



**International  
Confederation  
of Midwives**

**Driving forward the role of  
midwives**

**NMBI**

**National Midwifery Conference: 100  
years of regulation and development of  
midwifery in Ireland**

**Dr Sally Pairman  
Chief Executive  
22.11.18**



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## Who We Are:

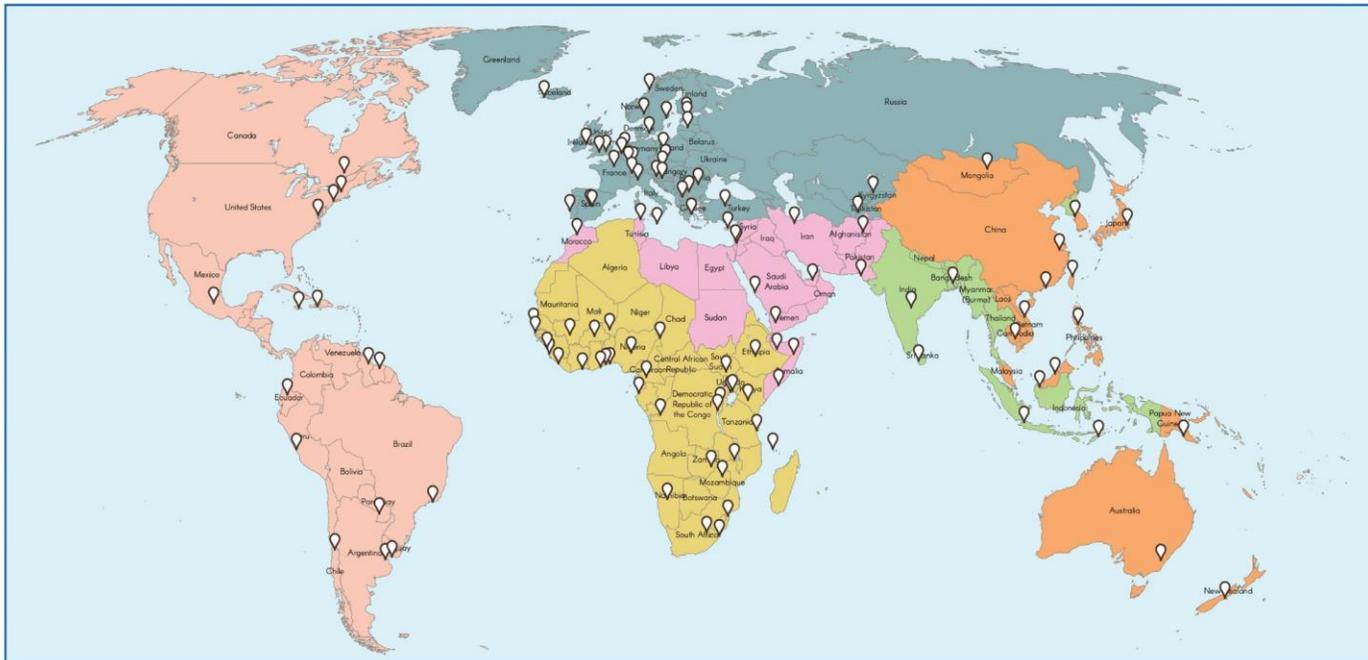
The International Confederation of Midwives (ICM) supports, represents and works to strengthen professional associations of midwives throughout the world. There are currently 132 Midwives Associations, representing 113 countries across every continent. ICM is organized into six regions: Africa, the Americas, South East Asia, Western Pacific, Eastern Mediterranean and Europe. Together these associations represent more than 500,000 midwives globally.



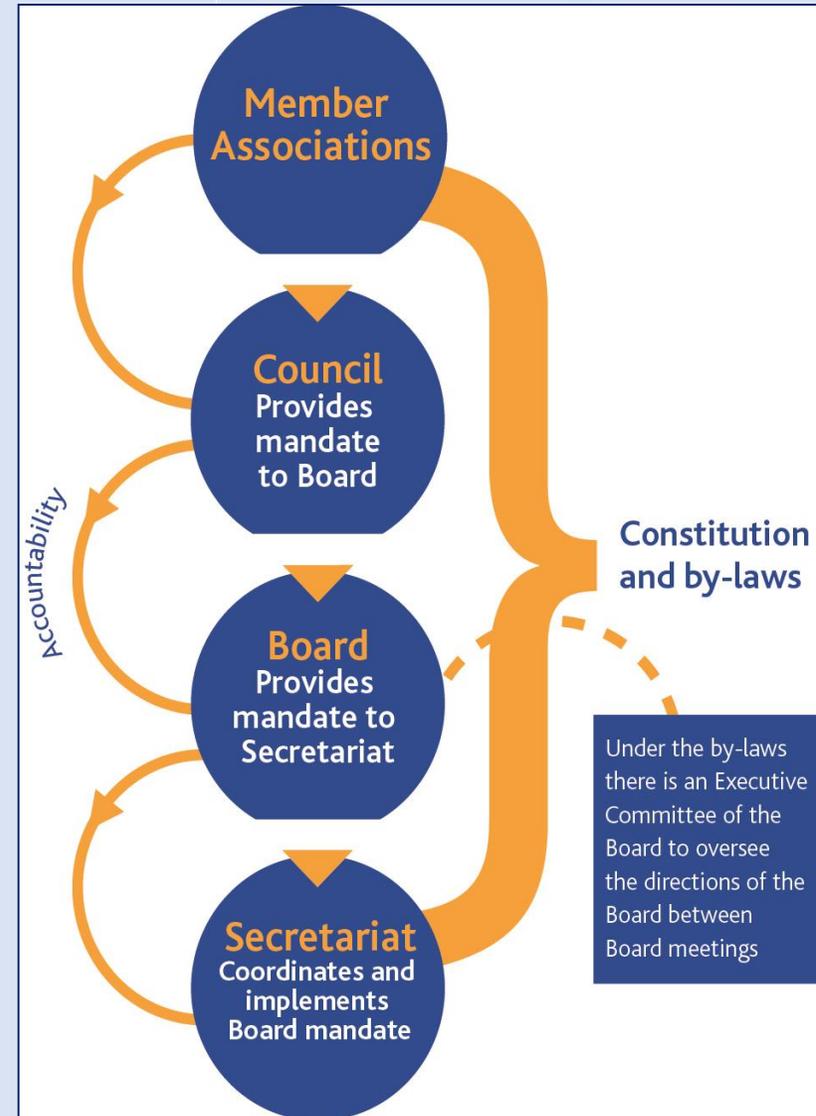


## ICM – the voice for midwives globally

Representing over 500,000 midwives, 132 Member Associations in 113 countries across 6 regions of the world.



ICM Regions Key:





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# Vision

ICM envisions a world where **every childbearing woman has access to a midwife's care** for herself and her newborn





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## Mission

To strengthen Midwives Associations and to advance the profession of midwifery globally by **promoting autonomous midwives as the most appropriate caregivers for childbearing women** and in keeping birth normal, in order to enhance the reproductive health of women, and the health of their newborn and their families.



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## What we do:

The International Confederation of Midwives represents the interests of midwives and the women, newborns and families they serve. ICM will demand and deliver quality, equity and leadership for midwives and the women they serve. Through the pillars of education, regulation and association we will work to strengthen midwifery associations globally, and, in partnership with the development community, strive towards the achievement of the United Nations Sustainable Development Goals.

- **ICM works** with its member associations to improve maternal and newborn health outcomes by strengthening midwife-led services
- **ICM advocates** for the health, wellbeing and human rights of women, newborns and the midwives who serve them
- **ICM speaks** for more than 500,000 midwives in 132 Member Associations in 113 countries across 6 regions of the world
- **ICM demands** and delivers programmes and resources to strengthen midwifery education, regulation and association.
- **ICM is an advocate**, an implementing partner and a global influencer, working to achieve the United Nations Sustainable Development Goals.



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- The International Confederation of Midwives (ICM) supports, represents and works to **strengthen professional associations of midwives** throughout the world
- ICM draws on a geographically, culturally and socially diverse set of perspectives to fulfil our mission to **strengthen midwifery globally**
- ICM builds and maintains a reputation of expertise and excellence where quality midwifery care is **respectful**, focused on the **needs of women and their newborns**, with care provided by **skilled, knowledgeable and compassionate midwives** who maintain women's human rights



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## Six main roles of ICM

1. **Global standard setter**
2. Recognised **technical expert** for midwives and midwifery
3. **Global advocate** for midwives and midwifery
4. Resources and support for **member associations**
5. **Development partner** delivering projects in various countries and with our member associations
6. **Influencing policy decisions** - 'At the table'



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# How we work



**LOCALLY** with our  
Midwives Associations  
in countries



**REGIONALLY** within the  
six ICM regions,  
through collaboration  
with all of our Member  
Associations



**GLOBALLY** on behalf of  
the more than 500,000  
midwives represented  
by our Member  
Associations



**COLLABORATIVELY** with  
our partners at local,  
regional and global  
levels



**EQUITABLY** by harnessing  
the diverse representation  
of our Board, midwife  
experts and our Member  
Associations



**RESPONSIBLY** and  
**ACCOUNTABLY** and with  
**INTEGRITY**



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# GLOBALLY

At a global level, ICM is a key stakeholder and partner towards the achievement of the United Nations Sustainable Development Goals (SDGs) by 2030. ICM's work impacts on all 17 goals but in particular we focus on SDG 3 – Good Health and Wellbeing and SDG 5 – Gender Equality. ICM recognises the strategic importance of **advocating for midwives to work close to where women live** if women and their families are to equitably access quality midwifery services as a key component of achieving Universal Health Coverage.





# ICM 2017 – 2020 Strategic Directions

## Quality

- High-quality work, reputation of expertise & excellence
- Respectful care, competent midwives, upholding human rights
- Midwives recognized, valued, educated & regulated to global standards, working in an enabling environment

## Equity

- Geographically, culturally and socially diverse membership
- ICM operates with equity at its core

## Leadership

- Bold and brave; promoting best outcomes; advocating for midwives and midwife-led services
- Strong, stable organization; flexible, proactive; engaged and supportive of members



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# ICM 2017– 2020 Strategic Objectives

- **Demand** an enabling environment through which midwives can provide quality midwifery services
- **Deliver** global standards, resources and tools for education, regulation and association to build the capacity, competence and professionalism of midwives
- **Deliver** as the experts on midwives and midwifery, quality advice to stakeholders
- **Demand** equitable access for midwives to midwifery education, regulation and continuing professional development
- **Demand** equitable access to midwife-led midwifery services for women
- **Deliver** equitable access to services and facilitate equitable opportunities for participation in ICM for Member Associations
- **Demand** participation of midwives at the highest level of policy and decision making at global, regional and local levels
- **Deliver** effective midwifery leadership and expertise



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## ICM International Definition of the Midwife

A midwife is a person who has **successfully completed** a midwifery education programme that is based on **the ICM Essential Competencies for Basic Midwifery Practice** and the framework of **the ICM Global Standards for Midwifery Education**; and is recognised in the country where it is located; who has acquired the **requisite qualifications** to be registered and/or legally licensed to practice midwifery and use the title **'midwife'**; and who demonstrates **competency** in the practice of midwifery.





## ICM International Definition of the Midwifery

**Midwifery is the profession of midwives;** only midwives practise midwifery. It has a unique body of **knowledge, skills and professional attitudes** drawn from disciplines shared by other health professions such as science and sociology, but practised by midwives within a professional framework of **autonomy, partnership, ethics and accountability.**



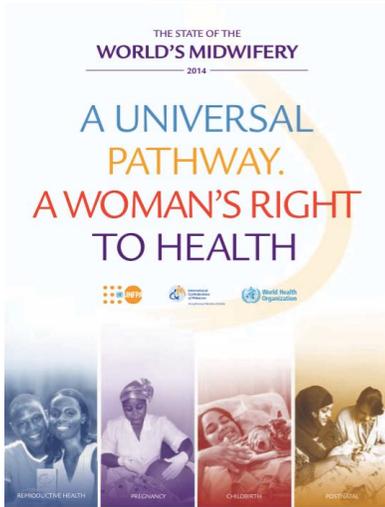
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# ICM Global Policy Work (2014 – 2017)



**International Confederation of Midwives**

Strengthening Midwifery Globally



## Making the Case for Midwifery:

A TOOLKIT FOR USING EVIDENCE FROM THE STATE OF THE WORLD'S MIDWIFERY 2014 REPORT TO CREATE POLICY CHANGE AT THE COUNTRY LEVEL

Available for download in English, French and Spanish at [bit.ly/MidwifeAdvocacy](http://bit.ly/MidwifeAdvocacy)



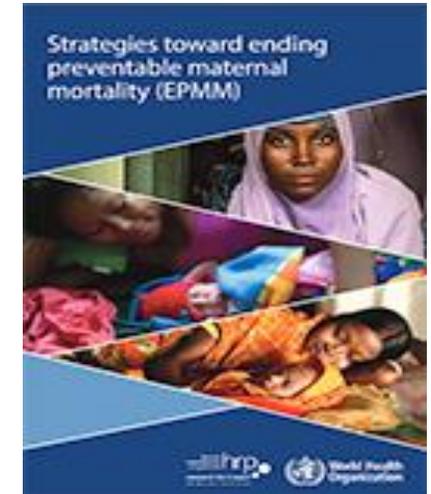
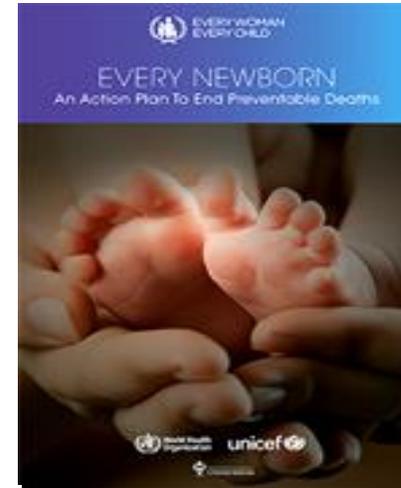
## THE LANCET

Midwifery

An Executive Summary for The Lancet's Series



"Midwifery is a vital solution to the challenges of providing high-quality maternal and newborn care for all women and newborn infants, in all countries"



## THE LANCET

Maternal Health

An Executive Summary for The Lancet's Series

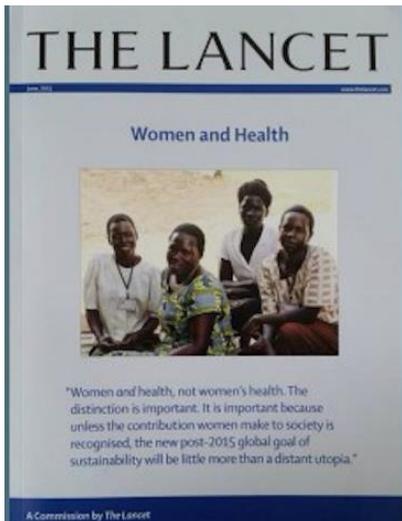
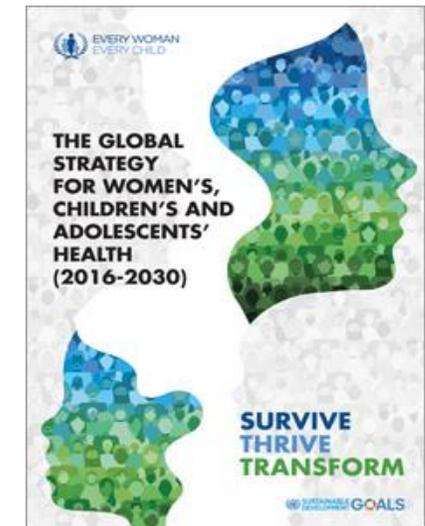


"Every woman, every newborn, everywhere has the right to good quality care."

## Midwives' Voices Midwives' Realities



Findings from a global consultation on providing quality midwifery care





## ICM Programming

- 10,000 Happy Birthdays (2014 – 2017)
- 50,000 Happy Birthdays (2017 – 2020)
- Young Midwifery Leaders Programme
- Strengthening Midwifery in French Speaking Africa
- Strengthening Midwifery in Mexico
- Midwifery Services Framework
- Midwifery Education Accreditation Programme
- Respectful Midwifery Care training
- Advocacy training
- Mentorship programme
- Consultancy Service
- Strengthening Midwifery Globally
- Technical Midwifery Advice



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#IDM2018

# International Day of the Midwife 2018

ADVOCACY TOOLKIT & RESOURCE PACK

International Confederation of Midwives  
Strengthening Midwifery Globally

## Why invest in midwives?

- Scope of practice is **pregnancy, childbirth and the postnatal period**
- **Autonomous**
- **Women centred, continuity of care, partnership with women**
- **Manage** care of low-risk women
- **Promote normal birth**
- **Coordinate care**/part of the multi-disciplinary team – **the link**
- Midwife-led care **reduces interventions and improves outcomes**
- Women having **midwife-led care** have a lower risk of preterm birth, stillbirth or losing baby in first month
- Women having midwife-led care have increased continuity and more satisfaction





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# THE LANCET

June, 2014

www.thelancet.com

## Midwifery

An Executive Summary for *The Lancet's* Series



"Midwifery is a vital solution to the challenges of providing high-quality maternal and newborn care for all women and newborn infants, in all countries"

## Midwives' Voices Midwives' Realities



Findings from a global consultation  
on providing  
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87

When **educated to international standards** and within a fully functional health system, **midwives can provide 87% of the** essential care for women and newborns

2/3

Midwives have the potential to **reduce maternal and newborn mortality** by **two thirds**

25

*The Lancet Health Series* has stated that even a **25% increase in midwifery in developing countries** would result in a **50% reduction** in maternal deaths



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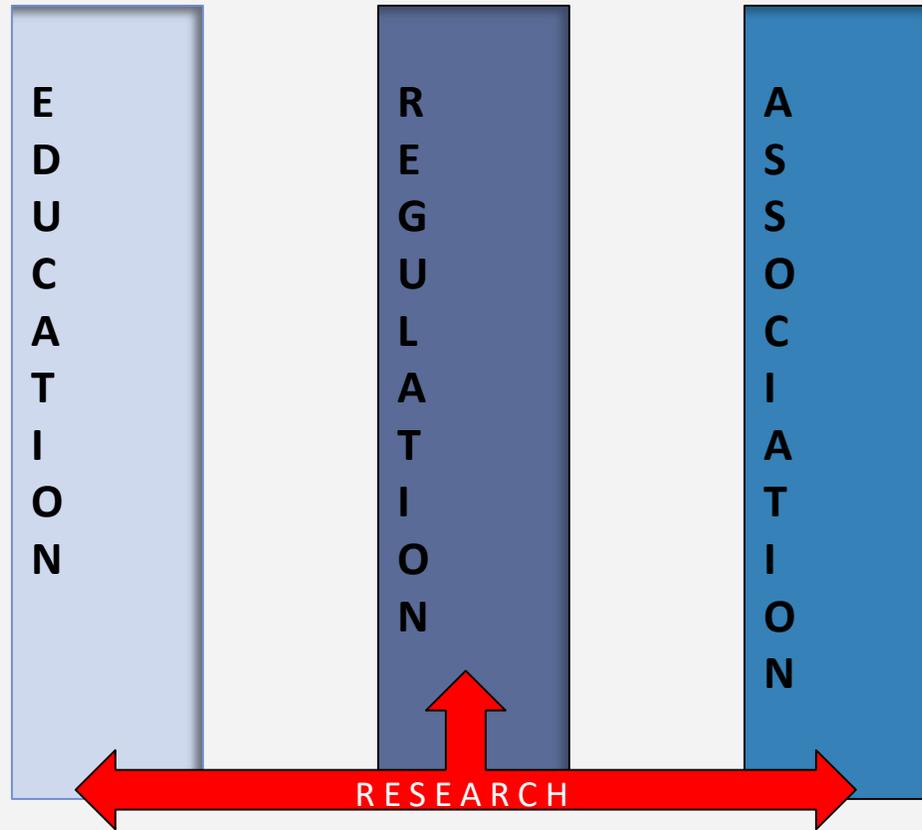
‘Care during childbirth from an attendant with midwifery skills is **the single most effective way** to reduce maternal death.’

(WHO, ICM, FIGO 2004)

‘The prototype of the skilled attendant is **the licensed midwife.**’

(WHO annual report 2005, chapter 4)

# Key Pillars of Midwifery



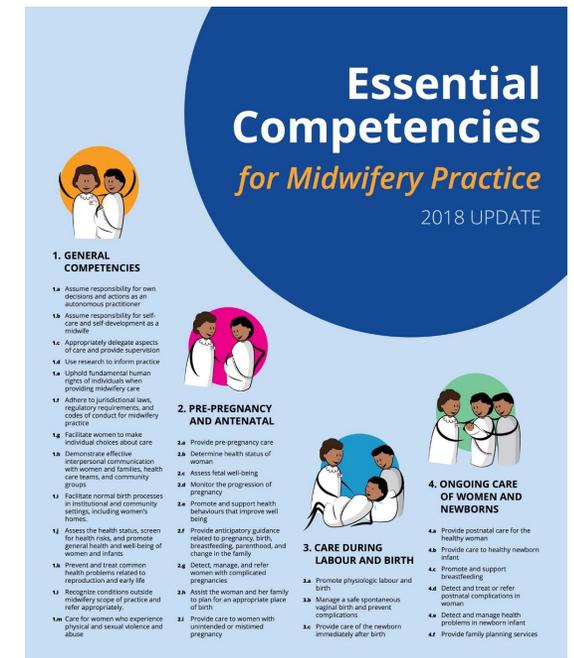
ICM ESSENTIAL COMPETENCIES FOR MIDWIFERY  
PRACTICE



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## ICM Core Documents (English, French, Spanish)

- ICM International Definition of a Midwife
- ICM Definition of Midwifery
- Philosophy and Model of Midwifery Care
- International Code of Ethics for Midwives.
- Bill of Rights for Women and Midwives
- Essential competencies for Midwifery Practice 2002 (updated 2018)
- Position statements and Guidelines
- Global Standards for Midwifery Education (2011)
- **Global Standards for Midwifery Regulation (2011)**



Want to know more?

Find the complete document at  
[www.internationalmidwives.org](http://www.internationalmidwives.org)



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### **ICM Resources and tools**

- Regulation toolkit
- Midwifery Education Accreditation Programme (MEAP)
- Midwifery Association Capacity Assessment Tool
- Gap Analysis tools
- Advocacy toolkits
- Midwifery education standards support package
- Competency Based Education training
- Midwifery Services Framework
- Advocacy Toolkit (in development)



# Essential Competencies for Midwifery Practice

2018 UPDATE



## 1. GENERAL COMPETENCIES

- 1.a Assume responsibility for own decisions and actions as an autonomous practitioner
- 1.b Assume responsibility for self-care and self-development as a midwife
- 1.c Appropriately delegate aspects of care and provide supervision
- 1.d Use research to inform practice
- 1.e Uphold fundamental human rights of individuals when providing midwifery care
- 1.f Adhere to jurisdictional laws, regulatory requirements, and codes of conduct for midwifery practice
- 1.g Facilitate women to make individual choices about care
- 1.h Demonstrate effective interpersonal communication with women and families, health care teams, and community groups
- 1.i Facilitate normal birth processes in institutional and community settings, including women's homes.
- 1.j Assess the health status, screen for health risks, and promote general health and well-being of women and infants
- 1.k Prevent and treat common health problems related to reproduction and early life
- 1.l Recognize conditions outside midwifery scope of practice and refer appropriately.
- 1.m Care for women who experience physical and sexual violence and abuse



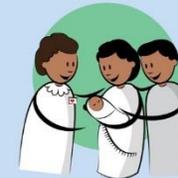
## 2. PRE-PREGNANCY AND ANTENATAL

- 2.a Provide pre-pregnancy care
- 2.b Determine health status of woman
- 2.c Assess fetal well-being
- 2.d Monitor the progression of pregnancy
- 2.e Promote and support health behaviours that improve well being
- 2.f Provide anticipatory guidance related to pregnancy, birth, breastfeeding, parenthood, and change in the family
- 2.g Detect, manage, and refer women with complicated pregnancies
- 2.h Assist the woman and her family to plan for an appropriate place of birth
- 2.i Provide care to women with unintended or mistimed pregnancy



## 3. CARE DURING LABOUR AND BIRTH

- 3.a Promote physiologic labour and birth
- 3.b Manage a safe spontaneous vaginal birth and prevent complications
- 3.c Provide care of the newborn immediately after birth



## 4. ONGOING CARE OF WOMEN AND NEWBORNS

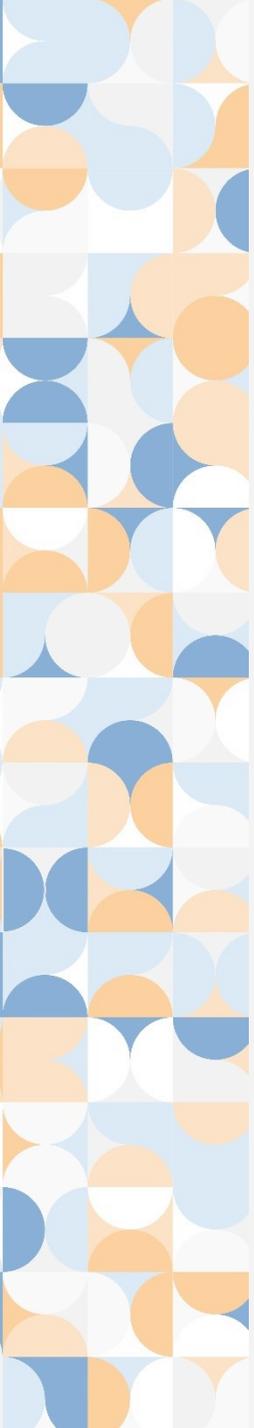
- 4.a Provide postnatal care for the healthy woman
- 4.b Provide care to healthy newborn infant
- 4.c Promote and support breastfeeding
- 4.d Detect and treat or refer postnatal complications in woman
- 4.e Detect and manage health problems in newborn infant
- 4.f Provide family planning services



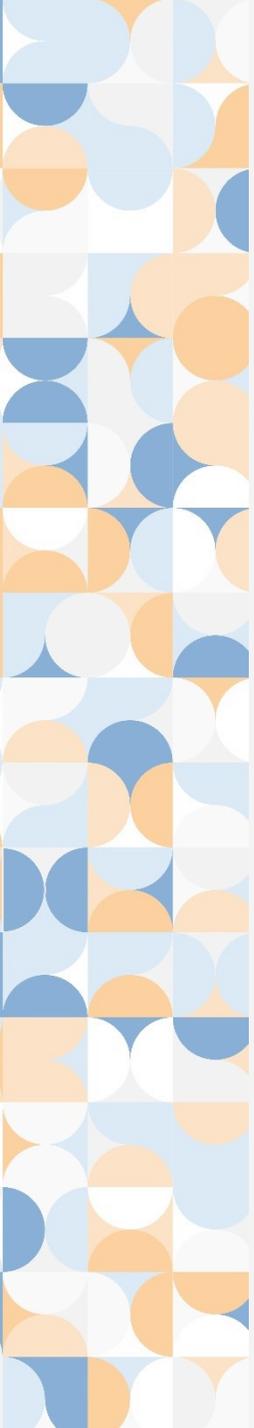
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Strengthening Midwifery Globally

**Want to know more?**  
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**ICM's Global Midwifery  
Competency Assessment  
Process  
for educators, regulators  
and practitioners**



## **Midwifery Education Accreditation Programme (MEAP)**

A mechanism to assess whether pre-service midwifery education programs meet the international standard set by the ICM and produce competent midwives to an internationally recognised standard.

Expression of Interest; Self-evaluation; Assessment phase including site visit; Accreditation phase; Re-accreditation phase.



# ICM Midwifery Education Development Pathway (MEDPath)

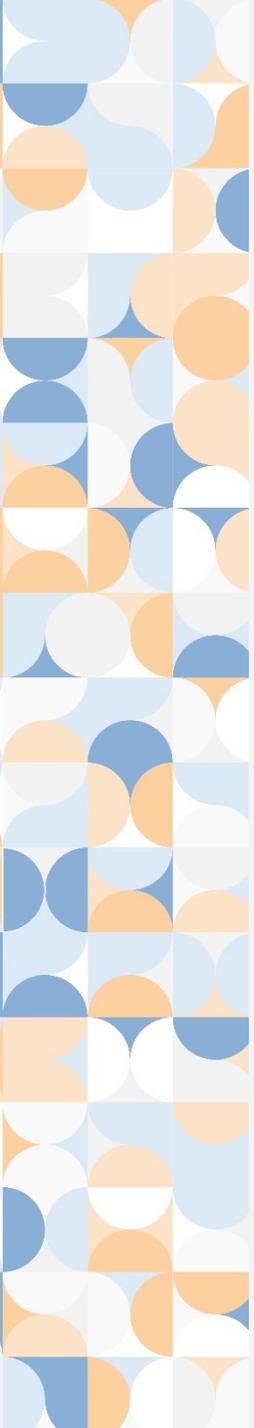
A complete and consistent set of resources and a process to support midwifery educators to strengthen their programmes





## MIDWIFERY SERVICES FRAMEWORK

A process designed and facilitated by the ICM (& partners) to support national governments and sector stakeholders in their efforts to scale up the nation's midwifery services and professionalize the midwifery workforce.



**A professional association  
is key to a successful  
midwifery profession**



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## New Zealand midwifery: a case study

- Midwives Act 1904 – midwife-led maternity ‘homes’; Direct Entry education; midwife autonomy
- By 1971 – Nurses Act - midwifery subsumed by nursing as ‘obstetric nurses’
- 1980s – maternity-focused women’s organisations
- 1986 - 1990 – organised political campaign to reclaim midwife title/identity; reinstate midwifery autonomy; separate nursing & midwifery professions; reinstate DE midwifery education
- 1989 establishment of New Zealand College of Midwives
- 1990 Nurses Amendment Act – ‘midwife **and/or** doctor’
  - Reinstated midwife autonomy
  - Pay equity (work of equal value)



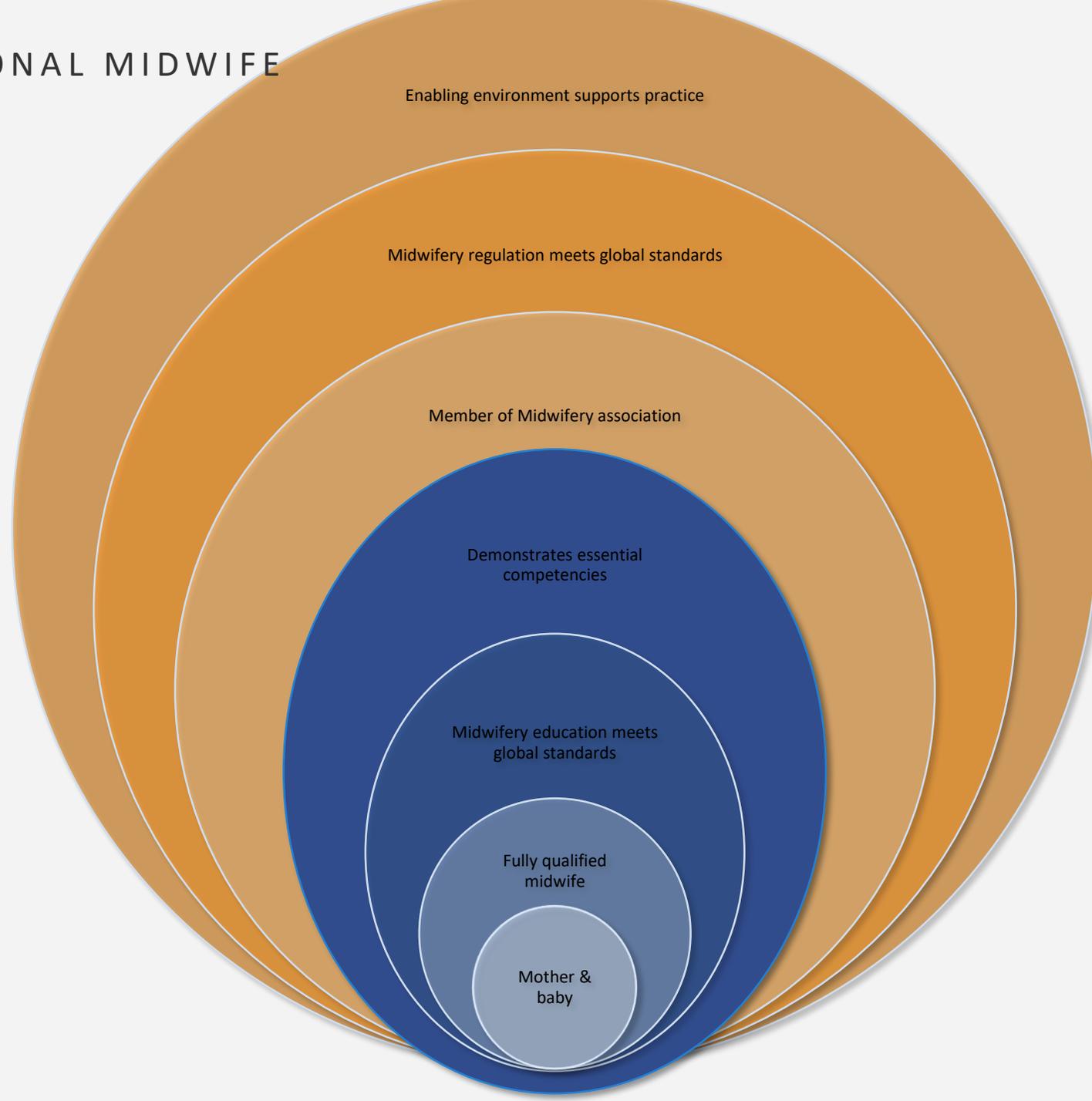
# New Zealand midwifery: a case study (cont'd)

- 1992 Direct entry midwifery education
- 1993 Maternity Benefits Tribunal (confirmed pay equity)
- 1993 – 2008 redesign of maternity services
  - **Women's choice** of provider and place of birth
  - Continuity of care model
  - Referral guidelines
- 2003 Health Practitioners Competence Assurance Act
  - Midwifery Council of New Zealand
- Today: Woman-centered, midwife-led, integrated, free maternity service; Midwifery model of partnership; 98% of women choose midwife led care; free obstetric care

# Key success factors

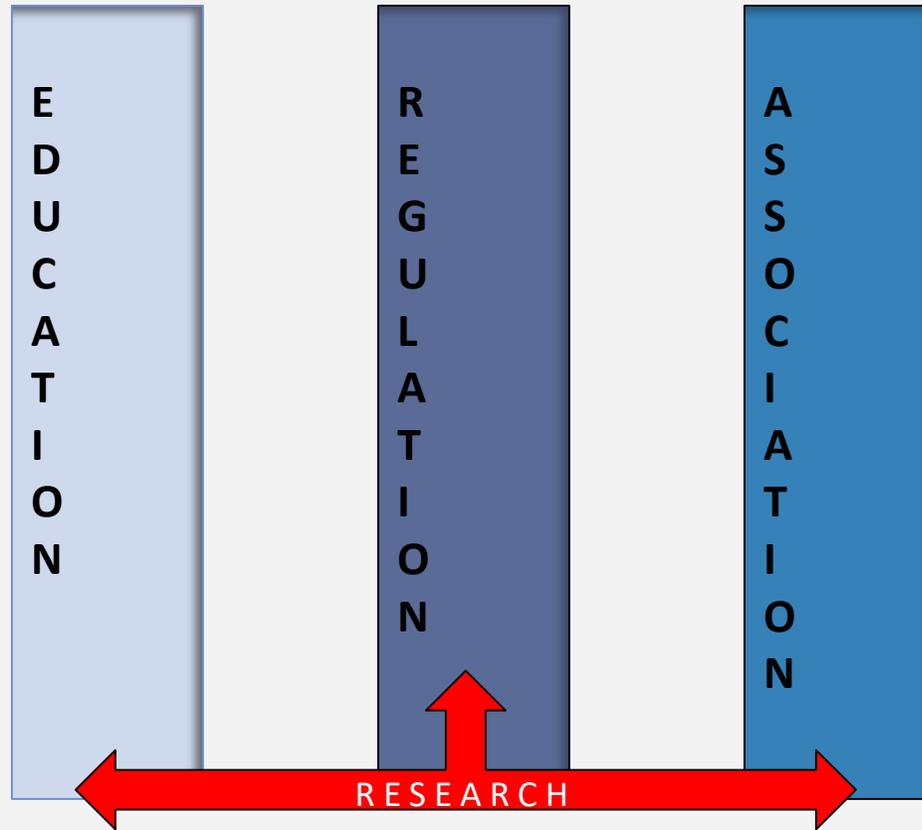
- Professional identity as a midwife (ICM definition; name badges)
- Professional organization to lead the changes
- Use evidence
- Involve women's political power – partnership
  - Professional organization; curriculum design; teaching; continuity of care; assessment
- Enable women & midwifery students to experience midwife-led continuity of care
- Professional organization & midwifery regulators collaborate
  - Co-design of regulatory processes for midwives
- Accessible education accessible
  - Blended models; hub & spoke; flexibility; sustainability; retention
- All midwives practice – teachers, managers, practitioners etc.
- Strong professional framework
  - Midwifery First Year of Practice; Midwifery Standards Review; Mentoring; Reflection; continuing competence
- Professional organization meets needs of all midwives
  - MMPO, MERAS, JDMRC

# A PROFESSIONAL MIDWIFE





# Key Pillars of Midwifery



ICM ESSENTIAL COMPETENCIES FOR MIDWIFERY  
PRACTICE

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*When it comes to our future, misplaced optimism is as dangerous as blind faith. What is needed is the courage to face the way things are, and wisdom and imagination to work out how to make things better.*

Hugh McKay, 2017



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The Best Job in the  
World



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**Thank You**

**International Confederation of Midwives**

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