

COVID-19 and Gender Questions Health Worker Module

Background Information

1. Please indicate your sex.
 - a. Male
 - b. Female
 - c. Prefer not to say

2. What is your date of birth? Month/Day/Year

3. Please state your position within the healthcare system.
 - a. Medical Doctor
 - b. Non-medical Doctor
 - c. Nurse
 - d. Midwife
 - e. Community Health Worker (voluntary)
 - f. Community Health Worker (paid)
 - g. Lab Technician
 - h. Pharmacist
 - i. Psychosocial Counsellor/Mental Health professional
 - j. Physiotherapist
 - k. Vaccinator
 - l. Other (please mention)

4. What is your highest level of education?
 - a. No formal education
 - b. Some primary school
 - c. Primary school completed
 - d. Some secondary school
 - e. Secondary school completed
 - f. Some college
 - g. College completed
 - h. Some post-college/university training
 - i. Post-college/university training completed Please list post-graduate degrees: _____

5. How many years of experience do you have as a health care provider?
Specify number of years _____

6. What type of healthcare setting are you currently practicing at?
 - a. Tertiary Hospital (Private)
 - b. Tertiary Hospital (Public)
 - c. District level hospital (Public)
 - d. Community health centre/Primary health centre
 - e. Private practice (OPD/Hospital)
 - f. Other (please state)

7. Do you regularly come in contact with, or treat, COVID-19 patients?
 - a. Yes
 - b. No [skip the “COVID-19 Resources and PPE” section]

8. Has your workload increased, decreased or stayed the same since before the pandemic?
 - a. Increased
 - b. Decreased
 - c. Stayed the same

9. In the past month, relative to the 30 days before that, has your workload increased, decreased or stayed the same since before the pandemic?
- Increased
 - Decreased
 - Stayed the same

Source: Adapted from – V. Raghavan, N. Jabbarkhail, A. Ahmady (2020). Health worker’s perception survey on COVID-19. Knowledge, Perception, and Practice Survey of health workers in Eight Provinces of Afghanistan. https://reliefweb.int/sites/reliefweb.int/files/resources/Health_Worker_s_Perception_Survey_Final_20052020.pdf

COVID-19 PPE and Clinic Resources

Please rate your level of agreement or disagreement of the following sentences, all related to wearing the full PEE suit. Please choose from the following response options:

a - Completely Disagree, b - Disagree, c - Undecided, d - Agree, e - Completely Agree

- | | | | | | |
|--|---|---|---|---|---|
| 1. It is easy to put on (don) the full PPE. | a | b | c | d | e |
| 2. Wearing the full PPE is very uncomfortable. | a | b | c | d | e |
| 3. It is hard to see everything around me while wearing the full PPE. | a | b | c | d | e |
| 4. It is easy to hear sounds and speech around me while wearing the full PPE. | a | b | c | d | e |
| 5. It is easy to understand what is said to me while wearing the full PPE. | a | b | c | d | e |
| 6. It is easy to understand my surroundings while wearing the full PPE. | a | b | c | d | e |
| 7. It is hard to think clearly while wearing the full PPE. | a | b | c | d | e |
| 8. It is easy to make decisions about patient care while wearing the full PPE, in terms of seeing and understanding the patient’s needs. | a | b | c | d | e |
| 9. It is hard to remove (don) the full PPE. | a | b | c | d | e |
| 10. It is very important to wear the full PPE. | a | b | c | d | e |

Source: Parush, A., Wacht, O., Gomes, R., & Frenkel, A. (2020). Human factor considerations in using personal protective equipment in the COVID-19 pandemic context: binational Survey Study. *Journal of medical Internet research*, 22(6), e19947. [https://www.jmir.org/2020/6/e19947/?utm_source=TrendMD&utm_medium=feed&utm_campaign=Feed%3A%20JMedInternetRes%20\(Journal%20of%20Medical%20Internet%20Research%20\(atom\)\)&utm_medium=cpc&utm_campaign=JMIR_TrendMD_0](https://www.jmir.org/2020/6/e19947/?utm_source=TrendMD&utm_medium=feed&utm_campaign=Feed%3A%20JMedInternetRes%20(Journal%20of%20Medical%20Internet%20Research%20(atom))&utm_medium=cpc&utm_campaign=JMIR_TrendMD_0)
Note: Question 8 was modified for clarity.

11. Which of the following are available at the healthcare facility you are working at? [select all that apply]
- COVID-19 Screening Tents/Facilities
 - Hand wash with water facility
 - Hand wash solution/Soap
 - Sanitizer
 - Toilet
 - People use masks or other clothes to cover their face (nose/mouth)
 - Availability of functional Infra-red Thermometer

Source: Adapted from – V. Raghavan, N. Jabbarkhail, A. Ahmady (2020). Health worker’s perception survey on COVID-19. Knowledge, Perception, and Practice Survey of health workers in Eight Provinces of Afghanistan https://reliefweb.int/sites/reliefweb.int/files/resources/Health_Worker_s_Perception_Survey_Final_20052020.pdf

Norms around Access to PPE

Please indicate your level agreement to each statement using the following scale:

a - Strongly Agree b - Agree c - Disagree d - Strongly Disagree

- | | | | | |
|---|---|---|---|---|
| 12. In my health facility, if there is not enough personal protective equipment for all staff, doctors have priority over other health workers. | a | b | c | d |
| 13. My co-workers agree that doctors should have priority for personal protective equipment over other health workers | a | b | c | d |
| 14. My colleagues expect personal protective equipment to go to doctors before other health workers | a | b | c | d |

Provider Burnout

The stress and burdens for health workers can create fatigue. The next question are about your fatigue. Please choose from the following response options:

a – Always b – Usually or Often c – Sometimes d – Seldom or Rarely e - Never

Personal exhaustion subscale

- | | | | | | |
|---|---|---|---|---|---|
| 1. How often do you feel tired? | a | b | c | d | e |
| 2. How often are you physically exhausted? | a | b | c | d | e |
| 3. How often are you emotionally exhausted? | a | b | c | d | e |
| 4. How often do you think: "I can't take it anymore"? | a | b | c | d | e |
| 5. How often do you feel worn out? | a | b | c | d | e |
| 6. How often do you feel weak and susceptible to illness? | a | b | c | d | e |

Work-related burnout subscale

- | | | | | | |
|--|---|---|---|---|---|
| 7. Do you feel worn out at the end of the working day? | a | b | c | d | e |
| 8. Are you exhausted in the morning at the thought of another day at work? | a | b | c | d | e |
| 9. Do you feel that every working hour is tiring for you? | a | b | c | d | e |
| 10. Do you have enough energy for family and friends during leisure time? | a | b | c | d | e |
| 11. Is your work emotionally exhausting? | a | b | c | d | e |
| 12. Does your work frustrate you? | a | b | c | d | e |
| 13. Do you feel burned out because of your work? | a | b | c | d | e |

Client-related burnout subscale

- | | | | | | |
|--|---|---|---|---|---|
| 14. Do you find it hard to work with clients? | a | b | c | d | e |
| 15. Does it drain your energy to work with clients? | a | b | c | d | e |
| 16. Do you find it frustrating to work with clients? | a | b | c | d | e |

Harassment and Abuse of Health Care Workers

The next questions are about mistreatment you may have experienced at work.

	Before the pandemic	Since the start of the pandemic?	In the last 1 month?
1. How often have you been verbally abused?	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
2. Who has verbally abused you? (check all that apply)	a. Patient/Client b. Relatives of patient/client c. Staff member d. Management/Supervisor e. External colleague/worker f. Community member g. Own relative/family	a. Patient/Client b. Relatives of patient/client c. Staff member d. Management/Supervisor e. External colleague/worker f. Community member g. Own	a. Patient/Client b. Relatives of patient/client c. Staff member d. Management/Supervisor e. External colleague/worker f. Community member
3. Someone in your workplace withholding information which affects your performance	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
4. Persistent criticism of your work and effort from your supervisor or colleagues	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
5. Repeated reminders of your errors or mistakes by your supervisor or colleagues	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
6. Colleagues or your supervisor spreading gossip and rumours about you	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
7. Practical jokes carried out by people at work that you do not get along with	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
8. Having colleagues issue insulting or offensive remarks made about your person, attitudes or your private life	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
9. Being shouted at or being a target of spontaneous rage by your supervisor or colleagues	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
10. Being ignored or excluded at work	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never
11. Being ignored or facing a hostile reaction when you approach your colleagues in the workplace	a. Never b. Occasionally c. Monthly d. Weekly or more	a. All the time b. Sometimes c. Once or twice d. Never	a. All the time b. Sometimes c. Once or twice d. Never

Source: Adapted from - World Health Organization (2003). Workplace Violence in the Health Sector - Country case Studies Research Instruments. And from Notelaers, G., Van der Heijden, B., Hoel, H., & Einarsen, S. (2019). Measuring bullying at work with the short-negative acts questionnaire: identification of targets and criterion validity. *Work & Stress*, 33(1), 58-75.

Family Support and Community Respect

1. Do you receive any support from your husband or other family members in your work?
 - a. Yes
 - b. No [Skip to Question 3]

2. What kind of support you receive from husband or other family members since the COVID-19 pandemic? [Read out every option; multiple responses allowed]
 - a. Share household or domestic responsibilities
 - b. Ensuring isolation and taking COVID-19 precautions in the household
 - c. Help in reaching to target households
 - d. Help in counseling to households
 - e. Completely take up my job
 - f. Help preparing reports
 - g. Help filling prescribed forms
 - h. Help in taking client to facility
 - i. Organizing Village Health and Nutrition Days (community health days)
 - j. Help in maintaining records and register for identification of eligible women in the community
 - k. Other (specify)

3. Has the support increased, decreased or stayed the same since the COVID-19 pandemic?
 - a. Increased
 - b. Decreased
 - c. Stayed the same

Community perception:

4. How are you viewed by men in your village?
 - a. Very respectfully
 - b. Respectfully
 - c. Normal as other women
 - d. Not so respectfully
 - e. Disgracefully

5. Has respect from women in the village increased, decreased or stayed the same since the COVID-19 pandemic?
 - a. Increased
 - b. Decreased
 - c. Stayed the same

6. How are you viewed by women in your village?
 - a. Very respectfully
 - b. Respectfully
 - c. Normal as other women
 - d. Not so respectfully
 - e. Disgracefully

7. Has respect from men in the village increased, decreased or stayed the same since the COVID-19 pandemic?
 - a. Increased
 - b. Decreased
 - c. Stayed the same

Source: Dehingia, N., Shakya, H., Chandurkar, D., Hay, K., Dey, A., Singh, K., ... & Raj, A. (2020). Family support and community respect for community health workers and the association of these with CHW productivity and clinic health care utilization. *Journal of Global Health Reports*, 4, e2020017.
<https://www.joghr.org/article/12314-family-support-and-community-respect-for-community-health-workers-and-the-association-of-these-with-chw-productivity-and-clinic-health-care-utilization>. Items on COVID-19 and women added.

To further develop your survey, please refer to the following modules:

- [Domestic Work Distribution, Time Use and Unpaid Labor](#)
- [Health Care Access and Trust in Health Care](#)

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- [Physical and Mental Health](#)
- [Social Norms Related to Gender and COVID-19 Prevention and Care Behaviours](#)

If you want to assess health workers' COVID-19 Knowledge and prevention practices, items can be found in Figures 1 and 2 in the following paper:
<https://tropmedhealth.biomedcentral.com/articles/10.1186/s41182-020-00254-3>