THE WORK FAMILY RESEARCHERS NETWORK INTERNATIONAL COMMITTEE

2014 Report on Work and Family Developments in Ten Countries: Brazil, Canada-Québec, China, Greece, Korea, Malta, Nigeria, Portugal, UK, & USA

UPDATED June 2016
THE WORK FAMILY RESEARCHERS NETWORK INTERNATIONAL COMMITTEE

2016 UPDATES to 2014 Report on Work and Family Developments in Ten Countries

Contents:  

<table>
<thead>
<tr>
<th>Country</th>
<th>Pages</th>
<th>Authors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brazil</td>
<td>3-6</td>
<td>Clarice Santos</td>
</tr>
<tr>
<td>Canada- Québec</td>
<td>7-9</td>
<td>Diane-Gabrielle Tremblay</td>
</tr>
<tr>
<td>China</td>
<td>10</td>
<td>Xinyuan (Roy) Zhao</td>
</tr>
<tr>
<td>Greece</td>
<td>11-13</td>
<td>Rea Prouska</td>
</tr>
<tr>
<td>Korea</td>
<td>14-17</td>
<td>Hyosun Kim</td>
</tr>
<tr>
<td>Malta</td>
<td>18-19</td>
<td>Anna Borg</td>
</tr>
<tr>
<td>Nigeria</td>
<td>20-21</td>
<td>Mariam Gbajumo-Sheriff</td>
</tr>
<tr>
<td>Portugal</td>
<td>22-27</td>
<td>Cláudia Andrade and Marisa Matias</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>28-33</td>
<td>Suzan Lewis, Deirdre Anderson, Grace James,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bianca Stumbitz, and Gemma Yarwood</td>
</tr>
<tr>
<td>United States of America</td>
<td>34-37</td>
<td>Boris Ben Baltes</td>
</tr>
</tbody>
</table>

Edited by Suzan Lewis
BRAZIL Report on Work and Family Developments

Clarice Santos

1. Abstract/overview

The work-family field is not as established in Brazil as it is in other countries and the terms work-family conflict and work-family balance are seldom utilized. Organizational work-family policies tend to follow what is mandated by the government, even though more firms have engaged in initiatives towards quality of life at work and have been recognized by their efforts. Few scholarly articles have been published about the theme, with a few cross-cultural studies targeting Brazil for data collection alongside other Latin American countries. However, the field seems to be getting more attention recently and we have noticed an increase in publications from a variety of fields. Despite remaining inequalities, a larger percentage of the population is now engaged in formal work contracts. In addition, the nation is undergoing changing family patterns and is faced with an increasing number of women in the workforce and as heads of households.

NOTE: As of April/May 2016, a process of impeachment was initiated in Brazil and president Dilma Rousseff was substituted by her vice-president while she awaits trial – this may take up to 180 days. The interim president, Michel Temer, has made changes that signal a shift to a more conservative government. He has recently eliminated the Ministry of Women, Racial equality and Human Rights.


• Paternity leave – The Federal Constitution of 1988 provides 5 days of paternity leave. However, as of March 2016, organizations that are part of the “Programa Empresa Cidadã” can increase paternity leave to 20 days. Those organizations are the same that can provide 180 days of maternity leave rather than 120 days. Approximately 10% of eligible organizations have joined the program.

• The government has been discussing changes to the country’s retirement policy. The proposed change consists of a calculation based on the formula 85 (women)/95 (men), which is a combination of age and years worked.

Recent policy developments:

Law 12.873 became effective on January 2014 and brought significant changes to the 120-day maternity leave (http://www.jusbrasil.com.br/busca?q=Art.+6+da+Lei+12873%2F13&c=1), which include:

• The 120-day maternity leave is now extended to cases of adoption, for men and women, regardless of the age of the adopted child (as long as they are under 12).

• However, only one of the parents will be able to utilize the benefit.

• The 120-day maternity leave is now transferable. If a mother who is on maternity leave dies or abandons the child during the 120-day period, the remainder of the leave is transferred to the mother’s partner (this applies in cases of adoption as well).
3. Developments in research

3.1 New and ongoing projects

Ongoing:

- Federal University of Rio de Janeiro (UFRJ) - Clarice Santos and Adriana Hilal from Coppead are working on conceptualizing the work-life interface in Brazil through an examination of the meaning of work, life outside of work, and specific aspects such as gender and family roles within the Brazilian context.

- São Paulo University (USP) – Research group dedicated to quality of life at work led by Ana Cristina Limongi and Alessandro Marco Rosini

- São Paulo University (USP) – Research group dedicated to self-knowledge and career development led by Tania Casado

Completed:

- Sardenberg, C. M. B. (2016). In the backyard of the factory: gender, class, power and community in Bahia, Brazil. Universidade Federal da Bahia.


3.2 Publications


4. **Developments in good practices; both formal & informal**

- Movimento Mulher 360 (http://movimentomulher360.com.br/):

  In 2015, a group of organizations (Bombril, Cargill, CocaCola, DelRio, Diageo, Johnson&Johnson, Natura, Nestlé, Pepsico, Santander, Unilever and Walmart) founded the Women Movement 360 – a non-profit association focused on promoting gender equality.

- Brazilian Human Resources Association – Rio de Janeiro chapter (http://www.abrhrj.org.br/):

  The association offers a seminar on Human Resources and Health, focusing on health prevention and developing strategies for motivating behavior changes that improve health and reduce health-related organizational costs. In addition, throughout the year, the association organizes courses where cases are discussed which include the successful adoption of initiatives that improve quality of life. They also have an award called “Prêmio Ser Humano” (Human Being Award) that is given to companies (distributed in categories according to company size) that reward a series of human resource initiatives which include diversity and inclusion, and other work-life.

- Brazilian Association for the Quality of Life (http://www.abqv.com.br/):

  The association organizes an annual conference targeting workplace wellness and quality of life at work. They offer an award for companies that excel in these areas, and in 2014, the association adapted their annual award (the PNQV) to the principles of the World Health Organization’s Global Healthy Workplace. Finally, in 2015, the association established a partnership with the Global Healthy Workplace Award.

- Best Companies to Work for (Exame and Você S/A Magazines):
Described as the largest organizational climate conducted in the country, it examines the quality of the workplace environment and the quality of people management, by surveying the workers and the organization as a whole. The workers’ questionnaire includes employee’s perceptions of the organization in terms of identity, motivation, leadership and learning opportunities. The organization’s HR practices are examined as part of the quality of people management step. 


• Great Places to Work:

Global initiative by a consulting company that examines employees’ perceptions of the workplace and workplace practices through a Trust Index and a Culture Audit. They target areas that are relevant to the work-life field such as inclusiveness.

(http://www.greatplacetowork.com.br/melhores-empresas/lista-nacional)

5. **List of any other resources and names of contacts for further information**

• Brazilian Human Resources Association (http://www.abrhnacional.org.br/)
1. **Abstract**

In 2014 there were few developments in terms of parental leave, but the Québec paternity leave is still a success, with 80% participation. The election of a liberal government in Québec raised the issue of possible reduction in parental leave, and led to an increase in childcare cost, which increase from 7 $ a day to 8 $ a day, with possible increases according to income level to be introduced later in 2015. Telework and flexible working time arrangements continue however to develop in firms, as many put forward work-family policies, especially large firms, but more and more medium-sized firms.

2. **New developments in policy (policy developments and references)**

In January 2006, Québec launched a Maternity, Paternity and Parental leave benefit programme, the Québec Parental Insurance Plan (QPIP), distinct from that of Canada. This Plan offers better coverage of income, includes self-employed parents and a quota for fathers, which can be from 3 to 5 weeks.

See: [http://www.rqap.gouv.qc.ca/Index_en.asp](http://www.rqap.gouv.qc.ca/Index_en.asp)


3. **Developments**

3.1 **Some conferences and seminars**

a) CURA Seminars on work life balance over the lifecourse are regularly attended by students, academics and practitioners on issues such as parental leave, work-family issues in various professions (lawyers, nurses, social workers). Many seminars are on video, with powerpoints, as well as research note. See [http://benhur.teluq.uquebec.ca/SPIP/aruc/spip.php?article2](http://benhur.teluq.uquebec.ca/SPIP/aruc/spip.php?article2)

b) the Vanier Institute is planning a big conference in June 2015 and they have been working on family issues over 2014: see [http://www.vanierinstitute.ca/home_page](http://www.vanierinstitute.ca/home_page)

c) a conference on employment and work, including 4 sessions on work-family issues has been organized during 2014 and will take place in Quebec city in June 2015: [http://ciete.sbsn-conf.com/?page_id=66&lang=fr](http://ciete.sbsn-conf.com/?page_id=66&lang=fr)

3.2. **Research Projects**

- Employers’ practices related to maternity, parental, paternity and compassionate care leave (2013-15). Donna Lero, University of Guelph; Janet Fast, University of Alberta; and Diane-Gabrielle Tremblay, University of Québec-Télou. Funded by the Centre for Families, Work and Well-Being, University of Guelph. Contact: Donna Lero at dlero@uoguelph.ca

- Engagement in work and work-life challenges for lawyers in Québec (2011-2015). Diane-Gabrielle Tremblay, University of Québec-Télou. Funded as part of the CURA (Community-Universities...
Research Alliance) on work–life articulation over the life-course, by Social Sciences and Humanities Research Council of Canada. Contact: dgotreml@teluq.ca; website: www.teluq.uqam.ca/aruc-gats

-Supporting fathering involvement. A multi-site and multi-cluster project by the Father Involvement Research Alliance, Contact: Kerry Daly: kdaly@uoguelph.ca.


3.3 Selected publications


Quebec Parental Insurance Program/Régime québécois d’assurance parentale (2015) Sondage auprès des pères ayant eu recours au Régime québécois d’assurance parentale (RQAP). Québec: RQAP (Survey sponsored by the Quebec Parental Insurance program, with data on fathers who took leave (why, with mother or not, etc.), but these are survey data and not administrative data)

compares leave in Canada and Québec, along with other elements of Québec family policies, including child care.)


5. **List of any other resources and names of contacts for further information**

Vanier Institute of the family: http://www.vanierinstitute.ca/home_page

Center for Families, Work and Well-being: http://www.worklifecanada.ca/

CURA Center on work-life articulation over the lifecourse:
http://benhur.teluq.uquebec.ca/SPIP/aruc/spip.php?article2

Québec Parental Insurance Plan: http://www.rqap.gouv.qc.ca/Index_en.asp

Canadian Center for Occupational Health and Safety (pages on Work-life balance):
http://www.ccohs.ca/oshanswers/psychosocial/worklife_balance.html

Work and Family Foundation Canada:
http://workfamilyfoundation.org/

Childcare Canada resource and research unit:
http://www.childcarecanada.org/category/tags/workfamily-balance
CHINA Report on Work and Family Developments

Xinyuan (Roy) Zhao

1. Abstract/overview

As the society is getting postmodern, family issues become increasingly important in China. Political, industrial and academic partners noticed this trend and had their own responses. In particular, work and family research developed dramatically in China since 2003. Almost one hundred articles published in Chinese journals in 2014. The research and practice of improving work and family quality of life would be very promising in China over next several decades.

2. New developments in policy

In the speech for the Chinese new year 2015, President Xi, Jinping emphasized the importance of family. He said that family is the basic cell of a society, and that we need to enhance the harmony within families. http://news.xinhuanet.com/politics/2015-02/17/c_1114401705.htm

Labor Law has been revised in Nov. 2014. The revisions focused on salary payments, illegal labor force, and collective negotiation. http://www.kuaiji.com/news/1926398

The one-child policy has been changed in China. One couple is illegible to have two kids. This change leads to new opportunities and challenges in the Chinese society. For example, the number of pediatricians is not sufficient. The relevant support programs are under development. In addition, the policies support tourism, leisure and recreation more strongly which is good for balancing work, family and life relationships. Several places such as Guangdong have recently encouraged weekend holidays to be two and half days.

3. Developments in research

3.1 New and ongoing projects (list plus links)

In 2014, National Natural Science Foundation of China supported several grants for family related studies, including family finance, family assets, energy consumption, and family poverty in villages, etc. http://www.nsfc.gov.cn/

3.2 Publications

According to CNKI (the most influential data base of academic resources in China), there are 92 articles relevant to work and family relationships published in Chinese journals in 2014.

4. Developments in good practices; both formal & informal) (List of practices and any references or contacts)

Center for Social Survey, Sun Yat-Sen University, conducted large sample surveys on labor and family and provided data bases for research. http://css.sysu.edu.cn/

5. List of any other resources and names of contacts for further information

See above in the section 4.
GREECE  Report on Work and Family Developments

Rea Prouska

1. Abstract /overview

Greece is steadily improving gender equality and WLB for both mothers and fathers. However, the recent economic recession and austerity is proving to be a great challenge to these objectives due to the increased job insecurity and fear of unemployment. Although some newer developments have taken place at a policy, implementation is done haphazardly, while some employers appear to neglect new legislation. There is, therefore, a gap in research to explore these issues further.

2. New developments in policy

(2.i) In 2014, working fathers in the private sector were given the right to request parental leave (reduced work hours) even in cases where the mother is self-employed. When both parents are employed, they have a right to choose which one will use the parental leave. See: Greek National General Collective Employment Agreement (EGSSE) 2014, Article 2 “Parental leave (reduced hours)” available online at http://www.sev.org.gr/Uploads/pdf/%CE%95GSSE2014.pdf (in Greek).

(2.ii) In 2013, new provisions were introduced regarding the use of childcare leave in the case of multiple births for public sector employees (Law 4210/13, art.6), allowing an extra six months of paid childcare leave for each additional child in the case of multiple births. See: Hatzivarnava-Kazassi and Karamesini (2014), “Greece”, Centre for Gender Studies, Panteion University, available online at http://www.leavenetwork.org/fileadmin/Leavenetwork/Country_notes/2014/Greece.pdf


The General Secretariat for Gender Equality (GSGE) in Greece has been implementing a National Programme for Substantive Gender Equality. This includes legislative and political measures aimed at promoting the reconciliation of professional and family life; its key pillars include the amelioration of the parental leave system, the reduction of occupational gender segregation, the establishment of rewards for enterprises that implement gender equality policies and the gender mainstreaming in ministerial and regional policies. But the crisis has meant flexible and informal labour relations in Greece and this impact on parents’ rights. Parental leave is not used as much as in the past and mothers don’t use all their rights; instead they solve problems privately by accepting the violation of their rights for fear of losing their job. Families are generally confronted with more discriminatory employer practices/approaches. During the crisis period, there has been a recorded increase in complaints concerning unfair dismissals due to pregnancy or maternity leave (Hatzivarnava-Kazassi and Karamesini, 2014).

3. Developments in research
3.1 New and ongoing projects


3.2 Publications


4. **Developments in good practices; both formal & informal (List of practices and any references or contacts)**

The recent economic recession and austerity has intensified issues of gender inequality and WLB due to work insecurity and the fear of unemployment. In 2012 and 2013 the Greek Citizen Ombudsman (http://www.synigoros.gr/) expressed concerns over complaints regarding employers not agreeing to employ mothers in their previous post when returning from maternity leave and expressed a general concern over the negative impact of the financial crisis on women during pregnancy and maternity (see Hatzivarnava-Kazassi and Karamesini, 2014). A shocking development on this front concerns an allegation against an employer who requested a pregnant mother to have an abortion in order to keep her job (see: http://greece.greekreporter.com/2014/11/19/employer-demands-of-pregnant-woman-to-have-abortion-to-keep-her-job/).

5. **List of any other resources and names of contacts for further information**

Centre for Gender Studies, Panteion University, Athens, Greece, http://www.genderstudies-panteion.gr/en/


Hellenic Statistical Authority (El.Stat), www.statistics.gr

KOREA Report on Work and Family Developments

Hyosun Kim

1. Overview

In this Korean 2014 Annual Report, we document the new developments in work family issues in Korea. Under the leadership of President Park, the nation’s first female President, work-family issue and women’s career advancement has been on national policy agenda. Government introduced new legislations to reduce working hours for women in pregnancy, and expanded financial support to employers which are implementing childcare policies. The Ministry of Gender Equality funded Korean Academy of Management to hold forum on work family issues, while the Ministry of Labor funded research and consulting projects to disseminate ‘Smartwork Center’ which was expected to help employees at medium-sized firms to balance work and family. There has been a steady increase in research related to work family issue. Government initiated family friendly business forum is also working toward disseminating best practices in family friendly business.

2. New developments in policy

2.1 Shorter working days for pregnant women (2014)

The legal right to request shorter working hours for pregnant women was introduced by Korean Government in order to protect pregnant workers. Pregnant women who work for companies with more than 300 employees can leave two hours earlier each day for the first 12 weeks and after 36 weeks. The women will be paid the same as usual. Companies that refuse to accept the policy will be fined up to 5,000,000 won (about $4750). Workers who wish to leave early must provide description of specific dates and times and provide a doctor’s note that they are pregnant. For women working less than eight hours, a minimum of six working hours will still apply. As for companies with less than 300 workers, the policy will go into effect on March 25, 2016. See http://www.moel.go.kr/policyinfo/woman/view.jsp?cate=3&sec=5

2.2 Government funding for ‘Smartwork Centers’

Government provided financial support for those firms which were establishing ‘Smartwork Center’ where a group of medium-sized firms could utilize for their workers. Two centers, one in Seoul and one in Daegu, were selected to become the beneficiary of government support.

2.3. Government support in Care related leaves.

Eligibility of the childcare leave was expanded to include families with kids under age 8 instead of under age 6. Paid child-birth leave was extended from 90 days to 120 days for those who are giving birth to twins.

Government also increased the financial support for many childcare related issues. Government has raised the financial support provided to employers for utilizing temporary replacement worker in order to let their employees take childcare leave. The amount of financial support was raised from 400,000 won to 600,000 won per replacement worker. The hourly wage rate for employees working shorter hours were raised for parents who have children under age 8.
3. Developments in research

3.1 Smartwork Center Project funded by Ministry of Labor

The Korean government has made efforts to encourage flexible work arrangement by building ‘smart work centers,’ remote offices equipped with IT facilities, in an attempt to give their employees an options to work near home. Private companies in Korean have also been establishing similar smart work centers. Recently, the government is planning to provide smart work centers for small and medium sized firms, which have been slow to experiment on such work arrangement due to lack of resources. Yet, the low utilization rate of smart work centers at government offices and at private firms questions whether such efforts will achieve what they were originally meant to achieve. Thus, in an attempt to examine the feasibility of establishing smart work centers for small and medium sized firms, Kim, Ahn, & Kong (2014) at Chung Ang University explored the factors that facilitate and hinder the use of smart work centers by interviewing employees at government offices as well as at private firms. The current study showed that policy makers should consider organizational issues of utilizing smart work center in addition to technological issues in order to ensure successful utilization of smart work centers.

3.2 Publications


Hyon dong Kim (2014). The effects from career goals on the relations between negative work-family spillovers and flexible work arrangement demands. 『The Women’s Studies』, 87, 289-316.


4. Developments in good practices

4.1 Work Family Forum by Korea Academy of Management (2014.12.18)

Korea Academy of Management Korean held Work-Family Forum under the support of Ministry of Gender Equality in Korea. The topic of the Forum was to achieve organizational innovation through putting work-family balance as a strategic HR issue. Prof. Deborah Kolb at Simmons College, Boston, was invited for a keynote speaker. Prof. Dongyeob Shin at Yeonsea University gave speech on the history of family friendly policies in Korea and Prof. Jasook Koo presented her work on the successful organizational innovation at C-hospital that solved the dual issues of employee’s work family balance and workplace effectiveness.

4.2 Family Friendly Business Forum (FFF)

Family Friendly Business Forum (FFBF) has been organized since 2011 under The ministry of Gender Equality, and has been organizing annual meeting each year. In 2014, the Forum was held at National assembly on 4.18, 2014 to discuss how to help firms become more family friendly. Dr.
Jooeun Cho proposed providing various incentives for firms receiving Government Accredited Family Friendly Business. The cases of Yuhan-Kimberly, Asiana Airline, and Hanmi Global were presented as family friendly business. Two-day workshop was also held for HR representatives of firms which received family friendly accreditation in 2014. Development of family friendly policies in Korea was introduced, and family friendly firms in foreign countries were also introduced.

5. **List of resources for further information**

Korean Women’s Development institute. [http://www.kwdi.re.kr](http://www.kwdi.re.kr)


Korean Institute for Healthy Family. [http://www.kihf.or.kr](http://www.kihf.or.kr)

Korea Working mom Institute. [http://www.kworkingmom.com](http://www.kworkingmom.com)

Korea Association for Community Education. [http://www.kace.or.kr](http://www.kace.or.kr)

Seoul working mom support center. [http://www.workingmom.or.kr](http://www.workingmom.or.kr)

Seoul work-family balance support center. [http://www.seoulworkfamilybalance.or.kr](http://www.seoulworkfamilybalance.or.kr)
MALTA Report on Work and Family Developments

Anna Borg

1. Abstract/overview

During 2014, various initiatives were taken by the Government of Malta to support families to combine paid work with the care of children. The most prominent of these was a free childcare scheme for children under three and a free breakfast service for school children whose parents are in the formal labour market. These were combined with other measures including a bigger tax rebate for parents who do not use free childcare, an incentive to encourage older women to return to the labour market, a higher tax free bracket for working parents and a grant to encourage single parents to invest in their education and skills, amongst others. During this period, very little research on work-family issues was carried out.

2. New developments in policy

1. A free childcare scheme for children between three months and three years was introduced in Malta in April, 2014. The aim behind the scheme is to incentivise more parents (but especially mothers) to return or to remain in the formal labour market (MEDE, 2015). In a context of low female employment rates (51%) and low birth rates (1.4) the free childcare scheme is specifically targeted at working parents (defined as both parents/guardian or single mother/father/guardian) who are in work and who are paying social security contributions. It is also open to parents who are studying (defined as those in education leading to a recognised diploma or degree). See: https://education.gov.mt/en/Pages/Free-Childcare.aspx for more details.

2. On the 1st September, 2014, government introduced a breakfast service for school children. This allows working parents to leave their children at school prior to the usual school time and simultaneously the children are provided with an adequate breakfast. This incentive supports parents who have to report early for work. See: https://education.gov.mt/en/Pages/Breakfast-Club.aspx for more details.

3. The current income tax rebate of €1,300 for the payment of child care facility by working parents was increased to €2,000 in the 2014 budget. See: http://www.pwc.com/mt/en/malta-budget/2014/malta_budget_2014.pdf for more details.

4. As from January 2014, married women who are of over 40 years old and who decide to re-enter the labour market after an absence of 5 years or longer, but whose income is lower than the minimum wage, will still enable their working spouse (husband) to benefit from the married tax rate computations. Simultaneously, the income earned by the woman will be ignored for the purpose of the tax computation. This will be valid for five years. See: http://www.pwc.com/mt/en/malta-budget/2014/malta_budget_2014.pdf

5. In the 2014 budget it was announced that the Tax free bracket for parents will increase from €9300 to €9800. See:

7. In order to encourage more single parents on benefits to undergo training in order to find improve their skills, in the 2014 budget a credit of between €200 and €1,000 was offered to this category of parents who undertake an intensive vocational training programme or enrol in a full-time educational course. See: https://mfin.gov.mt/en/The-Budget/Documents/The_Budget_2014/Budget2014_Speech_EN.pdf

8. In respect of part-time workers, the part time withholding tax limit was increased to €10,000 and €12,000 in case of part-time self-employed persons. See: http://www.pwc.com/mt/en/malta-budget/2014/malta_budget_2014.pdf for more details.


3. Developments in research

Very little research was done in the area of work and family in 2014.

3.1 New and ongoing projects (list plus links)

There are no other projects that are specifically aimed at helping working families.

3.2 Publications


4. Developments in good practices; both formal & informal) (List of practices and any references or contacts)

n/a

5. List of any other resources and names of contacts for further information


For further details contact: Dr Anna Borg. Anna.borg@um.edu.mt
NIGERIA Report on Work and Family Developments

Mariam Gbajumo-Sheriff

1. Abstract

Nigeria is an emerging country in Sub-Saharan Africa with a population of 177,155,754. Patriarchal values are still prevalent and the communal culture is valued; the interest of the individual is subordinated to that of the community. Employment Relationships are governed by the Labour Act Chapter 198 (1990) and government as one of the parties in the tripartite relationship is passive which transfers the burden of providing family-friendly workplaces majorly to the employers (Ovadje and Ankomah, 2001).

In respect of the provisions covering employee well-being, the Labour Act makes specific provisions for maternity leave and annual leave while paternity leave is almost non-existent, however the family plays a supportive role in reducing the burden from childcare and domestic responsibilities. Flexible working like part-time, job-sharing and term-term working is uncommon and the norm is full-time five-day working week.

2. New developments in policy

Limited government support and coping strategies for reducing stress at work are mostly individualistic because there is strong social support from the extended family. There hasn’t been any amendment to the Labour Law in recent years however government has been developing initiatives to ensure gender equality by giving women more opportunities in the political sphere (http://nigerianstat.gov.ng/nbslibrary/social-economic-statistics/gender-and-youth) as well as the introducing other initiatives to help marginalized girls and women. One of the initiatives is the G-Win Programme launched by the Federal Government of Nigeria whose objective is to provide succor for marginalized girls and women so that they can participate in the development of their communities. For the educated girl child, efforts are being made to equip her with IT skills and necessary health education from secondary school while for the uneducated, avenues has been provided for the acquisition of skills for economic empowerment.

Flexible working arrangements are mostly informal except for maternity leave, annual leave and provision of crèches within the office environment. When compared to western countries, work flexibility is limited however employers provide monetary benefits to support other employee needs.

3. Publications


4. **List of any other resources and names of contacts for further information**

The Institute for Work and Family Integration (IWFI) [http://www.iwfionline.org/](http://www.iwfionline.org/), a Non-Governmental Organization (NGO) is registered as a company limited by guarantee with the aim of providing solutions through research and advocacy to work and family conflicts created by the socio-demographic shifts, with a view to creating a better family, business and society. An IWFI research group is currently pursuing a project that relate work-family in Nigeria. Some of its other activities include:

- Courses and Trainings
- Family Advisory programme every year
- Work-life balance for CEOs and HR managers
- Married Couples Retreat (MCR) two or three times a year
- Conferences
- Society and Technology (Soc. Tech) every two years
- Work + Family conference every two years
- Corporate Social Responsibility.
- Seminars
- Work and family balance seminars
PORTUGAL Report on Work and Family Developments

Cláudia Andrade, College of Education, Polytechnic of Coimbra/Center for Psychology, University of Porto, and Marisa Matias, Center for Psychology, University of Porto

1. Abstract

This report intends to provide an overview about policy, research and publications (and data deriving from diverse institutions), that was produced in Portugal (in 2015), on the general framework of work and family relations. It takes a multidisciplinary approach and it aims to provide diverse types of information (research projects, good practices and institutional) highlighting the growing importance of the work and family relations in the country.

2. New developments in policy

Law 120/2015 September 1 has introduced important changes to the father’s compulsory parental leave, from 10 to 15 working days, consecutive or interpolated, adding new rules to the Labour Code which dictate that the father must enjoy the leave within 30 days following the child’s birth, five of which can be enjoyed consecutively immediately after the birth, corresponding to the payment of a parent allowance. The legislative amendment is intended to remove obstacles and to boost birth rates by strengthening the rights of mothers and fathers.

3. Developments in research

3.1 New and ongoing projects

Research projects (on-going projects)

Project Title: Men’s Roles in a Gender Equality Perspective

Principal Researcher: Karin Wall (karin.wall@ics.ul.pt)

Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa


Project Title: Families in the economic crisis: Mapping policy responses in 5 European countries

Principal Researcher: In PT - Karin Wall (karin.wall@ics.ul.pt)

Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa


Project Title: LEAVE – Families and leaves: policies and research

Principal Researcher: Karin Wall (karin.wall@ics.ul.pt)
Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa

http://www.leavenetwork.org/

Project Title: Sharing and negotiating Parental Leave: the father, mother and employers’ perspectives

Principal Researcher: Mafalda Leitão, Karin Wall (karin.wall@ics.ul.pt)

Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa

Project Title: Co-parenting reconfigurations after breakups: negotiation dynamics and public policies on shared parenting responsibilities

Principal Researcher: Sofia Pappámikail Marinho (sofia.marinho@ics.ul.pt)

Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa


Project Title: Transnational care practices of Latin American migrants living in Australia and Europe: a comparative perspective

Principal Researcher: Laura Merla, Karin Wall (karin.wall@ics.ul.pt)

Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa

Project Title: Changes in parental leaves and their impact on men’s experiences of leave

Principal Researcher: Karin Wall (karin.wall@ics.ul.pt)

Principal Contractor: Instituto de Ciências Sociais, Universidade de Lisboa

Project Title: Work-Family balance and couple’s emotional dynamics

Principal Researcher: Marisa Matias (marisa@fpce.up.pt)

Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade do Porto (http://www.fpce.up.pt/cpup/english/index.html)
Project Title: Family dynamics and unemployment: The macroeconomic impact in gender and social differences
Principal Researcher: Joyce Aguiar, Marisa Matias, Anne Marie Fontaine (fontaine@fpce.up.pt)
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade do Porto

Project Title: Dual-career couples in Europe. A cross-national analysis of career-family arrangements and normative gendered assumptions: the portuguese, swedish, french and british contexts
Principal Researcher: Catarina Lorga (catarina.lorga@ics.ul.pt)
Principal Contractor: Centro de Investigação e Estudos de Sociologia – Instituto Universitário de Lisboa http://www.ics.ul.pt/instituto/?ln=e&pid=213&mm=5&ctmid=2&mnid=1&doc=31816889833

Project Title: Organizational support and recovery from work-family conflict
Principal Researcher: Inês Silva, Marisa Matias (marisa@fpce.up.pt)
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade do Porto

Project Title: Intentions to have children: does work-family balance plays a role?
Principal Researcher: Margarida Lacerda, Marisa Matias (marisa@fpce.up.pt)
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade do Porto

Project Title: Work-life measures and family responsible organizations: a case study in a Higher Education Institution
Principal Researcher: Fernanda Simões, Cláudia Andrade (mcandrade@esec.pt)
Principal Contractor: Escola Superior de Educação de Coimbra

Project Title: Children’s views of work-family balance
Principal Researcher: Joana Recharte, Marisa Matias (marisa@fpce.up.pt)
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade do Porto
Project Title: (Co)Balance of work and family: Multiple roles impact in parenting  
Principal Researcher: Joana Vieira, Paula Mena Matos, Frederick Lopez (pmmatos@fpce.up.pt)  
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade de Porto

Project Title: Work-family relationship: An organizational perspective  
Principal Researcher: Vânia Carvalho, Maria José Chambel (mjchambel@psicologia.ulisboa.pt)  
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade de Lisboa

Project Title: Work-family enrichment and health perception: The mediate role of work engagement  
Principal Researcher: Cátia Alves, Maria José Chambel (mjchambel@psicologia.ulisboa.pt)  
Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade de Lisboa

Project Title: School-Family Conflict and Enrichment in Working-Student Parents  
Principal Researcher: Cláudia Andrade, Tricia Van Rhijn (mcandrade@esec.pt)  
Principal Contractor: Escola Superior de Educação de Coimbra, University of Guelph, Canada

3.2 Publications

Articles


Book and Chapters

National research


Reports


4. Developments in good practices

Project Title: Promoting Gender Equality in Business (http://www.igempresas.org/)

Contact: igempresas@iseg.ulisboa.pt

The project Break even – promoting gender equality in business aims to promote gender equality in Portuguese companies. It is led by the Lisbon School of Economics and Management (ISEG, University of Lisbon), in partnership with CIEG-ISCSP (Interdisciplinary Centre for Gender Studies of the Lisbon School of Social and Political Sciences, University of Lisbon), the Centre for Studies for Social Intervention (CESIS) and the Centre for Gender Research of the University of Oslo. This project takes into account the international and European framework, the strategic orientations and the political commitments in terms of gender equality and gender mainstreaming, as well as the national policy framework and the current action plan for the promotion of gender equality (2014-2017). It also reflects the main literature and scientific production in the field, as well as the team experience as far as the promotion of gender equality in organizations is concerned. The project follows an innovative approach in order to contribute to the optimization of the companies’ management systems, their organizational models and decision-making processes, as well as an improvement of the working environment and the overall organizational performance. The project is expected to encourage other companies to adopt a similar methodology of intervention.
Project Title: LEAVE – Families and leaves: policies and research (http://www.leavenetwork.org)

Contact: karin.wall@ics.ul

The aim of this project is to closely monitor developments in leave policies in Portugal and to carry out a comparative cross-national analysis of leave policy models in European societies. The project is integrated in the research activities of the International Network on Leave Policies and Research which publishes an annual report on leave policies focusing on the care of young children in 35 countries. The country review in Portugal has been carried out since 2005 and monitors changes in the following dimensions: current leave policies to support parents (length of leave, payment and funding, flexibility in use, eligibility); take-up of leave; research and publications on leave, work-family balance and other employment-related policies. To access the annual reports: see site of the International Network on Leave Policies and Research.

5. **List of any other resources and names of contacts for further information**

Association for Family Planning http://www.apf.pt


National Statistical Institute http://www.ine.pt/apresent/apresent_eng.html

National Association for Women Entrepreneurs http://www.ane.pt/

Observatory Family and Family Policies http://www.observatoriofamilias.ics.ul.pt/

Portuguese Women's Studies Association http://www.apem-estudos.org/en/
UNITED KINGDOM Report on Work and Family Developments

Suzan Lewis, Deirdre Anderson, Grace James, Bianca Stumbitz, and Gemma Yarwood

1. Abstract

2014 saw a number of policy developments related to flexible working, parental rights and social care. Developments in research and publication focus on a range of work-family topics but especially on aspects of flexible working, work-life balance and the impacts of post-recession austerity. In practice, there has been an employer led campaign to promote “agile working,” viewed as good for business and good for employees and their families. Agile working includes flexible working arrangements but also other aspects of flexibility such as temporary contracts.

2. New developments in policy in a given year (list of policy developments and references)

2. i The introduction of the right to request flexible working for all (2014).

The legal right to request flexible working initially introduced by the British government for parents and later carers was extended in 2014 to cover all employees who have worked for the same employer for at least 26 weeks. Employers must treat requests in “a reasonable manner” but can refuse on business grounds, see https://www.gov.uk/flexible-working/overview


2. ii The Care Act 2014 passed through Parliament. It was debated as an opportunity to address poor terms and conditions of employment in homecare work. The government claimed that specific measures to protect working time and wages were unnecessary and employment issues would be addressed in forthcoming statutory guidance. (see http://www.esrc-work-life-seminars.org/uploads/images/Seminar4/The%20Care%20Act%20as%20a%20statute%20of%20austerity.pdf)

2.iv Questions were posed in 2014 around the maternity rights of surrogate mothers. The Court of Justice of the EU (CJEU) ruled that a mother who commissioned a surrogate was not entitled to maternity rights (C.D. v S.T C-167/12 CJEU (2014)) but this is set to change in the UK next year when the Children and Families Act will provide commissioning mothers the right to paid leave.

**Shared parental leave** was introduced in 2015, [https://www.gov.uk/shared-parental-leave-and-pay/overview](https://www.gov.uk/shared-parental-leave-and-pay/overview). Eligible parents (e.g., both must be employed) can share parental leave (but there is no fathers’ quota - i.e., the mother can decide to share some of the leave with the father)

Take-up of shared parental leave by fathers is currently limited but some large companies are enhancing entitlements and encouraging fathers to take some leave. The charity Working Families identified the main ways that organisations are implementing Shared Parental Leave in a sample of 81 employers, 6 months after shared parental leave was introduced.

3. **Developments in research,**

3.1 **Some new and ongoing projects**

3.1.i ESRC Seminar series on work life balance in the recession and beyond were attended by academics and practitioners, Seminars were held on:

- Employment Relations and Workplace Initiatives.

Four further seminars will be held in 2015 on

- Innovation in workplaces
- Work-Life Balance and Well being
- The future or work life balance in austerity and beyond

For details and to download all seminar presentations see [http://www.esrc-work-life-seminars.org/](http://www.esrc-work-life-seminars.org/)

3.1.ii Work Autonomy, Flexibility and Work-Life Balance (WAF project)

This project, at the University of Kent aims to examine how work autonomy and working-time flexibility (flexi-time) are being used and provided, and how they can be used to benefit workers’ work-life balance rather than leading to spill-over and blurring of work and family life. See [http://www.wafproject.org](http://www.wafproject.org)

3.1.iii The experiences of newly qualified nurses managing the demands of work-life balance.

This project funded by the National Health Service (NHS) commenced in 2015 at Manchester Metropolitan University. It focuses on NHS trusts within Greater Manchester with high attrition rates of newly qualified nurses. Using a mixed methods approach the project aims to explore the workplace experiences of newly qualified staff. For details contact G.Yarwood@mmu.ac.uk

3.1 iv Experiences of combining work and fertility treatment

Women and men’s experiences of medically assisted reproduction and employment in conjunction with the organizations Infertility Network UK and Working Families. For more detail, contact N.Payne@mdx.ac.uk

3.1 v Digital Brain Switch Project

The Digital Brain Switch project focused on how technologies are fundamentally changing our relationship with work, carrying out an in depth investigation using a number of innovative methods. Further detail can be found here: [http://www.scc.lancs.ac.uk/research/projects/DBS/](http://www.scc.lancs.ac.uk/research/projects/DBS/), contact dbs-project@open.ac.uk. Twitter Handle @DigiBrainSwitch.
2.1.vi Work-life balance and wellbeing in safety critical occupations

This research explores the aspects of work that impair work-life balance and wellbeing in the fire and rescue service, the prison service and the police and the implications for employees and their families as well as organisations. The research is in collaboration with several bodies such as the Prison Officer Association and a number of police forces and Fire and Rescue Services. Further information from gail.kinman@beds.ac.uk; a.mcdowall@beds.ac.uk and n.payne@mdx.ac.uk

2.1.1.vii Work-life balance and wellbeing in UK academic and academic-related employees

Since 2004, this longitudinal research has been funded by the University and College Union to track the work-related wellbeing and work-life issues of this occupational group at a national level. National surveys are conducted every two years and the findings published. A book is currently in preparation to be published by Palgrave. Further information from gail.kinman@beds.ac.uk

3.2 Selected publications


4. Developments in good practices; both formal & informal

4.i Agile Working - see Agile Future Forum (AFF) www.agilefutureforum.co.uk

A group of high profile business leaders set up a forum to explore benefit for employees and employers of what is termed agile working. Agile working is described as broadening the concept of workplace flexibility to include when and where people work, what they do (e.g. multi-skillling) and also who is employed? (e.g. using contractors or temporary workers)

The AFF launched call to action to promote workforce agility in November 2014 and provide case studies of how this can benefit businesses and employees. The focus is on the business case and encouraging employers to adopt new, “agile” ways of working.

4.ii Institute for Public Policy Research www.ippr.org/

On 26th December 2014 The IPPR published Amna Silim and Alfie Stirling’s paper ‘Women and flexible working: improving female employment outcomes in Europe’. The report situates evidence about women and flexible working in the UK within the wider context of other EU member countries. By assessing the extent and nature of demand for flexible work practices, the authors consider many of the challenges and opportunities that greater flexible working might offer in the future,

5. List of any other resources and names of contacts for further information

Working Families http://www.workingfamilies.org.uk/, a charity that support working parents and carers and their employers celebrated its 35th year in 2014. The charity provides parents and carers with advice on employment rights such as maternity and paternity leave, rights to time off in an emergency, and parental leave, as well as helping them to negotiate the flexible hours they want. Their website provides a wealth of information on these and other related topics and ... wlb week, go home on time day etc.

UNITED STATES OF AMERICA Report on Work and Family Developments

Boris Ben Baltes

1. **Abstract:**

This summary provides a report on the developments of work and family practices, policy, research, and literature in The United States of America.

2. **Developments in Policy Since 2014:**

- The United States of America is a unique entity due to its separate layers of government (Federal and State). Therefore, there are instances where new policies are enacted in one area of the country that is not adopted by other areas. So, after a thorough search of relevant material, I came across an amazing website that documents every bill and statute in regards to work and family policies in the 50 States, as well as the Federal level.


- The most recent development related to work family policy is the state of the union address by President Obama where he called for an end to “Mad Men” era workplace policies, and an increase in minimum wage, fair pay for men and women, affordable child care, paid sick days, and paid family and medical leave. These points directly and indirectly affect work family balance.


- Unfortunately, The United States of America has been slow to adapt policies in the areas of paid leave, childcare, flexible work, and others to modern work family realities. For example, The United States of America ranks last in the area of time off (0 weeks paid leave, 12 weeks protected leave). In addition, it has no paid maternity leave, no paternity leave, high child care costs, no bans on mandatory overtime, and no days of rest.


3. **Developments in Research Projects Since 2014:**

- Researchers from Indiana University – Purdue University Indianapolis and Kennesaw State University are developing an easy to use online individual-level interventions aimed at helping
employees increase the segmentation between their work and life roles in order to reduce their work-life conflict.

- Researchers from Wayne State University in Detroit, Michigan are introducing an online individual-level training intervention to reduce employees’ levels of work-family conflict by increasing knowledge about a specific set of problem-focused coping behaviors: selection (setting goals), optimization (increasing efficiency), and compensation (seeking assistance).

- Researchers from Portland State University, Ohio University, Purdue University, Oregon Health and Science University, and Pennsylvania State University are incorporating both individual and organizational-level training initiatives with an intervention called STAR (“Support. Transform. Achieve. Results.”). This intervention was designed to increase employees’ work schedule control and supervisors’ support of work-family issues.

The “New Dad”

Over the last six years, the Boston College Center for Work & Family (BCCWF) has completed a series of research studies on the changing face of fatherhood in America. They coined the title “The New Dad” for this series and have published a report each year exploring differing perspective of the role dads play today at work and in the home (see website; thenewdad.org). The group recently put out an article (The New Dad: A Portrait of Today’s Father) to summarize the state of the research that is being done on fathers to draw a more complete and accurate portrait of today’s new dad. This report is organized around ten common questions about fathers and it provides a clearer picture of today’s new dads and puts to rest some common misperceptions.

Realistic Job Previews As A Protective Factor For Incoming Employees

An article by Russel Clayton in the Journal of Applied Management and Entrepreneurship examined the relationship between realistic job previews and levels of reported work interfering with family conflict. In two studies, one with public school employees and one with working adults in various occupations, the authors found support for a relationship between realistic job previews (RJPs) and work interfering with family conflict. The authors conclude by suggesting that RJPs, contextualized with information about the work–family interface, may be especially useful for firms who are unable to offer work–family benefits.
4. **Important Publications Since 2014:**


5. **Developments in Good Practices Since 2014:**

• The majority of these links are not within the last year, and the good practices they discuss have been implemented for some time.