



# Completion Report

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Project Number: 50093-001  
Technical Assistance Number: 9201  
March 2020

## Mongolia: Gender-Responsive Sector and Local Development Policies and Actions

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## TECHNICAL ASSISTANCE COMPLETION REPORT

<b>TA Number, Country, and Name:</b> TA 9201-MON: Gender-Responsive Sector and Local Development Policies and Actions		<b>Amount Approved:</b> \$700,000.00	
		<b>Revised Amount:</b> N/A	
<b>Executing Agency:</b> Ministry of Labor and Social Protection <b>Implementing Agency:</b> Secretariat of National Committee on Gender Equality	<b>Source of Funding:</b> Japan Fund for Poverty Reduction	<b>Amount Undisbursed:</b> \$3,916.78	<b>Amount Used:</b> \$696,083.22
<b>TA Approval Date:</b> 5 October 2016	<b>TA Signing Date:</b> 22 December 2016	<b>TA Completion Date</b>	
		<b>Original Date:</b> 14 November 2018	<b>Latest Revised Date:</b> 14 May 2019
		<b>Financial Closing Date:</b> 9 August 2019	<b>Number of Extensions:</b> 1
<b>TA Type:</b> Capacity development TA			

### Description

The TA aimed to improve the capacity and performance of the government to enforce gender and gender-based violence legislation through innovative, pro-poor, socially inclusive, and gender-responsive approaches toward planning, budgeting, implementation, and monitoring and evaluation. Although Mongolia has a comprehensive gender legislative framework, enforcement remains inadequate and inconsistent because of (i) limited accountability and capacity of governance institutions to mainstream gender, (ii) gender-blind policy making, and (iii) a lack of sex-disaggregated data. Despite some training for gender focal points, they still have limited capacity to guide gender subcommittees at ministries and subcommittees in *aimags* (provinces) to mainstream gender in sectoral policies and programs. The institutional assessment conducted with ADB's support in 2014 highlighted (i) the need for sector gender strategies and institutional capacity building at the national level, and (ii) that systematic gender mainstreaming in the implementation of sector and local development policies is crucial to ensure effective implementation of the Law on Promotion of Gender Equality (LPGE).<sup>1</sup> Further, the Universal Periodic Review by the Human Rights Council provided 150 recommendations to Mongolia on human rights, health, and education.<sup>2</sup> Of those recommendations, 49 were related to gender inequality and 22 were on gender-based violence, violence against women, and domestic violence. When civil society organizations (CSOs) assessed Mongolia's implementation of the Mid-term Strategy and Action Plan (2013–2016) on the LPGE, one of major constraints was low public awareness on gender equality, presenting challenges in implementing the law.<sup>3</sup> The TA contributed to the implementation of ADB's Gender Equality and Women's Empowerment Operational Plan, 2013–2020 in Mongolia, while establishing a framework to operationalize the ADB's Strategy 2030 Operational Plan for Priority 2: Accelerating Progress in Gender Equality moving forward.<sup>4</sup>

### Expected Impact, Outcome, and Outputs

The TA impacts were (i) gender equality in political, legal, economic, social, and cultural spheres promoted; and (ii) sustainable social development objectives ensuring gender equality achieved. The TA outcome was the gender equality agenda of key development sectors at the national and *aimag* levels is mainstreamed into regular government programs. The TA outputs were (i) coherent and consistent national, sector, and local gender equality framework adopted; (ii) gender-sensitive planning, implementation, and monitoring and evaluation training provided; and (iii) gender-related knowledge products disseminated and public awareness raised.

### Implementation Arrangements

The Vice Minister for Labor and Social Protection chaired the project steering committee, which was established with 14 representatives from eight ministries, cabinet secretariat, National Committee on Gender Equality (NCGE) and National Human Rights Commission of Mongolia (NHRCM). The TA engaged two national consulting firms—for gender and public communications purposes. A total of 13 local CSOs were sub-contracted in two focus *aimags* of Dornogobi and Selenge. TA also recruited a coordinator and a finance and administration assistant. Five resource speakers from Japan, Australia, Canada, Japan, and the Republic of Korea were engaged for an international conference. ADB established an advance payment facility with the Ministry of Labor and Social Protection to support agreed cash expenditures for workshops, training programs, and conferences. ADB also made direct payments to consultants and equipment suppliers.

<sup>1</sup> ADB. 2003. *Technical Assistance for Promoting Gender Equality and Women's Empowerment*. Manila.

<sup>2</sup> Universal Periodic Review. 2015. *Mongolia's Responses to Recommendations*. [http://www.upr-info.org/sites/default/files/document/mongolia/session\\_22\\_-\\_may\\_2015/recommendations\\_and\\_pledges\\_mongolia\\_2015.pdf](http://www.upr-info.org/sites/default/files/document/mongolia/session_22_-_may_2015/recommendations_and_pledges_mongolia_2015.pdf)

<sup>3</sup> NCGE. Mid-term Strategy and Action Plan for Implementation of the Law on Promotion of Gender Equality (2013–2016). Ulaanbaatar.

<sup>4</sup> ADB. 2013. *Gender Equality and Women's Empowerment Operational Plan, 2013-2020*. Manila; and ADB. 2019. *Strategy 2030 Operational Plan for Priority 2: Accelerating Progress in Gender Equality, 2019–2024*. Manila.

### Conduct of Activities

The TA outcome and all three outputs are assessed as fully achieved. The Government adopted gender-responsive policies for four focus sectors and gender subprograms for two *aimags* and institutionalized a reporting mechanism. Key outputs include: under **Output 1**, (i) the government approved the National Program on Gender Equality (NPGE), 2017–2021 on 26 Apr 2017; (ii) Gender-responsive Policies and Action Plans were adopted by four focus sectors of education, culture, science and sports; construction and urban development; food, agriculture and light industry; and population, labor and social protection; (iii) engaged CSOs' associations of two focus *aimags* (Dornogobi, Selenge) for institutional assessment and local gender situational analysis, and consequently, facilitated adoption of the gender sub-programs of Dornogobi and Selenge *aimags* by Citizens Representatives' Assemblies (Dec 2018); and (iv) developed the Guidelines for preparation of local gender subprograms, based on which 12 *aimags* and 4 districts of Ulaanbaatar city have developed their respective gender subprograms. The subprograms comprise action plans with timelines of implementation. The 2019 consolidated report of the NCGE confirms that all 14 *aimags* and 4 districts allocated some budget to implement the local gender subprograms.

Under **Output 2**, over 40 knowledge events were successfully organized on sectoral gender policies and local subprograms benefitting 2,300 central and local government officials from seven ministries and 21 *aimags*. E-learning modules on gender for government officials were designed and pilot tested among 35 officials of Ministry of Finance and affiliated agencies (40% female). The modules were integrated in the websites of NHRCM and NCGE (<http://ecampus.nhrcm.gov.mn/courses/course-v1:NHRCM+gender01+2019/about>; <http://elearn.gender.gov.mn/>). An estimated 390 officials completed the modules and received the G1 certificates, showing nationwide dissemination. Further, under the auspices of the Prime Minister of Mongolia, the first national forum with 708 participants (49.6% female) including sub-councils at ministries and subcommittees in 21 *aimags*, CSOs and development partners was held for policy advocacy purposes. Training programs, which were focused on gender analysis and mainstreaming, and sector-specific gender policies and action plans with specific performance indicators, benefitted (i) 370 officials (79% female) of seven ministries and affiliated agencies; and (ii) 537 government officials (64% female) of 21 *aimags* exceeding the target beneficiaries. The TA also trained 52 media professionals (79% female) including executives and editors of the print, broadcast and online media on gender-sensitive and rights-based journalism.

Under **Output 3**, the TA supported the government in preparing a knowledge product "Mongolia Gender Situational Analysis: Advances, Challenges and Lessons Learnt since 2005" that will be referred to process ADB's future operations. The TA also developed and pilot tested the guidelines for preparing gender-inclusive workplace action plan in two private entities operational in agribusiness and mining. Knowledge events included (i) the first high-profile international conference on the gender equality SDG framework with 517 participants (51% female) from government, civil society and donor agencies, where resource speakers from Japan, Australia, Canada and the Republic of Korea showcased good practices across countries; and (ii) two national symposia among academia with 100 attendees (66% female). Under the public communications component, the nationally-represented formative research (with 1,000 respondents) was conducted on public perception and attitudes on gender inequality. Results showed that the public and private experiences of gender inequality of key stakeholders were directly linked to the pervasiveness of strong gender stereotypes among all social groups in Mongolia. Following the national and local-level communication strategies, a three-month multimedia communication campaign was conducted reaching 191,000 persons in total (857 persons showed positive reactions; 708 persons shared the messages; 95% of comments were supportive of the campaign; 90% expressed intention to apply new learnings in their work; 1,500 people visited the project website). In two focus *aimags*, at least 2,000 local government officials, CSOs and communities benefitted from the campaigns. The campaign highlights include public competitions of journalistic articles and photographs promoting gender equality, and production of four online posters, three video podcasts and a flyer. The TA facilitated also the partnership MOUs signed by the trainee government officials, teachers and CSOs including media practitioners.

Under the TA, equipment worth of \$4,014 were procured following the ADB's Procurement Guidelines and were used for extensive workshops, seminars and trainings. All equipment have been handed over to the executing agency upon the TA completion.

### Technical Assistance Assessment Ratings

Criterion	Assessment	Rating
Relevance	The TA was and remains to be highly relevant as it (i) supported the government to develop the national, sectoral and local-level programs on gender equality to ensure implementation of the LPGE; (ii) is aligned with ADB's Strategy 2030 Operational Plan 2: Accelerating Progress in Gender Equality. The TA design was highly relevant in terms of causal relationships between activities, outputs, outcome, and impact. The TA innovative features include engagement of local CSOs for situational analysis, of which findings informed local gender subprograms; and pilot testing of (i) guidelines for private entities, and (ii) online modules. Consequently, the government is replicating the TA initiatives.	Highly relevant

Criterion	Assessment	Rating
Effectiveness	The TA was highly effective given the full achievement of intended outcome and all three outputs. Exceeding the outcome-level target, 14 <i>aimags</i> and 4 districts have adopted their gender subprograms with budget allocation and started to report the implementation. The TA also trained 537 government officials of 21 <i>aimags</i> exceeding the target of 200 under output 2.	Highly effective
Efficiency	The TA was very efficient in terms of cost and outputs delivery. Given the high quality outputs and socioeconomic values of TA, a six-month extension is considered reasonable. Slightly delayed procurement of the gender consulting firm was well mitigated, resulting in timely implementation of all intended activities.	Efficient
<b>Overall Assessment</b>	The TA is rated as <i>highly successful</i> . The TA was and remains to be <i>highly relevant</i> as it helped the government to effectively enforce the gender equality legislation. The TA was <i>highly effective</i> given the full achievement of all three outputs and outcome as planned. Some of the TA initiatives exceeded expectations. The TA was <i>efficient</i> in terms of cost and outputs delivery despite slight delay in procurement of the consulting firm.	Highly successful
<b>Sustainability</b>	TA initiatives and results are most likely to be sustainable given the below justifications: <ol style="list-style-type: none"> <li>1. The government resolution on approval of the NPGE requires all ministers and governors of <i>aimags</i> and municipality to allocate budget to implement the NPGE and report accordingly.</li> <li>2. Gender e-learning modules that were designed and integrated in the NHRCM and NCGE websites under the TA remain to be functional for the government officials in the future. Further, as per the revised Law on Civil Service (effective 1 Jan 2019) and government resolution #299 (18 Jul 2019), a mandatory short-term course provided by the Academy of Management for new civil servants includes gender. The NCGE Secretariat in coordination with the Civil Service Council and Academy of Management ensured that aforementioned online modules (e.g., gender-responsive budgeting, gender statistics, workplace harassment) are integrated in the mandatory course.</li> <li>3. Following the guidelines for preparing local gender subprograms developed under the TA, 12 <i>aimags</i> and 4 districts of Ulaanbaatar city have adopted their respective gender subprograms with budget allocation. The NCGE Secretariat provided also financial support to CSOs of four <i>aimags</i> (Uvurkhangai, Sukhbaatar, Bayan-Ulgii, Gobisumber) to replicate the gender situational analysis in their <i>aimags</i>.</li> </ol>	Most likely sustainable

### Lessons Learned and Recommendations

Design and/or planning	<ul style="list-style-type: none"> <li>▪ The TA was well designed and aligned with the government's and ADB's priorities. The TA design was technically sound, given its significant contribution towards the implementation of the gender equality legislation and five out of six objectives of the NPGE.</li> </ul>
Implementation and/or delivery	<ul style="list-style-type: none"> <li>▪ Output-based terms of reference with full technical proposals was used to engage a consulting firm of public communications. This called for more innovative methodology and approaches from interested organizations to deliver the outputs.</li> <li>▪ Two national CSOs were engaged as consulting firms throughout the TA lifetime, showing potential capacity of national CSOs to implement the TA.</li> <li>▪ With systematic capacity building of local CSOs, the TA successfully engaged (through subcontracting) 13 CSOs of two focus <i>aimags</i> of Dornogobi and Selenge for conducting local level studies – this helps to sustain the TA benefits at the grassroots level in the long run.</li> </ul>
Management of staff and consultants	<ul style="list-style-type: none"> <li>▪ To efficiently handle financial and administrative matters of the TA, a finance and administration assistant should be recruited in addition to the coordinator.</li> </ul>
Knowledge building	<ul style="list-style-type: none"> <li>▪ <b>Evidence-based and targeted communication is key to raising awareness of gender equality issues.</b> Usage of television and social media channels are effective for awareness-raising, but these need to be reinforced by more tailored community-based communication and stakeholder workshops to ensure that local stakeholders not only sustain a dialogue but also undertake concrete action to recognize and address them at households, schools and workplaces.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Communication messages disseminated through social media are more effective if there are parallel efforts to moderate online discussions and encourage audiences to share their experiences.</li> <li>▪ Development communication practitioners need to develop robust measurement and evaluation frameworks to generate in-depth analysis of online and social media campaigns beyond positive or negative comments.</li> </ul>
Stakeholder participation	<ul style="list-style-type: none"> <li>▪ As the TA of cross-cutting nature there were close consultation and active participation of different stakeholders ranging from national and local-level policy makers of four sectors to private sector and civil society as a whole.</li> <li>▪ Through the communication campaign, the TA directly contributed to awareness-raising and advocacy objectives of the NPGE. To sustain the campaign momentum, succeeding projects need to build on the project gains, particularly in engaging local stakeholders to design communication campaigns for their respective communities where the impact can be most felt.</li> </ul>
Partnership and cofinancing	<ul style="list-style-type: none"> <li>▪ The NCGE successfully handled (i) partnership and formal networks with diplomatic missions and CSOs for the international conference, and (ii) cofinancing from United Nations Population Fund for preparation and launch of the NPGE.</li> </ul>
Replication and/or scaling up	<ul style="list-style-type: none"> <li>▪ Following the guidelines for preparing local gender subprograms, the NCGE continues to provide technical and financial support to local governments and CSOs for replication.</li> <li>▪ As part of the Gender-responsive Policy for Food, Agriculture and Light Industry, mandatory collection of sex-disaggregated data is included in the 2020 performance contracts signed by the Minister for Food, Agriculture and Light Industry with 21 <i>aimags</i>' Governors and heads of Food and Agriculture Departments. This initiative should be considered for scaling up in other sectors.</li> </ul>
Post-TA financial resource	<ul style="list-style-type: none"> <li>▪ According to the 2020 workplan of NCGE approved on 31 Jan 2020, out of 81 activities in total, 16 activities will be financed by JFPR-supported ADB's TA9750 effective 19 July 2020, while the rest of activities are expected to be funded by the NCGE.</li> </ul>
Other lessons	<ul style="list-style-type: none"> <li>▪ To disseminate the TA results and lessons learned, the project officer co-wrote (i) a Blog "Who milks the cow now? Or how to communicate gender stereotypes" <a href="https://blogs.adb.org/blog/who-milks-cow-now-or-how-communicate-gender-stereotypes">https://blogs.adb.org/blog/who-milks-cow-now-or-how-communicate-gender-stereotypes</a>; and (ii) a Case Study "Communication Strategies to Enforce Gender Equality Legislation in Mongolia" <a href="https://development.asia/case-study/communication-strategies-enforce-gender-equality-legislation-mongolia">https://development.asia/case-study/communication-strategies-enforce-gender-equality-legislation-mongolia</a> together with ADB's Department of Communications focal point. These two knowledge products were published bilingual and marketed through external and internal channels (e.g., government website and facebook page; local newspaper). Further, Department of Communications showcased the aforementioned blog through issuance of a bookmark (October 2019). These kinds of initiatives not only promote knowledge sharing widely, but also increase the in-country visibility of ADB and the Japan Fund for Poverty Reduction.</li> </ul>

#### Follow-up Actions

1. ADB will continue: (i) harmonizing the gender design features of its future operations with Mongolia's sectoral gender policies adopted under the TA, and (ii) promoting the guidelines for preparing gender-inclusive workplace action plan for private sector entities for the future nonsovereign operations (e.g., Sermsang Khushig Khundii Solar project).
2. ADB continues to collaborate closely with the NCGE to ensure sustainability of the TA9201 initiatives and outputs; namely, through capacity building of rural CSOs in participatory monitoring and evaluation to ensure onsite monitoring over the implementation of local gender subprograms under the JFPR-supported TA9750.
3. The NCGE along with ministries and local government should ensure gender mainstreaming in the future policy making, budgeting, implementation and reporting in line with the sector gender policies and local gender subprograms.

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## DESIGN AND MONITORING FRAMEWORK

Impacts: Gender equality in political, legal, economic, social, and cultural spheres promoted <sup>a</sup> Sustainable social development objectives ensuring gender equality achieved <sup>b</sup>		
Results Chain	Performance Indicators with Targets and Baselines	Achievements
<p><b>Outcome</b> Gender equality agenda of key development sectors at the national and <i>aimag</i> (province) levels mainstreamed into regular government programs</p>	<p><b>By 2019:</b> a. Implementation of gender programs in four sectors reported regularly (2016 baseline: 0)  b. Implementation of gender subprograms reported regularly in two pilot <i>aimags</i>, Selenge and Dornogobi (2016 baseline: 0)</p>	<p>a. <b>Achieved.</b> Following the LPGE (provision 19.1.9), all ministries are supposed to annually report actions taken to promote gender equality to NCGE. A template of 2019 annual report includes specific points of actions, budgeting and constraints related to the implementation of sectoral gender policies. Accordingly, 2018 MECSS and 2019 reports of MCUD, MOFALI and MOLSP were prepared and submitted to NCGE.  b. <b>Achieved.</b> The government resolution on approval of the NPGE (26 Apr 2017) requires all ministers, <i>aimags</i>' and municipality Governors to allocate budget for implementing the NPGE. Accordingly, Selenge and Dornogobi <i>aimags</i> have reported the implementation of their <i>aimags</i>' gender subprograms in line with the NPGE to NCGE since 2018. Exceeding the target, 14 <i>aimags</i> and 4 districts have adopted their gender subprograms with budget allocation and started to report the implementation.</p>
<p><b>Outputs</b> 1. Coherent and consistent national, sector, and local gender equality framework adopted</p>	<p><b>By 2018:</b> 1a. A draft national program for the implementation of the LPGE advocated for approval, adopted, translated, and published (2016 baseline: one)  1b. Participatory gender auditing in four sectors conducted (2016 baseline: two sectors)  1c. Four sector gender programs in line with ADB focus areas (education, culture, science, and sports; construction and urban development; food, agriculture, and light industry; and labor and social protection) adopted, translated, and published (2016 baseline: two programs)  1d. Effectiveness of gender subcommittees in two pilot <i>aimags</i> assessed by two local CSO associations (2016 baseline: 0)  1e. Guidelines for the development of a local gender subprogram prepared and published (2016 baseline: 0)  1f. Gender subprograms for two pilot <i>aimags</i> developed and adopted (2016 baseline: two subprograms)</p>	<p>1a. <b>Completed.</b> Government approved the NPGE and Action Plan for 2017-2021 and published bilingual (26 Apr 2017).  1b. <b>Completed.</b> Participatory gender audits were conducted for focus sectors: (i) education, culture, science and sports; (ii) construction and urban development; (iii) food, agriculture and light industry; and (iv) labor and social protection.  1c. <b>Achieved.</b> Gender-responsive Policies and Action Plans were developed, translated, adopted and published for four sectors (Education, Culture, Science and Sports [Aug 2017]; Construction and Urban Development [Dec 2017]; Food, Agriculture and Light Industry [May 2018]; and Population, Labor and Social Protection [Jun 2018]).  1d. <b>Achieved.</b> Engaged CSOs' associations of two focus <i>aimags</i> to conduct a local institutional assessment and gender situational analysis. Assessment reports were published in December 2017 and findings informed the gender sub-programs of two <i>aimags</i> (Dornogobi, Selenge).  1e. <b>Completed.</b> Developed, published and disseminated the Guidelines for development of local gender subprograms (December 2017), which was replicated by 12 <i>aimags</i> and 4 districts.  1f. <b>Completed.</b> Developed and facilitated adoption of the gender sub-programs of Dornogobi and Selenge <i>aimags</i> by local Citizens Representatives' Assemblies (December 2017).  2a. <b>Completed.</b> E-learning modules on gender for policy makers and managers were designed and pilot tested</p>

Results Chain	Performance Indicators with Targets and Baselines	Achievements
<p>2. Gender-sensitive planning, implementation, and M&amp;E training provided</p> <p>3. Gender-related knowledge products disseminated and public awareness raised</p>	<p><b>By 2018:</b></p> <p>2a. Pioneer and mandatory gender e-learning module for policy makers and managers pilot tested at MOF and its central and local agencies for replication in other sectors (2016 baseline: 0)</p> <p>2b. First national forum for about 50 heads and gender focal points of the gender subcouncils at ministries and subcommittees in 21 <i>aimags</i> conducted (2016 baseline: 0)</p> <p>2c. About 370 officials of seven ministries and agencies sensitized on sector-specific gender programs (2016 baseline: 0)</p> <p>2d. More than 200 officials from 21 <i>aimags</i> trained through five regional training programs (2016 baseline: 0)</p> <p>2e. About 25 media practitioners trained on gender-sensitive and rights-based approaches in journalism (at least 40% are women) (2016 baseline: one training workshop)</p> <p><b>By 2018:</b></p> <p>3a. Post-2005 gender situation analysis conducted (2016 baseline: 0)</p> <p>3b. Guidelines for the preparation of gender-inclusive workplace action plans in two participating private companies developed and pilot tested (2016 baseline: 0)</p> <p>3c. High-profile international conference on the gender equality SDG framework organized, with prominent resource speakers from various countries (2016 baseline: 0)</p> <p>3d. Two national symposia for researchers and students organized (2016 baseline: three)</p> <p>3e. 3-month media campaign to raise public awareness on gender inequalities in socioeconomic spheres conducted (2016 baseline: 0)</p>	<p>among 35 officials of MOF and its affiliated agencies (40% female). Modules were integrated in the NHRC and NCGE websites (<a href="http://ecampus.nhrm.gov.mn/courses/course-v1:NHRCM+gender01+2019/about">http://ecampus.nhrm.gov.mn/courses/course-v1:NHRCM+gender01+2019/about</a>; <a href="http://elearn.gender.gov.mn/">http://elearn.gender.gov.mn/</a>). 390 officials have completed the modules and received certificates so far, showing potential dissemination nationwide.</p> <p>2b. <b>Achieved.</b> Organized the first national forum with 708 participants (49.6% female) including heads and gender focal points of the sub-councils at ministries and subcommittees in 21 <i>aimags</i>, CSOs and development partners.</p> <p>2c. <b>Achieved.</b> Sensitized 370 officials (79% female) of seven ministries and affiliated agencies on sectoral gender policies (May-Jun 2018).</p> <p>2d. <b>Achieved.</b> Trained 537 government officials (64% female) of 21 <i>aimags</i> through five series of regional trainings (September–November 2018) far exceeding the target.</p> <p>2e. <b>Achieved.</b> Trained 52 media professionals including executives and editors of the print, broadcast and online media (79% female) on gender-sensitive and rights-based journalism (December 2017).</p> <p>3a. <b>Completed.</b> Prepared and published (bilingual) Mongolia Gender Situational Analysis: Advances, Challenges and Lessons Learnt since 2005, which was launched during TA closure workshop (13 May 2019).</p> <p>3b. <b>Completed.</b> Developed and pilot tested the Guidelines for preparation of the gender-inclusive workplace action plan in two companies of agribusiness and mining.</p> <p>3c. <b>Completed.</b> Organized a high-profile international conference on SDG framework: Gender and Development under the auspices of Prime Minister with 517 attendees (51% female) from government, civil society and donor agencies (Jun 2018). Resource speakers were from Japan, Australia, Canada, Japan and the Republic of Korea.</p> <p>3d. <b>Completed.</b> Organized two national symposia among (i) 91 TVET schools (Oct 2017): 55 research papers were submitted from 27 TVET schools, and 10 best papers were rewarded and published; and (ii) university researchers and freelancers (November 2018) with 100 attendees (66% female).</p> <p>3e. <b>Completed.</b> Three-month multimedia campaign reached 191,000 people in total (857 people showed positive reactions; 90% expressed intention to apply new learnings in their work). At least 2,000 people received</p>

Results Chain	Performance Indicators with Targets and Baselines	Achievements
		campaign messages in Dornogobi and Selenge <i>aimags</i> . The campaign highlights include public competitions of journalistic articles and photographs promoting gender equality.

#### Actual Key Activities with Milestones

##### 1 Coherent and consistent national, sector, and local gender equality framework adopted

- 1.1 Conducted policy advocacy for adoption of the NPGE. (Q1 2017–Q3 2017)
- 1.2 Conducted participatory gender auditing in four focus sectors. (Q1 2017–Q1 2018)
- 1.3 Developed four focus sector gender programs. (Q1 2017–Q2 2018)
- 1.4 Translated and published sectoral gender policies and strategies for (i) MOF and affiliated agencies; (ii) MOJHA and affiliated agencies; and (iii) four focus sectors. (Q3 2017–Q2 2018)
- 1.5 Prepared and published the Guidelines for development of local gender subprograms, which was replicated by 12 *aimags* and 4 districts. (Q2 2017–Q4 2017)
- 1.6 Trained 13 local CSOs to assess the effectiveness of gender subcommittees in two focus *aimags*. (Q2 2017)
- 1.7 Developed and facilitated adoption of gender subprograms for two pilot *aimags*. (Q4 2017–Q1 2018)

##### 2 Gender-sensitive planning, implementation, and monitoring and evaluation training provided

- 2.1 Pilot tested a gender e-learning module for MOF and affiliated agencies. (Q3 2017–Q2 2018)
- 2.2 Organized the first national forum with 708 participants (49.6% female) including heads and focal points of the sub-councils/subcommittees of all ministries and 21 *aimags*, CSOs and development partners. (Q1 2019)
- 2.3 Conducted launch workshops for 370 government officials: (i) 50 officials from the MOF and district treasury divisions; (ii) 50 officials from the MOJHA and its agencies; (iii) 40 officials from the MOH and district health departments; (iv) 70 officials from the MECSS and its agencies; (v) 40 officials from the MCUD and its agencies; (vi) 50 policy makers from MOFALI and its agencies; and (vii) 70 officials from the MOLSP and the labor and social welfare departments of the municipality and nine districts. (Q2 2018–Q4 2018)
- 2.4 Trained 17 gender focal points (88% female) of the municipality and nine districts on sectoral gender policies. (Q2 2018)
- 2.5 Conducted five series of regional training programs for 537 government officials (64% female) of 21 *aimags* covering gender focal points at governors' administrative offices, specialists at treasury divisions, health care managers and practitioners, officials from education, culture, and sports departments, officials from land administration, construction, and urban development departments, officials from food and agriculture departments, specialists from labor and social welfare departments, officers from family, children, and youth development departments, and local senior officers of the NHRM. (Q3–Q4 2018)
- 2.6 Trained 52 media professionals including executives and editors of the print, broadcast and online media (79% female) on gender-sensitive and rights-based journalism. (Q4 2017)

##### 3 Gender-related knowledge products disseminated and public awareness raised

- 3.1 Conducted and published Mongolia Gender Situational Analysis since 2005. (Q2 2018–Q2 2019)
- 3.2 Pilot tested the guidelines for the preparation of gender-inclusive workplace action plans. (Q4 2018)
- 3.3 Organized an international conference with resource speakers from Japan, Australia, Canada, Japan and the Republic Korea. (Q2 2019)
- 3.4 Organized two national symposia for academia. (Q4 2017–Q4 2018)
- 3.5 Organized a 3-month media campaign including public competitions of journalistic articles and photographs. (Q2 2018–Q1 2019)

#### Actual Inputs

Japan Fund for Poverty Reduction: \$696,083.22

Government: \$40,000 (in-kind contribution from the government in the form of counterpart staff, office accommodation, meeting venues and secretarial assistance)

ADB = Asian Development Bank; CSO = civil society organization; G/CD = gender capacity development; GE = gender equality; KNS = knowledge solutions; LPGE = Law on Promotion of Gender Equality; M&E = monitoring and evaluation; MCUD = Ministry of Construction and Urban Development; MECSS = Ministry of Education, Culture, Science and Sports; MOF = Ministry of Finance; MOFALI = Ministry of Food, Agriculture and Light Industry; MOLSP = Ministry of Labor and Social Protection; NCGE = National Committee on Gender Equality; NHRM = National Human Rights Commission of Mongolia; NPGE = National Program on Gender Equality; Q = quarter; SDG = Sustainable Development Goal; TA = technical assistance; TVET = technical, vocational education and training.

Source: Asian Development Bank.

## TECHNICAL ASSISTANCE COST

**Table A2.1: Technical Assistance Cost by Activity**  
(\$'000)

Item	Amount		
	Original	Revised	Actual
1. Consultants	506.30	506.30	529.15
2. Equipment	4.10	4.10	4.01
3. Training, seminars and/or conferences	116.93	116.93	125.43
4. Studies/Surveys	33.00	33.00	14.41
5. Miscellaneous TA administration	17.20	17.20	23.08
6. Contingency	22.46	22.46	000.0
<b>Total</b>	<b>700.00</b>	<b>700.00</b>	<b>696.08</b>

TA = technical assistance

Source: Asian Development Bank.

**Table A2.2: Technical Assistance Cost by Fund**  
(\$'000)

		JFPR
1.	Original	700.00
2.	Revised	700.00
3.	Actual	696.08
4.	Unused	3.92

JFPR = Japan Fund for Poverty Reduction.

Source: Asian Development Bank.