



## GENDER EQUALITY MEASURES IN COORDINATION

*Promoting gender equality is always a function of humanitarian coordination activities. This Tip Sheet offers questions and examples of how key gender equality measures contribute to more relevant and responsive Humanitarian Coordination projects and programs. Use alongside the Gender with Age Marker questionnaire at <http://iascgenderwithagemarker.com>*

The IASC GAM identifies and codes projects based on the extent to which key programming elements are present and consistently responding to the different needs of different groups. Four programming elements (GEMs) are assessed in the design phase, and ten GEMs are reviewed in monitoring.

Coordination ensures a shared analysis of which groups may be marginalized, and who is likely to miss out on assistance. Coordinators fill a valuable role in making sure projects and programs respond to and address potential barriers and obstacles identified in the analysis. Programs that address the different needs, capacities and priorities of different groups are far more likely to improve the lives of affected people.

COORDINATION interventions can make assistance more fair and responsive by:

- Promoting use of a shared analysis of gender roles and dynamics among all cluster members;
- Helping partners to understand the service delivery implications of social and gender dynamics for different groups;
- Ensuring partners apply the Gender with Age Marker during project design, and again during implementation;
- Conducting regular cluster discussion of findings and gaps with respect to gender- and age-related issues;
- Periodically analysing and reporting GAM results to identify strengths and areas for capacity-building.

## GENDER MAINSTREAMING, OR A TARGETED ACTION?

The GAM questionnaire automatically identifies whether a project mainstreams gender ("M"), or whether it is a targeted action to address gender-related discrimination ("T"), based on the answers provided.

*Most coordination interventions aim to assist everyone in need while adapting activities to address the roles and priorities women and men (or boys and girls) in different age groups: gender mainstreaming ("M"). Examples would be cluster coordination activities, or assessments and surveys designed to capture information about different gender and age groups.*

Very occasionally, a coordination project may *target* actions to address specific discrimination or gaps resulting from gender norms and expectations ("T"). For example, a project might focus solely on building a cohort of women enumerators and interviewers in a region where women's workforce participation is very low, and many women live in seclusion unable to interact with males outside the family.

*The GAM information sheets explain coding in more detail.*



# Coordination

## TIP SHEET

GENDER WITH AGE MARKER

### QUESTIONS THAT HELP DETERMINE RESPONSIVE AID AND HOW TO PROVIDE IT

<b>Needs Analysis Set</b>	<b>Gender Analysis</b>	Is there a shared understanding of the roles and status of women, girls, men and boys, and how this has changed since the onset of the crisis? What challenges are encountered in trying to ensure involvement of different groups in needs assessment, activities design, aid delivery or monitoring? Are women and men equally able to engage in representation and coordination activities? What gender barriers exist to full participation?
	<b>Sex and Age Disaggregated Data (SADD)</b>	Do partners have a shared understanding of the importance of comparing information from or about men with information from or about women? Does the cluster regularly compare the needs & priorities different groups, and actual rates of access to project benefits by gender and age? Does coordination discuss which interventions should be for everyone, and which groups may need special targeting? Do organizations promote use of the GAM?
<b>Adapted Assistance Set</b>	<b>Tailored Activities</b>	Do clusters and partners ensure activities are adapted for females, males and LGBTI people of different ages? Do clusters discuss the needs & priorities of different groups? Does coordination discuss which interventions should be for everyone, and which groups may need special targeting? What efforts are made to engage people with disabilities in coordination? Are barriers to full participation of any groups identified and resolved in coordination meetings?
	<b>Protect from GBV Risks</b>	Is GBV discussed in coordination meetings? Do partners identify GBV risks together and discuss ways to mitigate? Do all partners raise awareness and offer information on PSEA? Are staff aware of reporting and referral pathways for both GBV and SEA?
<b>Adequate Participation Set</b>	<b>Influence on Project</b>	Are targeted orientation programs needed to ensure that participation of certain groups is meaningful? Is the participation of local networks of e.g. women, youth, people with disabilities and LGBTI groups supported in coordination activities? Is there fair representation of women and men on coordination committees?
	<b>Feedback &amp; Complaints</b>	Is there a process where women, girls, boys, men can safely raise issues, including complaints? Is it accessible and welcoming of all groups? Are issues dealt with and responded to appropriately?
	<b>Communication with Communities (Transparency)</b>	Is information about coordination activities accessible, appropriate and easy to understand for different gender and age groups? Where appropriate, do women speak with women and men with men?
<b>Review Set</b>	<b>Benefits</b>	Are targets and indicators disaggregated by sex and age? Is information reviewed to ensure the project is reaching those it needs to? Are projects meeting the needs of different groups identified in the analysis, including people with disabilities? Are the most vulnerable able to access assistance? Do different groups get similar benefits?
	<b>Satisfaction</b>	Are partners asking women and men, boys and girls of different age groups about their satisfaction with facilities and services? Are people with disabilities and other diverse groups of concern asked about their satisfaction with projects? Are different groups equally satisfied?
	<b>Project Problems</b>	Do affected people identify access barriers or negative consequences from the coordination activities? Are these different depending on gender or age, or for people with disabilities? Are discrimination and exclusion issues dealt with promptly? Are there plans to improve?



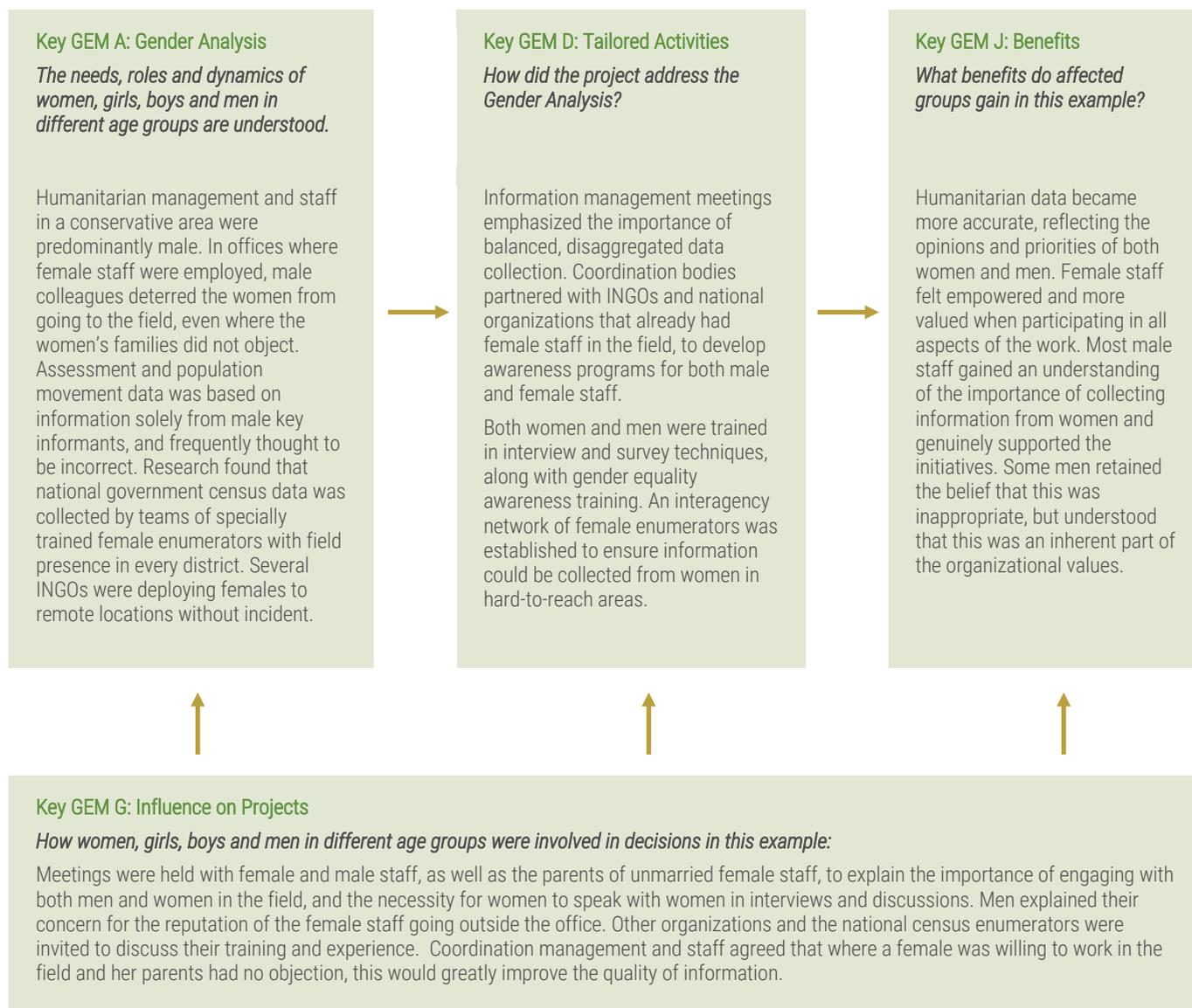
# Coordination

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GENDER WITH AGE MARKER

### EXAMPLE OF GOOD GENDER EQUALITY PROGRAMMING IN COORDINATION

GAM Code 4M – can you work out why? See the GAM Information Sheet



Using Gender Equality Measures in projects or cluster programs leads to better quality programming, responsive to gender and age differences.

### GOOD TO GO?

Apply the IASC Gender with Age Marker to your proposal or project.

### WANT MORE INFORMATION?

Visit <https://iascgenderwithagemarker.com>