

Dear colleagues,

We are pleased to share the first newsletter of 2022, in which we report on Network news. In this newsletter you will find:

1. LP&R Guiding Themes
2. News of the 19th Annual Seminar, New York, June 21-22, 2022
3. Annual Review Report
4. Reminder of New Email Protocols
5. Celebrating Our Members
6. Other News and Member Publications

## LP&R GUIDING THEMES

**We, the new Coordinators, are settling into our roles, and are looking forward to leading the Network for the next several years with the following themes in mind:**

1. Gender and intersectional inequalities
2. Social inclusion/exclusion
3. A shift from parental leave to parenting leaves and other carer's leaves
4. Global South attention, and diversity within countries (i.e. racialized and Indigenous populations). Beyond Euro-Western representations/understandings of care/work and leaves
5. Connections between, and outcomes, of parental leave policies and other care/work policies
6. Leave policies and beyond in pandemic and post-pandemic worlds

## 19TH ANNUAL SEMINAR: JUNE 21-22, FORDHAM UNIVERSITY, NEW YORK, NEW YORK

*Thank you to Team USA (Shirley Gatenio Gabel, Cassandra Engeman, Kaufman, and Richard Petts) for all your work!*

The U.S. Team looks forward to hosting the LP&R Annual Seminar in New York on June 21-22, 2022! New York City is feeling more and more like pre-pandemic days as more restaurants, businesses and cultural sites return to regular hours. People too are returning to their offices, apartments and city lives.

Mask wearing is no longer required by public law, however businesses can decide for themselves whether or not to require a mask or proof of vaccination for entry to their establishment. At this time, Fordham requires a negative COVID test for access to its campus.

However, this policy is likely to be updated by the time of our conference. We will keep you posted. Likewise, U.S. entry requirements are likely to be updated. We will send an email to conference participants with updates at the beginning of June.

The annual seminar will open with a focus on U.S. Leave Policy developments. U.S. Senator Gillibrand, a strong proponent of paid family leave, will address the group on the federal scene. We will have Senator June Robinson, from Washington State (the other side of the U.S.) come to NY to talk to us about state efforts to increase availability of paid leave. And Anne Williams-Isom, the Deputy Mayor of New York, will speak on the kinds of supports NYC families need. We will also feature our North American neighbors with presentations from Canada and a Mexican dinner!

If anyone is interested in attending, regardless of whether you have submitted a paper, please be in touch with us (email [gateniogabe@fordham.edu](mailto:gateniogabe@fordham.edu)). We always have room for more.

For those of you who are unable to attend physically, we will be livestreaming the conference for you to watch. We tried to make it a two-way event but this proved too complicated and uncertain.

For those of you who plan to attend in person, please fill out this form: [Leave Network NYC meeting registration](#) (see link in email from Coordinators as well).

We look forward to greeting you all and for a stimulating conference. Most of all, we look forward to being with our cherished colleagues again!

- Team USA (Shirley, Gayle, Richard and Cassandra)

## ANNUAL REVIEW

The annual review is led this year by Alison Koslowski, Sonja Blum, Ivana Dobrotić, Gayle Kaufman, and Peter Moss. The annual review process is already underway and you will have been in touch with your editor (either Alison, Gayle, Ivana, Peter or Sonja). Thank you to everyone who has already sent in their country notes. We are also happy to share that this year's review includes two new countries, Bosnia and Turkey.

Save the date - we propose an online launch event for the annual review this year on Thursday September 29th 2022 at 4-5pm London time. More details to come.

## REMINDER OF NEW COMMUNICATION PROTOCOLS

On our website, you will now find one contact email for all four Coordinators. **You can email the Coordinators at [LPRCoordinators@gmail.com](mailto:LPRCoordinators@gmail.com)**. This email is monitored by Jessica Falk, a member of the Research and Administration team. If you have news to share with the Network, please send it to us at [LPRCoordinators@gmail.com](mailto:LPRCoordinators@gmail.com) and we will post it on our Network google group on your behalf.

**Are you following us on Twitter?** Check out our feed at @LeaveNetwork. We are trying to increase the social media presence of the Network and so we do appreciate retweets and tweets about members' work. Our Twitter account is managed by Merve Uzunalioglu and Youngcho Lee. The website will continue to be managed by Eva-Maria. Many thanks to our strong and expanding web and social media team.



We are fortunate to have two students assisting us with LP&R work this year. A big thank you to Jessica Falk who assists with the planning and follow up work for our Coordinators meetings; and to Lisa Gulesserian for her assistance on mapping and updating our Network membership list.

## CELEBRATING OUR MEMBERS

Mary Daly is retiring from the Network. Thank you Mary for your many years of service as part of the Irish team. We look forward to following your excellent work.

## 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 newsletter, look for an email from the Coordinators in August if you would like to contribute news items to the September 2022 newsletter.**

*News from Marian Baird, University of Sydney*

In news from Australia, Marian reports that the Australian Public Service Commission is reviewing the Maternity Leave (Commonwealth Employees) Act 1973. This Act was the first in Australia to provide paid maternity leave and provided 12 weeks paid leave to female employees of the federal public service.

## NEWS FROM OUR MEMBERS

Link to the review website: <https://www.apsc.gov.au/initiatives-and-programs/workplace-relations/maternity-leave-act-review>

In March this year the Australian federal government announced a change to the Paid Parental Leave Scheme. In the name of flexibility the Government has removed the two weeks that were set aside for dads and partners and combined this with the 18 weeks that mothers had access to. This means that the 20 weeks of leave paid at the national minimum wage is now available to parents to share as they wish, but there is no incentive for fathers to use the leave and there is no longer any reserved leave for fathers. There has been a mixed response to this change. Some view it as more gender equitable, and others don't, seeing it as a retrograde step. Marian Baird is convening a roundtable of key stakeholders to discuss the future of Australia's paid parental leave scheme. This will be held in April - more news to come!

Marian also reports the publication of a new paper (see Publications below), first presented at the Leave Network's conference in Toronto in 2018, entitled 'Mapping Menstrual Leave Legislation and Policy Historically and Globally: A Labour Entitlement to Reinforce, Remedy or Revolutionize Gender Equality at Work?'. This paper is now being followed up with research on the emergence of reproductive leave policy in Australia and in some companies and countries. Finally, an evaluation of the ten years of Australia's Paid Parental Leave Act, 2010, is provided in a paper by Marian Baird, Myra Hamilton, Andreea Constantin: 'Gender equality and paid parental leave in Australia: A decade of giant leaps or baby steps?' (see Publications below).

*News from Anna Bagirova, Ural Federal University, Ekaterinburg, Russia*

In 2022, the Russian Science Foundation funded a project, led by Anna Bagirova on "Designing parental leave in Russia: current state and estimation of transformation prospects". This two-year-long project aims to study parental leave design – a new category in Russian science – and opportunities for its transformation as a measure aimed at improving the demographic policy in Russia. In 2022, we are to perform a comparative cross-country analysis of the legislative level of parental leave design using quantitative methods; the database will use annual reports of the International Network on Leave Policies & Research. We also plan to develop a sociological methodology for studying the family organisation of parental leave in Russia and conduct a survey of mothers and fathers, whose families are eligible for a childcare leave in the period under analysis. It will be a representative survey for Russia, covering various regions of the country with a sample size of 1,000 respondents.

## SELECTED PUBLICATIONS BY MEMBERS (2021-2022)

*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.*

Baird, M., Hamilton, M., & Constantin, A. (2021). Gender equality and paid parental leave in Australia: A decade of giant leaps or baby steps? *Journal of Industrial Relations*, 63(4), 546–567. <https://doi.org/10.1177/00221856211008219>

Baird, M., Hill, E., and Colussi, S.. (2021). 'Mapping Menstrual Leave Legislation and Policy Historically and Globally: A Labour Entitlement to Reinforce, Remedy or Revolutionize Gender Equality at Work?', *Comparative Labor Law and Policy Journal*, 42:1, 187-225.

Bagirova, A., Kuznetsova, E., Blednova, N. (2021). State support for families with children during the COVID-19 pandemic in Russia: Institutional grammar tool analysis, *Public Policy and Administration*, 20(3), 431-442. <https://doi.org/10.5755/J01.PPAA.20.3.29198>

Cannan, S. (2022). Parental leave, household specialization and children's well-being. *Labour Economics*. <https://www.sciencedirect.com/science/article/pii/S0927537122000203>

Castrillo, C., Rogero-García, J., Romero-Balsas, P. y Meil, G. (2021). Becoming primary caregivers? Unemployed fathers caring alone in Spain. *Families, Relationships and Societies*, 10(3), 517-533. <https://doi.org/10.1332/204674320X15919852635855>

Eerola, P., Närvi, J. & Lammi-Taskula, J. (2022) Can fathers' leave take-up dismantle gendered parental responsibilities? Evidence from Finland. *Journal of Family Research* <https://doi.org/10.20377/jfr-723>

Fagnani, J. (2021), Allemagne : Renforcement des dispositifs en faveur des familles durant la crise sanitaire : objectifs, conséquences et enjeux, *Chronique internationale de l'IRES*, n°174, p. 34-45. <https://www.cairn.info/revue-chronique-internationale-de-l-ires-2021-2-page-34.htm>

Goldacker, K., Wilhelm, J., Wirag, S., Dahl, P., Riotte, T., Schober, P. S., (2022). Shared leave, happier parent couples? Parental leave and relationship satisfaction in Germany. *Journal of European Social Policy*. <https://journals.sagepub.com/doi/full/10.1177/09589287211056187>

## SELECTED PUBLICATIONS BY MEMBERS (2021-2022)

- Hewitt, B., Yerkes, M. A., Cooklin, A., & Strazdins, L. (2022). Reciprocal relationships between time pressure and mental or physical health in Australian mothers of preschool aged children. *Social Science & Medicine*, 301, 114937.  
[doi:https://doi.org/10.1016/j.socscimed.2022.114937](https://doi.org/10.1016/j.socscimed.2022.114937)
- Kaufman, G., & Taniguchi, H. (2021). Working from home and changes in work characteristics during COVID-19. *Socius*. Online first  
<https://journals.sagepub.com/doi/full/10.1177/23780231211052784>
- Lammi-Taskula, J. (ed. 2022) Young parents on parental leave in the Nordic countries. Finnish Institute for Health and Welfare, Working Paper 2022\_013.  
<http://urn.fi/URN:ISBN:978-952-343-849-1>
- Lee, Youngcho (2022) Is leave for fathers pro-natalist? A mixed-methods study of the impact of fathers' uptake of parental leave on couples' childbearing intentions in South Korea. *Population Research and Policy Review*.  
<https://link.springer.com/article/10.1007/s11113-022-09697-4>
- Lee, Youngcho (2022) Norms about childcare, working hours, and fathers' uptake of parental leave in South Korea. *Community, Work & Family*.  
<https://www.tandfonline.com/doi/full/10.1080/13668803.2022.2031889>
- Meil G., Diaz-Gandasegui V., Rogero-García J., Romero-Balsas P. (2021) Non-Parental Childcare in France, Norway, and Spain. In: Castrén AM. et al. (eds) *The Palgrave Handbook of Family Sociology in Europe*. Palgrave Macmillan, Cham.  
[https://doi.org/10.1007/978-3-030-73306-3\\_17](https://doi.org/10.1007/978-3-030-73306-3_17)
- Meil, G., Rogero-García, J., Romero-Balsas, P., & Díaz-Gandasegui, V. (2021). The Impact of Paternity Leave Compared to Unemployment on Child Care and Housework Distribution in Spain. *Journal of Family Issues*. <https://doi.org/10.1177/0192513X211054469>
- Petts, R. J., Mize, T. D., & Kaufman, G. (2022). Organizational policies, workplace culture, and perceived job commitment of mothers and fathers who take parental leave. *Social Science Research*, 103.  
<https://www.sciencedirect.com/science/article/abs/pii/S0049089X21001289>

## SELECTED PUBLICATIONS BY MEMBERS (2021-2022)

Romero-Balsas, Pedro; Rogero-Garcia, Jesus and Meil, Gerardo (2022). "Unpaid Parental Leave and Nursery Schools: Are They Substitute or Complementary Resources?". *Revista Española de Investigaciones Sociológicas*, 177: 111-126. (doi: 10.5477/cis/reis.177.111)

Romero-Balsas, P.; Meil, G. & Rogero-García, J. (2022), Is Spanish parental leave 'traditionalising' the gender distribution of childcare and housework? *Journal of Family Research*, Early View, 1–19 (doi: 10.20377/jfr-745).

Streckenbach, L.A., Castiglioni, L. and Schober, P.S. (2021) Paid Parental Leave and Fathers' Involvement: Capturing Fathers' Gender Beliefs and Fathering Perceptions, *Families, Relationships and Societies*, published online 21 January 2021, DOI: <https://doi.org/10.1332/204674320X16083746098965>

Walczak, Krzysztof & Godlewska-Bujok, B. (2021). The principle of satisfying the living and social needs of the employee in the company's sources of law. Publishing Section of the Faculty of Management of the University of Warsaw. <https://www.wuw.pl/product-pol-15424-Zasada-zaspokajania-bytowych-i-socjalnych-potrzeb-pracownika-w-zakladowych-zrodlach-prawa-pracy-w-odniesieniu-do-rodzicielstwa-The-principle-of-satisfying-the-living-and-social-needs-of-the-employee-in-the-company-s-sources-of-law.html> (Available in Polish and English, open access).

Windwehr, J., Duvander, A., Ellingsæter, A. L., Eydal, G. B., Humer, Z., Nakazato, H. (2022) The Nordic Model of Father Quotas in Leave Policies: A Case of Policy Transfer? *Social Politics*. <https://academic.oup.com/sp/article/29/1/190/6128479>

Yerkes, Mara A. Remery, Chantal, André, Stéfanie, Salin, Milla, Hakovirta, Mia, van Gerven, Minna, (2022). Unequal but balanced: Highly educated mothers' perceptions of work-life balance during the COVID-19 lockdown in Finland and the Netherlands. *SAGE Journals*. Collection. <https://doi.org/10.25384/SAGE.c.5897639.v1>

## RECENT SPECIAL JOURNAL ISSUES:

The Inclusiveness of Social Rights: The Case of Leave Policies, *Social Inclusion*, Volume 9(2) 2021. Edited by Sonja Blum and Ivana Dobrotić.

You can find this special issue online here: online here:

<https://www.cogitatiopress.com/socialinclusion/issue/view/228>

It includes contributions from many Network members:

## RECENT SPECIAL JOURNAL ISSUES:

The Inclusiveness of Social Rights: The Case of Leave Policies (Sonja Blum and Ivana Dobrotić)

Socially Inclusive Parenting Leaves and Parental Benefit Entitlements: Rethinking Care and Work Binaries (Andrea Doucet)

Measuring the Generosity of Parental Leave Policies (Adeline Otto, Alzbeta Bártová and Wim Van Lancker)

Capturing the Gender Gap in the Scope of Parenting Related Leave Policies Across Nations (Alison Koslowski)

The Contextualized Inclusiveness of Parental Leave Benefits (Anna Kurowska)

The Inclusiveness of Maternity Leave Rights over 120 Years and across Five Continents (Keonhi Son and Tobias Böger)

Dimensions of Social Equality in Paid Parental Leave Policy Design: Comparing Australia and Japan (Gillian Whitehouse and Hideki Nakazato)

Social Inclusion or Gender Equality? Political Discourses on Parental Leave in Finland and Sweden (Mikael Nygård and Ann-Zofie Duvander)

How Different Parental Leave Schemes Create Different Take-Up Patterns: Denmark in Nordic Comparison (Tine Rostgaard and Anders Ejrnæs)

Mothers and Parental Leave in Belgium: Social Inequalities in Eligibility and Uptake (Leen Marynissen, Jonas Wood and Karel Neels)

Parental Leave Reforms in Finland 1977–2019 from a Diversity Perspective (Anna Moring and Johanna Lammi-Taskula)

## THANK YOU

**Please do not hesitate to reach out to us at [LPRCoordinators@gmail.com](mailto:LPRCoordinators@gmail.com).**

We look forward to seeing many of you at the Annual Seminar in June.

- Andrea, Marian, Johanna, and Gerardo