

1 Online supplemental file 1

2 Results from multinomial logit model for full sample (AIC = 11822.8, BIC = 11889.2)

Attribute	Level	β	SE	95%CI	
Supervision	District Health Authority	0.08	<i>a</i>	<i>a</i>	<i>a</i>
	Nurse and/or midwife	-0.08	0.02	-0.04	0.02
Training frequency	Sporadic training	-0.02	<i>a</i>	<i>a</i>	<i>a</i>
	3-day training course	0.02	0.02	-0.01	0.05
Benefits per month (IDR)	25,000	0.37**	0.04	0.29	0.44
	100,000	-0.10*	0.04	-0.18	-0.02
	300,000	-0.15**	0.04	-0.23	-0.07
	500,000	-0.12	<i>a</i>	<i>a</i>	<i>a</i>
Form of recognition	None	-0.03	<i>a</i>	<i>a</i>	<i>a</i>
	Official endorsement	-0.04	0.03	-0.11	0.02
	Award for good performance	-0.03	0.03	-0.09	0.04
	Report on results	0.10**	0.03	0.04	0.16
Employment structure	No employment contract	-0.07	<i>a</i>	<i>a</i>	<i>a</i>
	Employment contract	0.07**	0.02	0.04	0.11
Neither job	NA	-0.62**	0.03	-0.69	-0.56

3 * Significant at 5% level; **Significant at 1% level or less; *a* Reference level