

How to promote  
caring  
masculinities?  
Examples from  
Reform –  
resource centre  
for men in  
Norway

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# Projects on men and caring

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From father to father.  
An informational film  
for new fathers



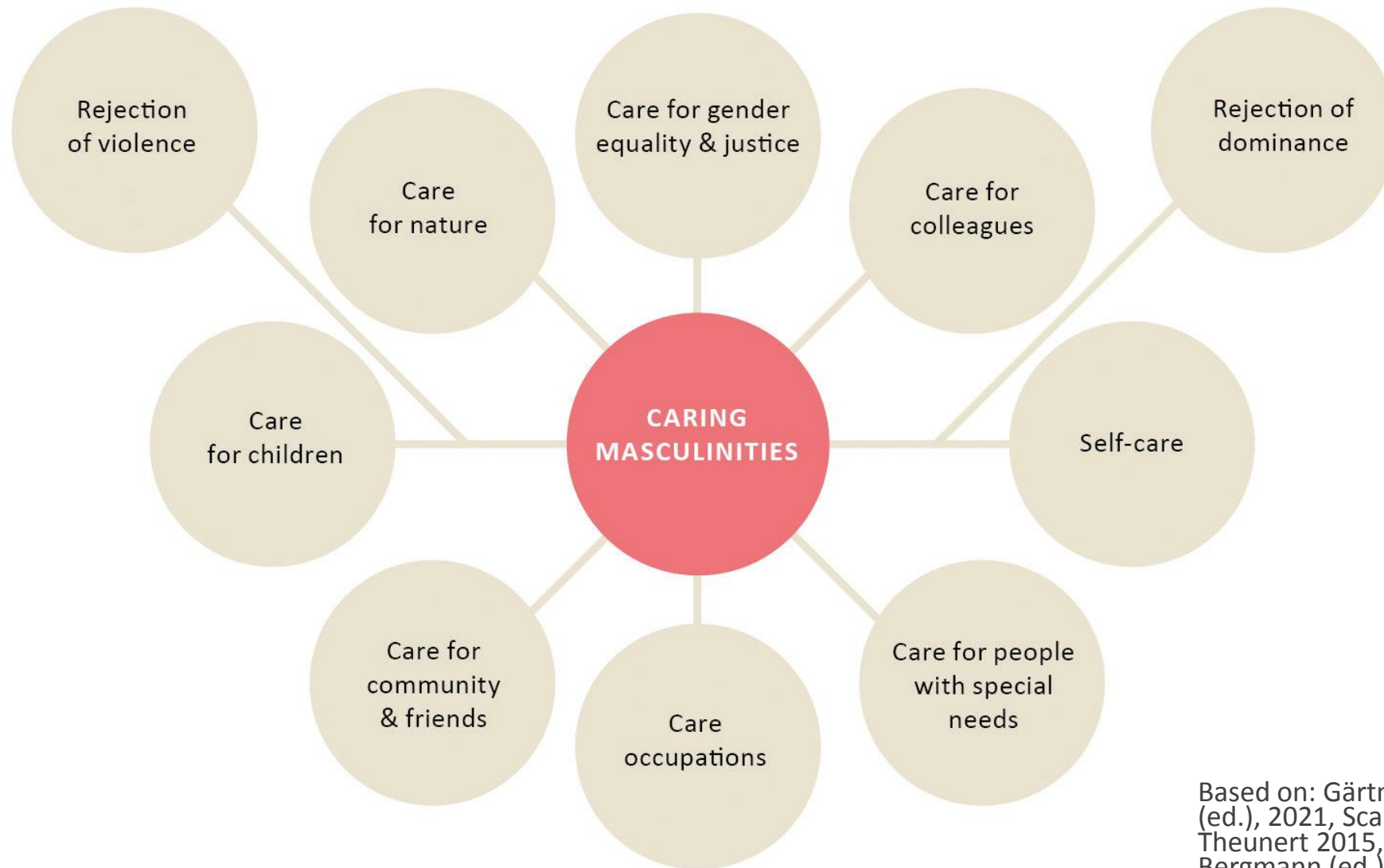
An equal municipal  
health centre



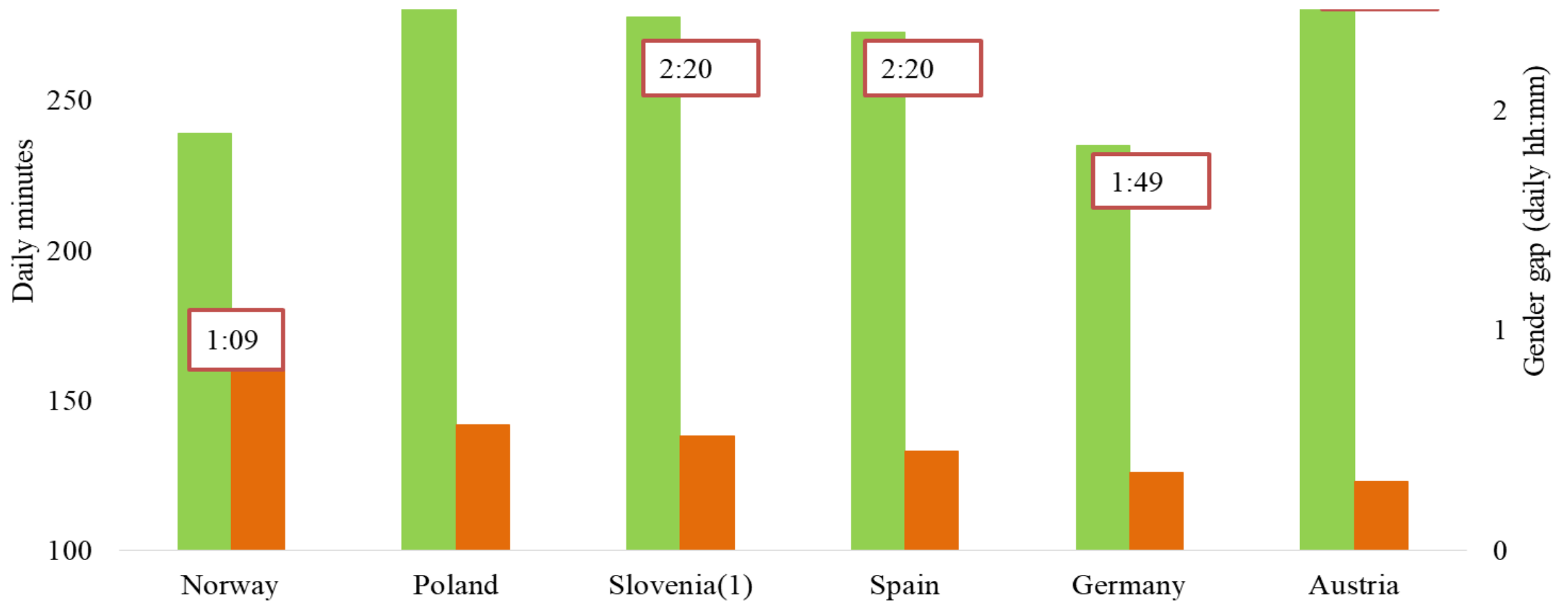
Men in Care:  
Workplace support for  
caring masculinities



Advocacy: How to help  
boys and men?



Based on: Gärtner, Scambor, Warat (ed.), 2021, Scambor, Holter, Theunert 2015, Scambor, Wojnicka, Bergmann (ed.), 2013 based on Fraser, 1996 and Elliott, 2016



Daily minutes spent in household and care activities by people aged 25-44, 2010

Care gap



The project:  
“From father to father. An informational film for new fathers”  
2022-2023



Hvorfor er far



Warsame Ali

Håvard Bustad og Mikkel

Knut Erik Mellum

Tore Magnus Sørum

Fredrik Eriksen

Karianne Helgerud



14:19 / 14:31

Rull for å få mer informasjon







The project:  
“An equal municipal health centre”  
2022-2023

# Key measure: Individual health conversation with the father (or the co-parent) at 3 months

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## **Some preliminary results from interviews with the 8 fathers:**

- Welcome but unexpected to be invited to such a conversation about being a parent
- "Many emotions came out of the mouth."
- Experience of inclusion
- Lowers the threshold for making contact

# Key measure: Individual health conversation with the father (or the co-parent) at 3 months

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- "Yes, it was a good idea to talk to a third person."
- Some used the conversation to debrief births they perceived as dramatic.
- "I see the benefit [...] the father may be afraid that the mother will take it the wrong way."
- In one case, the mother had been depressed at birth, but had been reluctant to bring this up with the health centre. The father used "his" conversation to address this, after which the health centre followed up



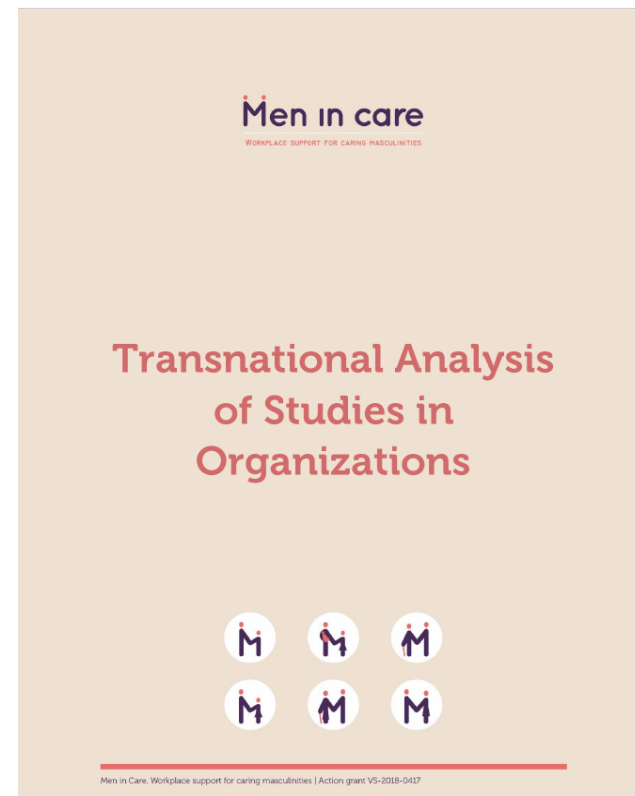
Project:  
Men in Care: Workplace support for caring masculinities  
(2019-2022)



The Men in Care project and this guide have received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020). The information provided in this publication does not necessarily reflect the official position of the European Commission.

## 1. Studies of 21 organisations

What barriers and support does male carers encounter in the workplace?



UNIVERSITY OF ICELAND



Mirovni inštitut  
Inštitut za sodobne družbene in politične študije  
The Peace Institute  
Institute for Contemporary Social and Political Studies



Federal Ministry  
Republic of Austria  
Social Affairs, Health, Care  
and Consumer Protection

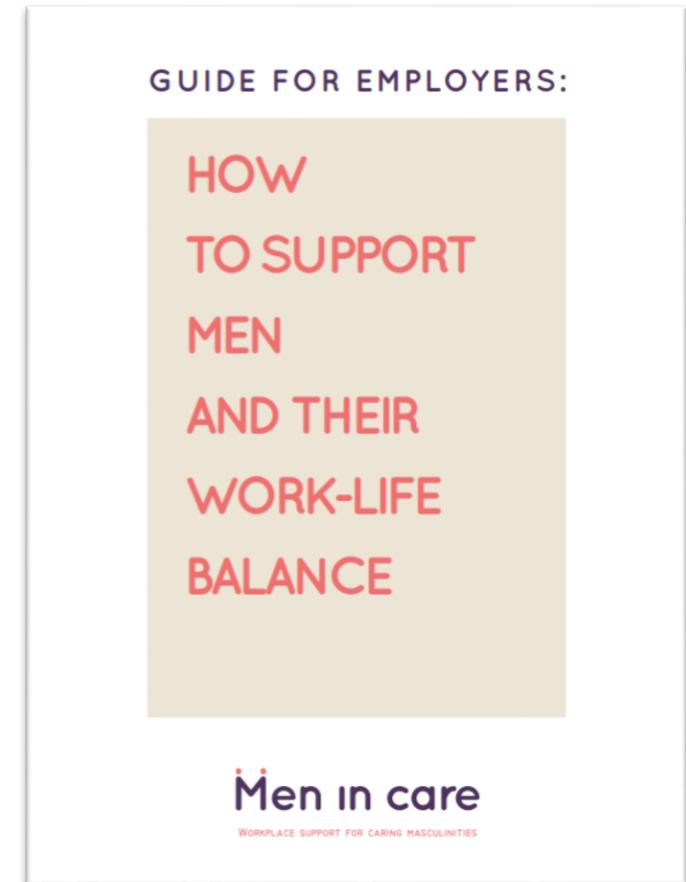


Country	Organization/Company	Experts	Male carers	Partners
Austria	WorkNet	2	3	0
	ResearchSchool	1	7	0
	AutoCom	1	3	1
Spain	Co1	5	1	0
	Co2	2	5	0
	Co3	3	3	2
	Co4	2	3	0
	Co5	2	2	2
Norway	LifestyleCo	2	5	1
	FinanceCo	2	7	3
	EnergyCo	1	9	4
Poland	Company 1	5	9	3
	Company 2	3	4	1
	Company 3	3	4	3
Slovenia	Police	6	6	3
	Saubermacher-Komunala Murska Sobota d.o.o.	2	3	3
	Mikro+Polo d.o.o.	2	3	2
	Donar d.o.o.	2	2	0
Iceland	Bank	1	3	
	Power and utility co.	1	4	
	Preschool	1	3	

## 2. Trainings

for workers and managers

- Masculinities / gender work
- Barriers
- Measures and good practices



## 3.

## POLITICAL RECOMMENDATIONS

### BRINGING MEN INTO CARE

**1** All existing **leaves** must be of **equal length for women and men, non-transferable, and fully paid**. EU Directives and national laws should assure gender equality in entitlements



**2** A shorter fully paid work week (30-

**2** A **universal access** to high quality, public-funded and full-day education and care (ECEC) services for the ages 0 to 3 should be provided to prevent a *care gap* between leaves and care services



**3** The **universal provision of long-**







From the 20th anniversary of Reform

Thanks for your attention!

reform  
RESSURSENTER FOR MENN

# Links and more information

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**From father to father. An informational movie to first time fathers.**

<https://youtu.be/LFtl-1sDDP4>

[reform.no/prosjekter/pappa-til-pappa-en-informasjonsfilm-til-nybakte-fedre-2021/](https://reform.no/prosjekter/pappa-til-pappa-en-informasjonsfilm-til-nybakte-fedre-2021/)

**An equal municipal health centre**

[reform.no/prosjekter/en-likestilt-helsestasjon/](https://reform.no/prosjekter/en-likestilt-helsestasjon/)

**Men in Care: Workplace support for caring masculinities**

[www.men-in-care.eu/results](http://www.men-in-care.eu/results)

**Reform – resource centre for men**

[www.reform.no](http://www.reform.no) [www.fb.com/mennoglikestilling/](https://www.facebook.com/mennoglikestilling/) [www.instagram.com/reform.ressurscenter/](https://www.instagram.com/reform.ressurscenter/)

# What is Reform – resource centre for men

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- “A not for profit NGO”
- Start-up 2002
- One of 4 gender equality centres in Norway
- Funding
  - Core funding by the Norwegian Directorate for Children, Youth and Family Affairs
  - Project financing with private and public funds
- Staff
  - 7 employees
  - 20 volunteers; the helpline for men