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# Most Significant Change in Evaluating Women's Leadership Empowerment in Jordan

Measuring Impact on Women's Leadership

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The Global Network on Federalism and Devolved Governance



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# 01 Introduction



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# Overview of the Empowering Women for Leadership Roles Project



01

## Project Context

A part of a broader initiative in the MENA region to advance inclusiveness in governance and leadership for women.

02

## Rationale for the Project

Women remain underrepresented in various sectors due to longstanding political, cultural, and historical barriers.

03

## Project Aim

Address barriers by enhancing women's leadership skills and promoting participation in decision-making.



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# Methodology

## Step1

### Most Significant Change (MSC)

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Participatory, qualitative evaluation method focused on collecting and analyzing stories of significant change from participants.

## Step2

### Implementation in Jordan

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Gathered stories from women involved in leadership training and included input from stakeholders.

## Step3

### Focus on Gender and Empowerment

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MSC method effectively captures complex, transformative impacts within gender contexts.



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**02**

# Key Findings and Significant Changes



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# Individual Level Changes



## Improved Skills

95% of trained women reported enhanced leadership, communication, advocacy, and management skills.



## Young Women Empowerment

90.8% of young women in mentoring programs felt more empowered to lead and initiated community projects.



## Confidence Boost

Enhanced confidence has enabled women to take on leadership roles.



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# Institutional Level Changes



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## **Inclusion of Gender Equality**

institutions integrated gender equality and inclusive governance into their programs post-training.



## **Capacity-Building Participation**

women and 61 men participated in sessions promoting institutional change.



## **Enhanced Decision-Making**

The program fostered a more inclusive decision-making environment within organizations.







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## Community and Environmental Impact



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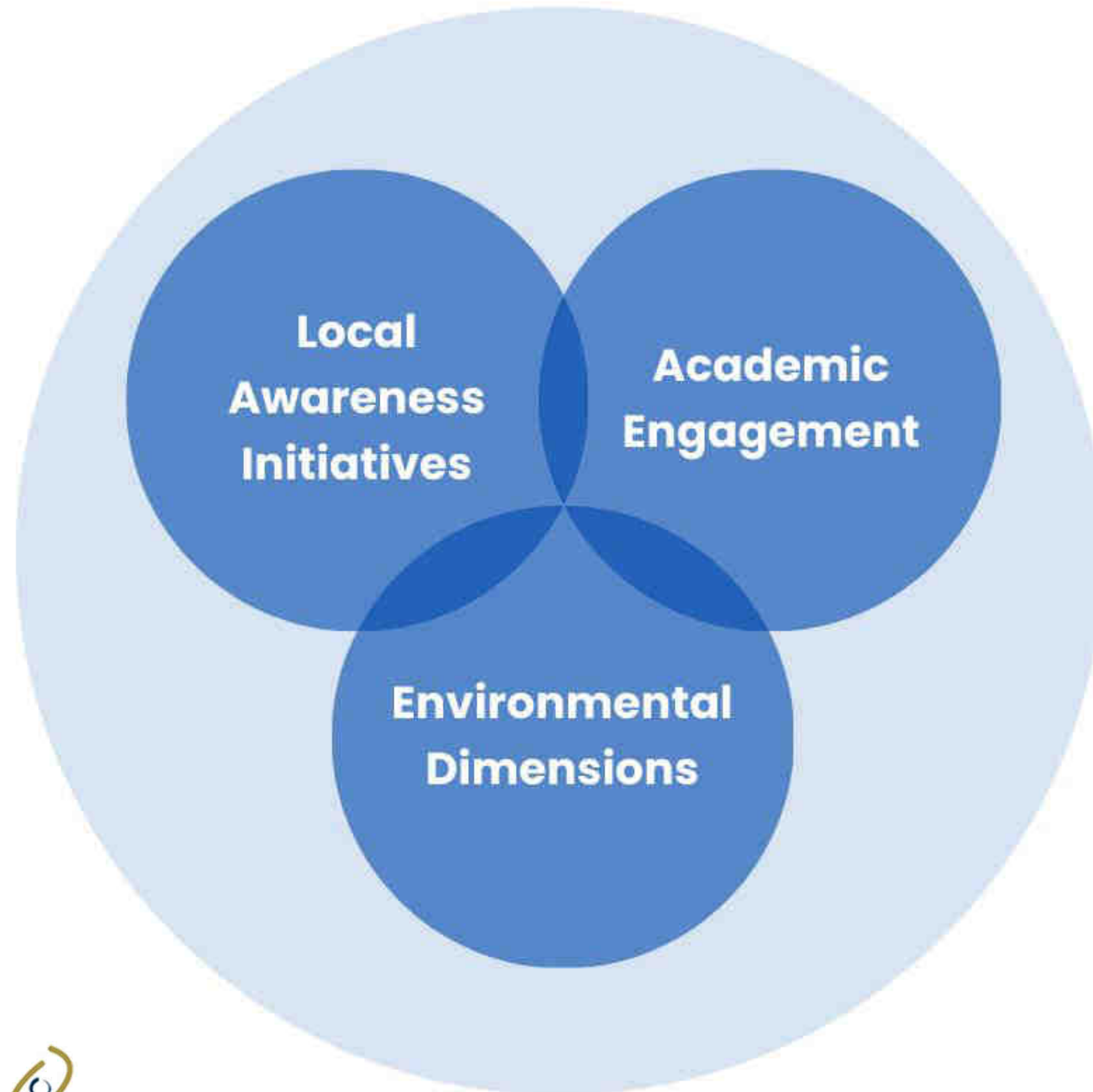


# Community Engagement



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local initiatives reached over 400 members, raising awareness on women's leadership and empowerment.

Workshops fostered youth engagement and shifted community perceptions on gender roles.

Integration of climate themes into programs encouraged women to lead on sustainability initiatives.



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# Significant Change Cases



## Case: Women in Sustainable Agriculture

Women mobilized communities to adopt sustainable practices; improved yields and resilience reported.



## Case: Environmental Awareness Campaigns

A focused campaign increased knowledge on climate change and improved waste management practices.



## Case: Local Governance and Climate Action

Municipal policies now integrate local climate resilience and women's involvement in decision-making.







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# Lessons Learned



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# Strengths of the MSC Approach



## Capturing Narratives

Enabled capturing nuanced personal stories that quantitative methods might miss.



## Increased Engagement

Fostered participant ownership and trust in the evaluation process.





# Challenges Faced



## Time-Intensive Process

The process demands skilled facilitation and extensive trust-building efforts.



## Diversity in Representation

Ensuring diverse representation among contributors is essential to avoid bias.



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# 05 Recommendations for Future Evaluations



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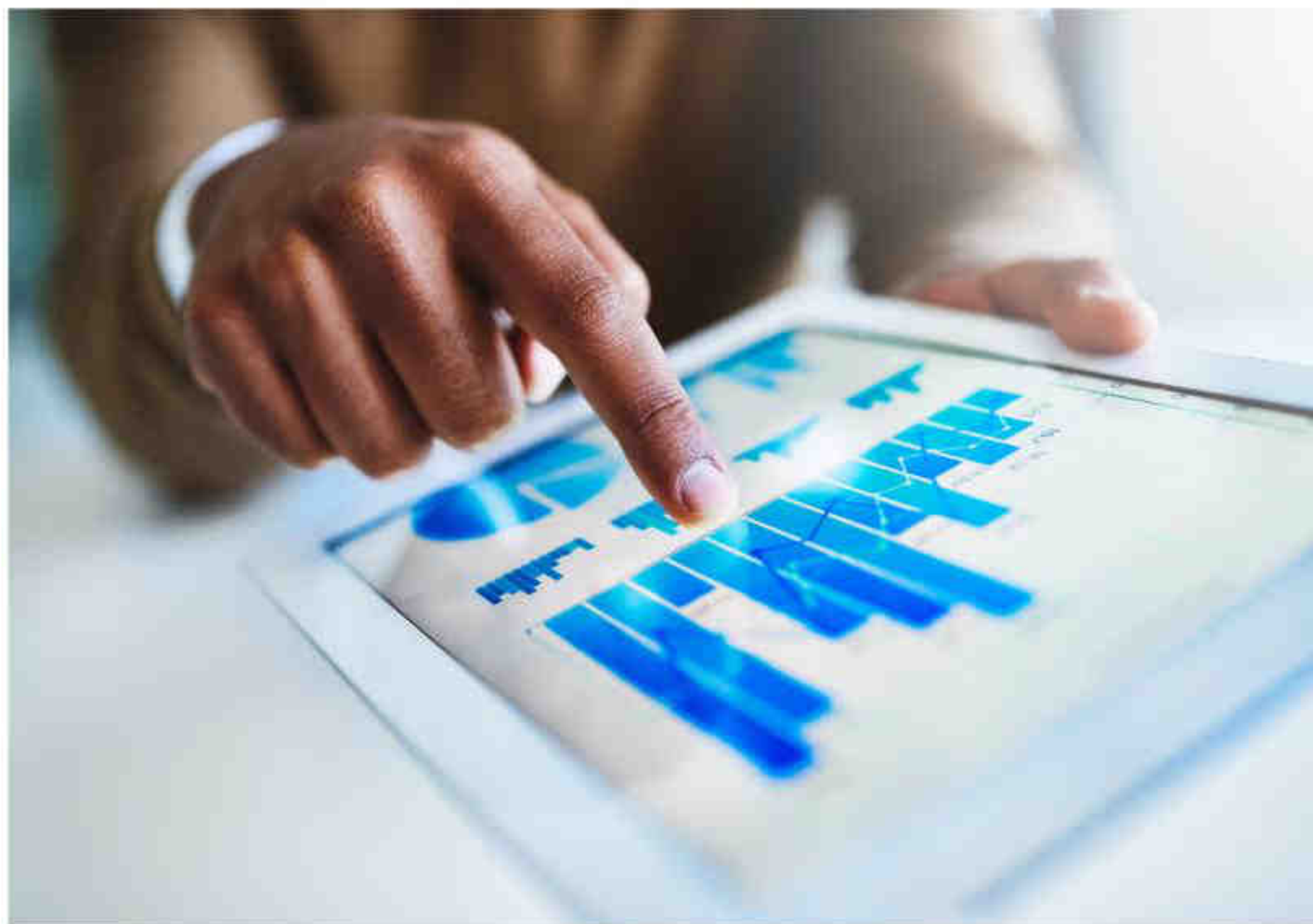
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# Holistic Assessment



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## Combining MSC with Quantitative Methods

For a more comprehensive evaluation of impacts.



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# Local Capacity Building



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## Investing in Evaluation Skills

Especially among women and young leaders  
to sustain participatory evaluations.



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# Broader Application of MSC



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## Encourage MSC Use

In other gender equality and governance projects to capture transformative impacts.



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# 06 Conclusion



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# Conclusion



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## Value of MSC Strategy

The strategy proved invaluable in understanding the true impacts of the project.



## Importance of Participatory Methods

Crucial for advancing gender equality, inclusive governance, and sustainable development.



## Empowerment as Catalyst for Change

Empowered women initiate significant transformations in communities, particularly in agriculture and climate action.



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# Thanks

Link : <https://www.forumfed.org/document/rapport-regional-2023-resultats-des-changements-les-plus-significatifs/>  
<https://w05.international.gc.ca/projectbrowser-banqueprojets/project-projet/details/D002278001>



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