

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

IN COOPERATION WITH:



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 Beaufaÿs, 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.
