

How-to-Code Tip Sheet

This tip sheet is designed to assist clusters and their project teams in assigning a gender code to their humanitarian projects using the IASC Gender Marker. Each project is awarded a gender code of 0, 1, 2a or 2b.

Use this tip sheet to implement the one-page IASC Gender Marker Code. The gender code and guidance note are available on <http://gender.oneresponse.info>. Coding is based on the three elements: needs assessment, activities and outcomes.

gender analysis of **Needs**  gender needs addressed in **Activities**  leading to gender **Outcomes**

The chart below makes it clear which gender code to give a project. The coding is based on the three elements noted above: the distinct needs and realities of males and females are included in the **Needs** assessment. **Activities** respond to these identified needs and leads to related gender **Outcomes**.

Gender analysis in the Needs Assessment	Gender in Activities	Gender Outcomes	Number of Checkmarks	Gender Code
✓	✓	✓	3	2a or 2b
✓	✓	-	2	1
-	✓	✓	2	1
✓	-	✓	2	1
✓	-	-	1	1
-	✓	-	1	1
-	-	✓	1	1
-	-	-	0	0

Statements of beneficiaries and project objectives do *not* factor into the gender coding although both should reflect the depth of the project’s response to males and females. It is a requirement to identify the number of women, girls, boys and men who are the direct target beneficiaries. Clearly differentiate between direct and indirect beneficiaries.

What code profile do we want to achieve?

The vast majority of all projects should mainstream gender and contribute significantly to gender equality (code 2a). Realistically, clusters will be challenged to achieve this immediately: inevitably in these early days, some projects will not reach their gender design potential and will code 1.

The principal purpose of some projects is to advance gender equality (code 2b). These are also important projects. Some clusters will have 2b projects in an appeal: others may not.

Ideally, in a typical CAP appeal, approximately 90% of projects should be codes 2a and 2b. If more than 10% of the projects code 0 in any cluster, it is a sign that the cluster needs to do more gender analysis and design its projects so women, girls, boys and men participate and benefit fully.

There are few examples of projects that are legitimate code 0 projects. One example: a project that would pay the storage and insurance penalty on 20 containers of gifted pump repair parts and construction materials that have been prevented from entering Gaza by the blockade for 24 months. The project focuses solely on paying these costs as well as negotiating the entry of the containers into

Gaza. *The follow-up projects that distribute the pumps, create cash-for-work jobs for installation, provide training on maintenance, etc. should be gender mainstreamed (code 2a).

Projects that supply medicines or other NFIs should code *at least* code 1. The reason: commodities projects should verify in their needs assessment that the products are appropriate to, and meet the needs of, targeted women, girls, boys and men. Where possible, outcomes should measure the number or percentage of women, girls, boys and men who benefitted.

What we see is what we code!

In piloting the gender marker, project teams would often say that they have sex-disaggregated data, consult women and men separately, etc. or have a track record of implementing much better than the project sheet suggests. So, why not give them a higher code.... and value what could be, but is *not*, in the project sheet? The response must be 'no'. The reasons are many. The HC cannot see what is not on the project sheet. Neither can donors. Implementing teams often have high turn-over: new staff cannot read the minds or rely on the experience of departed staff. The project sheet shapes implementation: it must clearly state the needs, activities and outcomes for the target males and females. What you see is what you code.

What does gender analysis in the needs assessment look like?

The foundation for a good gender project (2a and 2b) is having insightful gender analysis in the needs assessment. It should always be possible to have at least one strategic, evidence-based sentence or paragraph that describes the needs or situation of men compared to women (or boys compared to girls) which then serves to justify or shape project activities. When space permits, provide more gender insight. Always select what is most important and ask: does this information help get our activities right?

Gender analysis in the needs assessment can include:

- the distinct needs of women, girls, boys and men
- the different risks that women or girls face compared to men or boys
- roles, knowledge, skills, coping strategies of women, girls, boys and men (*e.g. Knowing that local men fish and women fix nets and process fish is essential to a fishing project. Knowing the defecation and solid waste practices of women, girls, boys and men is essential in involving the right people at the right time in sanitation projects.*)
- what women, girls, boys or men say they can and want to do, or see done, to solve what they see as their most important problems

This works for nearly all projects. However, some projects may involve conducting a major needs assessment so they do not yet have solid data. In this case, use whatever gender data exists (i.e. initial focus groups, government or NGO reports). Here it is important to state that the assessment will include gender analysis and collect sex and age disaggregated data. 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. Outline this process under 'needs assessment'.

Code 0

A project codes 0 when there are **no** signs that gender issues are considered in the project design.

Code 1

Code 1 projects have *only one or two of the three* essential components. That is, we see meaningful gender analysis in only one or two of the (A) needs assessment, leading to (B) one or more activities, and (C) related outcomes. In a Code 1 project, we see some of these three elements but not the needs-activities-outcomes flow. In short, a code 1 project signals that effort is only being invested in gender equality in isolated bubbles or pockets. This most often leads to a spotty or **limited** response to the needs and realities of women, girls, boys and men.

Many code 1 projects signal that the project team is aware and trying to advance gender equality, but still needs to invest more effort in project design.

Code 2a

Award code 2a if the needs of women, girls, boys and men are identified in the needs assessment, and it is clear that this information subsequently informs and shapes activities and outcomes. This is what “gender mainstreaming” means: the project is designed to contribute **significantly** to gender equality. Whatever the cluster, ranging from camp management to health or agriculture, code 2 projects share one strength. Their design demonstrates an intention to get activities right by understanding and responding to the distinct needs and realities of women, girls, boys and men.

Although a robustly gender mainstreamed project will have good gender analysis in the needs assessment and a *number* of gender activities and outcomes, a project will be awarded code 2a if there is gender analysis in the needs assessment and *at least one* activity **AND** *at least one* outcome. This needs assessment-activity-outcome continuum is critical. Once this is established, more work can be done to enrich the quality and extent of gender mainstreaming through gender training, the IASC e-learning on Gender in Humanitarian Action, use of the IASC Gender Handbook and GBV Guidelines, etc. See <http://gender.oneresponse.info> for access to, and information on, these resources.

Code 2b

The **principal purpose** of code 2b projects is to advance gender equality. Although there are examples of code 2b projects in every cluster, these may or may not always be present in a particular appeal. Code 2b projects are *targeted actions* which are based on a gender analysis. There are two types of targeted actions. The first includes projects that identify one sex or a subgroup of men, women, girls or boys that has special needs or is being acutely disadvantaged. A code 2b project may focus, for example, on an identified group of boy combatants, women fish processors or breastfeeding women, girls at risk of early marriage, or men who need to learn to cook because their wives have been killed.

Code 2b includes a second type of project, also informed by gender analysis. These are projects that build gender-related services or better male-female relations. An example of gender-related services is a support and counselling service for girls and boys who are survivors of sexual violence. Projects that nurture better relationships often strive for more equal decision-making or more two-way communication between women and men. More equal and respectful relations between women and men are vital to happy, cohesive families and communities. A project example is training women to become peace negotiators so women can effectively join the existing all-male negotiating teams.

Minimizing code 0-1 confusion

A project that contains cosmetic gender language such as ‘especially for women and girls’ or ‘particularly for preparatory boys’ is still a code 0. This is not ‘meaningful’. Meaningful gender analysis in the needs assessment explains ‘why’ or ‘how’ the situation is different for women/girls or men/boys, quantifies gender gaps or explains sex-specific needs, risks, roles or capacities.

Minimizing code 2a-2b confusion

Projects that focus exclusively or predominantly on breastfeeding, maternal-child health or obstetrics would code 2b, as this is a project targeted specifically at women. However, an overall primary health care project that also includes an obstetrics or maternal-child health component should mainstream gender and code 2a. Likewise, a project that provides health care service to the camp population including survivors of gender-based violence (GBV) should be designed well enough to code 2a. In contrast, a project whose primary activity is establishing a women's shelter or a livelihoods project for survivors of sexual violence would be a 2b.

Creating the environment for coding

In piloting the marker, DRC found it useful to identify minimum gender standards for each cluster. They kept this simple by agreeing on three to five practical gender dimensions that must be observed by all projects in each specific cluster. Using the ADAPT and ACT Framework¹, referred to as the 'recipe' for gender equality, is a good resource for identifying cluster gender standards. DRC found these standards helped bring the local context into the coding.

¹ ADAPT and ACT is a framework for gender equality programming. It is explored fully in the IASC manual entitled *Women, Girls, Boys and Men: Different Needs-Equal Opportunities*. Available free at <http://gender.oneresponse.info>.