

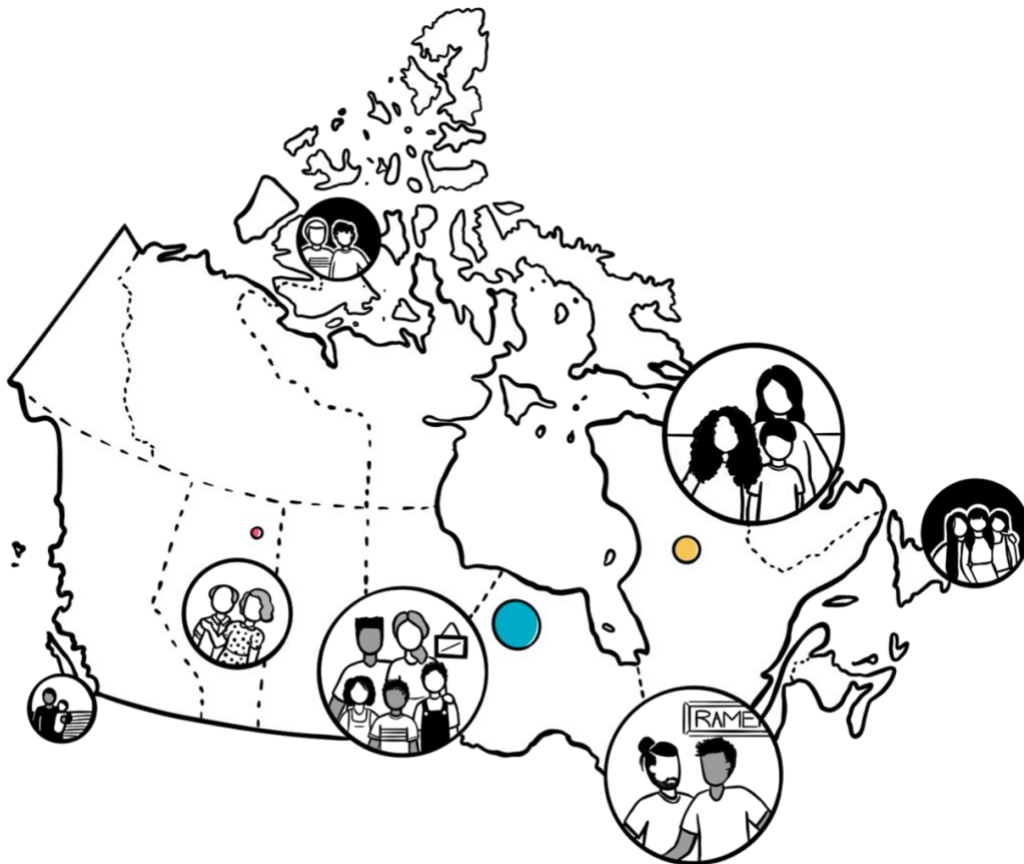


Reimagining  
**care/work**  
Policies

Réinventer  
les politiques  
**soins/travail**

*Reimagining Care/Work Policies (RC/W) Newsletter 4 (December 2023)*

With the new year right around the corner, we wanted to share with you some highlights from the RC/W Partnership Project and what we have planned in 2024.



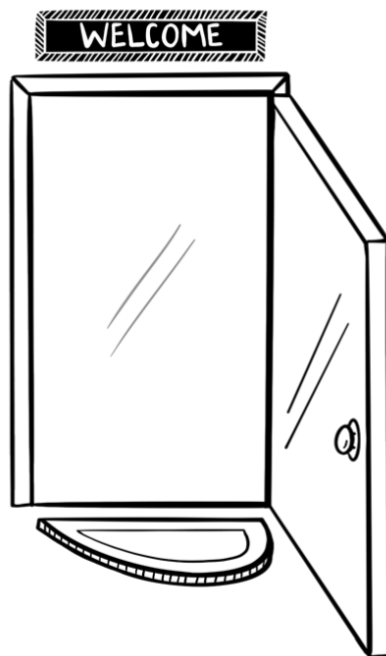
***A note from our Project Director, Andrea Doucet, and Project Manager, Jennifer Turner:***

Hello colleagues and friends,

We know you have all been busy in 2023 with research and advocacy work around important care/work policy issues.

Our team has been busy on many fronts – with projects, writing of varied kinds, and events. We hope you enjoy reading about some of our events, projects, publications, and team news over the last six months and our plans for 2024.

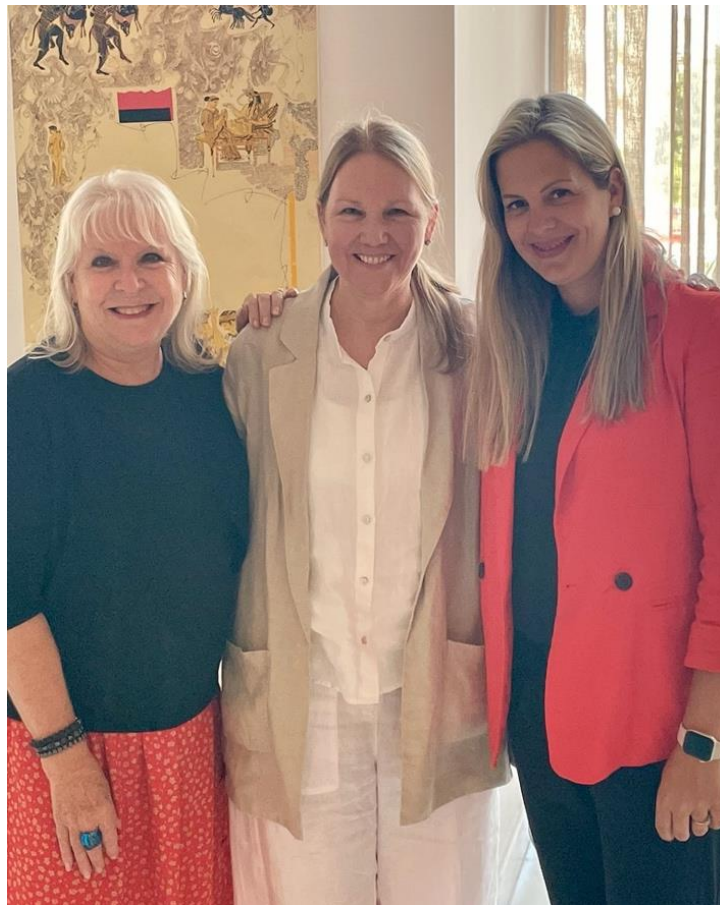
We know that 2023 has been a difficult year for many, with losses of family members, new and ongoing wars, health challenges, and climate disasters that affected people’s care and work lives. We look forward to more hope and peace in 2024. We also look forward to collaborating with many of you again in the coming year.



## 1. EVENTS

### ***International Network on Leave Policies and Research Annual Seminar***

On June 29<sup>th</sup> and 30<sup>th</sup> 2023, **Sophie Mathieu**, **Diane-Gabrielle Tremblay**, and **Andrea Doucet** participated in the [20<sup>th</sup> International Network on Leave Policies and Research Annual Seminar](#) in Athens, Greece. The seminar's theme was “Leave Policies in Changing Times: New Patterns of Work and Care and Gender and Social Equality”. **Diane-Gabrielle** and **Sophie** presented on recent evolutions on parental leave in Québec and **Andrea** presented on the Care/Work Portrait method and digital app for conducting research on gender divisions and relations of care/work (Conference presentations can be found [here](#)).



From left to right: Diane-Gabrielle, Andrea, Sophie in Athens, Greece.

## Canadian Science Policy Conference



On November 13<sup>th</sup>, 2023, **Andrea** participated in a panel “Bridging the Gap: Addressing Inequities in STEM for a Sustainable Future” organized by the Society for Canadian Women in Science & Technology (SCWIST) at the 15<sup>th</sup> Canadian Science Policy Conference in Ottawa. **Andrea** addressed the need for changes in parental leave policies for students, postdoctoral fellows and early career scholars (of all genders working in the field of Science, Technology, Engineering and Mathematics [STEM]) and the need for more uniformity and inclusivity in provincial/territorial employment standards for job-protected care leaves.



## **National Child Care Advocacy Assembly**

On Saturday November 18 and Sunday November 19, **Morna Ballantyne** of [Child Care Now](#) hosted the National Child Care Advocacy Assembly in Ottawa, ON. The first national meeting since 2014, this event brought together childcare advocates from across the country—both in person and online—to assess the progress of the Canada-wide system of early learning and child care, and discuss next steps to support an inclusive, accessible, affordable, and high quality system. Several of our team members attended, including **Elizabeth Adamson** (Child Care Now), **Shellie Bird** (CUPW), **Gordon Cleveland** (University of Toronto), **Martha Friendly** (Childcare Resource and Research Unit), **Donna Lero** (University of Guelph), **Rianne Mahon** (Carleton University), **Susan Prentice** (University of Manitoba), **Vicky Smallman** (Canadian Labour Congress), and Student RA's **Sara Fehr** and **Kenya Thompson**.

Jenna Sudds—Minister of Families, Children and Social Development of Canada—also joined the Assembly to present on the implementation of the Canada-wide Early Learning and Child Care plan, and the federal government's work with provincial and territorial governments.



Morna Ballantyne

Morna, Susan Prentice, Martha Friendly



Minister Jenna Sudds and Vicky Smallman

Student RA's Kenya Thompson & Sara Fehr

The Assembly also laid the groundwork for the November 30<sup>th</sup> [National Day of Action](#). Child Care Now organized events and campaigns, including an Open Letter to Minister Sudds and Minister Freeland, and a national Phone Zap for child care access. You can learn more about the Assembly and National Day of Action [here](#).



### ***Upcoming Events***

We are planning some exciting team events in 2024:

#### ***Who Owns Child Care? Who Should Own Child Care?***

On April 4-5, 2024, we are co-hosting a symposium with Duff Roblin Professor of Government **Susan Prentice** and **Martha Friendly** (Childcare Resource and Research Unit) at the University of Manitoba to cover public, non-profit and for-profit ownership of childcare operations. The aim of this expert gathering is to deepen and broaden scholarly, public, and policy understanding of varied childcare models. This symposium will bring together cross-generational researchers, community partners, and policy makers and will have an impact on knowledge and policy at all levels.

#### ***International Network on Leave Policies and Research (LP&R) Annual Seminar***

We are co-hosting, with the [LP&R Network](#) and Université TÉLUQ, the 21st LP&R Annual Seminar on June 17-18, 2024 at the Université TÉLUQ in Montréal. The theme of the Seminar is “Reimagining Care/Work Policies Across the Life Course: Parental Leaves, Care Leaves, Childcare, and Employment Policies”. This seminar will be hybrid (in-person and online) and participants will include some of our Canadian (and Québec) partners, and members of the LP&R Network (from, to mention a few, Australia, Austria, Belgium, Croatia, Finland, Iceland, Italy, Japan, Lithuania, Nigeria, Romania, Spain, Sweden, the Netherlands, the United Kingdom, and the United States).

## **Work and Family Researchers Network Conference**

We are organizing two panels at the 7<sup>th</sup> Biennial [Work and Family Researchers Network Conference](#) in Montreal, Quebec on June 20-22, 2024. Our first panel, organized in collaboration with the [Vanier Institute of the Family](#), will focus on lessons learned to date on the progress, pitfalls, and politics of developing inclusive and equitable childcare, parental leaves, and employment policies for diverse populations in Canada. Our second panel, organized in collaboration with the [CURA Research Center on work-life articulation over the Life Course](#) will focus on the experiences of work-family integration for parents in the province of Québec.

[Congress 2024](#), “Sustaining Shared Futures”, will be held at McGill University in Montreal from June 12 to 21, 2024. Members of our team will be presenting papers at Congress.

As each of these conferences are taking place over the same week in Montreal, we are planning to have a one-day team event on June 19 with researchers focused on policy advocacy and media outreach on the critical connections between childcare, parental leave, and employment policies.

We will share more information about each of these events in our Spring newsletter.



## **2. PROJECTS**

### **Child Care Comparative Project**

**Linda White** (University of Toronto) and **Adrienne Davidson** (McMaster University) are working with three student RA's, **Marlene Terstiege** (University of Toronto), **Michael Nolan** (McMaster University) and **Kyra Menezes** (University of Toronto) on a cross-country child care comparative project. They are examining the varieties of child care finance and delivery in the federal systems of Australia, Canada, and Germany in order to explore the relationship between the existing policyscape and the mix of delivery agents that emerge with the infusion of federal financing. They are building an index of childcare finance and delivery agents *across* and *within* the three federal systems to trace the factors that affect observed policy pathways and outcomes. They will be presenting papers on this at conferences in May and June 2024.

### **Child Care Historical Project**

Building on the archival work done by **Henry Stine** (MA Student, Dalhousie University) in the summer of 2023, **Lisa Pasolli** (Queen's University) is continuing research on the history of child care advocacy in BC. She will be joined by **Jonathon Zimmer** (PhD student, Queen's University) in January 2024 and together they will continue to explore not only BC but other provincial and national histories of advocacy through a variety of primary sources.

### **Maternal Employment and Child Care**

**Donna Lero** (University of Guelph) is working in collaboration with **Statistics Canada** on initial analyses of the *2023 Canadian Survey on Early Learning and Child Care* that focuses on how maternal employment characteristics (including non-standard hours and irregular work schedules) affect child care use patterns (funded by **Employment and Social Development Canada**). In the second phase of the research, **Sylvia Fuller** and **Yue Qian** (University of British Columbia), **Susan Prentice** (University of Manitoba) and **Martha Friendly** (Childcare Resource and Research Unit), will join the project, enabling more extensive analysis and policy considerations. The project is expected to identify how difficulties finding, affording, and maintaining child care have affected parents' employment and whether and how access to flexible work schedules and work from home arrangements affect child care patterns. Findings are expected to be shared at conferences in 2024 and 2025.





## Care/Work Portrait Project

In 2022-2023, we interviewed (via Zoom) individuals and couples about their care and work lives with the aim of understanding key contemporary issues and challenges for diverse Canadian families on paid and unpaid work and to engage in conceptual innovation around issues of care and work. Our participants (155 in total) also participated in our Familydemic survey (from the **Angus Reid** panel) and include First Nations, new immigrant and racialized, LGBTQ+, rural, low-income families, families with disabilities, and families with particular configurations of paid and unpaid work (i.e., one partner working in the care economy, and households where fathers took parenting leaves and/or flexible/remote work). Interviews were facilitated by the [Care/Work Portrait digital app](#), developed by **Andrea Doucet** and **Janna Klostermann**. Over the past six months, **Andrea** has been facilitating data analysis sessions across all sites, using an adapted version of the Listening Guide narrative data analysis approach where we conduct multiple group-based readings of interview transcripts and videos. We are also using **ATLAS.ti** qualitative management software. Several papers are in process, and we will share more details in our next newsletter. You can read more about this project [here](#).

Our research team, working with diverse populations and/or distinct case study foci:

- **Andrea Doucet** working across multiple sites
- **Janna Klostermann** (University of Calgary): “Double Duty” Care Workers
- **Kim de Laat** (University of Waterloo): Fathers, Remote Work, Parental Leave
- **Karen Foster** (Dalhousie University): Rural Families
- **Eva Jewell** (Toronto Metropolitan University): First Nations Families
- **Margaret (Meg) Gibson** and **bridget livingstone** (University of Waterloo): 2SLGBTQ+ Families
- **Umay Kader** (University of British Columbia) and **Andrea Doucet**: New Immigrant Families
- **Karen Foster** and **Meg Gibson**: Families with Disabilities

Our hard-working student and research associate team includes: **Jenna Cooper, Jessica Falk, Laura Fisher, Umay Kader, bridget livingstone, Michele Martin, Henry Stine, Kenya Thompson, and Brianna Urquhart.**

Our Angus Reid team includes **Laura Joedicke, Krista Johnson, and Sal Rustom** and **Jennifer Turner** coordinated between Angus Reid, research participants, and our teams.



## Upcoming Projects

### ***Who is Receiving Parental Benefits in Canada? Social Inclusion and Exclusion***

In collaboration with **Youjin Choi** of Statistics Canada, **Andrea Doucet**, **Sophie Mathieu** (Vanier Institute of the Family), and **Lindsey McKay** (Thompson Rivers University) are exploring intersectional social exclusions in the receipt and financial payments of parental leave benefits in Québec and the rest of Canada through the analysis of administrative data – with a focus on new immigrant families, single parents, and social class. This project will begin in early 2024 with a focus on new immigrant families.

### ***Conceptions of Care for Indigenous Youth***

The [Yellowhead Institute](#) at Toronto Metropolitan University (Research Director, **Eva Jewell**), has partnered with the RC/W project to produce a Red Paper on Care. The Red Paper will seek to define what Indigenous perspectives of care means in many different contexts as informed by young people through regional workshop gatherings (West Coast, Northern, Prairie, and Ontario) throughout 2024. Focusing on the maintenance, continuation, and repair of Indigenous worlds, the Red Paper research approach asks, how are Indigenous young people and their communities harnessing care and recreating their worlds? We will share more about this Red Paper and any associated events in our next newsletters.

We have several other projects under development and will share more about them in our upcoming newsletters.

If you are a co-investigator, collaborator, or partner and you have projects or activities you would like to collaborate on, please don't hesitate to contact **Jennifer (Jenn) Turner**, our project manager. If you are a researcher (faculty, community, non-profit, student, or postdoctoral fellow) and you want to be involved in our work, you can also contact Jennifer.

You can reach her at: [jturner2@brocku.ca](mailto:jturner2@brocku.ca)

You can reach Andrea at: [adoucet@brocku.ca](mailto:adoucet@brocku.ca)



### 3. PUBLICATIONS

Over the past year, our team has published research articles, book chapters and op eds on child care, parental leave, employment policies, and on theoretical and methodological innovations in research on care and work. You can find these [here](#) on our website. We just wanted to mention a few recent publications here:

**Kim de Laat, Andrea Doucet,** and **Alyssa Gerhardt** have published an article in *Community, Work & Family* entitled [More than employment policies? Parental leaves, flexible work and fathers' participation in unpaid care work.](#) The article is part of a [special issue](#) on Work-Family Justice: Meaning and Possibilities co-edited by **Melissa Milkie**, Heejung Chung, and Ameeta Jaga, and as part of the Work and Family Researchers Network conference in 2022.

**Kim, Alyssa,** and **Andrea** have also published a short piece in [The Conversation](#) about their research.



**Andrea Doucet** was Guest Editor of the *Time & Society* Special Issue: [Time Use Studies, Time, Temporality, and Measuring Care](#). This special issue includes contributions by Nancy Folbre, **Melissa Milkie**, Dana Wray, Brenda Yeoh, Theodora Lam, Bittiandra Chand Somaiah, and Kristel Anne Fernandez Acedera.

**Sadie Goddard-Durant, Andrea Doucet, Helena Tizaa, and Jane Ann Sieunarine** published an article in the *Canadian Review of Sociology* on [Racial stress, young black motherhood, and Canadian social policies](#). This article is open-access.

**Sophie Mathieu** (The Vanier Institute of the Family) has published her first book, [“Égalité, fécondité et maternité: le soutien aux familles au Québec”](#) with Les Presses de l’Université de Montréal. Congratulations to Sophie!



Sophie Mathieu

## Égalité, fécondité et maternité

*Le soutien aux familles au Québec*

**NOUVELLE PARUTION** — Cet ouvrage analyse les tendances liées à la reproduction sociale, la fécondité et l'égalité entre les femmes et les hommes au Québec, en adoptant une perspective historique et comparative qui s'étend de 1960 à 2010. Il met en lumière le rôle essentiel de l'égalité entre les sexes dans la prévention d'une chute draconienne de la fécondité. Pour étayer sa thèse, l'auteure mobilise un concept inédit, celui de la « dématernalisation » des soins, visant à soulager les mères d'une partie du travail de reproduction sociale, notamment les soins aux enfants. L'ouvrage montre que la politique de 1997, *Les enfants au cœur de nos choix*, axée sur la conciliation entre travail et famille, a eu un effet bien plus important sur la fécondité que la politique nataliste de 1988. Ce livre suscitera incontestablement de nombreux débats au sein de la communauté universitaire et au-delà, en raison de sa portée qui dépasse largement les études habituelles focalisées sur des aspects spécifiques tels les services de garde.

**Sophie Mathieu** est titulaire d'un doctorat en sociologie de l'Université Carleton. Elle est l'auteure de nombreux écrits scientifiques et de vulgarisation sur la politique familiale québécoise et sur l'égalité entre les sexes. Depuis 2022, elle travaille à l'Institut Vanier de la famille. Elle est également membre du Conseil consultatif national sur l'apprentissage et la garde des jeunes enfants.

“ Un ouvrage qui intéressera autant les chercheurs que les intervenants ainsi que tous les parents actuels et à venir. ”



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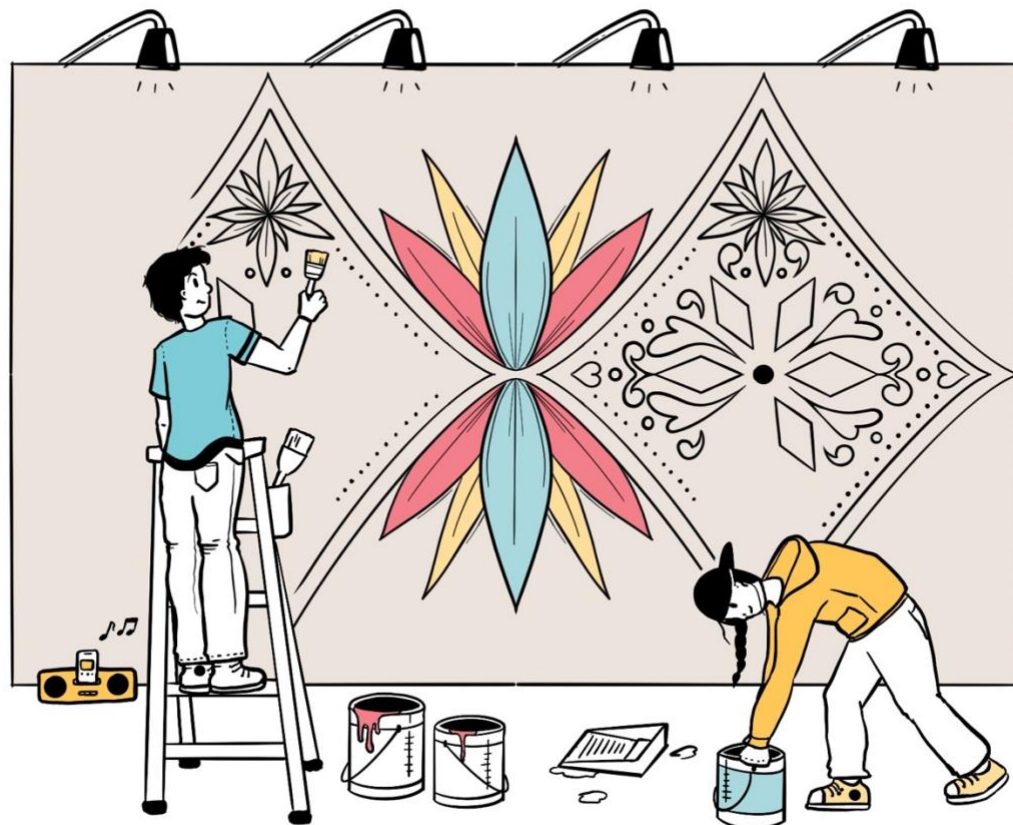
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[www.pum.umontreal.ca](http://www.pum.umontreal.ca)

## Some of our in-progress writing

**Linda White** and **Martha Friendly** are working with RA **Jenna Quelch** (University of Toronto) on a chapter for the fifth edition of Herman Bakvis and Grace Skogstad's book, *Canadian Federalism: Performance, Effectiveness, and Legitimacy*. Their chapter will examine recent federal investments in child care and the early learning and child care agreements and reflect on the performance, effectiveness, and legitimacy implications of federalism in this policy area.

Our team is working on several papers from the [Familydemic Survey](#) and the [Care/Work Portrait project](#) and we will share more about these publications in our next newsletter.



#### 4. TEAM NEWS

##### **Congratulations to:**

**Elizabeth Adamson** (Research Associate), who as of September is the Research and Policy Coordinator at Child Care Now, working on an Innovation grant investigating the expansion of child care in Canada.

**Morna Ballantyne** (Child Care Now) on receiving the Olivia Chow Child Care Champion Award at the Ontario Federation of Labour Convention. This award recognizes leadership in the fight for universal, high-quality, affordable non-profit child care.

##### **Welcome to our new research associate and students:**

**Sage Broomfield**, Research Associate, Toronto Metropolitan University

**Sara Fehr**, MA Student, University of Manitoba

**Michele Martin**, MA Student, University of Waterloo

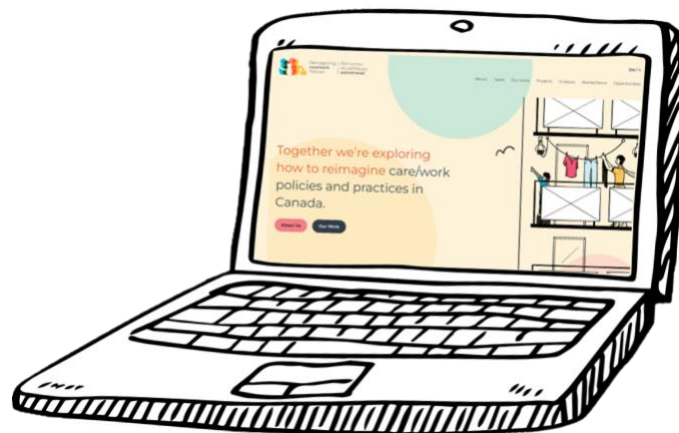
**Kyra Menezes**, BA Student, University of Toronto

**Jenna Quelch**, PhD Student, University of Toronto

**Jonathon Zimmer**, PhD Student, Queen's University

We are continuing to expand our student cohort and are excited to have these new-generation researchers as part of our team.

Please visit our website and sign up for our newsletter to stay up to date on all of our activities!



If we have missed any significant achievements from our team, please let us know and we will include them in our next newsletter and on our website.

A big thank you to Diana Tzinis for the beautiful illustrations included in our newsletters and on our website and Jocelyne Tougas for all French translations.

We wish you and your loved ones a happy, healthy, and restorative holiday season.



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