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1. **Gender:** The social rules and expectations of females (women and girls) and males (men and boys). Though deeply rooted in every culture, they are changeable over time and have wide variations both within and between cultures. Needs, roles, dynamics and perspective are consequently different and distinct for females and males. (link to Identifying Info worksheet)
2. **Age:** The GAM encourages users to consider how gender is different for different age groups: that is, it deepens the gender analysis. How do social expectations differ between females and males at different points of the life cycle? How does age affect a gender group's access to humanitarian (link to Identifying Info worksheet) assistance? Sectors/clusters are encouraged to set age limits that are meaningful to the technical area. The default groupings are: small children, children, adolescents, young adults, middle-aged adults and older adults. See Ageing in the Twenty-First Century UNFPA & HelpAge International Report for more detailed discussions on definitions that go beyond a chronological age.
3. **Diverse Gender:** While humanitarians often consider the sexual orientation of the affected population to be heterosexual and the gender identities to be cis-gender, there are calls to include an option to consider how people with alternative orientations and/or identities are excluded from assistance based on the lack of conformity to gender norms and rules. The GAM provides the option to operations and agencies to factor this spectrum (mostly Lesbian, Gay, Bisexual, Transgender and Intersex persons/LGBTI) into its programming.
4. **Gender Dynamics:** Dynamics takes into account the relationship between and among men and women, and girls and boys, and how their roles are complementary and influence each other. Simply put, it is how males and females help or hinder each other in obtaining their rights and needs. Dynamics may involve actions to help others (example: helping girls go to school) or violence (example: beating the wife). This is vital information about how your resources will be used. This helps to understand how to change inequitable and unfair situations.
5. **Women's Empowerment:** The empowerment of women concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources, and actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality.

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against women. (UN Women, 2001: 'Important Concepts Underlying Gender Mainstreaming', cited in 'The (updated) Gender Handbook', to be published). The GAM measures women's empowerment projects by selecting those projects listed as Targeted Action projects and looking projects who either target women and/or provide assistance to women only.

6. Targeted Action: Term reserved for projects that solely focus on addressing the gendered barriers and discrimination. The targeted action may be focused on changing discrimination against women and girls. The targeted action may be solely focused on changing gendered expectations that harm men and boys. The essence of targeted action is that action is taken against gendered discrimination and barriers. This is not to be confused with the targeted actions undertaken to address problems or barriers in the technical field of work.
7. Gender Mainstreaming: Gender mainstreaming is the process of assessing the distinct needs and implications for women and men of any planned action. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of project or program so that women and men benefit equally and inequality is not perpetuated. The objective is to make sure that there is equitable access to assistance; the ultimate goal is to achieve gender equality.
8. Gender Equality: Gender equality, or equality between women and men (and girls and boys), refers to the equal enjoyment by women and men, girls and boys, of rights, opportunities, resources and rewards. Equality does not mean that women and men, girls and boys, are the same; but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male (IASC Gender Handbook in Humanitarian Action 2006).
9. Gender Equity: Fairness and justice in the distribution of benefits and responsibilities between women and men, according to their respective needs. It is part of the process of achieving gender equality, and may include equal treatment (or treatment that is different but considered equivalent) in terms of rights, benefits, obligations and opportunities. (WHO 'Gender Mainstreaming Strategy', referred to in IASC GBV Guidelines 2015)
10. Not Applicable - The Project does not have any contact with affected population nor affects how resources are distributed.



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The Definitions of the GEMs

Gender Equality Measures (GEMs): The measures or actions, that when combined as a whole, contribute to gender equality, especially equitable access to humanitarian resources. Each GEM is made up of a specific programming action, gender and age groups..

- a) GEM A: Gender Analysis: The relationships between women and men, and girls and boys across age groups. It examines their needs, roles, dynamics and preferences. This analysis may often include (but should not be limited to) the use of violence because of societal expectations about gender.
- b) GEM B: Collect and Analyze SADD: Data on relative needs, roles and dynamics or access to assistance is disaggregated by sex and age. This data can be either qualitative (descriptions) and/or quantitative (numbers). There should be clear use of this data in the analysis of the situation that generates suggestions for specific actions. Population census data are not a good proxy to indicate relative rates of access to assistance by women, girls, boys and men - they may indicate need or presence, not whether the assistance was accessed or used.
- c) GEM C: Good Targeting: Projects either aim to provide assistance to everyone equally (universal access) or aim to target specific groups due to their specific needs and barriers (from the needs analysis). This GEM examines whether the project is able to reach the group(s) intended in the needs analysis. This is calculated from the similarity between the rates of access and the target rates.
- d) GEM D: Tailored Activities: The activities and resources are tailored or adapted to the distinct needs, roles, dynamics and preferences of women, girls, boys and men in different age groups. This is consistent with the Core Humanitarian Standard "Communities and people affected by the crisis receive assistance appropriate to their needs. The GEMs Framework emphasizes that neither gender nor age should diminish the appropriateness of the assistance.
- e) GEM E: Protection from GBV Risks: There is at least one activity, item or process that is designed to reduce risks or address Gender-Based Violence. This includes projects solely working on reducing risk or addressing gender-based violence. In other

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words, preventing or addressing GBV is either mainstreamed or the primary purpose of the project. For more information, see core GBV toolbox at www.gbvaor.net.

- f) GEM F: Coordination with Actors: The agency shares its gender analysis, access rates and identified successes and gaps with sector/cluster members. There is collaboration across sectors/clusters. This is in part related to the Core Humanitarian Standard “Communities and people affected by crisis receive coordinated and complementary assistance”. The GEMs Framework encourages cross-cluster collaboration and also acknowledges the role of member agencies. For more information, refer to Cluster Coordination guidelines.
- g) GEM G: Influence on Project: Women, girls, boys and men of appropriate ages participate in the design and review of the project where their respective suggestions are incorporated. Affected people directly influence project strategies through needs assessments and/or analysis, and through reviewing the success of the strategies. Barriers that affected people experience because of their gender and age group are addressed. The IASC Protection and Accountability to Affected Populations in the Humanitarian Programming Cycle (May 2016) provides guidance on the rationale and steps for engaging multiple groups to influence project design (https://interagencystandingcommittee.org/system/files/edg_-_aap_protection_guidance_note_2016.pdf). This GEM is similar to the concept of ‘participation’ used in the Assistance to Affected Populations (AAP) commitments. AAP defines Participation as: “Enable affected populations to play an active role in the decision-making processes that affect them through the establishment of clear guidelines and practices to engage them appropriately and ensure that the most marginalized and affected are represented and have influence” (2011). The GEMs Framework emphasizes ensuring that women and girls of appropriate ages have equal opportunities to influence decisions about projects as men and boys do, because in places where humanitarian work is done, gender rules and norms give men more influence over the decisions that are made.
- h) GEM H: Feedback and Complaints Processes: There is a process that is in place to complain about the project and its staff that is confidential and takes into account gender and age. Changes are made to the way services are delivered as a result of the complaints received. This GEM is measured through (a) policies outlining ways to make the process safe and confidential, and (b) there is evidence that practices have changed to respond to complaints. For specific guidance on community-based complaints mechanisms, please see <https://interagencystandingcommittee.org/accountability-affected-populations-including-protection-sexual-exploitation-and-abuse/documents-50>. This GEM is similar to the concept of Feedback and Complaints in the Assistance to Affected Populations (AAP). AAP defines Feedback and Complaints as: “Actively seek the views of the affected populations to improve policy and practice in programming, ensuring that feedback and complaints

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mechanisms are streamlined, appropriate and robust enough to deal with complaints about breaches in policy and stakeholder dissatisfaction.” The Core Humanitarian Standard on this states: “Communities and people have access to safe and responsive mechanisms to handle complaints”. The GEMs Framework emphasizes that not only does there need to be a mechanism for complaints and feedback, it must take into account the distinct needs and preferences of women, girls, boys and men in different age groups. The IASC Protection and Accountability to Affected Populations in the Humanitarian Programming Cycle (May 2016) provides guidance on the rationale and steps for holding humanitarians to account (https://interagencystandingcommittee.org/system/files/edg_-aap_protection_guidance_note_2016.pdf).

- i) **GEM I: Transparency:** Gender and age affect way people access information: it affects not only the sites that are likely to be visited but also how the information is delivered (access to technology, cultural messaging and literacy is usually gendered). In order to be transparent, the information strategies vary according to gender and age: the project delivers different messages through different media according to the needs of the different sex and age groups being targeted by the message. This GEM is similar to the concept of Transparency in the Assistance to Affected Populations (AAP). AAP defines Transparency as: “Provide accessible and timely information to affected populations on organizational procedures, structures and processes that affect them to ensure that they can make informed decisions and choices, and facilitate a dialogue between an organization and its affected populations over information provision”. The GEMs Framework emphasizes tailoring the information processes to match the needs and preferences of women, girls, boys and men in different age groups.
- j) **GEM J: Benefits:** There are distinct benefits for females (women and girls) and/or males (men and boys) in different age groups as a result of activities adapted to distinct needs or barriers. The GAM encourages the user to record these benefits as well as compare whether women and men, girls and boys benefit equally from the project, or in the case of targeted action, the target group(s) benefits as intended. There are similarities with the Core Humanitarian Standard “Communities and people affected by crisis have access to the humanitarian assistance they need at the right time”. The GEMs Framework emphasizes that access to effective humanitarian assistance is not affected by gender or age. Relative benefits for women and men, girls and boys are listed as projects/programs are implemented.
- k) **GEM K: Satisfaction:** The project surveys whether affected people are satisfied with the assistance and the way that it is delivered. The GAM encourages comparison of satisfaction rates between women and men, girls and boys in different age groups.



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- l) GEM L: Project Problems: Despite the best plans, problems are not uncommon and are better identified and addressed than hidden. The barriers or harmful effects and the (planned) steps to change are outlined. These take into account the needs of females (women and girls) and/or males (men and boys) of different age groups. This has similarities with Core Humanitarian Standard “Communities and people affected by crisis can expect delivery of improved assistance as organizations learn from experience and reflection. The GEMs Framework encourages examination of the differential impacts and barriers based on gender and age.