WORKSHOP

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

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

12 – 14 March, 2015

Thursday, March 12

14:00 – 18:00  Panel I: Theoretical Approaches and Methodological Challenges

Welcome - Director of the ZiF
Welcome - Speaker of CRC 882; Bielefeld

Inequalities and Capabilities, Rationalities and Politics:
Introduction to the Conference
Mechtild Oechsle, Bielefeld; Brigitte Liebig, Olten

Mechanisms of Inequality in Organizations – an Overview
Martin Diewald, Bielefeld

- Coffee Break -

Capabilities and Agency for Work Life Balance – A Theoretical Framework
Barbara Hobson, Stockholm

Men, Diversity and Intersectionality
Mustafa Özbilgin, London

Research on Work Family Issues - Dilemmas and Challenges for Fatherhood
Suzan Lewis, London

- Dinner at ZiF -
Friday, March 13

09:00 – 13:00  Panel II: Fathers in Organizations: Life Conduct, Strategies and Capabilities

- Work Devotion and Masculinity among Executive Men
  Mary Blair-Loy, San Diego

- Why is parental leave a problem for fathers in Norwegian elite professions?
  Sigtona Halrynjo, Oslo

- Fathers in Parental Leave: Decision Making and Negotiating in Work Organizations and Partnership
  Michael Meuser, Dortmund

- Coffee Break

- Fathers' Working Hour Preferences and the Relevance of Organizational Context
  N.N.

- Work Organizations and Life Conduct of Fathers: Configurations of Constraints and Capabilities
  Sandra Beaufays, Bielefeld

13:00 – 14:15  Lunch

14:15 – 18:30  Panel III: Fathers in Organizations: Cultures, Rationalities and Management

- Symbolic Gender Orders in Organizations – Persistence and Change
  Annalisa Murgia / Barbara Poggio, Trento

- Family-supportive Organizational Culture and Fathers’ Experience of Work-Family Conflict
  Philip Hwang, Göteborg

- Coffee Break

- Organizational Culture and Postfordistic Work
  Elin Kvande, Trondheim

- Managing Work Life Issues for Men: Challenges and Effects
  Regine Bendl, WU Wien
Saturday, March 14

09:00 – 13:00  **Panel IV: Policies and Politics of Fatherhood**

  - International Leave Policies and their Impact on Fatherhood  
    Christina Boll, Hamburg
  
  - Father’s Initiatives as Institutional Players in the Work Family Field  
    Hans-Georg Nelles, Düsseldorf

  - Coffee Break -

  - Men and Reconciliation: Human Resource Policies and Constellations of Actors  
    Marc Gärtner, Berlin
  
  - Managerial Attitudes and Employee Practices in the Banking Sector  
    Laura den Dulk, Rotterdam
  
  - Father Friendly Policies – how to Make them Effective  
    Brigitte Liebig/Martina Peitz, Olten

13:00 – 13:30  - Lunch -

13:30 – 14:00  **Closing Session**

  - Fatherhood and Work Organizations: Results and Further Methodological Challenges  
    N.N.