

## DAY 2 (Friday 30 June 2023)

### 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/1st Floor)  
Coordinator **Prof. Georgia Petraki**

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**  
*Prof. Andrea Doucet, Brock University, Canada*

9:15 – 9:30 **The impact of employment precariousness on parental leave benefits in Southern European countries (Portugal, Spain, Italy and Greece)**  
*Dr. Susana Atalaia, Research Fellow, Instituto de Ciências Sociais da Universidade de Lisboa (ICS- ULisboa)*  
*Dr. Mafalda Leitão, Research Fellow, Observatory of Families and Family Policies (OFAP) – ICS – University of Lisbon*

9:30 – 9:45 **A Case of the Unexpected? Changes to parental leave policy in Australia**  
*Prof. Marian Baird, Assoc. Prof. Elizabeth Hill, The University of Sydney*

9:45 – 10:00 **Paternity leave's use and childcare by American fathers in Spain**  
*Prof. Gerardo Meil, Pedro Romero-Balsas, Lecturer, Jesús Rogero-García, Universidad Autónoma de Madrid*

10:00 – 10:30 **Discussion**

**Coffee-Break (10:30 – 11:00)**

### SESSION 9

#### Leave policy, ageing societies and adult/elderly care

(11:00 – 12:15) Plenary – Venue: A1 (New Building/1st Floor)  
Coordinator: **Prof. Antigone Lyberaki**

11:00 – 11:15 **Elder care: a clear and present crisis**  
*Prof. Marian Baird, The University of Sydney*

11:15 – 11:30 **Gender Equality and Care: Theoretical approaches and practical engagements in the case of care leaves for aging relatives**  
*Dr. Evangelia Aikaterini Glantzis, Postdoctoral Researcher, Marina Maropoulou, legal anthropologist, National and Kapodistrian University of Athens*

11:30 – 11:45 **Combining work and care for elder family members in Athens: an evaluation of official policies, leaves and time arrangements.**  
*Angeliki Athanasopoulou, Laboratory Teaching Staff, Panteion University*

11:45 – 12:15 **Discussion**

### SESSION 10

#### Closing session: Reporting from parallel sessions – Reflections

(12:15 – 13:00) Plenary – Venue: A1 (New Building/1st Floor)  
Coordinator: **Evi Hatzivarnava**

**Lunch Break (13.00 – 14.00)**

#### Discussion on COST Action CA21150 "Parental Leave Policies and Social Sustainability"

(14:00 – 14:45) Venue: A1 (New Building/1st Floor)  
Coordinators: **Dr. Thordis Reimer**, University of Hamburg,  
**Prof. Margaret O'Brien**, University College London, TCRU, Chair,  
Co-Chair COST Action

**Coffee – Break (14.45 – 15.00)**

**Network business meeting (15.00 – 16:30) Venue: A1 (New Building/1st Floor)**



[www.genderstudies.panteion.gr](http://www.genderstudies.panteion.gr)

**LP&R**

[www.leavenetwork.org](http://www.leavenetwork.org)



20th  
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

136, Syngrou Av., 17671 Athens - GREECE

## DAY 1 (Thursday 29 June 2023)

<b>SESSION 1</b>	
<b>Introduction</b>	
(9.30 – 10.00)	Plenary – Venue: Sakis Karagiorgas Amphitheater II (New Building/2nd Floor) <i>Coordinator: Prof. <b>Maria Karamessini</b>, 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, Greek Ministry of Labour and Social Affairs
<b>The Greek Leave System</b>	
9:25 – 9:45	<b>Parenting leaves in Greece from the perspective of gender equality and inclusion</b> <i>Evi Hatzivarnava, external collaborator, Center for Gender Studies, Panteion University, member of the International Network on Leave Policies and Research</i>
9:45 – 10:00	<b>Discussion</b>
<b>SESSION 2</b>	
<b>Celebrating the 20-year anniversary of the International Leave Policy and Research network</b>	
(10.00 – 11.00)	Plenary – Venue: Sakis Karagiorgas Amphitheater II (New Building/2nd Floor) <i>Coordinator: Prof. <b>Andrea Doucet</b>, leader of Leave Policies and Research Coordinating team</i>
10:00 – 10:20	<b>From 'Progress or Pitfall' to 'Social Sustainability': The life and times of the international leave network</b> <i>Emeritus Prof. Peter Moss, Fred Deven, PhD., Honor. Scientific Director CBGS, Brussels – Leave Network's co-founders</i>
10:20 – 10:40	<b>Celebrating and sustaining the International network: Highlights and challenges</b> <i>Prof. Ann-Zofie Duvander, Stockholm University, Prof. Margaret O'Brien, University College London, TCRU, International Leave Policies and Research network coordinators (2015-2021)</i>
10:40 – 11:00	<b>Reflections</b>
<b>Coffee-Break (11:00 – 11:30)</b>	
<b>SESSION 3</b>	
<b>Leave and work-life balance policy dimensions</b>	
(11:30 – 13:00)	Plenary – Venue: Sakis Karagiorgas Amphitheater II (New Building/2nd Floor) <i>Coordinator: Prof. <b>Maria Stratigaki</b></i>
11:30 – 11:45	<b>From Work-life Balance Policy to the European Care Strategy: Mainstreaming Gender and Care in the EU Policy Agenda</b> <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	<b>Multiple meanings of care across time and space: policy resources for working parents and carers</b> <i>Prof. Mara Yerkes, Utrecht University</i>
12:15 – 12:30	<b>What has the pandemic taught us about (parenting) leaves?</b> <i>Assoc. Prof. Ivana Dobrotić,* University of Zagreb, Prof. Alison Koslowski,* University College London, Sonja Blum, Research Fellow, KU Leuven Public Governance Institute</i>
12:30 – 12:45	<b>Is Paid Parental Leave a Human Right and... Does it Matter?</b> <i>Prof. Shirley Gatenio Gabel, Fordham University, NY USA, Assoc. Prof. Ivana Dobrotić,* University of Zagreb</i>
12:45 – 13.00	<b>Discussion</b>
<b>Lunch Break (13:00 – 14:00)</b>	

\* presenter of the paper

## SESSIONS 4-10 ARE RESERVED FOR SEMINAR PARTICIPANTS

<b>SESSION 4</b>	
<b>Leave policy and gender equality in the context of changing work forms and patterns</b>	
(14:00 – 15:30)	Parallel-Venue: Γ4 (New Building/3rd Floor) <i>Coordinator: Dr. <b>Joanna Tsiganou</b> Rapporteur: Prof. <b>Sandra Idrovo Carlier</b></i>
14:00 – 14:15	<b>Changing experiences of Japanese fathers taking parental leave alone: Increase of mothers' labour force participation matters?</b> <i>Prof. Hideki Nakazato, Konan University, Japan</i>
14:15 – 14:30	<b>Do flexibility of work arrangements promote more equal sharing of parental leave?</b> <i>Dr. Johanna Lammi-Taskula, Research Manager, Dr. Johanna Närvi, Finnish Institute for Health and Welfare, Anneli Miettinen, Senior Researcher, Miia Saarikallio-Tor, Senior researcher Johanna Närvi Senior Researcher, Anu Kinnunen, Researcher Finnish Social Insurance Institution</i>
14:30 – 14:45	<b>The Russian parents' experience of using flexibility elements during parental leave</b> <i>Prof. Anna Bagirova, Analyst Natalia Blednova,* Assistant Aleksandr Neshataev, Ural Federal University, Ekaterinburg, Russia</i>
14:45 – 15:00	<b>Review Article: The mismatch between the family policies and the needs of women workers in the Global South</b> <i>Dr. Keonhi Son, Postdoctoral researcher, University of Bremen</i>
15:00 – 15:30	<b>Discussion</b>

**Coffee-Break (15:30 – 15:50)**

<b>SESSION 5</b>	
<b>Leave systems, care culture and gender equality</b>	
(14:00 – 15:30)	Parallel – Venue: A1 (New Building/1st Floor) <i>Coordinator: Prof. <b>Maria Symeonaki</b> - Rapporteur: Dr. <b>Sophie Mathieu</b></i>
14:00 – 14:15	<b>Supporting care: an analysis of Italian legislation</b> <i>Prof. Sara Mazzucchelli, Catholic University of Milan</i>
14:15 – 14:30	<b>Gender gap in parental leave in Greece: Influencing factors and perceptions</b> <i>Stella Kadsagli,* Co-Founder, Women on Top, NGO, Dr. Nafsika Moschovakou, Panteion University, Greece</i>
14:30 – 14:45	<b>Effectiveness of the Slovak Daddy Quota: A feminist quantitative analysis of policy reform in a traditional context</b> <i>Zuzana Dancikova,* Doctoral Researcher, Prof. Wendy Sigle, London School of Economics and Political Science</i>
14:45 – 15:00	<b>Leave-Taking as Gender Activism: discourses of fathers taking parental leave in Israel</b> <i>Nadav Perez-Vaisvidovsky, Senior Lecturer, Askelon Academic College, Israel</i>
15:00 – 15:30	<b>Discussion</b>

**Coffee-Break (15:30 – 15:50)**

\* presenter of the paper

<b>SESSION 6</b>	
<b>Leave systems, leave design and gender equality</b>	
(15:50 – 17:30)	Parallel - Venue: Γ4 (New Building/3rd Floor) <i>Coordinator: Dr. <b>Nelli Kambouri</b> - Rapporteur: Dr. <b>Susana Atalaia</b></i>

15:50 – 16:05	<b>Three worlds of family policies?</b> <i>Laurène Thil, Senior Researcher, HIVA KU LEUVEN, Belgium</i>
16:05 – 16:20	<b>Why do some countries encourage fathers' care more than others? A comparative-historical analysis of fathers' leaves access and provisions</b> <i>Dr. Cassandra Engeman, Research Fellow, Swedish Institute for Social Research, Stockholm University-United Statesteam member</i>
16:20 – 16:35	<b>Perceptions of workplace culture and paid parental leave use in Iceland</b> <i>Dr. Ásdís A. Arnalds,* Prof. Guðný Björk Eydal,* University of Iceland</i>
16:35 – 16:50	<b>Paid parental leave reforms and mothers' employment in Austria, France and Hungary</b> <i>Zsuzsanna Makay, Senior Research Fellow, Hungarian Demographic Research Institute</i>
16:50 – 17:30	<b>Discussion</b>

<b>SESSION 7</b>	
<b>Leave systems, leave design and gender equality</b>	
(15:50 – 17:30)	Parallel – Venue: A1 (New Building/1st Floor) <i>Coordinator: Prof. <b>Gerardo Meil</b> - Rapporteur: Dr. <b>Zuzana Dančíková</b></i>

15:50 – 16:05	<b>Parental Leave in Québec: Recent evolutions</b> <i>Prof. Diane-Gabrielle Tremblay,* University of Québec – Têluq, Dr. Sophie Mathieu,* Senior Program specialist, Vanier Institute for the Family, Canada</i>
16:05 – 16:20	<b>Fathers' uptake of leave and implications for gender equality: a scoping review</b> <i>Dr Youngcho Lee, Dr Merve Uzunalioglu,* LSE, UK</i>
16:20 – 16:35	<b>"Parental leaves" for whom: The case of self-employed women</b> <i>Joanna Tsiganou, Maria Thanopoulou, Directors of Research, National Center of Social Research, Greece</i>
16:35 – 16:50	<b>Recent parental leave policy reform in Lithuania: towards more equal uptake among the parents?</b> <i>Rūta Brazienė* Chief Researcher, Sonata Vyšniauskienė, Vilnius University, Lithuanian Social Science Centre, Institute of Sociology, Lithuania</i>
16:50 – 17:05	<b>Care faces - social and legal challenges to the Polish care system in 2022/2023</b> <i>Dr. Barbara Godlewska-Bujok, University of Warsaw</i>
17:05 – 17:30	<b>Discussion</b>

\* presenter of the paper

Local Organizing committee  
Maria Karamessini, Evi Hatzivarnava, Voula Touri

Coffees and Lunches are offered by Panteion University