UNFPA Pakistan



Beyond Midwifery Education

Building an Enabling Ecosystem for Midwifery Workforce in Pakistan

Author: Melania HIDAYAT
Co-authors: Naila Yasmin & Minami Miyata

Key Takeaway

Midwifery education alone is not enough. Midwives can contribute fully to lifesaving EmONC only when education, regulation, scope of practice and service delivery evolve together

Background

Pakistan continues to face high maternal and newborn mortality. Strengthening midwifery therefore requires more than expanding education: it requires an enabling system connecting competency-based training, regulation, scope of practice, clinical deployment and EmONC.

Objectives

- To examine how Pakistan is linking midwifery workforce development with regulation and EmONC system strengthening through multi-institutional collaboration

Methods

This implementation case drew on the 2023 national EmONC assessment, regulatory and curriculum documents, and programme training records.
It examined how academic, regulatory, clinical and technical partners coordinated midwifery education, accreditation, faculty development, clinical placement and EmONC planning.

- ENABLING ECOSYSTEM FOR MIDWIFERY WORKFORCE IN PAKISTAN -

1. Education & Faculty Capacity
2. Accreditation & Regulation
3. Scope of Practice
4. Clinical Placement & Mentorship
5. EmONC / Service Delivery
6. Referral & Preparedness

MIDWIFERY WORKFORCE AT THE CENTRE

CROSS-CUTTING GOVERNANCE: Ministry of Health + HSA + PNMC/HEC + Teaching Hospitals + UNFPA + Burnet Institute

New Forms of Collaboration

Academic: Health Services Academy (HSA)

Regulatory: Pakistan Nursing and Midwifery Council (PNMC) / Higher Education Commission (HEC)

Government & Health System: Ministry of Health + Federal Teaching Hospitals

Technical & Partners: UNFPA + Burnet Institute + ICM | Service System: EmONC Facilities

Key Results

135+
Faculty received structured development before student enrolment

160
Students enrolled by 2026

2023 National EmONC Assessment

Created a common evidence base for action planning, clinical protocols, and multidisciplinary training across health institutions.

A Critical Unfinished Agenda: Legal Scope of Practice

Training competent midwives does not automatically enable them to practice those competencies. Regulatory clarity and an appropriate scope of practice are essential for translating education investment into lifesaving EmONC services.

Conclusion & Next Steps

Pakistan's experience suggests that strengthening midwifery requires coordinated reform across education, regulation and service delivery—not stand-alone training. Linking workforce development with national EmONC planning provides a pathway toward stronger multidisciplinary maternal and newborn care.

The next challenge is enabling trained midwives to practice to their full competencies.



5-Day National Training of Trainers on EmONC

Contact
- Facebook
- Instagram
- X

UNFPA PAKISTAN

Any opinions stated within this document reflect those of the authors and not necessarily of the United Nations Population Fund.

This poster was presented at the conference of the Geneva Health Forum 2026