

## Special Issue

# Beyond Resilience in the Workplace: Addressing Psychosocial Vulnerabilities to Fostering Employment Well-Being

### Message from the Guest Editors

The concepts of resilience and career adaptability have become a central framework for understanding how individuals and organizations adapt to adversity in the workplace. While these concepts highlight important capacities for recovery and adaptation, they often overlook the broader psychosocial vulnerabilities that shape employment well-being. Workers are increasingly exposed to challenges such as job insecurity, psychosocial risks, mental health concerns, and structural inequalities, which cannot be fully addressed by personal factors alone. This Special Issue seeks to go beyond resilience by examining the complex interplay between psychosocial vulnerabilities and employment well-being. We invite contributions that explore how personal, organizational, and societal factors influence workers' capacity not only to adapt, but also to thrive in healthy, sustainable, and inclusive work environments.

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### Guest Editors

Dr. Ana Daniela Silva

Dr. Catarina Luzia Carvalho

Dr. Célia Sampaio

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### Deadline for manuscript submissions

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### Message from the Editor-in-Chief

*Societies* (ISSN 2075-4698) is an interdisciplinary journal that brings together different scientific approaches to engage with societal questions to enhance our understanding of the social realm throughout history. The journal publishes original empirical research papers, literature reviews, and conceptual papers. Our aim is to publish papers that have a significant impact on addressing present and emerging societal questions. Therefore, we encourage researchers to publish their results in as much detail as possible. For empirical research papers and literature reviews, all experimental details must be provided, so that the results are reproducible. We also encourage the publication of timely theoretical pieces on topics of interest to existing and emerging societal questions. Papers are either published in the open journal or in Special Issues devoted to specific topics of interest to the field.

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### Editor-in-Chief

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