



2011

2014

TRIENNIAL REPORT

INTERNATIONAL CONFEDERATION OF MIDWIVES



International
Confederation
of Midwives

Strengthening Midwifery Globally

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WELCOME MESSAGE FROM THE PRESIDENT

The three years from Durban to Prague have passed in the blink of an eye. The journey has been challenging and exciting, filled with innovative developments, collaborative efforts, and the establishment of new relationships and re-engagement of others. The new strategy for the triennium, derived from the five strategic directions formed at Council 2011, was implemented. This has helped maintain focus on developing the midwifery profession worldwide, as we have worked alongside Member Associations, government ministries, partners and other stakeholders to achieve our mission — to ensure access to competent midwives for the women and babies of the world.

We have worked very hard to disseminate the ICM Competencies and Global Standards, which were developed in the previous triennium. In addition, ICM's portfolio of resources has expanded, with two new publications: the Model Curriculum Outlines for Professional Midwifery Education (2012) and ICM Competency-based List for Basic Skills Training in Midwifery Schools (2012).

It has been a time of change, both planned and unplanned, of beginnings and endings. In short, it has been a time of transformation. During the triennium, ICM experienced a transition of leadership with the departure of Secretary General, Agneta Bridges, interim Secretary General Judi Brown and the appointment of Chief Executive, Frances Ganges. The rebranded, updated website, designed to be user-friendly and to enable greater communication, brought about a new digital presence focused on engagement and interaction. For example, a suite of social media features has enabled easy, swift communication with the public and member associations, allowing us to regularly engage and inform our community about the various activities of the ICM. Another achievement was the flagship ICM/UNFPA Investing in Midwives Programme that ended in 2013. Thirty countries in Sub-Saharan Africa, Asia and the Caribbean benefitted from this five-year effort.

ICM's presence and involvement increased tremendously with many invitations and requests coming from partners and UN Agencies in every region. I am delighted that the number of our partners has multiplied, leading to additional advocacy and exposure, as well as increased regional conferences, in Asia-Pacific, the Americas and Africa, attest to the close collaborative efforts of the host associations and regional partners. Our membership of midwifery associations has also increased, all of which enhanced ICM's visibility and voice.

There are many converging initiatives and reports that recognise the centrality of midwives to maternal and newborn health the Every Newborn Action Plan and Ending Preventable Maternal Deaths are just two examples. The second Global Midwifery Symposium, co-hosted by UNFPA, ICM, WHO and Iphego, culminated in a powerful Declaration of Commitment that was signed by over 30 organisations. ICM has been closely involved in the Lancet Special Series on Midwifery and co-chaired The State of the World's Midwifery Report 2014 with UNFPA and the WHO, both of which promise evidence and outcomes to strengthen midwives and midwifery services.

The global economic downturn impacted not only our member associations—some of which have experienced difficulty with membership fees—but also ICM's traditional donors. With this changing landscape, new relationships have been made, resulting in the ICM being able to secure in-kind donations and expand its funding base by new donor and private sector funds. ICM is indebted to the generosity of our bilateral donors without which many of the developments, projects and activities realised in this period would not have been possible. And so it is with special thanks that I acknowledge the financial support of the Dutch Ministry of Foreign Affairs and the Swedish International Development Cooperation Agency.

I would like to express appreciation to the outgoing Secretary General, the Interim Secretary General and the newly appointed Chief Executive, who have all played important roles in the management of the ICM during this triennium. My grateful thanks also go to all the ICM Headquarters and ICM/UNFPA staff for their commitment, energy and fortitude during this period of change. Members of the dedicated ICM Scientific Professional Programme Committee have been outstanding in their preparation of the Scientific Programme for the Prague Congress and deserve warm congratulations. To the ICM Standing Committees and ICM Consultants, your expertise and involvement is most valued.

Last but not least, I thank my colleagues, the Board Members, for their wisdom, guidance and steadfast support during the transition, and in helping us achieve the strategic direction that we set for ourselves during this challenging period.

On behalf of the Board, it is my pleasure to provide this Triennial Report for the period 2011-2014.

Frances Day-Stirk

Frances Day-Stirk | President
International Confederation of Midwives

Overview

The midwife is recognised as a responsible and accountable professional who works in partnership with women to give the necessary support, care and advice during pregnancy, labour and the postpartum period, to conduct births on the midwife's own responsibility and to provide care for the newborn and the infant.

ABOUT

The International Confederation of Midwives (ICM) is the world's largest alliance of midwifery associations. With 116 Member Associations, led by midwives who determine their own governance and activities, ICM is the global voice of over 300,000 midwives in over 100 countries. ICM works on a global level alongside UN agencies and other partners to advocate, represent, and strengthen professional associations of midwives throughout the world.

VISION

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

MISSION

To strengthen member 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.

GOVERNANCE

ICM is governed by a Council made up of two delegates from each Member Association. An international Board is elected by the Council every three years from four regions: Africa, Asia Pacific, the Americas and Europe. The thirteen member Board is charged with governance and acts on behalf of the Council to implement Council decisions.

The Board includes an Executive Committee: President, Vice-President, and Treasurer. The Chief Executive is a non-voting member of the board.

Overview of the Committees

Education Standing Committee

The ICM Education Standing Committee promotes the ICM Global Standards for Midwifery Education to support the development and expansion of high quality and effective undergraduate and post graduate midwifery education programmes. It also oversees the production of the resources required to support these standards and their effective implementation internationally.

Regulation Standing Committee

The ICM Regulation Standing Committee focuses on the development and support of regulatory systems that ensure midwifery practice is defined, regulation is in place, practice and education standards are met, midwives are registered/licensed, and midwifery practice is accountable to the public/society. Regulation acts as a means of entry into the profession. It ensures public safety through the provision of a competent and autonomous midwifery workforce.

Research Standing Committee

The ICM Research Standing Committee and its Research Advisory Network (RAN) provide ICM member associations with up-to-date information on all aspects of midwifery practice, education and service. It plays a key role in the development of the ICM Triennial Congresses. Research and evidence underpin the ICM's Three Pillars.

Scientific Professional Programme Committee

The newly established ICM SPPC assessed and approved abstracts and completed the scientific programme for ICM's 30th Triennial Congress to take place in Prague, Czech Republic, June 2014.

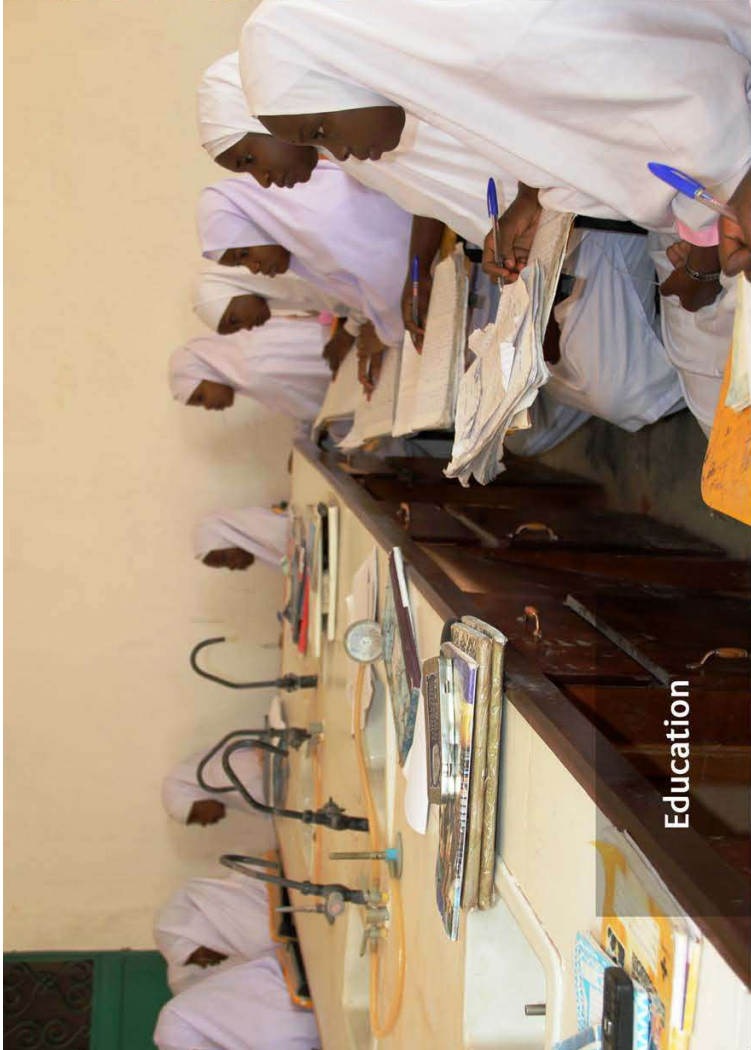
The ICM Congress programme includes engagement with global partners in the form of Partner Panels, which consolidates ICM's relationship with its partners as they share the work they are doing to improve maternal and neonatal health globally.

KEY ACHIEVEMENTS

Strengthening the midwifery profession is ICM's mission, because we believe that well educated and autonomous midwives can make the difference between life and death for women and children. Striving to achieve its mission,

ICM bases its work on three pillars:
Education, Regulation and Association.





Education

Objective: Strengthen midwifery education, ongoing education programmes and the role of the midwife as an educator.

An important achievement in the last three years was the dissemination and implementation of the ICM Global Standards for Education, developed in the previous triennium:

- ICM Global Standards for Midwifery Education (2010 amended 2013)
- ICM Essential Competencies for Basic Midwifery Practice (2010 amended 2013)
- ICM Global Standards for Midwifery Regulation (2011)

Thus, policymakers, healthcare professionals and key actors will now know what services midwives provide, and what skills and competencies they should have. Ultimately, this clarity will lead to trademarking the midwifery profession.

Strengthening midwifery education and the role of the midwife as an educator has been achieved through the provision of three new tools and the workshops that have been built around them

- ICM Model Curriculum Outlines for Professional Midwifery Education (2012)
- ICM Standard List for Competency-Based Skills Training (2012)
- ICM Curriculum Concordance Map (2013).

Competency-based education workshops with follow-up of midwifery educators were conducted in Trinidad, Suriname and the Bahamas. Similar work is planned for several countries in East Africa in the next triennium.



Following a workshop that the General Nursing Council of Zambia participated in, Ms. Mulenga

explained that “it is now possible for the Council to improve the midwifery practice for the benefit of women, newborns and their families.” Ms. Mulenga also added, “We are aware that there is a critical shortage of midwives in our country, but not everyone understands the gravity of the situation. We are now better equipped to address the gap between midwives and the public, and can help communities understand the unique role that a midwife can play in providing care.”

“I found.....that whenever a city, a country, a region, or a nation had developed a system of maternal care which was firmly based on a body of trained, licensed, regulated, and respected midwives....the standard of maternal care was at its highest and maternal mortality was at its lowest. I cannot think of an exception to that rule...”

Irvine Loudon 1992



Association

Objective: Enhance midwives' professional autonomy to ensure that midwifery regulation, education and practice is formulated and governed by midwives.

ICM works to strengthen midwifery associations so that they function as well-led and results-oriented organizations with clear strategies and objectives. Only when midwifery associations attain that capacity will they have the ability to influence policy and advise their ministries of health on midwifery issues.

One approach ICM pursued during this triennium to strengthen midwifery association was "twinning" — a collaboration in which two associations were paired to communicate with each other and enhance their learning. In this process, association members exchanged ideas, skills and learned from each other through the sharing of information and support.

Building on the success of the ICM facilitated project, a further set of Twins were established. This started with a workshop in The Hague, Netherlands in Autumn on 2011.

The following associations were paired:

Country	Country	Twinning Name
Australia	Papua New Guinea	Tupela
Canada	Tanzania	Umoja
Switzerland	Mali	Suima
Japan	Vietnam	Chosen

Throughout the project, the participants interacted with each other virtually. In July 2012, some of them were able to attend the ICM Asia-Pacific regional conference in Vietnam, where they shared their progress. The twinning projects ended in December 2012, and the overall outcome was deemed a success.

Some associations secured grants from their governments, established sub-branches of the association, increased their membership significantly, and successfully promoted midwifery autonomy. One set of Twins, Canada and Tanzania were awarded a Sanofi-Espoir Foundation award to carry out their work.



Reflecting on the twinning project between midwife associations in Canada and Tanzania, former President of the Canadian Association of Midwives and project leader Anne Wilson commented, "The visit motivated us to work together, and propelled us to do our best." Anne later added that time difference proved challenging, but when the two groups met in person the meetings were extremely productive.

As the Canadian Association of Midwives is applying for a new government grant, they are also hoping to hire an administrator to help their counterparts in Tanzania manage their volunteers. This will ultimately enhance the Tanzanian Association's advocacy efforts.

ICM's regional work is among the key achievements in strengthening midwifery associations, including The ICM Regional Conferences in Vietnam; Ecuador and Kenya. These gatherings also enabled many of the regional midwives associations to host meetings and workshops alongside the conferences. Regional associations in the Caribbean, Africa and South Asia were established this Triennium with the support of ICM.



ICM's ongoing work in strengthening associations has attracted new members from the following countries:

2011

France: Société Française de Maïeutique

2012

Guyana: Midwives Association of Guyana

Ivory Coast: Association des Sages-Femmes Ivoiriennes

2013

Somaliand Nursing and Midwifery Association

Togo: Association de Sages-Femmes du Togo

Chad : Association Tchadienne des Sages-Femmes

2014

Comoros: Fédération Nationale des Associations des Sages-Femmes et Accoucheurs aux Comores

Lebanon: Association des Sages-Femmes universitaire, Liban

Niger: Association des Sages-Femmes du Niger

Nigeria: NNW Midwives Association (National Association of Nigeria Nurses and Midwives)

Rwanda: Rwanda Association of Midwives

USA: National Association of Certified Professional Midwives

Palestine: Palestinian Nursing and Midwifery Association

A midwife for every mother & baby



*So that every mother and every newborn child
has access to care
from a qualified midwife*

**A CALL FOR PROJECTS FOCUSED ON FIGHTING MATERNAL AND NEONATAL MORTALITY
IN DEVELOPING COUNTRIES FOR THE NEEDIEST COMMUNITIES
BY STRENGTHENING MIDWIFERY PRACTICES.**

FOR MORE INFORMATION :
WWW.FONDATION-SANOFT-ESPOIR.COM

SANOFTESPOIR
FOUNDATION

in partnership with



Advocacy for Policy Changes

Objective: Raise awareness of midwifery and extend the influence of midwives in order to advocate for policy changes relating to maternal, newborn and reproductive healthcare—both nationally and internationally.

State of the World's Midwifery Report 2014

Along with UNFPA and WHO, ICM co-chaired the development of the State of the World's Midwifery 2014 report. The report will provide an updated evidence base and detailed analysis of the present and future challenges to deliver effective coverage of quality midwifery services. The report will focus on 75 countries that collectively represent more than 95% of the global burden of maternal, neonatal and child deaths.

The report is an advocacy tool for midwifery associations to spark an open dialogue with policymakers about improving midwifery services and informing the post-2015 development agenda for global health. The report will be launched at the ICM Triennial Congress in Prague, Czech Republic in June

A Guiding Framework for Sexual, Reproductive, Maternal and Newborn Health by Midwives

This triennium has brought to fruition an important project that started in the previous triennium. The Framework provides policymakers with an evidence-based tool from which to develop effective and efficient midwifery services. Countries can use it to consider mainstream and equity-based approaches to expand the availability, accessibility, acceptability and quality (AAAQ) of midwifery services and essential interventions for maternal-newborn health. The Framework includes modules that can be adapted to the specific needs of a national health system. It guides the user through supply and demand bottlenecks that affect the coverage and impact of midwifery services and supports informed decision-making on strategic policy and implementation.

Together both of these documents will ensure that there is a robust, contemporary set of data on midwifery services, as well as guidance on how to adapt this evidence for use in strengthening policy and programming.



The Virtual Space

Social Media

The use of social media has increased over the past three years. ICM engaged with its global audience by sharing information and sparking online conversation. Currently, ICM harnesses Facebook, Twitter, YouTube, LinkedIn and Pinterest. By using these profiles, ICM facilitates audience participation. This enables ICM to communicate a multitude of messages through a variety of channels. This effective use of this media, for example, enabled ICM to reach 120,000 people on Facebook during the 2013 International Day of the Midwife. In a short period of time, our Facebook audience grew from 1,000 to over 6,000 fans.

Objective: Raise awareness about midwifery and extend the influence of midwives in order to effect policy change.

To fulfil this strategic objective, ICM improved its digital communication and its online presence. A new website was launched in January 2013 and social media platforms were established soon after.

New Website

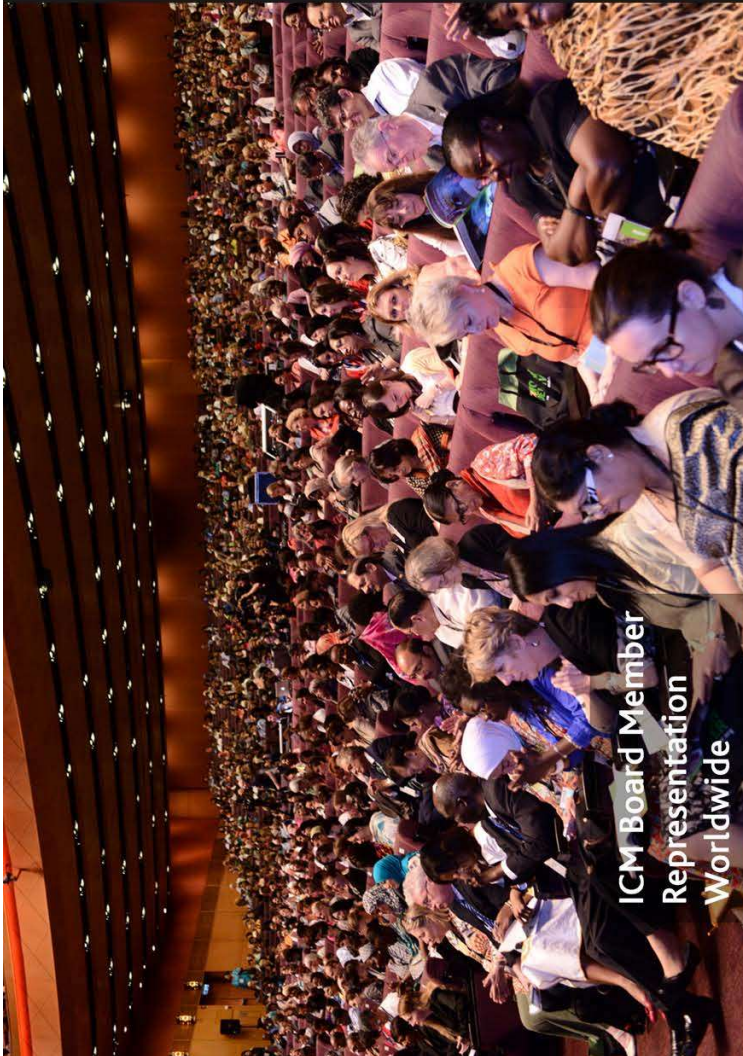
The ICM website has been redesigned to accommodate the growing importance of digital advocacy. It allows for better engagement with members through regular updates and special membership sections. The updated look reflects the new branding and defines ICM's corporate identity, which was developed by members and supporters through a comprehensive survey. The quarterly newsletter has been replaced by a more modern electronic version that currently reaches more than 2,000 active subscribers.



Women Deliver @WomenDeliver May 5 Up to 2/3 of maternal deaths could be averted if there was universal access to a well educated, regulated midwifery workforce #IDM2014



WhiteRibbonAlliance @WRAGlobal May 5 The world needs #midwives now more than ever. Thank U @world_midwives for making sure that the voices of midwives are being heard! #IDM2014



ICM Board Member Representation Worldwide

ICM Board members are driven by their passion for maternal and newborn health worldwide, and lend their expertise and insight to ensure ICM is able to realise its mission.

A key role of the Board is to represent the Confederation and share its policies and strategies to advance the midwifery profession around the world to diverse audiences.

Under the leadership of President Frances Day-Stirk, Board members have engaged in and lent their expertise to a variety of strategic and influential fora, including the annual World Health Assembly and UN General Assembly; the World Health Organization global, regional and technical meetings; Women Deliver; the GHWA Global Forum on Human Resources for Health; the FIGO World Congress; Prince Mahidol Award Conference (PMAO); the Global Maternal Health Conference; the annual ECSA Scientific Conference; the Middle East, North Africa Midwifery Collaborative (MENA) meetings; and a number of regional and global initiatives and midwifery association conferences.

ICM also co-convened the Second Global Midwifery Symposium in Kuala Lumpur 2013¹.

At these events, Board members co-convened key leaders, co-facilitated workshops on global standards, moderated sessions on the impact of midwifery in the reduction of maternal and newborn mortality, gave keynote presentations on midwifery education and the member association capacity assessment tool, met with high-level maternal and child health government officials, and delivered addresses on a wide variety of related topics

¹<http://www.unfpa.org/public/home/news/events/pid/13857>



ICM's Inaugural Global Goodwill Ambassador

The ICM is delighted to announce that Her Excellency Toyin Saraki has accepted the Board's invitation to be the Inaugural Global Goodwill Ambassador. As the ICM Global Goodwill Ambassador, Mrs Saraki will help raise awareness of midwives and midwifery, extending the influence of midwives, whilst lobbying and advocating for policy changes relating to maternal, newborn, and reproductive healthcare nationally and internationally. Mrs Saraki will also promote the aims, objectives and priorities of ICM, and assist in facilitating its work with member associations, especially in the countries where maternal health is most at risk. This is wonderful news for midwives, mothers, and families worldwide! We extend a warm welcome to Her Excellency and look forward to working with her.

About HE Toyin Ojora-Saraki

Mrs Saraki dedicated over 22 years to philanthropy. As the First Lady of Kwara State, Nigeria, Toyin fought for Child Rights and enhanced the access of every citizen to healthcare and education. As Founder-President of the Wellbeing Foundation Africa (WBFA), Toyin advocates internationally for MNCH and the improvement of the health systems across Africa. WBFA's Personal Health Record© is currently aiding in reducing child and maternal mortality in Nigeria and will move Africa towards attaining MDGs 4 and 5.

A global advocate of the UN's 'Every Woman Every Child' effort, Toyin acts as Board Chair of the White Ribbon Alliance Nigeria, Chair of the FIDA International Committee on Law Protecting the Rights of Children, Goodwill Ambassador of the Olave Baden-Powell Society (OB-PS) which supports the efforts of the World Association of Girl Guides and Girl Scouts (WAGGGS), and sits on the boards of the Global Foundation for the Elimination of Domestic Violence and The Africa Justice Foundation.

Partnerships

The International Confederation of Midwives works closely with a strong group of partners to strengthen midwifery globally. Together, we strive to improve maternal and newborn health, and to secure women's rights and access to midwifery care before, during and after childbirth.

SANOFI ESPOIR FOUNDATION

ICM in partnership with the Sanofi Espoir Foundation launched a collaborative platform called "Connecting Midwives". This is an online forum where midwives can trade experiences and share ideas, projects and innovations. In addition, the platform rewards chosen field initiatives through the Foundation's "Award for Midwives". The most deserving projects are chosen to receive financial support or assistance in producing a video about their project.

A Midwife for Every Mother and Baby Awards support projects for a minimum of a three-year phase that aim at increasing the number and skills of midwives and expand opportunities for midwives to network more effectively.

The two organisations will continue to collaborate in the coming triennium on efforts to strengthen midwifery to reduce maternal and newborn mortality.

LAERDAL GLOBAL HEALTH

ICM is pleased to be working with Laerdal Global Health, which develops low cost and effective training approaches and materials, through the dissemination and implementation of evidence-based programmes titled, "Helping Mothers Survive – Bleeding after Birth" (HMS-BAB) and "Helping Babies Breathe" (HBB). The programmes ensure the availability of appropriately trained and equipped midwives, able to implement life saving techniques in the event of post-partum hemorrhage and newborn asphyxia, in order to reduce maternal and newborn mortality. Since 2013, ICM trained over 200 midwives in Africa and Asia in the two approaches. ICM will continue collaboration with Laerdal with the aim of scaling up training for midwives and other providers in selected countries.

Memoranda of Understanding

ICM has diversified and expanded the number of organisations with whom we have signed MOUs. We are pleased to be working with the following:

WOMEN AND HEALTH ALLIANCE INTERNATIONAL

The overarching goal of the WAHA is to address maternal and neonatal health in disadvantaged communities throughout the world.

ICM and WAHA are currently working on a number of initiatives to strengthen midwifery education in selected countries and provide communications support to the ICM Headquarters.

SAVE THE CHILDREN UK

ICM and Save the Children UK are currently working to identify areas of collaboration in order to strengthen midwives associations and to promote maternal and newborn health.

JHPiEGO

ICM and Jhpiego have formalized a long-standing relationship. The overall goal of this collaboration is to work together to strengthen midwifery services, especially in high-burden countries.

WORLD HEALTH ORGANIZATION

ICM signed its third collaborative agreement with WHO for 2014-2016, with a focus on education, research and partnership. Both organizations continue to engage the other on a number of technical and policy issues related to midwifery and global health.

FINANCIAL SUMMARY

International Confederation of Midwives Income and Expenses 2011-2014

Core funding generated from our membership fees is one of the key financial support mechanisms for ICM operations. This, coupled with external donor funding, provides the platform for the Confederation to carry out its projects and activities in line with its vision and mission.

This triennium saw a different financial picture to that of the last as ICM remained focused on the recovery plan launched in Brisbane and continued in Glasgow. Reductions or cessation of funding resulting from the world economic crisis impacted several of our partners. However, grants from both the Dutch and Swedish governments enabled the Confederation to continue the critical work on strengthening midwifery globally and regional capacity building. This ongoing support also advanced ICM's activities on education, regulation and association which aim to create a highly qualified workforce of midwives, and bring us closer to achieving Millennium Development Goals (MDGs) 4, 5 and 6. In recognition of the pivotal role of midwives associations, a new bilateral donor, GIZ (Germany), is supporting ICM's efforts in this area.

Further funding has been secured through private partners, NGOs and foundations including ICS Intergare (Midwifery services: Aligning evidence and policy for post-2015), Women and Health Alliance International (WAHA), Laerdal Global Health and the Sanofi Espoir Foundation. These grants and initiatives have helped train midwives in-country; strengthen capacity at headquarters; and support a number of the core activities specified in the ICM Strategic Objectives for this triennium.

We are pleased therefore to report that ICM is now financially stable following the recovery period. Moving forward, we aim to sustain our core work whilst maintaining a healthy financial environment to support that work.

CONFEDERATION INCOME

Charts 1-3 summarise the ICM income for the period 2011-2014

CHART 1

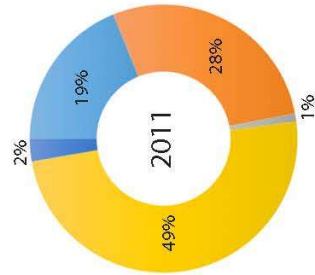


CHART 2

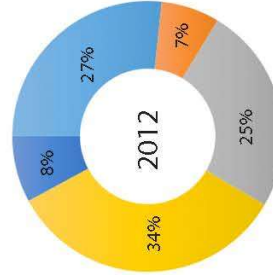
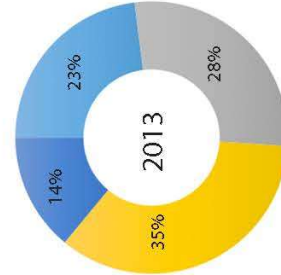


CHART 3



CONFEDERATION EXPENSES

Charts 4-6 summarise the ICM expenditures for the period 2011-2014

CHART 4

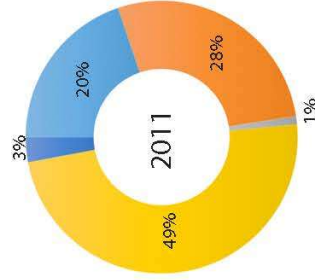


CHART 5

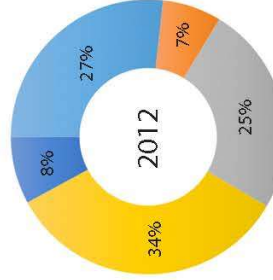
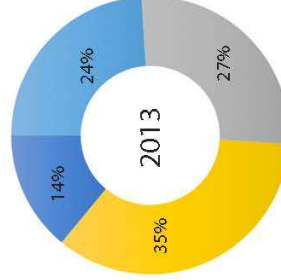


CHART 6



Board Member Highlights

The following key areas of Board members' work reflect the breadth and diversity of ICM's efforts over this triennium.



Sue Bree:

Development of midwifery where none exists; dissemination of global standards and midwifery association capacity building in Pacific Islands and Asia.



Debrah Lewis:

Global engagement with FIGO (global organization for obstetricians and gynecologists) to promote better regional and national collaboration between the professions



Mary Kirk:

Strengthening and enhancing ICM governance; organisation and facilitation of ICM Asia Pacific regional conference and various sub-regional conferences; midwifery association development in Asia Pacific region.



Laurence Montiero:

Promotion of midwifery association development and increasing ICM membership in Francophone Africa; collaboration of ICM with non-traditional partners.



Mary Higgins:

Focus on midwifery association development and midwifery education in Central Europe; engagement with non-ICM member midwifery associations.



Delive Nyathikazi:

Engaged with midwifery associations to facilitate the birth of CONAMA (Confederation of African Midwives Associations); supporting associations in southern Africa toward ICM membership.



Ingela Wiklund:

Defining quality of maternal-infant care indicators regionally and globally; engagement with midwifery educators in the Northern European region to improve and revise midwifery education.



Mirian Solis:

Facilitated development of a plan for implementing ICM standards in education and regulation in selected countries in Latin America; mentor in Young Midwifery Leaders programme.



Maria Papadopoulou:

Normalizing and decreasing medicalization of birth in southern Europe; enhancing development of midwifery in the southern European region with an emphasis on Middle East and North Africa (MENA).



Irene Dela Torre:

Midwifery education with a focus on competency-based learning; support in the development of a regional network for midwives in the Caribbean



Marian van Huis:

Promotion of human rights, especially shared decision making between women and their providers; Speaker at Birth as a Human Right

The Team

ICM BOARD

PRESIDENT

Frances Day-Stirk

VICE-PRESIDENT

Debrah Lewis

CHIEF EXECUTIVE

Frances Ganges

TREASURER

Marian van Huis

AFRICA

Laurence Montiero
Delive Nyathikazi

ASIA PACIFIC

Sue Bree
Mary Kirk

AMERICAS

Irene Dela Torre
Mirian Solis

EUROPE

Mary Higgins
Maria Papadopoulou
Ingela Wiklund

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Project Coordinator

Donnica Henry-Frijlink

Council Administrator

Cathrin Jerie

Communications Manager

Zaida Lara

Midwife Intern

Khuthaziwe Moyo

Administrative/IT Intern

Nester T Moyo

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Margriet Pluymaekers

Technical Midwife Advisor

Charlotte Renard

Membership Coordinator

Patricia Titulaer

Technical Midwife Advisor

Olga Vieru

Administrative/Communications Assistant

Hans van Dongen

Financial Manager

Pashtoon Zyae

Technical Midwife Advisor

Pashtoon Azfar Zyae

ICM-UNFPA PROGRAMME STAFF (2009-2013)

Abigail Kyei

Rachel Ibinga-Koula

Jemima Dennis-Antwi

Pashtoon Azfar Zyae

ICM STANDING COMMITTEES

Education Standing Committee Co-Chairs

Mary Barger

Ans Luyben

Susan McDonald

Regulation Standing Committee Co-Chairs

Sally Pairman

Louise Silvertown

Research Standing Committee Chair

Kerri Schulling



Thanks to our leadership and great family of supporters, the International Confederation of Midwives has made tremendous progress over the past three years. Our membership now spans over 100 countries, our partnerships are expanding, we have worked with a record number of midwives associations, and there is increased interest in our work from outside the health sector. With old and new friends around the world, we have worked hard to turn ideas into action, and to advance the profession of midwifery.

Regularly, midwives reach out to the ICM Headquarters for support: an educator with a struggling pre-service programme, a researcher implementing a survey, a campaigner working to raise the profile of midwifery, an association engaging in the development of midwifery regulation, and numerous others preparing for the 30th Triennial Congress. It is no accident that all of these interactions represent the Confederation's strategic direction for this triennium: education, research, autonomy, advocacy and collaboration. Each one doing their part to change the world, one midwife, one school, one policy, one association, and one family at a time. They do this because they believe that they can, and because they know that they are a part of a much larger contingent, all committed to ensuring a world where every childbearing woman has access to a midwife's care for herself and her newborn.

As a midwife passionate about global maternal health, I was elected to the ICM Board in 2011, at the start of this triennium. It was an exciting time as our Global Standards had just been approved, we had our first Congress in Africa, and the State of the World's Midwifery report had been launched. More than half the Board members were newly elected and eager to begin. With over two decades of international experience, I enthusiastically began my work. Nearly halfway through my term, the Board convened a search committee to identify a leader for the secretariat.

It has now been nine months since I began my new role as Chief Executive, and what a gestation! Through the unwavering support and assistance of the Board, the extraordinary team at the headquar-

ters, sister (and brother) midwives all over the globe and of course, my family, I am honoured to be at the helm of the organization representing midwives globally. Each day, our team responds to countless emails, phone calls and requests from individuals and organizations around the world. Each day we work diligently to best serve our Member Associations and deliver the mandate set by our Council.

And so we move forward. Strategically, our objectives have not changed, but we have. As an organization, we have matured. We are better prepared for the work that lies ahead. And for that, you must take the credit. It is because of you that this triennium has been one of progress, productivity and partnership. The you includes ICM leadership, staff, members and supporters, as well as clinicians, educators, regulators, researchers, trainers, administrators, advocates, and association leaders, among others.

I now ask each one of you to play your part. If you have not been involved, start now. Be active in your association, not just during conferences and meetings, but share your stories, photos, tweets and blogs with ICM, engage the ICM Board members in your region, help us build and strengthen midwife associations, mentor a student midwife, and avail your talents and resources.

This next triennium, we move toward the MDG deadline, and begin work on the post-2015 agenda. We have much to do and collectively, we will succeed. In the words of Desmond Tutu: *Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world.* I hope that you will continue to work alongside all of us, and thank you for believing that together we can bring significant change to the lives of millions.

Sincerely,

Frances Ganges | Chief Executive
International Confederation of Midwives



Annex: Project Overview at a Glance

Country	Project Title
Afghanistan	Investing in Midwives Programme
Australia	Twinning
Bangladesh	Investing in Midwives Programme
Benin	HMS/BAB, participating in Kenya
Botswana	HMS/BAB, participating in South Africa
Burkina Faso	HMS/BAB, participating in Kenya
Burundi	HMS/BAB, participating in Kenya
Canada	Twinning and Dissemination workshop
Central African Republic	Dissemination and Implementation workshop
China	Gap Analysis
Congo	HMS/BAB, participating in Kenya
Cook Islands	Association development
Czech Republic	Dissemination
Democratic Republic of Congo	Dissemination and Implementation
Djibouti	Mentoring for graduates, support on IDM
Ethiopia	HMS/BAB, participating in Kenya
Fiji	Association development, participating in Samoa
Ghana	Dissemination of Standards
Gabon	HMS/BAB, participating in Kenya
Indonesia	Dissemination, Essential Interventions, participating in Sarawak
Ivory Coast	Dissemination and Implementation, participating in Uganda
Japan	Twinning
Kenya	Dissemination workshop HMS/BAB
Lesotho	HMS/BAB, participating in Kenya
Liberia	Platform of Exchange, IMP, HMS/BAB
Madagascar	HMS/BAB, participating in Kenya and South Africa
Mali	Twinning
Malawi	Dissemination and Implementation, HMS/BAB participating in Uganda and South Africa
Mauretania	HMS/BAB, participating in Kenya

Country	Project Title
Mauritius	HMS/BAB, participating in South Africa
Namibia	HMS/BAB, participating in Kenya
Netherlands	Twinning
Nigeria	Platform of Exchange
Niger	HMS/BAB, participating in Kenya
Nepal	Dissemination of Standards
Papua New Guinea	Twinning
Philippines	Dissemination of Standards, participating in Sarawak
Poland	Dissemination of Standards
Rwanda	HMS/BAB, participating in Kenya
Samoa	Association development
Sarawak	Dissemination workshop
Senegal	HMS/BAB, participating in Kenya
Seychelles	HMS/BAB, participating in South Africa
Sierra Leon	Strengthening Midwives Association
Singapore	Dissemination, participating in Sarawak
Solomon Islands	Association development, participating in Samoa
South Africa	HMS/BAB
South Sudan	Dissemination and Implementation, participating in Uganda
Swaziland	HMS/BAB, participating in Kenya
Switzerland	Twinning
Tanzania	Twinning
Timor Leste	Dissemination, participating in Sarawak
Tonga	Association development, participating in Samoa
Tuvalu	Association development, participating in Samoa
Uganda	Dissemination workshop, Essential Interventions HMS/BAB
United Arab Emirates	MENA Conference, Dissemination
Vietnam	Twinning, Conference, Dissemination
Zambia	Strengthening Association/Leadership workshop
Zimbabwe	Dissemination and Implementation

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Strengthening Midwifery Globally

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