



# 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

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## Gender Assessment of Pre-service Midwifery: Focus Group Discussion Guide for Midwifery Students

### 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 discussion is part of an assessment that seeks to understand gender relations and your perception on the midwifery profession 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 as a relevant and influential respondents 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 participants 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 participants agrees will sign the forms.]

If the content of the focus group discussion becomes too sensitive, emotional, or makes you feel uncomfortable, you have the option to end the discussion at any point. The discussion will be recorded using this machine [hold up machine]. It is very important that we record this FGD in order to capture your opinions in detail. After the discussion, the recording will be transcribed and the tape will be

destroyed. Remember, all contributions to the discussion will be confidential and all personal information will be removed from the transcription. Do you understand? Do you have any questions?

This discussion will take approximately sixty minutes. Can I begin the recording? Can we begin?

### **WARM-UP STAGE**

1. First, I'd like you to learn a bit about each other, so let's go around the room and introduce yourself. Please tell us your first name, your origin, course and year of study and anything else you'd like to share with us
2. Definitional questions: What does gender mean to you? Any training on gender? What do you understand by respectful maternity care? Can you briefly explain midwifery as a profession?

### **CENTER OF DISCUSSION (50 minutes)**

1. Are the teaching methodologies and materials used by instructors sufficient for you to comprehend as a female or male? What do you think are the gaps? Does the gap reduce your competency level?
2. Your opinion on career choice;
  - i) How did you know about the midwifery course?
  - ii) How do you perceive midwifery as a profession?
  - iii) What inspired you for this career of choice?
  - iv) Is there a difference on your perception of midwifery profession before you applied for the course and now?
  - v) What challenges did you face during application process (at family level and NACTE)?
  - vi) Could these challenges differ if you are a male or female applicant? Please explain.
  - vii) Was the application method and/ or location accessible to you?
  - viii) How is midwifery valued as profession in comparison to other professions among the community members? Do you feel valued? what should be done to add value in midwifery profession
  - ix) If you were given another opportunity for career choice, would you have the same choice? Please explain your answer
3. What support do regulatory bodies provide to ensure improved competency among midwifery students?
4. Learning environment: What activities does this institution do to promote gender equity in learning environment? What should be done to improve?
5. Please explain what could be your ideal, safe and secured environment for studying? What do you think is currently missing and how does it affect you as a male or female student?
6. In your opinion, have you ever heard, witnessed or experienced any form of harassment from the below in your institute?
7. Sexual harassment form teachers or fellow students
8. Verbal or physical harassment from male/ female students.
9. Verbal or physical harassment from male/ female teachers or staff members.
10. What sort of support does your institution provide to victims from the harassment?

11. Does your institute have a sexual harassment policy? If yes, do you think this policy is being used? Please explain.
12. How can you describe your adjustment to college life; was it easy or difficult? What were the challenges or what factors made it easy for you as a male or female student?
13. What does your institution do to promote confidence and leadership skills? Do you think men and female students have equal chances in learning?
14. Please describe your access to clinical practice sites, do you find the process discriminative? Please explain
15. Gender equality: Recent data have shown that there is a difference in average rate of enrolment between male and female students in midwifery courses (there are more men are more than women). What do you think could be the causes of these observations?
16. Previous years there were more women students in midwifery courses, what exactly has changed and why?
17. What approaches/techniques do you think can be applied to ensure gender equality in midwifery profession?

#### **CLOSING STAGE (5 minutes)**

- Considering what we have 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]*