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Working time arrangements and family time of fathers: How work organization(s) shape fathers' opportunities to engage in childcare**

This analysis takes the diagnosis of a gap between German fathers' attitudes and practices as starting point to analyze the influence of the work organization on a father's time with his children. With qualitative interview data and quantitative diary data, the fathers' ideals and their practices are confronted systematically. It is found that fathers' work time arrangements may influence the availability of time they have for their children. Here, not only the amount of time is crucial but also the possibilities for the flexible organization of work. However, work organizations influence childcare practices mainly through the work culture which shapes the employed fathers' anticipated options.

Key words: fathers' childcare, work organizations,
fathers' work time arrangements, work culture
(JEL: J81, J71, M51, J88, J45)

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