



## **GENDER WITH AGE MARKER**

IMPROVING HUMANITARIAN EFFECTIVENESS

The **IASC Gender with Age Marker (GAM)** is a **project design and monitoring tool** that helps users to design and implement inclusive programs that respond to gender, age, and disability-related differences. Designed in response to requests for capacity-building on gender and inclusion, it is the *process* of discussing and answering the GAM questions that creates better projects. Ideally, the GAM is used as a team planning or monitoring exercise.

The GAM looks at the extent to which essential programming actions address gender- and age-related differences in humanitarian response. The GAM provides topics and questions for project teams to discuss, reflect on, and decide how to improve the project. It can be completed by a single monitoring officer, but users report it is most beneficial when project teams work together to complete the exercise. It is also recommended to use the gender expertise and resources that are available in your organization and networks.

### **Why do we need it?**

Humanitarian programs are expected to demonstrate relevance, responsiveness and accountability, particularly with respect to gender and age; this was underscored at the World Humanitarian Summit, and in the Grand Bargain. The GAM is the simplest tool for doing precisely this. Getting programs right may take time and effort, but this is not optional.

### **What is it?**

The GAM is a questionnaire that asks users to consider and discuss how gender differences are incorporated and addressed in their project or response plan.

It is a reflective learning tool. This means that the GAM results are intended to encourage thought and discussion by the people who design and monitor projects and programs. In project design, its purpose is reflective learning, identifying which gender, age, and/or other diverse groups the project seeks to reach and how this will be done.

There is no expectation that projects need to achieve “a good score” – program quality improves when teams consider and discuss the 12 Gender Equality Measures.

### **What is the GAM code used for?**

GAM results CANNOT be used to screen or assess projects as the code is NOT a reflection of program quality. The generated GAM code reflects the level of *consistency* of gender- and age-groups considerations in the project. They are useful to help project designers reflect on how they can improve to make their programs more gender and age responsive. The GAM also determines from the answers provided - and codes indicate - whether a project mainstreams attention to gender (“M”), or is a targeted action specifically intended to improve gender quality (“T”).

GAM is required TWICE for all projects developed and submitted for funding in the Humanitarian Planning Cycle. The DESIGN PHASE is completed during planning, and the MONITORING PHASE of the GAM can be applied at any point during implementation.

### **Who is managing the GAM?**

The GAM is an Inter-Agency Standing Committee (IASC) tool launched in 2018. In 2020, management of the GAM was handed over from the IASC GenCap Project to the Gender Unit in the Office for the Coordination of Humanitarian Affairs (OCHA).

Any inquiries to the GAM can be directed to: [iasc-gam@un.org](mailto:iasc-gam@un.org)

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