Guidance Note for Clusters to implement the IASC Gender Marker

Creating Gender-responsive Projects
and
Tracking Gender-related Allocations
in
Humanitarian Appeals and Funding Mechanisms

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1. Purpose

The purpose of this guidance note is to assist clusters to use the IASC gender marker. The gender marker will be used to help clusters design their humanitarian projects to respond to the distinct needs and interests of women, girls, boys and men.

This guidance note provides clear user-friendly steps so clusters can:
- ➢ Integrate gender issues in their cluster/sector response plans.
- ➢ Build capacity of cluster partners to design projects that better meet the needs of women, girls, boys and men in affected populations.
- ➢ Assign a gender code to each cluster project sheet on the On-line Project System (OPS). This will allow the Financial Tracking System (FTS) to track gender-related investments in each cluster.
- ➢ Monitor implementation to ensure women, girls, boys and men participate and benefit according to the project design.

2. Target audience

This guidance note is written for clusters and their gender focal points who are the hands-on users of the gender marker.

3. The IASC Gender Marker – an introduction

There is universal acceptance that humanitarian assistance must meet the distinct needs of women, girls, boys and men to generate positive and sustainable outcomes. However, evaluations of humanitarian effectiveness show gender equality results are weak. Recent reports of the UN Secretary-General call for tracking of gender-related allocations. Security Council resolutions require it. The reality: advancing gender equality requires focused action.

The IASC Gender Marker was launched by the Sub-working Groups on Gender and on the Consolidated Appeal Process (CAP) to improve humanitarian programming and make humanitarian response more efficient. The IASC Gender Marker was piloted in 2009 in four countries. The piloting, followed by field consultations in five countries in early 2010, has resulted in the content of the Gender Marker Tool Kit[1]: a family of cluster-specific 'how to' tools for implementing the marker.

The toolkit is the primary resource for the global roll-out of the marker in 2010 as part of the preparation of the 2011 CAP and other humanitarian funding instruments. Ten selected countries will be assisted in implementing the marker by IASC GenCap advisers in 2010. Remote mentoring and e-mail

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[1] This Guidance Note, How-to-Code Tip Sheet and cluster-specific kits on how to design gender-responsive projects are available on http://gender.oneresponse.info and on the CAP page www.humanitarianappeal.net.

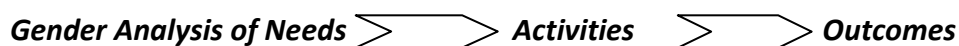support will be available to all humanitarian teams by contacting the GenCap Secretariat: gencap@un.org.

The gender marker has been designed to do much more than measure gender-related funding. The real impact of the marker is in improving the quality of humanitarian work. Capacity building is essential to ensure the code is not a cosmetic measuring exercise but results in better project design that improves the lives of targeted women, girls, boys and men.

4. What the gender marker measures

The marker is a tool that codes humanitarian projects on a 0-2 scale based on project design. A project that is designed well and intentionally addresses the needs and realities of women/girls and men/boys, has the best chance of being implemented in a way that assists all of these groups to improve their lives.

The codes tell a) whether or not a humanitarian project is designed well enough to ensure that women/girls and men/boys will benefit equally from it or b) whether the project will advance gender equality in other ways. If the project has potential to generate gender equality results, the marker predicts whether the gender results are likely to be limited or significant.

A gender code is assigned based on three critical components: 1) there is gender analysis in the **needs assessment** that provides relevant sex and age-disaggregated data and gives insight into local gender issues 2) this needs assessment is used to identify **activities** and 3) gender-related **outcomes**.

Gender Analysis of Needs ⟩⟩ *Activities* ⟩⟩ *Outcomes*

Gender Marker	Description
Gender Code 0	Gender is **not reflected** in any component of the project. There is risk that the project will unintentionally nurture existing gender inequalities or deepen them.
Gender Code 1	The project is designed to contribute in **some limited way** to gender equality. Gender dimensions are meaningfully included in only one or two of the three essential components: needs assessment, activities and outcomes.
Gender Code 2a Gender Mainstreaming	The project is designed to **contribute significantly** to gender equality. The different needs of women/girls and men/boys have been analyzed and integrated well in all three essential components: the needs assessment activities and outcomes.
Gender Code 2b Targeted Actions	The **principal purpose** of the project is to advance gender equality. The entire project either: a) Targets women or men, girls or boys who have special needs or suffer from discrimination b) Focuses all activities on building gender-specific services or more equal relations between women and men.

Not all proposed projects succeed in securing the requested funds. The gender code for each project will be inserted into the OPS. This code, along with vital project data, will appear on the FTS. Donors can access each project sheet and see the gender code. The gender codes in the FTS will show what percentage of projects each cluster designed to advance gender equality have been funded.

In addition, it will be possible to identify what percentage of projects were coded 0, 1, 2a or 2b in each cluster. The good design work a cluster does to advance gender equality will be visible. So will the gaps. Identifying gaps will assist cluster project teams to conduct relevant gender analysis and improve their projects.

The marker is equally relevant for all humanitarian appeals and funds. It is intended for use across the humanitarian sphere. Explicit references in this guidance note focus on the Consolidated Appeal Process (CAP) and the Central Emergency Response Fund (CERF) because they generate the most financial support for the largest number of countries. The CAP funding in 2009 was $6.2 billion, making it by far the largest of the humanitarian appeals. CERF funding reached $400 million which was invested in 50 countries: the second largest source of funds and reaching the greatest number of countries.

> ### Linkages with the UNDP Gender Marker
>
> The IASC gender marker in humanitarian action is a partner tool to UNDP's gender marker in development programming: both are grounded in the gender accountability work by the OECD/DAC.
>
> Practitioners who work in both humanitarian action and development will find the two markers measure the gender equality potential of projects in a very consistent way. Each has a four-point scale. Both markers award 0 to projects that are not expected to contribute to gender equality and 1 to projects with potential to only contribute in some limited way to gender equality.
>
> UNDP uses 2-3 and IASC 2a-2b to differentiate between projects that mainstream gender and projects whose principal purpose is to advance gender equality (targeted actions).
>
> IASC chose 2a-2b coding because projects that mainstream gender and targeted actions are complementary and essential: both are vital in advancing gender equality.

It is clear that mainstreaming gender equality into the CAP and CERF processes will reap the greatest gains and be a catalytic influence on other humanitarian appeals and funding mechanisms. The content of the project design sheets in the CAP and the CERF is similar to, and influences, project sheets used in the Flash Appeal and pooled funds (CHF and ERF). The same applies for special appeals for floods, drought etc.

5. Projects that advance gender equality[2]

Each cluster is accountable for advancing gender equality in its respective sector. Cluster/sector teams can achieve this by designing humanitarian projects that either mainstream gender (gender code 2a) or are targeted actions (gender code 2b).

Gender mainstreaming in a project means the distinct needs and realities of women, girls, men and boys are integrated in a meaningful way in the three critical components of a project: the needs assessment, activities and outcomes. Males and females are active participants in, and beneficiaries of, the project that meets their respective needs. These projects code 2a.

Most humanitarian projects have the potential to mainstream gender and, by doing so, will be more effective.

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[2] Gender terms are explained on http://gender.oneresponse.info.

Often women and men are not equally able to exercise their rights, responsibilities or opportunities. Inequalities can also exist between girls and boys. Some have special needs. Others face more discrimination or disadvantage than others. These inequalities may have existed before the conflict or humanitarian crisis. Crises can deepen or create inequalities. This is why targeted actions are also necessary.

There are two types of **targeted actions.** Both are based on gender analysis:

1. *Projects that target women or men, girls or boys who suffer from discrimination.*
   These projects are supported by analysis that identifies the women, girls, boys and men who have special needs or are acutely disadvantaged, discriminated against or lacking power and voice to make the most of their lives. Targeted actions aim to get rid of the barriers so all men and women, girls and boys are able to exercise their rights, responsibilities and opportunities.

2. *Projects that focus all activities on building gender-specific services, including GBV projects, or more equal relations between women and men.*
   These projects are supported by gender analysis that identifies rifts or imbalances in male-female relations that generate violence; undermine family, community or IDP/refugee harmony; or prevent peace building or effective humanitarian response.

As the primary purpose of targeted actions is to advance gender equality, the code is 2b.

The greatest progress in advancing gender equality is achieved when there is a mix of projects that mainstream gender and targeted actions. Examples of both gender mainstreamed projects and targeted actions for each cluster appear in the cluster-specific tip sheets in the IASC Gender Marker Toolkit.

6. Visibility for addressing gender based violence, including sexual violence (GBV)

The gender marker has the capacity to make the funding and results of projects preventing and responding to gender-based violence, including sexual violence (GBV) more visible. The capacity building inherent in implementing the marker also has potential to result in more effective GBV programming.

At the end of the CAP cycle, a dedicated word search and analysis will pull up projects with GBV elements and indicate whether these projects' gender results are likely to be limited (code 1) or significant (code 2a) or the principle purpose of the project (2b).

GBV is especially problematic in the context of complex emergencies and natural disasters, where civilian women and children are often targeted for abuse, and are the most vulnerable to exploitation, violence and abuse simply because of their gender, age and status in society[3]. Sexual violence in armed conflict is a crime against humanity. It is used as a weapon of war to brutalise and instil fear in the civilian population.

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[3] *IASC Guidelines for Gender-based Violence Interventions in Humanitarian Settings: Focusing on Prevention of and Response to Sexual Violence in Emergencies* (2005) p1.

The majority of GBV projects will be targeted actions which will code 2b. Projects coding 2b will be a minority of any appeal: code 2b projects can be scanned quickly to identify projects dedicated to addressing GBV.

Protection issues arise in all clusters. These include GBV concerns. There may well be some projects in each cluster that have activities which reduce the risks and vulnerabilities of affected populations to GBV. If these projects are designed well, they will mainstream gender and code 2a. One example is a health project in which one of several activities is providing care for GBV survivors. If a gender mainstreaming approach is taken, this project would code 2a: GBV and potentially other gender issues would be identified in the needs assessment and then lead to related activities and outcomes. Other examples of 2a projects could include a shelter project in which one activity is training staff and community groups on safe site and shelter planning or an early recovery project that addresses rule of law and establishes special units for dealing with cases of gender based violence.

In contrast, a project that focuses all energy and activities on GBV would code 2b. Examples include a project that focuses exclusively on training doctors in GBV case management or on establishing a multi-sectoral referral system.

7. Enhancing participation and empowerment

A project designed well enough to get a good gender code (2a or 2b) must be based on gender analysis which is the engine for ensuring gender is addressed throughout the project (gender mainstreaming). This means exploring women's as well as men's needs and the different risks they face, the various roles and activities they undertake, their coping skills and ideas on solving problems. The most reliable information on the different realities facing males and females will come from the women, girls, boys and men themselves in single-sex focus groups, by age, facilitated by a same-sex facilitator. A well-designed project will be grounded in project teams listening to the diversity of male and female voices, both young and old.

Women, girls, boys and men have immediate **"practical"** survival needs particularly in humanitarian crises. Most practical needs arise from inadequate living conditions. They include access to safe water, food, adequate housing and personal safety.

Women, girls, boys and men also have longer-term **"strategic"** needs and interests. These often focus on having choices, mobility and power to shape their own lives. Men and women, girls and boys, share some, but not all, practical and strategic needs. It is especially important to understand and respond to their *different* needs that arise from the division of labour between males and females as well as from women's subordinate position in society.

Projects that address immediate practical needs can be made much stronger if they also find ways to advance the strategic longer-term needs and interests of disadvantaged beneficiaries, especially women and girls. This is essential to advancing gender equality.

Targeted actions (code 2b) are an obvious vehicle to address strategic needs. However both practical and strategic needs can, and wherever possible should be, addressed in gender mainstreamed projects (code 2a).

8. Benefits to clusters and affected populations

The gender marker offers many benefits to the clusters and to the affected populations.

- ✓ **More gender-responsive projects**. Clusters orient their project teams in the gender marker and how to design more gender-responsive projects. Cluster-specific tip sheets have been designed for this purpose and are part of the Gender Marker Toolkit.

- ✓ **More visibility for good work in gender equality and empowerment**. Very often the work we do to ensure the distinct needs of women, girls, boys and men are met goes unnoticed and is therefore under-valued. The marker puts the spotlight on good gender-responsive project design.

- ✓ **More gender expertise in the clusters**. Cluster orientations on the gender marker, the workshops with project teams on how to integrate gender better into their projects, and the vetting team discussions to finalize a gender code for each project all present opportunities for exploring gender issues in the sector. In each of these activities cluster members explore opportunities for increasing equality and impact, share their knowledge and learn from each other. This learning should ideally be facilitated and enriched by the participation of a gender specialist.

- ✓ **More aid effectiveness and gender accountability to donors.** The marker gives evidence of the cluster's ability to plan and prioritize gender equality work. Clusters will also be able to provide donors with clearer understanding of the dynamics of achieving gender equality results. This includes more direct measurement of who receives, or is affected by, humanitarian protection and assistance. When gender equality results flow from good project design, clusters and inter-cluster teams can build stronger cases for future funding.

- ✓ **Better tracking of gender-related humanitarian investments**. Using FTS, each cluster can see its annual progress in reducing the percentage of its projects that code 0 and 1 and increasing the percentage that code 2a.

- ✓ **Easier and better gender links to development.** When clusters and inter-cluster groups use gender analysis and begin to program for greater equality in emergency response, they create opportunities for this to transition from relief to development. The building blocks are solid and in place for more sustainable development.

9. Global and country team support

At the global and country levels, several actions are underway to support clusters in effectively implementing the gender marker.

Global leadership.
At the global level the gender marker is being integrated into the training of HCs, cluster leads, CAP and CERF training of trainers. The marker is featured in the guide *How to Organize a CAP Workshop* and in the *CAP Facilitation Toolkit*. The CAP and CERF guidance notes include the marker. Databases are also integrating the gender marker: the gender code for each project will be inserted in the FTS project data

as well as in the OPS. The inter-cluster coordination group at HQ is fully on board and are making donors aware of the marker through EcoSoc and other donor fora.

Country leadership.
Humanitarian Country Teams will create a pro-active environment for advancing gender equality in their Common Humanitarian Action Plans (CHAPs). They are asked to integrate gender dimensions into the overall needs assessments and include gender equality in the CHAP strategic priorities as well as the CAP/CERF project selection criteria.

> Sri Lanka's 2009 CHAP is an example of gender equality leadership. The CHAP featured three strategic objectives. Each had gender indicators. Of the 16 country-level key indicators, half included gender dimensions. Those eight indicators are:
> - Age and sex-disaggregated percentage of IDPs and returnees having access to primary and emergency health services, adequate shelter and basic NFRI, sufficient food and other essential services (safe drinking water, sanitation and education).
> - Age and sex-disaggregated number of conflict-affected persons (including host communities and those affected economically by lack of access) receiving assistance.
> - Number of international humanitarian law and human rights violations and other protection concerns, including individual protection cases, identified, documented by age and sex and provided with appropriate protection interventions, including advocacy.
> - Number of consultations and feedback sessions with IDPs (balanced numbers of female/male) and affected communities (balanced numbers of female/male) on protection and assistance issues.
> - Age and sex-disaggregated data on IDPs and returnees available.
> - Number of participants (balanced number of female/male) attending capacity-building, training and awareness-raising programmes on protection principles including child protection, SBV, HIV/AIDS, community-based approaches, mine/UXO risk education.
> - Number of GBV cases reported and followed up disaggregated by age and sex.
> - Number of sex and age disaggregated data of IDPs who either return to their homes or voluntarily resettle and integrate into other communities.

In addition to making gender equality a CHAP priority, Humanitarian Coordinators with the support of OCHA will also:
- Introduce the marker to the HCT and the inter-cluster forum: champion the cluster capacity building that will maximize its impact.
- Appoint a Gender Marker Focal Point to oversee the roll-out of the marker in the clusters. Introduce the focal point at the inter-cluster forum.
- Assess the gender technical support that now exists to support UN agencies effectively implementing the IASC Gender Marker in humanitarian action. Advocate that cluster lead agencies provide, or facilitate others providing, senior gender technical support to their respective cluster coordinators and cluster teams. Even though the Gender Marker Toolkit has been designed to be used, if needed, where clusters do not have gender technical support, a good gender specialist can add real value to cluster operations.
- Champion the gender marker in all phases of the CAP cycle including the mid-year review (MYR). Even though the OPS field for the gender code will not be operative for the 2010 MYR, clusters will benefit by using the Gender Marker Toolkit (cluster-specific and how-to-code tip sheets etc.) to nurture gender issues being better addressed in new and revised MYR projects. If these better projects are implemented accordingly, beneficiaries will be better off. Project teams will

also 'get into the rhythm' of designing projects that a) better reflect the quality of the gender work they already do or b) are based on better gender analysis that flows into responsive activities and outcomes.

Using the gender marker is a global requirement as of the start of the 2010 preparation for the 2011 CAP and other humanitarian funding appeals/mechanisms.

- Integrate the marker into each stage of the CAP process: country guidance note; workshops and trainings; vetting criteria; and monitoring framework.
- Refine the vetting process so that the vetting panel can agree a code for each project efficiently: 1) integrate a gender code matrix into the vetting feedback sheets used by all clusters *(A template entitled 'Gender Marker insert for vetting forms' is available on* http://gender.oneresponse.info*)*
  2) during the vetting period, have the Gender Marker Focal Point on standby and contactable by cell phone to advise vetting teams if they do not reach quick consensus on the gender code for any project.
- Ensure that each project has been assigned a gender code before forwarding the funding appeal to headquarters.
- Support clusters with spot monitoring that includes monitoring to ensure projects are being implemented in line with the gender code they have been assigned. While the primary responsibility for monitoring rests with each cluster, the HC/OCHA also share a role in monitoring cluster performance.

10. Implementing the gender marker in clusters

The gender marker is a cluster tool. Clusters implement the marker using these steps:
- Cluster leads/coordinators ensure that gender equality is a priority in the Cluster Response Plan and is visible in all plan elements. It is important to ensure gender issues are identified and addressed in cluster response plans. The cluster plan provides a foundation for the design of projects and also demonstrates thorough integration of gender issues. (see section 10)
- Build capacity of cluster members and project partners to design gender-responsive projects using the Gender Marker Toolkit. Draft tools are now all available on-line at http://gencap.oneresponse.info. Use the sector-specific tip sheets and the how-to-code tip sheet so that partners can practise coding their own projects. Field experience already shows that this practice helps teams see how to strengthen the gender dimensions of their project design.

No-one wants local NGOs or other partners to put a lot of work into designing a project, then have the cluster send the project sheet back for revision because gender issues were not identified or addressed. Clusters contacted in field consultations all agreed that it is most respectful and empowering to equip partners with information on the gender code and on how to bring gender dimensions into their projects as soon as possible. This allows project teams to hold focus groups with women/girls and men/boys, properly analyze gender issues, design good projects and get a good gender code.

- Explore and facilitate links for cluster partners with a gender specialist who is familiar with the gender marker and can answer questions.
- Train the vetting team on how to assign gender codes in advance. Coding must be quick, easy and accurate during the time-pressed vetting process. Use the how-to-code tip sheet as a guide and do some practice coding.

- Provide the vetting team the cell phone number of the Gender Marker Focal Point who will be available to help resolve any coding confusion during the vetting.
- After the vetting, ensure that the feedback to the project team includes feedback on the gender code that was assigned to their project.
- Monitor project implementation to ensure that women, girls, boys and men participate and benefit according to the project design.
- Include gender issues regularly in cluster discussions.

11. Integrating gender into cluster/sector response plans

Introduce the gender marker The cluster lead or coordinator, ideally supported by a gender specialist, introduces the gender marker at a cluster meeting. The best time is when the cluster/sector response plan is being developed.

Time invested in building gender equality fully into the cluster/sector response plan earns dividends. It provides cluster partners with valuable front-end direction on how to integrate gender into projects. It also means there are no mid-process surprises. Gender becomes a clear part of the planning process.

The introduction meeting is also an opportunity to share the *recipe* for gender equality work: the ADAPT and ACT framework and other cluster-specific tools in the IASC manual. *Women, Girls, Boys and Men: Different Needs-Equal Opportunities* provides short, practical 5-7 page chapters of project design and management guidance specific to each cluster.

Mainstream gender in the cluster response plan The key entry points for integrating gender equality into cluster/sector response plans are:
- ✓ The priority needs and response strategy
- ✓ Objectives
- ✓ Indicators
- ✓ Monitoring
- ✓ Cluster prioritization criteria

'Best Practice Examples' found in http://gender.oneresponse.info demonstrate how various clusters are integrating gender equality into their cluster response plans as part of the 2010 CAPs. A brief sample is presented below.

Step 1 - Integrate gender equality into the cluster's overview of priority needs and response strategy

There are already a wide range of strategic approaches being taken by clusters to bring gender equality into their response plans. Some examples:

Cluster	Gender Equality in Priority Needs and Response
Agriculture	Livelihood interventions will be formulated through a participatory process and will encourage meaningful participation and decision-making of women whilst ensuring that their work burden is not disproportionately increased
Shelter NFI Camp	Gender considerations to ensure that the needs of men, women, boys and girls are fully considered will be incorporated into activities and carried out in coordination with protection and camp management agencies. Representative groups will be consulted on

Coordination	areas of concern such as site plans, cooking spaces, lighting for common areas and sanitation facilities and ensuring adequate privacy in camps and collective accommodation
WASH	The sector will promote gender inclusive programming, which takes into consideration the gendered responsibilities for management of water and sanitation activities. This will be assessed through identifying patterns of control, access and collection of water sources as well as the different uses of and responsibilities for water by women (such as for cooking, sanitation and care of livestock)

Less progress has been made in integrating gender analysis into cluster needs assessments. See the Gender Marker Toolkit's cluster-specific tip sheets for inspiration. There are, however, some good examples including this one from the health cluster:

> Data in the needs assessment included information on the impact of disrupted family planning supplies; unwanted and teenage pregnancies; the disproportionate increase in sexual and violence among displaced populations; and the increase in sexual and physical abuse to women and girls, including exposure to sexually transmitted infections and HIV/AIDS. The increase in sexual and physical abuse was linked to prolonged periods of poor, overcrowded living conditions.

Step 2 - Ensure gender needs are addressed in cluster objectives

There are many examples of good gender objectives from 2010 CAPs that could be helpful. A sampling includes:

Cluster	Cluster Response Plan – Gender Equality Objectives
Early Recovery & Infrastructure	Integrate a gender focus to ensure that specific vulnerabilities of female IDPs and returnees are addressed and the particular demands placed on their livelihood recovery are taken into account. Specifically, this entails ensuring that all needs assessments, monitoring and evaluation exercises are conducted with sufficient gender-disaggregated data, that interventions are designed with adequate consideration for the differential impacts of conflict transition on men and women; that activities are implemented with adequate target-setting for female beneficiaries; and that women are adequately represented in making decisions that have an impact on livelihoods
Protection	Improve targeting of assistance through an age, gender and diversity approach applied in the planning and delivery of assistance
Agriculture	Contribute to a return to normality by promoting alternative coping mechanisms and income-generating opportunities equally amongst men and women
WASH	Effective leadership is set up for WASH inter-agency coordination, including for provision of children and women's special needs regarding WASH
Nutrition	Micro-nutrient deficiencies are minimized through the provision of supplements as well as parasite control measures for pregnant and lactating women.

Step 3 - Agree on gender indicators for the cluster

Many clusters are demonstrating skills in creating gender indicators. Examples include:

Cluster	Cluster Response Plans – Gender Equality Indicators

Protection	Number of children (disaggregated by age and sex) released from armed groups and provided with reintegration support
Education	Number and percentage of students who successfully completed a grade level (by sex/grade)
Education & WASH	Children in their learning environments have access to safe WASH (sex-specific) facilities that are secure, sanitary and are user and gender-friendly
Food Distribution	Adequate weight gain for pregnant women
WASH	Number of resettled and host women, men, boys and girls, who have year-round access to, and use of, safe drinking water and adequate sanitation
Coordination	Availability of up-to-date age and sex disaggregated data on IDPs and returnees
Early Recovery	Number of workdays created through labor-intensive projects (age/sex disaggregated)

Step 4 - Integrate gender equality into cluster monitoring

Here are a number of ways CAP teams have strengthened their monitoring of gender change and the collection of relevant sex and age disaggregated data:
- ➢ Include sex and age disaggregated data in baseline, need and resource assessments
- ➢ Have a gender balance of data collectors and analysts on assessment teams
- ➢ Consult equal numbers of women and men (IDPs/resettled populations/host communities), then analyze the gender implications to inform programming
- ➢ Use sex and age disaggregated data to identify groups with specific needs, then use this information to focus programming and monitoring
- ➢ Involve local NGOs and women's groups with gender analysis skills in monitoring

Step 5 - Reflect gender equality in project selection and cluster prioritization criteria

This is a critical entry point for advancing gender equality in projects that flow from the cluster response plans. Based on lessons learned from the CAP process in Central African Republic, the Zimbabwe clusters in 2010 included the following in their prioritization and project selection criteria.

Gender Criterion in Prioritization	Project Selection Criterion
Does the project, where appropriate, include a **gender aspect** and a component preventing or reducing the impact of **gender-based violence**?	The project reflects the cross-cutting issues of **gender**, HIV/AIDS, protection, and age, *unless otherwise justified*

12. Facilitating the design of gender-responsive projects

As noted above, the power of the marker to improve the situation of male and female beneficiaries relies on using the marker to design better projects. Cluster leads/coordinators are encouraged to:

- Orient cluster partners on the gender code in a timely manner so they have the time and opportunity to design projects that will code well.
- Download from http://gender.oneresponse.info the tip sheet on how to design good gender-responsive projects written for each cluster. On the website, you will find a tip sheet created for each of these clusters:

Agriculture	Food Assistance	Protection
Camp Coordination & Camp Management	Health	Shelter
Early Recovery	Nutrition	Water, Sanitation & Hygiene
Education		

Each tip sheet has four parts:
1) Background notes
2) The Gender Code
3) A chart with practical examples specific to each cluster, of how to bring the needs and realities of women, girls, boys and men into the project sheets. There are tips on: how to phrase project objectives and beneficiaries; the gender issues to explore in the project's needs assessment; how to link the information in the needs assessment to relevant activities; and examples of good gender outcome statements.
4) Examples of a gender mainstreamed project (2a) and targeted actions (2b) in your cluster. Each cluster should strive to have all, or nearly all, of its projects code 2a. The on-ground reality will determine how many clusters have one or more targeted actions (code 2b) in an appeal: some clusters may legitimately not have any 2b projects in a specific appeal.

- Review the relevant cluster tip sheet, preferably with a senior gender specialist who has knowledge of the sector. Delete examples that are not relevant to the country or situation. Add examples specific to the current emergency context. Translate the gender code and the customized tip sheet into the most useful local language(s).

  The IASC Steering Committee is searching for a donor to translate the Gender Marker Toolkit into key languages, but has not yet been secured funding for this. At present, it is most effective for cluster teams to arrange local translation with input from a gender specialist to ensure terms are translated appropriately and in context.

- Use the tip sheets as training tools in workshops with cluster teams on how to design more gender-responsive projects. Emphasize gender analysis. The greatest benefit is that good gender analysis helps us understand and respond to our beneficiaries better. No emergency affects women and men, or boys and girls, in all the same ways. Knowing the different risks or problems faced by men compared to women, girls compared to boys, is vital to getting response right.

- Explain that projects which code 2a and 2b may attract the interest of donors committed to funding gender-responsive projects.

- Encourage project teams to practice identifying a gender code for a number of cluster projects in their previous CAP/HRF/ERF. A good resource for the facilitator is the how-to-code tip sheet.

- Encourage strategic gender analysis. The majority of projects in each cluster can be grouped into three or four types of projects. For example, the WASH cluster might have 11 projects on water provision: 5 on cistern and spring rehabilitation, four on piped water system replacement or upgrading, two on tankering. Cluster teams know the types of projects their portfolio will contain. There is value in clusters identifying the 'types' of projects which are their focus, then screening the current reliable surveys and reports for gender data and analysis that relates to these types of projects. The data can be extracted, with source noted, and become a bullet-

point list of gender data/information by project type. These gender notes can be useful for cluster members to strengthen their own focus groups and field-based gender analysis.

- Project teams should always do focus groups and relevant gender analysis as part of their project needs assessment.
- Advocate and mentor project teams in self-monitoring, to confirm that project implementation actually results in the desired participation and benefits for women, girls, boys and men.

- Include the gender marker in cluster monitoring.

13. Coding projects

Project teams are encouraged to code their own projects. In doing so, they will assess whether:

- The needs assessment has meaningful information on the different needs and situation of the women, girls, boys and men who are the target beneficiaries. Have they provided data or a source for this information that is credible?
- Do the identified needs lead to specific activities, and
- Will the outcomes capture the change / benefit / participation of the target women, girls, boys and/or men? Will the outcomes provide useful age and sex disaggregated data or other meaningful gender information?

The responsibility for accurate gender coding rests with the vetting team. If the project team has already proposed a code, this will be reviewed by the vetting team. The gender code will be inserted into a special 'gender code' field in the OPS project sheet. This will also be part of the project information that feeds into the FTS. It is essential that the gender code be accurate. Donors will be able to scan the on-line projects. The credibility of the project team, the cluster and the CAP rest on correct content, including accurate gender codes.

The HC will ensure that each cluster vetting team has verified the gender code for each of their projects before forwarding the appeal to headquarters for fund-raising.

A how-to-code tip sheet is featured on http://gender.oneresponse.info.

14. Accountability

Cluster leads and heads of agencies are responsible for ensuring use of the gender marker. Cluster coordinators lead and facilitate the process within their cluster.

For further information on the Gender Marker please contact:
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All information on the gender marker can be found on http://gender.oneresponse.info.