



Introduction¹

The second issue of volume 13 of Nordic Journal of Working Life Studies includes four research articles.

The first article, *The Women, Peace, and Security Norms as seen by Norwegian Male Officers*, authored by Sindre Bæk and Inger Skjelsbæk, explores how the UN Security Council Resolution framework about Women, Peace, and Security is understood and discursively enacted by Norwegian male officers. Based on 13 in-depth qualitative interviews with the officers, the authors are interested in how sensemaking practices are derived in relation to the framework and what opinions, thoughts, and experiences the officers have in relation to these issues. Through a thematic analysis of the interviews, the authors observe that the officers construct a juxtaposition between ‘self’ and ‘other’ (e.g., Norwegian vs. Non-Norwegian, Non-Muslim vs. Muslim) and that they see the framework primarily as an instrument to improve military overseas operations, and less relevant for use in a Norwegian context where gender equality is perceived as a ‘natural’. The officers thus adopt a narrowed down understanding of the UN agenda and see the framework as a cultural perspective that helps the armed forces operate more effectively rather than as a gender-equality perspective.

In *Perception of Work Environment and Well-being in Activity-based Office – Three-wave Longitudinal Study*, Pia Sirola and her co-authors investigate how employees’ well-being is affected by Activity-based Office (ABO) redesigns (i.e., open-plan offices with activity-based use of additional workspaces). Little research has hitherto been conducted about the long-term effects ABO redesign, but this study explores how the redesign impacts employees’ well-being over nearly two years. The longitudinal study conducted surveys among the employees (n = 50) of a social and health care office organization in Finland four months prior to the moving to the new ABO facilities, eight months after the move, and finally 21 months after the move. The result of the study suggests that moving to an ABO may have long-term negative effects on privacy and perceived office support in terms of individual work and well-being. Appropriate conditions for individual and concentrative tasks were found problematic in the ABO.

The third article, *Workplace Barriers to Return-to-Work Processes*, by Heidi Enehaug and colleagues studies the barriers of returning to work (RTW) for employees who have suffered traumatic brain injury (TBI). Designed as a multiple case study of 38 cases in Norway, including qualitative interviews with employees with TBI (n = 64) and their managers (n = 45), the study seeks to explore workplace barriers in RTW, when they occur, and the psychosocial and organizational work environment risk factors that are significant in relation to RTW processes. The study shows that the role of managers is important in addressing the barriers involved, regardless of whether these originate from the organizational or psychosocial work environment, and that managers’ lack of knowledge about and long-term focus on RTW and TBI processes is a pertinent barrier.

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



The final article of the issue, *Leadership in Swedish Public Organizations: A Research Review in Education and Care*, by Ulrika Haake and co-authors, reviews recent (2018–2020) Swedish leadership research in the public sector areas of education and care. Comparing and contrasting the Swedish research literature of the two areas, the authors found significant differences: Compared to research on education, research on care is to a larger extent non-theoretical and is often focused on change management, quality assurance, and leaders' roles in employee health. Conversely, studies on education are theory driven and mostly focused on leaders' roles in learning and shared leadership. The authors conclude their study by suggesting that the two areas of research might benefit from learning from each other in moving forward and transcending the alleged uniqueness of the practices of these professional arenas.

Anders Buch
Editor-in-chief