



GENDER WITH AGE MARKER

IMPROVING HUMANITARIAN EFFECTIVENESS

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 measuring programme effectiveness, it is a valuable teaching and self-monitoring tool, allowing organizations to learn by doing in developing programs that respond to all aspects of diversity.

With the 2019 Humanitarian Planning Cycle (HPC), the GAM replaces the previous IASC Gender Marker applied to appeal projects since 2009. Its use will be similarly required in the Financial Tracking System (FTS), and Member States asked to commit to only funding partners who report to the FTS using the IASC Gender with Age Marker, and subsequently update the marker based on monitoring data.

INTER-AGENCY

GenCap

Gender Standby
Capacity Project

The IASC GenCap Project uses the GAM as one of the gender equality programming tools that GenCap Advisors apply in their deployments.

WHAT DOES THE GAM LOOK FOR?

The GAM assesses projects for 12 essential programme elements known as **Gender Equality Measures** or **GEMs**.

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.

The GAM tracks whether basic programme actions are in place. **Good programming requires that affected people participate in and influence all stages of a project.** Programmes should logically flow from the gendered needs analysis, to tailoring or adapting activities in response to analysis, through to who benefits from the intervention. GAM coding reflects the presence and consistency of these actions, as well as the integration of gender and age within them.

Design Phase

A Gender Analysis
The needs, roles and dynamics of women, girls, boys and men in different age groups are understood

D Tailored Activities
Women, girls, boys and men in different age groups get the right resources

G Influence on Project
Women, girls, boys and men in appropriate age groups influence decisions throughout the project

J Benefits
Women, girls, boys and men in different age groups get different benefits

Key GEM

Monitoring Phase

B Collect and Analyze SADD
Different people are counted

E Protection from GBV
People are safer

H Feedback & Complaints
People can complain and be heard

K Satisfaction
Different people are satisfied

C Good Targeting
The right people get resources

F Coordination with others
With other sector members and other sectors

I Transparency
People get the information they need

L Project Problems
Problems are known and addressed

Supporting GEM




HOW DOES IT WORK? AUTOMATIC CODING

The GAM codes projects on a **0 to 4 scale**, and suggests simple actions to improve project responsiveness and consistency. Codes are generated automatically based on answers to multiple-choice questions.

Each GEM code is based on evidence of the required programme action or step, plus gender and age. **If all three are present, the GEM automatically codes 4**; if none are included, it codes 0.

If 3 or 4 key GEMs have the same code, the project GAM code is automatically the same as this common GEM code. If two or more GEMs are 0, the GAM is 0.

The overall project GAM code is derived from the individual GEM codes, and represents the predominant type of programming found throughout the GEMS.

| CONTENT | CODE | PROGRAMME FOCUS | | |
|-------------------------|----------|---|---|---|
| | |  Gender Mainstreaming Targets everyone |  Targeted Action Targets a defined group |  Not Applicable |
| Gender + Age + Action* | 4 | Likely to 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 |
| OCHA SET MINIMUM | | | | |
| 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 | Does not engage with or affect persons in need |
| Age + Action | 2 | Unlikely to contribute to gender equality | Aims to address inequalities, but without the necessary gender equality measures | Does not engage with or affect persons in need |
| Action | 1 | Unlikely to contribute to gender equality | Aims to address inequalities, but without the necessary gender equality measures | Does not engage with or affect persons in need |
| No Action | 0 | Does not systematically link programming actions | | |



GAM Scale Score



Program Approach

*Programming action, element or step

GAM APPLICATION

The GAM can also be applied to higher level documents such as:



HNO

Humanitarian Needs Overview



HRP

Humanitarian Response Plan



PMR

Periodic Monitoring Report

NEW! ACCESS THE GAM TOOL ON THE WEB

The latest version of the GAM is a web-based application that is supported by OCHA. It is also available in an off-line format for use in remote areas. The shift to an online tool will take place mid-2018.

2015 - 2018



Excel tool



2018 ONWARDS



Web-based application

The advantages:

- Greater objectivity
- Analysis at country, agency, cluster levels
- Analysis of actual assistance (who benefits, who participates, plus protection & accountability)

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