

CA21150 - PARENTAL LEAVE POLICIES AND SOCIAL SUSTAINABILITY (SUSTAINABILITY@LEAVE)

Minutes WG4 & Core Group Meeting

Athens, 28/06/2023

- 1) Input Gerardo Meil (WG4 Leader) : PPL Terminology & Visualization Tools..... 2
- 2) Reflections from the International Network of Leave Policies & Research, presented by Alison Koslowski (Editor Annual Review of the LP&R and WG1 Substitute Leader) 2
- 3) General Discussion 2

Associated GP Goals

Review current PPL terminologies and discuss the scope and requirements for a timely, comprehensive and sustainable PPL terminology. (WG4)

Description

This additional meeting will serve to design and prepare the development of an online mapping tool for international comparison of paid parental leave (PPL). This online mapping tool is planned to provide easy accessible information and figures for comparison on PPL policies and their use. The project and the meeting will be led by WG4. Core Group members will support this initial discussion of the mapping tool design to ensure consideration of the different perspectives of the other WGs, support the financial planning of this project and discuss possibilities of involving STSMs.

Output

A mapping tool that allows easy comparison of PPL policies and their use and provides ways to visualise these comparisons. In preparation, the indicators for the comparison of PPL policies need to be discussed. This process should be initiated and structured with the meeting. The aim is to set up the online tool in the 2nd period of funding and its further development in the following years.

1) Input Gerardo Meil (WG4 Leader) : PPL Terminology & Visualization Tools

- Gerardo Meil presented the ideas for an online mapping tool of PPL policies and parental leave use. First, he reviewed pre-existing and emergent visualization tools (e.g., OECD, ILO) and discussed the advantages of visualizing data on PPL, for example allowing selection and aggregation of indicator variables to represent particular standpoints- e.g., child's, mothers, gender equality. He discussed problems associated with PPL terminology in light of changing policy national contexts. Second, using the prepared documents (see attachment), he then presented various possibilities of representation through an online mapping tool. He also discussed how PPL data could be collected from LP&R country note experts through short survey questions.

2) Reflections from the International Network of Leave Policies & Research, presented by Alison Koslowski (Editor Annual Review of the LP&R and WG1 Substitute Leader)

- Alison Koslowski introduced the International Network of Leave Policies & Research. Based on her presentation of the objectives and work of the network, she presented the pros and cons of an online mapping tool from her point of view as lead editor in 2022 of the Annual Review. One main concern is the sustainability of the PPL terminology as developed by the network over the last two decades. Annual Review editors have faced particular challenges in creating the cross-country comparison tables. She reflected that an interactive tool could improve ease of navigation through the review's comparative tables and so be an added value from the COST's project. She highlighted the scope for improving terminology, particularly in relation to recent changes in parental leave policy designs across countries.
- Caution was expressed that the collection of indicators from the review editors or country experts needs to be handled carefully to ensure minimum burden. The network functions on an unpaid basis. In addition she stressed that careful consultation should be conducted if changes to the terminology are planned.

3) General Discussion

- In the discussion, the following points are discussed:
 - Which terminology should be used for the online mapping tool?
 - Who should be part of the discussion to ensure COST learns from LP&R editors on reliability and validity of PPI indicators?
 - What is the link between the online mapping tool and the cross-country comparison tables?
 - How could STSMs serve to facilitate the project?
 - What does an online mapping tool mean for the workload of LP&R members and the editorial board of the Annual Review?
 - How can any collection of indicators from the review editors or country experts be handled to avoid extra burden.
 - How far will the mapping tool focus on Europe?
 - What narrative(s) should be behind the data for the online mapping tool?
 - What timeline for the product is feasible?
 - What are the next steps?
- The discussion makes it clear that close cooperation between WG4 and the LP&R is desired. It is also emphasised that the limited duration of the COST Action should be taken into account

in all planning, as it is desired that the online mapping tool should be further filled with data beyond the duration of the Action.

- It is agreed on a further meeting between WG4 Leader, Chairs & editors/coordinators of the LP&R to discuss the issue of sustainability of LP&R terminology and further cooperation