

Dear colleagues,

We are pleased to share the September 2022 newsletter with you. In this newsletter you will find:

1. LP&R guiding themes
2. Annual Seminar, June 2022, NYC
3. Annual Review Report
4. Other news and member publications
5. Thank you from the Coordinators

### **LP&R GUIDING THEMES**

**We, Andrea, Marian, Johanna, and Gerardo, 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 2022, NYC**

**Thank you to Shirley Gatenio Gabel, Cassandra Engeman, Gayle Kaufman, and Richard Petts (Team USA) for hosting and organizing a fantastic seminar in New York City in June. Thank you for all your hard work, and thank you to the presenters for sharing your research.**

The list of seminar presentations can be found on our website, see [www.leavenetwork.org/annual-seminars/19th-annual-seminar-2022-new-york/](http://www.leavenetwork.org/annual-seminars/19th-annual-seminar-2022-new-york/)

We hope to post links to the PowerPoint presentations in the near future.

## THE 18TH INTERNATIONAL REVIEW ON LEAVE POLICIES WEBINAR SEPTEMBER 29, 4-5 LONDON TIME

*Thank you to the Annual Review Team, Alison Koslowski, Sonja Blum, Ivana Dobrotić, Gayle Kaufman, and Peter Moss. We applaud your hard work and dedication to the Network.*

The 18th International Review on Leave Policies is now available. This year the review covers 49 countries, including all EU member states, as well as other countries in Europe, the Americas and East Asia plus South Africa, Australia and New Zealand. Produced by members of the International Network on Leave Policies and Research, the annual review contains information for each country on parenting and other types of leave, including details of each kind of leave, take-up rates, developments over the past year, and the relationship between parenting leave and early childhood services.

The new review can be accessed now at [www.leavenetwork.org/annual-review-reports/](http://www.leavenetwork.org/annual-review-reports/). It will be launched at a webinar on September 29 from 16.00-17.00 UK time. This will include: an introduction to the review by Professor Alison Koslowski, the lead editor; how Denmark has responded to the recent EU Work-life Balance Directive by Professor Tine Rostgaard; an overview of breastfeeding leave by Professor Peter Moss; a user's perspective by Greet Vermeylen from the European Commission; and some closing comments by Associate Professor Sonja Blum

You can register for the webinar at [www.eventbrite.co.uk/e/international-review-of-leave-policies-and-research-2022-launch-event-tickets-395082230587](http://www.eventbrite.co.uk/e/international-review-of-leave-policies-and-research-2022-launch-event-tickets-395082230587)

**Login to Eventbrite on the day of the event to access the link to the webinar.**

We hope you can join us at this event.

## 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.**

*News from the Finnish Members,*

Parental leave reform into effect in Finland

The new parental leave scheme, introduced by a coalition government including Social Democrats, Centre Party, the Greens, the Left Alliance, and the Swedish People's Party, took effect 1 August 2022. The main changes to the leave scheme include introducing 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 two months' increase to the total length of parental leave and increased flexibility in use.

The new scheme gives 6.4 months (160 working days, six days = a week) of gender-neutral parental leave to both parents, the non-transferable quota being 3.9 months. Single parents whose child does not have another registered parent can use both quotas. Transferable quota days can be used also by the parent's spouse who is not the biological parent of the child. These reforms aim to acknowledge diverse families and an increasing fathers' take-up of leave. On top of the parental leave, the pregnant parent is entitled to 40 Pregnancy leave days. The increase flexibility means that both parents can now use Parental benefit days until the child turns two, and the benefit days can be used in as many and as long blocks as the parent wishes as well as on a part-time basis (half a day). However, for parents with an employment contract the number of leave blocks is more restricted.

The child's entitlement to ECEC starts when s/he turns nine months. After parental leave, parents still have the right to home care leave with a flat-rate home-care allowance until the child turns three, if not using ECEC services provided or funded by the local authority.

*More information in the country reports 2021 and 2022 for Finland.*

*See also: <https://stm.fi/en/reform-aims-to-encourage-both-parents-to-take-family-leave>*

## NEWS FROM OUR MEMBERS

*News from Dr. Anna Bagirova, Ural Federal University*

As part of the project “Designing parental leave in Russia: current state and estimation of transformation prospects” funded by the Russian Science Foundation (project number 22-28-01847), in April-May 2022, a research group from Ural Federal University supervised by Prof. Anna Bagirova surveyed mothers and fathers with children under the age of 1.5 years who are, thus, eligible for parental leave. In general, the study aimed to explore the family organisation of parental leave in Russia. The questionnaire included several thematic units—the scope and functions of parental labour during parental leave, the estimation of opportunities for transforming the existing parental leave system in Russia, and others. The survey involved 1000 respondents from 80 Russian regions with the average age of 32 years. Results indicate that in Russia a mother is still the major leave-taker—in 97.4% of families, it is the mother that takes leave. However, there is an obvious imbalance in distributing parental responsibilities within the family; 76.8% of respondents claimed that the greatest effort in child rearing is put by the mother, whereas only 20.4% of parents shared the same opinion about fathers. Meanwhile, the overwhelming majority of respondents (85.9%) argued that the Russian legislation related to parental leave should be altered. Our results will be used for designing guidelines to improve the existing parental leave system in Russia. In 2023, we are planning to hold a series of in-depth semi-formalised interviews with mothers and fathers, whose families are eligible for parental leave.

*News from the Canadian team, Dr. Lindsey McKay, Thompson Rivers University, Dr. Sophie Mathieu, Vanier Institute and Network member, Marco Sasso, Brock University, and Kenya Thompson, York University*

Canadian members of the Network are pleased to announce the creation of a video resource for teaching and public education, titled “Childcare in Quebec, featuring Dr. Sophie Mathieu.” The video is accompanied by editable learning resources for an undergraduate audience, under a Creative Commons license (a lesson guide, PowerPoint slide deck, and Student Handout). Soon available at: <https://rcwproject.ca/publications/>

Dr. Lindsey McKay led a team to create the video and resources as the first in a series of teaching outputs for the research project, Reimagining Care/Work Policies (PI Andrea Doucet). We encourage use of these resources; and please let us know if you use them by dropping a quick note to Lindsey at [lmckay@tru.ca](mailto:lmckay@tru.ca). The goal of this project is to encourage the teaching of family policy.

## SELECTED PUBLICATIONS AND PROJECTS BY MEMBERS (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.*

Dobrotić I. (2022). The (in)equality dynamic of childcare-related policy development in post-Yugoslav countries. *Journal of European Social Policy*. 2022;32(3):270-286.  
doi:[10.1177/09589287221088167](https://doi.org/10.1177/09589287221088167)

Dobrotić, I. (2022). Challenges to the Europeanisation of work-care policies in the Western Balkans. *Journal of International and Comparative Social Policy*, 1-15.  
doi:[10.1017/ics.2022.7](https://doi.org/10.1017/ics.2022.7)

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>

Filippi, S., Yerkes, M., Bal, M., Hummel, B., & de Wit, J. (2022) (Un)deserving of work-life balance? A cross country investigation of people's attitudes towards work-life balance arrangements for parents and childfree employees, *Community, Work & Family*, DOI: [10.1080/13668803.2022.2099247](https://doi.org/10.1080/13668803.2022.2099247)

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>

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>

## SELECTED PUBLICATIONS BY MEMBERS (2021-2022)

Kaufman, G., & Taniguchi, H. (2021). Working from Home and Changes in Work Characteristics during COVID-19. *Socius*, 7. <https://doi.org/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. (2023). *Father Involvement and Gender Equality in the United States: Contemporary Norms and Barriers*. Routledge. <https://www.routledge.com/Father-Involvement-and-Gender-Equality-in-the-United-States-Contemporary/Petts/p/book/9781032127187#>

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).

Wiese, B. S., & Stertz, A. M. (2022). Mothers' regrets of having (or not having) returned to work after childbirth: Longitudinal relationships with organizational commitment. *Applied Psychology*, 1– 26. <https://doi.org/10.1111/apps.12412>

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>

## THANK YOU

We also want to thank our wonderful research assistant Jessica Falk for assisting us with preparing our first three newsletters and for Network admin assistance. We wish her all her best on her maternity and parental leave with her first child.

**Please do not hesitate to reach out to us at [LPRCoordinators@gmail.com](mailto:LPRCoordinators@gmail.com), and make sure you are following us on Twitter at @LeaveNetwork.**

We look forward to seeing many of you at the **Annual Review Webinar on September 29.**

- Andrea, Marian, Johanna, and Gerardo