

Contemporary solutions to an age-old challenge: Breastfeeding and work

WABA-UNICEF Stockholm Symposium

Norway's experiences of moving towards increased maternity/parental leave and financing mechanism for these. Opportunities and challenges at national level

Mette Ness Hansen mehansen@ous-hf.no

Norwegian National Advisory Unit on Breastfeeding



Oslo
universitetssykehus



Moving towards increased maternity/parental leave

1909

Female factory workers were not allowed to work for the first six weeks after delivery

2015

Maternal quota (3+) 10 weeks

Paternal / co-mother quota 10 weeks

Shared period 26 weeks

- nursing employees are entitled up to one hour paid time off for breastfeeding



Ammehjelpen - the Norwegian Mother-to-Mother breastfeeding support group (1968)

- Board of Health
(Norwegian Directorate
of Health)

Gro Harlem Brundtland



- Former Prime Minister of Norway
- **Gro Harlem Brundtland** Director-General of the World Health Organization on 21 July 1998



The New Feminism (1970)



- Endowed women with a greater sense of confidence
- Sister solidarity

- Female ministers advocating for both maternal leave and breastfeeding
- Social Democracy
- Acceptance for work and breastfeeding



Maternity leave and proportion of working women

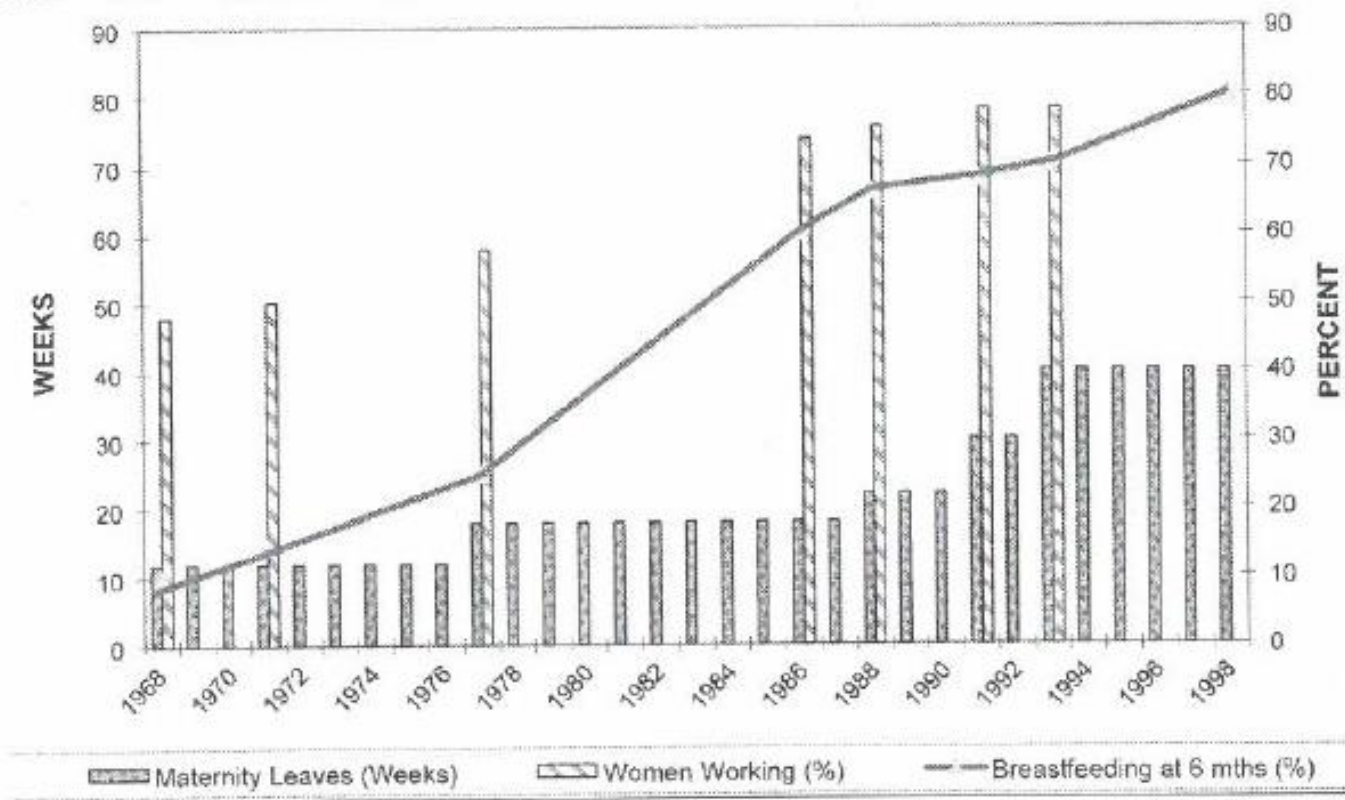


Figure 15.2. Maternity leave and proportion of working women in Norway, 1968-1998



2015

- Same proportion of working women
- Longer parental leave
- Less breastfeeding?



Gender equality / closing the gender gap

- Paternal leave
- Paternal quota



Moving towards increased
maternity/parental leave and financing

National Budget
(Public Funds)



Ref

- **Understanding Breastfeeding and How to Succeed, Helsing and Häggkvist, Hale Publishing**

