

## Abstracts

Jutta Allmendinger and Rita Nikolai

### **Education and Social Policy: The Two Sides of the Welfare State in International Comparison**

Traditional welfare states neglect both education and vocational training. Currently, a profound paradigm shift towards an activating welfare state can be described that favors a social investment state that is based on a broad and general education and training of the population. This process arouses important questions. Are the OECD member states prepared for this paradigm shift? Can social investment states really replace traditional welfare states? We argue that social protection through education alone cannot be achieved. Best-performing countries rely equally on social investments and a traditional ‘caring’ welfare state.

Kerstin Pull and Ann-Cathrin Vogt

### **Much Ado About Nothing? The Effects of the German Parental Leave Reform**

Since the German parental leave reform from January 2007, the share of fathers who took up parental leave in the course of 2007 rose substantially. However, fathers in parental leave still represent a minority. In this paper, we analyze the effects of the German parental leave reform on the decision of fathers to take up parental leave. As a result of our empirical analysis which is based on an online survey of 1,290 fathers, we can see that the German parental leave reform has indeed significantly increased a father’s propensity to take up parental leave. At the same time, however, the average duration of parental leave has decreased as fathers predominantly take advantage of the so called “fathers’ months”. In our analysis we control for a range of potential determinants on a father’s decision to take up parental leave and include variables from the fathers’ professional and social background as well as variables reflecting the fathers’ personality. Concerning the influence of other determinants on a father’s decision to take up parental leave, we find tentative evidence of the German parental leave reform having dampened the influence of formerly powerful determinants of a father’s decision (not) to take up parental leave (such as a father’s income in relation to the one of the mother or a father’s degree of extraversion) while other, formerly less important determinants apparently have gained in importance in the course of the reform (e.g. the time strain fathers experience in their job and a father’s degree of agreeableness).

Matthias Michaeler, Steffen Albrecht, Rixta Wundrak, Thomas Scheffer and Jan Schank

### **The Reality of Medial Reporting. Processes of Publicizing Political Inquiries in Germany, England and EU**

In this article, the authors focus on the connections between political events and their reporting in the mass media, based upon hearing protocols and press reports, respectively. In order to gain some insight into the rules and mechanism at the heart of the publication processes, we compare press reports on three political inquiries: the German Visa committee, the Hutton Inquiry in the UK, and the CIA-committee at the European Parliament. Along the lines of an empirical constructivism, we argue that media publication processes achieve certain transfers; these are already implied in the organization of the political events in question. Highlighting

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three aspects of publication (reality markers, ways of quoting, and media autonomization), we show how the publications become successively removed from the events, finally feeding into further media discourse. Thus, even those quotes and sound bites eventually achieving far-reaching circulation have undergone a history of adjustment and supersession.

Ulf Liebe and Karsten Wegerich

### **“Recruiting” from the Organizational Perspective: A Complementary View on Social Networks in Labor Markets**

A vast body of literature shows that social networks/contacts can overcome information problems in labor markets and help jobseekers. However, only a few studies investigate the role of social networks (employee referrals) from the complementary perspective of organizations. In a first step, we give an overview of the current status of research and focus on studies that take into account recruitment activities of a single organization. Such studies (based on a whole applicant pool) have the advantage that information about organizational characteristics as well as about all successful and non-successful applicants are available on each stage in the recruitment process. In a second step, we present an empirical study referring to the applicant pool (between February and April 2007, N=477) of a German company in the textile sector (with online distribution of products). Multivariate analyses show that, controlling for human capital, employee referrals pay off at the single stages in the recruitment process ('better match' with regard to the 'transmission of the application to a specialty department', the 'job-interview stage', and the 'job-offer stage'). Our study also points to specific potentials of single-organization studies such as determining the location of (unintended) discrimination.