

# Abstracts

## **“It may consume you” An analysis of emotional consequences of being a prison officer**

*Dorte Raaby Andersen*

The article examines how prison officers feel and react to pains of imprisonment of the inmates.

The empirical data stem from a qualitative field study and interviews with prison officers conducted in a Danish prison. Drawing on Arlie R. Hochschild's theory of emotional labor the article analyzes different stances that prison officers seem to take toward their work, each with different kinds of risk. The article concludes that both an empathetic and a cynical stance can have a negative influence on the working life of prison officers. The article also shows how working in a prison influences the private life of prison officers and it demonstrates that their working role can be very intrusive to their private-life and private social relationships. Moreover, the article illustrates how prison officers manage emotions collectively. Colleagues are important and influence how prison officers are able to cope with their job.

## **Between safety and professional ideals – occupational health and safety work with violence in relational work**

*Agnete Meldgaard Hansen, Søren Salling  
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There is an increasing focus on violence at work in Denmark, which appears to be a persistent problem especially within what can broadly be termed relational work. This article analyzes how a strengthened focus on systematized safety-procedures unfolds in occupational health and safety work with violence in a 24-hour care institution for children and in two residences for adults with psychiatric problems. Our aim is to understand the diffusion of formalized systems of safety in occupational health and safety work with violence, and to understand how these interact with professional ideals in relational work. The three cases were studied as part of a broader research project on the development of occupational health and safety work within Danish companies. Over a three-year period, a combination of interviews, observations, document collection and workshops was carried out to explore the occupational health and safety work of the three organizations. In this article, we analyze this material with a specific focus on how occupational health and safety work with violence unfolded.

Theoretically, an understanding of the identities of violent subjects as formed within discursive power relations is used to study the consequences of the strengthened

focus on systematized safety-procedures. The emergence of a safety discourse in the three workplaces brings about a variety of procedures, meant to prevent and compensate for violence as a risk factor in the work environment, whereas professional efforts to develop (the relation to) the residents are not granted the same attention. The safety discourse thereby tends to overshadow efforts based on professional ideals of e.g. recognition, empowerment and 'recovery' in occupational health and safety work with violence. However, the safety discourse is not completely dominant in the three workplaces and co-exists with understandings of violence based on these professional ideals. This co-existence entails conflictual understandings of residents as both unpredictable, explosive, potentially dangerous risk factors, and as independent human beings capable of development, growth and 'recovery'. Conflictual understandings that have to be balanced by the staff in their daily work and relations with residents. In continuation of this, our analyses show that violence comes to be perceived as a basic condition of work in the three workplaces, but also that the risk of violence is individualized and perceived as related to workers' individual professional competences and levels of personal 'resilience'. This particular combination of a safety discourse and a discourse of professional competence and personal resilience creates a potential for marginalization of workers affected by violence.

## **Evidence-based Policy-Making – Knowledge that enlightens or limits the development of Employment Policies?**

*Niklas Andreas Andersen & Anders Gøgsig Randrup*

**I**n recent years we have faced an increasing demand for evidence-based knowledge – understood as systematized knowledge about the connection between an intervention and its effect – in the development of the Danish Employment Policy. Drawing on Michel Foucault's concept of *Regimes of Truth*, this paper critically analyses how the epistemological and methodological assumptions of Randomized Controlled Trials (RCT), and other effect evaluations, promotes specific goals, interventions and understandings of the unemployed.

The analysis finds an inherent reductionism in the methods and rationales of evidence-based knowledge, which promotes a certain political comprehension of the unemployment problem. Firstly, the evidence-based knowledge fixates the policy goals in simple, measurable terms, so the only criteria of success is the complete financial self-sufficiency of the unemployed. Secondly, the method of RCT-studies constructs the unemployed as a rather homogenous group with similar (and non-complex) problems. Thirdly, the evidence-based research has an inherent bias in rating disciplining activation measures more highly than skill-enhancing activation measures.

Based on these findings, the article argues that evidence-based knowledge cannot merely be understood as instructive for policy-making. This knowledge seems to consolidate and promote certain political interests in securing a high labour-supply, while at the same time discrediting goals relating to improving the social security and human

capital of the unemployed. It is therefore important to advance the research on the possible consequences, pitfalls and risks of furthering an evidence-based employment policy on a very narrow set of methodological assumptions.

### **When strategies of inter-collaboration put professional identities under pressure**

*Jesper Frederiksen, Lektor*

In this article, the author investigates how strategies of inter-professional collaboration affect professional identity within the health and social-work area. The aim is to contribute to a broad discussion of the impact of inter-professional education and collaboration as a discourse of contemporary Danish welfare state policy. When seen as a policy of the state, this strategy is named 'inter-collaboration'. Strategies of inter-collaboration emerge as policy from different institutions. These strategies describe and introduce, for instance, specific models for education and professional work in practice. The article takes nurses and social workers as its case and investigates how these strategies are transformed at institutional level in order to manage the area of health and social care.

The theoretical approach is based on the theory of practice, trilogy of habitus and field theory from Pierre Bourdieu. From this starting point, methods are developed to analyze public administration documents. That construction is made to show, on one hand, the mental structures and, on the other, the different institutional positions as well as how their relations frame a social practice. The document-analysis identifies various institutions as producers of different arguments supporting inter-collaboration.

The institutions interpret the strategies of inter-collaboration as a way to maintain or improve their present position. However, strategies of inter-collaboration seem to introduce new, mental structures and possible transformations in professional identity and work routines within the health- and social area because they re-frame institutional comprehension.

A further discussion of possible consequences of this impact does not give a clear answer to the investigation. Yet, it points to the ambiguity in how strategies of inter-collaboration affect the nurses and social workers' professional identity by putting the traditional identity, which is closely related to humanitarian values and principles of solidarity, under pressure and thereby lead to a re- or de-professionalization.