



The FIT Gender Equality Marker (GEM)

What is the FIT GEM?

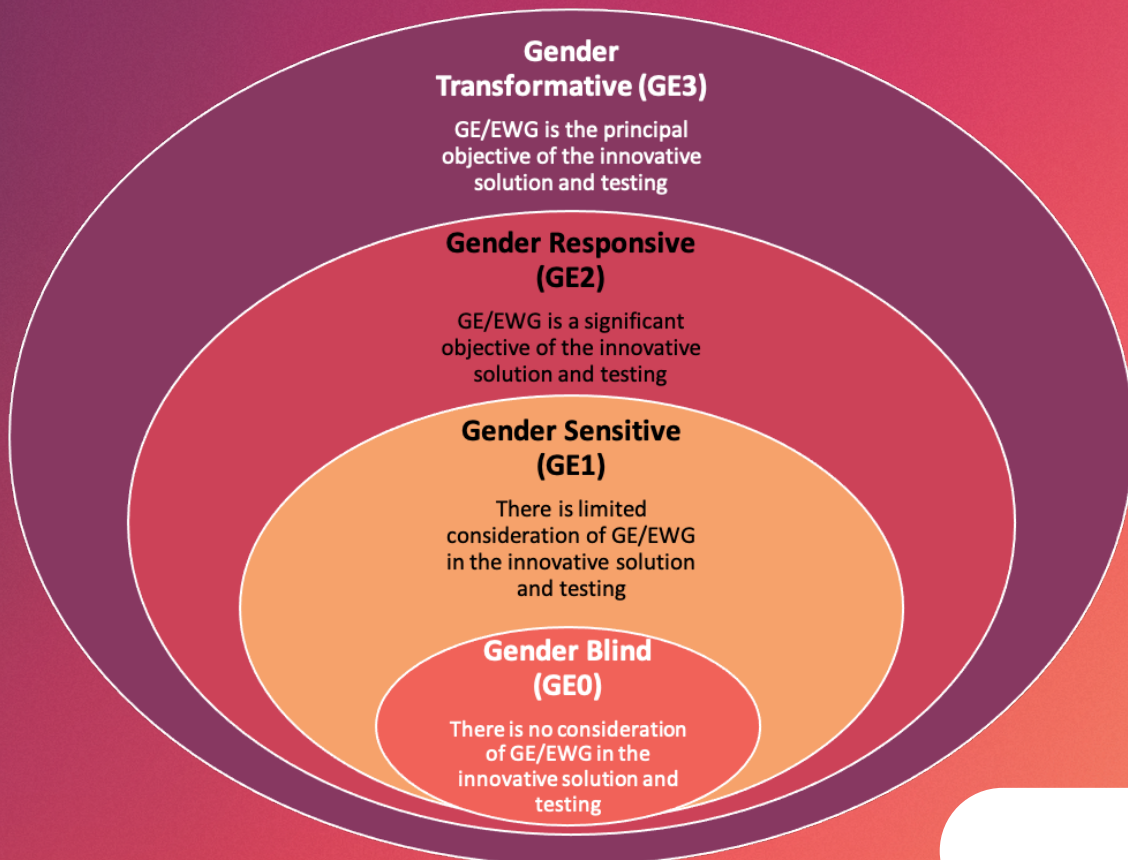
The Fit Gender Equality Marker is a scoring system that measures the extent to which an innovative solution and testing contributes to advancing gender equality (GE) and empowering women and girls (EWG).

FIT's GEM is a useful tool at the design stage and throughout the entire testing period. It is meant to guide small and medium organization (SMOs) in assessing their own contributions to GE and EWG. In addition, FIT uses the GEM to assess whether an innovative solution and testing meets FIT's standards. **The FIT program aims to fund only innovative solutions with a score of GE2 or GE3.**

How does this score system work?

FIT has established a 4-level scoring system¹:

1. **Gender Blind (GE0)**
2. **Gender Sensitive (GE1)**
3. **Gender Responsive (GE2)**
4. **Gender Transformative (GE3)**



¹ FIT's GEM is adapted from multiple sources including: the [Handbook on the OECD-DAC Gender Equality Policy Marker](#); [UN Women Gender Marker Guidance Note](#); and the [Government of Canada's Feminist International Assistance Gender Equality Toolkit for Projects](#).

Gender Blind (GE0)

The innovative solution and testing ignore gender norms, roles and relations, differences in opportunities and resource allocation for women and men (and all genders). It does not include an explicit focus on gender equality and does not include specific activities designed to reduce gender-based inequalities and has no gender equality outcomes.

Example: *A basic education and literacy innovative solution designed to benefit boys and girls but there is **no consideration of GE/EWB**. For instance, no gender analysis has been conducted and there are no objectives or activities that aim to specifically address gender-based inequalities (e.g. in access to education for girls, etc.).*

Gender Sensitive (GE1)

The innovative solution and testing indicate awareness of gender inequalities, although no remedial action is taken. It does not include an explicit focus on gender equality in the testing results/outcomes.

Example: *A railway innovative solution with **limited consideration of GE/EWB**. For instance, a gender analysis has been conducted but gender equality is not a deliberate objective. The innovative solution does not include objectives or activities designed to reduce gender-based inequalities (e.g. in access to services, markets, risks, benefits and opportunities) or empower women (e.g. through gender quotas in hiring for construction work, street lighting and walkways that make transport safer for women, etc.).*

Gender Responsive (GE2)

The innovative solution and testing identify and acknowledge the existing differences and inequalities between women and men, and articulates policies and actions, which address the different needs, aspirations, capacities and contributions of women and men (and all genders). Gender equality is an important and deliberate objective of the innovative solution, but is not the principal reason for undertaking the testing. The innovative solution is designed to have a positive impact on advancing gender equality and/or the empowerment of women and girls.

Example: *A basic education and literacy innovative solution designed to benefit boys and girls and **GE/EWB is a significant objective**. For instance, the innovative solution aims to address the gender-based barriers to girls' education (e.g. through provision of financial incentives to encourage disadvantaged families to allow girls to attend school, raising awareness of the importance of education for girls, etc.).*

Gender Transformative (GE3)

The innovative solution and testing are aware of gender inequalities and attempts to address and positively transform the root causes of gender inequality for girls, boys, women and men (and all genders). activities that either advances gender equality or challenges existing inequities and discriminatory policies and/or practices. Gender equality is the principal objective, so the innovative solution was designed specially to address inequities and to advance gender equality.

Example: *An innovative solution designed to specifically address girls' access to and performance in vocational training so **GE/EWB is the principle objective**. For instance, the main objective is to empower women and girls by reducing inequalities between boys and girls.*



Coding Criteria Checklist

GEM	Key Criteria
Gender blind (GE0)	<ul style="list-style-type: none"> • There is no consideration of GE/EWB in the innovative solution and testing • The innovative solution and testing is designed on the principle of being fair by treating everyone the same • The innovative solution does not include a gender analysis or specific activities designed to reduce gender-based inequalities • There are no gender equality outcomes
Gender sensitive (GE1)	<ul style="list-style-type: none"> • There is limited consideration of GE/EWB in the innovation solution and testing • The innovative solution and testing identify and acknowledges the existing differences and inequalities between women and men, but it does not address inequality generated by unequal norms, roles or relations • The innovative solution includes a gender analysis to ensure the innovation does no harm and does not reinforce gender inequalities • There are no gender equality outcomes
Gender responsive (GE2)	<ul style="list-style-type: none"> • GE/EWB is a significant objective of the innovative solution and testing • The innovative solution is designed to contribute to gender equality and/or women's empowerment • The innovative solution includes an in-depth gender analysis to inform the design of the testing • The innovative solution includes at least one higher-level outcome related to gender equality (supported by at least one gender-specific indicator) • Data and indicators are disaggregated by gender where applicable • There is a commitment to monitor and report on the gender equality results achieved by the testing
Gender transformative (GE3)	<ul style="list-style-type: none"> • GE/EWB is the principle objective of the innovative solution and testing • The innovative solution is designed so that the top-level ambition is to advance gender equality and/or women's empowerment • The innovative solution includes an in-depth gender analysis to inform the design of the testing • All of the innovation solution's outcomes are related to gender equality (supported by gender-specific indicators) • Data and indicators are disaggregated by gender , where applicable • There is a commitment to monitor and report on the gender equality results achieved by the testing

