



GENDER WITH AGE MARKER

IMPROVING HUMANITARIAN EFFECTIVENESS

OVERVIEW

The **IASC Gender with Age Marker (GAM)** helps users to design and implement inclusive programs that respond to gender, age, and disability-related differences.

The GAM is a “dual purpose” tool.

In project design, its purpose is *reflective learning*. The questionnaire steps project teams through the things they need to discuss and think about in order to design a gender, age, and disability-responsive program.

In program monitoring, it performs the same function but more importantly, GAM results provide a unique overview of humanitarian performance - globally, by country, by sector or by organization. It reports how gender, age and disability differences are being addressed across a range of accountability and protection criteria.

How does it work?

The GAM asks users to examine how gender, age, and disability are incorporated in 10 essential elements of any humanitarian or development program. It is applied at least twice: first when the project is being designed, and again for monitoring during project implementation. It can also be used at the end of a project, or any other time a project team wants to reconsider their performance in these areas.

Why is it useful?

The GAM helps to identify targeted programming aimed to address inequality and discrimination against women and girls, as well as programs intending to be “transformative”, addressing gendered social norms.

In addition to measuring program effectiveness, the GAM is a valuable teaching and self-monitoring tool, allowing organizations to “learn by doing” while developing programs that respond to all aspects of diversity.

The GAM enables quantitative reporting on gender, age, and disability inclusion at organizational, country and global levels. Its use is required by programs applying for UN Appeal funds, ensuring the continued progress towards equality and growth of global data on accountability and leaving no one behind.

Rationale for the GAM

GAM results cannot be used to screen or assess projects as the code is not a reflection of program quality. Rather, the aim is to increase the proportion of projects applying the GAM, based on the premise that systematically thinking about and responding to the questionnaire results in more inclusive and responsive projects.

Oversight of the GAM

It is important for supervisors and managers to review and endorse GAM submissions made on behalf of their agency’s projects. Concern with achieving a required standard sometimes leads to overstated self-assessment of project intentions and achievements. The temptation to report what is expected rather than what is found undermines overviews of progress towards gender-responsive programming.

Used with integrity, the GAM supports responsive and accountable programming internally and collectively in local, national and global arenas.

WHAT DOES THE GAM LOOK FOR?

The GAM assesses projects for 10 essential programme elements known as **Gender Equality Measures** or **GEMs**.

Four KEY GEMs are considered in the project *design phase*.

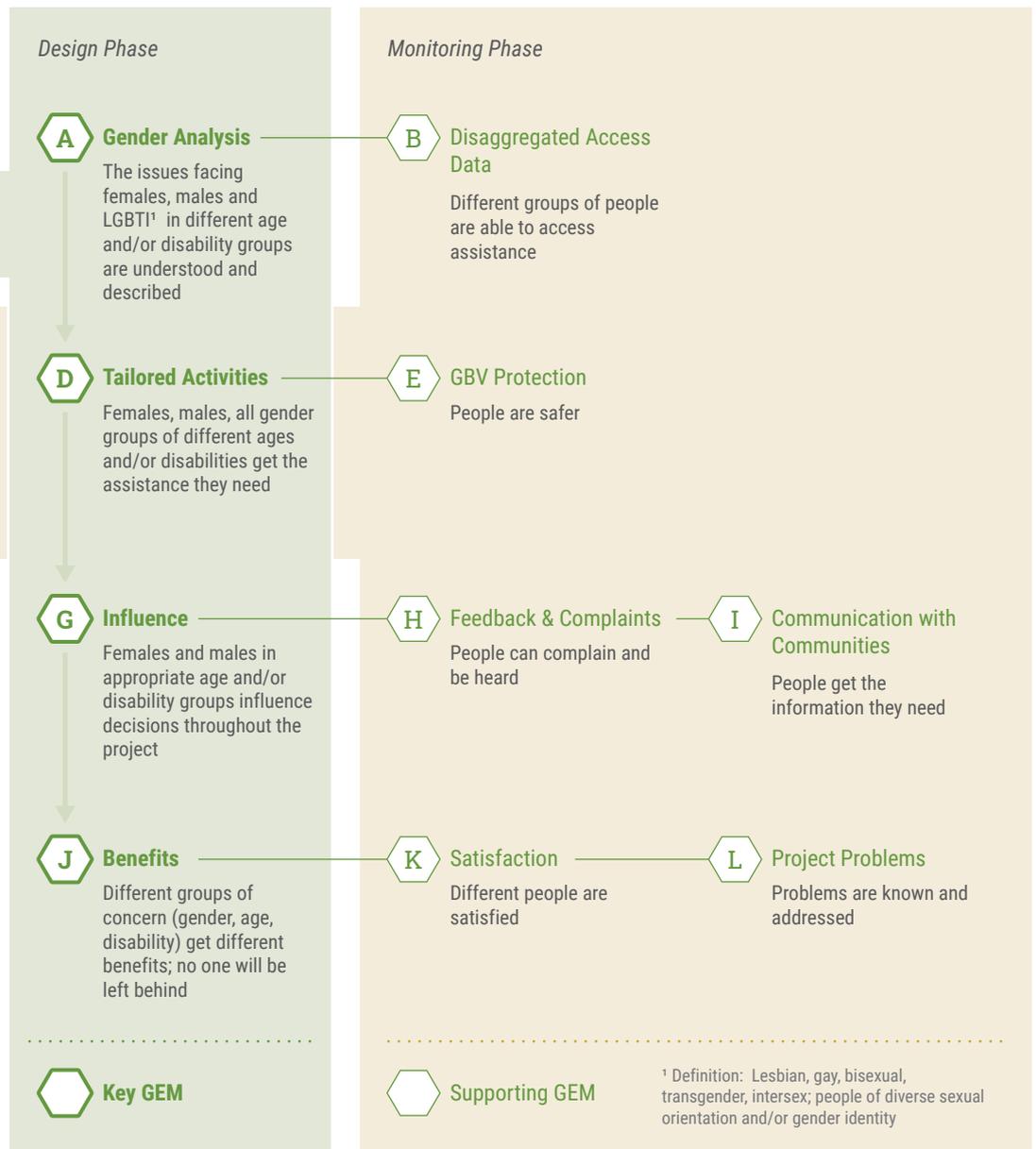
Each of the four key GEMs have **one or two supporting GEMs** that are considered during project monitoring. This helps identify what is working well what can be improved.

The GAM identifies whether basic program elements are in place.

Good programming requires that affected people influence and participate in all stages of a project.

Programs should logically be grounded in a gendered needs analysis “who is disadvantaged and why?”, outlining the issues faced by different groups of concern. This enables tailoring activities to respond to the analysis, and identifying who will benefit from the intervention.

GAM coding reflects the presence of key elements, as well as the consistency with which gender, age and disability are addressed within them.



GAM APPLICATION

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



Strategic Plans



Cluster/Sector Response Plans



HNO
Humanitarian Needs Overview



HRP
Humanitarian Response Plan



PMR
Periodic Monitoring Report