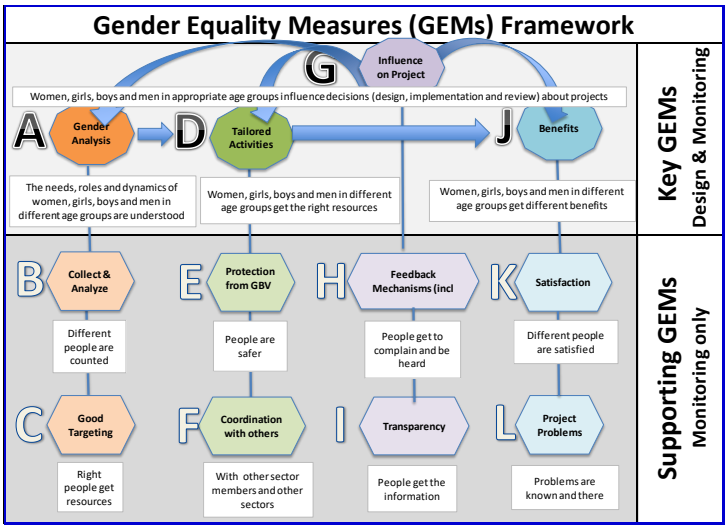
IASC Gender & Age Marker

Improving humanitarian effectiveness

Overview

The Gender with Age Marker (GAM) facilitates localizing humanitarian responses by building programming on how a person's gender and age affects the way he or she is impacted by emergencies. In every society, women and girls, men and boys have different roles. This affects how they access and use resources and how they treat each other. These roles change with age. Understanding the different roles for different age groups for each gender deepens the gender analysis. Other factors such as ethnicity, disabilities, economic status, etc. can also add to the assessment for programming requirements.

Gender Equality Measures: The GAM looks at Gender Equality Measures (GEMs). It helps programming staff to refine humanitarian action at Design (DP) and Monitoring (MP) Phases. At Design, the GAM assesses the evidence that gender across age groups is integrated into programming (proposals) using the following Key GEMs: Gender Analysis (A), Tailored Activities (D), Influencing Decisions (G), and Benefits (J). During the Monitoring Phase (during or end of the project), 12 GEMs (4 Key and 8 Supporting) are measured to provide evidence that highlights what is working well and what can be improved (reflective action)[1].



The GAM helps programming staff and management to track whether a project provides for everyone on an equal basis (Gender Mainstreaming or 'M')[2], focuses principally on addressing gendered discrimination and/or barriers (Targeted Action or 'T')[3], or doesn't have any direct influence with people (Not Applicable or 'N/A'). The GAM is also applied to sectoral/cluster documents, such as: the Humanitarian Needs Overview, Humanitarian Response Plan, and Periodic Monitoring Review reports, in order to demonstrate cascading humanitarian intent to identify and address gender inequalities and programming relevance.

Content	Code	Programme FOCUS		
		Gender Mainstreaming 'M' – Targets everyone Considers gender 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 significantly 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		

Automatic Coding: There are two types of codes: individual **GEM** codes and an overall project **GAM** code. Each **GEM** code is calculated from evidence of programming action, gender and age. If all three are present, the GEM automatically codes 4; if none are included, it codes 0. The overall **GAM** project code reflects the most common type of programming based on the GEMs and the strength of programming *(see GAM Coding Framework)*. When there are 3 or 4 GEMs with the same code, the GAM code is automatically the same as the common GEM code. If two or more GEMs are 0, the GAM is 0. Good gender equality programming is based on good programming: if 2 or more GEMs are not present, critical actions are missing. Otherwise, if the GEM codes are mixed, the GAM is 1. The GAM code monitors the relevance of the programming action based on gender and age, with the primary focus maintained on gender.

Building Blocks: The GAM tracks whether basic programming building blocks are in place, including how the project engages with affected people; understands their needs, roles and dynamics; whether activities are tailored accordingly; the degree to which affected people influence decisions; and benefits from the project. The absence of one or more of the programming actions suggests programming can be strengthened. At a

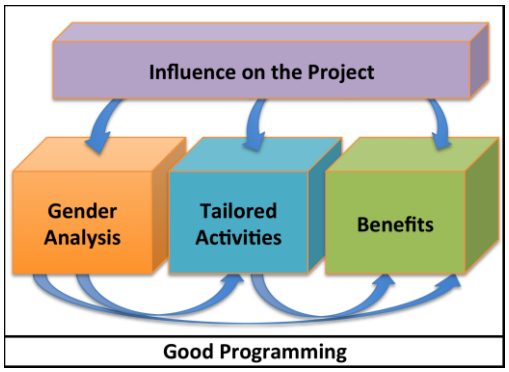
[1] There is an optional Action Plan to record actions to strengthen GEMs or address gaps in programming. This can include who receives benefits, who is missing out, which activities work and where unintended consequences are found.

[2] This is the most common option.

[3] It is possible to track projects focusing on women's empowerment by examining projects that are identified as Targeted Action and select women and/or girls as the target group.

cluster/sector level, coding provides coordinators with an overview of where programming strengths and challenges lie.

Good programming requires that affected people participate in all areas of the project and that programming actions flow from the gendered needs analysis to how activities are tailored, and benefits with 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 code differs, the *relevance* of the programming is compromised.



Impact on Women, Girls, Boys and Men in different age groups: The GAM collates information on the relative benefits *(GEM J)* and comparative rates of satisfaction between gender and age groups *(GEM K)*; along with any unintended consequences or barriers experienced by affected people *[GEM L].*

Protection: The GAM tracks whether: the identified target groups are reached *[GEM C];* GBV risks are reduced or support given *[GEM E];* a safe and responsive mechanism exists to respond to complaints (*GEM H*); the different affected people benefit from tailored activities *[GEM J];* the groups of affected people are satisfied with the action *[GEM K]* and steps are taken to mitigate any potential harm or barriers *(GEM L).*

Accountability & Participation: The GAM tracks whether: measures to ensure women and men (and boys and girls) affect project decisions, including influence on the project (*GEM G)*; mechanisms to register and respond to feedback/complaints (*GEM H*); and transparent information on the project and agency *(GEM I).*

Applying the GAM

1. **Open the Excel GAM** – Accept the Macros and select either Full or Light version (the Light version is designed for small projects approved by your sector. It does not support reflective action).
2. The next page seeks **Basic Information** on the Project and provides **links** to the **Design and Monitoring Phases**.
3. Select the appropriate Phase – **Design, Monitoring (During)** or **Monitoring (After)**.
4. Complete the multiple choice questions on the programming **action**, **gender** and **age** groups and provide **evidence.**
5. When the questions are answered, the **Results** page appears with the calculated GEMs and GAM codes with clarifying comments.
6. There is an optional **Action Plan** to record agreed changes following either Monitoring Phase.

Available Support

- Cluster Coordinators promote the collection of sex and age disaggregated data (SADD), assist in the identification of gendered priorities, promote the application of the GAM (both Design and Monitoring Phases), strategize to address priorities and gaps, and support the capacity of the members to implement the response plans.
- Sector/Cluster Gender Focal Points discuss gendered issues, challenges with service delivery and ways to address them.
- Gender Officers / Focal Points can advise on how to improve gender equality programming.
- OCHA supports on when to apply, how to upload and access the data on the database.
- Guidance including Tip Sheets included with the GAM tool.
- Training on Gender Equality Programming and the GAM is also available.