



Introduction¹

The fourth and final issue of the 2025 volume of *Nordic Journal of Working Life Studies* brings together four timely and insightful research articles.

In *Understanding Resilience in the Context of Sustainable HRM and the Human–Nature Relationship*, Sari Niemi, Ville Pietiläinen, and Marjo Suhonen investigate how resilience is represented in sustainable human resource management and whether it considers the relationship between humans and nature. The study addresses the gap between organizational sustainability practices and ecological awareness, asking how resilience is illustrated in sustainability reporting, what argumentation supports these illustrations, and which HRM practices are involved. The article is grounded in ecological and socio-ecological resilience theory, as well as sustainable HRM models such as socially responsible HRM, Green HRM, and common good HRM. The authors argue that while these frameworks acknowledge social and economic goals, they often overlook ecological dimensions and the interconnectedness of people, work, and nature. The authors analyzed sustainability reports from 10 major Finnish organizations across diverse industries. Using reflexive thematic analysis, they identified three dominant approaches to resilience. The first and most common is the individual-centered approach, which frames resilience as employees’ ability to adapt and thrive through well-being programs, skill development, and flexible work arrangements. The second is the community-centered approach, which emphasizes collective learning, team autonomy, leadership, and organizational culture but remains disconnected from ecological issues. The third is the socio-ecological approach, which appears only marginally and mostly rhetorically, recognizing organizations as part of ecological systems but failing to embed this perspective in concrete HRM practices. The study concludes that current sustainable HRM reporting does not sufficiently engage with ecological sustainability. Despite extensive resilience-related practices, the ecological crisis is not treated as a central challenge within HRM. The authors call for a more integrated and relational approach to resilience, where HRM plays an active role in addressing socioecological issues and guiding cultural change within organizations.

The second article *Trajectories of Platform-mediated Gig Work in Nordic Taxi and Food Delivery Industries* is written by Sigurd M. N. Oppegaard, Johan Alfonsson, Stine Rasmussen, and Jere Immonen. It investigates how platform-mediated gig work has emerged and evolved in the taxi and food delivery sectors in Denmark, Finland, Norway, and Sweden. Theoretically, the study is grounded in a comparative institutional framework focusing on the interaction between labor market models and product market regulations. The authors draw on institutional and comparative political economy perspectives to conceptualize how national regulatory contexts shape the development of platform-based labor. The analytical concept of *trajectories* is introduced to capture the processes through which gig work evolves within different regulatory, industrial, and political conditions. Methodologically, the article employs a qualitative comparative document analysis covering the period 2013–2023. The authors examine over 180 documents, including government reports, legislation, court cases, media coverage, union statements, company websites, and prior research, to reconstruct historical developments in each country and sector. Empirically, the study identifies four main

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

trajectories describing the interaction between platform companies and national regulatory systems: evasion (circumventing existing rules), disruption (provoking deregulation), adaptation (adjusting to institutional frameworks), and market exit (withdrawal due to unfavorable regulation). The cases of Uber, Bolt, Foodora, Wolt, and Just Eat exemplify these dynamics. The findings demonstrate that the Nordic labor market model, while often portrayed as a safeguard against precarious employment, has not prevented the spread of platform work. Instead, its voluntarist and segmented nature—relying heavily on collective agreements rather than statutory law—has enabled gig platforms to establish themselves in industries with weak unionization. The article concludes that product market regulations play a crucial yet underexplored role in shaping labor market outcomes and calls for future research on how the interplay between labor and product market regulations affects the institutionalization of platform-mediated work.

In the third article *Exploring Professional Agency in Domestic Violence Interventions within Social and Health Care*, Sisko Piippo examines how professional agency is enacted within social and health care practices addressing domestic violence. The study seeks to contribute to existing research by shifting attention from the obstacles and constraints that practitioners face to the concrete practices they themselves consider successful in supporting victim-survivors and promoting safety and change. The analysis is informed by subject-centered sociocultural theories of professional agency, which conceptualize agency as a contextual, temporally embedded, and relational process emerging at the intersection of individual capacities and structural conditions. This theoretical framework allows Piippo to investigate agency not as a fixed attribute of individual professionals, but as a dynamic practice that evolves through the interaction between knowledge, professional judgment, organizational arrangements, and moral responsibility. Empirically, the article draws on qualitative data produced through 10 focus group interviews with 45 experienced professionals from various sectors of social and health care, including social workers, nurses, psychologists, counselors, and deacons. The material was analyzed using thematic content analysis, which combines inductive coding with theoretical abstraction. The analysis identifies four interrelated modalities of professional agency: epistemic, processual, relational, and reflective. These modalities encompass the professionals' use of knowledge and recognition of violence (epistemic), the coordination and initiation of intervention processes (processual), the collaboration and negotiation of shared responsibilities across professional boundaries (relational), and the reflexive engagement with one's own actions, emotions, and ethical commitments (reflective). Piippo concludes that effective domestic violence interventions depend on professionals' capacity to mobilize these interrelated forms of agency within supportive institutional environments. Organizational structures, guidelines, and interprofessional collaboration do not necessarily limit professional autonomy but can, when properly aligned, enhance and sustain professionals' agency in ethically complex and emotionally demanding fields of practice.

Finally, in *Changing Workplace Relations and Sites of Belonging in Swedish University Administration*, David Regin Öborn explores how formal affiliations and informal associations shape experiences of belonging and influence workplace dynamics within professional organizations. The study takes departmental administrators in a Swedish university as an exemplary case for examining how organizational structures and social relations interact under conditions of managerial reform and professional transformation. The article adopts a sociological workplace perspective that combines

theories of belonging, loyalty, and occupational identity to conceptualize the ways in which employees navigate multiple sites of affiliation. Öborn introduces the concept of *sites of belonging* to capture both formal and experienced attachments within organizations and to explain how individuals manage overlapping loyalties and expectations. Methodologically, the study applies a sequential mixed-methods case design integrating qualitative and quantitative data. The empirical material consists of interviews, workshops, and a survey conducted among departmental administrators, academic staff, and managers. In total, 13 interviews, an organization-wide survey with a 57% response rate, and several focus groups and workshops form the basis for the analysis. The data were thematically coded to trace how administrators experience and negotiate their place between the academic and managerial domains. The findings reveal that departmental administrators occupy multiple and sometimes conflicting sites of belonging. Although formally attached to a central administrative unit, many continue to identify with the academic departments where they perform their daily work. This dual position not only creates tensions and feelings of marginality but also opens opportunities for increased agency. Administrators use their dual affiliations to balance demands and expectations from both management and academics, thereby gaining influence over their work conditions. Öborn concludes that the coexistence of several sites of belonging generates both strain and empowerment, producing new collective identities and reshaping workplace relations in academia. The study demonstrates that understanding such multiple belongings is crucial for grasping contemporary organizational dynamics in universities and similar professional contexts.

As this issue marks the closing of the 2025 volume, it also marks a personal turning point. After serving as editor-in-chief of *Nordic Journal of Working Life Studies* for almost a decade, I am stepping down from the role and handing over the editorial leadership to Kristina Palm and a new managing team at Karlstad University. I would like to express my warmest thanks to the members of the editorial board for their invaluable support, engagement, and collegiality over the years. A very special thank you goes to Bo Carstens, our dedicated journal manager, who is also stepping down as the transition is affected. Bo has been the backbone and glue of the journal since it was founded in 2011—ensuring its professional operation, continuity, and quality with tireless commitment and integrity. Finally, I extend heartfelt gratitude to all the authors who have chosen to publish their research with us. Your contributions continue to shape the field of working life studies and ensure the vitality and relevance of this journal.

Anders Buch
Editor-in-Chief (outgoing)