



# Sustainability@Leave

CA21150





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CA21150

02.03.2023 THORDIS REIMER & MARGARET O'BRIEN

**CA21150**

Welcome



# Acknowledgements

- Proposer team: Thordis Reimer, Margaret O'Brien, Ann-Zofie Duvander
- Secondary Proposers: 32 members from 22 countries; most of them also members of the “International Network on Leave Policies and Research”
- COST National Coordinator: Germany
- Grantholder: Universität Hamburg, Germany
- COST Association: Mickael Pero (COST Science Officer) & Carmencita Malimban (COST Senior Administrative Officer)



# Main Contacts & Leaders of CA21150

<https://www.sustainability-at-leave.uni-hamburg.de/structure.html>



Action Chair | [Dr. Thordis Reimer](#)

Action Vice Chair | Prof. Margaret O'Brien

COST Science Officer | Dr. Mickael Pero

COST Administrative Officer | Carmencita Malimban

Science Communication Coordinator | Dr. Merve Uzunalioglu

Grant Awarding Coordinator | Prof. Tatjana Zorcec

WG1 Leader | Prof. Ann-Zofie Duvander

WG2 Leader | Dr. Johanna Lammi-Taskula

WG3 Leader | Prof. Guðný Björk Eydal

WG4 Leader | Prof. Gerardo Meil

WG5 Leader | Dr. Ivana Dobrotić



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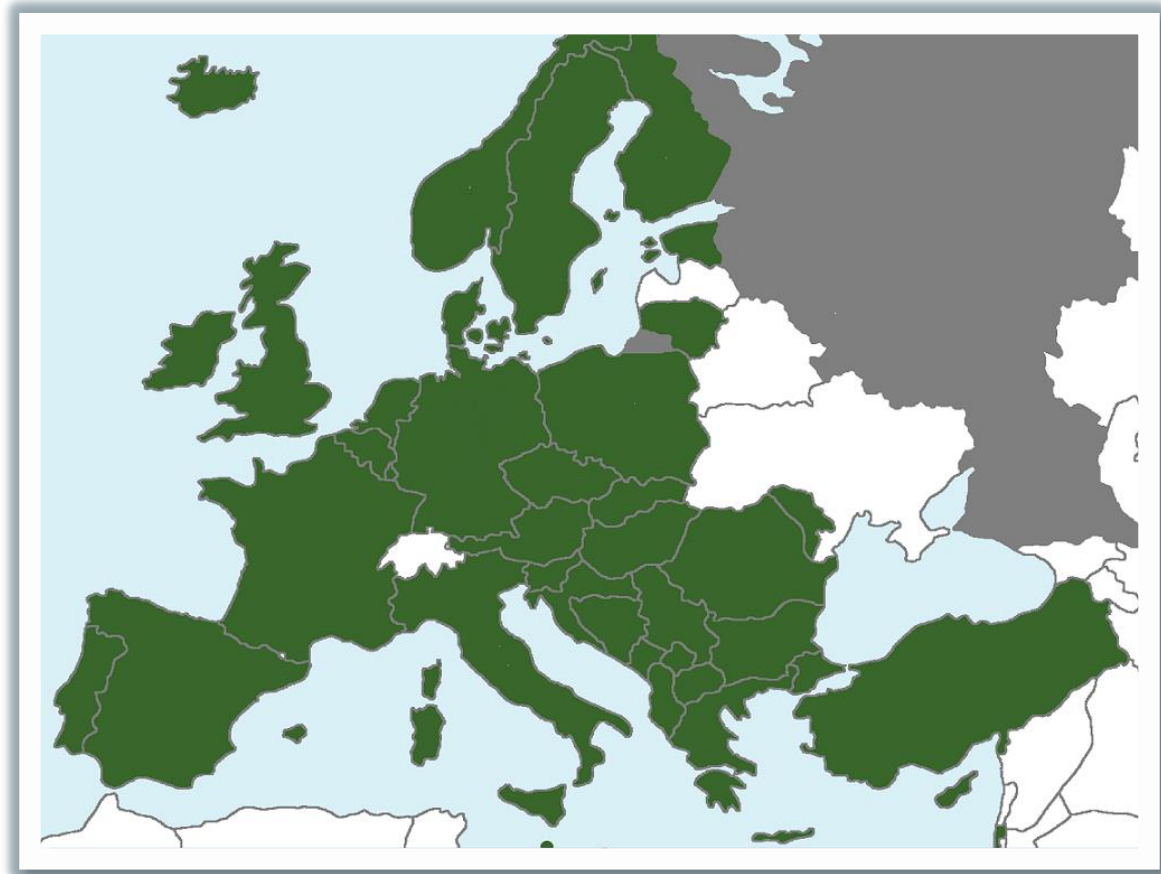
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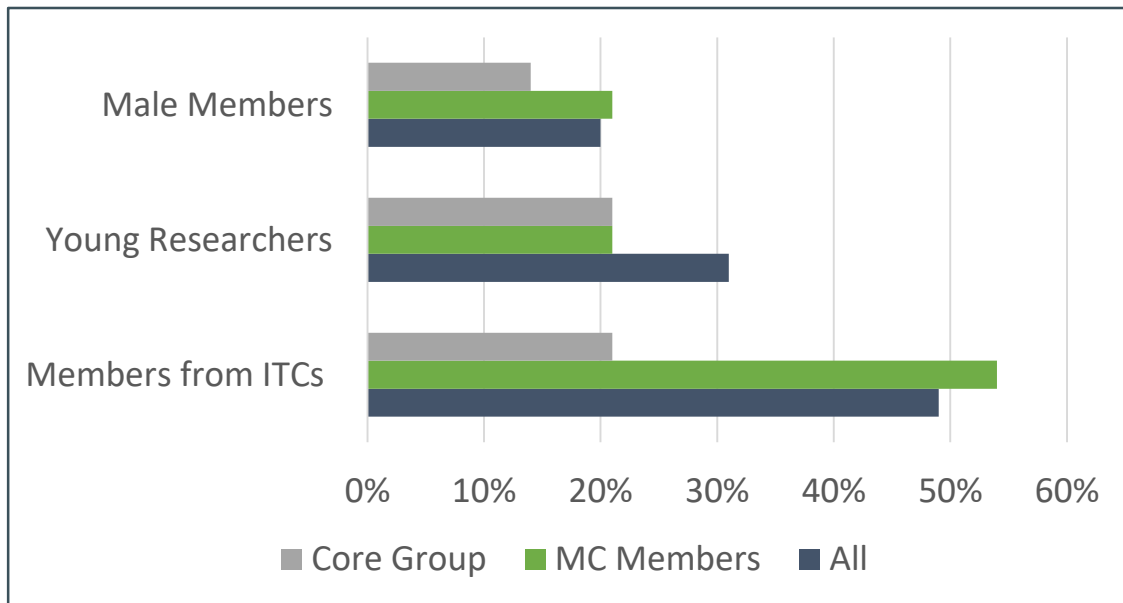
# CA21150 Structure: Core group & MC members

- Members of CA21150 in total: 127 members
- 38 countries (36 COST Member countries & Canada, US (International Partner Countries))
- Management Committee: 53 members
- Core group: 9 (Chairs, WG leaders & Grant Awarding Coordinator & Science Communication Manager) + 6 WG vice leaders
- The size of the WGs is between 16 and 96 members

# CA21150 Members Accross Europe



# Monitoring of the composition of the network



- → Attract more male members & Young Researchers
- → Improve the composition of the Core Group in the future (ITC & Gender)

# The overall aim of CA21150

- The Action aims to advance and disseminate research and knowledge about the significance of paid parental leave (PPL) for the social sustainability of societies
- Its aim is to set the scene for future PPL research **from the new perspective of social sustainability** while making the field more coherent across disciplines and beyond academia
- The main challenges are to:
  - Build the network
  - Identify and fill gaps in PPL research
  - Develop a future-oriented and cross-disciplinary PPL terminology
  - Facilitate future research by closing the PPL data gap.





# What is „Sustainability“?

- The concept of Sustainability was first proposed in the Brundtland Report “Our Common Future” (1987)
  - **“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”**
- “Social Sustainability” as one of four dimensions of sustainability
- Importance of PPL policies for the **social sustainability** of societies has hardly been systematically discussed and researched so far



# What is Social Sustainability?

- Study for the Committee on Employment and Social Affairs, Policy Department for Economic, Scientific and Quality of Life Policies, European Parliament, Luxembourg, 2020: **“Social Sustainability - Concepts and Benchmarks”**
- “Despite its frequent use in academic literature and public discourse, there is no common definition and conceptualisation of the term ‘social sustainability’”
- “[...] the social dimension in the sustainable development framework has been marginalized (e.g. Boström, 2012)”



# PPL policies as a matter of Social Sustainability



# PPL Policies and Social Sustainability: Approach of our proposal

- The advancement of knowledge on PPL policy design elements and their impact on societies is crucial to making the right choices that improve
  - **gender equality**
  - **economic equality**
  - **children's welfare**
- All of these affecting the **social sustainability** of current and future European societies
- There is a need for interdisciplinary collaboration and the systematic inclusion of Specific Organisations and policymakers into the discussion regarding the scope and the strategies for deriving new knowledge on PPL research



# Objectives & Deliverables 1st year 1/11/22 – 31/10/2023

- Setting up Core group & MC members
- Member composition: Aiming at balance according to the COST Policy Plans
- Beginning the work in the 5 Working Groups
- Organize the Meetings
- Agree and work on communication and dissemination strategy
- Fulfil workplan of the 1<sup>st</sup> year & prepare the work of the 2<sup>nd</sup> year

# MC Tasks & Deliverables in Current Grant Period

- Prepare the structure of the **literature database for the Action website** (Chair, Science Communication Manager and MC)
- **Identify key academics and stakeholders for the Action** from which input is required to invite them for participation in WGs or keynote speeches in upcoming Action WG meetings (MC and WG leaders)
- **Monitor Action member composition** (according to gender, career stage, ITC country and other organizations) and develop a strategy to fill found gaps in WG membership composition. (Core Group and MC)
- Develop a **mentoring program** for Young Researchers and prepare the implementation of the program (MC)
- Develop the **program for MC and WG meetings** taking place in the 2nd half of the first Grant Period in online format (MC)
- Decide on the process for **Grant Awarding** (STSMs / ITC Grants)



# Tasks & Deliverables of WGs in Current Grant Period

- Create a literature database with research on inequalities through PPL policies and prepare a first draft of a comprehensive review to identify gaps in knowledge on PPL and inequalities **(WG2)**
- Discuss PPL policy design elements that are relevant to children's health and development in theory and prepare a summary of those elements to be presented at the 2nd WG3 meeting **(WG3)**
- Prepare a short report on currently available data on PPL use in Europe and the currently existing PPL use data gap **(WG5)**
- Begin to systematically develop a theoretical framework for the understanding of PPL policies in the context of social sustainability **(WG1)**
- Review current PPL terminologies and discuss the scope and requirements for a timely, comprehensive and sustainable PPL terminology **(WG4)**
- Seek collaboration for a session proposal at an international conference to foster the visibility of the Action and discuss PPL as a matter of sustainability in the field of Sociology **(WG1 and WG4)**
- Prepare a Workshop for PhD students to take place in the 2nd year of the Action **(Core Group and WG2)**
- Find a suitable publisher for open access publication on the PPL data gap **(WG5)**





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Photo: Universität Hamburg

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## ABOUT

### About COST Action "Parental Leave Policies & Social Sustainability" (CA21150)

The Action aims to advance and disseminate research and knowledge about the significance of paid parental leave (PPL) for the social sustainability of societies. Our aim is to set the scene for future PPL research from the new perspective of social sustainability while making the field more coherent across disciplines and beyond academia. The main challenges are to build the network,

### About

[Apply for CA21150 WG membership](#)

[COST \(European Cooperation in Science and Technology\)](#)



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# Challenges according to the MoU

- Exciting cutting-edge research but **bridge building across disciplines** will be challenging as new conceptual territory
- Aligning with **European and global non-academic stakeholders'** activities and events to develop timely policy synergies
- Ensuring **endurance of new PPL data system** to build resilience and interoperability with International Leave Network & OECD
- **Representation:** gender balance, international (non-COST countries) membership
- → Which further challenges do you see? How to overcome them?

