

**Background**

At the end of 2014, the IASC GenCap Project decided to revise the IASC Gender Marker (GM) based on feedback from humanitarians. They asked for the coding to be simpler, less subjective and more reliable; deepen the gender analysis with age; and to develop a monitoring phase of the marker that would assess what was actually implemented and delivered.

**Pilots**

The **first version** of the Gender and Age Marker (GAM) had two phases: Monitoring and Design. The *Monitoring Phase* was developed in early 2015 by a Jordan-based working group of INGOs, UN agencies, donors and GenCap. This group also developed the framework of indicators (Gender Equality Measures or GEMs) used to monitor implemented projects. This version was tested in Jordan, CAR (2015) and piloted in Yemen (2015/17). Global clusters, technical and gender specialists were consulted on its content and use. Training on the GEMs and the GAM (Monitoring Phase) was piloted with an INGO Rapid Response Team.

The Gender Marker format was revised to create the GAM (*Design Phase*) by incorporating age and GEMs into the tip sheets, coding framework and vetting sheet. Consultations were held with technical and gender specialists and clusters. The GAM is built as an EXCEL tool.

The **second version** of the GAM in 2016 changed some of the GEMs based on feedback and practice. Most notable was the clear articulation of accountability to affected populations among the GEMs. This version also introduced automated coding calculated from multiple choice answers (monitoring phase) and changes to the way the non-automated coding was explained and the design of the coding table (design phase). Clusters also preferred the tip sheets contained less argument for gender equality programming and more guidance on how to implement it.

This version was piloted in Jordan and CAR in 2016 by WFP in DRC and Myanmar, and the Early Recovery Cluster in Haiti and Pakistan in 2017. Training and consultation took place with the Global Clusters, ECHO, UN agencies, and GenCap Advisors. The GenCap Project convened a Reflective Learning workshop to review the GAM pilot findings and refine the tool into its current version.

Positive findings from the tested versions included wide acceptance of the specific indicators of the GEMs Framework; increased objectivity from automated coding; appreciation of the integration of programming concepts; and positive feedback on the GEMs training and sectoral tip sheets. Key needs expressed in the pilots were for simpler language and formatting; clarification of coding values and formulae; and for more guidance in the tool on how to improve gender equality programming. There were requests for a light version of the tool for small projects. It was requested it was adapted so that it can be used in a variety of circumstances, including in project-less appeals.

The **current version** of the GAM was developed in 2017, integrating the design and monitoring markers into a single tool. The Full GAM reviews four “key” GEMs in both the Design and Monitoring Phases, as well as an additional eight “supporting” GEMs in the Monitoring Phase. The Light GAM only considers four indicators for both design and monitoring. The tool automatically generates a results page and an optional action plan for agreed remedial actions.

The coding scale gives unique codes depending on the presence of specific programming actions (GEMs); whether gender and/or age groups are incorporated; and the relevance or consistency of these steps and issues carried throughout the program logic. Accompanying Sector GEMs Tip Sheets – consulted with and/or designed by sector specialists - are clearly focused on programming practice.

The GAM automatically identifies good practice as well as areas to improve; it also provides guidance on how to do so. It is important to pay attention to individual GEM codes as well as the overall GAM Project Code: the GEMs indicate how to improve the project while the GAM Code indicates how to improve the links between programming actions, for example: between the analysis and activities, activities and review, or the participation of affected women, girls, boys and men with analysis, activities and review.

In 2017, Ukraine applied this GAM to all project proposals submitted in the HRP; in Cox's Bazar, ten agencies applied the GAM to their proposals, and GenCap Advisor applied the GAM to Syrian Regional Crisis Response sector plans. A variety of analysis reports were generated and circulated to coordination staff for feedback.

In late 2017 the name was changed to the Gender with Age Marker (GAM) to highlight that gender needs, roles and dynamics are different for different age groups. WFP has adapted this GAM with policy compliance checks for its own use. It is applied internally to all WFP projects since January 2018.

### ***Organizations involved in piloting process***

The Gender with Age Marker has been piloted extensively across a broad range of sectors and organizations operating in 10 countries providing humanitarian assistance to respond to conflict and natural disasters (including L3 operations).

1. *The first version of the GAM (2015)* was tested and piloted in three L3 humanitarian operations (Jordan, CAR and Yemen) across 6 clusters/sectors (Education, Food Security, Health, Protection, WASH, Nutrition) involving 12 agencies/organizations (CARE (2), IRC, UNICEF (2), UNHCR, WFP, UNAIDS, OCHA, MDM, TGP, ACTED, Save the Children and Oxfam).
2. *The second version of the GAM (Aug 2016-Feb 2017)*: piloting continued in Jordan, CAR and Yemen in 6 clusters/sectors (Education, Health, WASH, Protection, Food Security and NFIs) involving 11 agencies/organizations (Middle East Children's Institute/UNICEF, Jordan Health Aid Society, IRC, MEDAIR, HelpAge, Oxfam (2), ACTED/UNFPA, World Vision, ACTED, CARE and Save the Children). In addition, WFP piloted the GAM and GEMs training in DRC and Myanmar. The Early Recovery Cluster (led by UNDP and supported by UN Women) piloted the GAM and GEMs training in Pakistan and Haiti. GEMs training and the GAM were piloted with global clusters and ECHO.
3. *The third version of the GAM In 2017*: was piloted in the Ukraine (whole consolidated appeal), the Syrian Regional Crisis Response (desk review of all sector response plans from 4 countries) and Cox's Bazaar/Bangladesh through Oxfam and World Vision (each in Food Security, Protection & WASH); ACF (Food Security and WASH); and HelpAge (Protection).

### ***Findings***

Users consistently express appreciation for the GAM as an auditing tool that provides clear guidance to improve programme quality. Participants – including major INGOs - have voluntarily taken the initiative to apply the tool to other projects and in some cases whole operations.

The GAM must be applied by programme staff (design or monitoring) – people who are familiar with the actual project. GAM Analysis Reports must provide an explanation of the tool as well as definitions of the gender equality measures assessed. Unlike the original gender marker, it is difficult for gender staff to apply the GAM to large numbers of projects: however, after using the tool, increased numbers of programme staff are seeking guidance from gender focal points or specialists. While the tool is easy to use, practitioners note additional benefits from training. GAM training should target programme staff because they are the ones delivering the services and applying the GAM.

Coordination structures (sectors, HCTs, UNCTs) use the GAM Project Codes to measure program relevance through the consistency of gender and age across the program logic. Individual GEM codes are used to monitor gender- and age-related capacities and gaps, activities, benefits, satisfaction and barriers, levels of engagement of different groups, GBV activities, and projects focused on reducing gendered discrimination and barriers.

### ***Some Comments from Pilots***

- The GAM “is an excellent and practical tool in ensuring good quality programming”, “The guidance to fill in the GAM is very clear and simple.” *Bangladesh Pilot*
- “Conveys a better appreciation of the degree of gender and age mainstreaming in the sectors/operations than just seeing a code as has been the case when using the Gender Marker.” *Syrian Crisis Regional Response Pilot*
- “Less room for interpretation;” “Useful to review AAP, Protection and GBV practices;” “The tool is cool.” *Ukraine Pilot*
- “The GAM makes the theoretical practical.” *Jordan Pilot*