



INTERNEWS

# USAID/SENEGAL/SAHEL REGIONAL OFFICE COVID-SPECIFIC GENDER ANALYSIS FOR THE GAMBIA

## The Gambia Governance Reform Activity

SEPTEMBER 28, 2020

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## EXECUTIVE SUMMARY

The United States Agency for International Development (USAID)/Senegal's Sahel Regional Office (SRO) contracted Banyan Global to carry out a Coronavirus disease 2019 (COVID-19)-specific activity-level gender analysis to support The Gambia Governance Reform Activity to integrate gender equality and women's empowerment, and to do no harm, in its programming to prevent and mitigate COVID-19 (see Annex B for the Scope of Work). The report structures its findings and recommendations on gender equality and women's empowerment around the activity's key actions and crosscutting themes, with an eye toward several socially relevant categories (see the following table).

**TABLE 1. STRUCTURE OF COVID-SPECIFIC GENDER ANALYSIS**

ACTIVITY'S ACTION	CROSSCUTTING THEMES	SOCIALLY RELEVANT CATEGORIES
Action 1: Radio programs to promote public awareness and government transparency around COVID-19 response efforts	Gender-based violence (GBV) risk Women's economic empowerment	Women Men Youth Ethnic minorities
Action 2: Television shows to promote public awareness and government transparency around COVID-19 response		
Action 3: Nationwide public-awareness campaign for COVID-19 prevention		
Action 4: Follow the COVID-19 money		
Action 5: Countering disinformation around COVID-19		

Banyan Global consultants Angela Oliver-Burgess and Fatou Jobe carried out this analysis over three weeks using primary and secondary data (see Annex C for the detailed methodology, Annex D for a list of key documents, and Annex E for the list of focus group and KII participants). The following table summarizes key findings and recommendations.

**TABLE 2. COVID-SPECIFIC FINDINGS AND RECOMMENDATIONS ON GENDER EQUALITY, BY ACTIVITY ACTION**

FINDINGS	RECOMMENDATIONS
<b>Action 1: Radio programs to promote public awareness and government transparency around COVID-19 response efforts</b>	

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- Radio is considered the most-effective means of sharing information.<sup>1</sup> Yet a gender-responsive COVID-19 communications strategy does not exist among the radio outlets.<sup>2</sup>
  - Due to the low literacy in English among women and the elderly, there is a need to translate radio content on COVID-19 into national languages and local dialects.<sup>3</sup>
  - COVID-related reporting by male and female journalists is not responsive to gender equality, including GBV.<sup>4</sup>
  - There is a lack of understanding about the importance of women's roles in leadership and decision-making positions within the government of The Gambia's (GOTG) COVID-19 response plan.<sup>5</sup>
  - Radio media has reported an increase in GBV incidents due to COVID-19, including domestic violence, rape, child early forced marriage (CEFM), and female genital mutilation and cutting (FGM/C).<sup>6</sup>
  - The Network Against Gender-Based Violence, a platform for action and discussion on GBV in The Gambia, could support efforts to prevent and respond to increased abuse related to COVID-19.
  - The Network of Community Radio Stations reaches the most-rural populations and have women in key leadership positions who are instrumental in disseminating COVID-specific information targeting women. Three out of ten radio stations have women managers. In addition, women serve on the governing boards of each radio station, as the community selects the board and there is a mandated quota that at least four of the seven members be women.<sup>7</sup> Further, the stations have male and female volunteers from the communities with whom they have established trust; these volunteers provide the stations with a broad reach across population groups.
  - Rural women have less access to information than urban women. It is more challenging to reach marginalized communities due to lack of electricity, poor infrastructure and roads, and inconsistent communication systems and WiFi access. The community radio stations reach many of rural marginalized communities.<sup>8</sup>
  - Provide technical assistance to government, private, and community radio stations to develop a gender-responsive COVID-19 communications strategy for radio programming.
  - Promote COVID-specific radio and television programs targeting populations—including elderly women, widows, pregnant women, persons with disabilities, and girls and boys—who are most vulnerable to GBV. Support existing women's radio programs on The Gambia Radio and Television Service (GRTS) to raise awareness on GBV during COVID-19. Ensure programs are translated into national languages and local dialects.
  - Strengthen the capacity of the Women Journalists Association of The Gambia and the GRTS gender unit to enhance coverage of government transparency around COVID-19 response efforts with a gender lens. In addition, provide media training for journalists and program managers on reporting on GBV during COVID-19. Collaborate with the Office of the United Nations High Commissioner for Human Rights and the United Nations Population Fund, which currently conduct these trainings.
  - Support the National Coordination Committee for COVID-19's to address and disseminate information about the roles of women in the decision-making processes of the GOTG's COVID-19 response.
  - Engage women political leaders in radio and television programming and dissemination of COVID-19 preventions and response. Support collaboration between the Ministry of Women, Children, and Social Welfare (MOWCSW) and the vice president, Ministry of Education, speaker of the National Assembly, and the mayor of Banjul. In addition, engage gender focal points within all ministries and departments at the national, regional, and local levels.
  - Engage with the Network Against Gender-Based Violence to disseminate information via radio programs regarding existing GBV response services during COVID-19 (including hotlines, one-stop centers, and psychosocial support services) and to disseminate information to male and female political, community, and religious leaders on how to mitigate GBV risks in their communities.
  - Collaborate with the Network of Community Radio Stations to raise public awareness and government transparency around COVID-19 response efforts, especially targeting rural women and persons from marginalized groups. Provide financial support, equipment, stipends, and capacity-building on gender equality for the network's male and female volunteers—who have established trust and broad reach across population groups—to disseminate information on COVID-19 prevention and response.
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## **Action 2: Television shows to promote public awareness and government transparency around COVID-19 response**



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- Collaboration is weak among government officials, UN agency staff, civil society organizations (CSOs), and the media on gender and COVID-19-related issues in the media.<sup>9</sup>
  - The Gambia Press Union (GPU) initiated a study on sexual harassment and discrimination in The Gambian media. Disseminate this study during COVID-19 as reported cases of discrimination and GBV in the workplace have increased.<sup>10</sup>
  - The GPU has established a Gender and Welfare Committee that will focus on the impact of COVID-19 on gender.<sup>11</sup>
  - The GRTS developed a COVID-19 strategy, including specific programs for women and children in local languages and English. The GRTS coordinates with the MOWCSW on this strategy.<sup>12</sup>
  - Capacity is limited among journalists (male and female) and private TV program managers on presentations to address gender-related issues, including, GBV risk mitigation, in the pandemic.<sup>13</sup>
  - Challenges exist for rural women, including women with disabilities (especially the hearing impaired), at the grassroots level in receiving information on COVID-19 prevention and response.<sup>14</sup>
  - Address gender-equality issues on TV programs around COVID-19 prevention and response. Engage all stakeholders, including government officials, non-governmental organizations (NGOs), UN agencies, the Child Protection Alliance, the COVID-19 Task Force, the COVID-19 National Coordinating Committee, and the Network Against Gender-Based Violence.
  - Collaborate with the GPU Gender and Welfare Committee on TV programs that address how to prevent sexual harassment and discrimination in the workplace during COVID-19. Disseminate information about GBV-risk mitigation measures and available response services.
  - Incorporate short TV drama sketches in different languages on how COVID-19 impacts all population groups including children, youth, women, and men. Support animated programs on COVID-19 for children.
  - Build capacity on gender-responsive reporting and programming, including a focus on GBV mitigation and response during COVID-19, to the GRTS Gender Unit, journalists, and program managers of government and private TV stations.
  - Support existing women's programs on the GRTS (*Jotaayi Jiguen ñi* (Women's Forum) in Wolof, *Musol Taa* (Women's Voice) in Mandinka, and *Women's Magazine* in English) and on private TV stations (a panel-discussion program called *Jiguen* in a local language on QTV featuring women's issues can be decentralized) to reach women at the grassroots level to disseminate gender-related COVID-19 information. When possible, use a sign language interpreter for persons with hearing impairments.
  - Collaborate with the MOWCSW, the Women's Bureau, National Assembly members, gender focal points within ministries and government departments, and other female and male political leaders to speak on TV shows about gender issues related to COVID-19.
  - Ensure USAID's partners are collecting sex, age, and locality (rural or urban) disaggregated data at all levels (national, regional, and local) and carrying out gender-responsive monitoring to ensure that women, girls, men, and boys are receiving COVID-19 information.
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### Action 3: Nationwide public-awareness campaign for COVID-19 prevention

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- Women manage and operate a significant percentage of small businesses, carry out the majority of domestic care work, and hold insecure jobs. Those activities place them at higher risk of COVID-19 infection because they are more exposed to social contacts in their daily businesses.<sup>15</sup>
  - There have been reports of stigmatization and discrimination directed at COVID-affected individuals, such as health workers and other frontline personnel, especially women.<sup>16</sup>
  - The president has urged local religious and traditional leaders to help prevent the spread of COVID-19. These community authorities are essential for disseminating information in local languages across all population groups of women, men, boys, and girls.<sup>17</sup>
  - The *Yaye Compins* are the most-influential community women leaders in Gambian history. The *Kenyelengs*, female traditional communicators, have proven effective in helping CSOs
  - Use social media that can target youth (such as Facebook, Twitter, and Instagram), women CSO social-media platforms, and WhatsApp to provide information and messaging from health experts (men and women) on how to mitigate the risk of COVID-19 to certain persons. Use these channels to share information on access to health services, including reproductive health care during COVID-19.
  - Collaborate with the traditional *Yaye Compins* and *Kenyelengs* leaders to reach out to women to participate and make recommendations for gender-inclusive COVID-19 interventions. These authorities can help with raising awareness of COVID-19 through traditional songs, poems, and dances.
  - Identify women's networks and youth-rights groups to strengthen the leadership and meaningful participation of women and girls in all decision-making processes regarding COVID-19.
  - Engage political parties' internal regional structures in disseminating information to the public, with a focus on the executive women wings and women leaders at local levels in all seven administrative regions. These are usually highly influential women who can mobilize and reach out to a large number of females within their communities.
  - Coordinate a nationwide public-awareness campaign with the National Council of Women's members, Women's Bureau representatives, and ministries' gender focal points in the dissemination of gender-inclusive and responsive COVID-19 information.
  - Intensify advocacy and awareness campaigns on COVID-19's impact on GBV, including harmful traditional practices, and support community surveillance systems to prevent GBV. Disseminate information on available
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<p>raise awareness of COVID-19 through traditional songs, poems, and dances.<sup>18</sup></p> <ul style="list-style-type: none"> <li>Strengthen women political leaders' participation in the nationwide public-awareness campaign on COVID-19 prevention and response. Ensure women and youth community leaders are a part of the decision-making and leadership in community outreach and response initiatives.<sup>19</sup></li> <li>Due to COVID-19, there is an increase in cases of sex trafficking<sup>20</sup> and other forms of GBV, including domestic violence, CEFM, FGM/C, and rape.<sup>21</sup></li> <li>Many CSOs have a limited capacity to design, implement, monitor, and evaluate gender-inclusive programming, especially related to COVID-19 prevention and response.<sup>22</sup></li> </ul>	<p>GBV services (hotline, centers, and reporting systems). Coordinate efforts with the Technical Working Group on GBV and the Network Against Gender-Based Violence. Engage partners, including the police, in tracking and reporting GBV cases in the case-management system.</p> <ul style="list-style-type: none"> <li>Ensure partner CSOs are aware of gender COVID-19 considerations and are equipped to respond to them. Provide gender training to CSO collaborators. Ensure CSOs are collecting sex-disaggregated data and conducting a gender and age analysis at all levels (national, regional, and local). Conduct gender-responsive monitoring to support effective, equitable, and efficient COVID-19-specific activities for women, men, girls, and boys.</li> </ul>
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#### Action 4: Follow the COVID-19 money

<ul style="list-style-type: none"> <li>There is no specific tracking of the government's COVID-19 response funds for programs that impact women, girls, and persons from marginalized groups.<sup>23</sup></li> <li>Rural areas are most vulnerable to the spread of COVID-19 due to high rates of poverty, lack of access to health services, and insufficient knowledge regarding the pandemic.<sup>24</sup> There is little information available about whether GOTG spending is targeting rural communities where women and children are highly vulnerable.<sup>25</sup></li> <li>GOTG ministries are not implementing gender responsive budgeting (GRB), including for the COVID-19 response. The MOWCSW plans to roll out GRB to assess the impact of government budgets on gender inequalities.<sup>26</sup></li> <li>There are no specific women's economic assistance programs in the GOTG's COVID-19 response.<sup>27</sup> The suspension of <i>Lumos</i> (weekly markets in the community) in rural areas has caused severe economic challenges for women who sell their goods in these markets.<sup>28</sup></li> <li>Programs and budget lines need to be allocated in the COVID-19 response for GBV prevention and response. In addition, spending on GBV response services needs to be tracked.<sup>29</sup></li> </ul>	<ul style="list-style-type: none"> <li>Engage the MOWCSW, Women's Bureau, and National Women's Council on data collection to track government funds and spending on COVID-19 responses with a gender lens. Collaborate with and train the ministry's gender focal points in tracking GRB and spending. (<b>Women's economic empowerment and equality (WEE)</b>)</li> <li>Collaborate with community radio stations, the GPU, the GRTS, and QTV on monitoring government COVID-19 responses to ensure a broad reach across all population groups and rural areas, where women are marginalized.</li> <li>Promote GRB as a tool to assess the impact government budgets have on COVID-19-specific gender inequalities and to promote policies that will lead to greater equality. (<b>WEE</b>)</li> <li>Use data collection to substantiate CSOs' advocacy with National Assembly members and the Ministry of Finance for support to low-income persons and persons from marginalized groups, especially women and communities with small businesses. The disbursement of such COVID-19 relief packages should be done with a gender lens and budgeting. (<b>WEE</b>)</li> <li>Conduct gender-responsive monitoring to understand which women, girls, men, and boys the government's COVID-19 programs and resources are serving. (<b>WEE</b>)</li> <li>Include data aggregated by region, age, and gender on The Gambia's Follow the Money website regarding the GOTG's COVID-19 funding and program reach.</li> <li>Collaborate with the National Coordination Committee and the Ministry of Health's (MOH) COVID-19 Task Force to monitor the Technical Working Group on GBV's implementation of the new gender considerations into The Gambia's COVID-19 plan.</li> <li>Coordinate with the Technical Working Group on GBV and the Network Against Gender-Based Violence to disseminate research on COVID-19's impact on GBV and on government accountability for budgeting and expenditures on GBV response services.</li> </ul>
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#### Action 5: Countering disinformation around COVID-19

- Despite the GOTG's and civil society's efforts to address misinformation, some Gambians, including the most marginalized (rural women, elderly, persons with disabilities, and pregnant women), do not believe that COVID-19 has an impact on health and welfare.<sup>30</sup> They also do not believe that COVID-19 is contributing to increased incidents of GBV.<sup>31</sup>
- Women political leaders need to be engaged to counter disinformation regarding COVID-19 and ensure accurate knowledge is reaching women at all levels (national, regional, and local).<sup>32</sup>
- The involvement of local, traditional women leaders is critical for addressing misinformation on COVID-19.<sup>33</sup>
- Myths and false information about the prevention and treatment of COVID-19 are spreading through social media, in particular with young people.<sup>34</sup> There are effective women- and youth-run CSOs that have social-media platforms that are disseminating accurate information on COVID-19.<sup>35</sup>
- With around half of the population illiterate, communication campaigns struggle to reach the entire nation. This situation has hindered rural women and women with disabilities' access to COVID-related prevention information.<sup>36</sup>
- Engage the MOWCSW, the Women's Bureau, and National Women's Council to monitor COVID-19 messages' accuracy with a gender lens. Collaborate with the ministry's gender focal points on countering COVID-19 misinformation. Collaborate with political parties' executive women wings and women leaders at local levels in all seven administrative regions to disseminate accurate COVID-19 information.
- Target religious and community leaders, CSOs, and *Kenyelengs* (women traditional communicators) to share COVID-19 messages within local communities to counter misinformation about COVID-19. Focus on women and men at the grassroots level.
- Collaborate with media outlets to disseminate information from persons who have been or are infected by COVID-19 to demonstrate the reality of the disease. Host live phone-in TV shows with men and women who have had or have the coronavirus, including calling in from quarantine centers, to help build awareness of the COVID-19 reality.
- Use information-sharing platforms, such as Prospect for Girls, to counter misinformation about the coronavirus and create awareness on the risks that COVID-19 pose to women and girls. Collaborate with Think Young Women, The Girl's Agenda, and Youth Empowerment. Use the Balal Public Library's communications platforms to sensitize and raise awareness in rural communities, targeting women and girls.
- Coordinate with the Technical Working Group on GBV and the Network Against GBV in disseminating information about the realities of COVID-19's impact on GBV, the importance of prevention, and available response services.
- Conduct gender-responsive monitoring to understand which women, girls, men, and boys are not receiving accurate COVID-19 information and why.

## I. INTRODUCTION

### I.1 BACKGROUND AND PURPOSE OF THE USAID/SENEGAL/SAHEL REGIONAL OFFICE COVID-SPECIFIC GENDER ANALYSIS

This gender analysis will support USAID/Senegal's Sahel Regional Office (SRO) to integrate gender equality and women's empowerment, and to do no harm, in its programming to prevent and mitigate Coronavirus disease 2019 (COVID-19) in The Gambia Governance Reform Activity (see Annex B for the Scope of Work). The gender analysis addresses and presents its findings and recommendations around the activity's actions and crosscutting themes, with an eye toward several socially relevant categories (see the following table).

**TABLE 3. STRUCTURE OF COVID-SPECIFIC GENDER ANALYSIS**

ACTIVITY ACTION	CROSSCUTTING THEMES	SOCIALLY RELEVANT CATEGORIES
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Action 1: Radio programs to promote public awareness and government transparency around COVID-19 response efforts	Gender-based violence (GBV) risk Women's economic empowerment	Women Men Youth Ethnic minorities
Action 2: Television shows to promote public awareness and government transparency around COVID-19 response		
Action 3: Nationwide public-awareness campaign for COVID-19 prevention		
Action 4: Follow the COVID-19 money		
Action 5: Countering disinformation around COVID-19		

## 1.2 LIMITATIONS OF THE COVID-SPECIFIC GENDER ANALYSIS

National quantitative data disaggregated by sex and socially relevant categories is limited on COVID-19 mortality and infection rates. In addition, there are limited national and regional qualitative data on the impact of COVID-19 on women, girls, men, and boys, including ethnic minorities. UN agencies are collecting data on women's participation and decision-making in COVID-19 processes and responses and on the impact of GBV, but this information is not available publicly yet.

Due to the sensitive nature of reporting on issues pertaining to ethnicity, the research team could not collect data on ethnic minorities. With a lack of secondary data and a short timeframe, the research team carried out primary data collection through focus-group discussions and interviews with 21 persons using the virtual platform Zoom. Technical difficulties curtailed some of the interviews.

## 2. COVID-SPECIFIC GENDER EQUALITY AND SECTOR CONTEXT

### 2.1 COVID-SPECIFIC SECTOR DATA ON GENDER EQUALITY

The following table provides an overview of gender-related COVID-19-specific data at the sector level that's relevant for The Gambia Governance Reform Activity.

**TABLE 4. SNAPSHOT OF COVID-SPECIFIC STATISTICS ON GENDER EQUALITY AT THE SECTOR LEVEL**

- As of August 21, 2020, the Republic of The Gambia's (ROTG) Ministry of Health (MOH) reported the following COVID-19 data.<sup>37</sup>  
**Total cases:** 2,585    **Active cases:** 2,008    **Recoveries:** 490    **Deaths:** 87  
**Total tests:** 11,925    **Total contacts traced:** 1,681  
**Total completed quarantine:** 2,020    **In quarantine as of report date (August 2020):** 296  
**Age-sex distribution:** under 20 years, 106 males and 115 females; 21–30 years, 340 males and 337 females; 31–40 years, 415 males and 1,277 females; 41–50 years, 284 males and 149 females; 51–60 years, 164 males and 97 females; 61–70 years, 104 males and 65 females; over 70 years, 62 males and 43 females. These figures exclude 27 confirmed cases with unavailable demographic information.<sup>38</sup>
- The Gambia has a population of approximately two million people, of which 51 percent are female and more than 60 percent are under the age of 25. The gross domestic product (GDP) per capita is \$540 and almost half the population

(48.40 percent) is considered poor.<sup>39</sup> COVID-19 will move the poorest persons into poverty while increasing the vulnerability of others.<sup>40</sup>

- The Gambia is also facing an employment crisis with an unemployment rate of 35.2 percent. Female and youth unemployment are even higher at 57.1 and 41.5 percent, respectively. COVID-19 is having a severe impact on economic participation, as many more people are entering unemployment.<sup>41</sup>
- Due to COVID-19, the ROTG estimates a loss of approximately \$48.2 million (GMD 2.5 billion), with a drop in the growth rate to 3.3 percent from a pre-pandemic projected rate of 6.3 percent for 2020.<sup>42</sup>
- COVID-19 has impacted essential food supplies and services, slowing down investments and increasing spending on health and security. The closure of land and air spaces will harm trade. The market's operating hours are restricted due to COVID-19-prevention measures. Actors in this sector are mostly women and youth, and their wholesale and retail trade accounts for about 33 percent of the country's GDP.<sup>43</sup>
- COVID-19 also has hurt the tourism industry, which is a major contributor to the national economy, accounting for 16–20 percent of GDP. That sector supports more than 41,800 direct jobs and 65,500 indirect ones, comprising 18 percent of employment.<sup>44</sup> The tourism sector has attracted \$45 million in foreign investment over the last five years, providing the necessary air-cargo opportunities to support the development of The Gambia's shellfish, horticulture, and other sectors, as well other international business activities. The travel sector provides opportunities for both unskilled and skilled workers, many of whom are women and youth. It creates options for micro and small enterprises, as start-up costs are often low. The sector provides employment for minority communities, which in turn support their cultures.<sup>45</sup> The ROTG approved a GMD 500 million COVID-19 emergency fund. It also produced a National COVID-19 Response Plan with an indicative budget of \$8.8 million. In addition, the government established the National Coordinating Committee for COVID-19 response.<sup>46</sup>
- The National Assembly reopened the economy on July 22, 2020. The government of The Gambia (GOTG) is enhancing its COVID-19 response efforts with respect to testing and quarantine centers. This change is due to the recent surge in cases including high-level government officials and health care workers (who are mostly women).<sup>47</sup>
- Analyses indicate that the country will continue to face an upward curve in daily new COVID-19 infection and mortality rates due to the country's weak capacity to manage public health standards and its existing poor health infrastructure.<sup>48</sup> This trend has a great impact on rural women and children and other marginalized persons.
- Reports highlight that the ROTG has diverted COVID-19-response funds to other purposes, resulting in COVID-19 treatment centers being dilapidated and health care personnel not having the proper protective personnel equipment (PPE).<sup>49</sup>
- The pandemic has the potential to deepen existing inequalities and discriminatory practices.<sup>50</sup>
- The Gambia has a high pre-COVID-19 GBV prevalence rate. One in four women aged 15–49 years have experienced GBV, and 26 percent of ever-married women have encountered physical, sexual, and emotional violence by their husbands or intimate partners. Although men and boys also may experience GBV, available data suggest women and girls are much more likely to experience abuse.<sup>51</sup>
- COVID-19 has contributed to an increase in incidences of GBV, including domestic violence; rape; child, early, and forced marriage (CEFM); female genital mutilation/cutting (FGM/C); and harassment within the workplace.<sup>52</sup>
- The GOTG has established hotlines to respond to COVID-19 (hotline 1025). here is also a hotline for GBV survivors (hotline 1313) to report cases as well as one for witnesses of child abuse (hotline 199). There are three centers for GBV survivors in hospitals (Banjul, Kanifing, and Bansang) where anyone in need can receive medical and psychosocial support services. The Ministry of Women, Children, and Social Welfare (MOWCSW); United Nations Development Programme; and United Nations Population Fund (UNFPA) plan to support expansion of centers in other regions and establish shelters for GBV survivors.<sup>53</sup>

## 2.2 COVID-SPECIFIC SECTOR CONTEXT ON GENDER EQUALITY

**TABLE 5. COVID-SPECIFIC FINDINGS ON GENDER EQUALITY AT THE SECTOR LEVEL**

Laws, policies, regulations, and institutional practices that influence the context in which men and women act and make decisions	<ul style="list-style-type: none"> <li>• The ROTG COVID-19 Response Plan generally does not include specific measures to address the risks and impact of the pandemic on women, girls, men, and boys.<sup>54</sup> Government officials, UN agencies, non-governmental organizations (NGOs), and civil society organizations (CSOs) (including the Network Against Gender-Based Violence), however, recently established a Technical Working Group on GBV that provided recommendations for the ROTG COVID-19 Response Plan. No data exists yet to determine if the recommendations are being implemented.<sup>55</sup></li> <li>• The impact of COVID-19 on the country's democratization process includes delays on the referendum for the final draft constitution, which could impact the scheduled next presidential election. It also could delay electoral and security-</li> </ul>
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sector reforms, which could heighten political tensions and create a risk of public disorder.<sup>56</sup>

- The final draft constitution includes gender quotas “that not more than two-thirds of representatives bodies in each Local Government Authority shall be of the same gender, and that a minimum of ten percent of the members of representative bodies in the Local Government area shall be youth.”<sup>57</sup> Currently women occupy only 10.3 percent of parliamentary seats, are not represented among chiefs, constitute just 5.9 percent of elected councilors and 21 percent of cabinet ministers, and have lower literacy levels.<sup>58</sup> Delays in the final approval of the draft constitution due to COVID-19 could exacerbate existing gender gaps in women’s political participation, including in COVID-19 response efforts.
- The National GOTG Gender Policy 2010–2020 promotes democratic governance and provides for gender equality in all national legal frameworks. One of the policy’s goals is for all decision-making bodies to achieve at least 30 percent representation of women at all levels by 2020. This goal has not been achieved. Furthermore, COVID-19 has delayed the development of the next National GOTG Gender Policy,<sup>59</sup> which could support advances in this area.
- A surge in the pandemic’s spread has slowed down the country’s transitional justice process. The Truth, Reconciliation, and Reparations Commission has suspended public hearings indefinitely to better protect its staff, persons of interest, and witnesses.<sup>60</sup> Consequently, progress has slowed on hearings related to acts of GBV committed during the 22-year reign of ex-President Yahya Jammeh.

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#### Cultural norms and beliefs

- Gambian cultural norms support male hegemony and unequal gender roles, resulting in the exclusion of women and girls from participating in the country’s development process.<sup>61</sup> This situation helps keep women out of leadership roles in the COVID-19 response.<sup>62</sup>
- The Gambia’s cultural, traditional, and religious practices allow for close interactions, including in ceremonies, *bantaba* (gathering place), religious and community gatherings, and *osusu* (women’s microfinance platforms). These assemblies provide fertile grounds for spreading COVID-19; therefore, they are limited now.<sup>63</sup> But the restrictions also hamper COVID-19 message dissemination, requiring alternative communication modalities to reach women and men.
- Before COVID-19, girls aged 15–19 years were at risk of CEFM (23.8 percent). Despite a ban on FGM/C since 2015, the prevalence remains high (76 percent over age 15).<sup>64</sup> Due to COVID-19, the practice of CEFM and FGM/C likely have increased as girls are not going to school and they lack access to health services, information, and protection measures.<sup>65</sup>

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#### Gender roles, responsibilities, and time use

- The COVID-19 crisis prevents girls from going to school, increases their household responsibilities, reduces their access to medical care, and puts them at greater risk of sexual abuse and CEFM.<sup>66</sup>
  - Due to COVID-19, gender roles are changing, with young girls playing key roles in demonstrating COVID-19 prevention measures at the household level.<sup>67</sup>
  - The time women and girls spend each day doing unpaid domestic work— finding and purchasing food, cooking, cleaning, and caring for children and elderly family members—has increased due to COVID-19.<sup>68</sup>
  - The closure of schools has exacerbated the burden of unpaid care work on women and girls, who absorb the additional work of caring for young(er) children.<sup>69</sup>
  - In some cases, gender roles are shifting: when women become infected with COVID-19, men are assuming women’s traditional household roles. These responsibilities include caring for children and carrying out household tasks.<sup>70</sup>
  - According to The Gambia Labour Force Survey (2018), which contains the latest official unemployment figures, “the number of unemployed people in The Gambia is 234,725 (35.2 percent), of which 129,792 are females (55.3 percent) and 104,933 are males (44.7 percent). More unemployed persons are living in rural areas (76.6 percent) compared to the urban areas (23.4 percent). There are 377,326 youths who are participating in the labor force, of which 54.4 percent are male and 45.6 percent female. Youth unemployment rate is 41.5 percent.”<sup>71</sup>
  - Due to COVID-19, there is a high rate of job loss, especially for women.<sup>72</sup> The majority of informal-sector workers are women; a significant percentage of essential informal businesses (such as food stores, markets, and shops) are managed and operated by women.<sup>73</sup> Due to COVID-19, many of these businesses
-

	<p>have been closed or have restricted their hours of operation. There is no official unemployment data regarding COVID-19's impact. Throughout the focus-group discussions, however, interviewees highlighted the severe economic impact on women and stressed protecting Gambian women's economic empowerment during COVID-19, as it has implications on family livelihoods and poverty reduction.<sup>74</sup></p>
Access to and control over assets and resources	<ul style="list-style-type: none"> <li>• Poverty differentials among men and women are largely the result of women's limited access to productive assets such as land, credit, and other business development services. COVID-19 only will exacerbate these differences, in particular due to the absence of national laws, policies, or strategic plans<sup>75</sup> that explicitly address these disparities.</li> <li>• With efforts and resources invested in combatting COVID-19, women and girls are facing even greater challenges accessing health care when they experience GBV (including physical and psychological abuse).<sup>76</sup></li> <li>• Women and girls do not have sufficient access to sexual and reproductive health services (prenatal, pregnancy, and postnatal care) in hospitals because facilities and services have been diverted to the COVID-19 response.<sup>77</sup></li> <li>• Women and girls in rural areas are not reporting incidents of GBV because of fear, intimidation, and lack of access to justice services during the pandemic. They are also in need of counseling and psychosocial support, but many are not accessing it because they are afraid of becoming infected with COVID-19 when doing so.<sup>78</sup></li> <li>• COVID-19 has limited women's access to economic resources. With most informal jobs lost due to the pandemic, women and girls who rely on agricultural and trading activities are experiencing significant reductions in income. In addition, the local markets' (<i>lomos</i>) limited hours of operation for selling goods has derailed women's economic opportunities.<sup>79</sup></li> </ul>
Patterns of power and decision-making	<ul style="list-style-type: none"> <li>• Due to COVID-19, gender inequalities are widening as women have fewer opportunities to participate in power and decision-making processes, including employment opportunities, especially in rural areas. They are restricted to staying home and carrying out household work and carrying for children and elderly family members.<sup>80</sup></li> <li>• Men's dominance in decision-making positions, from the national government to local communities and households, results in women not having an adequate voice in COVID-19-response policy and planning.<sup>81</sup></li> <li>• Activista, a Gambian youth CSO supported by UNFPA, conducted community dialogues with women and youth aimed at improving their representation and participation in community leadership and decision-making structures related to COVID-19 interventions. The dialogues took place in the lower, central, and upper river regions with members of the Village Development Committees, Ward Development Committees, chiefs, and <i>Alkaklos</i>. Even in the face of the pandemic, the importance of advancing women and youth representation in decision-making is crucial: "To defeat the COVID-19 pandemic, women and youth must be adequately represented in the national and community response."<sup>82</sup></li> </ul>

### 3. FINDINGS AND RECOMMENDATIONS ON GENDER EQUALITY AND COVID-19, BY ACTIVITY ACTION

#### 3.1 KEY FINDINGS AND RECOMMENDATIONS FOR ACTION I

This section provides key findings and recommendations for Action I.

**TABLE 6. KEY FINDINGS AND RECOMMENDATIONS FOR ACTION I: RADIO PROGRAMS TO PROMOTE PUBLIC AWARENESS AND GOVERNMENT TRANSPARENCY AROUND COVID-19 RESPONSE EFFORTS**

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> <li>Radio is considered the most-effective means of sharing information,<sup>83</sup> with 76 percent of surveyed populations stating that they use it regularly as a source of news and information, followed by television (49 percent) and social media and the Internet (28 percent). Older women (83 percent) and older men (81 percent) are more likely to use the radio as a news source than those who are younger.<sup>84</sup> A gender-responsive COVID-19 communications strategy does not exist among the radio outlets.<sup>85</sup></li> <li>Due to low literacy in English among women and the elderly, there is a need to translate radio content on COVID-19 into national languages and local dialects.<sup>86</sup> Radio programs focused on women are aired on the Gambia Radio and Television Service (GRTS), including the <i>Forum Phone-in Program for Women</i> in Mandinka and Wolof and the <i>Women's Magazine Show</i> in English. These targeted broadcasts provide information on COVID-19 prevention and response.<sup>87</sup></li> <li>COVID-19 and related GBV reporting among male and female journalists is not sufficiently gender-responsive.<sup>88</sup></li> <li>There is a lack of understanding of the importance of women's roles in leadership and decision-making positions within the GOTG's COVID-19 response plan.<sup>89</sup></li> <li>There is a need to work with all GOTG ministries in disseminating COVID-19 information through radio programs, including the MOWCSW and the ministries of trade, agriculture, finance, transport, education, and health, as all of them impact women.<sup>90</sup></li> <li>Radio media has reported an increase in GBV incidents due to COVID-19, including domestic violence, rape, CEFM, and FGM/C.<sup>91</sup> Radio is an effective platform for disseminating information pertaining to GBV services.<sup>92</sup></li> <li>The Network of Community Radio Stations is an effective mechanism for reaching the most-rural populations. It also has women in key leadership positions who are instrumental in disseminating COVID-specific information targeting women within their communities. There are women managers in three out of ten radio stations. In addition, women serve on the governing boards of each radio station, as the community selects the board and there is a quota requiring at least four out of the seven members be women.<sup>93</sup> Further, they have male and</li> </ul>	<ul style="list-style-type: none"> <li>Provide technical assistance to government, private, and community radio stations to develop a gender-responsive COVID-19 communications strategy for programming.</li> <li>Promote COVID-19 radio and television programs targeting specific populations including elderly women, widows, pregnant women, persons with disabilities, and girls and boys who are vulnerable to GBV. Support current women's radio programs on the GRTS to raise awareness of GBV during COVID-19. Ensure programs are translated into national languages and local dialects.</li> <li>Strengthen the capacity of the Women Journalists Association of the Gambia and the GRTS Gender Unit to enhance coverage of government transparency around COVID-19 response efforts utilizing a gender lens. Provide media training for journalists and program managers on reporting on GBV during COVID-19. Collaborate with the Office of the United Nations High Commissioner for Human Rights and the UNFPA, which are conducting these trainings. Support the National Coordination Committee for COVID-19's response to address and disseminate information on the role of women in the decision-making processes in the GOTG's COVID-19 response.</li> <li>Engage women political leaders in radio and television programming and disseminating COVID-19 preventions and responses. Support collaboration with the MOWCSW to coordinate with the vice president, Ministry of Education, speaker of the National Assembly, and the mayor of Banjul. Engage gender focal points within all ministries and departments at the national, regional, and local levels.</li> <li>Engage with the Network Against Gender-Based Violence to disseminate information via radio programs regarding existing GBV response services during COVID-19 (including hotlines, one-stop centers, and psychosocial support services). Also disseminate information to male and female political, community, and religious leaders on how to mitigate GBV risks in their communities.</li> <li>Collaborate with the Network of Community Radio Stations to raise public awareness and improve government transparency around COVID-19 response efforts, especially those targeting rural women and persons from marginalized groups. Provide financial support, equipment, stipends, and capacity building on gender equality for the network's male and female volunteers—who have established trust and broad reach across population groups—to disseminate information on COVID-19 prevention and response.<sup>96</sup></li> </ul>



female volunteers from the communities with whom they have established trust; these people provide a broad reach across population groups.

- Rural women have less access to information than urban women. It is more challenging to reach marginalized communities due to lack of electricity, poor infrastructure and roads, and inconsistent communication systems and WiFi. While community radio stations reach many rural marginalized communities, they lack the funding and resources to reach all localities.<sup>94</sup>

Regional COVID-19 task forces, regional governors, the National Disaster Management Agency, and MOH officials use community radios to disseminate COVID-19 information.<sup>95</sup>

### 3.2 KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 2

This section provides key findings and recommendations for Action 2.

**TABLE 7. KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 2: TELEVISION SHOWS TO PROMOTE PUBLIC AWARENESS AND GOVERNMENT TRANSPARENCY AROUND COVID-19 RESPONSE**

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> <li>• Collaboration is weak among government officials, UN agency staff, CSOs, and the press on gender and COVID-19–related issues in the media.<sup>97</sup></li> <li>• The Gambia Press Union (GPU) initiated a study on sexual harassment and discrimination in Gambian media. Disseminate this study during COVID-19, as reported cases of discrimination and GBV in the workplace has increased.<sup>98</sup></li> <li>• The GPU has more than 500 members, with an executive board of nine members, three of whom are women. It has established a Gender and Welfare Committee to address issues pertaining to gender equality in the media and on media practitioners’ welfare. And it will focus on COVID-19’s impact among other issues of interest to the media.<sup>99</sup></li> <li>• GRTS developed a COVID-19 strategy, including COVID-19–specific programs for women and children in local languages and English. GRTS coordinates with the MOWCSW on this strategy. Short videos in drama format have proven successful in reaching women, while animated programming has gotten through to children.<sup>100</sup></li> <li>• GRTS’s Gender Unit needs capacity building to conduct gender-responsive reporting and programming during COVID-19 and beyond.<sup>101</sup> Capacity among journalists (male and female) and private TV program managers is limited on gender-inclusive COVID-19–specific programming, including on issues pertaining to GBV.<sup>102</sup></li> <li>• Challenges exist for rural women, including women with disabilities (especially the hearing impaired), at the grassroots level in receiving information about COVID-19. Use sign language.<sup>103</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Address gender issues on TV programs around COVID-19 prevention and response. Engage all stakeholders, including government officials, NGOs, UN agencies, the Child Protection Alliance, the COVID-19 Task Force, the COVID-19 National Coordinating Committee, and the Network Against Gender-Based Violence.</li> <li>• Collaborate with the GPU Gender and Welfare Committee on TV programs that address preventing sexual harassment and discrimination in the workplace during COVID-19. Work with this panel to disseminate information about GBV risk-mitigation measures and available response services.</li> <li>• Incorporate short TV drama sketches in different languages on how COVID-19 impacts all population groups—children, youth, women, and men. Support animated programs on COVID-19 for children.</li> <li>• Provide technical support to the GRTS Gender Unit, journalists, and program managers for government and private TV stations through capacity build. Focus on gender-responsive reporting and programming during COVID-19, including GBV mitigation and responses.</li> <li>• Support current women’s program on GRTS (<i>Jotaayi Jiguen ñi</i> in Wolof, <i>Musol Taa</i> in Mandinka, and <i>Women’s Magazine</i> in English) and private TV stations (a panel-discussion program called <i>Jiguen</i> in the local language on QTV featuring women’s issues can be decentralized) to reach women at the grassroots level to disseminate gender-related COVID-19 information. When possible, use a sign language interpreter for persons with disabilities.</li> <li>• Collaborate with the MOWCSW, the Women’s Bureau, and National Assembly members to speak on TV shows about COVID-19. Engage women political leaders on television programming to disseminate COVID-19 prevention and response knowledge. In addition, engage gender focal points</li> </ul>

- GRTS airs women's TV programs, including *Jotaayi Jiguen ñi* (Women's Forum) in Wolof, *Musol Taa* (Women's Voice) in Mandinka, and *Women's Magazine* in English.<sup>104</sup> Every Tuesday at noon there is a regular live phone-in women's talk show on GRTS where women are invited to discuss issues impacting their lives. Men and women call in regarding COVID-19 prevention and response.<sup>105</sup>
- within the ministries and government departments at the national, regional, and local levels.
- Ensure CSO implementing partners are collecting sex, age, and locality (rural or urban) disaggregated data at all levels (national, regional, and local). Make sure these CSOs are carrying out gender-responsive monitoring so women, girls, men, and boys receive COVID-19 information.

### 3.3 KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 3

This section provides key findings and recommendations for Action 3.

**TABLE 8. KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 3: NATIONWIDE PUBLIC-AWARENESS CAMPAIGN FOR COVID-19 PREVENTION**

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> <li>• Women manage and operate a significant percentage of small businesses, carry out the majority of domestic care work, and hold insecure jobs. All of those activities place them at higher risk of COVID-19 infection because they are more exposed to social contacts.<sup>106</sup></li> <li>• There have been reports of stigmatization and discrimination directed at survivors and affected families of COVID-19, health workers, and other frontline personnel, especially women. Incidents include physical attacks, violence, and hate remarks on social media.<sup>107</sup></li> <li>• The president has urged local religious and traditional leaders to help prevent the spread of COVID-19. These local authorities are essential for disseminating information across all population groups.<sup>108</sup></li> <li>• The <i>Yaye Compins</i> are the most-influential community women leaders in Gambian history. The <i>Kenyelengs</i> are female traditional communicators, and they have helped CSOs raise awareness of COVID-19 through traditional songs, poems, and dances.<sup>109</sup></li> <li>• Women political leaders' participation in the nationwide public awareness campaign on COVID-19 prevention and response needs to be strengthened. Ensure women and youth community leaders are part of the decision-making and leadership in community outreach and response initiatives.<sup>110</sup></li> <li>• Cases of sex trade<sup>111</sup> and other forms of GBV (including domestic violence, CEFM, FGM/C, and rape) have increased because of COVID-19.<sup>112</sup> One challenge in responding to intimate-partner violence during the pandemic is the absence of safe shelters. As a result, women do not have places to go to avoid living with the perpetrators. UNFPA and the MOWCSW are working on establishing such shelters.<sup>113</sup></li> <li>• Many CSOs have limited capacity to design, implement, monitor, and evaluate gender-inclusive</li> </ul>	<ul style="list-style-type: none"> <li>• Use social media that target youth (Facebook, Twitter, and Instagram) and women and men (WhatsApp) to provide information from health experts (male and female) on how to mitigate the risk of COVID-19. Use these outlets to share information on access to health services, including reproductive health care, during COVID-19.</li> <li>• Collaborate with traditional leaders, <i>Yaye Compins</i> and <i>Kenyelengs</i>, to reach women to increase their participation and make recommendations for gender-inclusive COVID-19 interventions. These authorities also can raise awareness of COVID-19 through traditional songs, poems, and dances.</li> <li>• Identify women's networks and youth-rights groups to strengthen women' and girls' leadership and participation in decision-making processes addressing the COVID-19 outbreak.</li> <li>• Engage political parties' internal regional structures to disseminate information to the public, with a focus on the executive women wings and women leaders at local levels in all seven administrative regions. These leaders are highly influential and can mobilize and reach out to a great number of other women within their communities. Using political parties can be instrumental to engaging women leaders in the nationwide awareness-raising campaign. They also can assist with messaging in local languages.</li> <li>• Coordinate a nationwide public-awareness campaign with the National Council of Women's members, Women's Bureau representatives, and ministries' gender focal points to disseminate gender-inclusive and responsive COVID-19 information.</li> <li>• Intensify advocacy and awareness campaigns on COVID-19's impact on GBV, including harmful traditional practices. Support community surveillance systems to prevent GBV. Disseminate information on available GBV services (hotline, centers, and reporting systems). Coordinate efforts with the Technical Working Group on GBV and the Network Against Gender-Based Violence. Engage partners, including the police, in tracking and reporting GBV in the case-management system.</li> </ul>

- programming, especially relating to COVID-19 prevention and response.<sup>114</sup>
- Young men and women are the most-likely demographic groups to use social media for news and information as well as to have social-media accounts. Older women are the least likely to use social media for news and information. Of young men that have access to the internet, 68 percent have a WhatsApp account and 64 percent have a Facebook account, the two most-widely used social media applications. Most young women who have access to the internet have a WhatsApp account (59 percent); however only 48 percent of older men and 43 percent of older women have one. Social media, especially Facebook, can play a critical role in disseminating information, particularly with youth.<sup>115</sup>
- Ensure CSO partners are aware of gender COVID-19 considerations and are equipped to respond to them. Provide gender training to CSO partners. Ensure they collect gender-disaggregated data and analyze it at all levels (national, regional, and local). Conduct gender-responsive monitoring to ensure COVID-19 activities are effective, equitable, and efficient for women, girls, men, and boys.

### 3.4 KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 4

This section provides key findings and recommendations for Action 4.

**TABLE 9. KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 4: FOLLOW THE COVID-19 MONEY**

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> <li>Limited information is available on GOTG's COVID-response spending. There is no specific tracking of government COVID-19 response funds for programs that impact women, girls, and persons from marginalized groups.<sup>116</sup></li> <li>Rural Gambia is most vulnerable to the spread of COVID-19 due to high poverty rates, lack of access to health services, and insufficient knowledge regarding the pandemic.<sup>117</sup> Little information is available about whether GOTG spending is targeting rural communities where women and children are highly vulnerable to poverty.<sup>118</sup></li> <li>GOTG ministries are not implementing gender responsive budgeting (GRB), including for the COVID-19 response. The MOWCSW, however, plans to roll out GRB to assess the impact of government budgets on gender inequalities.<sup>119</sup></li> <li>The GOTG's COVID-19 response contains no specific women's economic assistance programs.<sup>120</sup> The suspension of <i>lumos</i> (weekly markets in the community) in rural areas has caused severe economic challenges for women who sell their goods there.<sup>121</sup></li> <li>The Gambia Social Safety Net program, implemented by the National Nutrition Agency and funded by the World Bank, is distributing assistance to vulnerable families, many of which are female headed. The program is not collecting sex-disaggregated data or monitoring gender-specific impacts.<sup>122</sup></li> <li>The number of COVID-19 cases among health workers has increased dramatically due to a lack of PPE. The GOTG promised, but has not provided, this equipment. This situation has created distrust of government among health workers, the majority of whom are women.<sup>123</sup></li> </ul>	<ul style="list-style-type: none"> <li>Engage the MOWCSW, Women's Bureau, and National Women's Council on data collection to track the government's spending on its COVID-19 response with a gender lens. Collaborate with and train ministries' gender focal points in tracking GRB and spending. (<b>Women's economic empowerment and equality (WEE)</b>)</li> <li>Collaborate with community radio stations, the GPU, the GRTS, and QTV on monitoring the government's COVID-19 response to ensure it reaches all population groups and rural areas, where women are highly marginalized.</li> <li>Promote GRB to assess the impact of the government's budget on COVID-19-specific gender inequalities between women and men and to promote policies that will foster greater equality. (<b>WEE</b>)</li> <li>Use data collection to provide CSOs with information when advocating to National Assembly members and the Ministry of Finance to support persons with low income and from marginalized groups, especially women and communities with small businesses. The disbursement of such COVID-19 relief packages should be done with a gender lens and budgeting. (<b>WEE</b>)</li> <li>Conduct gender-responsive monitoring to understand which women, girls, men, and boys the government's COVID-19 programs and resources are serving. (<b>WEE</b>)</li> <li>Include data aggregated by region, age, and gender on The Gambia's Follow the Money website regarding the GOTG's COVID-19 funding and program reach. Collaborate with the National Coordination Committee and the MOH's COVID-19 Task Force to monitor the Technical Working Group on GBV's implementation of the new gender considerations into The Gambia's COVID-19 plan.</li> <li>Coordinate with the Technical Working Group on GBV and the Network Against Gender-Based Violence to disseminate research on COVID-19's impact on GBV and on government</li> </ul>

- GBV has increased at a time when resources and support from the government is limited. Programs and budget lines need to be allocated in the COVID-19 response for GBV prevention and response to track spending on those services.<sup>124</sup>

accountability for budgeting and expenditures on GBV response services.

### 3.5 KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 5

This section provides key findings and recommendations for Action 5.

**TABLE 10. KEY FINDINGS AND RECOMMENDATIONS FOR ACTION 5: COUNTERING DISINFORMATION AROUND COVID-19**

KEY FINDINGS	KEY RECOMMENDATIONS
<ul style="list-style-type: none"> <li>• Despite the GOTG's and civil society's efforts to address misinformation, some Gambians, including the most marginalized (rural women, elderly, persons with disabilities, and pregnant women), do not believe COVID-19 affects the population's health and welfare.<sup>125</sup> They also do not believe that COVID-19 contributes to increased incidents of GBV.<sup>126</sup></li> <li>• Engage women political leaders to counter disinformation regarding COVID-19 and ensure accurate information reaches women at all levels (national, regional, and local).<sup>127</sup></li> <li>• There are growing concerns COVID-19 could trigger increases in other diseases (including malaria, measles, tuberculosis, and sexually transmitted infections) greatly affecting women and children. Fear of the stigma associated with contracting COVID-19 in health facilities is discouraging many people from seeking treatment for these diseases. In addition, children are not receiving polio and measles immunizations due to fear of contracting COVID-19.<sup>128</sup></li> <li>• Traditional community women leaders' involvement is critical for addressing misinformation. The challenge that COVID-19 represents is not only medical but also social, cultural, religious, and economic. As such, local structures, including women leaders, can build trust and increase awareness.<sup>129</sup></li> <li>• Myths and false information about the prevention and treatment of COVID-19 are spreading through social media, creating misconceptions about the virus, in particular with young people.<sup>130</sup> Some women and youth-run CSOs are disseminating accurate COVID-19 information via their social-media platforms. For example, the CSO The Girl's Agenda is using Facebook, Twitter, and Instagram to raise awareness of GBV, CEFM, FGM/C, sex education, and reproductive health during COVID-19. In addition, the CSO Think Young Women is utilizing Facebook, Twitter, and YouTube to educate and sensitize about GBV, girl's rights and empowerment, women's leadership, and women's health during the pandemic. Also, the youth CSO Prospect for Girls has deployed Facebook, YouTube, and Twitter for health education aimed at girls and women during COVID-19.<sup>131</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Engage the MOWCSW, the Women's Bureau, and the National Women's Council to monitor the accuracy of COVID-19 messages with a gender lens. Collaborate with ministries' gender focal points on countering misinformation. Work with political parties' executive women wings and women leaders at local levels in all seven administrative regions to disseminate accurate COVID-19 information.</li> <li>• Target religious and community leaders, CSOs, and <i>Kenyelengs</i> (women traditional communicators) to share COVID-19 messages to counter misinformation, with a focus on women and men at the grassroots level.</li> <li>• Collaborate with media outlets to disseminate information from persons who have been or are infected by COVID-19 to demonstrate the reality of the disease. Host live phone-in TV shows with men and women who have had or have the coronavirus, including calling in from quarantine centers, to build awareness of the reality of COVID-19.</li> <li>• Use information-sharing platforms, such as Prospect for Girls, to counter misinformation and create awareness of the risks that COVID-19 poses for women and girls. Collaborate with platforms such as Think Young Women, The Girl's Agenda, and Youth Empowerment. Use the Balal Public Library's communication platforms to sensitize and raise awareness in rural communities, targeting women and girls.</li> <li>• Coordinate with the Technical Working Group on GBV and the Network Against GBV in disseminating information about the realities of COVID-19's impact on GBV, the importance of GBV prevention, and available response services.</li> <li>• Conduct gender-responsive monitoring to understand which women, girls, men, and boys are not receiving accurate COVID-19 information and why.</li> </ul> <p><b>Note:</b> The World Health Organization is implementing the Stop the Spread campaign in other countries to raise awareness of false information risks. While it is not being implemented in The Gambia, it could provide lessons learned for implementation and how to ensure gender considerations are mainstreamed in programming.</p>

- As around just half the population is literate, communication campaigns struggle to reach the entire nation. This situation keeps COVID-19–related information from many rural women and women with disabilities.<sup>132</sup>
  - Gambian musicians, poets, and writers have partnered with the USAID/Gambia Youth Empowerment Project to use poetry to debunk myths and raise awareness about available support. Programs use a gender-inclusive approach with a focus on both young women and men.<sup>133</sup>
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### 3.6 RISKS AND ASSUMPTIONS

This section highlights the risks and assumptions that could affect the implementation of the previous recommendations for USAID/Senegal/SRO's The Gambia Governance Reform Activity.

Assumptions include the following:

- The GOTG will include the recommendations from the GBV technical working group on integrating gender considerations in the national COVID-19 response plan.
- USAID partners have gender expertise and sensitivity training.
- Women CSOs will have the capacity to implement the activities.
- Women, men, youth, and ethnic minority groups will have access to state TV, radio programming, and the internet.

Risks include the following:

- COVID-19 infections continue to increase, delaying a referendum on the final draft constitution and development of a new MOWCSW national gender policy.
- The health care sector is unequipped to handle the increase of COVID-19 cases, which will further impede women's access to reproductive health services. Women and girls seeking GBV support and services could face further harassment, intimidation, and violence.
- The pandemic and related disruptions to trade, travel, and markets could reduce food production and availability.
- The delay of government-reform processes could heighten political tensions and the potential for public disorder.



## 4. USAID/SENEGAL/SRO THE GAMBIA GOVERNANCE REFORM ACTIVITY GENDER ANALYSIS NEXT STEPS

The following table is a roadmap for updating this gender analysis. It specifies when (key scenarios) and who will be responsible for updating this analysis and what needs to be modified.

**TABLE 11. UPDATES TO THE COVID-SPECIFIC GENDER ANALYSIS: KEY SCENARIOS AND RESPONSIBILITIES**

SCENARIO	WHAT TO UPDATE	PERSON(S) RESPONSIBLE FOR UPDATING GENDER ANALYSIS
<ul style="list-style-type: none"> <li>Identified CSO implementing partners, women political authorities, and women traditional leaders are unable to reach targeted populations due to an increase in COVID-19 infections.</li> </ul>	<b>Actions 1–5:</b> Update findings, recommendations, and action steps.	Robina Namusisi (COP/IRI Resident Program Director)
<ul style="list-style-type: none"> <li>Community radio stations have limited funds and resources to conduct their programming.</li> </ul>	<b>Action 1:</b> Update findings, recommendations, and action steps.	Robina Namusisi
<ul style="list-style-type: none"> <li>The GRTS loses the financial resources from the government needed to conduct women-specific COVID-19 programming.</li> </ul>	<b>Action 1 and 2:</b> Update findings, recommendations, and action steps.	Robina Namusisi
<ul style="list-style-type: none"> <li>Due to the spread of virus, increases in stay-at-home measures, and a lack of access to WiFi, gender trainings cannot take place.</li> </ul>	<b>Action 1, 2, and 3:</b> Update findings, recommendations, and action steps.	Robina Namusisi
<ul style="list-style-type: none"> <li>The MOWCSW is unable to implement GRB within the ministries due to a lack of capacity and necessary resources.</li> </ul>	<b>Action 4:</b> Update findings, recommendations, and action steps.	Robina Namusisi
<ul style="list-style-type: none"> <li>Ministry gender units either do not exist at some ministry levels (regional or local) or are not functional.</li> </ul>	<b>Actions 1–5:</b> Update findings, recommendations, and action steps.	Robina Namusisi
<ul style="list-style-type: none"> <li>The Technical Working Group on GBV is disbanded and the Network Against Gender-Based Violence does not have the resources to conduct programming.</li> </ul>	<b>Actions 1–5:</b> Update findings, recommendations, and action steps.	Robina Namusisi

## ANNEX A: ACRONYMS

ADS	Automated Directives System
CDCS	Country Development Cooperation Strategy
CEFM	Child, early, and forced marriage
COVID-19	Coronavirus disease 2019
CSO	Civil Society Organization
FGM/C	Female Genital Mutilation/Cutting
GBV	Gender-based violence
GDP	Gross Domestic Product
GITA	Gender Integration Technical Assistance
GOTG	Government of The Gambia
GPU	Gambia Press Union
GRB	Gender Responsive Budgeting
GRTS	Gambia Radio and Television Service
IRI	International Republic Institute
MOH	Ministry of Health
MOWCSW	Ministry of Women, Children and Social Welfare
NGO	Non-governmental organization
PPE	Protective Personnel Equipment
ROTG	Republic of The Gambia
SRO	Sahel Regional Office
UN	United Nations
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
WEE	Women's economic empowerment

## ANNEX B: SCOPE OF WORK

### COVID-SPECIFIC GENDER ANALYSIS

August 5, 2020

#### I. PURPOSE

Under the Gender Integration Technical Assistance (GITA) II Task Order, Banyan Global will carry out a COVID-specific activity-level gender analysis to analyze and identify opportunities for USAID/Senegal/SRO to ensure that The Gambia Governance Reform Activity appropriately integrates gender equality and women's empowerment, and also does no harm.

#### 2. BACKGROUND

Since the outbreak of COVID-19, the U.S. Government has committed more than \$900 million in State Department and U.S. Agency for International Development (USAID) emergency health, humanitarian, economic, and development assistance to 120 countries specifically aimed at helping governments, international organizations, and non-governmental organizations (NGOs) fight the pandemic.<sup>134</sup>

USAID-pledged assistance in the global fight against COVID-19 as of May 1, 2020, has included \$99 million in emergency health assistance from USAID's Global Health Emergency Reserve Fund for Contagious Infectious-Disease Outbreaks (ERF-USAID), \$100 million in Global Health Programs account (GHP-USAID) funds, nearly \$300 million in humanitarian assistance from USAID's International Disaster Assistance (IDA) account, and nearly \$153 million from the Economic Support Fund (ESF), which will help governments and (NGOs) in more than 100 countries during this global pandemic. As part of the response, USAID's assistance is supporting rapid public health information campaigns; water, sanitation, and hygiene (WASH) activities; and infection prevention and control (IPC), including cleaning and disinfection protocols, educating staff on PPE use, establishing isolation areas, and implementing triage mechanisms. USAID assistance is also working to mitigate and respond to the social, economic, and governance-related impacts, including through assistance for families and small- and medium-sized businesses, support for free media and civil society, emergency services for survivors of GBV, and support for distance learning.<sup>135</sup>

The Gambia Governance Reform Activity's is implemented by the International Republican Institute (IRI) and the International Foundation for Electoral Systems (IFES) under the Consortium for Elections and Political Process Strengthening (CEPPS) mechanism. The activity's goal is to promote inclusive democratic governance, electoral integrity, and a meaningful transition to a multiparty democracy in The Gambia. The activity has three objectives. The first objective has two sub-objectives:

- **CEPPS Objective 1:** The constitutional review process is more inclusive due to greater multi-stakeholder engagement (CEPPS/IRI)
- **CEPPS/IRI Sub-Objective 1.1:** National Assembly Members (NAMs) exercise effective oversight of the constitutional review process

- **CEPPS/IRI Sub-Objective 1.2:** Gambian citizens effectively participate in the constitutional review process
- **CEPPS Objective 2:** The IEC and other Gambian stakeholders reach consensus on comprehensive, inclusive regulatory reform of the electoral process. (CEPPS/IRI and CEPPS/IFES)
- **CEPPS Objective 3:** The IEC has increased capacity to implement strategic and operational plans and electoral reforms (CEPPS/IFES)

The following is the activity's theory of change and logic model.

**IF** The Gambia conducts a consultative constitutional review process resulting in a consensus document adopted by national referendum, and

**IF** The Gambia comprehensively updates the legal, regulatory and policy framework for elections, and

**IF** the Gambian Independent Election Commission is modernized and professionalized,

**THEN** the Government of The Gambia will have secured a foundation from which the Gambia can build an inclusive, democratic society and government that responds to the priorities of Gambian citizens, starting with the 2021 presidential elections.

The Gambia Governance Reform Activity, in coordination with other donors' assistance, will accompany and support The Gambia through these critical democratic processes.

In response to the global COVID-19 pandemic, USAID has made available additional funds to support rapid response actions to help contain the spread of the virus. USAID Senegal will assist The Gambia in its response efforts, specifically to support public outreach and awareness raising to methods and practices to slow outbreaks, and accountability of state institutions to citizens in executing the local response.

### **Additional Activities to Respond to COVID-19 in The Gambia**

#### **1) Radio Programs to Promote Public Awareness and Government Transparency around COVID-19 Response Efforts**

According to preliminary data from an IRI/CEPPS poll, 64 percent of Gambian households reported owning a radio. To reach these households, IRI will organize 30 radio shows in The Gambia during the next three months to raise public awareness about government efforts to respond to and reduce the spread of COVID-19. The radio programs would include information about the recent funds that were approved by the government to bolster their response in addition to credible public health information about how citizens can best protect themselves and their communities from COVID-19. The radio programs would also include step-by-step information about how citizens should act when they suspect a case of COVID-19 to prevent an overloading of the health system and panic. Radio programs will also include information about the reintegration process after surviving COVID-19. National Assembly members and government officials, prepared by IRI to ensure consistent and accurate messaging, from the executive branch would participate in the radio programs. The World Health Organization (WHO) recently issued standardized messages, which will be used for the activity's implementation. IRI would

also coordinate closely with the National Coordination Committee for COVID Response. Each radio program will include a call-in component so that citizens can ask questions directly to their representatives.

## **2) Television Shows to Promote Public Awareness and Government Transparency around COVID-19 Response Efforts**

According to preliminary data from a recent IRI/CEPPS poll, 65 percent of Gambian households reported owning a television. To reach these households, IRI will organize 10 television shows in The Gambia on QTV and the GRTS during the next three months to raise awareness about government efforts to respond to and reduce the spread of COVID-19. The television programs would include information about the funds that were recently allocated by the government to bolster their prevention and mitigation efforts in addition to credible information about how citizens can best protect themselves and their communities from COVID-19. The shows will be used to address any popular misconceptions about the pandemic. The television programs would also include step-by-step information about how citizens should act when they suspect a case of COVID-19 and about the reintegration process after surviving COVID-19. National Assembly members, other government officials and civil society would participate in the television broadcasts and would be prepped by IRI to ensure consistent and accurate messaging. As mentioned above, the WHO has issued standardized messages, which will be used during the television programs. IRI would also coordinate closely with the National Coordination Committee for COVID Response. Each television show will include a call-in component so that citizens can directly ask questions and receive answers from their representatives.

## **3) Nationwide Public Awareness Campaign for COVID-19 Prevention**

IRI will support a coordinated and robust civil society-led campaign to disseminate information nationwide about the government's efforts to mitigate the COVID-19 outbreak and public health messages on how citizens can best protect themselves and their communities. The campaigns will include the dissemination of videos by popular public figures, such as Killa Ace, Awa Bling and Fatu Camara, that will be shared on Twitter, Facebook and WhatsApp as preliminary data from the recent CEPPS/IRI poll shows 60 percent of citizens own a smartphone that they use to access Facebook and WhatsApp and 53 percent of Gambians use social media. In these campaigns, popular figures would record messages encouraging citizens to stay at home and adhere to the protection and mitigation guidelines. IRI will also support the development of jingles with public health messages that can be disseminated on all communication platforms. IRI will also pay for billboards, posters and flyers in The Gambia to disseminate public health messages in response to COVID-19. All public awareness materials would be translated into Mandinka, Jola and Wolof to increase accessibility to illiterate and rural populations in The Gambia. IRI would ensure that CSOs supported under this activity would coordinate closely with the National Coordination Committee for COVID Response to ensure that efforts are not duplicated.

## **4) Follow the COVID-19 Money**

IRI will provide technical and financial assistance to local partner Gambia Participates to expand their efforts to hold the government accountable through monitoring the national budget. This specific subgrant would track funds and programs recently approved by the Gambian government to bolster the country's emergency response to COVID-19. The tracking information would be made publicly



available on Gambia Participates Follow the Money website and would include infographics to easily display information; bi-weekly monitoring reports to track government efforts to respond to COVID-19 through a consistent set of tracking indicators (e.g. number, type, and regional distribution of government-led public awareness messages in response to COVID-19; regional distribution of government programs implemented to respond to COVID-19, etc.); publication of tracking information on radio programs, social media sites and television broadcasts; and recommendations to key relevant stakeholders on how to improve the government's mitigation of the outbreak. This is especially important because there is a high risk of abuse of public resources, as The Gambia saw after the Ebola outbreak and as other sub-Saharan Africa countries have experienced in times of crisis. Gambia Participates and IRI would leverage their nationwide civil society networks to track the Gambian government's response without increasing the risk of partners by traveling outside of the regions where they are based. Information about the government's response would also be translated into Mandinka, Jola and Wolof to increase accessibility to illiterate and rural populations.

## **5) Countering Disinformation around COVID-19**

To counter the disinformation and misinformation that has been rampant on WhatsApp and other social media platforms in the wake of the COVID-19 outbreak, IRI will provide technical and financial assistance to a group of CSOs led by the West Africa Network for Peacebuilding to create an online fact checking platform to (1) flood the space with accurate information about the government's response to COVID-19, and (2) debunk any inaccurate information circulating among popular communications channels in The Gambia. The platform will be similar to CrossCheck Nigeria and civil society partners will be connected with their counterparts throughout West Africa to learn from their experience related to combatting disinformation and share information about their governments' COVID-19 response efforts. The online platform would be complimented by disseminating accurate messages on social media, including Twitter, WhatsApp and Facebook via simple infographics, voice messages and quick videos that can be easily shared and/or forwarded to large groups of people.

## **3. OBJECTIVES**

Banyan Global will analyze and propose recommendations for USAID/Senegal/SRO to ensure that the Gambia Governance Reform Activity appropriately integrates gender equality and women's empowerment, and also does no harm. To this end, the COVID-19 gender analysis will:

- Identify gender-related COVID-19 advances, gaps, and opportunities related to the activity's intermediate results, with an eye toward GBV risk, women's economic empowerment, as priority cross-cutting themes across all intermediate results.
- Address priorities and needs of the following key populations: women, men, youth, and ethnic minorities.

**TABLE 1. KEY ELEMENTS OF THE ACTIVITY-LEVEL COVID-SPECIFIC GENDER ANALYSIS**

ADDITIONAL ACTIONS	CROSS-CUTTING THEMES	KEY POPULATIONS
<b>Action 1:</b> Radio programs to Promote public awareness and government transparency around COVID-19 response efforts <b>Action 2:</b> Television shows to promote public awareness and Government Transparency around COVID-19 response efforts <b>Action 3:</b> Nationwide public-awareness campaign for COVID-19 prevention <b>Action 4:</b> Follow the COVID-19 money <b>Action 5:</b> Countering disinformation around COVID-19	GBV risk Women's economic empowerment	Women Men Youth Ethnic minorities

## 4. METHODOLOGY

The COVID-specific gender analysis will include the following key deliverables:

- In-briefing with USAID/Senegal/SRO
- Draft COVID-specific activity gender analysis report
- Validation workshop with mission staff to validate the draft COVID-specific activity gender analysis report (if time constrained, the mission may elect to forgo this workshop and simply provide written feedback only on the draft report).
- Final COVID-specific activity gender analysis report, which incorporates the discussion in the validation workshop and/or written feedback on the draft report.

The section below provides more detailed information on each deliverable.

**1. In-briefing with USAID/Senegal/SRO:** On the first day of the assignment, the Banyan Global research team will hold an in-briefing with the mission<sup>136</sup> with the following purpose:

- To ensure that there is agreement on the SOW and methodology for secondary (and any limited primary) data collection and analysis.
- To review the structure and presentation of findings and recommendations in the COVID-19 gender analysis report.

**2. Draft COVID-Specific Gender Analysis:** The preparation of the draft COVID-Specific gender analysis report will include an analysis and interpretation of secondary (and any limited primary) data, in line with USAID global gender and social inclusion strategies, policies, and regulations including, but not limited to:

- The Automated Directives System (ADS) 201 and 205 (2019 and 2017 respectively)
- The 2012 Gender Equality and Female Empowerment Policy (2012)
- U.S. Strategy to Prevent and Respond to Gender-based Violence Globally (2016)
- USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children (2012)
- USAID Policy Framework (2019)
- USG 2018 Act on Women's Entrepreneurship and Economic Empowerment Act
- U.S. Strategy to Empower Adolescent Girls (March 2016)
- Counter-Trafficking in Persons Policy (2012)
- USAID's Youth in Development Policy (2012)
- USAID Disability Policy Paper (1997)
- Advancing Disability-Inclusive Development
- LGBTI Vision for Action (2014)
- USAID Policy on Non-Discrimination (2011)
- Equal Employment Opportunity, Diversity and Inclusion (2011)
- Presidential Memorandum on International Initiatives to Advance the Human Rights of LGBT Persons (2011)
- USAID and State COVID-19 Response Strategy Framework
- USAID Policy on Promoting the Rights of Indigenous Peoples (2020)
- United States Government Action Plan on Children in Adversity A Framework for International Assistance: 2012–2017 (2012)

The review of secondary will also include a review pertinent mission or activity-level reports or documentation that the mission will make available. Documents may include the following:

- Previous mission Country Development Cooperation Strategy (CDCS) Gender Analysis/Assessment
- The mission's current CDCS
- The mission's current strategic results framework
- Project Appraisal Document (and gender analysis) for the sector/area to which the activity pertains
- Activity gender and social inclusion analysis and strategy
- Activity monitoring, evaluation, and learning plan
- Activity 2019 annual report

The research team will gather, analyze, and interpret other relevant reports and data related to the activity sector, activity, and COVID-19. These may include:

- Studies, analyses and assessments concerning gender equality conducted by donors, NGOs, national governments, regional organizations, and the academic community
- National statistics from the Demographic and Health Survey, the UNDP Human Development Index Reports, and the World Economic Forum's Global Gender Gap Index
- Recent literature that addresses gender equality and women's empowerment issues related to activity and COVID-19

The research team may also carry out a maximum of 5-7 key stakeholder interviews or focus groups to support or nuance the findings and recommendations from the secondary data. To support the process of gathering second data, Banyan Global will create a Google Drive Folder for the gender analysis to serve as a central repository for all key secondary documents and data for use by the USAID mission and the research team.

An international consultant will analyze and interpret the primary and secondary data in the initial draft of the report, and then a national gender expert will review and provide feedback on the report, which the international consultant will then incorporate. The report will present sector level COVID-19 findings on gender equality and women's empowerment by USAID ADS205 domain, followed by findings and recommendations by activity intermediate result, as defined in the SOW for each gender analysis (see Section 5.2 below for more details on the report structure). The recommendations may include possible alternative or additional indicators to measure the progress against the activity's intermediate results.

- 3. Validation Workshop - draft COVID-Specific Gender Analysis Report:** The research team will submit a draft COVID-specific gender analysis report to the mission. The mission will have the option of participating in a 1-2 hour session to discuss and validate the findings and recommendations or only providing written feedback on the draft report. Both options will include building a consensus on how and when the mission will need to update the gender analysis based on country-level changes related to COVID and the country's phase of reopening.
- 4. Final COVID-Specific Gender Analysis Report:** The research team will finalize the report by incorporating written feedback from the mission on the draft report, as well as the discussions from the workshop with the mission.

For all deliverables, Banyan Global's home-office technical staff will provide consistent and regular technical guidance to the research team to ensure that the deliverables meet USAID and internal Banyan Global quality standards.

## 5. DELIVERABLES AND GUIDELINES

The associated work will include the deliverables in Table 2.

TABLE 2. KEY ELEMENTS OF THE GENDER ANALYSIS		
DELIVERABLE	CONTENT	PERIOD OF IMPLEMENTATION
In-briefing with USAID/Senegal/SRO mission staff	In-briefing with designated mission staff to discuss : 1) the purpose of the COVID-Specific Gender Analysis; and 2) the proposed research questions; methodology, and structure of gender analysis report findings and recommendations	Week 1 August 4, 2020
Draft COVID-Specific Gender Analysis Report	Research and prepare Draft COVID-Specific Gender Analysis Report, including national consultant's (virtual) review of the draft report	Week 1-2 August 18, 2020
Validation Workshop for the draft COVID-Specific Gender Analysis Report	Workshop (1-2 hours) with relevant mission staff to validate COVID-Specific Gender Analysis Report's findings and recommendations, and to come to a consensus on next steps needed to update the gender analysis (at different stages of country's phase of reopening)	Week 3 August 24, 2020
Final COVID-Specific Gender Analysis Report	Final gender analysis report that incorporates feedback in writing and from the validation workshop from USAID on the draft report	Week 4 August 31, 2020

### Reporting Guidelines

The Gender Analysis report (25 pages excluding Executive Summary, Table of Contents, Acronyms and Annexes) should follow the format below and be submitted electronically in Microsoft word and PDF versions:

1. Executive Summary (1 pp.)
2. Table of Contents (1 p.)
3. Introduction (1 p.)
4. COVID-19 Country Context at the sector level, by ADS205 gender analysis domain (2 pp.)
5. Findings and Recommendations on Gender Equality COVID-19 (up to 15 pp., 10 pp recommended)
6. USAID/Senegal/SRO The Gambia Governance Reform Activity Next Steps on Updating the Gender Analysis (2 pp.)
7. Annexes
  - Acronyms (1 p.)
  - Gender Analysis SOW
  - Methodology (.5 p.)



- List of Key Documents

Note: The recommendations in #5 above will point to linkages with women's economic empowerment (using a **WEE** tag).

## 6. TEAM COMPOSITION

### Team Leader (International)

This position seeks an international consultant with core experience working with and knowledge of USAID programs and must be an experienced social scientist with expert level knowledge in conducting gender analyses, with preference given for relevant experience in The Gambia. Other qualifications include:

- Minimum of 10 years of experience in research, policy formulation and program design in gender and/or social inclusion.
- At least 6 years of experience in carrying out gender analyses – including a focus on GBV risk assessment.
- Familiarity with USAID strategic planning and program management strongly desired.
- Excellent speaking and writing English language skills are required.
- Exceptional inter-personal and inter-cultural skills.
- Excellent leadership skills.
- Expertise in one or more of the priority gender analysis intermediate results.
- Full professional fluency in English.
- Master's degree in sociology, anthropology, economics, or relevant social science field.
- Experience with other donors highly desirable.
- U.S. nationality.

### National Gender Expert (I)

The team must include one national gender expert who exhibit complementary skills to the Team Lead and core experience conducting thorough evidence-based research gender issues in The Gambia.

Qualifications include:

- Minimum of 5 years of experience in conducting evidence-based research and expert knowledge on gender and women's economic empowerment issues in The Gambia.
- Expertise in one or more of the activity's priority sectors.
- In-depth knowledge of the Government of The Gambia gender mainstreaming programs; development partner engagement in the gender space and a sound working relationship with any relevant national government ministries.
- Excellent writing skills in native language.
- English language writing fluency required.

## 7. ANALYSIS MANAGEMENT

### SCHEDULING

The expected period of performance for the analysis will be approximately 3 weeks for an activity-level COVID-specific gender analysis, with one week of preparation required prior to the beginning each analysis.

Note - this work order includes a six-day work week. LOE and salaries are calculated on that basis

## BUDGET

The total estimated cost of this analysis is subject to the availability of funds. This analysis is fully funded by the USAID Office of Gender Equality and Women's Empowerment (GenDev).

## SUBMISSION TO THE DEVELOPMENT EXPERIENCE CLEARINGHOUSE (DEC)

The final approved report must be a public document, unless otherwise specified, to be submitted to the Development Experience Clearinghouse ([www.dec.org](http://www.dec.org)) (DEC) following the required Office of GenDev format (see Annex II). The contractor must make the final COVID-specific gender analysis report publicly available through the Development Experience Clearinghouse within 30 calendar days of final approval of the formatted report.

## TASK ORDER PACKAGING AND MARKING

Task Order packaging and marking shall be performed in accordance with Section D of GITA II Task Order: 47QRAA18D00CM.

## BRANDING AND MARKING

The Contractor shall comply with the requirements of the policy directives and required Marking shall comply with USAID “Graphic Standards Manual” available at [www.usaid.gov/branding](http://www.usaid.gov/branding) or any successor branding policy.

## WORK ORDER PREPARATION

The mission agrees to the following commitments to facilitate the research and preparation of the COVID-specific gender analysis report.

**TABLE 3. WORK ORDER PREPARATION AND COMMITMENTS**

COMMITMENT	DUE DATE
Mission to designate at least 2 staff to coordinate with the research team on the analysis	1 week before research begins
Mission to propose 3 national gender expert consultants candidates.	1 week before research begins
Mission to hold a remote in-briefing with the research team	First day of work (select date three days before work start date)

Mission to schedule the validation workshop	Select date three days before work start date
<p>Mission to upload all necessary resource documents (to a secured Google Drive, including the following:</p> <ul style="list-style-type: none"> <li>● The mission's current or previous CDCS</li> <li>● Previous CDCS Gender Analyses/Assessments</li> <li>● The mission's current draft strategic results framework</li> <li>● Activity-level gender and social inclusion analyses and strategy, MELS plan, and annual and quarterly reports</li> <li>● PAD-level gender analysis corresponding to the activity</li> <li>● Any current COVID sector analyses, in particular at the national/sub-national level</li> </ul>	Three days before work start date

## ANNEX C: METHODOLOGY

The COVID-19–specific gender analysis included the following key deliverables:

- in-briefing with USAID/SRO
- draft COVID-19–specific activity gender-analysis report
- workshop with mission staff to validate the draft report
- final COVID-specific activity gender-analysis report, which incorporates the discussion in the validation workshop and written feedback on the draft report

The following section provides more details on the methodology used for each deliverable.

- 1. In-briefing with USAID/Senegal SRO:** On the first day of the assignment, the research team held an in-briefing with mission staff with the following objectives:
  - to ensure that there was agreement on the scope of work and methodology for secondary data collection and analysis
  - to review the structure and presentation of findings and recommendations in the COVID-19 gender analysis report
- 2. Draft COVID-19–Specific Gender Analysis:** The preparation of the draft COVID-19–specific gender-analysis report included an analysis and interpretation of secondary data, in line with USAID’s global gender and social-inclusion strategies, policies, and regulations. These documents included the following:
  - [The Automated Directives System \(ADS\) 201 \(2020\)](#)
  - [The ADS 205 \(2017\)](#)
  - [The 2012 Gender Equality and Female Empowerment Policy \(2012\)](#)
  - [U.S. Strategy to Prevent and Respond to Gender-based Violence Globally \(2016\)](#)
  - [USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children \(2012\)](#)
  - [USAID Policy Framework \(2019\)](#)
  - [USG 2018 Act on Women’s Entrepreneurship and Economic Empowerment Act](#)
  - [U.S. Global Strategy to Empower Adolescent Girls \(March 2016\)](#)
  - [Counter-Trafficking in Persons Policy \(2012\)](#)
  - [USAID’s Youth in Development Policy \(2012\)](#)
  - [USAID Disability Policy Paper \(1997\)](#)
  - [Advancing Disability-Inclusive Development](#)
  - [LGBTI Vision for Action \(2014\)](#)
  - [Promoting Nondiscrimination and Inclusive Development in USAID-Funded Programs - A Mandatory Reference for ADS Chapter 200 \(2016\)](#)
  - [Equal Employment Opportunity, Diversity and Inclusion \(2011\)](#)
  - [Presidential Memorandum on International Initiatives to Advance the Human Rights of LGBT Persons \(2011\)](#)
  - [USAID and State COVID-19 Response Strategy Framework \(2020\)](#)
  - [USAID Policy on Promoting the Rights of Indigenous Peoples \(2020\)](#)
  - [United States Government Action Plan on Children in Adversity: A Framework for International Assistance: 2012–2017 \(2012\)](#)

- Feed the Future. “Global Food Security Strategy Technical Guidance Advancing Gender Equality and Female Empowerment (2017)

The review of secondary data also included examining mission or activity-level reports or documentation, such as national statistics and databases; MOH statistics; Ministry of Women, Children, and Social Welfare reports; USAID implementing partner reports; UN reports; CSO reports, and media reports. See Annex D for the complete list of key documents. The research team gathered, analyzed, and interpreted other reports and data related to the sector, activity, and COVID-19, including

- Studies, analyses, and assessments concerning gender equality conducted by donors, NGOs, national governments, regional organizations, and academia
- National statistics from the Demographic and Health Survey, the United Nations Development Programme’s Human Development Index Reports, and the World Economic Forum’s Global Gender Gap Index
- recent literature that addresses gender equality and women’s empowerment related to the activity and COVID-19

**3. Validation Workshop—Draft COVID-19–Specific Gender Analysis Report:** The mission held a workshop to discuss and validate the findings and recommendations and to build a consensus on how and when it will need to update the gender analysis based on country-level changes related to COVID-19 and the country’s phase of reopening.

**4. Final COVID-19–Specific Gender Analysis Report:** The research team finalized the report by incorporating written feedback from the mission on the draft (as well as the discussions from the workshop with the mission staff).

## DATA-COLLECTION METHODS AND TOOLS

RESEARCH THEME	PRIMARY AND SECONDARY DATA SOURCES
<b>Action 1:</b> Radio programs to promote public awareness and government transparency around COVID-19 response efforts	<p><b>Literature review:</b> National statistics and databases; MOH statistics; Ministry of Women, Children, and Social Welfare reports; USAID implementing partner reports; UN reports; CSO reports; and media reports</p> <p><b>Semi-structured interviews/focus groups:</b> USAID implementing partner International Republican Institute; UN agencies, including UNFPA and OHCHR; Ministry of Women, Children and Social Affairs and Women’s Bureau; Network of Gender-Based Violence; Gambia Participates; Gambia Television and Radio Service; Network of Community Radios; and GPU</p>
<b>Action 2:</b> Television shows to promote public awareness and government transparency around COVID-19 response	<p><b>Literature review:</b> National statistics and databases; MOH statistics; Ministry of Women, Children, and Social Welfare reports; USAID implementing partner reports; UN reports; CSO reports; and media reports</p> <p><b>Semi-structured interviews/focus groups:</b> USAID implementing partner International Republican Institute; UN agencies, including UNFPA and OHCHR; Ministry of Women, Children and Social Affairs and Women’s Bureau; Network of Gender-Based Violence; Gambia Participates; Gambia Television and Radio Service; Network of Community Radios; and GPU</p>

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**Action 3:** Nationwide public-awareness campaign for COVID-19 prevention

**Literature review:** National statistics and databases; MOH statistics; Ministry of Women, Children, and Social Welfare reports; USAID implementing partner reports, UN reports; CSO reports' and media reports

**Semi-structured interviews/focus groups:** USAID implementing partner International Republican Institute; UN agencies, including UNFPA and OHCHR; Ministry of Women, Children and Social Affairs and Women's Bureau; Network of Gender-Based Violence; Gambia Participates; Gambia Television and Radio Service; Network of Community Radios; and GPU

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**Action 4:** Follow the COVID-19 money

**Literature review:** National statistics and databases; MOH statistics; Ministry of Women, Children, and Social Welfare reports; USAID implementing partner reports, UN reports; CSO reports' and media reports

**Semi-structured interviews/focus groups:** USAID implementing partner International Republican Institute; UN agencies, including UNFPA and OHCHR; Ministry of Women, Children and Social Affairs and Women's Bureau; Network of Gender-Based Violence; Gambia Participates; Gambia Television and Radio Service; Network of Community Radios; and GPU

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**Action 5:** Countering disinformation around COVID-19

**Literature review:** National statistics and databases; MOH statistics; Ministry of Women, Children, and Social Welfare reports; USAID implementing partner reports, UN reports; CSO reports' and media reports

**Semi-structured interviews/focus groups:** USAID implementing partner International Republican Institute; UN agencies, including UNFPA and OHCHR; Ministry of Women, Children and Social Affairs and Women's Bureau; Network of Gender-Based Violence; Gambia Participates; Gambia Television and Radio Service; Network of Community Radios; and GPU



## ANNEX D: LIST OF KEY DOCUMENTS

Africa Defense Forum. 2020. “The Gambia Steps Up Fight Against COVID-19 Misinformation.” ([Link](#)).

Gambia Participates. 2020. *Corona, Gambia and the millions. Tracking funds for Covid-19 in The Gambia.*

The Gambia Constitutional Review Commission. 2020. *Final Draft Constitution.*

International Fund for Agricultural Development (IFAD). 2020. “Mitigating the Impact of COVID 19 on small-scale agriculture in The Gambia.” ([Link](#)).

International Monetary Fund. 2020. *Policy Responses to COVID-19.* ([Link](#)).

International Trade Center. 2020. “Poetry to help save lives during COVID-19.” ([Link](#)).

Jeffang, Kebba. 2020. “In Gambia, Mothers Keep Children from Immunization Due to COVID-19 Vaccine Fear.” *The Chronicle.* ([Link](#)).

Malala Fund. 2020. *Gambian Girls Leading the Way in Local COVID-19 Response.* ([Link](#)).

National Democratic Institute. 2018. *Gambian’s Views on the Constitutional Review Process: Report on Public Opinion Research in The Gambia, February to April 2018.*

Network Against Gender-Based Violence. n.d. ([Link](#)).

The Point. 2020. “Welfare of Gambian journalists in the wake of Covid19 pandemic”. *All Africa.* ([Link](#)).

Republic of The Gambia Ministry of Health. 2020. *The Gambia COVID-19 Plan.*

Republic of The Gambia Ministry of Health. 2020. *The Gambia COVID-19 Outbreak Situational Report #118.* ([Link](#)).

Republic of The Gambia Ministry of Tourism and Culture. 2019. *The Gambia’s Tourism Sector: Measuring its value chain and exploiting its potential.*

Republic of The Gambia Ministry of Women, Children and Social Welfare. *Strategic Plan 2021-2025.*

Republic of The Gambia Ministry of Women, Children and Social Welfare. 2010. *The Gambia National Gender Policy 2010-2020.*

Republic of The Gambia Ministry of Women, Children and Social Welfare, Women’s Bureau, and National Women Council. 2019. *National Review Report on Implementation of the Beijing declaration and platform for action +25, The Republic of Gambia.*

Sanneh, Mbassi. The Point (Banjul). 2020. “The Negative Impact of Cultural and Traditional Practices On the Spread of Coronavirus COVID-19.” *All Africa.* ([Link](#)).

United Nations International Children’s Fund. n.d. *Five Actions for Gender Equality in the Coronavirus Disease (COVID-19) Response: Technical Note.* ([Link](#)).

United Nations Democracy Fund. n.d. “UNDEF Projects Take Action Against Covid-19 Misinformation and Hate Speech.” ([Link](#)).

United Nations Development Programme. 2020. *Update on the Socio-Economic Situation Following COVID-19 Outbreak in The Gambia*.

United Nations Population Fund. “Advancing women and youth participation in decision making during COVID-19 and beyond.” 2020. ([Link](#)).

United Nations Population Fund The Gambia Gender Unit. 2020. *The Parallel Pandemic: Domestic and Gender Based Violence during COVID-19 in The Gambia*.

United Nations Women. n.d. *UN Women In Focus: Gender Equality Matters in COVID-19 response*. ([Link](#)).

West Africa Network for Peacebuilding. 2020. *COVID-19: Emerging Peace and Security Dynamics in The Gambia*.

World Bank. 2018. *The Gambia Labour Force Survey*.

World Food Programme. 2020. “Gender and COVID 19.” World Food Programme. ([Link](#)).

## **ANNEX E: SCHEDULE AND PARTICIPANTS OF FOCUS GROUP INTERVIEWS**

### **Thursday August 6, 2020**

**3:00-4:30 pm** International Republican Institute, Gambia Governance Reform Program

Robina Namusis, Chief of Party/Program Director

Binta Touray, Program Officer

Touray Lala, Program Support

### **Tuesday August 11, 2020**

**11:30 am** Network Against Gender Based Violence (GBV)

Mr. Fallu Sowe, Coordinator, Network Against GBV

Isatou Jallow, Coordinator, The Girls' Agenda

Aminata Jaiteh, Program Officer, The Girl's Agenda

Mbassey Manneh, Program Officer, Think Young Women

**1:00 pm** Gambia Participates

Marr Nyang, Executive Director

Teslima Jallow, Program Manager

Fanta Sanneh, Intern

**3:00 pm** Ministry of Women, Children and Social Welfare

Mrs. Rohie Bittaye-Darboe, The Permanent Secretary, Ministry of Women, Children and Social Welfare

Mr. Kajali Sonko, Deputy Permanent Secretary and Deputy Director of Women's Bureau

Nenneh Touray, Information, Education and Communications Officer, Women's Bureau

### **Wednesday August 12, 2020**

#### **12:00 pm: United Nations Agencies**

Ramou Sonko, Gender Specialist, United Nations Fund for Population Activities (UNFPA)

Mam Ndeban Jobe, National Human Rights Officer, Office of the United Nations High Commissioner for Human Rights (OHCHR)

Marianne E. L. George, Human Rights Officer, Office of the United Nations High Commissioner for Human Rights (OHCHR)

#### **3:00 pm: Gambia Radio and Television Service (GRTS)**

Mrs. Fatou Sanneh, Director of Television Programs

Ms. Bernadette Sanneh, Principal Producer

Fatmata Ceesay, News Presenter and Editor

#### **5:00 pm: Network of Community Radios**

Mr. Yusupha Bojan, President, Network of Community Radios

### **Thursday August 13, 2020**

#### **5:00 pm: Saikou Jammeh, Secretary General, Gambia Press Union**

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- <sup>1</sup> National Democratic Institute. 2018. Gambian's Views on the Constitutional Review Process: Report on Public Opinion Research in The Gambia, February to April 2018.
- <sup>2</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>3</sup> Ibid.
- <sup>4</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
- <sup>5</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>6</sup> Key Informant Focus Group Discussion. August 12 and 13, 2020.
- <sup>7</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>8</sup> Ibid.
- <sup>9</sup> Key Informant Focus Group Discussion. August 12 and 13, 2020.
- <sup>10</sup> Key Informant Interview. August 13, 2020.
- <sup>11</sup> Ibid.
- <sup>12</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>13</sup> Key Informant Focus Group Discussion. August 11, 12, and 13, 2020.
- <sup>14</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>15</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>16</sup> Ibid.
- <sup>17</sup> Ibid and Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>18</sup> Key Informant Focus Group Discussion. August 6, 2020.
- <sup>19</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
- <sup>20</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>21</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>22</sup> Key Informant Focus Group Discussion. August 6, 11 and 12, 2020.
- <sup>23</sup> Key Informant Focus Group Discussion. August 11, 2020.
- <sup>24</sup> Gambia Participates. 2020. Corona, Gambia and the millions. Tracking funds for Covid-19 in The Gambia.
- <sup>25</sup> Key Informant Focus Group Discussion. August 11, 2020.
- <sup>26</sup> Ibid.
- <sup>27</sup> Ibid.
- <sup>28</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>29</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>30</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
- <sup>31</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>32</sup> Key Informant Focus Group Discussion. August 11, 2020.
- <sup>33</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>34</sup> Ibid.
- <sup>35</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>36</sup> International Trade Center. 2020. Poetry to help save lives during COVID-19.
- <sup>37</sup> Ministry of Health. 2020. The Gambia COVID-19 Outbreak Situational Report #118.
- <sup>38</sup> Ibid.
- <sup>39</sup> Ministry of Health. 2020. The Gambia COVID-19 Plan.
- <sup>40</sup> United Nations Development Programme. 2020. Update on the Socio-Economic Situation Following COVID-19 Outbreak in The Gambia.

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- <sup>41</sup> Ibid.
- <sup>42</sup> Ibid.
- <sup>43</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>44</sup> Ministry of Tourism and Culture. 2019. The Gambia's Tourism Sector: Measuring its Value Chain and Exploiting its Potential.
- <sup>45</sup> Ibid.
- <sup>46</sup> United Nations Development Programme. 2020. Update on the Socio-Economic Situation Following COVID-19 Outbreak in The Gambia.
- <sup>47</sup> International Monetary Fund. 2020. Policy Responses to COVID-19.
- <sup>48</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>49</sup> Gambia Participates. 2020. Corona, Gambia and the millions. Tracking funds for Covid-19 in The Gambia.
- <sup>50</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>51</sup> United Nations Population Fund The Gambia Gender Unit. 2020. The Parallel Pandemic: Domestic and Gender Based Violence during COVID-19 in The Gambia.
- <sup>52</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
- <sup>53</sup> Ibid.
- <sup>54</sup> Ministry of Health. 2020. The Gambia COVID-19 Plan.
- <sup>55</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>56</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>57</sup> The Gambia Constitutional Review Commission. 2020. Final Draft Constitution.
- <sup>58</sup> Ministry of Women, Children and Social Welfare. 2010. The Gambia National Gender Policy 2010-2020.
- <sup>59</sup> Ibid.
- <sup>60</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>61</sup> Ministry of Women, Children and Social Welfare, Women's Bureau and National Women Council. 2019. National Review Report on Implementation of the Beijing Declaration and Platform for Action +25, The Republic of Gambia.
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- <sup>64</sup> Ministry of Women, Children and Social Welfare. 2010. The Gambia National Gender Policy 2010-2020.
- <sup>65</sup> Key Informant Focus Group Discussions. August 6, 11, and 12, 2020.
- <sup>66</sup> Malala Fund. 2020. Gambian girls leading the way in local COVID-19 response.
- <sup>67</sup> Ibid.
- <sup>68</sup> United Nations Development Programme. 2020. Update on the Socio-Economic Situation Following COVID-19 Outbreak in The Gambia and Key Informant Focus Group Discussions. August 11 and 12, 2020.
- <sup>69</sup> Malala Fund. 2020. Gambian girls leading the way in local COVID-19 response.
- <sup>70</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>71</sup> World Bank. 2018. The Gambia Labour Force Survey.
- <sup>72</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>73</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>74</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
- <sup>75</sup> Ministry of Women, Children and Social Welfare. 2020. Strategic Plan 2021-2025.



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- <sup>76</sup> United Nations Population Fund The Gambia Gender Unit. 2020. The Parallel Pandemic: Domestic and Gender Based Violence during COVID-19 in The Gambia.
- <sup>77</sup> Key Informant Focus Group Discussion. August 12, 2020.
- <sup>78</sup> Ibid.
- <sup>79</sup> International Fund for Agricultural Development (IFAD). 2020. “Mitigating the Impact of COVID 19 on small-scale agriculture in The Gambia.”
- <sup>80</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
- <sup>81</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>82</sup> United Nations Population Fund. 2020. “Advancing Women and Youth Participation in Decision Making during COVID-19 and Beyond.”
- <sup>83</sup> National Democratic Institute. 2018. Gambian’s Views on the Constitutional Review Process: Report on Public Opinion Research in The Gambia, February to April 2018.
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- <sup>94</sup> Ibid.
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- <sup>98</sup> Key Informant Interview. August 13, 2020.
- <sup>99</sup> Ibid.
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- <sup>107</sup> Ibid.
- <sup>108</sup> Ibid and Key Informant Focus Group Discussion. August 11 and 12, 2020.
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- <sup>117</sup> Gambia Participates. 2020. Corona, Gambia and the Millions. Tracking funds for Covid-19 in The Gambia.
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- <sup>120</sup> Ibid.
- <sup>121</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
- <sup>122</sup> Key Informant Focus Group Discussion. August 11, 2020.
- <sup>123</sup> Ibid.
- <sup>124</sup> Key Informant Focus Group Discussion. August 11 and 12, 2020.
- <sup>125</sup> Key Informant Focus Group Discussion. August 6, 11, and 12, 2020.
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- <sup>129</sup> West Africa Network for Peacebuilding. 2020. COVID-19: Emerging Peace and Security Dynamics in The Gambia.
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- <sup>134</sup> USAID. State Department: 2020. *Update: The United States Continues to Lead The Global Response to COVID-19, May 20, 2020.*
- <sup>135</sup> USAID. 2020. *USAID: COVID-19 Global Response - Fact Sheet #2 FY20, May 5, 2020.*
- <sup>136</sup> It will be at the mission's discretion to determine the level of engagement of the implementing partner in each gender analysis, including in the in-briefing, review of the draft CSAGA report, validation workshop for the draft CSAGA report, and the review of the final CSAGA report.