

Additional file 4: Breakdown of tools in the health provider survey instrument

	Name of Tool and Sections	Source	Items	Response type	Alpha coeff.
1	*Organisational Readiness for Implementing change (ORIC)	Shea et al ¹⁹	12	Likert scale 1-5	0.949
2	*Individual readiness for change	Vakola et al ⁸	6	Likert scale 1-7	0.733
3	Socio-demographic characteristics	Adapted from the literature	15		
4	Perception on women's rights during childbirth	Childbirth Connection ²⁰	13	Likert scale 1-5	0.575
5	Provider awareness of mistreatment in their own facility	Maternal & Child Health program ²¹	12	Likert scale 1-5	0.638
6	Change valence	Shea et al ¹⁹	6	Likert scale 1-5	0.902
7	Informational assessments	Phillip ²²	8	Likert scale 1-5	0.648
8	Perception on RMC resource availability	WHO Recommendation for labour ¹	18	Likert scale 1-5	0.669
10	Core self-evaluation tool	Judge et al ¹⁸	12	Likert scale 1-5	0.598
11	Employee job satisfaction tool	Management Sciences for Health ²³	10	Likert scale 1-5	0.603
	Total		112		

*Outcome variables; WHO: World Health Organisation