

Men and Reconciliation of Work and Family Life The Danish Case

Karen Sjørup, Roskilde University Denmark

kasj@ruc.dk

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The Legislation on Maternity and Parental leave

- * In all 52 weeks
- * Mothers have the right of 4 weeks before birth giving and the right and duty of 14 weeks after birth giving
- * The father have right of 2 weeks after the birth
- * The parents have 32 weeks to share
- * During these weeks the one parent has the rights of a compensation, which equals unemployment money that for the average wage worker will be approximately half their normal income

The history of Fathers Leave in Denmark

- * 2001 the Social Democratic prime minister Poul Nyrup Rasmussen campaigned for the Icelandic 3+3+3 model
- * The liberal Leader Anders Fogh Rasmussen won the general election 2001 promising Danish mothers a one year leave(before that 6 months)
- * 2002 the Current flexible model was decided on, leaving it up to the parents to share 32 weeks between them
- * 2009 Helle Thorning Schmidt became the new and first female social Democratic prime minister. She campaigned for a 3 months fathers leave, but withdraw it when she had to join a coalition with the radical left(Margrethe Vestager)

In practice

- * Mothers take at least 90 pct. of the full leave
- * Many women consider it their own privilege
- * Many men don't know how to be on leave with a new-born
- * The welfare state does not provide services for young fathers
- * There is a social pressure on both women and men to follow conventions
- * It is generally considered too expensive for the family, if men take on Parental leave

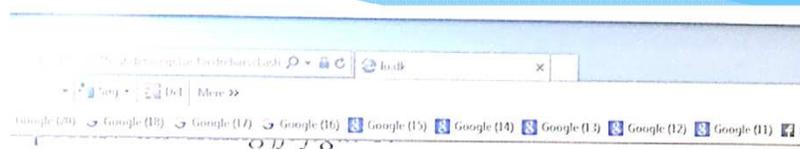
Collective Agreements make a Difference

- * In the Public sector mothers have full salary in 32 weeks
- * Fathers can take up to 9 weeks also with full salary
- * In the Private Sector it depends on the single contracts or general agreement. But most working mothers will have 32 weeks with full salary
- * Since 2006 the employers are obliged to be members of a maternity fund that pays them for giving full salary to both mothers and fathers in some weeks up to a fixed level

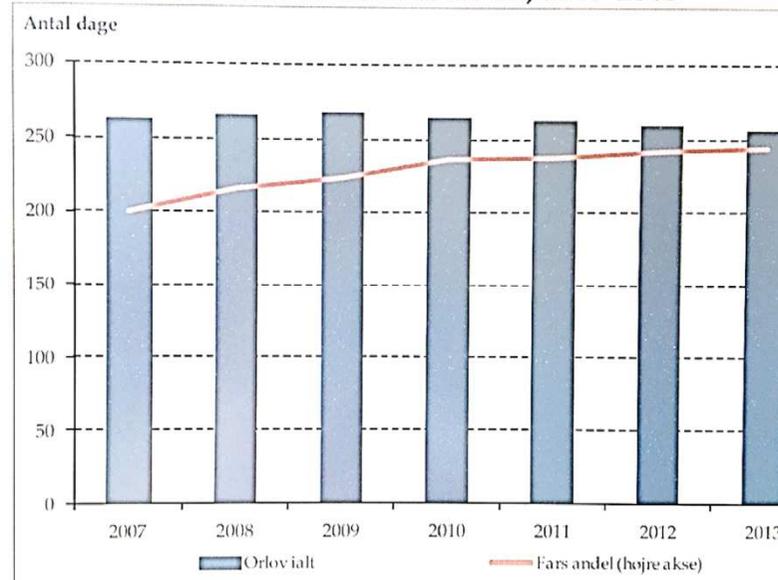
Public Daycare

- * The Danish State via the municipalities guarantees Public daycare from when the Parental leave stops.
- * That will normally be when the child is one year old
- * The parents are allowed to take some of the 32 weeks together but that will make the full leave shorter, and then there will often be a problem with daycare
- * There is some system failure in the cooperation between the leave system and the daycare system, in practice not allowing parents to use the leave more flexible

The Total % of Fathers Share of Leave 2007-2013



Figur 3. Fædres samlede andel af barsel, 2007-2013



Kilde: Danmarks Statistik.

LO main organisation for workers

- * LO fathers in average 23 days
- * Funktionærer 42 days
- * Academic(AC) fathers 47 days
- * Among LO members craftsmen in the building Industry take up the lowest number of days 16 days

LO fathers want to have more days off

- * A survey from 2016 shows that a majority of LO members want to have more leave
- * 46 pct. want 3 months or more
- * Still probably many LO-workers prefer higher pay for more days off
- * It is a general policy of the LO that the number of paid weeks for fathers should be higher. Preferably by law

Share of LO Fathers wanting more Fathers Leave



TDC Fathers Hugh

- * Since 2002
- * A gift for the new father, a backpack with baby items
- * Now merely a part of general CSR-policies
- * 13 weeks with full salary to the father
- * 80 pct. of the fathers use the leave

LEGO

- * 12 weeks for fathers with full salary
- * Flexible within the first year
- * Part of general CSR-policies, in international companies considered a competitive advantage

LEGO Friends



Novo Nordisk

- * The father has 3 weeks with full salary during the first 14 weeks, when the mother has full salary
- * After the 14 weeks the parents can share 32 weeks with full salary for one parent, 64 weeks for both with half salary or 40 weeks with $\frac{3}{4}$ salary for one of them
- * The parents can prolonge the leave with working part time in the company

Conclusion

- * Fathers should at least have 3 months separately with full salary
- * It is a problem that only big international companies are able to have a policy of fathers leave
- * The Danish business structure mainly consists of small or middle size companies
- * The issue is no longer high on the political agenda
- * Today the discussions are on: Queer, sperm banks, mothers getting babies without a father, paper abortion to fathers