GAM
GENDER WITH AGE MARKER

Gender Equality Measures (GEMs) Summary

The IASC Gender with Age Marker (GAM v.2) is based on **ten** Gender Equality Measures (GEMs)[1]. The *Design Phase* of the marker codes the KEY GEMs A, D, G and J. **Six** "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	• The gender analysis describes the needs and dynamics between different gender, age, disability and other diverse groups	• A written gender analysis • The analysis clearly describes who is disadvantaged and why
	B	**Disaggregated Access Data**	• Data on rates of access are used in a credible way and disaggregated by sex and age	• Rates of actual access to assistance by relevant groups are collected • Data is meaningfully disaggregated by sex and age
ADAPTED ASSISTANCE SET What do we do about it?	**D**	**Tailored Activities** People get the right resources	• Activities/resources are adapted to the needs and preferences of different gender, age, disability and other diverse groups • Targeted actions address needs and priorities as well as the discrimination faced by specific groups	• The assistance is varied according to gender analysis • Actions aim to address gender-based discrimination • The action aims to transform gender relations
	E	**Protection From GBV** People are safer from GBV risks	• At least one activity, item or process is designed to reduce risks or address GBV, **OR** • The project works solely to address GBV risks	• Preventing or responding to GBV is either mainstreamed or is the primary project purpose
ADEQUATE PARTICIPATION SET How do we do work together?	**G**	**Influence on the Project** People influence decisions about projects	• Females and males of appropriate ages and different abilities participate in design **AND** review of the project **AND** their suggestions are incorporated	• Needs assessments and reviews are influenced • Barriers to participation are addressed
	H	**Feedback Processes** People can complain and be heard	• There is a confidential complaints process that considers gender, age and disability and is responsive to requests for changes	• There is a complaints process • Policy outlines a safe and accessible process • There is documentation that practices change in response
	I	**Transparency** People get the information they need	• The project delivers different messages through appropriate media according to the gender analysis	• Information strategies vary depending on gender, age and disabilities
REVIEW SET What do we do well and what should we change?	**J**	**Benefits** Different people get different benefits	• There are different benefits for women/girls/men/boys/LGBTI in different age groups, including those with disabilities, as a result of activities adapted to the distinct needs or barriers they face.	• There are recorded benefits for different users as a result of activities tailored to the gender analysis
	K	**Satisfaction** Different people are satisfied	• Different gender/age/disability groups surveyed are satisfied with the project	• Satisfaction rates are collected • Most groups are satisfied • Different groups are equally satisfied
	L	**Project Problems** Problems are known and changes planned	• The barriers or negative effects and (planned) steps to change are outlined • These address the needs of groups that differ according to gender, age and/or disability	• Harmful effects and access barriers are outlined • Steps to address problems are described

[1] See the FAQ for an explanation of what has changed in 2020.
Identification letters of Key GEMs A,D,G, and J have not changed.
Supporting GEMs C and F are no longer used.

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