**In brief - The NFA’s research programme for the Psychosocial Working Environment**

**Summary**

The psychosocial working environment and organisation of work has major implications on workers’ mental and physical health and attachment to the labour market. The ‘Tripartite agreement on prioritised national targets for working environment efforts’ of 2020 states that fewer people should be subjected to significant mental strains in the workplace. This research programme is intended to contribute to that aim.

**Vision**

The vision for the NFA’s psychosocial working environment research is to generate knowledge that can contribute to the promotion of health, ability to work, well-being and opportunities for healthy and safe workplaces as well as a long and productive working life for workers in the Danish labour market.

Our aim is to continue to expand collaboration with stakeholders on research that can provide knowledge and solutions to the challenges, problems and potentials that exist in relation to psychosocial working environments.

We want to contribute to concrete knowledge and interventions, as well as capture trends over time that may be of significance to psychosocial working environments and employees’ health and safety in the future. We will do this through strong collaborations both in Denmark and abroad on research and practice, among other ways.

**Focus areas**

The NFA’s research on psychosocial working environments consists of two broad approaches:

* Mapping and analysing causal relationships between a) the psychosocial working environment and somatic and mental health and b) health challenges (e.g. cardiometabolic diseases, depression, anxiety, stress and sleep disorders) and labour market attachment, including combinations of positive and negative psychosocial factors in the working environment, organisation or work and working hours.
* Evaluation of impacts and processes associated with the development and implementation of interventions aimed at improving psychosocial working environments.

Based on these approaches, we will focus our research on the psychosocial working environment within six areas:

1. Negative behaviour (violence, threats of violence, sexual harassment and bullying) as well as a negative workplace culture
2. Organisation of working hours
3. Combinations of psychosocial factors
4. Inclusion, tolerance, retention
5. Development of theories and methods in connection with research on psychosocial working environments
6. Working environment interventions: processes, mechanisms and conditions.

**Prioritised initiatives**

During the programme period, the psychosocial research area will work on the six focus areas. Our goal is to become an internationally leading research group in the fields of:

* Mapping, analysis and development as well as process and impact evaluation of interventions with regard to negative behaviour in the workplace
* Health and safety risks arising from the organisation of working hours as well as development and testing of tools to prevent such risks
* Relationships between the psychosocial working environment and health, including being subjected to potentially stressful situations at work and developing depressive disorders and anxiety disorders, identified through job exposure matrices and register research, among other ways

The psychosocial research area will contribute to the NFA’s institutional strategic pillar of innovative research by maintaining and expanding collaborations with national and international research environments. We will do so through entering into strategic research collaborations and exchanges that contribute to further methodological innovation and research on the current and future psychosocial working environment.

The psychosocial research area will contribute to increasing the NFA’s social impact (pillar 2 of the institutional strategy) by ensuring scientific quality and credibility in the NFA’s research. We will achieve a greater social impact by systematising our relationships to and increasing our involvement of the area’s key stakeholders in the research process. This applies both to the formulation of relevant research topics and the implementation of research projects (especially intervention projects).

**Competences**

Being internationally leading in our selected research areas requires that we continue to strive to participate in strategic and international research collaborations, remain up-to-date and a contributor to scientific discussions and further develop competences within advanced statistical methods related to the psychosocial working environment, qualitative research, intervention research and process evaluation. We will achieve that through collaborations with strong research environments in Denmark and abroad.

In addition, we will build upon our efforts to involve stakeholders, including through digital dissemination.