

What is the New IASC Gender & Age Marker (GAM)?

Comparing the Current/Old and New 1

- The Current/Old is referred to as the ***IASC Gender Marker*** while the new is called the ***IASC Gender & Age Marker*** (with ***Design Phase & Monitoring Phase***).

Comparing the Current/Old and New 2

	IASC Gender Marker	IASC Gender & Age Marker									
When is it applied?	Before projects are submitted for funding	Before projects are submitted for funding AND during Periodic Monitoring Review									
How do I apply it?	<p>Gender is in the</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Needs</td> <td>Activities</td> <td>Outputs</td> </tr> </table> <p>in the project proposal</p>	Needs	Activities	Outputs	<p>There are:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Gender Analysis</td> <td>Adapted Assistance</td> <td>Review</td> </tr> <tr> <td colspan="3" style="text-align: center;">Adequate Participation</td> </tr> </table> <p>measures in the design AND implementation of the project</p>	Gender Analysis	Adapted Assistance	Review	Adequate Participation		
Needs	Activities	Outputs									
Gender Analysis	Adapted Assistance	Review									
Adequate Participation											
What am I looking for?	<p>Analyze gender differences</p> <p>Design services</p> <p>Access for wgbm</p> <p>Participate equally</p> <p>Train women & men equally</p> <p>Address GBV</p> <p>Collect, analyze & report SADD</p> <p>Target actions based on a gender analysis</p> <p>Coordinate actions with all partners</p>	<p>GEM A: GENDER ANALYSIS</p> <p>GEM B: Collect & analyze SADD</p> <p>GEM C: Good Targeting</p> <p>GEM D: TAILORED ACTIVITIES</p> <p>GEM E: Protect from GBV risks</p> <p>GEM F: Coordinate with others</p> <p>GEM G: PARTICIPATION IN PROJECT MANAGEMENT</p> <p>GEM H: Feedback & Complaints Processes</p> <p>GEM I: Transparency</p> <p>GEM J: USER SATISFACTION</p> <p>GEM K: User Benefits</p> <p>GEM L: Project Problems</p>									
Coding Scale	<p><i>Project Coherence: 0-2</i></p> <p><i>Gender Sensitive or Only Targeted Action (if code 2): A or B</i></p>	<p><i>Project Coherence: 0-2</i></p> <p><i>Only Targeted Action (any code): Tick a box</i></p>									

Coding Scale Elaboration

Current/Old

New

Old GENDER MARKER	DESCRIPTION
GENDER MARKER CODE 0: No visible potential to contribute to gender equality	Gender is not reflected anywhere in the project sheet or only appears in the outcomes.
GENDER MARKER CODE 1: Potential to contribute in some limited way to gender equality	<i>There are gender dimensions in only one or two components of the project sheet: i.e. in needs assessment, activities and outcomes*.</i>
GENDER MARKER CODE 2A: Potential to contribute significantly to gender equality	A gender analysis is included in the project's needs assessment and is reflected in one or more of the project's activities and one or more of the project outcomes .
GENDER MARKER CODE 2B: Principal purpose is to advance gender equality	The gender analysis in the needs assessment justifies this project in which all activities and all outcomes advance gender equality.
GENDER MARKER CODE N/A— NOT APPLICABLE	This project does not have direct contact with affected populations, and does not directly affect or determine the selection or use of resources, goods or services accessed by affected populations.

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The project coherently and consistently addresses needs of women, girls, boys and men of different ages. It contributes significantly to gender equality.

A gender and age analysis is included in the project's needs assessment and reflected in the rest of the proposal. At least one of the activities is adapted to meet distinct needs while at least one of the indicators and targets aims to measure equal access and benefits.

E.g.: The location and design of water points and latrines are based on preferences expressed by girls, boys, men and women, including adolescents and older people. Indicators and targets measure safe and equal access to facilities.

1

The project does not coherently and consistently address the needs of women, girls, boys and men of different ages. It contributes partially to gender equality.

- There are gender and age dimensions in only one or two sections of the project proposal, namely in needs and/or activities. OR
- Alternatively, only gender is in any two or all three sections. OR
- The project does not address both issues in all three sections.

E.g.: Income-generating responsibilities of adolescent boys, impeding their access to school, are identified but not addressed in the activities.

0

The project does not visibly address the needs of women, girls, boys and men of different ages. It does not contribute to gender equality.

- Gender and age are not reflected in any section in the project proposal or only appear in the indicators and targets.
- Alternatively, only age issues are considered.

E.g.: Psychosocial services are provided with no mention of the specific concerns and protection needs of girls, boys, women and men.

Coding Scale of New Gender & Age Marker

- ❑ The project must consider both *gender and age issues* consistently across all sections of the proposal in order to **code 2**. If the project addresses gender issues but not age, it **codes 1**. If it takes into account age but NOT gender (or neither), it **codes 0**

Comparing the Current/Old and New 3

Who am I targeting?	Women, girls, boys and men + specific vulnerabilities as they apply	Women, girls, boys and men in different age groups + specific vulnerabilities as they apply
Who am I helping?	Project designers Cluster Coordinators Humanitarian Coordinator Donors Gender Focal Points	Project designers Monitoring staff Agency management Cluster Coordinators Humanitarian Coordinator Donors Gender Focal Points
What do I get out of it?	<ul style="list-style-type: none"> * Tips for making proposal more gender-sensitive + targeted actions * Planning strengths & gaps analysis at agency, cluster and HCT levels * Track projects solely using targeted actions * Better program planning 	<ul style="list-style-type: none"> * Specific coding criteria for both phases * Reflective action * Programming strengths and gaps analysis at agency, cluster and HCT levels * Track targeted actions * Effective programming
Available Capacity Building?	<ul style="list-style-type: none"> *IASC Gender Handbook 2006 *Online e-learning Gender course *Gender in Humanitarian Action (GiHA) training 	<p>All of the resources for the GM <i>plus</i></p> <ul style="list-style-type: none"> * GEMs Training (various formats) * Revised Gender Handbook (using GEMs) * Online e-learning (revised – 2017) * Proposed web page

Design and Monitoring Phases of the IASC Gender & Age Marker

- ❑ The New ***IASC Gender & Marker (Design Phase)*** is designed to feed into (or interact with) the ***IASC Gender & Age Marker (Monitoring Phase)***.
- ❑ The ***IASC Gender & Age Marker (Monitoring Phase)*** looks at whether project activities are in place that make sure women, girls, boys and men have equitable access to the available humanitarian resources based on assessment of distinct needs.
- ❑ The ***IASC & Age Marker (Monitoring Phase)*** uses the Gender Equality Measures (GEMs) Framework to increase the chances of women, girls, boys and men getting equitable access to humanitarian resources, acknowledging their gender and their age grouping.
 - ✓ ***The Framework also encourages targeted actions against gender-based discrimination.***
 - ✓ ***The measures in this tool have been adapted from the ADAPT ACT C Framework and highlights protection and accountability elements.***

Gender Equality Measures (GEMs) Framework of the IASC Gender & Age Marker (Monitoring Phase)

Sets		GEM		Description
Needs Analysis	What Do We Know?	A	Gender Analysis <i>Different People are Understood</i>	There is an analysis of the gender roles, relationships, barriers and needs experienced by women, girls, boys and men in different age groups that inform how the project is implemented.
		B	Collect & Analyze SADD <i>Different People are Counted</i>	The rates of access to resources (services, goods or jobs) by women, girls, boys and men in different age groups are collected, analyzed and reported.
		C	Good Targeting <i>Right People Get the Resources</i>	The women, girls, boys and men in different age groups who get resources match the profile of people you intended to help based on the analysis of needs, vulnerabilities and capacities and agency's priorities.
Adapted Assistance	What Do We Do About It?	D	Tailored Activities <i>People Get the Right Resources</i>	There are different activities and ways to access resources linked to the identified needs of women, girls, boys and men in different age groups and the gender analysis.
		E	Protection from GBV <i>People are Safer from GBV Risks</i>	At least one of the project activities or provided items aims to reduce the likelihood of Gender-Based Violence (GBV) for women, girls, boys and men in different age groups. GBV action is mainstreamed into the project.
		F	Coordination with Sector <i>Agency Coordinates with Other Actors</i>	The agency shares the gender analyses, SADD participation rates, and identified gaps with the sector/cluster.
Adequate Participation	How Do We Work Together?	G	Participation in Project Management <i>People Influence Decisions About Projects</i>	Women, girls, boys and men in different age groups each participate in the design AND delivery AND review of activities.
		H	Feedback & Complaints Processes <i>People Can Complain and be Heard</i>	There is a safe and responsive complaints process for women, girls, boys and men in different age groups.
		I	Transparency <i>Different People Get the Information</i>	The agency informs women, girls, boys and men in different age groups about the project, access and its staff in ways that respects how they get and use information.
Review	What Do We Do Well & What Do We Need to Change?	J	User Satisfaction <i>Different People are Satisfied</i>	The users of the project (women, girls, boys and men in different age groups) are satisfied with the assistance.
		K	User Benefits <i>Different People Get Different Benefits</i>	There are specific and distinct benefits for women, girls, boys and men in different age groups in proportions that the project aims to assist (including mainstreamed activities and targeted actions).
		L	Project Problems <i>Problems are Known and Plans to Improve</i>	The project is analysed for any barriers to access or negative effects on women, girls, boys and men in different age groups, and these are reduced.

The Jordan Country Pilot

- ❑ Both the Design and Monitoring Phases of the New IASC Gender & Age Marker will be officially launched in **June 2017**.

- ❑ Currently for global learning on the functionality of the Design and Monitoring Phases of the New IASC Gender & Age Marker Jordan is one of the countries chosen for the pilot in the following sectors which have completed/about to complete their Gender Analyses:
 - ✓ WASH
 - ✓ Education
 - ✓ Health

- ❑ It is allowed for other sectors which have not yet done/completed their Gender Analyses to also pilot

The End