

Summary from the internal ANE Limitless Working workshop

This document summarises the key information, discussion points, and experiences shared at the ANE Internal Sustainable Limitless Workshop on the 5th of May 2022.

Contents:

- General notes from the summing-up session
- Summaries and notes from the three workshops & suggestions for future cooperation
- Annexes with agenda and participants

General Notes from the sum-up session

In most Nordic countries, there is a lack in the regulation of remote work. Iceland is the exception, where a collective agreement has been implemented. However, several countries have created templates for contracts on remote work to formalise remote working in local negotiations and agreements.

In the sum-up session, it was stated that in Finland, STEM professionals are one of the sectors where most people work remotely. And generally, participants reported a desire among STEM professionals to continue to have the option to work from home in the future.

Across the organisations, there was a consensus that there should be flexibility in how people may organise their work and that the right to an employer-based workplace should be preserved.

Notes from the breakout 1: Young people and seniors

There was a discussion on mental illness among young people – the participants recognised that young people are already living alone and at a greater risk of loneliness. And the group had clear warning signs of increased stress and burnout.

Finland:

- Young people find it less necessary to work late to get their work done than others.

- The need to work late is proportional to how much stress engineers feel related to their work. However, seniors are a bit less stressed than other groups.
- Engineers Finland members think they have good opportunities for a healthy work-life balance. The young members are a bit more positive on average.
- Finland has a big issue with young people burning out before the beginning of their careers (in high school, higher education, and recent graduates have a high and growing tendency of this)

Denmark:

There is an issue of mental illness among young people. 52% of young women experience high levels of stress. Seniors: there is a shortage of 12.000 engineers, which seniors may fill because they have reluctantly retired.

Sweden:

They have examined the difference between young and seniors' opinions on limitless work. Young people aren't as positive since they need guidance from managers and would like to learn new things. Further, working from home is not as attractive when living compact and alone as young people often do in major cities — more senior staff like to work from home and often have better home working conditions.

Senior union members have a negative opinion that the younger engineers wish to work at the office, as they are the group feeling most comfortable working from home. They struggle to understand the younger staff's need for socialising, working conditions and guidance.

However, this wish to work from home might mean seniors won't be able to stay updated on the newest technology and might miss out on the benefits of common creative progress.

Iceland:

Seniors:

- There is a discussion about the need for more flexibility around the retirement age (after 70, you can only work at an hourly rate). There is a lack of engineers in Iceland, so the government are considering increasing the retirement age.
- "The grey army" fights for better conditions and respect for seniors. They are organised through an association for seniors.
- VFÍ has a senior engineer network that organises meetings and events.
- Work has social importance. The seniors' experience is valuable for the companies.

Young people:

- There is limited knowledge of young people's relation to remote work
- The perception is that there is an awareness of the shortcomings of remote work and that young people want to work at the workplace.

Norway:

- 84% of NITO members worked from home during the pandemic. There was not that much of a difference between the different age groups.
- 47% have continued to work from home after the pandemic. Those who kept working from home the most were the youngest and oldest age groups.
- Most people would like to continue to work two or three days from home. It was essentially the same for all age groups.
- NITO has made a template for an agreement between employer and employee for Remote work/Teleworking.
- NITO's research showcases that remote work can also negatively impact employees.
 - o Especially newly educated state that working from home has a negative impact on their mood.

Denmark:

Young people:

- There is a decrease in young people's mental health
 - o 32% of engineer students feel stressed
 - o 52% of engineer students feel lonely

Seniors:

- There is a need for more engineers, and this could possibly be covered by the return of retired engineers (22% say they would like to work now if they got the chance).
- IDA is working on more employee development planning for seniors and supporting Specific Senior Schemes.

Sweden:

- Senior workers are more favourable toward remote working
 - o Young people/newly employed need to learn the work culture
 - o Mental health is also a problem for young people in Sweden
 - o Seniors have a good physical environment to work remotely

- Seniors know their role at work well and how to perform their assignments.
- Working from home could mean that seniors would stay longer on the job market
- However, remote work also creates challenges for seniors:
 - It makes it difficult to stay updated on the latest technology
 - They will miss out on cooperation with colleagues

Notes from breakout II: Managers

There was a general discussion in the breakout room about all organisations having done a lot of webinars and workshops for managers about the "new normal". However, they focus on how managers should behave towards employees and not so much on the managers' mental health.

Participants discussed trust-based management. Trust vs control, why is trust so important now.

Sweden:

- Sveriges Ingenjörer has a mentor matching program and special coaching for managers, as well as a new policy paper on managers, which states why managers are so important.

Finland:

- Managers find it a bit harder to maintain a work-life balance.
- Managers need to work late more than others to finish work.
- TEK have figures on managers' willingness to work remotely. It showed that higher education makes people more willing to work remotely. It is only 25% have insurance for their remote work, and these are mostly managers.
- 25% of AKAVA members' remote work is insured, but it is primarily managers
- The possibility of remote work seems to affect where people live with a large increase of people choosing to live in areas other than the capital area.

Denmark:

Has made an initiative to have HR talk to managers about their situation at work and future careers.

IDA wants to help leaders in their work life, which they do through:

- Courses fx. About hybrid working forms
- Events and conferences
- Media including their podcast "[Stemmer i ledelse](#)" (Voices in leadership)

- Relief packages

Iceland:

VFÍ is now offering a seminar on the role of managers and leaders in a changed work environment.

VFÍ has, in collaboration with the Icelandic Business Association, made a standard form of a homework agreement accessible to both managers and employees.

Norway:

At the moment, there are no specific actions targeting managers in particular, though NITO has conducted the following:

- REVIEW OF AGREEMENTS AND COMPANY REGULATION
 - Encouraging the shop stewards to play an active role
- REGULATION
 - Questioning the need for special regulation: what is the rationale for the different rules applying at the home office?
- CALLED FOR MEASURES IN MEETINGS WITH THE MINISTRY
 - the right to an office
 - the right to flexibility/remote work
 - tax schemes
- MEDIA
 - Set aside the special regulations and make applicable (all the provisions in) the Working environment Act
- Expressed concerns about:
 - Demand or expectations for availability after working hours
 - Gender trap

Notes from the breakout III: Women Empowerment

Sweden

Sveriges Ingenjörer's presentation focused on the gender pay gap. The other presentations showed that it is an issue in all Nordic countries. The discussion was also about the unexplained salary gap, highlighted in the recently published [report by Sveriges Ingenjörer](#). The gender pay gap has

decreased, but it still exists. Engineering firms want to hire women, but women do not seem to be valued when they do not pay them as much as men. .

The average salary for a female engineer is 48 900 SEK (2019), while for a male engineer, it is 54 300 SEK (2019). Despite the massive demand for engineers in Sweden, the significant wage difference remains. Men continue to be overrepresented in higher positions which largely explains the observed differences. Initial salaries remain at a gap of just over 1100 SEK, and even after five years of working life, the differences have not disappeared, and the expectation gap has widened.

This led to a discussion about what this means for the salary gap. It was discussed if women actually can ask for a higher salary or if their feminine appearance "disqualifies" from a pay raise because of bias. It is argued that we need to change the environment, not the women, to solve this issue. There was also a discussion about paternity leave in the different Nordic countries and what rules around the topic mean for the gender salary gap.

Finland:

Another factor contributing to inequality is the fact that more women than men worked from home during covid. If women spend too much time at home, they risk becoming invisible at work. In addition to this, the extra time arising from remote work is for women to spend on domestic work, whereas men use it on skill-building. And, usually more men than women have to stay late to finish their work. Moreover, women experience more stress than man, due to working from home. These are some of the results coming out of the [survey conducted by TEK](#)

Iceland:

An extensive campaign has been run in Iceland to draw attention to the third shift. Unpaid responsibility, supervision and work management of household and family management is often called the **third shift** or mental load. Invisible tasks are underestimated and even taken for granted by women rather than men. After all, the third shift, this mental burden, falls many times heavier on women, even if they are in a relationship (with a man) or full-time. Women are on the third shift, and the mental burden falls on those who hinder their participation in the work, progress in work, cause stress, strain and promote burnout and are one of the main points of contention in heterosexual couples. To gain equality in the labour market requires equality at home. The link to the campaign [Stöndum þriðju vaktina saman! - YouTube](#) (OBS! English subtitles can be switched on in the settings). In addition to this, and to address issues highlighted in their campaign, an called HEIMA is being developed: [HEIMA - A mobile app that organises chores and mental load for families](#)

[\(heimaapp. is\)HEIMA - A mobile app that organises chores and mental load for families \(heimaapp. is\) to be available on the market soon.](#)) It is a family planning app that handles the division of work and the cognitive burden of the home. The app creates an overview of the household chores that are easy to specialise in each home

Denmark:

IDA has the following goals when it comes to women empowerment:

- More Women in the STEM education
- Wage openness
- Equal pay for equal work
- More Women in management and boards
- Maternity leave with payments

IDA works on getting women into leadership positions and, generally, aims to make the engineering sector more inclusive. The initiatives to empower include an award for women in STEM and a conference for women in management. IDA has a webpage dedicated to diversity: [Ligestilling og diversitet på arbejdsmarkedet | IDA](#)

Norway:

In NITO a focus is on the awareness raising campaign for women (in the pipeline) about the gender trap in the limitless work. NITO is concerned that the limitless work can make women take a even greater responsibility for household work and children, than they did before. NITO is also concerned that this again will reinforce inequality between men and women in working life, career opportunities, salary, competence development. Here is the explanation of the concerns:

[Hjemmekontoret – en likestillingsfelle? | NITO](#)

Future cooperation:

In the workshop's final session, the participants presented their opinions on possible future cooperation. Several people highlighted it as a networking opportunity to gain insight into the similarities and differences in ANE member-organisations. As such, there should be shared data and

especially tools for dealing with the discussed topics, more particularly looking at differences and similarities. t.

Further, there was a desire to follow up with a meeting in the breakout rooms because participants did not have enough time to discuss all issues in depth. Specifically, there was an interest to continue the knowledge sharing from the young people and seniors' breakout room and a discussion about mental health concerning limitless work.

Annex I: Agenda

PART 1: Introduction		
13:00 – 13:20	<p><i>Welcome and purpose of the meeting (5 min)</i> I. Podgaiska, Secretary General of ANE</p> <p><i>Presentation of the report: Sustainable Limitless work (15 min)</i> K. Boesen, Networking and Communications Project Manager, ANE</p>	
13:20 – 14:45	<p>PART 2: Discussions in the breakout rooms</p> <ul style="list-style-type: none"> • Presentation of best practices in each member organisation (10 min each) • Q&A (20 min) • Ideas how to bring it forward (15 min) 	
<p>Break out room 1 Young people/seniors Facilitated by Kristoffer Boesen, ANE</p>	<p>Break out room 2 Managers/leaders Facilitated by Jenny Grensman, Sveriges Ingenjörer</p>	<p>Break out room 3 Women empowerment Facilitated by Inese Podgaiska, ANE</p>
14:45 – 15:00	COFFEE BREAK	
15:00 – 16:00	<p>PART 3: Decisions, actions and closure</p> <ul style="list-style-type: none"> • Feedback and ideas from the breakout groups • Discussion and closure 	

Annex II: Participants

Breakout room I:

Torsten Kjellgren (Sveriges Ingenjörer)

Leilla Bezzazzi (Sveriges Ingenjörer)

Jussi-Pekka Teini (Engineers Finland)

Sigrún S. Hafstein (VFÍ)

Tone Bjellaanes (NITO)

Sita Bormann (IDA)

Fin Krogh (IDA)

Jakob Gradel (IDA)

Kristoffer Boesen (ANE, facilitator)

Breakout room II:

Daniel Valtakari (Engineers Finland)

Lisa Johansson (Sveriges Ingenjörer)

Stefan Gudmundsson (Sveriges Ingenjörer)

Jenny Grensman, (Sveriges Ingenjörer, facilitator)

Hulda Þ. Stefánsdóttur (VFÍ)

Vibeke Ahlmann (IDA)

Peter Leth (IDA)

Breakout room III:

Bircan Eker (IDA)

Morten Esmann (IDA)

Lotte Ellegaard (IDA)

Lene Christensen (IDA)

Susanna Bairoh (Engineers Finland)

Ingibjörg Ósk Birgisdóttir (VFÍ)

Marianne Kjellsen (NITO)

Inese Podgaiska, (ANE, facilitator)