



MINISTRY OF FOOD, AGRICULTURE
AND LIGHT INDUSTRY

THE FOOD, AGRICULTURE AND LIGHT INDUSTRY SECTOR
GENDER-RESPONSIVE POLICY
(2018-2025)



ULAANBAATAR
2018



MINISTRY OF LABOR AND
SOCIAL PROTECTION OF
MONGOLIA



NATIONAL COMMITTEE
ON GENDER EQUALITY



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PREFACE

The Sustainable Development Vision–2030 of Mongolia calls for “creating an enabling environment for women and men to equally benefit from development gains by ensuring gender equality in the socio-economic development processes” which has subsequently been reflected in the “National Program on Gender Equality” (2017-2021) for further implementation of the gender-responsive policy planning and budgeting at the national, sector, local and organizational levels.

The Food, Agriculture and Light Industry sector’s legal and policy environment embraces the traditional culture and heritage in harmony with the current day environmental, social and economic circumstances. The sector has continuously been pursuing the sustainable development agenda by mainstreaming gender in its policy and programming processes. Therefore, the Food, Agriculture and Light Industry Sector Gender-Responsive Policy (2018-2025) and its Action Plan were developed based on a participatory method and approved by Order A-94 of the Minister of Food, Agriculture and Light Industry.

We believe that meaningful implementation of the sector gender-responsive policy is conducive to the improved human resources policy planning at the organizational and unit levels as well as the pertinent products and services. This will also facilitate improving working conditions and quality of life of employees engaged in the public and private sector entities, herders, farmers and household-producers as well as making worthy contributions to the environmental, social and economic sustainable development processes.

*GENDER SUB-COUNCIL OF THE MINISTRY OF FOOD,
AGRICULTURE AND LIGHT INDUSTRY*

FOREWORD

Gender equality is a concept facilitates enabling women, men and various social groups to equally participate in development processes and benefit from the subsequent gains. Today it serves as means and ways toward pursuing the “leaving no one behind” principle of sustainable development goals – 2030. Gender equality related theory and methodologies assist in making public services and donors support and grants more accessible and efficient, by taking into consideration differentiated, specific needs of women and men, based on their distinctive reproductive health related roles and responsibilities, while examining existing barriers and obstacles and meaningfully addressing them in the policy planning, budgeting, implementation, monitoring and evaluation processes.

Enabling working conditions free from unfair treatment and any forms of discrimination against female and male employees of all ages, as well as promotion of a “work-life balance” policy, would be important components of an organizational development process conducive to improving productivity and supporting individuals’ and households’ development. Gender-responsive policy planning processes facilitate improved partnerships and cooperation at all levels, based on a differentiated needs-based development agenda.

The Mongolian Law on Promotion of Gender Equality (LPGE) adopted in 2011, has been implemented through national, aimag and district levels structures; it can be recognized as best practice in the region. The National Program on Gender Equality (NPGE) for the period of 2002-2016 and the current NPGE (2017-2021), based on the gender situation in the country, pursue the approach of recognizing and addressing pressing issues of women and men, by taking into account their differentiated, specific needs. However, gender equality is still mistakenly interpreted by many as merely gender ratio and/or women’s issues; the skills and capacities for utilizing gender theory and methodologies in policy planning, implementation, monitoring and evaluation processes remain inadequate in the Mongolian context.

The food, agriculture and light industry sector that covers more than half the country’s labor force, has developed a gender-responsive policy based on its specificities. This policy will potentially be beneficial not only to the human resources development of the sector and its affiliated organizations, but also to all women and men working and living in this vast territory. It is hoped that this gender-responsive policy will be conducive to addressing and resolving pressing issues of herders, crop farmers and employees of the food and light industry sectors, stimulating inter-sector coordination and cooperation and promoting partnerships at an international level.

Gender consulting team

English translation

ORDER OF THE MINISTER OF FOOD, AGRICULTURE AND LIGHT INDUSTRY

May 17, 2018

A-94

Ulaanbaatar city

On approval of the food, agriculture and light industry sector gender-responsive policy and action plan

Based on the Article 7, provision 7.1.1 of the Mongolian Law on the Legal Status of Ministries, pursuant to the Article 19, provision 19.1.1 of the Mongolian Law on Promotion of Gender Equality and towards implementing the National Program on Gender Equality adopted by the Government Resolution 129 of 2017, the Minister is ordering to:

1. Approve the "Food, Agriculture and Light Industry Sector Gender-Responsive Policy" (as to Annex 1) and the sector gender-responsive policy implementation Action Plan for the period of 2018-2025 (as to Annex 2).
2. The State Secretary /D. Enkhbat/ shall be responsible for budgeting and allocating of funds needed to implement the action plans of the food, agriculture and light industry sector gender-responsive policy (2018-2025) earmarked in the national socio-economic development annual fiscal plan and take necessary measures towards mobilizing resources from projects and programs of international organizations.

Minister of Food, Agriculture and

Light Industry

(signature and stamp)

B. Batzorig

GLOSSARY

1. **Gender analysis:** A process that investigates whether policies, plans and activities respond to different, specific needs of women, men and various social groups. This includes whether they provide equal and adequate opportunities to access and participate in impacts of said policies, plans and activities. 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 assist users assessing the gender-responsiveness of the 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 potential in both their public and private lives; also to participate in development processes and benefit from the results.
4. **Gender indicators:** Quantitative and qualitative indicators measuring the results of gender-responsive policy planning and implementation processes. Gender-sensitive indicators allow 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 activities. This is achieved by organizations assessing the different, specific impacts on female and male participants/employees, as well as on various social groups, of their policies, legal environment, projects, programs and planning processes at all levels; taking into consideration each gender and social group's different needs, knowledge and practical implications.
6. **Gender sensitive:** Commitment, awareness and capacity to recognize female, male and various social groups' different, specific needs and inequalities, in order to redress these inequalities through enabling participation in and benefit from development processes.
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, limited, restricted 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 are likely to 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 for further gender-responsive policy planning and implementation processes. While providing opportunities for revealing gender gaps and inequalities, this 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, pushing them to less secure and lower-paid jobs; while restricting men's contribution and capacities to participate in family affairs, thus increasing their health-related risks. Therefore, adequate work-life planning and pursuing a relevant "work-life balance" policy, would be one of the fundamental requirements for promoting gender equality.

ONE. RATIONALE

The food, agriculture and light industry sector's gender-responsive policy (referred to as "sector gender-responsive policy") is a mid-term development policy document, towards mainstreaming gender and related methodologies in the sector's policy and programs planning, implementation, monitoring and evaluation; as well as in its human resources and partnerships cooperation promotion processes. This sector-specific gender-responsive policy is consistent with the Sustainable Development Vision-2030 of Mongolia, National Program on Gender Equality (2017-2021), the State Policy on Food and Agriculture (2014-2025), the State Policy on Herders (2009-2020), the State Policy on Industry Development (2015-2030) and the sector's relevant policy planning and implementation processes.

Identification of pressing issues of employees engaged in the sector's public and private institutions and entities, including herders, crop farmers and producers, based on differentiated gender-needs of individuals, households and cooperatives; as well as incorporation of relevant solutions in the sector's policy planning processes, will potentially facilitate improvement of said employees' working conditions and quality of life. Moreover, this will potentially further leverage improved production and services, thus contributing to the realization of gender equality in the society.

Different countries develop and implement their gender-responsive policies in line with their particular developmental needs and environmental, social, cultural and economic situations. In the Mongolian context this sector gender-responsive policy is specific to the historical circumstances and nature of nomadic pastoralism, where gender relations of Mongolian women and men were formed; as well as to emerging needs of women, men and various social groups, in maintaining partnership and learning to manage their production in a sustainable manner, in the current period, where the climate change process is three times faster than world average. It is also of paramount importance to encourage and capacitate women and men employed in public institutions and private entities, as well as female and male household-producers, in supporting domestic industry, ensuring food security and preserving traditional culture, heritage and identity, by improving their participation and accountability at all levels. This will be critical for further development of the food, agriculture and light industry sector in the current challenging time.

Gender research and analysis conducted at the national level, practical experiences in promotion of gender equality, modern approaches and trends in gender policy planning methodologies, have duly been reflected in this sector's gender-responsive policy development processes. Findings of the "participatory gender audit", held from October 2017 to March 2018 identifying both practical and strategic gender needs of female and male employees of the food, agriculture and light industry sector; as well as three thematic discussions organized among the sector managers and specialists, were also reflected in this policy document.

The participatory gender audit (PGA) revealed a positive impact on the food, agriculture and light industry (FALI) sector's legal and policy environment, which has been enriched with traditional heritage and mainstreamed by the sustainable development vision, under the current environmental and socio-economic circumstances. The following policies, actions and initiatives for efficient agriculture development have been pursued, including firstly, the "Law on livestock genetic resources", which is facilitating economic and profitability efficiency of animal husbandry-based production resources, improving the quality and productivity of livestock-breeding, increasing herders' revenue and profits, as well as enhancing roles, responsibilities, status and social values of herders. Secondly, the "Law on organic food" is facilitating a legal environment vis-a-vis the comprehensive shaping of plant protection measures, protection of crop land from soil degradation and erosion, improving productivity of soil, introducing balanced rotation of plant cultures and zero tillage technology by using a phased approach. A national, sector and organizational-level gender-responsive policy, including planning, implementation, monitoring and evaluation processes is required, in order to implement the above mentioned policies successfully and more efficiently, with knowledgeable and responsible participation of women, men and various social groups.

There are not sufficient gender statistics, disaggregated by gender and other relevant indicators, to facilitate gender-responsive human resources policy planning. Women make up 40 per cent of 461 civil servants employed by the Ministry of Food, Agriculture and Light Industry (MOFALI) and its affiliated organizations and women represent 28 percent of managers and decision-makers, while men represent 72 per cent of all decision-makers. According to the 2011 integrated agriculture census, Mongolian women were more highly represented in management compared with most other nations, constituting 32 per cent of managers of all economic entities, including 39.3 per cent of managers of the animal husbandry sub-sector

economic entities, 30.25 per cent of managers of the crop-farming sub-sector economic entities.

It is necessary to develop a set of gender indicators by the sector's activity areas, in order to facilitate the sector's monitoring and evaluation system. This will facilitate further improving and updating of the sector-employees' related data-base, creating a system for gender statistics data-base on employees engaged in private economic entities and organizations, starting from *bag*, *soum* and *khoroо* levels of local government, enabling human resources related monitoring and measuring of progress in terms of (improved) livelihoods of men, women and their households, as a result of accessibility and benefits of various policies and programs of the sector.

Gender ratio among herders is becoming unbalanced as the percentage of young herders is decreasing. The food and light industry sub-sector is becoming feminized with an ever-decreasing number of male employees and occupational segregation is widening in the crop-farming sub-sector due to the level of mechanization and types of plantations. These situations require solutions which incorporate work-force related issues into the human resources policy planning, through comprehensive socio-economic measures.

It is also necessary to enhance the civil service leadership responsible for creating decent working conditions for employees working in the sector's public institutions and private entities, by preventing gender-based violence, including establishing a mechanism responding to and resolving complaints at organizational and work collective-levels, in line with specificities of the sub-sectors; as well as promoting an organizational culture that is pursuing the "work-life balance" policy.

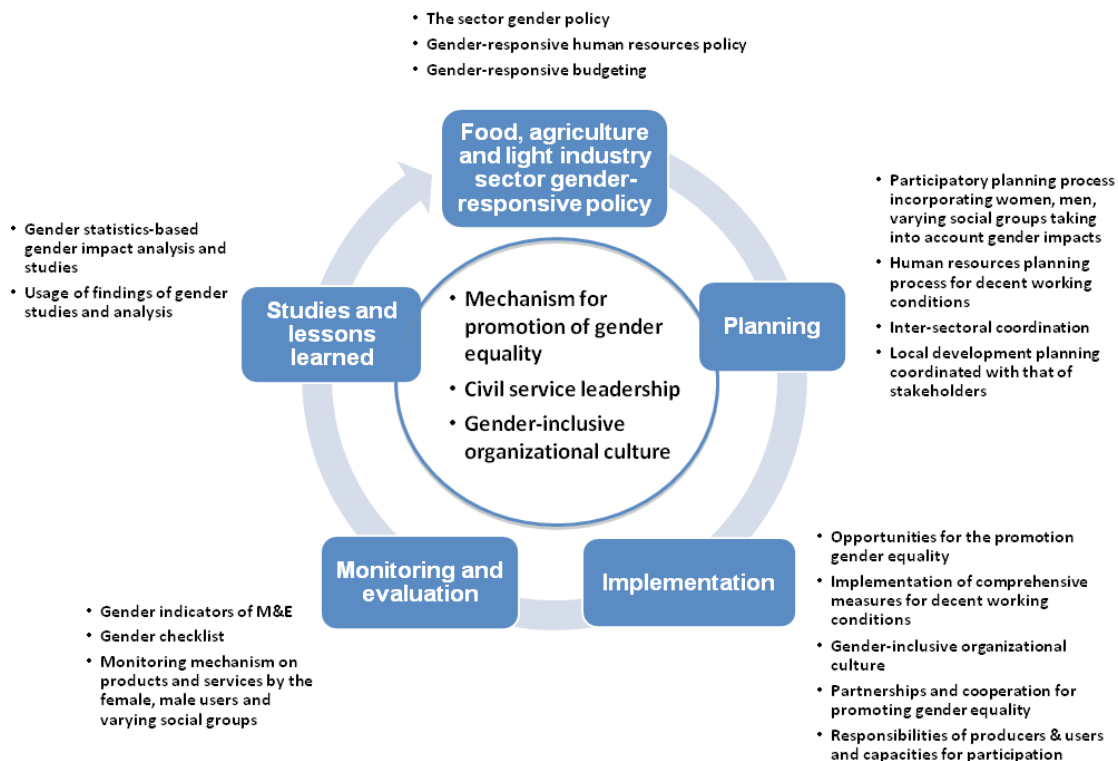
There is an opportunity for using gender-sensitive planning and budgeting methodologies in order to make the sector activities more accessible and efficient. Also, more innovative, rational methods of training and advocacy actions are needed to make the livestock-breeding, crop-farming, food and light industry sector policies and actions accessible to women, men and various social groups in an equitable and efficient manner, taking into consideration their differentiated needs, while developing an efficient animal husbandry sub-sector, including introduction of new technologies in crop farming production. These factors are important in supporting the sector's sustainable development through creating accessible and inclusive green jobs for women and men.

Adequate advocacy means that consider differentiated roles and responsibilities of female and male users/consumers are needed, for enhancing domestic production, ensuring food security, encouraging, through procurement, women engaged in small and medium-size enterprises and household production. This will improve men's participation as well as enhance partnerships and cooperation at national and international arenas.

The food, agriculture and light industry sector's active participation and engagement are critical in identifying gender-related issues that are conducive to the human resources and production development processes, inter-sector coordination and partnerships, as well as for taking leadership at both national and international levels. Numerous issues await solutions within the inter-sector partnerships and cooperation framework, for instance making available and accessible public services for encouraging young herder families to stay together/complete thus, mitigating health risks among the male population, promoting rural development and creating gender-responsive training system that is in line with the local specificities.

It is necessary, to provide support to the sector's development capacities and to enhance partnerships and cooperation through exchanging of experiences between selected countries on the areas of rural and industrial development, sustainable development under climate change-affected circumstances and gender-responsive development policy implementation. Also important is promoting and taking leadership in pursuit of the Mongolia-initiated UN Resolution on "Achieving gender equality and empowerment of rural women and girls" at national and international levels.

Picture 1. The food, agriculture and light industry sector's gender-responsive policy planning cycle



The sector-specific gender-responsive policy is not only conducive to public institutions' and private entities' human resources development and improvement of working conditions; it also enhances the public service accessibility and efficiency, introducing equal opportunities and equal accountability principles at all levels of producers and users, enabling further implementation of the sector's sustainable development policy planning. This also serves as a strategic roadmap for comprehensive actions involving partnerships and cooperation at both national and international levels. Moreover, this policy is aimed at facilitating allocation of both human and financial resources of the food, agriculture and light industry sector multi-stakeholders' actions, addressing gender related issues more efficiently and boosting up of the sector's human resources, production and services. It will also make a tangible contribution to the promotion of gender equality.

TWO. LEGAL BACKGROUND

The development, approval and implementation of the sector-specific gender-responsive policy is an efficient and productive way of implementing the Law on Promotion of Gender Equality in line with the sector specificities. It is also a forward-looking and comprehensive approach based on pragmatic needs of employees and specialists of the sector along with the population groups benefiting from the sector policies and actions.

Article 16 of the Mongolian Law on Promotion of Gender Equality (2011) on the mandate of the government, with regard to promoting gender equality stipulates in 16.1.1 "to incorporate gender equality promotion activities in the Economic and Social Development Guidelines and sector development policies and programs, introduce gender sensitive budgeting system, approve and implement gender equality programs and special measures prescribed in Article 7 of this law and have sufficient financing approved for their implementation". Moreover, 18.3.1 provision of the law states "to coordinate and organize activities on the formulation, implementation and monitoring of gender policies, programs and special measures".

Article 19 on the mandate of central and local government agencies with regard to ensuring gender equality, stipulates in 19.1.1 "to introduce a methodology to incorporate gender considerations in local

and sectoral policies, general strategies, programs and projects; conduct gender analysis of drafts of these documents, review and comment on their reports”, in 19.1.2. “to compile local and sector-wide sex-disaggregated statistics and assess the state of gender equality and policy impacts”.

THREE. POLICY GOAL

To provide support to the food, agriculture and light industry sector, in promoting sustainable development through gender-responsive policy planning, implementation, monitoring and evaluation processes.

FOUR. POLICY OBJECTIVES, EXPECTED RESULTS AND IMPLEMENTATION DIRECTIONS

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

1. Introduce gender mainstreaming methodologies in support of the sector policy planning and implementation processes;

Expected result: The means and systems will be in place for promoting and strengthening gender equality and capacities for the food, agriculture and light industry sector’s gender-responsive policy planning, implementation, monitoring and evaluation processes.

2. Provide support to the food, agriculture and light industry sector’s human resources development and enhance equal opportunities and equal accountability at all levels;

Expected result: The sector employees’ working conditions, public services targeted for them and gender-responsive human resources training system, will be improved. Also, the opportunities and capacities of women and men to contribute to the sector development will be advanced.

3. Provide support to the food, agriculture and light industry sector development through gender-responsive national and international level partnerships and cooperation.

Expected result: The inter-sector coordination towards resolving gender related challenges faced by the food, agriculture and light industry sector, national and international-level partnerships and cooperation, will have been enhanced; as well as strengthened capacities to take leadership towards gender-responsive sector development at an international level being in place.

The following activities will be implemented within the framework of the Objective 1:

- 1.1. Develop a mechanism to implement the food, agriculture and light industry sector gender-responsive policy;
- 1.2. Integrate the gender analysis, gender assessment and gender-responsive budgeting (GRB) methodologies in the sector’s policy planning processes;
- 1.3. Engrain the gender statistics and utilization of gender check list in the sector’s policy planning, monitoring and evaluation processes;
- 1.4. Take a lead in the civil service actions toward paving the way for gender-responsive organizational culture at all levels of the food, agriculture and light industry sector.

The following activities will be implemented within the framework of the Objective 2:

- 2.1. Facilitate improvement of labor safety, hygiene and social protection of female and male employees working in the sector's public institutions and private entities, as well as provide support towards decent employment opportunities;
- 2.2. Promote the sector's human resources training processes and related systems in a gender-sensitive manner;
- 2.3. Create a mechanism that prevents gender-based discrimination at work places, receiving and responding to complaints, protecting and providing support to victims/survivors of gender-based violence at the sector's public institutions and private entities' work places;
- 2.4. Plan and implement socio-economic and culturally comprehensive measures toward providing support to herder-households' development and train future generation herders to keep the continuity of legacy;
- 2.5. Develop the vegetable and berry growing production technologies, training sessions and finance-credit services, in a gender-sensitive way and improve women's working conditions;
- 2.6. Encourage agriculture related rational and reasonable skills and practices for female and male herders and crop-farmers based on their differentiated needs and facilitate improving their social responsibilities;
- 2.7. Create an accessible network of professional consulting services and business incubators at local areas for women and men engaged in the SMEs and household productions based on their differentiated needs and requirements;
- 2.8. Provide support to women and men employed in the sector by taking into consideration their differentiated needs; encourage their equal participation in and access to opportunities, as well as improve the capacities and accountability of managers and decision-makers acting at local levels.

The following activities will be implemented within the framework of the Objective 3:

- 3.1. Provide support to inter-sector coordination and cooperation towards promoting gender equality in the food, agriculture and light industry sector;
- 3.2. Strengthen the capacities towards taking a leadership role in the implementation of the UN Resolution on Achieving Gender Equality and empowering rural women and girls at national and international levels;
- 3.3. Strengthen national capacities for encouraging domestic production, sustainable and reasonable consumption, based on differentiated gender roles and responsibilities of users at all levels;
- 3.4. Facilitate improving the coherence and efficiency of donor and international organizations' cooperation and coordination towards ensuring gender equality in the food, agriculture and light industry sector.

FIVE. POLICY IMPLEMENTATION TIME FRAME

The policy will be implemented in two phases for the period of 2018-2025.

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

Phase II, (2022-2025): This period is complimentary to the implementation of the Sustainable Development Vision -2030.

SIX. FINANCIAL SOURCES TO IMPLEMENT THE POLICY

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

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

The sector gender-responsive policy's action plan and required funding resources will be reviewed annually, in detail, by the key implementing institutions and stakeholders; required funds will be reflected in the annual budget.

The relevant coordination mechanisms will be set up and agreements reached with all international and partner organizations providing support to and working in the food, agriculture and light industry sector, to allocate at least two per cent of their projects, programs and contributions for the implementation of this gender-responsive policy.

SEVEN. MANAGEMENT, ORGANIZATION, MONITORING AND EVALUATION

The Gender Council located at the Ministry of Food, Agriculture and Light Industry will lead and manage the implementation of this policy.

The Ministry of Food, Agriculture and Light Industry (MOFALI) will be in charge of monitoring and evaluation of the policy implementation processes. The findings of the monitoring and evaluation report will be reviewed by the Gender Council and reflected 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's gender-responsive policy Phase I will be assessed during the first quarter of 2022, with conclusions and recommendations for the Phase II actions.

**THE FOOD, AGRICULTURE AND LIGHT INDUSTRY SECTOR GENDER-RESPONSIVE POLICY
(2018-2025) ACTION PLAN BY PHASES**

Goal: To provide support to the food, agriculture and light industry sector, in promoting sustainable development through gender-responsive policy planning, implementation, monitoring and evaluation processes.

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
1. Introduce gender mainstreaming methodologies in support of the sector policy planning and implementation processes;	The means and systems will be in place for promoting and strengthening gender equality and capacities for the food, agriculture and light industry sector's gender-responsive policy planning, implementation, monitoring and evaluation processes.	1. Develop a mechanism to implement the food, agriculture and light industry sector gender-responsive policy;	<ol style="list-style-type: none"> Organize information sharing and advocacy actions on the sector gender-responsive policy implementation and sector Gender Council activities, through websites of the sector, ministry and affiliated organizations and agencies, Organize the sector gender-responsive policy advocacy seminars step by step, in an accessible way and promote the sector's gender agenda during "information time" at the annual meeting of the sector managers and policy-makers. Also implement the policy according to the approved action plan, Expand the Sector Gender Council (SGC) with equal and inclusive participation of representatives of the public, private and civil society institutions as outlined in the 18.1 provision of the LPGE, Define clearly roles and responsibilities of the SGC members towards implementation of the gender policy and reflect them in their results-based performance contract, Revise the SGC rule by reflecting the gender-responsive policy planning, implementation related financing and other commitments in a sustainable manner and incorporate common indicators for assessing the gender-responsiveness of newly implemented projects and programs at the sector and local levels as an annex to the rule, Develop guidelines that is enabling the employees and specialists working in the affiliated organizations, <i>aimag</i>-level food and agriculture departments and <i>soum</i>-level food and agriculture divisions to be in charge of gender portfolio on a rotational basis and pilot item in the select agencies and local-level organizations, Inclusively coordinate employees who were in charge of the gender portfolio in the food and agriculture departments at the <i>aimag</i>-level Gender Council (GC) composition, 	<ul style="list-style-type: none"> Number of organizations reflected in the sector gender-responsive policy implementation and related information in their websites, Number of employees who participated in the events on the sector gender-responsive policy implementation, by gender and organizations, Number of the SGC members who reflected their commitment s towards implementation of the gender-responsive policy in their results-based performance contracts, The SGC revised and approved rule, together with its composition, common indicators, that assist in assessment of gender-responsiveness of projects, programs and actions, Number of employees who were in charge of a gender portfolio on a rotational basis, by organizations and gender, Number of employees of the food, agriculture and light industry sector who were included in the SGC by gender, 	<ol style="list-style-type: none"> Regularize briefing and reporting on sector gender-responsive policy implementation and advocacy during "information time" at the annual meeting of sector managers and decision -makers, Set priorities of sector activities from gender perspectives/ content and deploy the roles and responsibilities in terms of promoting gender equality vis-à-vis job places, Coordinate implementation of guidelines that enable employees and specialists working in affiliated organizations, <i>aimag</i>-level food and agriculture departments and <i>soum</i>-level food and agriculture divisions, to be in charge of gender portfolios on a rotational basis at all levels, Establish the sector's gender trainers' team, composed of agricultural extension service centers consultants, SME consultants and senior experts and train them accordingly, Examine the needs in gender trainings and related professional methodologies required by the SGC members and gender focal points, who would work in affiliated organizations and agencies and reflect them in the following gender policy planning agenda, 	<ul style="list-style-type: none"> Work plan reflecting briefing events and events reporting on the sector gender-responsive policy implementation processes, Number of arrangements, briefing events and reporting on the sector gender-responsive policy implementation processes, Number of employees who have been in charge of gender portfolio by organizations and gender, Number of employees who worked as gender focal points on a rotational basis by organizations and gender, Number of the sector employees who were chosen as gender trainers, by gender, Report and recommendations of studies, which examined needs in gender trainings and related professional methodologies, required by the SGC members and other gender focal points, who worked in the affiliated organizations and agencies.

Objectives	Expected results	Directions of activities of methodologies in the sector's policy planning processes:	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		2. Integrate the gender analysis, gender assessment and gender-responsive budgeting (GRB) methodologies in the sector's policy planning processes:	<ol style="list-style-type: none"> 1. Introduce and include gender assessment methodology in the laws, regulations, policies and programs of the sector, 2. Conduct a gender impact assessment on the draft pasture-land law; 3. Carry out gender analysis on the policies and actions in support of the SMEs, livestock-breeding and crop farming household production and provide relevant institutions and decision-makers with recommendations, 4. Conduct gender analyses on budgets of the Crop-farming and SMEs Funds and determine the possibilities of introducing GRB methodology, 5. Conduct consumer s' gender-sensitive surveys on the products and services of selected sub-sectors and report on the relevant findings, 6. Conduct consultation meetings on identifying policy actions aimed at introducing a pro-poor and socially-inclusive green development approach towards the sector's products and services, 	<ul style="list-style-type: none"> • Number of laws, regulations, policy documents and programs that were assessed from gender perspectives, • Report and recommendations of gender impact assessment, on a draft law on pasture-land, • Gender analysis report on the SMEs policies and actions, • Gender analysis report on budgets of the Crop-farming and SMEs Funds, • Number of organizations conducted consumer surveys and classified the findings by gender and other indicators and number of consumers participated, • Number of participants of the consultation meetings on identifying policy actions for introducing pro-poor and socially-inclusive green development approach, by gender and organizations. 	<ol style="list-style-type: none"> 1. Conduct regular gender assessments on newly drafted laws, regulations, policies and programs, 2. Commence systematic studies on lifestyles of female and male herders, including investigating their social engagement and participation and changing patterns of their further planning, by local areas and reflect the findings in the animal-husbandry sub-sector policy planning processes, 3. Pilot and integrate GRB methodology in the selected sub-sector's organizations, 4. Define and create an enabling legal environment for establishing an efficient mechanism of the SMEs' financial allocation, that is accessible and fair based on differentiated needs of women, men and social groups, with participation of multi-stakeholders, 5. Conduct gender analysis on herders', farmers' and crop-farmers' land ownership status, their utilization of pasture and crop lands, areas where they spend winter "ovoljoo" and spring "havarjaa", as well as water sources. 	<ul style="list-style-type: none"> • Number of laws, regulations, policy documents and programs that underwent gender assessments, • Report of a study on lifestyles of female and male herders, their social engagement and participation; as well as changing patterns for their further planning and number of persons participated in consultation meetings, • Number of organizations used GRB methodology by sub-sectors, • Legal coordination in place for an accessible and fair allocation of funds for SMEs, • Number of SMEs received allocations by gender, location and directions of activities, • Report and recommendations of gender analysis conducted on farmers and crop-farmers' land ownership status, their utilization of pasture and crop lands and water sources.
		3. Embed the gender statistics and utilization of gender check list in the sector's policy planning, monitoring and evaluation processes:	<ol style="list-style-type: none"> 1. Provide directives to disaggregate by gender all human related information and data of the sector, program implementation reports and M&E reports, 2. Introduce a sex-disaggregated set of human resources related indicators¹ in the internal M&E system of public institutions of the sector, 3. Make all forms being used at all levels that relate d to data and reporting vis-à-vis employees working in public institutions and private entities of the sector, more gender-sensitive, 4. Develop and pilot gender-responsive indicators in the MOFALI and its affiliated agencies, to be used for surveying/mapping and assessment of sector employees' working conditions, 5. Develop indicators² needed for monitoring the sector's gender situation by direction of activities and coordinate it with the National Statistical Office (NSO) information data-base, 6. Develop a gender check list in line with specificities of the FALI sub-sectors, pilot and introduce them into projects and programs being implemented by the public institutions and services of the sector, 	<ul style="list-style-type: none"> • Percentage of sex-disaggregated data reflected in the human resources information and the sector's activity reports, • Number of organizations using a sex-disaggregated set of indicators in their internal M&E processes by sub-sectors, • Number of surveys/ maps that used gender-responsive indicators for assessing working conditions by sub-sectors and organizations, • Number of indicators in the NSO information data-base used, vis-à-vis the FALI sector human resources development related matters, • Number of organizations and projects that used a gender check list. 	<ol style="list-style-type: none"> 1. Update and revise indicators needed for monitoring of the gender situation in the FALI sector, by directions of activities and regularly integrate them into the NSO information data-base, 2. Develop gender-responsive indicators by all directions of activities, to be used for surveying/ mapping and assessing of working conditions of employees engaged in the sector, by taking into account varying capacities of different organizations for further piloting and utilization, 3. Integrate a balanced deployment of a work load of employees engaged in the FALI sector and its affiliated public institutions, with their respective job descriptions, as an indicator in the M&E system, 4. Study opportunities for integrating gender-responsive indicators that help measure changes that have taken place at individual and household levels, as a result of the project. Also, program implementation assessment processes and conduct relevant consultation dialogue with partners. 	<ul style="list-style-type: none"> • Percentage of sex-disaggregated data reflected in the human resources information and the sector's activity reports, • Number of indicators on the FALI sector human resources, reflected in the NSO information data-base, • Percentage of organizations using the employees' work load related information in their M&E system, • Number of participants of the consultation dialogue on integrating gender-responsive indicators, that assist in -measuring changes that have taken place at individual and household levels, by gender, • Number of policy documents, projects and programs based on sex-disaggregated data.

Objectives	Expected results	Directions of activities of agriculture and light industry sector.	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		4. Take a lead in the civil service actions towards paving the way for gender-responsive organizational culture at all levels of the food, agriculture and light industry sector.	<ol style="list-style-type: none"> 1. Introduce an E-learning gender training module designed for managers and decision-makers in line with the sector's specificities, 2. Amend a clause on the "cooperation and partnership towards implementing the sector gender-responsive policy" in the results-based performance contract of <i>aimag</i> governors and heads of organizations, co-signed by the Minister of food, agriculture and light industry, 3. Become familiar with and introduce international best practices towards creating an open, friendly, mutually-trusted organizational culture by pursuing a "work-life balance" policy, 4. Develop guidelines designed for managers and decision-makers of the FALI sector on the development of gender-inclusive organizational culture in their respective areas, 5. Facilitate improvement of gender ratio/parity among members of all non-staff councils and committees of the sector, 6. The public institutions will conduct a satisfactory survey among their employees which would help identify the gender situation through various questionnaires³. Such a survey would also reflect the relevant sex-disaggregated data and gender analysis for the organization's human resources policy planning purposes, 7. Plan for training sessions based on the professional and personal development needs identified by employees, 	<ul style="list-style-type: none"> • Number of managers and decision-makers covered by the E-learning gender training by gender, sub-sectors and locations, • Gender content reflected in the results-based performance contract, signed by the governors, • Number of participants attended discussions on the international best practices, who pursued gender-inclusive organizational culture by gender, • Number of managers and decision-makers received recommendations on shaping up of gender-inclusive organizational culture by gender and sub-sectors, • Gender ratio among members of the non-staff councils and committees of the FALI sector, • Number of organizations conducted gender-sensitive satisfaction surveys and reflected findings in the human resources policy planning by sub-sectors, • Number of organizations conducted surveys among their employees, planned and conducted required training sessions, 	<ol style="list-style-type: none"> 1. Identify and select civil servants/ employees in all areas and at all levels of the sector, who would be able to provide consultation to private entities on a gender-inclusive organizational culture that respects diversity" and train these civil servants/employees by providing specific guidance, 2. Investigate opportunities and resources and coordinate the actions needed for providing resources to spouses of sector employees assigned to work in local areas, including finding kindergartens for their children, 3. Investigate and introduce international best practices towards creating an open, friendly, mutually-trusted organizational culture, by a pursuing "work-life balance" policy, 4. Select and advocate for organizations and managers who managed to pursue a gender-inclusive organizational culture and policy and disseminate their best practices widely, 5. Pilot and introduce flexible work hours for employees with young children, 6. Plan, get approval for and implement the joint actions of the Civil Service Council (SSC) of the FALI sector and SGC, towards promoting principles of merit that would encourage sustainable employment opportunities for civil servants and increase opportunities for female employees to move on their career paths, 7. Make information sharing practices more transparent on the existing rewards and bonification systems, domestic and international-level refresher courses, study tours and training related information. 	<ul style="list-style-type: none"> • Gender ratio of all members of non-staff councils and committees of the FALI sector, • Number of civil servants/ employees skilled and capacitated to provide consultation to private entities on "gender-inclusive organizational culture", by gender and sub-sectors, • Number of employees whose spouses were provided jobs and their children kindergartens and schools, in local areas by positions and gender, • Number of organizations created enabling gender-inclusive organizational culture, by sub-sectors and number of managers by gender, • Number of organizations piloted and introduced flexible work hours for employees with young children by locations, • Number of joint actions implemented by the SSC and SGC towards promoting merit principles in the civil service, • Number of organizations which made information sharing practices more transparent on the existing rewards and bonification systems, domestic and international level refresher courses, study tour and training related information,

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
2. Provide support to the food, agriculture and light industry sector's human resources development and enhance equal opportunities and equal accountability at all levels;	The sector employees' working conditions, public services targeted for them and the gender-responsive human resources training system will be improved, as well as the opportunities and capacities of women and men advanced towards contributing to the sector development	1. Facilitate improvement of the labor safety, hygiene and social protection of female and male employees working in the sector's public institutions and private entities, as well as provide support towards decent employment opportunities;	<ol style="list-style-type: none"> 1. Organize a series of trainings and seminars jointly with trade unions (TU) and the international labor organization (ILO) on gender-responsive decent employment environments and human resources development policy planning processes, 2. Identify required areas of study and conduct working conditions assessment from gender perspectives in the sector, 3. Develop sample/model indicators for gender-responsive decent working conditions that would be used vis-a-vis female and male employees of the food and light industry sub-sectors, present them to employers of the public and private sectors and integrate them in the M&E systems of the Labor Safety Agency and General Authority of the State Inspection (GASI), 4. Conduct a gender-sensitive study on the helper-herders status and situation; identify needs for relevant social protection measures, 5. Reflect labor safety and hygiene related commitments in the internal rules of public institutions and private economic entities of the sector for further implementation, 6. Facilitate creation of a system on introducing labor safety and hygiene related guidance to professional and less skilled female and male populations working part-time in the private sector entities, 7. Establish general/generic standards that economic entities should provide female and male workers of the crop-farming sub-sector with special work uniforms, safety facilities, temporary housing near the work field, food supply; also organize health care check-ups and services , 8. Provide small-size crop-farming entities and household producers with "safety guidance on some mechanized agricultural operations/jobs" in an accessible' manner, 9. Set standard norms of work for cooks working in kindergartens, schools and hospitals, 10. Facilitate provision to cooks working in kindergartens, schools and hospitals with decent work tools and equipment, labor safety uniforms and facilities, including health check-ups, by allocating needed funds from the organizational budget, 	<ul style="list-style-type: none"> • Number of participants in a series of trainings and seminars on gender-responsive decent employment environments and human resources development policy planning processes, by gender and sub-sectors, • Number of studies conducted on gender-responsive working environments and number of participants attended the post- study report discussions by gender, • Number of M&Es of the Labor Safety Agency and GASI conducted in the food and light industry sub-sectors, using sample/ model indicators for gender-responsive decent working conditions, • Number of participants attended the discussions of the study report on helper-herders status and situation by gender, • Percentage of organizations that reflected labor safety and hygiene standards in their internal rules and followed the standards by public institutions and private entities, • Percentage of private economic entities that provided labor safety and hygiene related guidance to their female and male employees, • Percentage of economic entities that supplied special uniforms and safety facilities to their female and male employees, • Percentage of economic entities and household-producers that received labor safety guidance of some mechanized agricultural operations/jobs, • Working standards and norms set and legally coordinated for cooks working in kindergartens, schools and hospitals, 	<ol style="list-style-type: none"> 1. Develop indicators for decent working conditions, based on gender-sensitive research by all directions of activities of the sector, 2. Continue organizing a series of trainings and seminars jointly with the TU and ILO, on gender-responsive decent employment environments for human resources development policy planning, 3. Allocate room/s for female and male service staff in the MOFALI and its affiliated agencies and organizations, 4. Identify needed areas of research and conduct working conditions assessment from gender perspectives in the sector, 5. Investigate retirement/pension conditions of employees engaged in the crop-farming sub-sector and organize discussions, 6. Integrate and pursue labor safety and hygiene standards in the internal rules of public institutions and private entities of the sector, 7. Improve the standards and systems for providing labor safety and hygiene related guidance to female and male professional and unskilled workers engaged part-time in the private economic entities, 8. Assess and revise the list of occupations and working conditions classified as heavy, heated and dangerous, from gender perspectives, 9. Conduct research on the working conditions and environmental impacts on female and male employees' health status by sub-sectors, directions of operations and cycles and organize training sessions for relevant parties on health risk prevention and mitigation, 10. Facilitate temporarily redeployed workers engaged in the crop-farming sub-sector during the winter period, within the economic entities' social responsibility framework and create/introduce economic leverages which compensate for recommendations/ mediation and brokerage, 11. Select the organizations that, by pursuing "work-life balance" policy, provided equal opportunities for their female and male employees and built kindergartens for children of their workers and promote and share their best practices widely through the media, 	<ul style="list-style-type: none"> • Number of directions of activities using the indicators on decent employment environment, • Number of participants in a series of trainings and seminars on gender-responsive decent employment environment and human resources development policy planning processes, by gender and sub-sectors, • Number of organizations allocated room/s for their female and male service staff, • Number of studies conducted on the working conditions and environment, • Number people participated in discussions on retirement/ pension conditions of crop-farming sector employees, by gender, • Percentage of organizations that reflected labor safety and hygiene standards in their internal rules and followed the standards, by public institutions and private entities, • Percentage of private economic entities that provided labor safety and hygiene related guidance to their female and male employees, • Number of organizations and people participated in the training sessions on workers' health risk prevention and mitigation, by gender, • Number of crop-farming sector workers provided with temporary jobs during winter period by gender, • Number of advocacy and best-practice sharing actions/events focused on organizations which pursued "work-life balance" policy.

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		2. Promote the sector's human resources training processes and related systems in a gender-sensitive manner.	<ol style="list-style-type: none"> Pilot and organize skills training programs at select local vocational educational training centers (VETC) based on differentiated needs of female and male herders, taking into account specificities of local areas on how to run their livelihood and business in times of climate change and globalization processes, Identify and analyze human resources demand and needs by each sub-sector and inform relevant educational and training institutions on a regular basis, Work in partnership with educational institutions towards increasing the number students studying in food and light industry fields; provide mentorship counseling on career development for girls and boys and implement a joint work plan in this area, Implement re-training and tiered-training programs designed for sector employees, based on the human resources sex-diasaggregated information, 	<ul style="list-style-type: none"> Number of VETCs piloted gender-responsive training for female and male herders and number of trainees by gender, Number of educational institutions received information on the FALI sector human resources demand and needs, Number of joint actions/activities conducted with educational institutions towards increasing the number of students studying in food and light industry fields, Number of employees covered by re-training and tiered-training programs by gender and sub-sectors, 	<ol style="list-style-type: none"> Provide support towards transferring education and training institutions/systems to for training future cadres and specialists of local areas and economic entities of the sector, based on needs and organizations' requests,- Select and capacitate economic entities to become practical, gender-inclusive, on-the-job training bases with decent working facilities and environment, Integrate business management, ethics, communication and organizational culture related gender-sensitive programs, for students studying in FALI sector related fields, Develop training curricula based on female and male herders' differentiated needs, at the local vocational technical training centers, Incorporate gender content in the orientation programs designed for new comers/newly employed staff members. 	<ul style="list-style-type: none"> Percentage of students studying at the request of organizations, local areas and economic entities, by gender and sub-sectors, Number of economic entities contracted to carry out practical and on-the-job training by sub-sectors, Number of training programs reflected gender-sensitive business management, ethics, communication and organizational culture related curricula, Number of VETCs with training curricula in line with female and male herders' differentiated needs, Gender content reflected in the orientation program for newly employed staff members.
		3. Create a mechanism aimed at preventing gender-based discrimination responding to complaints, protecting and providing support to victims/survivors of gender-based violence in the sector's public institutions and private entities' work places.	<ol style="list-style-type: none"> The FALI sector economic entities and organizations will develop and implement action plans for promoting gender equality and develop guidelines for reporting to the SGC, taking into account the forms of property of organizations and economic entities, their size and directions of activities, as well as pilot and incorporate it for implementation of the Industry development program 21:100 reflected in the Government Action Plan, The FALI sector public institutions and private entities will incorporate in their internal rules provisions dealing with complaints regarding discrimination and sexual harassment in the work place. These complaints must be received directly and confidentially; measures must be taken, assigning of such measures by person/s in charge, designated by the initiative/s of work collective/ team, Newly joining staff members and all employees must be informed on the "zero tolerance to any forms of discrimination based on gender, age", policy, in order to prevent sexual harassment in work places. Advocacy action plans must be carried out in this regard. 	<ul style="list-style-type: none"> Number of organizations and economic entities developed and implemented their action plan on promotion of gender equality, Number of organizations that dealt with complaints regarding discrimination, sexual harassment at work place, received directly and confidentially; took necessary measures and assigned the person in charge by initiatives of their employees; as well as provided relevant information in a transparent manner by sub-sectors, Number of actions/ activities taken towards a zero tolerance policy to any forms of discrimination based on gender, age and prevention of sexual harassment at work places, 	<ol style="list-style-type: none"> Economic entities and organizations develop and implement action plans for promotion of gender equality, disseminate the guidelines for reporting to the SGC and follow up sector-wide, The sector public institutions and private entities incorporate provisions dealing with complaints regarding discrimination and/or sexual harassment at the work place, received directly and/or confidentially, as well as measures to be taken and assigning of person/s in charge by the initiative/s of work collective/team, in their internal rules, Develop and disseminate at work places recommendations on the protection of survivors of gender-based violence and management and work teams provide support to survivors, Inform all employees, including newly joining staff members, of the zero tolerance to any forms of discrimination based on gender, age and prevention from sexual harassment at the work place policy; and carry our advocacy action plans in this regard. 	<ul style="list-style-type: none"> Percentage of economic entities and organizations developed and implemented action plans for promoting gender equality and reported on results, by sub-sectors, Percentage of organizations managed dealing with complaints regarding discrimination and/or sexual harassment in work places received directly and confidentially, took necessary measures, provided relevant information in a transparent way and assigned the case to the person in charge by initiatives of their employees, by sub-sectors, Number of organizations that managed dealing with complaints regarding discrimination and/or sexual harassment in work places received directly and confidentially, took necessary measures, provided relevant information in a transparent manner and assigned the case to the person in charge by initiatives of their employees, by sub-sectors, Number of organizations received recommendations on the protection of survivors of gender-based violence and domestic violence, at work places, Number of actions/activities taken towards prevention of sexual harassment and discrimination based on age, gender, at work places.

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		<p>4. Plan and implement socio-economically and culturally comprehensive measures towards providing support to herder-households' development and train future generation herders to keep the continuity of legacy;</p>	<ol style="list-style-type: none"> 1. Conduct a study on young female and male herders' situations and organize national-level discussions on the findings, 2. Determine social, cultural and economic comprehensive measures in support of herder households' development, balancing herders' gender ratios based on findings of gender studies and analysis and reflect them in the sector and local development policy planning processes, 3. Promote partnerships towards encouraging herder women's household and bag-level agricultural production, including milk and dairy products processing, hide, wool and cashmere raw material preparation, by supplying small-size equipment and facilities, 4. Carry out a pilot project that facilitates initiation of skills training systems in local areas, enabling female herders to acquire knowledge and skills on milk and dairy processing and hide, wool and cashmere raw material preparation, 5. Conduct a gender impact assessment on local-level activities and programs supporting of training of future generation herders, such as the program on "expanding young herders in Dundgobi <i>aimag</i>", 6. Pilot some rational training opportunities within the framework of existing educational systems, in order make education services accessible to children of herders and promote distance education of children together with their parents, etc. 	<ul style="list-style-type: none"> • Number of participants attended 3 discussions, followed by the gender study on young female and male herders' situation by gender, • Number of policy documents reflecting comprehensive social, cultural and economic measures in support of herder households' development, while balancing herders' gender ration, • Number of organizations produced and supplied small size compact labor saving equipment and facilities by types of organizations, • Number of women participated in the pilot project that helped them acquire knowledge and skills in milk and dairy processing; also in hide, wool and cashmere raw material preparation, • Number of persons participated in the gender impact assessment reporting discussions of the "Expanding young herders in Dundgobi <i>aimag</i>" program by gender, • Number of arrangements and actions in relation to piloting some of the rational training opportunities within the framework of the existing educational system; in order to make education services accessible to children of herders and to promote distance education of children together with their parents, etc. 	<ol style="list-style-type: none"> 1. Research ways and means of protecting survivors of domestic violence, herder women, girls and boys and create a system for (first reaction) feedback with experienced NGOs and provide relevant recommendations, 2. Prepare information and advocacy materials on reproductive health, family relations and domestic violence prevention, in line with needs of male herders and disseminate these materials through bag leaders and veterinarians, etc 3. Promote partnerships towards encouraging herder women's household and bag-level agricultural production, including milk and dairy products processing, hide, wool and cashmere raw material preparation, by supplying small-size equipment and facilities, 4. Develop training and marketing networks in support of female herders' household-level organic production and marketing at national and local levels, 5. Advocate for and disseminate best practices, based on findings of gender impact assessments on the "Expanding the Army of Young Herders" program, 6. While making educational services accessible to children of herders, promote an approach that encourages learning together with their parents, 7. Develop recommendations on the promotion of women, men and various social groups to equally participate in herders' groups, cooperatives and unions and disseminate these recommendations to relevant organizations. 	<ul style="list-style-type: none"> • Number of people participated in the post-study discussions on setting up a system for protecting survivors of domestic violence (first reaction), by gender, • Percentage of male herders received reproductive health, family relations and domestic violence prevention related information, by local areas, • Number of organizations produced and supplied small size compact equipment and facilities, saving labor and time of female herders, by types of organizations, • Number of people engaged in the training and marketing network in support of female herders' household-level organic production and marketing, by gender, • Number of local areas that implemented action plans and programs in support of expanding the army of young herders, • Number of herders who improved their knowledge by learning together with their children through distance education, by gender, • Number of members of the herders' groups, cooperatives and unions, by gender.

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		5. Develop the vegetable and berry growing production technologies, training sessions and finance-credit services in a gender-sensitive way and improve women's working conditions;	<ol style="list-style-type: none"> 1. Develop and disseminate guidelines for relevant decision-makers, towards promoting organic products, improving conservation technology and developing sales and marketing networks by encouraging equal participation of women, men and various social groups at all levels of these processes, taking into account their differentiated needs and experiences, 2. Conduct a study and organize discussions on the possibilities of expanding marketing networks for vegetables and berries at local, domestic and foreign markets, 3. Implement a green credit pilot project for vegetable growers, in partnership with international and non-governmental organizations, 4. Encourage trainings on greenhouse production, facilitate increasing accessibility of investment opportunities and develop needed infrastructure, 	<ul style="list-style-type: none"> • Number of decision-makers received guidelines towards promoting organic products, improving conservation technology and developing sales and marketing networks in a gender-sensitive way, by locations, • Number of persons participated in discussions on the possibilities of expanding marketing networks for vegetables and berries at the local, domestic and foreign markets, by gender, • Number of vegetable growers covered by green credit schemes by gender, • Number of participants in the greenhouse production training by gender, • Number of economic entities' managers received investments on greenhouse production, by gender, 	<ol style="list-style-type: none"> 1. Set up a gender-inclusive system for vegetable and berry producers by providing financial support, based on public private partnership and NGOs' resources and experiences, supplying fertilizers and labor safety technologies. 2. Create an enabling legal and policy environment and provide professional training for vegetable and berry producers, including on acclimating new plants throughout spring sowing and harvest period, 3. Conduct gender assessment and provide recommendations on the processes of promoting organic products, improving conservation technology and developing sales and marketing networks, 4. Create a sustainable and accessible green credit scheme for female and male vegetable growers, based on their differentiated needs, with the partnership of international and non-governmental organizations. 	<ul style="list-style-type: none"> • Number of public, private and non-governmental organizations providing financial support, supplying fertilizers and labor safety technologies, for vegetable and berry producers, • Number of persons providing professional counselling for vegetable and berry producers, including on acclimating of new plants, by gender, • Number of persons participated in the gender assessment discussions towards promoting organic products, improving conservation technology and developing sales and marketing networks, by gender, • Number of vegetable producers covered by green credit, by gender,
		6. Encourage agriculture related rational and reasonable skills and practices for female and male herders and crop-farmers based on their differentiated needs and facilitate improvement of their social responsibilities;	<ol style="list-style-type: none"> 1. Develop and disseminate handbooks and guidance on utilization of chemicals designed for female and male greenhouse, vegetable, potato and crop producers, 2. Develop and carry out a strategy designed for female and male herders on running their household economies under the current climate change circumstances; planning for reasonable consumption using a sustainable development approach and capacitating female and male herders in accordance with their distinct labor divisions and responsibilities, 3. Conduct trainings for stakeholders, including herders, farmers and crop-farmers, on gender-responsive information and advocacy tools, as well as other skills development handbooks on efficient and semi-efficient livestock-breeding techniques and sustainable crop-farming development, 	<ul style="list-style-type: none"> • Number of greenhouse, vegetable, potato and crop producers who received handbooks and guidance on utilization of chemicals, by gender, • Number of activities capacitated female and male herders on running their household economies under the current climate change circumstances and planning for reasonable consumption, by locations, • Number of participants trained in gender-responsive information and advocacy tools as well as utilization of other skills development handbooks on efficient and semi-efficient livestock-breeding techniques and sustainable crop-farming development, by gender and organizations, 	<ol style="list-style-type: none"> 1. Develop a training program which is popularized it through media and educational systems, on economic planning under climate change circumstances, including sustainable utilization and preservation of natural resources; while building capacities for contributing to local development processes. 2. Summarize and disseminate widely findings of research studies conducted abroad, on impacts of toxic chemicals on women, men, children and pregnant mothers, 3. Conduct capacity building trainings on sustainable agriculture, linking it with daily roles and responsibilities of women and men in a gender-sensitive way, 4. Examine the possibilities of linking state support and subsidies rendered to herders and farmers with their social responsibilities and take relevant actions, 	<ul style="list-style-type: none"> • Number of media and educational institutions promoted the training program/s on economic planning under climate change circumstances, sustainable utilization and preservation of natural resources and building capacities for contributing to local development processes, • Percentage of summarized and disseminated findings of research studies conducted abroad on impacts of toxic chemicals on women, men, children and pregnant mothers, • Number of persons participated in the gender-sensitive training on -sustainable agriculture, by linking it with daily roles and responsibilities of female and male, by gender, • Number of actions/activities that linked the state support and subsidies rendered to herders and farmers with their social responsibilities,

Objectives	Expected results	Directions of activities of business incubators in local areas, for women and men engaged in the SMEs and household productions, based on their differentiated needs and requirements;	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		7. Create an accessible network of professional consulting services and business incubators in local areas, for women and men engaged in the SMEs and household productions, based on their differentiated needs and requirements;	<ol style="list-style-type: none"> 1. Carry out gender assessment on the SME related training programs in local areas, 2. Build capacities of those who run SMEs on gender-inclusive business management and planning principles, 3. Identify the training needs for business incubators VETCs, that are based on local resources and in line with female and male requirements. Also, develop the training modules which are in demand and pilot them as innovative new and refresher course curricula. 	<ul style="list-style-type: none"> • Gender assessment report on SMEs related training in local areas and number of persons participated in the relevant discussions by gender, • Number of SMEs' representatives participated in the trainings by gender and location, • Number of business incubators and VETCs that piloted innovative training modules in local areas by location. 	<ol style="list-style-type: none"> 1. Plan and take measures towards increasing the number and types of professional counseling services and business incubators that are in demand for household-based SMEs in local areas, 2. Conduct assessment in line with female and male requirements, on the piloted innovative SMEs training modules that were based on local resources, and disseminate best practices, 3. Set basic standards for herder households to provide tourism promotion services and take due measures for supplying necessary goods and commodities from domestic markets, 4. Develop and disseminate handbooks designed for service and tourism promotion agencies, as well as rural households, on how to provide services to tourists and clients with diverse cultural backgrounds, 	<ul style="list-style-type: none"> • Number of professional counseling services and business incubators in support of local SMEs, by types, • Number of VETCs and business incubators that use innovative training modules and programs, • Standards and norms set for herder households to run services for tourists and travelers, • Coordination mechanism in place for supplying goods and commodities needed for tourism promotion, from domestic and local markets, • Number of agencies and herder households received handbooks on providing services for tourists and travelers with diverse cultural backgrounds, by location.
		8. Provide support to women and men employed in the sector by taking into consideration their differentiated, particular needs. Encourage their equal participation and ensure that they have equal opportunities. Also, improve the capacities and accountability of managers and decision-makers acting at local levels.	<ol style="list-style-type: none"> 1. Develop and provide guidelines on maintenance services (tailoring, hairdressing, sewing, shoe mending) that facilitate improving living environments, work places and housing, to be reflected in the local development policy planning documents and implementation processes, 2. Develop guidelines and provide support towards promoting SMEs and household-business production and services, that meet demands of both public institutions and private entities in local areas, 3. Reflect the provisions on responsibilities and accountability for promoting local business and production, as well as reasonable consumption in the <i>aimag</i> and district governors' results-based performance contracts, 4. Organize consultations on creating green jobs⁵ for women of all ages living permanently and temporarily in ger areas of the capital city, as well as <i>aimag</i> and <i>soum</i> centers, and take coordination measures sector-wide. 	<ul style="list-style-type: none"> • Number of services and businesses provided with work places from local authorities by directions of activities, • Number contracts of SMEs and household productions for supplying goods and services for local public and private entities signed, by values and location, • Number of persons participated in consultations on creation of green jobs by gender. 	<ol style="list-style-type: none"> 1. Continue promoting local development policy planning and implementation processes, towards improving living and work conditions in local areas, 2. Promote SMEs and household production and services in local areas and disseminate best practices, including the "Brunch/ Lunch" initiative, which has been contracted, while responding to the needs of public institutions and private entities, 3. Study and share the best practices of local areas, where the number of men working in the light industry sub-sector has been increased, 4. Provide local authorities with guidelines on empowering and sub-contracting civil society organizations (CSOs), to carry out the sector gender-responsive policy, in line with the local development agenda. 	<ul style="list-style-type: none"> • Number of economic and service entities provided support from the local authorities, by directions of activities, • Number of contracts signed by SMEs and household productions on supplying of goods and services for the public and private sector entities in local areas, by value and location, • Number of locations supplying the "Brunch/Lunch" initiative using local products, • Number of locations with increased number men working in the light industry sub-sector, by regions, • Number of locations and organizations sub-contracted CSOs for gender-responsive rural development purposes.

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
3. Provide support to the food, agriculture and light industry sector development through gender-responsive national and international level partnerships and cooperation.	The inter-sector coordination towards resolving gender related challenges faced by the food, agriculture and light industry sector, national and international-level partnerships and cooperation, will have been enhanced; as well as strengthened capacities to take leadership towards gender-responsive sector development at an international level being in place.	1. Provide support to inter-sector coordination and cooperation, while working towards promoting gender equality in the food, agriculture and light industry sector.	<ol style="list-style-type: none"> 1. Work on and facilitate implementation of the joint recommendations of the MOFALI, MLSP and MECSS, on training of cadres needed for the FALI sector based on the labor market needs, 2. Take special temporary measures in support of male students' enrollment in animal husbandry and crop farming related fields of study, by considering the current prevailing gender ratio of female students, 3. Implement joint scholarship programs together with educational institutions, in order to increase the number of students studying in food and light industry fields, 4. Provide mobile health check up services meeting male herders' needs and share the relevant study and data report with the Ministry of Health (MoH), 5. Design and pilot mobile facilities and equipment for improving hygiene and health of herders, based on environmental, health-friendly and scientific innovations. 	<ul style="list-style-type: none"> • Number of educational institutions implemented the joint recommendations and trained specialists for the FALI sector, • Gender ratio of students studying in animal husbandry and crop-farming fields, • Number of students awarded scholarships and studying in food and light industry fields by gender, • Number of indicators submitted to the MoH on male herders' health status, • Financial value spent designing and testing mobile facilities and equipment for improving hygiene and health of herders. 	<ol style="list-style-type: none"> 1. Conduct assessment on the special and temporary measures and their impacts, towards improving the gender ratio among students studying FALI sector specializations, 2. Promote scholarship programs for students studying in fields of the food and light industry sub-sector, 3. Advocate for and disseminate mobile facilities and equipment through the agricultural extension centers, towards improving health and hygiene of herders, 4. Organize household food security and nutrition related training and advocacy actions, together with MoH, for urban and rural women, through family health centers, 	<ul style="list-style-type: none"> • Gender ration of students studying in the FALI sector specializations, • Number of students awarded scholarships and studying in food and light industry fields, by gender, • Financial value spent for designing and testing of mobile facilities and equipment towards improving hygiene and health for herders, • Number of herder households using mobile facilities and equipment for improving hygiene and health of herders, by location, • Number of health centers providing household food security and nutrition related information to women, by location.

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		<p>2. Strengthen capacities towards taking a leadership role in the implementation of the UN Resolution on Achieving Gender Equality and Empowering Rural Women and Girls at both -national and international levels:</p>	<ol style="list-style-type: none"> 1. Publish the UN Resolution on the Empowerment of Rural Women and Girls in Mongolian language, 2. Organize inter-sector discussions on the implementation of the UN Resolution on the Empowerment of Rural Women and Girls at a national level, 3. Conduct training for sector relevant officials on reporting of the UN Resolution implementation, 4. Organize a series of capacity building trainings on implementation of the UN Resolution on "Empowering Rural Women and Girls" to NGOs working nationally and locally in the areas of rural development, local development and social issues, 5. In order to promote rural development and empowerment of women, work on cooperation and partnership initiatives with Nordic countries sharing similar concerns, including Sweden, Norway, Denmark and Finland, towards exchanging experiences, transferring progressive technologies and know-how, 6. Encourage and implement the herder and farmer-female headed households' (FHHs) capacity building projects at a national level, 	<ul style="list-style-type: none"> • Number of published and disseminated copies of the UN Resolution on Empowerment of Rural Women and Girls in Mongolian language, • Number of organizations and persons participated in the UN Resolution Implementation Related Discussions by gender, • Number of trainees participated in the UN Resolution Implementation Reporting by gender, • Number of the sector specialists and experts participated in the UN Resolution Related International Events by gender, • Number of NGOs trained by directions of activities, • Number of countries partnered in support of rural development and empowerment of women, by size of investment, • Number of beneficiaries of the FHHs capacity building projects by location. 	<ol style="list-style-type: none"> 1. Organize meetings and conferences on the implementation of the UN Resolution on "Empowerment of Rural Women and Girls", including exchanging of experiences and partnerships at national and regional levels, 2. Initiate a regional platform for cooperation on the implementation of the Resolution, 3. Facilitate creation of a system for providing regional and local-area specific value-chain related knowledge (knowledge products) for herders and crop-farmers, 4. Pilot a model project designed for rural households, and assess the impacts on region-specific value-chain specifics, 5. Implement a model rural green development project based on pastoralism, taking into account the current climate change effects and; share the results at national and international levels, 6. In order to promote rural development and gender equality, implement project/s by learning from best practices of some Nordic countries with similar concerns, including Sweden, Norway, Denmark and Finland and transferring progressive technologies and know-how, 7. Promote international cooperation projects and programs in the region, towards improving digital infrastructure and making logistics networks and systems accessible to herders, as well as experimenting with overseas progressive technologies and skills in the agricultural sector, 8. Encourage the rural women's movement towards keeping reasonable size and composition of herds, preserving and rationally using pasture land; as well as maintaining cooperation and partnerships with NGOs working in these areas. 	<ul style="list-style-type: none"> • Number of meetings and conferences held at national and international levels on the implementation of the Resolution; number of participants by gender, • Number of countries joined the regional platform for implementation of the Resolution, • Number of herders and farmers participated in the value chain related trainings, by gender, • Number of participants of the pilot model project, by gender and number of sector specialists involved in the experience sharing meeting, by gender, • Number of events and actions advocating for results of the rural green development project at national and international levels, • Financial value size spent for sharing of experiences and transferring progressive technologies and know-how from select Nordic countries, • Amount of investments made for creating digital infrastructure, making logistics networks accessible to herders and transferring new technologies and skills to the agricultural sector, • Number of NGOs partnered for support of the rural women's movement.

Objectives	Expected results	Directions of activities of users at all levels:	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
		3. Strengthen the national capacity for encouraging domestic production with sustainable and reasonable consumption, based on differentiated gender roles and responsibilities of users at all levels:	<ol style="list-style-type: none"> 1. Carry out a study on the roles of women and men on daily food consumption of urban and rural households, related procurement and financial planning, 2. Develop and implement a gender-responsive media strategy towards raising awareness among urban and rural households on food security and nutrition, 3. Prepare a gender-responsive media release on promoting domestic production and reasonable consumption, taking into account specific roles and needs of women, men and varying social groups, to be shared, disseminated and broadcasted via TV channels, talk shows, internet and social networks, 4. Set standards for apparel, clothing, for women and men, girls and boys, of all ages, in a gender-sensitive manner, taking into consideration the country's weather and climatic specificities, 	<ul style="list-style-type: none"> • Number of persons participated in the Gender-Responsive Study reporting discussion, by gender, • Number of media products geared towards raising awareness on food security and nutrition, • Number of arrangements and actions towards introducing set standards for apparel suitable for the country's weather and climatic conditions, 	<ol style="list-style-type: none"> 1. Create a legal environment that promotes practical application of set "standards of apparel", as a key benchmark for procurement of goods and services, using the national budget for public and local expenditures, 2. Continue implementing the media strategy towards raising awareness on food security and nutrition among urban and rural households, 3. Continue disseminating gender-responsive media content, to be shared, disseminated and broadcasted via TV channels, talk shows, internet and social networks, on promoting domestic production and reasonable consumption, taking into account specific roles and needs of women, men and varying social groups, 4. Integrate an environment-friendly content meant for education of girls and boys in the educational curricula, domestic production and reasonable consumption, 5. Provide support to and sub-contract NGOs that would work toward promoting an environment-friendly content, meant for education of girls and boys, that promotes domestic production and reasonable consumption, 	<ul style="list-style-type: none"> • legal environment in place promoting practical application of the set "standards of apparel" as a key benchmark for procurement of goods and services, using the national budget for public and local expenditures, • Number of media products geared towards raising awareness on food security and nutrition for urban and rural households, • Number of educational curricula meant for education of girls and boys, with a content that is environment-friendly, promoting domestic production and reasonable consumption, • Number of NGOs sub-contracted for promoting a content meant for education of girls and boys, that is environment-friendly, promoting domestic production and reasonable consumption,
		4. Facilitate improvement of the coherence and efficiency of donor and international organizations' cooperation and coordination, towards ensuring gender equality in the food, agriculture and light industry sector.	<ol style="list-style-type: none"> 1. Organize donors' meetings supporting the sector gender-responsive policy implementation, 2. Create an integrated data-base of projects and programs being implemented in the FALI sector, 3. Develop and disseminate integrated guidelines for the implementation of the sector gender-responsive policy, 4. Provide coordination of the sector gender-responsive policy with other initiatives, including the development of training and counseling services for sustainable crop-farming production, training sessions on re-processing of vegetables for women, development of micro-businesses and promotion of cooperatives, etc. 	<ul style="list-style-type: none"> • Number of donor organizations participated in meetings, • Integrated data-base on projects and programs being implemented in the FALI sector, • Financial value of donors in support of the sector's gender-responsive policy implementation. 	<ol style="list-style-type: none"> 1. Regularize donors meeting in support of the sector gender-responsive policy implementation, 2. Update the integrated data-base on the projects and programs being implemented in the FALI sectors and use them for further actions, 3. Coordinate new projects and initiatives developed for the animal husbandry, crop-farming, food and light industry sub-sectors, with the implementation of the sector's gender-responsive policy. 	<ul style="list-style-type: none"> • Number of donor organizations participated in meetings reviewing the implementation of the sector gender-responsive policy, • Financial value of donors in support of the sector's gender-responsive policy implementation, • Number of donor-supported projects implemented within the framework of the sector gender-responsive policy.

<p>Шалгуур үзүүлэлтүүд</p>	<p>II Үе шат: 2022-2025</p>	<ul style="list-style-type: none"> Салбарын жэндэрийн бодлогын хэрэгжилтийг дэмжих үүзэлтэд оролцсон донор байгууллагуудын тоо, Салбарын жэндэрийн бодлогыг хэрэгжүүлэхэд амжилтаас дэмжлэг хэмжээ, Салбарын жэндэрийн бодлогын хүрээнд хэрэгжсэн санхүүжилтийн хэрэгжсэн төслийн тоо.
<p>Үйл ажиллагаа</p>	<p>II Үе шат: 2022-2025</p>	<ol style="list-style-type: none"> Салбарын жэндэрийн бодлогын хэрэгжилтийг дэмжих чиглэлээр доноруудын үзэлтэй тогтмолжуулах, Салбарт хэрэгж буй төслүүдийг чиглэлээр мэдээллийн болон хөгжлийн үйл ажиллагаанд ашиглах, Газар тариалан, мал аж ахуй, хүнсний болон үйлдвэрийн чиглэлээр шинэ төслүүдийг үйл ажиллагааны төлөвлөлт, хэрэгжилтийг төсвийн болон бусад эх үүсвэрээр хэрэгжүүлэх.
<p>Шалгуур үзүүлэлтүүд</p>	<p>I Үе шат: 2018-2021</p>	<ul style="list-style-type: none"> Салбарын жэндэрийн бодлогын хэрэгжилтийг дэмжих үзэлтэд оролцсон донор байгууллагуудын тоо, Салбарт хэрэгж буй төслүүдийг чиглэлээр мэдээллийн болон хөгжлийн үйл ажиллагаанд ашиглах, Салбарын жэндэрийн бодлогыг хэрэгжүүлэхэд амжилтаас дэмжлэг хэмжээ, Салбарын жэндэрийн бодлогын хүрээнд хэрэгжсэн төслийн тоо.
<p>Үйл ажиллагаа</p>	<p>I Үе шат: 2018-2021</p>	<ol style="list-style-type: none"> Салбарын жэндэрийн бодлогын хэрэгжилтийг дэмжих чиглэлээр доноруудын үзэлтэй тогтмолжуулах, Салбарт хэрэгж буй төслүүдийг чиглэлээр мэдээллийн болон хөгжлийн үйл ажиллагаанд ашиглах, Салбарын жэндэрийн бодлогыг хэрэгжүүлэхэд амжилтаас дэмжлэг хэмжээ, Газар тариалангийн зохион байгуулалтын чиглэлээр хэрэгжүүлэх төслүүдийг үйлдвэрийн чиглэлээр хэрэгжүүлэх.
<p>Үйл ажиллагааны чиглэл</p>	<p>I Үе шат: 2018-2021</p>	<p>4. ХХААХҮ-ийн салбарт жэндэрийн тэгш байдлыг хангахад донор орнууд, олон улсын байгууллагуудын хамтын ажиллагааны улдаа, үр өгөөжийг сайжруулах;</p>
<p>Хүрэх үр дүн</p>	<p>I Үе шат: 2018-2021</p>	
<p>Зорилт</p>	<p>I Үе шат: 2018-2021</p>	