

Key informant interview with District Health Officer

General questions
1. What are your views on availability of midwives in your district for provision of maternal and newborn care? <i>Probes: for deliveries, for antenatal care, birthing stations, community centers</i>
2. In your opinion, what is the scope of midwifery profession? <i>Probes: views about scope, earning, respect and dignity</i>
3. What services are provided at primary facilities with maternal and newborn services and who provides the care? <i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs</i>
CMWs skills competency
4. Are midwives involved in the provision of services? And at what level of care? <i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care</i>
5. In your opinion, time required for training midwives is appropriate taking in consideration theory and practical knowledge? <i>Probes: theory knowledge and practicums, skills development</i>
6. What are your views about midwives skills and knowledge to provide care to their communities? <i>Probes: knowledge, skills, competencies, confidence, mastery</i>
7. What are your views regarding the quality of teaching in midwifery schools? <i>Probes: Teachers, number of schools available, clinical skills, support of hospitals for rotations</i>
Community acceptance and support
8. Where do people go for maternal and newborn health services? <i>Probes: Obstetricians, LHVs, midwives, TBAs</i>
9. What are your views about community approach towards midwives for maternal and newborn services? <i>Probes: for deliveries, for antenatal care, birthing stations in community centers</i>

<p>10. Do community midwives have adequate resources to provide care to community women?</p> <p><i>Probes: technical resources, equipment, supplies, fetoscope, measuring scales, vital signs monitoring</i></p>
<p>Supportive supervision</p>
<p>11. What are the factors that facilitate midwifery services in the district? Does your office . provide any support to midwives to practice in the district?</p> <p><i>Probes: Cultural context, social context, transport, language</i></p>
<p>12. In your view what are important barriers to maternal and newborn health services in the district?</p> <p><i>Probes: lack of information, inadequate staffing, sociocultural barriers, cultural context, social context, transport, language</i></p>
<p>13. What is the process of training and deployment of midwives in the district? Does your office have any role in deploying CMWS after the training is completed?</p> <p><i>Probes: how midwives are trained, who deploy, how many leaders are involved in the process?</i></p>
<p>14. What support is provided to midwives from government sector?</p> <p><i>Probes: supervision, training, deployment</i></p>
<p>15. What is the role of MNCH programme and how are you connected to it?</p> <p><i>Probes: connection of MNCH programme, connection with midwives</i></p>
<p>Linkages between CMWs and facilities</p>
<p>16. Which secondary health facilities are available in the district for referral services from primary facilities?</p> <p><i>Probes: number of health facilities, their distance from referral points, geographical location</i></p>
<p>17. What maternal and newborn services are available in secondary health facilities?</p> <p><i>Probes: obstetricians, delivery services, theaters, newborn nursery</i></p>
<p>18. Which secondary facility is approached mostly for referral services and why?</p> <p><i>Probes: relation of obstetricians or nurses with CMWs, facility with maximum services, location and transport availability</i></p>
<p>19. What is the process for referral from community clinics to secondary facilities? Do you see any role of CMWs in these facilities?</p> <p><i>Probes: transport, documentation, telephonic calls, where and how to refer which type of cases</i></p>
<p>Dynamics between CMWs and other health care providers</p>

<p>20. What are your views about relation of midwives with other health care providers available in the district?</p> <p><i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i></p>
<p>21. What are your views about linking midwives with other health care providers available in the district? Are there any steps taken from the government side?</p> <p><i>Probes: standard charges assigned for services to all CMWs, different charges according to individual patient</i></p>
<p>22. What are your views regarding HCPs trust on midwives for provision of services?</p> <p><i>Probes: positive feedback from obstetricians, negative views</i></p>
<p>Affordability of CMWs services</p>
<p>23. Are there any guidelines available for CMWs to charge for their services?</p> <p><i>Probes: delivery charges, antenatal charges, referral charges, counseling charges</i></p>
<p>24. What is the payment method followed for CMWs services? Or what would you recommend as a reasonable amount which could be affordable by poor and rural populations?</p> <p><i>Probes: income from services, fixed salary, government stipend</i></p>
<p>25. In your opinion what mechanism of service charges should be applied to CMWs services?</p> <p><i>Probes: salary, patient ratio, stipend</i></p>
<p>26. What and how investment is provided to CMWs to setup their clinics in community?</p> <p><i>Probes: by government stakeholders, self-investment</i></p>

Key informant interview with Principal, School of midwifery

General questions
1. What are your views about significance of midwives for provision of maternal and newborn services? <i>Probes: views about scope, earning, respect and dignity</i>
2. In your opinion, midwives are easily available in your district for maternal and newborn services? <i>Probes: for deliveries, for antenatal care, birthing stations in community centers</i>
CMWs skills competency
3. What courses are covered in midwifery education? <i>Probes: practical and theory work, courses and curriculum</i>
4. What is the educational background of students who enroll in this programme? <i>Probes: science group, arts group, matriculation, intermediate</i>
5. Where and how midwives are trained for clinical practice? Are these opportunities sufficient to start independent practice? <i>Probes: supervised deliveries, newborn assessments, antenatal checkups</i>
6. In your opinion, the time required for training midwives is appropriate to take in consideration theory and practical knowledge? <i>Probes: theory knowledge and practicums, skills development</i>
7. What is the educational background of midwifery teachers? <i>Probes: midwives, nurses, geographical location, practical work</i>
8. What assessment criterion is followed to provide certification? <i>Probes: theory exams, clinical exams, grading criteria</i>
9. What measures are followed for students who do not successfully pass their exams? <i>Probes: re-sit exams, repetition of annual term</i>
10. Do you have any appreciation reward for high scoring students? If yes, what is it? <i>Probes: financial rewards, certificates, material rewards, jobs allotment</i>
Community acceptance and support
11. What type of exposure is provided to students of community clinics and community midwives' during their training? <i>Probes: duration, home visits, exposure of services of CMWs, hand-on practice in clinics</i>

<p>12. What practical skills are performed by students under supervision and independently during their training?</p> <p><i>Probes: deliveries in hospitals/ community, newborn assessments, antenatal services, home visits</i></p>
<p>13. Does the school provide any technical support or resources to students during their visits or rotation as part of their training?</p> <p><i>Probes: technical resources, equipment, supplies, monitoring</i></p>
<p>Supportive supervision</p>
<p>14. What is the admission criteria and process of enrollment for midwifery certification?</p> <p><i>Probes: admissions, qualification, enrollment forms, quota system, admission test</i></p>
<p>15. What is the involvement of stakeholders in training of midwives and who do you report?</p> <p><i>Probes: reporting to stakeholders at district level and national level</i></p>
<p>16. What is the fee structure for midwifery certification?</p> <p><i>Probes: fee charged, semesters and term system, annual system</i></p>
<p>Linkages between CMWs and facilities</p>
<p>17. What exposure of facilities is provided to students?</p> <p><i>Probes: hospitals, maternity centers, BHUs and RHCs</i></p>
<p>18. Do you teach students about referral services? If yes, what do you teach?</p> <p><i>Probes: high risk cases, process of referral, who to refer, which facility to refer, importance of referral services, building referral linkages</i></p>
<p>Dynamics between CMWs and other health care providers</p>
<p>19. How will you describe your relation with other health care providers available in the district for training of students?</p> <p><i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i></p>
<p>Affordability of CMWs services</p>
<p>20. What are your views about community to afford CMWs services?</p> <p><i>Probes: awareness, education level, charges and quality of services</i></p>

Key informant interview with President, Midwifery Association of Pakistan

Supportive supervision
1. What are the major health issues related to maternal and newborn health in Pakistan? <i>Probes: maternal and newborn mortality, access to antenatal and delivery services, postpartum complication, complication related to abortions and deliveries</i>
2. What is the objective of Midwifery Association of Pakistan? <i>Probes: career development, trainings, quality of curriculum</i>
3. What support Pakistan Nursing Council and Government provide to midwives in trainings, deployment, building linkages with communities, other health care providers, for referrals? <i>Probes: financial incentives, trainings, curriculum, career development</i>
4. In your opinion, what motivates midwives to choose midwifery as their profession? <i>Probes: money, interaction with women as their clients, social and cultural preferences</i>
5. What are the challenges to midwives for delivery of services? <i>Probes: finance, community support, social and cultural barriers, respect of job, dignity of profession</i>
6. What are your views about availability of midwives in rural areas of Pakistan? <i>Probes: for maternal and newborn care, antenatal and delivery services, postpartum care</i>
7. What is the scope of midwifery profession in Pakistan? <i>Probes: views about scope, earning, respect and dignity</i>
CMWs skills competency
8. What is the importance of CMWs in provision of maternal and newborn services? <i>Probes: maternal and newborn services, easy community access, home visits</i>
9. Are midwives involved in the provision of maternal and newborn services? And at what level of care? <i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care</i>
10. What are your views about availability of midwives in rural areas of Pakistan? <i>Probes: for maternal and newborn care, antenatal and delivery services, postpartum care</i>
11. What is the quality of pre-service training of midwives? <i>Probes: hands-on clinical practice, clinical and public health knowledge</i>
12. In your opinion, time required for training midwives is appropriate taking in consideration theory and practical knowledge? <i>Probes: theory knowledge and practicums, skills development</i>
Community acceptance and support

<p>13. What are your views about community women approach towards midwives for maternal and newborn services?</p> <p><i>Probes: for deliveries, for antenatal care, birthing stations in community centers</i></p>
<p>14. Do community midwives have adequate resources to provide care to community women?</p> <p><i>Probes: technical resources, equipment, supplies, fetoscope, measuring scales, vital signs monitoring</i></p>
<p>Affordability of CMWs services</p>
<p>15. What are your views about financial earnings of midwives?</p> <p><i>Probes: salary, financial incentives, fee for services</i></p>
<p>16. What do you think about community affordability for CMWs services?</p> <p><i>Probes: charge low, reasonable and affordable</i></p>
<p>Dynamics between CMWs and other health care providers</p>
<p>17. What is your opinion about relation of midwives with other health care providers?</p> <p><i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i></p>
<p>18. What are your views about trust of HCPs on midwives services?</p> <p><i>Probes: relation with doctors, relation with TBAs and LHVs</i></p>
<p>Linkages between CMWs and facilities</p>
<p>19. In your opinion what is the significance of developing linkages between CMWs and health facilities?</p> <p><i>Probes: awareness, communication, processes, referral services, transport services, location of health facilities</i></p>
<p>20. What are your comments about linkages between CMWs with health facilities in Pakistan?</p> <p><i>Probes: associations with obstetricians, facilities, awareness about transport to health facility when referring patients, communication with health facilities about referring patient, discussing high risk patients with secondary health facilities</i></p>

Key informant interview with Director, Maternal and Child Health Program

CMWs skills competency
1. What services are provided at primary facilities with maternal and newborn services and who provides the care? <i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs</i>
2. Are midwives involved in the provision of services? And at what level of care? <i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care</i>
3. What are your views about availability of midwives in rural areas of Pakistan? <i>Probes: for maternal and newborn care, antenatal and delivery services, postpartum care</i>
4. What is the scope of midwifery profession in Pakistan? <i>Probes: views about scope, earning, respect and dignity</i>
5. In your opinion, time required for training midwives is appropriate taking in consideration theory and practical knowledge? <i>Probes: theory knowledge and practicums, skills development</i>
Community acceptance and support
6. Where do people go for maternal and newborn health services? <i>Probes: Obstetricians, LHVs, midwives, TBAs</i>
7. What are your views about community approach towards midwives for maternal and newborn services? <i>Probes: for deliveries, for antenatal care, birthing stations in community centers</i>
8. Do community midwives have adequate resources to provide care to community women? <i>Probes: technical resources, equipment, supplies, fetoscope, measuring scales, vital signs monitoring</i>
Supportive supervision
9. What are the factors that facilitate midwifery services in the district? Does your office provide any support to midwives to practice? <i>Probes: Cultural context, social context, transport, language</i>
10. In your view what are important barriers to maternal and newborn health services? <i>Probes: lack of information, inadequate staffing, sociocultural barriers, cultural context, social context, transport, language</i>

<p>11. What is the process of training and deployment of midwives? Does your office have any role in deploying CMWS after the training is completed?</p> <p><i>Probes: how midwives are trained, who deploy, how many leaders are involved in the process?</i></p>
<p>12. What support is provided to midwives from government sector?</p> <p><i>Probes: supervision, training, deployment</i></p>
<p>Linkages between CMWs and facilities</p>
<p>13. Which secondary health facilities are available in the district for referral services from primary facilities?</p> <p><i>Probes: number of health facilities, their distance from referral points, geographical location</i></p>
<p>Dynamics between CMWs and other health care providers</p>
<p>14. What are your views about relation of midwives with other health care providers available in the district?</p> <p><i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i></p>
<p>15. What are your views about linking midwives with other health care providers available in the district? Are there any steps taken from the government side?</p> <p><i>Probes: standard charges assigned for services to all CMWs, different charges according to individual patient</i></p>
<p>Affordability of CMWs services</p>
<p>16. Are there any guidelines available for CMWs to charge for their services?</p> <p><i>Probes: delivery charges, antenatal charges, referral charges, counseling charges</i></p>
<p>17. What is the payment method followed for CMWs services? Or what would you recommend as a reasonable amount which could be affordable by poor and rural populations?</p> <p><i>Probes: income from services, fixed salary, government stipend</i></p>
<p>18. In your opinion what mechanism of service charges should be applied to CMWs services?</p> <p><i>Probes: salary, patient ratio, stipend</i></p>
<p>19. What and how investment is provided to CMWs to setup their clinics in community?</p> <p><i>Probes: by government stakeholders, self-investment</i></p>

In depth Interviews with midwifery school students

Demographic data		
1.	Age	
2.	Qualification	
3.	Marital status	

General questions
1. Why do you want to become a midwife? <i>Probes: self-choice, only option, parental pressure</i>
2. What are your views about accessibility of community to CMWs for maternal and newborn services? <i>Probes: availability of midwives, birthing stations, community centers</i>
3. What are your views about significance of midwifery profession? <i>Probes: views about scope, earning, respect and dignity</i>
4. What advice would you give to people considering midwifery as a career? <i>Probes: preferences about midwifery as a profession and why?</i>
CMWs skills competency
5. How do you find curriculum and training of your program? <i>Probes: clinical and practical work, theory knowledge, hands on practice, quality of teachers</i>
6. What services can you provide after training? <i>Probes: knowledge about services of midwives</i>
7. What opportunities are provided to you to experience midwifery skills? <i>Probes: competence to practice skills, confidence to perform deliveries, perinatal assessments</i>
8. What are your views about course plans and assessment criteria? <i>Probes: theory and practical together, assessments related to theory and practical work</i>
9. Where will you work after your training is completed? <i>Probes: community centers, hospitals, maternity centers</i>
10. In your opinion, time required for your training is appropriate taking in consideration theory and practical knowledge? <i>Probes: theory knowledge and practicums, skills development</i>
Supportive supervision
11. How do you find support to practice clinical skills? <i>Probes: support of instructors, support of community, support of in-service midwives</i>

<p>12. In your opinion what are some reasons that lead midwives to discontinue their profession? What other jobs they are seeking for?</p> <p><i>Probes: social and cultural barriers, competence, money, community support, stakeholders support</i></p>
<p>13. What are facilitating factors for CMWs who have well-established setups in district communities?</p> <p><i>Probes: community trust, competency of skills, stakeholders support, money</i></p>
<p>Community acceptance and support</p>
<p>14. What community clinics and community midwives' exposure is provided during your training?</p> <p><i>Probes: home visits, exposure of services of CMWs, hand-on practice in clinics</i></p>
<p>15. What skills you perform under supervision during your training and what are your views about it?</p> <p><i>Probes: deliveries in hospitals/ community, newborn assessments, antenatal services, home visits</i></p>
<p>16. Do you think community midwives working in your areas have all the resources required to provide services?</p> <p><i>Probes: equipment, setup, support</i></p>
<p>Affordability of CMWs services</p>
<p>17. What are your views about financial earnings of midwives?</p> <p><i>Probes: salary, financial incentives, fee for services</i></p>
<p>18. In your opinion, the fee charged by CMWs can be afforded by every class group of communities?</p> <p><i>Probes: low-income, middle-income, high-income, different fees for different groups, charges for maternal and newborn services</i></p>
<p>Dynamics between CMWs and other health care providers</p>
<p>19. What is your opinion about relation of community midwives with other health care providers?</p> <p><i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i></p>
<p>Linkages between CMWs and facilities</p>

20. What type of exposure is provided to you during your training to practice your skills and learn about maternal and newborn services?

Probes: hospitals, maternity centers, BHUs and RHCs

21. Have you been taught about referral services?

Probes: high risk cases, process of referral, who to refer, which facility to refer, importance of referral services

In depth Interviews– working group

Demographic data		
1.	Age	
2.	Type of midwifery qualification	
3.	Highest education level	
4.	Year of qualification	
5.	Employment status	
6.	Years of experience	
7.	Marital status	

CMWs skills competency
1. What is your current role in the facility? <i>Probes: services, teamwork, duties</i>
2. How many midwives are available in your district for maternal and newborn services? <i>Probes: number of midwives, midwives working in centers, midwives at birthing stations</i>
3. What is your opinion about your pre-service midwifery training for provision of maternal and newborn services? <i>Probes: knowledge about maternal and newborn services, competence of clinical practice</i>
4. What services do you provide to community women without supervision? <i>Probes: counseling, education, deliveries, antenatal care, detection of high risk cases, newborn assessments, referral services</i>
5. In your opinion, time required for your training is appropriate taking in consideration theory and practical knowledge? <i>Probes: theory knowledge and practicums, skills development</i>
Community acceptance and support
6. What are your views about community women approach towards midwives for maternal and newborn services? <i>Probes: for antenatal care, postnatal care, delivery, neonatal care, immunization</i>
7. Do you have all the resources to provide services to community women? <i>Probes: technical resources, equipment, ambulances, referral services</i>
Supportive supervision

8. What support is provided by government to you? <i>Probes: supervision, follow-up of the services, finance, setup of clinics</i>
9. For how long have you been working as CMWs? <i>Probes: money, community approach, support from government and private sector, respect</i>
10. What are the challenges you have faced? What were the facilitator factors which helped you in continuing your work as CMW? <i>Probes: money, community approach, support from government and private sector, respect</i>
11. Have you considered leaving your job? If so, why? What factors contributed to your decision to leave the job? <i>Probes: security, gender issues, personal issues, social and cultural issues</i>
12. What advice would you give to people considering midwifery as a career? <i>Probes: preferences about midwifery as a profession and why?</i>
13. What are your views about midwives who are not performing their role for maternal and newborn services? <i>Probes: involved in other activities, social, cultural and workplace issues</i>
14. What are your opinions about availability and accessibility of midwives for maternal and newborn services in your district? <i>Probes: role of midwives, midwives for maternal and newborn services</i>
Dynamics between CMWs and other health care providers
15. How do you see your working relationship with other healthcare providers? <i>Probes: LHVs, TBAs, obstetricians Probes: LHVs, TBAs, obstetricians</i>
Affordability for CMWs services
16. What are your remarks about your financial earnings? <i>Probes: salary, stipend, financial incentives, fee for services</i>
17. What are your views about community affordability for services provided by you? <i>Probes: for deliveries, home visits, perinatal services</i>
18. What services are provided mostly by you and which class group people approach you? <i>Probes: low to high income class groups, for home visits, for deliveries, for counseling, for antenatal education</i>
Linkages between CMWs and facilities
19. What facilities are available for referral services near you and how do you communicate for referral process?

Probes: facilities available maternal and newborn services, communication with facilities, transport available, health providers in the facilities

20. What support is provided to you by facilities for referring patients?

Probes: communication method, transport, money

In-depth Interviews - Non working group

Supportive supervision
1. What support is provided by government and stakeholders to midwives of your district? <i>Probes: supervision, follow-up of the services, finance, setup of clinics</i>
2. What are your views about midwives who are currently working in your district? <i>Probes: earning, support, career growth</i>
3. What are the challenges to midwives for delivery of services? <i>Probes: finance, community support, social and cultural barriers, respect of job, dignity of profession</i>
4. What support was provided to you when you were in your job? <i>Probes: finance, community support, support by stakeholders</i>
Affordability for CMWs services
5. What are your views about financial earnings of midwives? <i>Probes: stipend, fee for services</i>
6. How do you perceive community affordability for services provided by you? <i>Probes: for deliveries, home visits, perinatal services</i>
Community acceptance and support
7. What are your views about community approach towards midwives for maternal and newborn care services? <i>Probes: for deliveries, for antenatal care, birthing stations in community centers</i>
8. Do community midwives have all the resources to provide care to women? <i>Probes: for antenatal care, postnatal care, neonatal care, equipment, ambulances</i>
Dynamics between CMWs and other health care providers
9. What are your views about relation of midwives with other health care providers? <i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i>
Linkages between CMWs and facilities
10. What are your views about linkages of CMWs with health facilities? <i>Probes: facilities available maternal and newborn services, communication with facilities, transport available, health providers in the facilities</i>
CMWs skills competency
11. What is your opinion about your pre-service midwifery training for provision of maternal and newborn services? <i>Probes: knowledge about maternal and newborn services, competence of clinical practice</i>

12. What was your role in hospital/community clinics?

Probes: services and duties

13. Why are you not continuing your midwifery practice?

Probes: personal and family reasons, social and cultural reasons, security

14. What are your future goals related to your professional life?

Probes: studies, practice

IDI with community women

Demographic data	
1.	Age
2.	Education
3.	Marital status
4.	Number of children
5.	Available nearby facilities

Community acceptance and support
1. Where do you go for perinatal services? <i>Probes: LHVs, CMWs, Obstetricians</i>
2. Which type of health facility did you visit for maternal health services during your most recent pregnancy? <i>Probes: Hospitals, midwives' clinics, antenatal home visits</i>
3. Do you have any information about midwives, who are they how are they different from TBAs, or doctors?
4. Can you name any midwife of your area, how have you met her? Who told you about her?
5. What health services did you receive when you visited midwives and how was your experience? <i>Probes: antenatal services, delivery services</i>
6. What advice would you give to people for accessing midwives for maternal health services? <i>Probes: preferences about midwives</i>
7. What are your views about the availability of supplies and equipment to CMWs to provide perinatal care and services? <i>Probes: for vital signs monitoring, fetoscope, measuring scales</i>
Affordability for CMWs services
8. What are your views about midwives' fees for perinatal services? <i>Probes: affordability, bribes for health services</i>
Supportive supervision
9. What are your views about availability and accessibility of midwifery services? <i>Probes: transport, time, location</i>

CMWs skills competency
10. What are your views about knowledge of midwives for maternal health? <i>Probes: knowledge about high risk pregnancies, complications, newborn care</i>
Linkages between CMWs and facilities
11. Have you ever been referred to any health facility by CMW? What was the reason and how was your experience? <i>Probes: health facility, transport, communication with health facility, reason for referral</i>
Dynamics between CMWs and other health care providers
12. How do you find relation of your community midwife with other health care providers of your area? <i>Probes: relation with LHVs, relation with secondary health facilities for referrals, relation with doctors, relation with TBAs</i>