



Introduction¹

This issue offers four new contributions to Nordic working life studies.

In their conceptual article *Bringing Organizations Back in: Going from Healthy Work to Healthy Workplaces*, Malin Bolin and Gunilla Olofsdotter are concerned with synthesizing approaches from occupational health research with theoretical and methodological approaches from feminist studies. With inspiration from Joan Acker's concept of inequality regimes, the authors investigate how feminist intersectional analysis can bring back a rich understanding of the role of organizations to fertilize studies of occupational health. Starting out with the widely influential job demands and control model, they argue that the concept of inequality regimes can contribute to theoretical and methodological advances in occupational health research. The advantage of suggesting this constellation between occupational health research and feminist studies is to develop a holistic perspective of the work environment.

In *Occupational Identities and Physical Exertion in (re)configurations of New Technologies in Eldercare*, a group of Danish researchers headed by Jeppe Zielinski Nguyen Ajslev study the consequences of physical exertion for the work of occupational identities of care workers in a large municipality in Denmark. Based on focus group and individual interviews with care workers and headmasters at care homes, they examine how new technologies that reduce physical exertion and occupational identities are connected. The analysis of the empirical material is conducted by combining approaches from positioning theory and agential realism. It spells out the moral aspects of technology implementation, and the authors emphasize the importance of attending to the employee's ability to openly judge and question physical and ethical consequences of the use of new technology and devices.

Sylvi Thun and her group of Norwegian authors are also concerned with the effects of implementing new technologies. In their article *Industry 4.0: Whose Revolution? The Digitalization of Manufacturing Work Processes*, they examine the extent to which digital tools are used and available to managers and operators in manufacturing. As the transition to industry 4.0 is generally considered to bring about more extensive decentralization and a greater degree of autonomy for workers, it is important to empirically document the effects of the new technologies. The study was conducted in 10 Norwegian manufacturing companies to test hypotheses about the perceived benefits of the new technologies among operators and managers, and it concludes that a gap exists between the needs and wishes of the operators, and what the new technologies actually offers this group. The digital technologies seem to have only reached the managerial level, and does thus not effectively advance decentralization and bring about more autonomy among the workers.

The final article *Globalization and Job Insecurity in Danish Firms: A Multilevel Study* authored by Sabine Raeder and a team of Danish researchers examine how globalization and related management practices affect employee perception of job insecurity. Based on questionnaires collected from employees in Danish companies, the authors map how perceived job insecurity due to processes of globalization varies according to occupational position, age, gender, and company size. The study explains how job

¹ You can find this text and its DOI at <https://tidsskrift.dk/njwls/index>.



insecurity is consequential of managerial practices characteristic of globalization, such as international collaboration and numerical flexibility.

This issue also features Helge Hvid's review of Jonas Axelsson, Jan Ch. Karlsson, and Egil J. Skorstad recently published book: *Collective Mobilization in Changing Conditions. Worker Collectivity in a Turbulent Age*.

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