

# EMPOWER@SCALE

## *CERTIFICATION PROCESS FOR GALS CHAMPIONS*

### I. BACKGROUND

#### **EMPOWER@SCALE PROJECT**

In recent years the demand for integrating “Household Methodologies” (HHM) in rural transformation programmes reached unprecedented levels, especially in IFAD loan-financed operations in Africa. IFAD recognises the Gender Action Learning System (GALS) as the most comprehensive amongst HHM and the most effective to address social norms, attitudes, behaviours and systems that represent the root causes of gender inequality.

To make significant global impact on gender equality, millions of people need to be reached. Oxfam and Hivos are thus working together with dedicated IFAD counterparts to respond to the demand for capacity development and information on HHM. The most effective way to learn GALS is through a combination of: guided experiences in the field in which professionals learn from community-level champions, experimentation in own work environment, exchange and support visits for each step, and peer reviews. The Empower@scale project therefore invests in the development and professionalisation of “Empowerment Learning Centers” (ELCs) in rural areas in Uganda, Nigeria and Kenya as one of the mechanisms to scale up GALS.

#### **ABOUT GENDER ACTION LEARNING SYSTEM**

The Gender Action Learning System (GALS) is a structured community-led empowerment methodology aiming at economic, social and political transformation. It gives women, men and youth, more control over their lives to catalyse a movement for gender justice. GALS includes a wealth of instruments, visual diagramming tools, principles and peer learning mechanisms that can be adapted in many ways for empowerment in rural development programmes. The main trainers are community members themselves based on self-interest and business cases. Those trainers are called champions. A champion can be defined as person who has changed her/his

life through the use of the GALS methodology thus becoming a living example of change. She/he also supports the changing process of others by sharing the methodology.

## II. OBJECTIVES

**Goal:** The goal of this certification process is to support the scaling up of GALS across the world while maintaining the quality of the methodology practiced and results achieved.

The specific objectives are:

- 1) To recognize efforts made by champions in changing their own life and supporting the change process of others, therefore motivating them to continue the process;
- 2) To set a standard certification process that it is fair and guarantees quality of trainings provided by champions both across implementation countries of the Empower@Scale project and potentially in other countries where the methodology is used.

## III. CERTIFICATION OF CHAMPIONS

The Certification process consists of 3 key components: **criteria**, **milestones** and **activities**.

**Criteria** are the quality requirements put in place to ensure that the process is competency based.

**Milestones** are the goals to be achieved in a targeted period whilst **activities** are actions taken towards the achievement of key milestones.

There are **2 levels of certification: basic** and **advanced**. Based on years of experience implementing GALS in many different countries, the minimum time observed to be certified on the basic level is one year. Another year is then needed to move from basic to advanced level.

### LEVEL ONE CERTIFICATION: BASIC

To be certified at basic level the candidate should be able to show evidence of achievement of the below:

- A) Trained on basic and monitoring GALS tools and capable of monitoring own results and support others to do the same.
- B) Practicing on the tools learned be able to show evidence<sup>1</sup> of changes at gender and livelihood levels. Change can be at individual, household and community level.
- C) Trained at least 5 other members of the community including facilitating a community workshop.

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<sup>1</sup> Evidence can take many forms. For example: testimonies of household members and/or neighbors, showing tools, showing assets purchased etc.

- D) Of the 5 members trained, at least 2 should be practicing the tools she/he has been trained on and be able to show evidence of changes at gender and livelihood level.

Once the 4 elements above are met, the champions are eligible to apply for level one certification (basic) in one year's time, and can initiate the process. The champion via the mentor or group will then apply for certification equipped with a brief of what she/he achieved with GALS. The brief will be submitted to a certification committee.

### **LEVEL TWO CERTIFICATION: ADVANCED**

To be certified at advanced level the candidate should be able to show evidence of achievement of the below:

- A) Trained on GALS advanced tools and continue monitoring its own progresses and the ones of others.
- B) Practicing on the tools learnt and be able to show evidence of changes at gender and livelihood levels. Change can be at individual, household and community level.
- C) Trained in advanced GALS tools at least 5 other members of the community including facilitating a community workshop using advanced GALS tools.
- D) Of the 5 members trained, at least 3 should be practicing the tools she/he has been trained on and be able to show evidence of changes at gender and livelihood level.

Once the 4 elements above are met, the champions are eligible to apply for level two certification (advanced) in one year's time by following the same process indicated for level one (basic).

Existing champions that have not had the opportunity in the past to apply for certification can also apply. The same criteria mentioned above will be used to assess them. If champions can provide satisfactory evidence to fulfil the above criteria and that they have already been practicing for the time required, they do not need to wait to apply.

### **CERTIFICATION COMMITTEE**

Depending on context, a **certification committee** shall be comprised of:

- Empowerment Learning Center members – if there is an ELC available in the community or from another community.
- (Experienced) champions – available champions either from the same community or from another community.
- Staff experienced in GALS from the local organization which brought the methodology to the community in the first place.
- Relevant members of local government with practicing GALS experience.

- Organised community groups with legal structure with practicing GALS experience.
- Local community members – peers that have been trained by champions applying for certification.

The list of potential members is voluntarily large to allow for different local context, but in any case, in all committees there should always be at least (experienced) champions, local community members as defined above and staff experienced in GALS from the local organization.

The committee should comprise at least 5 members with gender balance representation.

Members of the committee should be encouraged to rotate – while at the same time considering importance of keeping GALS expertise in the committee.

The certification committee will **check**:

1. Trainings received by the applicants;
2. Monitoring tools and evidence of changes at gender and livelihood level both of the applicant him/herself and of 2 (basic certification) and 3 (advanced certification) community members trained;
3. Community workshop that has been facilitated.

Upon successful verification/or scrutiny/or “background check” the applicant will be certified as a qualified basic or advanced level champion. If unsuccessful, the committee will communicate in an encouraging manner and inform the applicant on areas she/he should improve on and how to do so.

## **KEY NOTES**

Some **key** notes on the certification process include:

- Where there is an ELC, the ELC takes the responsibility to keep and update the existing database of champions – if possible online. Where there is no ELC this can be done by the local organization or the local government involved in the GALS process and having GALS expertise.
- The local organization, the local government and or ELCs are responsible for issuing the certificates physically.
- The fees to facilitate committee sit down will be catered for by the host ELC or by the organization bringing the methodology or by local government should they have expertise in GALS.

- Certificate revocation can happen by the same committee upon a champions misconduct<sup>2</sup>. Such issues can be brought to the certification committee by community members and if there is an ELC, can also be brought to the ELC.

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<sup>2</sup> The GALS methodology practice, process and principles.