Content

1. Introduction

Fathers in Work Organizations: Introduction and Overview	9
Brigitte Liebig & Mechtild Oechsle	

2. Life Conduct, Strategies and Capabilities

Work Organizations and Fathers' Lifestyles: Constraints and Capabilities Annette von Alemann, Sandra Beaufaÿs & Mechtild Oechsle	21
Devoted Workers, Breadwinning Fathers: The Case of Executive Men in the United States Mary Blair-Loy & Stacy J. Williams	41
Fathers' Parental Leave and Work-Family Division in Norwegian Elite Professions Sigtona Halrynjo & Selma Therese Lyng	61
Changing Fatherhood? The Significance of Parental Leave for Work Organizations and Couples Benjamin Neumann & Michael Meuser	83
3. Cultures, Rationalities and Management	
Ambivalent Benevolence: The Instrumental Rationality	105

Ambivalent Benevolence: The Instrumental Rationality	
of Father-friendly Policies in Swiss Organizations	105
Brigitte Liebig & Christian Kron	

Fatherhood in Transition: From Standard to Precarious Archetypes in Italian Contemporary Work Organizations Annalisa Murgia & Barbara Poggio	127
Of ikumen and ikuboss: An Inquiry into Japan's New Fathers as Consumers, Employees and Managers Christoph Schimkowsky & Florian Kohlbacher	149
4. Policies and Politics of Fatherhood	
Constructing Male Employees as Carers Through the Norwegian Fathers' Quota Elin Kvande & Berit Brandth	171
The 'Daddy Months' in the German Fatherhood Regime: A Step Towards an Equal Share of Work and Care? Johanna Possinger	185
Reconciliation: The Different Political Goals of Organizations, Governments and Lobbies for Fathers and Children in Germany Stephan Höyng	205
5. Issues and Challenges in Research	
Research on Work and Family: Some Issues and Challenges	227
6. Authors and Editors	
About the Authors	247
About the Editors	251

Index

253