

Guidance on cross-cutting issues

1. **Protection mainstreaming**
2. **Gender in Humanitarian Action**, incl. GAM orientation
3. **Age and disability inclusion**
4. **Accountability to Affected Populations (AAP)**
5. **Prevention of Sexual Exploitation and Abuse**, incl. membership in PSEA Network
6. **Emergency preparedness & response (EPR)**, incl. DRR/DRM
7. **Environmental issues/climate change**
8. **Cash programming**
9. **Youth programming**

The IASC Gender with Age Marker (GAM)

The GAM is a self-assessment tool used during the **design and monitoring phases** of humanitarian projects. It helps users to design and implement inclusive programs that respond to gender, age, and disability-related differences.

**Each project must
need to include
Gender with Age
Marker (GAM) code
and reference number**

Gender Responsive Humanitarian Programming

Aim

Design, implement, and monitor humanitarian programs that are gender-, age-, and disability-responsive, ensuring inclusive and equitable outcomes for all.

Objectives

Ensure that all humanitarian interventions within the Rohingya Refugee Response are:

Relevant to the **distinct** needs and experiences of women, girls, men, boys, and gender-diverse individuals across all age groups and abilities.

Responsive to the capacities, vulnerabilities, and roles of affected populations, especially those marginalized due to gender, age, or disability.

Accountable through participatory processes, feedback mechanisms, and transparent monitoring that reflect the voices and influence of diverse community members.

Gender Responsive Humanitarian Programming

Intersectional Inclusion:

Recognize and address the overlapping vulnerabilities and strengths related to gender, age, and disability.

Gender Analysis & SADD:

Use sex-, age, and disability-disaggregated data to inform needs assessments and program design.

Guiding Principles

Tailored Activities:

Adapt assistance to meet the differentiated needs of all groups, including LGBTIQ+ persons and those with disabilities.

Protection & Participation:

Ensure safety from GBV and promote meaningful participation in all stages of the project cycle.

Monitoring & Learning:

Apply the GAM as both a design and monitoring tool to assess and improve gender responsiveness and inclusivity.

Gender with Age Marker (GAM) Program Elements

10 essential elements of any humanitarian or development program

FINAL PROGRAM ELEMENTS / GENDER EQUALITY MEASURES REVIEWED BY THE GAM:

| Key GEMs | Supporting GEMs | |
|------------------------------|------------------------------|-----------------------------------|
| A. Gender Analysis | B. Disaggregated Access data | |
| D. Tailored Activities | E. Gender-based Violence | |
| G. Influence (Participation) | H. Feedback & Complaints | I. Communicating with Communities |
| J. Benefits | K. Satisfaction | L. Problems |

Gender with Age Marker (GAM) Coding Definitions

NEW CODING DEFINITIONS:

| Code | Gender Mainstreaming Targets everyone (M) | Targeted Action For Gender Equality (T) | Not Applicable |
|------|---|---|---|
| 4 | Intends to contribute to gender equality, including across age groups AND/OR people with disabilities | Main programme purpose is increasing gender equality, including across age groups AND/OR for people with disabilities | |
| 3 | Intends to contribute to gender equality, but without attention to age groups AND/OR people with disabilities | Focused on promoting gender equality, but without attention to age groups or people with disabilities | Does not engage with or affect people in need |
| 2 | No attention to gender equality, though intending to address age AND/OR disability differences | Intends to address differences of age AND/OR for people with disabilities, but lacks attention to gender | |
| 1 | Does not respond to differences based on gender, age or disability; does not consistently pay attention to specific groups of concern | Does not consistently respond to differences based on gender, age or disability | |
| 0 | Does not systematically link programming actions | | |

GAM step by step

v3.11



▼ Training

*** Is your current use of this tool for testing or practice purposes only?**

- ☐ TEST OR PRACTICE ONLY
- ☒ This is an actual project or proposal

▼ Project Phase

*** Select project phase:**

Are you designing a proposed project, or monitoring an existing project?

- ☐ Design phase
- ☐ Monitoring phase

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▼ Design Phase | Needs Analysis

▼ » GEM A: Analysis

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

less than 150 words



*** There is a written needs analysis in the proposal which discusses:**

Please select the most accurate one

- ☐ The needs of different groups in the affected population
- ☐ The needs, issues and barriers faced by different groups in the affected population
- ☐ No needs analysis yet

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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

*** Briefly describe the benefits expected from activities aimed at transforming gender roles and/or relations.**

less than 150 words



This field is required

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IASC Gender with Age Marker

This note can be read out loud



▼ Project GAM Reference Number

Your Project GAM Reference Number is:

H3281-9469-5544

Please write this reference number down. You will need it to be able to access your GAM report, and to be able to complete the monitoring phase of the GAM tool when you are implementing your project.

▼ Submission

Thank you for completing the IASC Gender with Age Marker (GAM). Remember that the GAM should be completed both as part of the design of the proposed project, and as part of the monitoring of the project during its implementation. Please submit this form in order to save it.

✓ Submit

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Understand the purpose of GAM: Ensure gender, age and disability inclusion.

Know the code system: Aim for a code of 4 by fully integrating gender, age and disability.

Select the correct submission type: Choose “Actual Project” and “design phase” for reals submission.

Important Things to Remember Before Submitting GAM

Be precise and consistent: Ensure that the answer in the GAM questionnaire align with your actual project proposal.

Save and Submit properly: Submit the GAM code, PDF, reference number with your proposal and keep the reference number.

Seek support & use a Team-based approach to capture diverse insights: Contact your sector’s gender focal point if you face any issues during the process.

ISCG supports

- GiHA WG /Sector Gender Focal Points- GAM briefing (October 30, 2025)
- Sector and Partner orientation on GAM (ongoing)
- Participation of Sector Gender Focal Points during Peer Review process is a must

Resources

GAM tool: <https://surveys-kobo.unocha.org/ljGGFawE>

Background: [**The IASC Gender with Age Marker**](#)

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