

Gender In Humanitarian Action Working Group Inter Sectoral Coordination Group (ISCG)

Monthly Meeting
30 October 2025

03:30 am- 05:00 pm
ISCG Conference Room

	Agenda	Time
1.	Introduction <ul style="list-style-type: none"> • Welcoming 	5 min
2.	Discussion on GAM orientation	45 min
3.	16 DOA	15 min
4.	Follow-up on GiHA Survey	10 min
5.	ISNA 2025 analysis sharing	10 min
6.	AOB	5 min

1. Introduction

ORIENTATION ON GENDER RESPONSIVE HUMANITARIAN PROGRAMING - JRP 2026 Gender with Age Marker (GAM)

**Gender In Humanitarian Action
Inter Sectoral Coordination Group (ISCG)**

What are the key initiatives taken to address the gender concerns in this response?

Source: <https://www.unicef.org/rosa/sites/unicef.org/rosa/files/2018-12/Gender%20Toolkit%20Integrating%20Gender%20in%20Programming%20for%20Every%20Child%20UNICEF%20South%20Asia%202018.pdf>

Key components to achieve gender equality



Positively rebuilding norms, values and attitudes.



Increasing awareness and education about the costs of gender inequality and the hidden ways that it adversely affects everyone in society.



Reviewing and amending laws and policies to be equitable and inclusive.

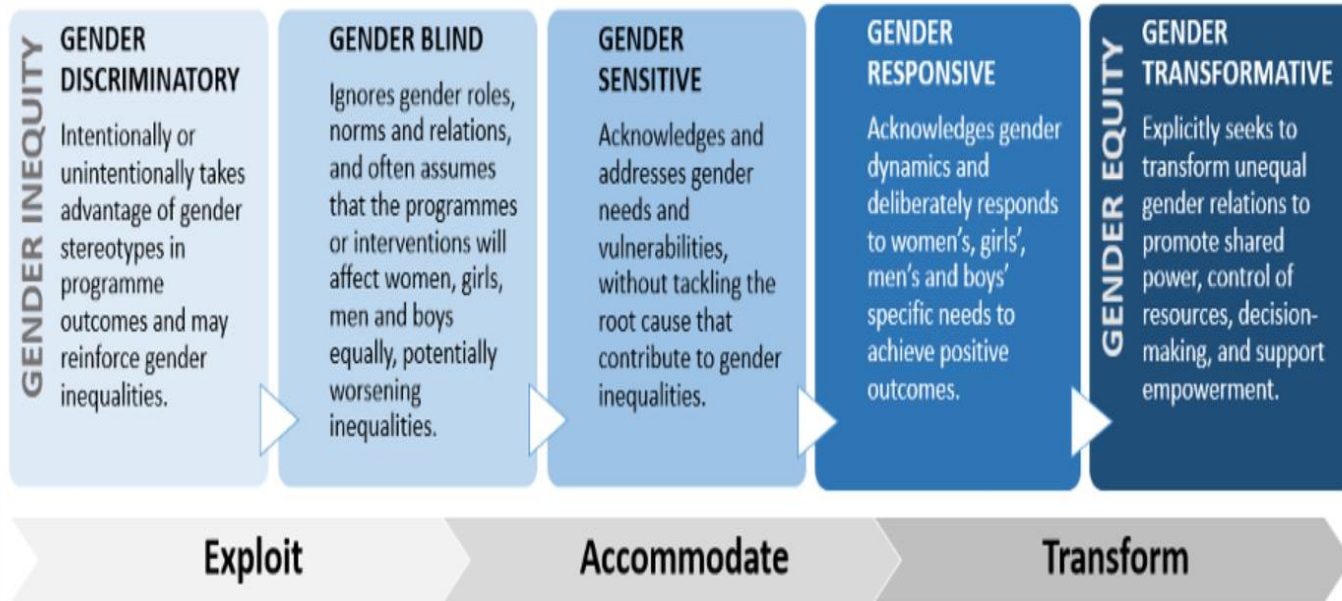


Transforming institutions and institutional practices that perpetuate gender-based power structures, discrimination and barriers including everything from hiring practices, educational curricula to decision-making processes at national and community levels.



Breaking down gendered divisions of labour that dictate what is appropriate for women, men, girls and boys to do.

Gender Responsive programming for JRP 2026: Towards transformation



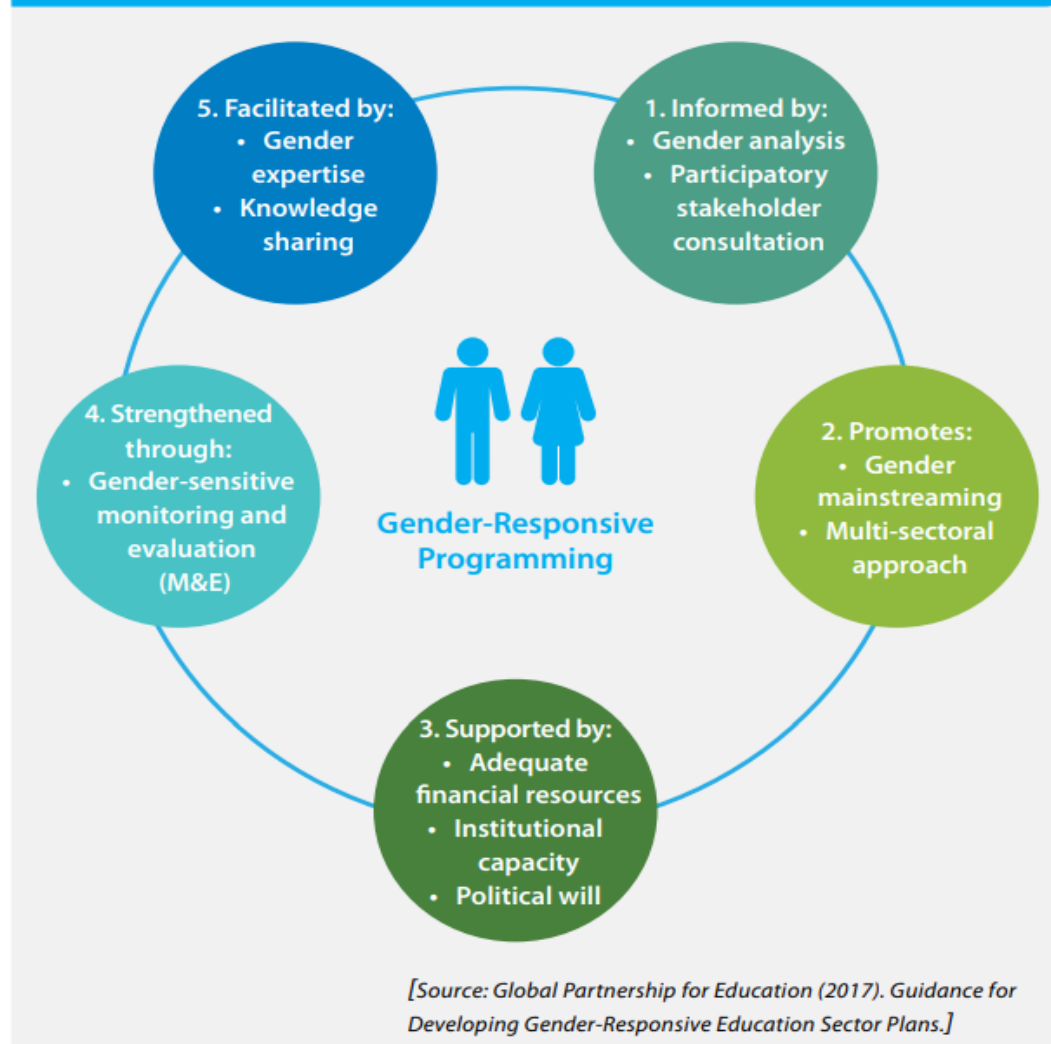
Gender responsive approaches aims to design, implement and monitor programs that respond to gender, age, disability differences & can demonstrate relevance, responsiveness, accountability to the different needs, experiences, capacities, roles of all genders of different age and disabilities in the Rohingya Refugee response.

Why?

The goal is to reach transformation

Key areas to make a program/proposal gender responsive

FRAMEWORK FOR ADDRESSING GENDER IN PROGRAMMING



While developing/planning for the proposal submission, below are the questions to respond

- **Does your program promote gender equality?**
 - If yes, what approach you are adopting to advance gender equality in and through your program/project?
- **What are the activities you are doing to mainstream gender?**
 - Any targeted actions considered as per the need of different gender?
 - Have you considered the cross-cutting issues and their linkage with your program/ project?
- **Are the activities adequately funded for implementation ?**
- **If are successfully implementing the activities, how do you know if its successful or enough to achieve the target?**
 - Are you monitoring, tracking and collecting evidence for evaluation?
 - Do you have indicators included in your proposal that track gender?
- **Do you have a gender balanced team? Not only as field organizer, but in technical, leadership and decision-making positions?**
- **To drive the gender mainstreaming at organization, partner and field level, do you have an organization and context specific gender action plan in line with your sector guidance?**
- **If the gender action plan is in place, who is leading the work? Is it a field officer or staff technical in gender?**

Gender with Age Marker (GAM): Step by step guidance for submission

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 Mainstreaming or Targeted Action?



Gender **M**ainstreaming

Provide assistance to all people in need considering and adapting the activities to fulfill the different needs, priorities, risks, and capabilities of groups of gender in their diversity (age, ethnicity, disability, sexual orientation, etc.)

E.g. Project providing emergency shelter to a community affected which consults and offers different accommodation, kits and food options adjusted for multiple forms of households, separate kits by gender, childcare services, and referral pathways and information on GBV.

Targeted Action



Actions targeted to specifically promote gender equality, address gender-based needs or discrimination, targeting those gender groups in conditions of vulnerability, at risk, facing greater barriers/challenges to access to services, and/or left behind.

E.g. Project supporting displaced and refugee women, girls, GBV survivors through cash assistance, legal and psychosocial support, and entrepreneurship financing in rural areas.

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

Key Gender Equality Measures (GEMs) in the Design Phase

- ***Gender Analysis:*** Describes the needs of different gender, age, and disability groups (GEM A).
- ***Tailored Activities:*** Adapt activities to address group-specific needs (GEM D).
- ***Influence:*** Ensure all groups participate in project design (GEM G).
- ***Benefits:*** Ensure different groups experience distinct benefits (GEM J).

Supporting GEMs in the Monitoring Phase

- ***Disaggregated Data:*** Collect and use data disaggregated by sex, age, and disability (GEM B).
- ***Protection from GBV:*** Ensure actions address or prevent GBV risks (GEM E).
- ***Feedback & Complaints:*** Establish safe and accessible feedback processes (GEM H).
- ***Communicating with Communities:*** People get information they need (GEM I)
- ***Satisfaction:*** Measure how different groups are satisfied with project outcomes (GEM K).
- ***Problems:*** Problems are known and addressed (GEM L)

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		

Gender with Age Marker (GAM) Coding Definitions

Code	Programme focus Gender Mainstreaming / Targeted Action
4	Gender + age and/or disability (GAD)
3	Only gender
2	Only age and/or disability
1	No GAD or inconsistent
0	No action

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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IASC Gender with Age Marker

▼ 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

This field is required

* **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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IASC Gender with Age Marker

▼ Design Phase | Adapted Assistance

▼ » GEM D: Tailoring

* **The proposed assistance will be tailored to address:**

Please select the most accurate one

- ☐ The needs of different groups in the affected population
- ☐ The different needs, issues and barriers faced by different groups in the affected population
- ☐ Project is solely focused on / intended to address gender-based discrimination
- ☐ The assistance is standard, the same for all

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IASC Gender with Age Marker

▼ Design Phase | Adapted Assistance

▼ » GEM D: Tailoring

***The proposed assistance will be tailored to address:**

Please select the most accurate one

- ☐ The needs of different groups in the affected population
- ☒ The different needs, issues and barriers faced by different groups in the affected population
- ☐ 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
- ☐ Gender not considered

***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

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

***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
- ☐ Disability not considered

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

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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

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

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 Choose Language English  

IASC Gender with Age Marker

This note can be read out loud

 image

▼ 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.



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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**](#)

Contact: Mehbuba Jabin, GiHA Coordinator, ISCG - mehbuba@iscgcxb.org - 01313475760