Overview of IASC Gender & Age Marker (GAM)

GFSC 8 June 2017
IASC Marker: Generic vs Specific

**NEEDS**
- Analyze
- Design
- Access
- Participate
- Train
- Address GBV
- Collect, analyze & report SADD
- Target actions
- Coordinate

**ACTIVITIES**

**GENDER ANALYSIS**
- Gender Analysis

**TAILORED ACTIVITIES**
- Tailored Activities

**PARTICIPATE**
- Participate in Management

**SATISFACTION**
- Satisfaction
Who

Gender & Age Marker (Design & Monitoring)

When

Monitoring Staff

Proposal Writers

Proposal Submission

Periodic Monitoring Review

Project Proposal, HNO & HRP

FAQs

Why

GE improves Programming, Protection & Participation

Self-Assessment; Verification

How

Site +/- or Desk Reviews

Project Proposal, HNO & HRP

Periodic Monitoring Review

Proposal Submission

Proposal Writers

When

Who

Why

Gender & Age Marker (Design & Monitoring)
Back to Basics: Building Blocks

Participation in Project Management

- Gender Analysis
- Tailored Activities
- Satisfaction
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
   - Needs
   - Not yet

2. **The distinct needs etc of the following groups are discussed in the written needs analysis:** (please select all that apply)
   - Women
   - Girls
   - Boys
   - Men
   - Diverse gender
   - Gender is not specified

3. **The following age groups of women, girls, boys and men are discussed in the gender analysis:** (please select all that apply)
   - Small children
   - Children
   - Adolescents
   - Young Adults
   - Middle-aged Adults
   - Older Adults
   - Age is not specified
   - Gender is not specified

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

GEM Questions (Sample)

5. **Name the document it can be found in:**
Gender Equality Measures in the GAM

Gender Analysis
  - Needs Analysis
    - Gender
      - Age Groups
  - Tailored Activities
    - 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 Results Page

### GAM Design

<table>
<thead>
<tr>
<th>Code</th>
<th>Code Meaning</th>
<th>Gender and deepened with Age Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEM A</td>
<td>Gender Analysis</td>
<td>The programming action takes into account Gender and deepened with Age Groups</td>
</tr>
<tr>
<td>GEM D</td>
<td>Tailored Activities</td>
<td>The programming action takes into account Gender and deepened with Age Groups</td>
</tr>
<tr>
<td>GEM G</td>
<td>Participation in Project Management</td>
<td>The programming action takes into account Gender and deepened with Age Groups</td>
</tr>
<tr>
<td>GEM J</td>
<td>Satisfaction</td>
<td>The programming action takes into account Gender and deepened with Age Groups</td>
</tr>
</tbody>
</table>

### GAM Monitoring

<table>
<thead>
<tr>
<th>Code</th>
<th>Code Meaning</th>
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<tbody>
<tr>
<td>GAM D</td>
<td>The Project will significantly contribute to gender equality, including across age groups</td>
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</tbody>
</table>

### During Project Implementation

<table>
<thead>
<tr>
<th>Code</th>
<th>Code Meaning</th>
<th>Needs Analysis Set</th>
<th>Adapted Assistance Set</th>
<th>Adequate Participation Set</th>
<th>Review Set</th>
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<tbody>
<tr>
<td>GEM A</td>
<td>Gender Analysis</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>GEM B</td>
<td>Collect and Analyze SADD</td>
<td>0</td>
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<td>0</td>
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<tr>
<td>GEM C</td>
<td>Good Targeting</td>
<td>4</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM D</td>
<td>Tailored Activities</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM E</td>
<td>Protect From GBV Risks</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM F</td>
<td>Coordination with Actors</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM G</td>
<td>Participation in Project Management</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
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<tr>
<td>GEM H</td>
<td>Feedback &amp; Complaints Processes</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM I</td>
<td>Transparency</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM J</td>
<td>Satisfaction</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>GEM K</td>
<td>Benefits</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>GEM L</td>
<td>Project Problems</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Individual GEM Codes</td>
<td>Code</td>
<td>Overall Project Codes</td>
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<td>---------------------------------------------------------------------</td>
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<tr>
<td>Gender, Age Groups, Programming Action</td>
<td>4</td>
<td>Consistently contributing to Gender Equality</td>
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<tr>
<td>Gender &amp; Programming Action</td>
<td>3</td>
<td>Contributing to Gender Equality without full attention to Age groups</td>
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<td>Age Groups &amp; Programming Action</td>
<td>2</td>
<td>Does not contribute meaningfully to Gender Equality</td>
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<tr>
<td>Programming Action</td>
<td>1</td>
<td>Does not systematically link key programming actions</td>
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<td>No Programming Action</td>
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Targeted Action: N/A
Mainstreaming: Not applicable
Reflective Action

GAM Action Plan

Participation in Project Management,
Feedback Mechanism & Transparency

Gender Analysis,
SADD & Targeting

Tailored Activities,
Protection from GBV & Coordination

Satisfaction,
Benefits & Project Problems
## IASC Gender & Age Marker Action Plan

### Complete Action Plan

<table>
<thead>
<tr>
<th>GEM</th>
<th>Issue</th>
<th>Action</th>
<th>Who</th>
<th>When</th>
<th>Resources</th>
<th>Evidence it is Done</th>
</tr>
</thead>
<tbody>
<tr>
<td>GMB</td>
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**GAM Action Plan**

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

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**Person Completing Action Plan**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Date</th>
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</tbody>
</table>

**Person Reviewing Action Plan**

<table>
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<tr>
<th>Job Title</th>
<th>Date</th>
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</table>
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