



Strengthening Midwifery Globally

## MOTHER- AND BABY-FRIENDLY EMPLOYMENT POLICIES FOR MIDWIVES

### BACKGROUND

In many countries difficulties are experienced in providing optimum care for childbearing women and their babies because of shortages of qualified midwives. Meanwhile midwives too often find it difficult to work in the first year of their own babies' lives because of employment policies and conditions. Breast feeding is particularly hindered by inflexible attitudes to mother-infant contact in the workplace.

### STATEMENT OF BELIEF

The International Confederation of Midwives believes that employers should be encouraged to find ways to enable midwives to return to work after childbearing without sacrificing the quality of their relationships with their infants or the right to breastfeed for the period they believe to be appropriate

### POSITION

The International Confederation of Midwives urges employers of midwives to provide flexible working conditions and policies so that midwives are enabled to return to work after maternity leave as soon as appropriate without compromising either their relationship with their own infants or optimum breastfeeding.

### GUIDING STATEMENT TO MEMBER ASSOCIATIONS:

Member associations are urged to lobby government to establish legal and employment systems that support and maintain work-life balances for midwives that are mother- and baby-friendly.

### RELEVANT DOCUMENTS

- Wirth L. Breaking through the Glass Ceiling: Women in Management. International Labour Organization, 2001.

**Adopted at Glasgow Council meeting, 2008**

*Due for next review 2014*