

Dear colleagues and friends,

Happy new year! We are pleased to share the first newsletter of 2023 with you. It contains updates from last year, details about the upcoming Annual Seminar, announcements celebrating successes, notes about parenting leave-related developments from various countries, a list of recent publications and news of relevant upcoming conferences,

There have been many exciting developments since our last newsletter. From the publication of a handbook on leave policies research to preparations for the 2023 Annual Seminar in Athens, the Network continues to be an excellent archetype of scholarly collaboration and dedication. We welcomed Merve Uzunalioglu (who recently received her PhD from University College London) as Communication Coordinator to support the coordinators in facilitating network connections. Merve has already proven to be invaluable in this role, and we are grateful to have her as part of our team!

If you have news or updates not covered in this Newsletter, please reach out, and we will disseminate them in the next round.

We wish you a happy, healthy, prosperous year ahead, and we look forward to seeing many of you at the ***Annual Seminar in Athens***.

Gerardo, Marian, Andrea, Johanna, and Merve

## NEWS AND UPDATES

### **Presentations from the 19th Annual Seminar in NY, 2022 are up**

Please see the presentations [online](#) at the Network's website.

### **Mark your calendars! The 20th Annual Seminar will take place in Athens on 29-30 June 2023, and the deadline for abstract submission is 28 February**

The 20th Annual Seminar will take place in Athens on 29-30 June. The upcoming seminar has been meticulously crafted by [Maria Karamessini](#), [Evi Hatzivarnava](#) and [Voula Touri](#), with input from our coordinating team. It is based at [the Centre for Gender Studies](#) at Panteion University in Athens. We are grateful for their efforts and look forward to the Annual Seminar.

This year's seminar is titled 'Leave Policies in Changing Times: New Patterns of Work and Care, Gender and Social Equality.' There are three sub-categories to which you can submit work to present:

1. Leave policies, gender and social equality in the context of changing work forms and patterns
2. Leave systems, care cultures, gender equality, and social inclusion
3. Leave policy, ageing societies and adult/elderly care

Send your 120-word abstract, including the title of your presentation and name(s) of the presenter(s) by 28 February 2023 to [INLPR2023@gmail.com](mailto:INLPR2023@gmail.com). The outcomes of submissions will be shared by 20 March 2023.

For more information, please see our website <https://www.leavenetwork.org/annual-seminars/>

### **The 18th International Review on Leave Policies was celebrated with an online launch event (hosted at University College London) in September 2022**

The 18th International Review on Leave Policies, corresponding to developments between April 2021 and 2022, was launched for the first time as a webinar held on 29 September 2022, and is now available [online](#). The seminar included a welcome by Andrea Doucet, on behalf of the Network co-coordinators; an introduction to the Review by the lead editor, Alison Koslowski; a presentation on how Denmark has responded to the recent EU Work-life Balance Directive, by Tine Rostgaard; an overview of breastfeeding leave, by Peter Moss; a user's perspective by Greet Vermeylen, from the European Commission; and some closing comments by Sonja Blum.

We thank Alison Koslowski, Sonja Blum, Ivana Dobrotić, Gayle Kaufman and Peter Moss very much for their editorial work and all authors for their updated reviews. We also thank Alison and the technical support team at TCRU for organising the event at UCL.

## EXEMPLARY SCHOLARLY COLLABORATION ACROSS THE NETWORK

### **Congratulations on the successful kick-off of the Sustainability@Leave CA21150 COST Action!**

Congratulations to Thordis Reimer for leading the Parental Leave Policies and Social Sustainability proposal for the COST Association, which was awarded a 4-year grant.

The COST Association, a European Cooperation in Science and Technology, has approved the COST Action PARENTAL LEAVE POLICIES AND SOCIAL SUSTAINABILITY (CA21150), led by Thordis Reimer as Action Chair and Margaret O'Brien as Action Vice Chair. The Action was launched in September 2022 and will last until September 2026. Our ILPR scholarship has been fundamental to this success.

### **What is Sustainability@Leave?**

The Action aims to advance and disseminate research and knowledge about the significance of paid parental leave (PPL) for the social sustainability of societies. Its aim is to set the scene for future PPL research from the new social sustainability perspective while making the field more coherent across disciplines and beyond academia. The main challenges are to build the network, identify and fill gaps in PPL research, develop future-oriented and cross-disciplinary PPL terminology, and facilitate future research.

Five Working Groups (WGs) have been established to focus on:

1. the development of a theoretical framework (WG Leader, Ann-Zofie Duvander, with Alison Koslowski as Substitute leader);
2. the identification of social inequalities through PPL policies (WG Leader, Johanna Lammi-Taskula, with Sonja Blum & Ruta Braziene as Substitute Leaders);
3. the relevance of PPL for child wellbeing and early childhood (WG Leader, Guðný Björk Eydal, with Thordis Reimer as Substitute Leader);
4. the provision of future-oriented PPL terminology (WG Leader, Gerardo Meil, with Pedro Romero Balsas as Substitute Leader); and
5. the expansion of PPL data (WG Leader, Ivana Dobrotic, with Asdis Arnalds as Substitute Leader).

Additionally, Merve Uzunalioglu is responsible for Science Communication Coordination, and Tatjana Zorcec is Grant Awarding Coordinator.

### **What is COST?**

COST is a global interdisciplinary networking program connecting most regions across the world <https://www.cost.eu/about/strategy/cost-global-networking/>. Membership in the COST Action is open to researchers and members of organisations all over the world. However, different funding options apply depending on the country affiliation and type of funding. For example, reimbursement of travel expenses for Action meetings is limited to members from European countries (plus Israel), but non-European members can apply for funds under other grants. In addition, non-European members can be invited to meetings to give a keynote lecture or to host a training school.

### **What is happening next?**

There has been an enthusiastic response to the program, with over 100 people from 32 countries signing up to be involved. The first (hybrid) meeting of CA21150, organised by Gerardo Meil and Pedro Romero, will take place at Universidad Autónoma de Madrid on 2-3 March.

More information can be found on the Action's website – where you can apply for membership in a Working Group to participate in the Action.

## EXEMPLARY SCHOLARLY COLLABORATION ACROSS THE NETWORK

### Research Handbook on Leave Policy is now published!

The Network was highly productive in 2022, ending the year with the publication of an essential resource and an excellent contribution to the literature: the Research Handbook on Leave Policy: Parenting and Social Inequalities in a Global Perspective (Edward Elgar Publishing).

Edited by Ivana Dobrotić, Sonja Blum, and Alison Koslowski, the Handbook contains 28 original chapters. The content is annexed at the end of this letter, and more information can be found on the publisher's website. Congratulations to the editors and contributors!

### Familydemic Cross Country and Gender Dataset is released!

The first collaborative publication of the Network in 2023 came from the Familydemic project, which Anna Kurowska leads. The 'Familydemic Cross Country and Gender Dataset on work and family outcomes during COVID-19 pandemic' was written by Anna Kurowska, Ilyar Heydari Barardehi, Sylvia Fuller, Richard J. Petts, Gayle Kaufman, Andrea Doucet, Cassandra Engeman, Anna Matysiak, Raffaele Guetto, Thordis Reimer, Tsegachew Degu Kasegn, Daniele Vignoli, Ann-Zofie Duvander & Shirley Gatenio Gabel.

## PARENTAL LEAVE POLICY DEVELOPMENTS

**New Zealand:** Suzy Morrissey reports that the New Zealand Parental Leave Register is now available: Crayon. From their website: This register will be a public and living resource for employees, HR teams, employers and the thousands of passionate Kiwis (you included) who seek better support for working parents and better productivity outcomes for NZ Inc. It's a win-win.

**Australia:** From Australia, Marian Baird reports that the new federal Labor Government has legislated an extension to the parental leave scheme from 20 weeks to 26 weeks by 2026. Two weeks will be added each year. The new scheme reserves two weeks each for mothers and fathers/partners and can be used more flexibly. Marian and a colleague are undertaking consultations with families and advising on the details of the new architecture.

## RECENT PUBLICATIONS

Amjahad, A., Valentova, M., & Maas, R. (2022). How Do Employers Respond to a Policy Reform of Parental Leave? A Focus on Fathers and Companies From Economy Sectors With Traditionally Lower Take-Up Rates. *Journal of Family Issues*. <https://doi.org/10.1177/0192513X221126751>

Bia, M., Blanco, G., Valentova, M. The Causal Impact of Taking Parental Leave on Wages: Evidence from 2005 to 2015. 29 Oct 2021, Esch-sur-Alzette: LISER, 48 p. (Working papers; no. 2021-08). <https://liser.elsevierpure.com/en/publications/the-causal-impact-of-taking-parental-leave-on-wages-evidence-from>

Colussi, S., Hill, E., Baird, M. (2023). A bloody controversy: Menstrual leave in Indonesia. *SAGE Business Cases*. United Kingdom: Sage Publications Ltd. <https://sk.sagepub.com/cases/a-bloody-controversy-menstrual-leave-in-indonesia>

Constantin, V., Hamilton, M., Zettna, N., Baird, M., Dinale, D., Gulesserian, L., Williams, A. (2022). Looking beyond hours of care: the effects of care strain on work withdrawal among Australian workers. *International Journal of Care and Caring*, Published online: 20 January 2022. <https://doi.org/10.1332/239788221X16393997978971>

Doucet, A. (2023) Care is not a tally sheet: rethinking the field of gender divisions of domestic labour with care-centric conceptual narratives. *Families, Relationships and Societies*. Online first. DOI: <https://doi.org/10.1332/204674322X16711124907533>

Doucet, A. (2023). "Confront[ing] the Suspicion" and "Embodied Embedded" New Materialism, Relational Ontologies, and Fathering Bodies in U. Mellström and B. Pease (Eds) Posthumanism and the Man Question: Beyond Anthropocentric Masculinities. (pp. 85-98). Routledge

Doucet, A. (2022). "Time is not time is not time": A feminist ecological approach to clock time, process time, and care responsibilities. *Time & Society*, online first: <https://doi.org/10.1177/0961463X221133894>

Kridahl, L., Ohlsson Wijk, S., & Duvander, A.-Z. (2022). What matters most? The role of late fatherhood and grandfatherhood on retirement timing in Sweden. *Stockholm Research Reports in Demography*. [https://su.figshare.com/articles/preprint/What\\_matters\\_most\\_The\\_role\\_of\\_late\\_fatherhood\\_and\\_grandfatherhood\\_on\\_retirement\\_timing\\_in\\_Sweden/21711140](https://su.figshare.com/articles/preprint/What_matters_most_The_role_of_late_fatherhood_and_grandfatherhood_on_retirement_timing_in_Sweden/21711140)

Valentova, M., Amjahad, A., & Genevois, A. (2022). Parental Leave Take-up and its Intensity. Do Partners' Workplace Characteristics Matter? *Journal of Social Policy*, 1-23. <https://doi.org/10.1017/S0047279422000885>



## CELEBRATING OUR MEMBERS

On behalf of the Network, we send best wishes to Gillian Whitehouse on her retirement. Many thanks for your commitment and contributions to the fields of family policies and parental leave research. Gillian has been a dedicated Network member, representing Australia in an exemplary manner and setting very high standards.

Gillian Whitehouse is Professor Emerita at the School of Political Science and International Studies, The University of Queensland, Australia. Her research has focused on the influence of institutional and policy frameworks on employment and social inequalities, including gender pay gaps and the gendered impacts of parental leave in Australia and cross-nationally.

She has contributed to the Australia country note for the Leave Policies and Research network since 2007, taking the lead authorship role from 2013 to 2022. Her recent publications include collaborative articles on parental leave design and return to work experiences in *Social Inclusion*, *The International Journal of Human Resource Management*, *Australian Health Review* and the *Research Handbook on Leave Policy* (Edward Elgar, 2022).



## OTHER EVENTS

- 9th International Community, Work and Family Conference – June 15-17th, 2023 in Rio de Janeiro, Brazil.
  - The deadline for the 9th International conference on Community, Work and Family (15-17 June, Rio de Janeiro) has been extended! Abstracts, panel proposals and poster proposals can be submitted through 15 February 2023. For more information on the conference or to submit your abstract or proposal, see the website: <https://www.2023icwf.com/>
- Transforming Care Conference – June 26-28th, 2023 in Sheffield, England
- Gender, Work & Organization Conference – June 28-30th, 2023 in Cape Town, South Africa
- SASE 2023 Conference – July 20 – 23rd, 2023, in Rio de Janeiro, Brazil
- 21st ESPAnet Annual Conference 2023 – September 7-9th, 2023 in Warsaw, Poland
  - Please note: There will be a special stream at this year's ESPAnet focusing on paid parental leave and early childhood education and care (ECEC) policies as part of the above-mentioned Cost Action activities. More information on this will be circulated separately in the coming days.

**ANNEX: RESEARCH HANDBOOK ON LEAVE POLICY, CONTENTS****Research Handbook on Leave Policy: Parenting and Social Inequalities in Global Perspective**

Edited by:

- Ivana Dobrotić, Associate Professor of Comparative Social Policy, University of Zagreb, Faculty of Law, Croatia
- Sonja Blum, Associate Professor for Comparative Political Science and Public Policy (interim), Faculty of Sociology, University of Bielefeld, Germany
- Alison Koslowski, Professor of Social Policy, Thomas Coram Research Unit, University College London, United Kingdom

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**THANK YOU!**