

The IASC Gender with Age Marker (GAM) is based on twelve Gender Equality Measures (GEMs). The *Design Phase* of the marker codes the KEY GEMs A, D, G and J. The eight “supporting” GEMs appear in the *Monitoring Phase* to help users to reflect on what is working well and what needs to be changed in a project or programme.

	GEMS	CRITERIA	EVIDENCE
<b>NEEDS ANALYSIS SET</b> What do we know?	<b>A</b> <b>Gender Analysis</b> Different people are understood	<ul style="list-style-type: none"> <li>The gender analysis describes the needs and dynamics between women, girls, boys and men in different age groups</li> </ul>	<ul style="list-style-type: none"> <li>A written gender analysis</li> <li>The analysis describes needs and dynamics</li> </ul>
	<b>B</b> <b>Collect &amp; Analyze SADD</b> Different people are counted	<ul style="list-style-type: none"> <li>Data on relative access are used in a credible way and disaggregated by sex and age</li> </ul>	<ul style="list-style-type: none"> <li>Rates of actual access to assistance collected</li> <li>Data is meaningfully disaggregated by sex and age</li> </ul>
	<b>C</b> <b>Good Targeting</b> The right people are counted	<ul style="list-style-type: none"> <li>The project reaches the intended target groups</li> </ul>	<ul style="list-style-type: none"> <li>Actual access to aid by gender/age groups is similar to planned targets</li> <li>The target rates are informed by the gender analysis</li> </ul>
<b>ADAPTED ASSISTANCE SET</b> What do we do about it?	<b>D</b> <b>Tailored Activities</b> People get the right resources	<ul style="list-style-type: none"> <li>Activities/resources are adapted to the needs and preferences of girls, boys, women and men of different ages.</li> <li>Targeted actions address the needs and priorities as well as the discrimination faced by specific groups of women/girls/boys/men</li> </ul>	<ul style="list-style-type: none"> <li>The assistance is varied according to gender analysis</li> <li>Actions aim to address gender-based discrimination</li> </ul>
	<b>E</b> <b>Protection From GBV</b> People are safer from GBV risks	<ul style="list-style-type: none"> <li>At least one activity, item or process is designed to reduce risks or address GBV, <b>OR</b></li> <li>The project works solely to address GBV risks</li> </ul>	<ul style="list-style-type: none"> <li>Preventing or responding to GBV is either mainstreamed or is the primary project purpose</li> </ul>
	<b>F</b> <b>Coordination with other actors</b>	<ul style="list-style-type: none"> <li>The agency shares its gender analysis, access rates, successes and gaps with sector/ cluster members and in meeting minutes</li> </ul>	<ul style="list-style-type: none"> <li>The agency shares project data with the sector</li> </ul>
<b>ADEQUATE PARTICIPATION SET</b> How do we do work together?	<b>G</b> <b>Influence on the Project</b> People influence decisions about projects	<ul style="list-style-type: none"> <li>Women, girls, boys and men of appropriate ages participate in design <b>AND</b> review of the project <b>AND</b> their suggestions are incorporated</li> </ul>	<ul style="list-style-type: none"> <li>Needs assessments and reviews are influenced</li> <li>Barriers to participation are addressed</li> </ul>
	<b>H</b> <b>Feedback Processes</b> People can complain and be heard	<ul style="list-style-type: none"> <li>There is a confidential complaints process that considers gender and age, and responds with changes to the way services are delivered</li> </ul>	<ul style="list-style-type: none"> <li>There is a complaints process</li> <li>Policies outline a safe and accessible process</li> <li>Documentation that practices have changed in response</li> </ul>
	<b>I</b> <b>Transparency</b> People get the information they need	<ul style="list-style-type: none"> <li>The project delivers different messages through appropriate media according to the gender analysis</li> </ul>	<ul style="list-style-type: none"> <li>Information strategies vary depending on gender and age</li> </ul>
<b>REVIEW SET</b> What do we do well and what should we change?	<b>J</b> <b>Benefits</b> Different people get different benefits	<ul style="list-style-type: none"> <li>There are distinct benefits for women/girls and/or men/boys in different age groups as a result of activities adapted to different needs or barriers</li> </ul>	<ul style="list-style-type: none"> <li>There are recorded benefits for different users as a result of activities tailored to the gender analysis</li> </ul>
	<b>K</b> <b>Satisfaction</b> Different people are satisfied	<ul style="list-style-type: none"> <li>Most of the surveyed women /girls <b>AND</b> boys/men of appropriate ages are satisfied with the project</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction rates are collected</li> <li>Most groups are satisfied</li> <li>Different groups are equally satisfied</li> </ul>
	<b>L</b> <b>Project Problems</b> Problems are known and changes planned	<ul style="list-style-type: none"> <li>The barriers or negative effects and (planned) steps to change are outlined</li> <li>These address the needs of women/girls and/or men/boys of different ages</li> </ul>	<ul style="list-style-type: none"> <li>Harmful effects and access barriers are outlined</li> <li>Steps to address problems are described</li> </ul>