NATIONAL PROGRAM ON GENDER EQUALITY

One. Justification

In September 2000, at the United Nations Millennium Summit, world leaders agreed to a set of 21st century goals for combating poverty, hunger, disease, illiteracy, environmental degradation and discrimination against women. The Summit’s Declaration also outlined a consensus for how to proceed, with a stronger focus on human rights, good governance and democracy.

Mongolia has been upholding a consistent policy to promote equal participation of men and women and ensure equal participation of women and men in development. Particular attention has been paid to promoting women’s role in the society for the past several years.

Tremendous progress has been made in national consensus building on women’s issues such as protecting the rights of women, improving reproductive health, improving access to education, during the implementation of the National Program for the Advancement of Women for 1996-2002, which was initiated as a follow-up to the Beijing Platform for Action of the Fourth World Conference on Women.

However, unemployment and poverty rates have not significantly decreased, while living standards, particularly of women and elderly people who were hard hit by the transition, continue to deteriorate, largely as a result of the adverse consequences of reforms as well as natural disasters that have occurred in recent years. Given the current situation facing women, there is an urgent need to alleviate poverty, decrease unemployment rates, provide full support and services for female-headed households, eliminate domestic violence and discrimination in employment, reduce school drop-out rates of boys, increase men’s education and enable legal environment for ensuring gender equality in family relations and increase women’s participation in power and decision making levels. In response to these challenges, the National Program on Gender Equality (hereafter referred to as the “Program”) has been developed in accordance with the UN Declaration on Universal Human Rights, The Convention on the Elimination of All Forms of Discrimination against Women and its additional protocols.

The program aims at removing barriers to equal participation of men and women in economic and social development, achieving development goals through the active involvement of both men and women as well as at promoting the family as a basic unit of the society. It also seeks gender equality as a priority at all levels of decision making.

The program will be implemented through development and strengthening of national mechanisms of gender equality, enhancing participation of both governmental and non governmental organizations in the implementation of the program, mobilizing national and local resources, and expanding international cooperation in the field of gender equality.

Two. Goal

Through ensuring equal participation of men and women in development and creating a favorable enabling environment for equal ownership and access to resources, this program aims at improving the quality of life of men and women and diminishing the negative impacts of the society.
Three. Principles

a. Gender equality: facilitate equal participation of men and women in social and economic development and in power and decision-making.

b. Incorporate gender program into policies and plans of sector development, regional development concept and macro economic policy.

c. Public consensus, participatory approach: support consensus building of gender perspectives among decision and policy makers, government and non-government organizations, private sector, mass-media, men and women themselves, and stimulate men and women’s equal participation in social development.

d. Advocacy: support and encourage all initiatives towards gender equality.

e. Access to information related with gender issues: strengthen transparent gender information and generation of gender disaggregated data.

Four. Duration and financing:

The Program will be implemented in line with planning cycles of the development of Mongolia up to 2015 with the following phases.

Phase 1: 2003-2004
Phase 2: 2005-2008
Phase 3: 2009-2012
Phase 4: 2012-2015

Funding for the implementation of the Program will be generated from the following sources:

State and local government budgets
Grants and assistances rendered from donors and international organizations
Contributions, donations from government and non-government organizations, private sectors and individuals
Through national and international capital investment
Others

Five. Objectives of the Program

1. Gender equality in family welfare and development

The family is considered as the basic unit of society and prime environment for human life, and its strength guarantees the population growth, national prosperity and national security.

Our country’s 2.5 million people live in about 550 thousand households and the statistics say that there are 4.5 persons, on average, per household. The Government has been undertaking actions in support of households in terms of enabling and encouraging rights and access to economic resources and ownership, however much still remains to be done in this area.

In the transition, both positive and negative consequences have appeared in households. Only 9 percent of all families are enjoying a wealthy lifestyle while 36 percent are impoverished. In addition, 61.3 thousand female-headed households estimated in 2001 shows an increase of 2.4 percent compared to 1995.
The educational level and health situation of poor families have disproportionately fallen, their ability to take care of their children has deteriorated, and traditional family relationships and family values in terms of respecting family members and relatives have worsened.

Alcohol abuse, numbers of street children and prostitutes and family violence have increased. In particular, women, children and aged people were disproportionately affected and victimized by family conflicts and violence. There has been an increase in the number of divorces as well as a decline in the number of marriages.

It is important to increase men’s responsibility in the family and improve the educational level of men. In response to these issues, the government needs to undertake a full range of programs towards increasing economic opportunities and improving livelihoods of households both in urban and rural areas.

With a view to supporting and implementing national policies and programs on family welfare and development as well on gender equality, there is a need to adopt specific actions towards helping young people with their marriage situation in terms of providing housing or loans for housing, etc.

**Objective 1**
To provide sustainable environment for family welfare and development, to honor family values and particularly, educate young people regarding family values that a harmonious partnership between men and women are critical to their well-being.

**Output 1.1.** Awareness of young people on family values, equal sharing of family responsibility for work in the home, and respect for equal rights of men and women in the family increased and advocacy towards these issues enhanced.

**Activities:**
1.1.1 Develop and implement rights-based policies and programs on the equal rights of family members to receive comprehensive social protection and support.
1.1.2 Create and introduce gender-sensitive training system towards family education in the education system.
1.1.3 Develop formal and non-formal educational programs on the above-mentioned family issues and responsibilities together with learning materials combined with educational broadcasting on TV and radio.
1.1.4. Establish a center for family development in aimag, sum, and district levels.
1.1.5. Develop and implement training and retraining programs and policies for teachers and educators to teach family relations and gender issues at schools and to out-of-school youth.

**Objective 2**
To change attitudes towards better valuing of household and caring works and increase equal participation of parents in the upbringing of children.

**Output 2.1.** Awareness and understanding of men of shared family responsibilities and roles in the family increased, and programs for improving educational level of men towards gender equality and family responsibility implemented.
Activities:

2.1.1. Design and provide educational programs for soldiers in the army to raise awareness on family responsibilities shared by men and women.
2.1.2. Develop and promote educational and training programs for school drop-out youth through non-formal educational training.
2.1.2. Encourage boys’ enrollment in higher levels of secondary schooling and in post secondary education, vocational training, and tertiary education, and take measures to reduce the gender gap in education.

Output 2.2 Household work burden of women decreased by improving the general public understands and social perception of equal rights and roles of men and women in the development of family well-being and social life.

Activities:

2.2.1. Raise advocacy on household entrepreneurial activities and production and its contribution to the development of the economy.
2.2.2. Relieve women’s household work burden by providing support services and facilities such as child care centers, increasing production of ready-to-cook/use products.

Output 2.3 Legal environment and political will for supporting healthy and happy children to grow up in a family and for parents to fulfill their responsibilities for caring and protecting children enabled and improved.

Activities:

2.3.1 Enforce the implementation of the Law on Family and Children’s Rights and increase responsibility of parents.
2.3.2 Increase and encourage joint activities and cooperation between government and non-government organizations in support of family development with emphasis on equal responsibility of parents for child caring and for the family as a whole.

Objective 3
To increase public awareness on gender equality and create enabling legal environment for combating domestic violence.

Output 3.1 General public awareness on gender equality rose.

Activities:

3.1.1 Develop and implement training programs for general public on gender equality through informal education facilitated by media.
3.1.2 Elaborate human rights programs that incorporate gender dimensions at all levels of education, in particular at higher educational institutions.
3.1.3 Formulate and implement training and retraining policies and programs for trainers and educators in human rights issues and gender-sensitive teaching.
Output 3.2 National capacity to examine and study gender equality in the family and in the greater society and to develop conceptual and practical methodologies for incorporating gender perspectives into all aspects of policy-making built and a system to disseminate and integrate research findings into policies and programs strengthened.

Activities:

3.2.1 Conduct a bi-annual survey on gender equality and family violence to review and monitor implementation progress of the National Program on Gender Equality and draw out recommendations for further effective implementation.
3.2.2 Carry out a gender analysis of existing policies and programs and draw out implications for formulating and implementing gender-responsive policies, programs.

Outcome 3.3 Law on Domestic Violence adopted and reinforced.

3.3.1 Increase advocacy and lobbying activities among decision makers and parliamentarians for securing the adoption of the Law on Domestic Violence.
3.3.2 Organize public information campaigns that draw attention to domestic violence as a form of human rights abuse and to the incidence of violence in the families creating a harmful and conflict situation.
3.3.3 Pilot a new structure for victim-friendly legal institutions which deals with victims of family violence.

Objective 4

To provide equal rights and opportunities for men and women in the family for ownership of property including land, ensure equal rights to make decision on properties and to implement a gender-sensitive poverty reduction policy.

Output 4.1 Capacity to generate and analyze gender disaggregated data on ownership including housing, land, herds and other properties and inheritance and bank credits developed.

Activities:

4.1.1 Collect gender disaggregated data on ownership including housing, land, herds, other properties or inheritance, and bank credits and incorporate that information into national statistics data.
4.1.2 Undertake analysis on these disaggregated data and formulate policy-related recommendations for policy makers.

Output 4.2 Attitudinal and behavioral changes of poor families to combating and escaping poverty become evident.

Activities:

4.2.1 Set up counseling service at aimag, sum, and district levels to provide advisory services for poor families regarding the improvement of livelihoods through using their own family potentials like women and men fully and equally participating in decision-making related to family well-being.
4.2.2. Increase advocacy and enhance training activities for poor families that emphasize that both women and men can contribute to their family well-being and combat household poverty through remunerated and unremunerated work at home.

**Objective 5**
Develop and implement national policy and programs on gender equality and the family and improve the network for providing services for poor families.

**Output 5.1** Law on Family improved and adopted.

**Activities:**

5.1.1 Formulate and debate the draft Law on Family and submit it to the Parliament for adoption.
5.1.2 Increase social services for poor households particularly households headed by women with many children and disabled members.
5.1.3 Make amendments in laws and regulations related to social services that decentralize and delegate power to community levels in terms of ensuring that social services reach target populations.

**Outcome 5.2** National systems to support families, particularly female-headed households, improved.

**Activities:**

5.2.1 Enable legal environment for improving national system.

**Outcome 5.3** Network services established that provide legal and psychological counseling and educational training for women towards improving life skills and shelter founded for victims of domestic violence.

**Activities:**

5.3.1 Organize gender and family education training for social workers in central cities and rural areas to improve their knowledge and skills in providing counseling services for women and victims of domestic violence.
5.3.2 Support and encourage establishment of centers for victims of domestic violence at sum, district levels.
5.3.3 Conduct sample survey on domestic violence throughout the country and build database on domestic violence against women and children in order to increase awareness of decision makers and general public.

2. Gender equality in economic relations

Although people have enjoyed increased freedom of self-expression, increased participation in social life, and increased political and civil rights in the transition, gender-based rights in economic and social relations have not emerged as a priority policy issue. Impoverishment and inequality have been ever-increasing during the transition, and there have been falling output and government expenditures, falling personal income, and higher costs of living. These changes have affected women more adversely than men. Structural adjustment and declining women’s employment in industry have led to increased inequality between men and women in the labour market.
Resulting from an increasing but misguided perception that women are not contributors to the economy but beneficiaries of it, women issues are reflected in policies from the point of view of women as beneficiaries but not as contributors to the economy. The transition has largely depended on intensified, and arguably unsustainable, use of both natural resources and women’s labour. Women’s labour has intensified with the growth of the livestock economy.

In the current employment situation, 64.5 percent of employees in the education sector are women, 71.3 percent of those who work in health and social security are women and 63.0 percent of lawyers are women. Even though the percentage of women engaged in public services appears to be high, it conceals the real picture that the number of women in industry dropped dramatically since transition.

The privatisation of herds and housing and state enterprises, etc. have overwhelmingly benefited men. Because they have not generally benefited from privatization, women have had to find alternative means of survival, usually through self-employment in the informal sector that brought more burdens on them. Moreover, women are strongly discriminated against in entering labour markets based on appearance and age as well as because women are often obliged to sign away rights for maternity benefit and family leave in order to secure a job in the private sector.

According to the population census of 2000, the unemployment rate for men was 16.6 percent versus 18.2 percent for women. The greater impact of unemployment and poverty on women in turn has led to the large numbers of women who have turned to unpaid household work and to the informal sector.

Based on the past experiences of and lessons learned from the privatisation process, there is a need to create a policy environment favourable for women regarding ownership of land. It should be recognized that women’s unpaid, household and domestic sector provisioning of basic social services are a key dimension of a comprehensive social policy framework, and there is a need to develop methodologies to account for this unpaid work and unpaid time. Empowerment of women’s economic rights is one of the important priorities of an economic strategy that promotes sustainable and balanced development.

**Objective 6**
To establish a mechanism to ensure gender equality in macro economic policy.

**Output 6.1** Gender-responsive macroeconomic strategy and policy pursued and implemented.

**Activities:**

6.1.1 Carry out analysis to review macroeconomic policy from a gender perspective with respect to its impact on poverty and inequality and to develop appropriate approaches to reduce adverse consequences.
6.1.2 Implement research projects on gender equality within the Poverty Reduction Strategic Paper (PRSP) and disseminate findings to policy and decision makers.
6.1.3 Promote research and studies on gender equality in debt problems, taxation, employment markets, public expenditures and all relevant sectors of the economy, and strengthen capacity in gender analysis towards gender mainstreaming of national policies.
6.1.4 Increase awareness and advocacy towards gender mainstreaming into policies and programs for economic development among policy-makers and planners.
**Outcome 6.2** Policies and programs on structural adjustment reviewed and modified from a gender perspective.

**Activities:**

6.2.1 Carry out a gender analysis of the program on structural adjustment from a gender perspective and disseminate findings to policy and decision makers.
6.2.2 Ensure equal participation of men and women in privatization of the social sector.
6.2.3 Increase advocacy within the Poverty Reduction Strategy among poor families and socially marginalized groups that using the potentials of both men and women is important for improving livelihoods.

**Output 6.3** Gender-sensitive statistics and budgeting developed and improved.

**Activities:**

6.3.1 Undertake gender-sensitive analysis of the informal sector of the economy.
6.3.2 Conduct studies on time use as often as possible in urban and rural areas and promote advocacy for increasing public awareness to assess unremunerated work of women at home.
6.3.3 Modify the system for measuring remunerated and unremunerated labor and gradually integrate the index of the unremunerated labor of women into the national accounting system.
6.3.4 Take specific measures to estimate the gender development index and enhance the availability of information and data sources.

**Objective 7**
To introduce gender-responsive budgeting approach in the national budgeting system by reforming national accounting and budgeting systems.

**Outcome 7.1** Planners and economic specialists trained in gender-responsive methods and approaches in preparing and monitoring government budgets.

**Activities:**

7.1.1 Carry out gender analysis of tax income for the state budget.
7.1.2 Undertake gender analysis in the process of budget allocation and formulate gender-responsive budgeting methodology and apply it phase by phase.
7.1.3 Conduct training on gender-responsive budgeting methodology for planners and economic specialists at central and rural levels.

**Outcome 7.2** Civil society’s participation in gender analysis of budget income and expenditure ensured.

**Activities:**

7.2.1 Encourage involvement and participation of civil society in formulating gender-responsive budgets and monitoring and evaluating their implementation.
7.2.2 Establish a procedural routine for presenting gender-responsive budgeting analysis together with the budget proposal to the national parliament and local citizens parliaments.
**Objective 8**
To improve gender relations in the labor market including access to employment, health and social insurance.

**Output 8.1** Eliminate gender discrimination in the labor market, especially in hiring and promotion.

**Activities:**
8.1.1 Undertake monitoring and inspection towards eliminating discriminative employment contracts that create biases based on age, sex, physical appearance or any other criteria; take actions against violations of human rights such as imposing requirements on women to forgo pregnancy during the contract period and not to spend time on child caring.
8.1.2 Set up a quota or gender balance in certain professions at colleges and universities in order to reduce the gender gap in tertiary education.
8.1.3 Provide employment opportunities for women working in formal sector and support women to be employed on contractual and part-time bases.

**Output 8.2** Employment rights of women working in the informal sector enhanced and access to information regarding job opportunities increased.

**Activities:**
8.2.1 Take actions to create an enabling legal environment for women working in the informal sector to obtain health and social insurance.
8.2.2 Expand surveys on the employment situation of women in the labor market and improve access to information regarding job opportunities.
8.2.3 Set up comprehensive and standardized data collection system for generating gender disaggregated statistics in both the informal and formal sectors and integrate data on informal sector employment into the national statistics.

**Objective 9**
To ensure gender equality in household economy.

**Output 9.1** Conduct gender analysis of household economic relations.

**Activities:**
9.1.1 Increase economic studies of household enterprises and home-based businesses run by women and their contribution to the economy; raise awareness and strengthen advocacy towards assessing both unremunerated house work and home-based business activities and reflect them into the national accounts.
9.1.2 In cooperation with NGOs, conduct training programs for women to further promote their business knowledge and activities based on the findings from home income and expenditure studies.
9.1.2 Increase research studies on home economic relations.

Output 9.2 *Legislation supporting home economic relations improved and reinforced.*
Activities:

9.2.1 Take particular measures to develop the legal environment for women who are engaged in household business activities.
9.2.2 Carry out gender analysis of credits from banks and other lending organizations and implement and pilot new methods and approach to providing ‘women-friendly’ micro credits.
9.2.3 Conduct gender analysis to review the equality of women’s access, ownership and control of over economic and non-economic resources and assets in order to develop amendments to relevant legislation that better ensures equal access for women.

3. Gender Equality in the Context of Rural Development

Some 43.4 percent of the total population of Mongolia lives in semi-urban and nomadic conditions in rural areas. The privatization of livestock to some extent improved the livelihoods of herders. Nevertheless, the volume of productive work, both paid and unpaid, has increased and these tasks continue to be more women’s responsibility. As a result of decreased social and public services -- as compared to those provided under the previous system -- and the lengthened working day, the workload for rural women has increased and has adversely affected women’s lives in terms of available time for education, self-improvement and health, etc.

Underdeveloped infrastructure, shortage of energy supply, lack of telecommunication services, information and poor quality of education, inadequate medical and cultural services, high risks in agriculture due to drought and dzud have been and still are major problems that cause impoverishment in rural areas and migration from rural to urban areas. Given this situation in rural areas, the following challenges need to be addressed and resolved in order to improve the quality of all services -- including education, health and information -- for local people and to ensure equal opportunities for both women and men for employment and increasing household income.

Objective 10
To improve access of rural women and men to education and information by providing a supportive environment.

Output 10.1 School drop-out rate for boys decreased as the enrollment rate of boys in primary education is raised.

Activities:

10.1.1 Create favorable, child-friendly environment for rural children to study and stay in school through improving the physical condition of school buildings and dormitories.
10.1.2 Improve in-service teacher training system for rural teachers -- particularly for women teachers -- in order to upgrade their skills and also allow them to balance work and family responsibilities.
10.1.3 Increase advocacy among parents and guardians especially of boys regarding the negative effects of dropping-out of school.
10.1.4 Organize remedial education for drop-out boys and girls in collaboration with NGOs.

Output 10.2 Advocacy and awareness raising among rural population on gender equality, particularly with regards to women and men having an increasingly equal share of economic resources.
Activities:

10.2.1 Conduct training on gender issues for aimag, sum, bag governors and local media specialists with the aim of raising gender awareness at the grassroots level.
10.2.2 In cooperation with rural women NGOs, train social workers of aimag and sums in gender issues and provide them with learning materials, handouts, information sheets that support increasing citizen advocacy and access to information.
10.2.3 Build capacity in gender analysis at aimag, sum levels to review and analyze gender equality at the community level and disseminate related information to the public.

Objective 11
Encourage equal participation and contribution of women and men in regional development and introduce measurements to assess their equal role and contribution to the development of the rural economy.

Output 11.1 Equal participation of women and men in their joint activities for protecting land, pastures and other natural resources encouraged and increased.

Activities:

11.1.1 Increase women’s participation and role of local women’s groups in decision-making processes related to land management and other issues related to environmental protection and sustainable development.
11.1.2 Initiate studies on the land privatization process assessing the equal participation of women in decision-making as well as in terms of opportunities for ownership of land.
11.1.3 Increase educational programs and activities for adults and children that improve awareness of environmental protection and the need for gender equal participation in protecting land and nature.

Objective 12
To reduce maternal and child mortality through specific actions for developing healthy lifestyles and removing barriers to women’s health services.

Output 12.1 Broad ranges of preventive health programs for women provided in order to reduce ill health and maternal morbidity as well as to promote positive changes among women themselves in caring for their own health and preventing health problems.

Activities:

12.1.1 Organize training and educational programs on a regular basis for men and women regarding reproductive health and healthy lifestyles.
12.1.2 Increase advocacy and facilitate access to information regarding proper nutrition, safe food, consumption of clean water and first aid medical services.
12.1.3 Undertake regular studies on factors contributing to maternal mortality in rural areas and report to policy and decision makers.
12.1.4 Examine all factors that contribute to male mortality and take appropriate measures to reduce factors which result in death.
Objective 13
To provide equal opportunities for employment and for creating small businesses for both women and men in rural areas and to more accurately value women’s labor and economic contribution to development.

Output 13.1 Ownership, access to public resources and income distribution equally balanced between women and men and related legislation enacted to support these benefits.

Activities:

13.1.1 Enact legislation that ensures equal participation of family members in sharing property and income.
13.1.2 Explore every opportunity to introduce technology to rural areas in support of agricultural extension and domestic work, particularly for reducing women’s work load at home.

Output 13.2 Employment rates of both women and men in rural areas increased and living standard of whole population improved.

Activities:

13.2.1 Provide variety of services for poor families who have few livestock, especially single female- or male-headed households, and support them in setting cooperatives.
13.2.2 Create favorable environment for development of non-banking financial institutions and credit, savings cooperatives.
13.2.3 Increase partnership and cooperation between local government, local NGOs and private sector in support of developing small, medium enterprises for processing livestock products in rural areas.
13.2.4 Take specific measures in order to promote rural development and strengthen rural capacity, such as loan forgiveness for university graduates who are contracted to work for a specified period of time in rural areas.

4. Gender Equality in Power and Decision-making

The Constitution and other legislation guarantees equal rights to all citizens of Mongolia to participate in the governance of the state. However, women’s representation in decision-making is very limited, and not in fact shared between women and men.

During the transition period women’s representation in policy and decision making has dropped by 2.5 times compared to the previous system. In order to reduce these disparities, the National Program for the Advancement of Women put forward the goal to increase women’s representation in political and elected positions to 20 percent in the elections of 2000. However, this goal has not been achieved.

As of 2000, women held 11.8 percent of the seats in Parliament, and 4.5 percent of the speakers of Aimag and Capitals Citizen’s Khurals, 12.9 percent of their members, 13 percent of the speakers of sum and district khurals , and 25 percent of their members were represented by women. Except one vice cabinet secretary, there are no women ministers vice ministers or even state secretaries and no women aimag governors. Sixteen percent of the heads of departments within line ministries are women and 3.3 percent of soum and district governors are female.
The 2002 survey on Rural Development and Gender conducted by the National Statistics Office showed that female participation in policy development is still limited. The limited representation of women in power and at the decision making level represents the under-use of women’s potential and is a critical area of concern.

**Objective 14**
Develop enabling environment to provide gender equality in decision making.

**Output 14.1** Women’s representation and ratio in power and decision making at all levels increased.

**Activities:**
14.1.1 Organize in-depth leadership training sessions for women who are already in elected and appointed positions, with a view to further improving their leadership skills and their influence.
14.1.2 Support non-governmental organizations and research institutions that conduct studies on women’s participation in decision making and offer training for political parties in women’s leadership capacity building.

**Output 14.2** Women’s participation in all levels of civil service management of increased.

**Activities:**
14.2.1 Mainstream gender perspectives in government policies regarding human resources development.
14.2.2 Review the existing legislation and make amendments if necessary in order to ensure equal access of women and men to the full range of public appointments and to fully utilize women’s potential, and to introduce relevant international experience.

**Output 14.3** Monitor and evaluate progress in the representation of women through regular collection, analysis of data and establish a viable monitoring mechanism in this field within governmental structures.

**Activities:**
14.3.1 Review gender balance in decision making positions in each sector of the economy.
14.3.2 Support research studies on representation of women and men in decision making positions in each sector, all line ministries and in political activities.
14.3.3 Basing on research findings, identify needs for information, education and communication activities aimed at target groups.

**Output 14.4** Increased number of parties and political forces that set quotas on representation of women and men in elected bodies.

**Activities:**
14.4.1 In cooperation with women’s NGOs associated with women’s rights, organize negotiation meetings with political parties to encourage political parties to promote women members in elective and non-elective positions and to conduct leadership training for women members on a regular basis.
14.4.2 Disseminate best practices of political parties in support of women’s participation in their parties.
14.4.3 Take initiatives and conduct regular meetings with political parties to exchange views on gender mainstreaming and equal participation of both women and men in elected bodies.
14.4.4 Influence and mainstream political parties through women NGOs which are associated with political parties.

Output 14.5 Ratio of women candidates for national and local elections increased.

Activities:

14.5.1 Develop a roster of women leaders and in cooperation with NGOs, political and educational institutions develop mechanisms and training to encourage them to participate in the electoral process.

Output 14.6 Public awareness regarding promotion of women candidates for elected and appointed positions increased.

Activities:

14.6.1 Encourage public campaign in cooperation with NGOs, private sectors towards publicizing best practices of women leaders and their professional achievements.
14.6.2 Undertake media campaigns for advocacy to increase public awareness that women can participate in the leadership of government and legislature on an equal basis with men and consider gender training for media representatives.
14.6.3 Develop career advancement programs for women including training in leadership, career planning, decision making, public speaking, self-assertion and self-esteem as well as in political campaigning.
14.6.4 Support and advocate women candidates at all levels.

5. National Mechanism on Gender Equality and Participation of Civil society

At the 4th World Conference on Women, UN member countries agreed to establish national mechanisms for addressing women’s issues. Since the transformation of the Mongolian Women’s Federation from a government body dealing with monitoring, coordination and implementation of state policies and programs on women’s issues into a non-governmental institution, women’s issues have been coordinated by the respective departments of ministries including the Ministry of Health and Ministry of Social Welfare and Labor.

A number of non-governmental organizations and civil society institutions have been established for supporting and protecting women and children’s rights and advancement of women in the country.

Since 2000, the Department of Population and Strategic Planning under the Ministry of Social Welfare and Labor has been in charge of development and implementation of policies and programs related to population, family, children, youth and gender issues. The current structure and mechanisms related to gender equality are mainly focused on development of policy and strategy towards gender relations; nothing more has been done due to the lack of adequate resources for operational activities.

Except for renewing the National Council on Advancement of Women as the National Council on Gender Equality -- an encouraging development conforming with world trends towards a balanced gender perspective -- progress has not been made in restructuring -- the National Council is still lacking a
functional secretariat office -- and committing financial resources to review, monitor and coordinate activities. Therefore, there is an urgent need to strengthen and build capacity of a national mechanism on gender equality and to institutionalize the National Council on Gender Equality.

**Objective 15**
To strengthen national mechanism on gender equality and increase participation of civil society’s institutions.

**Output 15.1** National mechanism advanced at central and local levels.

**Activities:**
15.1.1 Reorganize the National Council for Gender Equality with broader participation having multi-sector approach inclusive of urban and local partners.
15.1.2 Establish the National Council Secretariat office with duties and responsibilities to coordinate, monitor the implementation of National Program on Gender Equality and overall gender mainstreaming strategies.
15.1.3 Set up gender focal points at line ministries and within local government administration.
15.1.4 Develop gender mainstreaming strategies of the NPGE with line ministries and conduct regular consultative meetings with respective officials and specialists of line ministries to discuss incorporating the strategies of the NPGE into their plans and programs.

**Output 15.2** Enact legislation on gender equality and incorporate gender concerns and gender perspectives into government policies and programs.

**Activities:**
15.2.1 Undertake a research study focusing on gender equality and draft a law on gender equality based on recommendations of this study.
15.2.2 Collect quantitative and qualitative information on the process of implementation of the National Program on Gender Equality and in collaboration with NGOs establish monitoring mechanism and network to review the process.
15.2.3 Study experiences of other countries which enacted legislation to promote equality between women and men.
15.2.4 Regularly organize lobbying workshops, advocacy training for decision-makers regarding mainstreaming a gender perspective into policies and programs and gender-sensitive budgeting.

**Output 15.3** Solid partnership between governmental and non-governmental organizations established and NGO capacity improved.

**Activities:**
15.3.1 Increase participation of NGOs in the implementation of the NPGE in an effort to facilitate effective implementation by enabling NGOs to undertake some activities on a contract basis through competitive tenders.
15.3.2 Improve cooperation at all levels of the Government institutions and between governmental, non-governmental organizations including academia, educational institutions towards gender issues, concerns.
Output 15.4 Bilateral and multilateral cooperation in the international arena increased.

Activities:

15.4.1 Take actions to improve cooperation in gender issues between gender mainstreaming organizations at international and regional levels.
15.4.2 Continue to review the implementation of international laws and conventions that Mongolia ratified and further study international conventions that Mongolia needs to join.
15.4.3 Report to general public on performances of the Mongolian Government in the implementation of CEDAW and other conventions towards human rights, children’s and family rights.

6. Program Monitoring and Evaluation

The program monitoring and evaluation process will review overall management organization, evaluate experiences and lessons learned, and assess achievement of planned goals. Effectiveness and efficiency of program implementation will be highlighted and reported to executive bodies. Mobilization of required resources will be debated during the review process.

Program monitoring and evaluation indicators

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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Gender equality in family relations</td>
<td>Number of existing legislations analyzed from a gender perspective</td>
<td>Gender analysis undertaken in educational institutions</td>
<td>Number of studies undertaken in family relations and recommendations for the formulation of policy and programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Number of training programs and curricula on family and gender education</td>
<td>None</td>
<td>Number of gender analyses made in macro economic policy, programs and plans</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Study on gender equality in family relations</td>
<td>None</td>
<td>Number of quantitative and qualitative studies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Increase in number of organizations providing services for family welfare</td>
<td>Number of new establishments</td>
<td>Number of gender analyses made in budgeting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Macro economic development strategy, policies, programs and plans reviewed from a gender perspective</td>
<td>None</td>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Research studies conducted on gender equality in economic relations</td>
<td>None</td>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Introduction of gender sensitive budgeting</td>
<td>None</td>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Percentage of men in university students</td>
<td>Beginning of 2003</td>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Percentage of boys in senior classes of secondary schools</td>
<td>Beginning of 2003</td>
<td>None</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 3. Gender equality in the context of rural development

<table>
<thead>
<tr>
<th>10. Unemployment level</th>
<th>Male /M/ 4.5</th>
<th>F 4.9</th>
<th>M 4.4</th>
<th>F 4.4</th>
<th>M 3.8</th>
<th>F 4.0</th>
<th>M 3.5</th>
<th>F 3.6</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>11. Gender development index</th>
<th>0.653</th>
<th>0.655</th>
<th>0.660</th>
<th>0.670</th>
<th>0.690</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>12. Poverty incidence</th>
<th>36</th>
<th>32</th>
<th>26</th>
<th>22</th>
<th>20</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>13. Sex ratio in informal sector</th>
<th>M 30.0</th>
<th>F 70.0</th>
<th>M 40.0</th>
<th>F 60.0</th>
<th>M 44.0</th>
<th>F 56.0</th>
<th>M 47.0</th>
<th>F 53.0</th>
<th>M 48.0</th>
<th>F 52.0</th>
</tr>
</thead>
</table>

### 4. Gender equality at the decision making level

<table>
<thead>
<tr>
<th>14. Decrease in drop-out rate, by sex</th>
<th>Beginning of 2003</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>15. Rural employment rate</th>
<th>M 71.0</th>
<th>F 65.8</th>
<th>M 72.0</th>
<th>F 66.2</th>
<th>M 72.0</th>
<th>F 68.0</th>
<th>M 72.0</th>
<th>F 69.0</th>
<th>M 72.0</th>
<th>F 70.0</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>16. Number of cooperatives and joint household businesses in rural areas</th>
<th>None</th>
</tr>
</thead>
</table>

### 5. National mechanism and civil society participation

<table>
<thead>
<tr>
<th>17. Number of parties that incorporate gender equality into their programs</th>
<th>Newly</th>
<th>Above 50</th>
<th>Above 75</th>
<th>100</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>18. Number of female candidates in election</th>
<th>Share of percentage in total candidates</th>
<th>10.9</th>
<th>15</th>
<th>25</th>
<th>40</th>
<th>50</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>19. Percentage of women in power and decision making roles</th>
<th>Newly</th>
<th>15</th>
<th>20</th>
<th>35</th>
<th>45</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>20. Percentage of women in administration and management of civil service</th>
<th>Newly</th>
<th>30</th>
<th>40</th>
<th>45</th>
<th>50</th>
</tr>
</thead>
</table>

### 5. National mechanism and civil society participation

<table>
<thead>
<tr>
<th>21. Adoption of a law on gender equality</th>
<th>None</th>
<th>Draft law</th>
<th>Law adopted</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>22. Number of councils and committees established on gender equality</th>
<th>15</th>
<th>25</th>
<th>25</th>
<th>25</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>23. Program implementation funding by the state and local budget /tug/</th>
<th>6 mln</th>
<th>10mln</th>
<th>20mln</th>
<th>40mln</th>
<th>50mln</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>24. Number of contracts made with NGOs for executing activities of the National Program</th>
<th>2</th>
<th>till 4</th>
<th>till 6</th>
<th>till 8</th>
<th>till 10</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>25. Number of international acts and conventions on gender issues ratified by Mongolia</th>
<th>5</th>
<th>For future consideration.</th>
</tr>
</thead>
</table>

Alongside of these indicators, the monitoring and evaluation will be undertaken to review expected outputs identified in the 5th chapter of this program. Program monitoring and evaluation will be conducted by Aimag and City Governor Offices and information, monitoring and evaluation departments of line ministries in charge of gender issues. Civil society institutions and private individuals will be widely involved in the monitoring and evaluation process.