



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 Information Guide for Tutors and Perceptors

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 HTI or 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 HTI/IST (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? What is your understanding on Respectful maternity care (RMC)?

MAIN INTERVIEW SECTION (20 minutes)

1. I would like to learn about your professional responsibilities other than teaching (i.e. mentorship, counselling etc.)?
2. Tell us your opinion, is there any relevance of gender and RMC in your student's line of course and career? (probe for reasons of relevance if any and irrelevance)
3. What implications does gender roles/norms have on male and female students towards learning?
 - i) Who has access to clinical learning opportunities between men and women? Why?
 - ii) Is there a difference between men and women on getting/reaching clinical learning opportunities?
4. I would like to learn on what proportion of modules in the nurse-midwifery curriculum (certificate and diploma) that addresses gender issues (such as rights-based, quality of care, RMC, female genital mutilation, gender-based violence, etc.)?
5. (a) Gender equality: Recent data have shown that there is a difference in average rate of enrolment between men and women in midwifery courses (there are more men than women). What do you think could be the causes of these observations?

(b) Previous years there were more women students in midwifery courses, what exactly has changed and why?
6. In your opinion, is sexual harassment an issue at your HTI? What steps do you take if such incidents happen? Is there a sexual harassment policy? If available how does this policy help students or tutors?
7. (a) What approaches/techniques do you use to ensure gender sensitive pedagogies are used during classroom/ practical training?

(b) As tutors/preceptors, do you encounter any challenges in selection of teaching aids? Please explain
8. What do you think are factors that facilitates gender equity in learning and professional environment in your HTI? How could these be improved?
9. What are the inhibitors to attaining equity in your learning and professional environment? What can be done to reduce the inhibitors of gender equity in a learning environment?
10. Can you briefly tell me your perception of midwifery as a profession? What do you think is the perception of midwifery among men and women in your community
11. What measures have been done to ensure leadership skills and opportunities are instilled to female principles and heads of faculty? In your opinion, what should be done?

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]*