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# Gender Assessment

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## **FP077: Ulaanbaatar Green Affordable Housing and Resilient Urban Renewal Project (AHURP)**

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**GREEN  
CLIMATE  
FUND**

# Draft Gender Action Plan

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## TA 9030 MON: Ulaanbaatar Green Affordable Housing and Resilient Urban Renewal Project

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## I. PROJECT BACKGROUND

1. The Asian Development Bank approved a project preparatory technical assistance (PPTA) for a proposed loan to Mongolia for the Ulaanbaatar Green Affordable Housing and Resilient Urban Renewal Project. This is a complex multi sector project requiring full scale due diligence in technical, economic, financial, social, resettlement, environmental, and institutional aspects. The indicative project impact is improved housing conditions in Ulaanbaatar ger areas. The project outcome will be the establishment of replicable, sustainable, and comprehensive solutions for affordable housing and ger areas redevelopment.

2. The project is expected to have four outputs: (i) mixed-use, mixed-income, and resource efficient Eco districts built in ger areas; (ii) mechanisms for delivery of affordable housing units stock established; (iii) urban redevelopment process and standards improved; and (iv) project management and institutions for urban redevelopment and affordable housing strengthened. The project will be implemented over a period of 7 to 8 years. MUB will be the executing and implementing agency for the project. It will be responsible for identifying, prioritizing, formulating, appraising, approving, and implementing subprojects in accordance with technical, financial, and economic appraisal criteria, including social and environmental criteria, agreed with ADB. The core subprojects will be appraised by ADB to serve as models. Subsequently, during project implementation, subprojects above an agreed threshold will be submitted to ADB for approval, while subprojects below the threshold may be fully processed and approved by MUB in accordance with the agreed upon criteria. A project steering committee will be established to provide strategic and policy guidance.

3. The project is a large-scale demonstration initiative that will leverage private sector investment to deliver affordable and green housing stock,<sup>1</sup> and redevelop ger areas into Eco districts<sup>2</sup> to decrease air and soil pollution and provide livable urban environment to the ger area residents. It will also establish policies, mechanisms, and standards for sustainable affordable housing and green urban redevelopment. The project was envisioned to address the widening housing demand-supply gap in the city, particularly for the benefit of the very low- and moderate-income households. The physical component will deliver 10,000 housing units (55% affordable, 15% social, and 30% market rate units) and redevelop 100 hectares of ger areas into Eco districts that will be: (i) mixed-use with ample public space and public facilities, (ii) mixed-income with about 70% of combined affordable and social housing units, and (iii) resource efficient and maximizing the use of renewable energy.<sup>3</sup> The institutional and capacity component will provide: (i) established mechanisms for the delivery of affordable housing units; (ii) improved urban redevelopment process and standards; and (iii)

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<sup>1</sup> Affordable housing (AH) is a shelter delivery system that is appropriate for the needs of a range of very low to moderate income households and priced (or subsidized) so that the households are also able to meet other basic needs. It also includes social housing such as rental housing that is subsidized and targets the lowest income households that cannot afford the down payments and subsequent loan amortization payments. Rental tenures can be converted into ownership through rent-to-own schemes.

<sup>2</sup> Eco district development is a highly integrated urban planning and development process at the neighborhood level, bringing local responses to build up citywide sustainability and green development.

<sup>3</sup> The eco-components will focus on (i) reduction of energy consumption with low-consumption and well-insulated buildings; (ii) clean energy production from non-stored photovoltaic solar energy and solar system for hot water production; and (iii) building performance monitoring system.

strengthened project management, and institutions for urban redevelopment and affordable housing.

4. The project will integrate innovative planning to ensure maximum resource efficiency, social cohesion, and economic opportunities. Most of the redevelopment process and housing construction will be demand driven, facilitated by land swap or land pooling processes.<sup>4</sup> Intensive community consultation and participation will be integrated into each stage of the project design and implementation. Financial and institutional arrangements will establish sustainable and inclusive housing finance mechanisms, such as micro-mortgages, rent-to-own schemes, contract savings schemes, subsidies, and grants. The project will blend public and private finance to ensure the comprehensive redevelopment of the selected areas. It will also strengthen the regulatory, financial, and institutional framework and establish sustainable solutions for affordable housing delivery in Ulaanbaatar.

5. The core subprojects are located in the Bayankhoshuu and Selbe subcenters that are targeted by the ADB financed Ulaanbaatar Urban Services and Ger Areas Development Investment Program – Project 1 which is currently being implemented by MUB. It is estimated that the core subprojects will cover roughly 10% or 10 hectares of the targeted 100 hectares. Due diligence, implementation, and safeguard frameworks will be formulated to guide the identification, preparation, and implementation of subprojects comprising the remaining 90 hectares.

## **A. Local Gender and Development Policies, Programs and Institutions**

6. Gender equality has been one of the primary thrusts of the Government of Mongolia, and the policies which promote this objective and the protection of women and children are the (a) Gender Equality Law (2011), (b) Law on Combating Domestic Violence, (c) Labor Code, (d) Family Law, (e) Law on Social Welfare, and (f) Law on Social Insurance. In line with these policies the following programs are being implemented by the government: (g) National Program on Ensuring Gender Equality (2017-2021), (h) National Program on Combating Domestic Violence, (h) National Program on protection from trafficking in children and women with the purpose of sexual exploitation, (j) and Mid-term Strategy and Action Plan for Implementation of the Law of Mongolia on Promotion of Gender Equality (2013 – 2016). The National Committee on Gender Equality is the government body led by Prime Minister responsible in the implementation of gender equality, and is composed of 13 Ministries of Mongolia as its sub-council; and 9 districts, 21 provinces, and the city of Ulaanbaatar, as its subcommittees. One gender focal person is assigned at the MUB, and the social welfare workers at every khoroo are assigned as the gender focal persons.

## **B. Gender Issues**

### **1. Country Level Gender Issues**

7. According to National Statistics Office (NSO) of Mongolia, the proportion of women-headed households has decreased from 15% in 2008 to 9% in 2016. Data from Participatory Living Standards Assessment of the NSO have identified that a disproportionate number of women-headed households are living in poverty and that the proportion is growing. Women are limited to engage in livelihood or employment

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<sup>4</sup> People will have the option to trade their properties or assets for apartments or infrastructure.  
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opportunities because of the tasks at home. Some women, who are employed or engaged in small enterprises, need to work longer hours than men do, just to manage tasks at home and at work. The Time Use Survey (NSO Mongolia, 2009) has noted that single parent households, which are usually women-headed, continue to become more vulnerable. In some cases, women are left alone to manage the household due to death of a husband or divorce. The proportion of poor women-headed households in urban ger areas living without adequate access to water supply and sanitation and other basic infrastructure and services is high (ADB and World Bank, 2005).

## 2. Access to Adequate Housing and Basic Services at the Target Areas

8. A Socio-Economic survey was conducted in June 2017 as part of PPTA and analyzed households' access to adequate housing and basic services in the 2 target areas. Among the surveyed total population, 46.7% and 51.4% are female respectively in Selbe-East (SBE) and Bayankhoshuu-West (BYW). Percentage of the women head households is 20.7% in SBE and 17.17% in Bayankhoshuu-1. Percentage of poor households to the total households is 33.1% in SBE and 26.3% in BYW, out of which households headed by females are 40.7% in BYW and 47.1% in SBE with an average household size of 3.69.

Table. A16. 1. Population number and poverty status, gender disaggregated

	SBE				BYW			
	Male	Female	Total	Female %	Male	Female	Total	Female %
Non-poor	153	143	296	65.3	138	143	281	73.3
Poor	96	76	172	34.7	46	52	98	26.7
Total	249	219	468	100.0	184	195	379	100.0

- **Access to land.** According to the Socio-economic survey, 21.79% of plot owner households and 21.74% of households who are residing in the areas without any right to access to land are female headed households. Please refer to Table 16.2 for details.

Table. A16. 2. Access to land

Land right	SBE			BYW		
	Total households	Female headed households	%	Total households	Female headed households	%
Owner/possessor/user	78	17	21.79	64	9	14.06
Renter, relatives	6	0	0.00	5	0	0.00
Residing without payment	46	10	21.74	30	8	26.67
Total	130	27	20.77	99	17	17.17

- **Access to houses.** 33.1% and 18.2% of households in SBE and BYW area live in ger while others live in detached houses with different quality and state built from bricks (16%), construction blocks (7%), log wood (9%), railway sleepers (45%) and others(10%). 80.7% and 82.8% of houses in SBE and BYW are owned by plot owner households while remaining portions are owned by residing non-owner households. Under the survey, assessment of housing condition was done by owner households as per Table 16.3. It shows that majority of Bayankhoshuu-1 households feel satisfactory in their house size, location, safety and comfortability while SBE households show a bit less satisfaction but still feel comfortable around those

indicators. However, 96.5% of total households in both areas responded to the question if they want to improve their houses with “yes”.

*Table. A16. 3. Subjective assessment of housing condition*

	SBE				BYW		
	Good	Average	Bad	No info	Good	Average	Bad
Area size	46.92	38.46	13.08	1.54	71.72	23.23	5.05
Location	72.31	16.15	6.92	4.62	89.90	8.08	2.02
Safety	71.54	18.46	5.38	4.62	81.82	17.17	1.01
Comfortability	63.08	26.15	6.15	4.62	83.84	15.15	1.01

- Water supply and sanitation.** Majority of both area households (96.15% in Selbe, 98.9% in Bayankhoshuu) access water directly from USUG or public kiosks; while the other households source water from private wells within the neighborhood. The households generally collect water from kiosks using plastic water containers on trolleys or carts, and travel an average distance of 220 meters in SBE and 180 meters in Bayankhoshuu-1 at least three times a week. The women and children are mostly tasked in collecting water.
- The pit latrines are the primary type of toilet facility for target areas. About 92% of the surveyed households are using this type of facility which is usually in their residential plots. The respondents expressed the difficulty and the discomfort of using the open pit latrines, especially during winter and particularly for women, children, and elderly. Lack of access to safe drinking water and basic sanitation facilities increases the risk of water borne diseases.
- Heating Services.** Most of the households use traditional and improved stoves for heating and very little portion of them use private electric heaters and other types of heaters. The use of raw coal in stoves has been contributing significantly to the high levels of air pollution in Ulaanbaatar, especially during the winter months. The survey reveals that 91.27% of the total households use raw coal for heating. Women and children are exposed to indoor pollution brought by the use of traditional stoves, and results to the high incidence of cough and other respiratory diseases over the recent years. The incidence of respiratory diseases such as bronchitis and pneumonia in Ulaanbaatar is moderately correlated with levels of exposure to sulfur dioxide, a by-product of burning of coal.
- Road Network.** The ger areas are characterized with mostly unpaved and dusty roads, which hamper the mobility of the residents. The children usually walk to schools and women carry or transport their water containers through these unpaved paths. For women coming from work, it is particularly risky to walk along these roads at night due lack of proper lighting and recorded incidences of crimes in the ger areas.
- Priority social and environmental issues.** The poor air quality, as a result of burning coal through use of traditional heating stoves, has been considered by majority of households (94.3%) as one of the environmental concerns which significantly impact children, women, and men. Also, next to poor air quality, access to safe and potable water (93.2%), soil erosion due to lack of proper road network (91.5%), lack of electricity (91.3%), no access to 24-hour health service

(89.4%), and inadequate facilities at the bus stop (88.8%), have been considered by majority of the households as priority social issues which need to be addressed. Comparatively, the respondents identified that the women are more at the disadvantage as a result of inadequate lighting along the sidewalks, and not enough market or commercial facilities available during the evening.<sup>5</sup>

- **Access to Job and Income Generation.** The socio-economic survey under the PPTA reveals that 22 % and 15.1 % of working age population are unemployed, out of which 52.4% in Selbe and 60.9% in Bayankhoshuu are women.
- Table 16.4 shows the number of employed people disaggregated into male and female in each target area. And next table shows the average income of 2 areas' population. It proves the fact that female receives lower income than male.

*Table. A16. 4. Number of employed people*

Sex	SBE	%	BYW	%	Total	%
Male	83	55.7	69	53.5	152	54.7
Female	66	44.3	60	46.5	126	45.3
Total	149	100.0	129	100.0	278	100.0

*Table. A16. 5. Average Income, sex disaggregated*

Sex	SBE		BYW	
	wage	allowance	wage	allowance
Male	669,855.4	234,593.8	690,770.3	240,650.0
Female	552,855.3	175,533.3	633,414.3	196,812.5
Total (average)	613,930.8	200,077.9	662,888.9	213,673.1

### 3. Decision making at the Household Level

9. As per the socio-economic survey (Table 16.6), 42.6% of the respondent households have identified that the husband and wife make decisions jointly on concerns such as (a) procurement of assets like land and house, (b) procurement of expensive items such as car, (c) children education; (d) work and business related; (e) movement and migration related and (f) participation in the project. 29.1% of the households have responded that household members make decision jointly on the above concerns. For the rest of households, the male household head generally makes the decisions on property purchases and ownership, work and business, movement and project involvement. The female spouse has minimal involvement on the above. The female spouse takes a lead role in the education of the children.

*Table. A16. 6. Decision Making at Plot Owner Households Level*

	Husband	Wife	Joint /husband and wife	Son	Dau- g- ter	Other male	Other female	Joint/ Household members	No answer
Purchase of assets like land and	11.97	7.04	40.85	0.70	0.70	2.11	0.70	30.28	5.63

<sup>5</sup> Socio-Economic Survey in 2013 under PPTA USGADIP  
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house									
Purchase of expensive items such as car	9.86	4.23	45.77	1.41	0.00	0.70	0.70	29.58	7.75
Children education	6.34	7.04	46.48	0.70	0.70	0.70	0.70	28.17	9.15
Work and business related	9.15	6.34	43.66	1.41	0.70	0.70	0.70	28.87	8.45
Movement and migration related	7.04	4.93	44.37	0.70	0.70	0.70	0.70	31.69	9.15
Participation in the project	9.86	7.75	34.51	1.41	1.41	0.70	0.70	26.06	17.61

10. The women, being mainly responsible for water-related tasks and other responsibilities related to household sanitation, health, hygiene, and heating, should be consulted on appropriate design features. Initial consultations with community representatives have also identified the concern among poor households, especially women-headed households', capacity to pay for the monthly bills for the improved services. The participation of women in community activities at the khoroo level is observed to be high, as noted in their number of women attendees in the initial consultations. Aside from the numbers, the women participants were observed to provide substantive inputs in analyzing the problems and issues and in coming up with recommended solutions. Equal involvement of women and men in the project activities will be ensured through the community planning and consultations throughout the period of the project.

#### 4. Women's Tenurial Rights

11. Under the 1992 Constitution of Mongolia, women have equal rights on inheritance, land use, and ownership of livestock and other property. However, the land tenure and property rights of women are generally weakened by absence of clear legislation around property rights in the contexts of divorce and inheritance. According to the study conducted under the Millennium Challenge Account (MCA) Property Rights Project, property registration efforts were biased towards male land-ownership. The project has identified that women hold 49% of titles in Ulaanbaatar and 36 % of titles in eight regional aimag or provincial centers<sup>6</sup>. Considering that the Investment Program will encourage the land pooling for redevelopment, there may be a risk that the tenurial rights of women, particularly poor women-headed households with no proper legal title, certificate, or any proof of ownership of their plots, may be compromised.

#### C. Gender Profile of MUB and Local Project Implementers

12. Under the office of the Mayor of Ulaanbaatar, there are a four (4) Vice Mayors handling different sectorial agencies and one of them is female. It is observed that there are

<sup>6</sup> [http://usaidlandtenure.net/sites/default/files/country-profiles/full-reports/USAID Land Tenure Mongolia Profile.pdf](http://usaidlandtenure.net/sites/default/files/country-profiles/full-reports/USAID_Land_Tenure_Mongolia_Profile.pdf)



more male officials at the top decision-making level of the MUB, and there are more female staff members or personnel at the technical and administrative positions of the MUB agencies.

*Table. A16. 7. Number of MUB Staff, by Agency, and by Gender as of 2013*

Agency-specific gender profile	Total number of staff	Number of Male	Number of Female
Property Department	300	147	153
Department of Economic Development	34	8	26
Ger Area Development Agency	17	11	6
Office of the road and transport	106	65	41
Transportation Agency	129	50	79
Agency of Education	37	16	21
Cultural agency	11	5	6
Health Authority	46	8	38
Labour office	14	3	11
Social welfare service	14	4	14
Social insurance office	400	71	329
Environment and green development agency	72	54	18
USUG	1470	614	856

Source: Municipality of Ulaanbaatar, 2013

At the target areas, the total number of kheseq leaders are 3 in SBE and SBW in Bayankhoshuu and all of them are female.

Under the Tranche 1 of USGADIP, the numbers of primary groups, CDCs and BCs are organized in the Selbe and Baynkhoshuu subcenters. Each primary group has an elected leader and secretary. These officers represent the primary groups at the khoroo level CDC. Bayankhoshuu has 5 khoroo CDCs while Selbe subcenter, which covers 2 districts has 3 khoroo level CDCs, two in Chingeltei district, and one in Sukhbaatar District. Aside from the CDCs, business or small and medium enterprise (SME) development councils (BCs) were formed which are composed of owners of business establishments within the target subcenters. The profile of the members of the PG and CDCs is presented in Table.

*Table. A16. 8. Primary Groups and CDCs Gender Profile*

Sub center	PG's organized as of July 2017				Khoroo CDC			Sub center CDC		
	No	Members	Female	Under Formation	No	Members	Female	No	Members	Female
Bayan-khoshuu	29	466	39%	8	5	58	41%	1	22	68%
Selbe	29	371	46%	7	2	58		0		

Source: UN-Habitat 2<sup>nd</sup> Quarterly Report, July 2017

#### D. Benefits of Improved Basic Services

13. Focus group discussions (FGD) with community representatives from Bayankhoshuu and Selbe subcenters were conducted under the GADIP to identify the perceived impacts of improved services on water supply and sanitation, sewerage, heating, road network, and other social and economic infrastructure and services.

- **Water Supply and Sanitation.** The anticipated impacts of improved water and sanitation include the following: (a) lesser time and energy spent to collect water, thus more time for other household tasks or time for productive/income-generating work; (b) secured and reliable supply of water; (c) reduced need to go to bath houses; (d) better hygiene practices, and; (e) more convenience especially for persons with disabilities or PWDs (i.e., PWDs need not go out for pit latrines, bath houses and/or collect water from the water kiosks). Other potential benefits include decrease in incidences of waterborne and other diseases related to unsafe drinking water and poor sanitation; and economic or business opportunities due to reliable water and sanitation services. The risk of women and children to infectious diseases and water-borne diseases, and consequently the medical costs on these diseases, will be reduced due to improved sanitation facilities at home and at schools. Proper household practices on sanitation, hygiene, and health will be communicated to the target area communities through a community awareness program involving information, education and communication campaign (IEC).
- **Sewerage system.** The improvement of the sewerage systems will lessen the risk of contagious or communicable diseases brought by improper collection, disposal, and treatment of domestic waste water and human waste. The construction of proper sewerage and treatment facilities will also reduce the risk and impacts of soil pollution brought by the use of open pit latrines. For the PWDs and elderly, it will lessen the inconvenience of disposing gray or discarded water outside their plots. The use of proper toilet facilities will also be more comfortable to the users compared to the existing open pit latrines.
- **Heating.** The provision of non-pollutive eco heating systems will lessen the exposure of the residents to indoor air pollution due to burning of coal. In reducing the use of traditional stoves and coal for heating, the incidences of respiratory diseases such as bronchitis and pneumonia, will also be reduced, especially among the children, elderly, and women who are more vulnerable. Other diseases brought by extreme cold temperature will likewise be reduced. This will also lessen the expenses for and time in purchasing coal, and in preparing or collecting fire wood. With adequate heating, it will also increase the comfort of the residents especially during peak winter months.
- **Road network.** With paved or concreted road networks, sidewalks, and adequate lighting, the mobility and access of the residents will be improved, especially access to basic services such as schools, clinics or hospitals, khoroo or government buildings, market or commercial establishments, and transport facilities. The lighting of the sidewalks or interior streets will also help in lessening the incidence of crimes, especially among women who are more at risk while travelling at night. The community representatives have also indicated that it will be more comfortable to walk once the roads are paved, and the problem of accumulating dust at home will be lessened. With proper pedestrian walkways and paved roads, children will be safe in walking and crossing the streets, and the mobility of the PWDs (i.e., in wheelchairs or in other mobility aid equipment) will be improved.
- **Social and Economic Infrastructure and Services.** From the household surveys and FGDs, the residents have identified the some of the positive impacts of the proposed priority social and economic infrastructure projects, namely, kindergarten buildings, khoroo buildings, bus station or terminals, market, and business incubators or vocational training centers. Community representatives have provided suggestions

on the design or features of these priority projects, as well as the potential impacts of such projects (last table).

## E. Gender-specific Project Design Recommendations

14. In the planning, design and implementation of the proposed infrastructure subprojects under the project, the among the key issues to be considered are the (a) integration of gender-specific needs in project design and implementation, (b) affordability of housing and services among poor, especially women-headed households, (c) protection of women's equal property rights and land tenure, and (d) ensuring participation of women in the project community activities. The initial consultations have identified the suggested design recommendations from the khoroo and kheseg leaders on the kindergarten, vocational training centers, business incubator facilities, and open spaces or leisure parks under Project 1 (following table). Also, the community leaders have specified the design recommendations for other priority projects, such as khoroo buildings, bus stations, market place or commercial complex, which may be considered later in the next tranches of the Program.

*Table. A16. 9. Project Design Recommendations*

Priority Social and Economic Facilities	Project Design Recommendations
Kindergarten	The facilities should be (i) connected to water supply (especially hot water), heating, sewerage, and electricity systems or network; (ii) accessible to the ger residents, (iii) have green spaces including a playground, (iv) small health clinic; (v) adequate number of toilets for male and female students and school staff, (vi) access features for person with disabilities (PWDs) (i.e., ramps, hand rails, toilet for PWDs, etc.), and (vii) parking area.
Leisure Center/Parks	Green areas, public parks, sports complex with courts (i.e. tennis courts), cultural halls, gym for the elderly and children, internet center, library, separate toilets/showers/changing rooms for male and female, access features for PWDs (i.e., ramps, hand rails, toilet for PWDs, etc.), and provision for small business kiosks/stalls.
Road Network	Designated footpaths or pedestrian walkways, street crossing marks, adequate street lights, street ramps for PWDs.
Bus Station	Construction of a bus station with (i) a comfortable enclosed waiting area with seats, trash bins, signage, road signs and directions, (ii) bus schedule information, (iii) separate toilets for male and females, footpaths or pedestrian walkways, (iv) street crossing marks or underground crossing (for improving mobility and safety of passengers, especially children), and (v) street lights.
Marketplace, Public and Commercial Complex	Construction of a market facility for wholesale products, built in accordance with building standards and to comply with the relevant food safety standards.  Possible design features may include: (a) separate and adequate number of toilets for male and female, (b) diaper-changing station, (c) small health clinic, (d) information desk/booth for microenterprise loan services, business development services (i.e., referrals and actual conduct of training programs); and (e) day care room.

## II. GENDER ACTION PLAN

15. The project is classified as effective gender mainstreaming (EGM) which requires a gender action plan (GAP). The GAP describes the proposed measures to be included in the project design in promoting gender equality and in mainstreaming gender in the four (4) main outputs of the project. The GAP outlines the main strategies to address the key gender concerns on a) access to houses, services and public spaces to be provided

by the project, b) affordability of poor women-headed households, c) protection of women's land tenure and property rights, and d) equal participation of women in the project community activities. The key gender mainstreaming strategies to be implemented include:

- community consultations on detailed design preparation and implementation with gender-specific design features for proposed housing, infrastructure and other elements of eco district development,
- develop support programs on affordable housing and MSME development microfinance loans to ensure access to improved services for poor women-headed households,
- implement IEC programs on land pooling, consolidation, and trading schemes; land registration and property ownership; water and heating tariff structure and tariff subsidy; and,
- ensure the presence of number of female staff members in PMO personnel, Project Steering Committee, CDCs, and BCs.

16. Addressing these gender concerns would entail close consultation and collaboration with women, from project design stage, implementation, operations, and monitoring and evaluation. The general strategy proposed under the project is to ensure that the design features of the proposed houses, services and public spaces will be gender-responsive, appropriate, and affordable to its target users. The project will also foster active involvement of women in the project, which will aim to maximize the opportunity for women to become empowered decision-makers in shaping the development of their community. Specific activities, targets or indicators, implementation arrangements, indicative budget, and timelines are shown in the following table.

## A. Implementation Arrangements

17. The executing agency (EA) and implementing agency (IA) for the project will be MUB. A Project Management Office (PMO) for the project will be established and will take the lead in the preparation, implementation, monitoring and evaluation of project-specific and program-wide Ger area redevelopment plans, and close coordination with the beneficiary communities, CDCs and BCs at the target areas and Khoroo and Kheseg leaders. Coordination with the National Committee on Gender Equality will be done as necessary to link activities of the project to the existing projects and programs of the committee. Gender specialists (international and local) will be recommended to provide technical assistance and capacity development support to the MUB-PMO in the conduct of gender analysis and preparation of ger area redevelopment plans at the project level.

## B. Monitoring and Evaluation

18. The GAP will be incorporated in the overall monitoring and evaluation of the project, and indicators will be included in the project monitoring and evaluating systems and tools. Specific gender indicators are included in the overall design and monitoring framework (DMF) of the project, and the GAP will be an integrated into the Program's Facility Administration Manual and Loan Agreement. The monitoring of the GAP will be done using a participatory approach with the key stakeholders at the kheseg, khoroo, district, and municipal levels.

## C. Indicative Budget

19. An indicative budget of US\$ 175,000 will be programmed for the implementation of the activities detailed in the GAP for the project, which will be incorporated or streamlined with the implementation of the SAP and CPP (Appendix 15.1 and 15.2). Engaging one (1) international gender specialist for 8 person-months, and one (1) national gender specialist for ten (10) person-months, over the 3 years of the project implementation period, is proposed.

Expense	Number	Person months	Rate US\$	Total US\$
<b>1. Remuneration</b>				
International Gender, Poverty and Community Development Specialist	1	8	11000	88,000
National Gender Specialist	1	10	2000	20,000
<b>2. International Travel</b>				
				20,000
<b>3. Study, survey reports</b>				
				47,000
<b>TOTAL</b>	<b>9</b>	<b>218</b>		<b>175,000</b>

Amount included in the technical assistance (Appendices 9 and 11) expert n°4 PMO-Support: Social Mitigation Plan + Gender Action Plan = \$600,000