

Using the Gender with Age Marker -GAM-

Refugee and Migrants of Venezuela Regional Response Plan 2023-2024

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;

¹ For further information on the IASC: <https://interagencystandingcommittee.org/>

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

0: the proposal does not incorporate actions.

This tool can be used for project or program design, but also for monitoring. The RMRP 2023-2024 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 2023-2024, 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 2023-2024 Submission form*" online questionnaire.
- The platform does not work with Internet Explorer browser. [Please use Chrome or Firefox](#).
- At moment, the questionnaire is available in English and Spanish.
- 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 2023-2024, 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 iascgam@un.org with your name, organization and location. This process may take several working days, so **we recommend you to be very careful** and take note or a screenshot of the Code and the reference number. You need both numbers to complete the process.

Preparation before filling out the GAM

The GAM has been designed taking into account the Gender Equality Measures (GEM), a set of indicators that, based on four (4) key questions, allows to recognize how the gender approach is mainstreamed in the different stages of the design of any project.

Each question is presented below with its GEM 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 for filling out the GAM

Click: <https://ee.humanitarianresponse.info/single/CmMi32GF>

1. Registration

Select the option “This is an actual project” to start the registration. If you want to become familiar with the platform, select “Test or practice only”

Select “**Design phase**”

“Select No if it’s the first time you register the project for RMRP 2023-2024

GAM GENDER WITH AGE MARKER
IMPROVING HUMANITARIAN EFFECTIVENESS

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

*Have you completed the design phase for this particular project before?

You can use the tool multiple times when you are designing or monitoring your progress

Yes

No

→ Next

2. Registration of the person completing the GAM

Fill in the data of the person completing the information:

- Name
- Job title
- Email address

If you want, you can add additional email addresses.

» Person completing GAM

*Name

*Job title

*Email address

» Additional contacts

To ensure that someone can be contacted throughout the duration of the project even if you are no longer involved, please enter up to two additional contact email addresses:

Additional email address 1

Additional email address 2

3. Basic information

Select your **agency type**.

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.

Write "**RMRP 2023-2024**" in "**Project name**".

Select the year **2023** and **2024**.

Select the country, in case the project is multicountry, **select the main one**.

▼ Project Details

» Basic Information

*Agency type

*Agency name

*Project name

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

2018 2019 2020 2021 2022 2023
 2024 2025 2026

*Project country
If multiple countries, select principal country

3.1 Sectors

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

» Sectors

*Select the primary cluster(s)/sector(s) of 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

3.2 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.



This section is not mandatory information. Even if you don't fill in information, the system will enable you to continue

» Donors

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

2 selected

*Specify other:

3.3 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



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”.

» 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

→ Next

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?**



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

If you took into account any needs assessment (your own or others) for the design of the RMRP 2023-24 project activities, please choose 1 out of the 3 options presented.



* 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

If you select the first or the second, another question will appear:

Choose whether the needs analysis focuses on one gender, all or none.



* The analysis is particularly concerned about the situation of the following gender group(s):

Please select all that apply

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

If you choose “females”, “males” or “all gender groups”, another question will appear.

Choose whether the analysis collects information on LGBTIQ+ people.



***The analysis considers the situation of LGBTI / other gender groups**

People with diverse sexual orientation, gender identity, gender expression, and/or sex characteristics

- Yes
- No / not yet

Choose whether the analysis focuses on any particular age range, all or none.



***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
- Age not considered

Choose whether the analysis considers the situation of people with disabilities, taking into account gender differences or not.



***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
- Disability not considered

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

Select whether the RMRP 2023-24 project activities are tailored to the needs of different population groups, tailored to specific barriers and/or problems, responsive to specific gender gaps, or standard. **Choose 1 out of the 4 options presented.**



▼ 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

Then choose whether the answer will be adapted to **specific genders** (possibility to check more than one).



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

Please select all that apply

- Females
- Males
- LGBTI / other gender
- ALL gender groups
- Gender not considered

Select **whether the RMRP 2023-24 project activities are adapted to specific age ranges** (Possibility to check more than one).



*** 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
- Age not considered

Select **whether the activities of the RMRP 2023-24 project are adapted to the situation of people with disabilities**, taking into account gender differences or not.



*** 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
- LGBTI / other gender with disabilities
- ALL gender groups with disabilities
- Disability not considered

Select **whether the activities are gender transformative or not.**



*** 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

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





→ Next


6. Adequate participation: Do we work together?

Choose the phase(s) of the project in which the beneficiaries are involved. 

Choose which gender groups are involved in project management. 

Choose which age groups are involved in project management. 

Select whether people with disabilities will be involved in project management or not. 

Describe in less than 150 words how affected people will influence and participate in the project. 

▼ 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

*The following gender group(s) will directly influence project management:

Please select all that apply

- Females
- Males
- LGBTI / other gender
- ALL gender groups
- Gender not considered

*The following age group(s) 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

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

- Yes
- No / not yet

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. Benefits

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.

If you select gender, age and/or disability, three more questions will appear:

Select the **gender groups of the indicator**

Select the **age groups of the indicator**

Select to what extend the indicator is disaggregated by **disability:**

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

Design Phase | Review

» 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

***At least one indicator will be disaggregated by the following gender group(s):**

Please select all that apply

- Females
- Males
- LGBTI / other gender
- ALL gender groups

***At least one indicator will be disaggregated by the following age group(s):**

Please select all that apply

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

***At least one indicator will be disaggregated by the following group(s) with disabilities:**

Please select all that apply

- People with disabilities, but gender not specified
- Females with disabilities
- Males with disabilities
- LGBTI / other gender with disabilities
- ALL gender groups with disabilities

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

Describe in less than 150 words **the benefits expected in terms of transforming gender discriminations.**



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

less than 150 words

→ Next

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 2023-24 submission.



Choose "next" to obtain the reference number.



▼ 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: 4

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

GEM D (Tailoring) Code: 4

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

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 does not intend to address gender, age and/or disability differences

» Overall GAM code for this phase

GAM Code: 4 (M)

The project intends to contribute to gender equality, including across age and/or disability groups

→ Next

Rank

8. Reference number

IASC Gender with Age Marker



▼ Project GAM Reference Number

Your Project GAM Reference Number is:

H6917-9283-8263

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.

The platform will automatically give you a reference number to include in the RMRP 2023-24.



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



✓ Submit

End of questionnaire.

Q&A

1. What is the link to the GAM form?

The link is as follows: <https://ee.humanitarianresponse.info/single/CmMi32GF>

2. Whose name, surname and email should it be registered?

It can be of the technical person who is filling in the information or of another person of the team.

3. Is it mandatory to fill in the GAM to be part of the RMRP 2023-2024?

Yes, it is mandatory.

4. Does the GAM form have to be completed before or after submitting the RMRP 2023-24 Activity Excel?

Not necessarily, but we recommend doing it before as it allows for reflection on how the activities are planned.

5. Is it mandatory to fill out the monitoring form afterwards?

The GAM tool can be applied during the monitoring phase, but for the moment it is optional, it is not a requirement yet.

6. If a R4V member works in more than one country, is it possible to include it?

At the moment the tool does not allow to select more than one country. If you work in more than one country, we recommend selecting the country where you have the most activities.

7. If I have operations in more than one country, in multiple projects, do I have to fill in more than one GAM marker?

No, it is sufficient to fill in the GAM marker only once. The information will come from a single project or in general.

8. If my organization does not appear in the list of international or national/local organizations, what do I do?

If the organization does not appear in the predefined list you should choose "other" and then write the name of the organization below.

9. What are the age ranges in the age group selection options?

Young children (0-4); Children (5-12); Adolescents (13-17); Young adults (18-29); Middle-aged adults (30-59); Older adults (60 -).

10. What will R4V do with the data collected?

It is very important for R4V to collect information on how the intersectional gender approach is being applied and the GAM marker is key to this objective. Data will be analyzed in order to better support the humanitarian response and strengthen the gender perspective mainstreaming.

11. Will R4V partners get the information from their own scoreboard?

No. Members will only access the GAM code and reference number. They will not receive the information from the form they fill out. However, they can save the information they generate for their internal use.

12. Will I receive the GAM marker information in my e-mail?

No. It is essential to pay attention to the results and either take a screenshot or write it down separately because the results are not sent afterwards.

13. Will I be asked to attach supporting documents to verify the answers?

No, you will not have to attach needs analysis or other documents on which your answers are based.

14. Is there a pdf with all the GAM questions to practice with?

No, it is complex because many options only appear according to the options that have been previously marked. To familiarize yourself with the tool, there is a "TEST or PRACTICE ONLY" option that does not record the information and allows you to know the options and the information you will need to fill in.

Contacts

In case you need support on how to fill out the GAM, please contact Mar Companys Alet at mar.companys@unwomen.org or Carolina Tejada carolina.tejada@unwomen.org and in the subject line write: GAM Help.