

Gender Equality Measures – GEMs - Summary

The IASC Gender & Age Marker is based on the following Gender Equality Measures. The Design Phase of the marker is coded based on Key GEMs A, D, G and J. The other GEMs help to reflect on what is working well and what needs to be changed. The Supporting GEMs appear in the Monitoring Phase of the Marker. Full explanations and examples can be found in the Guidance Notes and Tip Sheets. If not stated, assume all evidence requires engagement of women, girls, boys and men in appropriate age groups.

Needs Analysis Set: What Do We Know?			
GEMs		Criteria	Evidence
A	Gender Analysis <i>Different People are Understood</i>	The gender analysis describes the distinct needs and dynamics between women, girls, boys and men in different age groups.	There is a written gender analysis
			The analysis defines needs and dynamics
B	Collect & Analyze SADD <i>Different People are Counted</i>	Data on relative access is used in a credible way and disaggregated by sex and age.	Rates of access to assistance collected
C	Good Targeting <i>Right People Get Resources</i>	You are able to reach those you intended to reach	The data is disaggregated by sex and age in a meaningful way
			The rates of access are similar to the target rates.
			The target rates are informed by the gender analysis

Adapted Assistance Set: What Do We Do About It?			
GEMs		Criteria	Evidence
D	Tailored Activities <i>People Get Right Resources</i>	The activities and resources are tailored to the distinct needs, roles and preferences of women, girls, boys and men in different age groups.	The assistance is varied according to gender analysis
		Targeted actions are tailored to the needs and wants of women and girls or boys and men in different age groups as well as designed to stop discrimination.	Actions are targeted to address gender-based discrimination
E	Protection from GBV <i>People are Safer from GBV Risks</i>	There is at least one activity, item or process that is designed to reduce risks or address gender-based violence	Preventing or addressing GBV is either mainstreamed or the primary purpose
		The project only works on reducing risk or addressing gender-based violence.	
F	Coordination with Actors <i>Agency Coordinates with Other Actors</i>	The agency shares its gender analysis, access rates and identified successes and gaps with sector/cluster members and it's in the minutes.	The agency shares project data with the sector

Adequate Participation Set: How Do We Work Together?			
GEMs		Criteria	Evidence
G	Influence on the Project <i>People Influence Decisions About Projects</i>	Women, girls, boys and men of appropriate ages participate in the design and review of the project where their respective suggestions are incorporated	Needs assessments and reviews are influenced
			Barriers to participation are addressed
H	Feedback Processes <i>People Can Complain & Be Heard</i>	There is a process that in place to complain about the project and its staff that is confidential, takes into account gender and age, and changes are made to the way services are delivered.	There is a complaints process
			Policies outline ways to make the process safe and confidential
			There is evidence that practices have changed to respond to complaints
I	Transparency <i>People Get the Information They Need</i>	You deliver different messages through different media according to the gender analysis	The information strategies vary according to gender and age

Review Set: What Do We Do Well and What Do We Change?			
GEMs		Criteria	Evidence
J	Benefits <i>Different People Get Different Benefits</i>	There are benefits distinct for women/girls and/or men/boys in different age groups as a result of activities adapted to distinct needs or barriers.	There are recorded benefits for different users as a result of the activities tailored to the gender analysis
K	Satisfaction <i>Different People are Satisfied</i>	Most of the surveyed women and girls as well as boys and men of appropriate ages are satisfied with the project	Rates of satisfaction are collected
			Most of the different groups are satisfied
			The different groups are equitably satisfied
L	Project Problems <i>Problems are Known and Plans to Change</i>	The barriers or negative effects and of the (planned) steps to change are outlined. These and actions take into account the needs of women/girls and/or men/boys of different age groups	Harmful effects and barriers to access are outlined
			Steps to reasonably address the above are outlined

