

Supplies and functional facilities. Safe motherhood kits. Better payment. Expansion of delivery wards. Accommodation. Respect and dignity. Accessible health services. Adequate resources. Clean toilets. Maternity leave. Food and clean drinking water. To be known and appreciated. More training. Independence and autonomy. Improved infrastructure. Capacity building. Government jobs. Supplies and functional facilities. Better working relationships with doctors. New hospital facility. Basic equipment. Career safety. More midwives to share the load. Quality care for women. Respect from patients.

Midwives' Voices

Midwives' Demands

ILLUSTRATIVE ASKS

**WHAT
WOMEN
WANT!**

What Women Want: Midwives' Voices, Midwives' Demands

Illustrative Asks

Focus Country	Demand	Illustrative Ask
Ghana	More and better supported personnel	<p>The Ministry of Health through the Ghana Health Service deploys competent midwives to all Community based Health Planning and Services (CHPS) facilities and ensures that they receive a functional motivation package by December 2030</p> <p>The Ministry of Health and the Ghana Health Service establishes a reliable and robust administrative system for recruiting and deploying newly qualified midwives to duty posts informed by prior and planned financial allocations from the Ministry of Finance to reduce the waiting period between completion of the one-year national service to full employment within the public health sector by December 2025</p>
	Supplies and functional facilities	The Ministry of Health resources all public health facilities, thus ensuring enabling environment for midwives to work is characterised by appropriate logistics, supplies and equipment with optimal community support for success by December 2030
India	More and better supported personnel	The MoHFW puts the NNMC Act 2021 up for adoption that contains the provision for additional licensure for autonomous midwifery practice issued by the State Council that includes the scope of practice for NPMs and Midwifery Educators by 31 March 2022
	Supplies and functional facilities	The MoHFW and states (West Bengal, Maharashtra, UP, Bihar, Orissa, Assam, Andhra Pradesh, Madhya Pradesh, Rajasthan, Punjab, Karnataka, Jammu and Kashmir, New Delhi, Tamil Nadu, Gujarat, Telangana, Uttarakhand) health departments adopt GoI guidelines to establish MLCUs at 25% of LaQshya certified high case-load public health facilities by the end of 2022
Kenya	Supplies and functional facilities	The government of Kenya (MOH) will adequately resource all level 2 and 3 health facilities such that midwives have adequate supplies and equipment to adequately perform their duties by December 2024

	More and better supported personnel	The Nursing Council of Kenya develops a clear scope of practice for midwifery hence ensure a clear career pathway by September 2023
	Professional development and leadership	The Public service directorate develops a clear scheme of service for midwives (Right job groups) including up to key leadership positions by December 2024
Malawi	Supplies and functional facilities	The Government of Malawi through the MOH adequately resources all public health facilities such that midwives have the right supplies and a conducive working environment by December 2023
	Power, autonomy, and improved gender norms and policies	The Ministry of Health recruits a Deputy Director for Midwifery Services in the Ministry of Health and a Midwifery Officer at the district level by June 2023
Nepal	Respect, dignity, and non-discrimination	Quality midwifery education is expanded to the bachelor's education level, allowing respectful maternity care best practices to reach nurses and OBGYNs, ensuring women receive dignified care during childbirth and achieve healthy outcomes for themselves and their babies
Nigeria	Supplies and functional facilities	The Government of Nigeria through the MOH adequately resources all public health facilities such that midwives have the right supplies and a conducive working environment by June 2025
	More and better supported personnel	The Niger State Government fulfills its commitment to hire and deploy at least one midwife in each of the state's 274 focal primary health care centers by December 2023
Pakistan	Professional development and leadership	The Provincial Government of Sindh will adopt and implement high-quality pre-service and in-service training, in line with global standards, for midwives in the province by June 2023
		The Provincial Government of Sindh will develop and adopt an integrated, in-service training package on MNCH and FP high-impact practices for government-deployed midwives serving in the province by October 2023

		The government of Pakistan works to ensure job security for Community Midwives by December 2024
	Supplies and functional facilities	The governments of Sindh and Punjab will establish a resourcing mechanism that ensures the right resourcing in terms of supplies and equipment for midwives to comfortably practice
Uganda	More and better supported personnel	<p>District Level: District leadership will work to ensure that midwives and nurses' remunerations are reviewed and improved by December 2023</p> <p>National Level: The Ministry of Health will develop an action plan that will ensure that health facilities have adequate skilled midwives by December 2023</p> <p>The Ministry of Health and the Ministry of Finance will improve the remuneration package for midwives by March 2024</p>
	Supplies and functional facilities	<p>District Level: The district procurement team will develop plans and set aside a budget that reflects adequate maternity health supplies by August 2023</p> <p>National Level: The Ministry of Health and the National Medical Stores will increase financing to the MOH towards maternity health supplies by July 2024</p>
United Kingdom	Power, autonomy and improved gender norms and policies	<p>The UK Government makes it possible for Self Employed Midwives to work, thus putting 250 experienced midwives immediately back into the workforce through the creation of a legal indemnity solution by January 2023</p> <p>The All-Party Parliamentary Groups for Maternity, Black Maternal Health and NHS workforce and health ministers concerned with maternity consult with midwives to undertake a system wide diagnosis to address the immediate crisis and set realistic targets for improvements by June 2024</p>

		The UK Government provide £5m of crisis funding to 3rd sector organisations for the provision of breastfeeding support and antenatal education to reduce the pressure on midwifery staff by June 2024
	More and better supported personnel	<p>The UK Government awards recruitment and retention premia to new entrants and existing staff by April 2023</p> <p>The UK Government ensures an immediate appropriate and restorative pay rise for midwives that reflects the value society places on their vital work by December 2023</p> <p>The UK Government provides financial support for student midwives and create posts for all new graduate midwives by January 2024</p>



ASK LISTEN ACT

Ask midwives what they want

Listen to what they say

Act on what they tell you.

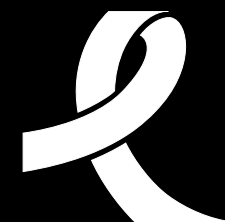


To learn more about this campaign, visit
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