



IASC Gender & Age Marker Tip Sheet

Why gender and age matter in Early Recovery interventions

Conflicts and natural disasters affect girls, boys, women and men 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, female and male youth might be excluded from decision-making on recovery measures. Discriminatory laws and customs may slow women’s recovery by denying them housing, land and inheritance. Domestic and care-giving tasks might restrict their access to jobs and training. Older men seeking reconstruction work may be bypassed if not considered sufficiently robust. 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 recovery actors it is our role to understand these differences and deliver services that assist all segments of the population, while placing no one at risk.

Simply providing recovery assistance does not guarantee they will adequately and effectively meet everyone’s needs. **A participatory approach at all stages of a project is essential for a positive impact on the sustainable recovery and resilience of affected people.** The response must be gender- and age-sensitive, and involve women, girls, boys and men of different ages equally. This broad participation meets basic social and economic needs and plays an important role in the protection and empowerment of individuals, particularly girls and women.

Putting gender and age at the centre of each project

The IASC Gender & Age Marker is a tool that allows project designers to self-assess whether a humanitarian project benefits women, girls, boys and men of all ages equally and whether it contributes to increasing gender equality. The marker supports the development of projects that lead to positive and sustainable outcomes for ALL affected individuals. It is required for all Humanitarian Response Plans (HRP) as well as other humanitarian appeals and funding mechanisms. A full description of the tool and its application can be found in the Gender & Age Marker Overview Tip Sheet.

Projects are awarded a code ranging from 2 to 0. The highest code, 2, means that gender and age are consistently taken into account in all three sections of a project proposal:



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 inclusion of gender in the project sheet is given more weight than the age element.



CODING SCALE

The project must consider both gender and age issues **consistently** across all sections of the proposal in order to code 2. If the project addresses gender issues but not age, it codes 1. If it takes into account age but NOT gender (or neither), it codes 0.

2	<p>The project coherently and consistently addresses needs of girls, boys, women and men of different ages. It contributes significantly to gender equality.</p> <p>A gender <u>and</u> age analysis is included in the project's needs assessment and reflected in the rest of the proposal. <u>At least one</u> of the activities is adapted to meet distinct needs while <u>at least one</u> of the indicators and targets aims to measure equal access and benefits.</p> <p><i>E.g.: The provision of safe and appropriate jobs is based on preferences expressed by women and men, including youth and older people. Equal access to emergency employment is monitored.</i></p>
1	<p>The project does not coherently and consistently address the needs of girls, boys, women and men of different ages. It contributes partially to gender equality.</p> <ul style="list-style-type: none"> ○ There are gender <u>and</u> age dimensions in only one or two sections of the project proposal, namely in needs and/or activities. OR ○ Only gender is in any two or all three sections. <p><i>E.g.: Difficulties in accessing financial services are identified as key by women but not taken into account in the design of economic recovery measures.</i></p>
0	<p>The project does not visibly address the needs of girls, boys, women and men of different ages. It does not contribute to gender equality.</p> <ul style="list-style-type: none"> ○ 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><i>E.g.: Support to local government planning with no mention of existing gender-based socio-economic inequalities that hamper equal recovery.</i></p>
NOT APPLICABLE	<p>The project does not deal directly with affected populations.</p> <p>It does not directly determine which goods and services are made available or how assistance will be delivered.</p> <p><i>E.g.: Positioning of wheelbarrows for debris removal in the event of a natural disaster.</i></p>
NOT SPECIFIED	<p>The project is still in development and the Gender & Age Marker code is temporarily not specified.</p>
TARGETED ACTION	<p>Targeted actions are projects whose primary aim is to:</p> <ul style="list-style-type: none"> ○ Advance gender equality by assisting women, girls, boys or men of different age groups who have specific needs or suffer from discrimination, ○ Or reinforce gender equality by building more equal relations. <p>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.</p> <p><i>E.g.: Project provides income-generating support to young men particularly affected by unemployment.</i></p>





THE GENDER EQUALITY MEASURES FRAMEWORK

The Gender Equality Measures Framework is designed to help plan your response and adapt it to differing needs and capacities. The questions below are not exhaustive and meant to serve as a guide for planning your project.

The Framework can also be used as a monitoring tool to periodically assess whether your assistance is accessible to all and is consistent with good programming. It can help you identify good practices as well as areas of improvement. The Gender Equality Measures Framework contained in the monitoring tool can be found on the IASC Gender & Age Marker webpage..

A **needs assessment** is the essential first step in providing Early Recovery programming that is effective, safe and restores dignity. A gender and age analysis is critical to understanding the division of roles, relevant gaps (such as lack of access to livelihood opportunities for certain groups) and distinct needs.

NEEDS	ANALYSE GENDER AND AGE DIFFERENCES
	<ul style="list-style-type: none"> • How does the crisis affect women, men, girls and boys of different ages 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 different economic, financial and human capital do they have to help them survive? • Who owns the assets within the family and decides their use? • Who is most involved in unpaid, domestic and care-giving work? What workload does this entail and how does this affect capacity to earn an income? • Which types of jobs are usually done by women and men, respectively? • Do power dynamics at home and in the community deprive young and adult women of equal access to jobs, markets and decision forums? • Do customs and laws on labour, land property and inheritance grant women and men equal rights? • What is the government's commitment and capacity to advance gender equality?
	COLLECT AND ANALYSE DATA BY SEX AND AGE
	<ul style="list-style-type: none"> • Does the project have a demographic breakdown by sex and age as relevant to the project? (For example, young adults (18-25), adults (26-59) and older people (+60).) • Is gender- and age-disaggregated data on labour force, unemployment and representation in decision forums available? • Is this information used to define what livelihood and capacity-building programmes are needed?
	PROVIDE EQUITABLE AND SAFE ASSISTANCE THROUGH RIGHT TARGETING
	<ul style="list-style-type: none"> • Do certain groups find it more difficult than others to access cash-for-work or financial services, such as start-up grants and micro-credits, due to social discrimination or mobility issues (For example, women, youth, gays, lesbians or older people)? • Are older women and men able to make a living? If not, are they supported by their relatives? • Are specific support arrangements required to allow women to participate meaningfully in local governance planning? • Are women and men, including younger and older people, consulted separately about the type of economic, social and education services needed? Are people with mobility issues involved in these discussions?

Activities should take into account distinct identified needs.

ACTIVITIES	ENSURE ALL CAN EQUALLY AND MEANINGFULLY PARTICIPATE
	<ul style="list-style-type: none"> • Are women and men of different ages and backgrounds consulted equally about the design, implementation and review of the project? • Have you established proper feedback and complaints mechanisms? (For example, workers involved in debris removal wishing to raise issues of hardship and safety at work.)





- Do women and men, young and old, enjoy the same opportunities for capacity building in economic recovery and local governance? Do they benefit equally from cash-for-work and emergency employment initiatives?
- Do women and men have equal access to decision making on infrastructure rehabilitation such as waste management committees?
- Does 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?

ADAPT ASSISTANCE TO MEET EVERYONE’S NEEDS

- Are tasks in cash-for-work programmes culturally and physically appropriate?
- Are government officials aware that addressing gender inequalities is needed for sustainable recovery and development?
- Does the project support the enforcement of laws that advance gender equality such as labour rights?
- Does the project team include female staff who can consult with girls and women?
- Is information about services accessible, easy to understand and appropriate for all?
- Is the assistance designed and delivered in a way that provides a sustainable impact and enhances resistance for all?

ADDRESS THE RISKS OF GENDER-BASED VIOLENCE

- Do specific measures prevent risks of GBV in cash-for-work programmes? (For example, hiring a balanced number of female and male workers, single-sex teams.)

The *IASC Guidelines for GBV Interventions in Humanitarian Settings* includes two chapters, one on livelihoods and one on recovery, which should be used as a tool for planning and coordination.

Indicators and targets should capture the distinct impact of your intervention. Avoid outcome statements such as “households” or “affected community” that hide whether women and men, young and old, benefit equally.

MONITOR EQUAL ACCESS, USE AND SATISFACTION

- Are targets and indicators disaggregated by sex and age to ensure the project reaches those it needs to?
- Do regular spot checks and discussions monitor how various groups, including those with restricted mobility, enjoy equal employment opportunities and have same access to vocational training?
- Are female and male community members, including young and older persons, asked separately whether they believe working conditions are adequate and safe? For instance, are women asked how safe they feel when taking part in cash-for-work programmes?

MEASURE DISTINCT IMPACT AND ADDRESS UNINTENDED CONSEQUENCES

- Do disaggregated indicators and targets help you monitor the distinct impact of the project? (For example, improved and diversified income for both men and women.)
- Is local capacity strengthened to allow women and men, young and old, to act as first-responders equally in future crises?
- Are stereotypes, traditional power relations and gender roles challenged? (For example, considering women as major economic players and reinforcing their engagement in economically profitable activities.)
- Are feedback and complaints on safety and equitable access acted upon promptly?
- Are constraints (cultural, physical and security-related mobility restrictions) to providing feedback or making complaints dealt with quickly? (For example, single sex consultations by same sex staff, outreach consultations for those with reduced mobility.)
- Are unintended negative effects, such as acts of sexual exploitation and abuse by staff, identified and acted upon?

COORDINATE WITH OTHER PARTNERS

- Do you coordinate with other Early Recovery organizations to collectively assess needs, analyse data, promote mutual learning, and review strategies based on gender and age?
- Do you work with other clusters to integrate gender and age issues into Early Recovery approaches as part of humanitarian strategies and planning?

Indicators and targets





VETTING FORM

You have developed your project and would like to define what would be the Gender & Age Marker code for it. The vetting form is here to help you. To apply a Gender & Age Marker to a project, you need to assess how gender and age issues are addressed in three sections: Needs, Activities and Indicators and Targets.

- To code projects correctly and consistently, project designers and Cluster/Sector Review Teams are encouraged to use this Vetting Form.
- Cluster/Sector leads must support their partners in understanding and using the IASC Gender & Age Marker.
- Codes are allocated based on the specific combination of references to gender and age issues.

Step 1: Tick where gender and age were addressed

(Please see Gender Equality Measures above for explanations and examples)

Needs		Activities		Indicators and Targets	
Gender	Age	Gender	Age	Gender	Age
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Step 2: Circle ONE code according to the following criteria

Criteria	Code
Gender AND Age are in ALL THREE sections above	2
ONLY Gender is in ANY TWO or ALL THREE sections <u>OR</u> Gender AND Age are in Needs and/or Activities	1
Gender AND Age are ONLY in the Indicators and Targets All other cases	0

Step 3: Confirm the final marker code for the project

IASC Gender & Age Marker Code	<input type="text"/>
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Step 4: Indicate if the project is a targeted action

Tick if this project has for primary aim to advance gender equality by addressing specific needs, discrimination or by building equal relations	<input type="checkbox"/>
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You are now ready to enter your code when uploading your project on the Online Project System.

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

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

