
- Social Entrepreneurs
- Commercial companies (DAC, 2005)
  - Millennium Development Goal 8
  - International Joint Ventures
  - Small to Medium Enterprises
  - Employers of immigrants



## POLICY

- The 2005 *Paris Declaration on Aid*
- Ownership
- Managing for Results
- Mutual Accountability
- Alignment
- Harmonization
- Plus (increasingly):
- Inter-disciplinary collaboration



## STRETCH THE MUSCLE

- The Paris Declaration at a micro/mezzanine level: Harmonisation and Alignment
- Example: Concept of "Fit" (e.g., Manson, 2008)
  - Alignment: Fit with local perspective
  - Harmonisation: Fit with expatriate perspectives
  - Both types can matter
  - I/O concept of "fit" may itself develop
- Example: Extreme pay diversity (ADDUP, 2007-10)
  - Pay diversity undermines capacity development
  - Escalation of guilt/inflation, injustice/withdrawal, capacity stripping/dependency



## Examples of PATHWAYS?

- An approach to UNESCO
- A meeting with the OECD/DAC
- Growing links with the GDN
- What did we find?
- Absence of I and O
- Demand for I and O: Inter-disciplinarity on rise
- A recent example: GDN workshop
  - Direct Budget Support (vs. Project Aid)
  - Addressing the Brain Drain of health workers (TIP interview, in press for April)



## INITIATIVES - INNER

- TIP: *Quo Vadis?*
- Povio
  - [Majordomo@massey.ac.nz](mailto:Majordomo@massey.ac.nz)
  - Subscribe povio
  - End
- Respond to Student interest (and values!)
  - Curriculum development
  - Supportive Leading Texts (e.g., Landy & Comte)



## INITIATIVES - OUTER

- Join/support networks like the GDN
- Accentuate the practical
- Offer workshops on what we know works
- Open ourselves to what we don't
- Marshall for formal dialogue with wider groups...
- E.g., Create and launch an I/O psych. Global Taskforce...



## DRAFT DECLARATION OF CALL FOR A GLOBAL TASKFORCE ON ORGANISATIONAL PSYCHOLOGY FOR DEVELOPMENT

Poverty reduction and international development cooperation present enormous challenges and opportunities to those who seek to improve people's lives through work psychology. A major international response is required to address these challenges. The international community of work/industrial/organisational psychologists wish to work in partnership with others who have similar interests to develop a global initiative which can be a powerful mechanism to identify how, where and when psychology can contribute to poverty alleviation, particularly as it affects the lives of those in low income countries.

- We call for the establishment of a global initiative to bring the potential benefits work/industrial/organisational psychology to bear on the reduction of human poverty. These areas of psychology should play a key role in the consultation, design, delivery and evaluation of international aid; in the partnerships on which capacity development depends; and in the provision of essential human services to health, education and industry. While some important work has already been done in these areas the potential contribution of work/industrial/organisational psychology is greatly underdeveloped. A Global Taskforce is needed to identify how to step up the scale, impact and funding of such activities, and to do so in an integrated fashion. The Global Taskforce should have broad representation from low, middle and high-income countries, and ensure that efforts to address poverty do not reproduce the injustices that often give rise to it. The Task Force should be non-aligned to interests arising from national or professional society affiliations, and should use the human rights values espoused by the UN as its touchstone.
- Millions of people the world over are working in organizations that have a positive influence on poverty reduction. We call for a Global Taskforce that will help to align work psychology initiatives for poverty reduction and to harmonise them with efforts towards realising the MDGs.
- We ask the UN to mandate a Global Task Force on Organisational Psychology for Development.



## Global Taskforce on Organizational Psychology for Development

- Can we use the forum to garner your insights, reflections and ideas
- E.g., on the nature and precise function of the Global Task Force on Poverty Reduction and Organizational Psychology?



## SOME POSSIBLE REFERENCES

- Carr, S. C., & Sloan, T. S. (Eds.), *Poverty and psychology*. New York: Springer.
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- Rugimbana, R. & Carr, S. C. (in press). Special Issue: Poverty and Marketing. *International Journal of Non-Profit and Volunteer Sector Marketing*.