According to Bordieu, social values and norms reflect a symbolic capital as they are inherent to cultural practices such as language, music and advertising. In this context, the experts of the international conference in Jena treated selected sections of this comprehensive topic. Transdisciplinary scientific themes from political science, law, ethics, theology, folklore, ethnology, linguistics and intercultural communication were brought to the fore.

CONCEPTS FOR HUMAN DIGNITY IN GERMANY AND EUROPE

With his lecture about the concepts and ideas of human dignity, illustrated by the examples of Albrecht Dürer and Giovanni Pico della Mirandola, PD Dr. Alexander Thumfart (Erfurt) set the scene for the meeting. In respect of the evaluation of their pictures and writings he referred not only to the connection between the Renaissance and European ideas, but at the same time the link between philosophy and arts. According to Thumfart, Dürer reflected that concept of Mirandola in his engraving “Melencolia I”, as well as in his theoretical writings in a particularly critical way. As a result, the speaker noted that these statements can make a fundamental contribution for present concepts of human dignity.

This was followed by Dr. Peter Kunzmann’s (Jena) discussion about „Human dignity - Nuances and variations of a Universal principle“. He formulated in his introduction: “Dignity has become a universal principle: Universal on the one hand, because it has found its way globally into constitutions and declarations; on the other hand because it cuts to the core of the human dignity that there cannot be any curtailments and degrees”. With regard to the interpretation Kunzmann made clear differences and similarities of human dignity, which he
illustrated by examples such as the constitution of the Federal Republic of Germany, the Polish constitution, the American use of the expression „dignity“ and the French expression „dignité“. In this discourse, he managed to demonstrate that human dignity is a concept of marginality.

After this, Dr. Magdalena Góra (Krakow) argued the problem of “Continuity and/or Change of European Union values after the Enlargement Process”. At the beginning she dealt with the inclusion of fundamental rights into the European Union legislation, which outlines the basic principles of democracy, liberty and rule of law and the protection of human rights. Using a polish case study Góra illustrated how the effective common understanding of European values is interpreted among the new Member States. Particularly, she focused on the question what impact the values and democratic principles of the EU will have in debates about the enlargement processes.

In the following lecture “Worthwhile Europe? Development Paths towards an ever closer Union among the Peoples of Europe” PD Dr. Olaf Leiße (Jena) tried to demonstrate the prospects and limits associated with the integration of new citizens in the EU states. In this context, he highlighted the advantages and disadvantages of European moral and normative concepts. Leiße stated that by contrast with the national states there is no common foundation on the European level. Considering national identity, he expects that instead of a presumed domination common values and a common European identity will considerably grow.

FIELD RESEARCH AND CASE STUDIES – THE CHANGE IN VALUES IN EASTERN GERMANY

The second part of the workshop was opened by Prof. Dr. Köhle-Hezinger (IJena) who held her lecture about „All Cretans Lie…Considerations on the Research Ethic in the Field“. In the introduction, she explained that Jena’s concept of folklore can be regarded as an empirical =study of culture and thus refers to an interdisciplinary context. By taking a research project as an example she demonstrated some problems, which arose in the field research over the years. She stressed issues like loss of the homeland, remembrance and identity. In this context, she also revealed the potential of supervision and discussed issues around failed ethnological research projects.

The next speaker Juliane Stückrad M.A. (Eisenach) presented her dissertation project under the title “Home does not provide a good living. Displeasure with the homeland drawing on the
Elbe-Elster-District in the south of Brandenburg" Her ethnographic study of grumbling makes an important contribution to the lack of prospects of the Elbe-Elster-District located in the south of Brandenburg. This lack of a perspective for the future is associated with the a feeling of insignificance for both inhabitants and strangers and disaffection with the lack of a feeling of rootedness. In contrast to this, Stückrad stated a political hope of establishing a new regional identity by supporting investors. In her view, the disillusionment of the population and the regional insignificance did exist well before the peaceful revolution of 1989. Since then earlier everyday structures for individuals and for social cohesion of the villages and towns got lost. These days most inhabitants are forced to cope with alienation and individualization.

Dr. Anita Bagus talked about her research topic „Continuity and Change of Cultural Practices in East German (post-1989) Generations of the Catholic Thuringian Region Eichsfeld“. She focused on inter generational experiences and traditions related to the repressive Catholic Church’s politics and the atheist philosophies of the former GDR. Her questions addressed among others issues of faith, moral values and change of values, illustrated by the example of pilgrimages by men to Klüschen Hagis.

**TEXT, LANGUAGE AND PRESENTATION AS INTERMEDIARY NORMS AND VALUES**

Dr. Kathrin Pöge-Alder (Jena) lectured on storytellers and the Brothers Grimm as collector of fairy tales. She pointed to the actual storyteller behind the second volume of „The Grimm Brothers’ Children and Household Tales“ (1815 first edition), namely Dorothea Viehmann (1755 –1815). In doing so, Pöge-Alder emphasized the function of a collector who made a selection of stories and gave them an appropriate structure and form. In the second part of her lecture she presented some results of a research project conducted between 1999 and 2009 which was focused on personality, tradition and innovations in storytelling. Jürgen Janning form Münster, one of the member of this (reader) circle received the Thuringian fairytales and legends award in Meiningen.in November 2009,

„Proverbs as an expression of popular norms“ were the topic of Prof. Dr. Sabine Wienker-Piepho (Jena). Taking the example of proverbs around German and Germanness, she described ethnographic research which shows pointed out that proverbs are adapted from time to time to current social norms and values and have a considerable influence on culture. Thus, she interpreted that proverbs can be regarded as “Signs of the emotional and intellectual interconnectedness (“Gemengelage”) of a culture”.
Prof. Dr. Dietrich Simon (Marburg, Jena) talked about the topic “Change of Values and Norms in Family Law” and recalled significant differences between the marital and family laws of the former GDR and FRG with regard to the legal status of children, women and men. Changes in the relevant laws can illustrate the development of values and norms in society. As examples he used equal rights for men and women and maintenance claims as they developed over time in the laws of the Federal Republic of Germany.

In a round-table-discussion the rector of the University of Jena Prof. Dr. Klaus Dicke, the catholic bishop of the diocese Erfurt Prof. Dr. Joachim Wanke, and the retired protestant bishop of Thuringia and chairman of the counsel of the protestant church in Germany, Prof. Dr. Christoph Kähler and Dr. Mathias Schreiber (journalist/author „Der Spiegel“) took part. Prof. Dr. Christel Köhle-Hezinger chaired the discussion. They discussed essential questions of everyday perception of religion and orientation with the help of value systems. Topics included public discussions of the decline in values, the institution of the Church as source of norms and values and the roles norms of a journalist.

Dr. Susanne Spülbeck (Köln) talked about the topic „Gender and Career: Norms and Values as Basis for an Organizational-Ethnological Consultancy of Enterprises in Change Processes“. She focused on the ethnological-organizational management consultancy blickwechsel which carries out investigations based on cultural theories and cultural studies methodologies. According to Spülbeck, the most important aspect in considering such a consultancy, is the understanding and the inclusion of different viewpoints; those of managers as well as those of employees. She took the study „Gender and talent management“ as an example: It was a cooperation project of blickwechsel and the Ruhr University of Bochum, in which career chances of women in top management had been investigated. This study included empirical questions on role expectations, career offers and decisions to forego a career. It also investigated communication channels of men and women in international advisory projects in Sweden and Germany.

Prof. Dr. Alois Moosmüller (München) talked about the book The Organization Man, published in 1956 in which William H. Whyte which presented the idea of a fast moving-society, in
which human relations are short-lived. In particular, it is about the idea that a fair degree of harmony should be achieved between individuals and society and between staff and their company respectively. This vision caused considerable changes in American social values. Moosmüller pointed out that traditional American ideals such as individualism, pioneering spirit and toughness were gradually replaced with conformity and mediocrity or the trend towards social like-mindedness. The book „The Organization Man“ is the expression of this culture, which fundamentally differs from the current one, as it was neither transparent nor multinational nor globally integrated. Today, successful employees are known and regarded as cosmopolitans, “global players” or “global nomads” and are see as being able to use societal structures to foster their own personal goals. At the end, Moosmüller emphasized the validity of Whyte’s central idea to this very day.

WORKSHOP OVERVIEW

Opening

Prof. Dr. Kurt-Dieter Koschmieder
(Prorektor of FSU Jena)

Prof. Dr. Jürgen Barkhoff
(Trinity College Dublin / Chair Task Force “Culture, Arts and Humanities”)

Hanns von Mühlenfels
(Collegium Europaeum Jenense)

Menschenwürde in Deutschland und Europa

PD Dr. Alexander Thumfart (University of Erfurt):
Human Dignity. Concepts and Comments: Albrecht Dürer and Giovanni Pico della Mirandola

Prof. Dr. Peter Kunzmann (FSU Jena):
Human Dignity – Nuances and Variations of a Universal Principle

Dr. Magdalena Góra (JU Krakow):
Continuity and/or change of the European Union values in post-Enlargement reality

PD Dr. Olaf Leiße (FSU Jena):
Worthwhile Europe? Paths toward an ever closer union of the peoples of Europe

Feldforschung und Fallstudien – Zum Wertewandel in Ostdeutschland

Prof. Dr. Christel Köhle-Hezinger (FSU Jena):
All Cretans lie…For the research ethic in the field

Juliane Stückrad, M.A. (for archeology and building research/professional academy Thuringia/Eisenach):
Home does not provide a good living. Displeasure with the homeland drawing on the Elbe-Elster-District in the south of Brandenburg
**Dr. Anita Bagus** (FSU Jena):
Continuity and Change of cultural practices in East German (post-turn) generations at the example of the Catholic region Eichsfeld in Thuringia

**Text, Sprache und Präsentation als Vermittlungsinstanz von Normen und Werten**

**Dr. Kathrin Pöge-Alder** (FSU Jena):
What is a master storyteller? Norms and values of elocutionists in the German speaking area

**PD Dr. Sabine Wienker-Piepho** (FSU Jena):
Proverbs as an expression of popular norm performances

**Alltagsorientierung und Religion**

**Prof. Dr. Dietrich Simon** (Marburg / FSU Jena):
To the change in values into marriage and family

**Werte und Normen in Unternehmens-Kulturen**

**Dr. Susanne Spülbeck** (UK Köln/blickwechsel):
Gender and Career:
Norms and values as a basis for an organization ethnological consultancy of enterprises in processes of change

**Prof. Dr. Alois Moosmüller** (LMU München):
„The Organization Man“ – Half a Century Later - Flexible staff in multinational enterprises