



## **PROGRAM ARBETSGRUPP: 1 ARBETE, ORGANISATION OCH PROFESSION**

### ***SESSION 1 ONSDAG 16 MARS 13:30 – 15:00***

Tid: 13:30-13:50

Marcus Persson Linköping Universitet, Lisa Ferm Linköping  
Universitet, David Redmalm Mälardalens Universitet, Clara Iversen  
Linköping Universitet.

#### ***Caregivers, robots, and vocational identity***

Despite the lively discussion on the pros and cons of using robots in health care, little is still known about how caregivers are affected when robots are introduced in their work environment. The present study fills this research gap by focusing on the relation between the use of robots in care and caregivers' working life. The aim of the paper is to contribute to a better understanding of the robotized working life of caregivers by exploring the use of social robots and meaning for vocational identity. We ask the following research questions: a) How do caregivers reflect on their ways of working when using social robots in relation to patient?; and b) How do caregivers reflect on competences and professional values when using social robots in relation to patients?

Reducing the work burdens that caregivers face may play an essential role in providing a positive work environment and an effective quality of care. In this regard, robots appear as a potentially promising tool in care work. However, ethical issues have been raised in previous research, not only regarding patients' integrity and safety, but also in relation to caregivers' understanding of their work, the philosophy of care, and professional values when using robots.

The paper draws upon qualitative interview data with caregivers in dementia care settings from an ongoing empirical study. The interviews focus on the caregivers' ways of working with the robots in interaction with the patients, and the caregivers' experiences of various situations when the robots have created unforeseen problems or solutions. Special attention is given to the caregivers' considerations and understandings of situations when working with the robots have actualized issues regarding professional values.



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Our theoretical contribution to the field consists of highlighting the social relationships between robots, caregivers, and patients in care settings and their implications for social agency. People behave toward objects according to the meanings the objects have for practical purposes; such practical purposes – and meanings – are created in social interaction and individuals learn meanings through a dynamic and interpretive process, which is applied to everything encountered during the experience of living. Accordingly, this approach considers the way that meaning of objects, such as social robots, rely on practical purposes related to each interaction (e.g., requesting information or help) as well as the broader context of individuals' experiences and normative frameworks within institutions. The introduction of robots in care settings changes the interaction between caregivers and patients, e.g., by transforming certain work routines. Changed ways of working can, in turn, actualize issues regarding caregiving culture and professional standards. Building on identity theory – and especially professional identity formation – we examine possible impacts on caregivers' vocational identity when using robots as social objects in interaction with patients.

Tid: 13:50-14:10

David Redmalm Mälardalens Universitet, Marcus Persson Linköping  
Universitet, Clara Iversen Linköping Universitet

*Black Cats and White Lies: Human-Robot Interactions in  
Dementia Care*

Robotic animals in the shape of cats, dogs and seals have become increasingly popular in dementia care during the last two decades. These robots are used both to make the user calm and passive and to engage users in interactions. Based on ethnography at four nursing homes and in-depth interviews with caregivers, the present study explores the use of white lies in interactions between robots, care recipients and caregivers. Findings suggest that the robots have the greatest impact on users when they believe the animal robots to be real animals. However, according to The Swedish National Council on Medical Ethics, caregivers should not lead users to believe that the robots have capacities that they do not in fact have, and that caregivers should avoid any misconceptions by giving users information about the nature and functions of the robots. We identify three different strategies that caregivers use when using the robots in care practice. First, caregivers make sure to be fully transparent about the robots, and give users straightforward information about the robots' limited capacities. Second, caregivers can adhere to users' own



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misconceptions about the robots. Third, some caregivers simply tell users with severe dementia that the robots are real, and act as if they wore. All approaches involve challenges: when caregivers tell ‘the truth’, users often forget this information, or choose to ignore it and approach the robots as animals. When caregivers follow or support the idea of the robot ‘as real’, this often leads to amplified misconceptions, potentially disproved by relatives. In conclusion, all three strategies risk nourishing white lies, but a special kind of “caring lie” that many interviewed caregivers support.

Tid: 14:10-14:30

Daniel Karlsson Lunds Universitet

*The tensions of paid and unpaid labor: the case of freelancers in the digitalized cultural industries*

The ubiquitous presence of social media sites and digital gig platforms has in some ways made it easier than ever to spread, market and commodify cultural content. The increasing platformization and digitalization of the cultural industries have however not necessarily made it any easier to make a living on cultural production. While many aspire for “independent” careers in the cultural industries, today’s digital economies are highly competitive and precarious with a steady influx of young aspirants willing to work for little or no pay. Entrepreneurial ideologies associating such work with creativity, fun and passion might further reproduce and legitimate exploitative labor relations by blurring boundaries between one’s work and hobby, between employment and self-employment, and between paid and unpaid labor.

This paper is based on a work-in-progress analytical chapter for my dissertation, which builds upon digital ethnography and interviews with freelancing and self-employed cultural workers in Sweden who find work through digital platforms. The paper explores some of the tensions of making a living in the platform economy. In particular, I here focus on the boundaries and contradictions between paid and unpaid labor, and how they are navigated and negotiated by the participants. I try to show how it makes little sense to equate work with paid employment in relation to independent and digitalized cultural production. On the contrary, the platform economy seems to normalize unpaid or underpaid cultural production and to expand the number of activities outside of paid commissions that cultural workers have to engage in to make a living. This risks to further devalue cultural production as actual “work”. On the other hand, the platform economy also creates new “atypical” ways of gaining an income



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outside of a standard waged employment relationship. Both these tendencies are explored in the paper, highlighting the often ambivalent and contradictory consequences of the platformization of cultural work.

Tid: 14:30-14:50

Linda Weidenstedt Stockholms Universitet/Ratio

*Resolving role conflict through fictional separation: the case of developing a gig work trade association*

Platform organisations sometimes face a conflict between their financial goals, in which matchmaking at any cost is the goal, and emerging norms not captured in market information. In this case of gig work platforms, we explore how the creation of a trade association as a form of meta organisation allows platforms to resolve a role conflict between matchmaking at any cost and larger responsibility issues captured by emerging norms.

Digital platforms enable interactions and match-making within a societal or organisational context. Many of them start off in nascent fields in which they are not only newcomers facing a liability of newness, but where they have limited resources and have to focus on financial outcomes. This is particularly the case with gig work platforms. Globally, platforms like Amazon Mechanical Turk, Fiverr, and Upwork, are used to connect workers to those who would purchase their labour. As an emerging field, gig work has seen evolving norms and controversy, particularly in the developed work. The most significant of these is concern that workers face precarious employment. This is particularly the case in Sweden, known for its decent wages and good working conditions. Gig work platforms not only have to navigate these evolving norms (and associated regulations), but also build a financially viable business based on multi-sided matching.

While gig work platforms have been pressured to take on the role of employer for its gig workers, the role of employer is a completely different one to that of the neutral matchmaker; not only are there different activities involved, the two approaches are not always consistent. What emerges is a role conflict, in which the platforms have to “wear two hats”: one in which worker protections are paramount, and one in which maximising the number of matches, no matter the conditions, are the priority. Here, we ask the question: How do gig work platforms manage the role conflict between worker protection and maximising matchmaking?



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We unpack this role conflict through an exploratory study of gig work platforms and emerging norms around gig work in Sweden through following the development of a platform trade association. We capture its emergence through a) targeted interviews, and b) the emergence of new norms through a series of workshops with 1) gig workers, 2) platforms, and 3) state agencies. Nine semi-structured in-depth interviews with gig platforms that already are members of (or consider joining) the emerging meta organisation were conducted from October to December 2020. The workshops were conducted from August to December 2020, and included approximately 75 actors, with significant overlap over the three workshops conducted digitally.

Our preliminary analysis shows that individual platforms have been able to continue with their main role as businesses: The creation of the trade association has allowed them to create a fictional separation through which they can explore a separate set of tasks, without clear responsibilities or commitment for the platform as a labour-market organisation.

## **SESSION 2 TORSDAG 17 MARS 9:00 – 10:30**

Tid: 09:00-09:15

Anton Bjurgren Andersson Stockholms Universitet och Arvid Lindh  
Stockholms Universitet

### *Skills and subjective social status*

Social status inequality – and its consequences for individuals in terms of wellbeing, political orientations, etc. – is receiving growing interest in sociology and neighbouring disciplines. Status differences are often assumed to emanate from occupation, but the extent to which the occupational structure is actually a central hub of status inequality, and how so, has more seldom been tested. In this paper, we study individuals' self-rated/subjective status based on LNU2020 data covering a random sample of the adult population in Sweden. We first describe patterns of status differences across occupations, and in a second step, we account for these differences using various measures of job content, with particular focus on the type and amount of skill requirements. Preliminary results reveal large differences in subjective status over the skill profile of occupations, and we conclude by discussing how our findings relate to ongoing structural change in the Swedish labour market.



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Tid: 09:15-09:30

Johan Alfonssoon Göteborgs Universitet, Tomas Berglund Göteborgs  
Universitet, Patrik Vulkan Göteborgs Universitet.

*Utvecklingen av låglönearbete i Sverige – hur ska vi mäta dem  
och vilka är dem?*

Det pågår en diskussion om huruvida den svenska yrkesstrukturen har polariserats i en växande låglönegrupp och en växande höglönegrupp.

Syftet med artikeln är att undersöka och förklara utvecklingen av lågbetalda arbeten i Sverige mellan åren 2005–2018, breder de ut sig på arbetsmarknaden eller minskar deras andel? Det råder ingen konsensus gällande hur gruppen ska definieras. Med hjälp av AKU-data och registerdata från LISA och lönestruktursregistret testar vi tre olika definitioner av låglönearbete och undersöker skillnader och likheter i utvecklingstrenden beroende på definition. Den första definitionen vi utgår ifrån fokuserar på yrken och dess genomsnittliga heltidslön. De 25 procent av yrken med lägst heltidslön definieras som låglöneyrken. En andra definition vi utgår från är att rangordna yrken utifrån den faktiska genomsnittliga lön som anställda i yrken får. På så vis kan man fånga den påverkan som deltidsarbete och visstidsanställning får på lönen och hur det påverkar löneläget inom yrken. En tredje definition fokuserar inte på yrket utan på individer i låglöneposition. I denna definition undersöks hur stor andel av löntagare som erhåller en lön som är mindre än 60 % av medianlönen. Vi kommer jämföra hur utvecklingstrenderna skiljer sig åt beroende på definition och vidare kommer vi undersöka om definitionerna påverkar vilka som riskerar att vara i en låglöneposition och om denna risk förändrats över tid. Centrala variabler här är bland annat socioekonomisk klass, födelseland, ålder, kön, yrke.

Tid: 09:30-09:45

Karin M Kristensson Uppsala Universitet

*Low wage-jobs – a stepping stone, a dead end or something in  
between? Identifying a spectrum of employment trajectories of  
low wage-workers in Sweden*

In this paper, we investigate career trajectories of individuals with low wage-jobs in Sweden. We include socio-demographic and occupational characteristics to demonstrate a spectrum of individual career patterns in the low wage-segment. In this study, we use Swedish register data, including the full population from the age of 16. We follow subsequent career patterns for individuals entering the labour market 2001, who at some point in time possess a low wage-job.



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Previous research frequently focuses on the question of low wage-jobs as either a stepping stone or a dead end - thus neglecting the nuances of the subsequent employment patterns following a low wage-job. Our choice of analytical framework enables us to investigate a spectrum of trajectories in which individuals experience different degree of risk for being stuck in low wage jobs. By allowing for a spectrum of combinations of career trajectories involving factors such as gender, occupation, education and migration we aim to investigate the social conditions explaining transitions from low wages.

Theoretically, the study draws from dual labour market theory (e.g. Doeringer & Piore 1971). Dual labour market theorists argue that primary jobs have internal structures, e.g. promotions, which enable employees to remain in that segment. Thus, the flow between secondary and primary jobs is limited and there is an increased risk to be stuck in secondary jobs. This study does investigate if low wage-jobs are dead end jobs. Furthermore, and adding to previous research, this study investigates differences between low wage-jobs. We investigate primary structures within the low wage segment i.e. if individuals in some low wage-sectors are more prone to, over time, to leave a low wage job – without leaving the sector. Knowledge of heterogeneity within the low wage-segment will improve the possibilities to assess the implications of low wage-work for career prospects and future economic security of the individual.

Tid: 09:45-10:00

Anna Hedenus Göteborgs Universitet, Erica Nordlander Göteborgs Universitet och Johan Röed Steen Göteborgs Universitet/FAFO-Oslo

*Digitalisation, dualisation and polarisation of manufacturing in Sweden and Norway – Consequences for organisations and employees*

Recent research on the Swedish and Norwegian labour market show tendencies of both dualisation – with a growth in temporary employments – and polarisation – referring to increased employment in both low- and high-paid jobs, while the number of jobs in the middle decreases. Analysing the trends for permanent and temporary employment separately, however, it is shown that job growth at the low-paid end consists of temporary employment, while the increase at the high-paid end is mainly caused by open-ended contracts. Other studies of the Nordic labour markets, and of manufacturing in particular, show that an upgrading of work is largely driven by digitalisation. Digital solutions create expectations that all parts of the



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work organization are involved in production monitoring and quality control. This requires higher cognitive skills among the employees, reallocation and recruitment of staff with the required skills, as well as outsourcing of blue-collar tasks. The tendencies of dualisation, polarisation and digitalization are thus clearly interrelated, with effects on skill demands and status of different groups of workers.

Using case studies of manufacturing companies in Sweden and Norway, this study investigates the combination of digitalization efforts, staffing strategies and competence development and how these strategies are expected to influence the organisation's competitive position and employee's labour market position. As the study is carried out during the pandemic, the impact of Covid19 will also be analysed as an important factor. The paper will present preliminary findings from the study.

Tid: 10:00-10:15

Michael Tåhlin Stockholms Universitet, Tomas Korpi Stockholms Universitet, och Johan Westerman Stockholms Universitet

### *Skills and macro-level economic inequality*

At the micro level, differences in skill levels between jobs typically imply corresponding wage differences. This pattern is based on a rank differentiation according to skill that is close to universal across countries. But at the macro level, the distances in economic rewards between ranks tend to differ markedly across institutional contexts, e.g. across countries. This means that the rate of economic inequality between jobs varies greatly, both internationally and over historical time, despite a highly similar underlying rank order. The paper first estimates the international variation in wage inequality by skill class (educational requirements of jobs or occupations), and then attempts to account for this pattern by linking it to national configurations of labor market institutions. The first task is based on micro-level data from PIAAC, and maps the variation across OECD countries in economic returns to skill at the matched individual-job level. The second task involves a macro-level analysis using data on theoretically relevant institutions.

### **SESSION 3 TORSDAG 17 MARS 11:00 – 12:30**

Tid: 11:00-11:20

Hampus Hörberg Linnéuniversitetet





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### *Polisutbildning på (akademisk) drift?*

Polisutbildningen har sedan början av 1970-talet, med varierande intensitet, varit inbegripen i en akademiseringsprocess. Under 2000-talet har denna process bland annat tagit sig uttryck i form av organisatoriska förändringar, såsom polisutbildningens närmande till universiteten, genom en successiv samlokalisering med högre utbildningsenheter samt integrering i universitetens fakultetsorganisationer. Vidare har ett eget huvudområde, polisiärt arbete, etablerats som förutsätter uppbyggandet av en forskningsverksamhet. Utbildningens övergripande förändring kan beskrivas som en övergång från att utbilda i yrkesrelaterade operationella färdigheter till att även inkludera teori och vetenskaplig kunskap. Polisutbildningen kan, trots dessa organisatoriska och personella förändringar, sägas befinna sig på tröskeln till universitetet och i en pågående akademiseringsprocess.

I den tidigare forskningen om akademisering av yrkesutbildningar identifieras ett antal aspekter av ett genomgående spänningsförhållande mellan teori och praktik. För det första karakteriseras lärarsammansättningen på akademiska yrkesutbildningar av två grupper, en med yrkesmässiga kvalifikationer vilka fungerar som en tydlig länk till yrkespraktiken, och en med akademiska kvalifikationer med andra preferenser och ambitioner. I polisutbildningens lärarsammansättning kan två professioner sägas vara representerade i form av akademi- respektive polislärare. För det andra är det utmärkande hur studenter på akademiska yrkesutbildningar och polisutbildningar enligt tidigare forskning beskrivs som bärare av en yrkeskultur som karakteriseras av att studenterna värderar de praktiska inslagen, med en tydlig arbetslivsanknytning högst, medan de tenderar att nedvärdera de abstrakta, teoretiska inslagen.

Forskning om akademisering har emellertid främst riktat fokus åt makronivån och knapphändiga förklaringar har givits åt vad som sker på insidan av utbildningarna och hur de beskrivna spänningarna tar sig uttryck. Dessutom har studenterna spelat en tämligen undanskymd roll i dessa studier.

I mitt avhandlingsprojekt undersöks polisutbildningens akademiseringsprocess och vad den innebär för utbildningens olika aktörer i termer av tolkning och praktik. Särskilt fokus ägnas åt mötet mellan aktörers olika resurser och hur dessa spelar roll för och i maktkamper om att definiera utbildningens innehåll. Jag inspireras av



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Kyviks olika nivåer av academic drift, av vilka jag intresserar mig för policy-, program-, personal-, student- och min egenkomponerade undervisningspraktiknivå. Ett grundantagande i diskussionen om nivåer av akademisk drift handlar om hur nivåerna påverkar och samspelar med varandra, och får därmed konsekvenser för hur en akademisering tar sig uttryck. Vidare relaterar jag Kyviks nivåer till Bourdieus fältanalys och kapitalbegrepp samt nyinstitutionell teori, vilket jag tror är en framkomlig väg eftersom polisutbildningen har att relatera till flera omkringliggande organisatoriska kontexter eller maktfält; såsom det utbildningspolitiska fältet, polisorganisationen, polisprofessionen, samt fältet för vetenskap och högre utbildning.

För att undersöka polisutbildningens akademisering avser jag begagna mig av flertalet datainsamlingstekniker. Först och främst i form av inhämtandet av olika policy- och styrdokument, i syfte att inplacera polisutbildningen i sin utbildningshistoriska kontext. Vidare planerar jag att intervjua lärare med olika utbildningsbakgrunder vid polisutbildningar, kort sagt akademiker- och polislärare. Avseende studenterna vill jag etablera en panelstudie i syfte att följa en studentgrupp under hela utbildningen med förslagsvis en intervjuomgång per termin. Studiet av vad som sker i undervisningssituationen påkallar nyttjandet av observationer.

Tid: 11:20-11:40

Hannes Landén Uppsala Universitet

*What is pharmaceutical quality? An analysis of the community pharmacy customer market*

This is a draft for an opening empirical chapter in my dissertation that has the overall purpose to study and explain how job requirements and hiring criteria hang together. That there are differences between what it takes to do a job and what it takes to get it, i.e. between hiring criteria and actual job requirements, has been discussed for decades.

And although this has been a fundamental insight for critique of employer behavior, scholars usually only study the end point of the hiring process, where candidates are evaluated. In order to study how job requirements and hiring criteria hang together, this empirical chapter analyzes the ‘downstream’ of the hiring process, the market on which the Swedish community pharmacies participate. The analysis draws on secondary historical accounts, interviews and documents from the field. The aim of the chapter is to describe the constraints that the customer market puts on the job, primarily by analyzing what counts as ‘quality’ in Swedish community pharmacies.

Key words: Labor markets, markets, professions, quality, pharmacy



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Tid: 11:40-12:00

Sofia Persson Göteborgs Universitet och Ilse Hakvoort, Göteborgs  
universitet

*Hot och våld från klienter – professionella och organisatoriska strategier vid hantering av destruktiva lärar-elevrelationer*

"Detta papper handlar om professionella som utsätts för hot och våld från klienter. Närmare bestämt fokuseras eskalerade konflikter, hot och våld mot lärare från elever, samt professionella och organisatoriska strategier för att hantera destruktiva lärar-elev relationer. Skolan är Sveriges största arbetsplats, och läraryrket är ett av de yrken som är mest utsatt för hot och våld. Problemet uppmärksammas återkommande i dagspress, av fackliga organisationer, arbetsgivare, myndigheter och inom politiken, men är trots det i liten utsträckning beforskat.

Det finns omfattande forskning om våld i skolan, men den handlar om kränkningar, trakasserier och mobbning av elever. Föreliggande papper riktar istället fokus på lärares utsatthet, vilket är något av en blind fläck inom såväl internationell som svensk forskning. Lärare har visserligen en formell maktposition relativt elever, men de är också beroende av dessa och kan exponeras för hot och våld vid exempelvis tillsägelser eller när de ingriper vid bråk. I lärarprofessionen ingår omsorg och ansvar för sociala och pedagogiska relationer likväl som lärare har formell makt att styra, kontrollera och bedöma elever, vilket bidrar till asymmetri och spänning i relationen. Utöver att elever är underkastade lärares formella maktposition, innebär skolobligatoriet att elever är tvingade att gå i grundskolan. Elevers våld mot lärare har knutits till just lärares intensiva och långvariga interaktioner med elever vid undervisning, myndighetsutövande och disciplinära sammanhang, och det finns troligtvis vissa likheter med situationen för andra välfärdsstatliga professioner inom exempelvis vård och omsorg som också arbetar nära klienter som befinner sig i beroendeställning till dem. Genom att ta spjärn mot forskning och teoribildning om professioner och organisationer avser vi i ett nyligen påbörjat forskningsprojekt belysa hur institutionella och organisatoriska villkor påverkar lärares utsatthet för eskalerade konflikter, hot och våld från elever. Därtill riktas intresset även mot organisatoriska strategier samt lärares professionella förståelser och ageranden. I papperet presenteras tidigare forskning av relevans för tematiken, och vi introducerar kort den empiriska studiens design och tillvägagångssätt.



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Nyckelord: lärar-elevrelationer; konflikter, hot och våld; organisation; professionella villkor och agerande.

Tid: 12:00-12:20

Adam Nyström Linnéuniversitetet

### *En försäkringsmässig sjukförsäkring?*

Socialförsäkringarna betraktas inte sällan som stommen i den socialdemokratiska välfärdsregimen och den allmänna sjukförsäkringen utgör tveklöst en central del däri. Den bärande tanken är en inkomstbortfallsförsäkring vid händelse av sjukdom, tänkt att skydda individen mot ödets nycker genom att sprida ut risken över populationen. Men under de senaste decennierna har sjukförsäkringen genomgått en serie större omvandlingar med det primära syftet att få kontroll över ett skenande sjuktal. Tidigare forskning har velat förstå utvecklingen i termer av ideologiska förskjutningar, vanligen sammanfattade under rubriker som arbetslinjen, nyliberalism och/eller den svenska statsindividualismen. I synnerhet har man då betonat de efterföljande reformernas moralpaternalistiska och aktiveringspolitiska karaktär.

Betydelsen av förskjutningarna i den politiska diskursen ska inte underskattas, men tidigare forskning har i viss mån försummat att vi samtidigt har bevittnat ett mångfaldigande av teknokratiska diskurser, mål och tekniker ägt rum rörande sjukförsäkringen, vilka sammantaget syftar till att göra sjukförsäkringen mer försäkringsmässig. Försäkringsmässighet har sålunda blivit ett styrande ideal, vilket givetvis även påverkar både organisationsstruktur och professionella praktiker. Till exempel kan nämnas att kunskapsområdet försäkringsmedicin och tillhörande verktyg har fått en mer framskjuten roll vad gäller ärendehantering.

En tydlig hållpunkt för utvecklingen kan fixeras i 2005 års socialförsäkringsutredning: Mera försäkring och mera arbete, där utredaren resonerade kring att sjukförsäkringen fungerade illa som försäkring betraktat. Diskursen kretsar inte, till skillnad från arbetslinjen och statsindividualismen, primärt kring att uppfostra subjekt utan snarare på sjukförsäkringen betraktat som ett system. Syftet med studien är att försöka utröna hur sjukförsäkringen har förändrats beträffande försäkringsmässighet på policynivå. Det bör redan här poängteras att studien är en ytterst preliminär delstudie tänkt att ingå i ett större avhandlingsprojekt, varför mycket innehåll ännu är en smula dunkelt (även för författaren själv).



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#### **SESSION 4 TORSDAG 17 MARS 15:00 – 16:30**

Tid: 15.00-15.15

Josefin Palm

Linnéuniversitetet

##### *Det kommunala aktivitetsansvarets lokala praktiker*

Det finns ett återkommande politiskt (och sociologiskt) intresse för grupper som på något sätt avviker från den förväntade levnadsbanan och som betraktats som improduktiva. Ett exempel är unga som aldrig påbörjar, eller som hoppar av gymnasieskolan och som inte heller arbetar. Detta samhällsbekymmer har under de senaste decennierna givit upphov till en rad utredningar, propositioner och insatser. För gruppen unga i gymnasieåldern som varken arbetar eller studerar finns det kommunala aktivitetsansvaret (KAA) sedan 2015. KAA innebär i korthet att kommunen ska följa upp ungdomar som aldrig påbörjat, eller som hoppat av gymnasieskolan, och erbjuda dem åtgärder. Skollagen föreskriver inte hur KAA ska organiseras utan enbart att det ska ske på ett lämpligt sätt. Efter en första överblick av KAA verkar det finnas en stor variation av hur olika kommuner tagit sig an och iscensatt uppdraget avseende vilka åtgärder som tillämpas, vilka professioner som arbetar med det, hur det resurssätts och under vilken förvaltning det organiseras.

Iscensättandet av detta politiska uppdrag kan sägas ske på både organisations- och gräsrotsnivå, men kanske framförallt i samspelet mellan de organisatoriska strukturerna och gräsrotsbyråkraten. I detta paper intresserar jag mig i första hand för hur organisationsnivån, det vill säga hur KAA iscensätts i olika kommuner och hur det kan förstås givet den historiska och institutionella inramning (organisation, profession, arbets- och skolmarknad) som den lokala kontexten tillhandahåller. Detta fenomen - iscensättningen av ett politiskt uppdrag att hantera ungdomar som varken arbetar eller studerar – undersöker jag genom en dokumentstudie av bland annat statliga utredningar, lagparagrafer, allmänna råd och kommunala handlingsplaner för KAA. Följande frågor är vägledande för min studie: Hur har uppdraget tolkats och organiserats i olika kommuner? Vilken kompetens eller vilka professioner arbetar med det, och hur? Vilka resurser (t ex. ekonomiska, åtgärdsutbud, nätverk) finns att tillgå inom ramen för KAA i respektive kommun?

Tid: 15.15-15.30



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Roine Johansson  
Mittuniversitetet

*Disaster response operations as temporary organizing*

Even if temporary aspects of organization is nowadays regarded as a subfield within organization studies generally, the empirical mainstream carries a legacy from the early days when the field consisted solely of research on project management. Therefore, the temporariness that is studied within the field is mostly well-arranged, with pre-defined starting and end dates, and a heavy emphasis on planning and careful recruitment of project members. As the research area developed, different aspects of temporariness have been theorized. The relation between the temporary and a permanent environment in which it was situated has been investigated. Process aspects of the delimited time period, in terms of transition in temporary organizations, was studied. As a reflection of the development in organization studies generally, process aspects were emphasized by the terminological change from “organization” to “organizing”. The relation between a temporary organization and its permanent context was sometimes reversed, in the sense that the temporary organization could be the environment of permanent organizations. Such temporary contexts was named “project network organizations” or similar. However, to a large extent the view on the delimited time period itself remained constant: The time frame was in the vast majority of studies assumed to be known in advance. The few exceptions to this rule consisted of investigations of “trouble shooting” arrangements (such as task forces) that are organized to deal with deviations and unexpected problems. In such cases, the time frame is unknown. The temporary organization, the task force, is quickly put together, normally to solve a problem for its permanently organized environment. However, to my knowledge, no studies have been carried out on temporary organizing with an unknown time frame, where the temporary organization provides the context for a number of permanent organizations. The aim of the present study is to carry out such a study, by investigating how responders to disasters deal with temporary organizing. The crucial difference from most other studies of temporariness is that the time frame is unknown. An important consequence of this is that the level of uncertainty rises dramatically. Mostly, there is no way of knowing exactly when a disaster will strike. The situation, particularly in the beginning, is very far from the well-planned temporariness that characterizes most projects. There is normally a sense of urgency and time pressure. Often the task of the response operation as a whole is unclear, at a



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concrete and detailed level. Careful recruitment of personnel is not possible, often you have to make do with the personnel that happen to be available. The situation is exacerbated by the necessity to collaborate between (often a quite large number of) organizations, and the responders are often required to quickly establish working relations and “swift trust” with colleagues from other organizations. The presence of non-professionals, such as volunteers adds to the uncertainty. Temporary organizing means, thus, to a large extent to deal with uncertainty.

Tid: 15:30-15:45

Andreas Melldahl  
Uppsala universitet  
E-post:

*Bringing work back in. Class and the distribution of work-life privileges and plights*

Following the 'cultural turn' in class analysis, the conditions of work has slid out of focus in contemporary discussions on class. Instead, the focus has be redirected towards issues such as lifestyles and symbolic boundaries. Yet, class positions - often in the guise of occupations - are still used to identify class practices and preferences. This presentation, in a on-going effort to bring work back into class, returns to 'the hidden abode of production' and examines the conditions under which occupations, and classes, are formed. It draws on data from the European Working Conditions Survey and constructs a 'social space' of working conditions, taking into account issues such as the level of influence and autonomy, the nature of the work, the work-life balance. To what extent do established classifications capture the structure in the distribution of such privileges and plights? How is contemporary working conditions classed?

Tid: 15.45-16.00

Christoffer Hornborg  
Göteborgs universitet

*Occupations, Identity, and Place: On Rural Youth's Conceptions of Future Work*

This paper explores how rural youth orientate towards future working life. It examines teenagers' perceptions of occupations and career choices, and how these relate to family background, place, self-image,



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gender, and status. In rural areas, there are several influencing factors such as outmigration, limited educational opportunities and often a smaller range and access to various jobs. However, the rural perspective is also about how different contexts and the specific material, social and cultural conditions give rise to different rationalities in the life worlds of young people. Perceptions of what is 'good/bad' or 'what people like me do' are thus examples of structuring factors that affect young people's room for maneuver. These perceived alternatives of options also include the topic of how norms of staying or leaving are constructed.

Semi-structured interviews were conducted individually, but also in groups with one or more parents, to access not only the conceptions of individuals, but how young people and their parents interacted and negotiated in conversations about future professional life. This methodological approach provided an opportunity to analyze how perceptions and systems of meaning are reproduced and negotiated within families.

Despite the fact that young people's perceptions of occupations and opportunities were related to material, social and cultural conditions, the results show how their reflections on what influenced career choices mostly centered around individual factors. The concept of 'becoming something' was almost exclusively described as an expression of one's own will and personal characteristics. Most of the teenagers that aspired toward a status profession argued that it was because it seemed to be a fun profession, and they were careful not to portray other professions as inferior.

Tid: 16.00-16.15

Anna Kallos

Lunds universitet

*Earning while learning. Trends and variations in part-time work among upper-secondary school students.*

Recent changes in the labour market, such as the growth of the service and retail sectors, and the increase of non-standard contracts, has led to an overall rise in students' labour market participation globally. This is also the case for younger students, who work part-time while still in school. Compared to older workers, school students are low-cost labour, willing to accept odd hours, temporary, predominantly non-unionized, and often engage in flexible service jobs (Cohen 2013; Raby et al. 2018; Canny 2002). For many, it is also their first encounter with the labour market.





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This paper focuses on upper secondary school students (15 to 19 years of age) in Sweden, who work part-time whilst still in full-time education. Sweden belongs to a group of European countries characterized by high levels of employment among young students (Eurostat 2019). Approximately 65 percent of upper secondary students work, most of them during vacations, but as many as 25 percent work during the entire school year (SCB 2021; 2018). Although the phenomenon of working while studying has attracted media attention, it has gained scant academic attention. Systematic knowledge is missing about the prevalence of Swedish school students' part-time labour and the characteristics of those who work. This paper addresses this gap.

The overarching aims are to analyse 1) trends in labour force participation rates amongst 15- to 19- year-olds in full-time education, and 2) how and to what extent part-time work varies among different categories of students and between different local labour market contexts. This paper relies on microdata from the Swedish Labour Force Survey, with linked information provided by population-based registries, for the years 2005-2020. The main model of the paper predicts being involved in marginal part-time work (<15 hours/week) and intensive part-time work (>15 hours/week) while in school, using multi-level multinomial regression modelling. It estimates the effects of variables such as gender, migration background, educational attainments, family background (parental employment, education, and migration) and household characteristics (family type, household income, number of siblings). Moreover, the multilevel approach considers the degree of variation that is contextually dependent, by nesting observations at a municipal level, and allows estimations of second level variables, such as local employment rates.

The study is a part of a larger PhD project on school students who work part-time whilst still in full-time education. The project employs mixed methods and draws on both survey data and in-depth interviews with working school students (N = 40), in order to examine the incidence and experiences of paid work amongst upper secondary school students.



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**SESSION 5 FREDAG 18 MARS 9:00 – 10:30**

Tid: 9.00-9.20  
Maja Cederberg  
Göteborgs universitet

*Understanding the professional trajectories of highly educated migrant women: How gender and class intersect to shape experiences, aspirations and strategies around employment and career*

The aim of this paper is to make sense of the professional trajectories of highly educated migrant women. The paper considers different professional aspirations and strategies, explores the multiple meanings women attach to employment and career, and analyses different factors that impact on shaping professional trajectories following migration. The experience and position of highly educated migrant women has been comparatively under-researched, as research on high-skilled mobility has tended to focus on male-dominated sectors of the labour market, while research on migrant women has paid more attention to less skilled labour market sectors. This paper aims to contribute to the now growing literature in this area by considering the experiences of a number of highly educated women from the Baltic countries (Estonia, Latvia and Lithuania) living and working in the UK. Findings from the research on which the paper builds suggests that migration can involve career progression as well as blocked career opportunities and deskilling, and the paper analyses the factors that contribute to shaping the migrant women's trajectories in different directions. In particular, it puts focus on how gendered factors intersect with class-based resources (economic, social and cultural) to produce different obstacles and opportunities for different individuals, but also to shaping their professional aspirations and strategies in particular ways. Furthermore, the paper considers the women's experiences of (re)building their career in the UK, analysing the different ways in which they negotiate obstacles and adjust to the local context.

Tid: 9.20-9.40  
Anni Erlandsson  
Stockholms universitet

*Gendered ethnic discrimination and the role of recruiter gender. A field experiment in the Swedish labor market*



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Relying on data from a field experiment, this article studies discrimination in recruitment on the basis of gender and ethnicity combined with recruiter gender. This study consists of 5,641 job applications, and the employer callbacks to these. Based on the callback rates, there is evidence of ethnic discrimination against foreign-named job applicants by both male and female recruiters in the Swedish labor market. Female recruiters are found to favor foreign-named female applicants over foreign-named male applicants, particularly in high-qualified occupations and in female-dominated occupations. Also, male recruiters appear to prefer foreign-named females over foreign-named males in male-dominated occupations.

Tid: 9.40-10.00  
Erik Ljungar  
Högskolan i Borås

*Work and integration among foreign-born academics in Sweden*

Swedish labor market policy has not always succeeded in its task of helping people to find work. There are a relatively high proportion of academics or university educated persons in certain groups of foreign-born, who work in professions and areas that do not correspond to their education. Furthermore, these persons tend to have jobs characterized by precarious forms of employment and of short duration.

The purpose of this study is through qualitative interviews investigate whether foreign-born academically educated persons experience that labor market and educational initiatives have contributed to enter the labor market. Furthermore, trying to understand what it is that leads to a job perceived as both lasting and meaningful for the person in question. What have they perceived worked regarding labor market and educational efforts in relation to their cultural, social and economic resources, and to see the extent to which these efforts are perceived as meaningful, and if so, from which aspects.

In this study, 20 persons with academic background who have undergone various labor market and educational initiatives participate. They have experience of having a job and/or having had a job in the Swedish labor market. 10 men and 10 women participate; all are born in a country other than Sweden.

Theoretical frames of reference from social network analysis are used. Furthermore, theories regarding the role of identity for a person's



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experience of work, where the identity in this perspective also assumes to be of importance for the availability of resources and defines the opportunities for action that a person has. Even institutional theory is applied; where the importance of both formal regulations but also how informal norms and cultural-cognitive patterns of action affect an individual or group.

Keyword

Labor market policy, Meaningful work, Integration, Foreign-born, Academics

Tid: 10.00-10.20

Anna-Maria Sarstrand Marekovic & Ylva Ulfsdotter Eriksson  
Linnéuniversitetet  
Göteborgs universitet

*How Trade unions and Employer Organisations address  
Gender Equality*

Sweden is one of the most gender-equal countries in the world (EIGE 2020). However, the labour market still suffers from sexual division of labour, pay gap, sexual harassment, and work/family-conflicts (cf. SCB 2020).

Trade Unions and Employer Organisations have vast autonomy in regulating conditions at the labour market, not least through collective bargaining and agreements, but in other collaborative arenas as well (e.g. Kjellberg, 2019; Larsson & Ulfsdotter Eriksson, 2019).

This paper investigates the articulation of gender equality on labour market matters and aims to explore how Swedish Trade Unions and Employer Organisations address gender equality issues. The empirical data consist of social partners public reports. The analysis is guided by Bacchi's (1999;2009; cf. Rötblom and Sandgren 2015) critical approach to policy and revolve around questions such as: How is gender equality addressed by social partners and do statements differ depending on actor and role?; What assumptions of gender relations underlie the approach to gender equality?; and How can social partners articulation explain the production and reproduction of gender relations on the labour market.