Introduction[1]

This last 2022 issue of Nordic Journal of Working Life Studies contains four new research articles from Sweden, Norway, Denmark, and Finland.

The article *Solving 'the Uniform Issue': Gender and Professional Identity in the Swedish Military* by Sanna Strand and colleagues opens the issue. It sets out to explore how the Swedish Armed Forces (SAF) has articulated and addressed 'the uniform issue' since the 1980s, that is, how matters concerning servicewomen's access to adequate uniforms has been dealt with by SAF. Drawing on analytical tools within poststructural policy analysis, the authors engage with empirical material, including interviews, archival documents, media reports, and official statements made by SAF to document how the framing of 'the uniform issue' has changed over four decades. They identify three phases and ways of problematizing the issue. In the first phase, the issue was primarily articulated as a problem for the servicewomen to be addressed by individual servicewomen. In the second phase, the issue was framed as a problem for the servicewomen, but something that should be addressed by the SAF. The final phase focuses on SAF as both implicated and responsible for solving the issue. By documenting the shift in SAF's discourse, the article points to broader debates about how military service work is made attractive and legitimate in the Nordic context.

Marie Holm Slettebak and Johan Fredrik Rye's article *Social (Im)mobility in Low-skilled and Low-wage Immigrant niches* explore how occupational careers, income change, and job stability for native-born Norwegians and foreign-born workers have changed in the immigrant niche of the Norwegian fish processing industry. Using full population register data (n = 4164) of workers in the industry between 2009 and 2018, the authors identify significant differences among different groups of workers. The findings show a clear presence of an ethnic hierarchy in workers' social mobility trajectories. Norwegian-born workers in the industry are more upwardly mobile than immigrant workers from Eastern European countries, who in turn do far better than non-Western immigrant workers from overseas countries. Even though the authors observe substantial social mobility for all groups, and even though the immigrant niche provides a springboard for a few immigrants' job careers and social mobility, the trajectories are socially very different for Norwegian and immigrant workers.

The third article *Occupational Safety and Health Coordinator – Puzzle-piece Caretakers or Necessary Evils* by Jeppe Zielinski Nguyen Ajslev and colleagues explore the occupational safety and health (OHS) coordinators struggle to maintain preferred – and rejecting unwanted – professional identities. It analyzes interviews with 12 OHS coordinators in the Danish construction industry and identifies different professional identity categories that the coordinators try to adopt or reject in their professional identity work. Whereas the category *puzzle-piece caretaker* – understood as a caretaker of life and death – seems most appealing to the coordinators, the category of *necessary evil* – meaning at

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odds with other stakeholders and someone others can do without – is threatening their professional identity. To avoid being imposed unfavorable identities, OHS professionals stand in danger of putting their main efforts into the social and legitimizing practices at the cost of giving less focus to the actual OHS work.

Finally, Jenny Virtaluoto and Satu Selkälä's article *Meaningfulness in the Work of Language Professionals* explore the changes that language professionals in Finland have undergone in their work and how they perceive the meaningfulness of their work as a result. Based on the analysis of group interviews and an individual interview with experienced language professionals employed as freelancers, self-employed entrepreneurs, and in-house language professionals in different companies, the authors conclude that autonomy, freedom, and experiencing having made a worthwhile contribution contribute to giving meaning to work, while the increasing digitalization and organizational restructuring of work contribute to the fragmentation of work tasks and preventing the professionals to experience their work as meaningful.

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Editor-in-chief