

Gender Equality Marker and Gender Tag

GUIDANCE NOTE

BACKGROUND

1. The Gender Equality Marker (GEM) is used by UNICEF to calculate the gender expenditure as part of the accountability to the Executive Board under Strategic Plan and Gender Action Plan. The target of 15% expenditure on gender is established in compliance the UN Systems Wide Action Plan on gender (UN-SWAP). The GEM at the output level and the Specific Intervention Code (SIC) at the activity level are the two main parameters used in calculating gender expenditure in UNICEF.
2. The GEM is rated on a four-point scale - 0/none; 1/marginal, 2/significant and 3/principal.
 - 0: No noticeable contribution to advancing GE &W/GE
 - 1: Expected to make a marginal contribution to advancing GE &W/GE
 - 2: Expected to make a significant contribution to advancing GE &W/GE
 - 3: Advancing GE &W/GE is the principal objective

All outputs are marked one of the GEM ratings. GEM rating is mandatory in VISION and outputs are GEM rated at the beginning of a CPD or when funds are obtained.

GUIDANCE ON GENDER TAGGING

1. **Gender Tag (pre-filled):** to ensure transparency, avoid COs bundling gender activities under fewer more generic outputs and to provide greater choice to COs in selecting SICs for cross-sectoral gender activities:
 - a. *SICs will be given a Gender tag. The gender tag will be pre-filled with the option for COs to “uncheck” the tag if it is not applicable.*

b. Following the experience of the humanitarian tag at the activity level in COs, the gender tag scale will have two points:

- GT 0 - Not a gender activity
- GT 1 - A gender activity

c. SICs that are undeniably gender (related to targeted priorities or well-articulated mainstreaming issues), will be assigned a 1 regardless of the GEM coding of the output they are attached to.

2. **Linking gender tags with GEM:** Outputs will continue being rated on the GEM 4-point scale. The ratings will depend on the specific percentage of expenditures allocated to gender activities under the output in question. The GEM rating will be linked to the gender tag as follows:

- GEM principal/3 – 60% to 100% of expenditures are for gender activities
- GEM significant/2 – 60% to 40% of expenditures are for gender activities
- GEM marginal/1 – 40% to 25% of expenditures are for gender activities
- GEM none/0 – 0 to 25% of expenditures are for gender activities

Outputs that are undeniably gender (related to targeted priorities or well-articulated mainstreaming issues) will be coded as GEM 3.

Outputs coded GEM 1, GEM 2, GEM 3 will have at least one activity (SIC) that is tagged 1.

Annex 1. List of Gender SICs by result area

Nb	SP Goal Area	New Result Area (25)	SIC Text	Sector
1	Goal Area 1	21-01 Maternal and newborn health	Community and Home Based Maternal and Newborn Care	HEALTH
2	Goal Area 1	21-01 Maternal and newborn health	Facility based Maternal and Newborn Care (including Emergency Obstetric and Newborn Care, Quality Improvement)	HEALTH
3	Goal Area 1	21-01 Maternal and newborn health	Maternal and Newborn Care policy advocacy, evidence generation, national / subnational capacity development	HEALTH
4	Goal Area 1	21-02 Immunization		HEALTH
5	Goal Area 1	21-03 childhood illness		HEALTH
6	Goal Area 1	21-04 Prevention of stunting and other forms of malnutrition	21-04-01 Breastfeeding protection, promotion and support (including work on Code)	Nutrition
7	Goal Area 1	21-04 Prevention of stunting and other forms of malnutrition	21-04-02 Diet diversity in early childhood (children under five), includes complementary feeding and MNPs	Nutrition

8	Goal Area 1	21-04 Prevention of stunting and other forms of malnutrition	21-04-05 Maternal nutrition, including information, supplementation and counselling	Nutrition
9	Goal Area 1	21-05 Treatment of severe acute malnutrition		Nutrition
10	Goal Area 1	21-06 Treatment and care of children living with HIV	Address violence against girls and gender related issues as part of adolescent HIV programming	HIV
11	Goal Area 1	21-06 Treatment and care of children living with HIV	Data collection and analysis disaggregated by sex, gender and key population at local, national and global levels	HIV
12	Goal Area 1	21-06 Treatment and care of children living with HIV	HIV testing including self-testing and counselling in adolescents	HIV
13	Goal Area 1	21-06 Treatment and care of children living with HIV	Provision of ART to adolescents	HIV
14	Goal Area 1	21-06 Treatment and care of children living with HIV	Social protection measures in support of HIV-AIDS response	HIV
15	Goal Area 1	21-06 Treatment and care of children living with HIV	Support Policy and guidance developments and address barriers to accessing HIV services by adolescents including gender mainstreaming	HIV
16	Goal Area 1	21-07 HIV prevention	ART for PMTCT (including life-long ART)	HIV
17	Goal Area 1	21-07 HIV prevention	Data collection and analysis disaggregated by sex, gender and key population at local, national and global levels	HIV
18	Goal Area 1	21-07 HIV prevention	HIV and sexuality education for adolescents	HIV
19	Goal Area 1	21-07 HIV prevention	HIV Prevention programs for adolescents such as condom programming, VMMC and PreP	HIV
20	Goal Area 1	21-07 HIV prevention	HIV prevention services to key populations such as MSM, sex workers and IDU	HIV
21	Goal Area 1	21-07 HIV prevention	Maternal HIV testing and counselling (PITC)	HIV
22	Goal Area 1	21-07 HIV prevention	PMTCT program support such as retention in care, family planning, infant feeding, infant medical male circumcision and community facility linkages	HIV
23	Goal Area 1	21-07 HIV prevention	Viral load monitoring (PMTCT)	HIV
24	Goal Area 1	21-08 Early childhood development	Parenting Programme to promote nurturing care and early stimulation	ECD
25	Goal Area 1	21-08 Early childhood development	Community based child care	ECD
26	Goal Area 1	21-08 Early childhood development	Capacity development of ECD frontline workers	ECD
27	Goal Area 1	21-08 Early childhood development	Home visits, parent and community education for early childhood care and stimulation (Care for child development)	HEALTH
28	Goal Area 1	21-09 Adolescent Health and Nutrition	01-03-06 Adolescent pregnancy prevention	HEALTH
29	Goal Area 1	21-09 Adolescent Health and Nutrition	01-07-04 Adolescent development # health and wellbeing	HEALTH
30	Goal Area 1	21-09 Adolescent Health and Nutrition	HPV Immunization and related interventions	HEALTH
31	Goal Area 1	21-09 Adolescent health and nutrition	Adolescent Mental Health	HEALTH
32	Goal Area 1	21-09 Adolescent health and nutrition	21-09-02 Prevention of undernutrition in adolescence (10 to 19 years)	Nutrition
33	Goal Area 1	(21-10) Multiple /Cross-cutting for Goal Area 1	01-05-01 Health sector planning and management at national, district or sub-national levels	HEALTH

34	Goal Area 2	22-01 Equitable access to quality education	22-01-09 System strengthening Gender-responsive access (excluding SRGBV)	Education
35	Goal Area 2	22-02 Equitable access to quality education	22-02-22 System strengthening Gender-responsive teaching and learning (excluding SRGBV)	Education
36	Goal Area 2	22-03 Skills development	22-03-06 System strengthening gender equitable skills development (excluding SRGBV)	Education
37	Goal Area 2	22-04 Cross Result Areas	22-04-01 United Nations Girls' Education Initiative (UNGEI) Secretariat	Education
38	Goal Area 2	22-04 Cross Result Areas	22-04-05 School Related Gender-based Violence	Education
39	Goal Area 3	23-01 Prevention and response services for violence against children	Inter-sectoral coordination and collaboration on violence, exploitation and abuse	Child Protection
40	Goal Area 3	23-01 Prevention and response services for violence against children	Legal and policy framework related to violence, exploitation and abuse	Child Protection
41	Goal Area 3	23-01 Prevention and response services for violence against children	Parent/caregiver education and programmes on violence, exploitation and abuse – across the life cycle	Child Protection
42	Goal Area 3	23-01 Prevention and response services for violence against children	Services to prevent or respond to gender-based violence in emergencies	Child Protection
43	Goal Area 3	23-01 Prevention and response services for violence against children	Services to prevent or respond to violence, exploitation and abuse	Child Protection
44	Goal Area 3	23-01 Prevention and response services for violence against children	Evidence on violence, exploitation and abuse programming	Child Protection
45	Goal Area 3	23-01 Prevention and response services for violence against children	Family reunification in emergencies - prevention and response	Child Protection
46	Goal Area 3	23-01 Prevention and response services for violence against children	Parent/caregiver education and programmes on violence, exploitation and abuse – 0 to 7	Child Protection
47	Goal Area 3	23-01 Prevention and response services for violence against children	Parent/caregiver education and programmes on violence, exploitation and abuse – 8 to 18	Child Protection
48	Goal Area 3	23-01 Prevention and response services for violence against children	Protective services for children on the move	Child Protection
49	Goal Area 3	23-01 Prevention and response services for violence against children	Social and Behaviour Change Communication on violence, exploitation and abuse	Child Protection
50	Goal Area 3	23-02-01 Harmful practices (child marriage)	Services related to child marriage	Child Protection
51	Goal Area 3	23-02-02 Harmful practices (child marriage)	Legal and policy framework related to child marriage	Child Protection
52	Goal Area 3	23-02-03 Harmful practices (child marriage)	Social and Behaviour Change Communication for child marriage	Child Protection
53	Goal Area 3	23-02-04 Harmful practices (child marriage)	Evidence on child marriage programming	Child Protection
54	Goal Area 3	23-02-05 Harmful practices (child marriage)	Child marriage - staff and administrative costs	Child Protection
55	Goal Area 3	23-02-06 Harmful practices (FGM/C)	Services related to FGM/C	Child Protection
56	Goal Area 3	23-02-07 Harmful practices (FGM/C)	Legal and Policy Framework related to FGM/C;	Child Protection
57	Goal Area 3	23-02-08 Harmful practices (FGM/C)	Social and Behavior Change Communication related to FGM/C	Child Protection
58	Goal Area 3	23-02-09 Harmful practices (FGM/C)	Evidence on FGM/C programming;	Child Protection
59	Goal Area 3	23-02-10 Harmful practices (FGM/C)	FGM/C - staff and administrative costs	Child Protection

60	Goal Area 3	23-03 Access to justice	Birth Registration/Civil Registration and Vital Statistics systems	Child Protection
61	Goal Area 3	23-03 Access to justice	Justice, birth registration/CRVS, and alternative care - staff and administrative costs	Child Protection
62	Goal Area 3	23-04 Cross-cutting	IMS (including Primero, MRMIMS, CPIMS, GBVIMS)	Child Protection
63	Goal Area 4	24-01 Water	Water supply - Institutions (schools, health care facilities, ECD centers) in development and humanitarian settings	WASH
64	Goal Area 4	24-01 Water	Water supply - Rural communities service delivery	WASH
65	Goal Area 4	24-01 Water	Water supply - Urban and peri-urban communities service delivery	WASH
66	Goal Area 4	24-01 Water	Water supply in Emergencies- Improving water supply services communities	WASH
67	Goal Area 4	24-02 Sanitation	Sanitation - eliminating open defecation in peri-urban and urban communities	WASH
68	Goal Area 4	24-02 Sanitation	Sanitation - Eliminating open defecation in rural communities	WASH
69	Goal Area 4	24-02 Sanitation	Sanitation and hygiene - eliminating open defecation in peri-urban and urban communities	WASH
70	Goal Area 4	24-02 Sanitation	Sanitation and hygiene - Eliminating open defecation in rural communities	WASH
71	Goal Area 4	24-02 Sanitation	Sanitation and hygiene - institutions (schools, health care facilities, ECD centers) including menstrual hygiene management	WASH
72	Goal Area 4	24-02 Sanitation	Sanitation and hygiene - improving services in emergency communities	WASH
73	Goal Area 4	24-02 Sanitation	Sanitation in Emergencies- improving sanitation services in communities	WASH
74	Goal Area 4	24-02 Sanitation	WASH in emergencies - Coordination and preparedness	WASH
75	Goal Area 4	24-02 Sanitation	WASH in emergencies - Coordination and preparedness	WASH
76	Goal Area 4	24-02 Sanitation	WASH in emergencies - Institutions (schools, health care facilities, ECD centers) response including menstrual hygiene management	WASH
77	Goal Area 4	24-02 Sanitation	WASH in institutions: (schools, health care facilities, ECD centers) including menstrual hygiene management	WASH
78	Goal Area 4	24-03 Disaster Risk Reduction		WASH
79	Goal Area 5	24-04 Children in Urban Settings	25-02-12 Social protection in humanitarian context: Support to cash transfer delivery via new or parallel system	SIP
80	Goal Area 5	24-04 Children in Urban Settings	25-06-02 PF4C: Improving Budget allocation	SIP
81	Goal Area 5	25-01 Child Poverty	25-02-04 Cash Transfers: Implementation of government cash transfer delivery (beneficiary identification, grievance mechanisms, cash delivery mechanisms like banking, mobiles, community distribution)	SIP
82	Goal Area 5	25-01 Child Poverty	25-02-05 National social protection strategies: Policies, strategies, legislation and coordination (inter-ministerial, donor)	SIP
83	Goal Area 5	25-01 Child Poverty	25-02-06 Linking cash to other programs, information and services (information on essential family practices, livelihoods, psycho-social support, etc.)	SIP
84	Goal Area 5	25-01 Child Poverty	25-02-07 Social welfare workforce strengthening: Case management, referral, capacity development	SIP
85	Goal Area 5	25-01 Child Poverty	25-02-08 Support to other social protection programs: Child care and early childhood development	SIP

86	Goal Area 5	25-01 Child Poverty	25-02-09 Support to other social protection programs: Universal health coverage/health insurance	SIP
87	Goal Area 5	25-01 Child Poverty	25-06-03 PF4C: Improving public expenditure effectiveness / efficiency	SIP
88	Goal Area 5	25-02 Social Protection	25-02-03 Cash Transfers: Social protection data management (management information system, social and beneficiary registries, M&E systems)	SIP
89	Goal Area 5	25-02 Social Protection	25-02-11 Social protection in humanitarian context: Support to cash transfer delivery by government system	SIP
90	Goal Area 5	25-02 Social Protection	25-01-02 Child poverty analysis towards policy change (Profiling, mapping and identifying drivers of multi-dimensional and monetary poverty of children, modeling and simulation of policy options)	SIP
91	Goal Area 5	25-02 Social Protection	25-02-02 Cash Transfers: Government cash transfer system development (design, targeting, beneficiary selection, grievance mechanism, cash delivery mechanisms like banking, mobiles, community distribution)	SIP
92	Goal Area 5	25-02 Social Protection	25-06-05 PF4C: Domestic revenue mobilization and access to finance for key social services	SIP
93	Goal Area 5	25-03 Equitable Chance in Life	25-03-01 System strengthening for adolescent participation and civic engagement (inc. in humanitarian settings)	ADAP
94	Goal Area 5	25-03 Equitable Chance in Life	25-03-02 Adolescents participating in or leading civic engagement initiatives (inc. in humanitarian settings)	ADAP
95	Goal Area 5	25-03 Equitable Chance in Life	25-03-03 Children and adolescent participating in the planning, implementation, monitoring and evaluation of UNICEF programmes	ADAP
96	Goal Area 5	25-03 Equitable Chance in Life	25-03-04 Development of multi-sectoral legislation/policies/strategies/action plans supporting development and participation of adolescents	ADAP
97	Goal Area 5	25-04 Gender discriminatory roles and practices	Gender programming - multisectoral	Gender
98	Goal Area 5	25-04 Gender discriminatory roles and practices	HQ technical support to regions and countries on Gender	Gender
99	Goal Area 5	25-04 Gender discriminatory roles and practices	25-04-01 Behavioral change communication campaigns on gender equitable roles and practices	Gender
100	Goal Area 5	25-04 Gender discriminatory roles and practices	25-04-02 Curriculum and/or training materials on gender roles and practices	Gender
101	Goal Area 5	25-04 Gender discriminatory roles and practices	25-04-03 Capacity Development for frontline workers on gender equality	Gender
102	Goal Area 5	25-04 Gender discriminatory roles and practices	25-04-04 Advocacy material on gender equality laws and policies	Gender
103	Goal Area 5	25-05 Children with disability		Gender
104	HOWS		C4D Capacity and Skills Development	C4D
105	HOWS		Community Engagement and Participation	C4D
106	HOWS		CRC, CEDAW or CRPD reporting	Rights
107	HOWS		CRC, CEDAW, and CRPD – follow up on concluding observations	Rights

