



Migration
Multi-Partner
Trust Fund

GENDER MARKER GUIDANCE NOTE



1. INTRODUCTION

The [Migration Multi-Partner Trust Fund](https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_RES_73_195.pdf) (Migration MPTF, or the Fund) was called for by the Global Compact for Safe, Orderly and Regular Migration (Global Compact), adopted by the General Assembly in December 2018. It is a UN financing mechanism to support Member States and regional/global entities in their implementation of the Global Compact, and is the first pooled funding instrument focusing on migration. It is a concrete demonstration of a multilateral commitment to strengthen international cooperation in the pursuit of principled and better governed international migration, placing the wellbeing of individuals at its core.

The Global Compact espouses gender-responsiveness as one of its ten guiding principles, stating as follows:

“The Global Compact ensures that the human rights of women, men, girls and boys are respected at all stages of migration, that their specific needs are properly understood and addressed and that they are empowered as agents of change. It mainstreams a gender perspective and promotes gender equality and the empowerment of all women and girls, recognizing their independence, agency and leadership in order to move away from addressing migrant women primarily through a lens of victimhood.”¹



In line with the Global Compact guiding principle, the Migration MPTF encourages partners to develop Joint Programmes that actively contribute to achieving gender equality and women's empowerment (GEWE).² As an overall principle, and as reaffirmed in the Fund's Results Framework, the Migration MPTF seeks to ensure that the majority of its funding is allocated to Joint Programmes that make significant contributions to GEWE.

2. MIGRATION MPTF GENDER MARKER

This Note provides guidance for the UN system to advance and integrate GEWE as part of the Joint Programmes submitted to, and/or implemented with the financial support of the Fund. It is intended to provide guidance for all Participating UN Organisations (PUNOs) and other stakeholders developing or implementing Migration MPTF Joint Programmes, highlighting that the integration of gender equality considerations is a requirement for all proposal submissions. As such, the gender marker will help track and report on allocations and expenditures for ensuring GEWE are advanced and integrated in all Migration MPTF Joint Programmes.

¹ See: https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_RES_73_195.pdf

² Please note that for the purpose of this note, women's empowerment will include both women and girls.

The Migration MPTF Gender Marker is based on a 4-point scale, aligned with the UNDG standard:³

Score	Description	% of programme budget reserved for gender (indicative)
A	Projects that have gender equality and women's empowerment (GEWE) as the primary objective	70% - 100%
B	Projects that significantly contribute to GEWE	25% - 70%
C	Projects that make a marginal contribution to GEWE, but not significantly	5% - 25%
N/A	Projects that are not expected to make a noticeable contribution to advancing GEWE	Less than 5%

Through the Gender Marker, the Migration MPTF tracks allocation to GEWE and reports to Member States, donors and partners on its results. The Fund reviews Joint Programmes on the Gender Marker scale by taking into consideration the extent to which gender equality considerations and gender responsiveness is integrated into the following sections of the project proposals:

- Needs assessment and problem analysis;
- Target populations;
- Expected results and the Theory of Change;
- Results monitoring;
- Budget allocation; and
- Risk analysis.

The Fund supports projects with high-quality standards and therefore requests that all projects regardless of their Gender Marker ranking include gender equality considerations in their needs and risk analysis, and disaggregate data and indicators by sex and age.

The table below provides guidance for applicants when assigning a gender marker score to their projects. They are meant to clarify the difference between the gender markers in terms of how GEWE are addressed and advanced in the various elements of the project. The applicant is to use this as a 'check-list' to review and compare the project against and allocate a marker or make the necessary changes to the proposal to reach the desired marker.

³ Reference: United Nations Development Group: "Gender Equality Marker Guidance Note September 2013"
<https://undg.org/wp-content/uploads/2017/03/UNDG-Gender-Equality-Marker-Guidance-Note-Final-Sep-2013.pdf>

GENDER MARKER A:

The principle purpose of the Joint Programme is to advance gender equality and women's empowerment (GEWE) in the context of migration. Gender equality is fundamental to the Joint Programme design and the expected results. The Joint Programme would not have been undertaken without the gender equality objective.

Needs Assessment	<ul style="list-style-type: none"> • Include a comprehensive gender analysis to highlight the gender dynamics (e.g. gender-specific discrimination, stigma, exclusion, and sexual and gender-based violence) and an analysis of the specific realities of women, men, girls and boys, inclusive of those identifying as LGBTIQ, and their situation, roles and responsibilities and how these affect their migration experiences. • Clearly articulate which are the key beneficiaries, and what the specific needs of women, girls, men and boys are.
Target Population	<ul style="list-style-type: none"> • Does not have to target women only (gender equality includes working with men on gender norms) but can be exclusively focused on women if clearly articulated why this is the best approach to achieve GEWE and migration-related outcomes. • Is clearly identified or proposes criteria for selection (e.g. female migrants, women headed household, male border officials, etc.) • Multiple forms of discrimination, and an intersectional approach should be considered.
Expected Results and Theory of Change	<ul style="list-style-type: none"> • Achieving migration-related impact by addressing the specific needs and challenges of women and girls, and through advancing GEWE as the main objective of the project • All project outcomes and outputs directly contribute to advancing GEWE • All the activities are formulated to make an impact on GEWE outputs and outcomes and take into account an active participation, particularly of women, in designing and implementing activities and determining results • The Theory of Change clearly articulates the causal link chain that will contribute to GEWE, and improve migration outcomes.
Results Monitoring	<ul style="list-style-type: none"> • All data to be disaggregated by sex and age, and other identities where possible • Most outcome and output-level indicators measure change in terms of GEWE. • The results have corresponding indicators to measure how gender equality will be advanced.
Budget	<ul style="list-style-type: none"> • 70 to 100 % of the programme budget is allocated towards GEWE results • If the activity is specifically targeting gender equality and/or empowerment 100% of the budget can be allocated to GEWE • Please note that considering UN Women's budget allocation as the only GEWE allocation of the project is not sufficient; all project partners need to make clear allocations to advancing GEWE • Please note that staffing costs can be included in GEWE allocation. The ToR of the staff member can be used to guide financial allocation of staffing costs to GEWE.
Risk Analysis	<ul style="list-style-type: none"> • Includes an analysis of gender-specific risks and mitigation strategies. For example, will the interventions of the project address the specific needs of migrant women and girls and tackle gender-specific discrimination? Will an increase in the participation of migrant women in decision making result in negative repercussions, e.g. a backlash from traditional leaders? What steps will the project take to address and mitigate this? • Risks included in the analysis should also include the risks of not achieving sustainable results if women are not meaningfully included

GENDER MARKER B:

Advancing gender equality and women's empowerment (GEWE) is a significant objective but not the principal reason to undertake this Joint Programme. It is a secondary objective expected to make a significant contribution to advancing gender equality, with corresponding indicators to measure how gender equality will be advanced. Gender equality considerations are reflected in the needs assessment, implementation/activities, the results framework and the budget. Gender is mainstreamed throughout the Joint Programme.

Needs Assessment	<ul style="list-style-type: none"> Includes a substantive gender analysis to highlight the gender dynamics, the key beneficiaries from a gender perspective, and assesses the different needs and challenges of women, men, girls and boys, including those identifying as LGBTIQ.
Target Population	<ul style="list-style-type: none"> Men, women, boys and girls, or women and girls, are targeted by the project and their distinct needs and capacities are reflected in the project description. Some activities address barriers to GEWE and ways to work towards its achievement. Efforts are made and special measures are put in place to accelerate equal representation of women and men as much as possible.
Expected Results and Theory of Change	<ul style="list-style-type: none"> GEWE is a significant objective of the project. Minimum one outcome and/or output directly contributes to achievement of GEWE. The Theory of Change clearly articulates the causal link chain that will contribute to GEWE for the relevant outcome identifying barriers and challenges adequately.
Results Monitoring	<ul style="list-style-type: none"> All data to be disaggregated by sex and age, where possible. At least one outcome and/or output -level indicator aims at measuring impact on GEWE.
Budget	<ul style="list-style-type: none"> 25 to 70% of the programme budget is allocated to GEWE. Please note that staffing costs can be included in GEWE allocation. The ToR of the staff member can be used to guide financial allocation of staffing costs to GEWE.
Risk Analysis	<ul style="list-style-type: none"> Includes an analysis of gender-specific risks and mitigation strategies.

GENDER MARKER C:

Gender equality considerations are integrated into the needs assessment with a view to ensure that the different needs and challenges of migrant women, girls, men and boys are considered and understood. Projects make a marginal contribution to advancing gender equality and/ or the empowerment of women and girls. However, gender equality and women's empowerment (GEWE) is not a significant objective of this project.

Needs Assessment	<ul style="list-style-type: none"> Discusses the different needs of women, girls, men and boys, but does not provide a substantive analysis of the gender dimensions of the context. Make reference on how to ensure that the design and implementation of the project does not reinforce gender inequality, based on a gender analysis.
Target Population	<ul style="list-style-type: none"> Mentions women and girls but typically among other groups and does not identify specific criteria.
Expected Results and Theory of Change	<ul style="list-style-type: none"> Will contribute in some way to advancing GEWE, but not significantly. No outcome / outputs dedicated exclusively to advancing GEWE. Activities do not primarily promote GEWE.
Results Monitoring	<ul style="list-style-type: none"> Indicators are disaggregated by sex and age (where possible) and there is at least one indicator referring to gender.
Budget	<ul style="list-style-type: none"> 5 to 25% of the programme budget is allocated to advancing GEWE.
Risk Analysis	<ul style="list-style-type: none"> May include an analysis of gender-specific risks and mitigation strategies.

GENDER MARKER N/A:

The project is not expected to contribute to GEWE in any noticeable way. There are no indicators that are disaggregated by sex, measure the engagement of women, girls, boys, men, etc., nor do any of the indicators show how GEWE will be advanced.

3. HOW IT WORKS & WHO DOES WHAT

- The Gender Marker is mandatory for all Joint Programme concept notes and proposals for the Migration MPTF. The Migration MPTF concept note and Joint Programme templates include specific sections for the Gender Marker (Concept note template section 6; Joint Programme document template cover page). Proposals that do not include a Gender Marker will be returned.
- The Gender Marker score is proposed by the Participating UN Organizations (PUNOs) when submitting a proposal (concept note or Joint Programme document) to the Migration MPTF (self-scoring).
- The Migration MPTF Fund Management Unit will review the Gender Marker of all submissions before they are reviewed by the Migration MPTF Steering Committee.
- The Migration MPTF Steering Committee, when approving Joint Programmes, will review the Gender Marker and where necessary recommend changes to strengthen the integration of gender equality women's empowerment.

4. REFERENCES

UNCT Gender Equality Marker Guidance Note:

<https://unsdg.un.org/resources/unct-gender-equality-marker-guidance-note>

UNDG Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level:

<https://unsdg.un.org/resources/resource-book-mainstreaming-gender-un-common-programming-country-level>

UNDG Gender Equality Marker - Guidance Note:

<https://unsdg.un.org/resources/gender-equality-marker-guidance-note>

UN Women Gender mainstreaming In development programming:

<https://www.unwomen.org/en/digital-library/publications/2015/02/gender-mainstreaming-issues>

For resources related to Gender and Migration, see: <https://www.iom.int/gender-and-migration> and <https://www.unwomen.org/en/digital-library/publications?topic=e67c3cc684ce482d812861bd59c3d054>