



CURRENT CHALLENGES

Markús works for the local trade union, but his education and experience are of little use in the job, and he feels unfulfilled. There are not many suitable jobs locally, but he and his wife don't want to live anywhere else as their roots are in the east and the children are both in school and doing well. Markús is applying for a job at an organization that carries out tasks that perfectly match his expertise and education. However, the workplace is quite far away, and it is impossible to drive to work every day.

MARKÚS

Labour Market Expert

AGE 28

GENDER Male

BACKGROUND INFORMATION Markús is married and has two children of primary school age. The family lives in an urban center in the East-Fjords in Iceland, which is where Markús and his wife grew up, and they both have family there.

JOB/CAREER Has a master's degree in business administration with expertise in salary analysis and job categories

PERSONAL THOUGHTS ON GENDER EQUALITY He also has a bachelor's degree in gender studies and has worked on equality issues in previous employment

ATTITUDES AND EMOTIONS

- Markús is positive and independent at work. He is inquisitive and driven and his resume reflects that. He has no problem getting good recommendations and everyone who is approached gives him glowing remarks. He communicates easily and is generally well-liked by colleagues and superiors.

MOTIVATIONS

- Markús is very excited about the job. It suits his education and experience well, and he would love to be able to work on equality issues for a living. He would be willing to commute regularly to the workplace, but they cannot imagine uprooting their family.

WORK SITUATION

- There is really nothing about the job that he could not do remotely, as it mostly involves work that takes place on a computer and meetings that can be held via teleconferencing equipment. He has a home office and a good internet connection so he is convinced that where he is working from should not be a problem or a deciding factor. He should be able to do the job from home, or from an establishment in his hometown if the organization preferred it.

Manager's questions

- Markús is perfect for the job. What does it mean if I hire him to work remotely?
- We have emphasized having all employees at the establishment and we have refused requests from employees to work from home. How does it affect other employees if we allow Markús to do most of his work from home?
- What effect does it have on office morale if one can work from home and others can't? What is the impact of one employee in a small office not being part of the team?
- Will he ever become part of the group in the same way as other employees?
- Would he be up for a hybrid version where he would come and stay in the office for a certain time each month?

Peers/colleagues' questions

- There are quite a few of us who would love to work more from home but haven't been given permission to do so. We would be very upset if someone was allowed to work from home and others were not. It just shows that there is nothing standing in the way of working remotely other than an arbitrary policy of management.



Individual's questions

- Would I move if it was the only option to get the job, or would I have to turn it down if offered?
- Could I work part time at the establishment and part time at home?
- How would it affect the family and the relationship?

Policymakers' questions

- Do we need to rethink the policy of having all employees in the office? Are we perhaps missing out on very strong employees by not allowing remote work?
- What about regional perspectives?
- Could we be doing our part to promote more dispersed settlements by allowing remote work?
- Is it good for the organization externally?
- What interests do we want to prioritize?

