



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 Guide for Practicing Midwives

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 and factors that could facilitate or inhibit gender equality in learning 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 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

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 IST (i.e. primary responsibilities, your current position, your experience and anything else you'd like to share with us.
2. Definitional questions: What does gender mean to you? Any training on gender? What is your understanding on Respectful maternity care (RMC)?

MAIN INTERVIEW SECTION (30 minutes)

1. What inspired you to choose midwifery as a career?
2. What are the challenges you are facing by working as a midwife (probe for gender related challenges)? How could these challenges be addressed?
3. How did you get to work here? (i.e., employment and deployment process for him/her). Did you receive any kind of support when doing the application, (from who and what kind of support? Did you find the process gender discriminative?
4. How did you find the deployment procedure? (i.e. allocation, support he/she received, feeling of the process and the challenges)
5. (a) Did you observe any difference on the number of males compared to females in practicing midwives profession? What do you think could be the reasons for these differences? (probe for selection criterions)
(b) What could be done to reduce the gender gap?
6. How does the clients see you as a midwife professional compared to other cadres, how do they see/perceive you as a woman/man? Would the perception be different if you were female/male?
7. How are graduate nurse-midwives empowered and enabled to access application and deployment opportunities in Lake and Western Zones?
8. What does the health facility do to addresses cases of gender-based violence to clients? (probe the availability of gender based counselor and other services to GBV victims)
9. Midwives beliefs about gender differences and equality; How does this affect your treatment of patients?
10. Are there equal opportunities for male or female midwives/health care workers to be employed and promoted? Has anyone been denied promotion or other benefits because of assumptions about gender roles such as competing household obligations or lack of autonomy?
11. Do men and women with equal training and seniority have equal decision-making and influence? Please explain
12. Work place discrimination issues;
 - (a) Are any of the workplace policies discriminatory against men or women?
 - (b) Do women or men experience harassment and assault at their workplaces
 - (c) Is there a human resource policy at the district and facility levels on gender equality and/or non-discrimination based on gender?

13. Do you explain to the woman and her companion progress and procedures during labour, delivery, and postpartum?
14. Do midwives treat women who give birth to a boy differently than those who give birth to a girl?
15. In your opinion, how do ideas about men's and women's proper behaviour affect their access to services and treatment by health care providers? How do these attitudes affect how they interact with men, women, boys, and girls?
16. What are the major challenges that you face as a male or female while performing your duties?
17. What do you think are factors that facilitates gender equity in learning and professional environment in your IST? How could these be improved?

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 assessment. If there is anything else you wish to share at a later point, please do not hesitate to contact me. *[Insert closing statement]*