



Dear colleagues and friends,

Happy fall! We are pleased to share the first newsletter of the 2023/24 academic year.

Since our last newsletter, there have been several developments. The 2023 Annual Seminar was held in Athens, Greece, bringing together members of the Network from across the globe to share their research and findings on leave policy. We also expanded the network, welcoming new scholars and researchers to the Network. Preparations are underway by the Canadian Team, who will be hosting the next Annual Seminar in Montreal, Quebec, on 17-18 June 2024.

The Network continues to be an excellent archetype of scholarly collaboration and dedication and expands with the involvement of new members and an ever-growing interest from others. On this note, we want to give a shout out to the excellent book "Social Research for our Times: Thomas Coram Research Unit past, present and future," edited by Alison Koslowski and Peter Moss (and Claire Cameron and Alison Lamont) with a chapter by Alison, Margaret O'Brien and Katherine Twamley about the connections between the Network, university collaborations, and the Thomas Coram Research Unit at University College London. You can find the book here: <https://www.uclpress.co.uk/products/211076>

If you have news or updates not covered in this Newsletter, please reach out, and we will disseminate them in the next round. Special thanks to Kenya Thompson, the newest Jr Affiliate from the Canadian team, for supporting us in the preparations of this Newsletter.

Gerardo, Marian, Andrea, Johanna, and Merve

LOOKING BACK: 20TH ANNUAL SEMINAR 2023

ATHENS, GREECE

JUNE 29-30, 2023

It was great to see some of you in Athens at the end of June! Many thanks to Evi Hatzivarnava Kazasi, Maria Karamessini, Voula Touri, and the Centre for Gender Studies at Panteion University, who hosted an excellent seminar and rich collegial experience for all. Many of us took time to explore some beautiful Greek islands, making the experience even more memorable.

Powerpoint slides from presentations made at the conference are available on the [LP&R website](#).



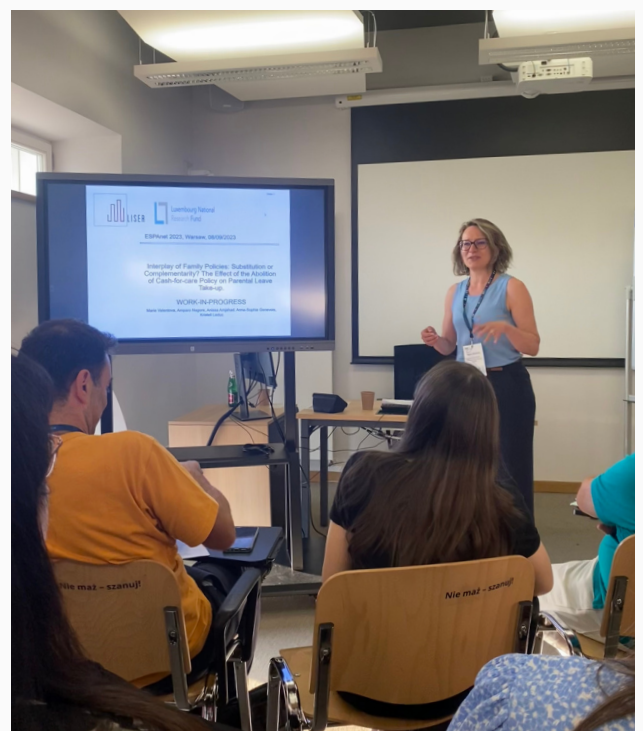
LOOKING BACK: 21ST ESPANET ANNUAL CONFERENCE 2023

WARSAW, POLAND
SEPTEMBER 7-9, 2023

Many of our members were present at this year's ESPAnet conference. Ann-Zofie, Alison and Gerardo coordinated two sessions for a stream titled 'Comparative family policy research with special attention to paid parental leave and early childhood education and care (ECEC) policies'.

Ivana and Alison presented the Research Handbook on Leave Policy: Parenting and Social Inequalities in a Global Perspective on the Pitch Your Book session and the book was reviewed by Dorota Szelewa and Mary Daly.

Next year's ESPAnet will be in Tampere, Finland on 28-30 August. The call to propose a stream is open with the deadline of 1 December: <https://events.tuni.fi/espanet2024/>



LOOKING AHEAD: 21ST ANNUAL SEMINAR

REIMAGINING CARE/WORK POLICIES ACROSS THE LIFE COURSE: PARENTAL LEAVES, CARE LEAVES, CHILDCARE, AND EMPLOYMENT POLICIES

MONTREAL, QUEBEC, CANADA (HYBRID)

JUNE 17-18, 2024

The 21st Seminar of the International Network on Leave Policies and Research will take place in Canada on the **17-18 of June 2024**. It is organized by members of the Canadian team in collaboration with the coordinating committee of the International Network. It will be held at the Université TÉLUQ in Montréal.

SEMINAR THEMES

We invite papers on five broad themes and encourage presenting work and research that is complete or in-progress:

1. **Care/Work policies:** Inter-connections between paid parental leaves, early learning and childcare, and employment policies.
2. **Care leaves beyond the first year of a child's life and across the life course:** While parental leave policies and research are focused mainly on the first months of a child's life, we are interested in learning about policies and research on parenting leaves beyond the first year of a child's life and broader care leaves (eldercare, care of disabled or ill family members) across the life course.
3. **Social inclusion—who benefits from paid leaves?** This stream would highlight papers on if and how leave policies (in one country or in a comparative study) are designed for diverse families, including, for example, new immigrant families, sole parents, student parents, race and ethnicity, Indigenous families, and low-income families.
4. **New developments in theories and methods:** We encourage papers that are developing new theoretical or methodological approaches to the study of parental and care leaves (such as social sustainability, care theories, resilience, ecological theories, and others).
5. **Leave policies and gender equality in paid or unpaid work:** We welcome research on how changing policy architecture and social norms can lead to significant changes in gendered labor dynamics and divisions of household work and care.



CALL FOR PAPER ABSTRACTS

By **20 November 2023**, please send to Jennifer Turner at jturner2@brocku.ca:

- the title of your presentation,
- name(s) of presenter(s),
- a short description (approx. 120 words),
- what theme is the best fit for your paper.

Please indicate whether you plan to attend in person or remotely. While we are working with a hybrid model, we do encourage presenters to attend in person, if possible. Notifications of acceptance will be sent by **15 December 2023**.

WFRN CONFERENCE, ACCOMMODATION AND VISAS

To visit Canada, we recommend that you look into travel requirements as soon as possible. Should you need an invitation letter for your visa application, please contact Jennifer Turner (jturner2@brocku.ca).

If you are planning to attend the WFRN (20-22 June), this would mean staying the week in Montreal with a day (for rest or sightseeing) in between conferences. You could stay at the same hotel for the week and take the subway to one or both conferences. Below in Accommodations, we have noted the distance between hotels and the LP&R seminar and the WFRN conference.

A list of recommended hotels is as follows:

- Le Centre Sheraton Montreal Hotel
- Delta Hotel Montreal
- Residence Inn by Marriott Montreal Downtown
- L'Appartement Hotel
- Hotel of the Hotel de l'Institut du tourisme et de l'Hôtellerie du Québec (ITHQ)

NEWS FROM OUR MEMBERS

Thanks to our members for sharing news of their publications, and other relevant conferences, projects, and works. All members are welcome to contribute news items for the upcoming newsletter, look for an email from the Coordinators if you would like to contribute.



Alison Koslowski (UK) was elected as a **Fellow to the Academy of Social Sciences**, and has been appointed **Pro-Provost (Equity & Inclusion)** for the University College London (UCL).

Hideki Nakazato (Japan) provided academic supervision about the description of the changes in fathers' roles from 1960s to 2020s in Japan for the a project promoting men's parental leave taking, lead by Sekisui House one of the largest house builders. **The following video was produced as part of the project:** https://youtu.be/Pl9k3Fuq_Fo?si=zIsFqDmzwQBgCywZ

Hideki shared this about the video:

Although the captions are in Japanese and the timing of the changes is different across the countries, I believe we can find some commonalities. The main message of the video is the following. Even common sense and values once taken for granted have changed over time. We have tried to think what is best for the time. In the near future, we should be able to make it is easy for men to take parental leave.



NEWS FROM OUR MEMBERS

Anna Bagirova (Russia), as part of a group of Russian researchers from Ural Federal University (with PhD-students Natalia Blednova and Aleksandr Neshataev) conducted a series of semi-formalized interviews with parents whose families at the time of the study had the right to use parental leave. A total of 50 informants from 9 regions of Russia were interviewed. The results show that women are still the main leave-takers in the family.

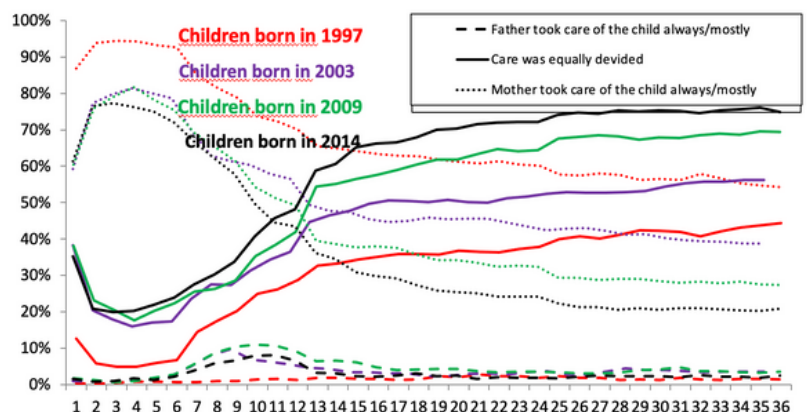


This is due, on the one hand, to the social attitudes about the role of mothers. On the other hand, it is due to the higher level of men's wages than women's. It is the lack of financial resources that most often causes women to enter the labor market after 1.5 years of leave (out of the allowed three). Other factors contributing to an earlier exit from leave are the availability of places in kindergartens and attractiveness of work. Work on analyzing the results will be continued.

Guðný Björk Eydal, Ingólfur V. Gíslason and Ásdís A. Arnalds

(Iceland) launched the website of their long-term project 'Equal Rights to Earn and Care: Paid Parental Leave in Iceland'. The project benefited from qualitative and quantitative methods and produced numerous publications.

The division of care between married / cohabiting parents during the day



See the highlighted figure here and visit the website for more detailed information:
<https://parentalleave.hi.is/ippl/?path=%23index%2Fintroduction>

NEWS FROM OUR MEMBERS

Sonja Blum, Ruta Braziene, Ivana Dobrotić, Johanna Lammi-Taskula are organising an early career training an early-career training school on 'Work-care policies, gender, and social inequalities' will be organized in Dubrovnik, Croatia.

The school is organized in the course of the EU COST Action Sustainability@Leave. More details are available at: <https://www.sustainability-at-leave.uni-hamburg.de/activities/news.html>





Sustainability@Leave
CA21150







Sustainability@Leave
CA21150



Call for COST Sustainability@Leave training school „Work-care policies, gender and social inequalities“

17-19 April 2024, Dubrovnik, Croatia



University of Zagreb, Faculty of Law, at Center for Advanced Academic Studies CAAS, Dubrovnik
<http://www.caas.unizg.hr/>

COST Action's "Parental Leave Policies & Social Sustainability" (CA21150) training school provides early-career researchers with the opportunity to advance their knowledge of theories, concepts and methodologies on work-care policies and inequalities. It provides a space to critically discuss cutting-edge developments with leading international scholars in sociology, social policy, gender studies and demography, focusing on conceptual and methodological challenges in researching the interconnections between work-care policies and gender and social inequalities. This is highly relevant in the context of precarious, underinsured, and nonstandard employment, informal economies, climate change, migration, family changes, and growing financial strains for carers, making it necessary to train future-generation-researchers working towards a better understanding of social divisions in care and employment practices and advancement of work-care policies. The training school will be a combination of lectures by renowned scholars and early-career researchers' presentations with a strong focus on providing in-depth feedback on their work. Combining intensive work with socialising on the beautiful Croatian coast, participants will have an excellent opportunity to build supportive and sustainable networks with colleagues working on related topics.

Summer school will be organised by the University of Zagreb, Faculty of Law at the University of Zagreb Center for Advanced Academic Studies (CAAS) in Dubrovnik: <http://www.caas.unizg.hr/>

Trainers: Rossella Cicia (University of Oxford, UK), Andrea Doucet (Brock University, CA), Ann-Zofie Duvander (Stockholm University, SE), Wim van Lancker (KU Leuven, BE), Sonja Blum (Bielefeld University, DE), Ivana Dobrotić (University of Zagreb, HR)

Program and organizing committee: Sonja Blum (Bielefeld University), Ruta Brazienė (Vilnius University), Ivana Dobrotić (University of Zagreb), Johanna Lammi-Taskula (Finnish Institute for Health and Welfare)

WHO CAN APPLY? Early-career researchers working on work-care policies, engaged in an official research programme as a PhD student or postdoctoral fellows. Training is open to a broad range of methodological approaches and analytical perspectives. We encourage comparative papers, but we are also interested in studies focusing on a single country, region or sector. Admitted participants will be expected to submit their paper by 31 March 2024 and give a 15-minute presentation, which will be followed by in-depth individual feedback from a senior scholar and peers. We welcome papers at all stages of PhD/postdoc.

HOW TO APPLY? Please send a 500-word abstract and a short bio to sonja.blum@uni-bielefeld.de by 15 December 2023. We will respond to you upon the final budget approval, the latest by 20 December 2023.

DO YOU IDENTIFY AS A MINORITY OR A PERSON FROM A DISADVANTAGED GROUP? When applying, please explain in what ways you belong to a minority or a disadvantaged group (up to 200 words).

COSTS AND REIMBURSEMENT RULES: The training school is free and participants will be reimbursed for travel costs after the event according to COST rules: 1) the daily allowance of €131 is provided to participants to cover accommodation which will be arranged in CAAS facilities in Dubrovnik, lunches, dinners and local transport; 2) the long-distance travelling costs are covered, by choosing the most economical means of transportation. Please, read carefully the [COST Annotated Rules](#). You will need to provide long-distance travelling itineraries and invoices in order to be reimbursed. Be aware that cancellation insurance fees are eligible to be reimbursed and COST recommends buying them.

More about the COST Action "Sustainability@Leave" (CA21150) [here](#).



SOME POLICY DEVELOPMENTS

- **Japan** has introduced 4 weeks Paternity leave, while Portugal has extended obligatory Paternity leave (termed 'Father's-only Parental leave) from 20 to 28 days;
- **Denmark** and **Finland** have introduced new parental leave schemes. In the case of Finland, this involves a gender-neutral terminology, symmetrical allocation of leave quotas for each parent with a possibility to transfer part of the quota to the other parent, a longer parental leave in total and increased flexibility in use.
- **Iceland** has introduced paid bereavement leave, entitling a parent to six months leave following the death of a child, three months in cases of stillbirth and two months in cases of miscarriage.
- **Australia** has introduced the Paid Parental Leave Amendment (More Support for Working Families) Bill 2023, based on the research undertaken by Marian Baird and Liz Hill. According to the Minister's statement: 'The Bill finalises settings for the Government's significant expansion of Paid Parental Leave announced in the October 2022-23 Budget, increasing the scheme to 26 weeks by July 2026. The Government is committing to providing each parent four weeks of reserved leave from July 2026 when the full scheme is implemented which will encourage shared care and send a strong signal that both parents play a role in caring for their children. This Bill also introduces concurrent leave – meaning that from 2026 both parents can take four weeks of leave at the same time if they choose to, providing flexibility to families in how they arrange their care.' see <https://ministers.pmc.gov.au/gallagher/2023/delivering-historic-expansion-paid-parental-leave>

CELEBRATING OUR WORK

Congratulations to all our Network members and contributors to the Annual Report, covering 50 countries!

For the 19th time, the Network has proved the power of collaborative work. We are grateful to continue witnessing an immense level of commitment by the members and exquisite work delivered by the editors. For next year's review, Marie Valentova (LU) was welcomed to the team of editors.

This year's review is available online: [19th International Review on Leave Policies and Related Research 2023](#).

Please cite the report as: Blum, S., Dobrotić, I., Kaufman, G., Koslowski, A., and Moss, P. (2023) 19th International Review of Leave Policies and Related Research 2023. DOI: 10.25365/phaidra.431. Available at: <https://www.leavenetwork.org/annual-review-reports/review-2023/>

CELEBRATING OUR MEMBERS



Nada Stropnik (Slovenia) has retired from her Slovenian country representative role. Nada remains an esteemed member of the Network. Her research focuses on social policy, poverty, social inclusion, income inequality, family policy and work-life balance. She was actively involved in policy making in Slovenia in the fields of social policy and social inclusion, family policy, and early childhood education and care. We would like to express our gratitude for her contributions to the Network over the years.

WELCOMING NEW MEMBERS

At the annual seminar in Athens, we updated our member list and approved several new members to the Network.

Please join us in welcoming the following **new members**:

ASSOCIATE MEMBERS

Myra Hamilton (Australia) - University of Sydney
 Pedro Romero-Balsas (Spain) - Autonomous University of Madrid
 Sandra Idrovo-Carlier (Colombia) - NALDE Business School (IBS)-Universidad de La Sabana
 Gerlinde Maurer (Austria) - University of Vienna
 Stephan Köppe (Ireland) - University College Dublin
 Sigtona Halrynjo (Norway) - Institute for Social Research
 Maria Olsson (Norway) - Inland Norway University of Applied Sciences

JUNIOR AFFILIATES

Sonata Vyšniauskienė (Lithuania) - Lithuanian Centre for Social Sciences
 Kenya Thompson (Canada) - York University
 Johanna Fischer (Germany) - University of Bremen

We also **promoted** the following Leave Network members:

FULL MEMBERS

Ásdís Aðalbjörg Arnalds (Iceland) - University of Iceland
 Sophie Mathieu (Canada) - Vanier Institute of the Family

ASSOCIATE MEMBERS

Merve Uzunalioglu (Türkiye) - Oxford University
 Youngcho Lee (UK) - LSE
 Mafalda Leitao (Portugal) - University of Lisbon

SELECTED PUBLICATIONS AND PROJECTS BY MEMBERS (2023)

These will also be listed on our website. Please feel free to send us any publications that are not on this list and we will continue to reach out to you about this.

Bagirova, A., Blednova N., Neshataev A. (2023). Parental Leave Policy in European Countries: A Comparative Approach Using Cluster Analysis, *The NISPAcee Journal of Public Administration and Policy*, 16(1), 33-57. <https://doi.org/10.2478/nispa-2023-0002>

Baird, M., Colussi, S., & Hill, E. (2023). *At a Turning Point: Work, care and family policies in Australia*.

Bartel, A., Rossin-Slater, M., Ruhm, C., Slopen, M., & Waldfogel, J. (2023). The impact of paid family leave on employers: Evidence from New York. *Community, Work & Family*, 0(0), 1-19. <https://doi.org/10.1080/13668803.2023.2168516>

Blednova, N., & Bagirova, A. (2023). Leave Policy System in Russia: Is It Time to Change?. *Changing Societies & Personalities*, 7(1), 55-71. <https://doi.org/10.15826/csp.2023.7.1.218>

Colussi, S., Hill, E., & Baird, M. (2023). *Engendering the Right to Work in International Law: Recognising Menstruation and Menopause in Paid Work*. <https://papers.ssrn.com/abstract=4613359>

Daly, M., Pfau-Effinger, B., Gilbert, N., & Besharov, D. J. (Eds.). (2023). *The Oxford Handbook of Family Policy: A Life-Course Perspective* (1st ed.). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780197518151.001.0001>

de la Porte, C., Im, Z. J., Pircher, B., & Szelewa, D. (2023). The EU's work-life balance directive: Institutional change of father-specific leave across member states. *Social Policy & Administration*, 57(4), 549-563. <https://doi.org/10.1111/spol.12920>

de Laat, K., Doucet, A., & Gerhardt, A. (2023). More than employment policies? Parental leaves, flexible work and fathers' participation in unpaid care work. *Community, Work & Family*, 0(0), 1-23. <https://doi.org/10.1080/13668803.2023.2271646>

SELECTED PUBLICATIONS BY MEMBERS (2023)

Dobrotić, I. (2023). Parenting Leave Policies and Their Variations: Policy Developments in OECD Countries. In M. Daly, B. Pfau-Effinger, N. Gilbert, & D. J. Besharov (Eds.), *The Oxford Handbook of Family Policy Over The Life Course* (p. 0). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780197518151.013.32>

Dobrotić, I., & Blum, S. (2023). 'Sorry, we're closed': A fuzzy-set ideal-type analysis of pandemic childcare-policy responses in 28 European countries. *European Journal of Politics and Gender*, 6(2), 258–294. <https://doi.org/10.1332/251510821X16812994360871>

Doucet, A. (2023). Time use studies, time, temporality, and measuring care: Conceptual, methodological, and epistemological issues. *Time & Society*, 0(0). <https://doi.org/10.1177/0961463X231208981> (This special journal issue with contributions from Nancy Folbre, Melissa Milkie and others will be published later in Dec).

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*, 12(1), 10–30. <https://doi.org/10.1332/204674322X16711124907533>

Doucet, A., & Klostermann, J. (2023). What and How are we Measuring When we Research Gendered Divisions of Domestic Labor? Remaking the Household Portrait Method into a Care/Work Portrait. *Sociological Research Online*, 13607804231160740. <https://doi.org/10.1177/13607804231160740>

Duvander, A.-Z., & Koslowski, A. (2023). Access to parenting leaves for recent immigrants: A cross-national view of policy architecture in Europe. *Genus*, 79(1), 8. <https://doi.org/10.1186/s41118-023-00187-9>

Engeman, C., & Burman, S. (2023). Signs of the gender revolution's second phase? Historical and cross-national development of fathers' leave provisions. *Social Policy & Administration*, 57(5), 626–641. <https://doi.org/10.1111/spol.12882>

Goddard-Durant, S.K., Doucet, A., Tizaa, H. & Sieunarine, J.A. (2023) "I don't have the energy": Racial stress, young Black motherhood, and Canadian social policies. *Canadian Review of Sociology/Revue canadienne de sociologie*, 60, 542–566. <https://doi.org/10.1111/cars.12457>

SELECTED PUBLICATIONS BY MEMBERS (2023)

Kaufman, G., Petts, R. J., Mize, T. D., & Wield, T. (2023). Gender Egalitarianism and Attitudes Toward Parental Leave. *Social Currents*, 23294965231175824.
<https://doi.org/10.1177/23294965231175824>

Kim de Laat, Andrea Doucet & Alyssa Gerhardt (2023) More than employment policies? Parental leaves, flexible work and fathers' participation in unpaid care work, *Community, Work & Family*, DOI: [10.1080/13668803.2023.2271646](https://doi.org/10.1080/13668803.2023.2271646)

Köppe, S. (2023). Ireland's paternity leave: Sluggish benefit take-up and occupational inequalities. *Journal of Family Studies*.
<https://www.tandfonline.com/doi/full/10.1080/13229400.2023.2179527>

Kurowska, A., Barardehi, I. H., Fuller, S., Petts, R. J., Kaufman, G., Doucet, A., Engeman, C., Matysiak, A., Guetto, R., Reimer, T., Kasegn, T. D., Vignoli, D., Duvander, A.-Z., & Gabel, S. G. (2023). Familydemic Cross Country and Gender Dataset on work and family outcomes during COVID-19 pandemic. *Scientific Data*, 10(1), Article 1.
<https://doi.org/10.1038/s41597-022-01880-8>

Lee, Y. (2023). Online media experiences of caregiving fathers: A study of leave-taking fathers in South Korea. *Family Relations*, 72(2), 426–442.
<https://doi.org/10.1111/fare.12817>

Lee, Y. (2023). Narratives of Children's Gender Socialization from Fathers Who Take Parental Leave in South Korea. *Sex Roles*. <https://doi.org/10.1007/s11199-023-01429-y>

Mathieu, S., Tremblay, D., Treleaven, C., & Fuller, S. (2023). Determinants of work-family balance satisfaction during the pandemic: Insights from Québec. *Canadian Review of Sociology/Revue Canadienne de Sociologie*, 60(2), 212–228.
<https://doi.org/10.1111/cars.12427>

Meil, G., Rogero-García, J., Romero-Balsas, P., & Díaz-Gandasegui, V. (2023). The Impact of Paternity Leave Compared to Unemployment on Child Care and Housework Distribution in Spain. *Journal of Family Issues*, 44(3), 633–653.
<https://doi.org/10.1177/0192513X211054469>

SELECTED PUBLICATIONS BY MEMBERS (2023)

Nakazato, H. (2023). Has 'Nordic Turn' in Japan crystalized?: Politics of promoting parental leave take-up among fathers and the divergence from the Nordic system. *Journal of Family Studies*, 29(6), 2615–2630.

<https://doi.org/10.1080/13229400.2023.2179533>

Petts, R. J., André, S., Carlson, D. L., Chung, H., Milkie, M. A., Remery, C., Scheibling, C., Shafer, K., & Yerkes, M. A. (2023). Fathers stepping up? A cross-national comparison of fathers' domestic labour and parents' satisfaction with the division of domestic labour during the COVID-19 pandemic. *Journal of Family Studies*, 29(6), 2650–2679.

<https://doi.org/10.1080/13229400.2023.2181849>

Son, K. (2023). The Origin of Social Policy for Women Workers: The Emergence of Paid Maternity Leave in Western Countries. *Comparative Political Studies*, 00104140231169024. <https://doi.org/10.1177/00104140231169024>

Szelewa, D., & Polakowski, M. (2023). Who Cares, Too? Degenderization of Childcare Policies in Europe: A Dynamic Fuzzy-Set Analysis. *Feminist Economics*, 29(3), 153–177. <https://doi.org/10.1080/13545701.2023.2230239>

THANK YOU

Please do not hesitate to reach out to us at **LPRCoordinators@gmail.com**, and make sure you are following us on Twitter/X at **@LeaveNetwork**.

- Andrea, Marian, Johanna, and Gerardo