



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

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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 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 interventions by MBM-RTz project during its one year of implementing gender mainstreamed that activities in MBM-RTz project. 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 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**

First, I'd like us 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 what the primary reason you are studying midwifery is.

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

**First, we are going to discuss general concepts to get the conversation started.**

1. Tell us about any training/orientation on gender and RMC you have received.
2. What do you understand by gender and respectful maternity care (RMC)?
  - (a) How does the terms play a role in the midwifery profession?

**Now we are going to ask you to think about the teaching methods used by instructors.**

1. Can you describe the teaching methodologies and materials used by instructors? (Probe for the ability of tutors to employ different teaching methods that equally allow male and female to participate. Ie mixed sitting arrangement, presentations etc.)
2. Describe how your tutors ensure equal participation by both male and female students.
3. Given what we just discussed, how do you think that your tutors' teaching methods effect your competency level?
4. How do you think the tutors' teaching methods have changed over the last year?  
Probe: How have those changes have effected your learning and what can be done to improve?
5. How do you think the opposite sex perceives nurse-midwifery as a profession?

**Next, we are going to discuss career advancement.**

1. Describe any career advancement orientation that you have received and how it has affected your understanding of career path.
2. Please describe your perception of the midwifery profession before you applied to now, after the career advancement orientation. (probe if they would still choose the same career given another opportunity)
3. What do you think can be done to further enhance the midwifery profession as a career choice?

**Now we are going to discuss the learning environment at your HTI and the practice environment.**

1. Please describe your feelings towards the treatment you are given during practice arears (hospital) as a female or male.  
(Probe for any elements of sex discrimination/differed treatment based on sex).  
(Probe for any changes or initiatives to promote equality).
2. What are the opportunities [equality] for male and female students in leadership positions?
3. What does your institution do to promote confidence and leadership skills for female students?

4. What approaches/techniques do you think can be applied to ensure equal opportunities for male and female students in midwifery profession?

**Now we are going to discuss about harassment/ GBV issues in nurse your HTI and the practice environment**

We have heard that sometimes students experience different/inappropriate treatment or sexual harassment from teachers or fellow students. (Sexual harassment is any form of unwelcome advances for sex favors/verbal or physical conduct of sexual nature. Ie intimidate, embarrass, humiliate, rape attempt etc.

1. Describe any form of different/ inappropriate treatment on sexual harassment from teachers or fellow students in your institution and how common it is in your institution.
2. What sort of support, if any, does your institution provide to victims from the different/inappropriate treatment or sexual harassment? (Probe if there are any differed measures taken by the management to address the issue for the past one year).

**CLOSING STAGE (5 minutes)**

- 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.