



## Introduction<sup>1</sup>

I am delighted to present the first issue of the 13th volume of Nordic Journal of Working Life Studies. In this issue, you will find four research articles from Finland, Sweden, Denmark, and Iceland.

The first article of the issue is *Reach and Recruitment of Microentrepreneurs: Lessons from a Finnish Health Promotion Intervention* by Jaana-Piia Mäkineniemi and colleagues. This article analyzes the recruitment of microentrepreneurs in a Finnish health promotion intervention to better understand how participants are motivated to participate; from which sources participants learn about the initiative; the basis of their decision to participate; characteristics of the groups that did (not) participate, and more. It is pertinent to get a better understanding of these questions, as it is difficult to engage microentrepreneurs in health-promoting projects, taking into consideration that there are 1.6 million microentrepreneurs in the Nordic countries. The study gives valuable new insights about the effectiveness of different recruitment strategies and the characteristics of different microentrepreneur groups in relation to their willingness to respond and participate.

In the second article *Harder Than You Think – Immigrant Labor Market Integration in Agricultural Sector*, Henrik Barth and Ghazal Zalkat focus on the matching process in the Swedish agricultural sector. Based on 100 exploratory, qualitative, in-depth interviews with immigrants, employers, and employment service offices, they identify the challenges faced by the supply, demand, and match-making partners. The data enables the authors to construct a generic labor market matching model that can be used in the agricultural and other sectors to better match immigrants who want to work with employers who need workers. The model points to challenges identified by all partners in relation to language, immigrants not having a driving license, and cultural challenges, and other challenges that each of the three partners face in their respective efforts to succeed in making a match. The study suggests that additional language and skills courses, internships, and apprenticeships be offered to immigrant jobseekers.

The third article *Perceived Collective Use of Selection, Optimization, and Compensation: Associations with Work Ability* by Annette Meng and colleagues explore the strength of associations between employee-rated use of the SOC model (that helps people to age successfully through the use of Selection, Optimization, and Compensation strategies) at the individual, group, and leadership levels and self-rated work ability among nurses. The study is based on a questionnaire survey among Danish nurses with 785 respondents. The authors find that employee-rated use of SOC at the individual and group levels was positively associated with self-rated work ability when controlling for psychosocial working environment factors and health, and that the association was stronger at the group level. Based on these findings, it is recommended to enhance the collective use of SOC in order to maintain the work ability of nurses and retain them in the profession.

The fourth article by Klara Þorsteinsdóttir and Thamar Melanie Heijstra, *Power Dynamics within Icelandic Nursing: Walking the Fine Line*, is also preoccupied with

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



the nursing profession. The authors examine the power dynamics within the nursing profession in relation to the gendering of work. Based on 15 semi-structured interviews with Icelandic nurses (10 women and 5 men) conducted in 2019 and 2020, the study shows that the nurses experience power imbalances when their professional autonomy is restricted by financial and managerial resources. The article concludes by recommending initiatives that can change stereotypical public perspectives on nursing and bringing equality topic into nursing education and training.

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Editor-in-chief