

CHALLENGES OF LEAVE POLICIES AND SOCIAL SUSTAINABILITY

12-13 June 2025
Vilnius, Lithuania

Programme

Thursday, 12 June, 2025, Faculty of Philosophy, Room 201

9:00 Welcome and registration

9:30-10:00 Opening session (Watch online)

Chair: Prof. Daiva Skučienė
Dean of Faculty of Philosophy Prof. Dr. Jonas Dagys (Vilnius University, Lithuania)
Assoc. Prof. Dr. Rūta Brazienė (Vilnius University, Lithuania)
Adviser to the Prime Minister Dr. Giedrė Purvaneckienė
National Family Council Chair Assoc. Prof. Lijana Gvaldaitė
EIGE (European Institute for Gender Equality), Head of Research & Policy Support Unit Marusa Gortnar

10:00-11:00 Keynote Session: *Care work policies in Lithuania and Eastern Europe* (Watch online)

Chair: Prof. Marian Baird

Rūta Brazienė, Sonata Vyšniauskienė: *The development of parental leave policies in Lithuania*

Giedrė Purvaneckienė: *Public opinion about non-transferable parental leave in Lithuania*

Kristina Zitikytė: *Policy reform and fathers' use of parental leave in Lithuania*

Daiva Skučienė, Blyzniuk Victorija, and Svitlana Shumska: *Family policy in Ukraine and Lithuania: examining institutional features*

11:00-11:15 Coffee break

11:15-13:00 Panel discussion: *Cost Action Book Project (Working Group 1, theoretical perspectives)* (Watch online)

Chair: Prof. Margaret O'Brien

Alison Koslowski: *Taking the longer & optimistic view: applying a sustainability lens to the social world*

Ann-Zofie Duvander: *Systematic, inclusive and adaptive—how do we create a paid parental leave for changing and heterogeneous populations*

Andrea Doucet: *From Concrete Pillars to Complex Webs: Social-Ecological-Economic Care and Sustainability and Reimagined Care Leaves*
Mara Yerkes, Ann-Zofie Duvander, Alison Koslowski, and Andrea Doucet: *What kinds of justice might PPL contribute to delivering? Expanding the scope to include environmental justice and the ensuing potential practical implications*

13:00-14:00 Lunch

14:00-16:00 Session 1: *Leave policies and gender equality in paid and unpaid work* (Watch online)

Chair: Prof. Mara Yerkes

Jochen Devlieghere: *Unequal Beginnings: Rethinking Access to Childcare and Parental Leave Policies*

Elitsa Dimitrova, Tatyana Kotzeva, Irena Georgieva, Kalina Ilieva: *Post-leave job-related security, orientations, practices and pathways towards parental leave in Bulgaria*

Sigtona Halrynjo: *Parental leave in Portfolio Careers versus Traditional Careers: Exploring the Individual (and Gendered) Risks of Substitutability*

Guðný Björk Eydal, Ásdís A. Arnalds, and Ingólfur V. Gíslason: *Does longer paid parental leave translate into more equal work and care: The case of Iceland*

Suzy Morrissey: *Leave policies and pensions – how caring can cost you in later life*

Cristina Castellanos-Serrano: *What factors influence fathers' use of paid parental leave without overlapping it with the mother? Characterization of solo care in Spain with microdata from the Social Security system*

16:15-16:30 Coffee break

16:30-18:15 Session 2: *Social Inclusion* (Watch online)

Chair: Prof. Guðný Björk Eydal

Ann-Zofie Duvander and Åsa Lundqvist: *Who is deserving of Swedish parental leave?*

Hideki Nakazato, *Policies and Politics for Inclusive Parental Leave: The Case of Japan in International Comparison*

Mirna Varga and Ivana Dobrotić: *Migrants and parenting leaves: how inclusive are leave policies for different migrants' situations?*

Lindsay McKay, Sophie Mathieu, and Andrea Doucet: *Parental leave for every child: A Canadian case study*

Sonja Dörfler-Bolt and Anna Escobedo: *Leave typologies and terminology used by International Organizations to promote and monitor leave policies*

19:30

Conference dinner

International Network on Leave Policies & Research
Annual Seminar

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- 9:00-10:45 Session 3: New developments in theories and methods (Cost Action WG4 and WG5) (Watch online)
Chair: Dr Johanna Lammi-Taskula
- Cassandra Engeman: *Care Leave Policies: Dimensions, measures, and developments across countries*
Vilma Ražauskienė: *Beyond Traditional and Egalitarian: Exploring Shades of Grey in Gender Norms*
Ieva Zumbyte and Dorota Szelewa: *Assessing Compliance: Implementation of EU's Work-life Balance Directive in European Countries*
Sonja Blum and Ivana Dobrotić: *Two decades of research on 'family policy change': A qualitative systematic review*
Gerardo Meil, Pedro Romero-Balsas, Gerlinde Maurer, and Nadav Perez- Vaisvidovsky: *Varieties in terminology use among academic comparative studies of leave policy*
- 10:45-11:00 Coffee break
- 11:00-12:45 Session 4: Care leaves beyond the first year of a child's life and across the life course (Watch online)
Chair: Prof Peter Moss
- Johanna Fischer: *Comparing long-term care leave schemes in Europe*
Alexandra Heron and Marian Baird: *The significance of public policies on organisational policy for informal elder care*
Masaki Hosomi: *Users of work-family initiatives and their colleagues - 'Komotisama' issues and solutions in Japan*
Sara Mazzucchelli and Maria Letizia Bosoni: *The complex intertwining of care work policies in the Italian context*
Thordis Reimer and Anna Escobedo: *The relevance of parental leave policy design for child well-being and health*
- 12:45-14:00 Lunch break
- 14:00-15:45 Session 5: Care/Work policies (Watch online)
Chair: Assoc. Prof. Lina Šumskaitė
- Merve Uzunalioglu, Katherine Twamley, Alison Koslowski, Margaret O'Brien: *Organisational Culture and Social Inequalities in Access to Parenting-Related Leaves in Academia: A Case Study Approach*
Johanna Lammi-Taskula, Johanna Närvi, Anneli Miettinen, and Miia Saarikallio-Torp: *Fathers' use of parental leave in Finland – does the quota matter?*
Ahmed Aref: *"As if I was being punished for getting pregnant." Maternity protection between policies and practices in the GCC*
Jiřina Kocourková, Hana Hařková, and Anna řastná: *Paid parental leave policies from demographic perspective of social sustainability: The case of Czechia*
Flore Debruyne: *Caught Between Colleagues and Family: Fathers' Leave and (the Lack of) Substitutes*
- 15:45-16:45 Business meeting and farewell until spring/summer 2026!