

# Fishers' psycho-social work environment

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04.04.2025



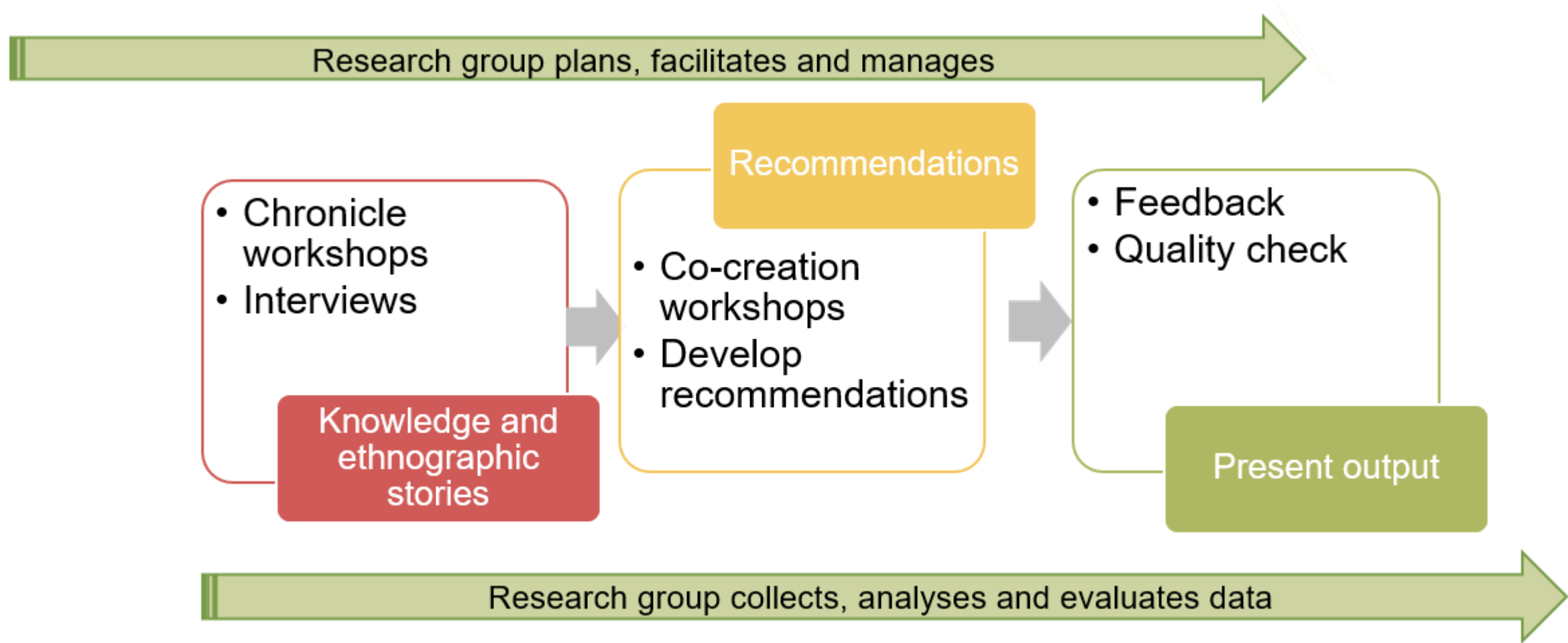


# The problem

- Green transition
- The state of the oceans
- Brexit
- Quotas
- Regulations
- Mistrust



# Design





# Partners

- The Fishermen's Health Service
  - The safety organisations
- The Danish Maritime Authorities
- Ministry of food, agriculture and fishery
- The Danish Fishers PO
- The Danish Pelagic PO
- 3F trade union
- Ocean Institute





# Chronicle workshops

- A way to find out what has happened for a group of people
- Involved a broad selection of fishermen
- Consisted of three rounds:
  1. Significant events
  2. Significant actors
  3. Consequences experienced by participants



EU

MVU's verden

Vil tilhøre

dygt kontrol  
og papirarbejde

helt  
overfarten

Dårlig  
arbejdsmiljø

Over viden  
VMS  
presis CCTV  
CCTV det  
praktisk  
Frivillig  
Forsøg med over-  
vågning af fisker

afgør om det  
er muligt

NY FISKERISIKKO

Turn a round  
negativ vinding

Kroter på fisker-  
hav efterfølgende  
strøget rigtig meget

Landingsplot  
"flættepær"  
Landing af fisker  
Afslut på 10-15 min

Holdning  
politikker

IB Paulsen  
Simon kollekt

National  
overimplementering

BREXIT

Norge  
Forsøg

Ulfers forsøg  
til Børge Jensen

For de fiskerier,  
der har fiskerier  
der har fiskerier

Langevinding  
Afslut på 10-15 min  
praktisk fisker

Fremtids-  
sikring  
FKA-10K

Longvinding  
bliver det  
egentlig

Miljø  
På 10-15 min  
for fiskerier

Shaver med et fiske  
Løst  
47er på bær

Modstandspolit  
der er ingen  
de for sig  
at de har en  
og det har det  
at det har det

IB Paulsen  
Simon kollekt

SOM  
folke ved  
om fiskerier  
og fiskerier

Norge  
Forsøg

Ulfers forsøg  
til Børge Jensen

FKA  
10K  
fordet  
Jesper

Johannes og  
Kvoter

← 2013

OPTIMISMES ÅR

FST

nligt

licenser

2018

Norge  
Forsøg

Ulfers forsøg  
til Børge Jensen

Ukraine

NU

EU

At Møtte Gør Skov

Naturfrednings  
forvaltning

DFPO  
DPPPO

EU

Fiskefællesskab  
Arbejdsmiljøet

3F

EU

ICES

Midt i forløbet  
næsten for fisker  
Næsten for fisker  
Næsten for fisker

3F

FARM  
FARM

FARM - Fiskerier  
Og fiskerier  
Og fiskerier  
Og fiskerier

Midt i forløbet  
næsten for fisker  
Næsten for fisker  
Næsten for fisker

Endret  
Fisker  
Og fisker

Dårlig  
Arbejds Miljø

ved det hele  
på hovedet for  
en fisker

OPTIMISME  
GOD ØKONOMI

det bliver  
næsten for fisker  
at være fisker

Miljø  
Tilbud

Frustrationer

Tilbud  
Tilbud

Dårlig  
Arbejds Miljø

Stress

Modtænder

Stress  
Stress

FARM  
FARM

FARM - Fiskerier  
Og fiskerier  
Og fiskerier  
Og fiskerier

Midt i forløbet  
næsten for fisker  
Næsten for fisker  
Næsten for fisker

Endret  
Fisker  
Og fisker

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Arbejds Miljø

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Stress

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FARM

FARM - Fiskerier  
Og fiskerier  
Og fiskerier  
Og fiskerier

Midt i forløbet  
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Tilbud

Frustrationer

Tilbud  
Tilbud

Dårlig  
Arbejds Miljø

Stress

Modtænder

Stress  
Stress



# Fishers' psycho-social work environment factors

<b>Discouragement</b>	<b>Stress</b>	<b>Bad economy</b>	<b>Bad atmosphere</b>
<i>You can never do the right thing.</i>	<i>Bad health.</i>	<i>Worthless vessels and gear.</i>	<i>Negative atmosphere in fishery.</i>
<i>No motivation.</i>	<i>Stress.</i>	<i>Economy and fuel</i>	<i>Bad mood.</i>
<i>Lack of spirit.</i>	<i>Stress for the Captain.</i>	<i>Bad economy.</i>	
<i>Wanting to stop fishing.</i>		<i>Bad economy</i>	
<i>Discouragement.</i>			
<i>Discouragement.</i>			
<i>Meaninglessness</i>			
<b>Distrust</b>	<b>Injustice</b>	<b>Fear</b>	<b>Unpredictability</b>
<i>Distrust.</i>	<i>Injustice.</i>	<i>Criminalisation.</i>	<i>Unknown future/no future.</i>
<i>Lost trust.</i>	<i>Unfairness and injustice.</i>	<i>Fear.</i>	<i>Uncertainty.</i>
	<i>Injustice.</i>	<i>Nervousness.</i>	<i>Hard to plan.</i>
		<i>Human error.</i>	
<b>Powerlessness</b>	<b>Lost pride</b>		
<i>Powerless.</i>	<i>Lack of reason for existence.</i>		
<i>Frustration, powerless.</i>	<i>Marginalization.</i>		
<i>Powerlessness.</i>	<i>Shaming and bad reputation.</i>		
<i>Powerlessness.</i>	<i>Lost pride.</i>		



# Psycho-social work environment factors

- Job demands
- **Influence**
- **Meaning**
- **Predictability**
- **Reward**
- Social support

## Fishers' psycho-social work environment factors translated to evidence-based work factors

Discouragement - (Lack of) <b>meaning</b>	Stress	Bad economy - (lack of) <b>predictability</b>	Bad atmosphere
Distrust - (Lack of) <b>predictability</b>	Injustice - (lack of) <b>influence</b>	Fear - (lack of) <b>predictability</b>	Unpredictability - (lack of) <b>predictability</b>
Powerlessness - (lack of) <b>influence</b>	Lost pride - (lack of) <b>reward</b>		



# Co-creation part 1

- Get to know each other warm up
- Input about psycho-social work environment
- Input about fishers' work stories
- Initial problem:

*Fishers do not have enough control over their work*



## The problem explored

- Economy, banks
- Environment
- Quotas, Regulations
- Brexit, Norway
- Nutrition trends
- Media, storytelling, public opinion
- NGOs





## Co-creation part 2



- Partners present
- The reframed problem:

*There is not enough interest for fishers in Danish politics*

# Possible solutions

- Ensure continuous collaboration with politicians
- Create a knowledge center
- Find common ground, seek dialogue
- Make friends with NGOs and green politicians





# Recommendations

1. Strengthen dialogue and collaboration
2. Create recognition and trust
3. Facilitate planning
4. Pair control with guidance and dialogue
5. Adapt policies to different segments
6. Promote knowledge exchange

## The recommendations related to health effects and work factors

<b>Fishers' health effect</b>	<b>Psychosocial work factor</b>	<b>Recommendation</b>
<b>Powerlessness</b> <b>Injustice</b>	Influence	01: Strengthen dialogue and collaboration 05: Adapt policies to different segments
<b>Discouragement</b>	Meaning	02: Create recognition and trust 04: Pair control with guidance and dialogue
<b>Mistrust</b> <b>Bad economy</b> <b>Fear</b>	Predictability	03: Facilitate planning
<b>Lost pride</b>	Reward	02: Create recognition and trust
<b>Stress</b>	Social support	06: Promote knowledge exchange



## Co-creation part 3

- Plan for formalised collaboration
- Plan to apply for follow up projects:
  - Establish network groups among fishers (company level)
  - Establish formal collaboration network among stakeholders (policy level)





Journal of Agromedicine

Taylor & Francis  
Taylor & Francis Group

ISSN: (Print) (Online) Journal homepage: [www.tandfonline.com/journals/wagr20](http://www.tandfonline.com/journals/wagr20)

## Psychosocial Work Environment Risks Among Danish Fishers

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To cite this article: Sisse Grøn, Fatima Junaïd & Lisa Loloma Froholdt (17 Feb 2025): Psychosocial Work Environment Risks Among Danish Fishers, Journal of Agromedicine, DOI: [10.1080/1059924X.2025.2464059](https://doi.org/10.1080/1059924X.2025.2464059)

To link to this article: <https://doi.org/10.1080/1059924X.2025.2464059>



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Published online: 17 Feb 2025.

Link to the article: <https://doi.org/10.1080/1059924X.2025.2464059>

# Questions?

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4. April 2025

