



Sustainability@Leave

CA21150





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WG 4 GERARDO MEIL & PEDRO ROMERO-BALSAS

Sustainable PPL terminology



“The main challenges are to build the network, identify and fill gaps in PPL research, **develop a future-oriented and cross-disciplinary PPL terminology**, and facilitate future research by closing the PPL data gap

Thus, the Action addresses the following questions:

(1) Which theoretical framework is suitable for capturing the relevance of PPL policy design to the social sustainability of societies?

(2) Which research gaps can be identified that need to be filled from a perspective of PPL policy

design as a component of the social sustainability of societies?

(3) How does PPL policy design influence vertical and horizontal inequalities in Europe?

(4) How does PPL policy design and parents' uptake of PPL affect children's development and their well-being?

(5) Which terminologies are appropriate to capture PPL policy design for current and future societies and can also be used across countries and disciplines?

(6) Which data are needed to examine the significance of PPL policy design for Sustainable Societies and how can these data gaps be filled?

(7) How can the network contribute to comprehensively transferring knowledge to European policymakers and the wider public?” (CA21140, Memorandum of Action, p. 4)



Since maternity leave rights were introduced by the end of the XIX and beginning of the XXth Century, basically to protect the health of the mother and the baby, the objectives of leave policy and the specificities of leave rights have been broadened to facilitate balancing working and family life and foster gender equality. New leave rights such as parental leave and paternity leave, among others, have been introduced. As a consequence, evaluation and comparison of leave policies have become much more complicated.

Additionally, with the aim of fostering gender equality, some countries have redesigned traditional leave policy including a change in terminology. This process began in the Nordic countries by the end of the XX Century, but meanwhile it can be identified also in other areas, for example (Meil, Wall, Atalaia & Escobedo, 2022):

Spain has substituted in 2019 the Maternity and Paternity leave for Birth and Care Leave

Portugal did it in 2009 distinguishing between Initial Parental Leave, Fathers-only Parental Leave and Additional Parental Leave

These changes are not only nominal, but substantial, as they affect many aspects of how leave rights are defined and acknowledged. In the case of Spain, for example, this process is associated with equalizing eligibility criteria and leave duration for both parents.

The extension of leave rights and changes in terminology make leave policy evaluation and comparison much more difficult, with a high risk of misinterpretation.

For example,

The term “maternity leave” is often equated with parental leave, which makes it difficult to evaluate the findings.

Comparisons or analysis are made focusing only on parental leave, without taking into account the characteristics of maternity/paternity leave, and/or considering only the paid periods, irrespective of the degree of payment.

Thus, “for future PPL research, there is an urgent need to create a consistent PPL terminology that captures policy design elements adequately and is suitable across academic disciplines.” (CA21140, Memorandum)

Very relevant advancements in this direction have been made by international entities that have an influence on leave policy developments or focus on comparative analysis:

- The European Commission has issued different directives establishing minimum leave rights among EU member states, the last one being the 2019-1158 Directive on work-life Balance
- The International Labour Organization (ILO) has also a highly relevant role not only in setting and advancing minimum leave rights across the World, but also in so far as it has provided a state of the art of leave rights all over the world (Addati, Cattaneo & Pozzan, 2022).
- Further, the OCDE Family database has been extended to include systematized data on leave provisions available in the countries belonging to this organization. The comparative tables provided by this database focus on the length of paid leaves for mothers and fathers and enables to have a broad picture of the generosity of leave provisions in different countries as it has developed the concept of “full-rate equivalent” to compare leave length and payment levels on an homogeneous basis, but doesn´t captures many other relevant aspects of leave rights.
- The International Network on Leave Policy and Research (www.leavenetwork.org), on the contrary, tries to capture as many specificities of leave rights as possible.

WG4: Sustainable PPL terminology

”With WG4 the Action brings added value to the harmonisation of PPL terminologies across scientific disciplines and stakeholders. **The Action aims at harmonising PPL terminologies used by international organisations and networks to foster a common understanding of the description of PPL in the future.** The harmonisation of PPL terminologies is important for the assessment of PPL policy design and the consequences of PPL policies for European societies in international comparison. The Action brings these different networks and organisations together and makes an important contribution to PPL research in and beyond Europe.

1. Create a comprehensive terminology for PPL policies and their uptake.
2. Publication in a Scientific Journal concerning the measurement of PPL in PPL research.
3. Create a comprehensive report on PPL policy design elements in European countries.
4. Make a session proposal for a sociological conference in 2023, together with WG1.” (CA21140, Memorandum of Action, p. 15)



DELIVERABLES AND TIMEFRAME

Aiming at knowledge Production

Publication on PPL terminology (WG4) (Months 17-30)

Policy Briefs (all WGs) (Months 35-40)

Report on PPL design elements in Europe (WG4) (Months 31-46)

Aiming at generating new technologies

Comprehensive and sustainable PPL terminology (WG4) (Months 4-22)

Aiming at knowledge dissemination (beyond publications)

Coordinate a session on international conference (WG1 & WG4) (Months 8-10 & 22)

Deliverable 4. Make a session proposal for a sociological conference in 2023, together with WG1.”

ESPAnet Annual Conference Warsaw 2023, SEPTEMBER 7th (Thursday)- 9th (Saturday) 2023

Stream track 9. Comparative family policy research with special attention to paid parental leave and early childhood education and care (ECEC) policies

We welcome **comparative studies**, and we want to especially draw attention to the **theoretical and technical understanding of policies** as well as papers paying **close attention to the terminology used. Studies on the policy design, on uptake and of consequences are of interest.** Studies that use any of the comparative data sources of parental leave policies or ECEC will be of interest. **We also welcome research that analyses the potentially transformative impact of the EU directive on Work Family Balance transposition into national policies.**

The deadline for paper abstracts submission is **14th of April 2023**
<https://espanet-warsaw2023.org/submission/>



**9th REPS (Spanish section of ESPAnet): Global Crises
and Local Impacts: Public and Community Trends and
Responses for Ecosocial Transition,**

Palma de Mallorca, 25th, 26th and 27th October 2023

**21st November 2022 – 23rd February 2023: submission
of abstracts**

Deliverable 1: Comprehensive and sustainable PPL terminology (WG4) (Months 4-22)

To Create a database with following information by country:

Name of the paid parental leaves in country language, its literally translation, including also breastfeeding leave and year of introduction of this terminology (year or before 2000). Has the country introduced a terminology change in order to be more inclusive? What terminology use international organizations like EU, OECD, ILO & Leave Network?

Does this leave rights foresee also childcare by other persons (grandparents, ...)?

Decisions:

- Which countries should be included? Number of Cost Action countries: 38 + Canada + Israel
- Should we include only paid leaves? What level of payment should be the threshold?
- Should we include also rights to care for adult dependents (usually Erdely, but also family members with disabilities). What are the names?



Deliverable 3 Report on PPL design elements in Europe (WG4) (Months 31-46)

Dimensions of analysis of characteristics of leave rights

1. Eligibility
2. Length (established from different point of views: the parent and the child -ie longest possible length for the child to be cared full-time by a parent)
3. Payment (including pension credits)
4. Funding
5. Flexibility in use (including compulsory periods before/after birth; splitting length over a specific period (first year of the baby/three year of age/etc), part-time use during a specific period, compatibility with paid-work, transferability (to the other parent / to other people -grandparents)
6. Sustainability: specificities for low-income groups, students, self-employed and new family forms such as lone-parent family, same-sex parents or adoptive parents.