

# Involved fathers @work. Recent trends in Germany

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## Väter in Elternzeit

Ein Handlungsfeld für  
Betriebs- und Personalräte



## Outline

1. Men@work ( & in families): Main trends
2. Work-place reactions
3. Good practices
4. Outlook/recommendations

## 1.Men@work: Main trends



# 1. Men@work: Main trends

- Main labour market characteristics:
  - High gender pay gap (2014): 21.6 (22.9 Austria, 16.2 EU)
  - West: breadwinner tradition, east: double-earner tradition
- Main changes:
  - Womens' participation
  - Men's changes
- Context:
  - From industry to services → new models of success
  - „Erosion of standard work“

## 1.Men@work: Main trends

- Part time:
  - 1991: M - 4.4 % (W – 35 %)
  - 2014: M – 20.1 % (W – 57.8 %)
- Parental leave of men:
  - 2006: 3.5 %
  - 2014: 32 % (Main-Spessart-Kreis: 53.9 %, Jena: 53.7 %, in general: higher in the South)

## 1. Men & families: Main trends

**Do you agree with the following statement?**

(n=1000)

„I care to be present in my kid's (or kids') development right from the beginning.“

I agree  
88,2 %



I disagree  
3,6 %

Partly  
8,2 %

Quelle: Väter gGmbH (2012) Trendstudie „Moderne Väter“

**VÄTER**  
Werte, die tragen

## 2. Workplace reactions

- Men in parental leave: From “exotism“ to “the new normal“?
- CULTURE OF AVAILABILITY, 2009:

„You receive a lot of pressure, and some bad comments, like ,Oh, half past nine again, and again you brought your kid to the shelter. And you‘ll leave again at half past 2? Great!‘ Sometimes colleagues are worse than superiors, due to this collective pressure. They say things like: ,Since he has kids he stopped performing well. He causes confusion, and we‘ve got to take over his job.“

(HR developement representative, PowerCom)

## 2. Workplace reactions

Patterns of reactions:

1. Never heard of work-family-balance
2. Mostly for women, but men may be allowed to participate
3. Men are usually seen as a target group



### 3. Good practices

Main reasons for father friendly employers' policies:

- Family friendly = seal of quality
- „Best employers“: recruitment & motivation factor
- Health & quality of work
- „Good leadership“: give & take

### 3. Good practices

#### PROMOTION AFTER PARENTAL LEAVE, 2009:

„My advantage is, my employer is in the middle of a process of a work/family audit. So I can rely it is ok to take parental leave, it's our agency's policy. I had just been on a one month parental leave, and in the interview for the promotion I mentioned ,I am on a leave, I want that and I will not be back before August.' The wanted to fill the vacancy immediately, but the agency's chair said: „Who says ,A' like audit, has got to say ,B', too. That is the way it is.“ (Mr. Hambrecht, Head of subject unit, Federal Agency)

### 3. Good practices

- Fathers' networks (Commerzbank, Ergo, Deutsche Bahn, Lufthansa, e-on and others)
- Inclusion of men & fathers in work-life policies (Umweltbundesamt and others)
- Mentoring programmes (Deutsche Bahn, Deutsche Telekom, BASF and others)
- Flexible work models – reduction of working time, telework, jobsharing, flexi-hours etc.: Trumpf AG and others

### 3. Good practices in male-dominated areas



„Counting on fathers“

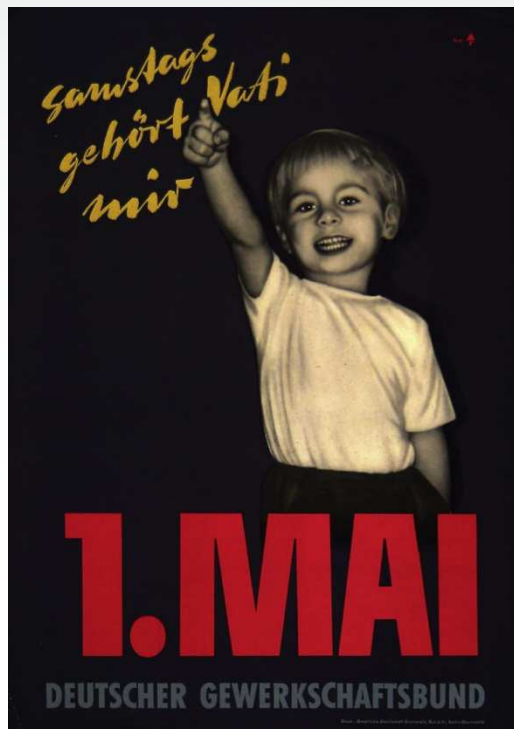
(Municipal utilities, Bielefeld)

## 4. Recommendations/success factors

- Legal framework & incentives (BEEG)
- Men's attitudes & political initiatives challenge employers
- Inclusion of leading managers & direct superiors
- Networks of the most important change actors: fathers & men with work/life demands, gender equality/women's networks, HR

Vielen Dank!

Thank you!



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