

GENDERPRO

CREDENTIAL EXAM | PREPARATORY GUIDE

Welcome to the GenderPro Credential Exam Preparatory Guide.

This document is meant to outline key skills and concepts assessed in the **Credential Exam**, and identify which resources are most relevant for review. All resources cited here can be found in the **GenderPro Resource Library**.

This preparatory document will be most useful for colleagues who already have experience integrating gender into international development programmes, or have taken the GenderPro Capacity Building Course, and are brushing up on key skills and concepts before taking the GenderPro Credential Exam. The Credential Exam asks not only that **you can demonstrate knowledge of key skills and concepts, but can apply these skills and concepts.**

If you have limited experience with gender in an international development programme setting but are interested in achieving the GenderPro Credential, you may want to consider first participating in the GenderPro Capacity Building Course. You can read more about the GenderPro Course [here](#).

The GenderPro Credential Exam is a multiple-choice exam that assesses the test-takers competencies across the following **categories**:

- Foundations of Gender Integrated Programming
- How Power Dynamics Affect Gender Equality Work
- Gender Analysis
- Using Data for Gender Analysis
- Designing and Implementing Gender-Integrated Programmes
- Monitoring and Evaluating Gender-Integrated Programmes
- Advocacy, Communications and Scale-Up

This rest of this document highlights key skills, concepts, and resources across these categories you'll want to review before taking the GenderPro Credential Exam. All resources mentioned will be bold in blue, like this, and can be found in the GenderPro Resource Library (if you have not already registered for an account, you can do so [here](#)).

When you enroll to take the GenderPro Credential Exam, you will create an account that is active for two weeks' time, and within that two-week period you will have two opportunities to take and pass the GenderPro Credential Exam. Learn more about taking the Exam [here](#).

Thank you for interest in the GenderPro Credential, and we are proud to be your colleagues in a global community of gender and international development practitioners.

Wishing you the best of luck in your preparation for the GenderPro Credential Exam.

FOUNDATIONS OF GENDER INTEGRATED PROGRAMMING

The GenderPro Credential Exam covers foundational aspects of gender and international development programming, **including the following:**

- Key global turning points that have impacted how international development practitioners address gender equality in their programming. These include the key UN World Conferences on Women (most notably the 1995 conference in Beijing), the Millennium Development Goals and Sustainable Development Goals, and relevant international human rights documents (like CEDAW and the Convention on the Rights of the Child).
 - ▶ Watch **Gender Equality Enshrined in International Agreements**
- The Women in Development (WID) approach to international development programming, and the Gender and Development (GAD) approach. The differences in these approaches, what they meant for the evolution of gender in international development programming, and including the difference between practical needs and strategic interests
 - ▶ Read **From WID to GAD: Conceptual shifts in the women and development discourse (UNRISD)**
 - ▶ Watch **Different Approaches to Gender-Integrated Programming**
- Key resources that guide how gender and international development practitioner conduct their work, including: the RESPECT Framework, the IASC Guidelines, the GEMS Scale.
 - ▶ Review the **RESPECT Framework**
 - ▶ Review the **IASC Guidelines for Mental Health and Psychosocial Support in Emergency Settings**
 - ▶ Review the **GEMS Scale**
- Understanding Gender-Based Violence as a form of gender inequality
 - ▶ Review **Researching Violence Against Women: A Practical Guide for Researchers and Activists**
 - ▶ Watch **Gender-Based Violence: A Form of Gender Inequality**

HOW POWER DYNAMICS AFFECT GENDER EQUALITY WORK

Those who pass the GenderPro Credential Exam will demonstrate understanding of how power dynamics affect gender-integrated programming, **including knowledge of the following:**

- Core terms and concepts related to gender equality, including the difference between sex and gender, understanding of sexual orientation, gender identity or expression (SOGIE), and the difference between gender equity and gender equality and what this means for programming..
 - ▶ Watch **Sex, Gender, and Intersectionality**
 - ▶ Read **Gender Equality Lexicon (Bill and Melinda Gates Foundation)**
- Different kinds of (power with, within, to, and over) as they relate to gender equality.
 - ▶ Watch **Power and Gender Inequality**

GENDER ANALYSIS

The GenderPro Credential Exam assesses a test-taker's fluency with gender analysis, **including:**

- How to design a gender analysis and familiarity with different frameworks for gender analysis
 - ▶ Watch **Designing a Gender Analysis**
 - ▶ Read **Overview of Gender Analysis (SIDA)**
 - ▶ Review **Gender Toolkit: Integrating Gender in Programming for Every Child in South Asia (UNICEF)**

USING DATA FOR GENDER ANALYSIS

The GenderPro Credential Exam will assess a test-taker's understanding of data collection as it relates to completing a gender analysis, **including:**

- The difference between primary and secondary data collection, and when each is most appropriate in relation to gender analysis.
 - ▶ Watch **Using Secondary Resources for Gender Analysis**
- Important considerations in conducting primary data collection for gender analysis.
 - ▶ Watch **Conducting Primary Data Collection**
- Quantitative and qualitative methods of data collection, the differences between the two, ethical and safety considerations in data collection, and when each would be most appropriate for your gender analysis.
 - ▶ Watch **Quantitative Data Collection**

DESIGNING AND IMPLEMENTING GENDER-INTEGRATED PROGRAMMES

Colleagues taking the GenderPro Credential Exam must have an applied understanding of the following concepts related to gender-integrated programme design and implementation:

- Theory of change and results frameworks, the different components of each, and their importance in relation to gender-integrated programme design and implementation.
 - ▶ Watch **Theory of Change**
 - ▶ Watch **Results Frameworks**
- Social and gender norms, the difference between the two and how they affect gender-integrated programming.
 - ▶ Read **What Does It Mean To Leave No One Behind? (UNDP)**
 - ▶ Watch **Social and Gender Norms**
- The importance of sex-disaggregated data (and data disaggregated along other relevant dimensions), how it is used in gender-integrated programming.
 - ▶ Watch **Adopting an Intersectional Approach Programme Design**
- Gender-Responsive Budgeting.
 - ▶ Watch **What is Gender Responsive Budgeting (UN Women)**

MONITORING AND EVALUATING GENDER-INTEGRATED PROGRAMMES

Colleagues taking the GenderPro Credential Exam must have an applied understanding of the following concepts related to the monitoring and evaluation (M&E) of gender-integrated programmes:

- Applied understanding of key terms and concepts, including monitoring, evaluation, baseline, endline, and indicators.
 - ▶ Watch **What is M&E?**
 - ▶ Review **Gender Issues in Monitoring and Evaluation (World Bank)**
 - ▶ Read **Basic Principles of Impact Evaluation**
- Core components of an M&E plan for a gender-integrated programme.
 - ▶ Watch **M&E Plan**
- Different kinds of evaluations (formative, impact, outcome, process, economic).
 - ▶ Watch **Understanding Programme Evaluations**
- Gender sensitive indicators, including what makes an indicator gender sensitive, and what are relevant gender sensitive indicators to different kinds of programming.
 - ▶ Read **What Gets Measured Matters: A Methods Note for Measuring Women's and Girls' Empowerment (Bill and Melinda Gates Foundation)**



ADVOCACY, COMMUNICATIONS AND SCALE UP

Colleagues taking the GenderPro Credential Exam must have an applied understanding of the following concepts related to the advocacy for, communications and scale up of gender-integrated programmes:

- The difference between scaling up and working at scale.
 - ▶ Read **Revising the Script: Taking Community Mobilization to Scale for Gender Equality (ICRW and Raising Voices)**
 - ▶ Watch **Lessons Learn on Adaptations and Scale Up**
 - Internal and external advocacy, and demonstrating understanding of key audiences for communications related to gender-integrated programming.
 - ▶ Review the communications **Case Studies** under the **Gender-Integrated Programmes: Advocacy, Communications and Scaling-Up** section of the GenderPro Resource Library
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If you have any additional questions, please visit the [GenderPro website](https://www.genderpro.org) or email gwomen@gwu.edu

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