

WORKSHOP

Fathers in Work Organizations: Inequalities and Capabilities, Rationalities and Politics

Convenors: Mechtild Oechsle, Bielefeld (Germany)
Brigitte Liebig, Olten (Switzerland)

12 – 14 March, 2015

IN COOPERATION WITH:



Thursday, March 12

14:00 – 14:15 Welcome - Director of the ZiF
Welcome - Speaker of CRC 882, Bielefeld

14:15 – 15:00 Inequalities and Capabilities, Rationalities and Politics:
Introduction to the Conference
Mechtild Oechsle (Bielefeld, GER) and Brigitte Liebig (Olten, SUI)

Panel I: Theoretical Approaches and Methodological Challenges

Chairs: Brigitte Liebig & Mechtild Oechsle

15:00 – 15:45 Mechanisms of Inequality in Organizations – an Overview
Donald Tomaskovic-Devey (Amherst, USA)

15:45 – 16:15 - *Coffee Break* -

16:15 – 17:00 Capabilities and Agency for Work Life Balance – A Theoretical Framework
Barbara Hobson (Stockholm, SWE)

17:00 – 17:45 Research on Work and Family – Some Issues and Challenges
Suzan Lewis (London, GBR)

18:00 - *Dinner at ZiF* -

Friday, March 13

Panel II: Fathers in Organizations: Life Conduct, Strategies and Capabilities

Chairs: Tomke König & Sebastian Winter

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- 09:00 – 09:45 Work Devotion and Masculinity among Executive Men
Mary Blair-Loy (San Diego, USA)
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- 09:45 – 10:30 Fathers' Parental Leave and Career in Norwegian Elite Professions
Sigtona Halrynjo (Oslo, NOR)
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- 10:30 – 11:00 - *Coffee Break* -
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- 11:00 – 11:45 Fathers in Parental Leave: Decision Making and Negotiating in Work
Organizations and Partnership
Michael Meuser (Dortmund, GER)
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- 11:45 – 12:30 Work Organizations and Life Conduct of Fathers: Configurations of Constraints
and Capabilities
Sandra Beaufaÿs and Annette von Alemann (Bielefeld, GER)
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- 12:30 – 14:00 - *Lunch* -

Panel III: Fathers in Organizations: Cultures, Rationalities and Management

Chairs: Annette von Alemann & Johanna Possinger

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- 14:00 – 14:30 The Ikumen Hype: An Inquiry into Japan's New Fathers as Consumers,
Employees and Managers
Florian Kohlbacher (Suzhou, CHN)
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- 14:30 – 15:15 Ambivalent Benevolence: Organizational Rationalities of Fatherhood
Brigitte Liebig / Martina Peitz (Olten, SUI)
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- 15:15 – 16:00 Top Managers' Views on Fathers Taking leave
Laura den Dulk and Wike Been (Rotterdam, NED)
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- 16:00 – 16:30 - *Coffee Break* -
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- 16:30 – 17:15 Interactions between Organizational Behaviour and Fathers' Quota
Elin Kvande (Trondheim, NOR)
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- 17:15 – 18:00 Symbolic Gender Orders in Organizations. Persistence and Change
Annalisa Murgia / Barbara Poggio (Trento, ITA)
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- 19:00 Dinner at a restaurant downtown

Saturday, March 14

Panel IV: Policies and Politics of Fatherhood

Chair: Thomas Gesterkamp

- 09:00 – 09:45 Who Cares? Men's Share of Care in Europe and the Role of Organizations
Elli Scambor (Graz, AUT)
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- 09:45 – 10:30 International Leave Policies and Their Impact on Fatherhood
Christina Boll (Hamburg, GER)
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- 10:30 – 11:00 - *Coffee Break* -
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- 11:00 – 11:45 Father's Initiatives as Institutional Players in the Work Family Field
Hans-Georg Nelles (Düsseldorf, GER)
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- 11:45 – 12:30 Men and Work-family Balance: Human Resource Policies and Constellations
of Actors
Marc Gärtner (Berlin, GER)
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- 12:30 – 13:30 - *Lunch* -
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Closing Session

- 13:30 – 14:00 Fatherhood and Work Organizations: Results and Further Challenges
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