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UNITED STATES OF AMERICA

## **MCC SOCIAL AND GENDER ASSESSMENT NEWSLETTER**

**WINTER 2014**

Welcome to the Social and Gender Assessment team's fourth semi-annual newsletter. This newsletter is a tool to help us continue conversations and share announcements, stories, and updates as our practice group continues to grow and evolve. Some of the items require a response from you, whereas others are meant as a helpful resource. We encourage you to forward this newsletter to other team members in your MCA.

This edition of our newsletter is country-focused, featuring nine MCAs and fascinating stories from El Salvador, Georgia, Indonesia, Jordan, Liberia, Moldova, the Philippines, Tanzania, and Zambia. If you have a story, resource, or announcement that you would like to share with other MCAs in an upcoming edition, please email it to [kanthoulls@mcc.gov](mailto:kanthoulls@mcc.gov) for consideration.



*MCC SGA TEAM (L to R, front) Jozefina Cutura, Lee Kanthoul, Nilufar Ahmad, Damiana Astudillo, Bersabeh Beyene (L to R, back) Melissa Adams, Michelle Adato, Yeshiareg Dejene, Ginny Seitz, Nora Dudwick, Monica Tejada*



## ACTION ITEMS AND ANNOUNCEMENTS

### Updating the Social and Gender Integration Plan (SGIP) Guidance

A Social and Gender Integration Plan (SGIP) is a requirement for the second disbursement of compact funds in all new compacts, and a key tool for ensuring gender integration and monitoring progress. A number of MCAs have completed and implemented such plans. In an effort to make the plans and our guidance as useful and practical as possible, the MCC SGA team is now reviewing experiences with developing and implementing SGIPs. In light of your practical experiences with developing and implementing the SGIPs, we welcome your feedback and input into the revision process. If you or your MCA have concrete suggestions on the SGIP guidance note, please email [cuturaj@mcc.gov](mailto:cuturaj@mcc.gov). We are happy to send you the guidance for your review.

### International Women's Day

Every year on March 8<sup>th</sup>, women, men, and children across the globe come together to celebrate International Women's Day. As we commemorate the economic, political, and social achievements that women have made, we encourage you to think of ways to make this day special in your MCAs, and to publicly highlight the gender equality accomplishments in your compacts. The theme chosen for this year's UN Commission on the Status of Women is "inspiring change." That theme might be useful in framing any activities you may plan around this day.

### SGA College

The MCC SGA team is organizing an SGA College for our MCA counterparts, which is tentatively planned for late summer or early fall of 2014 in Washington, DC. This will be a week-long program of training and sharing of lessons and experiences, aimed at strengthening our dialogue and learning from each other as we work to integrate social and gender equality considerations in our compacts. We will be contacting you soon with more information and specific details regarding the college and your participation.

## VOICES FROM THE FIELD

### *El Salvador*

#### Seeking Equality in Education – A Cross-Cutting Experience

El Salvador's second compact, currently under development, seeks to improve the country's productivity and competitiveness in international markets by strengthening human capital, improving the investment climate, and reducing transportation and logistics costs. El



Salvador has been conducting various feasibility studies aimed at paving the way towards effective implementation and good program performance that promotes gender equality.

The Human Capital Project intends to address social and gender inequality from the initial stages of formal education. The project seeks to update the curricula and school texts, as well as change teachers' approach to gender equality in order to reduce stigmatization and discrimination. There are also plans to address abuse and violence within schools, especially against girls and women, by promoting a model of relationships based on mutual respect and agreement among people. The compact also plans to provide the necessary support to the Ministry of Education in the development and institutionalization of the Ministry's Gender Policy, designed to improve gender equality in the educational system and to ensure the project's sustainability.

The Human Capital Project, which will be funded with \$115.7 million (\$100.7 million provided by MCC and \$15 million provided by the Salvadoran government), will also support the Technical Vocational Education and Training (TVET) activity by structuring a system that, among other things, will promote the integration of women into non-traditional professional fields. Access to vocational training was one of the main needs identified during an extensive consultation process, which included special sessions with women's



and feminist associations nationwide. This activity is expected to break segmentation in the labor market and to strengthen women's presence in non-traditional occupations, to help ensure remuneration equal to that of their male counterparts. Research has shown that in El Salvador, women are still opting for traditionally feminine specialties at the university level, related to caregiving, the service industry, and teaching. The average income for women in El Salvador is 15.5 percent lower than that of men.

The experience of integrating gender as a cross-cutting issue in this upcoming second compact in El Salvador has succeeded due to the economic resources invested, from compact design to implementation. Experts in the field point out that any efforts aimed at gender equality are doomed if the proper resources are not allocated.

El Salvador, as a nation and government, has made significant and exemplary progress in the region to address gender integration in legislation, regulations, and development projects. This investment to transform education by integrating a gender perspective contributes to increasing human capital productivity in the country in a significant and sustainable way.

## Georgia

### Why so few? Exploring the barriers and opportunities to women and socially disadvantaged groups in Science, Technology, Engineering, and Math (STEM)

MCC signed a five-year, \$140 million compact with the Government of Georgia in July 2013 focused on improving workforce development and human capital. The compact seeks to increase Georgians' earning potential by addressing weaknesses in the quality of education in science, technology, engineering, and math (STEM), and by strengthening Georgia's ability to attract investment in fast-growing sectors such as energy, construction, agriculture, information technology, and transportation/logistics. The compact builds on the successes of Georgia's first compact with MCC, completed in April 2011, which rehabilitated a major highway, improved energy and water security, and supported agribusinesses.

By supporting the area of critical importance for Georgia's long-term economic growth – the country's workforce education – the proposed compact aims to make strategic investments from the start of a student's general education to graduation from technical training and advanced degree programs. This includes a focus on increasing women's and socially disadvantaged groups' participation in STEM professions.

As part of Compact II development, the Government of Georgia conducted a Constraints Analysis that identified the quality of human capital as a binding constraint to economic growth, and found the issue to be particularly acute in STEM fields. Despite their superior performance in school mathematics and science, a smaller share of young women than young men are applying to and graduating from post-secondary STEM programs. This trend deprives Georgia of the benefits of these high-performing students. Furthermore, students from disadvantaged groups, such as ethnic minorities or poor households, underperform in STEM areas. This trend may suggest that the quality of secondary STEM programs may be lower in schools serving marginalized groups.



MCA-Georgia commissioned studies to tackle several puzzling questions and improve understanding about issues facing girls, women, and socially disadvantaged groups in STEM subjects. Some of the main messages from these studies are:

- Female STEM talent and skills are systematically lost as girls advance through the education system.
- Girls and women who enter post-secondary STEM education programs and employment face a “chilly climate” without senior women colleagues or maternity and family leave. Socially disadvantaged students leave school with lower STEM skills.



Why is this the case? Several reasons were identified. These included teachers' perceptions of girls related to their STEM abilities, and how these perceptions are communicated to girls. Gender stereotypes in textbooks and lower parental support for girls in STEM contribute to girls' self-perceptions related to STEM. The studies also found there is poor career guidance and insufficient support for programs targeting socially disadvantaged students.

The studies have helped identify practical ways that families, schools, and communities can create an environment of encouragement and can challenge negative stereotypes about women's capacity in these demanding fields. By helping develop girls' confidence in their ability to learn math and science, compact activities may help motivate their interest in these fields. Yet more work and continued attention to these issues are needed to ensure that women and socially disadvantaged students have full access to educational and employment opportunities in science, technology, engineering, and mathematics.

## *Indonesia*

### **Findings of Indonesia's Gender Vendor Survey Generate Interest in Key Policy Reforms**

The Indonesia Compact, which entered into force in the spring of 2013, includes a dedicated \$5 million budget for addressing gender barriers at the policy, institutional, and capacity levels that impact the ability of women and marginalized groups to participate in and benefit from compact projects. As part of the process of determining key funding priorities, MCC and MCA-Indonesia carried out a first-of-its-kind survey that examined gender-based barriers facing firms wishing to participate in government procurement. This was done in support of the compact-funded procurement modernization project, which is being implemented by LKPP (Government Institution for Public Procurement Policy). The findings revealed substantive gender disparities across enterprises:

- Gender differences in terms of business size, focus, and structure: female-owned firms tend to be smaller, are mostly in retail trade or services, and are less likely to be in construction, mining, and wholesale trade. Female-owned firms are more often organized as sole proprietorships, rather than as incorporated businesses, than male-owned businesses. Women-owned firms employ a higher share of female workers and are more likely to have female managers.
- There is a high correlation between business association membership and the ability to win government contracts. Around half of firms participating in public tenders are active in a business association, while women-owned firms are less active, reducing their networking and information access potential. Male-owned firms are also more likely to obtain their contracts through direct appointments, without competition.
- Gender differences in knowledge experiences and access to finance: knowledge of procurement regulations is still limited, and this knowledge is lower among women-owned enterprises. There are significant gender gaps in the firms' access to financial services.

- Female-owned firms win only 5 percent of government contracts. The majority of female-owned firms do not compete in public procurement. Survey respondents note that they lack knowledge and expertise, feel that there are too many regulations, find the Electronic Procurement System (SPSE) to be confusing and often troublesome, and believe that there is too much corruption, collusion, and nepotism.

The report recommended a number of actions to help create a fair and transparent government procurement system and improve the ability of both male- and female-owned enterprises to successfully compete for contract opportunities. One key recommendation was for the government to adopt a formal definition of gender-based ownership of enterprises, to enable continued monitoring of progress of female-owned enterprises to public procurement. Other recommendations include additional support and capacity building for female entrepreneurs and procurement professionals, to enable their improved access to opportunities. LKPP is working with MCA-Indonesia on taking forward these recommendations. Towards that end, a number of focus group discussions on the findings have been organized with key stakeholders, female procurement specialists, and women entrepreneurs. The aim of these consultations is to gather additional information on their needs and concerns, and translate these into actions that will improve their access to economic and social opportunities in the future.

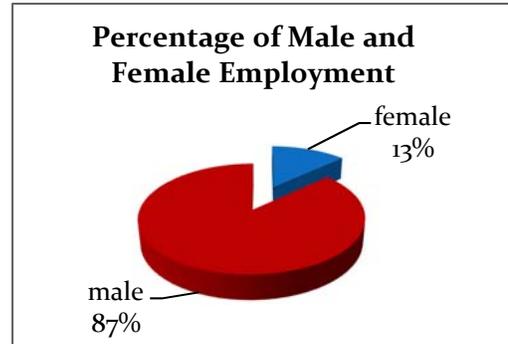


## *Jordan*

### **Promoting Women's Employment in Jordan's Water Supply Sector**

The \$275-million Jordan Compact aims to increase the supply of water available to households and businesses and help improve the efficiency of water delivery, wastewater collection, and wastewater treatment. Social and gender analysis in project areas identified potential barriers to women's participation and benefits from these investments, which are being addressed through the Social and Gender Integration Plan (SGIP). Customary norms in project areas tend to restrict women's participation in the types of employment that will be created during compact activities. Compact projects have a strong emphasis on male-dominated construction activities and are creating jobs in excavations, carpentry, or heavy machinery operations. To address the gender imbalance created by this dynamic, the SGIP promotes women's employment through fair recruitment practices, and it encourages the hiring of women. The SGIP also supports fair labor practices and measures for preventing trafficking in persons (TIP), in order to ensure that women, men, and vulnerable groups fully benefit from compact investments and are not adversely impacted.

MCA-Jordan has worked closely with the project management consultant and the contractors of the Waste Water and Al Samra Expansion projects to ensure that their labor practices are consistent with the SGIP and that they are complying with relevant Jordanian laws and MCC’s Gender Policy. MCA-Jordan has provided capacity building on recruitment processes from a gender perspective, including how to conduct interviews that are not gender-biased. In addition, MCA-Jordan provided tools to help with this process, including a set of Guidelines and Checklists on Equal Employment Opportunity and anti-TIP, to be used by the consultants and contractors. As of December 2013, MCA-Jordan project activities created about 1,255 job opportunities, out of which 13 percent have gone to women. These job opportunities vary between skilled (university degrees as engineers, accountants, and program managers), semi-skilled (diploma holders in administration), and unskilled labor (employees working as cleaners in construction site offices).



To address risks related to TIP and ensure zero tolerance on this issue, the following steps have been taken



by MCA-Jordan: 1) including required TIP language in the standard bidding documents; 2) identifying TIP mitigation measures in the projects’ ESMPs and the SGIP; 3) preparing TIP Guidelines and Checklist for the consultant and contractors; and 4) conducting anti-TIP trainings for contractors and employees on a quarterly basis. In 2013, 8 anti-TIP training sessions were conducted covering around 650 employees.

## *Liberia*

### **Nationwide Consultations Reveal Profound Needs and Potential Opportunities for Liberia’s First MCC Compact**

Since being declared as eligible for an MCC compact in December 2012, Liberia has been working on initial assessments needed to inform the compact development process. These include the Constraints Analysis, the Initial Social and Gender Assessment, and the Investment Opportunity Process. The Liberia country team also conducted intensive country-wide consultations in 8 of the country’s 15 counties, which revealed the magnitude of social and economic barriers faced by women, youth, and vulnerable groups in both urban and rural areas due to lack of infrastructure, especially roads and energy.

This analysis has revealed that the lack of accessible and affordable electricity can inhibit all aspects of a woman’s daily activity, from childcare, domestic work, and security at night, to accessing healthcare and other social services and economic opportunities. Lack of infrastructure, affordable equipment, and extension services severely limit women’s social and economic opportunities, making it more difficult for them to move out of poverty and establish more viable and resilient livelihoods. Additionally, limited and poor road networks greatly affect access to markets and education for young women and girls, as the long distances to school can pose serious threats to their safety. Persons with disabilities are limited in traveling only where roads permit a passable route, which further impedes their ability to earn a living, go to school, or get the necessary healthcare services they require. Based on these analyses and consultations, the Liberia team has proposed improvements and maintenance of the existing road network for expanding access to national and regional markets and trade, and strengthening the institutional structure for increasing electricity access for the people. The goal is to assist men, women, youth, and marginalized groups by moving them out of poverty and increasing their economic opportunities.



## *Moldova*

### **The Moldova Compact’s Partnership with Communities is Changing Societal Behavior and Attitudes**

When communities are actively and effectively involved in project monitoring, they can become agents of change and contribute to societal transformation. The Social Impact Monitoring Committees (SIMCs) that were created in the two Moldova Projects – the Transition to High Value Agriculture Project (THVA) and the Road Rehabilitation Project (RRP) – play a leading role in creating change in project communities. Road rehabilitation contractors have conducted training on road safety for over 3,000 children in schools along the



M2 road and for owners of animal-driven carts and slow-moving vehicles. Support was provided by SIMCs, which helped identify owners of such vehicles in their respective communities. It is hoped that teaching traffic participants about safe behavior can help reduce the number of road accidents involving children and slow-moving vehicles, while the reflective materials distributed in project communities will help children and drivers of slow-moving vehicles be visible to drivers.

Sharing information and building knowledge about managing the risks of trafficking in persons (TIP) and HIV/AIDS, as well as building capacities of SIMC members, makes members better able to contribute to transparency in project implementation, improve supervision of contractors' social management plans, and immediately react in case of any TIP incidents. Project experts have trained community social workers and representatives of local public authorities, who are also members of SIMCs, on preventing and responding to gender-based violence. For two consecutive years, workshops on gender-based violence were organized with women's groups and mixed groups in project communities. During the "16 days of activism against gender-based violence" campaign in late 2013, MCA-Moldova involved more than 5,000 children from 19 schools from villages surrounding the THVA and RRP project areas in a drawing competition. This campaign further built upon "A world without violence," a competition started in 2012 for children from schools along the M2 road. While speaking at an awards event for children who participated in the campaign, MCA-Moldova's CEO Valentina Badrajan noted that the investments of foreign donors will not be effective unless the country builds a society based on tolerance and respect for human rights.



While the results of infrastructure projects are typically measured by the number of kilometers of road built or the number of irrigation systems rehabilitated, the compact in Moldova can also be measured through broader changes in people's lives. Speaking about the road project, the Mayor of Ciripcau village, also a member of a SIMC, noted, "Definitely this project makes a difference in how the village will look now with a new rehabilitated road. Yet the social actions of this project are changing the quality of people's [lives]." Through these activities, the Moldova Compact is not just building new infrastructure. It is also helping set new standards and approaches in building dialogue with project communities.

## *Philippines*

### **Building Roads, Strengthening Communities**

Alfredo Alberto works as a laborer and mason in a road project in his hometown of Borongan City, Eastern Samar. It is a much more stable job, one that gives him and his family a steady and dependable income unlike his occasional earnings from his previous carpentry work. Alberto has not taken any "voluntary" days off since he was employed a little over a year ago. He occasionally watches over their humble *sari-sari* store with his wife, Nida, who herself works as a flagperson on the road project. "I was the first one to be hired as a flagperson," she muses.

The Alberto couple are but few of the residents of Samar and Eastern Samar who are starting to feel the benefits of the road project, called the Secondary National Roads Development Project (SNRDP), which is funded by MCC and supervised by MCA-Philippines. SNRDP is one of MCC's three poverty-reduction projects in the Philippines, amounting to \$214 million out of the total \$434 million.



“What I liked about being a flag woman is that it gave us, women, equal opportunity to earn as much as our husbands. It felt really empowering. They didn't care what educational background we achieved or how old we are. If we're willing, we get the job. It feels so good doing something worthwhile instead of sitting in our house the whole day,” Nida said.

Nida is among the women who have obtained a job on construction sites through efforts to promote female employment in construction activities, working as flag weavers, carpenters, welders, or surveyors. The project has emphasized opportunities for women, from ensuring their meaningful involvement in consultations, to integrating gender concerns into design and implementation stages of road construction. As part of this commitment, SNRDP signed on to become the first project in the Philippines to comprehensively apply the DPWH (Department of Public Works and Highways) toolkit for making road infrastructure projects gender-responsive. This is helping improve the design and other characteristics of the road, such as raising considerations of safety issues or the provision of rest stop areas.

An anti-trafficking-in-persons campaign also has been conducted to educate communities in the region about this serious risk. Through a partnership with a non-governmental organization, 120 community educators and 101 service providers have been directly trained who were able to reach over 11,000 residents and many others through media, such as radio ads. Capacity building through partnerships with local governments is complementing this effort. The idea is to enable local stakeholders to continue working on the issue and ensure sustainability after the campaign ends by pushing for the passage of local legislation and creation of local councils against trafficking.

“Providing economic opportunities for women and vulnerable groups will decrease incentives to get involved in the terrible business of trafficking,” said Matthew Bohn, MCC-Philippines Resident Country Director.

Safety of surrounding communities has also been a project priority. This includes building shoulders or sidewalks, putting up road signs, and carrying out public education campaigns on road safety. With road shoulders or sidewalks, pedestrians, especially schoolchildren who used to spend considerable time on the road walking to and from school, now feel safer. Signs near public places like schools, churches, and markets will also be installed. Protective railings will be added in strategic places to prevent road accidents.

“We're making not just passable roads but safer ones, too. In some of the areas where the actual road has been rehabilitated, we're starting to put up some street lamps in the more populated areas, as well as loading bases,” said Ma. Victoria Añonuevo, MCA-Philippines Managing Director and CEO.



About 7,580 project-affected entities (PAEs) have been compensated for their property that would need dismantling to make way for proper road widening. The project adopted a joint compensation requirement for spouses within households and worked on ensuring that both male and female household members were informed of compensation options and involved in final compensation arrangements. This arrangement is helping ensure that compensation benefits are equally shared.

In addition to compensation payment to PAEs, Ms. Añonuevo said MCA-Philippines will also undertake a Tree Replacement Program to replace any trees that were cut or displaced during road rehabilitation and initiate a Road Maintenance Program in coordination with other government agencies to ensure maintenance and sustainability of completed road sections. These programs also emphasize the active involvement of women and vulnerable groups, and will serve as an income-earning opportunity for them.

Since the super-typhoon Yolanda, which struck the Philippines in late 2013 and severely crippled this region, the road project has taken on an even more meaningful role in the overall rehabilitation of Eastern Visayas, particularly Eastern Samar and Leyte. Now more than ever, the “Millennium Road” is helping rebuild communities and supporting women and men as they get a new lease on life.

## *Tanzania*

### **Integrating a Social and Gender Focus into the Tanzania Compact II Development Process**

In December 2012, Tanzania was selected by the MCC Board as eligible for a second compact. MCC’s commitment to gender equality is grounded in its mission to promote economic growth and poverty reduction. MCC guidance now calls for strong gender integration from the outset of compact development, including through new analytical work and the undertaking of the Initial Social and Gender Assessment (ISGA). The ISGA complements the Constraints Analysis and is meant to better incorporate poverty and inequality considerations into the early decision-making process. Following MCC’s guidelines, the ISGA Phase I was launched at the beginning of compact development to support Tanzania’s Compact II core team in its decision making. The social and gender assessment team started by gathering information on key social and gender gaps and priorities. This included analysis of how formal and informal institutions, legal policy frameworks, cultural beliefs and preferences, and social norms and practices affect the country’s growth, and what the main constraints to women’s participation are. The Constraints Analysis identified energy, land, and rural roads as the main constraints. The ISGA Phase I confirmed the importance of key infrastructure and women’s asset ownership. It emphasized the need for projects to meaningfully target the poor and focus on rural areas and economic activities in which most poor are engaged, namely agriculture. The ISGA emphasized the importance of complementarities between investments and included recommendations for a set of complementary activities to support women’s economic potential and community engagement and education in funded activities.

The process was very consultative. To start with, the team organized a roundtable discussion and a series of individual interviews and focus group discussions. This stage was followed up by a two-day stakeholders' workshop. This was meant to provide the stakeholders with the opportunity to influence the gender analysis process by critiquing the priorities already identified in the zero draft and come up with additional ones through discussions, group presentations, and individual experiences. Since the workshop included the members of the core team and other government representatives, the intention was also to ensure their buy-in for the identified priorities. Once all these inputs were incorporated into the ISGA, the team organized a final stakeholders' workshop to review and validate the ISGA Phase I findings and recommendations. This report was used as input into the development of the concept notes submitted to MCC proposing activities for funding.

After completion of the ISGA Phase I, the team embarked on its second phase, which was a “deep dive” on the key sectors that Tanzania decided to move forward with, namely energy and rural roads, with an emphasis on ensuring that proposed projects will equitably benefit women and disadvantaged social groups. To undertake the ISGA Phase II, a



consultative approach was also used. In the area of energy, the report recommended that the projects look at a range of household energy needs, consider electrifying public spaces as a means of reaching the poorest, and assess households' ability and willingness to pay as part of support for tariff rate changes and institutional strengthening. In the area of roads, the analysis emphasized the need to consider poverty reduction criteria and the differential uses of roads when determining priority roads for funding. The core team is now working to incorporate these findings into the next stages of compact development. In particular, issues of community engagement, complementary activities to support women's economic potential, and ways to enable productive uses of energy are being built into the deliberations.

## *Zambia*

### **A Social and Gender Voice: The Zambian Resettlement Case**

The Zambia Compact, signed in May 2012, includes funding for the Lusaka Water Supply, Sanitation, and Drainage (LWSSD) Project. The project aims to improve water supply, sanitation, and drainage infrastructure in order to expand access to clean water, improved sanitation facilities, and drainage services in selected areas of Lusaka, the capital city of Zambia. It also aims to strengthen institutions for sustainable and equitable water and sanitation service provision.

Implementation of the LWSSD project requires the temporary or permanent displacement of people along the project footprint, with the majority of impacts being temporary. This has necessitated the development of two Resettlement Action Plans (RAPs): one for water supply and sanitation and the other for drainage, in accordance with MCC Resettlement Guidelines and in line with the IFC Performance Standard 5 on Land Acquisition and Involuntary Resettlement. From the onset, MCA-Zambia recognized the need to address social and gender issues in the resettlement process. The Social and Gender Assessment (SGA) sector played a key role in this process, working closely with the Environment and Social Performance (ESP) sector in identifying resettlement impacts and in developing appropriate mitigation through the RAPs.

The SGA sector actively participated in this process through public consultation meetings that were conducted along the project footprint. The consultations were participatory and included drama (as shown in the picture) to convey messages and engage communities. The consultations also shared project information regarding anticipated impacts and aimed to ensure that social, gender, and environmental concerns were identified and mitigated before construction starts. Vulnerable groups such as women, children, the sick, the elderly, and young people, participated actively. In addition, focus group discussions were held in which women, men, and young people were given an opportunity to separately discuss issues.



One woman did not hesitate to express her concerns, noting that “past experience has shown us that relocation leads to loss of customers and profits, which can be experienced for longer periods than anticipated and may not be equivalent to the amount of compensation received. In most cases, it is not easy to calculate such losses and this leads to less compensation received for the loss incurred.” Some women also stated that they would be negatively affected by any permanent relocation as this would distance them from social services, such as schools and health clinics. Equal importance was placed on their potential loss of proximity to social relations, such as supportive neighbors and relatives. Moreover, both women and men expressed concerns regarding family conflict that could result from the possible misuse of compensation funds.

However, some women also recognized the overall benefits of the project. One woman noted, “The project is welcome in our area because it directly responds to our water and sanitation concerns and for that reason, we are willing to resettle (either businesses or accommodation) to pave way for development, as long as we are relocated within the project catchment area where we would also benefit from project investments related to water and sanitation.”

In response, resettlement was minimized to the extent possible, and MCA-Zambia ensured that the concerns raised during consultations were addressed in the development of the RAP. While carrying out the census and asset inventory, those most vulnerable to the impacts of resettlement were identified, which included single parents, the elderly, child-headed households, the disabled, and the extremely poor.



The importance of women’s role in the household is also recognized in these plans. The Compensation Agreements provide for two signatures – those of the head of household and the spouse. This may assist in mitigating any potential improper use of compensation funds, ensuring that the entire household benefits. The RAP has also provided for a three-tier Grievance Redress Mechanism to be used during implementation. This mechanism takes into account the different grievances that may arise from women, men, and other vulnerable groups, with specific provisions made to ensure that there are specific channels through which women and other vulnerable groups can articulate their grievances. In addition, social and gender expertise as well as the inclusion of organizations that focus on promoting women’s and children’s rights are included as key stakeholders in the various tiers involved in the resolution of grievances.

This close collaboration between ESP, SGA, and the resettlement planning consultant has resulted in a Resettlement Action Plan which is inclusive of the needs of women and vulnerable groups. At the RAP implementation stage, the SGA sector will be actively involved to ensure that all social and gender concerns are implemented, monitored, and reported as specified in the RAPs.

## **SPOTLIGHT ON: WOMEN WHO ARE LEADING OUR PARTNER COUNTRY TEAMS**

In November 2013, MCC held its annual Leadership Conference for MCC Resident Country Directors and Partner Country Team Leaders. For the MCC SGA team, this was a particularly appropriate opportunity to celebrate female leadership in its partner country teams. A number of MCAs have been led by strong women. These include Penny Akwenye from Namibia, Ma. Victoria Añonuevo from the Philippines, Valentina Badrajan from Moldova, Susan Banda from Malawi, Pamela Bwalya from Zambia, Malika Laasri from Morocco, Magda Magradze from Georgia, Salomé Martínez from El Salvador, and Sophia Mohapi from Lesotho. The MCC SGA team thanked and congratulated these current and former women leaders on supporting gender equality and serving as positive role models through their compacts. The women discussed the challenges and successes that their country teams have encountered and reinforced their commitment to gender equality principles as their compacts move forward.

## **HELPFUL RESOURCES**

### **Intimate Partner Violence: Economic Costs and Implications for Growth and Development**

This World Bank paper conceptually maps the links between intimate partner violence and economic growth. Using data from Vietnam, the paper reviews different costing methodologies, and argues strongly for a focus on estimating impacts on productivity, a key driver of economic growth.

Link: <http://documents.worldbank.org/curated/en/2013/11/18486239/intimate-partner-violence-economic-costs-implications-growth-development>



## **Realizing Women’s Rights to Land and Other Productive Resources**

This publication by UN Women and the Office of the High Commissioner for Human Rights (OHCHR) provides detailed guidance to support the adoption and effective implementation of laws, policies, and programs to respect, protect, and fulfill women’s rights to land and other productive resources.

Link: [http://www.unwomen.org/~//link.aspx?\\_id=DDA097E441824231A48A92D5AAABEEAF&\\_z=z](http://www.unwomen.org/~//link.aspx?_id=DDA097E441824231A48A92D5AAABEEAF&_z=z)

## **Motherhood in Childhood: Facing the Challenge of Adolescent Pregnancy**

This year’s flagship report from the United Nations Population Fund (UNFPA) highlights the main challenges of adolescent pregnancy and its serious impacts on girls’ education, health, and long-term employment opportunities, as well as what can be done to curb this trend and protect girls’ human rights and well-being.

Link: <http://www.unfpa.org/swp>

## **Gender, Ethnicity and Cumulative Disadvantage in Education: Evidence from Latin American and African Censuses**

This paper studies the impact of gender and ethnicity on educational outcomes using evidence from five countries, suggesting that the intersection of gender and ethnicity confers cumulative disadvantage for minority groups, especially in Latin America. The paper discusses the implications of these findings for development programs.

Link: [http://econ.worldbank.org/external/default/main?pagePK=64165259&theSitePK=469372&piPK=64165421&menuPK=64166093&entityID=000158349\\_20131230111115&cid=decresearch](http://econ.worldbank.org/external/default/main?pagePK=64165259&theSitePK=469372&piPK=64165421&menuPK=64166093&entityID=000158349_20131230111115&cid=decresearch)

## **DID YOU KNOW?**

According to the World Bank, productivity per worker could soar by up to 40 percent by eliminating all forms of discrimination against female workers and managers.<sup>1</sup>

## **INSPIRATIONAL QUOTE**

*“Poverty is a form of violence against women as well. It’s an issue not just for [UN Women], but all agencies, and civil society. We’re calling for everybody, men and boys as well, to make it a priority as well. This has got to be something we all work on.”*

Phumzile Mlambo-Ngcuka, Executive Director, UN Women

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<sup>1</sup> The World Bank, 2012, *World Development Report: Gender Equality and Development*, p. 237.