**Reviewer’s report**

**Title:** How female community health workers navigate work challenges and why there are still gaps in their performance: a look at female community health workers in maternal and child health in two Indian districts through a Reciprocal Determinism framework

**Version:** 1  **Date:** 21 Nov 2016

**Reviewer:** Angela Dawson

**Reviewer’s report:**

This is a useful paper on the environmental, personal or cognitive and behavioural factors that affect ASHA performance in sites in two districts.

While the model of reciprocal determination is appropriate it I not clear on page 9 top paragraph how "the findings began to find explanation" in this model. Some clarification would be useful. Furthermore, there is no description of the Fig 1. The arrows on this figure suggest a unidirectional manner how do the findings demonstrate the interdependence of environmental enforcers personal/cognitive and behavioural factors? Do the interviews shed light on this? In particular, what reinforces made assist ASHAS to better perform their role and how and when should this occur? This is not clearly articulated in the discussion.

In the discussion strategies, such as cultural competency and value clarification training might be useful alongside strengthening professional support mechanisms where by ASHAs can share lessons learned etc.

No discussion of the findings in relation to other important literature i.e.


There does not appear to be any data from the 49 family members in this paper. How do these findings relate to those of the ASHAS’?

The authors quote several papers see (3,7,41) that refer to Lay health workers. There is a difference between lay health workers and CHWs in some contexts that should probably be clarified.

I am surprised that there was no discussion of issues such as supervision or remuneration was this not an issues?

Minor issues

Abstract does not mention the districts and I think this addition would be helpful.

Page 5 line 20 "poor relations" clarification needed here.

Line 23 suggest "with the exception of several" rather than "barring some studies"

Under data collection procedure it would be good to get an idea of the questions asked in the interviews.

Were the interviews back translated for accuracy?

P19 line 12 typographical errors, line 15 are not

Line 30- clarify "soft skills"

Line 54 "need of the hour" suggest "needed" - to achieve what?

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