### **Appendix**

### **Dependent variables (DV) for quantitative analysis:**

Our study included six dichotomous variables created for this study and designed to assess EWR work under the pandemic and their perception of EWR impact. We asked whether their *official work increased since the pandemic*, using a question on their level of work and dichotomizing responses as "increased" versus "decreased" or "stayed the same" (DV 1). The question has been mentioned below:

## DV1: Has your time for Panchayat work increased, decreased or stayed the same since the start of the pandemic and lock down?

- a) Increased-1
- b) Decreased-2
- c) Stayed the Same-3

We also enquired about EWR work related to COVID to create two variables: *EWR raised awareness on COVID-19* prevention and government relief resources and schemes (DV 2), and whether the *EWR arranged for needed services during COVID-19* (health, livelihoods) (DV 3). Response options for these items included "very easily", "fairly easily", "with great difficulty", and "unable"; we dichotomized responses as yes (very or fairly easily) no (with great difficulty or unable) to raise awareness. The questions for DV 2 and DV3 has been mentioned below:

DV2: To what extent are you able to raise awareness in your community against the novel Corona Virus, the precautions to prevent becoming infected, government relief measures and schemes etc.? [Notes to the surveyor: IF option "6" is selected, no other options can be selected]

- a) Not at all-1
- b) With great difficulty-2
- c) With some difficulty-3
- d) Fairly easily-4
- e) Very easily-5
- f) Don't know/Can't say-6

DV3: To what extent are you able to arrange different services (like access to ration card, arranging subsidised ration, ward sanitisation, arranging transport for pregnant women) during the lockdown period? [Notes to the surveyor: IF option "6" is selected, no other options can be selected]

- a) Not at all-1
- b) With great difficulty-2
- c) With some difficulty-3
- d) Fairly easily-4
- e) Very easily-5

### f) Don't know/Can't say-6

Our next two dependent variables focused on EWR intervention in cases of gender based violence (GBV), based on research documenting increases in these concerns: *EWR intervened to stop violence against women* from husband or family (DV 4), and *EWR intervened to stop child marriage* (DV 5). Our variables on EWR gender-based violence intervention assessed experiences over the past 12 months, thus including time before the pandemic, and used a yes/no response. The questions for DV 4 and DV 5 have been mentioned below:

## DV4: Have you intervened to try to stop the physical abuse any of these women have experienced?

Yes-1

No-2

(If they say yes) Have you been doing this more often or less often in the past 3 months, under the pandemic?

More Often-1 Less Often-2 Same-3

DV5: Have you intervened to try to stop this child abuse?

Yes-1

No-2

(If they say yes) Have you been doing this more often or less often in the past 3 months, under the pandemic?

More Often-1 Less Often-2 Same-3

Our final dependent variable assessed *perceived possibility of EWR impact* (DV 6) by asking the EWR if she believes people like her can improve things in the community.

**DV6:** To what extent do you think that people like you can change things in their community if they wanted to? [Notes to the surveyor: IF option "6" is selected, no other options can be selected]

- a) Not at all-1
- b) With great difficulty-2
- c) With some difficulty-3
- d) Fairly easily-4
- e) Very easily-5
- f) Don't know/Can't say-6

### **Independent variables (IV) for quantitative analysis**

Our analysis included two key independent variables on husband and family support: a) gets help with EWR work, and b) gets help with domestic work. We first asked whether any family member or relative helps the EWR with any of her professional work (IV 1) "such as support with paperwork, commuting long distances, raising awareness in the community etc." The question we referred for IV1 has been mentioned below:

IV1: Does anyone from your family help you with your Panchayat work in the past six months during the pandemic? [Notes to the surveyor: If option 1 is selected skip to Question 38, otherwise, check all that apply]

- a) No one helps-1
- b) Spouse-2
- c) Daughter-3
- d) Son-4
- e) Daughter in law-5
- f) Other Relative-6

Any other (please specify)- 99 (-----)

We then asked whether any family member or relative helps the EWR with domestic work (IV 2). For those responding yes to each of these yes/no questions, we then asked who helped them with this work, with responses including husband, daughter(s), son(s), etc. We categorized responses for each of these variables to be: a) help from husband [with or without help from other family members], b) help from other family members [no help from husband], and c) no help from family [ref group in our analyses]. For each of these variables, we also include descriptive data from a follow-up question regarding the nature of the EWR help or support provided by family, to help contextualize quantitative findings. The question in reference for IV 2 was:

## IV2: What are the kinds of help you are getting from them in your daily Panchayat work?

- a) Support in all office work, I only sign-1
- b) Helping me to understand the financial process-2
- c) Helping me to maintain documents/files etc.-3
- d) Outreach work-4
- e) Helping in transport, so that I can meet officials and attend meetings-5
- f) Support in accessing internet/WhatsApp-6
- g) Any other (please specify)-99.

## Graphs depicting marginal effects of the key independent variables (gets help with EWR work and gets help with domestic work)

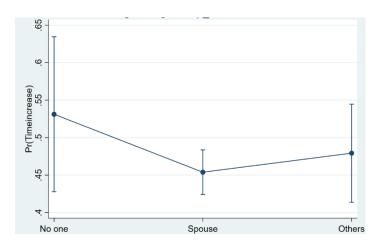


Figure 1: Marginal effects for receipt of help with EWR work, for increase in official work since the pandemic as the outcome

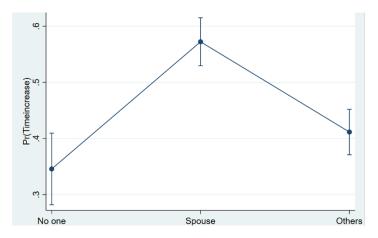


Figure 2: Marginal effects for receipt of help with household work, for increase in official work since the pandemic as the outcome

### **Questionnaires used for the survey**

# Survey on the Evolving Impact of Gender Norms on Women's Personal, Public, and Political lives in the Context of COVID-19

I. Intr	oduction	and Co	nsent					
Namaste.	My	name	is		·	I	am	working
with			. We a	are conducting a telephonic s	survey abo	ut the	impact	of gender
norms on Ele	ected We	omen Rep	resentativ	ves s(EWRs) personal, public	e, and polit	ical li	ves in t	he context
of COVID-1	9 in Biha	ar. We wil	l collect i	nformation to understand the	nature of v	work u	ındertal	ken by you
				has changed your personal a				
				ve you responded to the urge				
•				need. We would also like to	•			
	-	_		management in different ca			-	
				a. All of the answers you giv	•			
•	•			ers of our survey team. Any				
	•			and the information will not				•
•			•	and if you feel any discomfo				
		-	-	have any questions about this		_	- 1	-
	-	-	-	questions later, please cont			-	
•	_	•	•					
-	•		-	pervisor, you can call them		XXX	XXX>.	

### 00. Could you please confirm that you want to take part in the survey?

- a. Yes If "Yes": I appreciate your willingness to help with this project.
- b. No If, "No": "Is this a bad time? Could you please let me know what would be a good time to talk?"

(Record the response)

(Read out options when explicitly mentioned, otherwise let the respondent answer and code in one of the categories, don't record more than one response in any question, unless the question explicitly allows for multiple responses (only question 20 and 21 allow multiple response, other not). In case they reply more than one, ask them to choose their most preferred response.)

### **II. Impact on Financial Distress**

- 1. How many members are part of your household? [Notes to the surveyor: Explain the concept of a household to the respondents and record their response in digits only- A group of persons who normally lived together and took food from a common kitchen constituted a household]
- 2. Approximately, what was your average monthly household expenditure (on food, medical, education, utility and durable goods, transport and other) in the last 6 months under the pandemic? [Notes to the surveyor: If option "6" is selected, no other options can be selected]
  - a) Less than Rs. 5,000-1
  - b) Rs. 5,000 to Rs. 10,000-2
  - c) Rs. 10,000 to Rs. 15,000-3
  - d) Rs. 15,000 to Rs. 20,000-4
  - e) More than Rs. 20.000-5
  - f) Not known/Don't want to share-6

- 3. What type of employment did you have prior to the pandemic? [Notes to the surveyor: If respondent did not work for pay prior to the pandemic, go to Question 6, If option "6" is selected, no other options can be selected]
  - a) Self-employed in agriculture-1,
  - b) Self-employed in non-agriculture-2,
  - c) Regular wage/salary earning-3,
  - d) Casual labour in agriculture-4,
  - e) Casual labour in non-agriculture-5,
  - f) No, employment/Unemployed 6
  - g) Any other (please specify)- 99 (-----)
- 4. In the last 6 months under the pandemic were you able to work for pay as usual either at **your place of work or remotely?** [Notes to the surveyor: If option 1 is selected, go to Question
  - <u>6]</u>
  - a) Yes-1
  - b) No, but I was provided with my wages in full anyway-1
  - c) No, but I was provided with partial wages anyway-3
  - d) No, and I received no pay-4
- 5. Why were you not able to work as usual in the last six months under the pandemic? [Notes to the surveyor: do not read options, check all that the respondent mentions]
  - a) Workplace was closed due to government requirement/legal restriction because of COVID-
  - b) Workplace was closed due to some other reason-2
  - c) I was furloughed-3
  - d) I was ill or under quarantine-4
  - e) I could not get transportation to work due to COVID-19 restrictions-5
  - f) Can't go to work due to fear of contracting the disease-6
  - g) I needed to care for children or an elderly relative at home-7
  - h) I needed to care for an ill relative-8
  - i) I am a seasonal worker-9
  - j) Lack of access to the market or raw materials or piece rate work-10
  - k) Any other (please specify (-----))- 99
- 6. Has your household suffered financial hardship (not enough money for food or other basic needs) due to the COVID-19 pandemic and the social containment efforts to manage the spread of the virus (lockdown, curfew, and other social distancing efforts)?
  - a) Yes-1
  - b) No-2

#### III. Impact on Household Labour Burdens and Unpaid Care

For many people, Covid-19 and lockdown have increased the unpaid workload at home (eg. cooking, cleaning, care for the children or elderly).

- 7. Do you think Covid-19 has increased your unpaid workload at home (eg. cooking, cleaning, care for the children or elderly) in the last six months under the pandemic? [Notes to the surveyor: if option 2 or 3 is selected then go to Question 9, IF option 3 is selected, no other options can be selected 1
  - a) Yes-1,
  - b) No-2,
  - c) Don't know/Can't say-3

8. (If option "1" is selected in Question 7, ask:) Which of the unpaid work responsibilities within the household have increased significantly for you with the outbreak of Covid-19 pandemic?

[Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions] Inside household Domestic Work (like cooking, cleaning)-1

- a) Outside household Domestic Work (like fetching water, collecting firewood)-2
- b) Child care and spending time with children-3
- c) Educating children or helping them with school work due to school closures-4
- d) Care of elderly people/other dependents/sick-5
- e) Helping household enterprises as unpaid family helper-6
- f) Maintenance of Household poultry, dairy, etc.-7
- g) Arranging resources (like dry food, ration from PDS or other outlets, buying essential items like medicine etc.)-8
- h) All of the above-9
- i) Any other (please specify (-----))-99
- 9. Whether anyone else is also involved along with you in managing household chores during the last six months under the pandemic?
  - a) No one-1,
  - b) Spouse-2,
  - c) Daughter-3,
  - d) Son-4,
  - e) Daughter in law-5,
  - f) Mother in law- 6
  - g) Relative (.....)-7,
  - h) Neighbour-8,
  - i) Paid Helper-9,
  - j) Any other (please specify (-----))- 99

### IV. Effects of the pandemic on Community

### Now I would like to ask you how the pandemic has affected your family and community

The COVID-19 pandemic and lockdowns have had a dramatic impact on our families and communities, to avoid infection and to deal with the financial effects of the pandemic. I want to ask you a few questions about how you think it is affecting your community.

- 10. In your community, how many households do you think have been affected by infection from the Corona Virus (the virus causing COVID-19), with someone in the household becoming sick?
  - a) Many, including my own-1
  - b) Many, but not my own-2
  - c) Some-3
  - d) Few-4
  - e) None-5
- 11. In your community, which of the following has increased since the start of the COVID-19 pandemic and the social containment efforts to control the spread of the virus (e.g., lockdowns, curfews, etc.)? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions]
  - a) Many people have lost their jobs or their ability to earn wages, and some have lost their business-1

- b) People are unable to go to bank or get cash for daily expenses-2
- c) Families cannot afford to buy enough food to eat-3
- d) Many schools have closed, and the children are unable to continue their studies at home-4
- e) There is more violence against children (such as spanking or hitting) in the household-5
- f) There is more violence or other abuse towards women from their husbands or from other family members including in-laws-6
- g) There is more violence or mistreatment from police against people who are out on the streets during social containment-7
- h) People are drinking more and/or using drugs more-8
- i) More people are becoming very anxious or depressed-9
- j) There is more violence among people in the community-10
- k) Unable to pay house rent-11
- 1) Migrant Labourers are still stuck in other states and not able to retrun-12
- m) People are not able to access healthcare facilities like before-13
- n) None of the above is an issue in my community-14
- o) All the above-15
- p) Any other (please specify (-----))- 99

### V. Impact on Family Violence and Early Marriage of Girls, and Respondent's Bystander Behaviour

Now I would like to ask you about fights that may be occurring in families in your community, and violence that may have occurred. Some families are fighting more because of the stresses related to the COVID-19 pandemic and the lockdowns, or they are wanting to see their daughters settled into marriage earlier because of financial worries.

## Can you share with us a bit about what you have seen or heard about over the past 12 months, and more recently?

	In the Past 12 Months? Yes or No (circle one)	How has this changed under the Pandemic?
12. Are there any women in your village who you know have experienced physical abuse from their husband (i.e. slapping, beating, burns, using a stick or other weapon on them or threatening to do so), in the past 12 months.	Yes-1 No-2 If no, go to question 2	Is this happening more often or less often in your village in the past three months, under COVID-19 pandemic?  More Often-1 Less Often-2 Same-3
12a. Have you intervened to try to stop the physical abuse any of these women have experienced?	Yes-1 No-2	(If they say yes) Have you been doing this more often or less often in the past 3 months, under the pandemic?  More Often-1 Less Often-2 Same-3
13. Have there been any girls in your village who are marrying at younger ages- before 18 years, either because of their parents arranging it, or because they are eloping, in the past 12 months?	Yes-1 No-2	Is this happening more often or less often in your village in the past three months, under COVID-19 pandemic?  More Often-1 Less Often-2 Same-3

13a. Have you intervened to try to stop this child	Yes-1	(If they say yes) Have you
abuse?	No-2	been doing this more often or less often in the past 3
		months, under the
		pandemic?
		More Often-1 Less
		Often-2 Same-3

Now I also want to ask about help-seeking behaviour by women who have experienced any kind of violence in their family, and the availability of redressal mechanisms and support systems to help them.

- 14. Are you aware of mahila helpline/mahila thana to report the instances of domestic violence?
  - a) Yes-1,
  - b) No-2
- 15. If option is yes in question 14, have you recently called them/referred someone to use the same?
  - a) Yes-1,
  - b) No-2
- **16.** Do you think domestic violence is a personal/family matter? [Notes to the surveyor: IF option "3" is selected, no other options can be selected]
  - a) Yes-1
  - b) No-2
  - c) Don't know/Can't say-3
- 17. In your opinion what kind of redressal mechanisms and support systems can tackle domestic violence against women efficiently in your community during the Covid-19 pandemic? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions, IF option "11" is selected, no other options can be selected]
  - a) No one can help or stop the violence-1
  - b) Only the victim can protest and stop it-2
  - c) Only the close relatives can solve it-3
  - d) Victims along with close relatives can solve it-4
  - e) Community and other village members/neighbours can interfere and stop it-5
  - f) Gram Panchayat or local Panchayat leader should interfere to stop it-6
  - g) Banned of alcohol or any other drugs-7
  - h) Local NGO's working with women or children can interfere-8
  - i) Police/WDC should intervene-9
  - j) ASHA/Anganwadi worker / Jeevika Group can intervene-10
  - k) Don't know/Can't say-11
  - 1) Any other (please specify)-99 (-----)
  - VI. Role as a Panchayati Leader and Work on COVID
- 18. Has your time for Panchayat work increased, decreased or stayed the same since the start of the pandemic and lock down?
  - d) Increased-1
  - e) Decreased-2
  - f) Stayed the Same-3

### **Institution (PRI) member?**

- a) One to two times in a month-1
- b) Weekly one day-2
- c) Twice in a week-3
- d) 5 days in a week-4
- e) All the days in a week-5
- f) Available 24 hrs a day-6
- g) Used to always available before the COVID outbreak, but now can't-7

- 23. What are the types of work you are doing to spread awareness related to the recent problems in your village/community during the last six months under the pandemic and flood? [Notes
  - to the surveyor: DO NOT read out the responses, check all that the respondent mentions]
  - a) Spread awareness about the Covid-19 disease and the precautions to prevent becoming infected-1
  - b) Arrange isolation or hospital bed for the Covid-19 patients in your village/block-2
  - c) Help anyone if they faced shortages in supply of ration during the crisis-3
  - d) Identify the return migrants and ensure that they remain in home quarantine or in government designated quarantine centres for at least 14 days-4
  - e) Arrange urgent medical support for pregnant women in receiving antenatal care, institutional delivery or safe abortion during the Covid-19 pandemic-5
  - f) Arrange life-saving drugs or generic medicines for patients in need-6
  - g) Arrange vaccination and immunisation for new born children/children who need it-7
  - h) Help women villagers in dealing with domestic violence-8
  - i) Sanitation of the ward/community or garbage manangement-9
  - j) Prohibition of Alcohol-10
  - k) Latrine Building to stop open defecation-11

h) Any other (please specify)-99(-----)

- 1) Help villagers if they need to talk about their problems or need advice from you-12
- m) Doing relief work and providing dry foods and other essential items to flood affected areas-13
- n) Listing families for arranging ration cards/ Aadhar / other identification for entitlement-14
- o) None of the above-15
- p) All the above-16
- q) Any other (please specify (-----))-99
- 24. What major challenges related to Covid-19 have been reported to you by the community or village members since the start of the lockdown? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions]
  - a) Lack of testing kit for Covid-19-1
  - b) Unavailability of alcohol-based hand sanitizers or soap-2
  - c) Unavailability or limited access to water to wash hands frequently-3
  - d) Unable to practice social distancing due to crowded spaces-4
  - e) Access to helpline numbers provided by the govt-5
  - f) Prejudices against the disease and infected persons-6
  - g) Unable to access entitlements because did not have documentation 7
  - h) None of the above-8
  - i) All the above-9
  - j) Any other (please specify)-99. (-----)
- 25. What major employment or work-related challenges have been reported to you by the community or village members since the start of the lockdown? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions]
  - a) Lack of employment opportunities-1
  - b) Retrenchment by the employer-2
  - c) Wages have been denied, withheld or declined-3
  - d) Access to raw materials, markets and customers has fallen considerably-4
  - e) None of the above-5
  - f) All the above-6
  - g) Any other (please specify)-99 (-----)
- 26. What major health or medical challenges have been reported to you by the community or village members since the start of the lockdown? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions]
  - a) Access to healthcare (doctors, hospitals, PHC, CHC, ASHA workers)-1

- b) Avoiding health care because of worries about becoming infected in healthcare settings-2
  c) Access to essential medicines-3
  d) Access to family planning services, such as contraceptives or safe abortion services-4
  e) Access to sanitary napkins-5
- f) Access to iron tablets/injection/immunization for pregnant and lactating mothers and new born babies-6
- g) Emergency referral transport for delivery and other healthcare needs-7
- h) None of the above-8
- i) All the above-9
- j) Any other (please specify)-99 (-----)
- 27. What other challenges have been reported to you by the community or village members since the start of the lockdown? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions]
  - a) Unavailability of subsidized ration from PDS shop-1
  - b) Lack of govt ID or related documents to access entitlements -2
  - c) Shortages in cooking fuel-3
  - d) Shortages of drinking water-4
  - e) Lack of transport-5
  - f) Education for children-6
  - g) Sanitation (Garbage disposal, drainage, etc.)-7
  - h) Access to banks/ATMs-8
  - i) Lack of/ no income to pay rent-9
  - j) Challenges in dealing with the return migrants-10
  - k) All the above-11
  - 1) Any other (please specify)-99. (-----)
- 28. To what extent are you able to raise awareness in your community against the novel Corona Virus, the precautions to prevent becoming infected, government relief measures and schemes etc.? [Notes to the surveyor: IF option "6" is selected, no other options can be selected]
  - g) Not at all-1
  - h) With great difficulty-2
  - i) With some difficulty-3
  - j) Fairly easily-4
  - k) Very easily-5
  - 1) Don't know/Can't say-6
- 29. To what extent are you able to arrange different facilities (like access to ration card, arranging subsidised ration, ward sanitisation, arranging transport for pregnant women) during the lockdown period? [Notes to the surveyor: IF option "6" is selected, no other options can be selected]
  - g) Not at all-1
  - h) With great difficulty-2
  - i) With some difficulty-3
  - j) Fairly easily-4
  - k) Very easily-5
  - 1) Don't know/Can't say-6
- **30.** To what extent do you think that people like you can change things in their community if they wanted to? [Notes to the surveyor: IF option "6" is selected, no other options can be selected]
  - g) Not at all-1
  - h) With great difficulty-2
  - i) With some difficulty-3
  - j) Fairly easily-4
  - k) Very easily-5

- 1) Don't know/Can't say-6
- **31.** Do you think that the pandemic has changed your leadership role/the way you perceive yourself? [Notes to the surveyor: DO NOT read out the responses, check all that the respondent mentions, IF option "8" is selected, no other options can be selected]
  - a) Yes, feel more respected and trusted by community/villagers-1
  - b) Yes, feel confident to solve local problems-2
  - c) Yes, raise my voice in meetings-3
  - d) Family is proud of me-4
  - e) Yes, feel confident to speak with FLWs and officials-5
  - f) Yes, I can independently go to the block office, health centre or other offices now-6
  - g) No change-7
  - h) Don't know/Can't say-8
- **32.** Do others in your community perceive you differently post Covid-19 period? [Notes to the surveyor: Give some hint and check all that the respondent mentions, IF option "7" is selected, no other options can be selected]
  - a) More village members know me by name-1
  - b) More village members approach me with their concerns-2
  - c) I am getting more respect from village members-3
  - d) I am getting more respect from male community members-4
  - e) I am getting more respect from other Panchayat members-5
  - f) More officials and health workers are seeking my support or guidance-6
  - g) There have been no changes in how I am viewed as a leader-7
- 33. Does anyone from your family help you with your Panchayat work in the past six months during the pandemic? [Notes to the surveyor: If option 1 is selected skip to Question 38, otherwise, check all that apply]
  - g) No one helps-1
  - h) Spouse-2
  - i) Daughter-3
  - j) Son-4
  - k) Daughter in law-5
  - 1) Other Relative-6
  - m) Any other (please specify)- 99 (-----)
- 34. What are the kinds of help you are getting from them in your daily Panchayat work?
  - h) Support in all office work, I only sign-1
  - i) Helping me to understand the financial process-2
  - j) Helping me to maintain documents/files etc.-3
  - k) Outreach work-4
  - 1) Helping in transport, so that I can meet officials and attend meetings-5
  - m) Support in accessing internet/WhatsApp-6
  - n) Any other (please specify)-99.
- 35. What would be the top 3 priorities for you as Ward Member in terms of rebuilding lives post COVID? [Notes to the surveyor: DO NOT read out the responses, check top three that the respondent mentions]
  - a) Improving health services-1
  - b) Access to better livelihoods opportunities and entitlements-2
  - c) Improving Education /schools-3
  - d) Ensuring women's access to health, collectives, support services for domestic violence etc.-4
  - e) Digital access to all-5
  - f) Financial inclusion-6
  - g) Arranging dry foods or rations other relief during flood and other disasters-7

h)	Building Roads for improved transport-8							
i)	Latrine Building to stop open defecation-9							
j)	Prohibition of Alcohol-10							
k)	Access to Drinking water for all-11							
1)	Environment/Climate Change Related Issues-12							
m)	None of the above-13							
n)	All the above-14							
o)	Any other (please specify)-99							
Name o	of the enumerator:							
Phone r	number of the enumerator:							
Organiz	zational affiliation of the enumerator:							
Any ob	servation by the enumerator (in 2-3 lines)							

\*\*\*\*\*\*\*\*