

What is known about Nordic psychosocial workplace interventions?

Insights from the first NOOPI Webinar 9.6.2026

Nordic countries have a strong history of developing psychosocial working conditions

The Nordic countries have long traditions of promoting healthy psychosocial working conditions, yet challenges such as high workload, time pressure, emotional demands, workplace conflict, harassment, and violence continue to affect workers' health, well-being, and work participation.

On 10 June 2026, the NOOPI project held its first webinar with around 100 participants from across Nordic countries and stakeholder groups. The session presented preliminary findings on organization-level psychosocial workplace interventions in the Nordic countries and sparked discussion among researchers and practitioners.

Need for better workplace guidance

Laura Salonen (Senior Researcher, Finnish Institute of Occupational Health) explained that the NOOPI project aims to provide a Nordic overview of organizational-level interventions intended to improve the psychosocial work environment in Finland, Denmark, Norway, and Sweden. Of the 48 peer-reviewed studies identified so far, the vast majority are conducted in Denmark and Sweden and focus on the health and social care sector. Gun Johansson (Researcher, Region Stockholm & Karolinska Institutet) noted that while this is a high-risk sector, there is a lack of studies in other areas, such as male-dominated industries and education. This highlights a research gap that needs to be filled to support policy and practice for all sectors. Karoline Grødal (Senior Adviser, Norwegian Labor Inspection Authority) echoed this view, noting that recent legislative changes in Norway have improved clarity and monitoring, but many workplaces still struggle to understand how psychosocial conditions can be effectively improved in practice.

Assessing the implementation of the intervention is crucial

Birgit Aust (Senior Researcher, National Research Centre for Work Environment, Denmark) showed that studies more often report and find improvements in psychosocial working conditions than in workers' health and work participation. Moreover, the effectiveness is often dependent on the implementation – interventions need to be carried out (=implemented) effectively to produce results. However, many studies do not assess whether interventions were carried out as planned, making it difficult to know whether they failed or were never properly followed.

Mikko Henriksson (Senior Specialist, Finnish Institute of Occupational Health) emphasized the importance of addressing organizational-level factors as key drivers of individual outcomes such as work disability. He also highlighted the need for improved implementation analyses and new approaches to synthesizing

evidence across diverse workplace interventions, with a focus on identifying the mechanisms that contribute to success or failure across different contexts.

Lively discussion and more to come!

The webinar concluded with an active discussion that raised important questions for the remainder of the project. These topics will be explored further during the final NOOPI webinar on 20 October 2026, 9–10 CET. Save the date!