Gender Assessment of Pre-Service Midwifery: Data and Document Review

Documents to be collected, read, and analyzed before starting the interview process.

Data/Document	Source
Total number of matriculated students, including female/male breakdown, in total and by year of study	School Records/Registrar
Records of reasons for absenteeism with male/female breakdown	School Records
Records of reasons for drop-out with male/female breakdown	School Records
Entrance Examination Results with female/male breakdown	School Records
Student grades (GPA) by year of study and female/male breakdown	School Records
Student enrollment in extra-curricular activities/sports by year of study and female/male breakdown	School Records
Student clinical internships – participation by female and male students	School Records
Teaching Materials (used by teachers who are interviewed)	School/Teacher
Sample Lesson Plans (from teachers who are interviewed)	School/Teacher
School Policies on Safety on Campus	School Administrators
Number of cases of assault reported to campus security per year	School Administrator/Security Office
School Gender-Specific Policies and Guidelines, such as Sexual Harassment Policy, Policies related to pregnancy, child care policies or guidelines, etc.	School Administrators
Health-related policies or guidelines, including guidelines on reproductive health and family planning	School Administrators/Health Clinic
Protocol on number of staff and supplies / services provided at the school health clinic	School Health Clinic
Number of Cases of Sexual Assault Reported by year	School Administrators/Health Clinic
Number of unwanted pregnancies for which students sought counseling at school health clinic	School Health Clinic Records
Data on Alumni Career Paths	School Administrators

Document and Data Analysis Framework

Data/Document	Source
Total number of matriculated students, including female/male breakdown, in total and by year of study.	Calculate female and male student attrition rates, by year
Records of reasons for absenteeism with male/female breakdown.	If data is available, compare reasons for female and male absenteeism.
Records of reasons for drop-out with male/female breakdown.	If data is available, compare reasons for female and male drop out.
Entrance Examination Results with female/male breakdown.	Compare female and male entrance examination results. Examine correlation with student performance, absenteeism and drop out.
Student grades (GPA) by year of study and female/male breakdown or competency assessments/examination results.	Compare female and male student performance.
Student enrollment in extra-curricular activities/sports by year of study and female/male breakdown.	If the school offers extra-curricular opportunities, compare female and male participation rates.
Student clinical internships – participation by female and male students.	Compare female and male participation, as a percentage of the total female/male student population, by year of study.
Teaching Materials (used by teachers who are interviewed).	Review Teaching Materials using the Teaching Materials Checklist.
Sample Lesson Plans (from teachers who are interviewed).	Review lesson plans using the Lesson Plan Checklist.
School Policies on Safety on Campus.	Determine whether safety policy/guideline exists. Review policy/guideline to determine the extent to which it guarantees student safety, and the measures in place to protect students who have experienced assault.
Number of cases of assault reported to campus security per year.	Analyze the number of cases of assault reported and compare it to the number of cases in which an assault survivor has accessed support services, including legal services.
School Gender-Specific Policies and Guidelines, such as Sexual Harassment Policy, policies related to pregnancy, child care policies or guidelines, affirmative action and/or equal opportunity policies, etc.	Determine which policies are in place and when they were put in place. Determine their adequacy to support students and staff.
Health-related policies or guidelines, including guidelines on reproductive health and family planning.	Review policies and guidelines for gender responsiveness.
Protocol on number of staff and supplies/services provided a the school health clinic.	Use the Checklist for Review of School Health Clinic to determine whether services are sufficient.
Number of Cases of Sexual Assault Reported to school health clinic by year.	Compare with data from school security office.
Number of unwanted pregnancies for which students sought counseling at school health clinic.	Document number of unwanted pregnancies reported.
Data on Alumni Career Paths.	Compare the career trajectories of female and male students.

Teaching Materials Checklist

Review the sample teaching materials used by teachers who will be interviewed for the assessment, and determine:

1. Do the materials use the pronounce "she" and "he" in equal proportion and to refer to similar roles, such as leadership roles?

2. Do the materials contain gender stereotypes, such as referring to medical doctors in the masculine or secretaries or nurses in the feminine?

3. Do the materials portray women as weak, passive and submissive?

4. Do the materials portray men as strong and in leadership positions?

Lesson Plan Checklist

Review the sample lesson plan used by teachers who will be interviewed for the assessment, and determine:

1. Does the lesson plan include teaching approaches that encourage female students to participate, such as small group discussions?

2. Does the lesson plan include exercises that place female students in leadership roles?

3. Does the lesson plan include classroom set-ups that facilitate participation by female students, such as seating arrangements?

4. Does the lesson plan include strategies for supporting female students who may have missed classes due to family pressures or female specific health-related issues?