International Symposium

November 6th and 7th, 2008 at the Center for the Advancement of Working Women (CAWW)

Fertility and Social Stratification
Germany and Japan
in Comparison

Thursday, November 6th, 2008
Section 2: Fathers and Work-Life Balance

“Are Highly Educated Fathers Protected against Compatibility Problems?”

PowerPoint by Julia Reuter
(University of Trier) and Marén Schorch (University of Bielefeld)

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German Professors and their Work-Life-Balance Struggles

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University of Trier, University of Bielefeld (Germany)
Structure

1) Introduction: Do well-educated men have compatibility problems?

2) Work-Life-(Dis-)Balance as social phenomenon of flexible capitalism

3) Work-Life-Balance Research: Performances and problems

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1. Introduction: Do well-educated men have compatibility problems?

- Meaning of professional work is not limited by fatherly duties and responsibilities (Gesterkamp 2005: 31)

- Men don't reduce their working time because of financial reasons. But they also would like to be more present in their families (Döge 2007: 30).

- Fathers involved in care/education of their children do so at the expense of their professional career (Buchhorn 2004: 152).
2. Work-Life-(Dis-)Balance as social phenomenon of flexible capitalism

- Women employment
- Rise of tertiary sector
- Revolution of information and communication technologies
- Globalization
- Transition to flexible working time
- Deregulation of employment

- Extensive working time
- Individualization of work
- Increasing Mobility

Dissolution of work-life-boundaries
3. Work-Life-Balance research: Performances and problems

Work-Life-(Dis-)Balance as phenomenon of contemporary societies

- Disengagement as „dis-standardisation of employment biography“ (U. Beck)
- Disengagement as „moral insecurity“ (R. Sennett)
- Disengagement as „new ethic of creative professionals“ (R. Caves / R. Florida)
- Disengagement as „economised lifestyle“ (G. Voß / H. Pongratz)
- Disengagement as „compatibility problem“ (C. Behnke / M. Meuser)
3.1 Work-life-balance research: Facts and Data about academic men

- **Fthenakis/Minsel (2002):**
  - 70% agree with the concept “father as educator”, only 30% with father as “bread-winner”

- **Federal Ministry of Family, Seniors, Women and Youth (BMFSFJ):**
  - 40% of employed fathers: too much time in work and less in family (2003)
  - Only 5% of men make use of parental leave until 2007 (2008); after the reform 2007 the number raise up to 18.5% (most unemployed)
3.1 Work-life-balance research: Facts and Data about academic men

- **Baader (2006):**
  - Vision of “committed fatherhood”

- **Vogel/Hinz (2004):**
  - Financial insecurity, geographical flexibility and a high identification with the discipline (as typical characteristics of scientific careers) clash with family needs
4. Research Project: Professors and their Work-Life-Balance Struggles

Current state of research: Gender/Men studies, Science Studies:

- Antagonism between the ideal of "engaged fatherhood" and "hegemonial masculinity"

- Work-Life-Boundary-Problems in "creative industries"/Science as a way of life
4.1 Research Project: Questions of research

- Do professors have compatibility problems?
- How do they deal with Work-Life-Balance struggles?
### 4.2 Research Project: Method and Data

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<th>Name</th>
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4.3 First results

- Science as a way of life
- Partnership und family as a career resource
- Time management between autonomy and requirements
- Structural problems of (German) universities
- Alternative masculinities as a risk
5. Conclusion: Challenges for social research and social politics

- Institutionalization of socio-scientific men studies
- Specification and more detailed definitions in the Work-Life-Balance and compatibility debate
- Political promotion and implementation of positive father-ideals
- Expansion of man-child/boy pedagogy
- Implication of cultural comparison and social stratification approach in work-life-balance research
Thank you very much for your attention!

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