

GENDER ACTION PLAN

Actions	Indicators/Targets	Budget and Sources	Timeframe	Responsible Agencies
Output 1: Zamyn-Uud free zone infrastructure and facilities constructed and operational				
1. Detailed design of Zamyn-Uud free zone infrastructure and facilities integrate gender-sensitive elements ^a	1.1 Gateway complex with a warehouse, control space shed, gender-specific washrooms and inspection platform constructed (2019 baseline: 0)	Output 1	2020–2021	MCUD, ZUFZGO
2. Civil work contractors are required to organize awareness training on HIV/AIDS and GBV for all construction workers	2.1 100% of construction workers (100% of female workers) trained on GBV, HIV/AIDS in the free zone (2019 baseline: 0)	Civil works contracts	2022–2025	MCUD, ZUFZGO, Civil works contractors
Output 2: Sustainable operations and management of Zamyn-Uud free zone promoted				
3. Integrate national labor law regulations and national gender equality policy in the free zone operations manual for investors ^b	3.1 30 officials trained and report improved skills based on new business and marketing strategies and guidelines with labor standards and gender equality provisions implemented (2019 baseline: 0)	Project's capacity building budget	2020–2024	MCUD, ZUFZGO
4. Entrepreneurship training program developed and implemented for small-scale women traders in Zamyd-Uud ^c	4.1. 150 women traders trained in entrepreneurship program and reported improved business development skills (2019 baseline: 0)	Project's capacity building budget	2021–2023	PIU, ZUFZGO
5. Awareness trainings on HIV/AIDS and GBV for surrounding communities	5.1. GBV and HIV/AIDS awareness sessions conducted in at least three <i>baghs</i> ^d 5.2. at least 200 participants (30% women) in awareness sessions report increased awareness on GBV and HIV/AIDS (2019 baseline: 0)	Project's capacity building budget	2020–2025	MCUD, ZUFZGO, Civil work contractors
6. Create job opportunity for women in the management, operation and maintenance in the free zone	6.1. 40 new skilled jobs created in management of the free zone of which 30% for women (2019 baseline: 5%)	Government policy	2021–2025	MCUD, ZUFZGO
7. Develop a free zone database of jobs available to link companies with the free zone and coordinate with the Labor division of Zamyn-Uud <i>soum</i>	7.1 Sex-disaggregated data collected and reported on jobs for local people created by the free zone (2019 baseline: 0)	Project's capacity building budget	2021–2025	ZUFZGO

8. Assessment conducted on establishing a trader's market in the free zone including (i) regulation in the free zone, (ii) economic and financial analysis, (iii) assessment of capacity and willingness to pay by female traders ^e	8.1. Assessment and recommendations completed on the establishment of a trader's market in the free zone (2019 baseline: trader's market potential not assessed)	Project's capacity building budget	2021–2023	PIU, ZUFZGO
9. Increase awareness of local communities and communicate regularly including small-scale women traders regarding the aim, scope and economic opportunities in the free zone	9.1. At least 20 information-sharing sessions conducted (2019 baseline: not applicable) 9.2. At least 30% of the information sharing participants are women small-scale traders ^f (2019 baseline: not applicable)	Project's capacity building budget	2021–2025	PIU, ZUFZGO
Output 3: Zamyn-Uud free zone port of entry system established				
10. Develop and implement integrated solutions to prevent trafficking in people through the free zone	10.1 Passenger and vehicle inspection system such as digital surveillance and facial biometric recognition operational (2018 baseline: system no available) 10.2 At least 70 officials trained, of which 30% are women, on regulation and protocols that report increased understanding on dealing with human trafficking ^g (2019 baseline: 0)	Output 3 and Project's capacity building budget	2020–2025	MCUD, ZUFZGO

GBV= gender based violence, HIV/AIDs = human immunodeficiency virus/ Acquired Immunodeficiency Syndrome, MCUD = Ministry of Construction and Urban Development, PIU = project implementation unit, ZUFZGO = Zamyn-Uud Free Zone Authority Governor's Office.

^a Gender sensitive elements include gender specific washroom, inspection and/or processing facilities, fully accessible design; all roads equipped with sidewalks and street lighting for security; and the project's land use planning includes space for potential daycare and/or public health facilities in close proximity to the gateway.

^b Such as labor standards to decent working conditions, equal pay for equal work, equal opportunities and preventing discriminatory practices in hiring as per Mongolian Labor Law, and the Law on Promotion of Gender Equality included in the operations manual for investors.

^c Courses can include business plan development, financial management, financial statements, budgeting, strategy and marketing, leadership, etc.

^d Target *Baghs* include 3,4, and 5.

^e The assessment to be carried out by the capacity building business development advisor jointly with the social and gender development specialist. The task has been included in their respective terms of reference and is available in the project administration manual.

^f Information and/or awareness sessions conducted quarterly during the five years of implementation of the project.

^g Including police officers, immigration officers, customs officers, judges and prosecutors, local government officers, border protection, inspection officers of the General Agency for Specialized Investigation, and management and staff of free zone.