



MINISTRY OF JUSTICE AND
HOME AFFAIRS

THE GENDER-RESPONSIVE

INTEGRATED POLICY OF LAW ENFORCEMENT ORGANIZATIONS UNDER THE AUTHORITY OF THE MINISTER OF JUSTICE AND HOME AFFAIRS (2018-2021)



ULAANBAATAR
2018



MINISTRY OF LABOR AND
SOCIAL PROTECTION OF
MONGOLIA



NATIONAL COMMITTEE
ON GENDER EQUALITY



Japan
Fund for
Poverty
Reduction



*Published within the framework of the joint Mongolian Government and Asian Development Bank
“Gender-Responsive Sector and Local Development Policies and Actions” technical
assistance project financed by the Japan Fund for Poverty Reduction*

PREFACE

Since the adoption of the Mongolian Law on Promotion of Gender Equality (LPGE) in 2011, the National Committee on Gender Equality (NCGE) led by the Prime Minister, its Secretariat, Gender Councils and Gender Committees have made certain progress towards ensuring gender equality at the national, local levels as well as playing a leading role in the region. During the past years, the national mechanism towards implementing the LPGE was established with due capacities and some tangible results have been achieved in combating gender-based violence including prevention from and elimination of domestic violence. For this, it is noteworthy to mention the concerted efforts and crucial contributions of employees and officers of the Ministry of Justice and Home Affairs and its law enforcement organizations.

The gender-responsive sector and local development policy and planning processes are currently underway in the country, with participation of sector specialists and employees based on their gender needs and in line with specificities of each agency and organization. It is believed that the meaningful implementation of the LPGE, related legislations and regulations would be relevant to every citizen and every household in Mongolia and is an important step towards eliminating gender-based violence and discrimination in our society by protecting the rights of victims, addressing the complaints and towards achieving the sustainable development goals in particular, Goal-5.

The gender-responsive integrated policy of law enforcement organizations under the authority of the Minister of Justice and Home Affairs is conducive towards mainstreaming gender in the sector's policy planning processes based on differentiated needs of female, male employees and specialists as well as capacitating them by providing opportunities for their equal participation in these processes in a sustainable way.

Both, the LPGE and National Program on Gender Equality (NPGE) (2017-2021) urged the need in developing the sector-specific gender-responsive policies. Therefore, our ministry conducted a participatory gender audit (PGA) in 2015, in partnership with the NCGE Secretariat, UNFPA, International Labor Organization (ILO) and national gender experts which served as a basis for the sector's gender-responsive policy that is being implemented so far.

We are looking forward for further improvement of cross-organizational coherence and contribution to the sector's development, by integrating new and internationally recognized approaches into our policies and actions, by responding to differentiated needs of employees as well as creating an enabling discrimination-free, working environment.

Our gratitude goes to the joint Mongolian Government and Asian Development Bank "Gender-responsive sector and local development policies and actions" technical assistance project team for translating the policy into English language and publishing.

Gender Council of the Ministry of Justice and Home Affairs

English translation

ORDER OF THE MONGOLIAN MINISTER OF JUSTICE AND HOME AFFAIRS

June 13, 2018

No A/117

City of Ulaanbaatar

On the Re- Approval of the Policy Document

Pursuant to the article 24 and section 24.2 of the Law on the Mongolian Government and article 19 and section 19.1.1 of the Law on Promotion of Gender Equality, the Minister is ordering to:

1. Re-approve the “Gender-Responsive Integrated Policy of Law Enforcement organizations” as Annex 1 and its Action Plan /2018-2021/ as Annex 2.
2. The Chair of the Sector’s Gender Council, its members, heads and directors of subordinate agencies and organizations shall be responsible for implementing the Gender-Responsive Integrated Policy of law enforcement organizations and its Action Plan /2018-2021/.
3. With approval of this Order, the Minister of Justice Order A/246 of 2016 is being declared invalid.

(signature and stamp) Ts. Nyamdorj

ONE. RATIONALE FOR DEVELOPMENT OF THE GENDER-RESPONSIVE INTEGRATED POLICY OF LAW ENFORCEMENT ORGANIZATIONS UNDER THE AUTHORITY OF THE MINISTER OF JUSTICE AND HOME AFFAIRS

- 1.1. In implementing the Law on Promotion of Gender Equality (LPGE), law enforcement organizations have an important role. With this in mind, the Ministry of Justice and Home Affairs strives to introduce a concept of gender equality into its policy planning, implementation, monitoring and evaluation processes. Mainstreaming gender equality is a process of recognizing and equally assessing different needs, knowledge and experiences of women and men in all spheres and at all levels of planning processes. Varying impacts of legal policies, regulatory measures and projects' implementation need to be taken into account; also, as it is a global strategy, gender equality must be ensured.
- 1.2. The Ministry of Justice and Home Affairs initiated and successfully conducted a "participatory gender assessment" (PGA) in 2015, which identified the need for a sector-specific gender-responsive integrated policy to be implemented, taking into account the specificities of law enforcement organizations. The PGA recommendations pointed out the need for improving common understanding and knowledge on human rights and gender issues at all levels of the Ministry of Justice and Home Affairs, its subordinate organizations, and highlighted the support of managers and decision-makers in implementing the policy. The PGA process, while assessing the efficiency and coherence of organizations' internal policies, practical operations, and structure, aims at introducing the concept of gender equality. It also facilitates the strengthening of institutional understanding of gender, and helps organizations have ownership of and to learn the culture of cultivating gender-responsive initiatives.
- 1.3. 76.1 percent of PGA participants responded that gender-responsive policy is important for implementing organizational strategic and operational objectives. In addition, it is not only directly correlated with the improved development of female and male staff and employees, but also with planning an effective sector-specific human resource policy. Ultimately, this positively affects further development and advancement of the organization.
- 1.4. Female law enforcement officers who participated in the 2015 Forum on "Women's Participation in Law Enforcement Sector" requested more focus on the challenges faced by female law enforcing officers. They pointed out that the impact of gender-blind policy traditionally implemented in the sector, has seriously impeded their opportunities to advance in rank, receive promotion and prevented them from receiving bonuses and awards which they deserve in male-dominated organizations. This creates de facto discrimination, demonstrating the necessity to focus on factors that potentially further weaken and limit women's recognition in the sector.
- 1.5. Thus, parallel to establishing equality and justice in society, it is necessary for law enforcement organizations to focus on whether sector-specific policy impacts ensure equality among female and male officers, protect them from direct and indirect discrimination and especially, facilitate the elimination of challenges and difficulties faced by female employees.
- 1.6. This gender-responsive integrated policy of law enforcement organizations (further phrased as Gender-Responsive Integrated Policy) will further support implementation of the Sustainable Development Vision-2030 of Mongolia, the justice sector's open policy and development strategy. This gender-responsive integrated policy will be implemented as an essential part of the Ministry and its subordinate units' objectives and planned actions, carried out through the institutional structures, human and financial resources allocated, collective efforts, and genuine participation of relevant institutions and its experts and professionals.

TWO. GLOBAL TRENDS AND INTERNATIONAL EXPERIENCE

- 2.1. The world increasingly recognizes equality as a foundation of peace and security, giving importance to the correlation between women, peace, and security; also emphasizing the importance of equal participation of all members of society, in achieving equal access to opportunities, resources, services, and protection as well as equal participation in decision-making processes.
- 2.2. For the past 20 years throughout the world, there have been many examples of active initiatives targeted to safeguard peace and security, to open up the law enforcement sector to women, and encourage women to not be limited to their primary duties and responsibilities, but to lead and participate in decision-making processes. For instance, the UN Security Council Resolution 1325 on Women, Peace and Security adopted in 2000, is a landmark international legal framework that addresses not only the inordinate impact of war and conflict on women but also the pivotal role women should and do play in increasingly effective participation in the law enforcement sector's policy, programs and decision-making processes. Ultimately, the UN Resolution aims to increase participation of women, who are a minority in the law enforcement sector, ensuring particular needs of women, men, girls, and boys are addressed while maintaining the organization's commitment to ensure women and girls' safety and security, health, and human rights and to focus on prevention of any forms of gender-based violence.
- 2.3. To fully implement the UNSCR1325, a set of activities were determined in the UNSC Resolution 2122 adopted in 2013. Based on these two resolutions, the UN Department for Peacekeeping Operations approved the Gender Strategy (2014-2018) which serves as an international legal basis for mainstreaming a gender equality concept in all policy and planning processes pertinent to peacekeeping, safety and security operations.
- 2.4. In addition, globally, the traditional concept of law enforcement organizations being "an enforcement organization" is changing, defining them as an organization that serves its citizens. Women play an important role in creating and operationalizing a "citizen centric" law enforcement organization that serves citizens. For example, international studies show that female officers prefer to approach their work with less physical force, and that they are more skilled in managing tension, resolving conflict, and working as a team. Depending on circumstance, organizations with law enforcement functions in some countries implement a specific strategy to increase the proportion of female officers, by specifically recruiting female officers, supporting sustainable work in their primary functions, promotion and advancement in rank.
- 2.5. These initiatives are being undertaken within the framework of two parallel strategies, from one side, participation and from the other, safety and security. They are focused on encouraging women's participation and strengthening institutional capacity to ensure their rights. Thus, if we welcome the objectives set at an international level and embrace the relevant initiatives, it is imperative that we develop our own strategy/policy, taking into account specificities of our own country.

THREE. GOAL OF THE GENDER-RESPONSIVE INTEGRATED POLICY

- 3.1. The goal of the gender-responsive integrated policy is to build and strengthen capacities of the Ministry of Justice and Home Affairs, its law enforcement organizations on gender-responsive policy planning and implementation practices, through introducing the concept of gender equality into policy planning, implementation, monitoring and evaluation processes.
- 3.2. Within the framework of the gender-responsive integrated policy objectives, organizations such as the Ministry of Justice and Home Affairs, General Police Department, General Executive Agency of Court Decision, General Authority for Border Protection, National Institute of Forensic Science, Law Enforcement University of Mongolia, General Hospital for the State Specialized Agencies will take phased measures to mainstream gender agenda in their activities.

FOUR. MAIN OBJECTIVES, EXPECTED RESULTS AND ACTIVITIES TOWARDS IMPLEMENTING THE GENDER-RESPONSIVE INTEGRATED POLICY

The following four objectives will be undertaken under the gender-responsive integrated policy:

Objective 1. Increase gender equality related knowledge and understanding among managing officers and decision-makers at all levels of the Ministry of Justice and Home Affairs, its law enforcement organizations, and strengthen their capacity to conduct and use gender analysis in policy planning processes.

Expected results:

- 50 percent of senior officers and decision makers at all levels of the Ministry of Justice and Home Affairs its subordinate law enforcement organizations to have participated in phased gender trainings, and to have been capacitated to conduct and lead gender-responsive policy planning processes.
- Gender related indicators to have been introduced into the sector's monitoring and evaluation processes and systems.

Main directions of activities:

- 4.1. Develop gender training materials and conduct phased trainings for senior officers and decision-makers at all levels of the Ministry of Justice and Home Affairs its subordinate law enforcement organizations.
- 4.2. Introduce a "Participatory Gender Audit" (PGA) methodology to law enforcement units and organizations.
- 4.3. Develop check lists and indicators for assessing of the policy planning and implementation impacts from gender perspectives and test then introduce it to the sector's monitoring and evaluation processes and mechanisms.

Objective 2. Make the law enforcement organizations gender-inclusive work places where women and men enjoy equal opportunities, free from any forms of gender discrimination or gender-based violence.

Expected results:

- The MoJHA law enforcement organizations to have acquired mechanisms set to prevent any forms of gender discrimination, gender-based violence and to resolve and minimize complaints with a view to eliminating them.
- Methodologies to be created and capacities built towards assessing working conditions, facilities and

supplies, taking into account different needs of women and men.

Main directions of activities:

- 4.4. Conduct gender analysis on the law enforcement sector's legislations, regulations, policies and their implementation processes and enable them to be coherent with the relevant laws, regulations, agreements and conventions.
- 4.5. Facilitate processes that enable organizational legislative acts and policy documents regulating daily work relations and working conditions, to reflect gender-discrimination free and gender-based violence prevention provisions and to set mechanisms for resolving relevant complaints.
- 4.6. Develop and utilize methodologies for assessing that working conditions, facilities and supplies are responsive to different, particular needs of women and men.

Objective 3. Create an enabling legal and policy environment that promotes gender equal opportunities and increases women's participatory capacity in the law enforcement sector.

Expected results:

- A mechanism established that provides equal opportunity and equal rights for women and men working in law enforcement organizations.

Main directions of activities:

- 4.7. Identify comprehensive policy and relevant measures towards improving the gender ratio in the human resources development agenda and ensure equal opportunity for women carrying out their primary duties at all levels.
- 4.8. Set a gender quota for Bachelor's and Master's program entrants at the Law Enforcement University, and increase the percentage of female students.
- 4.9. Capacitate women working in law enforcement organizations by establishing equal participation and equal rights opportunities.

Objective 4. Enhance the national capacity to combat gender-based violence.

Expected results:

- Enhancement of national mechanisms for the prevention and elimination of gender-based violence and for victim protection and support schemes.
- Analysis conducted on challenges which occurred during the implementation of legal provisions towards preventing and eliminating of gender-based violence and protecting the victims as well as on the capacities built to resolve obstacles.

Main directions of activities:

- 4.10 Conduct assessment on the implementation of current legislation and regulations towards combatting gender-based violence and facilitating further improvement.
- 4.11 Constitute the national capacities required to implement newly approved legislation towards preventing and eliminating gender-based violence.
- 4.12 Capacitate the sector councils responsible for coordinating local administrative organizations and legal and crime prevention units, on combatting gender-based violence related matters.

FIVE. MANAGEMENT, COOPERATION AND FUNDING

Management:

- 5.1. The Gender Council at the Ministry of Justice and Home Affairs will lead the implementation of the gender-responsive integrated policy. The Gender Council is headed by the State Secretary and heads of six subordinate law enforcement organizations are members of the Gender Council.
- 5.2. A gender focal point at the Ministry of Justice and Home Affairs will act as secretary of the Gender Council. The gender focal point will play a coordination role in implementing the gender policy at the sector level and will provide methodological support to other gender focal points working in the subordinate law enforcement organizations.
- 5.3. In implementing the gender-responsive policy, each organization will establish a sub-gender council led by the head of the organization and supported by an appointed gender focal point.
- 5.4. Each division of the Ministry of Justice and Home Affairs, its subordinate organization is expected to submit its gender-responsive policy implementation annual action plan along with output indicators and budget to the Ministry of Justice and Home Affairs before 10 January each year.
- 5.5. In implementing the gender-responsive policy, the Ministry of Justice and Home Affairs is to revise recommendations for organizing annual action plans and distributing them to the relevant organizations.

Cooperation:

- 5.6. Maintain cooperation with the National Committee on Gender Equality (NCGE) led by the Prime Minister of Mongolia and its Secretariat towards enhancing gender-responsive policy and strengthening capacities.
- 5.7. Promote cooperation with the National Human Rights Commission of Mongolia and the Civil Service Council in resolving gender-based violence, related issues and complaints.
- 5.8. Maintain cooperation with international organizations towards promoting conventions and resolutions on ensuring gender equality, capacitating human resources, and implementing projects pertinent to objective four of the policy.
- 5.9. With the support of civil society organizations: conduct an assessment of the current gender-responsive policies and actions of law enforcement organizations, outsource contractual services for undertaking advocacy activities on fostering social perceptions for preventing gender-based violence and, conduct other activities related to the implementation of the gender-responsive integrated policy.

Funding:

- 5.10 In implementing the above-mentioned objectives, each organization is to reflect activities planned on an annual basis with respective funding sources.
- 5.11 The Ministry of Justice and Home Affairs shall reflect and approve the required annual budget for implementation of activities under the gender-responsive integrated policy.
- 5.12 Raise funds needed for the required activities not included in the Ministry budget with support of international and bilateral organizations.

SIX. MONITORING, EVALUATION AND REPORTING

Monitoring and evaluation

- 6.1. The monitoring and evaluation unit of the Ministry of Justice and Home Affairs shall identify indicators to evaluate results of the implementation of the gender-responsive policy per each objective area.
- 6.2. Administrative and management departments of each organization shall monitor the progress of activities implemented within the framework of policy objectives.
- 6.3. The monitoring and evaluation unit of the Ministry of Justice and Home Affairs shall be responsible for the implementation of planned activities in each organization under the gender-responsive policy areas and their relevant impacts.
- 6.4. Civil society organizations shall be in charge of evaluating the implementation of Objective four of the policy.

Reporting

- 6.5. Divisions of the Ministry of Justice and Home Affairs, its subordinate organizations shall submit their annual reports on the implementation of the gender-responsive integrated policy before 20 January of the following year.
- 6.6. The Ministry of Justice and Home Affairs will review the annual reports, provide support towards meaningful implementation of the policy, select the organizations that worked effectively and organize due undertakings to share their best practices within the sector.
- 6.7. The Ministry of Justice and Home Affairs is expected to incorporate the implementation and progress of the gender-responsive policy in their annual report submitted to the National Committee on Gender Equality before 10 February of each year, in line with Article 19.1.9. of the Law on Promoting Gender Equality.

ACTION PLAN OF THE GENDER-RESPONSIVE INTEGRATED POLICY OF LAW ENFORCEMENT ORGANIZATIONS UNDER THE AUTHORITY OF THE MINISTER OF JUSTICE AND HOME AFFAIRS (2018-2021)

№	Main directions of activities	The Implementation Phase			
		2018	2019	2020	2021
<p>Objective 1. Increase gender equality related knowledge and understanding among managing officers and decision-makers at all levels of the Ministry of Justice and Home Affairs, its law enforcement organizations, and strengthen their capacity to conduct and use gender analysis in policy planning processes.</p> <p>Expected results:</p> <ul style="list-style-type: none"> 50 percent of senior officers and decision-makers at all levels of the Ministry of Justice and Home Affairs (MoJHA), its law enforcement organizations to have participated in phased gender trainings and to have been capacitated to conduct and lead gender-responsive policy planning processes. Gender related indicators to have been introduced in the sector's monitoring and evaluation processes and systems. 					
4.1	Develop gender training materials and conduct phased trainings for senior officers and decision makers at all levels of the Ministry of justice and Home Affairs, its law enforcement organizations	<ul style="list-style-type: none"> Organize meetings among senior officers and decision-makers of the Ministry of Justice and Home Affairs, its law enforcement organizations on the approved gender-responsive integrated policy of the sector. Start the gender training curricula designed for senior officers and decision-makers by taking into account the specificities and responsibilities of the institutions. 	<ul style="list-style-type: none"> Develop a step-by-step gender training program designed for senior officials Organize a training of trainers team composed of gender focal points and professors of the Law Enforcement University (LEU) in line with the above mentioned gender training program designed for senior officials Start a consultation on introduction of the gender training program in the Management School curriculum of the LEU Work on the integrated step-by-step gender training plan for the senior officials of law enforcement agencies Conduct a testing gender training for the senior officers of the selected organizations including (General Police Department), and local organization (at the aimag level) 	<ul style="list-style-type: none"> Involve 50 percent of senior officials of the Ministry of Justice and Home Affairs, its law enforcement organizations in the first round of gender training program Test the second round of gender training at the selected organizations including the (General Police Department) and local organization (at the aimag level) Continue training of gender trainers 	<ul style="list-style-type: none"> Involve remaining 50 percent of senior officials of the MoJHA, its law enforcement organizations in the second round of gender training program Exert all efforts to carry out legal coordination so that every manager of units of the MoJHA and law enforcement organizations compulsorily participated in the gender trainings Get approval for the two-phased gender training program to be included in the curriculum of the LEU
4.2	Introduce a "participatory gender assessment" methodology to the law enforcement units and organizations	<ul style="list-style-type: none"> Conduct an introductory training session on the participatory gender assessment (PGA) methodology with participation of representatives of the law enforcement organizations Identify the organizations and their priority orders to be included in the PGA processes for the period of 2018-2021 Identify 2 organizations that will carry out PGA in 2018 and appoint responsible units, focal points and ensure preparatory actions 	<ul style="list-style-type: none"> Carry out PGAs in 2 selected organizations Findings of the PGA to be duly reflected in the organizational rules and regulations Organize a seminar to share the PGA experiences Identify and prepare 2 organizations to carry out PGA in 2019 and conduct relevant training 	<ul style="list-style-type: none"> Review and assess the implementation of the PGA recommendations conducted in 2019 Carry out PGAs in 2 selected organizations Start preparatory actions for organizations that will conduct PGA in 2020 and run needed training sessions 	<ul style="list-style-type: none"> Review and assess the implementation of the PGA recommendations conducted in 2020 Carry out PGAs in the selected organizations Make sure that each organization should conduct PGA every 5 years Reflect the cost for the PGA processes in the organizational annual budget and identify responsible units and persons so that these tasks should be reflected in their job descriptions and results-based performance plans
4.3	Develop check list and indicators for assessing the policy planning and implementation impacts from gender perspectives and test then introduce it to the sector's monitoring and evaluation processes and mechanisms	<ul style="list-style-type: none"> Develop the gender-responsive policy implementation recommendations and share them broadly among organizations Develop checklist and gender related indicators in line with the organization's mandated areas and related specificities 	<ul style="list-style-type: none"> Conduct gender analysis on the human resources policies, programs and relevant implementation in the selected organizations and share the findings with the Gender Council of the MoJHA Ensure the usage of sex-disaggregated statistics and data in the sector's policy development processes 	<ul style="list-style-type: none"> Test and improve the gender criteria and checklist in the selected organizations The Gender Council of the MoJHA to develop guidelines on the gender-responsive human resources policy program and related implementation measures based on gender analysis conducted Set up a sex-disaggregated database 	<ul style="list-style-type: none"> Introduce gender indicators and checklist in all organizations Introduce the guidelines on gender-responsive human resources policy program and related implementation measures developed by the sector's gender council to all organizations

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№	Main directions of activities	The Implementation Phase			
		2018	2019	2020	2021
<p>Objective 2. Make the law enforcement organizations gender-inclusive work places where women and men enjoy equal opportunities, free from any forms of gender discrimination or gender-based violence.</p> <p>Expected results:</p> <ul style="list-style-type: none"> The MoJHA subordinate law enforcement organizations to have acquired mechanisms set to prevent any forms of gender discrimination, gender-based violence and to resolve and minimize complaints. Methodologies created and capacities built towards assessing the work conditions, facilities and supplies taking into account differences of women and men and their varying needs 					
4.4	Conduct gender analysis on the law enforcement sector's legislations, policies and their implementation processes and enable them to be coherent with the Laws on Civil Service and Labor.		<ul style="list-style-type: none"> Conduct analysis on the rules and regulations being implemented in the organizations and enable them to be coherent with the Civil Service Law and Labor Law Assess the ratio among employees who carry out key functions and responsibilities as well as administrative and service functions, in order to identify an appropriate balance and reflect it in the relevant documents 	<ul style="list-style-type: none"> Create a mechanism for introducing a "work-life balance" policy for employees working over-time 	<ul style="list-style-type: none"> Conduct gender analysis on the law enforcement sector's legislations, policies and their implementation processes Establish a monitoring system for complying organizations internal regulations, in line with the Law on Civil Service and the Labor Law
4.5	Facilitate enabling so that the organizational legislative acts and policy documents-regulating daily work relations and working conditions reflect the gender-discrimination-free and gender-based violence prevention provisions and set mechanisms for resolving relevant complaints	<ul style="list-style-type: none"> Provide information to all employees on gender discrimination and workplace sexual harassment issues 	<ul style="list-style-type: none"> Identify ways and methods for providing gender discrimination and sexual harassment at workplace related information to every employee on a regular basis Organize seminars and discussions on preventing gender discrimination and workplace sexual harassment and for resolving relevant complaints for all employees, including senior officers and human resources specialists 	<ul style="list-style-type: none"> Plan and implement methods to create a mechanism for preventing gender based violence and discrimination, analyzing and resolving relevant complaints in every organization 	<ul style="list-style-type: none"> Organize a seminar and discussion to exchange experiences and to evaluate implementation of methods for analyzing and preventing gender based violence, discrimination, and complaints Introduce results of the seminar in the senior officials council for decision making
4.6	Develop and use methodologies towards assessing the working conditions, facilities and supplies responsive to differences and special needs of women and men		<ul style="list-style-type: none"> Develop and test the checklist and questionnaire assessing participation of employees in compliance with working conditions involving different and varying needs of women and men and women, including the following points: <ul style="list-style-type: none"> Uniform/s Equipment and facilities, Toilet, changing room, shower room, resting room and breastfeeding room Work time and break time Transportation to and from work Health check-up service 	<ul style="list-style-type: none"> Conduct assessment on the compliance with working conditions and facilities in line with different and varying needs of women and men in each organization Study and take required measures on including common ailments among female and male employees identified through health check-up services in the category of occupational diseases, taking into account work or occupational activities 	<ul style="list-style-type: none"> Take step-by-step measures towards improving working conditions based on relevant studies

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MINISTER OF JUSTICE AND HOME AFFAIRS (2018-2021)

№	Main directions of activities	The Implementation Phase			
		2018	2019	2020	2021
<p>Objective 3. Create an enabling legal and policy environment that promotes gender equal opportunities and increase women's participatory capacities in the law enforcement sector.</p> <p>Expected results:</p> <p>-A mechanism established that provides equal opportunity and equal rights to women and men working in Mongolian law enforcement organizations.</p> <p>-Compared to the current rates, the ratio of women working in the law enforcement organizations will be increased 1.3 times and women working in decision-making positions 1.2 times.</p>					
4.7	Identify comprehensive policies and relevant measures towards improving the gender ratio in the human resources development agenda and ensuring equal opportunity for women in carrying out their primary duties and responsibilities at all levels	<ul style="list-style-type: none"> Develop and approve form/s to collect and consolidate data and information on gender ratios among employees and decision-makers in line with the human resources policy related internal needs and further use 	<ul style="list-style-type: none"> Collect and consolidate the data and information on gender ratio among employees and decision-makers by using the approved form/s The organizations to identify work places and positions available for women within their established work positions as well as new jobs 	<ul style="list-style-type: none"> Assess and correct the recruitment criteria for positions available for women where indirect discriminations are practiced, including the requirement pointing out the physical and muscular appearance, etc. 	<ul style="list-style-type: none"> Reflect the provisions on increasing women's participation and ensuring equal opportunities for recruitment and promotion in the human resources policy documents Review, assess and improve the regulatory measures towards ensuring gender equality in advancement in rank, promotion and granting of awards. Carry out regulatory measures in temporarily transferring female employees to less "hard" work places during their pregnancies and/or taking care of babies; also ensuring that female employees should continue receiving their entitled benefits, which should be budgeted during this period
4.8	Set a gender quota for Bachelor's and Master's program entrants at the Law Enforcement University and increase the percentage of female students.	<ul style="list-style-type: none"> Study the possibilities of recruiting female candidates for newly opened classes under the legal reform framework and processes 	<ul style="list-style-type: none"> Review and assess the recruitment criteria for Bachelor's and Master's programs at the LEU from gender perspectives and remove indirect discriminatory provisions Set a gender quota for students entering the training sessions for the positions available for women 	<ul style="list-style-type: none"> Increase the female employees' participation in the training sessions organized domestically and internationally 	<ul style="list-style-type: none"> Develop and implement program/s that increase women's participation in the undertakings carried out by law enforcement organizations at an international level
4.9	Capacitate women working in the law enforcement organizations with equal participation and equal rights opportunities	<ul style="list-style-type: none"> A sub gender council to be set up in each law enforcement organization with approved internal rules and relevant budget for planned activities Appoint a gender focal point with due remuneration/s 	<ul style="list-style-type: none"> Start a series of annual meetings on the "participation of female employees of the law enforcement organizations " 	<ul style="list-style-type: none"> Organize step-by-step capacity building training sessions for female employees of the law enforcement organizations Learn from experiences on the women's rights protection mechanisms practiced in the law enforcement agencies of foreign countries and promote partnership 	<ul style="list-style-type: none"> Continue organizing step-by-step capacity building training sessions for female employees of the law enforcement organizations Set up a club of female decision-makers working in the law enforcement organizations

№	Main directions of activities	The Implementation Phase			
		2018	2019	2020	2021
Objective 4. Enhance the national capacity to combat gender-based violence.					
Expected results:					
<ul style="list-style-type: none"> • The national mechanisms on the prevention and elimination of gender-based violence and victim protection and support will be enhanced • Analysis will be conducted on challenges that occurred during the implementation of legal provisions towards preventing gender-based violence and protecting the victims as well as the capacities built to resolve obstacles. 					
4.10	Conduct assessment on the implementation of current legislation and regulations towards combatting gender-based violence for the purpose of further improvement	<ul style="list-style-type: none"> • Set up a research team to conduct regular gender analysis on the current legislation and regulations, towards combatting gender-based violence and conduct relevant training • Conduct gender analysis on the legal proposals before they get submitted to the parliament review and develop gender assessment indicators to further pursue their implementation 	<ul style="list-style-type: none"> • Conduct assessment of the implementation of the current legislation and regulations towards-combatting gender-based violence • Amend needed changes in the legislations preventing and combatting GBV and pursue the implementation • Conduct training sessions on building capacities of the Ministry of Justice employees in combatting gender-based violence with the gender-responsive integrated policy framework • Approve necessary rules, regulations and guidelines for the implementation of newly adopted legislations in combatting gender-based violence 	<ul style="list-style-type: none"> • The legal divisions of the Ministry of Justice to assess the implementation of regulatory measures towards combatting gender-based violence • Incorporate the presentations and reports on combatting gender-based violence and gender discrimination in the research based scholarly conferences organized in the sector 	<ul style="list-style-type: none"> • Assess the implementation of the LPGE and other relevant legislations and facilitate improvement in them within the legal reform framework • Approve a position of a professional expert who will coordinate and pull together human rights and gender equality related matters • Appoint gender focal points in each law enforcement organization with clear job descriptions • Incorporate the presentations and reports on combatting gender-based violence and gender discrimination in the research scholarly conferences organized in the sector on an annual basis
4.11	Constitute the national capacities required to implement newly approved legislation towards preventing and eliminating gender-based violence.	<ul style="list-style-type: none"> • Incorporate content for improving the knowledge and skills needed for meaningfully implementing the legislations on combatting gender-based violence in the content and curricula of training sessions and programs conducted in the law enforcement organizations 	<ul style="list-style-type: none"> • Conduct clinic trainings at the LEU with participation of specialized and guest trainers of civil society organizations on combatting gender-based violence • Strengthen capacities of the law enforcement agencies through the implementation of time-specific projects on combatting gender-based violence and domestic violence 	<ul style="list-style-type: none"> • Introduce clinic training programs at all levels of courses of the LEU 	<ul style="list-style-type: none"> • Approve the national program in support of effective and efficient partnership in combatting gender-based violence
4.12	Capacitate the sector councils that coordinate local administrative organizations, legal and crime prevention units on combatting gender-based violence related matters.	<ul style="list-style-type: none"> • Incorporate the provisions on combatting gender-based violence and implementation of the LPGE in the results-based performance contracts signed by the Minister of Justice and Home Affairs, governors of the capital city and aimags (provinces) and develop relevant guidelines for implementing these provisions 	<ul style="list-style-type: none"> • Conduct training sessions designed for legal divisions and crime prevention council members of the capital city and aimags on combatting gender-based violence and strengthen their capacities to reflect these issues in local social development policies 	<ul style="list-style-type: none"> • Carry out pilot projects in three selected aimags and one district on improving leadership capacities of local law enforcement organizations in combatting gender-based violence and implementing of the LPGE 	<ul style="list-style-type: none"> • Disseminate the best practices of projects implemented in selected areas towards improving leadership capacities of local law enforcement organizations in combatting gender-based violence and implementation of the LPGE nation-wide