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?
   a. Increased  
   b. Decreased  
   c. Stayed the same


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

https://www.jmir.org/2020/6/e19947/?utm_source=TrendMD&amp%3Butm_medium=feed&amp%3Butm_campaign=Feed%3A%20JMedInternetRes%20(Journal%20of%20Medical%20InternetResearch)%20%20TrendMD%20%20Research%20(%20atom)%20%23%20Medium%20%23Medium%20%23Medium&amp%3Butm_medium=pc&amp%3Butm_campaign=JMR_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]
   a. COVID-19 Screening Tents/Facilities  
   b. Hand wash with water facility  
   c. Hand wash solution/Soap  
   d. Sanitizer  
   e. Toilet  
   f. People use masks or other clothes to cover their face (nose/mouth)  
   g. Availability of functional Infra-red Thermometer


First Uploaded: October 26, 2020
Last Updated: November 24, 2020
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

<table>
<thead>
<tr>
<th>Statement</th>
<th>a</th>
<th>b</th>
<th>c</th>
<th>d</th>
<th>e</th>
</tr>
</thead>
<tbody>
<tr>
<td>12. In my health facility, if there is not enough personal protective</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>equipment for all staff, doctors have priority over other health</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>workers.</td>
<td>a</td>
<td>b</td>
<td>c</td>
<td>d</td>
<td></td>
</tr>
<tr>
<td>13. My co-workers agree that doctors should have priority for personal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>protective equipment over other health workers</td>
<td>a</td>
<td>b</td>
<td>c</td>
<td>d</td>
<td></td>
</tr>
<tr>
<td>14. My colleagues expect personal protective equipment to go to</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>doctors before other health workers</td>
<td>a</td>
<td>b</td>
<td>c</td>
<td>d</td>
<td></td>
</tr>
</tbody>
</table>

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 |
17. Do you feel that you must give a lot to your clients, and get little back from them in terms of respect or listening to your advice?  
   a  b  c  d  e

18. Are you tired of working with clients?  
   a  b  c  d  e

19. Do you sometimes wonder how long you will be able to continue working with clients?  
   a  b  c  d  e


How true are each of the following statements-

   a - Very true, b - Somewhat true, c - Not true at all

20. I am more exhausted now than I was before the pandemic.  
   a  b  c

21. I am more tired at work than I was before the pandemic.  
   a  b  c

22. I have a harder time working with clients now than I did before the pandemic.  
   a  b  c

Stigmatization of Health Care Workers

Since the start of the pandemic, have any of the following concerns happened because of the pandemic?

1. People in the community avoid me because I am a health worker and they think I may be infected  
   d. Never  
   e. Rarely  
   f. Sometimes  
   g. Frequently

2. People in the community speak badly of me because I am a health worker  
   a. Never  
   b. Rarely  
   c. Sometimes  
   d. Frequently

3. People in the community have verbally or physically threatened me because I am a health worker  
   a. Never  
   b. Rarely  
   c. Sometimes  
   d. Frequently

4. People do not want to go to health care due to fear they might become infected  
   a. Never  
   b. Rarely  
   c. Sometimes  
   d. Frequently

5. I have been unable to work due to my fear of COVID-19 infection  
   a. Never  
   b. Rarely  
   c. Sometimes  
   d. Frequently

6. I am unable to work because we do not have enough patients seeking care/my services because of their fear of COVID-19 infection.  
   a. Never  
   b. Rarely  
   c. Sometimes  
   d. Frequently

Source: Adapted from https://europepmc.org/article/med/27456158, on the post-pandemic perspective from Guinea after Ebola, a qualitative study.

First Uploaded: October 26, 2020  
Last Updated: November 24, 2020
## Harassment and Abuse of Health Care Workers

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

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

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 household
   d. Help is 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


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
• 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