

ADAPTING TO COVID-19:

A checklist for gender responsive humanitarian programming

This document draws upon and accompanies the forthcoming UN women Rapid Evaluation Tool to assess gender equality and women's empowerment results in humanitarian contexts. The Rapid Evaluation Tool provides a method for quicker assessments (compared with standard evaluations) and aims to enable humanitarian actors to make real-time adjustments to interventions when and where necessary.

The global pandemic of COVID-19 threatens to reverse hard won gains on gender equality, while also increasing women and girls' vulnerability to COVID-19 transmission and related impacts. Women are playing a disproportionate role in responding to the threat, including as frontline healthcare workers, caregivers at home, and as community leaders and mobilisers*. Experience from previous disease outbreaks has shown wide ranging gendered impacts, many of which are further exacerbated in humanitarian contexts**.

In addition to the health burden, additional channels of impacts on women include:



Care economy: The added care burden on women also increases their risk of infection. When health systems are overloaded, a greater burden is placed on care in the home and that burden lands largely on women.



Economic livelihoods: Women are hit harder by economic impacts such as those COVID-19 is driving largely because women disproportionately work in insecure labour markets and occupations.



Safety and gender-based violence: When households are placed under strain, domestic violence usually goes up, as does sexual exploitation



Access to information: Given the nature of the outbreak and social distancing norms, women may lose access to critical channels of information and support such as social gatherings, community outreach etc. They may also lack reliable access to information via ICT services.

This checklist is intended for use by evaluators to assess the gender-responsiveness of humanitarian interventions within the context of a global pandemic such as COVID-19. It presents a targeted list of indicators, questions and rapid data collection tools that may be adapted to various contexts. The 18 key questions highlighted below can serve as a ready checklist to rapidly assess programme implementation across three fundamental domains related to women's empowerment in humanitarian action:



Leadership and participation:

Women's meaningful participation in key consultative structures for decision-making and their influence on decisions at all stages of humanitarian action.



Economic well-being:

Women's participation in livelihood activities and formal jobs, and their ability to generate a sustainable income over which they have control.



Safety:

Women's physical safety and security, programmes' ability to prevent, mitigate, and respond to gender-based violence; services accessible and available, mechanisms to address and redress gender-based violence.

While the primary target audience is evaluators, humanitarian programme managers can also use this checklist to identify key aspects to be considered when designing and adapting programming in this rapidly evolving context.

* [Checklist for COVID-19 response by UN Women Deputy Executive Director Åsa Regnér](#)

** [IASC Interim Guidance on COVID-19 - Gender Alert.pdf](#); [UN Women Action Brief: Women Peace and Security and COVID 19 in Asia and the Pacific](#)



SECTION 0: Programme context

INDICATOR	QUESTION	TYPE OF ANSWER	TYPE OF DATA COLLECTION
0.1 At a minimum, gender- and age- disaggregated information is available about the needs, capacities and preferences of the affected community	Is there gender- and age- disaggregate information available about the needs, capacities and preferences of the affected community?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Observation Document review
0.2 Programme documents outline the main barriers to gender equality and women's empowerment	Do the programme documents outline the main barriers to equality for women, men, girls and boys?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Document review
0.3 Implementing partner has capacity to employ adaptive programming	Do the implementing partners have sufficient capacity to develop and deploy adaptive tools, conduct safety trainings for staff and tailor safe practices for outreach in the context of COVID-19?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Document review



SECTION 1: Leadership and participation

CORRESPONDING INDICATOR	QUESTION	TYPE OF ANSWER	TYPE OF DATA COLLECTION
1.1 Women and girls are consulted on a regular basis as part of the on-going monitoring efforts, in a safe and dignified manner	Do women and girls have equal access (physical access or access to telephone/text/internet outreach) to provide feedback? Are women and girls consulted in all coordination and planning efforts, including decisions regarding management, safety, shelter and healthcare?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Some	Desk review Interview
1.2 There is at least one confidential feedback and complaints mechanism that is safely accessible by women and girls	Is there a functioning feedback mechanism and are women and girls aware of the confidential complaint feedback mechanism?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Survey Focus group discussions
1.3 Designated safe spaces in displacement sites exist and are used	Are designated safe spaces in displacement sites used and do these include provisions for safe social distancing?	Numeric	Document review Attendance records
1.4 Sensitisation and outreach was conducted with community members including men, local leaders, power brokers, service providers etc.	Were sensitisation and outreach conducted with community members including men, local leaders, power brokers, etc. using remote data collection and outreach methods (phone, text, apps, online platforms)?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Document review Focus group discussions Interviews
1.5 Programme has set an objective for percentage of women participating	What percentage of women are meaningfully involved in programme activities, including by playing an active role in decision making?	Calculation	Document review



SECTION 2: Safety

CORRESPONDING INDICATOR	QUESTION	TYPE OF ANSWER	TYPE OF DATA COLLECTION
2.1 Programme guidelines or standard operating procedures include gender-based violence risk mitigation measures	Do programme guidelines or standard operating procedures include gender-based violence risk mitigation measures and are staff appropriately capacitated with personal protective equipment and/or remote service provision training?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Document review Interview
2.2 Programme staff have received training on the basic concepts of gender, protection against sexual exploitation and abuse, and gender-based violence	Have programme staff received training on the basic concepts of gender, protection against sexual exploitation and abuse, gender-based violence and the guiding principles for gender-based violence prevention and response?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Document review Interview
2.3 Programme staff are aware of gender-based violence referral pathways and psychosocial support for persons affected by gender-based violence	Are referral and support pathways in place and regularly updated, including with options for remote service provision?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Document review Interview
2.4 Women and girls report feeling safe when accessing assistance and services	Do women report feeling safe accessing services, including under quarantine and/or “lockdown” conditions? Is a code of conduct in place for security forces under “lockdown” conditions?	<input type="checkbox"/> Yes <input type="checkbox"/> Mostly <input type="checkbox"/> Partly <input type="checkbox"/> No <input type="checkbox"/> Not Rated	Survey
2.5 The effectiveness of gender-based violence and sexual exploitation and abuse risk mitigation measures is regularly monitored	Do women know how and where to report gender-based violence and sexual exploitation and abuse concerns, including under quarantine and/or “lockdown” conditions?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Focus Group Discussion Key Informant Interviews



SECTION 3: Economic well-being

CORRESPONDING INDICATOR	QUESTION	TYPE OF ANSWER	TYPE OF DATA COLLECTION
3.1 Women continue to be hired for programme related daily work, thereby maintaining gender parity	What % of women versus % of men make up the daily work force?	Numeric	Document review
3.2 Women have successfully completed and passed a training course necessary for income-generating activities	What % of women versus % of men successfully graduate from trainings necessary for income generating activities?	Numeric	Document review
3.3 Women have successfully completed and passed a training course necessary for income-generating activities	Do women report facing any barriers in access to the training course due to increased burden of care at home and/or safety concerns due to movement restriction or lack of access to resources to enable remote participation?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Some	Survey Focus Group Discussion
3.4 Women and girls report having safe physical access to the markets	<p>Do women report facing any barriers in access to markets due to increased burden of care at home and/or safety concerns due to movement restriction?</p> <p>Do women and girls have safe and reliable access to food and essential non-food items given the movement restrictions?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Some	Survey Focus Group Discussion
3.5 Women report having joint decision -making power with regards to productive assets and expenditures	Within the household, is there a perceived reduction in bargaining power of women due to circumstances resulting from the crisis?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Some	Survey Focus Group Discussion