Professor **Phyllis Moen** provides a very brief history of the work-family intersection from a US vantage point, along with an overview of organizational response by employers to the 'work-family' conundrum. She introduces the concepts of the 'gendered life course' and 'life-course fit' to provide a broader, dynamic, and contextual perspective on the match or mismatch characterizing the social environments confronting male and female workers, their families, and their communities. Moen summarizes five challenges confronting scholars of community, work, and family: (1) updating outdated concepts and categories; (2) incorporating the gendered life course and family strategies; (3) recognizing social change; (4) seeking transformation, not assimilation or accommodation; and (5) focusing on prevention. There is growing recognition that a sense of fit or misfit on the part of workers and families is a public health issue. The next step is for employers and policy makers to break open the time clocks around work – the tacit, taken-for-granted beliefs, rules and regulations about the time and timing of work days, work weeks, work years, and work lives – that contribute to individual and family stress, limit options, and perpetuate gender inequality.

Phyllis Moen holds a McKnight Presidential Endowed Chair and is Professor of Sociology at the University of Minnesota. She studies occupational careers, gender, families, policy and well-being over the life course. Her publications include Women's Two Roles: a Contemporary Dilemma (1992), It's about Time: Couples and Careers (2003), and The Career Mystique: Cracks in the American Dream (2005), with Patricia Roehling, named Best Publication in Sociology for 2005 by the Professional and Scholarly Publication section of the Association of American Publishers. Both It's About Time and The Career Mystique are based on research conducted as part of the Cornell Work and Family Careers Institute that she directed from 1996 to 2003. While Professor Moen was at Cornell University, she also founded the Bronfenbrenner Life Course Center in 1992.

Her current research focuses workplace policies aimed at promoting productivity by giving employees greater latitude over when and where they do their work and whether such policies will also affect the health and well-being of employees and their families.

From Work-family to the Gendered Life Course and Fit: Five challenges to the Field
5 p.m.-7 p.m.

Welcome
Jutta Allmendinger,
President of the WZB

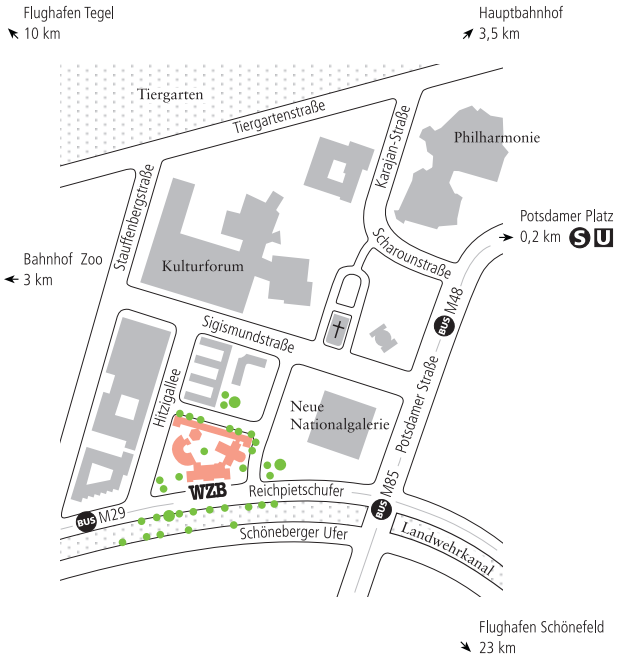
Susanne Baer,
LL.M., Director, GenderKompetenzZentrum,
Humboldt University of Berlin

Introduction
Alessandra Rusconi, WZB

Lecture by **Phyllis Moen**,
University of Minnesota

Discussion

Reception



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Organization:
Alessandra Rusconi
Research Unit: „Skill Formation and Labor Markets“, WZB

Venue:
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Room A 300

Please respond by October 28, 2009 to:
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Social Science Research Center Berlin

From Work-family to the Gendered Life Course and Fit: Five challenges to the Field

Phyllis Moen

November 2, 2009

GenderKompetenzZentrum

Humboldt-Universität zu Berlin

Zentrum für transdisziplinäre Geschlechterstudien