

## Gender Equality Measures (GEMs) Summary

The IASC Gender with Age Marker (GAM) is based on twelve Gender Equality Measures. The Design Phase of the marker codes the KEY GEMs A, D, G and J. The eight “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.

<b>Needs Analysis Set: What Do We Know?</b>			
<b>GEMs</b>		<b>Criteria</b>	<b>Evidence</b>
<b>A</b>	<b>Gender Analysis</b> <i>Different People are Understood</i>	The gender analysis describes the needs and dynamics between women, girls, boys and men in different age groups.	A written gender analysis
			The analysis describes needs and dynamics
<b>B</b>	<b>Collect &amp; Analyze Sadd</b> <i>Different People Are Counted</i>	Data on relative access are used in a credible way and disaggregated by sex and age.	Rates of actual access to assistance collected
			Data is meaningfully disaggregated by sex & age
<b>C</b>	<b>Good Targeting</b> <i>The Right People Get Resources</i>	The project reaches the intended target groups.	Actual access to aid by gender/age groups is similar to planned targets.
			The target rates are informed by the gender analysis

<b>Adapted Assistance Set: What Do We Do About It?</b>			
<b>GEMs</b>		<b>Criteria</b>	<b>Evidence</b>
<b>D</b>	<b>Tailored Activities</b> <i>People Get the Right Resources</i>	Activities/resources are adapted to the needs & preferences of girls, boys, women & men of different ages.	The assistance is varied according to gender analysis
		Targeted actions address the needs and priorities as well as the discrimination faced by specific groups of women/girls/boys/men	Actions aim to address gender-based discrimination
<b>E</b>	<b>Protection From GBV</b> <i>People Are Safer From GBV Risks</i>	At least one activity, item or process is designed to reduce risks or address GBV	Preventing or responding to GBV is either mainstreamed or is the primary project purpose
		The project works solely to address GBV risks.	
<b>F</b>	<b>Coordination With Other Actors</b>	The agency shares its gender analysis, access rates, identified successes and gaps with sector/ cluster members and in meeting minutes.	The agency shares project data with the sector

<b>Adequate Participation Set: How Do We Work Together?</b>			
<b>GEMs</b>		<b>Criteria</b>	<b>Evidence</b>
<b>G</b>	<b>Influence on the Project</b> <i>People Influence Decisions About Projects</i>	Women, girls, boys and men of appropriate ages participate in design AND review of the project AND their suggestions are incorporated	Needs assessments and reviews are influenced
			Barriers to participation are addressed
<b>H</b>	<b>Feedback Processes</b> <i>People Can Complain &amp; Be Heard</i>	There is a confidential complaints process that considers gender and age, and responds with changes to the way services are delivered.	There is a complaints process
			Policies outline a safe and accessible process
<b>I</b>	<b>Transparency</b> <i>People Get the Information They Need</i>	The project delivers different messages through appropriate media according to the gender analysis	Documentation that practices have changed in response
			Information strategies vary depending on gender and age

<b>Review Set: What Do We Do Well and What Do We Change?</b>			
<b>GEMs</b>		<b>Criteria</b>	<b>Evidence</b>
<b>J</b>	<b>Benefits</b> <i>Different People Get Different Benefits</i>	There are distinct benefits for women/girls and/or men/boys in different age groups as a result of activities adapted to different needs or barriers.	There are recorded benefits for different users as a result of activities tailored to the gender analysis
<b>K</b>	<b>Satisfaction</b> <i>Different People Are Satisfied</i>	Most of the surveyed women /girls AND boys/men of appropriate ages are satisfied with the project	Satisfaction rates are collected
			Most groups are satisfied
<b>L</b>	<b>Project Problems</b> <i>Problems are Known &amp; Changes Planned</i>	The barriers or negative effects and (planned) steps to change are outlined. These address the needs of women/girls and/or men/boys of different ages.	Different groups are equally satisfied
			Harmful effects and access barriers are outlined
			Steps to reasonably address problems are described