

UNAIDS Gender Equality Marker Guidance 2018-2019 Joint Planning and Reporting (last updated August 2018)

What is a Gender Equality Marker?

The Gender Equality Marker (GEM) is a resource tracking mechanism based on a coding system. It is intended to measure the extent to which UNAIDS activities contribute to the promotion of gender equality and women's empowerment. The GEM is a mandatory requirement for all UN entities under the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP).

In keeping with the UN-SWAP requirement, UNAIDS Secretariat adopted a GEM in 2015, including a financial benchmark of 15% of resources deemed to have a principal objective to contribute to gender equality and women's empowerment. In September 2017, the GEM was extended to the work of the Joint Programme when it was integrated into the Joint UN Plans at country level. The GEM enables UNAIDS to:

- track investments (budget and expenditure) for results relating to gender equality and women's empowerment, while monitoring and analyzing trends
- improve accountability on gender equality and women's empowerment

How to apply the Gender Equality Marker to UNAIDS Joint Plans?

1. As the Joint Plan is being drafted/ revised, use the [Checklist for planning and reporting on Human Rights, Gender Equality and Women's Empowerment \(GEWE\)](#) to ensure GEWE is incorporated into your Joint Plan
2. When the Joint Plan is complete, assign each of the deliverables a GEM score
3. There are four rating codes as described in the box below. The criteria used to apply each rating code is also explained.

Rating Code	Rating description
0 or N/A	no contribution to gender equality and/or women's empowerment
1	limited contribution to gender equality and/or women's empowerment
2	significant contribution to gender equality and/or women's empowerment
3	a principal objective to advance gender equality and women's empowerment

The criteria used to apply ratings are as follows:

Rating code 0 or N/A: No contribution to gender equality and/ or women's empowerment

For standard definitions: <https://undg.org/wp-content/uploads/2017/03/UNDG-Gender-Equality-Marker-Guidance-Note-Final-Sep-2013.pdf>

This category includes deliverables of a workplan that have no visible potential to contribute to gender equality and/or women's empowerment, and women, men and transgender people are not expected to be affected differently from the output results and corresponding activities (in terms of their rights, needs, roles, opportunities etc) and there are hardly any entry points for gender mainstreaming activities and/or affirmative action. If the deliverable falls under this category, it will:

- be of a technical nature and cover mainly operational activities such as IT support, cost of office premises, building maintenance and repairs etc.

Rating code 1: limited contribution to gender equality and/ or women's empowerment

This category includes deliverables of a workplans that are expected to contribute to gender equality and/or women's empowerment in a limited way. These deliverables possess only a few gender dimensions and entry points for gender mainstreaming activities and/or affirmative actions. If the deliverable falls under this category, it will:

- not make direct contribution to gender equality and women's empowerment but the output results and/or related activities will cover a wide range of beneficiaries including women.
- ensure specific consideration has been given to female key populations and/or transgender women, where relevant, and their needs addressed in relation to tasks on marginalized and key populations.

Rating code 2: significant contribution to gender equality and/ or women's empowerment

Deliverables that fall into this category are strongly linked to gender-related aspects and are expected to significantly contribute to gender equality and/or women's empowerment. These deliverables possess multiple entry points for gender mainstreaming activities and/or affirmative action but do not explicitly state gender equality and/or women's empowerment as a principle objective. The workplan has output results and activities demonstrating how gender equality will be advanced. **Rating code 2 is the goal for the majority of UNAIDS workplans.** If the deliverable falls under this category, it will:

- identify gender equality and/or women's empowerment in a stand-alone top task and/or sub tasks, gender integration is visible in the workplan.
- ensure workplan outputs have at least 40% activities promoting gender equality and/or the empowerment of women.
- advocate and provide leadership in mainstreaming gender in all possible areas to attain the Three Zeros vision (including zero discrimination)
- ensure specific consideration been given to female key populations and transgender women, where relevant, and their needs addressed in relation to tasks on marginalized and key populations.

Rating code 3: A principal objective to advance gender equality and women's empowerment

This category includes deliverables that state gender equality and/or women empowerment as one of the principal objectives and its components address gender issues as a fundamental in the design and impact of the deliverable. If the deliverable falls under this category, it will

- identify gender equality and women's empowerment in a stand-alone top task(s) and/or activities, gender integration is visible in the workplan.
- ensure workplan top tasks have at least 60% activities promoting gender equality and the empowerment of women.
- ensure specific consideration has been given to female key populations and transgender women, where relevant, and their needs addressed in relation to tasks on marginalized and key populations.
- advocate and provide leadership in mainstreaming gender in all possible areas to attain the Three Zeros vision (including zero discrimination)

How is the GEM data used?

The GEM data is analysed and will be aggregated for each region and the global level. A financial benchmark will need to be set. A GEM report is prepared and the data is reported to the SWAP in 2019 when the planning data is shared based on the 2018-2019 budgets. At the end of the biennium a final report is shared based on expenditure data.

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