I A S C

GenCap

Gender Standby Capacity Project

The IASC Gender with Age Marker [GAM] 2018

The GenCap Project, established in 2007 under the auspices of the Inter-Agency Standing Committee [IASC], in partnership with the Norwegian Refugee Council [NRC] and the Office for the Coordination of Humanitarian Affairs [OCHA], aims to strengthen the capacity of humanitarians to undertake gender equality programming in humanitarian action. The IASC Gender Marker [GM] is the key tool used by the humanitarian community to assess how gender is incorporated in humanitarian projects. In 2009 the IASC Gender Marker was tested in three countries, and from 2011 its application has been mandatory for projects in consolidated appeals, including Humanitarian Response Plans, Pooled Funds and the CERF.

The revision of the Gender Marker was undertaken based on the feedback and requests received from humanitarian practitioners and stakeholders to enhance the quality and consistency of gender equality programming by deepening gender analysis with the inclusion of age; making the coding simpler and more reliable; and adding a monitoring phase so that measures could be assessed at both design and implementation. The revision has also supported closer alignment of the tool to commitments for protection mainstreaming and accountability to affected populations. The Gender with Age Marker [GAM] is a diagnostic tool for programming staff with relevance at the organizational, sector/cluster and country levels. These alliances aim to strengthen its usefulness and reinforce the use and sustainability of the GAM.

The revision process has been a collaboration among IASC members, INGOs, NGOs, sector and cluster coordinators, and other humanitarian partners. The revision updated the gender equality programming framework including its Gender Equality Measures [GEMs], which are based on the Gender Marker's ADAPT & ACT Framework[1]. The revision also automated and simplified the coding. The pilots of the Marker have also highlighted the importance of the tool to support learning on gender equality programming by reflecting on how gender and age are considered in the various stages of program design. Feedback received from the pilots and consultations have been systematically incorporated into the refinement of the tool to reflect the various requirements of the humanitarian community. The pilots also confirm the tool is easy to use and deepens understanding of how to improve gender equality programming at both monitoring and design phases of projects.

[1] The ADAPT & ACT Framework is an acronym for: **A**nalyze gender differences; **D**esign services for all; **A**ccess for women, girls, boys and men; **P**articipate equally; **T**rain women and men equally; **A**ddress GBV in sector programs; **C**ollect, analyze and report SADD; **T**arget actions based on gender analysis; and **C**oordinate actions with all sector partners.

Overview of the GAM Piloting Process[2]

The GAM has been piloted extensively across a broad range of sectors and organizations operating in ten countries providing humanitarian assistance to respond to conflict and natural disasters (including L3 operations).

1. The initial version of the GAM [GM, 2015] was tested and piloted in three L3 humanitarian operations: Jordan (Syrian Crisis), Central Africa Republic (CAR) and Yemen across six clusters/sectors (Education, Food Security, Health, Protection, WASH, Nutrition) involving 12 agencies/organizations (UNHCR, WFP, UNAIDS, OCHA, UNICEF (2), CARE (2), IRC, MDM, TGP, ACTED, Save the Children and Oxfam).

2. The revised version of the GAM (Aug 2016-Feb 2017): piloting continued in Jordan (Syrian Crisis), CAR and Yemen in six clusters/sectors (Education, Health, WASH, Protection, Food Security and NFIs) involving 11 agencies/organizations (Middle East Children's Institute/UNICEF, Jordan Health Aid Society, IRC, MEDAIR, HelpAge, Oxfam (2), ACTED/UNFPA, World Vision, ACTED, CARE and Save the Children). In addition, WFP piloted the GAM and GEMs training in DRC and Myanmar. The Early Recovery Cluster (led by UNDP and supported by UN Women) piloted the GAM and GEMs training in Pakistan and Haiti. GEMs training and the GAM were also piloted with global clusters and ECHO.

3. The third version of the GAM (2017): The Syrian Regional Crisis Response (desk review of all sector response plans from four countries) and Cox's Bazaar/Bangladesh through Oxfam and World Vision (each in Food Security, Protection & WASH); Action Contre la Faim (Food Security and WASH); and HelpAge (Protection). The GAM was officially applied by the Humanitarian Country Team (HCT) in Ukraine for the whole 2018 Humanitarian Response Plan (HRP).

Participants in the pilots consistently feedback that the tool is easy to use and that people who use the tool and its resources learn concrete ways to improve gender equality programming. Programming staff easily relate to the programming language and management recognizes its value in improving and prioritizing projects. The Ukraine pilot demonstrated that the GAM can be easily integrated into the On-line Project systems (OPS). Donors have welcomed the articulation of programme relevance in relation to needs, the respective participation levels of women, girls, boys and men, and targeted action to increase gender equality. Following the pilots, several agencies (e.g. Save the Children, ACTED, Oxfam) and operations (Jordan, Yemen, Haiti and Ukraine) chose to continue using the tool. Since early 2018, the **World Food Program** launched the GAM for all their operations to ensure robust gender equality programming.

Rollout Plan

The IASC GenCap Project is using the GAM as one of the gender equality programming tools that GenCap Advisors apply in their deployments. The project is also backstopping operations that have piloted the tool and want to continue to use the GAM. The level of uptake of the GAM motivates the Project to continue to support operations in 2018 in the following countries: Bangladesh (Cox's Bazar), Cameroon, Central African Republic, Chad, Congo-

[2] Please see GenCap's report on the pilots for further details.

Brazzaville, Democratic Republic of Congo, Jordan, Liberia, Pakistan, Gaziantep (Syria), Uganda, Ukraine and Yemen.

Support will be provided to GAM leaders through periodic workshops, ongoing peer dialogue, and sharing lessons on effective processes. The collection and dissemination of good practice and case studies as well as gender equality analysis reports to assist the leaders as well as organizational and coordination stakeholders at local, country and global levels.

Upon endorsement by the Inter Agency Standing Committee, the IASC GenCap Project will:

- Organize a launch of the IASC GAM;
- Continue to promote the revised tool with key stakeholders (UN agencies, INGOs, NGOs, donors) as an IASC tool;
- Support the adoption and use of the IASC GAM in all humanitarian operations over a period of two years through in-country and remote technical support; building the capacity of vectors including gender focal points and organizations successfully using the tool; working with OCHA to incorporate the GAM into its online database; building the capacity of coordination actors and donors to maximize the use of the GAM; and highlighting good practice; and,
- Develop and roll out a feedback mechanism for stakeholders to identify what is working well as what may need to improve the tool and processes, and periodically report this along with any modifications to the IASC Working Group.

The IASC Gender Standby Capacity Project
OCHA Geneva - February 2018