



ドイツ日本研究所 German Institute for Japanese Studies (DIJ)

International Symposium

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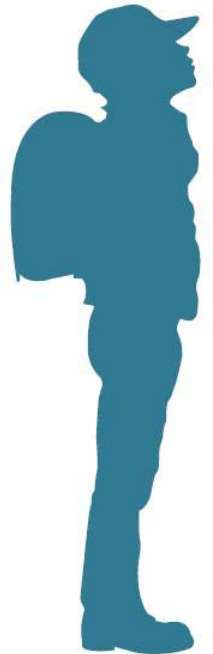
Fertility and Social Stratification Germany and Japan in Comparison

Thursday, November 6th, 2008

Section 2: Fathers and Work-Life Balance

**“Are Highly Educated Fathers
Protected against Compatibility
Problems?”**

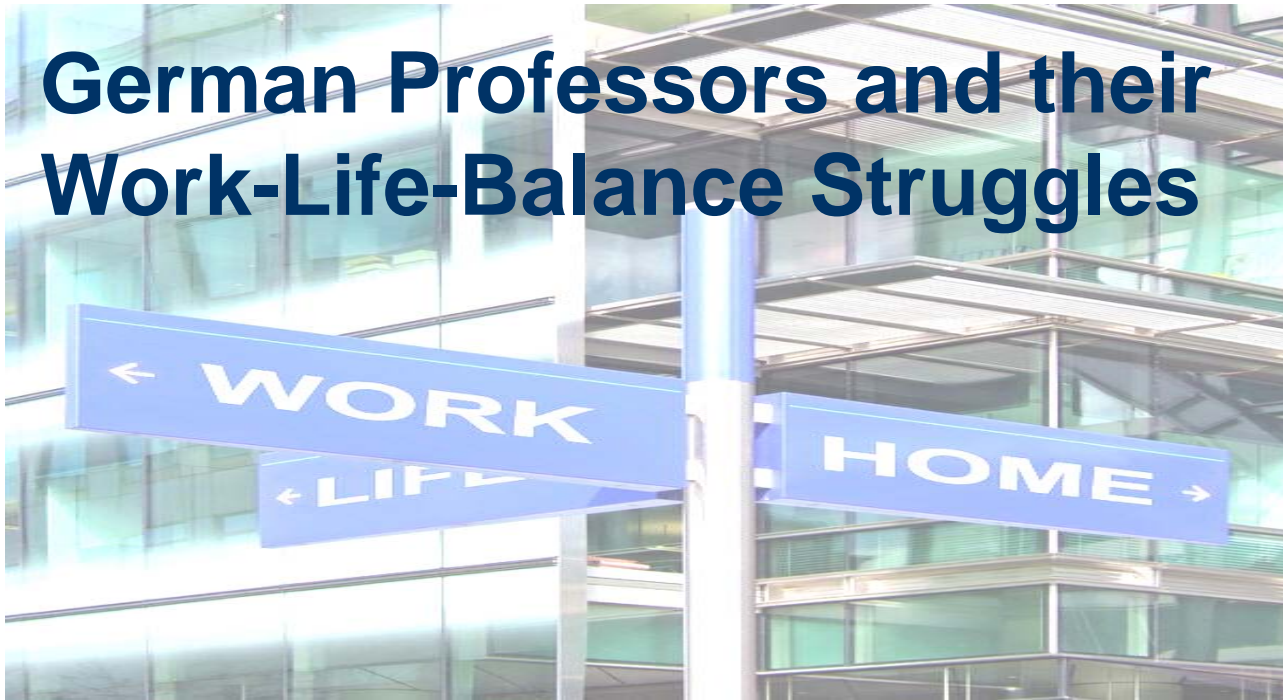
PowerPoint by **Julia Reuter**
(University of Trier) and **Marén
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**International Symposium: Fertility and Social Stratification.
Germany and Japan in Comparison**

**German Professors and their
Work-Life-Balance Struggles**



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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**
- 4) **Research Project: Professors and their Work-Life-Balance**
- 5) **Conclusion: Challenges for social research and social policy**

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

Name	Discipline	University	Position	Date of Birth	Children
Albrecht	Philosophy	Trier	Apl. Prof.	1940	2
Antweiler	Culture Anthropology	Bonn	Prof.	1956	2
Artz	Jurisprudence	Trier	Ass. (Habilit.)	1969	1
Bachmann	Jurisprudence	Trier	Prof.	1966	3
Clemens	History	Trier	Prof.	1961	2
Göbel	Moral Theology	Trier	Prof.	1940	1
Hamm	Sociology	Trier	Prof.	1945	4
Harnisch	Political Science	Heidelberg	Jun.-Prof.	1964	2
Haunschild	Business Administration	Trier	Prof.	1964	2
Hölz	Romance Studies	Trier	Em. Prof.	1942	3
Knappe	Economics	Trier	Prof.	1943	2
Krieger	Philosophy	Trier	Prof.	1951	5
Leumann	Biochemistry	Bern	Prof.	1958	2
Liebert	German Literature Studies	Koblenz	Vicepräsident	1957	2
Ockenfels	Christian Social Science	Trier	Prof./Pater	1947	0
Platz	English Studies	Trier	Em. Prof.	1948	2
Sadowski	Business Administration	Trier	Dean	1946	2
Schauer	Computer Science	Zürich	Prof.	1943	2
Suter	Sociology	Neuenburg	Prof.	1956	4
Theis	Religious Pedagogy	Trier	Prof.	1955	1

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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