Using the Gender with Age Marker -GAM-

Refugee and Migrants of Venezuela Regional Response Plan 2022

What is the Gender with Age Marker (GAM)?

The Gender with Age Marker (GAM) is a tool designed by the Inter-Agency Standing Committee for Humanitarian Coordination (IASC) [1] to improve gender-equitable programming in response to needs in humanitarian or highly complex contexts.

Why is the use of the GAM important in RMRP planning?

In addition to responding to the principles established in several international frameworks such as the New York Declaration for Refugees and Migrants (2016) or the Global Compact for Safe, Orderly and Regular Migration (2018), the GAM *is a standardized tool to design and implement better projects and to develop capacities for gender mainstreaming, including age and disability.* It is also the only quantitative source of global data that allows the RMRP to have an overall report on its progress in this regard.

The GAM **encourages planning, implementing, and monitoring plans and projects to reflect on the specific needs of the population based on gender, age and/or disability,** and to identify whether the proposed assistance is relevant, responsive, and adapted to the needs and priorities of all population groups.

How does the GAM work?

It is an **online questionnaire** that helps identify needs with a differential view in order to design a more effective response. Based on the information filled in by organizations in the questionnaire, a **score from 0 to 4** is automatically generated indicating:

4: actions are intended to contribute to gender equality across all age groups and/or persons with disabilities;

3: actions intend to contribute to gender equality, but without attention to age groups and/or persons with disabilities;

2: actions intend to address age and/or disability differences, but without attention to gender equality;

1: the actions do not respond to gender, age or disability differences; nor do they address the different needs of specific groups of interest; and

---

[1] For further information on the IASC: *https://interagencystandingcommittee.org/*

0: the proposal does not incorporate actions.

This tool can be used for project or program design, but also for monitoring. **The RMRP 2022 only addresses design-related elements**. In this way, organizations can identify whether the set of proposed actions incorporates gender equality with age; for example, whether they considered reports, documents, needs assessments that provide differential information.

Below you will find **instructions to apply the Gender with Age Marker**, as well as key considerations and a step-by-step guide. It is recommended to fill out the questionnaire together with your team.

General considerations:

- Please use this guide or the online test-mode to familiarize with the marker.
- Although the word "project" appears throughout the application, the information refers to the entire set of activities that your organization will carry out under the RMRP 2022, even if they belong to different sectors or projects within your organization.
- The questionnaire will guide you through the pages to be filled in. Include the general information requested, answer the multiple-choice questions to describe the set of actions you will carry out, and select the gender, age and/or disability groups you will be working with.
- At the end, you will be provided with the General GAM Code (a number from 0 to 4) and a reference number (e.g. G855221724). Please copy these numbers somewhere you´ll remember, since you must include them in the *"RMRP 2022 Submission form"* online questionnaire.
- The platform does not work with Internet Explorer browser. Please use Chrome or Firefox.
- At moment, the questionnaire is only available in English.
- If you close before submitting the form (and obtaining the GAM code), you will lose the information you have filled in.
- If you want to return to the immediately previous page, click on the "back" option.
- If you select   "Return to Beginning", you will go to the home page. You will not lose the information you have filled in.
- Do not forget to press "submit" at the end. You must see the message: "thank you for participating! You can close this window now".
- For RMRP 2022, each organization must initiate the registration of a new project.
- In case you lose or forget your GAM reference number, please send an email to *iasc-gam@un.org* with your name, organization and location.

Preparation before filling the GAM

The Gender with Age Marker (GAM) is based on twelve Gender Equality Measures (GEMs), a set of indicators on how the gender approach is incorporated in the different stages of any project. Four KEY GEMs are considered in the project design phase.

==Through key questions, the GEM scores and some suggested activities==. It is important that each organization poses these questions before completing the GAM questionnaire, as they contribute to understanding and adjusting the degree of gender equality of the RMRP submission.

Key question	GEM	Suggested actions
What information and/or data were used to design the activities of this submission?	GEM A - Gender analysis	Conduct a needs analysis based on information that addresses the differentiated needs of men, women, children, adolescents, LGBTIQ+ and/or people with disabilities.
How is this differential perspective incorporated into the proposed actions?	GEM D – Tailored activities	Based on the information obtained, it is important to adapt the activities to the needs and preferences of each group according to gender, age and disability. Targeted actions address the needs and priorities as well as the discrimination faced by specific groups of women/girls/boys/men, such as the indigenous population.
How do the populations participate in the design and review of the activities? How are their suggestions incorporated, overcoming the vision of passive recipients of aid or assistance?	GEM G – Influence on the Project	Propose different mechanisms or strategies for the identified groups of people to participate and even influence the design or review of activities.
What do we do well and what should we change?	GEM J - Benefits	Create a mechanism to inform if 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.

Useful links

Check the *GAM website* for support materials:

- *Overview*
- *Gender Equality Measures (GEMs) summary*
- *What's new in the GAM?*
- *Sector Tip Sheet* (support for applying the GAM in each sector of R4V)

Detailed instructions: Step-by-step instructions complete the GAM

Click: *https://ee.humanitarianresponse.info/single/CmMi32GF*

1. Registration

➤ Select the option: "I'm registering a new project and I don't have a reference number".

➤ "Test or practice only" you can use this option to become familiar with the platform.

2. Registration of the person completing GAM

➤ Select the design phase (this is the only option available).

➤ Fill in the data of the person completing the information:
- Name
- Job title
- Email address

➤ You can include additional email addresses (optional).

3. Project details

> ➢ By clicking on the triangles, open each of the points to fill in the project details:

3.1. Basic information
3.2. Sectors
3.3. Donors
3.4. GAM relevance

IASC Gender with Age Marker

▼ **Project Details**

➤ » **Basic Information**

▷ » **Sectors**

▷ » **Donors**

▷ » **GAM relevance**

3.1. Basic information

IASC Gender with Age Marker

▼ **Project Details**

▼ » **Basic Information**

> ➢ Select your agency type.

*Agency type

Other

> ➢ Select your agency name. If it is not in the list, click "Other (not listed)" and a box will be displayed to type the name in it.

*Agency name

Other (not listed)

*Agency name - specify other:

Sdadkjnasd fdsksdaflkdsa

*Project name

RMRP 2022

> ➢ Write "RMRP" in "Project name".

*Project years
Select all years in which the project will be implemented

☐ 2016 ☐ 2017 ☐ 2018 ☐ 2019 ☐ 2020 ☐ 2021
☑ 2022 ☐ 2023 ☐ 2024 ☐ 2025 ☐ 2026

> ➢ Select the year 2022.

*Project country
If multiple countries, select principal country

ninguno seleccionado

> ➢ Select the country.

3.2. Sectors

➢ Select all the sectors that apply to the activities your agency will undertake. You can choose multiple options.

» Sectors

*Select sectors/clusters
Select all that apply to the project

- ☐ Accountability / Communicating with Communities
- ☐ Agriculture
- ☐ Camp Coordination / Management (CCCM)
- ☐ Early Recovery
- ☐ Education
- ☐ Emergency Telecommunications
- ☐ Energy
- ☐ Food Security
- ☐ Health
- ☐ Reproductive Health
- ☐ MHPSS
- ☐ Coordination / Common Services / Assessment
- ☐ Livelihoods / Income generation
- ☐ Logistics
- ☐ Multi-purpose cash (only)
- ☐ NFIs
- ☐ Nutrition
- ☐ Peace-building / Justice / Legal Aid
- ☐ Protection (including PSEA)
- ☐ Child Protection
- ☐ Gender-Based Violence
- ☐ Housing Land & Property
- ☐ Mine Action
- ☐ Risk reduction / resilience
- ☐ Shelter
- ☐ WASH
- ☐ Other

3.3. Donors

➢ You can select the donor country or donors (you can select several) funding your activities (optional).

➢ In case you do not find it in the list, you can choose "Other (not listed)"; a box will open where you can type its name/s.

» Donors

Is there a donor you would like to be able to access this GAM information?

Other (not listed) ▼

*Specify other:

sdfadsfdasdf

⚠️ This section is <u>not</u> mandatory information. Even if you don´t fill in information, the system will enable you to continue.

3.4. GAM relevance

➤ If you consider that the gender approach with age is **not** relevant in your RMRP 2022 activities submission, you must check all 3 boxes and "next".

➤ In this way, the system automatically finishes the process and issues this message: **GAM Code: N/A**

» GAM relevance

If you believe that gender/age/disability are not relevant or applicable to your activities, please confirm:

☐ The project has no contact with affected people
☐ The project has no influence on the selection of goods and services
☐ The project has no influence on how goods and services are delivered

→ Siguiente

Volver

↩ Volver al principio | Ir al final →|

⚠️ If you consider that the gender approach with age has any relevance to your submission, please **leave these boxes blank** and choose the option "next" / "siguiente".

4. Gender analysis: What do we know?

➤ Describe in less than 150 words the gender, age and/or other inequalities in this context: who is disadvantaged and why?

➤ If you incorporated any needs analysis (even from an agency other than your own) for the design of RMRP 2022 submission activities, choose whether you addressed (**you can choose from several options**):

    - gender,

    - age,

    - disability,

    - only identifies needs,

    - no needs analysis yet.

Design Phase | Needs Analysis

» GEM A: Analysis

*Briefly describe gender, age and/or other inequality in this context: who is disadvantaged and why? (Do not write about your policy or project plans)
less than 150 words

*There is a written analysis in the proposal which discusses the needs and/or issues facing different groups based on:
Please select all that apply

☑ Gender
☐ Age
☐ Disability
☐ The analysis presents overall needs only, without analysis of roles/issues faced by different groups
☐ No needs analysis yet

*The analysis considers the situation of LGBTI / other gender groups
Groups with diverse sexual orientation, gender identity, gender expression, and/or sex characteristics

○ Yes
○ No

*The analysis is particularly concerned about the situation of the following gender group(s):
Please select all that apply

☐ Females
☐ Males
☐ ALL gender groups

4. Gender analysis: What do we know?

- ➢ If the needs assessment includes the "**gender**" dimension, when you check this option, 2 other windows are displayed:

  - If the analysis considers the situation of LGBTI+.
  - Whether the analysis had a particular focus on women, men, or all genders.

- ➢ If you choose option 4, you must also choose the "**gender**" option.

▼ Design Phase | Needs Analysis

▼ » GEM A: Analysis

*Briefly describe gender, age and/or other inequality in this context: who is disadvantaged and why? (Do not write about your policy or project plans)
less than 150 words

*There is a written analysis in the proposal which discusses the needs and/or issues facing different groups based on:
Please select all that apply

- ☑ Gender
- ☐ Age
- ☐ Disability
- ☐ The analysis presents overall needs only, without analysis of roles/issues faced by different groups
- ☐ No needs analysis yet

*The analysis considers the situation of LGBTI / other gender groups
Groups with diverse sexual orientation, gender identity, gender expression, and/or sex characteristics

- ○ Yes
- ○ No

*The analysis is particularly concerned about the situation of the following gender group(s):
Please select all that apply

- ☐ Females
- ☐ Males
- ☐ ALL gender groups

4. Gender analysis: What do we know?

- ➢ If the needs assessment includes the dimension "**age**", when you check this option, a window displays, and you must choose the age group it is based on:

  - Young children,
  - Children,
  - Adolescents,
  - Young adults,
  - Middle-aged adults,
  - Older adults,
  - All age groups.

*Briefly describe gender, age and/or other inequality in this context: who is disadvantaged and why? (Do not write about your policy or project plans)
less than 150 words

dfadsfsadfsaf   ①

*There is a written analysis in the proposal which discusses the needs and/or issues facing different groups based on:
Please select all that apply

- ☐ Gender
- ☑ Age
- ☐ Disability
- ☐ The analysis presents overall needs only, without analysis of roles/issues faced by different groups
- ☐ No needs analysis yet

*The analysis is particularly concerned about the situation of the following age group(s):
Please select all that apply

- ☐ Young children
- ☐ Children
- ☐ Adolescents
- ☐ Young adults
- ☐ Middle-aged adults
- ☐ Older adults
- ☐ ALL age groups

➔ Siguiente

4.2. Gender analysis: What do we know?

➢ If you select the third option ("disability"), a multiple-choice menu will be displayed in which you must indicate the population groups with disabilities.

➢ If you select the fourth or fifth option, no menu will be displayed.

*There is a written analysis in the proposal which discusses the needs and/or issues facing different groups based on:
Please select all that apply

☐ Gender
☐ Age
☑ Disability
☐ The analysis presents overall needs only, without analysis of roles/issues faced by different groups
☐ No needs analysis yet

*The analysis is particularly concerned about the situation of the following group(s) with disabilities:
Please select all that apply

☐ People with disabilities, but gender not specified
☐ Females with disabilities
☐ Males with disabilities
☐ ALL gender groups with disabilities

![MGE logo]

5. Tailored assistance: tailored activities/ how do we do it?

➢ If you select option 1 ("gender") a menu of options will be displayed in which you must indicate the gender groups to which the activities are adapted.

➢ Indicate whether the proposed activities seek to transform gender roles/relationships.

➢ In less than 150 words explain how the activities are adapted to reach the selected groups.

IASC Gender with Age Marker

▼ **Design Phase | Adapted Assistance**

▼ **» GEM D: Tailoring**

*The proposed assistance will be tailored based on:
Please select all that apply

☑ Gender
☐ Age
☐ Disability
☐ Project is solely focused on / intended to address gender-based discrimination
☐ The assistance is standard, the same for all

*Assistance will be tailored based on the needs and/or concerns of the following gender group(s):
Please select all that apply

☐ Females
☐ Males
☐ ALL gender groups

*Do the activities aim to modify or change gender roles and/or relations?

○ Yes
○ No / not yet

FOR REFLECTION: Discuss how assistance will be tailored to reach groups of concern identified in the above analysis. Recording your response is recommended for reference in monitoring.
less than 150 words

5.1. Tailored assistance: tailored activities/How do we do it?

IASC Gender with Age Marker

▼ **Design Phase | Adapted Assistance**

▼ » GEM D: Tailoring

*The proposed assistance will be tailored based on:
Please select all that apply

☐ Gender
☑ Age
☑ Disability
☐ Project is solely focused on / intended to address gender-based discrimination
☐ The assistance is standard, the same for all

➢ If you select options 2 and 3, a menu of options will be displayed in which you must indicate the age groups and population with disabilities to which the activities are adapted.

*Assistance will be tailored based on the needs and/or concerns of the following age group(s):
Please select all that apply

☐ Young children
☑ Children
☐ Adolescents
☐ Young adults
☐ Middle-aged adults
☐ Older adults
☐ ALL age groups

➢

*Assistance will be tailored based on the needs and/or concerns of the following group(s) with disabilities:
Please select all that apply

☐ People with disabilities, but gender not specified
☐ Females with disabilities
☑ Males with disabilities
☐ ALL gender groups with disabilities

➢ In less than 150 words explain how the activities are adapted to reach the selected groups.

FOR REFLECTION: Discuss how assistance will be tailored to reach groups of concern identified in the above analysis. Recording your response is recommended for reference in monitoring.
less than 150 words

fsadfgds

➢ To continue choose "next" ("siguiente").

→ Siguiente

Volver

6. Appropriate participation: Do we work together?

IASC Gender with Age Marker

▼ **Design Phase | Adequate Participation**

▼ » GEM G: Influence (Participation)

*The proposal documents how affected people will participate in and influence the following processes of project management:
Please select all that apply

☑ Assessing needs
☑ Designing activities
☑ Delivering assistance
☐ Monitoring and revising projects
☐ Not involved in project management

➢ Select how the activities submitted will facilitate the participation of the population during their implementation: assessing needs, designing activities, delivering assistance, monitoring and revising projects, or not involved.

*The following gender groups will directly influence project management:
Please select all that apply

☐ Females
☐ Males
☐ ALL gender groups
☐ Gender not considered

*The following age groups will directly influence project management:
Please select all that apply

☐ Young children
☐ Children
☐ Adolescents
☐ Young adults
☐ Middle-aged adults
☐ Older adults
☐ ALL age groups
☐ Age not considered

➢ From option 1 to 4, a menu will be displayed to indicate the age and population groups.

*Is it planned that people with disabilities will directly influence the management of this project?

○ Yes
○ No / not yet

➢ Describe in less than 150 words how affected people will be involved and influenced.

FOR REFLECTION: Discuss how different groups of affected people will participate in and influence the project. Recording your response is recommended for reference in monitoring.
less than 150 words

7. Review / Benefits:
What are we doing well and what should we change?

➢ According to the indicators in your submission, you can select options 1 and 2 simultaneously, and a menu of options will be displayed in which you should indicate gender and age groups.

➢ Describe in less than 150 words how the benefits will be reported/ identified according to the identified groups.

➢ When finished, select "next" ("siguiente").

IASC Gender with Age Marker

▼ Design Phase | Review

▼ » Key GEM J: Benefits

*The proposal contains at least one indicator that will measure benefits for people in need:
Please select all that apply

☑ At least one indicator will measure whether needs are met
☑ At least one indicator will measure whether activities are delivered
☐ Indicators are not related to the needs or activities
☐ There are no indicators

*At least one indicator will be disaggregated by different groups based on:
Please select all that apply

☐ Gender
☐ Age
☐ Disability
☐ No indicators are disaggregated by any of these groups

FOR REFLECTION: Discuss how benefits for groups of concern identified in the analysis (GEM A) will be reported. Recording your response is recommended for reference in monitoring.
less than 150 words

➔ Siguiente

8. Results

➢ The platform will generate the corresponding score for each of the 4 GEMs and the overall GAM.

➢ This is the GAM code to be included in the RMRP 2022 submission.

➢ Choose "next" to obtain the reference number.

IASC Gender with Age Marker

▼ **Results**

Please refer to information sheets and the website for details on how the GAM code is calculated. www.iascgenderwithagemarker.com

▼ » Design Phase

GEM A (Analysis) Code: 2

The programming action intends to address age and/or disability differences, but not gender

GEM D (Tailoring) Code: 2

The programming action intends to address age and/or disability differences, but not gender

GEM G (Influence) Code: 4

The programming action intends to address gender differences, deepened with age and/or disability considerations

GEM J (Benefits) Code: 4

The programming action intends to address gender differences, deepened with age and/or disability considerations

▼ » Overall GAM code for this phase

GAM Code: 2 (M)

The project addresses age differences and/or disabilities but without full attention to gender equality

➔ Next

9. Reference number

➢ The platform will automatically give you a reference number to include in the RMRP 2022.

➢ **Don't forget to choose "submit" to finish your process**. Without this step your proposal is NOT registered on the GAM platform.

End of questionnaire.

In case you need support on how to fill out the MGE, please contact Zayda Gomez at *zayda.gomez@unwomen.org* oR Carolina Tejada carolina.tejada@unwomen.org and in the subject line write: GAM Help.