<table>
<thead>
<tr>
<th>PC-1 strategies</th>
<th>Implementation status</th>
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<tbody>
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<td><strong>Selection of CMWs</strong></td>
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</table>
| CMWs shall be selected from rural areas | - Candidates are selected from urban areas based on:  
- False documents  
- Political influence  
- Interest in monetary benefits by politically selected candidates |
| Female, preferably married, will be selected | - There are few suitable candidates  
- “There is no sincere effort”  
- Politically selected candidates are unmarried  
- Unmarried women leave assigned location after marriage |
| Overall impression of the selection process | - 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 be influenced politically in the selection of CMWs?” |
| **Coordination between CMWs and LHWs** | |
| LHWs will introduce the CMWs to the community and refer cases to them | - LHWs did not know the CMWs working in their assigned areas  
- CMWs reported lack of cooperation from LHWs |
| LHWs and CMWs will develop referral and transport networks in collaboration | - Professional jealousy reported between LHWs and CMWs  
- LHWs wanted to become CMWs  
- LHWs attended deliveries |
| LHWs and CMWs will hold planning workshops supported by experts from MNCH Programme to mobilize the community for establishing referral and transport linkages | - These workshops were not held:  
- Money was not released  
- District-level MNCH Programme managers did not have capacity to lead this community-oriented process |

PC-1 = Planning Commission 1.