



## Introduction<sup>1</sup>

This issue of Nordic Journal of Working Life Studies brings together four articles.

The first article of this issue, *Cherry Picking Disability Rights? Swedish Disability Policy on Employment, Health and Participation*, authored by Faten Nouf-Latif and colleagues, examines how Swedish disability policies are developed to meet UN Conventions on the Right of Persons with Disabilities. Focusing on a recent Swedish governmental disability policy document and legal documents, the authors ask how they describe individuals with disabilities in terms of citizens in the policy areas of health and employment?; how governmental responsibilities are formulated?; and how the policy management affects individuals' opportunities to enjoy citizenry and participation? Using directed content analysis and theories of social risk and governance, the authors observe that the employment domain is given much more attention and focus at the cost of the policy area of health. Hard governance is predominant in relation to the employment domain, whereas governance in relation to the health domain is softer – employing abstract directives to stakeholder organizations and authorities.

Magne Bråthen and his co-authors are also preoccupied with policies of health and employment in their article *Mental Health and Access to Active Labor Market Programs*. The authors investigate if there exists a mental health access bias in the Norwegian active labor market program participation among long-term social assistance recipients. Using register data and questionnaires, the authors study a cohort of 446 individuals who received social assistance benefits in 2005 and follow their vital life course from 2004 to 2009. Results from the study indicate that the labor market programs tend to favor training for those recipients who do not have mental health problems. The demonstration of this access bias calls for further research in relation to the recruitment processes into the labor market programs, and the findings raises questions about differential access or differential needs among nonemployed with and without mental health problems.

The third article *Agency and Adaptation: Strategies of Immigrants' Descendants on the Swedish Labor Market*, written by Pinar Aslan and co-authors, draws the reader back to a Swedish context in order to explore how decedents of immigrants understand labor market conditions and how this understanding affect their occupational strategies. The study is based on interviews with 21 Swedish born individuals with non-Western immigrant parents – all of whom have entered the labor market. Employing a Bourdieusian theory framework the authors identify three strategies: 1) 'choosing the right job', 2) adapting the habitus, and 3) using cultural capital in flexible ways. These strategies are available for either finding familiar settings on the labor market that resonate with the individuals' habitus, or – alternatively – the habitus is transformed in order to adapt to unfamiliar contexts. The flexibility of seeking an appropriate strategy is triggered by an ethnically segregated labor market.

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



Finally, Heli Ansio and co-authors explore *Community and Collaboration in a Shared Multi-space Office*. The article reports the result of a qualitative case study of a multispace office shared by six municipality-owned companies in Finland. Based on interviews, observations, and intervention workshops, the study examines how collaboration and community are understood, and how they change during the intervention process. The authors conclude that shared and open office solutions do not lead to interaction and collaboration by itself, but need to be supported and facilitated by management.

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