



Monitoring the Implementation of Gender Mainstreaming and Integration Activities of the More and Better Midwives for Rural Tanzania Project: A Process Documentation

Gender Assessment of Pre-service Midwifery: Key Informant Interview Guide for Tutors and Perceptors

INTRODUCTION (5 minutes)

Objective: Get to know the interviewee, make them aware of the purpose of the interview, and establish an open and honest atmosphere for discussion.

Welcome. My name is [name of interviewer]. I would like to thank you for your willingness to participate in this assessment. [Give a short introduction about your role in the project and a brief overview of MBM-RTz project.]

This conversation is part of a midline assessment that seeks to monitor project interventions towards creating an equitable teaching and learning environment for midwife students in the Lake and Western Zones of Tanzania. We would like to hear your opinions on some issues, implemented trainings and interventions by MBM-RTz project during its one year of implementing gender mainstreamed activities. We are expecting to compile all the necessary information we get from you and other interviews to monitor the progress of project implementation for improvement.

You were selected because you were identified by a MBM-RTz staff member with support from HTI or IST leadership as a relevant and influential respondent in this assessment. Please feel free to give as much information as you can in response to the questions and please ask me for clarification if you don't understand a question.

I want you to know that your participation in the assessment is completely voluntary. [Participant is handed copies of all informed consent documents and confidentiality forms.] Do you want me to read these documents to you? [If participant says yes, or is having difficulty reading the documents, the interviewer will read all documents aloud.] Do you have any questions? Do you agree to the content on each form? [If the participant agrees, she will sign the forms.]

If the content of the interview becomes too sensitive, emotional, or makes you feel uncomfortable, you have the option to end the discussion at any point. All information that you share with me will be completely confidential and no personal information will be disclosed in any setting. Do you understand? Do you have any questions?

This conversation will take approximately thirty minutes. Can we begin?

WARM-UP STAGE

First, I'd like you to learn a bit about you. Please tell me your name; a little bit about your role in this HTI/IST (i.e. subjects you teach, time you have been teaching here; and anything else you'd like to share with us.

MAIN INTERVIEW SECTION (20 minutes)

1. What does gender mean to you?
2. What does respectful maternity care (RMC) mean to you?
3. (a) Have you had any training on gender and RMC?
a. Yes b. No
(b) Did you receive training in gender-responsive pedagogy?
a. Yes b. No
4. (a) Tell us in your opinion, what is the relevance of gender and RMC training to your work?
(b) What is the relevance of gender and RMC training to your student's line of course and career?
5. What initiatives has the institution taken to address sexual harassment after MBM-RTz project conducted training on staff? I.e. awareness creation during dissemination in MBM trainings.
6. What do you understand by gender sensitive teaching methodologies?
7. What approaches/techniques do you use to ensure gender sensitive teaching during classroom/practical training? (Probe for any personal or institutional initiatives to employ gender sensitive teaching methods after MBM training on gender responsive pedagogy.
8. As tutors/preceptors, do you encounter any challenges in selection of teaching aids? Please explain. (Probe for any personal barriers in creating gender sensitive teaching aids during teaching)
9. What are the inhibitors to attaining equal opportunities for both female and male students in your learning and professional environment?(Probe for any measures employed by the institution on equality in learning environment and practicing areas after being trained on gender and gender responsive pedagogy)
10. What initiatives have you/the institution taken to ensure equal learning opportunity for both male and female students in practice areas?
11. Please describe if there is any improvement and impact on performance.
12. How could the intervention be further improved?
13. Can you briefly describe the perception of midwifery as a profession among midwife students? (Probe for change in attitude towards midwifery profession among male and female students after receiving career advancement orientation by MBM)
14. What measures have been taken to ensure leadership skills and opportunities are instilled to female students after the leadership training conducted by MBM? (Probe for data on any kind of improvement promoting female student leadership)

CLOSING STAGE (5 minutes)

- Considering all issues discussed today, do you have any specific suggestions on how to improve equal opportunities for both female and male in midwifery profession? (Probe for any additional interventions or better way to improve equality in learning environment)

Thank you so much for participating in this assessment. If there is anything else you wish to share at a later point, please do not hesitate to contact me.