



A Time for Renewal:  
Developing a sustainable community,  
work and family interface

7<sup>th</sup> Community, Work & Family Conference

Milan, 25-27 May 2017  
with a pre-conference doctoral workshop on 24 May 2017



UNIVERSITÀ  
CATTOLICA  
del Sacro Cuore



## Welcome note

Dear colleagues,

We are pleased and honoured to host the 7th Community, Work & Family Conference at Università Cattolica del Sacro Cuore in Milan!

Demographic shifts, mass migrations, global economic and financial trends, changing labour markets, new care needs and dynamics, budget constraints and austerity policies may have serious long-term consequences for workers, companies and society as a whole if not properly managed. In this respect, the great recession has adversely affected the wellbeing and quality of life of many people and households. It also revealed that the institutional foundations of contemporary societies may have hampered the development of meaningful relationships between work and non-work domains, spread inequalities, threatened social cohesion, and led to an overconsumption of social, economic and environmental resources. Hence recasting work, family and community settings, as well as their interface in a sustainable manner is a serious challenge. This challenge is the thematic focus of the 7th Community, Work & Family Conference.

Within this general framework, the conference will bring together over 150 academics from more than 30 countries (and six different continents!) to discuss about themes such as: *i)* the conditions under which work, employment and business activities can develop and thrive, while maintaining a sustainable relationship with community and family; *ii)* the conceptualization and meaning of family health and wellbeing in its intersection with work and community life; *iii)* the willingness and ability of local communities to adapt to changing economic and societal conditions, anticipate future needs and tensions and foster sustainable relations between community, work and family; *iv)* how public policy change empowers or limits the opportunities that individuals have for gainful employment as well as for flourishing in family and community lives.

The conference will surely provide plenty of opportunities to gather, engage in meaningful discussions, exchange knowledge, ideas and views, share research findings, and set up research networks. We do hope you may benefit from that! And don't miss out the guided walks and the conference dinner! They will give you a real taste of *Milano*!

*Buona conferenza!*

Egidio Riva

on behalf of the Organizing Committee



## Organizing Committee

Egidio Riva, Università Cattolica del Sacro Cuore

Rosangela Lodigiani, Università Cattolica del Sacro Cuore

Emma Garavaglia, Università Cattolica del Sacro Cuore

Silvia Ivaldi, Università Cattolica del Sacro Cuore

Lara Maestripieri, Università di Pavia

Giovanni Castiglioni, Università Cattolica del Sacro Cuore

## Scientific Committee

Rita Bissola, Università Cattolica del Sacro Cuore

Brad Harrington, Boston College, Center for Work & Family

Raffaella Iafrate, Università Cattolica del Sacro Cuore

Clare Lyonette, University of Warwick

Ariane Ollier-Malaterre, University of Quebec in Montreal

Costanzo Ranci, Politecnico di Milano

Giuseppe Scaratti, Università Cattolica del Sacro Cuore

Laura Zanfrini, Università Cattolica del Sacro Cuore

## Support Staff

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# WWELL Research Center

The 7th Community, Work & Family Conference is organized by WWELL Research Center, at the Department of Sociology of Università Cattolica del Sacro Cuore in Milan. WWELL promotes multidisciplinary research on labour, organizations, education and lifelong learning, welfare and international migrations and interethnic relations, with a special focus on current transformations and future trends. In particular, WWELL develops national and international research/action-research projects, consultancy activity and training initiatives on the following themes:

- Labour market policies
- Welfare and social policies
- Industrial Relations and Social Dialogue
- International migrations and migration policies
- Interethnic and interreligious relations
- Anti-discrimination policies
- Corporate Social Responsibility
- Work-life issues
- Diversity Management
- Training policies and Lifelong learning
- Active ageing and Age management
- Disability and initiatives aimed at supporting disabled people
- Social innovation
- Citizenship and Active citizenship
- Local development
- Social housing

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Giovanni Giulio Valtolina  
Massimiliano Colombi

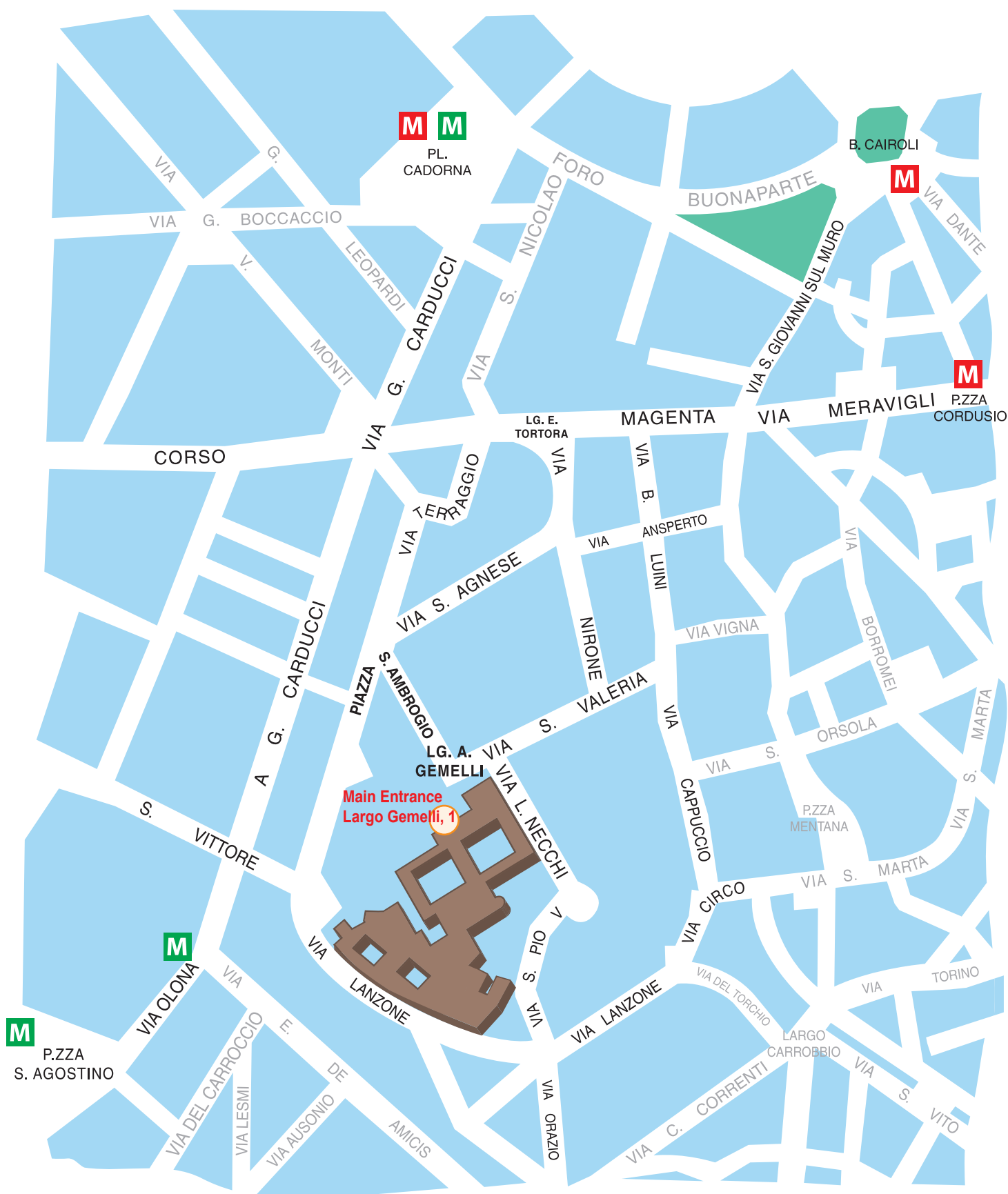
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Giacomo Balduzzi  
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Elena Scippa

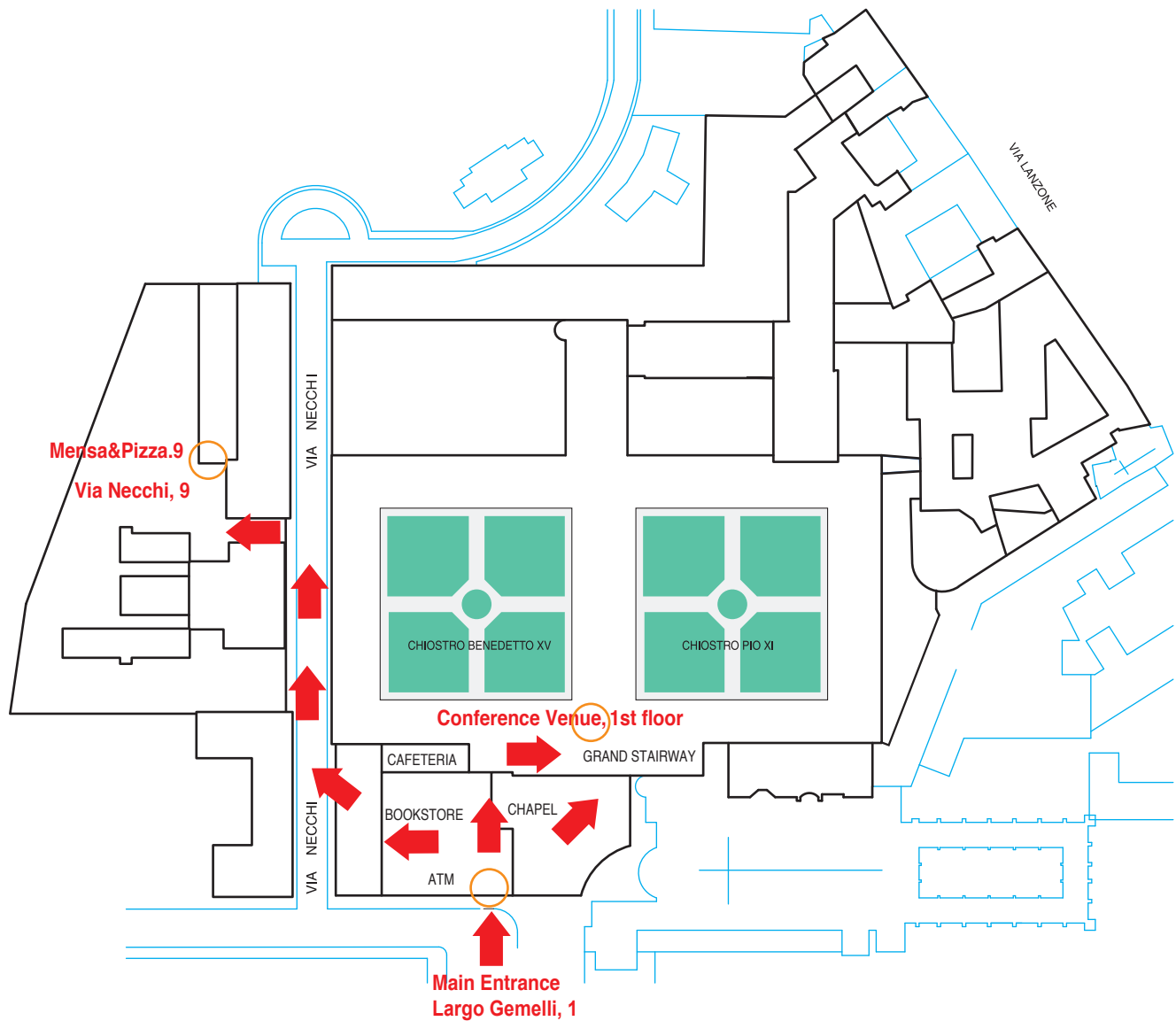
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## The Venue: Università Cattolica - Main Campus

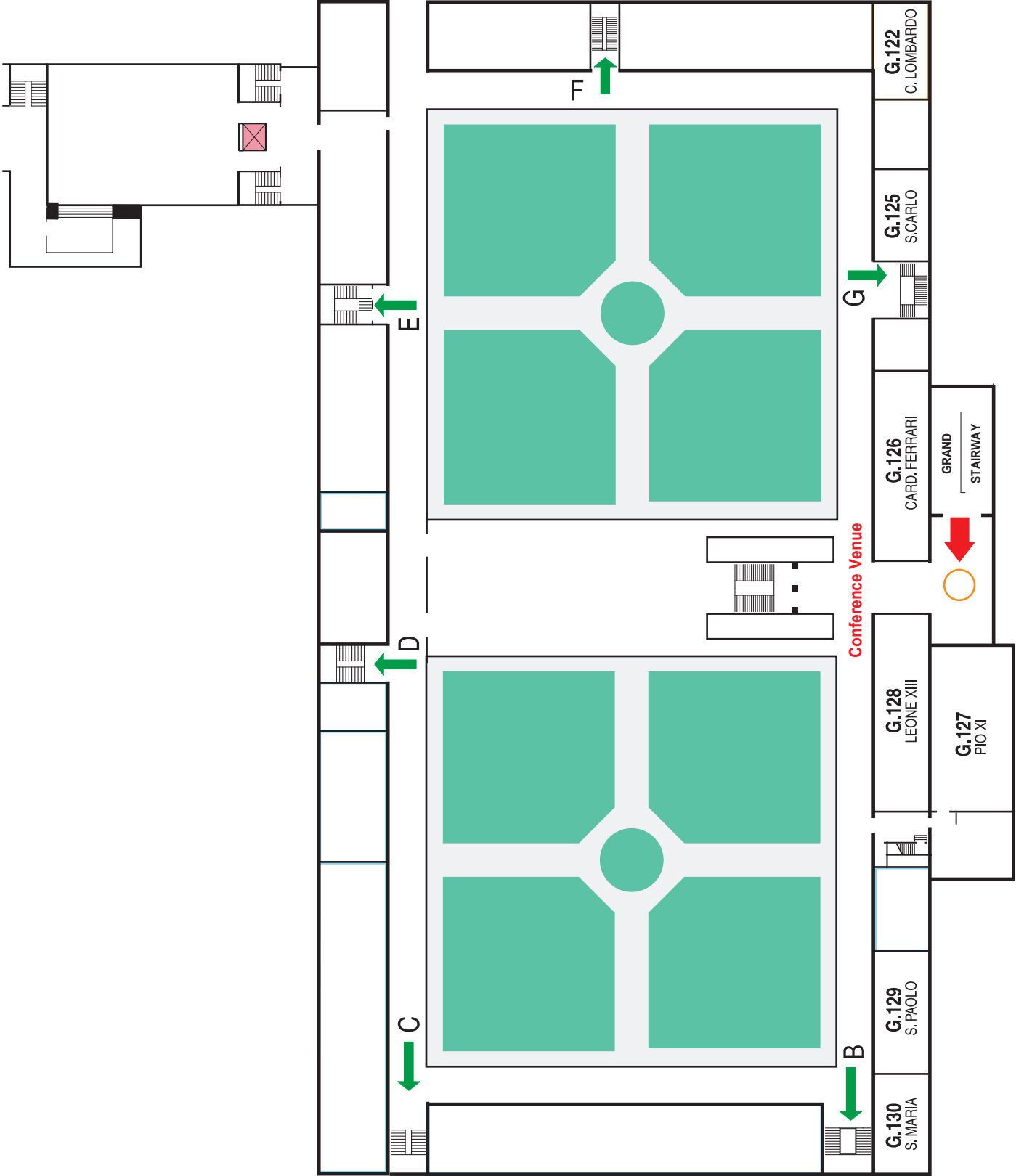


# The Venue: Università Cattolica - Main Campus



# The Venue: Università Cattolica - Main Campus

1<sup>st</sup> floor





## Practicalities

**Need any help during conference days?  
Guys wearing this T-shirt will help you out!**



**Sara Arecco, Penelope Celario, Giorgia Sofia Cinti  
Enrico Contini, Daniele Fortini, Giovanni Lambri,  
Caterina Noberasco, Aicha Omrani, Elena Povero,  
Claudia Tagliabue, Francesca Villa, Clara Zaffino**

### Lunch at Mensa&Pizza.9

Mensa&Pizza.9, i.e. the University restaurant, is located just across the street, at Via Necchi 9. It is open from 12.00 am to 2.30 pm. With the lunch tickets that you'll be given you may have:

- a full meal, i.e.: a first course (pasta, rice or similar), a second course (meat, fish or cheese) with a side dish (vegetables), a fruit (or a fruit juice, a yogurt, a desert), and a drink (water, wine, cola or similar);
- a ¼ of pizza, a fruit (or a fruit juice, a yogurt, a desert), and a drink (water, wine, cola or similar).

Drinks may be refilled for free.

### Free Wi-Fi and meeting rooms

When registering in Milan, you'll be given a username and a password to get connected to the University Wi-Fi network. Room G.127 Pio XI and room G. 128 Leone XIII will be available for meetings for most of the time during conference days.

## Keynotes

**Thursday 25 May 2017, 9.10 – 10.10 am**  
**Room G.127 Pio XI**

**Tanja Van der Lippe: A happy and sustainable workforce for all?**  
Discussant: Rebecca Lawthom

**Tanja van der Lippe** is Professor of Sociology of Households and Employment Relations at the Department of Sociology of Utrecht University, head of the Department of Sociology and research director ICS Utrecht (NL). Her research interests are in the area of work-family linkages in Dutch and other societies. She has published extensively on work and care of men and women, time use and time pressure in a comparative way, and the position of men and women on the labour market (including supervisory positions) in Western and Eastern European countries. Furthermore, she received a number of large-scale grants from Dutch and European Science Foundations, including an ERC Advanced Grant “Investments in a sustainable workforce in Europe: causes and consequences in comparative perspective”. She is an elected member of the Royal Netherlands Academy of Arts and Sciences (2014), the Royal Holland Society of Sciences and Humanities (2013) and the European Academy of Sociology (2010).



**Friday 26 May 2017, 15.30 – 16.30**  
**Room G.127 Pio XI**

**Jean-Michel Bonvin: Promoting Sustainable Well-being for Vulnerable People: What is the Added Value of the Capability Approach?**  
Discussant: Jennifer Swanberg

**Jean-Michel Bonvin** is Professor of Social Policy and Vulnerability at the University of Geneva (CH). His fields of expertise include social and employment policies, organizational innovation in the public sector and the third sector, sociology of work and organizations and theories of justice, in particular the capabilities approach. He is currently a member of the board of directors of the SocietY (EU-FP7), RE-InVEST (H2020) EU projects and of the national research center LIVES (NCCR-SNF). He has also participated in the Eurocap projects (EU-FP5), Capright (EU-FP6), WorkAble (EU-FP7), EduWel (EU-FP7-Marie Curie) and Cost A 15 (Reforming Social Protection Systems in Europe) And Cost A 34 (Gender and Well-Being). Since 2008, Jean-Michel Bonvin has been President of the Swiss Association for Social Policy.



**Saturday 27 May 2017, 12.30 – 13.30**  
**Room G.127 Pio XI**

**Tammy Allen: “Sustainable Work: Family-supportive Policies and Practices that Contribute to Employee and Family Wellbeing”**

Discussant: Laura den Dulk

**Tammy D. Allen** is Professor of Psychology at the University of South Florida (USA). Her research focuses on work-family issues, career development and employee wellbeing from both individual and organizational perspectives. She is the author of over 100 peer-reviewed articles, which have been published in journals such as Journal of Applied Psychology, Personnel Psychology, Psychological Bulletin, Journal of Vocational Behavior, and Journal of Management. Her research has received several best paper awards and has accrued over 15,000 citations. She has been a visiting scholar and guest speaker for a variety of universities and organizations across the world.



# **Conference programme at a glance**

**Wednesday 24 May 2017 (Pre-conference doctoral workshop)**

<b>09.45 - 10.15</b>	<b>Welcome and registration</b> (G.122 Lombardo)	
<b>10.30 - 12.30</b>	<b>Presentation of PhD students' research work</b>	
	<b>Group #1</b> (G.122 Lombardo)	<b>Group #2</b> (G.125 S. Carlo)
<b>12.45 - 13.45</b>	<b>Lunch at Mensa&amp;Pizza.9</b> Via Necchi, 9	
<b>14.00 - 15.15</b>	<b>Workshop</b> (G.122 Lombardo) Does parenthood bring happiness? It depends on your gender and whereabouts you live Letizia Mencarini, Bocconi University Milan, IT	
<b>15.30- 16.45</b>	<b>Workshop</b> (G.122 Lombardo) Doing comparative research: the triple bind of single-parent families Rense Nieuwenhuis, Swedish Institute for Social Research (SOFI), SE	
<b>17.00 - 18.00</b>	<b>Conference Registration</b> (G.125 S. Carlo)	



## Thursday 25 May 2017

08.00 - 09.00	Welcome coffee and registration (G.127 Pio XI)			
09.00 - 09.10	Welcome to the 7 <sup>th</sup> Community, Work and Family conference (G.127 Pio XI)			
09.10 - 10.10	Keynote: Tanja Van der Lippe – A happy and sustainable workforce for all? (G.127 Pio XI)			
10.15 - 11.45	<b>Symposium</b> (G.126 C. Ferrari) Flexible working and social support	<b>Session</b> (G.130 S. Maria) Fatherhood and the gender division of housework	<b>Symposium</b> (G. 129 S. Paolo) Connecting people and systems: challenges in developing sustainable care	<b>Session</b> (G.125 S. Carlo) Work-life strategies
11.45 - 13.15	<b>Symposium</b> (G.126 C. Ferrari) Multilevel Perspectives on Contemporary Work-Life Challenges	<b>Session</b> (G.130 S. Maria) Fathers and work-life challenges	<b>Session</b> (G. 129 S. Paolo) Gendered structures and practices in contemporary work-life experiences	<b>Session</b> (G.125 S. Carlo) Work-family policies: background and rationale
13.15 - 14.10	Lunch at Mensa&Pizza.9 – Via Necchi, 9			
14.15 - 15.45	<b>Session</b> (G.125 S. Carlo) Sustainable organizations	<b>Symposium</b> (G.126 C. Ferrari) Changing dynamics of gender roles and socio-economic context: challenges for work-family analyses	<b>Session</b> (G.130 S. Maria) Flexibility and its outcomes	<b>Session</b> (G. 129 S. Paolo) Theories and new perspectives in work-life research
15.45 - 16.15	Coffee break			
16.15 - 17.45	<b>Workshop#1</b> (G.126 C. Ferrari) Universal basic income: a policy at the intersection of community, work and family?	<b>Workshop #2</b> (G.130 S. Maria) “Generative organizations”? Changing perspectives in contemporary organizational strategies <i>in loving memory of prof. Eugenio Zucchetti</i>	<b>Workshop #3</b> (G.125 S. Carlo) Publishing in English journals for non-native speakers	<b>Workshop #4</b> (G. 129 S. Paolo) Tips and challenges of teaching work-life concepts
18.15	Guided walks in Milan			

## Friday 26 May 2017

<b>09.00 - 10.45</b>	<b>Symposium</b> (G.125 S. Carlo) Entrepreneurial Work-Life Interface	<b>Session</b> (G.130 S. Maria) The effect of work-life circumstances on health and wellbeing	<b>Session</b> (G. 129 S. Paolo) Organizational support and work-life experiences in different countries	<b>Symposium</b> (G.126 C. Ferrari) Fathers' contribution to family wellbeing
<b>10.45 - 11.15</b>	<b>Coffee break</b>			
<b>11.15 - 13.00</b>	<b>Session</b> (G.125 S. Carlo) Caring for children	<b>Symposium</b> (G.126 C. Ferrari) Gender differences in the consequences of flexible work arrangements? ( <i>1<sup>st</sup> part</i> )	<b>Session</b> (G. 129 S. Paolo) Work-family conflict and enrichment: juggling positive and negative work-life dynamics	<b>Session</b> (G.130 S. Maria) The work-life experience of younger and older workers
<b>13.00 - 14.00</b>	<b>Lunch at Mensa&amp;Pizza.9 – Via Necchi, 9</b>			
<b>14.00 - 15.15</b>	<b>Symposium</b> (G. 129 S. Paolo) Hidden Voices in CWF Research and the Sustainable development goals	<b>Symposium</b> (G.126 C. Ferrari) Gender differences in the consequences of flexible work arrangements? ( <i>2<sup>nd</sup> part</i> )	<b>Symposium</b> (G.130 S. Maria) Work and Life in the Digital Age: Online Reconfigurations of Gender, Career and Self-Presentation Norms	<b>Session</b> (G.125 S. Carlo) The impact of social and community support on family functioning
<b>15.30- 16.30</b>	<b>Keynote: Jean-Michel Bonvin (G.127 Pio XI)</b> <b>“Promoting Sustainable Well-Being for Vulnerable People: What is the Added Value of the Capability Approach?”</b>			
<b>16.30 - 17.00</b>	<b>Coffee break</b>			
<b>17.00 -18.30</b>	<b>Authors meet critics</b> (G. 129 S. Paolo) Work-family Dynamics: Competing logics of regulation, economy and morals, edited by B. Brandth, S. Halrynjo and E. Kvande	<b>Authors meet critics</b> (G.126 C. Ferrari) Balancing work and family in a changing society, edited by I. Crespi and E. Ruspini	<b>Workshop #5</b> (G.125 S. Carlo) Peer-reviewing	<b>Authors meet critics</b> (G.130 S. Maria) Work-Life Balance in Times of Recession, Austerity and Beyond, edited by S Lewis, D. Anderson, C. Lyonette, N. Payne and S. Wood
<b>19.30</b>	<b>Conference dinner at La Terrazza di Via Palestro, Centro Svizzero di Milano, Via Palestro 2, Milano</b>			

**Saturday 27 May 2017**

<b>09.00 - 10.30</b>	<b>Session</b> (G. 129 S. Paolo) The work-life interface of entrepreneurs	<b>Session</b> (G.130 S. Maria) Parenting, partnership and wellbeing	<b>Session</b> (G.126 C. Ferrari) Changes in the institutional context and exposure to insecurity <i>(1<sup>st</sup> part)</i>	<b>Session</b> (G.125 S. Carlo) Work family challenges in selected professions
<b>10.30 - 10.45</b>	<b>Coffee break</b>			
<b>10.45 - 12.15</b>	<b>Session</b> (G.130 S. Maria) Narratives, discourses, and perceptions in organizations about work-life issues	<b>Session</b> (G. 129 S. Paolo) Social and community policies at local level	<b>Session</b> (G.126 C. Ferrari) Changes in the institutional context and exposure to insecurity <i>(2<sup>nd</sup> part)</i>	<b>Session</b> (G.125 S. Carlo) Intergenerational effects of family and labour market policies
<b>12.30 - 13.30</b>	<b>Keynote: Tammy Allen</b> <b>“Sustainable Work: Family-supportive Policies and Practices that Contribute to Employee and Family Wellbeing”</b> (G.127 Pio XI)			
<b>13.30</b>	<b>Concluding lunch</b>			

# **Detailed Conference programme**

# Wednesday May 24, 2017

(Pre-conference doctoral workshop)

## 09.45 - 10.15: Welcome

Room G.122 Lombardo

## 10.30 - 12.30: Presentation of PhD students' research work

### Discussants:

Anne Bardoel  
Laura den Dulk  
Rense Nieuwenhuis  
Egidio Riva  
Cristina Solera  
Jennifer Swanberg

### Group #1

Room G.122 Lombardo

- Janna Besamusca  
*Social status effects on the motherhood penalty in occupational status*
- Laetitia Coles  
*Highly involved breadwinner dads: Determinants of father involvement with infants amongst fathers who work long hours*
- Jasmine Kelland  
*"A Dad working part time? Sounds like he is work shy to me...". An exploration of 'fatherhood forfeits' and 'motherhood merits' in the workplace and at the point of selection when parental gender norms are challenged*
- Sahmicit K. Kumswa  
*Going the Distance: A Description of Commuter Couples in Jos, Nigeria*
- Stovell Clare  
*The role of preference in discrepancies between egalitarian attitudes and traditional divisions of labour at the transition to parenthood*

### Group #2

Room G.125 S. Carlo

- Janin Eckner  
*Social support and the work-family interface – A cross-cultural perspective*
- Chiara Giordano



*Migration careers of female domestic workers in Italy and in Belgium: the impact of migration, care and gender regimes*

- Nazli Kazanoglu

*Early Childhood Education and Care Services in Turkish Context: Europeanization or Ottomanization?*

- Ella Sarel

*Work-Family Conflict, Parental Styles and the Quality of Family Gathering as Predictors of Adolescent Behavioral Outcomes and Well-Being*

- Dries Van Gasse

*„Jägermeister is our housewine“, A qualitative study on the role of social networks in the resilience of single parent families after a transition to single parenthood*

## **12.45 - 13.45: Lunch at Mensa&Pizza.9**

Via Necchi, 9

## **14.00 - 15.15: Workshop**

Room G.122 Lombardo

*Does parenthood bring happiness? It depends on your gender and whereabouts you live*

Letizia Mencarini, Bocconi University Milan, IT

## **15.30 - 16.45: Workshop**

Room G.122 Lombardo

*Doing comparative research: the triple bind of single-parent families*

Rense Nieuwenhuis, Swedish Institute for Social Research (SOFI), SE

## **17.00 – 18.00: Conference Registration**

Room G.125 S. Carlo

## Thursday May 25, 2017

### **08.00 - 09.00: Welcome coffee and registration**

### **09.00 - 09.10: Welcome to the 7<sup>th</sup> CWF conference**

**Room G.127 Pio XI**

### **09.10 - 10.10: Keynote**

**Room G.127 Pio XI**

**Tanja Van der Lippe: A happy and sustainable workforce for all?**

Discussant: Rebecca Lawthom

### **10.15 - 11.45: Parallel sessions and symposiums**

#### **Symposium Flexible working and social support**

**Room G. 126 C. Ferrari**

Organizer: Laura den Dulk – Chair: Heejung Chung

- Pascale Peters, Marissa de Klerk and Symen A. Brouwers, Moderated mediation of teleworking and flexitime on burnout and work engagement: A longitudinal study in South Africa and The Netherlands
- Marek Wiebusch, Laura den Dulk and Anja Abendroth, Towards a sustainable practice of teleworking within a formalized context: the role of social support
- Thora Thorgeirsdottir and Clare Kelliher, Being there for the team: The impact of flexible work arrangement use on team collaboration
- Bettina Kubicek, Flexible work arrangements and work-family conflict among dual earner couples: Do boundary management and spousal support matter?

#### **Session Fatherhood and the gender division of housework**

**Room G.130 S. Maria**

Chair: Egidio Riva

- Laetitia Coles, Highly involved breadwinner dads: Determinants of father involvement with infants amongst fathers who work long hours
- Colette Fagan and Helen Norman, Flexibility and fatherhood in Europe
- Letizia Mencarini and Cristina Solera, The gender division of housework after the first child: a comparison between Bulgaria, France and the Netherlands
- Maha Sabbah, Gender and the division of housework: Does class matter? The case of Palestinian society in Israel

#### **Symposium Connecting people and systems: Challenges in developing sustainable care**

**Room G.129 S. Paolo**

Organizer and chair: Janet Fast

- Kate O'Loughlin and Sue Yeandle, Rights and recognition in family care to adults: Policy framing
- Laura Funk, Joohong Min, Janet Fast, Anna Chudyk, and Jacquie Eales, Caregiving as a status, a pathway or a trajectory?
- Karen Duncan, Shahin Shooshtari, Kerstin Roger, Janet Fast, and Jing Han, Care-Related Out-of-Pocket Expenditures and Financial Hardship
- Majella Kilkey and Louise Ryan, Sustainable care in the context of ageing in and out of place

### **Session Work-life strategies**

#### **Room G.125 S. Carlo**

Chair: Rosangela Lodigiani

- Maria Letizia Bosoni, Work-family reconciliation strategies in Italian families with 0-6 year children
- Elisabetta Carrà, The relational well-being of Italian families with children aged 0-13: The key role of work-family reconciliation
- Daljeet Kaur, Coping strategies adopted by working women to combat work-family conflict
- Ronit Waismel-Manor and Asaf Levanon, Time to Reconsider Work: Dual-Earner Couples' Work Related Adaptive Strategies and Preferences for Reduced Work Hours

## **11.45 - 13.15: Parallel sessions and symposiums**

### **Symposium Multilevel Perspectives on Contemporary Work-Life Challenges**

#### **Room G. 126 C. Ferrari**

Organizers: Marcello Russo and Ariane Ollier-Malaterre – Chair: Marcello Russo

- Jeffrey H. Greenhaus and Gary N. Powell, Trickle-Down Effects of Societal and Organizational Actions. On Employees' Family-Informed Work Decisions
- Ellen Ernst Kossek, Patricia Gettings, Rebecca Thompson, Work-Life Intervention Crafting to Sustain Organizational Change (or Not) in Constrained Contexts
- Ariane Ollier-Malaterre, Employees' Collective Sensemaking of Organizational Work-Life Policies: Multi-level Contagion Processes
- Uracha Chatrakul Na Ayudhya, Rea Prouska, T. Alexandra Beauregard, The Impact of Global Economic Crisis and Austerity on Quality of Working Life and Work-life Balance: A Capabilities Perspective

### **Session Fathers and work-life challenges**

#### **Room G.130 S. Maria**

Chair: Lara Maestripieri

- Or Anabi, Shira Offer and Danny Kaplan, Work Family Interface and Fathers' New Masculinity Ideology

- Abigail Locke, A discourse of ‘we’: partnership, gender and caregiving in UK ‘stay-at-home-dads’
- Ifat Matzner Heruti, “In the Name of the Father”: Work-Family Conflicts of Working Fathers
- Thordis Reimer, Mediating mechanisms for German fathers’ parental leave use

## **Session Gendered structures and practices in contemporary work-life experiences**

**Room G.129 S. Paolo**

Chair: Mauro Migliavacca

- Noshaba Batool, “Men follow their dreams and women follow the expectations”: Gender Based analysis of university teachers’ subjective perceptions of various job behaviours
- Sandra Idrovo, Belen Mesurado and Patricia Debeljuh, Caring for the home in Iberoamerica: A cross-country comparison
- Mikael Nordenmark, The importance of job satisfaction and satisfaction with family life for life satisfaction among men and women in different gender regimes
- Chiara Giordano, The impact of care, migration and gender regimes on domestic work in Europe: the case of Italy and Belgium

## **Session Work-family policies: background and rationale**

**Room G.125 S. Carlo**

Chair: Laura den Dulk

- Cassandra Engeman, ‘Job-Killer’ Bills in Tough Economic Times: Social Movements and Family Leave in California before and after the Great Recession
- Mariam Gbajumo-Sheriff, Are family-friendly programs context-free? Understanding what constitutes “family-friendly” in the Nigerian workplace
- Suzan Milner, Why do (some) companies offer ‘father-friendly’ workplace measures beyond legal requirements?
- Luca Pesenti, Letizia Bosoni and Sara Mazzucchelli, Parental leave within a broader framework concerning care-work policies

## **13.15 - 14.10: Lunch at Mensa&Pizza.9**

**Via Necchi, 9**

## **14.15 - 15.45: Parallel sessions and symposiums**

### **Session Sustainable organizations**

**Room G.125 S. Carlo**

Chair: Giuseppe Scaratti

- Charlotta Niemistö, Towards a social and human sustainability framework in the new economy

- Elena Macchioni and Matteo Orlandini, A Reflexive Equilibrium in the Relationship between Work and Family: an Italian Survey
- Stig Vinberg and Bodil Landstad, Sustainable small-scale enterprises – a case study in Norway and Sweden

### **Symposium Changing dynamics of gender roles and socio-economic context: challenges for Work-Family Analyses**

**Room G. 126 C. Ferrari**

Organizer: Mauro Migliavacca – Chair: Eileen Koekemoer – Discussant: Alessandro Rosina

- Giulia Maria Cavaletto, Lia Pacelli and Silvia Pasqua, Women on Board: Chain of Command and Gender Discrimination at the Workplace
- Caitlyn Collins, Understanding the Black Box of Work-Family Policy: A Cross-National Qualitative Study of Mothers' Work-Family Conflict
- Francesca Luppi, Letizia Mencarini and Sara Grace See, A Subjective Well-Being Perspective on Work-Family Balance
- Mauro Migliavacca, Work and family the reshaping of the gender roles between changes and social pressures

### **Session Flexibility and its outcomes**

**Room G.130 S. Maria**

Chair: Laura den Dulk

- Barbara Beham, Andreas Baierl and Janin Eckner, Does part-time employment allow parents to stay on the career track? An experimental study among German managers
- Jennifer Glass, Samantha Simon and Paige Gabriel, The Lie That Would Not Die: Effects of Gender Segregation on Work-Family Accommodations
- Andrie Michaelides and Deirdre Anderson, Career progress of senior women and sustainable workplaces
- Yvonne Lott and Christina Klenner, Stressed despite schedule control? The role of flexible working time for work pressure and work-to-family conflict for women and men in Germany
- Tracey Warren and Clare Lyonette, The expansion of male part-time working after the great recession in Britain: a positive development for work, family and community?

### **Session Theories and new perspectives in work-life research**

**Room G.129 S. Paolo**

Chair: Ariane Ollier-Malaterre

- Jenny Hoobler and Courtney Masterson, A Theory of Work-Family Ambivalence
- Jean-Charles Languilaire, (Re)Defining the Boundary Perspective in Work-Life Research



- Jamie Ladge, Courtney Masterson and Alicia Sasser-Modestino, Work-Life Balance Policies: It's All About Perspective
- Lisa Stewart, Sabrina Wendel Rice and Walter Lile, Family Caring: A Theoretical Explanation and Model of Correlates and Health Consequences

## **15.45 - 16.15: Coffee break**

## **16.15 - 17.45: Workshops**

**Workshop #1 Universal basic income: a policy at the intersection of community, work and family?** organized by Carolyn Kagan, Suzan Lewis, Rebecca Lawthorn  
**Room G. 126 C. Ferrari**

**Workshop #2, “Generative organizations”? Changing perspectives in contemporary organizational strategies** organized by Mauro Magatti in loving memory of prof. Eugenio Zucchetti  
**Room G.130 S. Maria**

**Workshop #3 Publishing in English journals for non-native speakers**, organized by Bianca Stumbitz and Clarice Santos  
**Room G.129 S. Paolo**

**Workshop #4 Tips and challenges of teaching work-life concepts**, organized by Marcello Russo  
**Room G.125 S. Carlo**

## **18.15 - 19.45: Guided walks**

## Guided walks

With **Milano Fuoriclasse**, a non-profit association promoting active citizenship and students' participation ([www.milanofuoriclasse.it](http://www.milanofuoriclasse.it)):

### #1 From Università Cattolica del Sacro Cuore to the very city center



The cloisters of Università Cattolica, the cathedral Duomo, Galleria Vittorio Emanuele, Palazzo Marino, Teatro La Scala. You may have aperitivo or dinner in the neighbourhood, if you wish.

With **Artema** (<http://www.gruppoartema.com>), a group of professional guides:

### #2 Milan city center



From Università Cattolica to Piazza della Scala (Scala Opera house) through: Via Santa Agnese, Corso Magenta (Palazzo Litta, Church of san Maurizio al Monastero Maggiore), Via Brisa (Roman remains of the Imperial Palace), Via Meravigli (Palazzo Turati, and the nearby Roman theatre), Piazza Cordusio (where Milan's financial district starts), the medieval Piazza Mercanti (Broletto and Loggia degli Osii), Piazza Duomo (Cathedral, Palazzo Reale, Arengario), Galleria Vittorio Emanuele (one of Milan's place to be). You may have aperitivo or dinner in the neighbourhood, if you wish.

### #3 The Brera district



From Università Cattolica, by underground (2 stops) to the Brera district, which is characterised by old romantic streets such as Via Fiori Chiari and San Carpoforo, Via Madonnina and Via Brera. In spite of its vicinity to the Milanese aristocracy living in prestigious palaces in via Brera and via Borgonuovo, this was a disreputable and poor area that the 18<sup>th</sup> century opening of the Accademia di Belle Arti (Fine arts academy) and then of the Art Gallery (by Napoleon in 1809) turned into the artists' district, a place where, in its old fashioned, and yet presently super trendy bars, the more vital and longsighted intellectual forces of the city meet. You may have aperitivo or dinner in the neighbourhood, if you wish.

#### **#4 The waterways of Milan**



From Università Cattolica, by underground (2 stops) to Porta Genova. Then you'll walk towards the Alzaia del Naviglio Grande (the city longest navigable canal), the bridges of the Scodellino (little bowl) and of the Trofeo (trophy) on the Naviglio Pavese, and the Darsena (Milan's harbour). Along the way, you'll discover the story of the navigable canals, their past and present, the forgotten slow rhythms of the city, gently flowing with its waters, the activities carried out along the banks, as well as the typical Milanese "balcony" houses, inhabited by washers and workers with their strong dialect and traditions that resist, in spite of all changes. The Navigli district is one of the most fashionable and trendy neighbourhood for nightlife, too. You may have aperitivo or dinner in the neighbourhood, if you wish.

**Friday May 26, 2017**

**Posters presentation** (all day, especially during lunch and coffee breaks)

**Room G. 128 Leone XIII**

- Paola Castello, Claudia Manzi, Sara Mazzucchelli, Maria Letizia Bosoni, Semira Tagliabue and Mara Gorli, Ageless Talents. Analysis of the potential of women in mid-late career
- Eija Eronen, Peer support among the group of mothers
- Madeline Nightingale, Looking beyond average earnings: why are male and female part-time employees in the UK more likely to be low paid than their full-time counterparts?
- Jasmine Kelland, “A Dad working part time? Sounds like he is work shy to me...”
- Mia Tammelin and Timo Anttila, Mobile technology, time and work-family interface: softening schedules and time fragmentation?
- Maria Warne and Erika Wall, Sustainable workplaces - sustainable village: Stories about alcohol- and drug prevention at a ski resort in northern Sweden

**09.00 - 10.45: Parallel sessions and symposiums**

**Symposium Entrepreneurial Work-Life Interface**

**Room G.125 S. Carlo**

Organizers: Marloes L. van Engen, Pascale Peters and Konjit Hailu

- Jean-Charles E. Languilaire and Carole Caullier Gustavsson, Work/non-work tactics for self-employed – A study of France and Sweden
- Mary K. Hunt, Employment or entrepreneurship: Work choice and satisfaction in light of work-family conflict, individual traits and social support
- Katherina Kuschel, Juan-Pablo Labra, and Constanza Quiroz, When entrepreneurial failure becomes personal and family failure: Female founders’ strategies to cope with spillover
- Konjit H. Gudeta, Marloes van Engen, Pascale Peters and Marc van Veldhoven, Work-life boundary management experiences of men and women entrepreneurs in Ethiopia
- Maria Aggestam and Caroline Wigren, Lifestyle entrepreneurship: Re-thinking the life-force embedded in business mum venture creation

**Session The effect of work-life circumstances on health and wellbeing**

**Room G.130 S. Maria**

Chair: Rense Nieuwenhuis

- Elizabeth Anne Bardoel and Robert Drago, Parental Status, Family Caregiving and Depression Risk: A Longitudinal Australian Study of Women and Men

- Liang Guo, Marcello Russo and Yehuda Baruch, Work Resources and Civic Engagement: How They Benefit Employees' Physical and Mental Health
- Belinda Hewitt, Lyndall Strazdins and Mara Yerkes, Time pressure and mothers' health and wellbeing during the preschool years
- Adam Lippert and Sarah Damaske, Growing up and wearing down: Work, family, and stress-related immunity dysfunction among young adult women
- Egidio Riva and Mario Lucchini, The effect of work-family conflict on sleep: A longitudinal analysis on Swiss employees
- Deniz Yucel, *Work-Family Profiles and Mental Health: The Moderating Effect of Gender Ideology among Men and Women*

### **Session Organizational support and work-life experiences in different countries Room G.129 S. Paolo**

Chair: Ronit Waismel-Manor

- Marissa De Klerk, Mediation of work support on affective organisational commitment through work-to-family enrichment among South African employees
- Sandra Idrovo and María José Bosch, Comparing the work-family interface in Chile and Colombia
- Pedro Paulo T. M. Hollanda, Do family supportive supervisory behaviors and family supportive colleagues behaviors explain the longitudinal variation of work-family conflict and work-family enrichment?
- Sara Mazzucchelli and Maria Letizia Bosoni, Turning parenthood into a competitive advantage: The Improving Welfare Management Project
- Rachael N. Pettigrew and Karen A. Duncan, Male Employees' Perceptions of Supervisor Family Support

### **Symposium Fathers' contribution to family wellbeing: how to turn obstacles into opportunities Room G. 126 C. Ferrari**

Organizers: Isabella Crespi and Elisabetta Ruspini – Chair: Elisabetta Ruspini

- Michael Rush and Rudy Ray Seward, Overcoming Obstacles to Family Leave in the USA: Lessons from European Research on how Paid Parental Leave for Fathers is providing Opportunities for better Family, Work and Child Well-being Outcomes
- Helen Norman and Colette Fagan, Does Paternal Involvement in Childcare prevent Relationship Breakdown in Married and Cohabiting Heterosexual Couples?
- Lluís Flaquer and Almudena Moreno, The Significance of the Development of Father Involvement in the Care of Children under the Second Demographic Transition
- Tomoko Matsuda, Work Family Balance among Japanese Fathers in Response to the Corporate Move to EU Countries

## **10.45 - 11.15: Coffee break and posters presentation**

## **11.15 - 13.00: Parallel sessions and symposiums**

### **Session Caring for children**

#### **Room G.125 S. Carlo**

Chair: Lara Maestripieri

- Nazli Kazanoglu, Early Childhood Education and Care Services in Turkish Context: Europeanization or Ottomanization?
- Katja Repo, Anu Kuukka and Petteri Eerola, Children's home care and the issues of in/equality: the perspective of municipal actors
- Rhonda Breitreuz and Kerry Colen, Who Cares: The Experiences of Child Care in Albertan Families with Pre-School Children
- Arianna Santero and Manuela Naldini, Combining Work and Child Care: Agency/Structure Interplay and Public Support for Immigrant Parents with Pre-School Children in Italy

### **Symposium Gender differences in the consequences of flexible work arrangements? (1<sup>st</sup> part)**

#### **Room G. 126 C. Ferrari**

Organizer: Heejung Chung – Chair: Clare Kelliher

- Tanja van der Lippe and Zoltán Lippényi, Gender and working from home across nine European workplaces
- Lonnie Golden, Jaesung Kim, Julia Henly, and Susan Lambert, Workplace Flexibility and Worker Wellbeing by Gender and Parenting Young Children in the US
- Heejung Chung and Mariska van der Horst, Gender discrepancies in the outcome of flexible working on overtime and income in the UK
- Yvonne Lott, Stressed despite schedule and workplace control? The role of flexible working for work pressure, work-to-home conflict and perceived mental strain in Germany

### **Session Work-family conflict and enrichment: juggling positive and negative work-life dynamics**

#### **Room G.129 S. Paolo**

Chair: Barbara Beham

- Claudia Andrade and Ana Rodrigues, Smartphone use, work-home spillover and segmentation preference: the role of work and personal dimensions
- Vania Sofia Carvalho, Chambel Maria José and Crespo Carla, Family-to-Work Enrichment: A spillover-crossover bidirectional test in domain satisfaction
- Angela Grotto and Jeanine Andreassi, Work-to-Nonwork Conflict in a Post-Merger Work Environment: A Multilevel Extension of the JDCS Model to the Nonwork Domain

- Jarrod Haar, Antecedents of Work-Family Conflict, Work-Family Enrichment and Work-Life Balance: A Longitudinal Study
- Pedro Paulo T. M. Hollanda, Which events better explain the variation of work-family conflict and work-family enrichment?
- Jarrod Haar, Individual and Team Influences from Work-Family Conflict and Work-Family Enrichment: A Study of Direct, Mediation and Interaction Effects

### **Session The work-life experience of younger and older workers**

**Room G.130 S. Maria**

Chairs: Sue Yeandle

- Lyn Craig and Melissa Wong, National employment patterns and the non-employment activities of young people 1995-2013: A cohort comparison in four countries
- Eileen Koekemoer and Emari Erxleben, Exploring career success of Generation Y: Contentment with work and personal life
- Nitza Berkovitch and Shlomit Manor, Women narrate retirement: rewriting the gender contract
- Ulrike Ehrlich, Katja Möhring and Sonja Drobic, Care responsibilities and (re)employment chances of mid-aged women in Germany
- David Lain and Wendy Loretto, Grandparents, Care and Work

### **13.00 - 14.00: Lunch at Mensa&Pizza.9**

**Via Necchi, 9**

### **14.00 - 15.15: Parallel sessions and symposiums**

#### **Symposium Hidden Voices in CWF Research and the sustainable development goals**

**Room G.129 S. Paolo**

Organizers and chairs: Bianca Stumbitz and Clarice Santos

- Shweta Singh, Revisiting bread winning and household headship in emerging economies
- Clarice Santos, Adriana V. Garibaldi de Hilal, Offside: The experience of professional women in Rio de Janeiro
- Bianca Stumbitz, Ameeta Jaga, Breastfeeding support at work in South Africa: Setting a research agenda

#### **Symposium Gender differences in the consequences of flexible work arrangements? (2<sup>nd</sup> part)**

**Room G. 126 C. Ferrari**

Organizer: Heejung Chung – Chair: Clare Kelliher



- Anna Kurowska, Gendered effects of home-based work on parents' capability to achieve work-life balance. Poland and Sweden compared.
- Heejung Chung, Flexibility stigma and parent's access to and use of flexible work arrangements
- JaeSeung Kim, Workplace flexibility, family relationships, and family resources for working parents in the U.S.

**Symposium Work and Life in the Digital Age: Online Reconfigurations of Gender, Career and Self-Presentation Norms**  
**Room G.130 S. Maria**

Organizer, chair and discussant: Ariane Ollier-Malaterre

- Valeria Pecorelli and Elisabetta Ruspini, Digital Fathers in Italy
- Dominique Kost, Christian Fieseler, and Sut I Wong, Micro-Entrepreneurs and the Art of Life-Crafting
- Kseniya Navazhylava and Kristine de Valck, Constructed Disclosure: Mobilizing Online Audience Collaboration via Online Self-Presentation

**Session The impact of social and community support on family functioning**  
**Room G.125 S. Carlo**

Chair: Emma Garavaglia

- Sahmicit Kumswa, Commuter Couples and their Social Support Networks
- Zinnia Mitchell-Smith, Teresa O'Neil, Jenny Fisher, Rebecca Lawthom and Hugh McLaughlin, Volunteering and Community in a Changing and Challenging Landscape for Families
- Dries Van Gasse and Dimitri Mortelmans, "Jägermeister is our housewine", A qualitative study on the role of social networks in the resilience of single parent families after a transition to single parenthood

**15.30 - 16.30: Keynote**

**Room G.127 Pio XI**

**Jean-Michel Bonvin: Promoting Sustainable Well-being for Vulnerable People: What is the Added Value of the Capability Approach?**

Discussant: Jennifer Swanberg

**16.30 - 17.00: Coffee break and posters presentation**

**17.00 - 18.30: Workshops and authors-meet-critics sessions**



**Authors meet critics *Work-family Dynamics: Competing logics of regulation, economy and morals*** edited by Berit Brandth, Sigtona Halrynjo and Elin Kvande  
Discussant: Laura den Dulk  
**Room G.129 S. Paolo**

**Authors meet critics *Balancing work and family in a changing society*** edited by Isabella Crespi and Elisabetta Ruspini. Discussants: Abigail Locke and Stephen Sweet  
**Room G. 126 C. Ferrari**  
**Workshop #5 Peer-reviewing**, organized by Community, Work and Family editors  
**Room G.125 S. Carlo**

**Authors meet critics *Work-Life Balance in Times of Recession, Austerity and Beyond*** edited by Suzan Lewis, Deirdre Anderson, Clare Lyonette, Nicola Payne and Stephen Wood. Discussants: Ellen Ernst Kossek and Rense Nieuwenhuis  
**Room G.130 S. Maria**

## **19.30: Conference Dinner**

### **La terrazza di Via Palestro**

Centro Svizzero di Milano, Via Palestro 2, Milano

(<http://www.laterrazzadiviapalestro.com/index.php>)



**Saturday May 27, 2017**

**09.00 - 10.30: Parallel sessions and symposiums**

**Session The work-life interface of entrepreneurs**

**Room G.129 S. Paolo**

Chair: Katherina Kuschel

- Jean-Charles Languilaire, Transition for employed to self-employed in a regenerate urban area: the key to sustainable work/non-work balance and sustainable cities
- Emma Hagqvist, Susanna Toivanen and Stig Vinberg, The gender time gap: Time use and perceptions of time strain among self-employed women and men compared with employees in Sweden
- Nancy Jurik, Alena Křížková, Marie Pospíšilová and Gray Cavender, Copreneurial Blending of Entrepreneurship and Family: A Contextual Analysis in the Czech Republic and United States

**Session Parenting, partnership and wellbeing**

**Room G.130 S. Maria**

Chair: Giuseppe Scaratti

- Libby Bear and Shira Offer, Singlehood by choice or by necessity
- Anna Carreri, Emerging work-family ethical (dis)orders and their sustainability for families
- Elisete Diogo and Francisco Branco, Being Foster Family in Portugal-Motivations and impacts
- Fortuna Procentese and Fabrizio De Carlo, Work-life conflict and social well-being: the role of family and marital efficacy and workplace attitudes
- Mia Tammelin, E-parenting and family wellbeing: mobile technology and parenting styles

**Session Changes in the institutional context and exposure to insecurity (1<sup>st</sup> part)**

**Room G. 126 C. Ferrari**

Chair: Egidio Riva

- Janna Besamusca, Social status effects on the motherhood penalty in occupational status
- Lara Maestripietri, A job on one's own. Economic insecurity and women's labour market activation in six European Countries
- Elizabeth Ann Whitaker and Janet Bokemeier, Changes in Household Financial Decision Making in the U.S. Midwest during the "Recovery" from The Great Recession (2010-2014)

## **Session Work family challenges in selected professions**

**Room G.125 S. Carlo**

Chair: Nazli Kazanoglu

- Marco Alberio, Balancing work-family and care. The case of caregivers in the peripheral region of Bas-Saint Laurent
- Clare Lyonette, Sally-Anne Barnes, Natalie Fisher and Karen Newell, Experiences and expectations of work-life balance within the UK Armed Forces
- Sally Hanna-Osborne and Rae Cooper, Flexibility on the frontline: The case of Australian women emergency workers
- Katarzyna Wolanik Boström, Swedish doctors working for international help organisations: reflections on (un)sustainable features in work-family interface and work organisation

## **10.30 - 10.45: Coffee break**

## **10.45 - 12.15: Parallel sessions and symposiums**

### **Session Narratives, discourses, and perceptions in organizations about work-life issues**

**Room G.130 S. Maria**

Chair: Laura den Dulk

- Beata Nagy, Is work-life balance attainable in managerial positions?
- Suvi Heikkinen and Charlotta Niemistö, Discourses of informal work-family organizational arrangements
- Abigail Powell and Natalie Galea, Does flexible work challenge narratives and practices of the ideal worker? A case study of the Australian construction industry
- Stephen Sweet, Marcie Pitt-Catsoupes and Jacquelyn Boone James, Manager Perceptions of Work Group Functioning as Flexible Work Arrangement Use Expands and Contracts: A Longitudinal Study

### **Session Social and community policies at local level**

**Room G.129 S. Paolo**

- Anna-Lena Almqvist and Kitty Lassinantti, Youth with complex needs. An interview study with social workers
- Jenny Fisher, Laura Brown and Zinnia Mitchell-Smith, Eating together in the city: an exploration of barriers and facilitators to commensality for older people
- Jenny Fisher, Rebecca Lawthom, Ryan Woolrych, Judith Sixsmith, Michael Murray, Adriana Portella and Meiko Makita, Place-making with older adults: creating urban environments that foster well-being and sense of place

- Rachael N. Pettigrew, William Ashton, Eleni Galatsanou and Meghan Miller Cronkrite, Refugee Settlement in Rural Canadian Communities: Implications for Community and Service Capacity, Integration and Employment

**Session Changes in the institutional context and exposure to insecurity (2<sup>nd</sup> part)**  
**Room G. 126 C. Ferrari**

Chair: Lara Maestripieri

- Maike van Damme and Pearl Dykstra, Relative resources and marital instability: A comparison of eight European countries
- Inga Lass, The Effects of Non-Standard Employment on Partnership Stability in Germany and Australia
- Rense Nieuwenhuis, Joakim Palme and Anne-Grete Tøge, The health penalty of single parent families in institutional context
- Katherine Runswick-Cole, Dan Goodley and Keith Bates, Precarious lives and resistant possibilities: work, community and family in the lives of people with intellectual disabilities

**Intergenerational effects of family and labour market policies**  
**Room G.125 S. Carlo**

Chair: Gian Paolo Barbetta

- Ella Sarel and Yisrael Rich, Work-Family Conflict, Parental Styles and the Quality of Family Gathering as Predictors of Adolescent Behavioral Outcomes and Well-Being
- Cordula Zabel and Eva Kopf, Intergenerational Effects of Active Labour Market Policies
- Gianluca Argentin, Gian Paolo Barbetta and Francesca Maci, Preventing school drop-out empowering family networks: does it work? Evidence from a randomized controlled trial assessing Family Group Conferences

**12.30 - 13.30: Keynote**

**Room G.127 Pio XI**

**Tammy Allen: “Sustainable Work: Family-supportive Policies and Practices that Contribute to Employee and Family Wellbeing”**

Discussant: Laura den Dulk

**13.30: Concluding lunch**

## List of registered participants (30 Apr. 17)

ALBERIO MARCO, Université du Québec à Rimouski, Canada  
ALLEN TAMMY D., University of South Florida, USA  
ALMQVIST ANNA-LENA, Malardalen University, Sweden  
ANABI OR, Bar Ilan University, Israel  
ANDERSON DEIRDRE, Cranfield University, UK  
ANDRADE CLAUDIA, College of Education, Polytechnic of Coimbra, Portugal  
ARGENTIN GIANLUCA, Università Cattolica del Sacro Cuore, Italy  
BAIERL ANDREAS, University of Vienna, Austria  
BARBETTA GIANPAOLO, Università Cattolica del Sacro Cuore, Italy  
BARDOEL ELIZABETH ANNE, Monash University, Australia  
BATOOL NOSHABA, Effat University, Jeddah, Saudi Arabia  
BEAR LIBBY, Bar Ilan University, Israel  
BEAUREGARD ALEXANDRA, Middlesex University, UK  
BEHAM BARBARA, Berlin School of Economics and Law, Germany  
BERKOVITCH NITZA, Ben-Gurion University of the Negev, Israel  
BESAMUSCA JANNA, University of Amsterdam, The Netherlands  
BOKEMEIER JANET, Michigan State University, USA  
BONVIN JEAN-MICHEL, University of Geneva, Switzerland  
BORG ANNA, University of Malta, Malta  
BOSCH MARIA JOSE, ESE Business School-Universidad de Los Andes, Chile  
BOSONI MARIA LETIZIA, Università Cattolica del Sacro Cuore, Italy  
BRANDTH BERIT, Norwegian University of Science and Technology, Norway  
BREITKREUZ RHONDA, University of Alberta, Canada  
CARRÀ ELISABETTA, Università Cattolica del Sacro Cuore, Italy  
CARRERI ANNA, University of Verona, Department of Social Science, Italy  
CARVALHO VÂNIA, University of Lisbon, Portugal  
CASTELLO PAOLA, Università Cattolica del Sacro Cuore, Italy  
CHUNG HEEJUNG, University of Kent, UK  
COLEN KERRY, University of Alberta, Canada  
COLES LAETITIA, The University of Queensland, Australia  
COLLINS CAITLYN, Washington University in St. Louis, USA  
COOPER RAE, University of Sydney, Australia  
CRAIG LYN, University of New South Wales, Australia  
DE KLERK MARISSA, North West University, South Africa  
DEN BRINKER SIMONE, Tilburg University, The Netherlands  
DEN DULK LAURA, Erasmus University Rotterdam, The Netherlands  
DIOGO ELISETE, Catholic University of Lisbon, Portugal  
DROBNIC SONJA, University of Bremen, Germany

DUNCAN KAREN A., University of Manitoba, Canada  
 DYKSTRA PEARL, Erasmus University Rotterdam, The Netherlands  
 ECKNER JANIN, Berlin School of Economics and Law, Germany  
 ENGEMAN CASSANDRA, Uppsala University, Sweden  
 ERONEN EIJA, University of Tampere, Finland  
 ERXLEBEN EMARI, University of Pretoria, South Africa  
 FAGAN COLETTE, The University of Manchester, United Kingdom  
 FAST JANET, University of Alberta, Canada  
 FISHER JENNY, Manchester Metropolitan University, UK  
 FLAQUER LLUÍS, Universitat Autònoma de Barcelona, Spain  
 GBAJUMO-SHERIFF MARIAM, University of Lagos, Nigeria  
 GIORDANO CHIARA, University of Milan, Italy and University of Brussels, Belgium  
 GLASS JENNIFER, University of Texas, Austin, USA  
 GOLDEN LONNIE, Penn State University, USA  
 GOUNDEN ROCK ALYSON, Harvard Kennedy School, USA  
 GREENHAUS JEFFREY H., Drexel University, USA  
 GROTTTO ANGELA, Manhattan College, USA  
 GUDETA KONHIT HAILU, Tilburg University, The Netherlands and Addis Ababa University, Ethiopia  
 HAAR JARROD, Auckland University of Technology, New Zealand  
 HANNA-OSBORNE, SALLY, University of Sydney, Australia  
 HEWITT BELINDA, The University of Melbourne, Australia  
 HIGGINS CHRISTINA, Third Path Institute, USA  
 HOLLANDA PEDRO PAULO T. M., Nacional de Administracao Publica ENAP, Brazil  
 HOOBLER JENNY, University of Pretoria, South Africa  
 HUNT MARY K., Illinois Institute of Technology and Ave Maria University, USA  
 IDROVO CARLIER SANDRA, INALDE Business School and Universidad de La Sabana, Colombia  
 JACOBS JERRY A., Pennsylvania State University, USA  
 JUMANI IMRAM AHMAD, University of Rennes, France  
 JURIK NANCY, Arizona State University, USA  
 KAGAN CAROLYN, Manchester Metropolitan University, UK  
 KAUR DALJEET, Khalsa College, India  
 KAZANOGLU NAZLI, Ulster University, UK  
 KELLAND JASMINE, Plymouth University, UK  
 KELLIHER CLARE, Cranfield University, UK  
 KILKEY MAJELLA, Sheffield University, UK  
 KIM JAESEUNG, University of Chicago, USA  
 KOEKEMOER EILEEN, University of Pretoria, South Africa  
 KOSSEK ELLEN ERNST, Purdue University, USA  
 KOST DOMINIQUE, Norwegian Business School BI, Norway

KŘÍŽKOVÁ ALENA, Institute of Sociology, Czech Academy of Sciences, Czech Republic

KUBICEK BETTINA, University of Vienna, Austria

KUROWSKA ANNA, University of Warsaw, Poland

KUSCHEL KATHERINA, Wilfrid Laurier University, Canada

KVANDE ELIN, Norwegian University of Science and Technology, Norway

LADGE JAMIE, Northeastern University, USA

LAIN DAVID, University of Brighton, UK

LANDSTAD BODIL J., Mid Sweden University, Sweden and Nord-Trøndelag Hospital Trust, Norway

LANGUILAIRE JEAN-CHARLES, Malmö University, Sweden

LASS INGA, The University of Melbourne, Australia

LASSINANTTI KITTY, Malardalen University, Sweden

LAWTHOM REBECCA, Manchester Metropolitan University, UK

LEWIS SUE, Middlesex University, UK

LILE WALTER, California State University Monterey Bay, USA

LIPPERT ADAM, University of Colorado, Denver, USA

LOCKE ABIGAIL, University of Bradford, UK

LORETTO WENDY, University of Edinburgh, UK

LOTT YVONNE, Hans-Böckler Foundation, Germany

LUCCHINI MARIO, University of Milano Bicocca, Italy

LUPPI FRANCESCA, Bocconi University, Italy

LYONETTE CLARE, Institute for Employment Research, University of Warwick, UK

MACCHIONI ELENA, University of Bologna, Italy

MAESTRIPIERI LARA, University of Pavia, Italy

MANGA LAIBONI FREDRICK, Tanzania

MANOR SHLOMIT, Western Galilee College, Israel

MASTERSON COURTNEY, University of San Francisco, USA

MATSUDA TOMOKO, Bukkyo University, Japan

MATZNER HERUTI IFAT, Haifa University, Israel

MAZZUCCHELLI SARA, Università Cattolica del Sacro Cuore, Italy

MENCARINI LETIZIA, Bocconi University - Dondena Center, Italy

MICHAELIDES ANDRIE, University of Cyprus, Cyprus

MIGLIAVACCA MAURO, University of Genoa, Italy

MILNER SUSAN, University of Bath, UK

MILOVANOVIC-HANSELMAN KARIN, Erasmus University Rotterdam, The Netherlands

MIN JOOHONG, University of Alberta, Canada

NAGY BEATA, Corvinus University of Budapest, Hungary

NAVAZHILAVA KSENIYA, Grenoble Ecole de Management, France

NIEMISTÖ CHARLOTTA, Hanken School of Economics, Finland

NIEUWENHUIS RENSE, Swedish Institute for Social Research (SOFI), Sweden

NIGHTINGALE MADELINE, University of Oxford, UK  
 NORDENMARK MIKAEL, Dept. of Health Sciences, Mid Sweden University, Sweden  
 NORMAN HELEN, University of Manchester, UK  
 O'LOUGHLIN KATE, University of Sidney, Australia  
 OFFER SHIRA, Bar Ilan University, Israel  
 OLLIER-MALATERRE ARIANE, University of Quebec in Montreal, Canada  
 PESENTI LUCA, Università Cattolica del Sacro Cuore, Italy  
 PETERS PASCALE, Radboud University Nijmegen, The Netherlands  
 PETTIGREW RACHAEL N., Mount Royal University, Canada  
 POWELL ABIGAIL, Centre for Social Impact, UNSW Australia  
 PROCENTESE FORTUNA, University Federico II Naples, Italy  
 QUIROZ CONSTANZA, Universidad Nacional Andrés Bello, Chile  
 RAINOLDI MATTIA, Salzburg University of Applied Sciences, Austria  
 REIMER THORDIS, University of Hamburg, Germany  
 REPO KATJA, University of Tampere, Finland  
 RIVA EGIDIO, Università Cattolica del Sacro Cuore, Italy  
 RUNSWICK- COLE KATHERINE, Manchester Metropolitan University, UK  
 RUSH MICHAEL, University College Dublin, Ireland  
 RUSPINI ELISABETTA, University of Milano Bicocca, Italy  
 RUSSO MARCELLO, University of Bologna, Italy  
 RYAN LOUISE, Sheffield University, UK  
 SABBAH MAHA, Haifa University and Tel-Aviv University, Israel  
 SANTERO ARIANNA, University of Turin, Italy  
 SANTOS CLARICE, Federal University of Rio de Janeiro, Brazil  
 SAREL-MAHLAV ELLA, Bar-Ilan University, Israel  
 SIMON SAMANTHA, University of Texas, Austin, USA  
 SOLERA CRISTINA, University of Turin and Collegio Carlo Alberto Turin, Italy  
 STEWART LISA, California State University Monterey Bay, USA  
 STOVELL CLARE, Lancaster University, UK  
 STUMBITZ BIANCA, Middlesex University, UK  
 SWANBERG JENNIFER, University of Maryland, USA  
 SWEET STEPHEN, Ithaca College, USA  
 TAMMELIN MIA, University of Jyväskylä, Finland  
 THORGEIRSDOTTIR THORA, Cranfield University, UK  
 ULIN MONICA, Mid Sweden University, Sweden  
 VAN DAMME MAIKE, Luxembourg Institute of Socio-Economic Research (LISER) and  
 KU Leuven, Belgium  
 VAN DER HORST MARISKA, University of Kent, UK  
 VAN DER LIPPE A.G. TANJA, Utrecht University, The Netherlands  
 VAN ENGEN MARLOES L., Tilburg University, The Netherlands  
 VAN GASSE DRIES, University of Antwerp, Belgium



VINBERG STIG, Mid Sweden University, Sweden  
WAISMEL-MANOR RONIT, Netanya Academic College, Israel  
WALL ERIKA, Mid Sweden University, Sweden  
WARNE MARIA, Mid Sweden University, Sweden  
WARREN TRACEY, University of Nottingham, UK  
WHITAKER ELIZABETH ANN, Central Michigan University, USA  
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7<sup>th</sup> Community, Work & Family Conference