

# Implementing our Strategic Plan

## Ensuring Care Across the Lifespan





## Contents

<b>Overview .....</b>	<b>3</b>
<b>Promoting the Women’s Health Agenda: Care Across the Lifespan.....</b>	<b>4</b>
Education, Communications and Advocacy Consortium.....	4
Divisions and Committees.....	4
<b>Building Membership and Affiliation.....</b>	<b>7</b>
Engaging with FIGO Member Societies .....	7
Collaborating with Regional Federations .....	7
Partnering with non-OBGYN professionals.....	7
<b>Providing Guidance for Divisions, Committees and Project Teams.....</b>	<b>8</b>
FIGO Steps to Success.....	8
<b>Example Outputs for Divisions, Committees and Project Teams.....</b>	<b>11</b>
<b>Appendix 1: Steps to Success Template .....</b>	<b>13</b>

## Overview

FIGO's [Strategic Plan](#) has set the agenda for our work for the next decade. Our success will lie in the commitment, cooperation and communication between our Board of Trustees, Council, divisions, committees, project teams and HQ staff. Equally important is our collaboration with national member societies, regional federations and international organisations and partners, including but by no means limited to the World Health Organization, Partnership for Maternal, Newborn and Child Health, United Nations Fund for Population Activities, International Confederation of Midwives and International Paediatric Association.

Our [Strategic Plan](#) addresses the many elements of women and girls' health and rights by aligning the development of guidelines and recommendations, division and committee outputs, and FIGO projects. These are all integral elements of the four pillars of our work – capacity building, education, advocacy and research implementation – and essential to us achieving the goals of our Strategic Plan. In addition to collaboration and to ensure we fulfil our goals, it is vital that we make every effort to define objectives, monitor progress and evaluate outcomes.



# Promoting the Women's Health Agenda: Care Across the Lifespan

Our divisions and committees will implement the Strategic Plan over the long term and work to enable smooth biennial transition to accomplish the Strategic Plan goals. Through the Women's Health Agenda, FIGO will support care across the lifespan for women and girls.

We have identified important topics within women and girls' health and care that FIGO will address. Where relevant, we have organised our committees into divisions to improve clarity and efficiency. In order to fulfil the Women's Health Agenda, collaboration within and across FIGO divisions and committees is essential. Considerations such as mental health, health disparities, childhood and adolescence will be addressed. Respectful and dignified care should be central to all of our work.

## Education, Communications and Advocacy Consortium

Along with our divisions, committees and project teams, FIGO HQ staff are an integral part of the success of the Strategic Plan and its implementation. To promote the smooth collaboration of staff, divisions, committees, Trustees and Council during education and advocacy work, we have formed a consortium: the Education, Communications and Advocacy Consortium (ECAC). ECAC provides guidance on the production of FIGO educational materials and has oversight of communications such as policy statements and practice guidelines, to ensure the integrity of FIGO output. ECAC also facilitates collaboration across FIGO to ensure we advocate with a consistent voice.

## Divisions and Committees

This section documents the new structure of FIGO's divisions and committees. It provides examples of the topics that will be covered. These lists are by no means exhaustive and may change depending on the local, regional or global priorities established to meet the Strategic Plan goals. Collaboration with global subspecialty societies may be an advantage in some areas and, in some instances, a community strategy will need to be developed. FIGO embraces the involvement of trainees and students in our division and committee structures. Each division or committee will decide how they will achieve the goals set out in the Strategic Plan and will identify their own clear metrics to assess success (key performance indicators [KPIs]). Their progress should be evaluated every six months.

### Committee on Well Woman Health and Care

This committee will focus on improving the health of women and girls across their lifespan by promoting consistent preventive screening and health care, and by developing strategies for girls and women of all ages to maintain healthy lives. Mental health and maintenance of healthy lifestyles will be promoted.

### Committee on Climate Change and Toxic Environmental Exposures

This committee will comprise all aspects of environmental exposures, with a particular focus on climate change, air and water pollution, and endocrine disruptors.

## **Committee on Ethical Aspects of Human Reproduction and Women's Health**

This committee will develop and publish perspectives that underpin the decisions, statements and guidance made by our divisions, committees, project teams and FIGO HQ staff.

## **Committee on Menstrual Disorders and Related Health Impacts**

The majority of women who menstruate experience one or a combination of physical, psychological and social challenges. This committee will cover common symptoms, such as heavy menstrual bleeding, and their various causes, as well as related health impacts such as iron deficiency. It will maintain, revise and develop systems to aid in the identification and characterisation of women with these symptoms, including subclassification systems for the spectrum of causes of non-gestational abnormal uterine bleeding.

## **Committee on Women's Cancer**

This committee will include gynaecological cancers, cervical-endometrial-ovarian-vaginal and vulvar cancers. It will promote the staging of female cancers, vaccination, screening, diagnosis, treatment and palliative care. The committee will need to collaborate with the Committee on Adolescent and Well Woman Health and Care for screening strategies, including breast.

## **Committee on Women Facing Crises: Human Rights, Refugees and Violence Against Women**

Recognising that women are disproportionately impacted by war, famine and refugee status, this committee will focus on the multitude of crises affecting women around the world in order to address human rights, refugees and violence against women. Women experience physical and sexual violence, and face situations of vulnerability. These can impact empowerment and access to reproductive and sexual health care, and result in prejudice for sexual orientation.

## **Division of Benign Surgery**

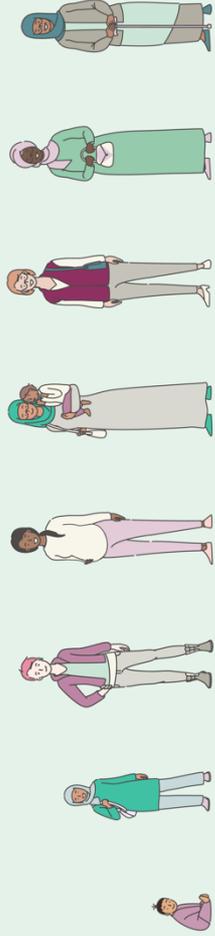
This division will encourage and promote safe and appropriate surgery for women. It will focus on minimal access surgery, obstetric fistula and genital trauma, urogynaecology and pelvic floors.

## **Division of Maternal and Newborn Health**

This division will focus on obstetrical care, particularly preconception, antenatal and postpartum, and the long-term impact of pregnancy on health. Collectively and collaboratively, this division will provide guidance on obstetric care, with a particular focus on FIGO's commitment to reducing global maternal morbidity and mortality. We will organise the activities of the committees around preterm birth, postpartum haemorrhage, hypertension, infections, intrauterine fetal death, childbirth, the long-term impact of pregnancy on health, health systems strengthening and the delivery of respectful care.

## **Division of Sexual and Reproductive Health and Wellbeing**

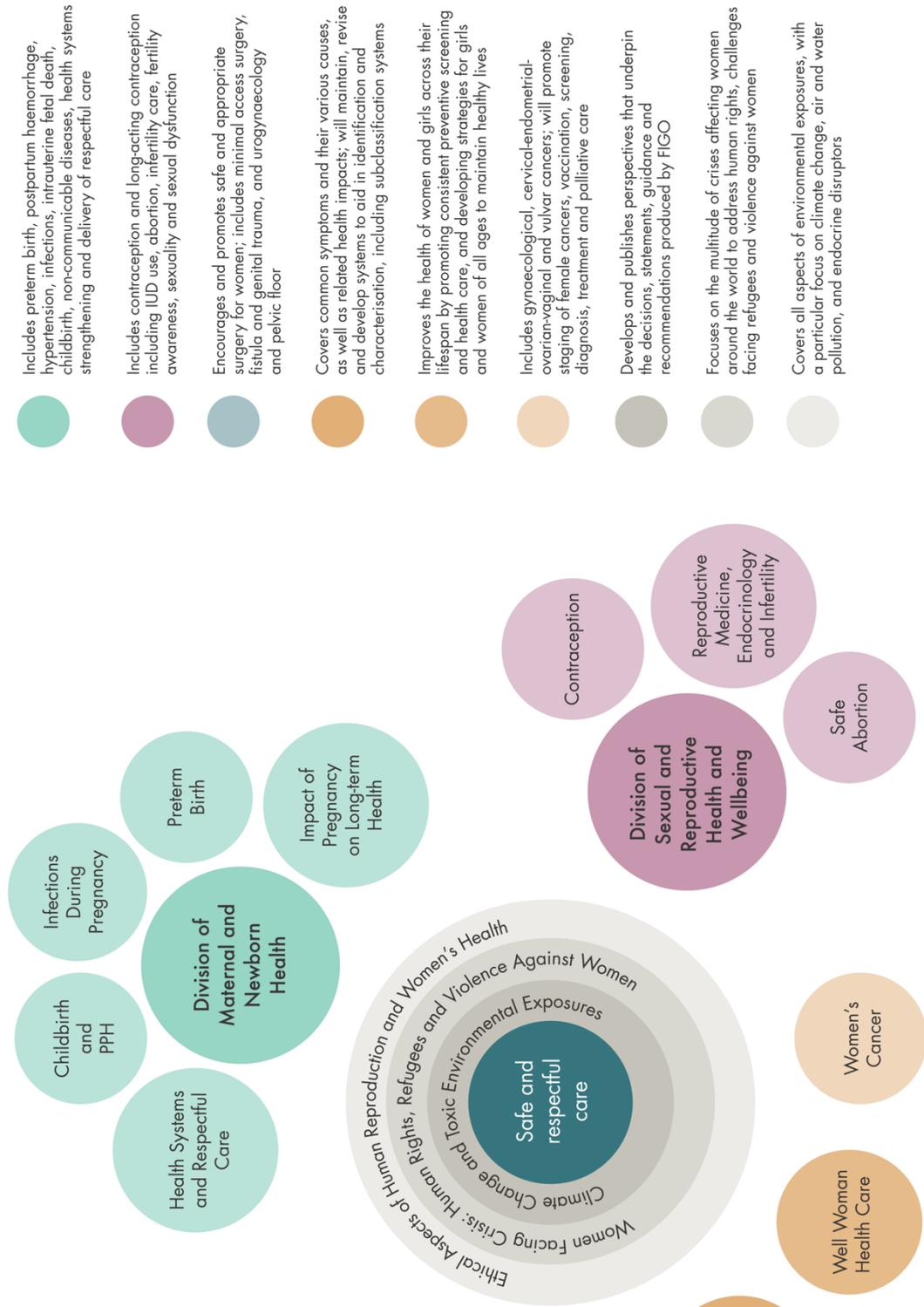
This division will work to empower women to make conscious, healthy and respectful choices about their sexuality, relationships and reproductive lives, including when, if and how they wish to become pregnant. We will organise committees to include contraception and long-acting contraception including intrauterine device use, safe abortion, infertility care, fertility awareness, sexuality and sexual dysfunction.



## The Women's Health Agenda: Care Across the Lifespan

By promoting the Women's Health Agenda, FIGO will support the health and care of women and girls across their lifespan.

Collaboration within and across FIGO divisions and committees is essential to our success.



# Building Membership and Affiliation

## Engaging with FIGO Member Societies

FIGO's strength originates from the activities and support of our many devoted national member societies, spanning low- to well-resourced countries around the world. We recognise, though, that some countries suffering the greatest disparities in health and care are not able to support membership. In order to truly become the global voice for women's health, we will facilitate networking and sharing of resources among national societies and amplify voices by advocating for shared concerns.

FIGO will work to include all countries, territories and communities in informational, advocacy and capacity-building planning. By taking steps to encourage education through twinning between member societies and partners experienced in health care improvement projects, FIGO will ultimately support societies that are less experienced. These actions will serve to facilitate community engagement.

Broadly, national societies within obstetrics and gynaecology can be grouped into the following.

- **Developed member societies** – self-sustainable, can be leveraged to provide capacity building but may need FIGO support in sharing their message and expertise with lower-middle-income countries (LMICs).
- **Developing member societies** – are able to function with little or no FIGO support but may need assistance from FIGO for capacity building and sharing their message. They can partner well with other societies.
- **Emerging member societies** – new and non-member societies that will greatly benefit from FIGO support and an opportunity to partner or twin with other more developed societies.

## Collaborating with Regional Federations

Although the five regional federations are not members of FIGO, we hugely value their collaboration with FIGO in fulfilling the Women's Health Agenda. They have intimate knowledge of their local situations (such as language, cultural norms and taboos) and in many cases already have programmes and twinning arrangements in place that FIGO can leverage.

## Partnering with non-OBGYN professionals

FIGO encourages partnerships with women's health care providers, such as nurse practitioners, midwives, paediatricians and family physicians. Such collaboration can increase access to health care, satisfy the needs of women and girls, identify and encourage common goals and align projects.

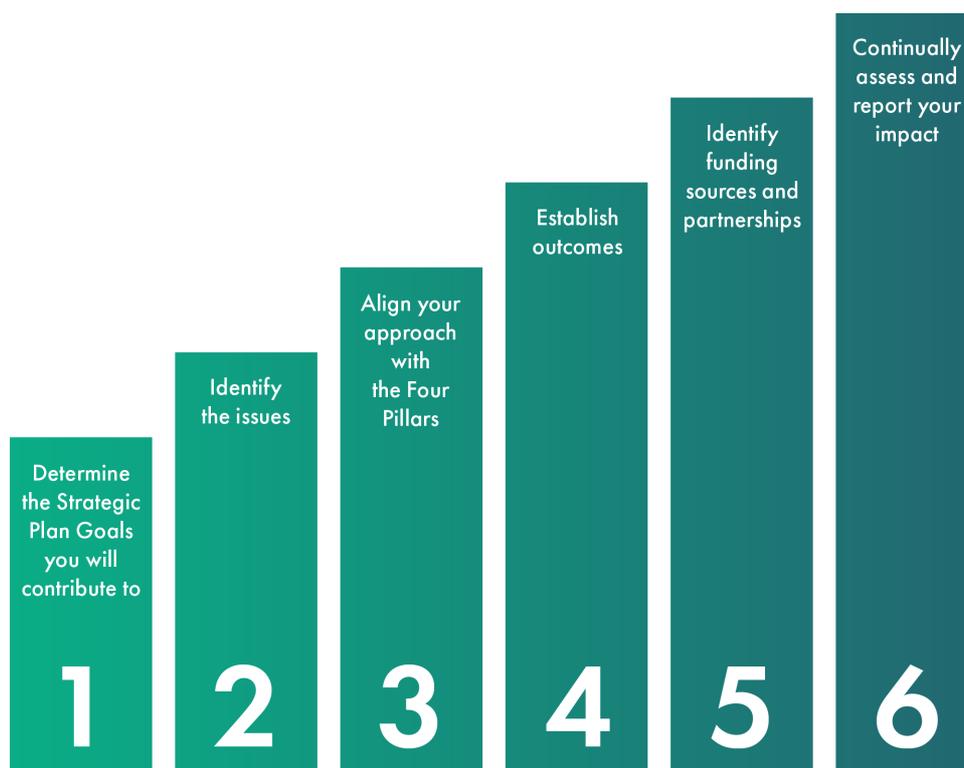
## Providing Guidance for Divisions, Committees and Project Teams

Every opportunity will be taken by FIGO to identify initiatives and promote the Women’s Health Agenda. We will promote collaboration and avoid overlap. FIGO’s divisions, committees and project teams act as the “engine room” for work output, while FIGO HQ staff are the “nerve centre” that will facilitate and coordinate these efforts.

To ensure the success of FIGO’s Strategic Plan, it is vital we support, and are supported by, our member societies. FIGO must understand what our membership needs. Each division and committee must think clearly about how their work fits with the goals and commitments of the Strategic Plan and should consider the following steps when developing or implementing new work.

### FIGO Steps to Success

FIGO’s [Steps to Success Template \(Appendix 1\)](#) may be useful in influencing donors when discussing our Strategic Plan and Strategic Plan goals. By using the template, you will be able to create unique steps to success for each division and committee.



## Step One: Determine the Strategic Plan goals you will contribute to

- Improve the health and wellbeing of women across their life course worldwide.
- Enhance the status of all women, girls and families, enabling them to realise their full potential of education, sexual and reproductive rights, professional opportunities and personal wellbeing.
- Advance the practice of obstetrics and gynaecology through education, training, research and advocacy, employing the highest ethical and professional standards.
- Strengthen the role of FIGO in global health.

## Step Two: Identify the issues

- Target issue – identify the important topics within the Strategic Plan goals that pertain to your division or committee.
- Target area – suggest the countries or regions in need of support.
- Collaborate – identify opportunities to cooperate and coordinate with other divisions, committees and organisations.
- Budget – develop a draft budget for starting the work.

## Step Three: Align your approach with the four pillars

- Education – lectures, webinars, guidelines, toolkits, care bundles, participation in meetings and conferences (national as well as FIGO Regional and World Congresses).
- Research implementation – promotion, interpretation and distribution of research to our members that will improve the health of women and girls.
- Advocacy – help our members, both regional and national, speak on issues essential to the health and empowerment of women and girls.
- Capacity building – promote capacity building with universal health coverage to ensure that every woman and girl receives appropriate care, by organising workshops, training courses, self-care schemes and mentorships that will lead to changes in service delivery.

## Step Four: Establish outcomes

- Indicators of success – each division, committee and project team will determine their own key performance indicators (KPIs). While objective indicators are preferred, we recognise that this may not always be possible. In such circumstances, some other means of assessment should be employed. All KPIs must be measurable – progress will be evaluated every six months and reports made to Council every 12 months.

It is vital to demonstrate that outcomes lead to changes in practice and improved health of women and girls. Outcomes can also be measured in quantitative terms such as number of webinar participants or publications (e.g. within the *International Journal of Gynecology and Obstetrics* [IJGO]), and in terms of collaboration with and implementation by member societies.

- Timing intervals – to enable proper monitoring, indicators should be assessed at two-year intervals, which coincide with division and committee chair transitions.

## Step Five: Identify funding sources and partnerships

- To meet the goals of the Strategic Plan, our divisions, committees and project teams will need to work with local, regional and global partners to effect change.
- Internal budget – a suitable budget should be prepared for consideration by the Board of Trustees.
- External budget – non-profit organisations and private enterprises can provide funding. However, great caution must be taken to avoid conflict of interest and organisations whose values do not align with those of FIGO. The final decision on such funding will lie with the Trustees.

## Step Six: Continually assess and report your impact

- Ultimately, FIGO is successful only if we positively impact the health and rights of women and girls worldwide. Having established indicators of success in step four, it is vital to continually monitor and evaluate progress. Two key questions to consider when assessing and reporting impact are:
  - Does the work make a difference?
  - How does the work impact the lives of women and girls?
- Divisions, committees and project teams should produce at least two types of report:
  - Annual reports – should be made available to FIGO Council to assess and monitor progress and continued funding. These reports will be in a form that can be readily shared with the membership, to keep them up to date about FIGO activities and progress.
  - President's Report – this will be submitted to FIGO HQ three months prior to the biennial FIGO World Congress to enable production of a compendium. The report will be introduced at each Congress as a Presidential Review and will also be published on our website.

## Example Outputs for Divisions, Committees and Project Teams

The following are examples of outputs that can be produced and used as milestones to enable evaluation of success. It is likely that each division, committee and project will adopt several means of achieving the Strategic Plan goals. It is vital that divisions, committees and projects identify means of evaluating success through key performance indicators (KPIs).

- **Build a bridge with Member Societies** – working with FIGO HQ staff, improve our knowledge of and engagement with Member Societies. Determine the needs of each society to improve the quality of support FIGO provides them.
- **Identify countries that can be reached through project work** (e.g. Postpartum Haemorrhage Project or Fistula Surgery Training Initiative) even if they only have very small, or even non-existent, societies.
- **Identify capacity-building training opportunities** through which different member societies can support each other (e.g. support hubs, where an expert from a developed member society would provide training to emerging member societies).
- **Expand projects by requesting additional funds** that enable the work to take place in other countries.
- **Increase educational resources available on online platforms.** These may take the form of “care bundles” around particular OBGYN topics.
- **Produce FIGO clinical papers on key topics for publication in IJGO** (a publications hierarchy is in production to offer guidance on the types of outputs FIGO can produce). Allocate budget to ensure FIGO can produce open access documents.
- **Support global and regional events** that enable the sharing of ideas and networking.
- **Organise educational activities**, such as webinars, with larger member societies and regional federations.
- **Organise in-country courses and workshops**, in addition to those developed as part of specific projects. It is critical that neighbouring countries within regional federations are involved in teaching and capacity-building, thus furthering the concept of twinning.
- **Develop digital support** to exchange ideas and summarise work.
- **Develop material such as infographics and video clips** that can be distributed easily via digital channels.
- **Develop a repository of brief and topic-driven video resources.**

- **Implement capacity-building initiatives** with a focus on our Women's Health Agenda, providing the educational support for member societies. Capacity building is not organising meetings. Rather, it is using FIGO's experience to assist national societies to expand the knowledge base.
- **Lead efforts to strengthen health and care systems** through informatics (data gathering and International Classification of Diseases [ICD] coding), supply chains (essential pharmaceuticals and devices), human resources (training and competencies) and financing to achieve universal health coverage and integration of vertical lines of care.
- **Provide a summary for the President's Review** at each World Congress.

# Appendix 1: Steps to Success Template

A copy of this table is available in Word format from FIGO HQ via [communications@figo.org](mailto:communications@figo.org).

<b>Evaluation and reporting</b>	Continuously monitor, evaluate and report on progress				
<b>Funding and partnerships</b>	Work with local, regional and global partners				
<b>Indicators of success</b>	Determine key performance indicators (KPIs) and timings				
<b>Outputs</b>	Align these with the four pillars				
<b>The issue</b>	Identify issues, countries, collaboration and budget				
<b>Strategic Plan goal</b>	Identify which goals of the Strategic Plan you will address				





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