The WFP Gender and Age Marker (GaM) is a corporate tool that codes – on a 0 to 4 scale – the extent to which gender and age are integrated into the design and monitoring of a WFP programme (primarily a Country Strategic Plan). Gender, and other key terms, are defined in the ‘Concepts’ module of the WFP Gender Toolkit.

The WFP age categories are 0-23 months, 24-59 months, 5-11 years, 12-17 years, 18-59 years, 60+ years.\(^1\)

**GaM Codes**

At the design and monitoring stages, a WFP programme is assigned one of the following GAM codes.

- 0  Does not integrate gender or age
- 1  Partially integrates gender and age
- 2  Fully integrates age
- 3  Fully integrates gender
- 4  Fully integrates gender and age

The GaM Code is calculated based on the extent to which gender and age are integrated throughout the design and implementation of an I/CSP.\(^2\) ‘Fully’ means that gender and/or age are addressed in each section of an I/CSP and throughout its implementation. Gender carries a greater weight than age because the core component of the GaM is gender, with age strengthening programme design, implementation and monitoring.\(^3\)

The minimum requirement, at the design stage, is for I/CSPs to fully integrate gender (GaM code 3), thereby supporting implementation of the corporate commitments articulated in the Strategic Plan (2017-2021) and Gender Policy (2015-2020).

**GaM Components**

The GaM is made up of four components, each with three sub-components.

1. **Gender and Age Analysis**
   - There is collection and analysis of sex- and age-disaggregated data.
   - There is understanding of the particular circumstances, needs, interests and abilities of different groups of people.
   - Targeted individuals and groups receive needs-based assistance.

2. **Tailored Activities**
   - Assistance is tailored to the needs and interests of the different beneficiaries.
   - Beneficiaries and participants are protected from gender-based violence.
   - There is coordination and partnerships in the delivery of the activities.

3. **Participation**
   - Direct (Tier 1) beneficiaries influence the design / implementation of the activities.
   - Beneficiaries and participants can safely and readily make complaints and provide feedback.
   - Information about the activities is provided to the different stakeholders.

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\(^1\) The age categories were collectively determined through consultations across WFP Divisions and Offices to ensure alignment with core areas of work and in support of WFP’s Strategic Results.

\(^2\) See the Strategic Planning section of the WFP Gender Toolkit for guidance on integrating gender into a T/I/CSP.

\(^3\) See the Concepts & Frameworks section of the WFP Gender Toolkit for explanations and information on the significance of gender and gender equality for WFP’s work and a world of Zero Hunger.
4. **Benefits**

- The activities contribute to gender equality outcomes.
- The beneficiaries are satisfied with the activities.
- Problems, challenges and unintended impacts are identified and addressed.

The four components form the basis for determining which GaM code applies to the I/CSP design and implementation.

**Code calculations**

Each of the four components of the GaM are scored individually. An overall GaM code is calculated from the individual component ‘scores’. At the Design stage, the computed code is for the entire I/CSP.

- If all four GaM components get the same code (for example all are coded 2), the overall code (for the I/CSP at Design and CSP Activity at Monitoring) will be the same (i.e. 2)
- If the codes for the four GaM components are 3 or above but different – for example, a mix of codes 3 and 4 – the overall code will be 3 (because age is not systematically addressed).
- If the codes of each of the four GaM components are all different (being 1, 2, 3, 4) or if there is at least a 1, the overall code is 1 (because neither gender nor age are systematically addressed).
- If two or more of the four GaM components code 0, the overall code is 0.

At the Design stage, if the overall GaM code is 0, 1 or 2, the I/CSP draft document should be revised so that it systematically integrates at least gender and so meets the minimum requirement for GaM code 3.

The online GaM platform should be used to calculate the GaM codes.

To access the online platform, go to [https://gam.wfp.org/](https://gam.wfp.org/) and enter your WFP global credentials (i.e. WFP email address and password). For any technical issues in the use of the online platform, contact the Gender Helpdesk: [hq.genderhelpdesk@wfp.org](mailto:hq.genderhelpdesk@wfp.org).

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**WHY**

There are three key reasons why WFP applies the Gender and Age Marker to the design and implementation of its programmes.

**Results**: Programmes that integrate gender and age, to reduce gender inequalities, contribute to positive, desired and sustainable changes that benefit women, men, girls and boys equitably, supporting their food security and nutrition. This is because programmes that fully integrate gender and age address the particular needs, interests and priorities of women, men, girls and boys; and thus deliver equality of outcome.

**Value for Money**: Programmes that fully integrate gender and age have the potential to be economical, efficient, effective and equitable and empowering (in their implementation); providing the assistance that different women, men, girls and boys need and want, while minimising risks.

**Accountability**: In recognition that “gender equality is essential for all women, men, girls and boys to achieve zero hunger”, WFP has committed to ensuring “that gender is integrated into all of its work” to “ensure that the different food security and nutrition needs of women, men, girls and boys are met.” Application of the GaM is a concrete means by which WFP holds itself accountable for delivering on this commitment; of gender equality in a world of zero hunger. Documents submitted to the WFP Executive Board for approval must meet the criteria for the GaM code 3 or 4.

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4 WFP Strategic Plan (2017-2021), page 17.
Aligned with corporate processes, the GaM is applied at both I/CSP design and monitoring stages.

**Design**

For I/CSPs to be submitted to the Executive Board for approval, the process for determining the GaM D code is as follows.

1. Country Office uses the GaM platform to generate a GaM D code for its draft I/CSP.
2. Country Office informs its Regional Bureau that the draft I/CSP and GaM platform entries are ready for review.
3. Regional Bureau reviews the draft I/CSP and GaM platform entries.
4. (Optional) Country Office and Regional Bureau request the Gender Office to review the draft I/CSP.
5. Regional Bureau provides feedback to the Country Office on its I/CSP, either (i) confirming the GaM code 3/4, and so the integration of gender, or (ii) indicating revisions that are needed for the GaM 3 or 4 code to apply. [If a request was made to the Gender Office to review the draft I/CSP, the Gender Office’s feedback is included with the Regional Bureau’s feedback.]
6. Draft I/CSP is posted for e-PRP review.
7. Gender Office reviews the draft / e-PRP I/CSP and (i) posts summary comments on SPA, and (ii) provides feedback, including necessary revisions, in a marked version of the e-PRP I/CSP to the Regional Bureau for sharing with the Country Office.
8. Country Office revises its I/CSP as needed to meet GaM 3/4 code criteria.
9. Country Office updates the GaM platform entries as needed.
10. Country Director approves the GaM code.
11. Regional Bureau endorses the GaM code.
12. HQ (Gender Office) clears the GaM code

If gender has been fully integrated in the drafting of the I/CSP it is likely that the GaM 3 (or 4) code criteria will have been met, thereby minimising revisions at the e-PRP stage.

**Figure 1: Pre e-PRP**

- Country Office completes the GaM entries
- RGA / GEN review GaM code
- RGA confirms the GaM code
- Draft I/CSP is posted for e-PRP review
- GEN reviews draft (e-PRP) I/CSP
- GEN confirms that gender has been fully integrated into the I/CSP.

- Country Office revises I/CSP
- RGA / GEN request revisions to
- GEN indicates that requests revisions to the I/CSP are needed

**Figure 2: Post e-PRP**

- Country Office reviews I/CSP and GaM entries
- RGA reviews
- RGA endorses the GaM code
- GEN clears the GaM code
**WFP Gender Office**

**Gender and Age Marker**

Note: if a CSP undergoes a budget revision that include major changes, including adjustment or cancellation of a CSP activity, the country office should contact the Gender Office to adjust the entries for the GaM.

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**WHO**

Application of the Gender and Age Marker involves Country Offices, Regional Bureaux and Headquarters; compliant with corporate (IRM) processes.

**Country Offices**

Country office employees involved in the design, implementation and/or monitoring of an I/CSP should be designated to complete the entries in the GaM platform.

The Country Director is responsible for confirming the GaM codes that a country office calculates for its I/CSP.

All country office employees involved in the implementation of the I/CSP should understand the purpose of the GaM.

**Regional Bureaux**

Regional Gender Advisors are responsible for (i) instructing country offices in the purpose and application of the GaM; and (ii) reviewing the GaM codes assigned by country offices to the I/CSPs.

At any stage, Regional Gender Advisers can review and provide feedback to country offices on their draft GaM entries and associated codes. If a Regional Gender Adviser disagrees with an assigned code or determines that the documentation provided by a country office does not sufficiently support the GaM codes assigned to the I/CSP Activities, s/he must request additional clarification/documentation. If the needed documentation is provided, then the GaM codes are confirmed. If the needed documentation cannot be provided, then the GaM codes must be revised and confirmed by the Country Director.

**Headquarters**

The Gender Office provides guidance, support and quality assurance to WFP Country Offices and Regional Bureaux in application of the GaM. More specifically, the Gender Office is responsible for:

- providing technical support in the application of the GaM;
- validating GaM codes for I/CSPs at the Design stage, as agreed by country offices and regional bureaux;
- reviewing GaM codes assigned to I/CSP Activities at the Monitoring stage; and
- managing the GaM online platform.

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**HOW**

The GaM Code is calculated based on the extent to which gender and age are integrated throughout the design or implementation of an I/CSP. [See the Strategic Planning section of the WFP Gender Toolkit for guidance on integrating gender into a CSP.]

**GaM Online Platform**

The GaM online platform - [https://gam.wfp.org/](https://gam.wfp.org/) - consists of five main ‘pages’.

**WFP GaM**

Welcome page
About
General information about the GaM

Country Office
(3 sub-pages)
Summary
General information about the CSP document
Design
Questions on the Design of the CSP
Monitoring
Questions on the implementation of each CSP Activity

GaM Dashboard
A map and information about the GaM codes across WFP Country Offices

Resources
Links to guidance materials and contacts

Access: All WFP employees can access the home page, About, Summary page of each Country Office, GaM Dashboard and Resources.

A country office's entries – at both the design and monitoring stages – can only be viewed by the employees of the country office.

Each Regional Bureau can access all pages for the country offices within its jurisdiction. The Gender Office can access all pages.

Summary

GaM Codes
This box displays the GaM codes generated for Design once all questions are answered and saved.

Category
Indicate if the document is a CSP or an ICSP

Country Strategic Plan
Enter name and years of the CSP
e.g. Afghanistan Country Strategic Plan (2018 -2023)

Upload document or provide link
Upload the I/CSP document or provide the link from where the document can be downloaded.

CSP Activities
Enter the exact text of each CSP Activity as in the I/CSP document. For each CSP Activity, press the “Click here to show/hide the CRF Activity Categories” and select the applicable CRF Activity Category, as indicated by the WBS code. If the WBS codes are not available yet, leave them blank. Once the LogFrame will be approved in COMET the CO will be able to select the corresponding WBS codes that will appear automatically.

GaM Design

Elements

1. Answer all questions, including the questions requiring text.
   - A description of each component – gender analysis, tailored activities, beneficiary participation, benefits – is given at the introduction to the section.
   - Explanations are given for some questions, including where to find information in the I/CSP document. To see an explanation, hover your computer mouse over the icon.

2. For the questions that ask you to explain your answer, you can (i) write summary sentences, and (ii) list the numbers of the relevant paragraphs in the I/CSP document. Do not copy and paste lengthy text from the I/CSP.

3. At any time you can click ‘Save changes’ to record your inputs.
4. When all the questions have been answered, click ‘Save changes’.

5. If you need to keep a record of a draft version, press the print icon. You will be able to save the page as PDF or to print it.

6. The GaM codes for each component will be visible at the bottom of the Design page.

7. The automatically generated overall GaM code (Design stage only) will be visible in the ‘Summary’ tab. The overall GaM code is the code that will be recorded on the cover page of the I/CSP document (as submitted to the Executive Board).

8. If the GaM code is 0, 1 or 2, revisions must made to the I/CSP document so that gender, at least, is fully integrated. Guidance materials are available from the WFP Gender Toolkit. Technical assistance can be requested from your Regional Gender Adviser.

9. If the GaM code is 3 or 4, click on the ‘Submitted to the Country Director for approval’ button at the end of the Design page. The GaM code will then be reviewed and approved by the Country Director.

10. Then the GaM code will be reviewed by the Regional Gender Advisor, who can ask questions by using the comments function on the right of the screen or offline. When questions are asked or comments made, it is essential that the question in the GaM platform that is being referred to is clearly stated.

### GaM Design components

This section provides guidance for answering each question for each of the four GaM components. The question as it appears in the online platform is first listed and then instruction is provided on how to answer.

A GaM code will be automatically computed based on the answers to the questions.

#### Component – Gender and age Analysis

For information and guidance on gender and age analysis, see the ‘Gender Analysis’ section of the WFP Gender Toolkit.

1. Integrated throughout the planning document (ICSP, CSP) there is (select only the one that applies):

   - A gender and age analysis
   - A gender analysis
   - An age analysis
   - Gender and age analysis appears in some but not all applicable sections of the CSP document
   - There is no evidence of gender or age analysis in the CSP document

Review the draft I/CSP and determine if gender and age are taken into consideration in each relevant section of the document – or not.

Gender and age should be systematically analyzed throughout the I/CSP document, including the following sections:

- Country analysis – Country Context, Progress Towards SDG 2 (all subsections), Hunger Gaps and Challenges, Key Country Priorities
- Strategic implications for WFP – WFP’s Experience and Lessons Learned, Opportunities for WFP, Strategic Changes
- WFP Strategic orientation – Direction Focus and Intended Impacts, all applicable Strategic Outcomes and Outputs
Select ‘A gender and age analysis’ if the particular circumstances, needs, interests and priorities of the different women, men, girls and boys, of different ages, are documented and the activities and implementation are designed to equitably address their particular needs, interests and priorities.

For example, the I/CSP might indicate that older women in country X are particularly at risk of food insecurity because they do not own assets or sources of income of their own, while often caring for their grandchildren. In response, one of the CSP activities involves engaging women in asset creation activities and facilitating childcare services, while also linking to the school feeding activity.

Select ‘A gender analysis’ if the I/CSP document only refers to women, men, girls and boys without specifying their ages as per the WFP age categories: 0-23 months, 24-59 months, 5-11 years, 12-17 years, 18-59 years, 60+ years.

Select ‘An age analysis’ if the I/CSP document only refers to people of different ages, such as infants, youth, adults, elderly persons, without specifying their sex.

Select ‘Gender and age analysis appears in some but not all applicable sections of the CSP document’ if the particular needs, interests and priorities of the targeted women, men, girls and boys of different ages are described only in some sections of the CSP document, but not in all sections.

Select ‘There is no evidence of gender or age analysis in the CSP document’ if there is no description of the particular needs, interests and priorities of the women, men, girls and boys of different ages.

2. The sex and/or age groups analysed in the CSP are:

If you selected ‘There is no evidence of gender or age analysis in the CSP document’ for question 1, this question is hidden.

If you selected any other option for question 1, indicate the sex and/or age groups analysed in the I/CSP by selecting all the boxes that apply.

If the I/CSP document only contains beneficiary numbers for women, men, girls and boys, refer to COMET or other sources which have the breakdown of planned beneficiaries by the corporate age categories.

3. Please indicate in which paragraphs the gender and/or age analysis is presented. You can also further explain the reasons for the answers provided to question 1 and 2.

Write your response. If you do not write anything, the GaM code will not be computed. (You will receive an error message.)

4. Does the planning document (ICSP, CSP) make explicit reference to partnering with women’s rights or gender equality entities?

Select ‘Yes’ if there is an explicit mention of partnering with women’s rights or gender equality entities, such as the Ministry of Women’s Affairs, a national NGO or a local civil society organization. Reference to such partnerships is typically in the sub-section titled “Partnerships”. WFP partnerships should empower women, men, girls and boys and contribute to gender equality outcomes.

See the Partnership section of the WFP Gender Toolkit for further guidance.

5. Does the planning document (ICSP, CSP) make explicit reference to gender-responsive monitoring?
Select ‘Yes’ if the I/CSP contains the text “gender-responsive monitoring” in the sub-section titled “Monitoring and Evaluation Arrangements”.

See the Monitoring section of the WFP Gender Toolkit for information and guidance on gender-responsive monitoring.

6. Does the planning document (ICSP, CSP) make explicit reference to monitoring the (positive and negative) impacts of implementation of I/CSP Activities by age of beneficiaries?

Select ‘Yes’ if the I/CSP includes text that states that the positive and/or negative impacts of implementation of the I/CSP Activities on different age categories will be monitored.

See the Monitoring section of the WFP Gender Toolkit for information and guidance on gender-responsive monitoring.

7. Is explicit reference made to gender inequalities as a risk to successful implementation of the I/CSP in the “Risk Management” section of the I/CSP document?

Select ‘Yes’ if there is explicit mention of the risk to achievement of the strategic outcomes – and of achieving food security and nutrition – of not substantially addressing gender inequalities in the sub-section titled “Risk Management”.

8. Is there a stated commitment to allocate resources to gender equality activities?

Select ‘Yes’ if the I/CSP includes text stating that resources will be allocated to gender equality activities in the section on “Resources for results”.

For information and guidance on gender and budgeting, see the Budgeting section of the WFP Gender Toolkit.

9. Does the “Exit and Transition Strategy” section of the I/CSP document include specific reference to advancing gender equality?

Select ‘Yes’ if the I/CSP includes text stating that advancing gender equality is required for WFP to effectively exit and transition in the sub-section titled “Transition and exit strategies” (this is required because gender equality is a requirement for (sustained) food security and nutrition).

Component – Tailored Activities

10. The planned activities address inequalities related to:

   Gender and age
   Gender
   Age
   Neither gender nor age

Review the draft I/CSP and check if it is clear as to how the planned activities will address the identified gender and age-related inequalities. Evidence is likely to be found in the CSP sub-section titled “Beneficiary analysis”.

8
For example, to increase the secondary school completion rate for girls, as well as reduce the risk of girl marriage and teenage pregnancy, a school feeding activity may include take-home rations.

Select ‘gender and age’ if the planned activities clearly address the particular needs, interests and priorities of women, men, girls and boys of different ages; reducing gender and age inequalities.

Select ‘gender’ if the planned activities address the particular needs, interests and priorities of women, men, girls and boys; reducing gender inequalities, but with no consideration of age differences.

Select ‘age’ if the planned activities address the particular needs, interests and priorities of persons of different age groups, but without consideration of gender.

Select ‘neither gender nor age’ if the planned activities will not address the particular needs, interests and priorities of the different women, men, girls and boys and do not reduce gender and/or age inequalities.

For information and guidance on programme design, including gender equality activities, see the Programme Design section of the WFP Gender Toolkit.

11. For each I/CSP Activity, indicate which sex and/or age groups are targeted, by selecting all that apply in the table.

According to the text in the I/CSP document, indicate which – if any – sex and age groups are targeted by selecting the appropriate cells.

A table will appear for each CSP Activity entered.

12. Please indicate in which paragraph of the I/CSP document evidence of your response can be found. You can also further explain the reasons for the answers provided to questions 8 and 9.

Write your response. If you do not write anything, the GaM code will not be computed. (You will receive an error message.)

Component – Beneficiary Participation

13. Did Tier 1 – direct beneficiaries contribute to the design of the I/I/CSP?

WFP definition of Tier 1 - Direct beneficiaries: identifiable individuals who receive direct assistance from WFP, whether the activity is implemented by WFP or through cooperating partners. These transfers include food, cash-based transfers, non-food items and individual capacity strengthening (including goods and other non-food items delivered for capacity strengthening purposes). When WFP activities are implemented through a cooperating partner and where WFP is funding (fully or partly) these activities, beneficiaries reached qualify as direct beneficiaries. (WFP Beneficiary Counting Guidance Note, 2018)

Select ‘Yes’ if the I/CSP itself or the associated NZHSR/CSR report mention that direct beneficiaries were consulted, and their opinions considered, during the design and drafting of the I/CSP.

For information and guidance on participatory programming, see the Stakeholder Analysis and Participation sections of the WFP Gender Toolkit.

14. If yes, what were the sex and age groups of the beneficiaries who participated in the design of the I/CSP?

According to the text in the I/CSP document or in the NZHSR/CSR report, indicate which – if any – sex and age beneficiary groups contributed to the design of the I/CSP by selecting the appropriate cells.
For example, the document might state that focus group discussions were held with adult women and men, either separately (only women and only men) or together (women and men).

15. Please indicate in which paragraph of the I/CSP document evidence of your response to questions 11 and 12 can be found. You can also further explain the reasons for your answers to question 11 and 12.

Write your response. If you do not write anything, the GaM code will not be computed. (You will receive an error message.)

Component – Benefits

16. Does the planning document (I/CSP) clearly describe the activities that will contribute to achieving gender equality?

Select ‘Yes’, only if the I/CSP document includes text that clearly states how the planned activities will contribute to gender equality. Evidence is likely to be found in the section titled “Strategic Outcomes, Focus Areas, Expected Outputs and Key Activities.

For example, an activity may involve partnership with a local civil society organization to support men in strengthening their nutrition and parenting knowledge and skills, and actively applying their learning in their households. A livelihoods activity may target women to reduce the economic inequalities associated with food insecurity.

For information and guidance on programme design, including gender equality activities, see the Programme Design section of the WFP Gender Toolkit.

17. If yes, indicate which sex and/or age groups will benefit from the activities that will contribute to achieving gender equality.

According to the text in the T/I/CSP document, indicate which – if any – sex and age groups will benefit from the activities designed to reduce gender inequalities by selecting the appropriate cells.

18. Please indicate in which paragraphs of the I/CSP document evidence of your response to questions 15 and 16 can be found. You can also further explain the reasons for the answers to questions 15 and 16.

Write your response. If you do not write anything, the GaM code will not be computed. (You will receive an error message.)

GaM Design Codes

The codes corresponding to each of the four GaM components are displayed in this section.

Status

In this section, the current stage of the GaM coding process is indicated – from draft to cleared by Headquarters.

Once the assigned country office employee has answered all the Design stage questions and is satisfied with the automatically generated code, s/he selects the button “Submitted to the Country Director for approval”.

10
The Country Director is notified – by an automatically generated email – that s/he needs to review and approve the submission. If the Country Director does not agree with the code generated, s/he selects “Draft” and the designated country colleague/s are notified (by an automatically generated email) that revisions are needed. If the Country Director confirms the entries, s/he selects “Submitted to the Regional Bureau for endorsement”.

Following his/her review and endorsement, the Regional Gender Adviser selects “submitted to Headquarters for clearance”.

Following its review and confirmation that the I/CSP meets the GaM 3 or 4 code criteria, the Gender Office selects “Cleared by Headquarters”.