# IASC GENDER MARKER

The IASC Gender Marker is a tool that codes, on a 2 -0 scale, whether or not a humanitarian project is designed to ensure that women, men, boys and girls of all ages will benefit equally from it, and that it will contribute to increasing gender equality. The IASC Gender Marker is required for all Consolidated Appeals Processes (CAPs) and other humanitarian appeals and funding mechanisms. Cluster/Sector Leads should support their partners in the use of the Gender Marker so that the cluster's projects ensure that ALL members of affected populations have equal access to services and that targeted action to advance gender equality is based on a gender and age analysis. This makes projects and programmes more effective. Gender codes uploaded onto the global Online Project System (OPS) and Financial Tracking Service (FTS), also help to ensure that donors are better placed to identify high quality, gender and age-sensitive projects. Designing and implementing a project that achieves a gender code 2a or 2b can enhance both project performance and funding potential.

## GENDER EQUALITY IN THE PROJECT SHEETS

| IASC  GENDER MARKER | |
|---|---|
| **GENDER CODE 2A – GENDER MAINSTREAMING**<br>*Potential to contribute significantly to gender equality*<br>A **gender and age analysis** is included in the project's needs assessment and is **reflected in *one or more* of the project's activities and *one or more* of the project outcomes.** | **GENDER CODE 2B – TARGETED ACTION**<br>*Project's principal purpose is to advance gender equality*<br>**The gender analysis in the needs assessment justifies this project in which *all* activities and *all* outcomes advance gender equality.**<br>Targeted actions are projects responding to the disadvantage, discrimination or special needs of women, girls, boys or men.<br>All **targeted actions** are based on gender and age analysis. |

| **CODE 1** |
|---|
| ***Potential to contribute in some limited way to gender equality*** |
| *There are gender dimensions in only one or two components of the project sheet: i.e. in needs assessment, activities and outcomes\*.* The project does *not* have all three: i.e.  gender and age analysis in the needs assessment, which leads to gender and age-responsive activities and related gender and age outcomes |
| *\*Where gender and age appear in outcomes only, the project is still considered gender-blind.* |
| **CODE 0** |
| ***No visible potential to contribute to gender equality*** |
| *Gender and age are not reflected anywhere* in the project sheet or only appear in the outcomes. There is risk that the project will unintentionally fail to meet the needs of some population groups and possibly even do some harm.  These projects are considered gender-blind. |

| **CODE N/A - NOT APPLICABLE** |
|---|
| *This project does not have **direct contact** with affected populations, including their employment, and does not **directly affect** or **determine the selection or use** of resources, goods or services accessed by affected populations.* |
| **CODE  NOT SPECIFIED** |
| *This project is still in development and the Gender Marker code is temporarily not specified.* |

The Gender Marker allows Cluster Vetting/Review Teams to code projects 2a/2b, 1, or 0; each code represents the degree to which the project is designed to meet the needs of various segments of the population and/or targets groups with specific needs. The gender code is based on three elements:

**Gender Analysis in NEEDS ASSESSMENT → ACTIVITIES → OUTCOMES**

**VETTING FORM**
*To code projects correctly and consistently, Cluster/Sector Vetting/Review Teams are encouraged to use the Vetting Form:*

| Gender analysis in NEEDS ASSESSMENT | Gender in ACTIVITIES | Gender in OUTCOMES | No. of Checkmarks | GENDER CODE |
|---|---|---|---|---|
| ✓ | ✓ | ✓ | 3 | 2a or 2b |
| ✓ | ✓ | - | 2 | 1 |
| - | ✓ | ✓ | 2 | 1 |
| ✓ | - | ✓ | 2 | 1 |
| ✓ | - | - | 1 | 1 |
| - | ✓ | - | 1 | 1 |
| - | - | ✓ | 1 | 0 |
| - | - | - | 0 | 0 |

# THE ADAPT & ACT-C FRAMEWORK FOR GENDER EQUALITY PROGRAMMING:

The ADAPT & ACT-C Framework is a tool for use when designing or vetting a project to integrate gender dimensions. While the order of the steps in the framework may vary, as many as possible of the steps - ideally all nine - should be taken into account in the design of projects to ensure that the services and aid they provide meet the needs and concerns of women, girls, boys and men equally.

| | FRAMEWORK FOR GENDER EQUALITY PROGRAMMING |
|---|---|
| **A** | **ANALYSE the impact of the crisis on girls, boys, women and men** and what this entails in terms of division of labour/tasks, work load and access to humanitarian assistance, and protection. |
| **D** | **DESIGN services to meet the needs of women, men, boys and girls equally.** Humanitarian actors should review the way they work to ensure that girls and boys, women and men benefit equally from their activities |
| **A** | **Make sure that women, men, boys, and girls can ACCESS services equally.** A continuous monitoring of who is involved in projects will help ensure equal access to the services provided by the projects. |
| **P** | **Ensure girls and boys, women and men PARTICIPATE equally** in the design, implementation, monitoring and evaluation of projects and programmes and that girls, boys, women and men are in decision-making positions. |
| **T** | **Ensure that girls and boys, women and men benefit equally from TRAINING or other capacity-building** initiatives offered by the project. |
| **&** | |
| **A** | **Make sure that the project takes specific ACTION to prevent risks of GBV**, especially sexual exploitation and abuse. The IASC Guidelines for Gender-based Violence Interventions in Humanitarian Settings should be used as a tool for planning and coordination. |
| **C** | **COLLECT and analyse all data concerning the affected population, disaggregating details by sex and age**; analyse and develop profiles on the different needs and realities of men, women, boys and girls and how and whether their needs are being met. |
| **T** | **Based on the gender analysis, make sure that girls, boys, women and men are TARGETED with specific actions when appropriate**. Where one group is more at-risk than others, for example, to sexual violence due to their gender role in collecting firewood, water or in grazing animals, special measures should be taken to protect that group. |
| **C** | **Ensure COORDINATION** and gender mainstreaming in all areas of humanitarian work. Set up gender networks to ensure coordination and gender mainstreaming in all areas of humanitarian work. |

For more resources on the **Gender Marker** and integrating gender into humanitarian programming go to
http://www.humanitarianresponse.info/themes/gender/the-iasc-gender-marker

For the e-learning course on **"Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men"**
see www.iasc-elearning.org