

ICM Council Meeting

Triennial Council 2023

Date: Tuesday, 22 November 2022

Date and Time:

7 June 2023 13:30-16:30 WITA

Place: Bali Nusa Dua Conference Centre, Bali
Indonesia

8 June 2023 09:00 – 18:00 WITA

9 June 2023 09:00 – 13:00 WITA

On **7, 8 and 9 June 2023**, the **Triennial In person Council meeting** took place in Bali, Indonesia at the Bali Nusa Dua Conference Centre. Delegates and Observers nominated by their Midwives' Association were invited to participate. Only Delegates had the right to speak during the meeting. 154 Delegates from 87 ICM Member Association and 54 Observers from 23 ICM Member Association and from the ICM Head Office participated in the in-person Triennial Council Meeting. Simultaneous interpretation in ICM's three official languages Spanish, French and English, was available throughout the three days. ICM's Member Associations from Japan, also provided simultaneous interpretation to Japanese throughout the three days.

- **Council Papers** were made available to Council Delegates on 26 April 2023 on the online Council Platform.
- **Discussion** of certain papers took place via ICM's online discussion forum before the Triennial Council meeting. Further discussion took place during the Triennial Council meeting.
- **Voting** took place in person and via the electronic voting system 'Simply Voting'. The results of the three electronic votes were communicated during the in-person Council meeting.
 - The vote for the viewed position statements took place between 1st May and 1st June 2023
 - The pre-Council vote to approve the Council meeting procedure, Council observer list took place between 29th May and 5th June 2023. 26 Council delegates from 15 ICM Member Associations who could not attend the in-person meeting were able to voted between 1st and 6th June 2023. 7 Council delegates from 5 ICM Member Association voted in this period.

Day 1: 7 June 2023, 13:30 -16:30 WITA

1. Welcome and Introductions

Franka Cadée, ICM President, welcomed Council Delegates and Observers to the meeting and introduced the ICM Board Members and Head Office Staff present. She noted that the meeting was the first in-person Council meeting in six years and thanked the Indonesian Midwives Association for welcoming everyone.

She explained the housekeeping before presenting the results of the electronic pre-Council vote.

ELECTRONIC VOTING RESULTS:

Pre-Council Vote

123 out of 178 eligible Council delegates voted. The quorum required for the online vote was 44 votes, this was exceeded.

Voting Question:

Approval of Council Observers to attend the Triennial Council meeting, 7 – 9 June 2023 .

Approved: 116

Rejected: 4

Abstained: 3

Voting Question:

Approval of ICM Triennial Council Meeting Procedures

Approved: 121

Rejected: 2

Abstained: 0

Position Statements

130 out of 178 Council delegates voted. The quorum for the online vote was 44 votes.

Voting Question:

Approval of the reviewed position statement 'Birth Registration'.

Approved: 128

Rejected: 0

Abstained: 2

Voting Question:

Approval of the reviewed position statement 'Breastfeeding and Human Milk'.

Approved: 126

Rejected: 2

Abstained: 2

Voting Question:

Approval of the updated position statement 'Collaboration and Partnerships for Healthy Women and Infants'.

Approved: 128

Rejected: 2

Abstained: 0

Voting Question:

Approval of the updated position statement 'Home Birth'.

Approved: 108

Rejected: 6

Abstained: 16

Voting Question:

Approval of the updated position statement 'Keeping Birth Normal'.

Approved: 128

Rejected: 0

Abstained: 2

Voting Question:

Approval of the updated position statement 'Midwifery: an Autonomous Profession'.

Approved: 129

Rejected: 0

Abstained: 1

Voting Question:

Approval of the updated position statement 'Partnerships between Midwives and other Maternal and Newborn Care Providers'.

Approved: 127

Rejected: 1
Abstained: 2

Voting Question:

Approval of the updated position statement 'Professional Accountability of the Midwife'.

Approved: 128
Rejected: 1
Abstained: 1

Voting Question:

Approval of the updated position statement 'Qualifications and Competencies of Midwife Educators/ Teachers'.

Approved: 125
Rejected: 2
Abstained: 3

Voting Question:

Approval of the updated position statement 'Sponsorship and Commercial Partnership'.

Approved: 113
Rejected: 2
Abstained: 15

Voting Question:

Approval of the updated position statement 'The midwife is the first choice of health professional for childbearing women'.

Approved: 128
Rejected: 0
Abstained: 2

Voting Question:

Approval of the updated core document 'International Definition of the Midwife'.

Approved: 123
Rejected: 0
Abstained: 7

Before proceeding with the first agenda point, the President explained how the microphones worked and the process for speaking, voting and quorum.

2. Reports

2.1 Overview and adoption of Annual Report 2022

Sally Pairman, ICM Chief Executive, presented the highlights of the Annual Report 2022. The Annual Report was made available on the Council Platform on 26 April 2023. After the presentation Council delegates had the opportunity to ask clarifying questions.

The President proceeded with the voting on the adoption of the Annual Report 2022.

Council Delegates voted by show of hands.

The Annual report was adopted unanimously.

2.2 Overview and adoption of Financial Report 2022

ICM Treasurer Vitor Varela presented an overview of the Financial Report 2022. The Financial Report is part of the Annual Report 2022. After the presentation Council delegates had the opportunity to ask clarifying questions.

The President proceeded with the voting on the adoption of the Financial Statements of the 2022 Annual Report.

The Financial Statement of the 2022 Annual Report was adopted unanimously.

2.3 Acceptance of Auditor's opinion 2022

The Treasurer presented the Auditor's 'unqualified' opinion which confirmed that the financial statements were a fair representation of ICM's financial position in 2022.

The President proceeded with the voting on the acceptance of the Auditor's opinion 2022.

The Auditor's opinion 2022 was unanimously accepted by Council.

2.4 Overview of Triennial Report 2020 - 2023

Sandra Oyarzo-Torres, ICM Vice President, presented the Triennial Report.

The President noted that the Triennial Report was a summary of the three annual reports of the last Triennium and did not need to be approved by Council.

2.5 Regional Board Member Reports of Triennium

Regional Board Members presented their Reports.

2.5.1 Western Pacific

Ann Kinnear, Board Member Western Pacific, presented the challenges and achievements of the Western Pacific region during the Triennium.

2.5.2 South-East Asia

Emi Nurjasmi, Board Member South East Asia, presented the challenges and achievements of the South East Asia region during the Triennium.

2.5.3 Eastern Mediterranean

Roa Altaweli, Board Member Eastern Mediterranean, presented the challenges and achievements of the Eastern Mediterranean region during the Triennium.

2.5.4 Americas

Pandora Hardtman, Board Member North America and Caribbean and Florencia Francisconi, Board Member Latin America, presented the challenges and achievements of the Americas region during the Triennium.

2.5.5 Europe

Trude Thommesen, Board Member Northern Europe and Viktoria Vivilaki, Board Member Southern Europe, started by thanking Lisa Apini-Welcland (Board member Central Europe, resigned 2022) before presenting the challenges and achievements of the European region during the Triennium.

2.5.6 Africa

Fatoumata Dicko, Board Member Francophone Africa presented the challenges and achievements of the Africa region during the Triennium on behalf herself and Hilma Shikwambi, Board member Anglophone Africa, who was unable to attend the meeting.

2.6 Questions from Council Delegates

Council delegates asked questions on the Annual, Triennial and Regional Board Member Reports.

The President thanked everyone for sharing their thoughts and questions before she handed over to Sally Pairman, ICM Chief Executive, to explain the locations of the face-to-face regional meetings that took place at the end of day one.

The meeting continued the next day at 9:00 am.

Day 2: 8 June 2023 09:00 – 18:00 WITA

3. Putting into practice the ICM recommendations on climate change – German Midwives Association

Judith Otter, International Representative from the German Midwives Association, presented to Council the implications climate change has on midwifery and the steps taken in Germany to implement the recommendations of ICM's [Position Statement on the Impact of Climate Change](#).

4. Strategic Direction 2024-2026

The President explained that ICM is now beginning to develop our next triennial strategy (2024 – 2026). The Council will work in groups to identify the high-level strategic directions of the next strategy.

She reviewed the current strategic directions and identified what has been achieved to date. The President highlighted the need to continue the current directions as good progress is being made but there is still work to do. She noted the need to consider the impact of climate change and humanitarian issues on midwives and maternal and newborn health services.

4.1 Update on Regional Structure

Sally Pairman gave an update on the regional structure and informed Council that ICM's approach to the regions will be led by ICM's newly-appointed Chief Midwife, Jacqueline Dunkley-Bent.

4.2 Overview / Process of breakout groups

Council was divided in breakout groups and asked to discuss the current ICM strategy and how it can be amended to reflect the current needs of the midwifery profession across ICM as well as any new strategic directions for ICM.

4.3 Six group discussions

Council was divided randomly into six groups but ensuring access for participants to discussions in French, Spanish and English. Each group discussed the potential strategic directions for the next strategy.

4.4 Feedback from Groups on Strategic Directions

The President welcomed everyone back after lunch and asked the facilitators to present the group discussions. She highlighted the importance of everyone's contribution in the discussions to make ICM strong. There was agreement that the current strategic

directions should continue but that the new strategy should also address climate change and humanitarian issues.

STRETCH

Emi Nurjasmí, Regional Board Member from the Southeast Asia Region, led a stretch exercise by getting Council members to follow her in the Alphabet dance.

5. Membership

5.1 Membership Suspension

The President introduced the Membership Suspension item and asked ICM Membership and Operation Coordinator, Justine Laurent, to present the item.

The electronic voting system did not work, and Council voted by show of hands. However, the result was unclear, and it was decided to proceed with voting by ballot the following day.

During the meeting the Colegio de Obstetras del Perú (observer status) spoke with ICM Chief Executive and Head of Operations and Finance objecting to their proposed suspension and stating that their membership numbers were inaccurate and too high. They proposed to provide updated membership figures and pay their fee immediately. This was completed by day three. The representatives from the Colegio de Obstetras del Perú changed from observers to delegates and the Association was not put forward for suspension.

6. Update on ICM Triennial Congresses 2026 and 2029

Sally Pairman informed Council that in 2026, the 34th Triennial Congress will take place in Lisbon Portugal. ICM will co-host with the Member Association in Portugal, APEO.

In 2029 the 35th ICM Triennial Congress is scheduled to take place in Abu Dhabi in the UAE. ICM will co-host with the Midwives' Section of the Emirates Nursing Association.

TEA BREAK

7. ICM Core Documents Update

7.1 ICM Core documents and Process for updating Core documents

Sally Pairman, ICM Chief Executive, presented the process by which ICM core documents are reviewed and provided to the Council for re-approval

8. IEC Explains the Election Process

The President invited Catherine Collins-Fulea, new chair of the independent Election Committee, to present the background, purpose and work of the independent Election Committee.

8.1 Recommendation regarding the Vice President role

In the absence of any nominee for Vice President, the Independent Election Committee recommended that the new ICM Board (2023 – 2026) : ***The IEC recommends that the ICM Council notes that the ICM Vice President position remains vacant until a decision by the 2023-2026 ICM Board is taken.***

8.2 Presentation of candidates for the President role

The candidates for ICM President, Sandra Oyarzo Torres and Sylvia Hamata, presented themselves to Council.

The President thanked both candidates and noted that the vote would take place the following day.

Day 3: 9 June 2023 09:00 – 14:00 WITA

Welcome and start of meeting

The President welcomed everyone to the last day of Council.

She explained the voting process:

- The vote for President and the vote for the membership suspension would be a closed ballot.
- The ballots would be handed out to the Council delegates after the tea break. Every Association would receive two votes.
- The observers would be permitted to enter the room once the Council delegates were sitting.
- ICM Staff members would collect the ballots from delegates.
- Anna af Ugglas, from the Independent Election Committee, would oversee the counting. Two members of the ICM staff would count all the votes and two other members of staff would do a recount.
- The results would be compared. If the results were the same the result would be brought to Council. If the results of both counts were not the same a further count would be completed by two different members of the ICM staff.
- After the vote was completed, Anna af Ugglas would be asked to confirm that the process was fair and correct.

While the votes were being counted Council proceeded with the vote for Regional Board Members and Treasurer by the show of hands.

9. Discussion on midwife-led continuity of care (MLCC): Why is this part of our professional framework?

A discussion on midwife led continuity of care took place. The notes of this discussion are provided in Appendix 3.

TEA BREAK

Delegates of each full Member Association present and eligible to vote received two ballots and were admitted to the room. The Observers entered the room after all Council delegates were seated.

10. Election of New Board

The President asked Anna af Ugglas to confirm that the vote was conducted and counted in good order and she confirmed this was the case.

5.1. Voting Membership suspension

Before the vote commenced the President informed Council that Peru had been removed from the suspension list as they were able to submit proof of payment.

Council delegates were asked to submit their vote for the suspension.

1. I agree that that the membership rights of the Mexican Midwifery Association, National Association of Nigeria Nurses And Midwives (NANNM)-Midwives Association), Sri Lanka Nurse Midwives Association be suspended.
2. I agree that that the membership rights of the Mexican Midwifery Association, National Association of Nigeria Nurses And Midwives (NANNM)-Midwives Association, Sri Lanka Nurse Midwives Association be suspended for a period of six months, effective 9 June 2023.
3. I agree that that if the suspended Member Association has not paid its debt by conclusion of the suspension period, the association's membership of ICM will be terminated.

Council voted by show of hands. The suspension item was agreed by a vast majority of votes.

10.1 Election of President & 5.1. Voting Membership suspension

Which nominee do you want to be the ICM President for the 2023-2026 Triennium?

Sandra Oyarzo Torres

Sylvia Hamata

Abstain

The ICM Head Office staff proceeded with collecting and counting the ballots. Anna af Ugglas from the independent Election Committee oversaw the process to ensure it was just and fair.

Before commencing with the counting Anna af Ugglas asked Council for their patience in the counting process.

While the votes were counted the President proceeded with the agenda.

10.2 Endorsement of Binding Proposals for Regional Board Members

The President asked Council delegates to endorse the Binding Proposals from the Regions by a show of hands.

Africa

I endorse the binding proposal of the Africa Region that Olive Tengera be the Regional Board Member for the 2023-2026 Triennium

Olive Tengera was endorsed unanimously to be one of the Regional Board Members for the 2023-2026 Triennium

Americas

I endorse the binding proposal of the Americas Region that Samara Ferrara be the Regional Board Member for the 2023-2026 Triennium

Samara Ferrara was endorsed unanimously to be one of the Regional Board Member for the 2023-2026 Triennium

Eastern Mediterranean

I endorse the binding proposal of the Eastern Mediterranean Region that Farida Shah be the Regional Board Member for the 2023-2026 Triennium

Farida Shah was endorsed unanimously to be one of the Regional Board Member for the 2023-2026 Triennium

Europe

I endorse the binding proposal of the Europe Region that Lia Brigante be the Regional Board Member for the 2023-2026 Triennium

Lia Brigante was endorsed unanimously to be one of the Regional Board Member for the 2023-2026 Triennium

South-East Asia

I endorse the binding proposal of the South-East Asia Region that Laxmi Tamang be the Regional Board Member for the 2023-2026 Triennium

Laxmi Tamang was endorsed unanimously to be one of the Regional Board Member for the 2023-2026 Triennium

Western Pacific

I endorse the binding proposal of the Western Pacific Region that Alison Eddy be the Regional Board Member for the 2023-2026 Triennium

Alison Eddy was endorsed unanimously to be one of the Regional Board Member for the 2023-2026 Triennium

10.3 Introduction to Treasurer and ratification of the appointment

Andrew Otiko presented himself to Council.

The President proceeded with the ratification of Andrew Otiko as the ICM Treasurer.

I ratify the appointment of Andrew Otiko as the ICM Treasurer for the 2023-2026 Triennium

Andrew Otiko was unanimously ratified as the ICM Treasurer for the 2023-2026 Triennium.

After the ratification the meeting was paused to await the results of the voting for the President. While waiting for the votes to be counted a photo of Council was taken and APEO presented on the 34th ICM Congress in Portugal, inviting everyone to join them in Portugal in 2026.

President of the Philippine League of Government and Private Midwives Inc., Philippines (Florminda Tejano) expressed her thanks to the President, the Board and the interpreters for running the meeting.

10.4 Announcement of 2023 – 2026 ICM Board

Anna af Ugglas thanked the ICM Council for its trust and the ICM staff members who were involved in counting the votes. The process was thorough with 167 votes in total. There were two groups counting the votes and both groups came to the same numbers.

The President announced that Sandra Oyarzo Torres received 82 votes and that Sylvia Hamata received 79 votes. There were 6 abstentions.

Council elected Sandra Oyarzo Torres as the ICM President for the 2023 – 2026 Triennium.

The President invited the new Board to present themselves to Council and explained that the term of the new Board would begin after the closing ceremony of Congress.

The President closed Council by wishing the new Board luck for their term and everyone a great and inspirational Congress.

Approved by ICM Council

Signature:



Date: 31 January 2024

Franka Cadée
Chairperson Council 2023

Signature:



Date: 31 January 2024

Sally Pairman
ICM Chief Executive

Appendix 1

Nominated Council Delegates

| Member Association | Country | Name |
|---|--------------|-------------------------|
| Afghan Midwives Association AMA | Afghanistan | Pashtoon Zyae |
| Afghan Midwives Association AMA | Afghanistan | Sabera Turkmani |
| Colegio de Obstétricas de la Provincia de Buenos Aires | Argentina | Nancy Edith Ale |
| Colegio de Obstétricas de la Provincia de Buenos Aires | Argentina | Myriam Elizabeth Aquino |
| The Australian College of Midwives | Australia | Joanne Gray |
| The Australian College of Midwives | Australia | Zoe Bradfield |
| Austrian Midwives Association | Austria | Stefanie Winkler |
| Austrian Midwives Association | Austria | Bernadette Brieskorn |
| Bangladesh Midwifery Society (BMS) | Bangladesh | Asma Khatun |
| Bangladesh Midwifery Society (BMS) | Bangladesh | Sangita Saha Prema |
| Belgian Midwives Association | Belgium | Geneviève Castiaux |
| Belgian Midwives Association | Belgium | Serena Debonnet |
| Association des sages-femmes | Benin | Bernadette Coco |
| Association des sages-femmes | Benin | Laurence Monteiro |
| Association Burkinabè des Sages-Femmes et Maieuticien (ABSFM) | Burkina Faso | Blanche Zoungrana |
| Association Burkinabè des Sages-Femmes et Maieuticien (ABSFM) | Burkina Faso | Boukari Semde |
| Association Burundaise Des Sages Femmes D'etat "Abusafe" | Burundi | Bernadette Nkanira |

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| Association Burundaise Des Sages Femmes D'etat "Abusafe" | Burundi | Justin Mutabazi |
| The Midwife in Action's Association: MAA | Burundi | Augustin Harushimana |
| The Midwife in Action's Association: MAA | Burundi | Chanelle Nininahazwe |
| ASFAC | Cameroun | Armand Ngadang |
| ASFAC | Cameroun | Martha Ashu Egbe |
| Canadian Association of Midwives | Canada | CJ Blennerhassett |
| Canadian Association of Midwives | Canada | Heather Heinrichs |
| Colegio de Matronas y Matrones de Chile | Chile | Eileen Estrada Aburto |
| Colegio de Matronas y Matrones de Chile | Chile | Ana Cristina López Henríquez |
| Hong Kong Midwives Association | China - Hong Kong Special Administrative Region | Lai Yin, Irene Lee |
| Hong Kong Midwives Association | China - Hong Kong Special Administrative Region | Yuk Kuen, Sylvia Fung |
| Fédération Nationale des Associations des Sage-Femme en Union des Comores | Comoros | Fatima Halidani |
| Fédération Nationale des Associations des Sage-Femme en Union des Comores | Comoros | Zainaba Youssouf |
| Association des Sages Femmes Ivoiriennes | Côte d'Ivoire | Awa DIALLO |

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| Association des Sages Femmes Ivoiriennes | Côte d'Ivoire | Kottia Charlotte N'Draman |
| Midwives Association | Cyprus | Stella Leontiou |
| Midwives Association | Cyprus | Maria Panagiotou |
| Czech Chamber of Midwives | Czech Republic | Markéta Moravcová |
| Czech Chamber of Midwives | Czech Republic | Lenka Veselá |
| Czech Union of Midwives | Czech Republic | Markéta Scott Gasparová |
| Danish Midwives Association | Danmark | Lis Munk |
| Danish Midwives Association | Danmark | Mette Rotesan |
| National Midwife Association of Republic of Tajikistan | Tajikistan | Zarina Ibragimova |
| National Midwife Association of Republic of Tajikistan | Tajikistan | Sabohat Alieva |
| Federacion Nacional De Obstetricas/As Del Ecuador | Ecuador | Lorgia Marina Agila Atarihuana |
| Federacion Nacional De Obstetricas/As Del Ecuador | Ecuador | Yolanda Delma Cabezas Mina |
| Federacion de Asociaciones de Matronas de España, FAME | españa | Salomé Alvarez Rodriguez |
| Federacion de Asociaciones de Matronas de España, FAME | españa | Francisca Postigo Mota |
| Estonian Midwives Association | Estonia | Irena Bartels |
| Estonian Midwives Association | Estonia | Käthlin Vahtel |
| Ethiopian Midwives Association | Ethiopia | Solomon Hailemeskel Beshah |
| Ethiopian Midwives Association | Ethiopia | KIDIST ESHETU |
| Fiji Midwifery Society | Fiji | Vakaloloma Tagiyaco |

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| Fiji Midwifery Society | Fiji | Eleni Kata |
| The Federation of Finnish Midwives | Finland | Päivi Oinonen |
| The Federation of Finnish Midwives | Finland | Mariette Pontán |
| College National des Sages femmes de France | France | Adrien Gantois |
| College National des Sages femmes de France | France | Laurent Gaucher |
| Société française de maïeutique | France | Christine Morin |
| Société française de maïeutique | France | Claudine Schalck |
| Association des sage-femmes du Gabon (ASFG) | Gabon | Anita Ikogou |
| Association des sage-femmes du Gabon (ASFG) | Gabon | Edith Mendome Nze |
| National Association of Gambia Nurses and Midwives | Gambia | Baboucarr Cham |
| National Association of Gambia Nurses and Midwives | Gambia | Bakary Sanneh |
| DHV Deutscher Hebammenverband e.V. | Germany | Judith Otter |
| DHV Deutscher Hebammenverband e.V. | Germany | Ulrike Geppert-Orthofer |
| Ghana Registered Midwives Association | Ghana | Netta Forson |
| Ghana Registered Midwives Association | Ghana | Fredrica Hanson |
| Hellenic Midwives Association | Greece | Sofia Georgantzi |
| Hellenic Midwives Association | Greece | Antigoni Sarantaki |
| Asociación de Parteras Profesionales de Guatemala | Guatemala | Gabriela Meléndez Peláez |

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| Asociación de Parteras Profesionales de Guatemala | Guatemala | Silvia Aldana |
| Association des Sages Femmes d'Haiti | Haïti | Yves Carmelle Fanfan |
| Association des Sages Femmes d'Haiti | Haïti | Durosier Jowelle Regis |
| association of Hungarian midwives | Hungary | Bihary Eniko |
| association of Hungarian midwives | Hungary | Finna Timea |
| The Icelandic Midwives Association | Iceland | Unnur Berglind Fridriksdóttir |
| The Icelandic Midwives Association | Iceland | Kristbjörg Magnúsdóttir |
| Society of Midwives India | India | Mitali Adhikari |
| Society of Midwives India | India | Manasi Jana |
| Indonesian Midwives Association | Indonesia | Jubaedah, S.SiT, MM, MKM Dr. Ade |
| Indonesian Midwives Association | Indonesia | Supradewi, MKM Dr. Indra |
| Iran Scientific Association of Midwifery | Iran | Nahid Khodakarami |
| Iran Scientific Association of Midwifery | Iran | Farah Babaei |
| Irish Nurses and Midwives Organisation | Ireland | Lynda Moore |
| Irish Nurses and Midwives Organisation | Ireland | Audrey Horan |
| Israel Midwives Association | Israel | Yifat Rubanenko |
| Israel Midwives Association | Israel | Gila Zarbiv |
| Japan Academy of Midwifery | Japan | Hiroko Watanabe |
| Japan Academy of Midwifery | Japan | Erika Ota |
| Japanese Midwives Association | JAPAN | Yoko Shinpuku |

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| Japanese Midwives Association | JAPAN | KUMIKO Adachi |
| Japanese Nursing Association | Japan | Kumiko Yoshikawa |
| Japanese Nursing Association | Japan | Hiroko Imoto |
| Midwives Association of Kenya (MAK) | Kenya | Teckla Kemboi-Ngotie |
| Midwives Association of Kenya (MAK) | Kenya | Amos Getanda |
| Independent Midwives Association Lesotho | Lesotho | Nelly Fobo |
| Independent Midwives Association Lesotho | Lesotho | Mamoshoeshe Matlotlo |
| Association Luxembourgeoise des Sages-Femmes | Luxembourg | Kristel Von Laufenberg |
| Association Nationale des Sages Femmes de Madagascar | Madagascar | Juste Yolande RABESATA |
| Association Nationale des Sages Femmes de Madagascar | Madagascar | Voahangy RAMAHAVONJY |
| Association of Malawian Midwives | Malawi | Mumudelanji Lipato |
| Association of Malawian Midwives | Malawi | Ann Phoya |
| Association des sage-femmes du Mali | Mali | Aoua GUINDO |
| Association des sage-femmes du Mali | Mali | Kadiatou KONE |
| Malta Midwives Association | Malta | Pauline Fenech |
| Malta Midwives Association | Malta | Mary Buttigieg Said |
| Association Marocaine des Sages- Femmes | Maroc | TOURIA HARRIZI |
| Association Marocaine des Sages- Femmes | Maroc | Naima Rouani |
| Association Nationale des Sages Femmes au Maroc | Maroc | Rachida Fadil |

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| Association Nationale des Sages Femmes au Maroc | Maroc | Naima Kalali |
| Asociación de arteras profesionales a la vanguardia | México | Lucia Illescas Correa |
| Asociación de arteras profesionales a la vanguardia | México | Paula Guevara Lara |
| Mongolian Midwives Association | Mongolia | Davaasuren Serdamba |
| Mongolian Midwives Association | Mongolia | Burmaa Chuluudai |
| Independent Midwives Association of Namibia - IMANA | Namibia | Sylvia Hamata |
| Independent Midwives Association of Namibia - IMANA | Namibia | Tekla Shiindi-Mbidi |
| Midwifery Society of Nepal | Nepal | Goma Devi Niraula Shrestha |
| Midwifery Society of Nepal | Nepal | Laxmi Tamang |
| New Zealand College of Midwives | New Zealand | Nicole Pihema |
| New Zealand College of Midwives | New Zealand | Alison Eddy |
| Norwegian Midwife Association NNO | Norway | Veronica Kolstrup |
| Norwegian Midwife Association NNO | Norway | Hanne Charlotte Schjelderup |
| The Norwegian Association of Midwives | Norway | Lena Henriksen |
| The Norwegian Association of Midwives | Norway | Karolina Mæland |
| Midwifery Association of Pakistan | Pakistan | Rafat Jan |
| Midwifery Association of Pakistan | Pakistan | Musarrat Rani |
| Papua New Guinea Midwifery Society | Papua New Guinea | Mary Sitaing |
| Papua New Guinea Midwifery Society | Papua New Guinea | Julie Kamblijambi Kep |

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| Asociacion De Obstetras Del Paraguay | Paraguay | Sandra Elizabeth Lopez Benitez |
| Asociacion De Obstetras Del Paraguay | Paraguay | Luz Maria Torres Adorno |
| Colegio De Obstetras Del Perú (starting from day 3 of Council) | Perú | Mimi Lily Rojas Silva |
| Colegio De Obstetras Del Perú (starting from day 3 of Council) | Perú | Mirian Teresa Solis Rojas |
| Integrated Midwives Association of the Philippines, Inc. | Philippines | Dionica Saquilon |
| Integrated Midwives Association of the Philippines, Inc. | Philippines | Patricia Gomez |
| Philippine League of Governement and Private Midwives, Inc. | Philippines | Florminda Tejano |
| Philippine League of Governement and Private Midwives, Inc. | Philippines | Cecilia Santos |
| APEO-Associação Portuguesa dos Enfermeiros Obstetras | Portugal | Isabel Ferreira |
| APEO-Associação Portuguesa dos Enfermeiros Obstetras | Portugal | Arminda Pinheiro |
| Association Des Sages Femmes De Guinee (Asfegui) | République De Guinee | Adama Manyan Conde |
| Association Des Sages Femmes De Guinee (Asfegui) | République De Guinee | Hawa Keita |
| Societe Congolaise De La Pratique Sage-Femme | Republique Democratique Du Congo | Ambrocckha Kabeya Wa Nshimba |
| Societe Congolaise De La Pratique Sage-Femme | Republique Democratique Du Congo | Annie Tshiamala Kabambi |
| Independent Midwives Association | România | Melania Elena Tudose |

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| Independent Midwives Association | România | Mihaela Corina Radu |
| Rwanda Association Of Midwives | Rwanda | Josephine Murekezi |
| Rwanda Association Of Midwives | Rwanda | Oliva Bazirete |
| Saudi Association of Midwifery | Saudi Arabia | Mona Bukhari |
| Saudi Association of Midwifery | Saudi Arabia | Ibtesam Jahlan |
| Association nationale des sages-femmes d'état du Sénégal | SENEGAL | NDEYE BIGUE BA |
| Association nationale des sages-femmes d'état du Sénégal | Senegal | Marie Anne Bigue Sarr |
| Sierra Leone Midwives Association | Sierra Leone | Edwina Conteh |
| Sierra Leone Midwives Association | Sierra Leone | Hannah Cole |
| Nurses And Midwives Association of Slovenia | Slovenia | Tita Stanek Zidarič |
| Nurses And Midwives Association of Slovenia | Slovenia | Karolina Kovač |
| The Swedish Association of Midwives | Sweden | Eva Nordlund |
| The Swedish Association of Midwives | Sweden | Malin Bogren |
| Schweizerischer Hebammenverband (Swiss Confederation of midwives) | Switzerland | Petra Graf Heule |
| Taiwan Midwives Association | Taiwan R.O.C. | Chen-Huei Kao |
| Taiwan Midwives Association | Taiwan R.O.C. | Su-Chen Kuo |
| KNOV | The Netherlands | Maaïke van Rijn |
| KNOV | The Netherlands | Rosanne van der Sterre-Poolen |
| ASSAFETO | TOGO | Ladi Dikeni TCHAGNAO SOUROU |

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| ASSAFETO | TOGO | Ajoa Héloïse ADANDOGOU Epouse D'ALMEIDA |
| Trinidad and Tobago Association of Midwives | Trinidad and Tobago | Nicole Reece-James |
| Trinidad and Tobago Association of Midwives | Trinidad and Tobago | Marcia Rollock |
| Association tunisienne des sages femmes | Tunisie | Mounira Mahfoudhi |
| Association tunisienne des sages femmes | Tunisie | Soufia Jellali |
| Midwives Association of Turkey | Turkey | Nazan Karahan |
| Midwives Association of Turkey | Turkey | Burcu Yurtsal |
| Association for Education, Research and Development in Midwifery (AERDM) | Türkiye | Ayşegül Dönmez |
| National Midwives Association of Uganda | Uganda | Annette Evelyn Kanyunyuzi |
| National Midwives Association of Uganda | Uganda | Emilly Likico |
| Uganda Nurses and Midwives Union | Uganda | Rose Ameede |
| Uganda Nurses and Midwives Union | Uganda | Justus Kiplangat Cherop |
| Uganda Private Midwives Association | Uganda | Molly Eriki |
| Uganda Private Midwives Association | Uganda | Sarah Namyalo |
| Emirates Nursing Association | United Arab Emirates | Hayat AlHossani |
| Midwives at the Royal College of Nursing. UK | United Kingdom | Yvonne Bronsky |
| Midwives at the Royal College of Nursing. UK | United Kingdom | Jess Read |

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| The Royal College of Midwives | United Kingdom | Gill Walton |
| The Royal College of Midwives | United Kingdom | Mervi Jokinen |
| American College of Nurse-Midwives | United States of America | Heather Clarke |
| American College of Nurse-Midwives | United States of America | Cathy Collins-Fulea |
| Midwives Alliance of North America | United States of America | Wendi Cleckner |
| Midwives Alliance of North America | United States of America | Colleen Donovan-Batson |
| Asociación Obstétrica del Uruguay | Uruguay | Sylvia Alejandra Sosa Bordoli |
| Asociación Obstétrica del Uruguay | Uruguay | Gladys Beatriz Idiart Gonzalez |
| National Association of Certified Professional Midwives | USA | Tigist Ejeta |
| National Association of Certified Professional Midwives | USA | Meredith Bowden |
| Midwives Association of Zambia | Zambia | Sarah Nyirongo Ngoma |
| Midwives Association of Zambia | Zambia | Concepta Namukolo Kwaleyela |
| Zimbabwe Confederation of midwives | Zimbabwe | Lilian Dodzo |
| Association nationale des sages-femmes du Congo | Congo | Marie Fanny LOLO DICOCO NSIMBA |
| Association nationale des sages-femmes du Congo | Congo | Ndoulou vichal Derve - Ngoyo Adouma née Ouampana |

Nominated Council Observers

| Member Association | Country | Name |
|--|--------------|------------------------|
| The Australian College Of Midwives | Australia | Helen White |
| The Australian College Of Midwives | Australia | Alison Weatherstone |
| Bangladesh Midwifery Society (BMS) | Bangladesh | Arafin Happy Mim |
| Bangladesh Midwifery Society (BMS) | Bangladesh | Toma Ray |
| Association Burkinabè des Sages-Femmes et Maieuticiens (ABSFM) | Burkina Faso | Yvette Ouedraogo |
| Association Burkinabè des Sages-Femmes et Maieuticiens (ABSFM) | Burkina Faso | Boureima Kobrè |
| MAA | Burundi | Muriella Kanyambo |
| MAA | Burundi | Parfait Iradukukunda |
| Ethiopian Midwives Association | Ethiopia | Hinsermu Bayu |
| Ethiopian Midwives Association | Ethiopia | Belayneh Ayanaw |
| Ghana Registered Midwives Association | Ghana | Gifty Baidoo |
| Ghana Registered Midwives Association | Ghana | Edith Niber |
| AGUIPEO | Guiné-Bissau | Titina Lopes Gomes |
| AGUIPEO | Guiné-Bissau | Beti Co |
| Society Of Midwives India | India | Rohini Mahendra Nagare |
| Society Of Midwives India | India | Asha Vinod Bhat |
| Indonesian Midwives Association | Indonesia | Nunik Endang Sunarsih |
| Indonesian Midwives Association | Indonesia | Ike Kurnia |

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| Indonesian Midwives Association (Young Midwives Leaders Programme) | Indonesia | Feri Anita Wijayanti |
| Iran Scientific Association of Midwifery | Iran | Leila Hadipour Jahromy |
| Iran Scientific Association of Midwifery | Iran | Farzaneh Golboni |
| Irish Nurses and Midwives Organisation | Ireland | Mary Fogarty |
| Japanese Nursing Association | Japan | Hanae Miyawaki |
| Midwives Association of Kenya | Kenya | Eunice Atsali |
| Midwives Association of Kenya | Kenya | Catherine Vugutsa |
| Association Marocaine des Sages Femmes | Maroc | Najat Ababsi |
| Association Marocaine des Sages Femmes | Maroc | Touria Harrizi |
| Midwifery Society of Nepal | Nepal | Prasansha Budha |
| Midwifery Society of Nepal | Nepal | Maiya Shova Manandhar |
| New Zealand College of Midwives | New Zealand | Karen Guilliland |
| New Zealand College of Midwives | New Zealand | Sue Bree |
| Norwegian Midwife Association NNO | Norway | Christina Nordkvelde |
| Colegio De Obstetras Del Perú | Perú | Miryam Griselda Lora Loza |
| Integrated Midwives Association of the Philippines, Inc. | Philippines | Elda Cordero |
| Integrated Midwives Association of the Philippines, Inc. | Philippines | Corazon Paras |

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| Societe Congolaise De L Pratique Sage-Femme | Republique Democratique Du Congo | Glorianna Mushiya Tumba |
| Societe Congolaise De L Pratique Sage-Femme | Republique Democratique Du Congo | Marianne Lusinga Kubasala |
| Rwanda Association Of Midwives | Rwanda | Olive Tengera |
| Rwanda Association Of Midwives | Rwanda | Andre Ndayambaje |
| SLNMA | Somaliland | Jamad/ Khadra Jama |
| SLNMA | Somaliland | Huda Elmi |
| Society of Midwives of South Africa (SOMSA) | South Africa | Margreet Wibbelink |
| The Swedish Association of Midwives | Sweden | Anna af Ugglas |
| The Swedish Association of Midwives | Sweden | Li Thies-Lagergren |
| Facilitator ICM Strategic Session | Switzerland | Petra ten Hoope Bender, UNFPA |
| Midwives Association of Tajikistan | Tajikistan | Sabokhat Alieva |
| Midwives Association of Tajikistan | Tajikistan | Dilrabo Dilrabo |
| Caribbean Regional Midwives Association | Trinidad | SHIRLEY CURTIS |
| Trinidad and Tobago Association of Midwives | Trinidad and Tobago | Tracy Osmond- Ashton |
| Association Tunisienne des sages femmes | Tunisie | ABIR Abidi |
| Association Tunisienne des sages femmes | Tunisie | Mariem Jebali |
| National Midwives Association Of Uganda | Uganda | Mercy Muwema Mwanja |

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| National Midwives Association Of Uganda | Uganda | Janefrances Acam |
| The Royal College of Midwives (Binding Proposal Regional Board Member) | United Kingdom | Lia Brigante |
| The Royal College of Midwives | United Kingdom | Birte Harlev-Lam |
| The Royal College of Midwives | United Kingdom | Joy Kemp |
| American College of Nurse-Midwives | United States | Nikia Grayson |
| American College of Nurse-Midwives | United States | Lisa Kane Low |
| National Association of Certified Professional Midwives | USA | Keisha Goode |
| Midwives Association of Zambia | Zambia | Margaret Maimbolwa |
| Midwives Association of Zambia | Zambia | Mulima Litiya |
| ICM Staff | | Sally Pairman, Chief Executive |
| ICM Staff | | Helen Kirkpatrick, Head of Organisational Projects |
| ICM Staff | | Nikkie Yeaman, Head of Operations and Finance |
| ICM Staff | | Jacqueline Dunkley-Bent, Chief Midwife |
| ICM Staff | | Everlyne Rotich, Head of Midwives' Team |
| ICM Staff | | Leefke Hinderlich, Governance Manager |
| ICM Staff | | Justine Laurent, Membership and Operations Coordinator |

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| ICM Staff | | Rebecca Dahl, Interim Communications Lead |
| ICM Staff | | Liselotte Kweekel, Midwife Advisor |
| ICM Staff | | Mandy Forrester, Midwife Advisor |
| ICM Staff | | Erin Ryan, Midwife Advisor |
| Global Health Vision | | Savannah Russo |

Appendix 2

Action List

| Agenda item | Action number | Action | Timeline |
|-------------|---------------|--|----------|
| 7.1 | 1 | ICM will add the reviewed and approved documents to the ICM Website. | 2023 |
| 7.1 | 1 | In the next review of core documents, ICM will keep the track changes in the documents to make sure that Council can follow the changes. | 2024 |

Appendix 3

Notes of discussion on MLCC

- Obstetrics is an intervention, not a model of care.
- Midwifery is a model of care because it is **a way of working** - it has a philosophical base that makes women the focus of care, supports normal physiological processes and recognizes childbirth as a life event, not an illness.
- STAGE = Strategic and Technical Advisory Group for maternal, newborn, child and adolescent health. It is a global committee that advises the Director General of the World Health Organization, Dr Tedros.
- STAGE has established a working group on midwifery-led care co-chaired by Sally Pairman (ICM Chief Executive) and Jane Sandall (UK midwife researcher). By end of 2023 the Midwifery Working Group is expected to have developed an implementation guide for countries that wish to transition to a midwifery model of care.
 - The guidance will outline the importance of:
 - Need for a defined and legislated Scope of Practice for midwives and authority for midwives to practise autonomously across the scope of practice.
 - Educated, regulated midwives.
 - Work environment that supports midwives
 - pay, recognition, respect, integration of midwife services into wider maternity services with referral pathways, policy framework support
 - Midwife-led continuity of care model will achieve best outcomes for mothers and babies, but this is not likely to be the first development countries will make. Many countries will need to start with defining the

- midwife scope of practice in law and regulation and supporting midwives to work across that full scope of practice autonomously.
- Significant that WHO is recommending to countries to establish midwife-led model of care. This is because there is much evidence to show that midwife-led care will improve outcomes for mothers and newborns and decrease preventable maternal and newborn mortality.
 - Midwife-led models of care place women at the centre of care with the right to make decisions about their care. Midwives stand beside women to help women be confident in themselves, in their bodies etc.
 - MA Spain asked - if mortality rates are perceived to be low because of obstetric intervention, what are the arguments to promote midwife-led care?
 - "too little too late, too much too soon" are common problems across the world. Unnecessary intervention costs the health system too much and can lead to morbidity. Morbidity needs to be addressed as well as mortality. Also, women's satisfaction with maternity services.
 - MA Pakistan – increasing population and increasing maternal and newborn mortality; uneven access to maternity services because of geography in Pakistan. Midwives expected to do more outside of scope because they are the ones who have more access to women, eg. Vaccinations. Breastfeeding is part of a midwife's scope of practice. Midwives have an important role in humanitarian support.
 - Unknown speaker – all women and families need to know about midwives and midwifery philosophy and approach to care. Women need to understand impact of medicalisation on their births. Caesarian sections decrease midwives' role. Midwifery is an autonomous profession with a distinct role that is different to other professions. Women need to understand benefit of midwifery care.
 - MA Philippines – Have had midwife-led birthing centres for several years – providing continuity of care and free services to women, including family planning. Midwifery students get good clinical experience in these midwife-led birthing centres. Referral systems are necessary for women who need it. There are challenges in getting midwives properly paid and policies are not implemented consistently everywhere.
 - MA India – Government has initiated establishing a midwife cadre- nurse practitioner midwife working in midwife-led units. All normal births will be attended by midwives. Complicated cases will go to obstetricians. Midwife-led antenatal clinics have not yet begun.
 - MA Portugal – similar reality to Spain with low maternal and newborn mortality thought to be achieved because all women went to hospital for birth, but no understanding that mortality is increasing again because of medicalization. Portugal provides an example that the obstetric intervention model is not the answer. morbidity invisible.
 - MA USA – Women's satisfaction with birth is an important outcome. Government has triple aim – improve outcomes, reduce costs and improve satisfaction.

Obstetric care is not the answer. STAGE Midwife Working Group needs to include satisfaction as an outcome to be highlighted.

- MA Uganda - midwife-led care has been in place for many years because midwives manage a mother's care at all levels of maternity service – primary to tertiary. Despite this medicalization is increasing. The “midwives' project” (in collaboration with Swedish midwives) is trying to bring back midwife skills such as labour and birth positions. Some women are happy with this care and are becoming ambassadors for midwife-led care. However, some women ask for obstetric-led care because they want pain relief and caesarian sections and do not understand other implications. Trying to educate more women on the issues, encouraging informed decision -making regarding models of care. Currently looking at scaling up this approach. Challenges of low resource countries is infrastructure. Scope of midwife practice needs to be considered eg doing ultrasound scans to assist assessment. MW-led care is more cost-effective model.
- MA Malawi – Midwife-led model of care in place but now midwives need capacity building. Women need more privacy. There is a shortage of midwives. Need ultrasound access. Need to better inform women in urban areas. Shortage of midwives linked to caesarian increase because there is no one to care for women, Caesarian section is becoming normalised. Need support to roll out enabling environment.
- MA Zambia - are we considering having midwife consultants to undertake some obstetric procedures? Junior midwives should be able to refer to midwife consultants first before obstetricians.
- MA New Zealand - fully funded midwife-led continuity of care model has been in place for over 30 yrs. Midwives working in these models show greater satisfaction (research done in NZ, Sweden and UK). Workforce shortages are in hospitals more than in the community. Indigenous Maori midwives caring for indigenous women show better outcomes than national statistics. Working in a continuity of care model is sustaining for midwives
- MA Indonesia - Midwifery Act establishes scope of practice. Ministry of Health decree sets competency standards, overlap between midwifery, nursing and medicine is discussed and scopes and competencies are agreed. Midwives provide 82% of antenatal care, 41% is in private midwifery clinics. 62.7% of normal births attended by midwives, 20% in private midwife clinics. Midwives can claim from national health insurance. 40,000 midwives run their own clinics in groups of 3 or 4. Clear scopes of work between midwives, nurses and doctors. Nurses not allowed to help at births.
- MA France - measuring impact of postpartum depression - article published.
- MA Denmark - have worked with midwifery models for many years. Have started known midwife care - important to emphasise satisfaction of midwives this model -will have positive effect on midwife workforce retention.
- MA USA - continuity of care - meets what women are asking for, midwives more satisfied, midwives provide social support. USA - perinatal depression and drug

overdose are leading causes of maternal death. Need to emphasise support from communities. Fear caused by medicalisation - Black women have higher risk of death. Midwife-led care can reduce fear.

- MA Argentina - professional practice law and competencies. Midwives are autonomous, work in groups. Medical model dominates and doesn't respect non-intervention. Midwives experience violence in the maternity system. Midwife education is at degree level and separate from nursing - need support to retain control of own profession and education.
- MA Tunisia - medicalisation - high rates of caesarians. Regulation is not strong. Midwife education 3- 6 years. Worried that 6 years is too long.
- MA Morocco - 2 systems - public health - 80% of midwives working with doctors; obstetric hospitals. Lots of challenges - midwife shortages. Morocco has consortium for rights for women to sexual and reproductive health. Doctors have too much control. Medicalisation is high. Midwives not autonomous. Caesarian sections for convenience.
- MA Ireland - Maternity strategy since 2016, included women in development. Women want midwives and midwife-led care. National satisfaction survey shows high satisfaction with midwife models and home births. Obstetricians dominate. Continuity of care is satisfying for midwives, but it is still not in place fully in Ireland.
- MA Burundi - please come to Burundi with your experiences.
- MA Estonia - uses all ICM core documents. Grateful for their support.
- MA Papua New Guinea - 10 million people. Since 2012 have had MCH programme with support of Australian and NZ midwives. 6 levels of care: 1- 4 continuity of care, midwife-led care in community, health centres, referral hospitals; 5- 6 medical intervention and not enough midwives. Want midwifery models here. Midwife students get continuity of care experiences in their education.
- MA Philippines - Enabling environment necessary - midwives, support of community, facilities if woman needs higher intervention, policies/laws required. Midwives save lives.
- MA Spain - Fighting for midwife-led care but lack of professional midwives being used by government as excuse not to support.
- MA Canada - Indigenous midwives - continuity of care. Colonisation has caused poor outcomes and trauma. Indigenous midwives partnering with non-indigenous midwives have improved quality of care. Continuity important. Many indigenous midwives not eligible for registration.
- MA Ghana - Midwife model of care for many years. Midwives need supportive supervision, enabling environment, referral systems. Midwives required to refer to physician assistants, not obstetricians. Need stronger guidelines on this from WHO. Need midwife consultants.
- MA Japan - place of birth is mainly hospital and clinics. Midwives proposing midwife-led care in hospitals and using information from other countries.

- MA Germany - opportunities for midwife-led care this year in Germany. The Association knows what midwives can contribute and what the Association needs to do. But only the Association is asking critical questions that Government needs to answer.
- MA Nepal – WHO's voice is heard by Government. Appreciates focus on midwife-led care and continuity of care. Study in Nepal has led to decision to start a midwife-led unit. Have also established midwife-led antenatal care clinic that has helped convince Government. International advocacy of ICM is very important.

Key themes

- Midwifery is a model of care because it is **a way of working** - it has a philosophical base that makes women the focus of care, supports normal physiological processes and recognizes childbirth as a life event, not an illness. Obstetrics is an intervention, not a model of care.
- Maternity services need to address maternal and newborn mortality and morbidity as well as women's satisfaction. Unnecessary intervention costs the health system too much and can lead to morbidity.
- Women need to understand impact of medicalisation on their birth outcomes and satisfaction. Women need to understand the midwife scope of practice and benefit of midwifery care.
- Midwifery is an autonomous profession with a distinct role that is different to other professions.
- Challenges of low resource countries is infrastructure. Need enabling environment, including legislated midwife scope of practice.
- Referral systems essential. Midwife to midwife consultant and also direct referral and consultation line to obstetrician.
- Midwives need to control the midwifery profession, including midwifery education. Self-regulation essential.
- Working in a continuity of care model is satisfying and sustaining for midwives – helps retain midwife workforce.
- Medicalisation leads to fear. Midwife-led care can reduce fear.
- Advocacy important.
- ICM's Core documents provide essential guidelines.