**What Women Want: Midwives’ Voices, Midwives’ Demands Codebook**A picture containing meter

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**Top Categories:**

1. General health and health services
2. More and better-supported personnel
3. Power, autonomy and improved gender norms and policies
4. Professional development and leadership
5. Respect, dignity, and non-discrimination
6. Supplies and functional facilities
7. All other requests

| **Category Short Code** | **Global Report Category Name & Full Description** | **Key Words & Search Terms** |
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| **HEALTHSERVICES** | General health and health services | Free, afford, low cost, no cost, cheap, bill, insurance, gynecological conditions; Family planning, birth control; vaccination, free healthcare, antenatal care, delivery, safe delivery, normal delivery, women and newborns to be healthy, to be a good midwife, to do a midwife’s job well  “Addressing Adolescent SRH issues”  “To provide SRH related services:(Preconception care, ANC, PNC, NVD, Emergency Obstetric management, Provide CMR, GBV, Ensure Evidence-based care, Provide FP”  “free maternal healthcare”  “Be able to insert iud”  “I want all mothers to be healthy”  “Decreased maternal death”  “Quality health care to people”  “I want to be a good midwife” |
| **REMUNERATIONSTAFFING** | More and better supported personnel | Jobs, government jobs, regular jobs, permanent jobs, employment, vocation, income, loans, economic, financial, work, business, money; homes for midwives, accommodation, housing, bungalow, placement; taxes; childcare at hospital; maternity leave for midwives; breastfeeding support in hospital for midwives; salary, better pay, allowance; transportation, car; affordable intrapartum indemnity insurance, risk allowance, allowance, job security, package, benefits, flexible work, job sustainability, upgraded or better employment scales/grades, promotion, “motivation”, breaks; Safe staffing; budget for midwives in hospitals; hire more midwives; more manpower, reasonable working hours, reduce working hours, more time, time, attentiveness, Continuity of care  “more midwives and support staffing”  “staffing to reduce stress and anxiety”  “The government should increase the number of midwives in the hospital”  “safe staffing levels”  “I want the government to provide us with quarters”  “Adequate pay that covers monthly expenses including childcare”  “Increased pay”; “Better pay”; “pay raise”; “salary increase and better allowance”  “Prompt payment of allowances as it has always been delayed”  “I want Laptop to help us to enhance our knowledge and skills in the hands and also to do more research”  “get posted early”; “early posting after rotation”  “More manpower”  “Time to provide best care possible”  “A well trained midwife” |
| **POLICY** | Power, autonomy and improved gender norms and policies | Autonomy, recognition, legislation, choices, advocacy, empowerment, equality, rights, freedom, empowerment, equality, leader, female decision-maker, community engagement and accountability, policy and political change, budget, law, policy, funding, ensuring personal safety and security, merit based system, to work independently as a midwife; scope of work of midwifery (expanding to include other areas, what is legal and permitted - providing IUDs, C-sections, etc.), awareness  “Women empowerment and gender equality”  “Change laws to help women”  “Provision of Security in the facility”  “I need government support to private facilities” |
| **PROFDEV** | Professional development and leadership | Training, education, student, new skills, skill development, knowledge, competent, skills, workshops, seminars, educator, practicals, text books, lecture, subsidized, scholarship, tuition centers, learning materials, tutor, reduce school fees, diploma, degree, expanded scope of practice, improved or upgraded curriculum, Continuing professional development (CPD)  “Training opportunities with time to undertake and to consolidate learning....”  “Quality midwifery training for student midwives”  “Midwives with specialty to be placed in teaching institutions to guide midwifery practices”  “I want to upgrading further education on our profession”  “Provision of training/workshop for midwives”  “more practicals”  “shorter course”  “Education and Practice for Licensed Autonomous practice”  “upgrade from diploma to degree”  “I want regular and routine training”  “Government to provide us with text books” |
| **DIGNITY** | Respect, dignity, power and non-discrimination | Respect, dignity, human treatment, love, compassion, value, informed consent, informed decision, decide, choice, opinion, free decision, nonintervention, attentive, intervention, medicalization, unnecessary intervention, unnecessary medicalization, quality, equity, confidentiality, advocate, nondiscriminatory care, privacy, abusive attitude, derogatory behaviour, harassment, “For woman to be informed and comfortable when giving informed consent”, satisfaction  “To see a reduction in unnecessary intervention in maternity care”  “To do my job without unnecessary medicalisation, intervention. For women to trust themselves & midwives again.”  “To be my patient's advocate for better health care delivery from health staff.”  “For Gynecologists to stop undermining midwives as skilled birth attendants and acknowledge our place as experts in humanizing births.” |
| **BETTERFACILITIESSUPPLIES** | Supplies and functional facilities | Well-equipped: Supplies, equipment, resources, time, technology advancement, instruments, doppler, fetoscope, materials, ultrasound machine, autoclave for sterilization, delivery bed, medicines, BP Equipment, Manual Vacuum Aspiration (MVA Kit), delivery set , wheelchair, DNC kit & Delivery kit, infant clothing, logistics  “good technology in facilities”  “Enough resources to provide women and their babies with safe care they deserve”  “We need well-equipped machines to take care of pregnant women and their unborn children.”  “Delivery kits”  “Free drugs for pregnant women”  “Government should provide free pharmaceutical aids (drugs, vaccines) and non pharmaceutical aid (PPE) in health facilities.”  Fully-functional health facilities: Hospital, health center, healthcare center, clinic, home-based clinic setup, facility, outreach, management, electricity, working environment, room lab, laboratory, WASH, Clean, sanitation, hygiene, water, garbage, toilet, infrastructure related to hospital, including paved roads and ambulances, “Better working conditions”, “conducive environment”, closer hospitals, “well equipped facilities”, transferred to closer hospital, referral  “Good occupational working environment”  “I want government to establish modern facilities in the hospitals more especially in PHC Centres”  “Adequate water in health facilities” |
| **OTHER** | All other requests | *All other requests* |

**Any questions? Please email** [**info@whatwomenwant.org**](mailto:info@whatwomenwant.org)**.**