

Annotated Bibliography on Work-Family Issues in Denmark

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April 23, 2008

Abrahamson, Peter and Cecilie Wehner. 2006. "Family and/or Work in Europe?" *Journal of Comparative Family Studies* 37(2):153-171.

Abrahamson and Wehner investigate the nature of family life in the Netherlands, the United Kingdom, and Denmark. It is a comparative study that compares the three countries and how they are similar and how they are different in terms of their working time patterns, their child care system, and their policies on parental leave. The authors go on to explain that of the three countries, Denmark is most closely associated with the dual-earner/weak male breadwinner model. While Denmark has experience a "re-familization" in policies over the past several years, the dual-earner method of family life is the preferred mode of living.

Adema, William. 2005. "Volume 1 Australia, Denmark, and the Netherlands." in *Babies and Bosses, Reconciling Work and Family Life*"Volume 1 Australia, Denmark, and the Netherlands." Paris: OECD Publishing.

Babies and Bosses is a book that is a thorough work that deals with the crux of the work family-conflict, reconciling work and family life. The book acknowledges the fact that many families in many countries have to choose between their careers and caring for children while investigating which countries have policies that are conducive to having both a career and a family. The results find that of these countries, Denmark generates the highest degree of equity among the sexes and is the closest to achieving the dual-earner society. This book is a very thorough examination of the work-family policies in place in Denmark and other countries and will be the broad foundation for my country profile research.

Borchorst, Anette. 2001. "Still Friendly: Danish Women and Welfare State Restructuring." *Social Politics* 8(2):203-205.

Anette Borchorst in "Still Friendly: Danish Women and Welfare State Restructuring" explores the reasons for the stability of the Danish welfare system. She states that from the early 1970's, Denmark's history reveals the consistency of policies supporting women as worker-citizens in dual-earner family structures, public childcare, and unemployment benefits. Borchorst explained that some of the Denmark welfare reconstructing that may affect women's future included income transfers, increasingly proactive social aid and unemployment payments, and newly enacted leave-from-work programs. Her study gives one a new perspective of Danish women's position in the work/family environment has continued to be positive and her work will be very informative in a Denmark country profile.

Brodmann, Stefanie, Gosta Esping-Anderson and Maia Guell. 2007. "When Fertility is Bargained: Second Births in Denmark and Spain." *European Sociological Review*

23(5):599-613.

This article was chosen because of its focus on parents to have a second child. It has a particular focus on a father's importance in raising a child, and how the time a father can commit to raising a child can effect the decision to go beyond one child. The article shows that because of maternal leave policies women are more likely to have multiple children. The article also goes on to show how policies in Denmark reduce the opportunity cost burdens on women because of the paternal leave policies and increase in fatherly care in Denmark.

Central Intelligence Agency. 2008. "World Factbook-Denmark Country Profile.", Retrieved 03/01 (www.cia.gov/library/publication/the-world-factbook/geos/da.html).

The CIA's World Factbook contains qualitative and quantitative descriptions of every country in the world, including Denmark. The website will be used to gather demographic information relevant to my research such as gender ratios, fertility rates, and birth rate as well as the economic structure of the country.

Dulk, Laura D. and Anneke van Doorne-Huiskes. 2007. "Social Policy in Europe: its Impact on Families and Work." Pp. 35-57 in *Women, Men, Work and Family in Europe*, edited by R. Crompton, Susan Lewis and Clare Lyonette. New York: Macmillan.

The chapter by den Dulk and van Doorne-Huiskes is very relevant to the country profile. Their work lays out the 3 generally accepted models of the welfare regimes: Liberal, Conservative-corporate, and the social democratic regime. They also introduce a post-communist regime, a state that bases its economic and social policies around the fact that they are all former communist states. They investigate how the different types of welfare state regimes affect the division of paid and domestic work between men and women, concluding that the social democratic countries like Denmark have the best policies for the reconciliation of life between work and home.

Ellingsaeter, Anne L. and Arnlaug Leire, eds. 2006. *Politicising Parenthood in Scandinavia: Gender relations in welfare states*. Great Britain: The Policy Press.

In *Politicising Parenthood in Scandinavia: Gender relations in welfare states*, Anne L. Ellingsaeter and Arnlaug Leire provide a collection of essays that explore and explain the significance of the differences and similarities in recent developments in the social, economic and employment policies for supporting parenthood within four Nordic countries. This book is a critical assessment of the Scandinavian experience of balancing work and childcare, providing updated documentation and a synthesis of the politicizing of parenthood in Scandinavia since the 1990's. Their work provides resourceful information for understanding the parenthood relations in Denmark and how it compares to the other Nordic countries.

Ellingsaeter, Anne L. 1998. "Dual Breadwinner Societies: Provider Models in the Scandinavian Welfare States." *Acta Sociologica* 41(1):59-73.

Ellingsaeter's article emphasizes the differences among the Scandinavian welfare states and investigates the reasons as to why their policies differ on work-family life. She explains that the policies that are in place do not alone result in a more gender egalitarian society. Along with policies, cultural, political, and societal norms and pressures lead countries to adopt the policies that they do. It appears that Denmark is the most gender egalitarian country along with Sweden but Norway has less family-labor policies in place because of the way the country progressed economically. Women were not integrated into the workforce in Norway until later and their work-family policies are less gender egalitarian accordingly. This article will be very helpful in determining the ways in which the ideas and cultures of the citizens of each country have an effect on the policies they adopt.

Fine-Davis, Margret, Jeanne Fagnani, Dino Giovannini, Lis Hojgaard and Hilary Clarke. 2004. "Chapter 4 Denmark." Pp. 41 in *Fathers and Mothers: Dilemmas of the Work-Life Balance*. Dordrecht: Kluwer Academic Publishers.

Margret Davis-Fine, et al provide a thorough background of Denmark's work and family life in *Fathers and Mothers: Dilemmas of the Work-Life Balance*. Their literature review is divided into five sections: first includes, statistics of working time divided according to gender and types of day care institutions; second, rules of leave; third is divided by two sub-headings, "Leave and labor market," and "Gender, working life and work-place cultures; and finally, the authors discuss Scandinavia equality models. This chapter presents some of the most recent statistical data and shares intriguing comparisons between men and women. It is a great source for an outlined view of the work-family relationship in Denmark.

Gornick, Janet C. and Marcia K. Meyers. 2003. *Families that Work: Policies for Reconciling Parenthood and Employment*. New York: Russell Sage Foundation.

Janet C. Gornick and Marcia K. Meyers in *Families that Work* combine a high level of expertise on American social policy with an equally high level of European and Canadian social policy. Most of the empirical analyses and policy discussions in this book are explicitly cross-national and comparative. Cross-national comparisons provide models for family outcomes and policy designs. Their use of European countries especially the Nordic countries show us the generous, egalitarian social welfare policies that only exist in these countries, whereas Canada and even the United Kingdom allow a comparison of the United States with its most similar counterparts.

Gupta, Nabanita D. and Nina Smith. 2002. "Children and Career Interruptions: The Family Gap in Denmark." *Economica* 69:609-629.

In the article Gupta analyzes the effect of children on the wages of women and whether some earning potential of women is lost after children are born. Gupta performs a longitudinal study that tracks Danish women from 1980-95 to track whether having children had a negative effect on the mother's earning potential upon re-entering the workforce. The study finds that there is no indication of a negative effect on earning potential among the

mothers due to the policies set-forth by the Danish government. The study will be very helpful in analyzing the perceived adverse implications for a career that come with having children.

Halvorsen, Rune and Per H. Jensen. 2004. "Activation in Scandinavian Welfare Policy." *European Societies* 6(4):461-483.

Hojgaard, Lis. 1997. "Working fathers--caught in the web of the symbolic order of gender." *Acta Sociologica* 40(3):245-261.

An important thing to remember when examining the work family relations of Denmark is that fatherhood is one of the hot topics. This article provides information in how the policies in terms of work and fatherhood begin to infringe on masculinity. The reconciliation of fatherhood and work is just as complex as motherhood and work, and this article shows this in great detail. Also provided in the article is a look at the issue of work and fatherhood from the state perspective, work place perspective and the individual's perspective.

International Labor Office. *Decent work in Denmark : employment, social efficiency and economic security*. 2003. Geneva: ILO.

Jorgensen, Per S. 1991. "Out-of-home care in Denmark." *Child Welfare* 70:107-113.

Jorgensen investigates the fact that Denmark has the highest number of children in foster care among the Nordic countries, with Sweden, Finland, and Norway following respectively. Jorgensen postulates that the very social welfare system of public child care that is the one of the staples of the Danish welfare state is the very system that forces children into foster homes. He argues that the Danish dependence on the government to take care of their children has led them to give up on caring for their children if they find it difficult, resulting in a large number of foster children. This article will be very helpful in analyzing the effect of public child care and exploring its possible negative effects.

Kremer, Monique. 2006. "The Politics of Ideals of Care: Danish and Flemish Child Care Policy Compared." *Social Politics* 13(2):261-285.

Monique investigates the rejection of the traditional male-breadwinner and female caregiver family model in Europe. She goes on to explain how the policies in each country in Europe changed because of economic and social conditions that were unique to each particular country. She uses an "ideals of care" approach to understand differences in care arrangements across Europe. These 5 perspectives are full-time mother care, parental sharing, intergenerational care, surrogate mother care, and professional care. She shows how Denmark has adopted a welfare state based on professional care and how that creates the most gender egalitarian society. The article is a strong comparative study to understand the Danish care system when compared to other systems such as Belgium.

Leitner, Andrea and Angela Wroblewski. 2006. "Welfare States and Work-Life Balance: Can Good Practices Be Transferred from the Nordic Countries to Conservative Welfare States?" *European Societies* 8(2):295-317.

Leitner and Wroblewski conduct a study that compares the two Nordic welfare states of Denmark and Finland with the more conservative welfare states of Germany and Austria. They explain how the work-life balance (WLB) is more easily attained in the Nordic countries and due to their positions and policies regarding women in the workplace, child care, and parental leave. Although Denmark and Finland both have very gender egalitarian policies regarding labor, women still do most of the unpaid work at home and the division of unpaid work is still quite large. This article will be very helpful in comparing the Nordic countries with the more conservative welfare states of Western Europe.

Manniche, Erik. 1985. *The family in Denmark*. Helsing, Denmark: IPC Print & Press

In order to fully understand the dialectic between work and family in Denmark one needs to truly understand the family dynamic within the country. This book provides a history of the family in Denmark. With chapters focusing on marriage, reproduction and even abortion, the full scope of family in Denmark can be seen. This book for the purposes of my paper will be used solely for background information on the history of family, and will be used in relation to policies seen in other books. This book also provides fertility rates in Denmark and population size. Overall this book is to understand the social dynamics that exist within the family in Denmark.

Martin, Gary and Vladimir Kats. 2003. "Families and Work in Transition in 12 Countries, 1980-2001." *Monthly Labor Review*. 126 (9): 3-31.

This article is a great article for this paper because it examines three major aspects of family in twelve countries, including Denmark. Information is given on family structure, household living arrangements and work-family relations. It will help to show how social policies have changed in Denmark between work and family over a twenty year time span. This article allows the changes in the past to be seen, and also shows the affects of them, positive or negative, while showing how Denmark stands against twelve other nations.

Ministry of Family and Consumer Affairs.", Retrieved 03/01, 2008
(<http://www.minff.dk/english/the-ministry/>).

The website of the Ministry of Family and Consumer Affairs of Denmark provides a large amount of information on families. The website will be used mostly for researching the specific laws that Denmark has in place in relation to policies regarding the family. There are also numerous recent governmental publications regarding the family that are in English on the website.

Moss, Peter and Fred Devon. 2006. "Leave Policies and Research: A Cross-National Overview." *Families and Social Policy: National and International Perspectives* 39:255-285.

In "Leave Policies and Research: A Cross-National Overview," Peter Moss and Fred Devon provide a map of the current position on leave policy by researching a wide range of European and non-European English speaking countries. Moss and Devon compare similarities and differences in leave policies: maternity, paternity, parental leave, and leave to care for sick children, and identify recent policy developments. Devon and Moss' analysis of the impact of leave policies demonstrates how welfare state regimes (liberal, conservative, and social democratic) provide a starting point for cross national comparisons of welfare policies. Their cross-national overview shows how Denmark, and the other Nordic countries, provides the most generous leave policies, complementing high levels of funded childcare services. In researching Denmark's social policies, Moss and Devon prompt one to ask if social democratic countries are more content because of their supportive government.

Nielson, Lise D. 1991. "Flexibility, Gender, and Local Labour Markets -Some Examples from Denmark." *International Journal of Urban and Regional Research* 15(1):42. Retrieved February 24, 2008 Available: EBSCOHOST SocINDEX.

In this article, Nielson evaluates flexibility in the labor market in Denmark. The article discusses the relationship between work and home especially in relation to females. Throughout the article, Nielson investigates flexibility in the context of other variables within the labor market. Examples from Copenhagen are used in order to help make the argument more valid. A list of flexibility traits are defined in order to further the article. This journal article concludes by looking into women's roles in the labor market and flexibility in Denmark. The connection between flexibility and production will also be useful for my paper. I will be able to see if there is a correlation between the two and if so, is it particular based on gender. This article does provide information for each gender. Definitions are also provided in order to organize the role that flexibility plays within the labor market.

Organisation for Economic Co-operation and Development. 2004. "Public Expenditure on Childcare and Early Education Services." (www.oecd.org/dataoecd/44/20/38954032.xls).

The chart will be a helpful tool in researching the economic aspects of public expenditure on child care and early education among the European countries. The data shows that Denmark is one the best, if not the best countries in regards to state expenditures on child care and education.

"The Organisation of Gender Equality Work in Denmark.", Retrieved 03/04, 2008 (<http://www.lige.dk/>).

The website is governmental website for the organization that oversees gender equality of the labor market in Denmark. I will use the website to research legislation, policies, and facts on gender equality in Denmark's labor market. The website will provide rich statistics on gender equality in Denmark as well as policy overviews and current goals of the Danish government in the area of gender equality in the Danish labor market.

Pfau-Effinger, Birgit. 2004. *Development of culture, welfare states and women's employment in Europe*. Aldershot, England; Burlington, VT: Ashgate.

Pfau-Effinger explains the basic differences in welfare state policy among the many countries in Europe. He categorizes them into three categories: 1) Liberal—this includes many of the Anglo-American countries based on the ideas of free play of market forces. 2) Conservative-corporate—prominent in continental Western Europe where the state plays an important role in welfare, and decommodification is an important element. 3) Social Democratic—found in Scandinavian countries and is characterized by universal social rights and promotion of policies meant to eradicate social inequalities. This book will be useful as a cross-cultural analysis of the 3 types of regimes and the differences among them.

Stoltz, Pauline. 1997. "Single mothers and the dilemmas of universal social policies [Denmark]." *Journal of Social Policy* 26(October):425-443.

This article was chosen as a source because of its totally different approach of looking at work family issues. It states that currently in Denmark the policies are extremely helpful in allowing for the reconciliation between work and family. However, most policies were created to be gender neutral and allow for fathers and mothers to work together to reconcile work and family. This article looks at single mothers, and shows that there is need for improvement in these policies to encompass more people. Most articles and books on the issues of work and family focus on two parent, heterosexual households, but this article will allow for a better profile of Denmark's policies by examining a less looked at group of women.

U.S. Department of State. 2007. "Denmark: International Religious Freedom Report 2007.", 2008.

Weir, Bill and Sylvia Johnson. January 8, 2007. "Denmark: The Happiest Place on Earth." *ABC NEWS*. Retrieved 2/13/08 <http://abcnews.go.com/print?id=4086092>.

Bill Weiner and Sylvia Johnson contributed to the ABC News special, "Denmark: The Happiest Place on Earth." For the past decade, social scientists have given happiness questionnaires and surveys to hundreds of thousands of people around the world. Two of the largest studies that rank happiness of countries are "World Map of Happiness" from the University of Leicester and the "World Database of Happiness" from Ruut Veenhoven of Erasmus University Rotterdam. Denmark ranked number one. The happiest people in the world also pay some of the highest taxes (between 50-70% of their incomes). In exchange, the government covers healthcare and education, and spends more on children and the elderly than any country in the world per capita. Also, since taxes are so high, people don't tend to chose careers based on income or status. With just 5.5 million people, the Danish system is effective; Denmark's citizens report feeling safe. This ABC News special inspired my inquiry of Denmark, its social policies, and work-family relationships.