



CARE GENDER MARKER

CARE International is committed to achieving gender equality and empowerment for women and girls. The CARE Gender Marker helps the organisation to deliver on this commitment and continuously improves programming to better meet the needs of the women, men, boys and girls.

What is the CARE Gender Marker?

The CARE Gender Marker is an accountability and learning tool that monitors how well gender has been integrated into humanitarian and development work through a project cycle.

How does the CARE Gender Marker work?

The CARE Gender Marker is applied in four steps:

1. Assess

the project objectives.



2. Grade

gender in the project analysis, activities, participation, and monitoring and evaluation system.



3. Calculate

the number of positive answers.



4. Use the results

to grade the project on the CARE Gender Continuum.



Who can use the CARE Gender Marker?

The CARE Gender Marker allows all CARE staff to reflect on how a project contributes to increasing gender equality. It can be used for humanitarian and development programming.

CARE GENDER MARKER VETTING FORM

Date: _____ Project title: _____ Reviewer: _____ Project ID: _____
 Country: _____ Stage graded: _____

1. Select which of the following statements best describes this intervention:

I. Does NOT work with gender roles and relations **GRADE 0**

II. WORKS WITH existing gender roles and relations **GO TO COLUMN A**

III. CHALLENGES existing gender roles and relations **GO TO COLUMN B**

2. **COLUMN A** WORKS WITH existing gender roles and relations **OR** **COLUMN B** CHALLENGES existing gender roles and relations

Answer the questions below: Tick YES for all of the statements that apply.

Analysis: Is this intervention informed by some analysis of the gender differences of women, men, boys, and girls?

Activities: Are project activities adapted to meet the distinct needs of women, men, boys, and girls as identified in the analysis?

Participation in Project Processes: Does the intervention ensure meaningful participation of women, men, boys and girls in at least one of the following: transparent information sharing; decision-making; responsive feedback mechanisms?

Monitoring and Evaluation Systems: Are monitoring systems collecting and analysing both sex and age disaggregated data, and changing protection risks and needs?

Analysis: Is this intervention informed by an in-depth, project specific gender analysis of the distinct needs, roles, relationships, protection risks and power dynamics of and between women, men, boys and girls?

Activities: Are project activities, adapted to meet the distinct needs of women, men, boys and girls, supported by specific gender activities advancing gender equality through all three dimensions of CARE's Gender Equality Framework: agency, structure, and relations?

Participation in Project Processes: Does the intervention ensure meaningful participation of women, men, boys and girls in all three of the following: transparent information sharing; decision-making; responsive feedback mechanisms?

Monitoring and Evaluation Systems: Are monitoring systems collecting, analysing, and addressing all four of the following: changes in gender roles and relations; sex and age disaggregated data; unintended consequences; and the changing protection risks and needs?

3. Add up the total number of YES: _____

4. Using the Grading Guidance below, tick the Grade received:
 0-1 YES=Grade 0, 2-3 YES=Grade 1, 4 YES=Grade 2

Using the Grading Guidance below, tick the Gender Grade received:
 0-1 YES=Complete column A, 2-3 YES=Grade 3, 4 YES=Grade 4

GRADE 0 HARMFUL **GRADE 1 NEUTRAL** **GRADE 2 SENSITIVE** **GRADE 3 RESPONSIVE** **GRADE 4 TRANSFORMATIVE**

NOTE: All elements ticked as YES require justification below, and supporting documentation to be attached.



CARE Gender Continuum

The CARE Gender Marker grades projects from 0-4 then places the result on CARE's Gender Continuum - a scale ranging from 'gender harmful' to 'gender transformative'.



WHY USE THE CARE GENDER MARKER?

- **Go beyond intentions:**
The CARE Gender Marker goes beyond simply grading proposals to grading the entire cycle of a humanitarian and development project.
- **Establish minimum standards:**
By establishing a standard criteria we ensure that minimum standards of gender equality are met by CARE's humanitarian and development programming.
- **Measure transformative change:**
By using a five-point scale CARE is able to differentiate between gender-sensitive programming and gender-transformative programming.
- **Increase accountability:**
The CARE Gender Marker makes CARE accountable to meeting its strategic goals on gender equality - both internally and externally.
- **Improve programming:**
Using grades makes it easier to identify weaknesses and encourages the organisation to continually strive for improvement.

CARE is compatible with other Gender Markers

The CARE Gender Marker is compatible with all other gender markers in the humanitarian sector – including those used by ECHO and IASC.



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