



Determining How Midwifery As A Profession Is Perceived By Men And Women, And How Gender Impacts Success Of Men Versus Women As Nurse-Midwives In The Lake And Western Zones Of Tanzania

Gender Assessment of Pre-service Midwifery: Key Informant Interview Guide for Secondary School Teachers

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 an assessment that seeks to understand gender relations in school environment and factors that could facilitate or inhibit gender equality in education environment which in turn could impact the success of men or women as midwives in the Lake and Western Zones of Tanzania. We would like to hear your opinions on some issues that if addressed gender will be integrated in the implementation of all key activities of MBM-RTz project. We are expecting to compile all the necessary information we get from you and other interviews to gain insight on the gender issues and how they could be addressed with resources at our disposal.

You were selected because you were identified by a MBM-RTz staff member with support from school leadership as a relevant and influential stakeholder to the project. 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 study 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

1. First, I'd like you to learn a bit about you. Please tell me your name; a little bit about your role in this school (i.e. subjects you teach, time you have been teaching here; and anything else you'd like to share with us.
2. Definitional questions: What does gender mean to you? Any training on gender? Can you briefly explain midwifery as a profession?

MAIN INTERVIEW SECTION (20 minutes)

1. I would like to learn about your professional responsibilities other than teaching (i.e. mentorship, counselling etc.)? What do you know about career advice? (Probe if they received a training, who provided the training and when)
2. What do you think could be the implications of gender roles/norms among male and female students towards learning?
3. Do you think there is a difference in power to access learning opportunities between men and women? Please explain your answer
4. Can you briefly tell me your perception of midwifery as a profession
 - i) What do you think is the perception of midwifery among men and women in your community
 - ii) Would you advise your students to choose midwifery as a career profession? Please explain your answer
5. What school activities are there to promote the participation of girls in science and maths subjects? What should be done?
6. What do you think could be the challenges faced by males and/or females in accessing Central Admission System (CAS)?
7. Any initiatives that your school or community have taken to support girls' education?
8. What are the challenges that hinder attaining gender equity in academic learning environments? What are your suggestions to improve gender equity?

CLOSING STAGE (5 minutes)

- Considering all issues discussed today, do you have any specific suggestions for the MBM-RTz project staff on how to improve gender equity in midwifery profession?
- Is there anything else you want to add or ask that we didn't discuss during the interview?

Thank you so much for participating in this study. If there is anything else you wish to share at a later point, please do not hesitate to contact me. *[Insert closing statement]*