



IASC Gender & Age Marker in Early Recovery Interventions - Design Phase

Early Recovery Gender Equality Vision: Particular attention is systematically paid to the gender roles, relations and power dynamics in families and communities as these largely shape individuals' protection and assistance needs and directly influences their ability to access assistance and to rebuild their lives. *(Please note that this is a place-holder cited from the Early Recovery Cluster Website: <http://www.earlyrecovery.global/about-page/people-centered-humanitarian-action>; the definition will be finalized by sector colleagues working on the IASC Gender Handbook).*

Crises will impact women, men, girls' and boys' access to Early Recovery services differently. Whether you are a young boy, an adolescent girl, an adult man or an old woman, your gender and age largely determine your role in society and how you are affected by a lack of basic services and by the loss of livelihood. For example, discriminatory laws and customs may slow women's recovery by denying them housing, land and inheritance and exclude them from peace-building processes. Domestic and care-giving tasks might restrict their access to jobs and training. Female and male youth might be excluded from decision-making on recovery measures affecting their lives. Older men seeking reconstruction work may be bypassed if not considered sufficiently able-bodied. In other words, gender and age combine to create different experiences and capacities to deal with crises and distinct views of what assistance should be like.

As humanitarian actors, it is our role to understand these differences and deliver services and aid that assist all segments of the population, while placing no one at risk. **A participatory approach at all stages of a project is essential for a positive impact on recovery.**

Some key themes that demonstrate what gender equality programming can do to improve services in the Early Recovery sector. *(Please note that this is a place holder; the definition will be finalized by sector colleagues working on the IASC Gender Handbook):*

1. Ensure equal access to emergency employment for women, men, girls and boys of appropriate age groups;
2. Women as well as men of all ages are equitably able to access financial services for economic recovery;
3. Support to local government planning takes into account existing gender-based socio-economic inequalities that hamper equal recovery;
4. Understanding dimensions of unpaid, domestic and care-giving work – who primarily does this, what does it involve and how much money is involved?
5. Ensure women and men have equal say in decisions that affect them regarding the Early Recovery response and in the wider community governance structures.

Putting People at the Centre of Programming

The impacts of crisis differ depending on the different roles each gender has, and affects access to and use of assistance and protection. Gender roles change for different age groups. Understanding this helps design and deliver more effective and efficient delivery of assistance and advances progress towards gender equality.

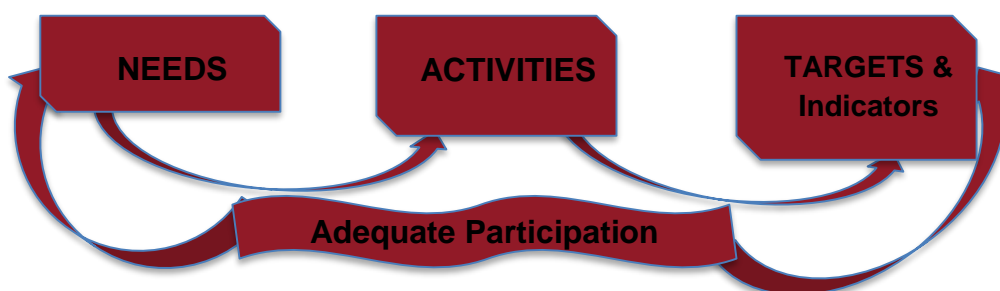
The Marker is a tool that helps organizations to assess whether a project benefits women, girls, boys and men of all different ages equitably and whether it contributes to increasing gender equality. Its use is required for all Humanitarian Response Plans (HRP) as well as other



appeals and funding mechanisms. A full description of the tool and its application can also be found in the *Gender & Age Marker Overview Tip Sheet*.

While both gender and age greatly influence how people are affected by crises, inequalities between women and men or girls and boys significantly affect their access to assistance and protection. For this reason, the coding of gender in the project sheet is given more weight than the age element.

Project design and implementation need to take into account both gender and age. Projects that only consider gender will code 1 and those that only consider age will code 0: this reflects the respective contribution to gender equality. Code 2 by consistently incorporating gender and age groups in the needs analysis, activities, review (targets and indicators) as well as the way beneficiaries influence the project at all stages.



THE GENDER EQUALITY MEASURES FRAMEWORK

The IASC Gender Marker was originally introduced in 2007 to assist humanitarians to design projects that promote gender equality. After 7 years of use, it was revised to improve its contribution to quality programming, based on feedback from users. Major changes include gendered considerations of age groups to deepen the gender analysis; stronger focus on specific actions in the Design and Monitoring phases; and adaptation of the coding so that it reflects the presence of the right actions, gender and age. Targeted action projects are now identified by ticking a box: selection of this option does not affect the likelihood of funding, but informs on the purpose of the project. For an explanation of the revised coding, please see below.

The Gender Equality Measures (GEMs) Framework outlines the right actions to be taken at different stages of the project. There are 4 GEMs that should be included in project design: Gender Analysis (GEM A); Tailored Activities (GEM D); Participation in Project Management (GEM G); and User Satisfaction (GEM J). The Project code is calculated from these 4 GEMs. These 4 GEMs must also be present during implementation. The Monitoring Phase of the Gender & Age Marker reviews these 4 Key GEMs plus Supporting GEMs that combine to encourage reflective action. This framework can help you identify good practices as well as areas for improvement. The table below outlines the GEMs and guiding questions for the design of your project. They are not meant to be exhaustive. The framework is expanded further in the Revised IASC Gender Handbook and the Gender & Age Marker website (*to be completed*).

APPLYING THE IASC GENDER & AGE MARKER IN PROJECT DESIGN

Step 1: The table below lists the 12 Gender Equality Measures (GEMs) and associated questions for the Key GEMs relevant to the Early Recovery sector. Adequate consideration of each of these GEMs will help you to design a project that benefits women, girls, boys and men of all ages, including the adolescents and older people. While only the four Key GEMs (A, D, G and J – coloured in the table below) are used for coding of the Gender & Age Marker at the Design Phase, all 12 are used in the Monitoring Phase.

Set	GEMs	Critical Questions for Right Actions
Needs Analysis	A: Gender	How does the crisis affect women, men, girls and boys in appropriate age groups in terms of access to markets, paid work, vocational training and participation in local governance? What is their distinct capacity to recover from the crisis? What





		Analysis	different economic, financial and human capital do they have to help them survive? Do customs and laws on labour, land property and inheritance grant women and men equal rights and what is the government's commitment and capacity to advance gender equality?	
		Supporting GEMs	B: Collect and Analyze SADD	C: Good Targeting
Activities	Adapted Assistance	D: Tailored Activities	How are the proposed activities tailored to meet the different gender roles, relations and power dynamics? What measures are proposed to ensure that equitable rates of women and men are able to meaningfully access economic activities as well as participate in local governance structures? Does the project proposal focus solely on addressing gendered discrimination? For example, the project may focus solely on increasing women's participation in peace-making processes and increasing the proportion of women in the local governance structure.	
		Supporting GEMs	E: Protection from GBV	F: Coordination
	Adequate Participation	G: Participation in Project Management	Are women and men of different ages and backgrounds consulted equally about the design, implementation and review of the project? Does the proposal outline how women and men (young, middle-aged and older) and girls and boys in appropriate age groups will be consulted separately about the type of economic, social and education services needed? Are people with mobility issues involved in these discussions? Will the project support the active and equal participation of youth groups and women's organizations in early recovery efforts, such as peace and reconciliation discussions?	
		Supporting GEMs	H: Feedback & Complaints Processes	I: Transparency
Targets & Indicators	Review	J: Satisfaction	Does the proposal outline how women and men (young, middle-aged and older) and girls and boys in appropriate age groups will be surveyed separately about their level of satisfaction with the economic, social and education services provided? Do you question female and male users separately (including adolescents and older persons) about how safe they feel while working or travelling to work?	
		Supporting GEMs	K: Benefits	L: Project Problems

Consider whether these measures are in your project. The GAM assesses the likelihood that your project will contribute to gender equality. Before you code, this is what the coding means...

<p>The project coherently addresses distinct needs of girls, boys, women and men in different age groups.</p> <p>2 It contributes significantly to gender equality.</p> <p>There is a Gender Analysis (including age) in the Needs. At least one activity is adapted to meet one distinct need and at least one indicator measures equal access/benefit to this tailored activity.</p>	<p>The project does not coherently address the distinct needs of girls, boys, women and men in different age groups.</p> <p>1 It is possible it may contribute to gender equality.</p> <p>While the design mentions gender and age, it is not coherently identifying needs, tailoring activities, monitoring these changes or engaging with affected people. Or it is considering gender without gendered implications of age.</p>	<p>The project does not visibly address the distinct needs of women, girls, boys and men in different age groups.</p> <p>0 It does not contribute to gender equality.</p> <p>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.</p>	
<p>Not Applicable: The project does not deal directly with affected populations. It does not directly determine which goods and services are made available or how assistance will be delivered.</p>	<h1>Coding Scale Explained</h1>		<p>Not Specified: The project is still in development and the Gender & Age Marker code is temporarily not specified</p>

And now coding your project:

Step 2: Using the Gender & Age Marker





Complete the following table by indicating whether the proposal adequately responds to the questions, separately considering gender and age. For age, ensure that all relevant age groups are considered: children, adolescents, adults, older persons, etc.

Complete the following table:

Set		GEMs	Right Action ☑ or ☒	Gender ☑ or ☒	Age Groups ☑ or ☒	Key GEM Code (0-2)	Overall Project Code (0-2)
Needs Analysis		A: Gender Analysis					
Activities	Adapted Assistance	D: Tailored Activities					
	Adequate Participation	G: Participation in Project Management					
Targets & Indicators		J: Satisfaction					

Step 3: Work out the Codes.

Key GEM Codes	Right Action + Gender + Age Groups = GEM Code 2	Project Code 2 = 4 GEMs Code 2	Overall Project Code
	Right Action + Gender = GEM Code 1	Project Code 1 = All other combinations	
	Right Action + Age Groups = GEM Code 0	Project Code 0 = 3 or 4 GEMs each code 0	
	Right Action OR Gender OR Age Groups = GEM Code 0		

Step 4: Tick the Targeted Action Box if it is appropriate.

Targeted actions are described in projects whose primary aim is to:

Targeted Action ☑ or ☒	<input type="checkbox"/>
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- Advance gender equality by assisting girls, boys, women or men of different age groups who have specific needs or suffer from discrimination,
- Or reinforce gender equality by building more equal relations.

As for other projects, targeted actions code 0, 1 or 2 depending on how consistently gender and age are taken into account in the three parts of the proposal.

Example: The project focuses solely on increasing women's participation in peace-making processes and increasing the proportion of women in the local governance structure.

Step 5: Upload the Project's Gender & Age Marker Code and Targeted Action box on the appropriate database.

Draft August 2016: Early Recovery Gender & Age Marker – Design Phase

For more resources on the IASC Gender & Age Marker and integrating gender & age into humanitarian programming visit, www.humanitarianresponse.info/



For information on the Early Recovery Cluster commitments to People-centered-humanitarian-action, please visit: <http://www.earlyrecovery.global/about-page/people-centered-humanitarian-action>

For the E-learning course on "Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men", visit: www.iasc-clearning.org

