

INDIVIDUAL AND ENVIRONMENTAL BARRIERS FACED BY POSYANDU CADRES IN SURABAYA, INDONESIA

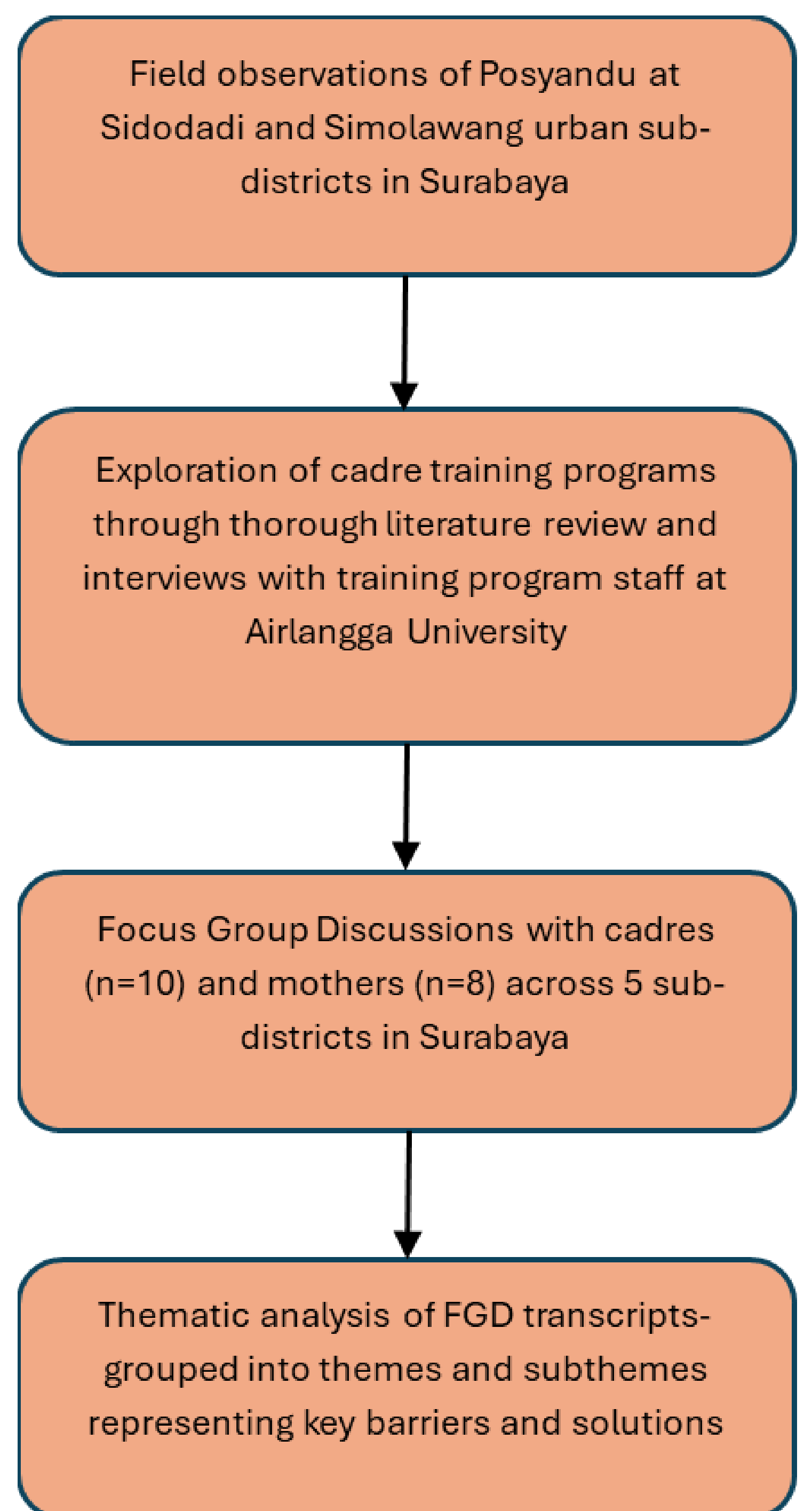
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Introduction:

- Indonesia faces high rates of childhood stunting and malnutrition, especially in small urban communities where local monitoring is inefficient.
- Community health workers (cadres) bridge gaps between the healthcare system and the community, but face training gaps, stressful work environments, and other limitations.
- This research assesses such challenges faced in the workplace and provides actionable solutions to WV Indonesia. These recommendations on **better training and occupational measures aim to improve Posyandu service delivery and child growth monitoring in Surabaya, Indonesia.**

Methods:



Indonesia's Posyandu program, the national pillar of community-based healthcare, faces training, workload, and financial challenges in monitoring childhood stunting.



Scan for abstract, full presentation, and contact info!

Key Results:

Themes	Sub-themes	Supporting Analysis
Training & Capacity Gaps	<ul style="list-style-type: none"> •Training is too short and theory-heavy •Lack of engaging materials and practice 	Cadres feel overwhelmed by 3-day lectures and suggest extending training to 5-6 half-days with more hands-on content.
Documentation & Technology Barriers	<ul style="list-style-type: none"> •Dual Recording System •Low IT literacy 	Double data entry, once on paper, once online, can get tedious and leaves more room for errors. <i>"Remove the paper system and increase tech training...we want to learn."</i>
Workload & Support Systems	<ul style="list-style-type: none"> •Balancing multiple roles (mother, cadre, homemaker) •Lack of functional Posyandu facilities •Dependence of family and government support 	Cadres face physical and emotional strain as they hold multiple roles at home and in their community. <i>"I am a mother and need to return home to my child."</i> Facilities lack access to chairs, fans, and even concrete buildings , making it harder to work in the country's tropical climate. <i>"We need more support from the government...we have no chairs in Sidodadi, we just sit on the floor."</i>
Behavior Change Challenges	<ul style="list-style-type: none"> •Cultural Barriers 	Mothers often do not adhere to nutritional advice and follow their ancestors' beliefs instead. <i>"Grandmothers only feed their grandchild rice and water."</i> <i>"Some mothers think immunization is haram."</i>
Positive Impact on Mothers	<ul style="list-style-type: none"> •Regular Attendance •Roles of Cadres in Encouragement 	Mothers try to attend their community Posyandu regularly but can be limited to factors such as child's nap time. Mothers value the community cadres and appreciate the work they do. <i>"My mother, aunt, sister are cadres."</i>

Discussion:

- Training and workload were major barriers** leaving cadres overwhelmed by long, theory-heavy sessions. Suggestions included more short and interactive sessions.
- Behavioral and cultural factors** also played a role in limited maternal adherence to healthy feeding practices.
- Community-driven solutions** (IT training, forming WhatsApp Groups for better communication, etc.) and **strong financial support from the local government** is needed to improve workplace motivation and growth monitoring.

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