

Appendix 4

Case studies ‘Most Significant Change (MSC) Stories’

Story Title: The Women Advocate نصير للمرأة

Story facilitated by: Hanan Kwinana

Story recorded by: Georgina Serria

Region/Village: Fasayal – Jordan Valley

Story telling date: 1/12/15

Where: Fasayal – Jordan Valley

I'm Raed Abu Guda, 29 years old, from Fasayil Village فصايل , Jordan Valley. I have a senior title in business administration and I am a Project Coordinator at Jericho's Young Women Christian Association. I have participated since the beginning of the Project in 2012, and I'm still participating to date. I'm the only young man from Jordan Valley who kept on participating in AMAL Programme. As a young man from Jordan Valley, I perceive myself as a "Success Story." I was committed to attend all trainings. I have participated in trainings on advocacy, citizenship and political participation. I used to work on a part-time basis in the agriculture sector. I have participated with a number of young women who also underwent the trainings in training others. We have focused on the needs that we can work on such as: the health sector in Jordan Valley. "MEFTAH" has been helping us in that regard. I got acquainted with the trainer, who helped me get a job at the Young Women Christian Association as a Project Coordinator. However, he did not tell me that he was among the interviewing committee and I did not even know that he works there because he was a new employee. He asked me the most difficult questions during the interview, but he is quite aware of my capabilities.

The new training topics were very useful, as we did not have enough information about those topics (citizenship, lobbying and advocacy campaigns). The same applies to the group that we trained at Jordan Valley; they did not know much about those topics either.

The young men and women whom we trained have become activists. Before the training, they were "idle" and never participated in any community activities. It was difficult to recruit activists in Jordan Valley. Today, things have changed. At the closing event of AMAL Programme, a young woman from Jordan Valley will give a speech before a number of people, media professionals, activists and others. Giving a speech before a big number of people and under media coverage is not that easy and simple, especially that those young men and women could hardly stand before 10 people in the past.

I have never been interested before in community work. Maybe I just used to participate in certain activities to satisfy others. However, today I'm quite known in communities in Jordan. I have relationships with different institutions, the thing which enhances my work. I'm known for being a woman's advocate. This has, in turn, given confidence to parents to let their girls attend the events that I attend. If I am unable to go to Ramallah, young women from Jordan Valley do not go to attend the meeting either. I participate in the Local Council meetings. Those people are used to speaking while others only listen, although they are even unaware of local governance laws. I'm not afraid of them. I speak my mind and make proposals. Once at a meeting, I told the Council Chairperson that he has to read more and understand the law to know what his real authorities are.

I live in Fasayal Village, Jordan Valley. This is a very conservative village that would consider everything "haram" (forbidden by virtue of religion). For example, girls' education is haram; wearing pants by girls is haram – how would it be if the woman is working?!! Girls reaching secondary education are considered extremely lucky. Before, I used to think in the same manner. I was convinced that the girl I will marry would neither be working nor wearing pants. However, when I joined the university, I came to know that this is quite normal. This is not really an issue or a problem. Girls are not monsters. Last year, when I decided to engage a girl, I chose an educated girl who works and wears pants. I have even encouraged her to continue her post-graduate studies. In the beginning, my family opposed the idea especially that she is a working woman, but I managed to convince them. They told me "you have broken all the family rules." For me, it is important for the woman to have her own personality and identity. Hence, it does not matter whether they approve or disapprove.

As for future steps, I intend to work on myself and develop my experiences in community work. I may go to work in other geographical regions, and not just in Jordan Valley. Other young men were encouraged to participate because of me, which is good. Participation has opened new horizons for me and many places to work at. This can happen.

Key Changes observed which led to selecting this story as most significant to display change were as follows;

- *Changes observed in association with service access*
- *Changes observed in association with awareness of rights and access thereto*
- *Changes observed in association with social communication networks/friends*
- *Self-confidence increase and self-esteem*
- *Changes associated with acquired skills and experiences*
- *Changes associated with the relationships with other family members*
- *Changes in awareness of rights and access thereto*
- *Changes in political rights and practice*
- *Changes in decision-making process at different levels*

Other Changes: Changes associated with economic opportunity access and income generating ability; Key changes; Changes in living standard – welfare; Economic empowerment – all are indirect changes resulted from participating in the AMAL Programme– participation in the program might have an effect, but it was indirect.

Read's change story is an example of a "grassroots change" of a young man living in a rural marginalized community in Jordan Valley where agriculture sector is prevalent and dominate cultural & traditions doesn't support women and young female participation in public activities nor attaining basic education. Raed has broken all these personal and cultural constructs and unleashed his personal powers to change own beliefs and lead change in his community.

Story title: Changing Perceptions

Story facilitated by: Hanan Kwinana

Story recorded by: Kareema Ben Jeloun

Story told by: Yousra Ghoulati

Region/Country: Morocco

Story telling date: 17/12/15

Where: Casablanca

My name is Yousra. I'm a 23-year old student. I'm a member of a well-known Moroccan party. I was not convinced with the idea of participating in or running for elections. Moreover, I used to be among the party group calling for boycotting the elections. I have participated in the program through the capacity development training courses. I participated in my capacity as a member of L'Association Marocaine des Droits Humains, Casablanca, and not because I'm a member of a political party.

I benefited from the trainings organized by the "Association Démocratique des Femmes du Maroc" (ADFM) within the framework of Amal Program. The training covered useful various and complementary topics such as, the regulatory laws, and the laws that promote women's political participation.

Throughout the meetings held during the training courses, I have had a chance to meet elected women and political actors who have largely contributed to changing the political scene for the interest of women.

Upon participating in a number of trainings under the program, my perspective of how I view different things has changed. I have started to reconsider a number of the positions I used to adopt. In the beginning, I used to support women who have benefited from the training courses, and to only participate in the campaigns.

As I have previously mentioned, I did not participate in the elections. I have a deeply rooted belief about the fact that elections should be boycotted. However and after participating in

AMAL program, I was able to change that previous idea. I'm now convinced that I have to positively participate and support the institutional work. Therefore, I have decided to participate in organized institutional work instead of focusing on criticizing while being outside an institution because this will not make a change. I have become convinced that the change should come from inside.

My continuous contact with the elected women during the training courses has gradually made me convinced that it is important to participate in the elections. Afterwards, I actually ran for elections because I have been strongly convinced that the change should come from inside. I ran for elections, and I was the second candidate on the local list, and the representative of the feminine list in the party I belong to at the provincial level on the democratic leftist federal list. At the party, I now belong to the group advocating the necessity of participating in the elections rather than boycotting for the sake of making the change possible. I am now defending my position based on my experience with Amal program and my close contact with the elected women in the trainings. I have become convinced that women should attain decision-making positions.

The trainings I have benefited from have doubled my efforts and increased my ambition to participate in effecting the change, especially the training courses related to managing election campaigns and forming alliances, in addition to other training courses targeting elected women. I have led my election campaign experience and I have interacted with male and female citizens. I have become able to know their problems and diagnose their needs, especially women. I really enjoyed this experience at all its stages.

I was not able to win the elections, but I was happy with my experience. I have felt that I have extra energy. The experience itself has strengthened me. I feel I can make more change. I have a desire to invest my energy as a young woman. In fact, I now support the work of civil society organizations, with more convention and more participation.

For example, we have had a strong participation in the convoy organized by "Association Démocratique des Femmes du Maroc" (ADFM), where I participated in helping fill in the feedback forms and identify the inhabitants' needs, especially in the marginalized districts in Casablanca. We have found out that citizens are unaware of the role that should be played by the institutions. I have found out that I was not really aware of the citizens' actual needs. I have also found out how citizens are completely unaware of the laws we are demanding to change. These activities have made me more eager to work.

At another stage, we have formed a group of young women and have called ourselves "Collectif Des Jeunes pour la Démocratie." It was a suggestion that was put into force and we have formed our group. We work in coordination with other institutions and associations. We are now more than 25 young women. I now work at the association facilitating office. I feel I'm more powerful.

In the future: I have a desire to develop my experience and run again for elections to contribute to the change I want for women. My work through groups of young women will continue further and further I'll enhance the benefits I have gained through Amal Program. I feel I'm still at the beginning of the road. I'm hopeful that I will carry on

The criteria of selecting this story as the most significant change story that includes;

- *Changes observed in association with awareness of rights and access thereto*
- *Changes observed in association with social communication networks/friends*
- *Self-confidence increase and self-esteem*
- *Changes associated with acquired skills and experiences*
- *Changes associated with the relationships with other family members*
- *Living Standard Changes - Welfare*
- *Changes in awareness of rights and access thereto*
- *Changes in political rights and practice*
- *Changes in decision-making process at different levels*

An example of a young woman, who aspires change, she was able to change her political position. She used to advocate not participating in and boycotting elections. Then, she started to support the women running for elections during the training courses, until she took the decision to run for elections and try this experience by herself. She has realized the concept of women's transformative leadership through the initiatives she has participated in as a young woman who aspires change. She has helped form a feminine group entitled "Collectif Des Jeunes pour la Démocratie," and she has worked with them towards effecting the change they aspire. AMAL program is the first capacity development program that she has participated in and has helped change her position. While narrating her story, we were able to feel her enthusiasm and ambition.

Story Title: The Challenge

Story facilitated by: Hanan Kwinana

Story recorded by: Kareema Ben Jeloun

Story told by: Kareema Kareema AlRejraji

Region/Country: Morocco

Story telling date: 18/12/15

Where: Rabat

I'm a mother to 3 daughters. Before getting divorce, I was a victim of domestic violence, as I was continuously abused by my husband. He was a drug addict and unemployed. I was my family's bread winner and I was totally responsible for my daughters' upbringing expenses. After a long period of patience and endurance, I was fed up. I was not content. I have thought a lot about my situation and decided to get separated from my husband. I resorted to the Association (i.e. LDDF) to help me implement that decision. I was in need of someone who supports my decision and directs me concerning what I should do.

After I got the divorce, I have gone through a lot of bitterness. My family refused to receive me, especially that I have 3 daughters. Being rejected by all, I had to sleep on the streets for two nights. Whenever I went to someone, they would tell me “leave the girls to their father and come alone.” This was impossible, as I would have never abandoned my girls.

I have become completely and solely responsible for my whole family. I rented a house and I went out for work as a house maid to get a daily income for me and my girls. I have faced frequent harassments on the part of my husband, and I have always had to change my residence. Sometimes, the landlord would force me out of the house because of being upset with my husband’s harassments. Again, I had to resort to the family house, where I lived with my brother against his will to stop my husband’s harassments. I was obsessed with only one idea; i.e. getting a job to help me look after my children and provide them with their basic needs in terms of my limited capacities, and to help them continue their education away from the tense and violent atmosphere.

Once again, I resorted to the Association. I wrote my first poem where I declared my refusal of the conditions I live. I was greatly encouraged by them and I started to participate in a number of capacity development training courses that have helped me enhance my capacities.

I have started to feel that the qualifications I have should be invested and shared with other women, the thing which constituted a motive for me. In fact, I was able to learn a number of crafts. I have always had the desire to share what I have learnt with other women to help them avoid suffering from low income. I had a dream of getting a place where I can teach other women the crafts and skills. I know how to help develop their lives. After getting through all those difficulties, I felt strong. The Association has helped me make this dream come true. I was able to have a place where I teach women sewing and some traditional hand crafts.

I was thrilled with this initiative; especially that I was able to see part of my dream come true. I am keen to make the atmosphere of that place full of fun and entertaining activities for me and for the other women to entertain themselves and love the craft they are learning.

The high demand on the workshop I supervise has been a motive for me to go on. I see them active, and I realized I have been able to make a change in their lives as well, after sharing my experience with them. I was able to establish the true concept of development – one shouldn’t ask for a grant, one have to work and develop oneself.

As an extra incentive, I have started to provide them with a financial compensation. If their products are good, I give them a nominal price as an ongoing incentive to continue participating in the capacity development training course I supervise. I listen to the women and I try to help them avoid the same mistakes that I have been a victim to. I feel I have succeeded, thanks to the training courses I have taken within the framework of AMAL Program. Every training course I took was an incentive for me to be able to apply what I have learnt during the training.

I hope I can develop my experience and develop the activities at the workshop I supervise, in addition to marketing the products of the women with me to feel the success I have felt and develop their income to be economically and morally independent.

“Freedom” Poem:

I don't want to think about the past

I won't forget what happened

I won't say I'm a victim

But I'm a strong woman

I want to live freely

Previous sufferings are enough

I've beaten fear and broken vacant rules

I want to live freely

I won't accept to be lonely and forgotten

I don't want to think about the past

The criteria of selecting this story as the most significant change story that includes;

- *Changes observed in association with awareness of rights and access thereto*
- *Changes observed in association with economic opportunity access and income generating ability*
- *Self-confidence increase and self-esteem*
- *Changes associated with acquired skills and experiences*
- *Living Standard Changes - Welfare*
- *Changes in awareness of rights and access thereto*

Kareema is an example of a woman who was capable to challenge and overcome her conditions. She was able to change her life and has been active and even capable of influencing other women. She has realized that the economic empowerment is what would really help women take the right decision and develop their lives. Therefore, she has decided to help other women by sharing her experience with them. The most important thing is that Kareema has accepted the challenge and did not give up despite the pressures she has been under. She has decided to change her life, challenging her conditions and actual reality. She has shown great courage by telling her story without fear or hesitance.

Tunisia

Case study – Yes, we can do!!

Introduction

As it was indicated earlier, Tunisian women played a major role in the protests that ended the rule of the last president and triggered revolts across the Middle East and Maghreb. Despite the fact that Tunisia enjoys the highest ranking of gender and women rights, it is not surprising that there is still a great deal of concern amongst most women in the feminist movement that there was a backlash against the feminist movement, which was greatly restricted and closely monitored by security forces. Now, such organizations need to keep women's rights on the social and political agenda and to reach out to and forge links not only with the younger generation who were driving force behind the revolution in 2011 and continued their efforts and vital role.

The current Transformative Women Leadership (TWL) was designed to identify new and emerging female leaders (both amongst poor and marginalized women, as well as amongst university graduates) particularly amongst young women in the region of Tunisia.

One of the promising examples was found in the evaluation process was one of the women group leaders located in Kelebeia who worked during the life of the project to turn this into reality with the supportive role of the partner organization called LET. The following examples show how they turn all what they learnt during the life of the project into tangible successful practices and initiatives.

Latifa

AMAL has changed Latifa's personality and helped her become more courageous to speak out and express herself. She says, "In the past, I used to lack self-confidence and I was unable to deal with people and this used to make people misunderstand me. My ideas were unstable and I always used to feel that I'm incapable of making any decision. At the end of the 3 years of AMAL, I can tell that the training that benefited me the most was the "communication and leadership skills" training. I consider this training as a turning point in my life. After receiving this training, I started to apply what I have learnt in my personal life. I began to have discussions with my husband who has noticed the change that happened to me through AMAL. I also started to pass what I've learnt to my children and teach them the importance of thinking before taking any action. Moreover, I ran my own business "Woman's Club" for trainings and women's activities, in an empty room at my house. Now, my dreams became bigger and I look forward to running for parliament elections."

Elham

Under AMAL programme, Elham has run for elections. About her experience with AMAL, she says, “Running for the elections within the framework of AMAL programme has had a great impact on my life. The “porte-à-porte” training and the “methodology of developing electoral plan” have taught me a lot and helped me manage my campaign properly. As a mother, the programme has taught me how to listen to my children and have better conversations with them. And as a teacher, I became more patient with my students and this led me better manage my classes and be able to teach and control around 100 students without resorting to any kind of violence.”

Chairperson of a CDA

About her experience with AMAL programme, a chairperson of a CDA says, “AMAL’s trainings have enabled me to win the elections in my CDA for the 2nd time. I also delivered some of the trainings I received through AMAL to the youth, some of whom have opened associations such as “The Alternative Cinema” and “Fine Arts”. In addition, we delivered trainings to women in collaboration with LET, and we have held advocacy campaigns on women’s participation in public life.”

A University Teaching Assistant

About her experience with AMAL programme, a Teaching Assistant says “I’m a mother and a teaching assistant at the university. Although I study law, my interests used to be very limited and few. In 2014, AMAL programme helped me take my first into the world of politics and run for elections, and although I didn’t succeed at that time, the experience has changed me drastically and opened the door for me to play an effective role in the society. Now I feel that I’m capable of continuing my path in the political life.”