



MINISTRY OF LABOR AND  
SOCIAL PROTECTION OF  
MONGOLIA



NATIONAL COMMITTEE  
ON GENDER EQUALITY



Japan  
Fund for  
Poverty  
Reduction



THE POPULATION, LABOR AND SOCIAL PROTECTION SECTOR  
**GENDER-RESPONSIVE POLICY**  
(2018-2024)



ULAANBAATAR  
2018



MINISTRY OF LABOR AND  
SOCIAL PROTECTION OF  
MONGOLIA



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## FOREWORD

Mongolia, while pursuing implementation of the Sustainable Development Vision (SDV) 2030 like other nations of the world, has also been focusing on promoting gender equality in policy planning, implementation, monitoring and evaluation processes at all levels. Within this framework, while fulfilling obligations required for the international community, the Mongolian Population, Labor and Social Protection sector will be mandated by Mongolian law to mainstream gender in its development actions, in line with the country's specificities and the needs of the population.

Gender equality means women and men enjoy the same status and have equal opportunities to realize their potentials to contribute within both their public and private lives and to participate in development processes and benefit from the results. However, women and men, while in many ways similar; the society, work collectives/communities and management are expected to recognize and further their differentiated needs, skills, competences and resources. As it is not yet guaranteed yet that women and men from differing social groups are benefiting equally from numerous actions and arrangements, as their situations and needs vary, the gender-responsive policy is aimed at facilitating provision of equal opportunities to women, men and varying social groups by addressing and resolving the challenges preventing them from enjoying these opportunities and benefiting from the gains.

The population, labor and social protection sector plays a critical role towards realizing the Mongolian Government policy on the promotion of gender equality. The development and commencement of the sector-specific gender-responsive policy is not only conducive towards the sector's human resources development, but also towards improvement of the quality of life of Mongolians at large. It is believed that the implementation of this sector gender-responsive policy will mobilize the multi-stakeholders' cooperation and partnerships towards eliminating gender-based discrimination and enhance the inter-sector coordination more effectively.

*Gender consulting team, the joint Mongolian Government and Asian Development Bank "Gender-Responsive Sector and Local Development Policies and Actions" technical assistance project*

ORDER OF THE MINISTER OF LABOR AND SOCIAL PROTECTION OF MONGOLIA

June 28, 2018

A-177

Ulaanbaatar city

On approval of the policy

Pursuant to the Article 24, provision 24.2 of the Mongolian Law on Government, Article 19, provision 19.1.1 of the Law on Promotion of Gender Equality and based on the Memorandum of Understanding signed between the Government of Mongolia and Asian Development Bank (ADB) on April 7, 2016 towards implementing the “Gender-responsive sector and local development policies and actions” technical assistance project, the Minister is ordering to:

1. Approve the “Population, Labor and Social Protection Sector Gender-Responsive Policy” as to Annex 1 and the policy implementation Action Plan as to Annex 2.
2. The State Secretary and Chair of the sector Gender Council /G. Unurbayar/ shall be responsible for monitoring on the sector-specific gender-responsive policy implementation and reporting on the results to the National Committee on Gender Equality on an annual basis.

Minister

(signature and stamp)

S. Chinzorig

## GLOSSARY

1. **Gender analysis:** Process that investigates and reveals whether policies, plans and activities respond to differentiated needs of women, men and various social groups, including whether they provide equal access to participation and opportunities for equal and adequate impacts. For this purpose not only sex-disaggregated data analysis, but also a combination of policy analytical and qualitative research methodologies, could be used.
2. **Gender checklist:** Set of questions and/or list of indicators that assists users in assessing the gender-responsiveness of public services' and projects' activities through all stages of their policy planning, implementation, monitoring and evaluation processes.
3. **Gender equality:** Women and men enjoy the same status and have equal opportunity to realize their potentials to contribute both to their public and private lives, participate in development processes and benefit from the results.
4. **Gender indicators:** Quantitative and qualitative indicators designed to measure the results of gender-responsive policy planning and implementation processes. Gender-sensitive indicators facilitate the measuring of progress achieved in terms of individuals and households, as a result of the actions taken.
5. **Gender mainstreaming:** Process and strategy of integrating gender perspectives into all life activities. This is achieved by organizations assessing the different impacts on females and males, as well as on various social groups, of their policies, legal environment, projects, programs and planning processes at all levels; taking into consideration their different needs, knowledge and practical implications.
6. **Gender sensitive:** Commitment, awareness and capacity to recognize female, male and various social groups' different needs and existing inequalities, in order to redress these inequalities, through enabling participation in development processes and therefore enabling benefit from this participation.
7. **Gender statistics:** Sex-disaggregated quantitative data collected, consolidated and analyzed for policy planning processes, in order to identify and recognize critical gender issues and relevant factors.
8. **Gender stereotype:** Simplistic generalizations, prejudiced assumptions and expectations about gender roles, attributes and differences between women, men and various social groups. These assumptions impede the adequate pursuance of needs-based policy planning practices and might serve as a basis for justifying unfair treatment and inequality.
9. **Sex-disaggregated data:** Collection, aggregation and reporting on human-related data by gender, age and positions, are the primary steps of gender analysis aimed at furthering gender-responsive policy planning and implementation processes. While providing opportunities for revealing gender gaps and inequalities, this process helps illustrate the accessibility of products and services, as well as the participation of women and men in sector, organizational activities.
10. **Work-life balance:** Policy and planning processes that detect and minimize unforeseen female and male employees' roles and responsibilities in their families and households that might prevent women's career advancement or push them into less secure and lower-paid jobs, while restricting men's contribution and capacities to participate in family affairs, thus potentially increasing their health-related risks. Therefore, adequate work-life planning and pursuing a relevant "work-life balance" policy, is one of the fundamental requirements for promoting gender equality.

## ONE. RATIONALE

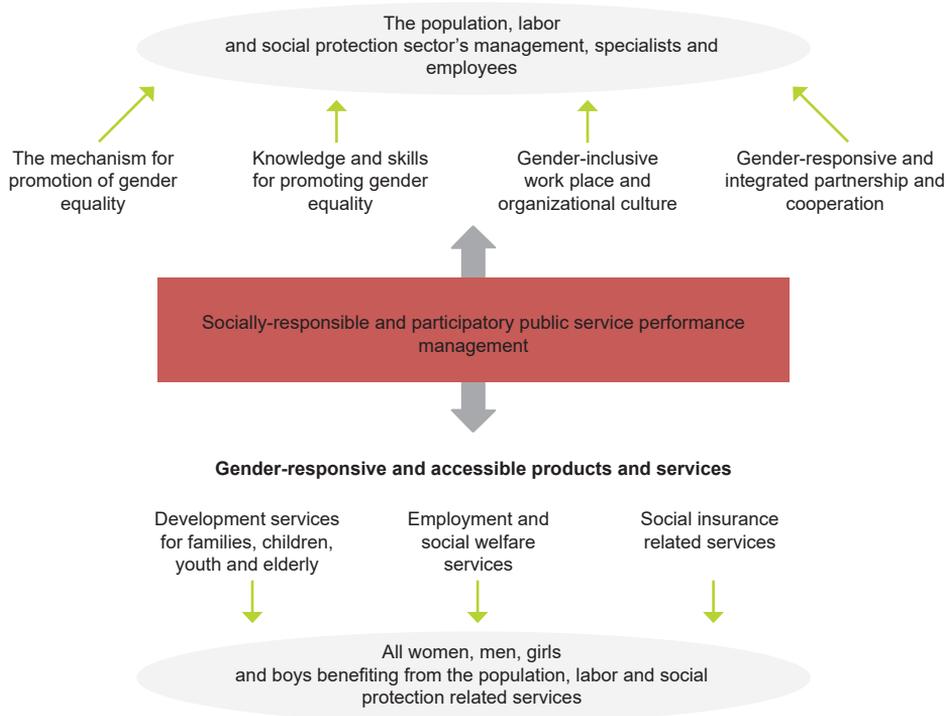
The population, labor and social protection sector-specific gender-responsive policy (referred to as “sector gender policy”), is a mid-term development document defining the gender-mainstreaming scope and approach of the sector.

The sector gender-responsive policy is consistent with principles of the Sustainable Development Vision of Mongolia (2030), National Program on Gender Equality (2017-2021), State Policy on Population (2016-2025), National Program on Child Development and Protection (2017-2021) and the National Program on Human Rights and Participation of Persons with Disabilities. It is also complimentary towards implementation of the population development, employment, social insurance and social welfare policies and actions.

A working group on development of the population, labor and social protection sector-specific gender-responsive policy, which supports the implementation of the Law on Promotion of Gender Equality (LPGE), was established by Order A/91 of the Minister of Labor and Social Protection in May 2017. The gender consulting team of the joint Mongolian Government and Asian Development Bank (ADB) “Gender-Responsive Sector and Local Development Policies and Actions” technical assistance project, provided support to the development of this policy. The gender consulting team conducted a “participatory gender audit” (PGA) for the period of September to December 2017, in order to identify gender related needs of the sector employees and those of clients who benefit from the services to be further reflected in the sector policy. Also, to assess capacities of the current mechanism on promotion of gender equality and collect basic data and information needed for formulation of the sector gender policy. Over 500 representatives of the sector employees and specialists participated in and made contributions to the PGA and the managers and specialists of the Ministry of Labor and Social Protection (MLSP), Social Insurance General Office (SIGO), General Agency for Labor and Social Services (GALSS), Family, Youth and Child Development Agency (FYCDA), participated in the sector gender policy development related consultations, including discussions for further finalization processes.

The PGA findings revealed that the system of mainstreaming gender in the population development, employment, labor relations, social insurance and social welfare sub-sectors’ human resources, production and their services related policy planning and implementation processes as top priority requirement, while providing needed information and training. Formation of an enabling system in the sector, for promoting gender equality, by mainstreaming gender in policy planning, implementation, monitoring and evaluation processes and making the social services rendered to women, men and varying social groups through capacitated primary social service schemes gender-sensitive, would not only facilitate meaningful implementation of the LPGE and NPGE (2017-2021), but would also contribute to development of the sector’s human resources, products and relevant services. Therefore, the gender analysis is essential, not only for the sector’s policy planning and implementation, but also for its monitoring and evaluation processes. It is also of particular importance to include gender-specific elements in the M&E and internal audit contents and to develop and use relevant gender indicators.

**Picture 1. The scope of the population, labor and social protection sector’s gender-responsive policy**



While women make up 65.3 percent, men 34.7 percent, of a total of over seven thousand employees and specialists of the population, labor and social protection sector, there is insufficient sex-disaggregated data based on their differentiated needs to enable further policy reflection. Although women are dominant in the sector, men enjoy better opportunities for career promotion, illustrated by the fact that 17.9 per cent of managers and decision-makers are men while women stand for only 6.3 per cent. Improvement of working conditions, encouraging work-life balance through balancing of the work-load and upgrading the quality and efficiency of services provided, have become burning issues female and male employees of the sector. The legal and policy environment of the sector is expecting management leadership and a gender-responsive reform. Moreover, it is necessary to establish a sustainable mechanism towards advancing and upgrading the knowledge, competences and skills of social service providers who are working at the primary units, by acknowledging and redressing emerging social and related issues of women and men, girls and boys of varying social groups; also by introducing progressive technical and technological know-how into their daily actions.

The sector gender-responsive policy is conducive towards more effective and impactful long-term development policy of the population, labor and social protection sector. An average life expectancy today has reached 70 years which is a positive accomplishment within the population development policy however, 9.6 years of gender gap (women’s life expectancy 75.4 years while, men’s 65.8) is a concerning indicator. Therefore, in order to increase men’s life expectancy, it is necessary to promote gender-responsive policies and actions encouraging health care and services based on differentiated needs, as well as improving working environments. As well as closing the gap between female and male life expectancy, the “population’s aging” issue is becoming more outstanding. The changing patterns of family structures, lifestyles, and gender relations are impacting on the traditional household-level care providing systems where women have played significant roles. This situation aggravates an ever increasing demand in care and social services for the elderly; there is a strong tendency toward an increasing need for serious planning for and diversifying the services for senior citizens.

In order to reach the objective of having 60 per cent of the Mongolian population middle class by 2025, it is necessary to pursue gender-responsive, socially inclusive and accountable policies and actions, that are based on needs and aspirations of women and men, by taking into consideration the fact that female headed households (FFHs) today make up over 10 per cent of all households, with 43.8 per cent of them being poor, as well as 29.6 of the entire population currently living on social welfare services. Moreover, there is a possibility for those individuals who live on and benefit from social welfare services, to make useful contributions to the development of the society and their own communities, using their resources. This approach can be named as a “Return the favor”. For instance, they can voluntarily clean public spaces, streets, planting trees and bushes, watering and irrigating them, patrolling and warding. This “return the favor” approach can be a valuable opportunity for further encouraging a participatory, socially inclusive, personal development mechanism.

Furthermore, there is a need to create possibilities in the sector for examining gender differences of men and women, girls and boys, that might lead them toward vulnerabilities and risks vis-à-vis social protection and to take “special measures” in terms of specific target groups who may not be able to overcome the risks and challenges.

By the end of 2017, men made up 68.2 per cent of the entire Mongolian workforce, while women represented 57.0 per cent; furthermore the sectors they were engaged in differed and their wage gap was widening. The salary sample survey showed that the national average monthly salary for men was MNT1067.9 thousand and women’s MNT846.1 thousand. Over the past 10-20 years, technological progress and know-how have been introduced almost in all sectors of Mongolian industry. However, the bulk of this progress was made in male-dominated sectors; also, well-paid jobs tended to exist in these sectors. Although women and girls dominate among graduates of universities, colleges and skills training and educational schools, a total of 16.3 per cent of them remain unemployed. Women constituted 58.3 per cent of unemployed, men 41.7 per cent and men were dominant among graduates who became employed and paid regularly.

While the scope of women’s employability is limited and non-extending, men represent the majority of the mobile population, living away from their families and risking their health, safety and security. Also, while young men under 30 make up a majority of the workforce abroad and young male herders make up three fourth of unmarried workers, there is a need to acknowledge possible negative gender impacts and to take policy actions.

The population, labor and social protection sector has made valuable contributions towards eliminating gender-based violence and creating an enabling legal environment for combating domestic violence in the country. Of late, much has been done in terms of capacitating public institutions towards combating domestic violence and strengthening the relevant mechanisms. The partnerships and cooperation between public and civil society institutions, as well as with international organizations, in addressing gender-based violence, have been effective. Furthermore, this sector is expected to coordinate and take a lead towards enhancing cooperation and partnerships in the above mentioned areas at a national level. The sector is also looking at alternative solutions for emerging issues of inequality under the current globalized circumstances and also resulting from deregulation of some concealed centralized planning policies of the socialist time, including policies for socio-economic development and employment opportunities, as well as prevention from consanguineous marriages, discrimination based on nationality, location, etc.

The MLSP, while approving and implementing the population, labor and social sector’s gender-responsive policy, is creating a solid foundation for gender mainstreaming of the sector’s human resources development and policy planning processes; a gender-inclusive and discrimination-free working environment; a participatory, transparent and socially responsible population and employment and social welfare related services based on differentiated needs of women and men, girls and boys. This gender-responsive policy is contributing to the protection of national identity/values in times of globalization, as well as furthering multi-stakeholders’ partnerships through renewal of the sector’s services, based on needs of clients and facilitating holistic improvement of inter-organizational coordination and institutionalization of population development in line with related new trends and with national specificities in the development policies and actions.

## TWO. POLICY GOAL

The goal of the gender-responsive policy is to provide support to the population, labor and social protection sector's human resources development, policy planning and implementation processes, directed to the general population through mainstreaming gender.

## THREE. POLICY OBJECTIVES, EXPECTED RESULTS AND DIRECTIONS OF ACTIVITIES

The following objectives will be pursued to reach the sector gender-responsive policy goal:

1. Strengthen mechanisms for promoting gender equality in the population, as well as in the labor and social protection sector. Also strengthen capacities for integrating gender-sensitive methodologies in policy planning, implementation, monitoring and evaluation processes of organizations and units at all levels  
Expected results: The population, labor and social protection sector's human resources will be trained for gender-responsive policy planning, implementation, monitoring and evaluation at all levels and a solid mechanism in place for managing and coordinating of the sector-specific gender-responsive policy.
2. Facilitate improvement of the “work-life” balance of sector employees and specialists, as well as making their working environment more gender-inclusive  
Expected result: Gender-inclusive working environment will be instituted by pursuing an organizational culture that promotes equal opportunities for female and male employees, including prevention from discrimination, resolving of complaints and promotion of a work-life balance policy.
3. Facilitate population development, employment and social welfare services that consider differentiated needs of citizens and enable their participation  
Expected result: Improved accessibility and quality of population development, employment and social welfare related services, through improved participation of citizens and improved gender impact in on the society.
4. Enhance partnerships and cooperation towards implementing the sector-specific gender-responsive policy  
Expected result: An enabling and holistic environment created at the national level, working towards meaningfully implementing the population, labor and social protection sector gender-responsive policy jointly with public sector, private sector, civil society institutions and international organizations, while practically fulfilling national and international agreements and legal acts on combating all forms of discrimination

### Directions of activities within the framework of Objective 1:

- 1.1 Facilitate enforcement of mechanisms for promoting gender equality in the population, labor and social protection sector
- 1.2 Conduct gender training program/s for the sector specialists and employees based on their needs and in line with their functions
- 1.3 Enhance capacities for conducting gender analysis in the sector's legal and policy framework, programs and activities

**Directions of activities within the framework of Objective 2:**

- 2.1 Create a sex-disaggregated data-base of the sector’s employees to be used for human resources development and policy planning processes
- 2.2 Determine and introduce indicators to assess the sector employees’ working environment and conditions from gender perspectives
- 2.3 Create an accountability mechanism to address and resolve gender related complaints at the sector and organizational levels
- 2.4 Plan and implement, in a gender-sensitive manner, comprehensive measures towards improving the working environment and conditions of employees of the sector and its affiliated organizations and units.
- 2.5 Promote an organizational culture that furthers equal opportunities for both female and male employees and engrain the civil service leadership.

**Directions of activities within the framework of Objective 3:**

- 3.1 Train the social welfare service providers/officers working at soum and khoroo levels on the gender-responsive counseling methodology
- 3.2 Create an enabling and open service environment that respects differentiated needs of women and men, girls and boys
- 3.3 Promote a mechanism encouraging people’s participation in the employment and social welfare related service processes
- 3.4 Assess and facilitate reclaiming of gender impacts of some labor relations, employment and social protection related measures

**Directions of activities within the framework of Objective 4:**

- 4.1 Strengthen and capacitate the multi-stakeholders’ partnerships towards promoting gender equality
- 4.2 Facilitate prevention from gender-based violence (GBV) and improve the quality and accessibility of social services provided to survivors of violence
- 4.3 Create an enabling holistic environment towards combating all forms of discrimination and towards practically implementing the related national and international agreements and legal acts

**FOUR. POLICY IMPLEMENTATION TIME FRAME**

The policy will be implemented in two phases for the period of 2018-2024.

Phase I, (2018-2021): This period is complimentary to the implementation of the Government “National Program on Gender Equality” 2017-2021.

Phase II, (2022-2024): This period is complimentary to the implementation of the Sustainable Development Vision - 2030.

**FIVE. FINANCIAL SOURCES TO IMPLEMENT THE POLICY**

The policy budget will be covered by the following financial resources:

- National and local budgetary resources;
- Grants of donor and international organizations;
- Investments of private sector entities and donations;
- Other.

The sector gender-responsive policy's action plan will be reviewed annually in detail, key implementing and participating parties will be identified and required funding resources will be reflected in the annual budget respectively. The relevant coordination mechanisms will be set up and agreements reached with all international and partner organizations and agencies that are providing support to and working in the population, labor and social protection sector, to allocate at least two per cent of their projects and programs for the implementation of this policy.

## **SIX.MANAGEMENT, ORGANIZATION, MONITORING AND EVALUATION**

The Gender Council of the NCGE at the central government administrative organization in charge of the population, labor and social protection related issues, will lead and manage this policy.

The central government administrative organization in charge of the population, labor and social protection related issues, will be in charge of monitoring and evaluation of the policy implementation processes. The Gender Council will review the M&E findings and reflect the recommendations in the sector's relevant policy planning, budgeting and implementation processes. In line with the Law on Promotion of Gender Equality (LPGE) the policy implementation status will be reported to the NCGE by February 20 of the following year. The implementation of the sector-specific gender-responsive policy Phase I will be assessed during the first quarter of 2022, with conclusions and recommendations for the Phase II actions.

## Annex 2 to the Labor and Social Protection Minister's Order A/177 of June 28, 2018

**THE POPULATION, LABOR AND SOCIAL PROTECTION SECTOR GENDER-RESPONSIVE POLICY ACTION PLAN BY THE IMPLEMENTATION PHASES (2018-2024)**

Goal. Provide support to the population, labor and social protection sector's human resources development and the policy planning and implementation processes, directed to the general population through mainstreaming gender.

| №  | Direction of activities   | 2018-2021   |  | 2022-2024  |  |
|--|---|---|--|--|--|
|  |   | Activities  | Indicators   | Activities   | Indicators   |
| <p><b>Objective 1.</b> Strengthen the mechanism for promoting gender equality in the population, labor and social protection sector and improve capacities for integrating gender-sensitive methodologies in policy planning, implementation, monitoring and evaluation processes of organizations and units at all levels</p> <p><b>Expected result:</b> The population, labor and social protection sector's human resources will be trained for gender-responsive policy planning, implementation, monitoring and evaluation at all levels and a solid mechanism in place for managing and coordinating the sector-specific gender-responsive policy.</p> |   |   |  |  |  |
| 1.1  | Facilitate enforcement of the mechanism for promoting gender equality in the population, labor and social protection sector   | Establish the sector's Gender Council (SGC) in line with the law and obtain approval of the relevant rule.  | The sector Minister's Order on the SGC establishment and approved rule   |  |  |
|  |   | Expected result: The population, labor and social protection sector's human resources will be trained for gender-responsive policy planning, implementation, monitoring and evaluation at all levels and a solid mechanism in place for managing and coordinating the sector-specific gender-responsive policy. | The SGC Chair's decision and Orders of relevant agency heads on the SSGC establishment<br><br>SSGC approved rules  |  |  |
|  |   | Organize a seminar on the sector-specific gender-responsive policy, its implementation and related arrangements for policy and decision-makers of all levels  | Number of decision-makers participated in the seminar by gender  | Organize an annual consultative meeting in the first quarter of the year, on integrating the sector's gender-responsive policy agenda into the activities of affiliated organizations and units  | Number of organizations and units participated in the consultative meeting |
|  |   | Appoint a gender focal point (GFP)  | Decision of the SGC Chair  | Incorporate the roles and responsibilities on promoting gender equality into the job descriptions of specialists in charge of policies related to population development, employment, labor relations, social insurance and social welfare of the CGAO <sup>1</sup> and obtain approval for this incorporation | Decision of the State Secretary  |
|  |   |   |  | Designate GFPs at the FYCDA, GALSS and SIGO  | Decisions of the SSGC Chairs   |
|  | Reflect the sector's gender-responsive policy implementation status in the annual results-based performance contract, signed between the sector Minister and Governors, as well as provide guidance | Provisions reflected in the contracts signed between the sector Minister and Governors  | Conduct an annual assessment and report on the implementation of gender-specific provisions and undertakings reflected in the contract signed between the Minister and Governors | Assesment report   |  |

<sup>1</sup> The central government administrative organizations

| №   | Direction of activities  | 2018-2021   |  | 2022-2024   |  |
|-----|--|---|--|---|--|
|     |  | Activities  | Indicators   | Activities  | Indicators   |
| 1.2 | Conduct gender training program/s for the sector specialists and employees based on their needs and in line with their functions | Conduct gender-specific trainings for specialists in charge of population development, employment, labor relations, social insurance and social welfare related matters in CGAO and encourage them to participate in the international experience sharing and training programs | Number of specialists participated in the national and international-level trainings by gender | Set up a gender training of trainers (ToT) team composed of specialists in charge of population development, employment, labor relations, social insurance and social welfare related matters               | Number of ToTs by gender   |
|     |  | Conduct needs assessment on gender trainings for the sector employees and develop gender training modules in line with specificities of the sub-sectors   | Gender training needs assessment report<br>Gender training modules by sub-sectors              | Conduct gender trainings specific to the needs of sub-sectors   | Percentage of trainees by gender, sub-sectors and locations  |
|     |  | Include managers of all sub-sectors in the E-Learning gender training sessions  | Number of managers trained on-line by gender and locations                                     | Involve all managers of the sector in E-Learning Gender training sessions   | Number of managers trained on-line by gender and locations   |
|     |  |   |  | Facilitate involvement of specialists working in local areas and in primary units of the sector, in regular gender training sessions  | Gender training hours/ time allotted to the training programs at the primary instances of the sector<br>Number of trainees by gender and locations |
|     |  | Train the specialists in charge of administrative and human resources related matters on the gender-sensitive working conditions and human resources development policy planning issues   | Number of trainees by gender and positions   | Train specialists working in local areas and in charge of administrative and human resources related matters, on gender-sensitive working conditions and human resources development policy planning issues | Number of trainees by gender, locations and positions  |
|     |  | Train the monitoring and evaluation (M&E) specialists and auditors on how to use gender indicators in their M&E related processes   | Number of trainees by gender and locations   | Train monitoring and evaluation (M&E) specialists working in sector affiliated organizations in local areas, on how to use gender indicators in their M&E related processes                                 | Number of trainees by gender and locations   |
|     |  | Reflect the gender, diversity and organizational culture related information in the orientation training programs designed for newly entering employees and specialists and update them   | Updated orientation training program   | Encourage new staff members to be included in the gender, diversity and organizational culture related training sessions  | Number of new comers joined the gender training by gender, specializations and locations   |

| №   | Direction of activities   | 2018-2021   |  | 2022-2024   |   |
|-----|---|---|--|---|---|
|     |   | Activities  | Indicators   | Activities  | Indicators  |
| 1.3 | Enhance capacities for conducting gender analysis in the sector's legal and policy framework, programs and activities | Develop a methodology for gender impact assessment in the sector's newly formulated legal and policy documents, taking into account differentiated needs of women, men, persons with disabilities and varying social groups and | Gender impact assessment methodology   | Carry out coordination on regular utilization of the gender impact assessment methodology, among working group members and specialists involved in developing new legal and policy documents                  | Number of approved legal and policy documents that used the assessment methodology          |
|     |   | The labor and social protection research institute (LSPRI) identify the directions and plan for conducting gender analysis to facilitate further implementation   | Number of gender-sensitive analysis and research conducted by the LSPRI  | Train the LSPRI researchers on gender analysis and research   | Number of trained researchers by gender<br>Number of gender-sensitive studies by directions |
|     |   | Develop and disseminate the guidelines for implementing and reporting on the sector organizations' and units' action plans for promoting gender equality  | Guidelines used at the level of the sector's organizations and units   | Provide support towards developing and disseminating the guidelines for implementation and reporting on action plans for promoting gender equality, that are relevant to the sector's organizations and units | Number of organizations used the guidelines by locations                                    |
|     |   | Conduct gender assessment on methodology and forms related to the work force and baseline household socio-economic studies as well as cooperate with the NSO on adding gender sensitive indicators                              | Assessment report and number of added gender-sensitive indicators vis-à-vis employment reflecting specific needs and requirements of persons with disabilities |   |   |
|     |   | Conduct gender assessment on the methodology and forms of work force study, socio-economic baseline study on households and cooperate with the NSO on adding of gender-sensitive indicators                                     | Assessment report and number of added gender-sensitive indicators vis-à-vis employment reflecting specific needs and requirements of persons with disabilities |   |   |
|     |   | Conduct gender analysis on the budget of select products, services and activities and provide recommendations   | Gender analysis report   | Facilitate use of gender-responsive budgeting (GRB) methodology in assessing impacts of the sector's products, services and activities  | Number of impact assessment of products, services and activities used GRB methodology       |
|     |   |   |  |   |   |

| №  | Direction of activities   | 2018-2021  |   | 2022-2024  |  |
|--|---|--|---|--|--|
|  |   | Activities   | Indicators  | Activities   | Indicators   |
| <p><b>Objective 2.</b> Facilitate improvement of “work-life” balance of the sector employees and specialists, as well as making their working environment more gender-inclusive</p> <p><b>Expected result:</b> Gender-inclusive working environment instituted by pursuing an organizational culture that promotes equal opportunities for female and male employees, protection from discrimination, resolving of complaints and promotion of a work-life balance policy.</p> |   |  |   |  |  |
| 2.1  | Create a sex-disaggregated data-base of the sector’s employees for use with the human resources development policy planning processes | The CGAO to create an integrated sex-disaggregated data-base on all employees and specialists of the sector including employees with disabilities <sup>2</sup>   | An integrated sex-disaggregated data-base of the sector employees and specialists                                       | Update the integrated sex-disaggregated data-base of all employees and specialists of the sector on a regular basis  | The sector employees’ relocation related sex-disaggregated report  |
|  |   | Create and coordinate a data-base of sector-wide human resources related information collected, consolidated and reported in sex-disaggregated manner  | Number of employees in charge of collection, consolidation and reporting on the sex-disaggregated data by organizations | Formalize usage of the sex-disaggregated data-base of sector employees involved in human resources policy planning and reporting processes, at sector and organizational levels                                  | Rule and/or regulation   |
|  |   | Develop, implement a guidelines that encourages the representation of any one sex among members of the sector and national level committees, councils and collective-management organizations being not less than 40 per cent and monitor its implementation   | Number of measures taken as a result of the monitoring processes  |  |  |
|  |   | Organize training sessions designed for human resources specialists on the gender-responsive human resources development program and implementation  | Number of trainees by organizations and gender  | Sector organizations develop and implement their gender-responsive human resources development programs  | Number of organizations developed their human resources programs based on sex-disaggregated data           |
| 2.2  | Determine and introduce indicators to assess the sector employees’ working environment and conditions from gender perspectives        | Do the workplace mapping in one organization of each of the following: population development, employment, social insurance and social welfare sub-sectors and identify the needs for gender-responsive indicators including the work place availability and accessibility for people with disabilities <sup>3</sup>         | Workplace mapping/ assessment report  |  |  |
|  |   | Develop indicators for the assessment of gender-inclusive working conditions in the sector’s organizations at all levels   | Package of indicators   | Disseminate the guidelines to all managers, moving towards introducing indicators to assess gender-inclusive working conditions in all organizations of the sector and following assessment evaluate the results | Percentage of managers practiced the guidelines  |
|  |   | Pilot and test the indicators for assessing gender-inclusive working conditions in select organizations  | Number of organizations piloted   | Introduce indicators to assess gender-inclusive working conditions in all organizations of the sector  | Number organizations introduced the indicators by sub-sectors  |
| 2.3  | Create an accountability mechanism to address and resolve gender related complaints at the sector and organizational levels           | The internal rules of the sector organizations should articulate clearly the ways and measures to be taken towards addressing and resolving complaints received directly and confidentially on gender-based discrimination and/or sexual harassment in the work place; as well as appointing designated responsible officers | Number of organizations reflected the accountability lines in their internal rules                                      | The organizational ethics committee rules to address gender-based discrimination and sexual harassment related issues  | Number of organizations reflected the accountability lines in the rules of their ethics committees         |
|  |   |  |   | Organize sector-wide awareness raising and information dissemination campaigns on preventing gender-based discrimination and sexual harassment at work places  | Plan for the information dissemination campaign<br>Estimated financial cost of the campaign’s expenditures |
|  |   | Conduct a policy study <sup>4</sup> on the work load of employees engaged in the sector and its organizations and provide relevant recommendations   | Number of participants in the study report related discussions by gender, sub-sectors and locations                     | Integrate a an indicator of balanced work load of employees and specialists of the sector, its organizations and units, into the M&E system  | Package of M&E indicators  |

<sup>2</sup> Specification of duties and responsibilities carried out by employees with disabilities

<sup>3</sup> Including the entrance way/s, handle, signs in the building and height of table, desks where employees with disabilities would work on, etc

<sup>4</sup> Assess whether the employees with disabilities work 7 hours daily as stipulated in the Labor Law

| №   | Direction of activities  | 2018-2021   |   | 2022-2024   |   |
|---|--|---|---|---|---|
|   |  | Activities  | Indicators  | Activities  | Indicators  |
| 2.4   | Plan and implement comprehensive measures towards improving working environment and conditions of employees of the sector and its affiliated organizations and units, in a gender-sensitive manner | Conduct a gender assessment on the norms of the sector employees' work and related performance  | Gender assessment report and number of participants of the relevant discussions by gender |   |   |
|   |  | Update and renew the work norms based on the gender assessment report   | Updated norms and normative by sub-sectors  | Update the workplaces and related salary fund in line with renewed norms  | Work places renewed and changes evident in salary funds   |
|   |  | Conduct stress management training sessions for social service providers working on a regular basis at the primary units/level  | Number of trainees by gender  | Conduct regular training on stress management for social service providers/officers, working at primary units/levels  | Number of trainees by locations and annually  |
|   |  | Pilot the plan for physical improvement of working conditions in select organizations, based on needs of female and male employees and for those who have babies and young children | Value of financial expenditures for the workplace improvement project                     | Share the best practices of organizations which planned and improved working conditions of their employees based on the needs of their female and male workers and those who have babies and young children | Number of organizations implemented the plan by sub-sectors and locations<br>Total amount of financial expenditures |
| 2.5   | Promote an organizational culture that furthers equal opportunities for their female and male employees and embed the civil service leadership   | Integrate a concept on gender-inclusive organizational culture in the training curricula, designed for the sector managers, specialists and employees                               | Training curricula/ program   |   |   |
|   |  | Conduct a gender-responsive <sup>5</sup> satisfaction study among employees and analyze the results in a sex-disaggregated way  | Number of organizations conducted satisfactory study in a gender-responsive way           | Conduct regular employees' gender-responsive satisfactory studies   | Percentage of organizations conducted employees' satisfactory studies   |
|   |  | Select the organizations that pursued the "work-life" balance policy  | Number of selected organizations by locations   | Disseminate the best practices of organizations which pursued the "work-life" balance policy  | Number of organizations pursued the work-life balance policy by sub-sectors and locations                           |
|   |  | Pilot and implement the measures towards resolving social issues of employees, based on suggestions of the work collective/s  | Number of piloted organizations by sub-sectors and locations                              | Introduce the principles of planning and implementing measures towards resolving social issues of employees, based on suggestions of the work collective/s sector-wide                                      | Percentage of organizations by sub-sectors  |
| <p><b>Objective 3.</b> Develop population development, employment and social welfare services that consider differentiated needs of citizens and enable citizens' participation</p> <p><b>Expected result:</b> Improved accessibility and quality of the population development, employment and social welfare related services, through improved participation of citizens and improved gender awareness in the society.</p> |  |   |   |   |   |
| 3.1   | Train the social welfare service providers/officers working at soum and khoroo levels on the gender-responsive counseling <sup>6</sup> methodology   | Develop and pilot the gender-responsive counseling methodology for social welfare service providers/officers  | Number of local areas piloted the methodology   | Conduct an assessment on the gender-responsive counseling services and disseminate the best practices   | Assessment report<br>Number of participants disseminated best practices by gender                                   |
|   |  | Make needed coordination towards renaming the soum and khoroo level social welfare providers as "consultant of social issues at the local administrations"                          | Coordination, decision  | Train the "consultants of social issues at the local administrations" on gender-responsive counseling methodology   | Number of trainees by gender and locations  |

<sup>5</sup> Reflecting gender-specific issues between employees of same gender, different genders as well as between managers and their subordinates

<sup>6</sup> It is important to treat persons with disabilities in a non-discriminatory manner

| №   | Direction of activities   | 2018-2021   |  | 2022-2024  |   |
|-----|---|---|--|--|---|
|     |   | Activities  | Indicators   | Activities   | Indicators  |
| 3.2 | Create an enabling and open service environment that respects differentiated needs of women and men, girls and boys           | Disseminate to all employees the guidelines <sup>7</sup> on allocating and using "welcome space/room" at the ministry and its affiliated organizations, agencies and departments                        | Number and percentage of organizations having "welcome space/room/s"<br>Number of employees and clients who used the "welcome space/rom/s" by gender | Consult with governors on the possibility of making available a space/room for social service providers working at soum and khoroo levels, to be used for individual meetings with clients, including for the development of relevant guidelines for practical usage | Number and percentage of soums, khorooos that provided and furnished rooms to organize social inclusion related activities and services   |
|     |   | Develop and pilot a software application program that enables to provision of population development, employment and social welfare related services <sup>8</sup> , in a transparent and accessible way | Software program<br>Number of organizations piloted  | Facilitate the introduction of progressive technological know-how vis-à-vis the population, employment and social welfare related services being rendered to residents at soum and khoroo levels   | Number and percentage of soums and khorooos that use technical facilities (PCs, monitor, software programs, etc) in providing social services<br>Total amount of financial expenditures |
| 3.3 | Promote a mechanism encouraging people's participation in the employment and social welfare related service processes         | Develop and pilot a "citizens' evaluation card" to be used, in a gender-sensitive manner, in employment and social services related processes   | Gender-sensitive "citizens' evaluation card"<br>Number of organizations piloted<br>Number of participants by gender                                  | Introduce the "citizens' evaluation card" system in all activities of the sector   | Number of organizations used gender-sensitive "citizens' evaluation cards" by locations<br>Number of clients evaluated the services by gender   |
|     |   | Identify and implement the most transparent and accessible ways <sup>9</sup> of providing employment, social welfare related and all other services to local residents in primary instances             | Number of undertakings<br>Number of meetings and discussions<br>Number of participants by gender   | Make necessary coordination towards delivering information on the employment, social welfare related and all other services in a transparent, accessible and sustainable way   | Coordination  |
|     |   | Pilot <sup>10</sup> a new "Return the favor" approach in the social services framework in each of one khoroo and soum   | Number of people participated in the pilot project by gender and locations   | Conduct gender assessment on the "Return the favor" approach and disseminate best practices  | Assessment report<br>Percentage of local areas introduced the piloted approach  |
| 3.4 | Assess and facilitate reclaiming of gender impacts of some labor relations, employment and social protection related measures | Conduct a gender impact assessment on the employment promotion fund activities and give a briefing on the results   | Assessment report<br>Number of participants of discussions by gender   | Conduct gender analysis on the employment promotion funds' budget and expenditures, provide recommendations for implementation   | Gender analysis report<br>Number of measures taken towards the recommendations  |

<sup>7</sup> It is critical to reflect specific needs of persons with disabilities in the guidelines

<sup>8</sup> By taking into consideration the usage by people with disabilities particularly, people with hearing and seeing difficulties

<sup>9</sup> Focus on the easy accessibility for persons with disabilities

<sup>10</sup> It is proposed to pilot a new approach "Return the favor" that provides an opportunity for individuals who benefited from the social welfare services to further develop personally and professionally by helping other needy people using their own resources. For instance, those individuals who benefited from the social welfare services can provide volunteer service in their local area development by cleaning the public space/s, planting trees and bushes, watering/irrigating green zones, warding and patrolling, etc.

| № | Direction of activities | 2018-2021   |   | 2022-2024   |  |
|---|-------------------------|---|---|---|--|
|   |                         | Activities  | Indicators  | Activities  | Indicators   |
|   |                         | Develop an exemplary description of a gender-inclusive work place that complies with labor safety and hygiene requirements  | Exemplary description of gender-inclusive work place  | Disseminate the exemplary description of a gender-inclusive work place to the council members and officials in charge of labor safety and hygiene related matters, the sector economic entities and units as well as assess the results | Number of organizations used the description by locations and types<br>Assessment report                       |
|   |                         | Integrate questions in relation to activities dealing with gender-based discrimination and discrimination against women in the labor monitoring guidance and instructions   | Percentage of measures taken as a result of the labor monitoring recommendations                      | Conduct trainings designed for inspectors regarding activities dealing with gender-based discrimination and discrimination against women while carrying out labor monitoring and inspections  | Number of inspectors trained by gender   |
|   |                         | Develop model green jobs and green work places consistent with needs of women, men and various social groups as well as local specificities   | Indicators for green work places  | Pilot and introduce green work place indicators in the employment promotion programs  | Number of programs piloted and introduced green work place indicators by location                              |
|   |                         | Identify and introduce indicators preventing from any forms of discrimination and assessing the implementation of discrimination-free at work places  | Guidelines with indicators  | Reflect provisions on preventing sexual harassment at work places in internal rules of the economic entities and organizations as well as in the labor and social consultation tri-partite agreements                                   | Number of aimags reflected this provision in their labor and social consultation tri-partite agreements        |
|   |                         | Conduct a gender assessment on the agreements and contracts, including their implementation, related to sending workforce personnel to other countries, as well as improving the provisions accordingly <sup>11</sup>   | Assessment report<br>Percentage of agreements and contracts improved upon the recommendations         | Develop gender-specific recommendations and disseminate them to the economic entities and organizations that act as intermediaries for sending workforce members abroad   | Assessment report<br>Percentage of individuals and their spouses benefited from the employment abroad services |
|   |                         | Disseminate the information packages on prevention from and perpetration of gender-based violence, to Mongolian nationals working abroad through Mongolian embassies and consulate offices located in foreign countries | Number of embassies, consulate and representatives offices used the information packages by locations | Integrate gender indicators in the evaluation procedures/processes of organizations that mediate sending workforce members abroad   | Indicators   |

<sup>11</sup> Facilitate reclaiming the procedures of sending young men under 35 for employment abroad and find ways so that their wives and young children could join them

| № | Direction of activities | 2018-2021   |  | 2022-2024  |  |
|---|-------------------------|---|--|--|--|
|   |                         | Activities  | Indicators   | Activities   | Indicators   |
|   |                         | Develop recommendations concerning foreign workers being brought to Mongolia regarding their gender parity. Also, prevention of and perpetrating of gender-based violence to be reflected in their contracts, rules and regulations             | Recommendation/s<br><br>Number of rules and regulations reflecting the recommendations               | Disseminate the recommendations to organizations and entities that bring foreign workers to Mongolia and provide support for related implementation processes  | Number of organizations used recommendations by locations and types  |
|   |                         | Conduct a gender assessment on the social insurance fund expenditures and a study on defining the retirement pension, as well as providing relevant policy recommendations  | Study-based policy recommendations   | Conduct gender assessment on the retirement pension and provide recommendations  | Assessment report<br><br>Number of participants in discussions   |
|   |                         | Develop and disseminate guidelines on promoting gender equality, designed for vocational education and training centers (VETC)  | Guidelines<br><br>Number of organizations used the guidelines by locations and types                 | Facilitate clustering the VETCs based on local area specificities and market supply demand needs; develop a handbook and introduce gender-responsive methodology with a view to changing the training curricula                              | Handbook<br><br>Number of VETCs used handbook by types and locations<br><br>Percentage of employment status of graduates by gender |
|   |                         | Conduct gender analysis on the processes of training of people with disabilities (PwD) for employment opportunities, mediating, providing loans, including them in the skills training sessions and implementation processes of above programs  | Gender analysis report   | Develop and use gender indicators to assess activities in support of employability of PwDБИ-   | Gender indicators assessing the services in support of employability of PwD  |
|   |                         | Conduct gender assessment on senior consultants' services   | Gender assessment report   | Expand the senior consultants' services towards SMEs and household-level producers including livestock-breeding and crop-farming productions   | Number of senior consultants providing services by gender, sub-sectors and locations   |
|   |                         | Conduct gender analysis on elderly welfare and child care services related activities, as well as relevant services provided by the institutions sponsored by the public fund, international organizations and donations of foreign individuals | Gender analysis report<br><br>Percentage of coverage of 33 welfare and care services centers in 2018 | Organize a consultation meeting on findings of the gender analysis of elderly welfare and child care services related activities   | Number of participants by gender   |
|   |                         | Conduct gender assessment on the programs/curricula and conditions of children's palaces, camps, shelters, 108 tel service and youth development centers  | Gender assessment report<br><br>Number of organizations assessed by types and locations              | Develop gender indicators to be used for programs/curricula of the children's palaces, camps, shelters, 108 tel service and youth development centers and pilot them at one children's palace and camp each in Ulaanbaatar and aimag centers | Number of organizations tested gender indicators by locations  |

| №  | Direction of activities   | 2018-2021   |  | 2022-2024   |  |
|--|---|---|--|---|--|
|  |   | Activities  | Indicators   | Activities  | Indicators   |
| <b>Objective 4.</b> Enhance partnerships and cooperation towards implementing the sector-specific gender-responsive policy   |   |   |  |   |  |
| <b>Expected result:</b> An enabling and holistic environment created at the national level, towards meaningfully implementing the population, labor and social protection sector gender-responsive policy, jointly with public sector, private sector and civil society institutions, international organizations; as well as practically fulfilling national and international agreements and legal acts on combating all forms of discrimination |   |   |  |   |  |
| 4.1  | Strengthen and capacitate the multi-stakeholders partnerships towards promoting gender equality   | Organize a meeting on the sector's gender-responsive policy with participation of private sector representatives and NGOs/ CSOs working in the areas of population development, labor and social protection   | Number of participants by gender, types of organizations   | Promote partnerships with private sector representatives and NGOs/ CSOs working in the areas of population development, labor and social protection, within the framework of the sector's gender-responsive policy                | Number of private sector entities and NGOs partnered by types of organizations<br>Costing of sub-contracts signed  |
|  |   | Organize a meeting on the sector gender-responsive policy with participation of international organizations and investors   | Number of participating organizations by types   | Conduct an annual Forum on implementation processes of the sector gender-responsive policy, with participation of international organizations and investors   | Amount of financial expenditures provided to the sector gender policy, by international organizations and investors  |
|  |   | Establish a multi-stakeholders network on promotion of gender equality and a sustainable information-sharing mechanism  | Number of organizations joined the network by types and locations  |   |  |
|  |   | Identify the training needs of NGOs and private sector entities towards implementing the sector gender policy and begin the trainings   | Training needs related report<br>Number of trainees by gender, types of organizations                                      | Conduct custom-tailored gender trainings for NGOs and private sector entities   | Number of trainees by gender and types of organizations  |
|  |   | Reflect provisions related to zero tolerance to labor exploitation and prevention of all forms of gender-based discrimination at work places, in the internal rules and regulations of the sector organizations, as well as introducing indicators to assess the implementation | Number and percentage of organizations used the indicators to assess the relevant implementation by types of organizations | Integrate the provisions for prevention of labor exploitation, gender-based discrimination and sexual harassment in the internal rules of organizations, as well as in the tripartite agreement of labor and social consultations | Provisions for preventing labor exploitation, gender-based discrimination and sexual harassment, in the tripartite agreement of labor and social consultations |
| 4.2  | Facilitate prevention of gender-based violence (GBV) and improve the quality and accessibility of social services provided to survivors of violence                                 | Coordinate the GBV preventive and advocacy measures through youth centers and family counseling centers on a regular basis  | Coordination   | Conduct gender assessment on the GBV preventive and advocacy measures carried out by youth centers and family counseling centers  | Gender assessment report   |
|  |   | Identify and disseminate best practices on GBV preventive actions conducted by the youth centers, family counseling centers and NGOs/CSOs   | Number of organizations signed the partnerships contracts  | Further the cooperation of youth centers, family counseling centers and NGOs/ CSOs on GBV preventive actions  | Number of organizations signed the partnerships contracts  |
|  |   | Integrate the GBV preventive curricula in the "joint teams" <sup>12</sup> , "livelihood support council" capacity building training programs on the prevention of domestic violence services for survivors of violence  | GBV preventive content in the training programs  | Train the "joint team" and "livelihood support council" members on prevention from GBV on a regular basis and coordinate the relevant activities  | Number of trainees by gender and locations   |
|  |   | Conduct training for the national child rights inspectors, on counseling of girls and boys who are survivors of gender-based violence/ abuse and resolving the case/s   | Number of trained child rights inspectors by gender  | Continue training of the national child rights inspectors, on counseling of girls and boys -survivors of gender-based violence/abuse)   | Number of trained child rights inspectors by gender  |
| 4.3  | Create an enabling holistic environment towards combating all forms of discrimination and practically implementing the related national and international agreements and legal acts | Develop and follow the inter-sectoral working group action plan towards reporting on the CEDAW implementation   | Approved work plan<br>Number of implemented activities   | Set up a structure for sustainable partnerships towards implementing and reporting on CEDAW, as well as training of specialists of relevant sectors   | Number of trained specialists by gender and sectors<br>Coordination on the setting up of the structure   |
|  |   | Organize a seminar designed for the relevant sector specialists, on the CEDAW content and significance, as well as creating a similar mechanism in the context of Mongolia  | Percentage of trained working group members by gender and positions  | Coordinate the national CEDAW report review process, with/by the Social Policy Standing Committee members of the Parliament   | Coordination<br><br>Number of reviewers by gender  |
|  |   | Develop and disseminate guidelines on considering the differentiated needs of women and men, girls and boys, vis-à-vis the implementation status of the Child Rights Convention (CRC) and in the assessment of NHRC on PwD  | Guidelines   | Assess the implementation of guidelines that considering differentiated needs of women, men, girls and boys towards implementing the CRC and CRPD   | Assessment report  |

<sup>12</sup> Convention on elimination of all forms of discrimination against women