



NATIONAL COMMITTEE
ON GENDER EQUALITY

***THE LAW ON PROMOTION OF GENDER
EQUALITY, CROSS-SECTORAL STRATEGIC
PLAN FOR PROMOTING GENDER EQUALITY
IN MONGOLIA (2022–2031)***

BOOKLET —————

**Ulaanbaatar
2022**





NATIONAL COMMITTEE
ON GENDER EQUALITY



The Asia Foundation



In partnership with

Canada

NATIONAL COMMITTEE ON GENDER EQUALITY
Mongolia, Ulaanbaatar 14200-0063
Sukhbaatar district 6th khoroo,
United Nations street-20
Building of NCGE

Phone: (976) 7007 1116
Website: www.ncge.gov.mn
Email: secretariat@ncge.gov.mn

**THE LAW ON PROMOTION OF GENDER EQUALITY,
CROSS-SECTORAL STRATEGIC PLAN FOR PROMOTING
GENDER EQUALITY IN MONGOLIA
(2022-2031)**

BOOKLET

Ulaanbaatar
2022

Edited by: _____

T.ENKHBAYAR *Secretary of the National Committee on Gender Equality,
Chief of the NCGE Secretariat, Government of Mongolia*
S.BATTSETSEG *Head of the Sustainable development policy division, NCGE Secretariat*

Consultants:

B.ONON *National gender expert*
B.DOLGOR *National gender expert*

Prepared for publication by:

O.BUYANAA *Senior specialist, Inter-sectoral policy coordination and
implementation of laws and legislations, NCGE Secretariat*

"Uudrug ungu" printing house, 2022

CONTENT

FOREWORD	6
LAW OF MONGOLIA ON PROMOTION OF GENDER EQUALITY	8
CROSS -SECTORAL STRATEGIC PLAN FOR PROMOTING GENDER EQUALITY IN MONGOLIA (2022-2031)	26

FOREWORD

By adopting “The 2030 Agenda for Sustainable Development” at the UN General Assembly, countries of the world have set forth a goal of “Gender Equality” and committed themselves to the principles of leaving no one behind through policies aimed at eliminating gender discrimination and empowering girls and women.

In 2011, Mongolia passed the “Law on Promotion of Gender Equality” (LPGE) by creating a legal framework for ensuring gender equality in the political, economic, social, cultural and family spheres. The implementation of this public policy-setting law has been supported by two national programs, a strategic plan and 12 sector-specific gender policies as well as gender-responsive local development policies in the nation’s capital, 21 aimags and 9 districts.

Mongolia’s Long-Term Development Strategy Vision-2050 seeks to mainstream gender into the public policy planning processes in support of the sustainable human, social and governance development by addressing the difference in life expectancy between female and male, gender disparities in the labor market. Additionally, the strategy aims to promote women’s representation in politics and leadership in decision-making, improve the system of gender education for all, strengthen the national machinery for gender equality as well as promote cooperation and partnership.

Recognizing the importance of cross-sectoral coordination and collaboration towards implementation of the laws, policies and programs in gender-sensitive manner as well as monitoring their practical impacts from gender mainstreaming perspectives, the National Committee on Gender Equality chaired by the Prime Minister of Mongolia has approved “The Cross-Sectoral Strategic Plan for Promotion of Gender Equality 2022-2031”

This strategic plan emphasizes further strengthening of the knowledge base of policy planning processes through gender research and analysis; improving efficiency and effectiveness of development financing by introducing gender-responsive budgeting; applying special measures to achieve gender balance in the areas of workforce and professional education; mainstreaming gender in all

sectors including the culture and digital development as well as among the private sector entities. Moreover, the plan envisages policy solutions for the meaningful and effective implementation of the LPGE and development policies in a sustainable way, by improving the civil service legal and regulatory frameworks with indicators for nomination, selection and appointment of women and men for the political and public administration decision-making positions.

Furthermore, this cross-sectoral strategic plan aims at making a significant contribution towards analyzing gender impacts of the COVID-19 pandemic and climate change processes as well as planning and implementation of the pertinent preventive and mitigation policies through improved and strengthened participation, cooperation and partnership with private sector entities and civil society actors to deliver the public services to the local community areas and primary administrative units.

In our joint efforts towards creating a society of equal opportunities and shared responsibility, we look forward to the cooperation and partnership with the public, non-governmental and civil society institutions, private sector entities, all citizens and international organizations.

SECRETARY OF THE NATIONAL COMMITTEE ON
GENDER EQUALITY AND CHIEF OF THE NCGE
SECRETARIAT



T.ENKHBAYAR



**LAW OF MONGOLIA ON
PROMOTION OF
GENDER EQUALITY**



02 February 2011

Ulaanbaatar

LAW OF MONGOLIA ON PROMOTION OF GENDER EQUALITY

CHAPTER ONE General provisions

Article 1. Purpose of the law

1.1. The purpose of this law is to establish the legal basis for the creation of conditions to ensure gender equality in political, legal, economic, social, cultural and family relations, and to regulate relations related to their implementation.

Article 2. Legislation on gender equality

2.1. The legislation on gender equality shall comprise the Constitution of Mongolia, this law and other legal acts enacted in conformity with the former.

2.2. If an international treaty ratified by Mongolia provides otherwise than this law, the provision of that international treaty shall take precedence.

2.3. Laws and other legal provisions for the public shall not weaken or worsen the gender equality norms adopted in this law.

Article 3. Scope of application

3.1. This law applies equally to economic entities and organizations operating on the territory of Mongolia and to citizens of Mongolia, and, if an international treaty ratified by Mongolia does not provide otherwise, to all international and foreign organizations and foreign citizens and aliens operating or residing on the territory of Mongolia.

Article 4. Definitions used in this law

4.1. The terms used in this law shall be understood as follows:

4.1.1. "gender" as a perception of the roles, responsibilities and statuses which a man or a woman is expected to fulfill in political, economic, social, cultural and family spheres, that establishes itself and evolves in the course of history;

4.1.2. “gender equality” as an absence of discrimination on the basis of sex achieved through equal participation of men and women in political, economic, social, cultural and family relations and their equal opportunities to contribute to and access the benefits of economic, social and cultural development;

4.1.3. “gender stereotypes” as the differential concepts of the roles and rights of men and women in political, economic, social, cultural and family relations based on their sex, and treatment of men and women on the basis thereof;

4.1.4. “gender discrimination” as any action or inaction resulting in discrimination, exclusion or restriction based on sex or attributes of sex and marital status of men and women in political, economic, social, cultural, family and other spheres;

4.1.5. direct gender discrimination shall mean any action constituting or has the effect of constituting an unequal treatment of an individual based on his or her sex compared to another individual of the opposite sex in the same or similar conditions;

4.1.6. indirect gender discrimination shall mean the placing of a person of one sex in a disadvantaged situation compared to a person of the opposite sex in the same or similar circumstances as an effect of seemingly gender neutral standards and/or practices;

4.1.7. “sexual harassment” as an unwelcome sexual advance made in verbal, physical, and/or other forms, intimidation, threat, and/or other forms of coercion that makes sexual intercourse an unavoidable option for the victim and creates an unbearable hostile environment and/or causes damage in terms of the person’s employment, professional, economic, psychological and/or any other form of well-being, or any sexually motivated behavior as a condition for the enjoyment of privileges or opportunities;

/This section was amended by the law of July 2, 2021./

4.1.8. “gender-based violence” as any action or inaction prompted by the victim’s gender that inflicts or has the potential to inflict a physical, sexual, emotional, and economic damage to a victim;

4.1.9. “gender quota” as the absolute minimum measure of the representation of men and women in decision-making positions.

Article 5. Principles and policy of gender equality

5.1. Gender equality shall be based on the following principles:

5.1.1. Principle of equality: men and women shall have opportunities and conditions to enjoy equal rights in political, economic, social, cultural, family and other relations, and to equally participate in social life and equally access the benefits of development and social wealth;

5.1.2. Principle of non-discrimination: men and women shall be guaranteed

enjoyment of human rights and freedoms without any discrimination or restriction on the basis of the differences in terms of their age, sex, vocation or rank, views, marital status or education;

5.1.3. Principle of government responsibility: The State shall fulfill all the commitments related to promoting the equality of men and women in Mongolia provided for in the Constitution of Mongolia, international treaties and other legislation and be accountable for the results achieved;

5.1.4. Principle of gender mainstreaming: Development policies shall be made gender sensitive through incorporation of gender concepts in laws, government policies, programs and projects;

5.1.5. Principle of gender sensitive data and information: The State shall ensure the availability and accessibility of sex disaggregated statistical data and other information.

5.2. The state policy on gender equality shall be aimed at ensuring conditions for equal rights, opportunities, and treatment of men and women and, furthermore, at preventing and eliminating gender discrimination.

Article 6. Prohibition of Gender discrimination

6.1. Gender discrimination shall be prohibited in political, economic, social, cultural and family spheres.

6.2. Gender based violence and sexual harassment shall be seen as constituting gender discrimination.

6.3. The policies and procedures for the prevention and elimination of gender based violence and for the protection of the rights of victims and witnesses shall be established by law.

6.4. Gender discrimination shall be defined as direct and indirect as stated in Articles 4.1.5. and 4.1.6.

6.5. The following activities shall not be considered gender discrimination:

6.5.1. provision of health, educational and other services designed to cater for the specific needs of one particular sex;

6.5.2. separate placement of people by sex at workplace facilities, student dormitories, hospitals, special care and health resort, penitentiary, detention and alcohol rehabilitation facilities;

6.5.3. selection of a person of one sex over another in renting out a private accommodation or for renting a shared accommodation;

6.5.4. establishing a non-governmental organization with a membership open for people of one particular sex;

6.5.5. organization of arts or sports and other competitions designed for people of one particular sex;

6.5.6. recruitment of a person of particular sex based on a specific nature of some work places such as in preschool education institutions.

/This section was amended by the law of July 2, 2021./

Article 7. Special measures to ensure equality of men and women

7.1. The state policy referred to in Article 5.2 of this law may involve special measures aimed at protecting maternity or establishing equality of men and women in social or family relations. These special measures shall not be considered as gender discrimination.

7.2. Special measures referred to Article 7.1 of this law shall be implemented for the purposes of:

7.2.1. approving and implementing laws, policies, programs and projects aimed at protecting maternity rights and interests;

7.2.2. determining the number of seats or implementing other such quotas aimed at equalizing the representation of men or women at political and decision-making levels;

7.2.3. special measures to eliminate gender imbalances in certain sectors or setting up discounts, incentives or benefits to improve imbalanced gender representation in a trade or occupation;

7.2.4. establishing different admission conditions and requirements for education applicants of specific sex pursuant to the provision 6.5.6. of this law.

7.3. With the exception of measures referred to in Article 7.2.1, special measures shall be discontinued when the objectives of equality of opportunity and treatment are achieved.

CHAPTER TWO

Guarantees of gender equality in state structure, economic, social and cultural spheres

Article 8. Guarantees of equal rights in political sphere

8.1. Any act of exclusion, restriction and discrimination against equal rights and equal opportunities of a man and a woman to join and participate in activities of a political party, labor union and other organizations of his or her choice shall be prohibited.

8.2. Campaign financing support in any election allocated to a male and a female candidate by a political party shall be the same amount.

8.3. Representation of any one sex in any central and local body of a political party shall not be lower than 25 percent.

8.4. A political party shall every two years submit a report on the implementation of Articles 8.2, and 8.3 of this law to the National Committee on Gender Equality referred to in Article 18.1 of this law.

Article 9. Guarantees of equal rights in economic sphere

9.1. All citizens regardless of their sex shall have equal rights to establish and register an economic entity and to engage in economic and professional activities.

9.2. Management of central and local government agencies, bodies of local self-government, economic entities and organizations of all forms of ownership shall have a duty to ensure for men and women an equal access on equal terms to land and other immovable and movable property, budget allocations, financial assets, credit, other economic wealth and resources.

9.3. Gender discrimination shall be prohibited in relations arising between persons and legal entities involving material and non-material wealth that are regulated by the Civil Law of Mongolia.

9.4. Gender discrimination shall be prohibited in the public procurement of goods, works and services and in the provision of all types of public services.

Article 10. Guarantees of equal rights in civil service

10.1. The State shall ensure conditions and opportunities for actual implementation of equal rights of men and women to be hired and be employed in civil service through the following policy:

10.1.1. Representation of any one sex among politically appointed civil servants shall not be less than 15 percent on national, aimag and the capital levels, 20 percent on district, 25 percent on soum and 30 percent on khoroo levels;

10.1.2. Representation of any one sex in decision-making positions in public administration shall not be less than 15 percent among state secretaries and heads of agencies, 20 percent among managers in other central agencies, 30 percent among heads of department in ministries and agencies, 40 percent among heads of secretariats, departments and divisions on aimag, soum, capital city, district and khoroo levels;

/This section was amended by the law of April 22, 2022./

10.1.3. Representation of any one sex among public servants in special public agencies shall not be less than 40 percent, except in the army, border and domestic military, police, intelligence, court decision enforcement, anti-corruption and emergency agencies;

/This provision was amended by the law of January 16, 2014./

/This provision was amended by “domestic military” followed by “border” by the law of February 9, 2014 and shall come into force on September 1, 2017./

10.1.4. In case of pre-dominance of one sex in the management of a public service agency, the agency shall develop policies and take measures aimed at ensuring a balanced gender ratio of 40:60 based on special programs and/or action plans. This provision does not apply to a case referred to in article 6.5.6. of this law.

10.2. Representation of any one sex in the composition of advisory or joint governance bodies such as committees, councils or commissions set up by public agencies or on the national level (hereinafter referred to as “the committee”) shall not be less than 40 percent.

10.3. In a case of predominance of one sex among the staff of a state or public budget organization, the organization shall in its human resource policy incorporate and implement special policies and measures aimed at ensuring a balanced gender ratio 40:60. This provision does not apply to a case referred to in Article 6.5.6. of this law.

10.4. Articles 11.1-11.9 of this law shall equally apply to public agencies and public officials.

Article 11. Guarantees of equal rights in employment and labor relations

11.1. Gender discrimination in employment and labor relations shall be prohibited. Unless otherwise provided by an international treaty ratified by Mongolia and other relevant laws, it is also prohibited to treat preferentially, to restrict or to dismiss an employee based on his/her sex, pregnancy, child care-taking roles, or family status.

/This section was amended by the law of July 2, 2021./

11.2. Collective agreements and negotiations shall incorporate provisions on the creation of conditions and opportunities for a man and a woman to combine their professional and family responsibilities, to bear and care for a child, to take care of his/her health, to enjoy labor safety, equal pay and bonus for equal work and to enjoy equal working conditions.

/This section was amended by the law of July 2, 2021./

11.3. An employer shall have the following responsibilities to prevent gender discrimination in employment policies and labor relations and to ensure gender equality at a workplace:

11.3.1. implement on the basis of a plan and/or a program activities aimed at promoting gender equality and report to employees on their implementation and results;

11.3.2. refrain from explicitly specifying or implying a preference for any one sex in a job vacancy notice/advertisement, except in conditions under the Article 6.5 and Article 7 of this law;

11.3.3. recruit a person of the under-represented sex in order to ensure gender

balance in a given organization or its unit;

11.3.4. carry out monitoring and evaluation of legal provisions on equal pay for equal work and equal working conditions and take actions to eliminate identified breaches;

11.3.5. undertake the promotion, professional training and retraining, skills development and pay increases for male and female employees based on the human resource roster;

11.3.6. promptly inform all employees of job vacancies and professional training and re-training opportunities;

11.3.7. if an unsuccessful participant in a proficiency examination or recruitment process so requests, provide a written explanation of the ground of selection of a candidate of the opposite sex in a given process;

11.3.8. ensure that in a case of a once a time lay-off of more than one third of the workforce as a result of a structural change, the gender ratio of the dismissed group be directly proportional to that in the entire workforce irrespective of the length of service;

11.3.9. provide professional training opportunities for an employee returning from an absence from work due to childbirth and childcare in order to ensure their competitiveness in the labor market;

11.3.10. economic entities and organizations shall submit their reports on the sex ratio in the organization to the Governor's Offices of their respective soums or districts by the 20th of December of each year.

11.4. In order to prevent and keep the employment and labor relations free of abuse, violence and sexual harassment and to maintain a zero-tolerance policy, an employer shall take the following measures:

/This section was amended by the law of July 2, 2021./

11.4.1. Incorporate procedures in organization's internal regulations to prevent and combat abuse, violence and sexual harassment in the employment and labor relations, and to redress such complaints;

/This section was amended by the law of July 2, 2021./

11.4.2. design and conduct a program on training and retraining geared toward creating employment and labor relations free from abuse, violence and sexual harassment, and report on its impact in a transparent manner.

/This section was amended by the law of July 2, 2021./

11.5. An employee shall have the following rights in promoting gender equality:

11.5.1. receive information and training on gender discrimination and on abuse, violence and sexual harassment in employment and labor relations;

/This section was amended by the law of July 2, 2021./

11.5.2. file a complaint and testify on one's own behalf or on behalf of a victim in case of gender discrimination, abuse, violence and sexual harassment in employment and labor relations;

/This section was amended by the law of July 2, 2021./

11.5.3. inform the employer, the authorities, and/or the management of the acts in breach of Articles 6.1, 6.4, 7.1 and 7.2 of the Labor Law of Mongolia and to demand accountability for the perpetrator(s) and redress of the damage.

/This section was amended by the law of July 2, 2021./

11.6. An employee shall have the following duties in promoting gender equality:

11.6.1. refrain from abusing and sexually harassing fellow employee, client and/or a customer;

11.6.2. duly observe norms effected for the purpose of preventing gender discrimination, abuse, violence and sexual harassment in employment and labor relations.

/This section was amended by the law of July 2, 2021./

11.7. The rights, duties and responsibilities of an employer and an employee shall be incorporated in the internal labor regulations.

/This section was amended by the law of July 2, 2021./

11.8. A candidate who has not been selected in a proficiency examination or a recruitment process shall have the right to demand from an employer a written explanation with regard to the educational, professional, working experience and other qualifications of the successful candidate of the opposite sex.

11.9. The state agency in charge of labor and employment affairs shall provide support to employers in their activities to promote gender equality.

Article 12. Guarantees of equal rights in the sphere of education and culture

12.1. Men and women shall have equal rights and equal opportunities to obtain pre-school, primary, secondary, vocational, and higher education, to be enrolled in a professional training and re-training, and to receive a scholarship, and technical counseling.

12.2. Principals and directors of educational institutions shall ensure that the working and learning environment is free from gender discrimination, and shall adopt and carry out plans and programs on gender awareness and education.

12.3. Results of programs and activities on gender equality, identified breaches and measures to redress these breaches shall be included in annual reports of an education institution. Results of a program or activities to promote gender equality shall be an indicator in measuring the performance of principals and directors of schools and kindergartens.

12.4. Education standards and curriculum for pre-school, primary, secondary,

vocational and higher educational institutions shall incorporate mandatory for a student gender content, methodology and evaluation.

12.5. Textbooks, learning materials and aides used in general education schools and other educational institutions shall be free of content that denies the concept of gender equality.

12.6. Adult men and women shall be provided with equal opportunities and conditions to receive alternative educational and non-formal training that aim to decrease differences in the level of education between genders, and to access continuous educational services.

12.7. Except in case under the Article 6.5.1 and 6.5.6. of this law, educational institutions of all levels must not set discriminatory terms of admission or refuse enrolment, restrict or refuse provision of training and other services to a person on the grounds of his or her sex or engage in gender discrimination in any other form.

Article 13. Guarantees of equal rights in the sphere of health care

13.1. The State shall implement measures to create services designed to cater to the specific health needs of women and men.

13.2. An appropriate funding required for treatment and prevention of diseases identified as prevalent cause of mortality of women and men shall be allocated in the state budget.

13.3. Violation by use of force or pressure or otherwise of a person's right to prevent and protect oneself from unwanted pregnancy or sexually transmitted infections shall be prohibited.

13.4. Obstructing involvement of men and women in examination/tests, training and educational activities on reproductive health and other health related issues shall be prohibited.

13.5. Any form of discrimination against women and men in health care services, insisting, demanding and forcing to abort pregnancy shall be prohibited.

13.6. The right of persons with low income, or living in remote areas or from ethnic minorities to safe motherhood and childcare shall be protected, and the state shall carry out measures to improve access and quality of services necessary to ensuring these rights.

Article 14. Guarantees of equal rights in family relations

14.1. Spouses or unregistered partners that live together shall not restrict or otherwise obstruct a free choice of a wife, husband or partner with regard to his/her professional career and/or any other form of participation in social life.

14.2. Violation of human rights and freedoms of a man or a woman to marry, to conclude or modify marriage contract and to voluntarily divorce, to raise children

and to participate in family relations shall be prohibited.

14.3. A husband and a wife shall have equal rights and responsibilities to decide on the number of children to deliver, spacing of childbirth and protection from unwanted pregnancy.

14.4. Parents through their own example and family education shall give to children a proper understanding of parenthood and equal participation of men and women in the upbringing of children, appropriate perception and practices of gender equality and non-discrimination based on sex.

14.5. Gender based restriction of the right of a family member to participate in the determination of his or her share in the family property, to manage and dispose that share and to engage in income generating and other activities to cater for the needs of the family shall be prohibited.

14.6. The value of unpaid labor for household work, family business, childcare or care for elderly devoted by a spouse since marriage shall be considered as his or her contribution to social wealth and family economy.

CHAPTER THREE

Management and organization of activities to promote gender equality

Article 15. Mandate of the State Great Khural with regard to promoting gender equality

15.1. The State Great Khural shall have the following mandate with regard to promoting gender equality:

15.1.1. ensure that state policies and legislations are defined in a gender equality and rights-based manner;

15.1.2. improve the legal framework to ensure equal rights and equal opportunities for men and women by strengthening the national legislation in compliance with the principles and norms of gender equality established by this law, other relevant laws and international treaties of Mongolia;

15.1.3. approve funds sufficient for the achievement of objectives and results on the gender equality in the economic, social, legal and other state policies adopted by this law, other relevant laws and international treaties of Mongolia;

15.1.4. discuss and issue assessments every two years on the following reports:

15.1.4.a) by the Government on the implementation and results of its gender equality promotion activities;

15.1.4.b) by the Human Rights Commission on the implementation of the gender equality legislation and resolution of gender discrimination complaints;

15.1.4.c) by the Civil Service Council on the state of gender equality in the civil

service, and the progress and results of the implementation of measures to prevent gender discrimination including sexual harassment;

15.1.4.d) country report on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women.

15.1.5. other functions as stipulated by laws.

Article 16. Mandate of the Government (Cabinet) with regard to promoting gender equality

16.1. The government shall have the following mandate with regard to promoting gender equality:

16.1.1. incorporate gender equality promotion activities in the annual national development plan and sectoral development policies and programs, introduce gender sensitive budgeting system, approve and implement gender equality programs and special measures prescribed in Article 7 of this law and have sufficient financing approved for their implementation;

/This section was amended by the law of December 17, 2021./

16.1.2. create conditions for compilation of sex disaggregated statistics, to have gender equality assessments carried out, to disseminate the findings to customers and the public;

16.1.3. take measures to create human and financial resources to formulate and implement gender sensitive development policies;

16.1.4. carry out awareness raising activities aimed at cultivating gender equality culture among the population and preventing from propaganda of gender discrimination;

16.1.5. adopt and implement civil service standards that prevent from gender discrimination in activities and workplaces in public administration;

16.1.6. adopt directives, procedures and recommendations within its function to promote gender equality;

16.1.7. report to the State Great Khural on the implementation and results of the gender equality policies and activities.

16.2. The Government shall take up a responsibility to provide management in incorporation of unpaid household labor and household production into the extended System of National Accounts.

Article 17. Responsibilities of the Prime Minister with regard to promoting gender equality

17.1. Promotion of gender equality shall be within the jurisdiction of the Prime Minister.

17.2. Prime Minister shall head the National Committee on gender and supervise the operation of the Committee.

Article 18. Mandate of the National Committee on Gender with regard to promoting gender equality

18.1. The National Committee on gender is a public body composed of non-staff members and is responsible to ensure equal participation of the public and the government in and sustainability of the implementation of gender equality policies. The National Committee on gender shall have a Secretariat.

18.2. The Cabinet shall approve the composition of the National Committee on Gender based on the suggestion by the Prime Minister.

18.3. The National Committee on Gender shall have the following functions:

18.3.1. to coordinate and organize activities on the formulation, implementation, and monitoring of gender policies, programs and special measures;

18.3.2. to define economic and legal measures necessary for the implementation of the gender equality policy and to provide professional and technical guidance and advise in carrying out of these measures;

18.3.3. to review and to issue recommendations on the implementation and results of legislation, policies, programs and recommendations by international organizations pertaining to the promotion of gender equality;

18.3.4. to organize the formulation, implementation and oversight of policies, programs, projects and measures aiming at the strengthening of the national institutional capacity necessary for promotion of gender equality in public agencies and society in general;

18.3.5. to organize the preparation of the reports referred to in Article 15.1.4.a) of this law;

18.3.6. to review and comment on drafts of the report referred to in Articles 15.1.4.c) and 15.1.4.d) of this law;

18.3.7. to review and comment on draft of the report referred to in Article 18.3.15 of this law;

18.3.8. to coordinate establishment of a gender database and an integrated information network and to organize dissemination gender data and information;

18.3.9. to ensure participation of the public, private sector and citizens in the promotion, strengthening and protection of gender equality;

18.3.10. in cooperation with organizations of media, the public and private sector to organize activities that familiarize and propagate the gender equality legislation and policies to business organizations and the public and to report on outcomes of such activities;

18.3.11. to review and to make recommendations on reports by its local bran-

ches;

18.3.12. to nominate for awards economic entities, organizations and individuals that achieved outstanding results on gender equality;

18.3.13. to have the structure, composition and statute of the National Committee on Gender and its Secretariat approved;

18.3.14. to organize evaluation and assessment of implementation of the law on gender equality;

18.3.15. to prepare and submit to the Government reports on the implementation and results of the gender equality policies, legislation and programs;

18.3.16. to develop cooperation with international organizations and foreign countries in the sphere of gender equality.

18.4. The National Committee on Gender shall have branches at local administrations and ministries.

18.5. The National Committee on gender shall report to the Government.

Article 19. Mandate of central and local government agencies with regard to ensuring gender equality

19.1. Central and local government agencies shall perform the following duties aimed at ensuring gender equality:

19.1.1. to introduce a methodology to incorporate gender considerations in local and sectoral policies, general strategies, programs and projects; to conduct gender analysis of drafts of these documents and review and comment on their reports;

19.1.2. to compile local or sector-wide sex-disaggregated statistics and to assess the state of gender equality and policy impacts;

19.1.3. to submit to the Cabinet the gender sensitivity assessment reports and recommendations of the draft sectoral policies, plans, and programs;

19.1.4. to establish advisory gender councils or committees and to approve their composition and statutes;

19.1.5. to outsource some of the public agency's functions on gender equality to civil society organizations on a contract basis and to have the needed financing planned and approved in the annual budgets;

19.1.6. to conduct gender training and awareness raising programs within the sector/locale;

19.1.7. to organize the measures provided for in 11.4 above in a manner that fits the context and needs of the sector or locale;

19.1.8. soums and districts to submit annual reports on gender equality in staffing of central and local government agencies to aimag and capital city by the

10th of January, and the latter to submit the report to the National Committee on Gender by the 10th February of each year;

19.1.9. The central government authority shall submit an annual report on the implementation and results of gender equality activities to the National Committee on Gender by the 10th February of each year.

19.2. A central or local public agency may outsource the gender research and analyses necessary for the development of a legislation, policy, general plan, program and project to a non-governmental organization specialized in gender equality area.

Article 20. Mandate of local self-governance bodies of all levels in the promotion of gender equality

20.1. Local self-governance bodies of all levels shall have the following mandate with regard to gender equality:

20.1.1. to incorporate state gender policies and regulations in local economic and social development policies and to monitor their implementation;

20.1.2. to allocate funds from local budgets for activities on promoting gender equality within their respective territories;

20.1.3. to support the activities and to develop cooperation with all organizations, economic entities and citizens on promoting gender equality;

20.1.4. to have aimag and capital city Citizens Representative Khurals submit by 20th February of each year to the National Gender Equality Committee the annual reports on the implementation of the state gender equality policy.

20.2. The aimag, soum, capital city and district Citizens Representative Khurals shall review the reports by respective level governors on the implementation and results of gender equality and human rights legislation and to inform the public on the review results.

/This section was amended by the law of April 22, 2022./

Article 21. Mandate of the Civil Service Council with regard to promoting gender equality

21.1. Civil Service Council within its mandate shall perform the following duties with regard to promoting gender equality:

21.1.1. to set up a structure that compiles sex disaggregated statistics for civil service and to provide the State Great Khural, the President, the Cabinet and other interested parties with this data and information;

21.1.2. to introduce norms and standards aimed at maintaining the civil service free from gender discrimination and to provide local offices referred to in Article 18.4 of this law with professional and methodological guidance;

21.1.3. to oversee the complaint resolution on gender discrimination within the civil service;

21.1.4. to monitor enforcement of Articles 10.1, 10.3, 10.4, and 11.3.2 of this law.

21.2. To have the State Great Khural review the report referred to in Article 15.1.4.c of this law and to organize implementation of the recommendations.

Article 22. Participation of organizations of the public in promoting gender equality

22.1. Participation of organizations of the public in ensuring gender equality shall be as follows:

22.1.1. to participate in formulation, implementation and monitoring of the state policies, legislations and other decisions on gender equality and to protect the violated rights of citizens;

22.1.2. to obtain gender related information and financial, technical and other support from the government;

22.1.3. to express their position on the state of gender equality in the country.

22.2. Pursuant to the article 19 of the Law on Government, non-governmental organizations may perform, on a contract basis, specific duties of governmental agencies with regard to ensuring gender equality.

CHAPTER FOUR

Resolution of complaints on violation of gender equality legislation

Article 23. Filing of complaints on the violation of gender equality

23.1. Any act of violation of provisions except Article 14 of this law shall form a basis to lodge a complaint with the National Human Rights Commission of Mongolia.

23.2. A trade union and/or nongovernmental organization shall have the right to lodge a complaint in case of perceived violation by an economic entity, organization and/or an official of gender equality, equal rights, equal opportunities and equal treatment of men and women stipulated in this law.

23.3. If an employee of a public agency, economic entity or organization commits an act of gender discrimination in a workplace, the employer shall also be held liable.

Article 24. Review and resolution of complaints on gender equality violation

24.1. The National Human Rights Commission of Mongolia, within its jurisdiction stipulated by the Law on the Human Rights Commission, shall provide indepen-

dent oversight of the enforcement of the gender equality related provisions of the Constitution, other laws and international treaties Mongolia is a signatory and shall receive and resolve complaints on violation of these legislation.

24.2. If the ground of a complaint is established as related to a labor contract or collective agreement or negotiation, the parties to the agreements shall have the case resolved under the labor rights and interests dispute resolution process.

/This section was amended by the law of July 2, 2021./

24.3. Disputes pertaining to the Article 14 of this law shall be resolved under the procedure stipulated in the Civil Procedure Code of Mongolia.

24.4. Personal Information revealed in the course of the court procedure on sexual harassment shall be regarded as confidential and is subject to protection under the Law on protection of personal information.

/This section was amended by the law of December 17, 2021./

CHAPTER FIVE

Penalties for breach of law

Article 25. Liability on compensation for causing damage and harm

25.1. If an employee breaches this law while performing the duties stipulated in the labour agreement or the terms of agreement of the position, and the breach involves damage to others, the employer shall be responsible under Articles 498.1 and 498.2 of the Civil Law of Mongolia for reimbursement of the damage incurred.

25.2. The employer may be exempted from liability under Article 25.1 of this law if he or she proves to have undertaken measures provided in Article 11.4 of this law.

Article 26. Penalties for breach of legislation on gender equality

26.1. For breaching this law, a person shall be held accountable in line with the Civil Service and other related laws.

/This section was amended by the law of December 4, 2015/

26.2. If, in the absence of valid reasons, a person obstructs the work of Human rights commissioner by refusing to furnish information and documentation required for inquiry into a complaint lodged with the Human Rights Commission, the faulty party shall be held liable in line with the relevant law.

/This section was amended by the law of December 4, 2015/

26.3. A person who committed an act of direct discrimination based on attributes of a sex in family relations may be ordered to attend a mandatory behavior change training stipulated by Law against Domestic Violence.

CHAPTER SIX

Other provisions

Article 27. Oversight and monitoring of the implementation of legislation on gender equality

27.1. The State oversight and monitoring of the legislation on gender equality shall be exercised by the State Great Khural, the Cabinet, aimag, soum, capital city and district Governors within scope of their respective mandates.

27.2. The public oversight of the enforcement of guarantees of equal rights, equal opportunities and equal treatment of men and women shall be exercised by trade unions, non-governmental organizations, other organizations of the public as well as individual citizens.

CHAIRMAN OF THE
STATE GREAT KHURAL

D. DEMBEREL



NATIONAL COMMITTEE
ON GENDER EQUALITY

**CROSS-SECTORAL STRATEGIC PLAN FOR
PROMOTING GENDER EQUALITY IN MONGOLIA
(2022-2031)**

THE NATIONAL GENDER COMMITTEE RESOLUTION

5 October 2022

Number 2

Ulaanbaatar city

On approval of the cross-sectoral strategic plan

Pursuant to provisions 18.3.1 of the Law on Promotion of Gender Equality, the Mongolian Government Action Plan for the period of 2020-2024 and 2.3, 2.9 of the National Committee on Gender Equality (NCGE) rule, the National Committee on Gender Equality meeting is resolving to:

1. Approve the cross-sectoral strategic plan for promoting gender equality in Mongolia (2022-2031) (as to annex).

2. The heads of the gender councils of the respective sectors, gender committees at the local levels and the NCGE members shall be responsible for actions reflected in the strategic plan by earmarking required expenses needed for implementation in their respective sectors and territories by duly reflecting in the national, local budgets and through international projects and programs.

3. Assign /T. Enkhbayar/, Secretary of the National Committee on Gender Equality and head of the NCGE Secretariat to be tasked to ensure the implementation of the strategic plan at the national level through an integrated management by providing professional methodology, supporting and cooperating with the public, private entities, non-governmental organizations, international organizations and encouraging their participation and initiatives. She shall be responsible for reporting on the annual budget planning and expenditure, implementation of the planned actions as well as bi-annual monitoring and evaluation processes.

PRIME MINISTER OF MONGOLIA,
HEAD OF THE NATIONAL
COMMITTEE ON GENDER EQUALITY

L. OYUN-ERDENE

Annex to the Resolution #2, 2022,
National Committee on Gender Equality

THE CROSS-SECTORAL STRATEGIC PLAN FOR PROMOTING GENDER EQUALITY IN MONGOLIA (2022-2031)

№	Goal/objective/activities	Criteria	Unit of measurement	Target level			Primary organization in charge	Coresponsible organization
				Baseline 2021/2022	2026	2031		
0	1	2	3	4	5	6	7	8
1.	GOAL 1. Create equal opportunities for girls and boys, woman and men for safe, healthy lives and ensure equal access to education.	Gender Inequality Index (GII): Educational attainment	Score	0.994	0.996	0.998	MES	NCGE, All ministries
1.1	Objective 1.1. Ensure equal opportunities for healthy and active living conditions and reduce life-expectancy gap between women and men.	Gender gap in life expectancy	Year	9.5	8	7	MOH	MES, MOD MLSP, NCGE, PCSA
1.1.1	Implement the health sector gender-responsive policy, actions and facilitate building the capacities towards healthy and active lifestyle related knowledge, attitude and behaviors,	Employees participated in the trainings	Percentage	0	70	100	MoH	
1.1.2	Conduct gender analysis on the expenses of health care, preventive service and health insurance fund to be used for decision-making,	Public health expenditure as a percentage of the total health sector budget	Percentage	4	10	50	MoH	

			Percentage	0	20	40	MoH	
1.1.3	Facilitate promoting gender-responsive public health, health care services and related infrastructure,	Health institutions introduced gender-sensitive services and infrastructure	Yes/no Percentage	No 0	Yes 50	Yes 100	MoH	MOFAL, MES
1.1.4	Incorporate zoonotic disease prevention strategies into the policy document by adopting healthy lifestyle (consuming nutritious foods, avoiding dangerous habits) based on differentiated gender needs,	Approved policy in place and policy implementation	Yes/no Percentage	No 0	Yes 50	Yes 100	MoH	MOFAL, MES
1.1.5	Conduct detailed studies on disparities in life expectancy between women and men by geographic locations and help incorporate the findings and recommendations in the local planning processes,	Study findings and aimags and districts incorporated recommendations in their planning processes	Number	0	15	30	MoH	Aimags and districts CRKh, governors
1.1.6	Improve the cross-sectoral coordination towards implementing the activities to close the gender gap in life expectancy,	Activities	Number	50	100	-	NCGE	All ministries, aimag and district governors, CRKh
1.1.7	Establish men's health cabinets in each aimag and district, train needed human resources and provide with equipment and facilities,	Aimags and districts with standard cabinets and human resources	Number	14	30	-	MoH	Aimags, districts CRKh and governors
1.1.8	Disseminate best practices of Orkhon aimag's men's health cabinet that used an effective advocacy approach towards increasing the number of clients,	Local areas introduced the best practices	Number	1	10	21	MoH	Governors at all levels

1.1.9	Pilot the establishment of "Men's Development Center"/s,	Men's development center/s available	Number	0	1	5	MLSP	NCGE, (CRKh) and Governors at all levels
1.1.10	Raise public awareness through media by promoting accomplishments of male celebrities who pursue healthy lifestyle and behavior,	Media products	Number	0	10	15	MoC	MDDC, Professional Associations
1.1.11	Facilitate improving public engagement and other legal mechanisms towards reducing the usage of harmful substances including, alcohol, drugs and cigarettes,	Amendment/s to the Law	Yes/no	No	Yes	Yes	MoH	MoH, MLSP, (CRKh) and Governors at all levels
1.1.12	Gender-sensitive planning and implementation on women's birthing, pregnancy and postpartum health care,	Studies in place and action plan implementation	Percentage	40	70	100	MoH	NCGE
1.1.13	Conduct gender analysis on the existing barriers encountered by people with disabilities (PWD), children and their care-givers towards participating in social life and reflect the findings in the cross-sectoral planning and implementation processes.	Gender analysis and policy planning in place, their implementation	Yes/no Percentage	No 0	Yes -	Yes 50	MLSP	NCGE, MoH, (CRKh) and Governors at all levels
1.2	Objective 1.2. Promote healthy, active and gender-inclusive lifestyle through education, culture and sports.	Short-term training on the gender-inclusive healthy and active lifestyle on a regular basis	Number	Unready	At each educational level	At each educational level	MES	NCGE
1.2.1	Identify the content of education and culture towards educating everyone a gender inclusive and active lifestyle and incorporate it into laws,	Amendment/s to the education and culture related laws and regulations	Yes/no	Needs identified for amendments to the laws	Yes	Yes	MES	MoC

1.2.2	Encourage men's organizations to mobilize and organize various campaigns towards public health promotion and encouraging physical fitness.	Campaigns and events promoting men's participation	Number	0	5	10	PCSA	MoH, NCGE, Men's NGOs
1.2.3	Increase the percentage of male students studying education (kindergarten and primary school teachers) and female students in engineering STEM, information and communication technology by implementing the special measures outlined in the Article 7 of the Law on Promotion of Gender equality (LPGE),	Special measures in place Increased percentage among male students studying kindergarten and primary school teachers Increased percentage among female students studying engineering STEM Increased percentage among female students studying ICT	Yes/no Percentage Percentage Percentage	- 3.9 Data unavailable 21.8	Yes Increased percentage among male students Increased percentage among female students	Yes Gender parity among employees engaged in various sectors and legal quota achieved	MES	NCGE

1.2.4	Incorporate gender and family education content into all levels of educational standards and curricula in line with students' age and psychological characteristics, Amendment to the package of education law,	Amendment/s to the package of Education List of references/literature to assist breakdown gender stereotypes in the mandatory general educational curricula	Yes/ho Yes/ho	No No	Yes Yes	Yes Yes	MES MES	MLSP, AFCYD
1.2.5	Facilitate eliminating initiatives that promote gender stereotypes such as "Darkhan bei" and instead introduce trainings and lobbying on legal culture and practices that are free from gender discrimination within the context of the "legal socialization of citizens" approach,	Training and advocacy products	Number	2	8	18	MJHA	(CRKh) and Governors at all levels
1.2.6	Help develop "behavior changing" voluntary training methodologies to organize them at the soum and khoroo levels in an inclusive way,	Soums and khorooos organized trainings	Percentage	0	70	100	MJHA	MLSP
1.2.7	Create a legal framework for primary school instructors to assist primary school students living in dormitories and provide services to young children in adjusting to the dormitory conditions,	Amendment/s to the law and dorms with required services and conditions	Yes/ho Percentage	Draft package of education law	Yes 30	- 100	MES	(CRKh) and Governors at all levels
1.2.8	Disseminate best practices of Buhmurun soum, Uvs aimag that created gender-inclusive pre-school and primary education environment for herders' children,	Soums disseminated the best practice	Percentage	Best practice sharing plan	10	20	MES	(CRKh) and Governors at all levels

		Training system in place	Yes/no	No	Yes	Yes	MES	
1.2.9	Provide secondary school teachers with the competence to conduct gender sensitive educational services on a systematic basis and help minimize the effect of gender stereotypes on career choices.	Teachers capacitated	Percentage	-	40	70	MES	
1.2.10	Encourage secondary school students to join various clubs and groups that involve their parents, teachers and peer students including, (girls and boys) to help avoid gender stereotypes, bad habits and possibly dangerous behaviors.	Schools that mobilized and encouraged the participation	Percentage	Data unavailable	30	70	MES	MLSP, (CRKh) and Governors at all levels
1.2.11	Take temporary special measures to raise the base-pay and bonuses of the kindergarten and primary school teachers,	Special measures in place and assessment on the implementation	Yes/no	No	Yes	Yes	MES	Civil Service Council (CSC), MLSP
1.2.12	Provide required assistance to school-dropout (boys and girls) and young women heading the households for retraining and skills training.	Trainees by age and gender	Number	Baseline needs to be identified	Baseline increased by 35%	Baseline increased by 70%	MES	MLSP
1.2.13	Provide gender training to psychologists working at all levels of educational institutions,	Educational institutions with psychologists trained on gender by types of organizations	Percentage	0	50	100	MES	(CRKh) and Governors at all levels
1.2.14	Conduct gender assessment on the "herder" training program of the vocational training centers and Polytechnic Colleges as well as help mainstream gender in the curriculum.	Gender-sensitive training curriculum in place	Yes/no	No	Yes	Yes	MOFALI	MES
1.2.15	Design and develop a gender training handbook for trainers of the youth development centers.	Trainers used the handbook	Number	0	26	32	MLSP	FYCDD

	Organizations used the criteria Best practices	Percentage Number	0	30	60	MDDC	CRC, MoC, Professional Associations
1.2.16	Introduce gender-sensitive criteria on the media, advertising and marketing,	Number	0	3	5		
1.2.17	Create a public monitoring mechanism on media, art content and related information through social media from gender equality perspectives,	Yes/no	No	Yes	Yes	Deputy PM NCGE	MDDC, National Public Radio and TV Professional Associations, NGOs
1.2.18	Set up a legislative framework for defending of the public interest towards promoting gender equality and funding of necessary expenses.	Number	1	3	5	NCGE	Professional Associations, NGOs, MALA
1.3	Objective 1.3. Promote equal relationships and shared responsibilities in the family.	Yes/no	No	Yes	Yes	NCGE	NHRC, MJHA, NGOs, Lawyers' Association
1.3.1	Improve the legal environment of family relations based on changes in family structure and relationships as well as incorporate the cohabitation in the family law and related regulations,	index	-	To measure	-	MLSP	FYCDD
1.3.2	Introduce and promote the importance of marriage contract,	Yes/no	No	Yes	Yes	MOJHA	MLSP
		Number	0	5	10	MJHA	MLSP

					Percentage												
1.3.3	Create services at the sum and khoroo levels to provide knowledge and awareness on the parental responsibility, work-life balance and family education and relationships,	Soums and khorooos introduced the services	0	30	70	MJHA	(CRKh) and Governors at all levels										
1.3.4	Advocate and promote for parental leave on child care,	Employees participated in the advocacy actions	0	60	100	MLSP	TU, MEF (CRKh) and Governors at all levels										
1.3.5	Create a legal framework in which the parent who lives apart from his/her child/ren could enter into an agreement to fulfill his/her responsibility to raise their child/ren equally,	Amendment/s to the law	No	Yes	Yes	MJHA	MLSP										
1.3.6	Establish a legal regulation that obtains funds from the relevant sources if the defendant (parent) is found to have no employment or source of income during the implementation of a child support court order and to repay it through the court enforcement proceedings,	Amendment/s to the law	No	Yes	Yes	MJHA	MLSP										
1.3.7	Provide interest-free loans to young families living in urban and rural areas to help them build private homes and start their business as well as run the incubators by providing with technical and methodological support,	Aimags and districts with incubators, Number of young families received interest-free loans	0	15	30	MLSP	MoF, Governors, CRKh of aimags and the capital city, Mongol Bank										
1.3.8	Produce TV serials, drama, video content and video clips that promoting positive image of men and responsible father among teens and general public.	Products by types	5	10	20	MoC	MLSP, FYCDA										

1.4	Objective 1.4. Improve the livelihoods of rural women and girls.	Implementation of the strategic planning for population settlement: rural inhabitants	Percentage	30.5	40	60	MED	All ministries
1.4.1	Set up mobile pre-natal care services for women who live far from the aimag centers, create a maternity ward making the soum a safe place to give birth,	Soums that have maternity ward, creating safe spaces and conditions for mothers	Percentage	0	30	70	MoH	Governors and the CRKh of aimags and soums
1.4.2	Provide information on sexual and reproductive health, family planning and violence-free relationship to herder women and men on a regular basis,	Soums and baghs that provide information on a regular basis	Percentage	0	50	100	MoH	Governors, CRKh of aimags and soums, MLSP
1.4.3	Develop incubators where herder women will be trained and advised on how to use labor-saving technologies, run entrepreneurship, join cooperatives and promote networks,	Incubators	Number	-	10	21	MOFALI	MLSP, Governors, CRKh of aimags and soums
1.4.4	Develop and introduce a gender-sensitive training program for young herders' capacity building,	Gender-sensitive training program available	Number	0	1	-	MOFALI	MES
1.4.5	Carry out specific strategies designed to support assistant herders' livelihoods, improve their working conditions, provide them with skills training and safeguard them from human rights abuse, gender discrimination and violence,	Implementation of strategy	Percentage	0	35	70	MOFALI	MLSP, NHRC, Governors, CRKh of aimags and soums,
1.4.6	Introduce capacity building consultancy services for rural women to help generate ecologically responsible tourism,	Women received consultancy service	Number	0	1000	3000	MET	MOFALI

1.4.7	Conduct gender analysis on the risk prevention actions of seasonal workers including, artisanal miners, herders and vulnerable social groups to develop and implement the risk prevention action plan.	Gender analysis and implementation of the action plan	Percentage	0	50	100	MOFALI	MMHI, MLSP, Governors, CRKh of aimags and soums
1.4.8	Issue a national report on implementation of the UN Resolution on "Improvement of Livelihoods of Rural Women and Girls" for review and implement the recommendations.	National report	Number	0	2	4	MOFALI	MLSP
1.5	Objective 1.5. Intensify cross-sectoral coordination and cooperation to combat gender-based violence.	Action plan implementation	Percentage	Action plan	100	100	MJHA	All ministries, CRKh, governors at all levels
1.5.1	Conduct the second national survey on GBV,	Survey in place	Yes/no	No	-	Yes	NSO	MLSP
1.5.2	Improve the law enforcement in line with the GBV survey recommendations,	Implementation of recommendations	Percentage	0	50	80	MJHA, MLSP	All duty bearers
1.5.3	Review and improve the concept and content of implementation related regulations of the Law on Combating Domestic Violence,	Assessment, revised regulations in place and approved training program	Yes/no	No	Yes	Yes	MJHA	MLSP
1.5.4	Review and disseminate best practice of Bayankhongor aimag in combating domestic violence, providing care and services to survivors of violence as well as promoting cross-sectoral cooperation,	Aimags, soums and districts introduced the best practice	Number	0	50	85	MJHA	MLSP, NGOs, Governors and CRKh at all levels
1.5.5	Introduce experiences of comprehensive services and assistance provided to GBV survivors, related methodologies to the local authorities and NGOs and strengthen their capacities,	Aimags capacitated	Number	3	6	12	MJHA	Governors and CRKh at all levels, NGOs

		Number	0	1	5	Governors of aimags and capital city, CRKh	MCUD
1.5.6	Build public homes/apartments for victims of domestic abuse and single mothers that near schools and kindergartens,	Public homes/apartments built					
1.5.7	Create an effective mechanism and methods of preventing herders from domestic abuse, disclosing evidence and protecting survivors of violence,	Yes/no	No	Yes	Yes	MLSP MJHA	MOFALI, NHRC
1.5.8	Implement the legal provision to fund operating costs of the joint team and shelters run at the primary administrative levels from the state and local budgets,	Percentage	-	70	100	MJHA	MoF, MLSP, MoH, Governors and CRKh at all levels
1.5.9	Create an enabling legal environment to ensure the protection of personal privacy of children in particular, child victims of sexual assault,	Yes/no	No	Yes	Yes	MJHA	MLSP, NHRC
1.5.10	Improve the quality, accessibility and scope of assistance and services provided to survivors of GBV and sexual harassment,	Number Percentage Percentage	25 - -	28 50 Increased funding	- 100 Increased funding	MJHA	
1.5.11	Integrate forensic services into the One Stop Service Centers (OSSC) designed for survivors of GBV,	Percentage	0	100	-	MJHA	
1.5.12	Establish diversified shelters in the capital city to provide assistance to children, women and male survivors of violence, PwD and elderly as well as provide funding in line with the legislation,	Number	0 -	6	10	MJHA, MLSP	MoF, MoH, Governors and CRKh of the capital city
1.5.13	Undertake advocacy efforts on the GBV prevention on a regular basis.	Number	1	5	16	All ministries	Professional Associations, Governors and CRKh at all levels

2	GOAL 2. Support equal opportunities and participation in the economy.	Gender gap index: economic participation and opportunity	Score	0.765	0.785	0.795	MLSP	NCGE
2.1	Objective 2.1. Reduce gender and age discrimination in the labor market.	Total employees by age and gender	Thousand persons	1127.1	1420	1710	MLSP	All ministries
2.1.1	Conduct gender assessment on the employment promotion policy, its implementation and provide recommendations,	Gender analysis available, implementation of the recommendations	Yes/no Percentage	No -	Yes 30	Yes 70	MLSP	MEF
2.1.2	Design and utilize a tool to track the implementation of the guarantees of equal rights in civil service outlined in the LPGF,	Implementation	Percentage	0	60	100	CSC	MLSP, Governors at all levels
2.1.3	Establish and operate a platform for effective collaboration amongst institutions such as the government, employers' federation, trade unions, media and relevant international partners towards eliminating all forms of discrimination that impede employment in the public, private sectors and NGOs,	Organizations joined the platform	Number	0	10	25	MLSP, MEF, TU	CSC, NHRC, SIA, MNAO, Media, NGOs, International partners
2.1.4	Conduct assessment on the implementation of model standards reflected in the internal rules of economic entities on sexual harassment in the work place, resolving claims and fostering a sexual harassment-free environment and provide necessary methodological support,	Audit, M&E	Number	0	1	2	MLSP, NHRC, GASI	CSC, TU, MEF

		Implementation of the policy planning	Percentage	Draft policy	30	70	MLSP, TU	NCGE, TU, MEF, Governors at all levels
2.1.5	Facilitate approving and implementing of policies and actions making the workplace gender-sensitive,							
2.1.6	Facilitate introducing gender-responsive planning and management system in the private sector entities,	Organizations implementing gender-responsive planning by sectors	Number	Guidance	32	80	NCGE	MLSP, MEF, TU, MNCCI
2.1.7	Develop and introduce gender training module designed for the private sector entities,	Training module used for training processes	Yes/no	No	Yes	Yes	NCGE	MEF, TU, MNCCI, SIA
2.1.8	Introduce a methodology of assessing unpaid domestic work and reflect it into the system of national accounts (SNA),	Methodology, indicators	Yes/no	No	Yes	Yes	MLSP, NSO	MED, MoF
2.1.9	Facilitate accessing parents who are taking care of their children into the state-funded social insurance scheme in phases,	Amendment/s to the law Legal coordination in place	Yes/no	No	Yes	Yes	MLSP	MEF, TU
2.1.10	Increase the variety and scope of counseling services provided to elderly women,	Types of services for elderly, elderly provided counseling services by gender	Percentage	-	15	30	MLSP	MEF, TU
2.1.11	Study and help handle the issues such as paying child care fees to elderly grandparents who take care for their grand children,	Amendment/s to the law	Yes/no	No	Yes	Yes	MLSP, MES	MoF
2.1.12	Mainstream gender in the policies and actions designed to support employment opportunities for PwD,	Implementation of the gender-sensitive policies and actions	Percentage	0	25	50	MLSP	Professional associations

		Analysis available, implementation of recommendations	Yes/ho Percentage	No	Yes 20	Yes 50	NCGE	NHRC, MDDC, MLSP
2.1.13	Conduct analysis on gender discrimination in the online work environment and carry out relevant planned actions.		Percentage	22.2	16.7	11.0	MLSP	All ministries
2.2	Objective 2.2. Encourage decent work from gender perspectives and work-life balance approaches.	Employed population with consumption of below poverty line	Percentage	22.2	16.7	11.0	MLSP	All ministries
2.2.1	Create economic incentives to promote gender equality amongst employers and economic entities,	Incentives, economic entities by type	Number	0	1	3	MLSP, MED, MNCCI	MEF, TU, MoF, CGA, MTA
2.2.2.	Advocate for the gender-sensitive content and implications of the revised Labor Law,	Organizations involved	Percentage	0	30	70	MLSP	MEF, TU, MoC, GASI
2.2.3	Develop the “work-life balance” strategy and facilitate implementing it by the public and private sector organizations,	Organizations that implemented strategy by sectors Activities disseminating best practices of the Emergency-response unit in Arkhangai aimag	Number Number	0 0	50 3	250 -	MLSP NCGE	NCGE, MEF, Governors, CRKh at all levels MEF, TU, Governors at all levels
2.2.4	Conduct gender assessment on working conditions, occupational safety and hygiene in the selected sectors and promote best practices,	Gender assessment, best practices	Number	0	5	10	MLSP	MEF, TU, GASI
2.2.5	Identify and advocate for the best practices in support of women’s employment opportunities,	Best practices	Number	1	5	10	MLSP	MEF, TU, MoC

		Implementation of action plans by sectors	Percentage	0	70	100	CSC, all ministries	MEF, TU, governors at all levels
2.2.6	Create an enabling environment for retraining mechanism and action plans so that female employees who are on maternity leave and/or taking care of their children could be retrained to retain their professional skills, competencies competitive,			0	70	100		
2.2.7	Replicate innovative and best practices towards implementing of the legal provisions by providing flexible working hours and remote work opportunities for the employees on maternity leave and/or with small children,	Oganizations replicated best practices	Number	0	16	-	NCGE	All ministries and governors at all levels
2.2.8	Facilitate introducing appropriate communication skills and psychological assistance in the public sector service institutions in a gender-sensitive manner,	Oganizations provided psycholo-gical services by sectors	Number	0	16	100	MLSP, CSC	MEF, TU
2.2.9	Set up indicators necessary for the organizations to provide transportation to their employees and reflect them in the collective agreement,	Collective agreements with indicators available	Percentage	0	10	20	MLSP	TU, SIA, MEF
2.2.10	Create an enabling legal and policy environment to provide the employees and their families with housing and appropriate working conditions engaged in the sectors such as mining, infrastructure and free economic zones,	Policy and legal amendments in place, policy implementation	Yes/no Percentage	No	Yes 10	Yes 50	MMHI, MOE, MRTD, MoD MCUD, MFA, MJHA	MLSP, MEF, TU
2.2.11	Create an enabling legal environment in support of the workers/contractors to move with their families abroad,	Amendment/s to the law	Yes/no	No	Yes	Yes	MLSP	MFA, TU, MEF
2.2.12	Introduce the workplace mapping methodology in a gender-sensitive manner,	Methodology in place	Yes/no	No	Yes	Yes	NCGE	MLSP, MEF, TU

2.2.13	Ratify ILO Conventions including, the "Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities" 156, "Part-time Work" 175, "Home Work" 177, "Maternity Protection" 183, and "Violence and harassment" 190.	Conventions ratified	Number	0	4	5	MLSP,	MFA, MEF, TU
2.3	Objective 2.3. Ensure gender justice in the access to economic resources and power distribution.	Labor discrimination, persons discriminated	Number	Needs to identify	20% decrease	50% decrease	MLSP	All ministries
2.3.1	Introduce SNA indicators including, GDP calculated based on income and gender statistics of resource utilization and use them for gender analysis.	Gender analysis used gender statistics and indicators	Number	-	1	2	MLSP	NSO, MoF, MEF, TU
2.3.2	Enrich the employment related gender statistics and data through appropriate breakdown and use them for gender analysis, policies and programs.	Gender analysis using labor statistics	Number	-	2	5	NSO	All ministries MEF
2.3.3	Set a framework to monitor and hold accountable for the implementation of provisions 10.1, 10.3, 10.4 of Article 10, provisions 11.3 of Article 11 of the LPGE.	Amendment/s to legal documents	Yes/no	No	Yes	Yes	CSC, MLSP	MEF, TU
2.3.4	Conduct a comparative research at the national and international levels to evaluate the performance of activities at the sector and cross-sectoral levels as well as social contributions through a just and equal treatment.	Comparative research available	Number	0	1		MLSP, CSC	MFA, NSO, MEF, TU
2.3.5	Create a sex-disaggregated data-base on the copy rights and other intellectual property rights,	Sex-disaggregated information data-base by types of information	Number	0	8	16	MJHA	MDCD

		Information collection	Percentage	0	50	100	MJHA	Professional Associations
2.3.6	Create a sex-disaggregated data-base on the relations with respect to material and non-material wealth arising between individual/s and organizations governed by the Civil Code,							
2.3.7	Conduct gender analysis on the businesses, income, property ownership, taxation, finance and accounting systems as well as introduce them into the appropriate gender statistics,	Analysis, gender statistics and indicators in place	Yes/no	No	Yes	Yes	MJHA	NSO, MED, MoF
2.3.8	The public, private sector entities and business associations work together on the joint implementation plan and actions based on gender analysis that revealed the issues related to business indicators and corporate working environment,	Implementation of the action plan	Percentage	0	50	100	MED	MEF, MNCCI, MOFALI, MLSP
2.3.9	Conduct the human rights, gender and social impact related assessments in the infrastructure development sectors such, mining, construction and urban development, road and transport, energy and other relevant areas reflect the findings in the pertinent policy planning processes,	Sectors conducted assessments and implementation of the policy, action plans	Number, Percentage	0 -	5 30	- 70	MMHI, MCUD, MoH, MRTD	MLSP, NHRC
2.3.10	Add up women's employment promotion related special measures and related regulations in the Labor Law,	Amendment/s to the law	Yes/no	No	Yes	Yes	MLSP	TU
2.3.11	Identify women-type of businesses and create an enabling legal environment to promote them,	Amendment/s to the law	Yes/no	No	Yes	Yes	MLSP	MJHA, MEF, MOFALI, TU

		Criteria in place and amendment/s to the law and legal documents	Yes/no	No	Yes	Yes	MoF	MLSP
2.3.12	Incorporate criteria outlined in the Articles 6,7,4.3 of the Labor Law to be reflected in the requirements for economic entities participating in the state and local procurement processes,	Implement	Percentage	0	20	40	MLSP	MEF, TU
2.3.13	Introduce a methodology of "equal remuneration for work of equal value" in a gender-sensitive way.	Impact assessment in place	Number	0	1	-	Governor, CRKh of the capital city	NCGE
2.3.14	Conduct a gender impact assessment on the implementation of the Law on the legal status of the capital city,	Gender analysis available, implementation of the action plan	Yes/no Percentage	No -	Yes 50	Yes 100	Governor, CRKh of the capital city	MRTD, MEF, TU
2.3.15	Promote the public transportation services based on differentiated gender needs by removing barriers encountered by PwD and people with special needs, prolonging the public transport service hours and adding night-time schedules.	Gender analysis available, Amendment/s to the pertinent policy and standards	Yes/no	No	Yes	Yes	MCUD	SIA, Governor, CRKh of the capital city
2.3.16	Conduct gender analysis on the population internal migration process, consequent employment issues, varied living standards, ger-area redevelopment processes, housing plans, access to infrastructure and public services as well as facilitate making the urban planning policies and standards gender-sensitive,	CRKh representatives trained	Percentage	0	80	100	CRKh at all levels	NCGE, NGOs
2.3.17	Facilitate improving knowledge and awareness of the Citizens Khural Representatives at all levels on the gender-responsive budgeting (GRB),	Financial and taxation incentives available	Yes/no	No	Yes	Yes	MoF	Governors, CRKh at all levels
2.3.18	Facilitate introducing financial and taxation incentives of the public and private entities to build day care/ kindergartens for children of their own employees and children living in the same areas.							

			Percentage	5.6	8.0	18.0	MOFALI	MLSP
2.4	Objective 2.4. Facilitate implementing gender-responsive policies and actions in overcoming negative impacts of COVID-19 pandemic.							
2.4.1	Conduct a detailed study on the employment opportunities of women during and post COVID-19 pandemic period and provide recommendations,	Study and recommendations available	Yes/no	No	Yes	Yes	MLSP	MLSP
2.4.2	Work on a gender-responsive action plan and facilitate implementing it towards overcoming the COVID-19 outbreak and recovering from its impacts in a short span of time,	Action plan implementation	Percentage	0	100	100	MED, Cabinet Secretariat (CS)	MoF, Governors, CRKh at all levels
2.4.3	Develop a foreign trade policy that enhances women's employment and economic potentials in a new post-pandemic climate and implement it in partnership with the WTO member states,	Policy document available, Policy implementation	Yes/no Percentage	No -	Yes 10	Yes 60	MFA	MED
2.4.4	Take temporary special measures in support of women-type of businesses to participate in the state and local procurement processes,	Amendment/s to the law on the temporary special measure	Yes/no	No	Yes	Yes	MoF	MED, Governors, CRKh at all levels
2.4.5	Conduct gender analysis on the working conditions of front-line staff working in a risky/critical environment and provide gender-responsive recommendations to work in a new normal conditions,	Recommendations available Organizations introduced the recommendations	Yes/no Percentage	No 0	Yes 100	Yes -	MLSP MLSP	MoH, ED MoH, ED
2.4.6	Develop and implement the recommendations to prevent gender discrimination in labor relations, promote work-life balance policy during and after the pandemic as well as strengthen the mechanism and capacities at the organizational level,	Recommendations in place Organizations capacitated and enjoying the mechanism	Yes/no Percentage	No 0	Yes 100	Yes 100	MLSP NCGE	MoH MoH and all other ministries

		Amendment/s to the law	Yes/no	No	Yes	Yes	MLSP	MoF, CSC, MEF, TU
2.4.7	Revise the payroll system and insurance related matters in a new normal conditions in a gender-sensitive way.			No	Yes	Yes	MLSP	MoF, CSC, MEF, TU
2.4.8	Promote gender-responsive projects towards integrating micro and small-size enterprises into the value-chain clusters and create jobs. (Vision-2050, 3.3.1 Action Plan 2021-2030).	Projects with gender-responsive implementation	Percentage	0	50	100	MOFALI	MLSP
2.4.9	Identify and provide micro and small productions with flexible non-business financial aid tailored to their specificities as well as provide them with various other supports including, emergency inventories, financial and professional methodologies.	Amendment/s to the law and activities and implementation	Yes/no Percentage	No -	Yes 30	Yes 60	MOFALI	MoF, MED, ED
3	GOAL 3. Improve the national mechanism for promoting gender equality.	National mechanism for gender-responsive public education and gender-responsive policy in place	Yes/no	No	Yes	Yes	MJHA NCGE	All ministries
3.1	Objective 3.1. Improve the access and usage of sex-disaggregated data, gender statistics and gender analysis for the policy planning, implementation and reporting processes.	Integrated information data-base available on gender statistics, research and other knowledge products	Yes/no	No	Yes	Yes	NCGE, NSO	All ministries
3.1.1	Integrate gender data and pertinent indicators in the development policy and planning related legal regulations.	Amendment/s to the law	Yes/no	No	Yes	Yes	MED	NCGE
3.1.2	Build capacities to classify the public administrative statistical data by gender, use, analyze and disseminate the findings to the clients and the general public.	Organizations involved in the trainings	Percentage	0	50	100	NAoG	NSO, CSC, CS, public institutions of all levels

3.1.3	Provide the public servants' data and statistics by gender, ranks, types, human resource pool to use them in selection and hiring,											CS
3.1.4	Provide the list of sex-disaggregated statistics by sectors, local areas with the guidelines that composed of methodologies, rules and regulations on how to collect data, utilize them and disseminate to the public,	Guidelines	Number	0	1	-	NSO	NSO	NSO	NSO	NSO	NSO
3.1.5	Eliminate sex-disaggregated data discrepancies at the national, sectoral and local (local self-governance) levels towards improving and meaningfully using of data collected in the integrated gender statistics data-base,	Data-base indicators available Sex-disaggregated public services	Number	-	50	100	NSO	NSO	NSO	NSO	NSO	NSO
3.1.6	Improve the capacities for gender analysis of statistical data across all sectors, generate and report on the national and international gender indices on a regular basis,	Employees capacitated, Gender indices used	Number Number	1 2	10 3	32 3	NSO	NSO	NSO	NSO	NSO	NSO
3.1.7	Carry out the sector-specific and local development gender policy planning and implementation evaluations on a regular basis,	Evaluations, indices	Number	1	7	16	All ministries	All ministries	All ministries	All ministries	All ministries	NSO
3.1.8	Disseminate Selenge aimag's best practice in publicizing local gender statistics and data,	Local areas introduced best practices	Number	1	31	-	Governors of aimags and capital city	Governors of aimags and capital city	Governors of aimags and capital city	Governors of aimags and capital city	Governors of aimags and capital city	NSO

	Set up an integrated data-base of gender statistics, research and knowledge products.	Integrated information data-base in place	Yes/no	No	Yes	Yes	NCGE	NSO, research institutions
3.1.9								
3.2	Objective 3.2. Enhance the policy planning, implementation and management processes by strengthening the capacities for promoting gender equality.	National gender trainers Managers, public servants trained	Number Percentage	180 Managers-50, Public servants-70	500 Manager-75, Public servants-85	800 Managers-100, Public servants-100	NCGE NCGE	All ministries All ministries
3.2.1	Improve capacities of the government institutions' policy planning departments to use gender statistics and analytical findings.	Organizations participated in trainings	Percentage	0	60	100	NAoG, NCGE	All ministries
3.2.2	Training of gender trainers at the sectoral and local levels on a step-by-step basis,	Gender ToTs, national gender experts	Number	Beginners-154, Intermediate-25	Beginners-404, Intermediate-50 National expert 39	Beginners-654, Intermediate-75 National expert 50	NCGE	All ministries
3.2.3	Redesign and introduce an online gender training module designed for managers and decision-makers,	Redesigned module introduces trainers and managers trained	Percentage	E-module designed	Module redesigned, 50	Module enriched, 100	NAoG	NCGE
3.2.4	Encourage gender experts' services and NGO consulting services at the sectoral and local levels,	Sectors, local areas received counseling services	Percentage	-	50	80	NCGE	NGOs
3.2.5	Develop and conduct gender-sensitive human rights trainings,	Training module, human rights trainers trained	Percentage	0	100	-	NHRC	NCGE, NAoG
3.2.6	Mainstream gender into the national, sectoral and local development policy planning and budgeting processes,	Amendment/s to the law	Yes/no	No	Yes	Yes	MoF, MED	MJHA

	Organizations approved their gender action plans	Number	42	47	Gender-responsive policy planning in all sectors.	NCGE	Public and private sector entities at all levels
3.2.7	Approve and implement gender equality action plans at all levels of organizations,	Percentage	0	60	100	NCGE, MoF	CSC
3.2.8	Develop and introduce gender-responsive policy planning and budgeting training program that taking into consideration different mandates of public institutions at the aimag, soum, district and khoroo levels,	Yes/no	No	Yes	Yes	NCGE	CSC, Public sector entities at all levels
3.2.9	Rationalize the planning and reporting mechanisms towards promoting gender equality,	Yes/no Percentage	-	Yes	- 100	MDDC	NCGE
3.2.10	Conduct gender assessment on the E-Mongolia platform and provide relevant recommendations,	Yes/no Percentage	- 0	Yes 50	- 70	Lawyers' association	NCGE
3.2.11	Mainstream gender into the lawyers' recruitment mechanism.	Yes/no	No	Yes	Yes	MoF, NCGE	All ministries
3.3	Objective 3.3. Introduce gender-responsive budgeting (GRB) at all levels.	Number	Draft	1	-	MoF	NCGE
3.3.1	Develop a GRB model handbook for all sectors,	Percentage	0	60	100	MoF	NCGE, Public sector entities at all levels
3.3.2	Develop, approve and introduce the GRB guidelines at the local levels (taking into account aimag, soum, capital city and district specificities),	Number	Draft	1	-	MoF	NCGE
3.3.3	Develop a guidebook on gender analysis of government spending,	Number	Draft	1	-	MoF	NCGE

3.3.4	Improve GRB related capacities of the general budget administrators,	GBA with highest scores	Number	2	15	32	MoF	NCGE
3.3.5	Increase the number of general budget administrators to be involved in gender analysis,	Expenses used for gender analysis of the GBA total budget	Percentage	0	20	30	MoF	NCGE
3.3.6	Improve capacities of the NCGE in support of GRB implementation (gender focal points, gender experts and providing support from the third parties),	GFP and experts participated in the training	Percentage	10	100	-	NCGE	MoF
3.3.7	Identify and disseminate GRB best practices at the sectoral, local and organizational levels,	Best practices	Number	0	5	-	MoF, NCGE	Governors, CRKh at all levels
3.3.8	Establish a system to monitor GRB implementation at the national and local levels,	GRB monitoring system available	Yes/no	No	Yes	Yes	MoF	MNAO
3.3.9	Make GRB an essential part of the public financial management,	Approved package	Yes/no	No	Yes	Yes	MoF	NCGE
3.3.10	Include GRB in the World Bank's evaluation of the public expenditure and financial accountability (PIFA),	Web-based PIFA evaluation report available	Number	0	1	1	MoF	MNAO
3.3.11	Conduct assessment on the gender-responsive actions of banks and financial institutions.	Independent report available	Number	0	1	2	NCGE	MoF, Mongol Bank, FRC
3.4	Objective 3.4. Strengthen the system and mechanism for promoting gender equality and facilitate improving the cooperation modalities.	Implementation of the sector-specific and local development gender-responsive policies	Percentage	40	70	100	NCGE	All ministries, Governors of aimag, district and capital city
3.4.1	Full-time gender focal points positioned in the policy planning departments of the ministries, agencies, aimag and district offices,	Full-time GFPs	Number	1	31	47	NCGE, MoF	All ministries and governors at all levels

3.4.2	Recruit gender focal points in the public and private sector entities at all levels,	GFPs (part-time)	Number	20	31	47	NCGE	All ministries and governors at all levels
3.4.3	Approve job descriptions of gender focal points (GFPs) and provide them with professional methodological support,	Job description approved and in use	Yes/no	No	Yes	Yes	CSC	NCGE
3.4.4	Identify the M&E, budgeting, human resources related and other required specialists in support of the GFPs at the sectoral and local levels as well as approve the relevant functions in the GFP's job description,	Newly approved job descriptions by positions and types	Number	0	4	8	CSC	All ministries and governors at all levels
3.4.5	Create a mechanism so that all GFPs could exchange information, learn from each other and strengthen their capacities,	Mechanism in place	Yes/no	No	Yes	Yes	NCGE	All ministries and governors at all levels
3.4.6	Organize cross-sectoral gender related discussions, consultations and meetings that require additional coordination as well as arrange other pertinent cooperation modalities,	Discussions, consultations	Number	2	5	8	NCGE	All ministries and governors at all levels
3.4.7	Set up a network of experts, researchers, trainers and specialist to provide support to the sectoral gender councils and gender committees at the local levels and build their capacities,	Network/s	Number	0	8	16	NCGE	NAoG, All ministries and governors at all levels
3.4.8	Provide support to NGOs and CSOs working to promote gender equality and build their capacities in line with their areas of expertise and encourage cooperation modalities,	NGOs capacitated	Number	0	15	25	NCGE	NGOs, all ministries

	Develop a general guidelines for contracting out certain functions of the public organizations to NGOs/CSOs towards ensuring gender equality and reflect required expenditures in the annual budget and implement them under the supervision of the Gender Councils and Gender Committees,	Guidelines approved, disseminated and in use	Yes/ho Percentage	-	Yes 100	-	MoF	All ministries and governors at all levels
3.4.9	Identify, advocate for and provide support to the local self-governing organizations and business entities that implemented the best social responsibility and social innovation projects towards promoting gender equality,	Selected best projects	Number	0	10	20	NCGE	MALA, MNCCI
3.4.10	Organize gender trainings and promote innovative contests, scholarships and incentives that encourage gender equality practices in the media sector,	Activities and events	Number	5	15	25	NCGE	Professional associations
3.4.11	Provide support to the banking and financial sector organizations (Bank of Mongolia, commercial banks and other financial institutions) to promote gender equality,	Supported activities	Number	0	5	10	MoF	
3.4.12	Facilitate increasing the role and participation of the State Great Khural (parliament), scientific and civil society organizations towards promoting gender responsive policy planning, budgeting and reporting processes,	Joint actions and forms	Number	0	5	10	MoF	NCGE, Gender Consortium

	Amendment/s to the law tools in use	Yes/ho	No	Yes	Yes	MED, MoF	All ministries and governors at all levels NCGE
3.4.14	Create an integrated data-base on the activities and financial support provided by the international organizations and development partners as well as find effective means to coordinate gender related activities between and among the NCGE Secretariat, sectoral Gender Councils and Gender Committees at national level,	Yes/ho	No	Yes	Yes	NCGE	MoF, National Public Radio and TV
3.4.15	Create decent working conditions at the NCGE on a contractual basis with media institutions on a regular basis,	Percentage	-	30	70	MFA	NCGE
3.4.16	Set up a working group to work at the international level towards promoting gender equality and approve the relevant work plans for implementation,	Number	0	3	8	MFA	NCGE
3.4.17	Communicate and advocate for the NCGE actions towards promoting gender equality on a regular basis and include topics on the national gender machinery, its actions, capacities and challenges in the speeches of the country's President, Prime Minister and Speaker in their overseas trips and events,	Number	0	5	10	MFA	NCGE, Embassies, diplomatic missions
3.4.18	Promote Mongolia's national mechanism ensuring gender equality through the Mongolian Embassies, Missions and diplomatic posts across the world,	Number	0	5	10	MFA	NCGE, Embassies, diplomatic missions

	Conferences, fora	Number	3	5	7	NCGE	International organizations NGOs
3.4.19	Communicate, promote and advocate for the country's national machinery and its capacities towards ensuring gender equality at various regional and international events, meetings, fora and conferences (CSW, ESCAP events),						
3.4.20	Promote and advocate for the gender studies and share knowledge and experiences at the national, regional and international levels.	Number	-	1	-	NCGE	Gender Consortium
3.5	Objective 3.5. Improve the gender-responsive sectoral legal environment, monitoring evaluation and accountability mechanisms in line with principles and concept of the Law on Promotion of Gender Equality of Mongolia.	Number	5	14	20	Gender Consortium	
3.5.1	Make gender-responsive amendments to the sector-specific laws and regulations towards implementing the LPGE in a coherent manner,	Number	1	5	10	MJHA NCGE	All ministries
3.5.2	Reflect the implementation status of the LPGE in the annual report on situation of the human rights and freedoms in Mongolia for the Parliament (SGKh) review and pertinent recommendations on the implementation of the gender equality legislation and resolution of gender discrimination complaints (LPGE 15.1.4.b),	Number	4	8	12	MJHA	NCGE
		Number	4	9	14	Parliament secretariat, NHRC	NCGE

	1	2	3	Parliament secretariat	MLSP, NCGE
3.5.3	The country report on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (LPE 15.1.4d) to be submitted to the national Parliament for the review and pertinent recommendations,				
3.5.4	The Civil Service Council's report on the state of gender equality in the civil service, the progress and results of the implementation of measures to prevent gender discrimination including sexual harassment (LPE 15.1.4c) to be submitted to the national Parliament for the review and pertinent recommendations,	0	5	Parliament secretariat	Government institutions at all levels
3.5.5	The Government report on the implementation and results of activities aimed at promoting gender equality (LPE 15.2.4a) to be submitted to the national Parliament for the review and pertinent recommendations,	1	5	Parliament secretariat	Government institutions at all levels, NGOs
3.5.6	Amend relevant laws including, the Civil Service Law, Law on Infringement and the Criminal Code towards improving the system of sanctions for gender legislation offenders,	0	5	MJHA, CSC	NCGE
3.5.7	Conduct gender assessment on the investigation proceedings and stop torture,	No	Yes	MJHA	NHRC, Police Office
3.5.8	Facilitate classify sex-disaggregated data on defendants of criminal, civil and infringement cases, by the subject of the case,	20	100	JGC, Police Office,	NCGE

		Percentage	0	20	50	JGC	MLSP, MJHA
3.5.9	Classify and analyze the statistical data related to the Labor and Family Law cases filed in the courts by gender.	Gender disaggregated data	0				
3.5.10	Make coordination towards including gender indicators in the M&E and assessment related processes of the policy implementation and administrative actions as well as assess the indicators of social, economic and governance related administrative actions through gender criteria.	Coordination in place	No	Yes	Yes	CS	CSC
3.5.11	Renew and introduce methodologies to assess gender impacts of laws, regulations,	Methodology available in use	No	Yes	Yes	MJHA	NCGE, Parliament secretariat
3.5.12	Conduct gender assessment and on the public service standards and provide recommendations,	Gender assessment, implementation of the recommendations	-	30	100	NCGE	CSC
3.5.13	Develop and introduce methodologies towards exercising special measures to secure equal rights of women and men in the labor relations in the spheres of politics, public service, education and health,	Methodology available for the implementation	-	50	100	MLSP	NCGE
3.5.14	Clarify roles of the NCGE members and sustain the accountability mechanism,	Amendment/s to the NCGE rule, Accountability mechanism in place	No	Yes	Yes	NCGE	
3.5.15	Provide monitoring and assessment on the policies and actions of the sector gender councils, gender committees in local areas on a regular basis and facilitate accelerating their performance.	Assessment, performance average	0	70	90	NCGE	

	Amendment/s to the law	Yes/ho	No	Yes	Yes	MJHA	NCGE, NGOS, CS
3.5.16	Ensure civil society engagement and participation in promoting gender equality by encouraging citizens' examination over the pertinent activities as well as legitimizing their rights, duties and legal guarantees,						
3.5.17	Enrich the "human resource compliance" business model, its methodology and advisory services with gender content and promote best practices of top business entities,	Number	0	4	10	NCGE	MOFAL, Professional associations
3.5.18	Conduct impact assessment on the LPGE implementation, provide recommendations and make the general public aware of the findings.	Percentage	40	50	65	NCGE	NGOs, research institutions
4	GOAL 4. Enhance gender equality and leadership at the decision making level.	Score	0.121	0.250	0.360	NCGE	All ministries
4.1	Objective 4.1. Encourage women's political participation and leadership.	Percentage	17	30	40	MJHA, NCGE	All ministries
4.1.1	Reflect special measures in the law on political parties and their financing towards increasing women's representation and participation of women in politics above the sustained level,	Yes/No	No	Yes	Yes	CS	MJHA, NCGE, Political parties
4.1.2	Mainstream gender into the policy and actions of the political parties,	Number	0	2	6	Political parties	NCGE
4.1.3	Establish criteria for recommending, nominating and contending women and men for political offices as outlined in the LPGE,	Yes/ho	No	Yes	Yes	CSC, Political parties	NCGE

4.1.4	Increase quotas in line with provisions outlined in the Law on political parties as well as Law on elections to guarantee gender balance in politics,	Quote reflected in the LPGE	Percentage	20	35	50	CS	CSC, MJHA, NCGE, Political parties, NGOs
4.1.5	Mainstream gender into the laws of trade unions and other public organizations,	Amendment/s to the laws and regulations	Yes/no	No	Yes	Yes	MJHA	NCGE, TU, NGOs
4.1.6	Create and expand E-platform and network advocating for women's leadership and empowerment in decision-making,	E-platform, network available	Yes/no	No	Yes	Yes	NGOs, NCGE	MLSP
4.1.7	Create a mechanism to beat gender stereotypes and stop various harmful practices and products that prevent women's participation in decision-making and leadership,	Monitoring mechanism available and sustained (legal environment, mechanism, planning)	Yes/no	No	Yes	Yes	MoC, NCGE	CSC, Professional associations, MDDC, CRC, political parties, NGOs
4.1.8	Facilitate establishing a continuing education-training system and mentorship programs to train women leaders in politics,	Program implementation	Percentage	10	50	100	Political parties, NCGE	Women's NGOs
4.1.9	Promote and expand a network of the culture, arts and media institutions to ensure gender equality in politics,	Implementation of the network of institutions	Percentage	-	60	100	MoC, NCGE	Professional associations, NGOs, international organizations
4.1.10	Incorporate gender tools into the voter- education policy planning and actions,	Gender tools available	Yes/no	No	Yes	Yes	GECM	Political parties, NCGE
4.1.11	As mandated in the LPGE provide reports and data to the NCGE Secretariat on a regular basis.	Political parties regularly submitted their reports, integrated reports and gender analysis	Number Number Number	0 0 0	3 2 1	5 4 2	Political parties	NCGE

4.2	Objective 4.2. Ensure gender equality in the public sector.	Implementation of the LPGE	Percentage	30	60	80	CSC NCGE	All ministries
4.2.1	Mainstream gender into the Law on Civil Service, relevant regulations, policy planning and implementation processes so that this reform responds effectively to any forms of discrimination,	Amendment/s made to Law on Civil Service, related regulations and policy planning processes	Yes/no	No	Yes	Yes	CSC	MJHA
4.2.2	Conduct regular gender analysis whether women working in decision-making positions in the civil service institutions subjected to any form of discrimination and take necessary measures,	Gender analysis and events	Number	1	2	4	NCGE	NGOs, international organizations
4.2.3	Introduce quotas in the sectors where needed, through temporary special measures in order to maintain gender balance,	Implementation of the special measures introducing quota by sectors	Percentage	0	70	100	NCGE	CSC, relevant ministries
4.2.4	Incorporate and implement special measures aimed at ensuring a balanced gender ratio of 40:60 in the public institutions' human resources policies and actions,	Implementation	Percentage	0	60	100	CSC	NCGE
4.2.5	Encourage women's leadership in the fight against corruption and bureaucracy in the civil service,	Undertakings	Number	0	5	10	CSC	ACA, CS
4.2.6	Incorporate indicators to ensure gender equality and prevent workplace harassment and discrimination into the government senior officers' performance evaluation standards,	Indicators available	Yes/no	No	Yes	Yes	CS	CSC, All ministries and governors at all levels
4.2.7	Establish criteria for recommending, nominating and competing of women and men for senior posts in the civil service and adhere to quotas outlined in the LPGE,	Implementation of the quota with criteria	Percentage	-	70	100	CSC	CS, duty bearers

4.2.8	Promote organizations and agencies that employ both women and men as ministers, deputy ministers, heads and deputy heads of the government agencies,	Undertakings	Number	0	3	6	NCGE, CS	CSC, All ministries, governors at all levels
4.2.9	Provide general recommendations on the selection and appointment of members of the consultative or joint management bodies such as committees, councils at the government institutions by guaranteeing gender ratio in their composition and encourage their effective implementation,	Implementation of the recommendations	Percentage	0	70	100	CSC	CS, all ministries, governors at all levels
4.2.10	Approve and implement the standards that prevent gender discrimination and workplace sexual harassment in the civil service institutions,	Implementation of the standards	Percentage	0	50	100	CSC	CS, NHRC
4.2.11	Facilitate creating a continuing education-training system and mentorship program to train women for the public sector decision-making positions,	Implementation of the training programs	Percentage	0	60	100	NAoG	CSC
4.2.12	Plan and carry out gender awareness raising programs among the court, prosecutor, solicitor and police officials,	Action plan implementation	Percentage	0	60	100	CSC, JGC, PGO, Police office,	MJHA, Lawyers' association, NCGE
4.2.13	Conduct gender assessment on the civil service.	Gender assessments	Number	0	1	2	CSC	All ministries, governors at all levels
4.3.	Objective 4.3. Promote gender equality in the local self-governance, corporate and organizational decision-making.	Women's share in the local self-governance system	Percentage	28	40	50	Political parties, EC	NGOs, NCGE

	Percentage	0	70	100	LSGB, MEF	All ministries, MALA, NCGE
4.3.1	Plan and carry out advocacy actions towards removing gender stereotypes with regard to women's participation and decision-making at the local self-governance and business promotion levels,					
4.3.2	Mainstream gender into policies and actions of the local self-governing bodies,	Appeal, recommendations	100	100	CRKh at all levels	Governors at all levels NCGE
4.3.3	Create an enabling legal framework that provides temporary absence to the civil servants running for the local self-governing bodies,	No	Yes	Yes	CS, CSC	CRKh at all levels, MJHA
4.3.4	Facilitate increasing gender quotas of the Citizens Representatives Khural (CRKh) candidates at all levels,	20	30	40	CS	CRKh at all levels, MJHA Parliament secretariat
4.3.5	Establish gender quotas for the reserved seats at the CRKh at all levels,	No	Yes	Yes	NCGE	CRKh at all levels, MJHA
4.3.6	Mainstream gender in relation to the improvement of public education on the local self-governing bodies,	0	60	100	CRKh at all levels	Governors at all levels, MALA, NGOs, NCGE
4.3.7	Facilitate improving gender education among female corporate and business leaders,	0	1000	2000	MEF	LSGB
4.3.8	Promote a research-based capacity building mechanism designed for women leaders of the civil society institutions,	No	Yes	Yes	MJHA	CSOs, NGOs
4.3.9	Collect sex-disaggregated data of owners of the economic entities, businesses, license holders and professional service providers for improved utilization.	No	Yes	Yes	MJHA	NSO, NCGE

	Implementation of actions	Percentage	-	100	100	100	MET	All ministries, (CRKh) and Governors at all levels
5.	GOAL 5. Promote gender equality in the climate change mitigation and adaptation processes.							
5.1.	Objective 5.1. Mainstream gender in climate change mitigation and adaptation policies, planning and actions.	Yes/no	No	Yes	Yes	Yes	MJHA, MET	All ministries, (CRKh) and Governors at all levels
5.1.1	Promote the green development policy as a foundation of all policies in a gender-sensitive manner,	Number	0	7	7	7	MET	MED
5.1.2	Conduct gender assessment on the green development program, national defined contribution (NDA) action plan and their implementation processes by sectors as well as provide recommendations, training manual and methodological support,	Yes/no	No	Yes	Yes	Yes	MET	MED
5.1.3	Carry out gender impact assessment on the livestock, energy and mining industries which are the major emitters of GHGs and reflect findings in the pertinent policy documents,	Yes/no	No	Yes	Yes	Yes	MOFALI, MoE, MMHI	MET, MED
5.1.4	Conduct a study to identify relationships between climate change, environmental degradation and gender issues in the areas of animal husbandry and mining to provide recommendations for further realization,	Number	0	4	8	8	NCGE, MET	All ministries, ED

		Amendment/s to the law	Yes/no	No	Yes	Yes	MET	MJHA, and all ministries
5.1.5	Carry out legislative coordination towards encouraging genuine participation of women and men to safeguard their basic living conditions in local areas and protect environment in relation to the mining and infrastructure development processes,							
5.1.6	Incorporate gender criteria in the environmental policy and evaluation processes,	Criteria incorporated in the environment policy	Yes/no	No	Yes	Yes	MET	MED
5.1.7	Conduct gender analysis on the projects funded by climate financing particularly, supported by the green climate fund (GCF) and provide recommendations for implementation,	Projects implemented the recommendations	Percentage	0	70	100	NCGE, MET	MoF
5.1.8	Develop and introduce green jobs related indicators in all sectors in a gender-sensitive manner,	Sectors introduced indicators	Percentage	0	70	100	MLSP	All ministries
5.1.9	Conduct gender assessment on the sector's disaster risk reduction and prevention policies and actions,	Gender assessment, implementation of the recommendations	Percentage	-	50	100	NEMA	MET, MED, NCGE
5.1.10	Introduce a gender-sensitive methodology into the disaster and risk response related special planning, budgeting, monitoring and evaluation processes,	Methodology in place	Number	0	1	1	NEMA	NCGE
5.1.11	Incorporate gender perspectives into the cross-sectoral disaster risk preventive and mitigation planning processes,	Implementation of the gender-responsive cross sectoral plans	Percentage	-	50	100	NEMA	MET, NED
5.1.12	Establish a platform to encourage the national and regional-level cooperation and partnership in mitigating climate change within the framework of the "Ulaanbaatar Declaration",	A platform, available and actions in tact and sustained	Yes/no	No	Yes	Yes	MFA, NCGE	MED, MET

		0	1	2	NCGE	MFA, MOFALI, MET
5.1.13	Organize an international conference on the role of women in addressing climate change related challenges.	Number	30	50	MET	All ministries CRKh and governors at all levels
5.2	Objective 5.2. Ensure gender equality in environmental conservation, fostering sustainable consumption and increasing decent green jobs.	Percentage	Needs to identify			
5.2.1	Develop and disseminate training, advocacy, knowledge and media products that promote climate change mitigation and reasonable consumption habits and behavior,	Number	5	8	MoC	MET, MED
5.2.2	Introduce a human rights-based gender impact assessment methodology into the draft mining sector legislation and carry out a benchmark evaluation,	Number	5	Impact assessment methodology available	MMHI	MET, MED
5.2.3	Introduce green skills content and methodologies into the skills training and employment promotion initiatives,	Percentage	60	100	MLSP, MET	MES, MMHI, MOFALI, MED
5.2.4	Identify and disseminate the best practices to other sectors in order to encourage decent, gender-sensitive, green jobs,	Number	16	-	MET	MLSP and all other ministries
5.2.5	Promote cooperation and partnership with professional business associations, NGOs working with women and on ensuring gender equality as well as media institutions towards introducing new standards that are environment-friendly and encouraging reasonable consumption habits,	Number	5	10	MET	All ministries, professional associations, media institutions

5.2.6	Study and disseminate women's historical role and contribution to environment protection, conservation and wise use of natural resources,	Studies available	Number	0	2	-	NCGE, MET	NGOS, research institutions
5.2.7	Design and deliver gender-responsive policies and actions to promote healthy and environment-friendly food production, goods and services to the public and foster good dietary habits.	Undertakings	Number	0	2	4	MOFALI, NCGE	MoH, MoC
5.3	Objective 5.3. Improve the capacities of women, men and social groups to participate in the climate change mitigation processes.	Gender parity amongst those who participated in the climate change mitigation processes	Yes/no	No	Yes	Yes	MET	All ministries, CRKh and governors at all levels
5.3.1	Conduct gender impact assessment on the living and working conditions of local men and women who participated in combating of desertification activities on a regular basis and provide methodological support,	Impact assessments and supports provided	Number	0	1	2	MET	MLSP
5.3.2	Identify and disseminate good practices of women-type green businesses that are consistent with the regional specificities such as crop farming, green farming and tourism like green farming and agriculture and tourism,	Best practices by sectors	Number	0	5	10	MET, MOFALI	Professional associations, media institutions
5.3.3	Promote technology transfer cooperation and partnership internationally that improve labor productivity of rural women and girls and in mitigating and adapting to climate change.	New technology transferred	Number	0	5	10	MET, MOFALI	Professional associations

5.3.4	Introduce capacity building consulting services for women to promote eco-tourism,	Consulting services by types	Number	1	4	6	MET	CSOs, NGOs
5.3.5	Identify and disseminate good practices in co-managing of natural resources in local areas by promoting gender equality,	Best practices	Number	0	5	10	MET	CRKh and governors at all levels, NGOs
5.3.6	Establish a gender-sensitive, model “green village, settlement” and share the good practice,	Green settlements and advocacy actions	Number	0	1	3	MED	Media institutions
5.3.7	Encourage women, elderly, PwD, young people, local businesses and NGOs to join the emergency-response units at all levels to increase citizens engagement in the decision making processes.	Change in the composition by gender	Quota	0	40:60	40:60	Governors of aimag, soum, capital city and district	NGOs, ED, NCGE

ABBREVIATIONS:

ACA	Anti-Corruption Agency	GECM	General Election Commission of Mongolia
AFCYD	Authority for Family, Child and Youth Development	GRB	Gender responsive budget
CS	Cabinet Secretariat	GCF	Green Climate Fund
CSC	Civil service council	GHGs	Greenhouse Gas
CSOs	Civil Society organizations	GDP	Gross domestic product
CRKh	Citizens Representatives Khural	IAAC	Independent Authority Against Corruption
CRC	Communications Regulatory Commission	ICT	Information and communications technology
CSW	Commission on the Status of Women	ILO	International Labor Organization
CGA	Customs General Administration.	JGC	Judicial General Council
ESCAP	Economic and Social Commission for Asia and the Pacific	LPGE	Law on Promotion of Gender equality
ED	Emergency Department	LSGB	Local Self-Governing Body
FDI	Family Development Index	MoC	Ministry of Culture
GBA	General budget administrators	MCUD	Ministry of Construction and urban development
GBV	Gender based violence	MES	Ministry of Education and Science
GII	Gender Inequality Index	MED	Ministry of Economy and development
GFP	Gender focal point	MOD	Ministry of Defence
		MDDC	Ministry of Digital Development and Communications

MoF	Ministry of finance	NHRC	National Human Right Commission
MOFALI	Ministry of Food, Agriculture and Light Industry	NSO	National statistics office
MFA	Ministry of Foreign Affairs	NGOs	Non-governmental organizations
MJHA	Ministry of justice and home affairs	OSSC	One Stop Service Centers
MoH	Ministry of Health	PwD	People with disabilities
MLSP	Ministry of Labor and Social Protection	PCSA	Physical Culture and Sports Authority
MMHI	Ministry of Mining and Heavy Industry	PM	Prime minister
MRTD	Ministry of Road and transport development	PIFA	Public expenditure and financial accountability
MALA	Mongolian Association of Local Authorities	PGO	Prosecutor General's Office
MEF	Mongolian Employers' Federation	STEM	Science, Technology, Engineering, and Math
MNAO	Mongolian National Audit Office	SMEs	Small and medium-sized enterprises
MNCCI	Mongolian National Chamber of Commerce and Industry	SIA	Specialized Inspection Agency
MTA	Mongolian Tax Authority	SGKh	State Great Khural
M&E	Monitoring & Evaluation	SNA	System of national accounts
NAoG	National Academy of Government	ToTs	Trainers of trainers
NCGE	National Committee on Gender Equality	TU	Trade union
NDA	National defined contribution	UN	United Nations
NEMA	National Emergency Management Agency		

