
Annex 8 – Gender Assessment and Project/Programme-Level Action Plan

Part I: Gender Analysis/Assessment

Approach and methodology

Objectives

A gender analysis and Gender Action Plan were prepared with the following objectives:

- Analyze the gender and development legal framework, policies, programs and institutions
- Detail the gender context and analyze the gender issues;
- Analyze the potential benefits of the project in terms of gender;
- Provide gender-specific project design recommendations;
- Develop an Action Plan detailing budget/resources requirements and implementation arrangements.

The detailed gender analysis is available in TRTA final report (volume VI, Section Gender Analysis and Gender Action Plan)

Multi-level analysis

Considering the wide scope of Tranche 1 of the MFF, with various projects involving different beneficiaries, the analysis was conducted at three levels:

Within the urban development component (Output 1):

- **The ger areas redevelopment project.** These pilot projects take place in the aimag centers, and the beneficiaries are the residents of the pilot streets and to a larger extent, the residents of the ger areas.
- **The inter-soum centers development.** These projects take place in two soum centers: Umnogovi (Uvs) and Deluun (Bayan Ulgii). The beneficiaries are the residents of these two soum centers and the surrounding population using the facilities of these two soum centers.

Within the regional agri-business development component (Outputs 2 & 3):

- **The regional agri-business development projects** aim at developing the livestock industry and extending the value chain (economic development) while at the same time improving sustainable management of pastureland (green development) and herder's inclusion in the value chain (inclusive development). The beneficiaries are the herders, the herders' organizations (PUGs and cooperatives) and the businesses (private sector) operating in the livestock industry.

All analyses are thus be broken down to these three levels of projects.

Tools

A wide range of tools has been used to conduct social and gender analysis:

- Analysis of secondary data
- Surveys

- Key informant interviews
- Focus Group Discussions
- Public meetings and consultations

Women have been engaged in consultations related to all outputs, either using gender-specific consultation tools (such as women-only FGDs) or ensuring their active participation in mixed consultations. The general approach has been to integrate within each tool specific measures related to gender, in particular:

- All surveys enabled to collect sex-disaggregated data and identify female-headed households who could be consulted;
- When possible, Focus Group Discussions were made separating male and female population. When this was not possible due to logistic constraints or small population size, the Consultant ensured sufficient representativeness of women (at least 40% of FGD participants).
- Key informant interviews with aimags' social experts; the Family, youth and children units, also enabled to understand indirectly ger areas' women's concerns. NGOs were also consulted.

Ger areas redevelopment

- Women-only FGDs were held. The principle was to ask i- same questions as to men to analyze if women have different views on the same topics and ii-specific questions, on: public space & safety, women's needs in terms of public facilities, women's needs of support to develop their economic activities.
- Some mixed consultations were also held, in particular to update the residents on proposed project design. For all mixed consultations, the Consultant ensured participation of women (target of at least 40% of female participants). The Consultant noticed high and substantial participation of women.
- Key informant interviews were conducted to understand gender issues and how to optimize project impacts on women. In particular, the Family, youth and children units within each aimag provided useful information. It is to note, however, that NGOs are very small and have no strong experience in the ger areas (list of consulted NGOs in Annex).

Regional agribusiness development

- Women-only FGDs were held with female herders to study their specific needs and concerns. For mixed FGD, the Consultant also targeted a 40% participation of women.
- Key informant interviews were also conducted to understand gender issues and how to optimize project impacts on women.
- No women herder group could be identified in the project areas.

National background

National gender policies and strategies

Gender equality has been one of the primary thrusts of the Government of Mongolia, and the regulatory framework for gender equality is relatively strong in Mongolia. The main 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. Other laws contain provisions to promote gender equality such as the Constitution of Mongolia (1992); the Criminal Code (as amended in 2008); the Civil Code (2002); the Law on Health (2011); the Law on Education (2002, as amended in 2006); the Law on Combating Trafficking in Persons (2012); the Law on Allocation of Land to Mongolian Citizens for Ownership; the Law on Parliament Election; the Law on Political parties.

In line with these policies the following programs are being implemented by the government: (a) Comprehensive National Development Strategy¹, (b) National Program on Combating Domestic Violence, (c) National Program on protection from trafficking in children and women with the purpose of sexual exploitation, (d) and Mid-term Strategy and Action Plan for Implementation of the Law of Mongolia on Promotion of Gender Equality (2013 –2016), (e) the National Program on Ensuring Gender Equality (2017-2021).

The National Program on Ensuring Gender Equality (2017-2021) has the following objectives: (i) Provide support to equal participation in the sustainable socio-economic development processes and increase opportunities so that both women and men can benefit equally from development gains; (ii) Foster gender-responsive policy, planning and budgeting processes at national, sector, local and organizational levels; (iii) Raise awareness and promote advocacy in support of gender education among the general public on women and men's role and participation in their families and society, with the objective to change gender stereotypes nationally; (iv) Improve gender-responsive structures and mechanisms at national, sector, local, and organizational levels and strengthen relevant capacities; (v) Develop comprehensive and systematic preventive and care services that advance the elimination of gender-based violence and discrimination; (vi) Encourage women's participation in politics and decision-making and improve their leadership skills and opportunities.

Following this national program, sectoral strategies were developed by line ministries. The Ministry of Construction and Urban Development; the Ministry of Food, Agriculture, and Light Industry; the Ministry of Employment and Social Protection approved sectorial gender strategies and gender-responsive policies up to 2024/2025.

¹ In adopting the Millennium Development Goals (MDGs) in 2005, the Mongolian Parliament also set concrete gender-related targets in employment, education, political participation and health. The MDGs-based Comprehensive National Development Strategy (2008-2021) reaffirms these commitments and serves as an overarching policy designed to ensure the achievement of MDG targets. The gender-equality policy embedded in the National Development Strategy is aimed at ensuring "human rights-based gender development through universal gender education and provision of gender equality in the labor market" and contains provisions to increase the number of female candidates in parliamentary elections. It also includes additional strategic objectives for the adoption of a separate law on gender equality (adopted in 2011), the integration of gender equality content at all levels of education, and ensuring women have equal rights to property.

The National Committee on Gender Equality (NCGE), established in 2005, is the government body led by Prime Minister responsible in the implementation of the National Program on Gender Equality and is composed of 13 Ministries of Mongolia as its sub-councils; and 9 districts, 21 provinces, and the city of Ulaanbaatar, as its subcommittees. However as noted in a Gender Overview by SDC², although human resources are available through gender focal points at Ministries and district levels, most of the sub-councils are not proactive in integrating gender elements into their sectoral policies and programs, largely due to a poor understanding and awareness of the relevance and importance of gender integration at the managerial level in particular (SDC, 2014).

Country-level gender issues

Main country-level gender issues are the following:

- **Access to employment opportunities and wage gap**

Discrimination against women at the labor market remains common. Employers still appear to demonstrate reluctance to recruit young women of reproductive age or mothers of young children, and concerns remain about coerced early retirement among female employees (National Program on Ensuring Gender Equality, 2017).

Labor force participation gap is high: 2018 NSO Statistics shows that female labor force participation was of 53.4%, against a male labor force participation of 69.5%. Gap has increased since 2008, when respective rates were of 62.8% and 64.2%. Factors influencing this gap is the high enrolment rates of female students in tertiary education, the large number of women engaged in household activities and childcare, and the fact that women retire earlier than men (UNDP, 2014)³. Another factor contributing to the labor force participation gap is the differences in self-employment opportunities for men and women, men being twice as likely to take advantage of self-employment outside the agriculture sector (SDC, 2014).

Gender bias exists in the division of labor between men and women by sector. Based on the 2014 Labor Force Survey, the SDC 2014 Gender overview shows that “men predominate in mining, transportation, defense, energy, construction and, to a lesser degree, agriculture, while women are predominantly employed in education and the health and tourism industries (although less often at senior levels). Women are concentrated in a relatively narrow set of occupations and are noticeably absent from transportation and construction but heavily concentrated in support positions in retail and catering and in teaching. The most feminized employment sectors are those that are typically paid through state budgets and have the lowest salaries”. Stereotypes of suitable jobs for women and men are still common (ADB; SDC and NCGE 2010).

There are also challenges in reaching wage equity. According to 2018 NSO statistics, the average employed women’s monthly salary was MNT 903.3 thousand compared to the male average of MNT 1,100.3 thousand, representing a salary gap of 18%. Wage gap has

² Gender overview – Mongolia. A desk study. Project “Attitudes toward gender equality: a survey experiment in Mongolia” funded by the Swiss Agency for Development and Cooperation. 2014

³ UNDP: Promote Gender Equality and Empower Women, www.undp.mn, 2014.

increased over the last ten years: in 2008, male average was of 291.2 thousand and female average of 258.1 thousand, representing a wage gap of 11,4%. Inequities are also reflected in pensions⁴.

The gender imbalance in favor of girl persists at the tertiary level of education, with 59,4% of female students (NSO, 2018)⁵; however **girls tend to be particularly at a disadvantage in converting their higher levels of education into higher levels of income**, which is demonstrated by persistently higher unemployment among women with higher education and lower wages than men.

- **Female-headed households living in poverty**

According to National Statistics Office (NSO) of Mongolia, the proportion of women-headed households has decreased from 11.3% in 2008 to 8.1% in 2016. However, 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 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 be 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).

- **Vulnerable male-headed households, in particular in rural areas**

The stereotypical male and female roles are very strongly reflected in rural lives. Women are in charge of reproductive activities and in particular preparing food, cleaning and heating the ger, processing milk products for household consumption, caring for the elderly and children. In case of loss of wives or in case of short or long-term separation (notably in the case when wives go and live with their children in the soum centers during school year), men face difficulties and are not always resilient to the situation (these issues are further detailed in the current situation analysis section).

- **Reverse gender gaps related to access to education and health**

Contrary to other countries in Asia, girls in Mongolia are far more likely to attend school, particularly among older age groups. 2013 MECS data shows that a total of 1,165 (408 girls and 757 boys) children aged 6-14 dropped out in school year 2013-2014; out of which 1,075 (370 girls and 705 boys) were from rural areas – meaning the percentage of boys' dropouts is 65% in rural areas.

⁴ The average monthly retirement pension for men was MNT 367.9 (thousand) in 2016 compared to that of women, MNT 299.5 (thousand). Thus, female retirees have a pension that is MNT 68.4 (thousand) less, or 18.6% lower than men.

⁵ Data for 2008 is similar, with 60,7% of female students, indicating stagnation.

Male life expectancy is lower than female life expectancy, and according to a baseline STEPS Survey (MCA-Mongolia 2009), males aged 15-34 had a twofold higher risk of developing non-communicable diseases compared to women in the same age group, due to i) poor lifestyles (high rates of smoking and alcohol consumption), ii) higher incidences of accidents and suicides, and iii) hard labor activities.

- **Gender-based violence (GBV)**

Mongolia faces various forms of gender-based violence, including trafficking in persons (i.e. the sexual exploitation of women and girls, labor exploitation and forced labor of women and men), domestic violence, workplace sexual harassment and prostitution⁶. The 2017 National Study on Gender-based Violence in Mongolia “Breaking the silence for equality” (UNFPA) shows that 29.7% of ever-partnered women experienced physical violence perpetrated by their partners while 17.3% experienced non-partner physical violence, revealing that acts of physical violence by partners are more common than non-partner violence. Violence against women is impacting the health of women⁷ and domestic violence affects children and other family members⁸. Women with less education were slightly more likely to report physical violence compared with more educated women, and other research reports suggest that women from low-income rural families are particularly vulnerable; however, women experience violence regardless of their age, education, employment status or geographic location. An ADB 2018 study cites alcoholism and severe unemployment as major contributing factors to gender-based violence⁹. Studies shows relatively tolerant attitudes of women towards violence¹⁰, and institutions do not provide sufficient assistance to victims¹¹.

- **Political empowerment**

Political empowerment (including representation in parliament and other elected bodies) remains one of the weakest indices of Mongolia in terms of gender equality. The National Program on Ensuring Gender Equality shows that although the number of female candidates nominated for national and local parliaments has been steadily increasing in recent years, women make up 17.1 per cent of members in the current parliament and 15.8 per cent in the aimag and capital city, local citizens *khurals* only. A public survey conducted by

⁶ ADB, SDC, NCGE, “Country Gender Assessment”, 2010.

⁷ The study shows that “42.8 per cent of the women who experienced violence from their partners were injured, and, of those, 71.6 per cent were severely injured. Women who experienced physical and/or sexual violence are more likely to self-assess their general health as poor and also report a greater number of symptoms of mental health disorders” (UNFPA, 2017).

⁸ The study shows that “Women who experienced partner violence were more likely to have children with behavioral problems than those who did not experience violence. There are also signs that witnessing or experiencing domestic violence in childhood increases the chance of being in a violent partner relationship as an adult”.

⁹ ADB, Translating Women's Voices into Action in Mongolia: Addressing Gender-Based Violence through Investments in Infrastructure”, October 2018.

¹⁰ The UNFPA 2017 study shows that 1 in 4 women who have never experienced physical or sexual violence, regardless of her social and economic status, agreed that a husband may beat his wife if she is unfaithful. The rate is much higher among women who have experienced physical and/or sexual partner violence (35.5%). 14.5% of women who have experienced physical and/or sexual partner violence also agree that it is justified that a man hits his wife if he *suspects* she is unfaithful.

¹¹ The same study shows that only 8.3% of women report the violence to the police, 13.2% approached a health facility, and less than 1.5% sought help from a shelter and other care service. A large share of women (26.5%) had told no one about their experiences before the interview.

MONFEMNET and IRIM in 2008 in Mongolia found that for more than half (59 percent) of the survey participants, a candidate's gender was an important factor in their voting decisions.

It is worth pointing out that the gender gap exists not only at the highest decision-making level, but also at the grassroots level. Male preference is still common among herders when it comes to the selection of group leaders (MCA-Mongolia, 2013; SDC, 2015). Rural women tend to be more engaged in household chores which affords them less time for community work. This leads to lower female participation in political and social spheres in rural areas.

- **Access to property ownership**

Property ownership including ownership of land is a concept and practice which originated in the 1990s and hence is relatively new to Mongolia, marked by a culture of nomadic pastoralism and the experience of the socialist order. In 2005, the Country Gender Assessment took note of the new property relations emerging between men and women as households began coming into possession of assets. The Assessment noticed the bias towards male ownership and recommended that these rights needed mediation through legal and administrative structures promoting equity.

Since then the Law on Promotion of Gender Equality had been approved and explicitly states that enterprises and organizations in the government and other sectors “shall have a duty to ensure men and women equal access on equal terms to land and other immovable and movable property, budget allocations, financial assets, credit and other economic wealth and resources”¹².

There is an insufficient quantitative data towards assessing the implementation of the goal; however, existing studies show persistent discrepancies:

- A comparative pilot study undertaken by the ADB in Mongolia, Georgia and the Philippines in 2018, revealed male predominance in the ownership of housing with Mongolia showing the highest degree of gender gap. As for the most important type of property ownership for Mongolian families, it is 60% of men and 33% of women who own their homes, with 55% of men and 27% of women having registered their ownership rights. There are 1.5 times more men than women in the urban areas and 3 times more men than women in the rural areas who have home ownership certificates¹³. This gender gap more obvious in the rural areas is to be found with regard to all other types of property. Of the survey respondents, 65% of rural men and 42.8% of women replied that they are engaged in animal husbandry while 6.4% of men and 0.6% of women said they own large-scale machinery.
- A study conducted by the SDC in 2015 among herding families established that 58.5% of household property was registered under men's name, 10.7% under the name of both spouses and only 8.5 % under name of wives. Livestock, winter and

¹² “Mongolia Gender Situational Analysis: Advances, Challenges and Lessons Learnt since 2005”, ADB, 2019

¹³ ADB. 2018. Measuring asset ownership and entrepreneurship from a gender perspective. Methodology and Results of Pilot Surveys in Georgia, Mongolia, and the Philippines. Manila.

spring camps, motorcycles and other vehicles were owned mostly by men while property outside the local area would mostly be registered in son's name¹⁴.

- There is also a strong gender bias related to inheritance. A 2013 survey with 8,000 urban and rural respondents showed that **female share in land inheritance was only 27.2%**¹⁵. The tradition of passing land and other immovable property down to sons is still strong. For example, 72.4% of the participants in focus group discussions held under a 2014 survey, said they would give their khashaa to their sons and only 17.6% were planning to transfer the title deeds to daughters. A traditional understanding that family property must be written under the name of the head of household survives to this date and the custom – especially pronounced in the rural areas – of fathers and mothers who are marrying off their sons to prepare the dwelling for the newlyweds further deepens gender disparities in property ownership. Such an attitude is a factor that will continue limiting women's rights to land and other important property¹⁶. This has important impacts on crop production by gender. Focus group discussions with land farmers further revealed that while men engaged in grain or potato production on large land areas, or lend their land, women mostly do vegetable gardening on smaller plots (ADB, 2019).
- **Current laws and regulations are yet to be strengthened to reduce disparities.** For instance, while the Civil Code of Mongolia stipulates that assets registered after marriage are a common property of family members, the person in whose name this property is officially registered may dispose of it without the consent of other family members, which entails gender disparities if property relations are skewed in favor of one particular gender (ADB, 2019).
- **Women's participation in businesses is also often informal.** It is a common phenomenon that women work for family businesses without formalizing their shares in those businesses, and it is a similarly common phenomenon that in the case of a divorce, the woman loses out, having no claim to any share of the business (ADB, 2019).

Analysis of gender issues related to Tranche 1 projects and areas

Gender issues in ger areas in the aimag centers

Household chores related to water, sanitation, hygiene and heating. Women are mainly responsible for water-related tasks and other responsibilities related to household sanitation, health, hygiene, and participate in heating-related tasks. Women are heavily affected by the

¹⁴ Gender analysis in pastoral livestock herding in Mongolia. Ulaanbaatar.

¹⁵ Millennium Challenge Corporation in MET and UN-REDD Programme. 2017. Analysis of Social Inclusion and Gender Dynamic for REDD+ in Mongolia. Ulaanbaatar: The UN-REDD Programme/Mongolia.

http://reddplus.mn/eng/wp-content/uploads/2017/12/Social-Inclusion-Final_Report_Eng.pdf

¹⁶ Millennium Challenge Account Mongolia, 2014.

Strengthening Women's Land Ownership in Mongolia: A Survey of Impacts on Women's Voice, Bargaining Power and Household Well-being. Ulaanbaatar

current poor water, sanitation and heating systems. The pit latrines are the primary type of toilet facility for target areas. The latrines are built by the households themselves buying the necessary materials and the quality of construction is generally poor. The respondents expressed the difficulty and the discomfort of using the open pit latrines, especially during winter and particularly for women, children, disabled and elderly people. Water is mainly fetched in water kiosks and public wells, which is time consuming and tiring (some women report spending over one hour for water collection and walking up to 2km). They are going 2-3 times over the weekdays and 4-5 times during the weekend for washing and cleaning. Most of the households use traditional and improved stoves for heating. The use of raw coal in stoves has been contributing significantly to the high levels of air pollution in the aimag centers, especially during the winter months. Women and children are exposed to indoor pollution brought by the use of traditional stoves, which results to high incidence of cough and other respiratory diseases. The high levels of exposure to sulfur dioxide, a by-product of burning of coal, is well known for causing incidence of respiratory diseases such as bronchitis and pneumonia. Besides, making fire for heating is time-consuming and tiring (buying and carrying coal, burning, removing ashes), especially in the cold times when they have to burn coal 3-5 times a day, including one time at night. Making fire is done by all members of the households, the men, women, the children, whoever is available will do this work. Making fire involves also removal of the ashes from the stove, which is mostly on women's shoulders.

Public space & safety. Women have stressed different priorities and needs related to public spaces than men. Women have insisted on safety issues, especially for adolescent girls walking along the road to go to school at night (cases of gender-based violence). Safety, particularly at night, is an important concern for women. Gender-based violence is a factor negatively affecting the living conditions in the pilot streets. Girls and women are often exposed to harassment that in some cases result in sexual abuse when walking in ger areas. Rape cases have been reported by residents. This concern is shared by women of different ages. Perception of insecurity and gender-based violence is strongly linked to the lack of proper lighting and sidewalks, which are needs stressed by women. Walking is the main transportation means to the aimag center for women and girls, and enabling safe mobility is crucial for women/girls' independent movement and access to education, health and other important services.

Need of social amenities. Women have insisted on the need of a number of amenities. First, women insist on the need of playgrounds for children and green spaces, to spend time with their children out of the khashaas. As commented by a resident, "many mothers are going out for fresh air with new-borns, but it is not comfortable and dusty and dry, and there is nothing to do". If green spaces, parks with public space furniture, and playgrounds are built, these areas would be much used by families and would make the neighborhoods more children friendly. Women want their children to play in areas safe from traffic, but there is no public park, therefore children mostly stay within the khashaa. It is also a burden for women who already stay all day long in the khashaa, either because they have a home-based business or are unemployed, not to have anywhere else to go with their children to spend free time. Besides, in the three aimag centers, there is a need to build new kindergartens. In general, there are fewer kindergartens in the ger areas, and these amenities are therefore far and/or overcrowded. This need is mainly stressed by women, who are primarily in charge of looking after the children. Last, there is a need of dormitories in the schools close to the

target street of Ulgii, due to the high number of children of herders' households currently living at relatives' places. This situation is inconvenient both for the children and the families in which they are staying. The children are generally entitled to do the housework of the families where they stay and there is a general concern that their dependency on another household is not good for them. There are also some reported cases of household head assaulting the relatives' daughter staying at his home. Families hosting the children are also worried about the safety of the children on the way from school to home. In particular, the families are worried about girls being attacked by men or any crime committed by drunk men.

Gender-based violence and need for a women center. Gender-based violence is important in all three aimag centers. It is to note that it is too complex to estimate precisely occurrence of gender-based violence, due to the diverse forms of gender-based violence (from verbal violence to sexual assaults; partner violence and non-partner violence, etc.) and the sensitivity of the matter and absence of relevant data at the aimag center scale. For example, according to the Family, youth and children center of Khovd, there were 6 reported cases of rapes of under-16-year-old women, but it is estimated that there are many unreported cases, notably cases of violence committed within the household (e.g. girls being assaulted by their step-fathers). 73 cases of domestic violence were registered last year through their hotline service. According to the Family, youth and children center, most cases are never reported to the police. The issue was therefore studied through FGDs with women in an indirect way (within the general need assessment) and through key informant interviews. In terms of statistics, the general overview provided at the national level (cf supra) can be used. Interviewed women and professionals consider that different levels of interventions are needed to address this issue:

- **Infrastructure improvements**, notably road and public space improvement and street lighting, and improvements of mobility systems;
- **Construction of a women center.** Women need a place where to meet and socialize and exchange on issues they face; they need a space where activities can be organized specifically for them, to empower them and make them feel part of a community.
- **Inclusion of a medical room & counselling service within a community center building or any social facility**, in order to improve outreach (women identifying the service) and at the same time enabling confidentiality (for example, women victims of gender-based violence may be reluctant to go to the hospital due to what people may think/say).
- Construction of shelters for women victims of GBV, to provide women with temporary accommodation.
- Soft programs related to education.

The project will tackle the two first demands as presented in the following section ("Strategies to address gender issues and optimize project's impacts on women").

Lack of workspaces. Some women in the target areas have home-based businesses, notably boot-making and sewing businesses. Some women are willing to expand their businesses and lack of proper facilities. They would be interested in working in appropriate workspaces. Some have expressed willingness to be able to work outside of their *khashaa* in order not to spend all their time in their plot. Women with micro-businesses may be

interested in working together within a community center to join resources, be more visible and learn from each other.

Cases of women-headed households. There are cases of female-headed households in the target streets: 27 female-headed households were surveyed in Uvs (representing 19% of surveyed households); 2 in Ulgii (representing 3% of surveyed households) and 17 in Khovd (representing 14% of surveyed households). Women-headed households can be considered more vulnerable, as they are left alone to manage the household. They are in much larger proportion than single men-headed household (4 cases in Ulaangom, 1 case in Ulgii, 1 case in Khovd). The project must ensure to include them in the project at all stages.

Gender issues in the inter-soum centers

Lack of sanitation facilities particularly impacting girls and women. Most public buildings are not equipped with indoor toilets, and only have outdoor pit latrines, sometimes over 50m away from the building. Kindergarten and school children use these pit latrines, including in the very cold winter months, which is inconvenient, dangerous (poor wooden infrastructure, slippery), unhygienic, and do not provide intimacy/privacy to young girls and women. The poor water & sanitation facilities of the dormitory is all the more alarming, as they are permanent places of residence. Field observations and interviews confirm the results of the *Improving school dormitory environment for primary students in Western Region* Impact evaluation baseline report, which highlights that hygiene practices are very poor: “Roughly 40 percent of children in all groups never or hardly ever wash hands after going to the toilet, and never or hardly ever wash shower once a week”. Without indoor toilet facilities, children regardless of their age have to venture outside if they need to use the toilet at night, which children are afraid of doing¹⁷. Education buildings have inadequate WASH facilities and dormitories and are not gender sensitive. The situation is exposing safety risks for girls and difficulties for them to manage their menstruation.

Poor conditions of dormitories. As described in the PSA, dormitory buildings are in very poor physical conditions. Beside the absence of adequate WASH facilities, it can be noted that the overcrowding leads to high number of children sharing one room and lack of respect of gender division of rooms. Both boys and girls suffer from having to share small rooms with up to 7 other children, leading to a lack of intimacy, private space and overall unfavorable conditions for studying and self-development.

Family issues linked to children schooling. Due in part to unfavorable school dormitory environment, mothers are often required to move closer to school together with their children separately from fathers. The separation of the spouses causes workforce scarcity in the livestock breeding sector (increasing herders’ vulnerability); increases the number of unemployed people in the settlement; puts economic pressure on the families (with increased housing costs and travel costs involved), creates family conflicts and cases of alcoholism.

¹⁷ Based on survey of the *Improving school dormitory environment for primary students in Western Region* Impact evaluation baseline report, 2018. This report was elaborated based on a survey covering 2,911 primary school students and their parents as well as school management, school teachers, dormitory teachers, guards and cooks in 156 dormitories.

Gender issues in the herding society and related to agribusiness

Women activities, tasks and specific needs. Both men and women participate in herding activities. It was for example impossible for most herder households surveyed to distinguish revenues of wife and husband, which work together and, in most cases, do not have separate income. However, there is a gender division of activities in herding (detailed in the TRTA final report, Volume VI). In particular, the following must be noted:

- **Many activities are conducted solely by men, in particular outside activities (away from the ger) and physical activities.** This includes shaving camels, the sale of camel wool, the sale of livestock (live animals) and meat, the growing of forage and preparation of animal feed, hay making, livestock-supporting material/craft production, taking camels (horses, sheep, goats, cows, yaks) to pasture and bringing them back again, giving water to animals or taking animals to water, otor movements, looking for lost/stolen animals, training animals for riding and for household use.
- **Collecting water for family use is mainly on women's shoulders,** due to their predominant role in reproductive activities (cleaning, cooking, washing, collecting drinking water). The distance to water sources, especially from winter camps, and related difficulties is a burden for women.
- **Some types of agri-business activities are traditionally women's activities:** it is the case of dairy products making, wool and felt product making, and sewing activities. These are micro-activities done at the household levels, and most products are used for own consumption and gifted. However, if supported, women can develop these activities which improves food security and diversification (dairy products) and can generate complementary revenues if these products are sold. Women stressed the needs of trainings to improve their skills for markets and the need of equipment to be used as a group.

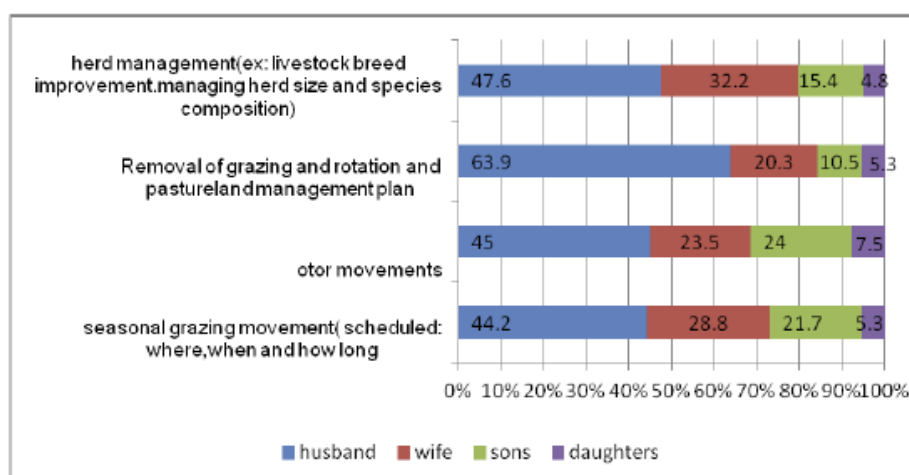
Vulnerability of female-headed households and separated households. Herder FGD show that isolated herders and herders with less extensive family networks are more vulnerable. Living in the neighborhood of an extended family clan is very helpful especially during the event of droughts, windstorms or other natural disasters, during all family members assist each other and everybody, with the exception of children under 12 years of age, has to work. Some male herders live isolated, due to their wife living in the soum center to look after school children, especially children of 6-7 years of age in their 1-2 grades. The family is only reunited during the school breaks. Elder members of the herder households also tend to live in the soum center due to the need for medical care or closeness to the services. Workforce availability has a fundamental impact on household wealth and survival, and children also help out in animal husbandry during breaks by retrieving water, watching over animals, etc. More manpower is needed during shearing, combing goats, and animal birth periods. Family division makes livestock production difficult. Due to importance of numerous family numbers to cope with activity peaks, separated households and female-headed households can be considered vulnerable households on the basis of the workforce scarcity they face and dependency on other households or paid workers during activity peaks.

Low decision power of women and low participation of women in community activities.

- **Importance of household chores & low decision power within the households.**

According a SDC 2015 study¹⁸, women's workload is higher than men's for all the months of the year, with the exception of March and December. "Despite this, women's contribution and roles appear to not be adequately recognized in other aspects of herding household such as decision-making on major family spending and purchases, participation in community activities, and leadership". This is a well-documented issue, which has been raised in previous publications. Despite women's contribution to productive household work, women "are often seen in Mongolia as "helpers" of their male counterparts, who are considered the "official" herders (Burn, 2003; Benwell, 2006; in Hawkins 2007, p. 77) with the implication of excluding women from discussion and policies about natural resources management (Ykhanbai, Odgerel, Bulgan, Naranchimeg, 2006)¹⁹. Hawkins (2007) shows that women even appear to have less decision-making power than men over decisions that most directly impact them. For example, while rural women appear to have more influence than men over household water management decision-making in terms of water collection, they do not seem to have a significant voice in decisions regarding where to dig a well. "This could indicate that while women hold decision-making power within the household, this power is closely related to domestic work. Outside the domestic realm, even the realm of herding, vegetable farming or small business production where women are commonly involved, women's decision-making power and voice appear to dwindle" (2007, p. 84). The SDC 2015 study shows that most of the decisions related to livestock production are made by men. "Livestock production" includes such decisions as otor and seasonal grazing movements, involvement in pastureland management plans and herd management. In average over the 4 aspects, in terms of decision-making, husbands represent 50.2%, wives 26.2%, sons 17.9%, and daughters 5.7%.

Fig. 1 - HOUSEHOLD MEMBERS' DECISION-MAKING IN LIVESTOCK PRODUCTION, BY PERCENTAGE



Source: SDC, 2015

¹⁸ "Gender analysis in pastoral livestock herding in Mongolia", SDC, 2015.

¹⁹ Literature review conducted by SDC. Gender analysis in pastoral livestock herding in Mongolia", SDC, 2015.

According to the respondents, among the main reasons for men's dominance in decision-making is that "men have to lead livestock production and generally have more knowledge about the land, pastures, water, vegetation, winter disasters and droughts, with women being less familiar and less interested in these areas" (SDC, 2015). Men are also dominant in decision-making related to procurements and sales. Men are the main-decision makers for expensive items and main decisions such as taking loans, which reflects the idea that the tradition of respecting the husband's decision is beneficial for the entire family.

These decision-making patterns within the herder households are linked with the share of activities previously presented. These results are important to note because they directly impact perception of gender roles and legitimacy of each gender to make decisions related to herding activities, with impacts on women's participation in community activities and women's leadership (see below).

- **Low participation of women in community activities and lack of female leadership**

Men's participation to bag meetings, PUG/APUG meetings and cooperative meetings is much higher than women's participation. Heavier workloads for women are often cited as an important reason to limit their participation in social activities. The SDC study confirms that the main difficulty for women to participate in community activities is their difficulty to delegate household tasks and the care of children and elders, coupled with a lack of driving skills and the existence of social norms that do not support their involvement. Indeed, the study also shows negative attitudes towards female participation in events related to pastureland management, based on ideas that (i) women do not know about pasture as they stay at home, (ii) tradition is that men make the decisions while women's responsibility is to take care of the household.

The gender gap is also seen in leadership. Female leadership of PUG is thus under 15%, female leadership of APUG is of 28%, and female leadership of Aimag Federations is of 38.8%. 23% of Green Gold-supported cooperatives are managed by women. SDC and MCA-Mongolia surveys showed that in relation to the choice of a community leader, the preference for a man was quite strong,

- **Women's potential role for sustainable rangeland management and agribusiness development**

Although attitudes towards female participation in community activities and leadership are overall strongly negative, herders recognize some qualities in female management, notably the organizational skills as previously stated. A 2017 SDC study²⁰ shows that specialists recommend encouraging women's involvement in training and community activities for improved project sustainability, due to their sense of responsibility and conscientiousness. In particular, the study shows that women are more diligent regarding animal health and follow prevention instructions more carefully than men. The SDC study therefore concludes that involving more female herders to trainings related to animal health and pastureland management might provide longer sustainability of the work benefits. Thus, women have a key role to play for sustainable rangeland management and agri-business development.

²⁰ Socioeconomic baseline study of herder households, SDC, 2017.

Lack of economic opportunities for women in the soum centers. The separation of herder households due to children schooling creates women unemployment in the soum centers. Herders underline that job opportunities are scarce in the soum center and even when women have some income, it does not always compensate for the increased costs due to the separation of the spouses (increased housing costs and additional travelling costs).

Gendered migration patterns. The following table presents gender-segregated data on number of inhabitants by soum. It shows that the aimag centers have a share of female population close to the Mongolian average, while many soums have significantly lower rates of female population. Ulaanbaatar has a much higher concentration of female population. This reflects higher female rural-to-urban migration.

Administrative unit	Total (2019)	Male (2019)	Female (2019)	% Female
Mongolia	3193760	1575581	1618179	50,7%
Ulaanbaatar	1469151	711746	757405	51,6%
Bayan-Ulgii	103 870,	51 854,	52 016,	50,1%
Ulgii	37 355,	18 371,	18 984,	50,8%
Altai	4 228,	2 157,	2 071,	49,0%
Altantsugts	2 878,	1 446,	1 432,	49,8%
Bayannuur	4 829,	2 483,	2 346,	48,6%
Bugat	3 827,	1 963,	1 864,	48,7%
Bulgan	5 079,	2 548,	2 531,	49,8%
Buyant	2 784,	1 387,	1 397,	50,2%
Deluun	7 349,	3 648,	3 701,	50,4%
Nogoonnuur	7 961,	3 987,	3 974,	49,9%
Sagsai	5 209,	2 596,	2 613,	50,2%
Tolbo	4 185,	2 086,	2 099,	50,2%
Ulaankhus	8 622,	4 348,	4 274,	49,6%
Tsengel	9 564,	4 834,	4 730,	49,5%
Khovd	87 230,	43 659,	43 571,	49,9%
Jargalant	30 313,	14 820,	15 493,	51,1%
Altai	3 304,	1 618,	1 686,	51,0%
Bulgan	9 632,	4 805,	4 827,	50,1%
Buyant	3 618,	1 869,	1 749,	48,3%
Darvi	2 994,	1 500,	1 494,	49,9%
Durgun	3 029,	1 528,	1 501,	49,6%
Duut	1 999,	1 026,	973,	48,7%
Zereg	3 283,	1 703,	1 580,	48,1%
Mankhan	4 256,	2 154,	2 102,	49,4%
Munkhkhairkhan	2 195,	1 157,	1 038,	47,3%
Must	3 152,	1 630,	1 522,	48,3%
Myangad	3 643,	1 843,	1 800,	49,4%
Uyench	3 883,	1 956,	1 927,	49,6%

	> 51.4%
	50-51.4% (around Mongolian average)
	49.3%-50%
	48.5%-49.3%
	<48.5%

Khovd	3 449,	1 731,	1 718,	49,8%
Tsetseg	3 110,	1 568,	1 542,	49,6%
Chandmani	2 962,	1 508,	1 454,	49,1%
Erdeneburen	2 408,	1 243,	1 165,	48,4%
Uvs	82 946,	41 665,	41 281,	49,8%
Ulaangom	31 687,	15 766,	15 921,	50,2%
Baruunturuun	2 654,	1 361,	1 293,	48,7%
Bukhmurun	2 253,	1 152,	1 101,	48,9%
Davst	1 612,	822,	790,	49,0%
Zavkhan	1 857,	920,	937,	50,5%
Zuungovi	2 812,	1 441,	1 371,	48,8%
Zuunkhangai	2 340,	1 208,	1 132,	48,4%
Malchin	2 450,	1 262,	1 188,	48,5%
Naranbulag	4 292,	2 126,	2 166,	50,5%
Ulgii	2 420,	1 192,	1 228,	50,7%
Umnugovi	4 663,	2 310,	2 353,	50,5%
Undurkhangai	3 211,	1 617,	1 594,	49,6%
Sagil	2 438,	1 237,	1 201,	49,3%
Tarialan	3 972,	2 028,	1 944,	48,9%
Turgen	2 089,	1 048,	1 041,	49,8%
Tes	5 126,	2 614,	2 512,	49,0%
Khovd	2 465,	1 228,	1 237,	50,2%
Khyargas	2 547,	1 300,	1 247,	49,0%
Tsagaankhairkhan	2 058,	1 033,	1 025,	49,8%

Migration patterns are gendered mainly due to education being a main female migration pull factor. There is indeed an important gender gap regarding education, at all levels, as previously described. Young females seeking education generates rural to urban migration which in turn generates gender imbalance in urban and rural areas as well explained in the ADB publication, “Mongolia Gender Situational Analysis: Advances, Challenges and Lessons Learnt since 2005” (2019). The SDC 2015 gender study on herding communities mentions the difficulties for herder boys and educated girls in finding a partner to marry given sharp disparities in education levels as well as the potential absence of social, cultural and intellectual affinities between the prospective partners. Male herders who marry educated women tend to live in urban areas. This is also a reason why the number of young herders is decreasing (SDC, 2015). In general, due to the harsh life of herder communities (directly linked with rangeland degradation and lack of support to herders), parents prefer their children to pursue higher education and careers instead of becoming herders. The herders are enrolling their children in colleges and training them in skills and professions and thus investing in a future when their children will leave their home and migrate to urban settlements (ADB, 2019). The SDC 2015 gender study makes a detailed analysis of visions of future from parents and children’s points a view and show that although most respondents do not want either their son or daughter do become herders, there are 3 times more respondents saying that their sons would become herders, inherit the herds and look after the livestock in the future than saying that their daughters would do so. There is therefore an

important need to improve both men's and women's living conditions in the countryside, and to improve perceptions' on female herders and provide opportunities for women in the countryside.

Strategies to address gender issues and optimize project's impacts on women

Project gender mainstreaming benefits in the ger areas in the aimag centers

Positive impact of provision of utility services on women, optimized through a gender-sensitive IEC strategy. As exposed previously, women are primarily tasked with water fetching, and removing ash is on women's shoulders. If technical units with tap water is brought to their khashaa, the project will therefore have a positive impact on women in particular. Technical units will have important impacts on hygiene and intimacy. IEC campaign on efficient use of resources will be gender-sensitive.

Women's access to affordable housing and increased female ownership. Female-headed households will be given priority to TOSK housing units. Besides, an IEC strategy will be put in place targeting households buying an apartment through the rent-to-own scheme, to encourage women to register their names on the asset property right certificate. Indeed, today, property registration efforts are based towards male ownership. Although joint registration of ownership is allowed by the Land Law and Civil Code, in practice, in the majority of cases, only the household head's name is written in the certificate of land ownership. The project is actually an opportunity to promote women's tenurial rights and improve gender equality in this regard through appropriate communication campaigns. It should be noted that there is a risk of negative perception by husbands' of wives' willingness to register their names on property certificates, which could lead to unintended and unexpected negative impacts on women. It is therefore important that the IEC strategy target the couples and not only the women, to properly explain this concern to both men and women and facilitate understanding by both genders.

Public space and safety. With paved or concreted road networks, drainage system, sidewalks, and adequate lighting, the mobility and access of women will be improved. As previously exposed, women expressed safety issues, especially for adolescent girls walking along the road to go to/come back from school (cases of gender-based violence). The lighting of the sidewalks or interior streets will help in lessening the incidence of crimes and will improve security of women who are more at risk while travelling at night. These observations are fully in line with ADB's publication "Translating Women's Voices into Action in Mongolia: Addressing Gender-Based Violence through Investments in Infrastructure" (October 2018). This publication shows that infrastructure projects can support national efforts to address gender-based violence. Infrastructure improvements have both an impact on women's perception of GBV risk and danger in public spaces – affecting decisions related to the use of the public space – and on gender-based violence incidence. As recommended by this publication, redevelopment will promote measures for resident-friendly environment such as creating additional exits, expanding narrow streets, installing street lighting and improving household sanitation infrastructure and practices. Women will be consulted on detailed design of public space to ensure to include design features prioritized by women.

Gender-inclusive multi-purpose community development center. The community centers will serve the whole community including women. Community centers become

venue for the residents including the elderly, youth and women to socialize and organize themselves to come up with community activities that may promote social cohesion and productive activities beneficial to many. Community facilities and community management of these facilities will strengthen the social fabric and support women's economic independence. The community center will enable women to meet, socialize, and organize specific activities. Women organizations can use the community center for specific events, such as women's day or the New Year. Community center can also include rooms for businesses to be rented to the community. Community centers can include rooms to be rented out to local businesses including women's businesses, promoting women's business initiatives and economic empowerment of women. Even if the community center does not include specific spaces for businesses, but only a community room (multi-purpose room), women have a venue where to present their home-based business products (such as boots, crafts for children, etc.) and be more visible.

Playgrounds, parks and activities for children. Parks and green facilities may be utilized for exercise, sports activities and other communal physical activities. Recreational facilities for children will allow them to socialize with their peers and pursue outdoor activities. As women spend more time taking care of children, in the absence of green space/park/recreational area where to go to, they spend a lot of time in their khashaa, where many already stay all day long, either because they have a home-based business or are unemployed. Thus, playgrounds, parks and recreational areas will benefit all residents and in particular women.

Land use plan taking into account needs of social facilities, in particular education and health facilities. Tranche 1 of the MFF will finance a pilot project in one target street of each aimag center. Experience will be replicated in the following tranches, around these pilot streets. As the *ger* areas were unplanned, households in *ger* areas have insufficient access to social and public services. Tranche 1 will include basic social amenities, which are most needed at the very local level (public parks, outdoor sport fields, community center, etc. as previously described). Tranche 2 & 3 will include other types of social amenities, such as: kindergarten, school facilities, sport complexes, and family health centers. The land use plan elaborated for the street developed in Tranche 1 will take into account need of future social amenity development (land identified for social amenities). The construction of kindergartens is a need stressed by women.

Economic development linked with the provision of services. Endogenous economic development can be expected linked to the provision of services. Many households showed interest in either expanding their current khashaa-based activity or creating a business once services are brought to their khashaa. In particular households can connect existing businesses to the water/sanitation networks, as well as heating networks, and use their workshop all-year long. They can also build new facilities connected to the networks from the technical unit. This can benefit women's existing businesses or support the startup of new businesses.

Project gender mainstreaming benefits in the inter-soum centers

Positive impact of WASH facilities on women and girls. Infrastructure improvements will benefit to men and women, boys and girls equally. It is to note that women and girls suffer more from the lack of indoor toilets. In particular, adolescent girls suffer from the lack of

appropriate toilet facilities, at an age where intimacy is important. Appropriate water and sanitation facilities is key for Menstrual Hygiene Management (MHM). Women and girls manage their monthly menses in inadequate, unhygienic and unsafe circumstances. WASH facilities will be sensitive to gender and safe for female. The Project will build separate toilet units for both genders.

Improved living conditions of dormitory girls. Creation of new dormitory buildings will allow to reduce the number of children per dormitory room and ensure no student has to share bed, and to have separate spaces for boys and girls. Children will be able to sleep comfortably and soundly and have more privacy.

Reduced family issues linked to children schooling. It is expected that improved physical school dormitory environment positively influences enrolment of children in dormitories. Herder families will be more willing to send their young children (aged 6-8) to dormitories once conditions are improved. Number of mothers moving to the soum center together with their children separately from fathers is expected to be reduced, with impacts on related family issues.

Project gender mainstreaming benefits in the herding society

Improved rangeland management and protection of women's right over pastureland. Constitution of Pasture User Groups (PUGs) and elaboration of Participatory and Inclusive Herd Management Plan (PIHMP) enables to reduce conflicts over land and restore the rangeland, thus ensuring sustainability of the herders' activities. Rangeland Use Agreements (RUA) enables herders to secure their traditional user rights from mining operation or migrant herders. The Project will require that both spouses sign the RUA and will therefore secure rights of women in case of divorce or death of their husband. Requiring the wives to sign will ensure to involve them in the project as they will be informed and will commit to RUA as well. This is a significant step in the recognition of women as players in rangeland management.

Financing of women's needs through Community Participation in Procurement (CPP). The CPP list of eligible projects includes needs that are most expressed by women. As shown in the situation analysis section, women are responsible for collecting water for household use. Access to water for cooking and washing is a main issue for herders, which is frequently stressed by herders during herder FGD conducted under the TRTA, and in particular by women who are more responsible for reproductive tasks. Women will therefore benefit from closer water points. Some agri-business activities are also traditionally women's activities: it is the case of dairy products making, sewing activities, and wool and felt product making, which can be supported by CPP. *Ger* kindergartens are also a need mainly stressed by women, due to their dominant role in looking after the children. Based upon demand, the CPP can provide financial support for the financing of a *ger* and necessary equipment/materials. The *ger* kindergartens would be operated by the community itself.

All PUGs will have to develop a Participatory and Inclusive Herd Management Plan (PIHMP) in order to access to financing support through the Community Procurement Package. The PIHMP is participatory: it relies on participation of all PUG members, including participation of poor and vulnerable households and women. It is inclusive: (i) the PIHMP includes specific sections on needs of a) poor households and b) women; (ii) the PIHMP includes a basic "plan" for improved female participation – it makes a basic diagnosis of women

involvement and orientations; for example, in which activities/roles can women be more involved? What can be done to improve women's participation in meetings? This way, issues are raised and discussed at the very local level, which enables to bring local solutions, from herders themselves (animated by social, gender and community engagement specialist) (iii) Each CPP project sheet specifies who benefits from the project (number of PUG members and how poor households/women benefit from the project), number and type of beneficiaries is a project selection criterion. Projects benefitting a large number of PUG members and projects benefitting women and poor households are prioritized.

Women's social and political empowerment. Women's involvement in PUGs and community activities related to the elaboration of the Participatory and Inclusive Rangeland Management Plan will have positive externalities such as bringing opportunities to socialize, to share objectives with other women and to become more confident. Opportunities to become PUG/cooperative leaders will also benefit women, contributing to women's social and political empowerment. The project will foster women's inclusion in all project activities through appropriate communication (clear information and communication on meetings provided to men and women; reduction of logistical difficulties; coordination of activities with other events in which women participate; promotion of the establishment of small groups of women at the local level).

Creation of job opportunities in the aimag and soum centers.

- **Job creation in the agro-park industries and irrigated perimeters.**

The project will provide financing support for processing industries in the aimag centers and in Omnogovi and Deluun soum centers and build irrigated perimeters close to these aimag and inter-soum centers. These economic amenities will create jobs that will benefit to the local population and in particular women, and measures will be put in place to foster the creation of economic opportunities for women: One criteria of selection of participating enterprises (PPEs) will be the social & gender actions included in the PPEs' proposals. In particular, when assessing PPEs, criteria for assessing/approving private sector proposals include (i) measures to hire local workforce; (ii) measures to promote gender equality among the PPE workforce and local suppliers/communities; enhancement of employment opportunities for women – action plan for female recruitment (iii) adequate working conditions for women with separate sanitary facilities and separate changing rooms and lockers where necessary. The Project will also ensure that gender responsive core labor law/standards are applied and that female workers will not be discriminated at working places. Gender performance and in particular women employment in PPEs will be monitored by the PMO, and PPEs will be provided with advisory services on several topics included safeguards and gender.

- **Women-led agri-businesses supported through incubators and soft support**

In the aimag centers, the project will create an incubator for micro and small enterprises (MSMEs), that will be located within the agro-park. The incubator will include space for 20 MSMEs (total 1,000sqm) working on processing of agricultural products (e.g. boot making, felt work, sewing, dairy products, seabuckthorn oil, etc.). All businesses of the incubator will benefit from soft support (training on business plan, accounting, etc.). Similar incubators, with reduced capacity, will be included in the inter-soum centers. The Project will ensure that in incubator, 40% of workspaces and related support go to women-led businesses.

- **Temporary job opportunities benefitting to women**

The project will also provide temporary job opportunities during the works. Local population participation in works will be encouraged, with priority communication of job opportunities to soum center residents and appropriate training. These temporary job opportunities can also benefit women, and 20% of jobs at construction stage will be first open to women.

Part II: Gender Action Plan

Objectives & Activities	Indicators and Targets	Timeframe	Responsibility
<p>Impact Statement: eco-friendly technologies for improved access to utilities of ger area residents, resulting in reduced time and labour required by women for household tasks; women-friendly and safe public space in ger areas resulting in reduced gender-based violence; gender-sensitive community center creating space for recreation and economic activities of women; gender-sensitive public space and facilities; female access to affordable housing and increased female ownership of housing units; women empowered on rangeland management and female herders' needs financed; female participation in cooperatives and economic empowerment; women's social and political empowerment through increased participation and leadership in PUGs and cooperatives; employment opportunities for women and economic empowerment.</p> <p>Outcome Statement: 80% of female-headed households with improved water, sanitation and heating systems, community centers built and equal gender participation in community management of community centers in ger areas, all soum centers public buildings equipped with WASH facilities sensitive to gender; 50% of TOSK housing units with female ownership; 100% of RUA updated/signed under the project include an Annex where both spouses of signatory households sign the RUA; 20% female leadership in PUG and 30% female leadership in cooperatives; at least 45 CPP-financed projects benefitting to women; PPE's proposals' include gender elements; 20% of jobs created at construction stage and 40% of jobs created at operational stage go to women.</p>			
<p>Output 1: Climate-resilient, low carbon, and attractive aimag and soum centres developed</p> <p>Output statement: 80% of female-headed households with improved water, sanitation and heating systems, community centers built and equal gender participation in community management of community centers in ger areas, all soum centers public buildings equipped with WASH facilities sensitive to gender; 50% of TOSK housing units with female ownership</p>			
1.1. Introduce, eco-friendly technologies for heating, water, sanitation systems for improved access to utilities of ger areas residents, including female-headed households	<p>One female-headed household-specific consultation in each target street to foster female-headed households participation to the project</p> <p>80% of female-headed households with improved water, sanitation and heating systems (baseline: 0)</p>	2021-2026	<p>Executing Agency</p> <p>Technical Assistance Consultancy Service (Social, Gender and Community Engagement expert)</p>
1.2. Gender inclusive IEC on ecofriendly technology introduction	50% of beneficiaries of IEC programs are women (baseline: 0)	2021-2026	<p>Executing Agency</p> <p>Technical Assistance Consultancy Service (Social, Gender and Community Engagement expert)</p>

Objectives & Activities	Indicators and Targets	Timeframe	Responsibility
1.3. Ensure gender-sensitive features in the design of public spaces	<p>Ensure no less than 50% of participants are women in all mixed consultations and conduct at least two women-only workshops/FGDs on the design of public spaces in each target street (baseline: 0)</p> <p>Integration of women's needs and demands in the design (number and type of community needs raised by women integrated to the design as indicator)</p> <p>The proposed and final designs are presented in one consultation with at least 50% of participants who are women (baseline: 0)</p>	2021-2022	<p>Executing Agency</p> <p>Technical Assistance Consultancy Service (Social, Gender and Community Engagement expert)</p>
1.4. Ensure participation of women in the street community council and thus in the planning & management of the community center	<p>At least 50% of primary group leaders forming the street development council are women (baseline: 0)</p> <p>Either chairperson or vice-chairperson of the street development council should be a woman (baseline: 0)</p> <p>At least 50% of trained members of street community council are women (baseline: 0)</p>	2021-2026	<p>Executing Agency</p> <p>Technical Assistance Consultancy Service (Social, Gender and Community Engagement expert)</p>
1.5. For soum centers' social amenities, review and revise design drawings and specifications of rehabilitation works to include features responsive to gender, age, and disability, and supervise installation of WASH facilities to ensure inclusion of features	<p>All WASH facilities implemented are responsive to gender, special needs and early age, which includes separate male and female facilities, ramps and facilities adapted to wheelchairs, and toilets and washbasin adapted to early age for kindergartens (baseline: 0)</p> <p>100% of education buildings have WASH facilities meeting MECS's minimum requirements (baseline: 0)</p>	2021-2026	Social, Gender and Community Engagement specialist, engineering firm/architectural engineers
1.6. TOSK housing units sold/rented in priority to female-headed households IEC strategy to support women's	100% of female-headed households of the target streets receive information on TOSK housing units built under the project and are given priority to apply for rent/rent-to-own/purchase (baseline: 0)	2021-2026	<p>Executing Agency</p> <p>TOSK</p> <p>Social, Gender and</p>

Objectives & Activities	Indicators and Targets	Timeframe	Responsibility
tenurial right	<p>100% of households buying an apartment receive information on women's rights to register their name on the asset property right certificate (baseline: 0)</p> <p>50% of apartments sold with female ownership (2018 baseline (proxy): at national level: 60% of men and 33% of women own their homes²¹, and women hold 36% of titles in eight regional aimag centers vs 49% in Ulaanbaatar²²)</p>		Community Engagement specialist
Output 2: Rangelands managed for climate resilience, high carbon sequestration, and sustainable herding Output statement: 100% of RUA updated/signed under the project include an Annex where both spouses of signatory households sign the RUA; 20% female leadership in PUG and 30% female leadership in cooperatives; at least 45 CPP-financed projects benefitting to women			
2.1. Identifying female headed households in each PUG area and ensure they are provided with sufficient information on benefits of PUG and RUA; sensitize women on PUG and RUA importance and increase women participation and leadership in the PUG system; ensure both spouses of all herder households sign RUA	<p>100% of female-headed households of each PUG are/remain included in PUG and RUA</p> <p>100% of RUA updated/signed under the project include an Annex where both spouses of signatory households sign the RUA</p> <p>At least 20% female leadership in PUG system (2018 baseline: 14.4% in Green Gold registered PUGs)</p>	2021-2026	Executing Agency PIU social, gender and community engagement specialist PUGs
2.2. Projects financed through Community Participation in Procurement (CPP) benefit to	40% of participants in awareness session, workshops and training related to elaboration of PIHMP are women; at least one women-only consultation in each PUG	2021-2026	Executing Agency PIU social, gender and community

²¹ ADB, 2018, Measuring asset ownership and entrepreneurship from a gender perspective. Methodology and Results of Pilot Surveys in Georgia, Mongolia, and the Philippines, Manila.

²² Survey conducted under the Millenium Challenge Account Property Rights Project 2018.

Objectives & Activities	Indicators and Targets	Timeframe	Responsibility
women	<p>(baseline: 0)</p> <p>Gender-specific issues, needs and priorities are assessed within the PIHMP in the gender section, and addressed in the list of micro-projects</p> <p>(indicator: all PIHMP include gender section; number of needs addressed by women reflected in the list of micro-projects)</p> <p>Impact on women as one prioritization criterion for financing of projects through the CPP (baseline: 0)</p> <p>At least 50% of CPP-financed projects benefit to women²³ (baseline: 0)</p>		<p>engagement specialist</p> <p>PUGs</p>
2.3. Ensure women join cooperatives and participate in cooperatives activities and improve women leadership in cooperatives	<p>At least 40% of women in annual all members meeting²⁴</p> <p>At least 30% of female leadership in cooperatives (baseline: 23% in the cooperatives registered by Green Gold)</p>	2021-2026	<p>Executing Agency</p> <p>PIU social, gender and community engagement specialist</p>
<p>Output 3: Green and inclusive agribusiness value chain strengthened through accessible finance</p> <p>Output statement: PPE's proposals' include gender elements</p>			
3.1. Gender analysis included in assessment of private sector proposals in response to RFP for targeted loans	<p>Criteria for assessing and prioritizing private sector proposals include (i) enhancement of employment opportunities for women – action plan for female recruitment, (ii) gender-responsive physical facilities, including separate toilet and changing facilities for female and male employees and (iii) other gender and</p>	2021-2026	<p>Executing Agency</p> <p>PIU social, gender and community engagement specialist</p>

²³ Based on what is indicated in the CPP Project Sheets (requests for financing) validated by the Technical Assistance Consultancy Service.

²⁴ Target reached in similar projects, such as AVSF project in Bayankhongor Aimag.

Objectives & Activities	Indicators and Targets	Timeframe	Responsibility
	social benefits, such as gender-sensitive and gender-friendly working environment		
3.2. All policies and practices of participating enterprises are consistent with National legislations and Law on promotion of Gender Equality of Mongolia	<p>Commitment to respect National legislations and Law on promotion of Gender Equality of Mongolia signed and part of participating enterprises' proposals</p> <p>Training for the participating enterprises on respective workplace free of sexual harassment and gender-based violence</p> <p>No court case against PPEs related to gender issues</p>	2021-2026	<p>Executing Agency</p> <p>Participating enterprises</p> <p>Technical Assistance Consultancy Service (Social, Gender and Community Engagement expert)</p>
For outputs 1-3: Generating job opportunities and mitigating risks related to employment			
4.1. Generate 10,000 person-months of skilled employment and 30,000 person-months at the construction stage and for O&M, and ensure women benefit from employment opportunities	20% of jobs are first made available to women, and 20% of jobs are actually filled by women	2021-2026	<p>Executing Agency</p> <p>TOSK</p> <p>Technical Assistance Consultancy Service (Social, Gender and Community Engagement expert)</p>
4.2. Ensure provision of new jobs to women and skills and knowledge of women increased at operation phase	<p>100 SMEs using animals' raw material from the PUGs invest in the program agro-parks creating 1,500 new jobs, of which 300 skilled jobs – with 40% filled by women both for skilled and unskilled jobs</p> <p>3 incubators constructed in aimag centers and 2 incubators in inter-soum centers totalizing 80 workspaces, with 40% of workspaces provided to women-led businesses;</p> <p>At least 30% of recipients of training programs for entrepreneurs soum cooperatives and SMEs are</p>	2021-2026	<p>Executing Agency</p> <p>Participating enterprises</p>

Objectives & Activities	Indicators and Targets	Timeframe	Responsibility
	women; 1,400 ha of irrigated perimeters generating 80 jobs of which 20% go to women.		
For outputs 1-3: Project management and risk mitigation measures			
5.1. Appoint a social and gender specialist at PIU level	Social and gender specialist is engaged in all stages of the project to implement Gender Action Plan (Target: 102 men-months of social, gender and community engagement specialist in the PMO, and 25.5 men-months of social, gender and community engagement specialist in each aimag PIU) All PMO/PIU staff trained by the social and gender specialist on gender-specific needs and priorities, and sex-disaggregated data collection and reporting	2021-2026	ADB, executing and implementing agencies, PMO, PIU
5.2. Ensure women's inclusiveness in PMO and PIUs staff	At least 35% of PMO and PIUs staff are female	2021-2026	ADB, executing and implementing agencies
5.3. Maintain a project specific sex-disaggregated database and conduct periodic reviews and consultations on the implementation of the GAP	Sex-disaggregated data collected and analyzed and reported annually	2021-2026	PMO, PIU