

Denmark

Introduction to Work-Life Balance

According to the OECD Better Life report only 2% of employees in Denmark regularly work long hours, which is highly efficient when compared to the average of 13% across Europe. Denmark has long been held up as one of the countries with the most effective work-life balance, and this is often attributed to the highly educated and skilled population, with over 80% of adults aged 25-64 having completed post-secondary education and they exceed the OECD average.

The OECD ranking is based on these key variables:

- Percentage of employees working very long hours (more than 50 hours a week)
- The time spent on "leisure and personal care" (including sleeping and eating)

As stated above only 2% of the Danish population work "very long hours" as defined by the OECD and on average Danes spend the majority of their day, approximately 15.7 hours on personal care and leisure

By prioritising flexibility and balance Danes remain one of the happiest nations in the world. Danes prioritise life over work and utilise a flexible approach to both working hours and their place of work. It is also standard within Denmark that all workers receive a minimum of 5 weeks of paid holiday leave throughout the year, ensuring time for hobbies, family, and rest to prevent burnout.

Research on why Denmark is so effective in work-life balance varies, but there are key economic and cultural factors, such as the high taxes that all Danes pay, as well as the fact that the majority of both men and women in Denmark work, which lead to both an ability to achieve a work-life balance, through the statutory supports and government-led schemes and



also a desire to ensure a work-life balance to keep workers happy and fulfilled within their roles in the longer term.

Policies / Research on the effects of WLB

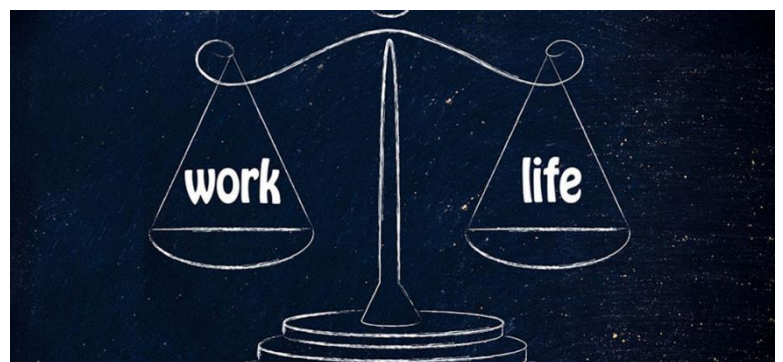
As with most European countries throughout the duration of the pandemic Denmark was locked down for an extended period of time. This hastened the shift to remote work for those that did not already utilise this within their workspace and increased time within the home for those that already had flexible working arrangements. As we know Denmark is advanced in its implementation of a healthy work -life balance and therefore there were no major overhauls, as we have witnessed in other European countries post-Covid, however, some changes have come into force since June 2022.

Within Denmark there are policies in place to ensure the health and wellbeing of those working from home and covering flexible working environments. The new requirements upon an employer, such as providing adequate equipment for staff working from home now only take effect if the staff member works from home more than 2 days a week on average.

“Employers should provide employees working from home equipment, such as a computer, cell phone and internet connection. The company must ensure that employees have a place to work from home and do not have any additional expenses due to their work from home.”

Initiatives

Work Life Balance Centre



Work-Life Balance
Work-Life Balance Centre

Topic/ Area
Title



Co-funded by the
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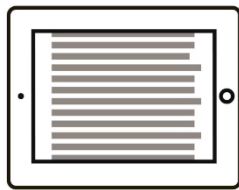
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Type of Initiative	Online Platform
Date released	2020- ongoing
Partners/ network	Work Life Balance centre.org
Description of the methods/ approach	More than just an online repository of tips, the Work-Life Balance centre serves as a partner in building a more rewarding and fulfilling life, while still attaining the personal and professional goals that you have set for yourself. With the help of the detailed information we provide, you may be able to achieve that elusive goal of work-life balance.
Purpose/Aim	An innovative website that aims to help you achieve an optimal balance between work and your personal life.
Evaluation (results) of its effectiveness (if applicable)	Experienced in helping people maintain a proper work life balance when working from home the Centre helps people to navigate the most challenging trials and obstacles.
Web link	https://worklifebalancecentre.org/
References/ online sources	https://worklifebalancecentre.org/25-tips-and-tools-for-anyone-working-from-home/ https://worklifebalancecentre.org/striking-a-balance-managing-fatherhood-and-a-career/ https://worklifebalancecentre.org/15-work-life-balance-suggestions-for-creating-the-lifestyle-youve-always-wanted/



CO CAP

Instapaper



Save Anything.
Read Anywhere.



Read Anywhere

Topic/ Area

Bookmarking tool

Title

Instapaper

Type of Initiative

Online Tools, Applications or Platform

Date released

2008

Partners/ network

Founded by Marco Arment in the US and was acquired by Pintered in 2016

Description of the methods/ approach

A simple bookmarking tool which allows you to view and save content to “read later” in a stripped down text view to help the user avoid distractions.

Purpose/Aim

Save down your essential reading materials and data, away from the distractions that exist on the internet. You can save articles, images, video content or highlight the quotes you come across online using the browser extension to view and use later.

The app helps you give undivided attention to the tasks at hand and finish work on time!

Evaluation (results) of its effectiveness (if applicable)

A free resource that can be used on your desktop or mobile device

Web link

<https://www.instapaper.com/>



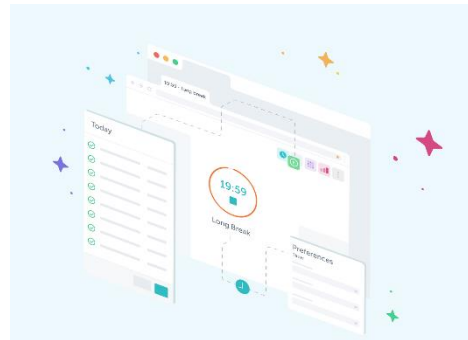
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References/ online sources

<https://blog.instapaper.com/post/673906371094364160>

FOCUS BOOSTER



Topic/ Area
Title

FOCUS AND ACHIEVE BETTER WORK LIFE BALANCE
FOCUS BOOSTER

Type of Initiative

Online Tools, Applications or Platform

Date released

2009

Partners/ network

This idea and subsequent app was developed in Adelaide, Australia

Description of the methods/ approach

A simple idea- a timer that enables a worker to focus and utilise the pomodoro method - The Pomodoro Technique is a time management system that encourages people to work with the time they have—rather than against it. Using this method, you break your workday into 25-minute chunks separated by five-minute breaks. These intervals are referred to as pomodoros.

The App allows you to remain on track by tracking progress and enabling regular breaks

Purpose/Aim

Focus booster is more than just your average pomodoro timer, it takes the pomodoro technique to a whole other level.

Focus booster is for people who want to gain further insight into how they are using their time, achieve more in a day and visualise their progress all while boosting their productivity.



The app helps to empower people to take control of their time, reduce distractions and finish their day on a win. By using the app to improve focus on the task at hand and measure progress with insightful reporting.

Evaluation (results) of its effectiveness (if applicable)

Web link

References/ online sources

Since 2009 focus booster has empowered 240,000+ people!

<https://www.focusboosterapp.com/>

<https://www.focusboosterapp.com/the-pomodoro-technique>

