



## 20<sup>th</sup> Leave Policies and Research Annual Seminar

29-30 June 2023, Athens, Greece

### Leave Policies in Changing Times: New Patterns of Work and Care and Gender and Social Equality Panteion University Programme

#### DAY 1 (Thursday 29 June 2023)

<b>SESSION 1: Introduction (9.15–10.00)-Plenary- Venue: Sakis Karagiorgas Amphitheater II (New Building/2<sup>nd</sup> Floor)</b> <i>Coordinator: Prof. Maria Karamessini, Director of the Centre for Gender Studies and Head of the Gender Equality Committee of Panteion University</i>	
<b>Welcoming speeches</b>	
9:00–9.25	Address by Prof. Christina Koulouri, Rector of Panteion University Address by Kalypso Goula, Secretary General for Demography and Family Policy and Gender Equality
<b>The Greek Leave System</b>	
9:25–9:45	Parenting leaves in Greece from the perspective of gender equality and inclusion <i>Evi Hatzivarnava, external collaborator, Center for Gender Studies, Panteion University, member of the International Network on Leave Policy and Research</i>
9:45–10:00	Discussion
<b>SESSION 2: Celebrating the 20-year anniversary of the International Leave Policy and Research network (10.00–11.00)-Plenary- Venue: Sakis Karagiorgas Amphitheater II (New Building/2<sup>nd</sup> Floor)</b> <i>Coordinator: Prof. Andrea Doucet, leader of Leave Policy and Research Coordinating team</i>	
10:00 – 10:20	Parental Leave – Progress or Pitfall? some reflections on policy and the network <i>Emeritus Prof. Peter Moss &amp; Fred Deven, Leave Network's co-founders</i>
10:20 – 10:40	Celebrating and sustaining the International Leave policy and Research network: Highlights and challenges <i>Prof. Ann-Zofie Duvander, Stockholm University &amp; Prof. Margaret O'Brien, University College London, TCRU, International Leave Policy and Research network coordinators (2015-2021)</i>
10:40–11:00	Reflections
<b>Break (11:00–11:30)</b>	
<b>SESSION 3: Leave and work-life balance policy dimensions (11.30-13.00)-Plenary- Venue: Sakis Karagiorgas Amphitheater II (New Building/2<sup>nd</sup> Floor)</b> <i>Coordinator: Prof. Maria Stratigaki,</i>	
11:30 – 11:45	EU work-life balance policy: from the European Employment Strategy to the European Care Strategy <i>Prof. Maria Karamessini, Director of the Centre for Gender Studies and Head of the Gender Equality Committee of Panteion University</i>
11:45 – 12:00	Multiple meanings of care across time and space: policy resources for working parents and carers <i>Prof. Mara Yerkes, Utrecht University</i>
12:15 – 12:30	What has the pandemic taught us about (parenting) leaves? <i>Assoc. Prof Ivana Dobrotić*, University of Zagreb &amp; Prof. Alison Koslowski*, University College London &amp; Research Fellow, Sonja Blum, KU Leuven Public Governance Institute</i>
12:30 – 12:45	Is Paid Parental Leave a Human Right and... Does it Matter? <i>Prof. Shirley Gatenio Gabel, Fordham University, NY USA &amp; Assoc. Prof. Ivana Dobrotić*, University of Zagreb</i>
12:45 – 13:00	Discussion
Lunch Break (13:00–14:00)	

**SESSIONS 4-10 ARE ONLY FOR MEMBERS OF THE INTERNATIONAL LEAVE POLICY AND RESEARCH NETWORK**

<b>SESSION 4: Leave policy and gender equality in the context of changing work forms and patterns (14:00-15:30) –Parallel-Venue: F4 (New Building/3<sup>rd</sup> Floor)</b> <i>Coordinator: Dr. Joanna Tsiganou -Rapporteur: Sandra Idvoro Carlier</i>	
14:00 – 14:15	Changing experiences of Japanese fathers taking parental leave alone: Increase of mothers' labour force participation matters? <i>Prof. Hideki Nakazato, Conan University, Japan</i>
14:15 – 14:30	Do flexibility of work arrangements promote more equal sharing of parental leave? <i>Johanna Lammi-Taskula &amp; Johanna Närvi, Finnish Institute for Health and Welfare &amp; Anneli Miettinen &amp; Miia Saarikallio-Tor, Finnish Social Insurance Institution</i>
14:30 – 14:45	The Russian parents' experience of using flexibility elements during parental leave <i>Prof. Anna Bagirova, analyst Natalia Blednova* &amp; Assistant Aleksandr Neshataev, Ural Federal University, Ekaterinburg, Russia</i>
14:45 – 15:00	Review Article: The mismatch between the family policies and the needs of women workers in the Global South <i>Dr. Keonhi Son, Postdoctoral researcher, University of Bremen</i>
15:00–15:30	Discussion
<b>Break (15:30–15:50)</b>	
<b>SESSION 5: Leave systems, care culture and gender equality (14:00-15:30) –Parallel- Venue: A1(New Building/1<sup>st</sup> Floor)</b> <i>Coordinator: Prof. Maria Symeonaki -Rapporteur: Sophie Mathieu</i>	
14:00 – 14:15	Italian leave policies in changing times: an analysis with the FamILens® model <i>Prof. Sara Mazzucchelli, Catholic University of Milan</i>
14:15 – 14:30	Gender gap in parental leave in Greece: Influencing factors and perceptions <i>Stella Kadsagli*, Co-Founder &amp; Dr Nafsika Moschovakou, Women on Top, NGO, Greece</i>
14:30 – 14:45	Effectiveness of the Slovak Daddy Quota: A feminist quantitative analysis of policy reform in a traditional context <i>Zuzana Dancikova*, Doctoral Researcher &amp; Prof. Wendy Sigle, London School of Economics and Political Science</i>
14:45 – 15:00	Leave-Taking as Gender Activism: discourses of fathers taking parental leave in Israel, <i>Nadav Perez-Vaisvidovsky, Senior Lecturer, Askelon Academic College, Israel</i>
15:00–15:30	Discussion
<b>Break (15:30–15:50)</b>	
<b>SESSION 6: Leave systems, leave design and gender equality (15:50-17:30) –Parallel-Venue: F4 (New Building/3<sup>rd</sup> Floor)</b> <i>Coordinator: Dr. Nelli Kambouri -Rapporteur: Dr. Susana Atalaia</i>	
15:50 – 16:05	Three worlds of family policies? <i>Laurène Thil, Senior Researcher, HIVA KU LEUVEN, Belgium</i>
16:05 – 16:20	Why do some countries encourage fathers' care more than others? A comparative-historical analysis of fathers' leaves access and provisions <i>Cassandra Engeman, Research Fellow, Swedish Institute for Social Research, Stockholm University-United States team member</i>
16:20 – 16:35	Perceptions of workplace culture and paid parental leave use in Iceland <i>Dr. Ásdís A. Arnalds* &amp; Prof. Guðný Björk Eydal*, University of Iceland</i>
16:35-16:50	Paid parental leave reforms and mothers' employment in Austria, France and Hungary <i>Zsuzsanna Makay, Senior Research Fellow, Hungarian Demographic Research Institute</i>
16:50–17:30	Discussion

**SESSION 7: Leave systems, leave design and gender equality (15:50-17:30) –Parallel- Venue: A1 (New Building/1<sup>st</sup> Floor)**

Coordinator: **Prof. Gerardo Meil**

-Rapporteur

15:50 – 16:05	Parental Leave in Québec: Recent evolutions <i>Prof. Diane-Gabrielle Tremblay, University of Québec- T�luq &amp; Dr. Sophie Mathieu, Senior Program specialist, Vanier Institute for the Family, Canada</i>
16:05 – 16:20	Fathers’ uptake of leave and implications for gender equality: a scoping review Dr Youngcho Lee & Dr Merve Uzunalioglu*, LSE, UK
16:20 – 16:35	“Parental leaves” for whom: The case of self-employed women Joanna Tsiganou & Maria Thanopoulou, Directors of Research, National Center of Social Research, Greece
16:35 – 16:50	Recent parental leave policy reform in Lithuania: towards more equal uptake among the parents? R�ta Brazien�* Chief Researcher & Sonata Vy�niauskien�, Lithuanian Social Science Centre, Institute of Sociology & Sonata Vy�niauskien�, Vilnius University
16:50 – 17:05	Care faces - social and legal challenges to the Polish care system in 2022/2023 Barbara Godlewska-Bujok, University of Warsaw
17.05 - 17:30	Discussion

## DAY 2 (Friday 30 June 2023)

<b>SESSION 8: Leave policy and gender equality in the context of changing work forms and patterns (9.00–10.30)-Plenary- Venue: A1(New Building/1<sup>st</sup> Floor)</b> <i>Coordinator Prof. Georgia Petraki</i>	
9:00–9:15	What care and gender equality concepts are we using in parental leave research? Translating feminist care theories into research methods on gender divisions and relations of care/work <i>Andrea Doucet, Professor, Brock University &amp; Kim de Laat, University of Waterloo, Canada</i>
9:15–9:30	The impact of employment precariousness on parental leave benefits in Southern European countries (Portugal, Spain, Italy and Greece) <i>Dr. Susana Atalaia, Research Fellow, Instituto de Ciências Sociais da Universidade de Lisboa (ICS-ULisboa)</i> <i>Dr. Mafalda Leitão, Research Fellow, Observatory of Families and Family Policies (OFAP) - ICS-University of Lisbon</i>
9:30–9:45	A Case of the Unexpected? Changes to parental leave policy in Australia <i>Marian Baird &amp; Elizabeth Hill, The University of Sydney</i>
9:45–10:00	Paternity leave's use and childcare by American fathers in Spain <i>Prof. Gerardo Meil &amp; Pedro Romero-Balsas &amp; Jesús Rogero-García, Universidad Autónoma de Madrid</i>
10:00-10:30	Discussion
<b>Break (10:30–11:00)</b>	
<b>SESSION 9: Leave policy, ageing societies and adult/elderly care (11.00–12.15) –Plenary- Venue: A1(New Building/1<sup>st</sup> Floor)</b> <i>Coordinator: Prof. Antigone Lyberaki</i>	
11:00 – 11:15	Elder care: a clear and present crisis <i>Prof. Marian Baird, The University of Sydney</i>
11:15 – 11:30	Gender Equality and Care: Theoretical approaches and practical engagements in the case of care leaves for aging relatives <i>Evangelia Aikaterini Glantzi, Postdoctoral Researcher &amp; Marina Maropoulou, legal anthropologist, National and Kapodistrian University of Athens</i>
11:30 – 11:45	Combining work and care for elder family members in Athens: an evaluation of official policies, leaves and time arrangements. <i>Aggeliki Athanasopoulou, Laboratory Teaching Staff, Panteion University</i>
11:45-12:15	Discussion
<b>SESSION 10: Closing session: Reporting from parallel sessions – Reflections (12:15-13:00) –Plenary Venue: A1(New Building/1<sup>st</sup> Floor)</b> <i>Coordinator: Evi Hatzivarnava</i>	
<b>Lunch Break (13.00–14.00)</b>	
<b>Discussion on COST Action CA21150 "PARENTAL LEAVE POLICIES AND SOCIAL SUSTAINABILITY (14:00 -15:00) Venue: A1(New Building/1st Floor)</b> <b>Coordinators: Dr. Thordis Reimer, University of Hamburg &amp; Prof. Margaret O'Brien, University College London, TCRU, Chair &amp; Co-Chair Cost Action</b>	
<b>Break (15.00–15.30)</b>	
<b>Network business meeting (15.30-17:00) Venue: A1(New Building/1st Floor)</b>	

\*presenter of the paper