



JULY 13-14 2018

15th Annual International Seminar
of the
International Network on
Leave Policies and Research

*"The Fit and Future of Parental Leave and Other Care Policies:
Design, Equality, Impacts, Measurement"*

Hyatt Regency Hotel, 370 King St. West
Toronto, Ontario, CANADA

Friday, July 13

7:00 Registration begins (outside room DE)

7:30-8:30 Complimentary breakfast (Room DE)

8:30-9:00 OPENING AND WELCOME (Room DE)

Traditional Land Acknowledgement, and Welcome: Andrea Doucet, Canadian Team
Welcome from the Government of Canada: Adam Vaughan, Parliamentary Secretary to the Minister of Families, Children and Social Development; Member of Parliament for Spadina-Fort York (Toronto)

9:00-10:45 SESSION 1 (Room DE)

Canada and the Province of Québec: 'One Country, Two Leave Benefit Regimes, Many Complexities'

Chair: Donna Lero (University of Guelph)

- 1. Overview of Canadian parental leave policies*
 - Rutha Astravas (Employment and Social Development, Government of Canada)
- 2. Overview of Québec parental leave policies*
 - Nicholas-James Clavet (Conseil de gestion de l'assurance parentale, Government of Québec)
- 3. The Québec Parental Insurance Program: Impacts on fathers' participation in the family*
 - Diane Gabrielle Tremblay (TELUQ, University du Québec, Canada)
- 4. Canadian Parental Leave Policies: design, equality, fit and futures*
 - Andrea Doucet (Brock University, Canada), Lindsey McKay (Thompson Rivers University, Canada) and Sophie Mathieu (Brock University, Canada)

10:45-11:15 COFFEE/TEA BREAK

11:15-12:15 SESSION 2 (Room DE)

The United States

Chair: Linda Haas (Indiana University, USA)

- 1. The path less chosen: Evolution of parental leave in the USA*
 - Shirley Gatenio Gabel (Fordham University, USA) and Gayle Kaufman (Davidson College, USA)
- 2. Breaking the liberal-market mold? Family policy variation across U.S. states and why it matters*
 - Cassandra Engeman (Stockholm University, Sweden)

12:15-13:30 Buffet Lunch(Room DE), sponsored by the Linnaeus Center of Social Policy and Family Dynamics in Europe (SPaDE), Stockholm University

13:30-15:00 SESSION 3 (Room DE)

How does parental leave fit with other care policies?

Chair: Ann-Zofie Duvander (Stockholm University, Sweden)

1. *Leave in Europe: Laws, policies and social issues*
 - Fred Deven (Population and Family Research Centre, Belgium) and Peter Moss (University College London, UK):
2. *Social and gender inequalities in access to parental leave benefits: Trends in European countries and their relation to family policy paradigms*
 - Ivana Dobrotić (University of Zagreb, Croatia) and Sonja Blum (University of Hagen, Germany)
3. *Universal basic income, parenting leave and gender equality*
 - Alison Koslowski (University of Edinburgh, UK)

15:00-15:30 COFFEE/TEA BREAK

15:30-17:00 SESSION 4A and 4B (concurrent sessions)

What leave policy designs maximize equality and impact – and for whom? Insights from the Global South and North

Session 4A (Room DE)

Chair: Herman Kasselmann (The Aurum Institute, South Africa)

1. *Parental leaves and care in Uruguay*
 - Karina Batthyany (University of the Republic, Uruguay)
2. *New developments in Mexican parental leave policies*
 - Candido Perez (Early Institute, Mexico)
3. *Class, gender and maternity and paternity leaves in Brazil*
 - Bila Sorj (Universidade Federal do Rio de Janeiro, Brazil)

Session 4B (Room C)

Chair: Jiřina Kocourková (Charles University, Czech Republic)

1. *The right to time: unequal working hours and the failure of gender equality policies*
 - Frances Camilleri-Cassar (University of Malta, Malta)
2. *Current challenges in leave policies in Finland*
 - Johanna Lammi-Taskula (National Institute for Health and Welfare, Helsinki, Finland)
3. *Menstrual leave – A new controversy?*
 - Marian Baird and Elizabeth Hill (University of Sydney, Australia)

17:00-18:00 BUSINESS MEETING (Room DE) (Network members only)

Dinner

Art Gallery of Ontario

Friday, July 13 18:30-22:00

317 Dundas St. West

AGO Restaurant, The Red Room and The Art Social Room (Main Level)

Our Seminar dinner is held at the beautiful Art Gallery of Ontario (AGO). We have chosen this venue to enable movement and mingling. There will be two rooms with both sitting and standing options.

Details: Dinner is complimentary (including one non-alcoholic drink). A full bar is available for additional drink purchases. Don't forget to bring Canadian dollars (or your credit card). Also, when dessert arrives, we will raise a toast to celebrate the 15th year anniversary of the Network.

Getting to the AGO: Please visit our seminar registration desk outside Room DE if you would like to travel to the reception by taxi. Otherwise please see below walking directions to the gallery. It is a 15-minute walk from the hotel.

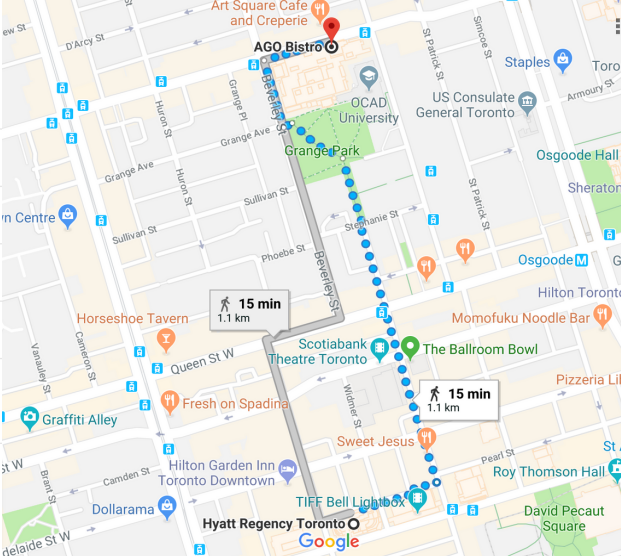
At the AGO: Go to the restaurant entrance, not the gallery entrance. Our dinner is on the main floor. Tell the host you are attending the Brock University dinner and they will direct you to our rooms. (Please note that participants who are not attending the Network Business Meeting may have time to enjoy gallery exhibits before the dinner. To do so, you must purchase a ticket for \$20.00.)

Dinner sponsored by Guelph University's College of Social and Applied Human Sciences.

Hyatt Regency Toronto
370 King St W, Toronto, ON M5V 1J9

- ↑ 1. Head east toward Widmer St
- ↶ 2. Turn left onto John St
- ↶ 3. Turn left toward Beverley St
- ↶ 4. Turn left toward Beverley St
- ↷ 5. Turn right onto Beverley St
- ↷ 6. Turn right onto Dundas St W
Destination will be on the right

Art Gallery of Ontario
317 Dundas St W, Toronto, ON M5T 1G4



Saturday, July 14

7:30-8:30 Registration and complimentary breakfast (Room DE)

8:30-10:00 SESSIONS 5A and 5B (concurrent sessions)

What leave policy designs maximize gender equality and impact?

Session 5A (Room DE)

Chair: Alison Koslowski (University of Edinburgh, UK)

1. *Individual leave for fathers in Norway: Promoting gender equality*
 - Elin Kvande and Berit Brandth (Norwegian University of Science and Technology, Norway)
2. *Dad and partner pay: The emergence of paternity leave in Australia*
 - Leo Gordon and Marian Baird (University of Sydney, Australia)
3. *Leave policy in the context of the economic crisis: The effectiveness of corporate gender equality plans in improving leave provisions in Spain*
 - Gerardo Meil, Pedro Romero-Balsas, Concepción Castrillo-Bustamante (Universidad Autonoma, Spain)

Session 5B (Room C)

Chair: Fred Deven (Population and Family Research Centre, Belgium)

1. *Parental Leave Policies in Lithuania: New Developments and Social Issues*
 - Rūta Brazienė and Sonata Vyšniauskienė (Lithuanian Centre for Social Research, Lithuania)
2. *Childbirth related leaves in the European former communist countries: Transitions in the last several decades*
 - Nada Stropnik (Institute of Economic Research, Slovenia) and Ivana Dobrotic (University of Zagreb, Croatia)
3. *Women's and men's parental leave – paid and unpaid work*
 - Ann-Zofie Duvander and Ida Viklund (Stockholm University, Sweden)

10:00-10:30 COFFEE BREAK

10:30-12:00 SESSION 6 (Room DE)

Measuring impacts: Leaves and gender equality

Chair: Margaret O'Brien (University College London, UK)

1. *Women, Business and the Law: Comparing leave policies across 189 economies*
 - Katrin Schulz and Tanya Primiani (World Bank Group, USA)

2. *Paid Family Leave: How much time is enough?*

- Alieza Durana and Haley Swenson, Better Life Lab, New America/Slate Magazine

12:00-13:30 Buffet Lunch sponsored by the World Bank Group (Room DE)

13:30-15:00 SESSION 7A and 7B (concurrent sessions)

Measuring Impacts: Leaves, policy design, and gender equality

Session 7A (Room DE)

Chair: Peter Moss (University College London, UK)

1. *Predictors and consequences of leave-taking among American fathers*
 - Richard J. Petts (Ball State, USA) and Chris Knoester (Ohio State, USA)
2. *Children's agency, father's positive health and work-related benefits, and paternal leave provisions in Scotland and Romania*
 - Alexandra Macht (Oxford Brookes University, UK)
3. *Fathers quota in Iceland for eighteen years: The effects on work and care*
 - Guðný Björk Eydal (University of Iceland, Iceland)

Session 7B (Room C)

Chair: Dino Giovannini (University of Modena and Reggio Emilia, Italy)

1. *Comparison of real opportunities provided by parental leaves set in socio-economic and institutional contexts: A capability approach perspective*
 - Anna Kurowska (Institute of Social Policy, University of Warsaw, Poland)
2. *Employed or Inactive? Cross-national differences in coding parental leave beneficiaries in Labour Force Survey data and its consequences for comparative research*
 - Malgorzata Mikucka and Marie Valentova (Luxembourg Institute of Socio-Economic Research, Luxembourg)
3. *The Use and Sharing of Parental Leave in Canada: Two policy changes*
 - Rachel Margolis (University of Western Ontario, Canada), Feng Hou, Mike Haan, and Anders Holm

15:00-15:15 Coffee (short break)

15:15-16:15 CLOSING REFLECTIONS ON SEMINAR AND MOVING FORWARD (Room DE)

Chaired by Network Coordinators Ann-Zofie Duvander (Stockholm University, Sweden) and Margaret O'Brien (University College London, UK)

Restaurants and Sightseeing

Restaurants

Alo, 163 Spadina Ave

Alo is a contemporary French restaurant and cocktail bar located atop a heritage building in downtown Toronto.

Jacob's, 12 Brant St,
Steakhouse and Piano Bar

Lee, 601 King St W

International Chef Susur Lee has devised a delectable palette of sharing-style dishes, balancing the epicurean traditions of Asia with classical techniques of French cuisine.

Figo, 295 Adelaide St W

Contemporary Italian dishes served in a sleek space with soaring windows & an open kitchen.

360 Restaurant, 301 Front St W

The CN Tower's 350-metre high revolving restaurant offers regional Canadian fare & panoramic views.

Harbour Sixty, 60 Harbour St

American, Steakhouse, Seafood, Canadian, Vegetarian-Friendly, Gluten Free Options

Above E11even, 15 York Street

American, contemporary

Sightseeing

CN Tower, and EdgeWalk, 301 Front St W, Toronto

Art Gallery of Ontario, 317 Dundas St W, Toronto

Hockey Hall of Fame, 30 Yonge St, Toronto

Royal Ontario Museum, 100 Queens Park, Toronto

Niagara Falls, 1.5 hour drive from Toronto

Theatre

For those interested in theatre, we highly recommend *Come from Away*, described as the breathtaking new musical about a true Canadian story, at the Royal Alexandra Theatre.

Find tickets online at toronto.boxoffice-tickets.com/Come-From-Away/Royal-Alexandra-Theatre

We are grateful to these organizations/institutions for their generous funding:



**UNIVERSITY
of GUELPH**

College of Social and
Applied Human
Sciences



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**Social Policy and Family Dynamics
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