

21ST INTERNATIONAL NETWORK ON LEAVE
POLICIES AND RESEARCH ANNUAL SEMINAR

REIMAGINING CARE/WORK POLICIES ACROSS THE LIFE COURSE:

PARENTAL LEAVES, CARE LEAVES,
CHILDCARE, AND EMPLOYMENT
POLICIES

JUNE 17-18, 2024

Université TÉLUQ
Montréal, Québec



Réinventer
les politiques
soins/travail

Reimagining
care/work
Policies

PROGRAM

DAY 1: JUNE 17

8:30 AM – 9:00 AM

COFFEE, REFRESHMENTS, AND NETWORKING

OPENING: 9:00 AM – 9:30 AM

LAND ACKNOWLEDGMENT, INTRODUCTIONS & WELCOME

Andrea Doucet (Canada Research Chair and Professor, Brock University, Canada)

Minister Karina Gould (Leader of the Government in the House of Commons, Canada)

Marie Gendron (CEO, Conseil de gestion de l'assurance parentale, Québec)

SESSION 1: 9:30 AM – 11:00 AM

CARE/WORK POLICIES IN QUÉBEC & CANADA

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

9:30 AM – 10:00 AM: Child Care and Parental Leave in Québec

Sophie Mathieu (Senior Program Specialist, Vanier Institute of the Family, Canada)

Diane-Gabrielle Tremblay (Professor, Université TÉLUQ, Canada)

10:00 AM – 10:30 AM: Child Care and Parental Leave in Canada

Martha Friendly (Executive Director, Childcare Resource and Research Unit, Canada) & Susan Prentice (Professor, University of Manitoba, Canada)

Andrea Doucet (Canada Research Chair and Professor, Brock University, Canada) & Lindsey McKay (Assistant Teaching Professor, Thompson Rivers University, Canada)

10:30 AM – 11:00 AM: Discussion

11:00 AM – 11:30 AM

COFFEE BREAK

SESSION 2: 11:30 AM – 12:15 PM

NORDIC COUNTRIES

Chair: Alison Koslowski (Professor, University College London, UK)

11:30 AM – 11:45 AM: Division of work and care among parents in Iceland in the 21st century

Ásdís A. Arnalds (Director, University of Iceland, Iceland), Guðný Björk Eydal (University of Iceland), & Ingólfur V. Gíslason (University of Iceland)

11:45 AM – 12:00 PM: Partial leave as a solution for work-family tensions in families with young children in Finland

Johanna Lammi-Taskula (Research Manager, Finnish Institute for Health and Welfare, Finland), Anneli Miettinen (Senior Researcher, The Social Insurance Institution of Finland, Finland) & Johanna Närvi (National Institute for Health and Welfare, Finland)

12:00 PM – 12:15 PM: Discussion

SESSION 3: 12:15 PM – 1:00 PM

CELEBRATING OUR MEMBERS' BOOKS: A FOCUS ON QUÉBEC AND AUSTRALIA

Chair: Andrea Doucet (Canada Research Chair and Professor, Brock University, Canada)

12:15 PM - 12:30 PM: "Égalité, fécondité et maternité: Le soutien aux familles au Québec"

Sophie Mathieu (Senior Program Specialist, Vanier Institute of the Family, Canada)

12:30 PM - 12:45 PM: "At a Turning Point: Work, care and family policies in Australia"

Marian Baird (Professor, Sydney University, Australia)

12:45 PM - 1:00 PM: Discussion

1:00 PM – 2:00 PM

LUNCH

SESSION 4: 2:00 PM – 3:00 PM

SOCIAL INCLUSION AND LEAVES ACROSS THE LIFE COURSE: WHO BENEFITS FROM PAID LEAVES?

Chair: Sophie Mathieu (Senior Program Specialist, Vanier Institute of the Family, Canada)

2:00 PM – 2:15 PM: High expectations: Paid parental leave changes in Australia

Marian Baird (Professor, Sydney University, Australia), Jenny Baxter (Australian Institute of Family Studies), Myra Hamilton (Associate Professor, The University of Sydney, Australia)

2:15 PM – 2:30 PM: Effects of inclusiveness of parental leave scheme on work-life balance: Self-employed fathers in Japan in comparative perspective

Hideki Nakazato (Professor, Konan University, Japan)

2:30 PM – 2:45 PM: Social Policy for Optimists: the social sustainability perspective as applied to parental leave policies

Alison Koslowski (Professor, University College London, UK)

2:45 PM – 3:00 PM: Discussion

3:00 PM – 3:30 PM

COFFEE BREAK

SESSION 5: 3:30 PM – 4:30 PM

GENDER EQUALITY AND LEAVES

Chair: Marian Baird (Professor, Sydney University, Australia)

3:30 PM – 3:45 PM: Work Schedule of Female Employees and Leave Policies in Private Universities in Nigeria

Adeyinka Oladayo Bankole (Associate Professor, Bowen University, Nigeria)

3:45 PM – 4:00 PM: Parental Leave and Gender Equality in Lithuania: towards a more equal uptake of parental leave among the parents in Lithuania?

Rūta Brazienė (Associate Professor, Vilnius University, Lithuania) & Sonata Vyšniauskienė (Lithuanian Centre for Social Sciences, Lithuania)

4:00 PM – 4:15 PM: Changes in the gendered use of parental leave compared with other care leaves across the life course in Belgium: similarities or differences?

Bernard Fusulier (Professor, Université Catholique de Louvain, Belgium) & Laurène Thil (Senior Research Associate, HIVA-KU Leuven)

4:15 PM – 4:30 PM: Discussion

6:30 PM

COCKTAIL DINATOIRE AT RESTAURANT DE L'ITHQ

8:30 AM – 8:45 AM

COFFEE, REFRESHMENTS & NETWORKING

8:45 AM – 10:00 AM

**HYBRID BUSINESS AND COST MEETING (FOR
NETWORK MEMBERS ONLY)**

SESSION 6: 10:00 AM – 11:10 AM

**REMOTE SESSION 1: LEAVE POLICIES AND GENDER
EQUALITY: CASE STUDIES FROM EUROPE**

Chairs: Diane-Gabrielle Tremblay (Professor, Université TÉLUQ, Canada) & Valérie Harvey (Postdoctoral Researcher, Université TÉLUQ, Canada)

**10:00 AM – 10:10 AM: Care Credits in pension schemes: comparing EU
Member States in the context of the EU Work-Life Balance Directive**

David Natali (Associate Professor, University of Bologna, Italy), Barbara Janta (Principal Consultant, Risk & Policy Analysts Ltd, UK), & Slavina Spasova (Senior Researcher, European Social Observatory, Belgium)

10:10 AM – 10:20 AM: No Backlash? Gender equality in Iceland

Ingólfur V. Gíslason (Professor, University of Iceland, Iceland) & Ásdís A. Arnalds (Director, University of Iceland, Iceland)

**10:20 AM – 10:30 AM: Empirical evidence on shared parental leave in
Austria: Pathways for shared parenting?**

Gerlinde Mauerer (Senior Researcher, University of Vienna, Austria)

**10:30 AM – 10:40 AM: Matthew and Matilda effects of gender-neutral
parenting leave designs at birth**

Anna Escobedo (Professor, University of Barcelona, Spain)

10:40 AM – 11:10 AM: Discussion

DAY 2: JUNE 18

11:10 AM – 11:30 AM

COFFEE BREAK

SESSION 7: 11:30 AM – 12:50 PM

REMOTE SESSION 2: LEAVE POLICIES IN EUROPE: METHDOLOGICAL, THEORETICAL, CONCEPTUAL AND/OR POLICY DESIGN ISSUES

Chairs: Lindsey McKay (Assistant Teaching Professor, Thompson Rivers University, Canada) & Kenya Thompson (PhD Student, York University, Canada)

11:30 AM – 11:40 AM: Gender, generations, and Parental Leave Schemes in Romania

Raluca Popescu (Professor, University of Bucharest, Romania)

11:40 AM – 11:50 AM: Conceptual and methodological challenges in comparing work-care policies

Ivana Dobrotić (Associate Professor, University of Zagreb, Croatia)

11:50 AM – 12:00 PM: Online Mapping Tool for analysing leave policy development

Gerardo Meil (Professor, Autonomous University of Madrid, Spain) & Pedro Romero-Balsas (Autonomous University of Madrid, Spain)

12:00 PM – 12:10 PM: Supporting fatherhood: An analysis with the FamILens® model

Sara Mazzucchelli (Professor, Catholic University of Milan, Italy), Dino Giovannini (Professor, University of Modena and Reggio Emilia, Italy), Tindara Addabbo (Professor, University of Modena and Reggio Emilia), Valentina Cardinali (National Institute for the Analysis of Public Policies, Italy)

12:10 PM – 12:20 PM: What Do We Measure When We Measure Fathers' Leave Take-up?

Merve Uzunalioglu (University of Oxford) & Youngcho Lee (London School of Economics and Political Science)

12:20 PM – 12:50 PM: Discussion

12:50 PM – 1:45 PM

LUNCH

SESSION 8: 1:45 PM – 2:30 PM

GENDER EQUALITY AND LEAVES

Chair: Thordis Reimer (Research Associate, Universität Hamburg, Germany)

1:45 PM – 2:00 PM: Fathers' intentions and use of paternity leave in the Netherlands

Onur Sahin (Postdoctoral Researcher, Utrecht University, Netherlands), Mara A. Yerkes (Full Professor, Utrecht University, Netherlands), Lianne Aarntzen (Postdoctoral Researcher, Utrecht University, Netherlands), Chantal Remery (Assistant Professor, Utrecht University, Netherlands), Belle Derks (Professor, Utrecht University, Netherlands)

2:00 PM – 2:15 PM: Paternity Leave-Taking and U.S. Fathers' Participation in Housework

Richard J. Petts (Professor, Ball State University, USA), Daniel L. Carlson (Professor, The University of Utah, USA), and Chris Knoester (Professor, The Ohio State University, USA)

2:15 PM – 2:30 PM: Discussion

2:30 PM – 2:45 PM

CLOSING REMARKS

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