



Gender Equality Measures (GEMs) Summary

GENDER WITH AGE MARKER

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

