



MINISTRY OF CONSTRUCTION  
AND URBAN DEVELOPMENT

THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR  
**GENDER-RESPONSIVE POLICY**  
(2018-2025)



2018  
Ulaanbaatar



MINISTRY OF LABOR AND  
SOCIAL PROTECTION OF  
MONGOLIA



NATIONAL COMMITTEE  
ON GENDER EQUALITY



Japan  
Fund for  
Poverty  
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## PREFACE

Over 90 years ago nomadic Mongolians approved their first constitution and declared their independence which laid a foundation for semi-sedentary economic, social and cultural civilization. This period had also witnessed an onset of modern industrial, agricultural, educational, cultural and scientific development on the ancient land of Mongolians. We are honored to point out valuable contributions made by the construction sector workers and employees towards making inroads into a new era of the construction development progress in the country.

Our sector has been responsible for facilitate accelerating the construction and urban development processes as well as creating favorable living and working conditions for the population by introducing novel development approaches and know how.

The “Construction and urban development sector-specific gender-responsive policy” approved by the Minister’s Order # 208 in 2017 has been implemented as the first-ever gender-responsive policy document developed for the industrial sector.

Gender issues of the construction and urban development sector concern not only human resources and employees of the sector but also gender-responsive impacts of the sector’s products and services.

Therefore, this sector-specific gender-responsive policy is significant for creating an enabling mechanism and sustainable structure for coordinating gender-related issues at all levels by training capable human resources, improving the understanding and realization of gender-equality concept in the sector’s policy planning processes as well as gender impacts of the sector’s products and services.

We are grateful to the Gender Consulting team of the joint Mongolian Government and Asian Development Bank’s “Gender-responsive sector and local development policies and actions” technical assistance project as well as all employees of the sector who participated and worked in partnership for development of this policy document.

Gender Council of the Ministry of Construction and Urban Development

22 March 2018, Ulaanbaatar city

## FOREWORD

The true meaning of gender equality is to provide the same opportunities to women, men and various social groups, enabling them to enjoy the same status and to have equal opportunity to realize their potential to participate in and contribute to development processes, as well as benefiting equally from the gains achieved. The time of understanding gender equality only as a matter involving gender relations and/or women's issues has already passed. Now a comprehensive approach is being introduced towards considering differentiated needs of women and men, taking into account their distinct reproductive roles and examining the obstacles and challenges that prevent women and men, girls and boys of varying social groups, from participating equally in development processes and from benefiting from the results. This includes integration into policy planning, budgeting, implementing, monitoring and evaluation processes, thus becoming ways and means of implementing the principle of "leaving no one behind" in the development processes as outlined in the Sustainable Development Goals – 2030.

Gender-responsive policies and actions generally provide support to more efficient, effective and inclusive ways of implementation of the national and sector-level objectives and action plans. Research analysis and information data-base within the framework of the gender-responsive policies contribute significantly to the sector-policy planning, implementation, monitoring and evaluation processes. The management strategy, taking into account the varying needs of women and men and resolute measures on establishing an inclusive organizational culture, would facilitate improvement of the working conditions for female and male employees, thereby improving the standards of products and services and meeting the different needs and requirements of customers. Rational gender-responsive policy planning processes, are conducive to boosting the sector's and organization's images in society, improving stakeholders' and customers' attitudes and assessments, as well as enhancing the inter-sectoral partnership and cooperation modalities.

The construction and urban development sector is pioneering development of its gender-responsive policy among other industrial sectors and establishing a new standard. It is especially significant that the construction and urban development sector activities are conducive to creating safe and healthy living and working conditions for female and male populations, including the disabled, single parents, senior citizens, young couples, girls and boys. Also, this gender-sensitive approach plays a critical role in removing discrimination and unfair treatment in the society.

It is believed that this gender policy is conducive to creating of a favorable environment for healthy, safe living and working conditions based on varying needs of women, men and different social groups, by enabling them to participate in the construction and urban development processes, as well as helping find ways to resolve obstacles and challenges. These processes will further contribute to the promotion of gender equality in the country, as well as introducing a comprehensive approach of broader economic, environmental and societal frameworks, similar to those being integrated in the construction and urban development planning practices in advanced societies.

Gender consulting team

**ORDER OF THE MINISTER OF CONSTRUCTION AND URBAN DEVELOPMENT**

December 20, 2017

No 208

Ulaanbaatar city

On approval of the construction and urban development  
sector-specific gender-responsive policy

Pursuant to the article 24, section 1 and provisions 1 and 2 of the Law on the Mongolian Government, the Minister is ordering to:

1. Approve the “Construction and Urban Development Sector-Specific Gender-Responsive Policy” developed towards implementing the “National Program on Gender Equality” adopted by the Government Resolution 129 of 2017 (as to Annex).
2. The State Secretary /S. Magnaisuren/ shall be responsible for budgeting and allocating of funds needed to implement the action plans of the construction and urban development sector-specific gender-responsive policy (2018-2025) reflected in the national socio-economic development annual, fiscal plan and take necessary measures towards involving funds of projects and programs of international organizations.

Minister of Construction and  
Urban Development

(signature and stamp)

Kh. Badelkhan

## GLOSSARY

1. **Gender analysis:** Process that uncovers whether policies, plans and activities respond to different needs of women, men and various social groups, including whether they provide equal access to participation and opportunities for equal and adequate impacts. For this purpose not only sex-disaggregated data analysis but also a combination of policy analytical and qualitative research methodologies could be used.

2. **Gender checklist:** Set of questions and/or list that assists users, through all stages of the policy planning and activities being implemented, in determining whether the responsible focal points adequately lead or implement the gender mainstreaming tasks and responsibilities. These indicators would also provide qualitative information on the content of gender equality.

3. **Gender equality:** Women and men enjoy the same status and have equal opportunity to realize their potentials to contribute both in their public and private lives; also to equally participate in development processes and benefit from the results.

4. **Gender mainstreaming:** Process and strategy of integrating gender perspectives into all activities. This is achieved by organizations assessing the different impacts on female and male, as well as on various social groups, of their policies, legal environment, projects, programs and planning processes at all levels, taking into consideration their different needs and practical implications.

5. **Gender responsive:** Commitment, awareness and capacity to recognize female, male and various social groups' different needs and inequalities, in order to redress these inequalities through enabling participation in development processes and benefit from this participation.

6. **Gender statistics:** Sex-disaggregated quantitative data used as a baseline for policy formulation processes, by using a time-specific and social needs-based means, in order to facilitate changing gender stereotypes and address gender inequality in societies.

7. **Gender stereotype:** Simplistic generalizations about gender roles, attributes and differences between women, men and various social groups. These assumptions impede the adequate pursuance of needs-based policy planning practices and might serve as a basis for justifying unfair treatment and inequality.

8. **Sex-disaggregated data:** Gender statistics rely on sex-disaggregated data which reflect the comparative realities of women and men, girls and boys. 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 activities.

9. **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 construction and urban development sector specific gender-responsive policy (referred to as “sector gender policy”), is a mid-term development strategy towards mainstreaming gender in the sector development policies and actions. It will also serve as a basic document for the sector’s longer-term policy and implementation frameworks.

This sector-specific gender-responsive policy is consistent with principles of the Sustainable Development Vision of Mongolia (2030), National Program on Gender Equality (2017-2021) and the construction and urban development sector policies and action plans.

Findings of the “participatory gender audit” (PGA) conducted for the period of July-October 2017, in order to identify the sector specialists and employees’ practical and strategic gender needs and critical points raised during the relevant discussions, have been reflected in development of the sector-specific gender policy.

The PGA exposed the need for creating decent working conditions for women and men employed in the construction and urban development sector: in its public and private sector-led organizations, taking into account the different needs of women and men, by ensuring the health and safety standards, pursuing the “work-life balance” policy, with sustainable income sources and potentials. Currently, with private sector entities playing an ever dominant role in the sector, in order to reveal the health, safety and “work-life balance” policy related challenges faced by female and male employees of the sector and further address these issues in the sector’s policy planning processes, it is necessary to change the traditional ways of estimating employees’ accomplishments and performance, to fulfilment of planned schedules as a main “output” and human resources as only one of the “inputs” of the whole operations.

This is of critical concern, particularly for those who are engaged in seasonal and/or part-time employment, which is quite common in the construction sector. These employees are often left without sustainable and stable payment and are often outside the social protection schemes, making it difficult to plan their personal and family arrangements/priorities. They have limited access to information, training opportunities for improving their skills and capacities, access to new technologies, banking and financial services; also they fall outside the labor relations related legal aid and services. The most marginalized persons, including poor women, need decent work as most often they are engaged in the informal economic sector and are vulnerable to accidents and occupational illnesses. Men’s life expectancy is lower by 10 years than that of women and they are vulnerable to illnesses and accidents. The increasing number of female headed households is another priority concern.

There is a strong gender stereotype among the sector decision-makers, in that the construction and urban development industry is a male-dominant sector, making it an uncomfortable work-place for women and unappealing for both female and male employees. This illusive notion aggravates the organizational culture, allowing male employees of the construction and urban development sector less time with their families, child rearing and maintaining their health, thus exacerbating health and lifestyle related risks.

The current statistical data is not sufficient for the gender-responsive human development planning in the sector. Men make up 55.7 per cent and women 44.3 percent of all employees of the construction and urban development sector, while men make up 84.8 percent of decision makers and women only 15.2 per cent. As the sex-disaggregated data is not collected and consolidated regularly for employees engaged in private-sector entities, the participation and challenges faced by women who make up 40 per cent of the sector employees remain neglected, making it difficult to assess the working conditions of all employees.

It would be desirable to produce and consolidate the sex-disaggregated data according to a number of indicators; not only by numbers of female and male workers, but also inclusive of their payment status, coverage by the health and insurance schemes, involvement in professional and personal development trainings, awarding of promotions and bonuses, work-load and over-time status. Sex-disaggregated data of foreign labor force engaged in the construction and urban development sector is also needed. While the gender ratio among students studying in the construction and urban development areas is comparatively equitable (girls make up 40 per cent of students), more detailed information by professions and skills is needed in order to help regulate the sector’s work place supply and demand needs. Moreover, land relations related sex-disaggregated data is required at all levels on a regular basis, to facilitate a more rational utilization and protection of land; active participation of women and men of various social groups in land utilization and management processes is also needed.

Engineers and technicians are generally in deficit in economic entities, especially in rural areas. Although

<sup>1</sup> Resolution concerning decent work and the informal economy adopted by the 90th session of the ILO conference

girls study in the construction-vocational technical and training centers in local areas, they do not often get employed, while the construction companies still lack skilled professional staff. Besides paying attention to the gap of human resources supply and demand in the sector, it is advisable to support girls/female students' employment opportunities through improving the educational system, teaching quality and competitiveness.

One of the critical means to support decent work and employment opportunities in the construction and urban development sector, is introducing "human-centered and socially responsible" management principles in both public and private-sector organizations, that consider differentiated needs of female and male employees; also pursuing a "work-life balance" policy. In order to make the construction and urban development sector policy planning processes more humane and gender-responsive, it is necessary to make women and men "visible" by regularly issuing, collecting, consolidating, disseminating and using sex-disaggregated data obtained by conducting gender-sensitive surveys and studies among the public and private-sector institutions, and to share the best practices information and indicators on a regular basis..

The construction and urban development sector gender issues are not only dependent on the sector's human resources and employees but also on impacts of the sector's gender-responsive products and services.

As construction and urban development acts as a mirror, measuring the nation's civilization and culture and reflecting its values and lifestyles, the sector's gender impacts need to be comprehensive and versatile. Although the construction and urban development sector's legal and policy environment does not have any content discriminating one or another social group directly and/or indirectly, this does not guarantee that the sector's products and services would respond to differentiated needs of women and men of different ages and represent varying social groups. Based on the wisdom of the sector's legal and policy documents referring to the needs of disabled persons, it is advisable to reflect the differentiated needs of varying social groups in the sector's policy planning processes at all levels, by encouraging the monitoring practices of residents and further improving the quality of products, services and impacts.

When the gap between haves and have nots is exacerbated and there is increasing multicultural diversity in the society, it is advisable to create an enabling environment, where mixed families with differing sources of income can live in the same districts, residential buildings. This would help facilitate zero-tolerance of any forms of discrimination and deter violence and crime. Much work is needed by the construction and urban development sector's policy coordination, towards creating an enabling and favorable living environment in the aimag, soum centers and at bag level, through lowering living costs in rural and remote areas as compared with densely populated cities/towns. This can be achieved by lowering and coordinating the service charges further from the capital city, which would then facilitate decentralization of internal migration flows.

The construction and urban development sector is open to supporting gender-responsive social development policy, through encouraging gender-sensitive employment opportunities and developing architectural design potentials which respond to varying needs of customers, reflecting the specificities of local areas, taking into account possible choices of residents of different age groups, including young couples with modest income sources, enabling them to bring up their children while employed. It is important to take into account the changing structures of families/ households, family values and relations while planning, designing and constructing residential areas.

With the current rapid expansion of the capital city, it is necessary to broadcast and disseminate, systematically through TV and internet, stories and information related to Mongolian urban living culture, including personal interactions in public spaces and information on the appropriate utilization of buildings and facilities, taking into account people's gender-differentiated roles and responsibilities. It is of utmost importance to involve the associations of residents and local authorities in these processes.

In order to address and resolve these issues at all levels, the Participatory Gender Audit (PGA) suggested setting up a sector-level structure/mechanism to act on and coordinate gender-related matters in a sustainable way and to train the needed human resources; also to facilitate improvement of gender related knowledge and responsibilities reflected in the sector's policy planning processes as well as improving the gender impacts of the sector's products and services. In order to strengthen the sector's gender-responsive human resources policy and generate gender-responsive products and services, it is critical to systematically train and capacitate the sector decision-makers, managers and key specialists engaged in policy planning, monitoring and evaluation, human resources and budgeting and financing processes, on gender sensitization. It is necessary to further train the construction, urban development and land management specialists on gender-analysis and related sensitization/methodology courses, by attracting their interests and attention to mainstreaming gender in their routine and mainstream actions.



It is imperative to consolidate efforts of all stakeholders and develop packages of basic indicators of norms and standards for further dissemination, through encouraging the participation and improved capacities of women and men of different population groups in the construction, urban development and land relations related processes. This is critical for gender mainstreaming. Within the framework of this gender policy, equal and social participation opportunities will be defined for the monitoring of construction, urban development and land relations related processes, utilization and services. Further, legal and policy frameworks will be created for examining and studying the differentiated needs of customers in the planning stages; also best practices and accomplishments will be identified for further dissemination of experiences through encouraging a broad range of partnership and cooperation as well as joint actions.

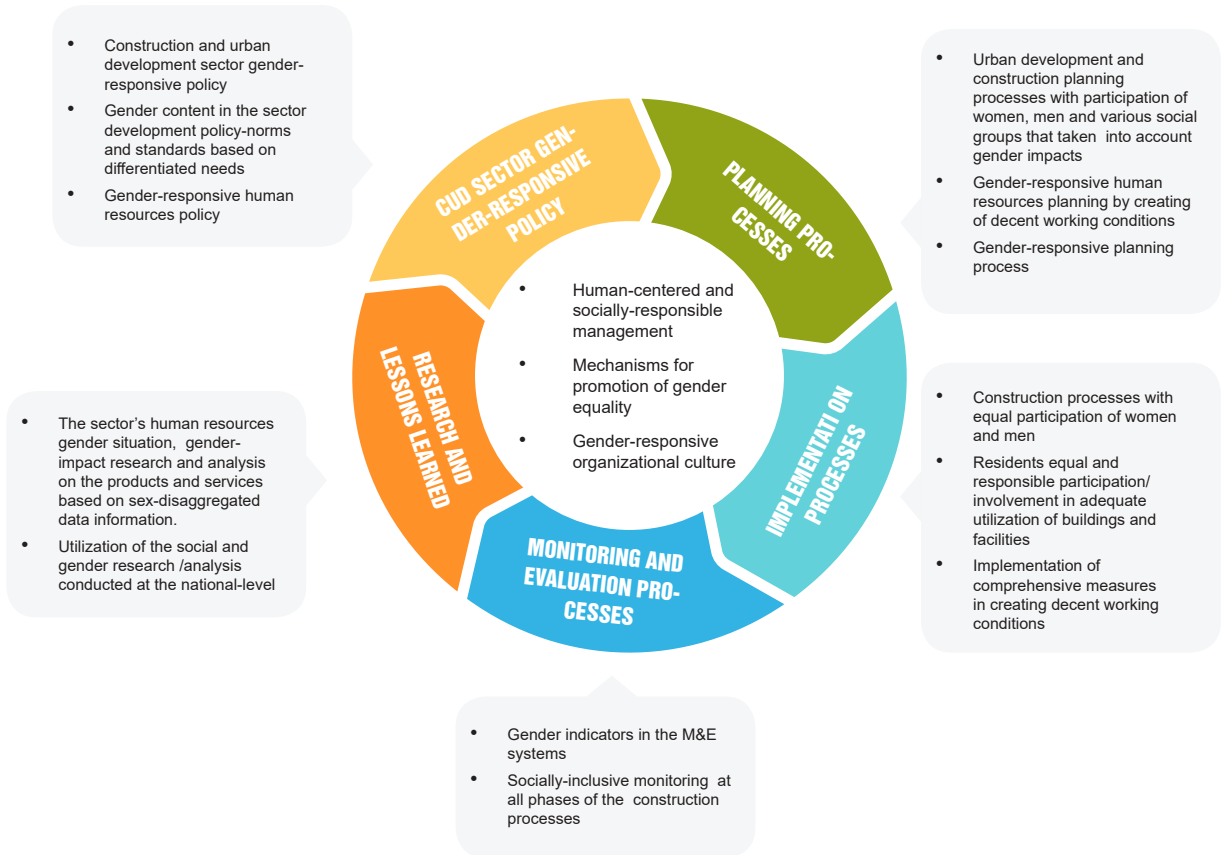


Figure 1. The construction and urban development sector's gender-responsive policy cycle

This sector's gender policy will be conducive to more efficient and productive allocation of both human and financial resources of the construction and urban development sector. Also, its multilateral stakeholders in the gender-responsive policies and actions will bring up the sector's human resources, products and services to a new level, making a tangible contribution to the promotion of gender equality.

## TWO. POLICY GOAL

To provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.

## THREE. POLICY OBJECTIVES AND IMPLEMENTATION DIRECTIONS

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

1. Strengthen national capacities for gender-responsive construction and urban development planning and processes;  
**Expected results:** The construction and urban development sector's gender-responsive policy planning, implementation, monitoring and evaluation capacities will be strengthened and relevant mechanisms advanced.
2. Provide support to the construction and urban development sector's decent employment opportunities through gender-responsive human resources policies.  
**Expected results:** Comprehensive measures will have been taken to create a gender-responsive and inclusive environment for the construction and urban development sector's employees and working conditions improved for all female and male employees.
3. Encourage the engagement and participation of customers and partners in improving of the construction and urban development sector's gender-responsive products and services.  
**Expected results:** Expanded partnership and cooperation in support of the construction and urban development sector's gender-responsive policy planning and further development and improved participation of female and male residents.

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

- 1.1 Encourage knowledge, awareness and capacities for mainstreaming gender in the construction and urban development sector's activities at all levels
- 1.2 Expand the system/mechanisms for promotion of gender equality in the construction and urban development sector
- 1.3 Develop the construction and urban development sector's legal and policy environment based on the gender analysis and relevant studies
- 1.4 Introduce gender indicators related to the employees, customers, products and services in the monitoring and evaluation systems of the construction and urban development sector

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

- 2.1 Start joint actions and cooperation through integrated and consolidated consultations on decent employment opportunities and gender-responsive human resources policy planning
- 2.2 Develop the sector's human resources data base by age groups and gender and improve its utilization
- 2.3 Set up and develop a system at the organizational level, aimed at preventing discrimination and responding to gender-related complaints
- 2.4 Establish and popularize the gender-responsive "human-centered and socially responsible" management model to the public and private-sector entities
- 2.5 Increase employment opportunities for women and disabled by introducing technological progress and improving working conditions.

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

- 3.1 Develop a set of indicators for the Basic Standards of Quality of Life (BSQL) to ensure gender-responsive, healthy and safe living environments and pursue their further dissemination and improvement through the activities of all relevant stakeholders.
- 3.2 Facilitate improved participatory opportunities and capacities of women and men of varying social groups in the construction and urban development processes
- 3.3 Provide support to the construction and urban development sector through gender-responsive policy engagement, partnership and cooperation modalities

#### **FOUR. 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.

#### **FIVE. 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-specific gender-responsive policy’s action plan and required funding resources will be reviewed annually in detail by the key implementation institution and its stakeholders; they will be respectively reflected in the annual budget.

The relevant coordination mechanisms will be set up and agreements reached with all international and partner organizations and agencies providing support to and working in the construction, urban development and land relations sector. They will be required to allocate at least two per cent of their project and programs for the implementation of this policy.

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

The construction and urban development sector’s Gender Council will lead and manage this policy.

The Ministry of Construction and Urban Development (MCUD) will be in charge of monitoring and evaluating the policy implementation processes. The results 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-specific gender-responsive policy Phase I will be assessed during the first quarter of 2022, with conclusions and recommendations for the Phase II actions.

## THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR GENDER-RESPONSIVE POLICY 2018-2025) ACTION PLAN BY PHASES

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
1. STRENGTHEN NATIONAL CAPACITIES FOR GENDER-RESPONSIVE CONSTRUCTION AND URBAN DEVELOPMENT PLANNING AND PROCESSES	The construction and urban development sector's gender-responsive policy planning, implementation, monitoring and evaluation capacities strengthened and relevant mechanisms advanced	1. Encourage knowledge, awareness and capacities for mainstreaming gender in the construction and urban development sector's activities at all levels	<ol style="list-style-type: none"> <li>1. Conduct systematic (step by step) training sessions on implementation of the gender policy designed for members of the sector Gender Council, decision-makers and managers</li> <li>2. Organize the sector's gender policy related advocacy and training seminars designed for employees of the relevant institutions</li> <li>3. Set up a sector gender training of trainers (ToT) group designed to strengthen trainers' capacities</li> <li>4. Introduce an E-learning gender training program designed for decision-makers and managers, in line with sector activities,</li> <li>5. Organize gender training and related advocacy activities designed for the planners,</li> <li>6. Develop and test a handbook on the gender-responsive, decent employment opportunities and environment, gender-sensitive, human resources development policy planning processes, of the CUD<sup>2</sup> sector</li> <li>7. Organize gender-responsive construction and urban development related training sessions for all employees engaged in architecture and design as well as urban planning specialists</li> <li>8. Develop guidelines in support of the sector gender policy, designed for those who implement various projects and programs; also, develop and use relevant indicators and carry out gender-sensitive actions.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of decision-makers and employees trained by gender and form of training (in-class and on-line)</li> <li>• Number of organizations who conducted training sessions, by form of ownership and activities</li> <li>• Gender-responsive, human resources policy planning hand-book designed, for institutions of the CUD sector</li> <li>• Guidelines developed for staff members of the projects and programs</li> </ul>	<ol style="list-style-type: none"> <li>1. Coordinate compulsory training of the sector's decision-makers and managers, conducted through gender-E-learning sessions</li> <li>2. Organize training sessions and introduce a handbook on the gender-responsive decent employment opportunities and human resources development policy planning, designed for administrative and human resources specialists engaged in the public and privately owned institutions of the sector</li> <li>3. Reflect a gender-responsive construction and urban development content in the curricula of certified architects and engineers programs</li> <li>4. Conduct a consultation- training on gender-responsive and inclusive working conditions for the MCUD monitoring specialists</li> <li>5. Gender-assessment, gender-analysis and gender-responsive construction and urban development content to be compulsorily reflected in the curricula of public and privately owned educational institutions that train cadres for the construction and urban development sector</li> </ol>	<ul style="list-style-type: none"> <li>• Percentage of decision-makers involved in the online training sessions by gender and organizations</li> <li>• Number of organizations using a handbook on the gender-responsive human resources development policy planning by form of ownership and directions of activities</li> <li>• Gender content included in the curricula of certified architects and engineers</li> <li>• Number of experts/ specialists of the GASI<sup>3</sup>, TU<sup>4</sup> trained in gender-responsive and decent working conditions</li> <li>• Percentage of programs containing the social and gender aspects by educational levels</li> </ul>

<sup>2</sup> Construction and urban development (CUD)

<sup>3</sup> General Agency for Specialized Inspection (GASI)

<sup>4</sup> Trade Union (TU)

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
1. STRENGTHEN NATIONAL CAPACITIES FOR GENDER-RESPONSIVE CONSTRUCTION AND URBAN DEVELOPMENT PLANNING AND PROCESSES	The construction and urban development sector's gender-responsive policy planning, implementation, monitoring and evaluation capacities strengthened and relevant mechanisms advanced	2. Expand the system/mechanisms for promotion of gender equality in the construction and urban development sector	<ol style="list-style-type: none"> <li>Expand the composition of the sector's Gender Council in relation to the gender policy, review and renew the rules</li> <li>Assign/appoint gender focal points (GFP) in the capital city's master planning department (chief architect's office)</li> <li>Develop and disseminate the guidelines on implementation and reporting of the sector gender policy, designed for specialists of land relations, construction and urban development departments<sup>5</sup> at the aimag and district levels<sup>6</sup>.</li> <li>Prioritize the gender content that is reflected in key directions of the sector activities and distribute roles and responsibilities in relation to respective job position/s</li> <li>Identify roles and responsibilities of NGOs and professional associations in promoting gender equality in the CUD sector; conduct a series of capacity building training sessions on social and gender equality related issues</li> </ol>	<ul style="list-style-type: none"> <li>Order of the revised composition of the CUD sector's Gender Council and relevant working procedures</li> <li>Number of employees reflecting gender issues in their job descriptions and performance contract by gender and organizations</li> <li>Percentage of land relations, construction and urban development departments reported on the gender policy implementation as instructed in the guidelines</li> <li>Number of NGO's and professional associations participated in the training sessions by gender</li> </ul>	<ol style="list-style-type: none"> <li>Conduct social and gender impact studies on a regular basis vis-à-vis ongoing changes taking place and activities to be updated accordingly to further strengthen capacities in relation to the CUD sector</li> <li>Conduct participatory gender assessment (PGA) on the sector's gender policy implementation and identify the sector's further gender-responsive policy perspectives</li> <li>Organize a PGA related discussion/s</li> <li>Organize discussions on the participation and capacity building needs of NGOs<sup>6</sup> and professional associations, to facilitate further defining of the sector's gender-responsive policy and its relevant implementation processes</li> </ol>	<ul style="list-style-type: none"> <li>Number of organizations reflected the gender studies in their action plans</li> <li>Number of organizations made financial commitment to gender related activities by forms of ownership</li> <li>PGA report</li> <li>Number of people participated in the PGA report presentation by gender</li> <li>Number of NGOs and professional associations participated in the discussions</li> </ul>
			<ol style="list-style-type: none"> <li>Conduct a base-line gender impact study on gender factors of the sector's activities, products and services</li> <li>Carry out an assessment on whether participatory opportunities of residents are reflected in the construction and urban development sector's legal and policy documents and provide recommendations in support of promoting gender equality in the these documents</li> <li>Provide gender related recommendations for development of the settlement and habitation master plan, regional development concept</li> <li>Facilitate creation of communities and residential areas for mixed population groups with varying income sources; investigate resources for scattering of rental accommodation and reflect the "rental accommodation" program in relevant policies</li> <li>Create a sketch/map of Ulaanbaatar city by the size of residential space/s</li> <li>Identify the ways and means of introducing a "Universal design feature" based on differentiated needs of customers and provide recommendations for further implementation</li> <li>Facilitate curtailing of migrant flow to settlements, cities related negative social and other multi-faceted consequences, study the possibilities of defining the cost of living, based on principles that enable cost of living decreases in remote areas compared with central locations in order to support local and regional development processes and reflect them in the policy framework.</li> </ol>	<ul style="list-style-type: none"> <li>Number of participants engaged in the base-line gender study and related discussions by gender</li> <li>Number of participants engaged in the assessment processes on whether residents' opportunities were reflected in the legal and policy documents by gender</li> <li>The recommendations for reflecting the settlement and habitation master plan in the regional development concept</li> <li>Number of persons involved in the "rental accommodation" program by target groups, age and gender</li> <li>Number of undertakings taken in line with the Universal design feature planning, based on differentiated needs by organizations and local areas</li> </ul>	<ol style="list-style-type: none"> <li>Assess the implementation of the BSQL with participation of women, men and different social groups and revise the norms and standards</li> <li>Conduct gender analysis on the information pertaining to individuals included in the ger area re-planning and re-settlement processes and identify aid and protection related needs</li> <li>Introduce a gender analysis methodology in the urban planning base-line study</li> <li>Assess and improve the legal and policy environment, enabling residents and varying social groups to participate in the all-level implementation and monitoring processes of the Ulaanbaatar city general and partial master plans</li> <li>Develop and introduce a methodology on the environmental, social and gender impacts by considering and studying differentiated needs of customers, at all-levels of land allocation, infrastructure-engineering and construction processes</li> <li>Update the sex-disaggregated data of students studying in the construction and urban development sphere by professions on a regular basis; examine the gap in the labor market supply and demand dimensions and its related gender nature for further human resources policy planning purposes</li> </ol>	<ul style="list-style-type: none"> <li>Number of revised norms and standards based other BSQL assessment</li> <li>Checklist to assess the aid and protection measures for those who were involved in the ger area re-planning and resettlement processes</li> <li>Gender content in the base-line urban development study</li> <li>Number of residents who participated in the implementation and monitoring processes of Ulaanbaatar City general and partial master plans, by gender and implementation phases</li> <li>Number of constructions that considered differentiated needs of customers and used methodologies for environmental, social and gender impact assessment by phases</li> <li>Human resources training policy document based on the gender-sensitive studies</li> </ul>

<sup>5</sup> Land relations, construction and urban development department

<sup>6</sup> Non-governmental organization (NGO)

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>1. STRENGTHEN NATIONAL CAPACITIES FOR GENDER-RESPONSIVE CONSTRUCTION AND URBAN DEVELOPMENT PLANNING AND PROCESSES</b></p>	<p>The construction and urban development sector's gender-responsive policy planning, implementation, monitoring and evaluation capacities strengthened and relevant mechanisms advanced</p>	<p>4. Introduce gender indicators related to employees, customers, products and services in the monitoring and evaluation systems/mechanism of the construction and urban development sector</p>	<ol style="list-style-type: none"> <li>1. Introduce age and gender related specifications in the studies, assessments and surveys conducted by the public institutions of the sector, including surveys conducted for and among the sector employees and clients and providing guidelines for reporting on the analysis by age and gender</li> <li>2. Assess the information need required for general data on land owners, land holders and tenants reflected in the Unified Land Information Data-base, by age and gender groups at the soum, district and aimag-levels and take necessary regulatory measures</li> <li>3. Develop a package of quantitative and qualitative indicators for assessing the gender-responsive and inclusive working conditions for the sector employees, taking into account specificities of directions of activities in the sector and test it in the public and private sector institutions of the sector</li> <li>4. Prepare a data-base on the individuals involved in the ger-area re-planning and resettlement plans by age, gender, income sources and disability status</li> <li>5. Review whether the work-loads of employees of the MCUD and its affiliated public institutions are apportioned equally/adequately vis-à-vis their job descriptions and facilitate integrating this indicator in the monitoring and evaluations systems</li> </ol>	<ul style="list-style-type: none"> <li>• Guidelines on using age and gender specifications in the investigation and assessment processes</li> <li>• Report on the unified land information data-base by age and gender</li> <li>• A package of quantitative and qualitative indicators on the assessment of the gender-responsive and inclusive working conditions for the CUD sector employees</li> <li>• Number of organizations tested the indicators by the forms of ownership</li> <li>• A detailed sex-disaggregated data-base on the residents included in the ger-area re-planning processes</li> <li>• Content on the work-load distribution reflected in the MCUD monitoring and evaluation report</li> </ul>	<ol style="list-style-type: none"> <li>1. Revise the questionnaires for the customers' survey within the gender-responsive products and services framework</li> <li>2. Introduce a package of gender-responsive quantitative and qualitative indicators in relation to the CUD sector products and services and their customers at all levels</li> <li>3. Introduce a package of quantitative and qualitative indicators in the public and privately owned institutions, to assess the working conditions of employees of the CUD sector in a gender-responsive way</li> <li>4. Integrate the working conditions-related gender indicators in the of the Labor safety<sup>7</sup>, GASI and TU's monitoring systems</li> <li>5. Criteria on the promotion of gender equality and creation of gender-responsive decent working conditions to be included in the best organization selection processes</li> </ol>	<ul style="list-style-type: none"> <li>• Gender-responsive content of the products and services in the clients' research report</li> <li>• Number of organizations that introduced a package of gender-responsive indicators in the CUD sector products and services</li> <li>• Number of organizations assessed and were assessed, on the utilization of gender-responsive indicators of working conditions, by directions of activities and forms of ownership</li> <li>• Gender content included in the criteria for selecting the best performing organization</li> </ul>

<sup>7</sup> Labor safety

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>2. PROVIDE SUPPORT TO THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S DECENT EMPLOYMENT OPPORTUNITIES THROUGH GENDER-RESPONSIVE HUMAN RESOURCES POLICY</b></p> <p>Comprehensive measures taken to create a gender-responsive and inclusive environment for the construction and urban development sector's employees and working conditions improved for all female and male employees</p>		<p>1. Start joint actions and cooperation through the integrated and consolidated consultations on the decent employment opportunities and gender-responsive human resources policy planning</p>	<p>1. Set up a joint team with representatives of the GASI, MCUD, MLSP<sup>8</sup>, TU and MoH<sup>9</sup> and professional associations and conduct training sessions on the assessment of the gender-responsive working conditions of employees of the construction and urban development sector</p> <p>2. Organize a series of joint training sessions and seminars on the decent employment opportunities and gender-responsive human resources development policy, planning together with the TU and ILO<sup>10</sup></p> <p>3. Conduct a detailed gender-responsive study on working conditions of selected organizations engaged in the construction, production of construction materials, utilities and service industries</p> <p>4. Conduct a joint assessment with the MLSP on the situation of occupational diseases, social insurance, pension, social protection issues among female and male employees of the sector and identify the needs in inter-sectoral coordination</p> <p>5. Organize discussions and seminars on reducing informal employment in the sector, skills-training options for transitioning from informal to formal employment opportunities and on the gender-responsive social protection measures with a broad range of partners</p>	<ul style="list-style-type: none"> <li>Order on the establishment of a joint team</li> <li>Number of people participated in the decent employment opportunities, gender-responsive human resources development policy planning training sessions by gender, organizations by forms of ownership and directions of activities</li> <li>Report on the gender-responsive and inclusive working conditions study</li> <li>Number of persons participated in the discussion of the assessment report on occupational diseases, health and social insurance, pension and social protection by gender</li> <li>The recommendations on the training systems and social protection measures aimed at reducing informal employment and transitioning from informal to formal employment opportunities</li> </ul>	<p>1. Conduct a joint gender-sensitive assessment on working conditions in the underground mining construction/building which is emerging in the sector with the Ministry of Mining (MoM)</p> <p>2. Disseminate the handbook on the decent working conditions and gender-responsive human resources development policy planning in the CUD sector</p> <p>3. Learn from international experiences on decent working conditions and gender-responsive human resources development policy planning processes in the CUD sector</p> <p>4. Organize a discussion on the promotion of partnership and cooperation in support of decent working conditions in the CUD sector with participation of financial institutions</p> <p>5. Encourage the specialists and experts of the sector to participate in decent working conditions and gender related international training-seminars</p>	<ul style="list-style-type: none"> <li>Number of gender-responsive assessments carried out by joint teams</li> <li>Number of assessment follow up undertakings</li> <li>Number of organizations using the handbook on the decent working conditions and gender-responsive human resources development policy planning by forms of ownership and directions of activities</li> <li>Number of people participated in the presentation of the international best practice sharing report by gender</li> <li>Budget size allocated for supporting the decent employment opportunities in the CUD sector</li> <li>Number of employees participated in the in the decent working conditions and gender related international training-seminars by gender</li> </ul>
			<p>2. Develop the sector's human resources data base by age groups and gender and improve its utilization</p>	<p>1. Establish a data-base on employees engaged in both public and privately owned institutions of the CUD sector, by illustrating a broad range of indicators, including: professions/ skills, payment status, health and social insurance, involvement in the personal and professional development training opportunities, awards/bonuses, living conditions and citizenship status, by gender and age groups, step by step</p> <p>2. Update a data-base on the gender and age status of employees engaged in the public and privately owned institutions of the sector on a regular basis and identify the relevant regulations, ways and technical conditions for integrating it into the general information data-base of the sector, including relevant costing and financial sources</p>	<ul style="list-style-type: none"> <li>The CUD sector's sex-disaggregated and age-specific data-base in place</li> <li>Assessment report on the number of employees engaged in the sector formally and informally by age, gender and citizenship</li> <li>Number of organizations that participated in identifying formal and informal employment opportunities in the sector by forms of ownership</li> </ul>	<p>1. Assess and improve the sex-disaggregated data packages on employees engaged in the sector formally and informally</p> <p>2. Develop and disseminate the guidelines on the usage and reporting of sex-disaggregated and age-specific data packages in the human resources development policy planning processes at the sector and organizational-levels</p>

<sup>8</sup>The Ministry of labor and social protection (MLSP)

<sup>9</sup>The Ministry of health (MoH)

<sup>10</sup>International labor organization (ILO)

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>2. PROVIDE SUPPORT TO THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S DECENT EMPLOYMENT OPPORTUNITIES THROUGH GENDER-RESPONSIVE HUMAN RESOURCES POLICY</b></p>	<p>Comprehensive measures taken to create a gender-responsive and inclusive environment for the construction and urban development sector's employees and working conditions improved for all female and male employees</p>	<p>3. Set up and develop a system at the organizational level, preventing discrimination and responding to gender-related complaints</p>	<ol style="list-style-type: none"> <li>1. Conduct regular "satisfaction studies" of female and male employees on relations among themselves, between employees and decision-makers and on working conditions; develop guidelines for reporting the results based on gender analysis; test and introduce these guidelines in all public and privately owned institutions of the sector</li> <li>2. Develop guidelines for the sector institutions' gender-responsive planning, implementation processes and reporting procedures to the sector's Gender Council, taking into account the given institution's ownership status, size, directions of activities; test and introduce the guidelines to the selected organizations/institutions</li> <li>3. Reflect the provisions on preventing discrimination and sexual harassment at the work place and complaint resolution mechanisms, in work-place internal organizational rules and regulations</li> <li>4. Reflect the provision of appointing official/s who is/are in charge of resolving the cases on discrimination, sexual harassment and related complaints at work places, in the general staff meeting organizational internal rules and regulations.</li> <li>5. Set a plan and implement actions, according to work place related practices and procedures, on awareness raising, advocacy and related actions, for preventing gender and age-discriminatory recruitment and sexual harassment.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of organizations that conducted gender-responsive satisfaction studies</li> <li>• Number of organizations with action plans and implementation reports on the promotion of gender equality by forms of ownership and directions of activities</li> <li>• Number of organizations with the provisions on preventing discrimination and sexual harassment at the work place and responding to relevant complaints; reflected in their internal rules and regulations by forms of ownership and directions of activities</li> <li>• Number of officials in charge of preventing discrimination and sexual harassment at the work place and responding to relevant complaints, appointed by the general staff meeting</li> <li>• Budget spent for awareness raising and advocacy actions on the prevention from age and gender-based discriminatory recruitment practices and sexual harassment at work place.</li> </ul>	<ol style="list-style-type: none"> <li>1. Assess the implementation of rules for conducting gender-responsive satisfaction studies, improve the questionnaires and introduce them to public and privately owned institutions of the CUD sector</li> <li>2. Disseminate and use the guidelines for all institutions of the sector, on their gender-responsive planning, implementation processes and reporting procedures</li> <li>3. Continue awareness raising, advocacy and related actions for preventing gender and age-discriminatory recruitment and sexual harassment, in work place related practices and procedures.</li> <li>4. Assess the guidelines on the planning, implementation and reporting of activities to the Gender Council of the sector and disseminate them to public and privately owned organizations of the sector.</li> <li>5. Develop and disseminate guidelines encouraging a multi-cultural, diverse, inclusive organizational culture.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of organizations that conducted the gender-responsive satisfaction survey among employees</li> <li>• Number of organizations that implemented and reported on the action plans on promotion of gender equality by forms of ownership and directions of activities</li> <li>• Budget size allocated for actions on awareness raising, advocacy and related actions, practices and procedures, for preventing gender and age-discriminatory recruitment and sexual harassment at the work place.</li> <li>• Number of organizations that implemented the guidelines on encouraging a multi-cultural, diverse and inclusive organizational culture by forms of ownership and directions of activities</li> </ul>



Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>2. PROVIDE SUPPORT TO THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S DECENT EMPLOYMENT OPPORTUNITIES THROUGH GENDER-RESPONSIVE HUMAN RESOURCES POLICY</b></p>	<p>Comprehensive measures taken to create a gender-responsive and inclusive environment for the construction and urban development sector's employees and working conditions improved for all female and male employees</p>	<p>4. Establish and popularize the gender-responsive "human-centered and socially responsible" management model to the public and private-sector entities</p>	<ol style="list-style-type: none"> <li>1. Identify and implement the participatory and transparent human resources, decision-making related processes, in the MCUD and its publicly owned affiliated institutions</li> <li>2. Integrate and implement the principles of acknowledging and recognizing participation and suggestions of the work collectives/ team, on resolving social issues in the internal labor rules and regulations of the MCUD</li> <li>3. Reflect a clause in the indicator of international and domestic tenders, so that one gender should not be lower than 15 per cent among workers, and 25 per cent among decision-makers and all employees should be paid regularly</li> <li>4. Select, praise and advocate through the media, for the organization of the sector that best managed to encourage opportunities for promoting gender equality, established kindergarten/s for children of employees and pursued the "work-life balance" policy</li> <li>5. Based on public-private partnership (PPP), create a skills- training mechanism for women engaged in seasonal and part-time jobs in the sector, in order to improve their capacities and facilitate their competitiveness</li> <li>6. Encourage and support the organizations and economic entities that provide their employees with apartments/housing, monetized bonus and include their workers in soft-loan/mortgage schemes</li> <li>7. Identify and implement the partnership modalities between the public and privately owned institutions of the sector, on improving the quality of practical and mentoring sessions for students, accessibility of training and working facilities, equipment and materials</li> <li>8. Create a mechanism in the MCUD for addressing and responding to complaints of women and men working in the informal sector of the industry</li> </ol>	<ul style="list-style-type: none"> <li>• Number of participatory and transparent human resources decision-making related undertakings in the MCUD and its affiliated public owned institutions</li> <li>• Number of social issues tackled by the work team/collective's participation and suggestions by organizations</li> <li>• Gender ratio in relation to indicators of tenders</li> <li>• Number of organizations established kindergartens by form of ownership</li> <li>• Number of trained women engaged in seasonal and part-time jobs</li> <li>• Number of organizations having programs on housing and resolving social issues of their employees by form of ownership and directions of activities</li> <li>• Number of organizations providing equipment, technology and facilities for practical work/assignments by form of ownership</li> <li>• Number of complaints to the MCUD by female and male employees of the sector by gender</li> </ul>	<ol style="list-style-type: none"> <li>1. Define the salary-fund size that is essential for construction companies to apply for tender and needed investment opportunities</li> <li>2. Conduct surveys in the public and privately owned institutions of the sector, on the status of female-headed and single-parent households, disabled persons and living conditions of employees, for human resources policy planning purposes</li> <li>3. Through the questionnaire identify the training needs of employees on issues of health, personal and household financial management, family and gender related matters and provide recommendations on related planning and implementation processes</li> <li>4. Through various mass media means, select, praise and advocate for organizations that best ensured equal opportunities for their female and male employees, established kindergarten/s for their children and pursued the "work-life balance" policy</li> <li>5. Determine an "idle-time" (maximum) duration of seasonal activities in relation to the production of materials and construction processes, as well as take measures toward mediating for other types of jobs for employees in case of overrunning of the "idle-time"</li> <li>6. Introduce the standards of decent working conditions for female and male employees engaged in the public and privately owned institutions of the sector, with accessible rest-rooms, showers, change rooms and accommodation/s in case of "overnight" assignment/s</li> <li>7. Identify the size of organization/s able to build kindergartens for children of their employees and follow the relevant procedures</li> <li>8. Through various mass media means, select, praise and advocate for organizations that best provided decent working conditions for their female and male employees, established kindergarten/s for their children and pursued the "work-life balance" policy.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of participatory and transparent human-resources decision-making related undertakings in the MCUD and its affiliated public institutions</li> <li>• Number of organizations and social issues tackled by the work team/ collectives' participation and suggestions</li> <li>• A provision is in place on the salary-fund availability in the criteria for tender</li> <li>• Number of organizations that established kindergartens for children of their employees by forms of ownership</li> <li>• Number of trained women engaged in seasonal and part-time jobs</li> <li>• Number of organizations with the programs dealing with housing and social issues of their employees by forms of ownership and directions of activities</li> <li>• Number of organizations that have training plans based on the needs of their employees</li> <li>• Number of organizations providing support to mentoring and practical activities by supplying the needed materials and technological know-how, by forms of ownership</li> <li>• Number of organizations that introduced gender-responsive and inclusive standards of working conditions by forms of ownership</li> <li>• Number of complaints to the MCUD by women and men engaged in in-formal employment in the sector by gender</li> <li>• Number of employees who could improve their housing and living conditions by forms of ownership</li> </ul>

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>2. PROVIDE SUPPORT TO THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S DECENT EMPLOYMENT OPPORTUNITIES THROUGH GENDER-RESPONSIVE HUMAN RESOURCES POLICY</b></p>	<p>Comprehensive measures taken to create a gender-responsive and inclusive environment for the construction and urban development sector's employees and working conditions improved for all female and male employees</p>	<p><b>5. Increase the employment opportunities for women and disabled by intruding technological innovation and improving the working conditions</b></p>	<ol style="list-style-type: none"> <li>1. Conduct a know-how and technology related study and provide recommendations for enabling more employment for women and disabled persons<sup>11</sup> in the sector</li> <li>2. Increase the employment opportunities for women and disabled persons through automatization and computerization of some of the construction materials on production conveyers</li> <li>3. Select the organizations that were most successful in introducing appropriate technologies enabling women and disabled persons to be employed and share their best practices through media means</li> </ol>	<ul style="list-style-type: none"> <li>• Number of participants in the presentation of the report by gender</li> <li>• Number of organizations that enabled women and disabled persons to be employed as a result of automatization and computerization of their production conveyers</li> <li>• Budget size spent for advocating and sharing the best practices of organizations employing women and disabled people by improving their production technologies</li> </ul>	<ol style="list-style-type: none"> <li>1. Increase the employment opportunities for women and disabled persons through automatization and computerization of some of the construction materials' production conveyers</li> <li>2. Create appropriate mechanisms on technology-and-skills training opportunities for women, disabled persons and people with limited capacities due to illness, through public-private partnership modalities</li> <li>3. Select the organizations that best introduced appropriate technologies enabling women and disabled persons to become employed and share their best practices through media means</li> </ol>	<ul style="list-style-type: none"> <li>• Number of organizations that enabled women and disabled persons to be employed as a result of automatization and computerization of their production conveyers</li> <li>• Number of trained women and disabled persons participating in technological know-how related courses</li> <li>• Percentage of women and disabled persons in relation to the total number of employees by sector and forms of ownership</li> <li>• Budget size spent for advocating and sharing the best practices of organizations employing women and disabled people by improving their production technologies</li> </ul>
<p><b>3. ENCOURAGE THE ENGAGEMENT AND PARTICIPATION OF CUSTOMERS AND PARTNERS IN IMPROVING OF THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S GENDER-RESPONSIVE PRODUCTS AND SERVICES</b></p>	<p>Expanded partnership and cooperation in support of the construction and urban development sector's gender-responsive policy planning and further development and improved participation of female and male residents</p>	<p><b>1. Develop a set of indicators for the basic standards of quality life (BSQL) for ensuring a gender-responsive, healthy and safe living environment and pursue these indicators through the activities of all relevant stakeholders for further dissemination and improvement</b></p>	<ol style="list-style-type: none"> <li>1. Develop a package of basic indicators for the healthy and safe quality of life standards (BSQL) of residents, jointly with national and international institutions working on public health, human rights, safety and security related spheres</li> <li>2. Organize discussions on the BSQL and its application, with participation of the sector experts and specialists, clients and customers</li> <li>3. Develop and disseminate the BSQL related recommendations to various organizations and partners such as the construction development center, investors of the sector, customers, architecture designing and construction companies, members of the state commission, intellectual property department, banks, real estate intermediary companies, association of protecting consumers rights, authority for fair competition and consumers rights, professional associations, local authorities and the association of residents</li> <li>4. Carry out advocacy actions on the BSQL for the general public, in a popular language through press and various media means</li> </ol>	<ul style="list-style-type: none"> <li>• The number of people who participated in the presentation of the health and safety related BSQL package of indicators by gender and the sector's institutions and customers</li> <li>• Guidelines on the use of the BSQL indicators</li> <li>• Budget size spent for advocating of the BSQL for the general public</li> </ul>	<ol style="list-style-type: none"> <li>1. Introduce the BSQL package of indicators into the training curricula of general secondary schools, vocational training centers and "Gegeerel center" respectively</li> <li>2. Reflect the BSQL related standards in the land allocation related legal documents</li> </ol>	<ul style="list-style-type: none"> <li>• Number of curricula that introduced the BSQL package of indicators</li> <li>• Number of legal documents reflected the BSQL related standards</li> </ul>

<sup>11</sup> Disabled person

**Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.**

Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>3. ENCOURAGE THE ENGAGEMENT AND PARTICIPATION OF CUSTOMERS AND PARTNERS IN IMPROVING OF THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S GENDER-RESPONSIVE PRODUCTS AND SERVICES</b></p>	<p>Expanded partnership and cooperation in support of the construction and urban development sector's gender-responsive policy planning and further development and improved participation of female and male residents</p>	<p><b>2. Facilitate improving the participatory opportunities and capacities of women and men of varying social groups in the construction and urban development processes</b></p>	<ol style="list-style-type: none"> <li>1. Conduct studies on pressing urban development related issues with participation of women and men of varying social groups and organize participatory discussions on an annual basis with a broad range of partners and stakeholders</li> <li>2. Appoint and strengthen the capacities of person/s in charge of providing the land relations related information at the khoroo-level</li> <li>3. Conduct a survey on the human resources potentials of the "Association of residents" (AoR) and conduct training sessions designed for improving the participation of residents in the AoR activities</li> <li>4. Place the AoRs action plans, reports and suggestions of residents on the website of the Khoroo and District Administration offices and take necessary measures<sup>12</sup></li> <li>5. Encourage participatory, gender-responsive and locally-specific urban development planning processes and reflect them in the regional development policies and practices</li> <li>6. Integrate the "Association of Protecting Consumers' Rights" in the national monitoring and evaluation systems</li> <li>7. Pilot the participatory, BSQI project in the construction and urban development practices of Darkhan city</li> <li>8. Integrate and use the BSQI in the smart city planning in Khushigt Khondii</li> <li>9. Encourage and facilitate broadcasting of special gender-responsive TV, media, internet programs and commercials on urban culture, adequate utilization of construction and facilities with particular focus on roles, responsibilities of women, men and varying social groups and in relation to their lifestyles and needs</li> </ol>	<ul style="list-style-type: none"> <li>• Number of suggestions from discussions on the pressing urban development related issues by years</li> <li>• Number of khoroo-level official/s trained in land relations issues</li> <li>• Percentage of trained AoR members</li> <li>• Percentage of khorooos that presented the AoR's action plan, related reports and suggestions/ comments in their websites</li> <li>• Order and decision in integrating the association for protecting consumers' rights in the national monitoring systems</li> <li>• Social and gender-specific report on the pilot project implemented in Darkhan city</li> <li>• Number of residents participated in the monitoring processes of the smart city planning stage in Khushigt Khundii area by gender</li> <li>• Budget size spent for producing and dissemination of the gender-responsive media products on the urban culture, adequate utilization of construction and facilities and related consumption patterns</li> </ul>	<ol style="list-style-type: none"> <li>1. Assess the BSQI related implementation with participation of women and men of varying social groups (disabled persons) and provide recommendations with follow up measures</li> <li>2. Reflect the gender-responsive construction and urban development content in the satisfaction survey among customers</li> <li>3. Create mechanisms for monitoring of expenses (budget) for the urban-development operations in local areas with participation of women and men of different social groups (including disabled persons)</li> <li>4. Carry out activities towards improving legal status of the AoRs with participation of residents</li> <li>5. Identify ways and means for enabling customers' equal participation in the monitoring of the land-allocation and construction-license obtaining processes and take necessary measures</li> <li>6. Encourage and facilitate broadcasting of special gender-responsive TV, media, internet programs and commercials on urban culture, adequate utilization of construction and facilities with particular focus on roles and responsibilities of women, men and varying social groups, in relation to their lifestyles and needs</li> <li>7. Conduct gender analysis and share experiences on the project implemented in Darkhan city and smart-city planning processes in the Khushigtiin Khundii</li> <li>8. Set a gender-responsive action plan that enables residents to participate in the monitoring processes of implementation of the Ulaanbaatar city general and partial master plans at all levels</li> </ol>	<ul style="list-style-type: none"> <li>• Number of follow-up undertakings based on the BSQI related participatory assessment report</li> <li>• Number of the customers' satisfaction surveys on the assessment of gender-responsive construction and urban development situation</li> <li>• Number of residents who participated in the monitoring of expenditures (budget) for the construction and urban development purposes at the local-level by age, gender and location</li> <li>• Legal document that concretized the AoR status</li> <li>• Budget size spent for producing and dissemination of gender-responsive information and advocacy packages on urban culture, appropriate utilization of buildings and facilities and reasonable consumption</li> <li>• Number of local areas/ communities that used the experiences of projects in Darkhan and Khushigtiin Khundii smart city planning processes</li> <li>• Number of residents who participated in the monitoring processes of the implementation of the Ulaanbaatar city general and partial master plans by age, gender and implementation phases</li> </ul>
			<p><b>3. ENCOURAGE THE ENGAGEMENT AND PARTICIPATION OF CUSTOMERS AND PARTNERS IN IMPROVING OF THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S GENDER-RESPONSIVE PRODUCTS AND SERVICES</b></p>	<p>Expanded partnership and cooperation in support of the construction and urban development sector's gender-responsive policy planning and further development and improved participation of female and male residents</p>	<p><b>2. Facilitate improving the participatory opportunities and capacities of women and men of varying social groups in the construction and urban development processes</b></p>	<ol style="list-style-type: none"> <li>1. Conduct studies on pressing urban development related issues with participation of women and men of varying social groups and organize participatory discussions on an annual basis with a broad range of partners and stakeholders</li> <li>2. Appoint and strengthen the capacities of person/s in charge of providing the land relations related information at the khoroo-level</li> <li>3. Conduct a survey on the human resources potentials of the "Association of residents" (AoR) and conduct training sessions designed for improving the participation of residents in the AoR activities</li> <li>4. Place the AoRs action plans, reports and suggestions of residents on the website of the Khoroo and District Administration offices and take necessary measures<sup>12</sup></li> <li>5. Encourage participatory, gender-responsive and locally-specific urban development planning processes and reflect them in the regional development policies and practices</li> <li>6. Integrate the "Association of Protecting Consumers' Rights" in the national monitoring and evaluation systems</li> <li>7. Pilot the participatory, BSQI project in the construction and urban development practices of Darkhan city</li> <li>8. Integrate and use the BSQI in the smart city planning in Khushigt Khondii</li> <li>9. Encourage and facilitate broadcasting of special gender-responsive TV, media, internet programs and commercials on urban culture, adequate utilization of construction and facilities with particular focus on roles, responsibilities of women, men and varying social groups and in relation to their lifestyles and needs</li> </ol>

<sup>12</sup> The governor's administration office

Goal: Provide support towards promoting gender-responsive policy planning, implementation, monitoring and evaluations processes in the construction and urban development sector's human resources, products and services.						
Objectives	Expected results	Directions of activities	Phase I: 2018-2021		Phase II: 2022-2025	
			Activities	Performance indicators	Activities	Performance indicators
<p><b>3. ENCOURAGE THE ENGAGEMENT AND PARTICIPATION OF CUSTOMERS AND PARTNERS IN IMPROVING OF THE CONSTRUCTION AND URBAN DEVELOPMENT SECTOR'S GENDER-RESPONSIVE PRODUCTS AND SERVICES</b></p>	<p>Expanded partnership and cooperation in support of the construction and urban development sector's gender-responsive policy planning and further development and improved participation of female and male residents</p>	<p><b>3. Provide support to the construction and urban development sector through gender-responsive policy engagement, partnership and cooperation modalities</b></p>	<ol style="list-style-type: none"> <li>1. Sketch the sector's stakeholders' map and organize meetings on the gender-responsive sector policy and its perspectives</li> <li>2. Identify inter-sectoral coordination on social and gender related matters and start partnership practices</li> <li>3. Conduct a social and gender impact study on the mortgage-loan and rental accommodation policy and discuss the findings with participation of a broad range of stakeholders</li> <li>4. Conduct a joint gender assessment and provide and implement the recommendations on the enrollment procedures of public and privately owned educational institutions that train the cadres for the CUD sector, their training processes, graduation and post-graduation employment opportunities with the MCUD, MLSP and MECSS<sup>13</sup>.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of partner organizations participating in the sector gender policy presentation meetings</li> <li>• Number of inter-sectoral coordination arrangements on social and gender issues</li> <li>• Number of people who participated in the presentation of the social and gender impact study on the mortgage-loan and rental accommodation policy by age and gender</li> <li>• Number of undertakings carried out as a follow up of the gender assessment recommendations on training of human resources for the sector.</li> </ul>	<ol style="list-style-type: none"> <li>1. Conduct studies on the construction and urban development design and processes, taking into account different needs of a variety of customers who are environment-friendly, maintaining traditional values and patterns, while being in line with specificities of local areas within the framework of public private partnership modality</li> <li>2. Develop and introduce an assessment methodology for the environmental, social and gender impacts of construction and urban development activities and processes</li> <li>3. Identify ways and means of sharing construction and urban development related technology, know-how, construction materials development, labor safety norms and standards, decent employment indicators related information and latest news with employees of the sector and students in a regular basis</li> <li>4. Organize discussions with the participation of a broad-range of stakeholders, on the gender-responsive construction and urban development policy planning development, keeping in mind traditional and cultural heritage, family values and lifestyles, supporting the green cities' objectives and taking into account the Mongolian geographical and regional specificities.</li> </ol>	<ul style="list-style-type: none"> <li>• Number of studies and research conducted on the construction, architectural design and urban development processes, based on the differentiated needs of various customers who are environment-friendly, keeping the traditional heritage and patterns and specificities of local areas</li> <li>• Number of persons who conducted the above mentioned studies and researches by gender</li> <li>• Number of means of disseminating and sharing new information and news with employees of the sector and students</li> <li>• Number of participants in the discussions on the gender-responsive construction and urban development policy planning activities and processes by age and gender.</li> </ul>

<sup>13</sup> The Ministry of education, culture, science and sports (MECSS)