



UN-GLOBE Position Note Parental Leave Policies and Feeding Hours

UN-GLOBE is supportive of and has endorsed the March 2022 UN Parents set of recommendations on inclusive parental leave policies: [U.N. Parents Recommendations — U.N. Parents Equal Rights, Equal Roles \(unparents.org\)](https://unparents.org/).

Regarding the language used in the U.N. Parent Recommendations and in the parental leave policies of various UN entities, UN-GLOBE supports the use of the terms “birthing parent,” “non-birthing parent,” “gestational parent,” and “non-gestational parent.”

UN-GLOBE also supports the use of the term “feeding” and policies that are inclusive of “feeding hours” until the child is two years of age, for the following reasons:

- A wide range of UN personnel may feed their babies using their bodies, including colleagues who identify as women, men, non-binary and with other gender identities. The term “feeding” is inclusive of all the terms someone might use to describe feeding a baby using their body, including breastfeeding, chestfeeding and bodyfeeding.
- UN parents have a wide range of experiences that go beyond the categories of exclusive body feeding and exclusive formula feeding, including exclusive pumping (which, in particular, can be time-consuming and exhausting); using a combination of body feeding and pumping; alternating periods of exclusive body feeding with periods of exclusive pumping; using formula supplementation; and utilizing supplemental feeding systems with donor milk, formula or a combination of the two.
- Parents of all genders may feed a baby using their body after birth, surrogacy, or adoption through lactation, induced lactation or supplemental feeding systems.
- The time spent feeding one’s baby, whether with one’s body, with pumped milk, with donated milk or with formula, is important bonding time that every parent who is a primary caregiver should have access to, regardless of whether they are able to produce milk with their own body and feed that milk to the baby using their body. This includes parents who gave birth to the baby and parents who are the primary caregiver of a baby born to a partner, born through surrogacy or adopted.
- Affording all parents who are primary caregivers the time off to feed their babies does not detract from the time off that is afforded to colleagues who gave birth to and feed their babies with their bodies.

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