

WP 3 - Citizenship, flexibility and diversity in work-care relations

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The Danish team has initiated a national debate on the need for diversity and flexibility in work-care policies and a demand for equal gender conditions in paid work, caring activities and unpaid work in politics and organizations. Discussions have centered on gendered citizenship, work-care relations, as well as diversity and flexibility in family policy.

Information and Meeting organised by the Danish Team

The main objective for the Danish Team was to select, synthesize, and discuss relevant findings on work care relations and establish networks with relevant partners. Furthermore, the aim of the activities was to disseminate the findings to the actors in the field. This includes a broad range of participants: the public, selected academia groups, NGO's, practitioners and policy makers.

The overall strategy for the Danish Team was divided into three phases.










During the first phase local dissemination events with practitioners in the field, academia and students were held. Research findings were transformed and discussed in relation to the ongoing debate on work-care relations.

The second phase concerned making contact to policy makers, politicians, NGOs and trade union representatives. The target audience were small groups and the themes were more specified than in the first phase. The policy briefings were not just a matter of one-way communication. Discussions and mutual exchanges of knowledge were the core of these events. During this phase written materials and oral presentations were created and tested. The research findings were transformed into materials posted on the work-care-synergies homepage: www.workcaresynergies.eu.

The third phase ran throughout 2011. During this phase the focus was twofold. One purpose was to transform the findings into materials and presentations aimed at practitioners and the public. Another purpose was to reach a larger target audience through talks and the media using the network created during phases one and two. We planned and carried out one arrangement, in Danish, directed towards the public, EU journalists, and NGO's. The arrangement was held in collaboration with a EU public educational organisation, Democracy in Europe (DEO). The meeting took place in Copenhagen so as to reach the target audience. Furthermore, we organized an international conference on work-care in collaboration with partners from both academia and different creative networks. This conference was at Roskilde University and was carried out in English. The conference was divided into two parts. One aimed at a broader audience and one at a target academic group. The presentations and discussions at these meeting were incorporated in the material to be produced in the final phase of the project. This material includes discussion and information papers and policy suggestions based on the policy briefings held in 2010.

Throughout the project the essential purpose has been the creation, expansion and maintenance of networks on the theme work-care relations.

Through local events in Copenhagen and Roskilde we have reached out to NGOs, policy makers (middle/higher level), trade unions and think tanks. Through policy briefs NGOs and policy makers in Denmark have been involved. Through the press we have reached the general public (e.g. newspapers, TV and radio).

	08.03.2010	DK	Roskilde	Quality of Life and the Condition of Social Participation
	12.03.2010	DK	Copenhagen	The gendered Conditions for Social participation and...
	03.06.2010	DK	Roskilde	The impact of Flexibility and diversity on work-life balance
	07.06.2010	DK	Roskilde	Citizenship and diversity in work-care relations
	30.11.2010	DK	Copenhagen	Policy Briefing on Work-Care
	13.12.2010	DK	Copenhagen	Consequences of cutbacks in welfare provision on day care
	05.04.2011	DK	Copenhagen	The Neoliberal Europe
	12.04.2011	DK	Roskilde	Imbalance? Work-Care relations and Migrant Care-Work
	07.12.2011	DK	Roskilde	Conference on Citizenship, Flexibility and Diversity in Work-Care Relations

Internet Links:

General information about the project, local dissemination themes, all events and their contents can be downloaded from the WORKCARESYNERGIES project homepage (www.workcaresynergies.eu).

Detailed information on events held by the Roskilde University can be found on the DK-UNRUC country page <http://workcaresynergies.eu/flexibility-in-work-and-care>

Participants:

Participants in these local information and discussion rounds in Denmark were politicians from the Danish Government, policy advisers, trade union and local NGOs.

Content of the Events:

Local events

The first four local dissemination events were targeted both at practitioners in the field of social policy and gender equality as well as academia and students. Research findings were disseminated and discussed in relation to the ongoing debate on work care and the condition of the gendered citizenship. The discussions were focused on how to promote gender balanced citizenship, how to create the conditions for active citizenship and social participation, and the connection between migration and care. The aim of the events was primarily to discuss and exchange views on topics that were related to the CINEFOGO Network of Excellence running from 2005 to 2009

- “Quality of Life and the Condition of Social Participation,” Monday 8th, March 2010, Roskilde University, Lecture

- “*The Gendered Conditions for Social Participation and Types of Policies Promoting a Gender-balanced Citizenship*,” Friday 12th, March 2010, University of Copenhagen
- “*The Impact of Flexibility and Diversity on Work-life Balance*.” Two lectures by Loïc Wacquant:
 - “*Reconsidering Urban Citizenship in Advance Society*”, Thursday 3rd, June 2010, Roskilde University
 - “*Why Prisons Grow with Neoliberalism*” Thursday 3rd, June 2010, Copenhagen University, CSS, Øster Farimagsgade 5, Building 18.01.11

The two events on 3rd of June 2010 with Loïc Wacquant, professor of sociology, were organised in collaboration with the Danish National Council on Social Welfare, which is an NGO. Invitations were sent out to social policy networks and participants from NGOs and practitioners in the field were among the audience.

- Two day seminar: Citizenship and diversity in work-care relations: “Migration, Care and Citizenship”, Roskilde University on the 7th-8th, June 2010.

Policy Briefings

The next two events were targeted at policy makers and the trade unions.

We held 30th November 2010 a *Policy Briefing on Work Care* in Copenhagen at the Danish Parliament. The Socialist People's Party (SF) showed interest in such a briefing. The title of the presentation by associate professor Anders Ejrnæs was “*What impact will cutbacks in welfare provision have on the Danish policy model?*” The title of the presentation by associate professor Rasmus Willig was “*What impact will cutbacks in welfare provision have on the day care worker's autonomy and profession?*” The target group was key policy makers: Members of Parliament, advisers and communication staff, Socialist People's Party (SF). SF is now a part of new elected government.

We also held a policy briefing on December 13th, 2010, Copenhagen, Trade Union: BUPL (The Danish National Federation of Early Childhood Teachers and Youth Educators).

The subject of the Policy briefing was “*What will the consequences of the coming cutbacks in welfare provision be on the field of day care?*”

Conference

“*Imbalance? Work-Care Relations and Migrant Care-Work*”, 12th of April 2011, International conference and one day open arrangement.

The conference was divided into two different parts: A public event with the participation of the renowned sociologist Arlie Hochschild, Professor at Berkely University, and the Danish stage director and commentator Ditte Maria Bjerg. This part was aimed at the general public, local mediators and other interested actors. The second part was aimed primarily at policy makers and academia/students. It consisted of a series of presentations by six Scandinavian researchers presenting their research findings on work-care and care-work followed by a discussion. The event was planned and hosted in collaboration with Centre for Gender, Power and Diversity and The Danish Sociological Association. These two institutions have also been involved in previous events.

Public event

“*The Neoliberal Europe*”, Public event, Presentation and debate. The evening April 5th, 2011. Place: Kulturstaldenes forsamlingshus, Onkel Dannys Plads, Halmtorvet 13C, Copenhagen City. About 80 people attend this meeting and the participants represented the general public, students and members of NGOs. Presentations were made by associate professors Rasmus Willig and Anders Ejrnæs from Roskilde University, Denmark. They presented their latest research findings on how work-care relations and family policies in Europe can be understood in the light of neoliberalism. The questions discussed after the presentations were: Is the Danish Welfare Model under pressure? What impact does the EU have on Danish family and employment policies? What is "neoliberalism"? And finally “What impact will neoliberal policies have on the traditional welfare institutions? The debate was arranged by the Danish organization Democracy in Europe (DEO). See more at www.deo.dk (Link in Danish).

Open Conference		Imbalance?
		Work-Care relations and Migrant Care-Work
Part one: Keynote Arlie Hochschild & more		
Auditorium 25.2		
9:45	Opening of the conference: Professor Thomas P. Beje , Roskilde University	
10:00	Presentation: Ditte Maria Bjerg , stagedirector at Global Stories	
11:00	Keynote Lecture: Arlie Hochschild , Professor, University of California, Berkeley, USA	
12:00	Lunch Break	
Part two: Roundtable discussions		
Theory Room 25.1	Moderator: Professor Thomas P. Beje	
13:00	Work-Care Relations and Family Policy Anders Ejrnæs, Associate Professor, RUC Family Policy and Welfare Regimes Rasmus Willig, Associate Professor, RUC New Challenges Concerning Day-Care Worker's Autonomy and Profession Rianne Warming, Associate Professor, RUC Participation and Citizenship of Children and Youth at Risk	
14:30	Coffee-Break	
15:00	Migrant Care Work Helle Stenarn, Postdoc, RUC Migrant Domestic Workers in Europe: the case of au-pairs Hanne Marlene Dahl, Associate Professor, RUC, and Marlene Spangor, Ph.D., RUC The Transnational and Local Motherhood of Sex Workers: Presence and/or Absence? Lise Widding Isakson, Professor, University of Bergen, Norway Global Care Work: is there a Nordic Model?	 Roskilde University April 12th, 2011 9:45 - 17:30 Open to all 
16:30	Arlie Hochschild sums up the day	

Det neoliberale Europa

Debatmøde tirsdag den 5. april 2011 kl. 17-18.30
i Forsamlingshuset, Onkel Dannys Plads, Halmtorvet 13C,
København

Kom og hør forskerne **Rasmus Willig** og **Anders Ejrnæs** lægge op til debat.

Den danske velfærdsmodel er under pres fra EU. Hvad betyder EU konkret for velfærdspolitikken? Hvilken betydning har det, at EU's grundlag er baseret på en markedsliberal tænkning?

Pris: 50 kr. inkl. juice og vand, studerende 20 kr.

Se program og tilmeld dig på www.deo.dk

DEO Oplysningsforbund der arbejder for Demokrati i Europa
info@deo.dk - tlf. 70 26 36 66 - www.deo.dk

A report from this arrangement can be read at the DEO homepage (in Danish). The event was advertised through academic research networks, and all members and networks of DEO were informed of the meeting via email. The event was advertised by DEO in two Danish daily newspapers, *Information* and *Kristeligt Dagblad*, and in the weekly newspaper *Weekendavisen*. The three newspapers have different readerships and the advertisement

reached a diverse audience, which was reflected in the group of participants. The plan to reach out to a broader audience was successful.

Special Themes discussed in local events:

At the local arrangements, we discussed the impact of different family policy on mothers' employment and fathers' involvement in care work. The Danish model of family policy is, in a European context, characterized as an extensive family policy model, which combines comprehensive high quality childcare and well-paid parental and maternity leave. However, the sustainability of the Danish model characterized by flexibility and diversity is declining due to reduced income compensation in periods outside employment, longer working hours for both women and men, and cuts in the staff of the public institutions providing care services for children. Based on European research we have discussed the consequences of these changes.

During the meetings and workshops organised by the Danish team, we presented selected research findings from the following EU Framework Programme projects:

- (1) WORKCARE (2006-2009), a project on the social quality and changing relationships between work, care and welfare in Europe.
- (2) HWF (2000-2003), a project on households, work and flexibility.
- (3) CINEFOGO (2005-2009), a project on civil society and new forms of Governance in Europe.
- (4) RECOWOWE (2006-2011), a project on reconciling work and welfare in Europe.

In addition to findings from the EU projects the Danish team also discussed following **points** based on our own research findings

- What is the consequence of cuts on childcare service
- Is there a Nordic family policy model
- Similarities and Differences in the family policy in Europe
- What are the impacts of parental leave reserved to the father
- Does flexible work create more balance between work and life
- Is privatised care a solution
- How can we increase the labour market supply without increasing the tension between work and family

Summaries of Discussions

Key issues from the discussion with policy makers and trade unions

The central theme of the discussion was how cuts in social and labour market benefits and welfare services related to childcare have affected the balance between work and family for working parents and potentially threatened the Danish model of family policy.

A central theme of the discussion was how the on-going labour market reforms implying an increase in the weekly working hours or in the retirement age will affect working parents. Here we paid particular attention to the mothers' ability to manage work and family responsibilities and the increased demand for affordable childcare facilities.

In several of the meetings it was discussed that the consequences of cuts on childcare service provision is a lower quality of services in terms of staff-child ratio and reduced opening hours. This will again make it more difficult for the families to reconcile family and working life. The cut backs on childcare services will also influence the professional care workers' working conditions and the time they can spend with children.

When it came to gender equality, it was pointed out that the recent developments have negative consequences. The budget cuts on childcare provision will increase the burden of care obligations placed on women in the family and they will reduce the status of professional care workers in the public sphere – which are also primarily women. In this respect women are hurt twice by the financial crisis.

This development will imply that children feel a double stress-strain. In the family, children will experience stressed parents who struggle with growing demands from the labour market while the children in the daycare situations will be confronted with stressed care workers due to deteriorating working conditions and less time for children. Especially for the most vulnerable children a declining quality of childcare service will have a negative impact on their future life possibilities.

Another crucial discussion in the Danish debate concerns how to develop a more equal situation concerning gender in relation to participating in caring activities. Despite the fact that Denmark has one of the highest rates of labour market participation among women, women are still the main providers of care work within the family. Several findings from European research show that general family policy has a significant impact on women's involvement in paid work and caring activities but do not radically change fathers' involvement in paid work nor care, unless there is specific legislation to support it. It is remarkable that Denmark is the only Nordic country that does not have part of the total parental leave reserved for the father. This has clear implications for fathers' take up of parental leave, which is lower in Denmark than in any of the other Scandinavian countries.

Interesting points raised in the discussion with Danish National Federation of Early Childhood Teachers and Youth Educators

- The early childhood teachers play a central role ensuring trust and welfare among parents and children, which the Danish family policy model is based upon. When day care services are cut, the Danish Model as such is affected. Women are particularly negative affected by cutbacks.
- The pedagogues experience new administrative demands that put pressure on their professional skills. The institutions become less and less flexible.

The cut backs on childcare service provision will decrease staff quality, child ratio and reduced opening hours.

Points from conference: *Imbalance? Work-Care Relations and Migrant Care-Work*, The 12th

- Extensive family policy that gives a right to receive care and time for care:
 - Increase women's autonomy and choice
 - Give women more possibilities to shift between work and care with fewer negative career consequences
- The double burden of responsibility for both paid and unpaid work is more widespread in South and East European countries
- The risk for women of being trapped in care obligations and spending less time in paid work than they want to is higher in Southern and Central Europe but low in Scandinavia
- Family policy measures do not radically change fathers' involvement in paid work and care, unless the legislation directly supports fathers' involvement.
- Low paid immigrant care workers are not a solution to the increasing demand for care and decreasing supply of carers.

Key points discussed in public events

- The paradox that characterizes the way the EU handles the current crisis; a clash between welfare and cuts.
- On the one hand European employment policy focuses on investing in childcare service and education in order to increase the productivity and labour supply. This

strategy highlights the Danish welfare model as a role model with a focus on creating social cohesion by getting everyone to contribute.

- The other budget cuts on social services will reduce the affordable childcare service which in turn will reduce labour supply.
- It is possible for EU countries to learn from the Danish experience, which has shown good results in terms of contributing to a better balance between work and private life and reducing women's career break.

Policy recommendations Based on the discussion in Denmark

Labour market

- Better possibility to regulate working hours over the life course – e.g. the possibility to shift between part-time work and full-time work.
- Male dominated private employers must be encouraged by financial incentives to introduce family-friendly policies, and men and women must be supported in sharing the entitlement for parental leave more equally.

Leave provision

- More flexible parental leave, part-time leave, more options for postponing the take up of leave until children have reached the age of 8 (to take leave when the children change from crèche to pre-school, school etc)
- More days left for caring the children when they are sick
- A extended period of leave reserved specifically for the father

Childcare provision

- Extension of opening hours and elimination of closing days on normal weekdays - which again demand provision of more staff.
- Improved staff/child ratios in day care centers, especially when there is a high proportion of immigrant children
- Closer corporations between professional childcare workers, parents and other family members in providing the care service.