



## Introduction<sup>1</sup>

This issue of Nordic Journal of Working Life Studies opens the 12th volume of the journal with five new research articles.

In *A Maternal Wall for Refugees? Gender and Labor Market Establishment I Sweden*, Anne Grönlund and Madelene Nordlund use longitudinal Swedish register data to investigate whether refugee women face greater difficulties than men and if gender differences can be attributed to care responsibility. Through various regression methods, the authors follow refugees in Sweden from age 29 to 30 in a 20-year period starting in 1997 and compare them with Swedish-born individuals. Their findings point to similar gender patterns in Swedish-born individuals and in the refugee population – only the refugee women were even less established at the labor market than the Swedish-born women at age 30, even though they catch up with the male population in the long run. By exploring the intersection between gender and refugee-status, the study points to the importance of parenthood for the long-term establishment of refugees, and it recommends that further research pays more attention to the mechanisms of gendered employment trajectories.

Also in the Swedish context, *Private ICT-Activities and Emotions at Work – A Swedish Diary Study*, by Kristina Palm and her colleagues, explore how employees, managers, and HR representatives at three industrial companies engage in non-work matters mediated by information and communication technologies during work hours, and how these activities trigger emotions at work. The study is based on a seven days' diary logging of 33 respondents who reported their digital activities related to private matters during work, and work-related activities while being in the private sphere. The activity diaries also summarized the emotional states of the respondents associated with the activities. Based on these entries, the authors conclude that emotions change over the course over the day and many positive and negative emotions experienced at work are triggered by non-work matters through digital technologies. They find that the experience of work control is essential for the emotional outcome of non-work matters at work.

In *Acting Agentically at Work: Developing a Short Measure of Professional Agency*, Katja Vähäsantanen and co-authors bring us to Finland where they develop an instrument for measuring professional agency in work organizations. The proposed instrument is a shortened and more functional version of the more comprehensive Professional Agency Measure approach. The article reports from a test of the instrument that was carried out by a web-based questionnaire directed toward employees in professional domains in the Finnish health care sector, real estate services, and IT sector. The produced measure comprehensively captured individual's experiences of work, including their experience of influencing, participating, and negotiating identity at work. The authors argue that the shortened instrument has the advantage of offering reliable measure and providing higher reliability and more rapid completion of measurements.

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



Heidi Enehaug and her Norwegian colleagues are preoccupied with the role organization management-orientation play for employment engagement in work inclusion in the article *Workplace Inclusion Competence and Employer Engagement*. They set out to develop new and more specific concepts and adherent question indexes that provide resources for exploring the connection between management-orientation and employment engagement. 'Workplace inclusion competence' is explored in relation to participation and control-oriented management approaches, and empirical data gathered from an annual survey among members of a Norwegian union for managers on workplace-level activities are used to guide the exploration. The authors find that organizational management-orientation, including work pace, employees' development opportunities, financial situation, and occupational safety and health issues, impact workplace inclusion competences. The conceptual development and the adherent question indexes provide new resources for researchers to measure relations and associations between management orientation and workplace inclusion.

The article *Combining Work and Pension in Norway: Gathering Information and Imagining the Future* by Anne Skevik Grøndem and Ragni Hege Kitterød concludes this issue. Based on 28 qualitative interviews with senior workers in Norway, the article explores how the seniors seek information about the pension system and which concerns and priorities seniors have in relation to their retirement. As the Norwegian pension system grants a great deal of flexibility for senior workers to tailor their pension to their needs, investigating their reason become essential. Grøndem and Kitterød's investigation shows that the seniors struggle to understand the options they have and they use different strategies to shield themselves from insecurity. Two overarching concerns characterize their reasoning: the desire to secure pension money for their families in the event of early death, and to get the money while still vigorous.

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