



# The Nordic Work Life Conference 2018

OSLO 13 -15 JUNE

Full program,  
sessions, abstracts  
and updates:  
[fafo.no/nwlc2018](http://fafo.no/nwlc2018)

# SESSIONS PROGRAM

Per 11 June 2018

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All sessions are held in Pilestredet 35 (P35) on the OsloMet Campus.  
Questions? Contact our conference desk on the first floor of P35 or email us on [nwlc2018@fafo.no](mailto:nwlc2018@fafo.no)



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Work Research Institute  
OSLO AND AKERSHUS  
UNIVERSITY COLLEGE  
OF APPLIED SCIENCES

## Session 1

### New Public Management and its effects on the professional ethos; addressing myths and realities

**Organizers:**

Ole Jacob Thomassen ([ojt@usn.no](mailto:ojt@usn.no)) & Karianne Nyheim Stray ([kst@usn.no](mailto:kst@usn.no))

<b>Wednesday 13 June 15:00 – 17:00</b> <b>Room: P35-PI243</b>	
Jon Lystlund Halkjær & Thomas Bredgaard	From management to governance? The Danish Public Employment System in transition
Anders Jakobsen	Professional identity and experiences of ambivalence amongst high school teachers - professional ideals between critique and accommodation with transformations in the Danish high school
Ann Cecilie Bergene	Professional Work in a Nordic Context: underutilized potential for employee-driven innovation?
<b>Thursday 14 June 10:00 – 12:00</b> <b>Room: P35-PI243</b>	
Anniina Autero & Giuseppe Grossi & Eva Löfstål	Institutional developments of performance evaluation in the Finnish and Swedish university context
Per Lindqvist, Ulla Karin Nordänger, Jens Gardesten, Lars Fonseca, Helena Ackesjö & Katarina Herrlin	Alleviation or obstruction? Teachers, teacher assistants and negotiations on professional domains
Karianne Nyheim Stray & Ole Jacob Thomassen	The Norwegian Welfare and Labour Service (NAV)'s strategies towards sick-listed workers and their employers

## Session 2

### Professional work in the Nordic welfare states

**Organizers:**

Annette Kamp, Sidsel Grosen, Betina Dybbroe and Carola Aili

**Contact:** [kamp@ruc.dk](mailto:kamp@ruc.dk)

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI251</b>	
Mia Vabø	Inter-professional collaboration in home care reablement.
Anette Lykke Hindhede & Vibeke Andersen	Interprofessionalism, cooperation or struggling for professionalism in Danish hospitals
Bettina Dybbroe	User involvement and co-production as transformative concepts and practices in health care influencing professional identities and meaning risk and responsibility, relations and knowledge-sharing in Psychiatry
Lotti Ryberg Welander	Licensed professionals, what about the legalities?
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI251</b>	
Annette Kamp, Agnete Meldgaard Hansen & Sidsel Lond Grosen	Negotiating temporalities of care. New technologies on professional care work
Søren Salling Weber	Contradictions of Social Workers' 'Evidence-Based Practice'. Opening Pandora's box?
Torhild Holthe, Anne Lund, Liv Halvorsrud, Dag Karterud, Erik Thorstensen, Reidun Norvoll & Ellen-Marie Forsberg	Professional caregivers' experiences with assistive technology to care recipients with mild cognitive impairment
Kitt Vestergaard	When and how health professionals' experiences telemedicine in home care as offenses

## Session 3

### Journalists' Working Lives in Flux: New Challenges, New Opportunities?

**Organizers:** Monika Metykova (m.metykova@sussex.ac.uk) and Lenka Waschkova Cisarova (cisarova@fss.muni.cz)

<b>Wednesday 13 June 15:00 – 17:00</b> <b>Room: P35-PI649</b>	
Henrik Örnebring & Cecilia Möller	Leaving journalism: gendered experiences of precarity among ex-journalists
Monika Metykova	The Elephant in the Room: Places and Spaces of Journalistic Work
Lenka Waschkova Cisarova	Workspaces of Public Service Television: The Case of Czech Television's Studio Brno
<b>Thursday 14 June 10:00 – 12:00</b> <b>Room: P35-PI649</b>	
Gudrun R. Skjælaaen	The Pendulum of Change: Moving Forward by Going Backwards. From Print to 'Digital First'- Publishing in a Norwegian Newspaper
Margareta Melin & Jenny Wiik	Living the liquid life. Journalists with precarious working conditions negotiating their professional identity
Amanda Brouwers & Tamara Witschge	'It never stops': the implicit norm of working long hours in entrepreneurial journalism

## Session 4

### Security, crisis management, and the labour market – changing patterns and new professional roles?

**Organizers:**

Jennifer Hobbins ([jennifer.hobbins@fhs.se](mailto:jennifer.hobbins@fhs.se)) and Arita Holmberg ([arita.holmberg@fhs.se](mailto:arita.holmberg@fhs.se))

<b>Thursday 14 June 14:30-16:30</b>	
<b>Room: P35-PI243</b>	
Dag Ellingsen & Ulla-Britt Lilleaas	Gender Equality, Diversity and Societal Security
Magna Robertsson	Courage as profession or virtue? War decorations and professional roles in the Swedish Armed Forces
Jennifer Hobbins, Arita Holmberg & Aida Alvinus	Security, crises – and teachers? Exploring the new meanings and roles of a female dominated occupation

## Session 6

### Precarious work in the Nordics

#### Organizers:

Trine P. Larsen ([tpl@faos.dk](mailto:tpl@faos.dk)) and Eivind Falkum ([eivind.falkum@oslomet.no](mailto:eivind.falkum@oslomet.no))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI551</b>	
Antti Saloniemi	Working on fixed-term base – a five year follow-up from Finland
Inga Minelgaité, Erla S. Kristjánsdóttir, & Thora H. Christiansen	The expectations of foreign temporary employees in Iceland
Stine Rasmussen, Anna Ilsøe, Trine Pernille Larsen, Jouko Nätti og Anna Helene Garde	Atypical employment in the Nordic Countries – precarious employment?
Pasi Pyöriä & Satu Ojala	Precarious work and its relation to intrinsic job quality and risk of disability pension: Evidence from Finnish survey and longitudinal data
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI551</b>	
Merja Kauhanen, Jouko Nätti & Satu Ojala	The impact of temporary work on subsequent earnings in the long run
Hanna Sutela & Anna Pärnänen Anna	Platform workers in Finland
Eivind Falkum, Ida Drange, Bitten Nordrik	Ownership, management and precarious work in Norway
<b>Thursday 14 June 14:30-16:30</b>	
<b>Room: P35-PI551</b>	
Jens Arnholtz	Will the PWD revision make a change; systematic evidence on posted workers in Danish construction
Janne Gleerup, Niels Warring	Precarious work among higher educated – consequences for organisations and work life
Anna Pärnänen & Hanna Sutela	Changes in the Finnish labour market in the 2000s
Johanna K. Schenner	Controlled Labour Migration: A Means to Tackle Forced Labour?

## Session 8

### Social stratification and mobility in more segmented, flexible labour markets.

#### Organizers:

Jørgen Svalund, Fafo ([jos@fafo.no](mailto:jos@fafo.no)) and Tomas Berglund ([tomas.berglund@socav.gu.se](mailto:tomas.berglund@socav.gu.se))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI646</b>	
Tomas Berglund, Kristina Håkansson & Tommy Isidorsson	Dualization and Polarization in the Swedish Labour Market
Jørgen Svalund	Increasing temporariness and polarization of Norwegian working life?
Jakub Stachowski & Bente Rasmussen	Employment relations in the fish industry and paradoxes of integration in the local community.
Jørgen Svalund, Anna Peixoto, Kristin Jesnes & Jon Erik Dølvik	Employers' hiring of flexible and fixed-term workers in five Norwegian and Swedish industries
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI646</b>	
Idit Kalisher & Israel Luski	Employment Mobility and the Effects of Wage Level and Tenure
Jouko Nätti, Satu Ojala & Merja Kauhanen	Temporary agency work and labour market transitions
Tomas Berglund, Roy Nielsen, Olof Reichenberg & Jørgen Svalund,	Temporary contracts, employment trajectories and dualisation: a comparison of Norway and Sweden
Jon Erik Dølvik, Kristin Jesnes, Johannes Oldervoll, Jørgen Svalund, Sissel Trygstad & Beate Sletvold Øistad	New provision on temporary employment in Norway, is it redundant?

## Session 9

### Young workers on a changing labor-market

**Organizer:**

Mette Lykke Nielsen ([mln@learning.aau.dk](mailto:mln@learning.aau.dk))

<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI246</b>	
Lotta Haikkola	Young people in the employment services: making laboring citizens
Karen Albertsen, Sisse Grøn, Marie Birk Jørgensen & Hans-Jørgen Limborg	Health and safety committees for juvenile workers in Danish supermarkets
Mette Lykke Nielsen, Louise Yung Nielsen, Kari Anne Holte & Johnny Dyreborg	Young Workers on the digital Labor market and their Health and Safety
Åsa Andersson & Johnny Dyreborg	Creative influencers. Empowering strategies on a precarious labor market
Kari Anne Holte, Merete Jonvik & Johnny Dyreborg	High autonomy - reality or imagination? Experiences about autonomy among young workers in atypical work.



## Session 10

### No more colorless working life

**Organizers:**

Mervi Hasu (m.a.hasu@iped.uio.no) & Pia Houni ([Pia.Houni@ttl.fi](mailto:Pia.Houni@ttl.fi))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI246</b>	
Markus Arvidson & Jonas Axelsson	The Cole-Guetzkow-view on loyalty conflicts in organizational and everyday life
Sari Käpykangas & Heli Ansio	A work community or a street milieu?
Eveliina Saari, Mervi Hasu, Sari Käpykangas & Anne Kovalainen	Future professionals' competence in the digital transition through agency and opportunity
Pia Houni	Artists as agents of change in working life

## Session 11

### Digitalization, platforms and robotization of work

#### Organizers:

Kristin Jesnes ([krij@fafo.no](mailto:krij@fafo.no)) & Bertil Rolandsson ([bertil.rolandsson@gu.se](mailto:bertil.rolandsson@gu.se))

<b>Wednesday 13 June 15:00 – 17:00 Industry 4.0, robots, artificial intelligence, big data – implications for the labour market. Room: P35-PI556</b>	
Bertil Rolandsson	Police officers conducting work on-line
Caroline Lloyd & Jonathan Payne	Are there still national differences in innovation? Robots and artificial intelligence in Norway and the UK
Pauli Forma	From fragmentation to integration: data for the changing working life
<b>Thursday 14 June 10:00 – 12:00 Digitalization and implications for the labour market. Room: P35-PI556</b>	
Marianne Keyriläinen	Digitalization of work from the perspective of Finnish employees': Results from qualitative pre-interviews
Timurs Umans, Martin Kockum, Sofie Lindberg & Elin Nilsson	Digitalization in the banking industry and workers subjective well-being: Contingency perspective
Robert Helmrich & Michael Tiemann	Digitalization and new forms of inequality
Mervi Hasu	Employees as co-designers of value in platform-mediated work
<b>Thursday 14 June 14:30 – 16:30 Platform mediated work – implications for the labour market. Room: P35-PI556</b>	
Pauli Forma	The consequences of platform economy on occupational safety and health
Torstein Nesheim	The gig economy: The three functions of the intermediary
Stine Rasmussen	Platform work in Denmark and regulatory issues – towards a conceptualization
Dawn Gearhart	Giving Uber drivers a voice in the gig economy

## Session 12

### New wave of knowledge work – challenge or a chance?

**Organizers:**

Jussi Okkonen, Nina Helander ([nina.helander@tut.fi](mailto:nina.helander@tut.fi)) & Vilma Vuori

<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI259</b>	
Nina Helander	Knowledge Work in a Nordic Context: Flexibility, Mobility and Atypical Work Defining Performance
Milla Ratia, Jussi Myllärniemi & Nina Helander	Robotic Process Automation (RPA) - Creating Value by Digitalizing Work in the Private Healthcare?
Ulriikka Savela-Huovinen, Hanni Muukkonen & Auli Toom	Collaborative knowledge creating practices in assessor's food sensory evaluation
Giuditta Alessandrini	New hybridisation of the work and training problems

## Session 13

### The End of the Work Panics – History, Analysis and Societal Responses

**Organizer:**

Tapio Bergholm ([tapio.bergholm@sak.fi](mailto:tapio.bergholm@sak.fi))

<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PH- 330</b>	
Tomas Korpi	Changing skill requirements: Europe 1990 to 2015
Tapio Bergholm	Responses to automation and computer panic
Ingrid Esser	Is safety making us lazy? Employment commitment across welfare states and time
Olle Jansson, Jan Ottosson	White-collar unions and the emergence of employment transition agreements in Sweden

## Session 14

### Working time and sustainable work over the life course

**Organizers:**

Jouko Nätti ([jouko.natti@uta.fi](mailto:jouko.natti@uta.fi)) & Timo Anttila ([timo.anttila@jyu.fi](mailto:timo.anttila@jyu.fi))

<b>Thursday 14 June 14:30-16:30</b>	
<b>Room: P35-PI259</b>	
Helge Hvid	How can the concept of sustainability contribute to the world of work?
Roy A. Nielsen & Tove Midtsundstad	Mobility patterns among workers aged 50+ - how many and who change occupation?
Jouko Nätti, Satu Ojala, Timo Anttila, Mia Tammelin, Tomi Oinas	Temporal flexibility of work and its impact on later work career
Sofia Björk, Jörgen Larsson	Varieties of "voluntary" part-time work. Employees' motives for part-time work in a Swedish municipality.

## Session 15

### Vocational Education and Training in international labor markets: challenges and responses

#### Organizers:

Kaja Reegård ([kar@fafo.no](mailto:kar@fafo.no)) & Christian Helms Jørgensen ([cjhj@ruc.dk](mailto:cjhj@ruc.dk))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI658</b>	
Bernt Bratsberg, Torgeir Nyen, Oddbjørn Raaum	Labour market effects of obtaining formal vocational qualifications as adults. The case of Norway
Tove Midtsundstad & Roy A. Nielsen	Lifelong learning and the continued participation of older Norwegian adults in employment
Kaja Reegård & Jon Rogstad	Combating social exclusion: The new policy discourse on continuous VET and adult learning in Norway
Anna Hagen Tønder and Tove Mogstad Aspøy	Vocational training for adults: Different outcomes for men and women?
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI658</b>	
David Guile & Ken Spours	Towards the concept of social ecosystems: conceptual and methodological implications for VET
Horacy Debowski and Kaja Reegård	Assessing the impact of large scale emigration and immigration on the skills formation and VET system in Poland
Kristina Rajala (presenter), Tuula Räsänen, Jarmo Vorne, Simo Kaleva and Helena Palmgren	Developing competence in occupational safety, health and well-being in vocational education
Dianne Gomery	University Technical Colleges: England's latest attempt to introduce technical pathways
<b>Thursday 14 June 14:30 – 16.30</b>	
<b>Room: P35-PI658</b>	
Christian Helms Jørgensen	Vocational education and training – the direct route to working life?
Ole Johnny Olsen	Socio-cultural environments for becoming an industrial worker in the 21st century Norway. A multi-level analysis
Asgeir Skålholt	The effects of making a vocational education program more general
Hillevi Strand	A ticket to ride or a ticket to thrive. Language training in the salmon industry

## Sessions 16 and 17 (combined)

### Youths' and graduates' employment and life courses

#### Organizers:

Tiina Ristikari ([tiina.ristikari@thl.fi](mailto:tiina.ristikari@thl.fi)) & Satu Ojala ([satu.ojala@uta.fi](mailto:satu.ojala@uta.fi)) & Arja Haapakorpi ([arja.haapakorpi@helsinki.fi](mailto:arja.haapakorpi@helsinki.fi)) & Eriikka Oinonen ([erikka.oinonen@uta.fi](mailto:erikka.oinonen@uta.fi))

<b>Thursday 14 June 14:30 – 17:00 Chairs: Ristikari &amp; Ojala Room: P35-PI246</b>	
Satu Ojala, Man Yee Kan, Tomi Oinas & Timo Anttila	Social capital and family time among teenager boys and girls and their achievement of higher education in adulthood
Arja Haapakorpi & Eriikka Oinonen	Graduates' careers – approaching the theme from different methodologies
Johanna Ollila & Sari Miettinen	From vocational identity to competence identity - Futures Guidance and vocational education
Kasper M.R. Nielsen & Sidse Thygesen	Dreaming of The Future, Acting on the Past -
Sari Rajamäki & Leena Mikkola	Communication, relationships and belonging to a workplace - Young professionals' experiences in their first job after graduation
Catarina Lundqvist	"You are expected to leave the hometown to study elsewhere"

## Session 18

### The ageing population and older workers participation in working life

#### Organizers:

Reidar J. Mykletun ([reidar.j.mykletun@uis.no](mailto:reidar.j.mykletun@uis.no)), Roland Kadefors ([roland.kadefors@socav.gu.se](mailto:roland.kadefors@socav.gu.se)) and Per Erik Solem ([per.e.solem@nova.hioa.no](mailto:per.e.solem@nova.hioa.no))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI653</b>	
Katharina Herlofson & Britt Slagsvold	Too tired to work? Older workers and reasons for retirement
Hans Christoffer Aargaard Terjesen	Aging and tiredness: a phenomenon that comes in more than one form
Hila Axelrad	Perception versus Reality: Employers' Knowledge about Aging Workforce
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI653</b>	
Robert Salomon, Per Erik Solem & Hans Christoffer Aargaard Terjesen	Older senior workers in Norway: Does the mandatory retirement age matter?
Erik Ljungar	Experiences of Transition between Work and Retirement among Migrants in Sweden: The Consequences of Changed Identity
Reidar J. Mykletun	Developing older workers' awareness of own competences and possibilities – a quasi-experimental approach
<b>Thursday 14 June 14:30 – 16.30</b>	
<b>Room: P35-PI653</b>	
Robin Jonsson, Agneta Lindegård Andersson, Lisa Björk, Mikael Blomé, Jonas Borell & Kerstin Nilsson	The employee-employer relationship and incentives for age-management: an interview study within the health care sector
Per Erik Solem	Youth orientation in working life and potential outcomes for older workers
Trine Deichman-Sørensen & Dorothy Olsen	Mixing new technology with old learning: a study of the contribution of over 55s to the modern digital workplace
Roland Kadefors, Ewa Wikström, Rebecka Arman & Roy Liff	An age management chain of narratives linking EU policies to company behavior



## Session 19

### Refugees and Immigrants in the Nordic labour markets

#### Organizers:

Anders Buch ([buch@learning.aau.dk](mailto:buch@learning.aau.dk)) & Thomas Bredgaard ([thomas@dps.aau.dk](mailto:thomas@dps.aau.dk)), Hanne C. Kavli ([hck@fafo.no](mailto:hck@fafo.no))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PH322</b>	
Thomas Bredgaard and Trine Lund Thomsen	What a match? Refugees and employers on the Danish labour market
Sandra Bohlinger	How do we know what they know?
Sara Kristine Gløjmar Berthou & Anders Buch	Releasing all potential. The PEA initiative for highly skilled refugees.
Marcus H. Kristiansen, Ineke Maas & Cok Vrooman	The Role of Social Networks in Explaining Native-Migrant Differences in Benefit Receipt
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PH322</b>	
Hillevi Strand	Recruitment strategies of labour migrants in the Norwegian salmon industry
Tone Lindheim	Negotiating cultural diversity and inclusion.
Andersen, D.R., Pedersen, H.M., Grytnes, R., Tutt, Dylan & Thomsen, T.	Collaboration between national and international workers in Danish construction
Jeanne Boge, Mai Camilla Munkejord & Gro Marit Grimsrud	Nursing home staff experiences Experiences of inclusions/exclusion of migrant care workers in a Norwegian nursing home
<b>Thursday 14 June 14:30 – 16.30</b>	
<b>Room: P35-PH322</b>	
Tomas Berglund, Denis Frank, Gabriella Elgenius & Vedran Omanovic	Job Polarization and Immigrant Origin
Anne Britt Djuve & Hanne C. Kavli	Integrating refugees in the Nordic labour model. Low skilled refugees in an ambitious introductory program.
Karen N. Bredahl	National identity and work-family orientations among non-Western migrants in Denmark
Elin Ennerberg	Integration through activation policy?
<b>Friday 15 June 09:00 – 11.00</b>	
<b>Room: P35-PH322</b>	
Thora H. Christiansen & Erla S. Kristjansdottir	“You are not part of the group”: Lived experience of highly skilled Filipino immigrants in the Icelandic labor market.
Iben Jensen & Vibeke Andersen	Teaching intercultural awareness in a Danish Municipality – for – to and about refugees
Anu Yijälä & Tiina Luoma	Economic adaptation of English speaking skilled Iraqi asylum seekers in Finland
Mai Camilla Munkejord	Russian and Finnish nursing staff’s language challenges in a nursing home in Finnmark

## Session 20

### Vulnerable groups and the labour market; means and measures for more inclusive employment policies

#### Organizers:

Kjetil Frøyland (kjetil.froyland@afi.hioa.no), Helka Raivio ([helka.raivio@thl.fi](mailto:helka.raivio@thl.fi)) & Monika Wilińska ([monika.wilinska@ju.se](mailto:monika.wilinska@ju.se))

<b>Wednesday 13 June 15:00 – 17:00</b> <b>Room: P35-PI131</b>	
Stefan C. Hardonk	The struggle for work inclusion of disabled people: ableism in the implementation of supported employment programmes.
Vidar Bakkeli & Eric Breit	Towards organised professionalism in activation services? The case of the job specialist
Kjetil Frøyland & Øystein Spjelkavik	The contribution of sosio-technical theory to activation of inclusive work environments
Inge Storgaard Bonfils	The challenge of integrating employment and treatment services to support people with severe mental illness to gain occupation
<b>Thursday 14 June 10:00 – 12:00</b> <b>Room: P35-PI131</b>	
Elisabeth Fevang	Health and employment. Towards more sorting in the labor market?
Tatiana Maximova-Mentzoni	Organizational redesign for implementation of Supported Employment method in labour market measures for migrants in Norway
Simo Aho (with Regina Konle-Seidl and Thomas Rothe & Iben Norup	Dynamics of chronic unemployment in Denmark, Finland and Germany
Alves. D.E., Knapstad, M., Smith, O.R.F.	Work as an ingredient to treat depression and anxiety
<b>Thursday 14 June 14:30 – 16:30</b> <b>Room: P35-PI131</b>	
Matilda Wrede-Jäntti	Youth Workshops in Finland
Nina Nevala & Päivi Mattila-Wiro	Career opportunities for people with disabilities
Helka Raivio	Social Rehabilitation; Activation or Empowerment?

## Session 22

### Women's labour market (dis)advantage in Nordic welfare states

#### Organizers:

Liza Reisel ([Liza.reisel@samfunnsforskning.no](mailto:Liza.reisel@samfunnsforskning.no)) and Armi Mustosmäki ([armi.mustosmaki@jyu.fi](mailto:armi.mustosmaki@jyu.fi))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI451</b>	
Miikaeli Kylä-Laaso, Paula Koskinen Sandberg and Ville Kainulainen	Articulations of gender equality in negotiations of the Competitiveness Pact in Finland
Ines Wagner	Certified Equality: The Icelandic Equal Pay Standard
Gudbjörg Linda Rafnsdóttir, Thorgerdur Einarsdóttir and Margret Valdimarsdóttir	Structural disadvantage or Less Driven Women? Manager's Views on Gender Disparities and Gender Quotas in Leadership Positions
Selma Therese Lyng	Structural conditions for parenting in competition intensive career jobs in two contrasting welfare state regimes: Norway vs. the United States.
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI451</b>	
Charlotte Silander, Maria Pietila, Liza Reisel and Ida Drange	The national frameworks for gender equality policies in Nordic higher education
Gunilla Olofsdotter and Malin Bolin	"Our culture can be described as 'Management by excel'". Challenging inequality in the forestry industry
Lena Gonäs, Anders Wikman, Kristina Alexanderson & Klas Gustafsson	Mechanisms of occupational gender segregation: A prospective population-based study of occupational mobility
Karen Modesta Olsen	A price to pay for generous family policies? Organizational commitment and work-family conflict in a comparative perspective

## Session 23

### Gender and work - a question of time

**Organizer:**

Cathrine Egeland (egca@oslomet.no)

<b>Thursday 14 June 14:30 – 17:00</b> <b>Room: P35-PI451</b>	
Petra Ahrens	Gender equality and employment policies in the European Union and Germany: Towards a Dual Earner Model?
Jo Krøjer & Mette Lykke Nielsen	Men's work
Henri Hyvönen	Naturalizing benefits of self-care? Men's perceptions of work-related self-care
Lucie Newsome	Substantive Representation of Australian Women: The Development of Paid Parental Leave
Suvi Heikkinen & Emilia Kangas	Emotions in the work-family interplay of Finnish male employees

## Session 24

### Work environment issues: Emotional Abuse at Work

**Organizers:**

Marjut Jyrkinen ([marjut.jyrkinen@helsinki.fi](mailto:marjut.jyrkinen@helsinki.fi)) & Elina Penttinen ([elina.penttinen@helsinki.fi](mailto:elina.penttinen@helsinki.fi))

<b>Wednesday 13 June 15:00 – 18:00</b>	
<b>Room: P35-PI259</b>	
Hjördís Sigursteinsdóttir	Bullying and harassment at work
Laura E. M. Traavik and Donatella de Paoli	Do material artifacts act as conduits of emotional abuse?
Sofia Björk	Workforce diversity, norms and emotions – LGBTQ people’s work environment in a municipality in Sweden
Kathy Sanderson	Persistent Workplace Ostracism: Examining Social Exclusion within a Violence Framework
Penttinen, Elina and Marjut Jyrkinen	Challenges in Identifying and Naming Emotional Abuse at Work

## Session 25

### Whistleblowing and freedom of expression in the Nordic working life

**Organizers:**

Brita Bjørkelo (brita.bjorkelo@phs.no ) and Sissel Trygstad ([sissel.trygstad@fafo.no](mailto:sissel.trygstad@fafo.no))

<b>Thursday 14 June 14:30 – 17:00</b> <b>Room: P35-PI251</b>	
Malin Wieslander	When whistling fades: (New) Theories for Understanding Organizational Silence
Dag Yngve Dahle, Arild Wæraas	Reputation management as “people management”:
Svenn Erik Mamelund	Organizational influences on research misconduct: Insights from a multinational survey
Sissel C. Trygstad, Anne Mette Ødegård & Elin Svarstad	The effect of wrongdoing at the workplace
Brita Bjørkelo & Hege Høvik Bye	Does it matter who blows the whistle? Diversity and Whistleblowing in the Norwegian Police

## Session 26

### Gender discrimination and sexual harassment in the work place

**Organizers:**

Ulla-Carin Hedin ([Ulla-Carin.Hedin@socwork.gu.se](mailto:Ulla-Carin.Hedin@socwork.gu.se)) and Linda Lane  
([Linda.Lane@socwork.gu.se](mailto:Linda.Lane@socwork.gu.se))

<b>Wednesday 13 June 15:00 – 17:00</b> <b>Room: P35-PI460</b>	
Mona Bråten	Sexual harassment in the workplace – a silent problem?
Ulla-Carin Hedin and Linda Lane	Complaints about sexual harassment often starting a whistleblowing process in the work organization?
Sigrid Røyseng	Sexual harassment and industry culture in the theatre and film industries
<b>Thursday 14 June 10:00 – 12:00</b> <b>Room: P35-PI460</b>	
Susanne Fransson and Eberhard Stüber	Women`s labour market (dis)advantage in Nordic welfare states
Marjut Pietiläinen & Anna Pärnänen	Continuity and consequences of gendered discrimination at workplace

## Session 27

### Leadership and HR-strategies and older workers

**Organizer:**

Hans Christoffer Terjesen ([hans.terjesen@afi.hioa.no](mailto:hans.terjesen@afi.hioa.no))

<b>Friday 09:00 – 11:00</b>	
<b>Room: P35-PI653</b>	
Max R. Wilckens, Anne M. Wöhrmann, Caitlin Adams, Jürgen Deller, and Ruth Finkelstein	Integrating the German and US Perspective on Organizational Practices for Later-Life Work: The Silver Work Index
Emma Garavaglia, Francesco Marcaletti & Tatiana Iñiguez Berrozpe	Fostering effective age management within work organizations: the Quality of Ageing at Work model
Tone Cecilie Carlsten & Dorothy Sutherland Olsen	Priests as lifelong learners facing church decline. The challenge of relevance



## Session 28A

### Occupational health and well-being at work

#### Organizers:

Stein Knardahl ([Stein.Knardahl@stami.no](mailto:Stein.Knardahl@stami.no)) and Mari Holm Ingelsrud ([mariin@oslomet.no](mailto:mariin@oslomet.no))

<b>Wednesday 13 June 15:00 – 17:00</b> <b>Room: P35-PI766</b>	
Lars Lyby	Stress, health promotion and the political technology of the body
Ásta Snorradóttir and Thamar Heijstra	Burnout among different groups of employees within the Icelandic banking sector
Manuela Schmidt	The Well-being of doctoral students: a Literature Review
<b>Thursday 14 June 10:00 – 12:00</b> <b>Room: P35-PI766</b>	
Mikaela Annerstedt Hamberg & Lotta Dellve	Manager's balanced workload and organizational resources have implications for their work to strengthening subordinates working environment and user-involvement.
Michal Kozak	What matters in a job after the crisis?
Ásta Snorradóttir, Guðbjörg Linda Rafnsdóttir & Birgit Aust	The experience of social support during major organizational changes
Hjördís Sigursteinsdóttir	Changes in occupational mental health in the wake of economic recession

## Session 28B

### Experiments and measures to promote well-being and occupational health

#### Organizers:

Sari Wuolijoki ([Sari.Wuolijoki@ttl.fi](mailto:Sari.Wuolijoki@ttl.fi)) and Helena Särkänlahti ([helena.sarkanlahti@ttl.fi](mailto:helena.sarkanlahti@ttl.fi))

<b>Thursday 14 June 10.00 – 12:00</b>	
<b>Room: P35-PI559</b>	
S Visuri, J Turunen, M Heinio, E Valtanen, S Puttonen & J Maitala	Successful practices of micro-entrepreneurs: Promotion of Productivity and Well-being in Micro-scale Enterprises (a three year development project)
Rachael Berglund, Tomas Backström & Monica Bellgran	Corporate Approaches for Managing the Psychosocial Work Environment
Helena Särkänlahti, Sari Wuolijoki, Simo Kaleva & Helena Palmgren	Join procurement of OHS - The Regional Organisation of Enterprises in Pirkanmaa
Riikka Turunen, Sari Wuolijoki & Helena Palmgren	Occupational well-being markets spread information on occupational health, safety and well-being services and networks
Helena Håkansson	To thrive, stay or go. A study on social workers and their intentions to stay.
<b>Thursday 14 June 14:30 – 16:30</b>	
<b>Room: P35-PI559</b>	
Inga Jóna Jónsdóttir, Þórhildur Ólafsdóttir and Guðbjörg Linda Rafnsdóttir	A study of the relationship between job strain and well-being at work among public sector line-managers
Piia Leppämäki, Elina Riivari and Anna-Maija Lämsä	Can servant leaders increase well-being at work by using organisational-level job crafting intervention?
P. Nynäs, S. Vilpas, E. Kankare, J. Karjalainen, L. Kleemola, L. Lehtimäki, J. Numminen, A. Tikkakoski, J. Uitti	Developing tools for assessing patients having symptoms associated with dampness exposure at work

## Session 29

### Management

**Organizer:**

Hans Christoffer Terjesen ([teha@oslomet.no](mailto:teha@oslomet.no))

<b>Thursday 14 June 14:30 – 16:30</b>	
<b>Room: P35-PI649</b>	
Lasse Lehmuskoski Pirkko Kivinen & Hannele Laaksonen	Cooperative and dialogic development increases well-being at work
Elise Ramstad	Creating a Working Life Brand – Experimenting in Finland
Jaana Lerssi-Uskelin & Timo Järvensivu	Co-operation for promoting occupational health, safety and well-being at work. Comparing Finnish, Lithuanian, Latvian and Estonian experiences
Sirpa Syvänen & Kaija Loppela	Wellbeing at Work through Dialogic Leadership and Development
Tiina Koivisto and Elina Weiste	Group counseling as a tool for fire chiefs in enhancing work ability of their employees

## Session 30

### The Diffusion and Translation of Concepts on Managing in the Nordic Countries

#### Organizers:

Christian Wittrock ([Christian.Wittrock@afi.hioa.no](mailto:Christian.Wittrock@afi.hioa.no)) & Dag Øivind Madsen ([Dag.Oivind.Madsen@usn.no](mailto:Dag.Oivind.Madsen@usn.no))

<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI850</b>	
Jos Benders & Jonas Ingvaldsen	The Quest for 'Nordic'. Nonsense and Sense
Emil A. Røyrvik	The cultural logic of management by objectives. Autonomy, authoritarianism and the proletarianization of professional work in the context of the Nordic model
Frans Bévort & Haldor Byrkjeflot	The translation of Human Resource Management in organizations embedded in the Nordic welfare state model
Markku Sippola	Organisational bricolage vs. assemblage of work organisation practices of multinationals. The case of Nordic-owned factories in Russia
<b>Thursday 14 June 14:30 – 16:30</b>	
<b>Room: P35-PI850</b>	
Jos Benders, Michiel Bal & Lander Vermeerbergen	Continuous Improvement and the Quality of Working Life A study in a Flemish nursing home
Terje Berg, Dag Øivind Madsen, Inger Overland Bordewich & Janne Vagnild Moum	Examining the local diffusion trajectory of a fashionable management concept: The case of Lean in Norway 2015-2017
Arild Wæraas	Theorizing the adaptation of management ideas: translation or practice variation?

## Session 31

### Employee-driven Innovation

#### Organizers:

Nina Amble ([amni@oslomet.no](mailto:amni@oslomet.no)) & Oscar Amundsen ([Oscar.amundsen@ntnu.no](mailto:Oscar.amundsen@ntnu.no))

<b>Thursday 14 June 14:30 – 16:30</b>	
<b>Room: P35-PI646</b>	
Alison Fuller, Susan Halford, Kate Lyle, Rebecca Taylor, Ann-Charlotte Teglborg	Innovating for a cause: The work and learning required to create a new approach to healthcare for homeless people
Hanna Uusitalo	How can we promote co-operation?
Nina Amble	An Employee-driven Innovation in Municipal Nursing and Care Work
Else Marie Johansen	Tools for professional upskilling
<b>Friday 15 June 09:00 – 11.00</b>	
<b>Room: P35-PI646</b>	
Hanna Toiviainen and Liubov Vetoshkina	Co-configuration and learning for sustainable innovation in a digital printing network
Arnhild Bie-Drivdal	The Role of Union Representatives in Employee-Driven Development in Public Sector Workplaces. A comparative study of how union representatives in the Norwegian health, care and education sectors understand their roles
Tore Hafting and Ole Jørgen Ranglund	The Norwegian model at the local level of administration
Sigrun Saur Stiklestad	Reflection as a method in employee-driven innovation in municipal care work

## Session 32

### The organization theories of the Industrial Democracy Experiments facing contemporary work life realities

**Organizers:**

Lars Klemsdal ([lars.klemsdal@sosgeo.uio.no](mailto:lars.klemsdal@sosgeo.uio.no)) & Johan E. Ravn ([johan.e.ravn@nord.no](mailto:johan.e.ravn@nord.no))

<b>Thursday 14 June 10:00 – 12:00</b> <b>Room: P35-PI248</b>	
Per Sederblad	Team coordination, worker and union influence on work organisation in the Nordic Lean Model
Inger Marie Hagen	A Nordic model of industrial democracy at the company board?
Louise Møller Pedersen, Peter Nielsen & Kjeld Nielsen	Involvement, autonomy, innovation and commitment in Danish firms
Nina Amble	From expert driven to user driven change
<b>Thursday 14 June 14:30 – 16:30</b> <b>Room: P35-PI248</b>	
Hanne Finnestrand & Kristin Lebesby	Developing public organizations through labour-management cooperation
Johan E. Ravn	Learning and leadership in STS and Lean
Heidi Enehaug, Eivind Falkum, Robert Salomon & Helge Hvid	Democratic Work Organization – the Norwegian and Danish way
Jonas Axelsson, Jan Ch. Karlsson & Egil J. Skorstad	An infiltrating solidarity – the worker collectivity today

## Session 33

### Collective bargaining, pay setting and social partners in changing labour markets

**Organizers:** Torsten Müller ([tmueller@etui.org](mailto:tmueller@etui.org)), Kristine Nergaard ([kne@fafo.no](mailto:kne@fafo.no)) & Eberhard Stüber ([eberhard.stuber@gmail.com](mailto:eberhard.stuber@gmail.com))

<b>Wednesday 13 June 15:00 – 17:00</b>	
<b>Room: P35-PI546</b>	
Jon Erik Dølvik & Paul Marginson	Cross-sectoral Coordination and Regulation of Wage Determination in Northern Europe: Divergent responses to multiple external pressures
Elin Svarstad and Bård Jordfald	Increasing wage inequality in the Norwegian private sector
Ida Drange, Eivind Falkum, Bitten Nordrik, Christin Thea Wathne	Organizational consequences of unjust pay
Susanne Fransson and Eberhard Stüber	Collective bargaining, pay setting and social partners in changing labour markets
<b>Thursday 14 June 10:00 – 12:00</b>	
<b>Room: P35-PI546</b>	
Torsten Müller , Jon Erik Dølvik, Christian Ibsen and Thorsten Schulten	The manufacturing sector: still an anchor for pattern bargaining within and across countries?
Hedda Haakestad & Ida Drange	Integration or entrapment? Intra-European migration and labour market segmentation in Norway.
Isak Lekve	The battle of Sisyphus. On the diversity of organizing initiatives from local union representatives in Norway
Daniel Fleming	Solidarity and Social Rights Strategies for Insecure and Precarious Workers
Hans Christian Garmann Johnsen	A dual challenge: The future of the standard model of work
<b>Thursday 14 June 14:30 – 16:30</b>	
<b>Room: P35-PI546</b>	
Anders Underthun, Per Bonde Hansen and David Jordhus-Lier	Trade union approaches to temporary agency workers in Norway
Torunn S. Olsen and Arngrim Hunnes	Nordic industrial relations in the face of global capitalism
Gøril Borgen Eide and Andreas Ytterstad	Global warming and labour union values: is there a place for the climate at the core?
Ann-Christine Hartzén	Globalisation of labour markets and international systems of industrial relations