Gender Equality Coding Framework

Automatic Coding: Codes are generated automatically based on answers to multiple choice questions. The overall project GAM code is derived from the individual GEM codes.

Each Gender Equality Measure (GEM) code is based on evidence of the required programme action or step, plus gender and age. If all three are present, the GEM automatically codes 4; if none are included, it codes 0.

If 3 or 4 key GEMs have the same code, the project GAM code is automatically the same as this common GEM code. If two or more GEMs are 0, the GAM is 0.

The overall GAM project code reflects the predominant programming demonstrated by the GEMs.

Good gender equality programming is based on logical, coherent programming: if 2 or more GEMs are not present, critical actions are missing. If the GEM codes are mixed, the GAM code is 1. The GAM code monitors the relevance of programming action based on gender and age, with a primary focus on gender.

Content	Code	Programme FOCUS		
		Gender Mainstreaming 'M' – Targets everyone Considers gender equality throughout the programme	**Targeted Action** 'T' – Targets a defined group Programme focused on promoting gender equality	**Not Applicable 'N/A'**
Gender + Age + Action*	**4**	**Likely to contribute to gender equality, including across age groups**	**Main programme purpose is increasing gender equality, including across age groups**	Does not engage with or affect persons in need
Gender + Action	**3**	Likely to contribute to gender equality, but without attention to age groups	Principally focused on promoting gender equality, without attention to age groups	
Age + Action	**2**	Unlikely to contribute to gender equality	Aims to address inequalities, but without the necessary gender equality measures	
Action	**1**			Does not contribute to gender equality
No Action	**0**	Does not systematically link programming actions		

*Programming action, element or step