

certain other professions have created important new positions with greater influence. They mention, for example, medical experts with job duties within governing bodies and school administrators as separate public sector professions whose members have greater responsibilities and influence. This reflects that the logics on which work is based and organized are logics that appeal to individuals at the managerial and executive levels, rather than to operative employees out in the organization.

In contrast to the foregoing, Öhring (2014) shows, via a longitudinal study based on both questionnaire and interview data of cleaners under municipal auspices, that greater autonomy, including greater participation and greater responsibility, contribute to increased job satisfaction and improved health, which are evident in both decreased absenteeism due to illness and in self-assessed health.

Collectively these studies present a picture of how NPM-influenced ways of organizing work are perceived as diminishing professional influence. Although explicit links to health and wellbeing are not always made, a picture emerges which indicates that diminished professional influence is perceived negatively by employees, while greater influence can lead to greater job satisfaction and improved health.

Increased workload

Another aspect of the problems associated with the NPM-based ways of organizing work has, in purely concrete terms, to do with them entailing an increased workload; more specifically, an increased degree of documentation or, in other words, a higher degree of administrative tasks and, in turn, bureaucratization. Here we find described the ways in which this leads to an intensification of the work, in which the employees experience a higher workload level.

One example is Trydegård (2012), who reports that employees in the elderly care field in the Nordic Region experience a heavier workload as a result of the altered organization of the work due to the introduction of NPM. For example, Trydegård shows that the care work is micro-managed, as it has been

divided into smaller time-limited units, causing the employees to experience increased time pressure. This increased time pressure is described as entailing that the employees find that they have a heavier workload, with the result that they cannot adapt the care they provide based on the individual needs of their elderly patients, which is what they want to do. The issue here is thus not just an increased workload, but also that the increased workload means working on the basis of a logic, or principle, if you will, that flies in the face of the employees' personal views of how the work needs to be done in order to meet the needs of the elderly.

In the education and healthcare sector, Bejerot et al. (2015) note that the introduction of NPM leads to heavier workloads for employees in those sectors. In the school the authors argue that heavier teacher workloads have arisen partly as a result of reforms concerning their mission as teachers, such as the individualization of instruction and the elimination of the ceiling on class sizes, and partly through the implementation of the management principles that NPM entails, such as a greater emphasis on measuring teacher performance. Doctors' workloads have also increased, although not to the same extent as for teachers. One explanation offered by the authors for why doctors have a greater degree of legitimacy in the public bargaining process is that they can point to standardized quality requirements and thus more easily set limits on the extent to which their work is intensified.

In one quantitative study involving nearly 700 welfare employees, Aronsson et al. (2015) examined work environment factors on the job. Although the focus is not explicitly on the organization of the work, it is clear that when work is not organized in way that accommodates recovery, there is a risk of mental illness among the employees. Another study that is consistent with these results was conducted in a social administration context, where Göransson et al. (2013) studied the effects of a preventive workplace-based intervention on the participants. The authors take the approach that the employees are actors

with freedom of action to make their own decisions. The results show that the participants in the intervention perceived themselves to be able to cope with demands in a better way. Individuals who have better balance at work and in their work environment also enjoy better health; they enjoy their jobs more and feel more rested. This study thus indicates that the organization of work in a way that offers accommodation for a balanced working situation is beneficial to health and wellbeing.

Collectively, these studies paint a picture in which the work is characterized by a heavier workload that can be tied to NPM-related principles. In purely concrete terms we see a focus on documentation, which takes time, and micro-management of the work to an increased extent. However, it is not just more job duties that are found have been imposed on the professionals, but also duties that stand in contrast to what those practitioners themselves consider important to their work activities and in what ways, as well as the elements that are included in their professional roles. Nor are explicit links to health and wellbeing made with regard to increased workloads, but it is clear that the professionals do experience general dissatisfaction and stress because of the intensification, which may be viewed as a risk for negative effects on health.

Reduced social support

Another effect of the organization of work based on NPM principles consists of perceptions of diminished opportunities for social support. One example, which is also noted above, involves the ways in which teachers and nurses find that the organization of their work degrades their opportunities for receiving social support from the colleagues with whom they argue themselves to have the most in common, not least in terms of where their workstations are located (Jansson & Parding, 2011). This is because the NPM-based organization entails interdisciplinary work teams for teachers, leading to a low degree of proximity to colleagues who teach the same subject, and telephone work for nurses, leading to a low degree of proximity to other nurses. The

work is described as being organized in this way, despite the fact that the teachers and nurses view their colleagues as key in terms of obtaining support in their daily work.

Bejerot et al. (2015) show that employees with managerial responsibilities in both education and healthcare report that their means of allocating the work so that the employees can receive the attention they need have been diminished over the last two decades. According to the authors, the reason is that the introduction of NPM has led to employees with managerial responsibilities being given greater areas of responsibility and fewer means of defining their job duties. Trydegård (2012) also notes that the introduction of NPM contributes to bigger areas of responsibility for supervisors and more emphasis on financial management, and on running the operations in a more “businesslike” way. One conclusion drawn by the author is that there is less time to provide support for the employees because the jobs of their supervisors have changed. For example, Trydegård argues that the diminished support for employees in the healthcare field has meant that they are increasingly exposed when they have to make difficult professional decisions, as their supervisors are less available. An overall picture emerges in which professionals’ work is being organized in such a way that support from their collegial peers is diminished, even as their supervisors have more subordinates and less time for them. This signals that the organization of the work in practice serves to reduce the support at work. Although health and wellbeing are not discussed explicitly in these publications, it is generally accepted (Karasek & Theorell, 1990) that support is a key component of a good work environment, which is why the foregoing results can be seen as problematic.

Reduced opportunities for learning and competence development

Yet another aspect has to do with the ways in which work in the public sector is organized in relation to conditions surrounding learning and competence development. Parding and

Berg-Jansson (2018) describe, in the context of choice and decentralization reforms, how conditions surrounding learning in teachers' work are perceived as circumscribed. They show how the particular subject they teach is absolutely key for upper secondary school teachers. Despite this, the work is not perceived as being organized in a way that enables daily subject-related learning. This is described in terms of the opportunities for learning being limited in both time and space. The study reflects results from earlier studies in education and healthcare contexts (see for example Jansson & Parding, 2011). In one study of elderly care, factors that employees considered attractive in their work were analysed (Keisu, 2017). The employees were reported as viewing conditions surrounding competence, advancement and career opportunities as an important part of an attractive job. Keisu at the same time paints a picture of employees who are critical towards management because of a lack of career opportunities and structures for competence development.

Even though there are only a few publications in which the focus is on the conditions surrounding competence development, learning and career opportunities, the composite picture is that an organization of work that incorporates favourable conditions for such things is an important determiner of whether a job is to be viewed as attractive. No direct link is made here between the conditions surrounding learning, competence development and health and wellbeing. However, it is still reasonable to assume that these things are important factors at work in the form of buffers against problematic work environments (Karasek & Theorell, 1990).

From public to private

The included publications also include one study in which forms of ownership and health and wellbeing are discussed. In one quantitative study Kokkinen, Virtanen, Pentti, Vahtera and Kivimäki (2013) considered what effects organizational change in the form of privatization has on long-term employee sick-listings. The study results show that

privatization per se does not contribute to employees being sick-listed long term to a greater extent than when the organization was under public auspices. However, the authors note at the same time that this is because the workforce is not reduced after reorganization and remains sufficient to discharge its job duties. The study states that the employees who are reorganized to work under private auspices exhibit marginally longer long-term absenteeism due to illness than before.

Summarizing comments

In summary, the publications that elucidate the work environment in the public sector may be said to show that new ways of organizing work that can be linked to NPM principles are, by and large, described as being perceived negatively by the professionals, i.e. the public sector professionals. It should be noted here that NPM is an umbrella term for a management and leadership philosophy, and it can thus take different forms of practical expression. This makes it difficult to claim that A leads to B. A picture is instead formed in which a host of problems for the employees are identified in the context of NPM. The problems have to do largely with public sector professionals finding themselves caught between logics in terms of how best to plan, execute and follow up their work, i.e. their professional logic and the organizational logic. Because the professionals identify with, and thus see the relevance of, the professional logic to a greater extent than the organizational logic or the market logic, a clash occurs. To do their jobs in a way that is not perceived as optimal within their professional cadre, whether it be in terms of efficiency or content, engenders dissatisfaction and stress, which could also conceivably lead to poor health and diminished wellbeing. It also becomes clear that the various subheadings under which the results are described overlap to a large extent, which means that the factors are bound up with one another.

Temporal and spatial aspects of organization of work– forms of employment and flexibility

The foregoing theme had to do with how the work in a specific sector is organized, and its implications for health and wellbeing. The theme in this section instead spans sector boundaries and also encompasses the public sector, with a focus on how work is organized temporally and spatially. Here we describe various aspects of the organization of work in time and space as they relate to employee health and wellbeing. The ways in which work is organized in time and space overlap in many cases, and they cannot be viewed as entirely separate; for example, a temporary worker may be perceived from the viewpoint of the working organization as spatially flexible, while being perceived from the viewpoint of the ordering organization as temporally flexible.

The temporal organization of work

The organization of work in relation to health and wellbeing can be viewed in the light of temporal aspects. Initially we will describe results relating to job security, followed by various forms of employment (temporal) and, finally, results relating to the disposition of working hours.

Job security

Job security has to do with feeling assured that one's position and work will continue, that circumstances are stable. Job security may thus also be viewed as a temporal aspect of how work is organized. Job security is also a factor that affects health and wellbeing. De Witte, Vander Elst and De Cuyper (2015, p. 110) state that the opposite of job security, i.e. job insecurity, is characterized by the perception that one's job is threatened, and has been defined as "an overall concern about the continued existence of the job in the future". De Witte et al. proceed on the basis that the perception of insecurity is subjective, which means that it can be perceived in different ways, thereby entailing that employees within

the same enterprise will perceive varying degrees of job insecurity. According to the authors, this means that some employees will fear that they will be sacked even though there are no objective grounds for such a presumption, even as other employees will feel certain that they will be able to keep their job, despite the presence of actual risks that they may lose it. They also argue that there is generally a correlation between the subjective assessment of an employee's risk of being sacked and the objective risk of losing their job. They draw the conclusion that perceived job insecurity is a reflection of the objective labour market position in which the employees find themselves. The authors further note that there is a distinction between quantitative and qualitative job insecurity. Quantitative job insecurity finds expression in worry over the loss of the job per se. Qualitative job insecurity finds expression in that the individual feels worried about aspects of their job, such as their working conditions, compensation or opportunities for career advancement.

A Finnish quantitative study by Kinnunen, Mäkikangas, Mauno, Siponen and Nätti (2011) investigates links between perceived employability and burnout, diminished psychological wellbeing and self-classed job performance between involuntary fixed-term workers, voluntary fixed-term workers and permanent employees. The results indicate that voluntary fixed-term workers perceive, to a higher degree, more protection against negative psychological wellbeing and burnout compared to involuntary fixed-term employees.

Self-perceived employability is at the same time important for permanent employees as well. The authors conclude that self-perceived employability has a direct correlation with employee wellbeing, regardless of the type of position in question. De Cuyper, De Witte, Kinnunen and Nätti (2010) is another study that focuses on job security. The authors study the links between job insecurity, employability and wellbeing among permanent employees in a Finnish quantitative study of a nationally representative sample of just over 4,000 respondents. Here we find results

showing that high quantitative job insecurity (losing the job) has a negative impact on job satisfaction. The authors also show that high qualitative job insecurity (the conditions of the employment) correlate negatively with self-assessed health status among permanent employees. The temporal organization of the work is made visible here again in the form of the temporal duration of the employment and how it relates to health and illness.

There are other examples of publications in which the problematic effects of job insecurity are described, and where a link between job insecurity and various negative effects on the employee is shown. These effects impact individuals both at work and outside of work. In one meta-analysis, Llosa, Menéndez-Espina, Agulló-Tomás and Rodríguez-Suárez (2018) review 56 earlier studies of separately independent samples that included a total of just over 53,000 participants, and find a significant correlation between subjective job insecurity and mental health in the form of depression, anxiety and emotional exhaustion. Perceiving one's job as being uncertain can, in other words, have negative health effects.

Insomnia can also arise as a result of job insecurity. In a quantitative study based on data from the European Working Conditions Survey, Mai et al. (2019) show a correlation between job insecurity and general insomnia. Strandlund et al. (2018) show, via a cluster analysis, that individuals with alternative jobs, i.e. jobs that do not include permanent positions, may experience negative consequences in terms of financial worry.

In the Nordic context there is at the same time one example, involving hotel cleaning staff in Denmark, showing that the conformation of the social insurance system can contribute to weakening the correlation between job insecurity and financial worry (Eriksson & Li, 2009). The study describes how the so-called flexicurity model used in Denmark results in what could otherwise be perceived as job insecurity with negative consequences not being so, as long as a system is in place that covers individuals, such as flexicurity. Eriksson and Li also show that in-

dividuals may feel job satisfaction if they perceive the possibility of so-called work–life balance. In a European study with nearly 12,000 respondents, De Moortel, Vandenheede and Vanroelen (2014) examined whether low job quality is negatively associated with employee mental wellbeing. The authors show that countries that have welfare systems based on principles that support the possibility of balancing work with free time and family are less vulnerable to problems associated with mental illness stemming from low job quality.

Virtanen, Janlert and Hammarström (2011) analyse the interaction between perceived job insecurity, temporary employment and health in a quantitative study involving just over 1,000 Swedish respondents. The results show that job insecurity has the same negative impact on health regardless of whether the employees hold fixed-term or permanent positions. According to the authors, the perception of job insecurity depends largely on whether one's own job is threatened, or if there is a risk of losing job duties. The authors argue that this means that policies aimed at improving employee wellbeing are a key factor to take into consideration when striving for greater flexibility in terms of forms of employment.

The study by Bernhard-Oettel, Leineweber and Westerlund (2019) looks at forms of employment as they relate to emotional exhaustion. The study is relevant here, as it shows how the way work is organized in terms of forms of employment relates to health, or rather to illness. The authors examine the ways in which working conditions related to emotional exhaustion (control, demands, support) differ and change for permanent employees, fixed-term employees, the self-employed and employees who changed their form of employment in the years 2008–2010. The study is quantitative, with just over 6,000 respondents, and was conducted in Sweden. The study results provide no clear indication that the segmentation of the workforce into a core and a periphery is present, but rather it appears that the self-employed generally have better working conditions

than either fixed-term or permanent employees, which is consistent with earlier research that studied working conditions based on forms of employment. One notable conclusion drawn by the authors is that forms of employment were affected in different ways during the financial crisis; the reduced work-related demands were greatest for those with fixed-term contract positions and the self-employed, even as those holding permanent positions perceived a diminished degree of control over their jobs. According to the authors, this reduced level of work-related demands associated with the financial crisis, combined with the perception of social support and control over one's work, caused the level of emotional exhaustion among Swedish employees to decrease. This may be explained in that the financial crisis contributed to a less demanding work situation for many employees, as Sweden's exports and GNP fell, even though Sweden fared relatively well compared with the rest of Europe.

In a quantitative study involving just over 2,500 respondents from five different European countries, de Jong (2014) analyses whether the type of employment contract affects the association between organizations' externalization motives, i.e. their reasons for taking on fixed-term workers, and the mental wellbeing of the employees. The results show that the type of employment has important consequences for the association between externalization motives and job insecurity, work-related irritation and life satisfaction. According to de Jong, organizations' externalization motives have a stronger association with the wellbeing of permanent employees than with fixed-term workers. In concrete terms this means that the hiring of fixed-term workers based on reactive restructuring motives, such as cost cutbacks, appears as a threat to the permanent employees, and contributes to lowering their perceived level of security and comfort. Moreover, de Jong argues that the type of employment does not affect the relationship between flexibilization motives and job insecurity, which may be explained in that employees perceive flexibilization moti-

ves as an indication that the organization is being affected by more difficult times, while at the same time not signalling to the permanent employees that their jobs are in danger. One general conclusion advanced by de Jong is that externalization motives are associated with psychological wellbeing in a different way for permanent employees and fixed-term workers, which means that temporary workers are affected to a greater extent by organizations' externalization motives than are fixed-term workers.

Kalleberg (2018) discusses working conditions based on his earlier research concerning six industrialized nations, including Denmark, which represent different welfare systems and labour markets. Kalleberg studies how precarious working conditions differ from country to country, and the consequences that precarious working conditions have in terms of, for example, perceived job insecurity, financial uncertainty and subjective wellbeing. According to Kalleberg, precarious working conditions can have an effect on subjective wellbeing, and thus have a negative impact on health at the individual level. From this point of departure, he presents three proposals for how flexibility can be conformed to meet employers' requirements while at the same time providing opportunities for individuals to cope with the negative consequences associated with this type of flexibility. First, the social safety net should contribute to spreading risk and helping individuals cope with the feelings of distress and uncertainty that are associated with precarious working conditions. Second, there should be greater access to formal education and lifelong learning, as well as opportunities for retraining to prepare and help them manage changes in their working lives. Kalleberg concludes that changes in labour legislation and regulations should be made in order to protect all employees, and not just those who are considered to hold precarious positions.

A study by Piasna et al. (2013) is yet another that focuses on forms of employment, and more specifically on vulnerable employees. Starting from a broad European quantitative study from the fifth wave of the

European Working Conditions Survey 2010, which included Sweden, the authors look into the extent to which vulnerable employees, defined as women with a low level of education, have access to participation and influence via HRM practices, and how those things affect their perception of “job quality”. HRM practices include local workers’ councils or direct daily communication emanating from and initiated by management. The study results show that those employees who are designated as vulnerable have less access to direct forms of participation and communication than do other employees. Furthermore, the authors show that communication and access to consultation at the workplace level has a positive effect on employees’ perceived “job quality”.

Task-based and representative participation in HRM practices has a positive effect on all employees’ perceived “job quality”. Based on the study results, the importance of including all groups of employees in participation at the workplace is emphasized, as it confers benefits in terms of perceptions associated with “job quality” and the work environment, which have effects on employee wellbeing.

All in all, it is evident that jobs that are perceived as being uncertain are bound up with negative effects at the individual level. This means that there are risks with respect to the health and wellbeing of individuals when work is organized in a way that is perceived as temporally uncertain. The effects are also dependent on the individual’s attitude. It is, however, important to problematize each individual’s claims, and thus their attitude. Of course, an individual’s attitude also has to do with their position in the society. For example, a woman of foreign origin with a low level of education and a highly educated man born in Sweden will have different attitudes, which are related to their respective social positions.

Forms of employment

Here we will present results pertaining to the organization of work based on different temporal aspects of the employment format, i.e. permanent employment, fixed-term

contract employment and temporary agency employment, while also including the organization of work during the workday and the working week.

Permanent employment is a means of categorizing work temporally. The typical ideal so-called standard employment relationship (SER) is characterized by a combination of full-time work and stable conditions, which have been bargained for collectively (see for example Van Aerden, Moors, Levecque & Vanroelen, 2015). This employment relationship was formerly dominant but has recently come under challenge as the labour market has come to be characterized by a greater degree of flexibilization which, for employees, often finds expression in fixed-term contract positions of various kinds. In other words, the flexible approach to organizing work manifests in that an ever-growing proportion of companies and organizations choose to avail themselves of more fixed-term contract positions rather than permanent positions. At the same time, researchers such as Dekker and van der Veen (2017) show that a permanent position generally entails higher “job quality”. The authors argue that it is also becoming clear that different groups of individuals have better or worse chances at “job quality”, with gender, education level and occupation each exerting an influence. Men in high-status occupations have the best chances at “job quality”, and the higher the level of education the better those chances are, which indicates that structural inequalities certainly exist.

Fixed-term contract positions offer another means of categorizing the organization of work temporally. One common way of describing today’s more heterogeneous employment relationship is in the form of a core consisting of employees with permanent positions and stable working conditions, and a periphery consisting of employees with fixed-term employment relationships, and thus more uncertain terms of employment. One example of how work can be organized temporally is thus in the form of various kinds of fixed-term contract positions. For example, Kretsos and Livanos (2016) use the

European Union Working Force Survey and analyse the extent of precarious employment situations. They argue that 10 per cent of the total workforce may be characterized as being subject to precarious conditions.

Most have to do with involuntary part-time and temporary positions. Groups with these forms of employment stand out as particularly vulnerable and run a greater risk of getting stuck in precarious positions than do other groups. Precarious working job situations are defined here in terms of risk. Bambra, Lunau, van der Wel, Eikemo and Dragano (2014) also problematize fixed-term contracts, based on a European study that took the European Working Condition Survey as its starting point, in which they show a correlation between fixed-term contracts and “not good” with respect to health. Also based on an analysis of the European Working Condition Survey, Aleksynska (2018) shows that temporary employment relationships, i.e. when the job does not involve a permanent position, but rather some type of fixed-term arrangement, can be tied to negative effects on job satisfaction.

Another study in a Swedish context is by Waenerlund, Virtanen and Hammarström (2011), who take a quantitative approach to study whether fixed-term contract forms of employment are related to non-optimal self-assessed health status and psychological wellbeing. The study results show that fixed-term contract forms of employment have a correlation with poorer self-assessed health, even after adjustments have been made for previous health status and sociodemographic factors. According to the authors, the results of the study indicate that there is a relationship between the type of form of employment and self-assessed psychological wellbeing and health status, and that this relationship may be explained by factors such as job uncertainty, low financial margins and work-related stress. The study results support other research which has shown that job insecurity is experienced more often by fixed-term contract employees than by permanent employees. One conclusion presented by the authors is that fixed-term contract positions are as-

sociated with poor self-assessed health and psychological wellbeing, even in countries that are considered to have a high level of social security, such as Sweden. According to the authors, the fact that fixed-term workers in countries with good social safety nets still experience job insecurity may be due to the fact that some of the terms of employment for fixed-term contract positions are universal, and independent of any national welfare regime. Because countries such as Sweden continue, despite their highly developed social safety nets, to exhibit differences in health between individuals with different forms of employment, the authors consider that additional efforts should be made to reduce health-related differences between different forms of employment in the labour market.

The results for fixed-term contract positions in relation to the organization of work are, however, not entirely unambiguous. For example, Imhof and Andresen (2018) note, in a literature review of 54 publications, that the research on the potential negative effects of fixed-term contract positions is equivocal. For example, Llosa et al. (2018) argue that some individuals with a fixed-term position may experience stress (which finds expression in the form of frustration, insecurity, powerlessness and a sense of unfair treatment) while other individuals perceive their fixed-term contract position as a positive, in that they view it as a challenge and a learning opportunity. Other researchers (see for example Bernhard-Oettel, Rigotti, Clinton & de Jong, 2013; Kauhanen & Nätti, 2015) note that the individual's volition with respect to the form of employment, as well as the working conditions, can have an effect on their perception of wellbeing. Bernhard-Oettel et al. (2013) show, for example, that differences in perceptions of job insecurity may be attributable to differences in preferences for fixed-term contract positions. In simple terms it may be said that those who desire a fixed-term contract position may perceive their fixed-term contract position positively, while those desiring a permanent position may perceive the fixed-term position negatively.

Strandlund et al. (2018) study commercial employees and argue that flexible positions need not entail only negative effects for the individual. As an example, the authors argue that in the case of students, flexible positions may instead have a positive effect, as those who wish to do so can combine work with their studies. Moreover, Juliá, Vanroelen, Bosmans, Van Aerden and Benach (2017) argue, based on a quantitative study, that some prefer fixed-term contract positions because they perceive them as challenging in that they offer opportunities to work in different workplaces. Ek, Sirviö, Koiranen and Taanila (2014) study the effects of precarious work in relation to mental wellbeing among 2,100 younger individuals in a Finnish context. The study results indicate that work-related stress and the level of education play an important role in the relationship between psychological wellbeing and younger people with a history of precarious jobs. The authors argue that a precarious job is not, per se, a strong indicator of negative effects on individuals' psychological wellbeing, but rather that the quality of the job must also be considered. The results support the view that, for example, a low level of control at work and heavy demands leading to work-related stress play an important role in the relationship between precarious jobs and young people's work-related mental wellbeing. The results further indicate that a higher level of education serves as a resource that can protect precariously employed women against negative effects on their work-related mental wellbeing even as a high level of education combined with precarious jobs for men entails an increased risk of negative effects. It is also clear that the situation can differ for different groups of individuals.

There are thus both studies that point to problems and studies that take a sort of "it depends" approach. Even though this may be said to reinforce the "problem" results, there is research (Reuter et al., 2019) that points to a statistically significant correlation between fixed-term contract positions and the presence of illness, with individuals in fixed-term contract positions exhibiting a higher presence

of illness than permanent employees. Amilon and Walette's (2009) study is another concerning forms of employment and sick-listing in which temporary employment relationships are discussed that are based on flexibility for the employer, but pose a risk to the individual. Based on a quantitative study, they show that sick-listing reduces opportunities for permanent employment among women, and increases the risk of joblessness among men.

Caring for children increases the risk of joblessness for women. The authors argue that there are major differences between different temporary jobs, but that the trend persists. Saloniemi and Salminen (2010) describe, in a Finnish context, the relationship between the form of employment and work-related injuries. Based on earlier research regarding workplace accidents, the authors hypothesize that there is a positive correlation between fixed-term contract positions and workplace-related injuries. The results are negative, i.e. the hypothesis that those in fixed-term contract positions should be at a greater risk of injury on the job does not hold up. The authors argue that this can be explained in that, in a Finnish context, fixed-term contract positions are most prevalent in the public sector, e.g. in educational and healthcare organizations, which are traditionally not considered to be as prone to work-related accidents as is the case in, for example, the manufacturing industry.

According to Ojala and Pyöriä (2019), precarious work, which includes jobs and positions that are temporally unpredictable, is negative for the individual at an overall level. Based on a quantitative study involving over 13,000 respondents, the authors show the relationship between precarious work and the risk of early retirement due to illness.

The results from the study indicate that employees who may be characterized as having precarious jobs run a significantly higher risk of having to retire early due to illness. However, it is not short periods of precarious work that increase the risk of retirement due to illness, but rather when multiple precarious jobs are accumulated over an extended period of time, and where the feeling of perceived

low employability is palpable. At the same time, Pyöriä and Ojala (2016) argue in another article that employees' subjective perceptions and fears of becoming jobless may be a more relevant factor than precarious work per se, i.e. when the individual rates their chances in the open labour market. Another study tangential to Ojala and Pyöriä's is that by Nielsen, Dyreborg and Lipscomb (2019) who, in a Danish qualitative study, examine how the concept of precarious work finds expression in various groups of young employees, and whether the precarious job can be viewed as a transitional period in the careers of young employees. The study results indicate that the volatile and uncertain jobs function, for some young people, as transitional positions from their studies or apprenticeships, while other young workers risk getting stuck long-term in uncertain and insecure precarious positions. The authors argue that a fixed-term contract position does not automatically entail that a job is to be viewed as precarious. The young employees who risk getting stuck in uncertain positions are those who, for example, lack education and are consequently consigned to the margins of the labour market. The authors emphasize an active labour market policy intended to bolster the position of young workers in the labour market by building their competence and qualifications as desired in order to mitigate the risk that they will end up stuck in precarious jobs long term.

Temporary employment is another means of organizing work temporally. Temporary staffing agencies are thus a variant of the flexible approach to organizing work. Here the work is organized for a shorter or longer period of time. In Sweden individuals can be permanent employees of a staffing agency, although they may also be hired on a more temporary basis. The position is with the staffing agency, while the work is done for the client organization. This way of organizing work can thus be viewed both spatially and temporally, and the employee can be employed on a fixed-term contract with the staffing agency and can get to work at several different workplaces. Employees at temporary staffing

agencies have an employment relationship that may be described as triangular in its configuration. This triangularity entails that the employees of the staffing agency have an employment relationship with the staffing agency of which they are employees, plus a working relationship with the client company that hired their labour, while the staffing agency and the client company in turn have a business relationship. What this means for the temporary workers is that aspects such as terms of employment and compensation are regulated by the staffing agency, even as their daily work is supervised and assigned by the client company to which they have been hired out.

Håkansson and Isidorsson (2018) studied temporary workers who have worked for extended periods at the client organization and compare them with the client organization's own employees. The results show that the temporary workers perceive a higher degree of job insecurity than do the client organization's own employees. One explanation that Håkansson and Isidorsson offer is that the temporary workers do not have access to competence development. The client organization does not engage in competence development beyond what is required for the temporary workers to be able to perform their job duties, even as the staffing agency does not provide competence development to the employees whom they have hired out, so as not to threaten the business relationship with the client organization. Augustsson (2014) advanced a similar rationale that asserts that when job duties that require greater competence need to be performed, the client organization will choose its own employees and not the temporary ones. These results are not tied explicitly to health, but when the conditions surrounding competence development based on this way of organizing work are perceived as inadequate, the issue of negative effects on wellbeing may be raised. Kalleberg, Nesheim and Olsen (2015) also discuss temporary employment from the standpoint of job security, health and wellbeing, this being in the form of "job quality". The authors argue that employment contracts whose designs are per-

manent in nature can contribute to reducing the feelings of uncertainty that temporary workers often experience due to the triangularity of their employment relationship. According to the authors, the conformation of the employment contract can help to mitigate the financial worry that is intimately bound up with perceived “job quality” and personal wellbeing.

In a Swedish questionnaire study involving just under 500 temporary workers, Håkansson and Isidorsson (2016) study risk factors related to temporary workers. The results point to a number of significant risk factors that can affect the work-related wellbeing of such employees. For example, the authors identify class affiliation within the staffing context as a risk factor, as temporary workers are at twice the risk of having problems with work-related wellbeing compared to white-collar workers hired on a temporary basis. The study results also show that temporary workers who perceive their jobs as being physically demanding to a greater extent than do the client company’s own employees run a three-times higher risk of sustaining work-related injuries. According to the authors, there are also indications that client companies use temporary workers to reduce the physical stress on their own employees, with the temporary workers being assigned more physically demanding tasks to a greater extent. Third, opportunities for competence development and learning play a role, functioning as a buffer against work-related illness, but Håkansson and Isidorsson’s results also show that temporary workers do not enjoy opportunities for competence development and learning to the same extent as the client company’s own employees. According to the authors, temporary workers are not given access to the same instruction regarding safety and health-promoting work as the client company’s own employees, thereby contributing to the temporary workers being at greater risk of developing work-related illnesses. The study results show that temporary workers experience job insecurity to a greater extent than other employees in the Swedish labour market. Håkansson and Isidorsson found a

bivariate correlation between perceived job insecurity and the likelihood of developing a “work-related disorder”, although this correlation vanished with the inclusion of other variables in the model, which indicates that temporary workers in a Swedish context enjoy better conditions than do those in other countries, as Swedish temporary workers continue to be paid between assignments. The conclusions drawn by Håkansson and Isidorsson (2016) are that the triangular employment relationship between temporary worker, temporary staffing agency and client company means that the temporary workers have a “dual relation”, wherein the work is supervised and assigned by the client company even as the staffing agency has the responsibility as the employer, and this impacts the risk of being affected by a “work-related disorder”.

There is also research that points to risks associated with temporary agency employment from the standpoint of workplace accidents. In a Finnish context, Hintikka (2011) studied workplace accidents in which temporary workers were involved and analysed them using national statistics from other industries in Finland. Hintikka’s results indicate that the temporary workers’ risk of work-related accidents is increasing, and is at the same time higher than in other industries included in the study. According to Hintikka, this could be due to the fact that the prevalence of temporary workers is increasing in Finland in traditionally accident-prone occupational sectors. However, it is also emphasized that workplace accidents in which temporary workers are involved are rarely of a more serious nature. Hintikka’s results also show that certain job duties, primarily manual labour in the production and construction industries, are more prevalent among temporary workers, which contributes to their accident risk being elevated. Pille Strauss-Raats (2019) also discusses temporary employment from a risk and safety standpoint. In a comparative case study involving cases from Sweden and Poland, this author studied how regulatory frameworks and policies impact temporary workers’ work-related health and safety at the

workplace level. Strauss-Raat's study indicates the rules and restrictions affecting temporary workers affect which job duties temporary workers perform, thus affecting the allocation of risk between the temporary workers and their directly employed colleagues. In the Polish context, the allocation of risk appears to disfavour the temporary workers, as they have to devote themselves to a greater degree to job duties that can lead to work-related illness and injury. In the Swedish context the differences between the directly employed and temporary workers are, according to Strauss-Raat, smaller, even though there are still indications that the temporary workers are at greater risk of work-related illness and injury.

Another problem that can arise for organizations that use temporary workers, as well as fixed-term workers, is that there is a risk that their social relationships will suffer, and trust will be difficult to cultivate (Viitala & Kantola, 2016; Svensson, 2012).

Both the temporal and spatial aspects are prominent here. Viitala and Kantola (2016) show via semi-structured interviews with temporary workers and permanent employees that temporary workers view themselves as visitors, and not as part of the work team, and that tensions arise among the employees as a result. According to Viitala and Kantola, another consequence is that the temporary workers do not receive access to information flows, and thus fail to learn the organization's norms and values. The authors also note that the hiring of temporary workers has negative consequences for the organization, in that the permanent employees become less engaged. In one quantitative study, Svensson (2012) writes that temporary workers generally have a lower degree of trust in other people, and that this can have consequences for the ability of organizations to innovate.

Kalleberg et al. (2015) argue that social support from the client company and the temporary staffing agency are important preconditions if the temporary workers are to perceive a high degree of "job quality".

The temporal organization of work over the day, the week and even the year can also

be seen as a way in which work is specifically organized temporally. How work is organized temporally in this way can also be related to health and wellbeing. In other words, the temporal organization of work can relate to how the working hours are distributed. Piasna (2018) turns to the European Working Conditions Survey and shows how the intensity of a job is related to when it is done. Working long hours, nights and weekends and with working hours that are subject to change by the employer correlates with higher perceived intensity on the job. Other studies also show that the way work is organized over the workday and working week can impact the individual. Bamberg, Dettmers, Funck, Krähe and Vahle-Hinz (2012) studied flexible working hours and "on-call" work, and show that the respondents in the study reported increased irritation, bad moods and decreases in social activities, housework and "low-effort activities". The authors argue that with flexible work schedules such as "on-call" work, just knowing that one might be called in has negative effects, regardless of whether or not the individual is actually called in to work.

Additional studies that focus on the temporal organization of work include Heponiemi, Puttonen and Elovainio (2014) and Heponiemi, Aalto, Pekkarinen, Siuvatti and Elovainio (2015), which focus on the effects of on-call work. In their studies of doctors in Finland, they identify problems that can arise in connection with on-call work, i.e. work that occurs outside of regular daytime working hours. Being on call and the associated often long workdays that include working in the evening can lead to insomnia, a lower perceived quality of life and greater dissatisfaction with their work among doctors who work on call compared to those who do not.

Heponiemi et al. (2015) further argue that jobs that include on-call work lead to higher levels of work-related stress due to, for example, more administrative tasks, as the doctors have to do more of it themselves during their on-call hours compared to daytime hours. Perceptions of a reduced level of influence are noted as well. This is consis-

tent with Leineweber et al. (2013) who, in a quantitative study representative of Sweden nationwide, show that if employees have control over their working hours it has a positive effect on health. Their results also indicate that unlimited work can result in the job taking over one's life, and lead to the employee experiencing an imbalance between work and recovery, which can increase the risk of stress and poor health.

Ede and Rantakeisu (2015) studied flexible working hours in the Swedish elderly care sector. The authors report that there is a policy goal to the effect that everyone must be entitled to full-time work. The proportion of full-time employees in the elderly care sector has been lower than within other occupations and organizations. They describe so-called activity-flexible working hours, i.e. spending both some preset hours with the care recipients and colleagues with whom they customarily work, and a requirement to be on call in case the organization has need of them, e.g. if someone is sick and there is thus a shortage of staff. This temporal organization of work is perceived negatively by the employees. This is so both because it is difficult to be on call because personal activities may have to take a back seat, and even if such is not the case, it becomes more difficult to recover when there is always a chance of being called in to work a shift in one's free time. Moreover, shifts that are worked outside of ordinary shift hours are described as more onerous because the work sometimes has to be done with care recipients other than the usual ones, recipients with whom one has not established a relationship, and with colleagues one does not know well. In one qualitative study, Guldvik, Christensen and Larsson (2014) examine the job situations of personal assistants. The authors discuss the temporal organization of the work of the personal assistants in terms of an asymmetric power relationship, which means that it is the users who have control over the disposition of working hours. As a result, the personal assistants often perceive their situations as unpredictable and uncertain in terms of when the work is to be done.

In a qualitative study among doctors in Norway, Svedahl et al. (2019) show that the doctors perceive a heavier workload, which the authors tie to seasonal factors, such as a consequence of influenza. According to the authors, one consequence of this perceived increased workload can be that the healthcare staff's own wellbeing is negatively affected, even as it becomes more difficult to recruit staff – bad conditions are unattractive.

The organization of work in relation to time may also be viewed in the light of the ways in which work can be organized to enable individuals to work more years without negative health consequences arising. Berglund, Seldén and Halleröd (2017) discuss, based on a quantitative study in Swedish context, mechanisms that can induce the older segment (52–59) of the workforce to continue working for more years rather than retiring. The study results indicate that older employees see themselves as being forced to retire due to job-related demands. At the same time, the authors assert that there are job-related resources that can serve as buffers against job-related demands while at the same time motivating the older employee to keep working into their later years. For example, employees who feel a sense of physical wellbeing and experience job satisfaction are better equipped to handle job-related demands of, for example, a physical nature. Support and motivation can also serve as a buffer. Given these results, an organization of work that is intended ensure that physical activity occurs during the workday and routines that provide older people with support and motivation could contribute to better health and wellbeing, thereby enabling individuals to keep working longer.

All in all, it is evident that earlier research has shown that the temporal organization of work as it relates to health and wellbeing is complex. The way in which the work is organized and scheduled over the day is important. However, there are also publications which show that the individual's attitude toward such a temporal organization of work also influences whether the disposition of

their working hours is perceived negatively or positively from the standpoint of health and wellbeing.

The spatial organization of work

The spatial organization of work relates to where the work is carried out. It also has to do with how it is carried out, i.e. concrete models for work processes and working methods. We will first present results related to the spatial organization of the workplace, followed by results tied to individuals doing their work at different workplaces, as well as the organization of the work in the form of concrete organizational models on which the work is based.

Regarding the concrete organization of the workplace with workstations, there are examples of research showing that perceptions of the conditions surrounding social support, learning and competence development are, for example, affected by how the work is organized. Parding and Berg-Jansson (2018) and Jansson and Parding (2011) show how the layout of the workplace, i.e. where the workstations are positioned at work, can be related to whether and in what ways the employees perceive the conditions surrounding social support, learning and competence development. In purely concrete terms, a picture emerges of how upper secondary school teachers and nurses perceive their conditions as restrictive when they do not sit near other teachers in their subject or other nurses, respectively. Although there is no direct link to health, wellbeing, productivity or efficiency, the spatial organization of work stands out as key to understanding these employees' opportunities for support as well as professional development. Berthelsen, Muhonen and Toivanen (2017) show that the spatial organization of work in academia has a negative effect when employees transition from having their own offices to their workplace being organized on an activity basis. The employees perceive the activity-based workplaces at the university negatively, in part because a sense of social community among colleagues is perceived to have decreased, and support from immediate

supervisors is perceived to have decreased as well. According to the authors, these employees also see themselves as being less involved in the workplace, and report that they tend to be less likely to recommend that others seek employment at their place of work, even as more employees are thinking about seeking new jobs as compared to the time prior to the introduction of activity-based workplaces.

In a quantitative study, Fløvik, Knardahl and Christensen (2019) shed light on the ways in which different types of separate and recurrent organizational changes in the workplace can affect employees' physical wellbeing in the long term. The study results indicate that organizational changes can impact organizations as a whole, individual departments, work teams and individual employees in different ways. Their results further show that long-term detrimental effects on employees' mental wellbeing can arise up to two years after the organizational changes were implemented. Organizational changes that can have detrimental effects on employees include reorganizations, cutbacks and terminations, while the authors argue that there is little knowledge about the underlying mechanisms that contribute to employees reacting differently to organizational changes. One conclusion is that exposure to organizational changes at the individual level may contribute to an increased risk of clinical mental illness, and that this increased risk applies to both individual and multiple, recurrent organizational changes. Examples of organizational changes are described below.

In a Finnish study focused on the outsourcing of primary care, Koponen et al. (2010) discuss whether the organization of work and, in particular, the form of outsourcing used can have both negative and positive effects on the psychosocial work environment, and on employee wellbeing. The outcome depends on whether or not the new service providers focus on the employees' health and psychological work environment. At the same time, Böckerman and Maliranta (2013) discuss the relationship between outsourcing in the form of off-shoring and various aspects associated

with wellbeing in a Finnish quantitative study. The study results show that the off-shoring of work to, primarily, low-wage countries is perceived as destructive and contributes to the severing of employee relationships, which results in job satisfaction – an indicator of wellbeing – decreasing among the remaining employees. The authors also address examples of cases where off-shoring may have a positive effect on employee wellbeing. When operations are relocated to high-wage countries, the vertical mobility within the organization increases. Greater vertical mobility can help to increase perceived employee wellbeing, as they see greater opportunities for attractive career advancement. Böckerman and Maliranta's (2013) study indicates that the organization of work in the sense of where it takes place can also affect employee health and wellbeing. This has also been discussed by Snorradóttir, Tómasson, Vilhjálmsón and Rafnsdóttir (2015). These authors discuss the ways in which employees perceive their work in the context of comprehensive restructuring and downsizing. More concretely, they study health and wellbeing among bank officers who remain in the workplace and those who lost their jobs as a result of the financial recession that contributed to the collapse of Iceland's banking system in 2008. The study results show that the bank officers who succeeded in avoiding the cutbacks and continued to work at the banks constituted the group that reported the lowest level of health and wellbeing among both men and women. Moreover, the analysis indicates that the bank officers who were rehired by the banks after having had their employment terminated exhibited a significantly higher level of health and wellbeing than did those who avoided losing their jobs. Within this group there are, however, gender-related differences. According to the authors, women who were rehired under stable employment terms at the banks reported the highest levels of self-perceived health and wellbeing, while women who were rehired on a temporary basis reported the lowest levels of self-perceived health and wellbeing. The authors characterize the results as

surprising, as the loss of a job and unemployment are usually viewed as being among the most stressful situations that people can experience within the framework of their professional lives. The authors draw the conclusion that job insecurity was an important factor in relation to the low level of self-perceived health and wellbeing among those employees who remained at their banks following the staff cutbacks. One important point that the authors stress is that, in connection with organizational changes and, more specifically, staff cutbacks, consideration should also be given to those employees who remain in the enterprise by focusing on measures intended to bolster and support their levels of health and wellbeing.

Alfonsson (2015) discusses how as-needed employees relate to permanent employees. This publication may certainly be said to bear upon the temporal organization of work, based on the form of employment. However, it bears upon the organization from a spatial perspective as well. The author's results indicate that as-needed employees perceive a lack of closeness with permanent employees. The as-needed employees are at risk of falling outside the sense of community in the workplace and, in the long run, at risk of being treated in an abusive manner. A large share of the as-needed employees' work environment problems are due to the fact that the flexible forms of employment that exist in the modern labour market create situations in which as-needed employees become distanced from those who have permanent positions, because of non-existent or insufficient interaction with the permanent employees in the workplace. This distancing results in the as-needed employees being met with prejudice and a higher degree of control by their permanently employed colleagues, which has a negative effect on their degree of autonomy. According to Alfonsson, the situation appears to be negative from a health perspective, as earlier research shows that social support is a protective factor against job-related illness. Alfonsson's study offers examples of the problems that can arise in relation to how

work is organized spatially when two different groups of employees (permanent and as-needed employees) have to work together in the same enterprise.

In a longitudinal case study, Håkansson, Holden, Eriksson and Dellve (2017b) consider the ways in which management practices can support socially sustainable working conditions when an enterprise introduces lean production as a basis for how its work is managed and organized. The study results show that, within the studied company, socially sustainable working conditions appear to be related to favourable working methods and a management practice that succeeds in integrating top-down and bottom-up perspectives in the process. These integrated perspectives contribute to cultivating engagement among the employees with respect to organizational change and the introduction of lean production. Improvement systems were developed and implemented within the studied company that enabled conscious engagement and means of influencing the change process from the employee side. The transformation was also described as creating clear roles and goals for the employees. The authors argue that organizing work in a way that clarifies roles and goals can be viewed as a factor that promotes health in the form of, for example, job satisfaction. Håkansson, Dellve, Waldenström and Holden (2017a) also argue that the transition to lean management entails a lower degree of task control, as the work processes are standardized and simplified. According to the authors, the employees are also given means of influencing their job duties, which contributes to a broadening and deepening of their competence. The authors argue that the studied enterprise offers an example of how the introduction of lean management can contribute to sustainable and healthy psychosocial working conditions if the transition to lean management occurs in a way that maintains healthy psychosocial work-related resources such as opportunity for personal growth for the employees.

Von Thiele Schwarz, Nielsen, Stenfor-Hayes and Hasson's (2017) study fo-

cus on Kaizen billboards offers a similar example of a concrete model for organizing work. In a study based on two interventions, one within the Danish postal service and the other at a Swedish regional hospital, the authors examine how the use of lean management tools, i.e. Kaizen billboards, impacts employee wellbeing. In the first case (the Danish postal service), Kaizen billboards are used to implement action plans, while in the second case (the Swedish hospital), work-related health problems are integrated within the framework of existing Kaizen billboards. One conclusion drawn by the authors is that, when interventions occur within contexts in which employees use Kaizen and the Kaizen billboards are used expressly to deal with psychosocial work environment issues, the intervention can lead to positive results such as improved employee wellbeing. Even though the authors are discussing the psychosocial work environment, this study is relevant here, as Kaizen can be viewed as a model for organizing work.

Another way of organizing work is the call-centre model. In their comparative quantitative study involving 967 respondents, Mustosmäki, Anttila and Oinas (2013) examine how work engagement varies between call centres and other service enterprises by measuring the prevalence of demands, autonomy and social support. The study results show that call-centre employees reported being subject to heavier demands and having a lower degree of autonomy and social support than in other service occupations. According to the authors, these results substantiate earlier research showing that call centres are characterized by Taylorism and, in turn, less complex job duties, as well as a low level of control over the work tempo and working methods for the employees. The authors argue that it is possible that greater work engagement within the call-centre industry could be achieved by reducing the work-related demands (particularly the time-related demands) while at the same time increasing employee influence on job duties by cutting back on managerial controls and reducing the standardization of those duties. The authors argue that “team

building” and other activities predicated on having fun together and which, traditionally speaking, strengthen the social support in the workplace, could be put to better use in different ways.

One study that clearly does not focus on health or wellbeing explicitly, but rather implicitly, is that by Hedlund, Andersson and Rosén (2010), which examines what employees consider to constitute an attractive job based on problems that organizations experience in recruiting a competent workforce. Data were collected using the “Questions about an attractive job” survey tool, which includes three main categories, i.e. job content, working conditions and job satisfaction. All in all, job attractiveness is assessed individually based on the promotion of a holistic perspective. The study results show that employees consider their job to be a relatively important aspect of their life. Half of the employees who answered the questions reported that they work first and foremost for sustenance and survival, while one-third reported that they work for self-fulfilment and quality of life. The majority of the employees included in the study considered their current job to be attractive, with mainly social contacts and relationships appearing as the most common explanation in the employee responses. With regard to job satisfaction, the employees reported that it is important that the work they do be noticed, as this contributes to a sense of feeling needed; being seen. The authors note that the responses in the study have to do largely with insufficient time for reflection or recovery which, according to them, indicates that the increased presence of stress in working life and organizational conditions are affecting their health and wellbeing.

On a more general level, Byrne (2018) discusses in a qualitative study why Denmark often stands out as a country where employees report high job satisfaction in many work-related dimensions, such as “job quality”, balance between work and free time, influence, opportunities for learning and job satisfaction. Byrne argues that Danish working life is conformed based on collec-

tive agreements, which may be viewed as institutional intermediaries that contribute to creating ties between society, the employees and psychosocial wellbeing. According to the authors, the collective agreements in Denmark maintain and reproduce compatible socio-economic contexts that shape the ways in which working life impacts employees. The collective agreements engender an organic solidarity that integrates employees into separate but interdependent groups that provide a form of decentralized and legitimate regulation, and connect macro-economic goals with everyday work contexts. The conformation of the Danish work-related institutional context potentially contributes to creating protective factors against negative effects, such as fragmentation of the boundary between working life and free time. Byrne’s study can be seen as an example of how the labour market, rather than workplaces, can be organized to achieve health and wellbeing.

In summary it is clear that spatial aspects of the organization of work are relevant to employee health and wellbeing.

Summarizing comments

All in all, the organization of work, both spatially and temporally, clearly seems to have an impact on health and wellbeing. On the other hand, the picture is complex; it is not always the case that, for example, an uncertain job is perceived negatively, but rather a great deal depends on the individual’s attitude towards how their work is organized temporally, as well as spatially. In other words, different types of flexibility can tend to promote health if they are based on the employee’s perspectives and perceptions, for example through their having influence over their own working hours. There are at the same time indications that key concepts such as class, gender and ethnicity have an impact on health and wellbeing. If our first main theme has to do with the organization of work in the public sector and the focus there is on qualitative studies, this theme stands out in many quantitative studies.

Employee wellbeing and working organizations' efficiency and productivity

What came to light in the work on this summary is that a focus on any causal relationship between the organization of work and employee health and wellbeing on the one hand and the increased efficiency and productivity of the working organization on the other is nearly non-existent in the included publications. The same is true with regard to a focus on any correlations between them. Either efficiency and productivity are not addressed at all, which is true of the lion's share of all the included publications, or any relationships between employee health and wellbeing and the increased efficiency and productivity of the working organization are left unelaborated. Some publications take as their starting point that job satisfaction and/or perceived security on the part of employees has, or can have, a positive effect on the working organization's productivity (Hansen & Høst, 2012) or performance (Lindfors & Hansen, 2018; Strandlund et al., 2018), or confer competitive advantages (Alverén et al., 2012). However, these terms are not defined, which makes it difficult to draw overly far-reaching conclusions based on these studies.

Two exceptions to the foregoing are Ramstad (2014) and Öhrling (2014). Ramstad proceeds based on the presence of scientific consensus as to what types of workplaces are conducive to both productivity and quality of working life. She finds in her questionnaire study, in which she examines Finnish workplaces in both the public and private sectors, that many of the respondents find that decentralized decision-making leads to increases in both productivity and work quality. As in other publications, productivity is, however, not defined. On the other hand, it is measured based on the respondents' perception of productivity, e.g. how productive they perceive their work to be, how high-quality they perceive the products and services to be, and how flexible they perceive the customer service to be, while financial productivity is not measured

at all. The results also point to a major difference between managers and employees, with the latter simultaneously perceiving increased quality of work life and productivity to a considerably lesser extent than the former (Ramstad, 2014).

Öhrling (2014) shows how changes in a municipal cleaning company in which the cleaners are involved in decisions regarding operations and finances entailed both increased efficiency and greater job satisfaction. The health of the employees was improved as well, something that is evident in both considerably lower absenteeism due to illness and the employees' self-perceived health. These improvements also appear to have conferred financial benefits in the form of reduced costs due to absenteeism and better resource utilization due to the employees' new responsibility for purchasing.

Summarizing comments and conclusion

This literature review includes 80 publications, with most focused on Swedish workplaces and the Swedish labour market and working life contexts, although those of other Nordic countries are also represented. Overall it is evident that there is a substantial body of research on the organization of work and how it affects employee health and wellbeing, even though this summary obviously cannot be said to encompass all the publications in the field. It is at the same time clear, to judge from the included publications, that much of the research has had to do with factors that cause health and wellbeing not to be promoted. In other words, based on the analysis of the included publications, it is clear that there is a lack of research that has a direct focus on the organization of work (including organizational models) as it relates to health and wellbeing and where the focus is on factors that promote health. There is even less research concerning the organization of work (including organizational models) as it relates to productivity and efficiency and where the

focus is on factors that promote health. It is also striking that neither health, wellbeing, productivity nor efficiency is unambiguously defined. Instead, the vast majority of publications lacks definitions that precisely and explicitly define what is meant by these terms. As a result, it is also difficult to draw overly far-reaching conclusions, as it is reasonable to assume that different definitions have been used.

The two main themes that emerged during the analysis, i.e. the organization of work in the public sector and the organization of work in time and space, partially overlap. Furthermore, it is clear that much of the available research focuses on the public sector, albeit in different ways; everything from the ways in which management ideals impact the concrete organization of work and how this is perceived by the employees, to how hiring in the public sector affects the organization of work and how that is perceived by the employees.

One conclusion with regard to the first main theme, i.e. conflicting logics in the public sector, is that public sector organizations may need to consider whether their organizational logic is truly more efficient and more productive than (re)affording the professional logic greater legitimacy and, in turn, interpretive priority. In order to create health and wellbeing, the employees (in many cases public sector professionals with a university education in their area of specialization) may be presumed to need to do their jobs in a manner consistent with their professional logic, or at least in a manner that does not conflict with it.

Giving the professional logic interpretive priority could lead to fewer conflicting demands, greater influence and possibly a more reasonable workload, increased social support and better conditions in terms of learning and competence development, which are in and of themselves important for health and wellbeing. It may also be assumed that the quality of the services the public sector professionals provide, i.e. issues pertaining to efficiency and productivity, would be enhanced by the fact that those who can and do

carry out the work are given a powerful voice in terms of how their work is planned for, executed and followed up, as is supported by Öhrling's (2014) findings.

One conclusion with regard to the second main theme, i.e. the organization of work in time and space, forms of employment and flexibility, is that the temporal and spatial aspects of how work is organized are key in terms of health and wellbeing. On the other hand, the picture painted here is a complex one. Whether a given type of job is perceived in terms of both time and space as good or bad depends largely on the individual's own desires and situation, as well as their social position. In those cases where individuals work based on temporal and spatial circumstances that do not seem to suit them, these conditions are perceived negatively, e.g. being seasonally employed with a different job location each season as a single parent can lead to a situation being perceived as extremely difficult. The same circumstances can also be perceived positively by another individual, such as a young person who is studying and at the same time chooses to take on seasonal work when they can fit it in. That individual may instead view the situation as one of freedom, and as a challenge that suits them based on where they are in their life. It is important to point out that most individuals are not free of responsibilities and family obligations, which means this situation is less common. Although this makes it difficult to describe any concrete optimum way of organizing work, it is clear that it is important for employees to have influence over the organization of their work in time and space to the greatest possible extent.

As noted above, an explicit focus on specific organizational models that contribute to greater health and wellbeing is seldom evident in the studied publications. Nor is there any clear focus on the organization of work as it relates to health, wellbeing, productivity or efficiency. This tends to make it problematic to offer an opinion on overarching organizational ideal models that contribute to positive health effects.

Here we will present identified knowledge gaps based on the results of the analysed publications, including suggestions for further research.

Knowledge gaps

A number of knowledge gaps have been identified in the course of carrying out this literature review. Below we will present a summary of these gaps, with an emphasis on issues of particular importance for further study. At issue are contexts and study objects, theoretical starting points and perspectives, and methodological issues. These aspects partly overlap, but we will address them individually here. The knowledge gaps we describe below also have relevance to the UN's global goals for 2030, and in particular Goal 3: Health and Wellbeing and Goal 8: Sustainable economic growth and decent working conditions (The United Nations, n.d.). It is relevant to consider issues regarding the ways in which the health and wellbeing of various groups in the workplace, in the labour market and in working life are being addressed in other ways.

Contexts and study objects

- Based on the quantitative overview of the analysed publications, it is clear that there is a substantial number of studies that focus on the contexts of care, nursing and social services, as well as the hiring context as it relates to health and wellbeing. This may reflect that conditions in these contexts are problematic, with the result that there is a need to continue to focus on them. At the same time, it is important in further studies to focus on workplace contexts and occupational groups that are less prevalent, and which are categorized in Diagram 5. Because the majority of the studies, regardless of context, concern factors that constitute problems, it is also relevant to try to identify workplace contexts, occupations, sectors and industries that are functioning well, so as to amass more knowledge about when things

are actually working well and how such conditions can be created.

- A large share of the publications focus on employees who hold various types of atypical or non-standard positions, which are consolidated under the term fixed-term contract positions. However, most employees in Sweden and the Nordic region still work within the framework of standardized permanent positions, and in contexts that involve factors that are described as promoting health and are consequently important for employee wellbeing. This makes it important to continue to research the standardized forms of employment so as to further deepen our knowledge of health-promoting aspects in these contexts. It is also relevant to determine whether and how these factors can be transferred or adapted to the more atypical forms of employment. It may also be significant to consider how atypical forms of employment can be reduced in cases where health and wellbeing is not attained.
- The analysed publications evince relatively little focus on tying the organization of work to employee health and wellbeing while at the same time focusing on productivity and efficiency. In light of this, articles were included in which health and wellbeing are addressed while efficiency and productivity were not. Here we can identify a need for more knowledge about how different ways of organizing work can make it health-promoting while at the same time being more efficient and productive.
- Moreover, issues as to whether these apparently different aspects are simultaneously feasible and possible to achieve need to be researched more thoroughly. It is reasonable here to assume that interdisciplinary approaches are of particular importance, such as approaches in which health economics and human work science are combined.

- One aspect of health and wellbeing as they relate to organization and organizational forms that is not encountered in the analysed publications has to do with the introduction of new technology. How are digitalization and artificial intelligence affecting health and wellbeing? Is it possible for work be organized so that digitalization serves as a support at work? How? Can AI unburden professionals so that the technology promotes employee health and wellbeing? How? These are just a few examples of relevant issues to be addressed.
- A lack of pronounced perspectives that focus on, e.g. gender, class, ethnicity and/or age, on a structural level, is evident in the analysed publications. Only a few of the publications touch on these key factors. To create and maintain sustainable and equitable working conditions in which all employees and groups of employees have opportunities for health and wellbeing in their working lives, it is important to study how these factors impact health and wellbeing more explicitly. For example, it is relevant to study whether and how different organizations are structured based on similarities and differences both within and between different organizations in relation to which groups of individuals work in them, e.g. whether and how different ways of organizing work can be clarified holistically in one and the same organization. What potential differences exist in relation to, e.g. male- and female-dominated workplace contexts within the same organization? How can work be organized to be inclusive, so that all employees enjoy equivalent conditions at work? These are just a few examples of questions that could be relevant. Studies with an explicit focus on, in particular, gender, class, ethnicity and age, both separately but also using intersectional approaches, are important to focus on moving forward.

Theoretical starting points and perspectives

- Based on the overview of the analysed publications, it is clear that two theoretical starting points seem to occur commonly, i.e. the demand–control–support model and the effort–reward model. It is important to focus on other theoretical perspectives and starting points, and optionally on combinations moving forward. We also see here how important it is to include general perspectives on key categories, as is discussed below.
- Because few of the analysed publications exhibit any pronounced gender, ethnicity, class or age perspective, even though it is generally accepted that these factors do play a role in people’s real opportunities and obstacles in their working lives, it is particularly important to focus on such aspects moving forward. For example, studying how immigrants, which constitute a heterogeneous and thus complex group, can both establish themselves in working life and achieve health and wellbeing is a key issue for the individuals, the employing organizations and society. This is particularly true in view of the labour shortage seen in many regions, sectors and occupations. Another concrete example is to study how work can be organized in order to examine whether and how the elderly, another heterogeneous group, can maintain health and wellbeing in their working lives. This issue is also important for the individuals, the employing organizations and society.
- It has long been established that learning and competence development are important factors in health and wellbeing (see for example Karasek & Theorell, 1990). So-called lifelong learning is on the agenda to safeguard the competence supply and enable individuals to meet changing demands in the labour market. It can also be argued that learning and competence development strengthen competitive ability and

productivity. Learning and competence development that are integrated into daily work, i.e. workplace learning, have been asserted as being especially successful (see for example www.arbetsplatslarandet.se). Judging from the publications analysed, issues pertaining to continuous learning in working life, not least in the form of workplace learning, have not stood out as key issues. This could be due in part to the fact that the search for publications was not focused on the organization of work in relation to conditions surrounding learning, but it could also be due to a knowledge gap in this area. Studies that focus on the conditions surrounding continuous learning and competence development on the job thus constitute a knowledge gap that it is important to address as we move forward.

Methodological issues

- A large number of the publications apply quantitative methods (see Diagram 4) to data from major national databases, with the result that the research becomes somewhat generalized and overarching. Such knowledge is important. However, based on that we can at the same time see a number of knowledge gaps that need to be researched in greater detail. It is important to address putting the focus on specific countries, as well as specific regional and local conditions and assumptions surrounding health and wellbeing. It can be argued that the place where work is sited plays a role in what the conditions surrounding the work are, and that work can also affect the place where it is carried out.
- There is also a need to conduct more qualitative case studies and comparative studies so as to foster a deeper understanding of and insight into which factors are perceived as promoting health by employees in different contexts. This is based on the fact that different occupations and

workplaces have different context-dependent circumstances, needs, opportunities and obstacles, and are consequently affected in different ways by, for example, organizational change processes.

The foregoing knowledge gaps and suggestions for further research are to be viewed as examples. There are of course more contexts and more study objects, theoretical starting points, perspectives and methodological areas and issues that may be relevant to focus on moving forward.

4. Conclusions

When it comes to conclusions, they can be drawn in relation to different actors in the labour market, in working life and in the workplace. Based on the analysed publications, which have to do in large measure with factors that hinder rather than help, on relevant sick-listing statistics, and on recurrent reports of poor work environments in broadly disparate work environment contexts, one main conclusion is that research regarding factors and processes that promote health is of the greatest importance. It is costly at the individual, organizational and societal level for work to be organized in such a way that people feel poorly and become ill.

Part of this task has to do with presenting general advice to employers, which we will do below. However, it should be noted that each workplace has its particular characteristics and challenges, with the result that suitable measures need to be identified within each workplace or organization. Nevertheless, some general advice is presented here.

General advice

Here we present some concrete advice for various actors with various roles in working life on matters pertaining to the organization of work, health, welfare, productivity and efficiency. However, the focus is on the employers. This advice is based on our analysis of the included publications.

Advice for employers

- Employers should organize work in a way that enhances the opportunities available to the employees to have influence and codetermination with respect to their work situation (e.g. scheduling, execution and processes). This involves reducing mi-

cro-management in order to create greater opportunities for the employees to exert control over their work.

- Employers in the public sector need to consider which governing logic(s) (professional, bureaucratic, market) are to be given interpretive priority so as to then identify which logic(s) permeate the organization of the work, which logic(s) go together, and which create conflicting demands. Conscious choices then need to be made in terms of which logic(s) are to serve as the basis for organizing the work. This advice is rooted in the problem of a seeming overemphasis on bureaucratic and market logics rather than professional logic, which is perceived as permeating the work of public sector professionals, according to their own accounts.
- Employers should strive to ensure that all employees find that they have a meaningful job and the competence to do a thorough job that is perceived as meaningful, supported by continuous information, feedback and competence development.
- Employers should consequently create opportunities for career advancement and other developmental opportunities (everything from learning integrated into the daily work to formal training, courses and other competence-building activities), and thus opportunities for new responsibilities and mandates as well. This is important because favourable conditions for learning on the job can serve as a buffer against work environment-related problems. Furthermore, continuous learning and competence development can help the employees and the organization in connection with changes in the labour market in such a

way that individuals are not stuck with yesterday's skills, but rather have the competence that is in demand. This should also benefit employers, not least in view of the competence supply problems that are discernible even today. Given that, in this summary, we have presented a picture in which different groups of individuals find themselves in more or less vulnerable positions, it is important for the employer to strive towards working methods and processes that are inclusive with respect to, e.g. gender, ethnicity and age. For example, this has to do with working practically to achieve both vertical and horizontal equality, where different categories of employees hold positions on different levels.

- Employers need to realize the importance of trust in job satisfaction; both among the employees and between employees and managers it must be high. To foster trust, a certain continuity must be present in the social relationships, in which social support can arise and be nurtured.
- In light of the flexibilization of working life in general, employers need to approach and organize work based on the importance of a balance between demands and resources, and between work and free time. This has to do not least with integrating a long-term perspective on the workload, as well as opportunity to disengage from the work entirely.
- Both employers and relevant key actors need to watch to ensure that those cases in which the organization is organized with the help of temporary workers need to have concrete strategies for including those employees in competence development processes, as part of ensuring that these individuals are also provided with conditions favourable to continuous learning and competence development.

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- Employers also need to ensure that social relationships are functional, as they create conditions favourable for social support. In other words, the relationship between the core and the periphery needs to be minimized.
- Both employers and relevant key actors need to come to terms with the issue of the presence of fixed-term contract positions, including temporary positions, as these types of forms of employment are generally worse for individual health and wellbeing, and also potentially for organization continuity and productivity overall.

Employers can also help their employees, regardless of their form of employment, to bolster their wellbeing, e.g. by providing opportunities for them to impact their work situation through training, influence, codetermination and competence development.

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6. Appendices

Appendix 1 – Inclusion and exclusion criteria

The inclusion and exclusion criteria are based on the PEO framework. P = participants, population or problem. E = exposure. O = outcomes of interest.

Inclusion criteria

P	E	O
Work organizations, workplaces and similar terms/synonyms	Different ways of organizing work	Employee health and well-being, e.g. Quality of life, well-being, health indicators, mental health, psychosocial well-being, healthy work, life satisfaction, meaningfulness, work satisfaction, job stress, work-life balance, workplace health, self-rated health.
Organizations as in a group of individuals	Organization models/theories How the work is managed and organized, e.g. line organization	The organization's efficiency/productivity

Exclusion criteria

P	E	O
Organizations of other types based on voluntary unsalaried work	Studies that focus solely on self-employed people who are not part of an overarching organization or who have multiple employees, such as a hairdresser who has her own business in her basement.	Ergonomics
Single individuals, e.g. employees	Studies that focus on the organization of work in which the roles of producer and consumer ("prosumers") are conflated, e.g. studies about social media or Wikipedia. The focus is on the prosumer role specifically, and not on the underlying organization.	Customary care/treatment administered by the healthcare system or its equivalent
Unsalaried work	Informal organization that studies all aspects of the psychosocial work environment	
The labour market overall	Organization of the labour market	

This appendix has been translated from Swedish to English. The authors of this report have not reviewed the translation.

Appendix 2 – Categorization template

References – complete references provided here as per APA.
Year – the year of publication is stated here.
Participants/population – the population or who has participated in the study is stated here.
Problem/purpose – the overall problem formulation or purpose of the article is stated here.
Main result – the article’s main result in succinct form.
Methodological approach – which method the authors of the article used
Theoretical framework – which theoretical framework the authors of the article used
Form of employment – which form(s) of employment the article addresses
Organization – the organization of work that the article concerns
Efficiency – whether the article addresses efficiency and productivity from an organizational perspective
Sex/gender – whether the article focuses on a sex or gender perspective
Ethnicity – whether the article concerns a specific ethnicity (e.g. migrant workers)
Class/white-collar workers/blue-collar workers – it is indicated here whether the article has a particular class perspective or pertains to work groups consisting of white-collar and/or blue-collar workers.
Sector – the sector addressed in the study is specified here.
Country – the country or countries included in the study is/are specified here.
Other – “Other” can be entered here in connection with categorization, e.g. if the authors of the article have indicated that the study is representative only of the studied group.

Appendix 3 – Sector breakdown

The sector breakdown has been performed as per SNI 2007.

A. Agriculture, forestry and fishing
B. Mineral extraction
C. Manufacturing
D. Supply of electricity, gas, heating and cooling
E. Water supply, sewage treatment, waste management and renovation
F. Construction industry
G. Trade; motor vehicle and motorcycle repair
H. Transport and storage
I. Hotel and restaurant industry
J. Information and communication industry
K. Finance and insurance industry
L. Real estate business
M. Enterprises in the areas of law, economics, science and technology
N. Rental, administrative and support activities, travel services and other support services
O. Public administration and defence; compulsory social security
P. Education
Q. Healthcare and nursing; social services
R. Culture, entertainment and leisure
S. Other service industry
T. Gainful household employment; household production of various goods and services for own consumption
U. Enterprises associated with international organizations, foreign embassies and the like

In addition to these categories we have added Other (V), which covers several of the sectors A–U, and Not Specified (W), for cases where the article does not make clear which sector(s) are intended. W includes articles that draw on data from large European databases, such as the European Working Conditions Surveys (EWCS).

Appendix 4 – Search strings

Main search Scopus 190626		
	Description	Items found (approx.)
1	<p>Organization of work</p> <p>TITLE-ABS-KEY (Voice W/1 (silenc*)) OR TITLE-ABS-KEY (Employ* W/0 (insecurity or security)) OR TITLE-ABS-KEY («Employ*relations*») OR TITLE-ABS-KEY (Work W/0 (organizing OR organizational OR organization)) OR TITLE-ABS-KEY (Governance W/1 (work* OR employ* OR jobs OR labor OR corporate OR organization*)) OR TITLE-ABS-KEY (“Terms of employment”) OR TITLE-ABS-KEY (“Workplace organization”) OR TITLE-ABS-KEY («Wellbeing» OR Wellbeing) OR TITLE-ABS-KEY (Health W/0 (work* OR employ* OR occupational)) OR TITLE-ABS-KEY (“Working conditions”) OR TITLE-ABS-KEY (“Organization of work”) OR TITLE-ABS-KEY (Managing W/1 (Work OR Job OR labor)) OR TITLE-ABS-KEY (“Working practices”) OR TITLE-ABS-KEY (“Work environment”) OR TITLE-ABS-KEY («Work organization”)</p>	407 933
2	<p>Forms of work</p> <p>TITLE-ABS-KEY (“Agency work”) OR TITLE-ABS-KEY (Alternative PRE/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (Atypical PRE/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (Casual PRE/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (Contingent PRE/0 (Work* OR Employ* OR Job OR Labour)) OR TITLE-ABS-KEY (Crowd PRE/1 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY («Digital labour») OR TITLE-ABS-KEY («Employee sharing») OR TITLE-ABS-KEY («Gig economy») OR TITLE-ABS-KEY («Job sharing») OR TITLE-ABS-KEY (Non-permanent PRE/0 (Work* OR Employ* OR Job OR Contracts)) OR TITLE-ABS-KEY (Non-standard PRE/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (Nonstandard PRE/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (On-call PRE/0 (Work* OR Employ* OR Job OR Contracts)) OR TITLE-ABS-KEY (Outsourcing) OR TITLE-ABS-KEY (Platform PRE/0 (Work* OR businesses))</p> <p>OR TITLE-ABS-KEY («Portfolio work») OR TITLE-ABS-KEY (Precarious W/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (Probation) OR TITLE-ABS-KEY (-Seasonal PRE/0 (Work* OR Employ* OR Job)) OR TITLE-ABS-KEY (Temporary PRE/0 (Work* OR Employ* OR Job OR Contracts)) OR TITLE-ABS-KEY (“Professionalization”) OR TITLE-ABS-KEY (“Professional work”) OR TITLE-ABS-KEY (Privatization) OR TITLE-ABS-KEY (Bureaucra*) OR TITLE-ABS-KEY (Entrepreneurship) OR TITLE-ABS-KEY (“Lean production”) OR TITLE-ABS-KEY (“Lean management”) OR TITLE-ABS-KEY (“New public management”)</p>	145 794
3	1 AND 2 (3 standard articles)	5 740
4	<p>3 AND Filters activated:</p> <p>Language: English</p> <p>Publication type: Article (incl. In press)</p> <p>Year: 2009 and after</p> <p>There are 179 reviews.</p> <p>There are 365 books and book chapters.</p>	2 484 (no duplicates removed)

DOI(10.4337/9781784716899) OR DOI(10.1016/0361-3682(93)E0001-W) OR DOI(10.1177/0011392111402585) OR DOI(10.1016/j.ssci.2012.05.016) OR DOI(10.1016/j.ssci.2014.03.016) OR DOI(10.1177/0011392111402584) OR DOI(10.1108/09513551111121329) OR DOI(10.1177/0170840612443456) OR DOI(10.1111/j.1468-0432.2009.00449.x) OR DOI(10.1111/gwao.12194)

Test search Web of Science 190626

No	Description	Items found (approx.)
1	<p>Organiza- tion of work</p> <p>TS=(Voice NEAR/1 (silenc*)) OR TS=(Employ* NEAR/0 (insecurity or security)) OR TS=(«Employ* relations*») OR TS=(Work NEAR/0 (organizing OR organiza- tional OR organization)) OR TS=(governance NEAR/1 (work* OR employ* OR jobs OR labor OR corporate OR organization*)) OR TS=(“Terms of employ- ment”) OR TS=(“Workplace organization”) OR TS=(«Well being» OR Wellbeing) OR</p> <p>TS=(health NEAR/0 (work* OR employ* OR occupational)) OR TS=(“Working conditions”) OR TS=(“Organization of work”) OR TS=(Managing NEAR/1 (Work OR Job OR labor)) OR TS=(“Working practices”) OR TS=(“Work environment”) OR TS=(“Work organization”)</p>	203 668
2	<p>Forms of work</p> <p>TS=(“Agency work*”) OR TS=(“Alternative Work*” OR “Alternative Employ*” OR “Alternative Job”) OR TS=(“Atypical Work*” OR “Atypical Employ*” OR “Atypical Job”) OR TS=(“Casual Work*” OR “Casual Employ*” OR “Casual Job”) OR TS=(“Contingent Work*” OR “Contingent Employ*” OR “Contingent Jobs” OR “Contingent Labour”) OR TS=(“Crowd Work*” OR “Crowd Employ*” OR “Crowd Job”) OR TS=(«Digital labour») OR TS=(«Employee sharing») OR TS=(«Gig economy») OR TS=(«Job sharing») OR</p> <p>TS=(“Non-permanent Work*” OR “Non-permanent Employ*” OR “Non-perma- nent Jobs” OR “Non-permanent Contracts”) OR TS=(“Non-standard Work*” OR “Non-standard Employ*” OR “Non-standard Jobs”) OR TS=(“Nonstandard Work*” OR “Nonstandard Employ*” OR “Nonstandard Jobs”) OR TS=(“On-call Work*” OR “On-call Employ*” OR “On-call Jobs” OR “On-call Contracts”) OR TS=(Outsourcing) OR TS=(“Platform Work*” OR “Platform businesses”) OR TS=(«Portfolio work») OR TS=(“Precarious Work*” OR “Precarious Employ*” OR “Precarious Jobs”) OR TS=(Probation) OR TS=(“Seasonal Work*” OR “Seasonal Employ*” OR “Seasonal Jobs”) OR TS=(“Temporary Work*”</p> <p>OR “Temporary Employ*” OR “Temporary Jobs” OR “Temporary Contracts”) OR TS=(“Professionalization”) OR TS=(“Professional work”) OR TS=(Privatization) OR TS=(Bureaucra*) OR TS=(Entrepreneurship) OR TS=(“Leanproduction”) OR TS=(“Lean management”) OR TS=(“New publicmanagement”)</p>	104 695
3	1 AND 2	3 945
4	<p>3 AND Filters activated:</p> <p>Language: English</p> <p>Publication type: Article (incl. in press)</p> <p>Year: 2009 and after</p> <p>There are 103 reviews.</p> <p>There are 131 books and book chapters.</p>	(no duplicates removed)



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