



## CURRENT CHALLENGES

Stígur is stagnant in his work and he knows it. He does his job and does it well, but little beyond that and he hasn't made an effort to follow the latest trends and developments. He feels that he deserves a promotion, having worked hard all his life and always delivered.

# STÍGUR

## Engineer in the Public Sector

**AGE** 62

**GENDER** Male

**FAMILY SITUATION** He has a wife of a similar age who is a manager in a public institution. They are childless and quite well off.

**JOB/CAREER** Engineer in the Public Sector

**PERSONAL THOUGHTS ON GENDER EQUALITY** He feels that this fight for women's rights has gone too far and that men are under siege in society.

## ATTITUDES AND EMOTIONS

- Stígur believes that he has repeatedly been passed over for positions inside and outside the organization. It is particularly galling that in many cases women have been given the jobs, even women who, in his opinion, are nowhere near as qualified as he is. Stígur rarely mingles with his colleagues and keeps mostly to himself. On several occasions he has gotten into trouble with co-workers because of his views on equality issues and the status of various minority groups.

## MOTIVATIONS

- Stígur believes that he is well suited to manage the department. It would also suit him well as the working hours are convenient and require less travel and absence from home. After working as an engineer for decades, and within the organization for 7 years, he believes he has paid his dues and deserves to be rewarded with a managerial position until he retires.

## WORK SITUATION

- Stígur oversees and has professional responsibility for a clearly defined field of work, and related tasks, in a public institution. He is independently responsible for the resolution of administrative issues and service projects in his field of work and is regularly in cooperation with ministries, institutions, companies and customers. The job involves some absence from home due to travelling around the country in connection with the job. He performs his tasks well and does what is expected of him. He has worked at the agency for seven years and feels that he deserves a promotion as the division manager position is becoming vacant.

## Manager's questions

- Stigur has said that he has his heart set on the division manager's position that is becoming vacant. I don't know the best way to tell him that the chances of him getting it are extremely limited.
- An equally qualified woman would get the job as women are underrepresented in the field. In addition, his attitude and demeanour are such that I would find it difficult to recommend him as the head of the division, as he is rather unpopular among colleagues.
- On the other hand, he does his job well, although he shows little initiative and does not feel the need to maintain his knowledge. I don't really know how best to proceed?

## Peers/colleagues' questions

- Stigur is reclusive and quite obscene at times and he has a tendency to be rude and overbearing, especially when the issue of equality is on the table.
- If he becomes the head of the division, it will be very difficult to work here. He already gets away with little to no professional development and shows little initiative. Are we rewarding that now?



## Individual's questions

- Why am I always passed over for recruitment and promotions?
- Is it because I am approaching retirement? Is it because I'm a man?
- What do I need to do to advance in the organization's hierarchy?
- Why aren't my bosses doing more to help me advance?

## Policymakers' questions

- Communication strategies and agreements, what does our strategy look like?