THE WORK FAMILY RESEARCHERS NETWORK INTERNATIONAL COMMITTEE

2014 Annual Report on Work and Family Developments in Ten Countries

(Brazil, Canada-Québec , China, Greece, Korea, Malta ,Nigeria, Portugal, UK, USA)

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BRAZIL Annual Report on Work and Family Developments, 2014

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 had 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. 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.

2. New developments in policy in 2014:

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,

This 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 transfered to the mother´s partner (this applies in cases of adoption as well). http://portal.mte.gov.br/ouvidoria/licenca-maternidade.htm

3.   Developments in research

3.1 New and ongoing projects

•   **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 initiaitives.

- **Brazilian Association for the Quality of Life (http://www.abqv.com.br/portal/Content.aspx?id=384)**

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.

- **Best Companies to Work for (Exame and Você S/A Magazines):**

Described as the largest organizational climate survey 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. (http://exame.abril.com.br/revista-voce-sa/melhores-empresas-para-trabalhar/inscricoes/2014/)

- **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)

3.2 Publications

Aguiar, C. V. N., Bastos, A. V. B., Jesus, E. S. D., & Lago, L. N. A. (2014). Um estudo das relações entre conflito trabalho-família, comprometimento organizacional e entrincheiramento organizacional. Revista Psicologia, 14(3), 283-291.

Barcaui, A., & Limongi-França, A. C. (2014). Stress, Coping Strategies and Quality of Life: A Survey of Brazilian Managers. Revista de Administração Contemporânea, 18(5), 670-694.

Bilac, E. D. (2014). Work and family: possibilities for integration. Tempo Social, 26(1), 129-145.

Carlotto, M. S., & Câmara, S. G. (2014). Translation, adaptation and exploration of psychometric properties of Survey Work-Home Interaction-Nijmen (SWING) in a sample of Brazilian school teachers. Estudos de Psicologia (Natal), 19(3), 210-216.

Catapan, A., Bonfim, B. L. S., Panucci-Filho, L., de Oliveira, E. G., Vila, E. W., & dos Reis, E. B. (2014). Qualidade de Vida no Trabalho (QVT): uma análise em professores do Ensino Médio e Superior do Brasil. Revista Brasileira de Qualidade de Vida, 6(2).

Cavedon, N. R. (2014). Quality of work life in the area of Public Safety: a diachronic perspective of smell perceptions and their implications for the health of employees. Organizações & Sociedade, 21(68), 875-982.

Covre-Sussai, M. (2014). Tomada de decisão conjunta: construção e validação de uma proxy-chave para o estudo das relações de gênero de casais contemporâneos. Revista Brasileira de Estudos de População, 31(1), 51-71.Cultura e bem-estar: o desafio da integração

Lallement, M. (2014). International comparisons: challenges for studies of work and gender. Tempo Social, 26(1), 147-161.

Mendonça, H., Ferreira, M. C., Caetano, A., & Torres, C. V. (2014). Cultura organizacional, coping e bem-estar subjetivo: um estudo com professores de universidades brasileiras. Revista Psicologia, 14(2), 230-244.

Ramos, É. L., Souza, N. V. D. D. O., Gonçalves, F. G. D. A., Pires, A. D. S., & Santos, D. M. D. (2014). Qualidade de vida no trabalho: Repercussões para a saúde do trabalhador de enfermagem de terapia intensiva. Revista de Pesquisa: Cuidado é Fundamental (Online), 6(2), 571-583.

Rodriguez, S. Y. S., & Sauer, G. C. (2014). Quality of life for quality of work life: an historical and practical rescue. Revista de Psicologia da IMED, 6(2), 98-106.

Strobino, M. R. D. C., & Teixeira, R. M. (2014). Female entrepreneurship and work-family conflict: multicases study in the commerce sector of construction material in the city of Curitiba. Revista de Administração, 49(1), 59-76.

4.   Developments in good practices; both formal & informal

• 2014 was an election year in Brazil. According to IBGE (Brazilian Institute of Geography and Statistics), there was an increase in the number of female candidates for several positions – 6572 compared to 5056 in 2010. Still, the participation of women in politics is below 30%, which was established as a minimum by the electoral council.

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

• Brazilian Association for the Quality of Life
(http://www.abqv.com.br/portal/Content.aspx?id=384)

- Brazilian Human Resources Association (http://www.abrhnacional.org.br/)

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

CANADA-QUÉBEC Annual Report on Work and Family Developments, 2014

Diane-Gabrielle Tremblay

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.leavenetwork.org/fileadmin/Leavenetwork/Country_notes/2014/Canada.pdf

3.   **Developments in research,**

3.**1 Some conferences and seminars**

a) CURA Seminars on work life balance over the lifecours 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

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

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

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-Téluq. 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-Téluq. 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: dgtrembl@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.

-Fathers alone on parental/paternity leave in Québec (2013-2015) Diane-Gabrielle Tremblay, University of Québec-Téluq. 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.

A book available in French for the moment: Tremblay, , D.-G. and N. Dodeler (2015). Les pères et la prise du congé parental/de paternité; une nouvelle réalité. Québec : Presses de l'université du Québec; article in English forthcoming in a book edited by Karin Wall and Margaret O'Brien, with Springer (September 2015). Contact: dgtrembl@teluq.ca; website: www.teluq.uqam.ca/aruc-gats.

3.3 **Selected publications**

Ball, J. and K. Daly (2013, eds.) Father Involvement in Canada: Diversity, Renewal and Transformation. Vancouver: UBC Press.

Doucet, A. (2006) Do Men Mother? Fathering and Domestic Responsibilities Toronto: University of Toronto Press.

Doucet, Andrea, McKay, Lindsay and Diane-Gabrielle Tremblay (2009). Parental Leave in Canada and Québec : how to explain the different routes taken ? in Peter Moss and Sheila Kamerman (eds) . The Politics of Parental Leave Policies. Bristol , UK : Policy Press.

Evans, P. (2007). "Comparative Perspectives on Changes to Canada's Paid Parental Leave: Implications for Class and Gender." International Journal of Social Welfare 16: 119-128.

McKay, L. and Doucet, A. (2010) 'Without Taking Away Her Leave': A Canadian Case Study of couples' decisions on fathers' use of paid leave', Fathering , Vol.8, No.3: 300-320

McKay, L., Marshall, K. and Doucet, A. (2011) 'Fathers and Parental Leave in Canada: policies, practices and potential', in: J. Ball and K. Daly (eds.) Engaging Fathers in Social Change: Lessons from Canada, Vancouver: UBC Press.

OECD (2005) Babies and Bosses - Reconciling Work and Family Life (Vol. 4): Canada, Finland, Sweden and the United Kingdom. Paris: OECD.

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)

Tremblay, D.-G., (2014) 'Quebec's Policies for Work-Family Balance: A Model for Canada?' in: B. Fox (ed.) Family Patterns, Gender Relations (4th edition) Toronto: Oxford University Press. (This chapter compares leave in Canada and Québec, along with other elements of Québec family policies, including child care.)

Tremblay, Diane-Gabrielle (2013): Can Lawyers take parental leave and if so, with what impacts? The case of Québec. Employee Responsibilities and Rights Journal. Volume 25, Issue 3 (2013), Page 177-197."Online First" SpringerLink
http://www.springerlink.com/openurl.asp?genre=article&id=doi:10.1007/s10672-013-9214-1

Tremblay, Diane-Gabrielle (2012). Work-family balance; is the social economy sector more supportive and if so, is this because of a more democratic management ? Review of Social Economy vol. LXX, no 2. Pp- 200-232. (http://www.socialeconomics.org/).

Tremblay, Diane-Gabrielle et Émilie Genin (2011). Parental leave: an important employee right, but an organizational challenge. Employee Responsibilities and Rights Journal. en ligne : DOI: 10.1007/s10672-011-9176-0 Online first :
http://www.springerlink.com/openurl.asp?genre=article&id=doi:10.1007/s10672-011-9176-0

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   Annual Report on Work and Family Developments , 2014

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

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 Annual Report on Work and Family Developments, 2014

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

(iii) The introduction of the right to request flexible working for all (2012): In Greece, Law 4075/2012 established the right to parental leave by introducing the right of each parent to participate in the upbringing of the child until the age of 6. See: European Parliament (2013), The policy on gender equality in Greece, Policy Department C, Citizen's Rights and Constitutional Affairs, available online at http://www.europarl.europa.eu/RegData/etudes/note/join/2013/493028/IPOL-FEMM_NT%282013%29493028_EN.pdf

3.   Developments in research

3.1 New and ongoing projects

Prouska, R. (2015): "Work-Life Balance, Health and Well-being in Greece in Times of Financial Crisis", part of the ESRC seminar series on "Work-Life Balance, Health and Wellbeing in the Recession", 17th July 2015, British Psychological Society, London. For details see http://www.esrc-work-life-seminars.org/

3.2 **Publications**

Allen, T.M., Lapierre, L.M., Spector, P.E., Poelmans, S.A.Y, O'Driscoll, M., Cooper, C.L., Walvoord, A.G., Antoniou, A.S. and Brough, P. (2014), "The link between national paid leave policy and work-family conflict among married working parents", Applied Psychology, 63(1): 5-28.

Bessa, I. (2012), Flexible Work Arrangements in Greece: Theoretical Perspectives and Evidence from Employers and Employees, unpublished doctoral thesis, City University, London.

Christiaens, W. and Bracke, P. (2014), "Work-family conflict, health services and medication use among dual-income couples in Europe", Sociology of Health & Illness, 36(3): 319-337.

Council of Europe Family Policy Database (2009), "3. Reconciliation of work and family life – 3.1 Protection of mothers in the workplace", available online at http://www.coe.int/t/dg3/familypolicy/Source/3_1%20Protection%20of%20mothers%20in%20the%20workplace.pdf

Emmenegger, P., Kvist, J., Marx, P., Petersen, K. and Hook, J. (2015), "Incorporating 'class' into work-family arrangements: Insights from and for three worlds", Journal of European Social Policy, 25(1): 14-31.

Eurofound (2012), Working time and work–life balance in a life course perspective, Eurofound, Dublin.

Greenan, N., Kalugina, E. and Walkowiak, E. (2014), "Has the quality of work improved in the EU-15 between 1995 and 2005?", Industrial and Corporate Change, 23(2), 399-428.

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

Karassvidou, E. and Glaveli, N. (2015), "Work-family balance through border theory lens: The case of a company 'driving in the fast lane'", Equality, Diversity and Inclusion: An International Journal, 34(1): 84-97.

Kornelakis, A. (2014), "Balancing flexibility with security in organizations? Exploring the links between flexicurity and human resource development", Human Resource Development Review, 13(4): 398-412.

Lyness, K.S. and Judiesch, M.K. (2014), "Gender egalitarianism and work-life balance for managers: Multisource perspectives in 36 countries", Applied Psychology: An International Review, 63(1): 96-129.

Nicholls, K. (2015), Mediating policy: Greece, Ireland and Portugal before the Eurozone crisis, Routledge, Oxon.

OECD (2013), How's life? 2013 Measuring well-being – Country snapshot Greece, available online at http://www.oecd.org/statistics/HsL-Country-Note-Greece.pdf

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/

Eurofound, "Greece Industrial Relations Profile", http://eurofound.europa.eu/observatories/eurwork/comparative-information/national-contributions/greece/greece-industrial-relations-profile

Gender Equality Index, "Greece", EIGE, http://eige.europa.eu/content/gender-equality-index#/?country=EL

Hellenic Parliament, www.hellenicparliament.gr

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

OECD Better Life Index, http://www.oecdbetterlifeindex.org/countries/greece/

KOREA Annual Report on Work and Family Developments , 2014

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

Choi, Su-heyong (2014). A Study on the Effect of Family-friendly Organizational Culture on Organizational Citizenship Behavior: The Mediating Effect of Organizational trust. 『The Korean Journal of Human Resource Management』, 38(1), 123-153.

Eun Jeong Hwang, & Hee Won Yoo (2014). A Study on Work-family Reconciliation Policy Ideal Types and its Economic and Social Performances. 『The Women's Studies』, 87, 237-287.

Gwak, Hyunju, & Choi, Eunyoun (2014). Effect of Work-Family Spillover, Perceived Fairness of Workplace and Hourly Wage on Female Managers' Career Prospect. 『The Women's Studies』, 86, 175-210.

Heejung Cho, & Ji-Young Ahn (2014). The Effects of HR Practices on Perceived Work-family Culture. 『Korean Journal of Management』, 22(1), 279-315.

Hsu Mon Yee, & Hyuntak Roh (2014). The Use of Family-friendly Policies and Commitment of Female Managers: Moderating Roles of HR Fairness and Discrimination Perceptions. 『The Korean Journal of Human Resource Management』, 38(2), 27-52.

Hye jung Kang, Hye sun Kang, Ja sook Koo, & Hyo sun Kim (2014). Dual Agenda: A Critical Requirement in Flexible Work Arrangements. 『Korean Journal of Management』, 22(3), 63-98.

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.

Jee Young Lee, & Hyo Sun Kim (2014). A qualitative Study on Work-Family Interface at a Women's Hospital in Korea. 『Korea Business Review』, 18(3), 27-55.

Jung-Mo Koo (2014). A Study of Structural Relationship among Psychological Empowerment, Creative Culture, and Proactive Behavior and Moderating Effect of Learning Transfer. 『Korean journal of Business Administration』, 27(9), 1493-1513.

Kyoung Ryun Kim, Gayoung Cho, Yun Young Han, & Joo-young Kim (2014). A Study on Female Employees' Work-Life Balance and Health Status: The Mediating Effect of Job Stress. 『Journal of Occupational Health』, 53(1), 91-120.

Lee, Hye Jeong (2014). A study on the effect of organizational support and plan through support institutions and climate for work life balance. 『The Korean Journal of Human Resource Managemant』, 38(1), 155-185.

Lee, Junghee (2014). A Study on the Chronological Change of Work-Family Balance Issue. 『The Women's Studies』, 86, 281-324.

Lee, Kook Hee (2014). A Legislative Model for Maternity and Parental Leave in Korea: Towards Gender Equality in Reconciling Work and Childcare. 『Journal of Social Security』, 3(2), 119-138.

Sang Eon Park (2014). An Empirical Study on the Moderating Role of Work Centrality in the Context of Work-Family Conflict. 『Korean Journal of Management』, 22(3), 33-61.

Sang-Eon Park (2014). The Impact of Family-to-Work Conflict on Psychological Well-Being and Emotional Labor of Professional Service Employees: An Examination of Conservation of Resources(COR) Theory. 『The Korean Journal of Human Resource Management』, 38(2), 81-111.

Son, Jehee, & Kim, Eunjeong (2014). The Effect of Work-Family Reconciliation Policy on Intention to Keep Working of Working Mother with Children. 『Korean Journal of Human Ecology』, 23(3), 421-441.

Yoon, Ja Young, & Hong, Minki. (2014). Effects of the Paid Maternity Leave Policy on Female Employment. 『Quarterly Journal of Labor Policy』, 14(4), 31-57.

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

Ministry of the Gender Equality & Family. http://www.mogef.go.kr/

Korean Institute For Healthy Family. http://www.kihf.or.kr

Korea Working mom Institute. http://www.kworkingmom.com

Korea Association for Community Education. http://www.kace.or.kr

Seoul working mom support center. http://www.workingmom.or.kr

Seoul work-family balance support center. http://www.seoulworkfamilybalance.or.kr

2014 Annual Report on Work and Family Developments in Malta

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:

 http://www.maltatoday.com.mt/news/budget2014/31202/the-full-budget-the-top-10-and-the-rest-of-2014-s-measures-20131104#.VSpHmPmUeSo

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

9. A tax allowance for parents who maintain a child in tertiary education is to be extended to children up to the age of 23 years. See: http://wdm.com.mt/wp-content/uploads/2013/07/Malta-Budget-Highlights-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

Ministry for Education and Employment, (2013): Early childhood education & care in Malta: The way forward. Retrieved from:
https://education.gov.mt/en/Documents/Public%20Consultations/White%20Paper.pdf

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

https://mfin.gov.mt/en/The-Budget/Documents/The_Budget_2014/Budget2014_Speech_EN.pdf

For further details contact: Dr Anna Borg. Anna.borg@um.edu.mt

NIGERIA Annual Report on Work and Family Developments 2014

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

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.

3.   Publications

Ajayi, F., Ojo, I., & Mordi, C. 2015. Work-Family Balance and Coping Strategies among Women: Evidence from Commercial Banks in Nigeria. European Journal of Business and Management, 7(2): 152-160.

Epie, C., & Bada, F. 2014. Proactive Stress Management at GSK (Nigeria): Promoting Work-Life Balance. Human Resource Management Journal, Chartered Institute of Personnel Management of Nigeria, 6(1): 73-76.

Epie, C., & Ituma, A. 2014. Working Hours and Work–Family Conflict in the Institutional Context of Nigeria. In Z. Mokomane (Ed.), Work–Family Interface in Sub-Saharan Africa: 57-74: Springer International Publishing.

Ojo, I. S., Falola, H. O., & Mordi, C. 2014. Work Life Balance Policies and Practices: A Case Study of Nigerian Female University Students. European Journal of Business and Management, 6(12).

Ojo, I. S., Salau, O. P., & Falola, H. O. 2014. Work-Life Balance Practices in Nigeria: A Comparison of Three Sectors. Work-Life Balance Practices in Nigeria: A Comparison of Three Sectors, 6(2): 3-14.

Okonkwo, E. 2014. Strain-Based Family Interference with Work: A Theoretical-Empirical Analysis from South-Eastern Nigeria. In Z. Mokomane (Ed.), Work–Family Interface in Sub-Saharan Africa: 75-87: Springer International Publishing.

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/, 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 Annual Report on Work and Family Developments

Cláudia Andrade and Marisa Matias

1.   Abstract

This report provides an overview about policy, research and publications (and data deriving from diverse institutions), that was produced in Portugal (in 2014), 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

In March 2014 the Portuguese government appointed a working group to propose new measures to increase fertility. In this context new proposal for measures related to work-family balance and leave schemes may be expected in 2014/2015.

Full report of this working group can be found in:
(http://www.porto.ucp.pt/sites/default/files/files/CRP/docs/Relatorio_Natalidade_em_Portugal.pdf
) (Portuguese Version; no English version available)

3.   Developments in research,

3.1 New and ongoing projects

Project Title: (IM)BALANCE: Impact of Work-Family Conciliation on Parenting and Children´s Development

Principal Researcher: Paula Mena Matos (pmmatos@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: 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

http://www.cite.gov.pt/pt/acite/projetos_eea_grants_002.html

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

http://www.observatoriofamilias.ics.ul.pt/index.php/projectos-e-redes

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

http://www.ics.ul.pt/instituto/?ln=p&pid=222&mm=6&ctmid=2&mnid=1&doc=31809901190&sec=5

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: When women out earn their husbands: Work-family balance, organizational and family support

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: 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: A journey in high heels: women in leadership positions and the work-family balance

Principal Researcher: João Paulo Sousa, Marisa Matias, Anne Marie Fontaine (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: The reconciliation of private, family and professional life of immigrant women living in Braga's district

Principal Researcher: Estefânia Silva, Ana Sofia Neves, Conceição Nogueira (cnogueira@fpce.up.pt)

Principal Contractor: Escola de Psicologia, Universidade do Minho

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: 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: Balancing work-family and school for early and mid-career women

Principal Researcher: Cláudia Andrade (mcandrade@esec.pt)

Principal Contractor: Escola Superior de Educação de Coimbra

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

Research projects (Concluded in 2014)

Project Title: Top managers perspectives on work-family policies

Principal Researcher: Maria Dores Guerreiro (maria.guerreiro@iscte.pt)

Principal Contractor: Centro de Investigação e Estudos de Sociologia – Instituto Universitário de Lisboa

Project Title: Policies and practices facilitating work and life balance: a case study in a Higher Education Institution

Principal Researcher: Isabel Batista, Cláudia Andrade (mcandrade@esec.pt)

Principal Contractor: Escola Superior de Educação de Coimbra

Project Title: Work-family interface, romantic attachment and parenthood for men and women

Principal Researcher: Ana Virgínia Pereira, Paula Mena Matos (pmmatos@fpce.up.pt)

Principal Contractor: Faculdade de Psicologia e Ciências da Educação, Universidade de Porto

Project Title: Attachment and work-family balance, social support and work and family stress/satisfaction

Principal Researcher: Márcia Nogueira, Inês Jongenelen, Jorge Gato (jorgegato@fpce.up.pt)

Principal Contractor: Universidade Lusófona

3.2 Publications

Andrade, C., & Mikula, G. (2014). Work–Family conflict and perceived justice as mediators

of outcomes of women's multiple workload. Marriage and Family Review, 50(3), 285-306. DOI: 10.1080/01494929.2013.879551

Carvalho, V. S., & Chambel, M. J. (2014). Work-family enrichment and employees' well-being: High performance work system and job characteristics. Social Indicators Research, 119, 373-387. DOI: 10.1007/s11205-013-0475-8. (national study)

Matias, M. & Fontaine, A. M. (2014). Managing multiple roles: Development of the Work-Family Conciliation Strategies Scale. The Spanish Journal of Psychology, 17, 56, 1-11. doi:10.1017/sjp.2014.51

Wall, K. (2014). Fathers on Leave Alone: Does It Make a Difference to Their Lives? Fathering, 12 (2), 196-210.

National research

Casaca, Sara Falcão (2014). A conciliação trabalho-família como uma dimensão fundamental da qualidade de vida [Work and family reconciliation as a main dimension of life quality]. In L. Kovács (Eds), Temas Atuais em Sociologia do Trabalho. Editora Fundação Económicas/Almedina.

Chambel, M. J. (2014). A inter-face entre o trabalho e a família [Work-family interface]. In M. J. Chambel and M.T. Ribeiro (Ed.), A Relação entre o trabalho e a família: Do conflito ao enriquecimento enriquecimento [Work-family relationship: From conflict to enrichment]. Lisboa: RH Editora.

Chambel, M. J., & Barbosa, M.J. (2014). As repercussões do conflito entre o trabalho e a família no bem-estar dos empregados: Um estudo longitudinal [Work-family consequences in employees' well-being: A longitudinal study]. In M. J. Chambel and M.T. Ribeiro (Ed.), A Relação entre o trabalho e a família: Do conflito ao enriquecimento enriquecimento [Work-family relationship: From conflict to enrichment]. Lisboa: RH Editora.

Carvalho, V. S., & Chambel, M. J. (2014). Padrões de conflito e enriquecimento trabalho-família: A replicação com trabalhadores bancários portugueses [Patterns of work-family conflict and enrichment: A replication with Portuguese bank workers]. In M. J. Chambel and M.T. Ribeiro (Ed.), A Relação entre o trabalho e a família: Do conflito ao enriquecimento [Work-family relationship: From conflict to enrichment]. Lisboa: RH Editora

Chambel, M. J., & Ribeiro, M.T. (Ed.) (2014). A Relação entre o trabalho e a família: Do conflito ao enriquecimento [Work-family relationship: From conflict to enrichment]. Lisboa: RH Editora.

Delgado, A & Wall, K. (2014) (Coord.). Famílias nos censos 2011 [Families in the 2011 census]. Lisboa: Imprensa de Ciências Sociais

Guerreiro, M. D. (2014). Family Policies in Portugal. In M. Robila (Ed.), Handbook of Family Policies Across the Globe. (pp.195-210). New York, NY: Springer New York.

Reports

Casaca, S. F. (2014). Report on Portugal - Collection of good practices on reconciliation of work, family and private life in EU Member States. EIGE: European Institute for Gender Equality, EIGE/2013/OPER/18.

Wall, K. & Leitão, M. (2014). Portugal country note. In P. Moss (Ed.) International Review of Leave Policies and Research 2014. Available at: http://www.leavenetwork.org/lp_and_r_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

Commission for Citizenship and Gender Equality http://www.cig.gov.pt/

Commission for Equality in Labour and Employment http://www.cig.gov.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   Annual Report on Work and Family Developments 2014

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

ACAS , The Advisory, Conciliation and Arbitration Service, published a code of practice for employers on treating requests in "a reasonable manner" see http://www.acas.org.uk/media/pdf/f/e/Code-of-Practice-on-handling-in-a-reasonable-manner-requests-to-work-flexibly.pdf

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.iii From October 2014 fathers/partners were given the right to accompany mothers to ante-natal appointments (unpaid) – see https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/361292/bis-14-1063-time-off-to-accompany-a-pregnant-woman-to-ante-natal-appointments-employer-guide.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.

Note that in 2015

- Shared parental leave will be introduced in the UK, which replaces the current Additional Paternity Leave entitlement. Our forthcoming report in 2015 will include further details once the changes have been rolled out across the UK, but see for further information. http://www.legislation.gov.uk/uksi/2014/3050/

-   EU parental leave to be extended so that it is available to parents until the child is 18 (it is currently available until the child is 5 years old, unless the child is disabled). Again, our 2015 report will include further details.

- Adoptive parents rights to leave will be more closely aligned to those of mothers taking maternity leave, as the current adoptive leave eligibility requirement for continuous employment will be dropped.

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 :

- Work-Life Balance, Fairness and Social Justice during Recession and austerity.
- Work-Life Balance, Fairness and Social Justice during Recession and austerity.
- Employment Relations and Workplace Initiatives.
- Four further seminars will be held in 2015

For details and to download all seminar presentations see 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

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

2.1 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/, 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

Durbin, S. and Tomlinson, J. (2014), Female Part-Time Managers: Careers, Mentors and Role Models. Gender, Work & Organization, 21: 308–320.

Gatrell, C. J., Burnett, S. B., Cooper, C. L., & Sparrow, P. (2014). Parents, perceptions and belonging: exploring flexible working among UK fathers and mothers. British Journal of Management.

James, A. (2014), Work–Life 'Balance', Recession and the Gendered Limits to Learning and Innovation (Or, Why It Pays Employers To Care). Gender, Work & Organization, 21: 273–294

James, G. and Spruce, E. (2014) Workers with elderly dependants: employment law's response to the latest care-giving conundrum. Legal Studies: The Journal of the Society of Legal Scholars.

Lewis, S., Stumbitz, B, Miles, L and Rouse, J (2015) Maternity Protection in SMES. An International Review, Geneva: International Labour Organization, 2014;

Lyonette, C., & Crompton, R. (2014). Sharing the load? Partners' relative earnings and the division of domestic labour. Work, Employment & Society,

McDowall, A. & Lindsay, A. (2014). Work-life Balance in the Police: The Development of a Work-Life Balance Self-management Competency Framework. Journal of Business and Psychology, 29(3), 387-411

Norman, H., Elliot, M., & Fagan, C. (2014). Which fathers are the most involved in taking care of their toddlers in the UK? An investigation of the predictors of paternal involvement. Community, Work & Family, 17(2), 163-180.

Radcliffe, L. S., & Cassell, C. (2014). Flexible working, work–family conflict, and maternal gatekeeping: The daily experiences of dual-earner couples. Journal of Occupational and Organizational Psychology.

Tomkins, L., & Eatough, V. (2014). Stop 'helping'me! Identity, recognition and agency in the nexus of work and care. Organization, 21(1), 3-21.

Warren, T. (2014). Economic crisis, work–life balance and class. Social Policy Review 26: Analysis and Debate in Social Policy, 2014, 11.

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 (eg multi skilling) and

Role: what do they do? (e.g. multi-skilling) 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 s on these and other related topics and … wlb week, go home on time day etc

The British Psychological Society working group on work life balance
http://www.bps.org.uk/networks-and-communities/member-microsite/division-occupational-psychology/work-life-balance

The Women's Budget Group assesses the impact of various policies in women. See the 2014 report
http://wbg.org.uk/wp-content/uploads/2014/03/FINAL-WBG-2014-budget-response.p

UNITED STATES OF AMERICA Annual Report on Work and Family Developments 2014

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.

o   http://www.nationalpartnership.org/issues/work-family/work-family-policy-database/

•   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.

o   http://www.washingtonpost.com/blogs/she-the-people/wp/2014/02/12/mad-men-era-of-us-family-policy-coming-to-an-end/

•   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.

o   http://www.washingtonpost.com/blogs/she-the-people/wp/2014/06/23/global-view-how-u-s-policies-to-help-working-families-rank-in-the-world/

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 Universiy, 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.

4.   **Important Publications Since 2014:**

•   Carlson, D. S., Hunter, E. M., Ferguson, M., & Whitten, D. (2014). Work–Family Enrichment and Satisfaction Mediating Processes and Relative Impact of Originating and Receiving Domains. Journal of Management, 40(3), 845-865.

•   Crouter, A. C., & Booth, A. (Eds.). (2014). Work-family challenges for low-income parents and their children. Routledge.

•   Demerouti, E., Derks, D., Lieke, L., & Bakker, A. B. (2014). New Ways of Working: Impact on Working Conditions, Work–Family Balance, and Well-Being. In The Impact of ICT on Quality of Working Life (pp. 123-141). Springer Netherlands.

•   James, J. B., Pitt-Catsouphes, M., McNamara, T. K., Snow, D. L., & Johnson, P. L. (2015). The Relationship of Work Unit Pressure to Satisfaction with Work–Family Balance: A New Twist on Negative Spillover?. In Work and Family in the New Economy (pp. 219-247). Emerald Group Publishing Limited.

•   Maume, D. J. (2014). Book Review: Unfinished Business: Paid Family Leave in California and the Future of US Work-Family Policy by Ruth Milkman and Eileen Appelbaum. Gender & Society, 0891243214540798.

• Montez, J. K., Martikainen, P., Remes, H., & Avendano, M. (2014). Work-Family Context and the Longevity Disadvantage of US Women. Social Forces, sou117.

• Moen, P., Kaduk, A., Kossek, E. E., Hammer, L., Buxton, O. M., O'Donnell, E., ... & Casper, L. (2015). Is Work-family Conflict a Multilevel Stressor Linking Job Conditions to Mental Health? Evidence from the Work, Family and Health Network. Work and Family in the New Economy (Research in the Sociology of Work, Volume 26) Emerald Group Publishing Limited, 26, 177-217.

• Montez, J. K., Sabbath, E., Glymour, M. M., & Berkman, L. F. (2014). Trends in Work–Family Context Among US Women by Education Level, 1976 to 2011.Population Research and Policy Review, 33(5), 629-648.

• Trask, B. S. (2014). Work, family, & gender issues in the United States: Current perspectives and challenges. In North American Expert Group Meeting Convened as part of preparations for the Twentieth Anniversary of the International Year of the Family (2014) In cooperation with the Focal Point on the Family (United Nations DESA) (p. 69).

• Whiston, S. C., & Cinamon, R. G. (2015). The Work–Family Interface: Integrating Research and Career Counseling Practice. The Career Development Quarterly, 63(1), 44-56.

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.

o http://www.eeoc.gov/policy/docs/caregiver-best-practices.html