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SUPPORTING OUR
SEAFOOD WHĀNAU

Psychosocial Risk Factors in Commercial Fishing Industry

Dr. Fatima Junaid

Our team

Dr. Fatima Junaid: Massey University

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Tom Eats: Maritime New Zealand

Collaboration



- Massey University, Guard Safety, FirstMate and Maritime New Zealand collaboration
- Pilot study to determine psychosocial risks in the fishing industry
- Three-Phase project:
 - Consultation - Data Collection- Consultation

Agenda

01

Project Objectives and Aims

02

Background

03

Project Methodology

04

Phase 1: Initial Consultation with fishers for survey development
Phase 2: Survey: Methodology, Findings and Comparison
Phase 3: Fishers' Feedback

05

Implications

Project Objectives and Aim

An industry led approach to indicating *what* is going on for people *who work* in the sector – *what* are the stressors?

Exploring suitable research methodology for working with fishers

Using Copenhagen Psychosocial Risks Questionnaire (COPSOQ)

PROJECT BACKGROUND

01

Fishing is a high-risk industry physically

But little/no studies of risks to well-being

02

2021 WorkSafe Psychosocial Survey ("WorkSafe")

- 3000+ respondents across wide range of industries
- 2% fishers, but results combined with "transport" workers
- No access to the fishers' raw data

03

2023 MNZ commissioned this psychosocial study

Project Methodology

**Methodology developed overtime: Consultation with FirstMate and Fishers,
communication with MNZ over 9 months
Presentation at the Global COPSQQ conference 2023**

Phases: Consult and adapt the survey - Survey- Feedback from the Fishers

Phase 1

Consultation with Fishers

**Adapting COPSOQ
for fishers**

13 Participants: a mix of deep water and inshore fishers

The edits and additions to the COPSOQ

Objective: To ensure a diverse group of New Zealand commercial fishers could discuss and agree on a suitable adaptation of COPSOQ for use in the New Zealand fishing industry.

A workshop and focus group discussion

Workshop:

- Explaining COPSOQ and its use.
- Relevance for fishers

Discussion:

- What needs to be edited, deleted and added
- And why?

Phase 1: Consultation process

Focus was on:

Wording/Language
Questions
Constructs

Edits and Additions

Language edits

- Change the word 'manager' to 'skipper'
- 'Co worker' to 'Mate'
- Change of words for clear understanding such as:

Does your work put you in emotionally disturbing situations?

Does your work put you in emotionally difficult situations?

Does your work require that you do not state your opinion?

Does your work let you state your opinion?

Additional questions

Regulation and Compliance load

Does your work require following a level of regulations?

Does your work require understanding a large number of changing regulations?

Does compliance to regulation take up a lot of your time everyday?

Compliance worries

Are you worried about compliance?

Are you worried that the existing regulations will negatively affect your existing work?

Are you worried about not being able to continue due to the operating regulations?

Skill Development

Are your skills undervalued at work?

Do you feel you have advanced accordingly in regard to how long you have worked?

Satisfaction with Job

Do you often end up working without pay?

Influence

Does your sector have much say in the compliance regulations created for fishing sector?

Key points

- Lengthy written documents,
- Complex, formal language

Regulation and compliance presentation

Difficulty in Compliance

- Regulations difficult (and too many) to understand, and apply
- Low literacy

- Fear of failure
- Expense
- Time intensive
- Cost intensive

Regulation and Compliance load

- Fishers like face-to-face interaction
- Getting them in one room will be difficult and costly
- Online /email may not work
- Research has to engage someone familiar for relationship building

Methodological comments & suggestions

The survey is long

At Risk

Small Fisher

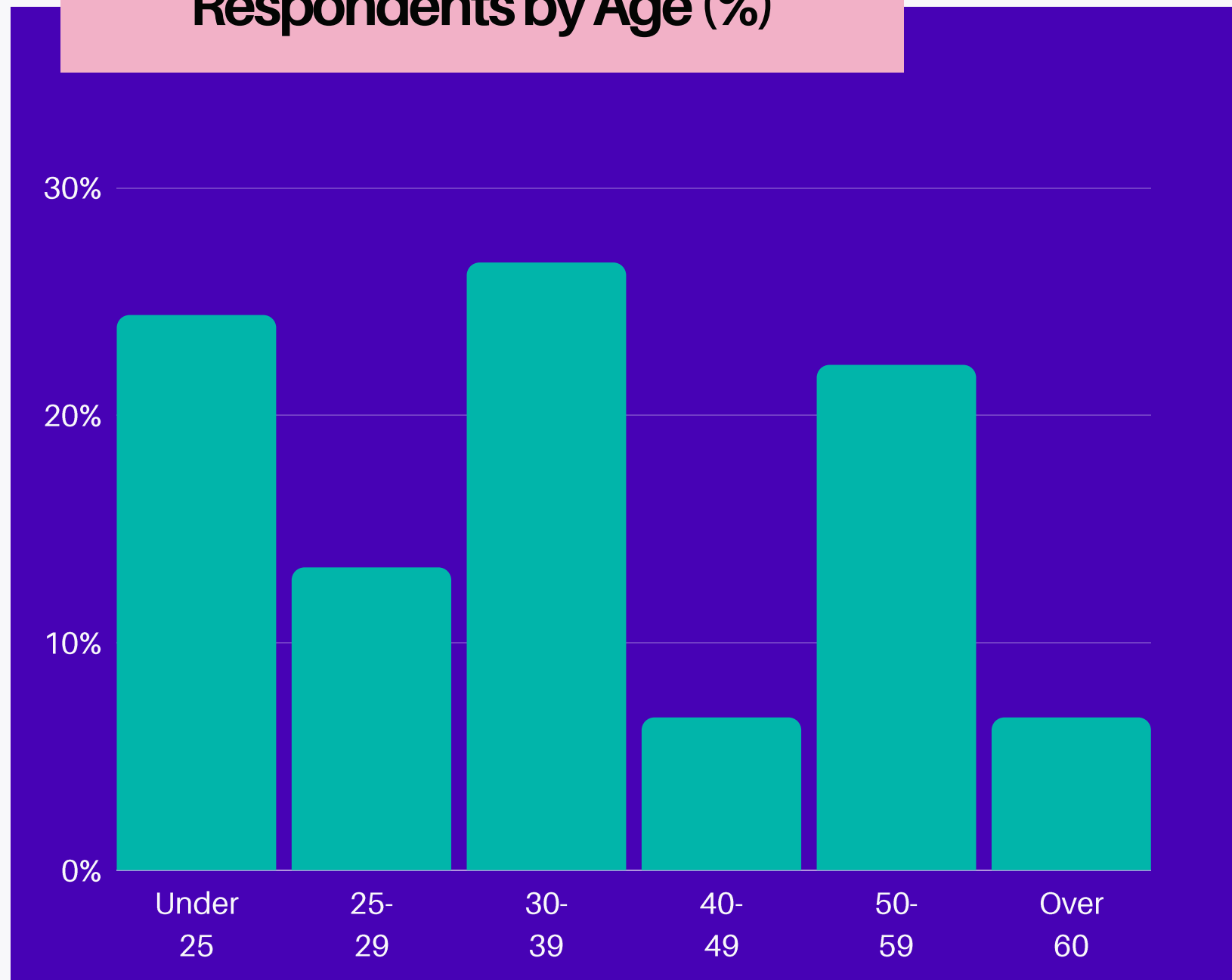
Phase 2

COPSOQ Survey through the Navigators

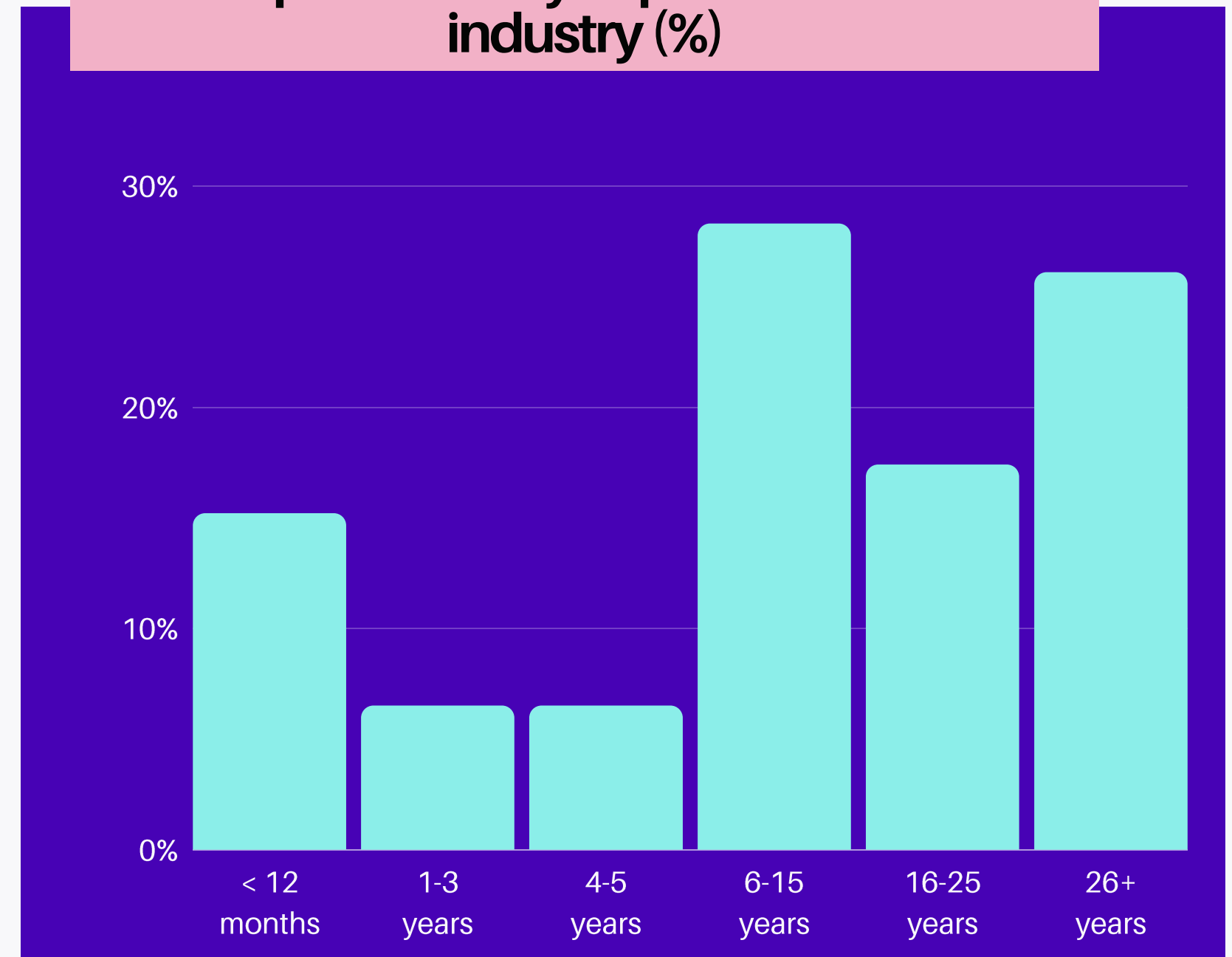
Participants: 47

OLDER & MORE INDUSTRY EXPERIENCE

Respondents by Age (%)

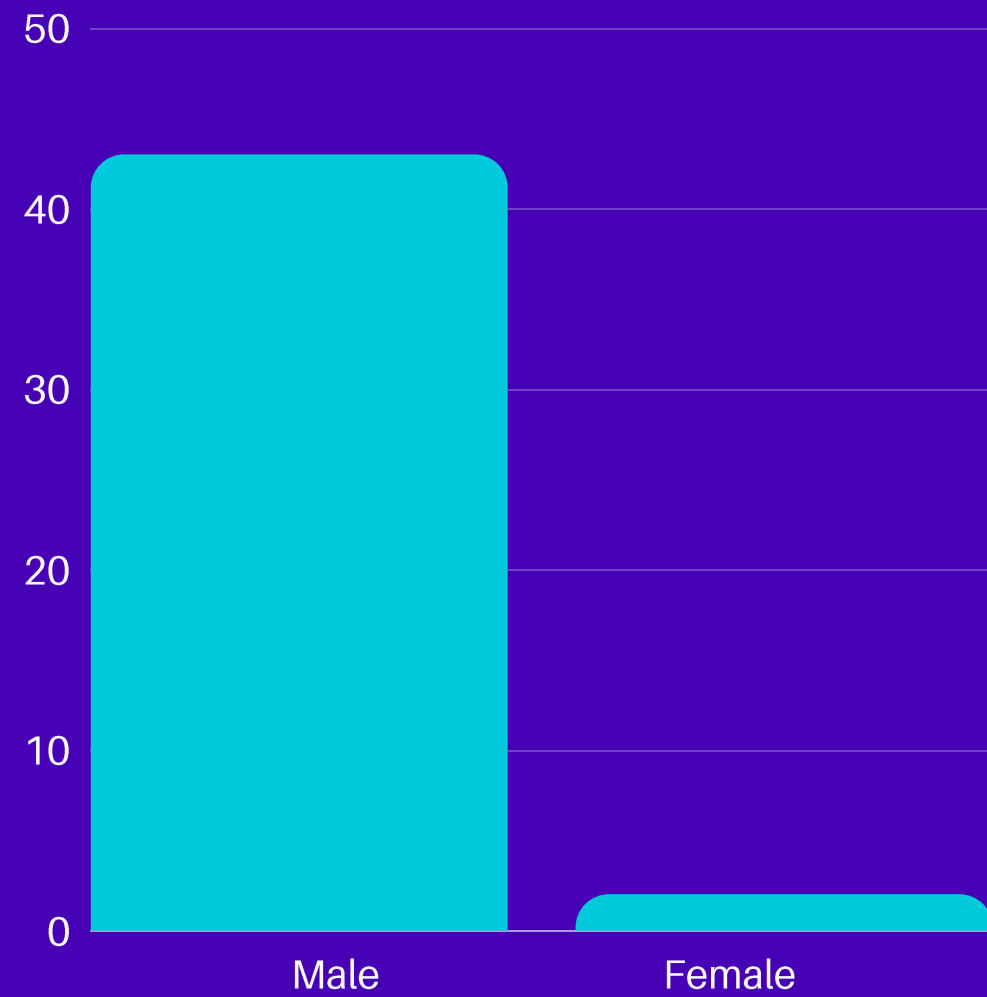


Respondents by Experience in the industry (%)

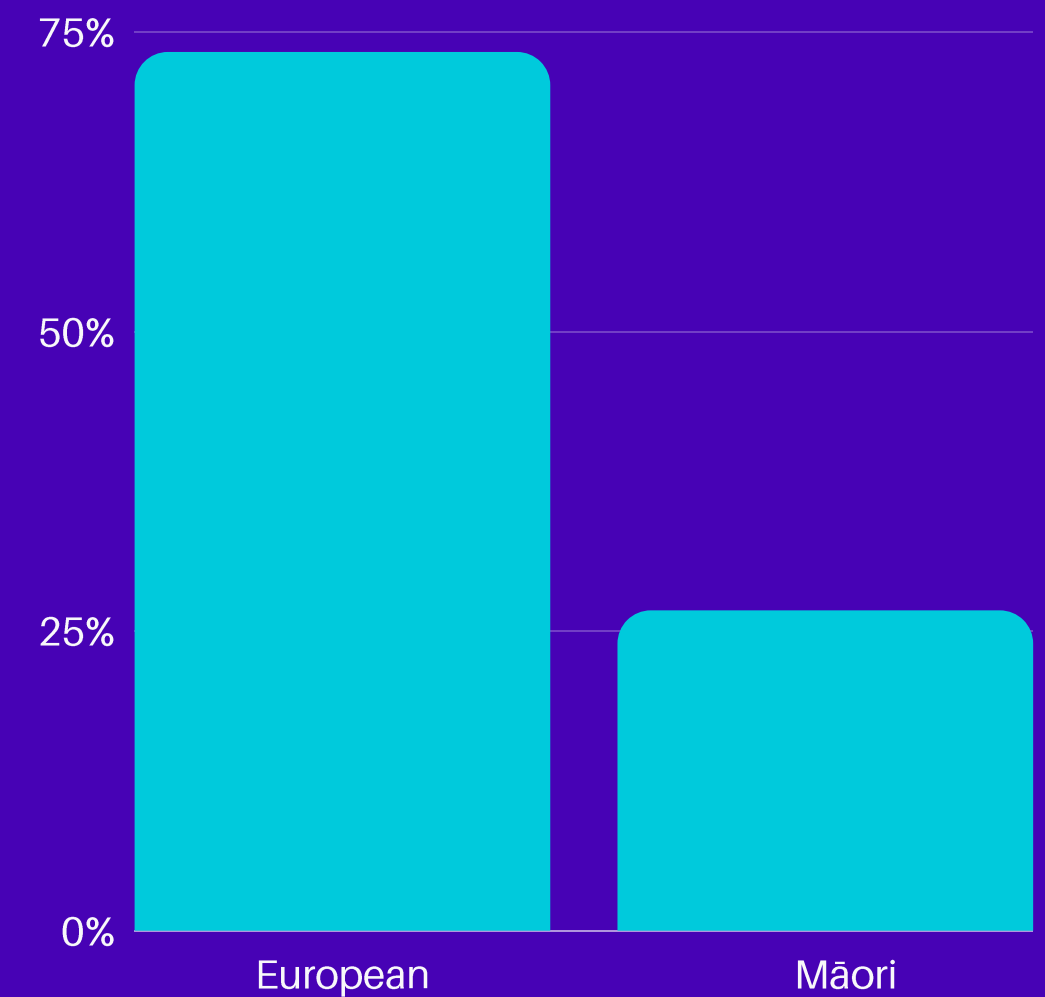


MALE & PAKEHA/MAORI (NO MIGRANTS)

Respondents by Gender

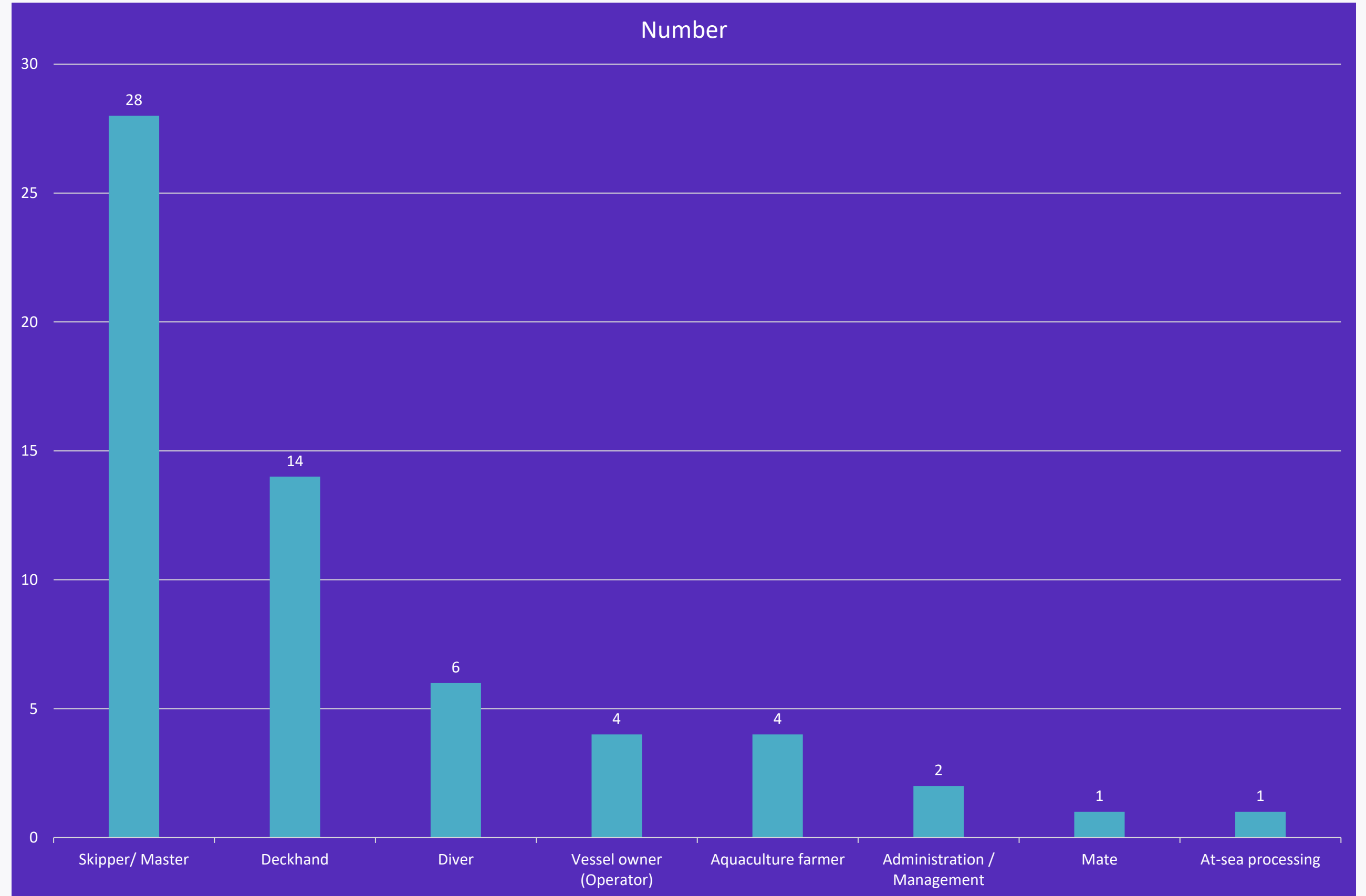


Respondents by Ethnic Identification (%)

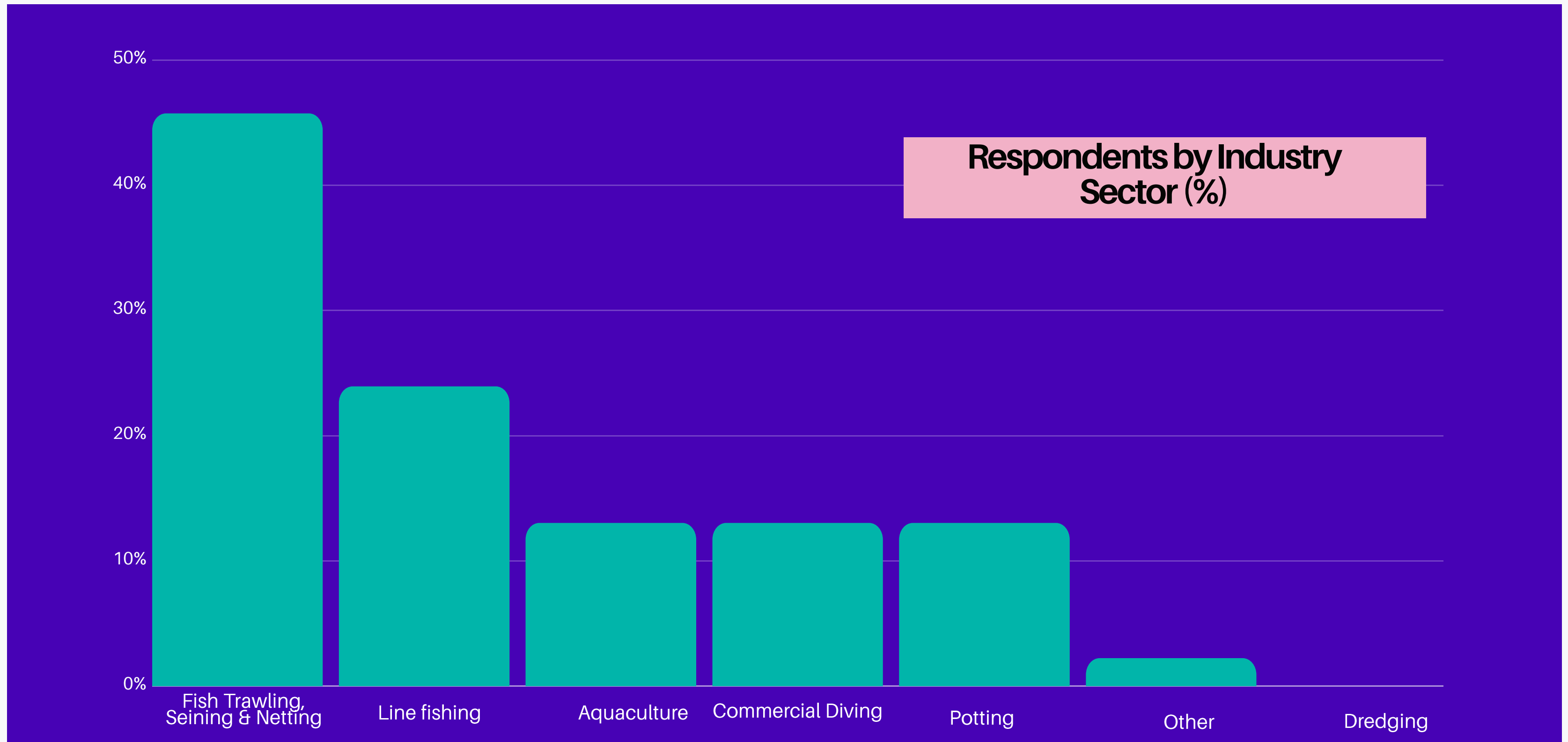


MOSTLY SKIPPERS & DECKHANDS

Respondents
by
Occupation

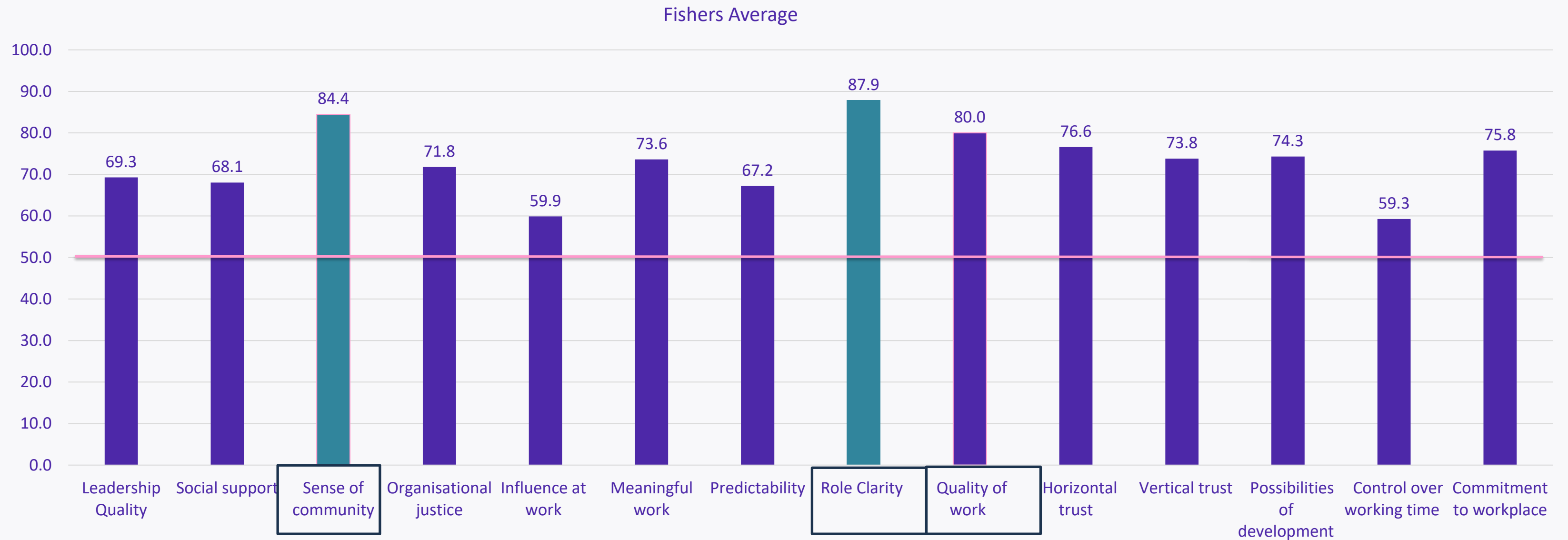


MOSTLY INVOLVED IN FISHING



TWELVE FACTORS ENHANCE WELL-BEING

Factors Enhancing Well Being



KEY POINTS

Lowest scoring:

- Influence at work
- Control over worktime"

Primary 'enhancing factors' for fishers include

Role Clarity (87.9%)

Sense of Community (84.4%)

Second-tier enhancing factors include

Commitment to workplace (75.8%)

Vertical and horizontal trust (74.7%)

Possibilities for development (74.3%)

Vertical Trust (fishers) (73.8%)

Meaningful work (73.6%)

Good News

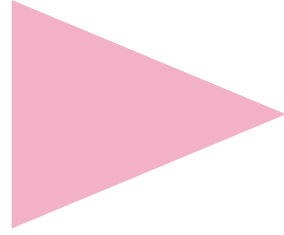
Very similar profile to WorkSafe Survey factors

Even better, almost all factors rated higher or equal to the National survey!

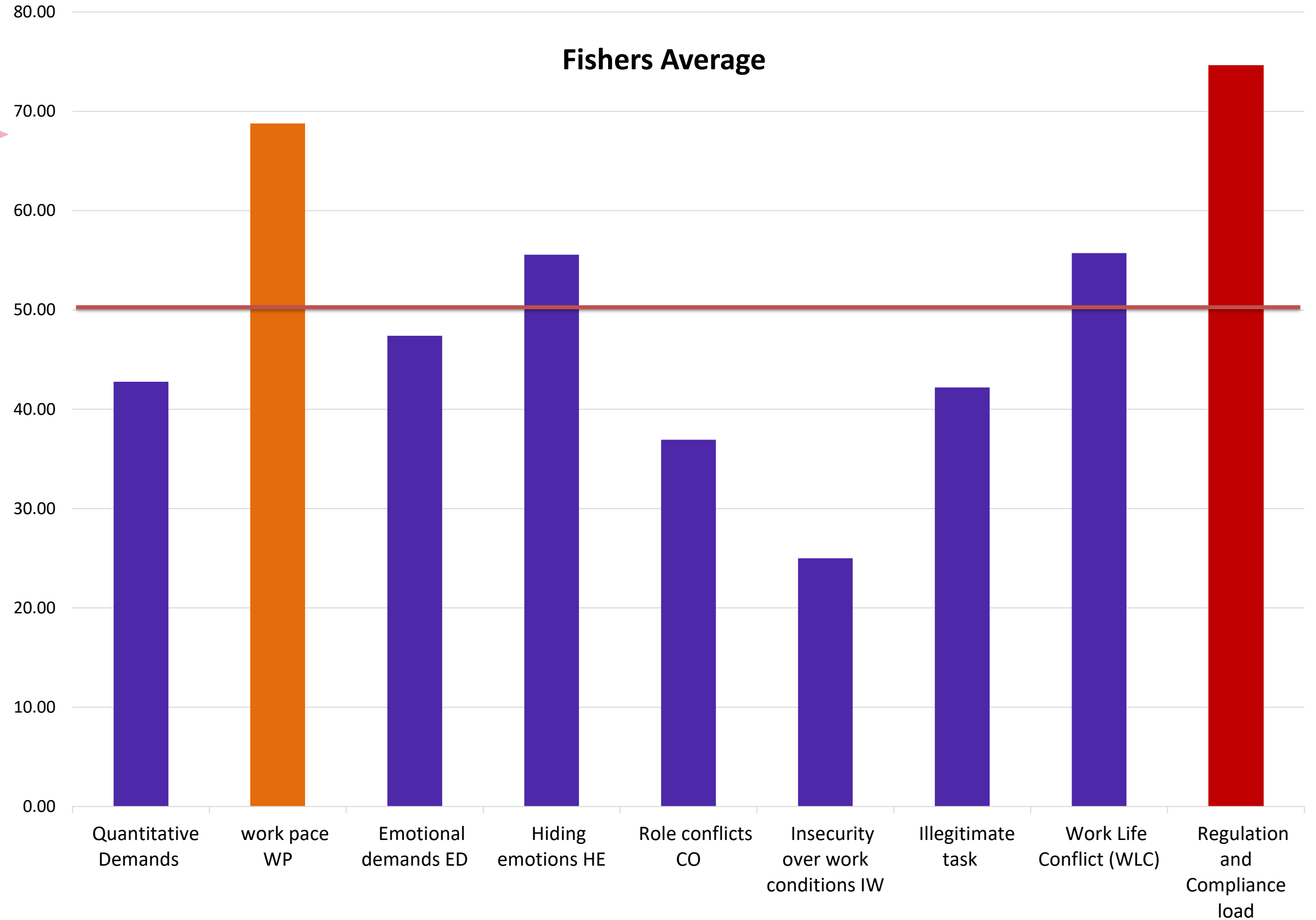


NINE RISK

FACTORS



WELL-BEING



Not so good news

- On 6/8 risk factors measured by WorkSafe, Fishers score higher than the average reported by WorkSafe

Regulation & Compliance Load (74.6)

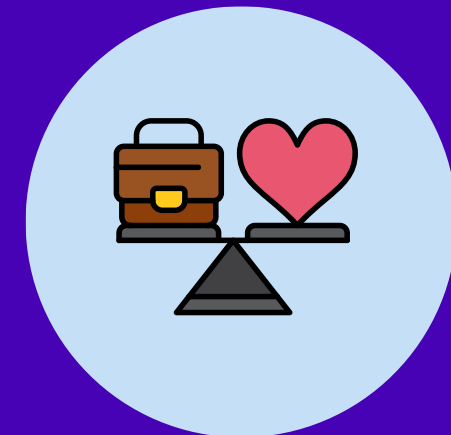


Work Pace (68.8)



Hiding Emotions (55.6)

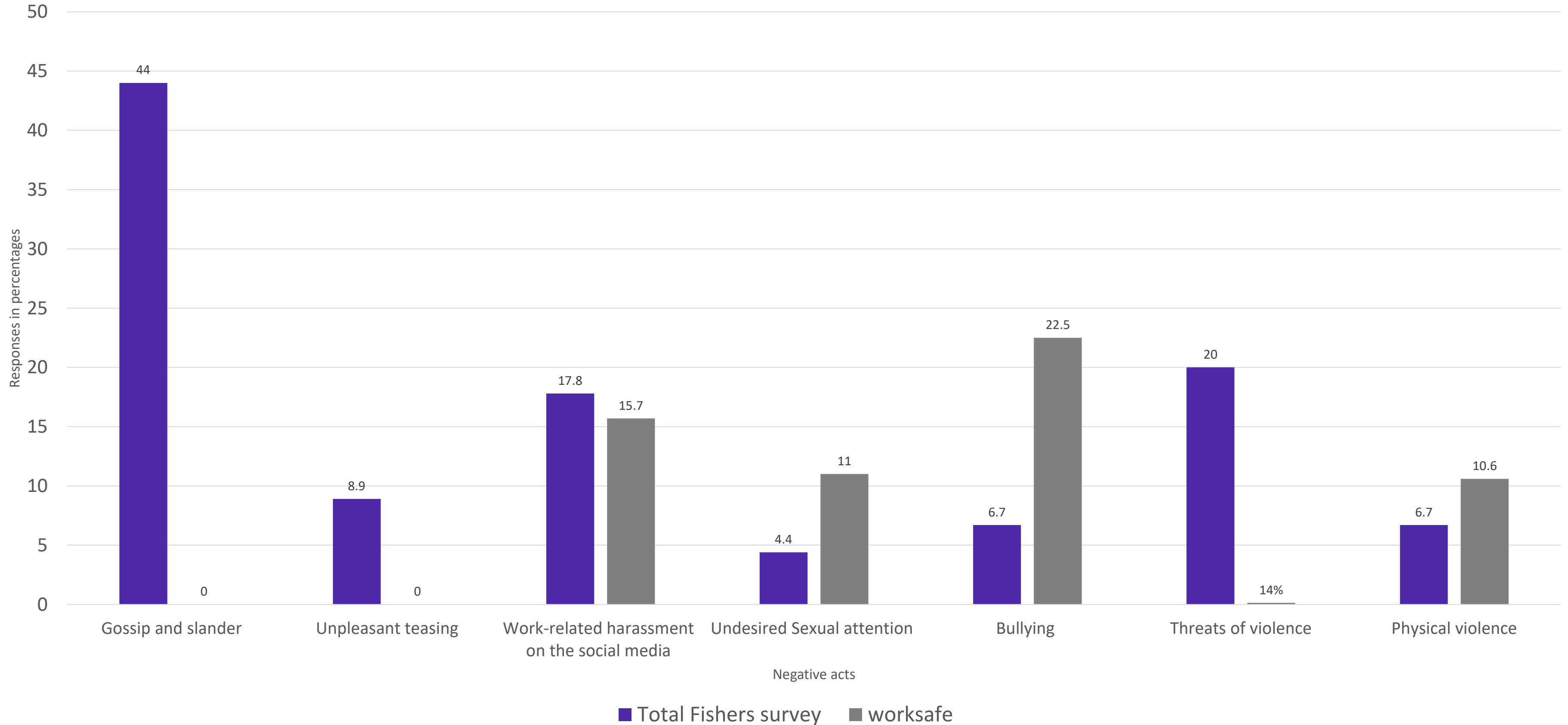
Work Life Conflict (55.7)





Negative Acts at work

Negative Acts: Fishers and WorkSafe Data



KEY POINTS

No Negative Act
reported by over
50%

- ▶ Slander & Gossip (45%) most reported negative acts
- ▶ Most common for all ethnicities, genders, ages

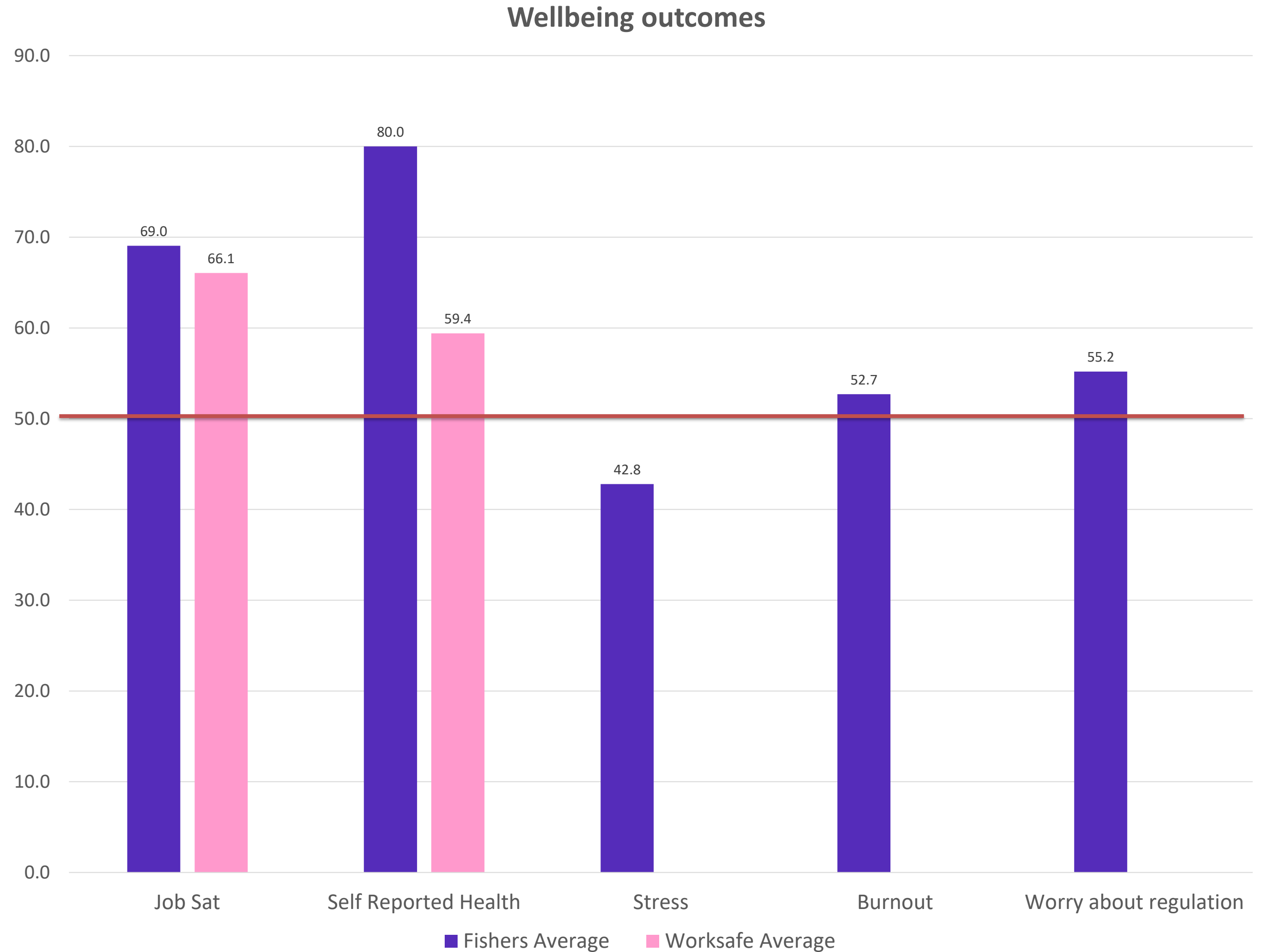
Threats of violence (20%)
Harassment on social media (18%)

Teasing, sexual attention, violence uncommon

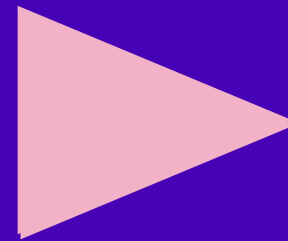
Outcomes — Wellbeing

- Job Satisfaction
- Stress
- Burn out
- Worry about regulations

Wellbeing outcomes



Key RISKS In Depth



Worry About Compliance (55.2)



Insecurity over work conditions (25.0)



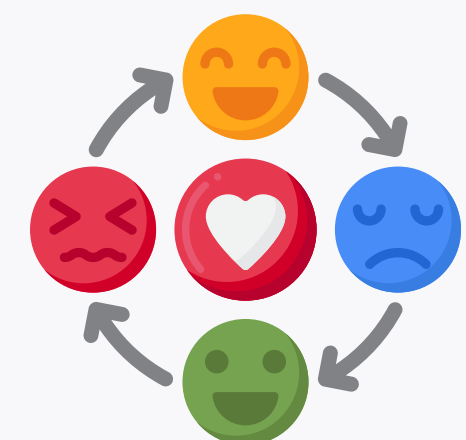
Role Conflict (36.9)



Work Life Conflict (55.7)



Hiding Emotions (55.6)



Emotional Demands (47.4)



Regulation & Compliance Load (74.6)



Work Pace (68.8)



Quantitative Demands (42.8)

KEY POINTS

Reported risk from
Regulations &
Compliance loads over
50% *for every
demographic
characteristic*

- ▶ Compliance loads over 90% for
- ▶ Owner-Operators, Admins, 26+years experience, Salaried

- Compliance loads 80%–90% for
- Contractors, mates, 40+, 50+ & 60+ years old

KEY POINTS

Reported risk from Work Pace over 50% for almost every demographic characteristic

- ▶ Work Pace over 80% for new workers (1–3 years & less than 12 months), divers, under 25 years
- ▶ Work Pace over 70% for many nine other characteristics.

- Work Pace the highest rated risk in the WorkSafe survey, suggesting it is an issue in many industries.

KEY POINTS

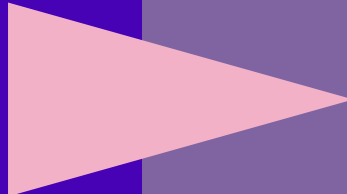
Regulation and Compliance Load was experienced by all demographics to a significant extent.

- ▶ Owner/operators (90%) and 40–49yo's (97%) reported very high risk from worrying about compliance.
- ▶ But the numbers for these groups was low (3 & 4)

- Other groups worried much less, some at low levels.

Survey Conclusions

**Caution: These
are pilot study
findings**



- **Regulation and Compliance** load a significant problem for industry – rated very highly by all demographic groups. *Worrying about compliance more focused on specific groups who were very worried about it.*
- **Work Pace** an issue for most groups, but *WorkSafe* survey suggests this may be problem for many industries.

Navigators' feedback



One fisher comments sums it up:

“It (the Survey) covered a fair bit, but I think it should possibly go more in depth about why so many fishers are worried about their future in the fishing industry and the main cause/driving factor. Why would we encourage young guys to go back to school to get tickets (fishing qualifications) or try pave their way through the fishing industry when there is so many going broke or wanting to get out with all the new regulations been thrown at us at the moment, feels like the inshore industry is at a choke point. My rant like many others can go on for a good hour.”

Phase 3

Feedback from the fishers

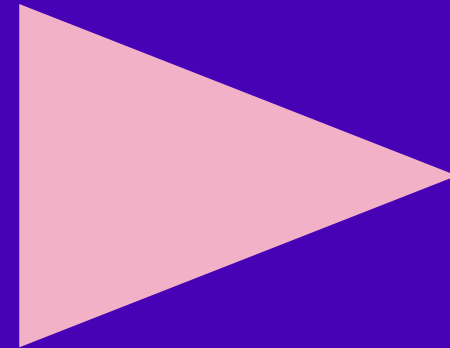
What we asked and what we heard

Participants: 9

Fishers' feedback Process

- **Online meeting.**
- **The invite was sent by FirstMate**
- **Fatima presented the project aims, the role of the collaborators, and the survey findings.**
- **The presentation was 25 minutes, the feedback and discussion was 45 minutes**
- **Fatima and Andrew took questions, heard the participants, and collated the feedback.**

What we asked the fishers: Feed forward



**Do these findings
resonate with you?**

**Is there anything we
have missed that we
should have asked?**

**What would you like to see
that will help ?**

**Is the current situation
sustainable for fishers?**

**Knowing what we found from
our pilot study, what does it
mean for you as a fisher?**

Any other comments

**What do we need to ask, who should we ask, how
should we ask, and why?**

Fishers' feedback

- **There is a perceived distance between the regulator, and the fisher**
- **Regulators don't speak 'fisher'**
- **Impact of literacy levels needs to be researched**
- **The regulations & compliance load is real and increasing**
- **It is & will keep taking a toll on fishers**

- **Survey terminology is not easily understood by the fishers**
- **Non-written format may be needed to get better engagement and response (audio- visual)**
- **More effort may be needed to get an industry-representative sample**

- **Collaboration with FirstMate & Navigators was essential**
- **More research needed on COPSOQ, Wellbeing, and other areas**

Where to from here?

Future Research

- **Scale up the pilot study– Representative sample**
- **Understand the best way to hear and communicate with fishers**
- **Explore research methods suitable for fishers**
- **Develop a wellbeing framework for fishers**
- **Find ways to increase knowledge of, and compliance with regulations amongst fishers**
- **Have more collaborations between the stakeholders**

Industry Implications and Possibilities

Preliminary suggestions

PRESENTATION OF THE IMPORTANT FACTORS BASED ON THE PILOT STUDY

Risk factors
Regulation and compliance Load

- Understanding
- Application

Work Pace

Mitigating Risk factors (CATCH)
Create audio visual content
Add incentives to learn
Translate it in fishers' language
Conduct workshops and one-on-one sessions
Hear fishers' voice

Fishers' wellbeing

Environmental sustainability

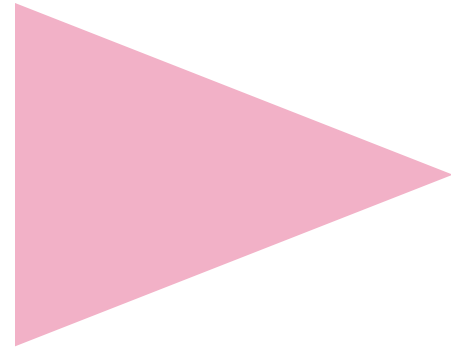
Consumer expectation and demand

Wellbeing Enhancing Factors

- Sense of community
 - Work quality
- Work meaningfulness
 - Trust

Strengthen Enhancers (DEEP)
Develop a community of practice
Educate the skippers
Engage the skippers to transfer the knowledge
Provide the bigger picture and purpose

**Building a high
trust-based
relationship
between stake
holders**



To attain safe people and operations	<ul style="list-style-type: none">❖ Engage openly, and proactively with the fishers❖ Be agile in upskilling the fishers
To have clean seas and water ways	<ul style="list-style-type: none">❖ Incentivize , and educate the fishers.❖ Enable them to sustain and innovate
The onus and burden of the above should not be on the small and vulnerable fishers	
Building on the MNZ vision	



Thank you from our Team

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