

Table 4 Implementation of Pakistan's National Maternal, Newborn and Child Health (MNCH) Programme Planning Commission 1 (PC-1) strategies: selection of community midwives (CMWs) and coordination with lady health workers (LHWs)

PC-1 strategies	Implementation status
Selection of CMWs	
<p>CMWs shall be selected from rural areas</p>	<ul style="list-style-type: none"> • Candidates are selected from urban areas based on: <ul style="list-style-type: none"> • False documents • Political influence • Interest in monetary benefits by politically selected candidates
<p>Female, preferably married, will be selected</p>	<ul style="list-style-type: none"> • There are few suitable candidates • "There is no sincere effort" • Politically selected candidates are unmarried • Unmarried women leave assigned location after marriage
<p>Overall impression of the selection process</p>	<ul style="list-style-type: none"> • Selection criteria are not followed • There is political interference • Stipend of Rs 3500 of trainee CMWs is the reason for political interference • "If the provincial managers are politically appointed, how can it be expected that they will not to be influenced politically in the selection of CMWs?"
Coordination between CMWs and LHWs	
<p>LHWs will introduce the CMWs to the community and refer cases to them</p>	<ul style="list-style-type: none"> • LHWs did not know the CMWs working in their assigned areas • CMWs reported lack of cooperation from LHWs
<p>LHWs and CMWs will develop referral and transport networks in collaboration</p>	<ul style="list-style-type: none"> • Professional jealousy reported between LHWs and CMWs • LHWs wanted to become CMWs • LHWs attended deliveries
<p>LHWs and CMWs will hold planning workshops supported by experts from MNCH Programme to mobilize the community for establishing referral and transport linkages</p>	<ul style="list-style-type: none"> • These workshops were not held: <ul style="list-style-type: none"> • Money was not released • District-level MNCH Programme managers did not have capacity to lead this community-oriented process