

## Overview

The IASC Gender with Age Marker (GAM) looks at the extent to which essential programming actions address gender- and age-related differences in humanitarian response. It was developed in response to requests to strengthen the original IASC Gender Marker by including age and, most significantly, by adding a monitoring component. In addition to providing an expanded tool to measure programme effectiveness, it is a valuable teaching and self-monitoring tool, allowing agencies and partners to learn by doing in the process of enhancing effective programming that is responsive to all aspects of diversity.

### What does the GAM look for?

The GAM is based on consideration of 12 programme elements (gender equality measures or “GEMs”) essential to gender equality programming. Four KEY GEMs are considered in the project design phase. Each of the four key GEMs have two supporting GEMs that are considered during project monitoring. This enables reflection of what is working well in the project and what can be improved.

### Gender Equality Measures

<b>Gender Analysis</b>	A. There is demonstrated understanding of the different needs, concerns and priorities of different gender and age groups.
	B. Sex- and age-disaggregated data is collected and analyzed.
	C. Targeted individuals and groups receive assistance.
<b>Tailored Activities<sup>1</sup></b>	D. Assistance is tailored to the needs and interests of the different gender and age groups.
	E. Steps are taken to reduce and mitigate gender-based violence.
	F. Gender-related information and analysis is shared with other actors.
<b>Influence</b>	G. Women, girls, boys and men in appropriate age groups participate in and influence decisions taken throughout the project.
	H. Feedback and complaints mechanisms are responsive and effective.
	I. Information about the project is shared appropriately with different groups.
<b>Benefits</b>	J. There are distinct benefits for different groups, as a result of tailored activities.
	K. Different groups are satisfied with the assistance.
	L. Problems and unintended impacts or barriers are identified and addressed.

**Mainstreaming & Targeted Programmes:** The GAM helps programme staff and management determine whether people are receiving benefits equally (Gender Mainstreaming or ‘M’), or if the project is explicitly focused on overcoming gendered discrimination and/or barriers (Targeted Action or ‘T’)<sup>2</sup>. The GAM can also be applied to summary and overview documents such as the Humanitarian Needs Overview, Humanitarian Response Plan, and Periodic Monitoring reports, to assess and demonstrate higher level intent to coherently address gender inequality.

**Building Blocks:** The GAM tracks whether basic programme building blocks are in place. Good programming requires that affected people participate in and influence all stages of a project. Programming actions should logically flow from the gendered needs analysis, to tailoring or adapting activities in response to analysis, through to who benefits from the intervention. If each GEM receives the same code, this means that the same factors are considered in each of the basic programming actions. If Key GEMs are absent or the codes differ, programming relevance is compromised. At a cluster/sector level, coding provides coordinators with an overview of where programme strengths and challenges lie.

<sup>1</sup> Activities tailored to address gender- and age-related differences

<sup>2</sup> Women’s empowerment projects are identified as Targeted Actions with women and/or girls as the target group. The GAM will be not applicable (N/A) to a small number of projects having no interaction with or influence on affected people.

## Automatic Coding

The GAM codes projects on a 0 to 4 scale, and where necessary, suggests simple actions that can be taken to improve project responsiveness and consistency. Codes are generated automatically based on answers to multiple-choice questions. The overall project GAM code is derived from the individual GEM codes, and represents the predominant type of programming found throughout the GEMS.

4	Responds to GENDER and AGE differences in key programme actions
3	Responds only to GENDER differences in key programme actions (but not age)
2	Responds only to AGE differences in key areas
1	Key programme actions do not address gender or age differences
0	Key programme actions are not present

For more information, refer to the Gender Equality Coding Framework.

**Impact on Women, Girls, Boys and Men in different age groups:** The GAM collects information on,

- relative project benefits (GEM J)
- comparative satisfaction rates for gender & age groups (GEM K)
- unintended consequences or barriers experienced (GEM L).

**Accountability & Participation:** The GAM assesses,

- whether different gender and age groups participate in and influence project decisions (GEM G)
- responsive feedback and complaints mechanisms (GEM H)
- project and agency transparency and information-sharing (GEM I).

**Protection:** The GAM tracks whether,

- the intended target groups are reached (GEM C)
- GBV risks are reduced or mitigated (GEM E)
- a safe & responsive complaints mechanism exists (H)
- different people benefit from the tailored activities (J)
- different groups of are satisfied with the assistance (K)
- steps are taken to mitigate unintended consequences or barriers (GEM L).

## GAM Rollout Plan

The IASC GenCap Project is using the GAM as one of the gender equality programming tools that GenCap Advisors apply in their deployments. The project is also backstopping operations that have piloted the tool and want to continue to use the GAM. The level of uptake of the GAM motivates the Project to continue to support operations in 2018 in the following countries: Bangladesh (Cox's Bazar), Cameroon, Central African Republic, Chad, Congo-Brazzaville, Democratic Republic of Congo, Jordan, Liberia, Pakistan, Gaziantep (Syria), Uganda, Ukraine and Yemen.

Support will be provided to GAM leaders through periodic workshops, ongoing peer dialogue, and sharing lessons on effective processes. The collection and dissemination of good practice and case studies as well as gender equality analysis reports to assist the leaders as well as organizational and coordination stakeholders at local, country and global levels.

## Resources and Support:

- For resources on Gender Equality Programming and Gender in Humanitarian Action visit [www.humanitarianresponse.info/](http://www.humanitarianresponse.info/) Further information the GAM will be available here soon.
- For the E-learning course on "Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men", see: [www.iasc-elearning.org](http://www.iasc-elearning.org)