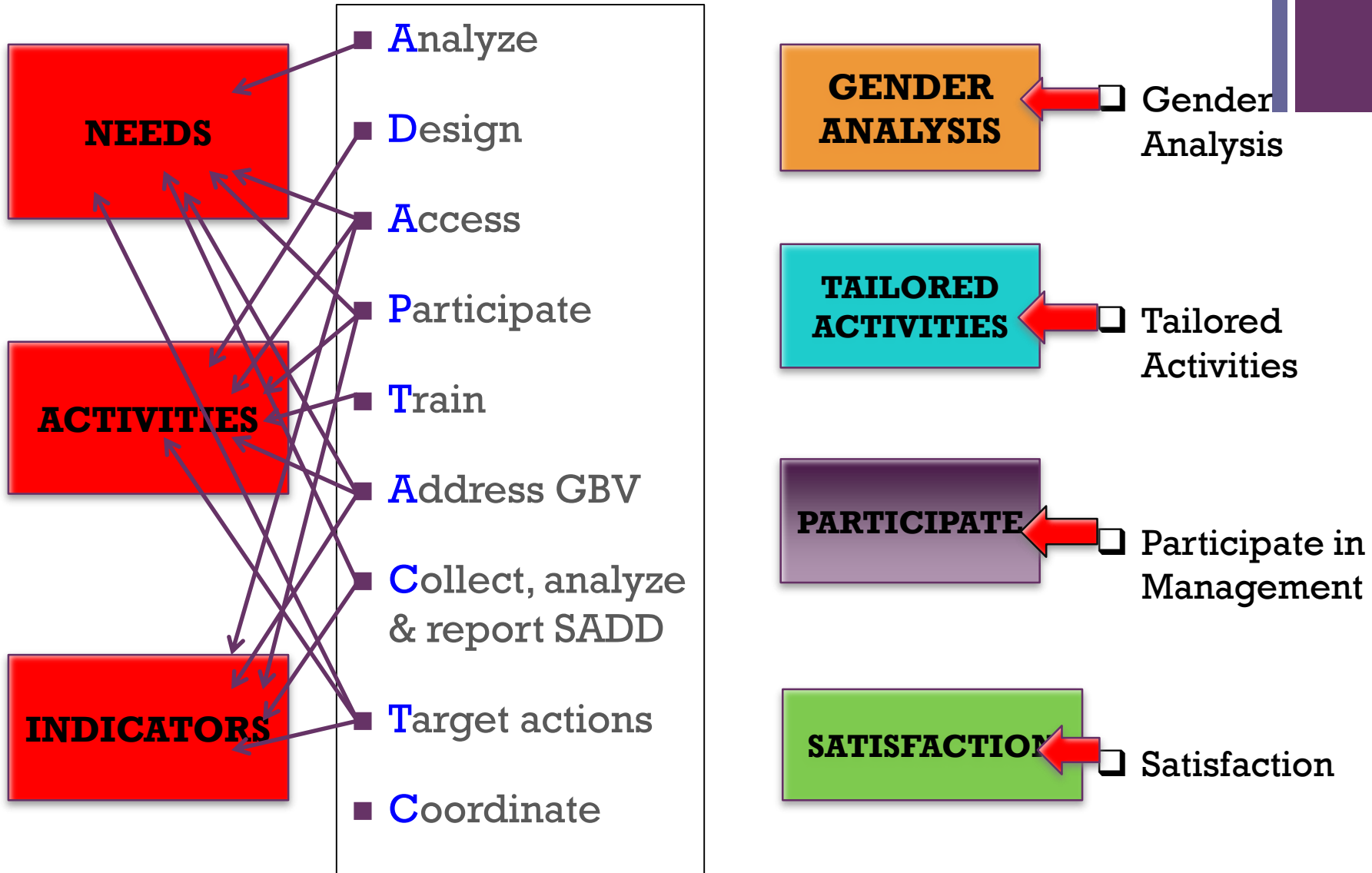


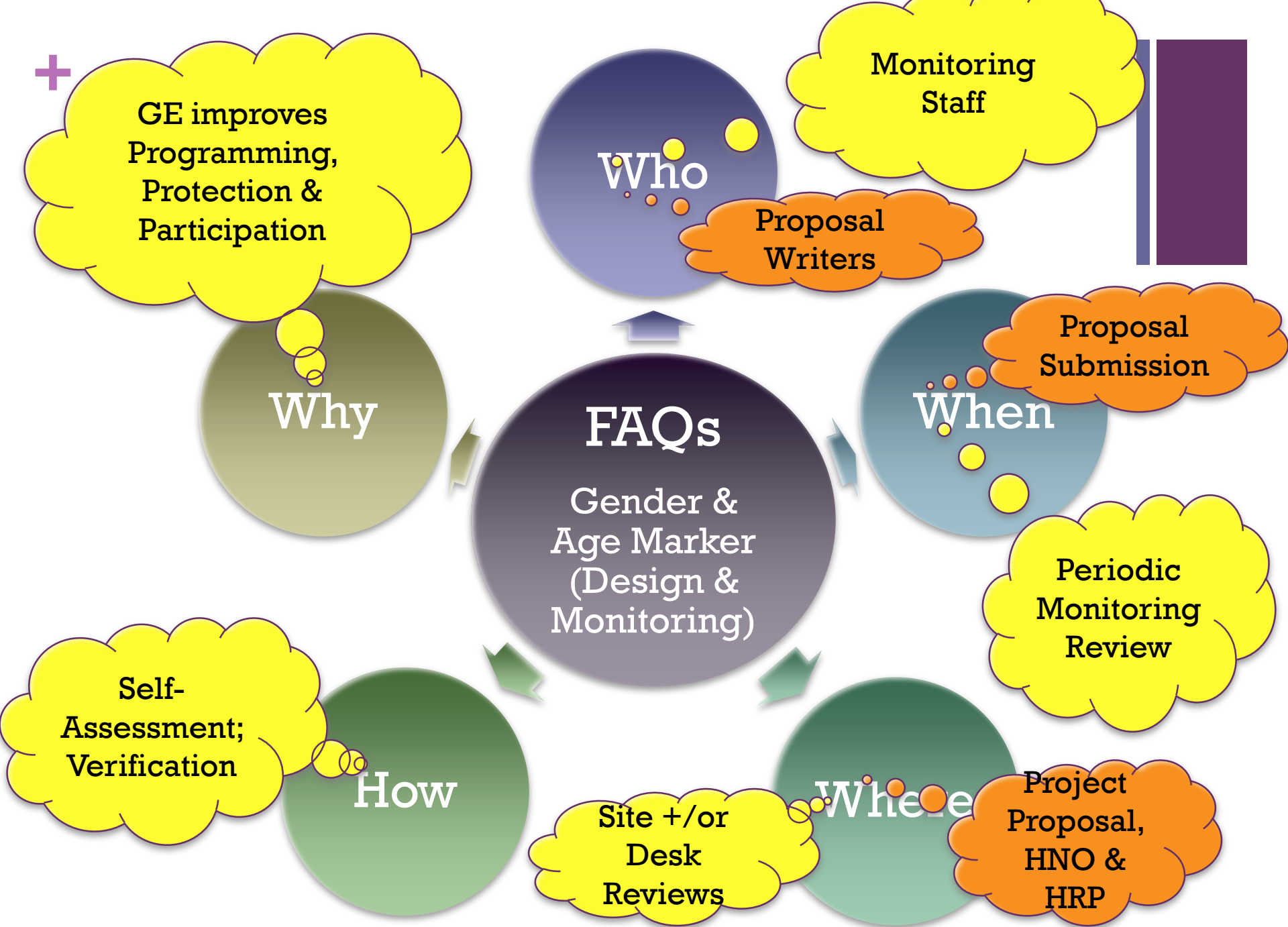


Overview of IASC Gender & Age Marker (GAM)

GFSC 8 June 2017

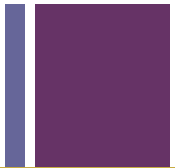
+ IASC Marker: Generic vs Specific







GAM Introduction Page



Step One

Agency Name

Project Name

Project Number

Reporting Period

Location of Project

Step Two

Sectors/Clusters

Select all that apply to the Project

- Early Recovery
- Education
- Emergency Telecommunications
- Food Security
- Health
 - Reproductive Health
 - MHPSS
- Logistics
- NFIs
- Nutrition
- Protection
 - Child Protection
 - Gender-Based Violence
 - Housing Land & Property
 - Mine Action
- Shelter
- WASH

Step Three

Gender

Select all the groups the project aims to help directly

- Women
- Girls
- Boys
- Men
- Diverse gender
- Not applicable

Step Four

Age Groups

Which age groups are directly helped by the project?

Sector decides on age ranges

- Small children
- Children
- Adolescents
- Young adults
- Middle-aged adults
- Older adults

Step Five

Targeted Action

of the Whole Project

- The project only focuses on addressing gendered discrimination and/or barriers

Step Six

Design Phase

Go >

Person Completing GAM

Job Title

Date

Person Reviewing GAM

Job Title

Date

Monitoring

Periodic Phase

Go >

Person Completing GAM

Job Title

Date

Person Reviewing GAM

Job Title

Date

Monitoring

End of Project Phase

Go >

Person Completing GAM

Job Title

Date

Person Reviewing GAM

Job Title

Date

Step Seven

Completion process

Apply the GAM

to the Proposal at design stage (GAM D)

THEN

Apply GAM

during the implementation of the Project after 2-3 months (GAM M)

AND/OR

at the end of the Project (GAM M)

Available Guidance

GEMs Tip Sheets per Sector - how to improve programming

GAM Tip Sheet: How to apply the GAM and How to analyze results

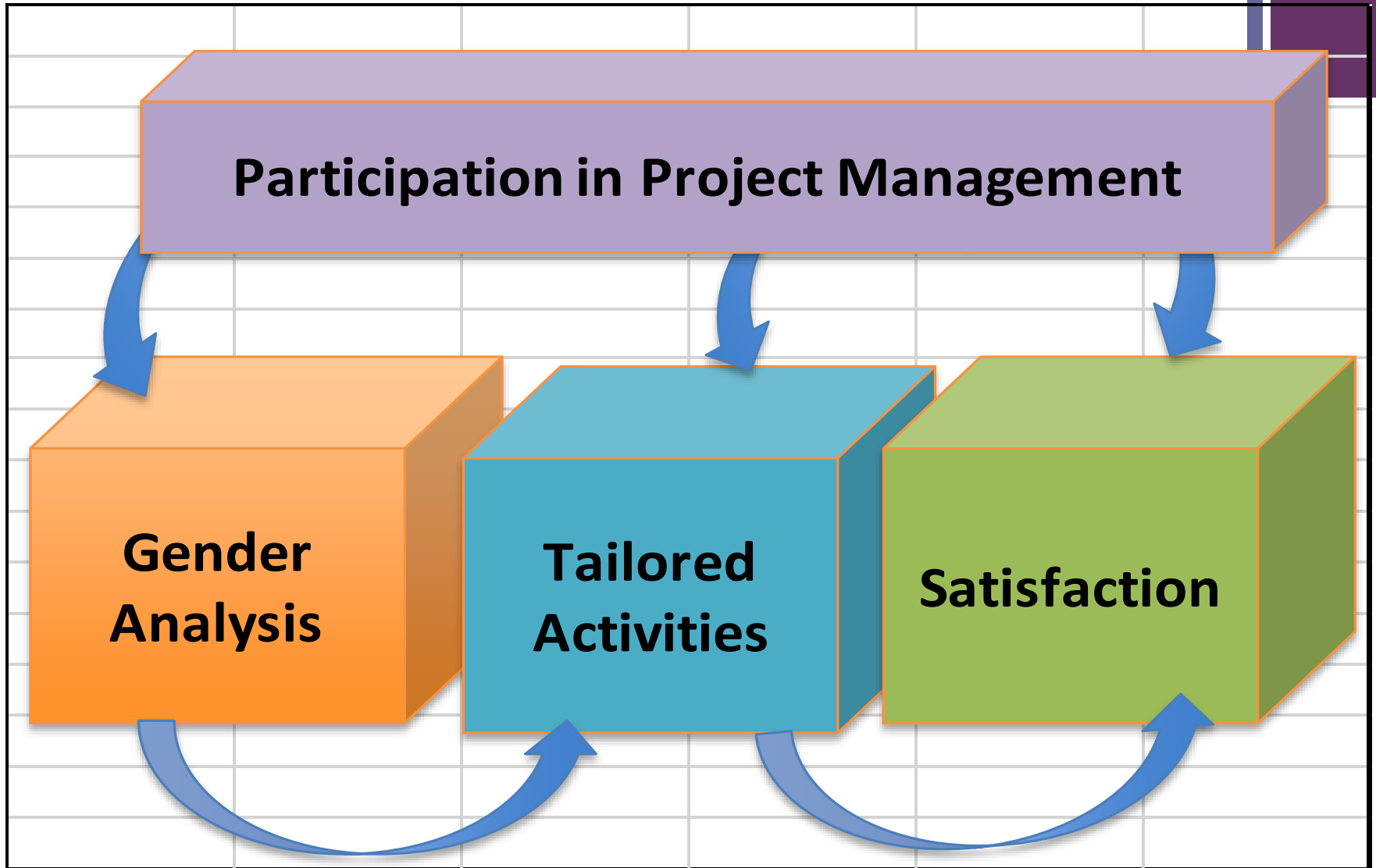
Guidance Notes on each Gender Equality Measure (GEM)

GAM Overview: Brief Note on its development

GAM Overview: Needs, Roles and Dynamics - 5W's

Key GEMs Training

Back to Basics: Building Blocks





Date of Completion:

Key GEM A: Gender Analysis

1. **There is a written needs analysis in the proposal with:** *(please select the most accurate one)*

- Needs, roles and dynamics 000
- Needs 000
- Not yet 000

2. **The distinct needs etc of the following groups are discussed in the written needs analysis:** *(please select all that apply)*

- Women 000
- Girls 000
- Boys 000
- Men 000
- Diverse gender 000
- Gender is not specified 000

3. **The following age groups of women, girls, boys and men are discussed in the gender analysis:** *(please select all that apply)*

- Small children 000
- Children 000
- Adolescents 000
- Young Adults 000
- Middle-aged Adults 000
- Older Adults 000
- Age is not specified 000
- Gender is not specified 000

4. **Provide a brief gender analysis from the proposal:** *(less than 250 words)*

GEM Questions (Sample)

1500 characters remaining

5. **Name the document it can be found in:**

+ Gender Equality Measures in the GAM

Gender Analysis

Needs Analysis

Gender

Age Groups

Tailored Activities

Tailored Activities

Gender

Age Groups

Participate in Management

Influence Design, Implement & Review

Gender

Age Groups

Satisfaction

Survey Satisfaction

Gender

Age Groups

GAM Design

During Project Design

GEM A Gender Analysis	4
GEM D Tailored Activities	4
GEM G Participation in Project Management	4
GEM J Satisfaction	4

Code Meaning

The programming action takes into account Gender and deepened with Age Groups

The programming action takes into account Gender and deepened with Age Groups

The programming action takes into account Gender and deepened with Age Groups

The programming action takes into account Gender and deepened with Age Groups

GAM D Project Code	4
---------------------------	---

Code Meaning

The Project will significantly contribute to gender equality, including across age groups

GAM Monitoring

During Project Implementation

GEM A Gender Analysis	0
GEM B Collect and Analyze SADD	0
GEM C Good Targeting	4
GEM D Tailored Activities	0
GEM E Protect From GBV Risks	0
GEM F Coordination with Actors	1
GEM G Participation in Project Management	2
GEM H Feedback & Complaints Processes	0
GEM I Transparency	1
GEM J Satisfaction	2
GEM K Benefits	2
GEM L Project Problems	1

Code Meaning

The programming action is not present

The programming action is not present

The programming action takes into account Gender and deepened with Age Groups

The programming action is not present

The programming action is not present

The programming action does not take into account Gender or Age Groups

The programming action takes into account Age Groups without Gender

The programming action is not present

The programming action does not take into account Gender or Age Groups

The programming action takes into account Age Groups without Gender

The programming action takes into account Age Groups without Gender

The programming action does not take into account Gender or Age Groups

Needs Analysis Set	0
Adapted Assistance Set	0
Adequate Participation Set	2
Review Set	2

GAM M Periodic Project Code	0
------------------------------------	---


Code Meaning

There is little evidence that the Project will contribute towards gender equality.



Coding Scale



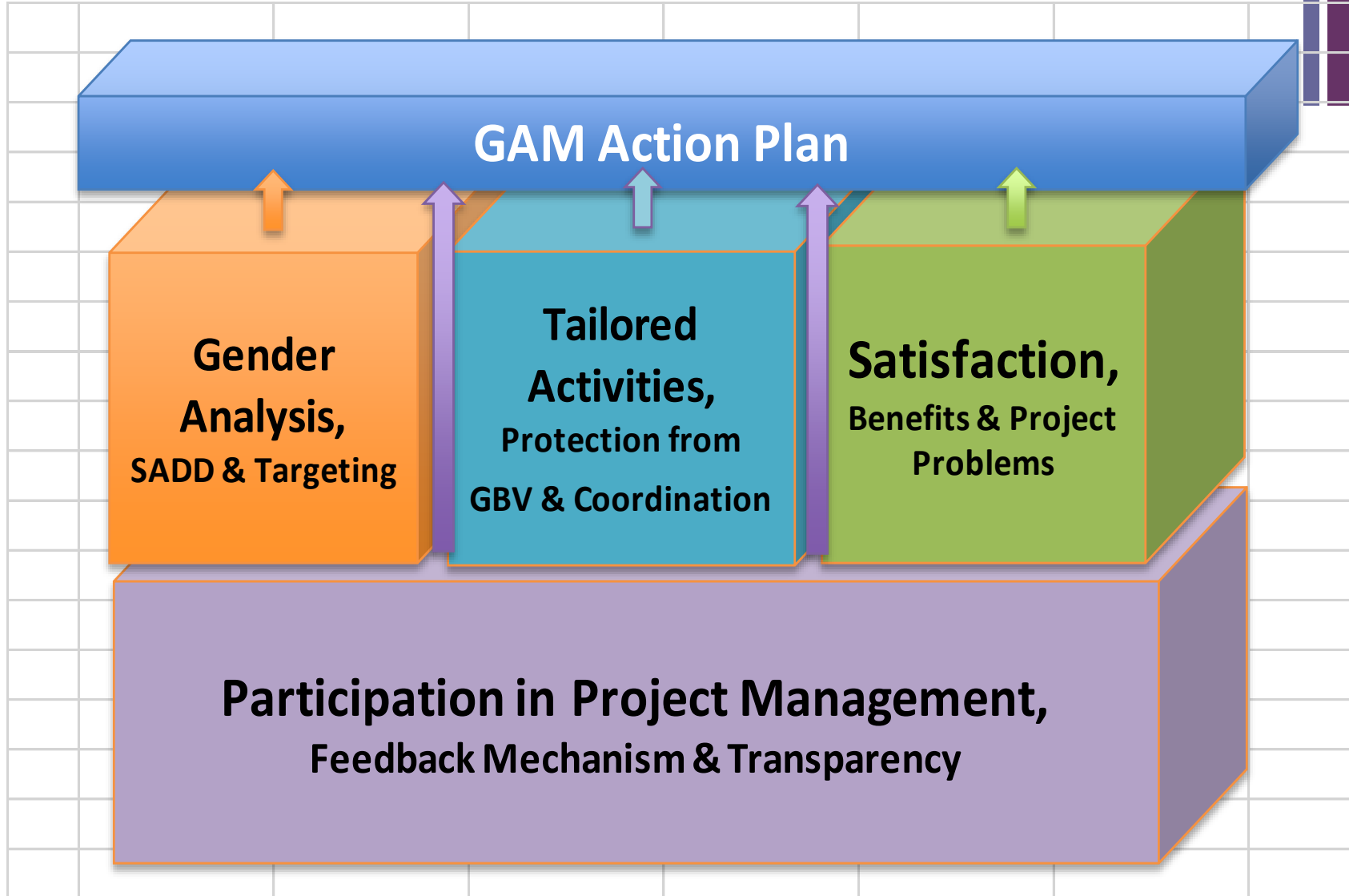
Individual GEM Codes	Code	Overall Project Codes
Gender, Age Groups, Programming Action	4	Consistently contributing to Gender Equality
Gender & Programming Action	3	Contributing to Gender Equality without full attention to Age groups
Age Groups & Programming Action	2	Does not contribute meaningfully to Gender Equality
Programming Action	1	
No Programming Action	0	Does not systematically link key programming actions
 Targeted Action	N/A	Not applicable



Mainstreaming



Reflective Action



Complete Action Plan

GEM	Issue	Action	Who	When	Resources	Evidence it is Done
GEM B						
GEM E						
GEM G	<input type="text"/>					

- o Identify areas for change based on project review
- o Identify appropriate activities, resources and people to action
- o Gain agreement from responsible officer
- o Review progress based on evidence

Use Evidence in Future Planning

GAM Action Plan

Person Completing Action Plan

Job Title

Date

Person Reviewing Action Plan

Job Title

Date



Save/PDF

Next >

+ Information for Managers, Clusters and Donors

Focus of Project

Mainstreaming Gender

Targeted Action

Competence of Project

Engaging

Understanding

Tailoring

Review

Impact on WGBM in DAG

Satisfaction

Benefits

Problems

Future work

Dynamics

Needs & Gaps

Capacity of WGBM to lead



Gender & Age Marker Pilots



2015 GAM M tested

- Jordan: sectors Education, Food Security and Protection (Child Protection, SGBV, Protection)
- CAR: Health, Food Security, Nutrition, Protection and WASH
- Yemen: WASH, NFIs, Education and Protection

2016 GAM M piloted

- Yemen & CAR: Humanitarian Pooled Funds
- Jordan: Education, Health & WASH

2016 GAM D&M piloted

- WFP: DRC & Myanmar
- Global clusters, Geneva: Protection, GBV, CCCM, Education, Intercluster
- ECHO, Brussels

2017 GAM D&M piloted

- Early Recovery Cluster: Pakistan & Haiti
- WFP: Myanmar & DRC
- Ukraine



Thank You



Resources

You

IASC Gender & Age Marker

Cluster Practice Tip Sheets

GAM Overview Tip Sheets

GEMs Guidance Notes

Roles & Responsibilities Tip Sheet

How to Use & How to Analyze Tip Sheet

GEMs Training

Coordination Tip Sheet

Reporting GAM Results Tip Sheet

GAM website

