

## Chapter 4: Social and Gender Assessment

### Introduction

MCC requires that social and gender inequality be considered in the development and design of compact programs, since social and gender inequality can be a significant constraint to economic growth and poverty reduction. This document provides guidance to MCC's country partners on their role integrating social and gender considerations in all stages of compact development and implementation in accordance with MCC's [Gender Policy](#) and [Gender Integration Guidelines](#).

### Social and Gender Integration Expert

The Compact Development Team's initial staff should include a Social Inclusion and Gender Integration Expert with experience in project development and analysis of inequalities between different social groups. Ensuring that social and gender technical expertise is available on the Compact Development Team from the earliest stages of compact development is a key to successful gender integration and compact outcomes. The Expert will work with MCC to identify the social and gender constraints and opportunities to poverty reduction throughout each phase of compact development, as outlined below.

#### Phase 1: Analyses

During MCC's initial visit after a country is selected as eligible to develop a compact, MCC's Social and Gender Assessment staff will provide an overview of the role of social and gender assessment in compact development and review major milestones that must be met, beginning with the hiring of a Social Inclusion and Gender Integration Expert on the country's Compact Development Team.

Once hired, the Compact Development Team Social Inclusion and Gender Integration Expert will contribute to planning for [public consultations](#) to ensure that social and gender considerations are taken into consideration. MCC will review the consultation plan to ensure it is consistent with best practices. The Social and Gender Analyst will also lead the Social and Gender Constraints to Poverty Reduction Analysis, which will identify legal, policy, institutional, social and cultural constraints to social and gender equality. The study is a companion to the [Constraints Analysis](#).

#### Phase 2: Project Definition

When the Compact Development Team submits the [Concept Notes](#) and then [Concept Papers](#) to MCC for review, MCC's Social and Gender Assessment staff will ensure that the project proposals consider findings from the public consultations and the Social and Gender Constraints to Poverty Reduction Analysis.

#### Phase 3: Project Development and Appraisal

Once projects are selected for appraisal, the Compact Development Team Social Inclusion and Gender Integration Expert will identify relevant social and gender-related issues, opportunities, and constraints to inform project design. This analysis can be conducted independently or integrated into the terms of reference and deliverables for other project appraisal studies. Like other project appraisal studies, the analysis will inform MCC's internal decision-making on the compact proposal. Also during this phase social and gender-disaggregated indicators will be incorporated into compact monitoring and evaluation planning, including the design of baseline surveys and impact evaluations.

#### **Phase 4: Compact Negotiations and Signing**

The Compact Development Team Social Inclusion and Gender Integration Expert, in collaboration with MCC, will review the compact agreement to ensure that relevant gender considerations are incorporated, such as dedicated administrative funding for a Senior Social and Gender Specialist during compact implementation and a budget for gender integration, where appropriate.

#### **Phase 5: Pre-Entry into Force**

After the compact is signed, the partner country will establish and begin hiring key staff for the Millennium Challenge Authority accountable entity, including a Senior Social and Gender Specialist. Prior to entry into force, the Specialist will develop a Gender Integration Plan for the compact, which will be presented to MCC for approval and incorporated into project workplans. Gender assessments will also be integrated as appropriate into Scopes of Work and deliverables for feasibility, design, environmental and social impact assessments, and other sector contracts prior to compact entry into force. Work will also continue to integrate gender into the monitoring and evaluation plans.

Both MCC and MCA are responsible for ensuring that sufficient budgetary resources are available in the MCA, implementing entity agreements, and/or Environmental and Social Management Plans to incorporate gender integration activities.

**Gender Integration Milestones during MCC Compact Development****Phase 1: Analysis**

1. MCC provides initial guidance to country.
2. Compact Development Team hires social scientist with social and gender expertise prior to commencing public consultations.
3. MCC ensures gender considerations are incorporated into consultation plan.
4. Compact Development Team Social Inclusion and Gender Integration Expert and MCC conduct Social and Gender Constraints to Poverty Reduction Analysis and ensure its findings are considered in Concept Notes and Concept Papers.

**Phase 2: Project definition**

5. MCC Social and Gender Assessment staff review Concept Notes and Concept Papers and communicate any further action required of the Compact Development Team and ensures action is taken.
6. Gender assessment conducted of relevant sectors and project areas.

**Phase 3: Project development and appraisal**

10. Gender assessment integrated into relevant terms of reference and deliverables for feasibility, environmental-social assessment, and due diligence contracts.
11. Gender considerations are integrated into beneficiary analysis and all monitoring and evaluation work, including design of baseline surveys conducted prior to signing; the description of the Monitoring and Evaluation Plan in Annex III of the compact; performance monitoring plans, and any impact evaluation concept development prior to compact signing (including review for sex-disaggregated data and gender indicators, where appropriate).
12. Social and gender assessment integrated into MCC's internal Investment Memorandum.

**Phase 4: Compact negotiation and signing**

13. MCC ensures that the compact addresses gender considerations identified during compact development and that relevant gender-related conditions are incorporated.
14. Where appropriate, compact budget includes resources to address gender integration.

**Phase 5: Preparation for entry into force**

13. MCC and MCA ensure sufficient budget in implementation agreements and/or Environmental and Social Management Plans and other budgets to incorporate gender.
14. With MCC's no objection, MCA hires senior social scientist with gender competency as key personnel.
15. Gender Integration Plan is developed by MCA and approved by MCC prior to compact entry into force.
16. Compact Gender Integration Plan is incorporated into program and project work plans.
17. Gender is integrated into relevant scopes of work and deliverables for feasibility, design, environmental-social impact assessment, and construction contracts.
18. Gender is integrated into monitoring and evaluation plans.
19. MCC SGA staff review performance monitoring data with M&E colleagues.
20. Gender is integrated appropriately into baseline surveys, impact evaluations and other evaluations.