

About MERIT

MERIT is a multi-year initiative (2016-2023) to enhance public sector management of the extractive sector to maximize its contribution to sustainable economic and social development through responsible resource management. This is the third newsletter and includes project highlights between July – December 2017.

Statistics in mining and petroleum

MERIT TAs specialized in mining and petroleum statistics provided advisory assistance in data generation, use and dissemination of statistics in economic, social and environmental impacts of mining and petroleum at MRPAM. Supporting the M&E Department, advice was given to improve the quality and accuracy of data collected, refine indicators, and recommend necessary adjustments to data collection, analysis and reporting processes.

As a result of the evaluation of the statistics system and its uses at MRPAM, MRPAM and MERIT agreed to implement a 3-year Action Plan, which will help MRPAM improve and strengthen their capacity and staff professional development.

Canada supports MET with skills upgrade and high technology to improve its capacity to oversee mining operations

MERIT supported the Division of Cadastre on Forest, Water and Protected Area of the MET with a GPS and Drone equipment package to acquire high-definition aerial pictures to gather visual documentation of field conditions in Mongolia.



Equipment handover ceremony at MET in November 2017

Delivering training on gender awareness, sensitivity and mainstreaming

MERIT TA specialized in gender specific programming provided training on gender awareness, sensitivity and mainstreaming at MRPAM, MET, MMHI, IGG and MUST. Advancing gender equality and gender mainstreaming within the workplace were key topics. All partners expressed the need improve their understanding of

overall gender needs, gaps and strengths in Mongolia. These workshops increased capacity and awareness about gender.

MERIT is also advising on internationally recognized practical approaches for gender mainstreaming in public institutions. For this purpose, gender focal points from MMHI, MET, MUST, IGG and Dornod Governor's office have developed their skills through a UN Course on Gender Mainstreaming offered online and face-to-face in Bangkok and obtained tools and guidelines for implementing and enforcing gender equality policy in the workplace. MERIT is further supporting partner institutions in planning actions for the next years including gender audit in 2018.



At the UN Course on Gender Mainstreaming in Bangkok in October 2017

Knowledge management adviser at IGG

A MERIT TA, specialized in Knowledge Management worked at IGG to develop skills in knowledge management at the institution. The TA outlined a plan to work towards a knowledge-based organization.

Senior management awareness and staff capacity building on Results Based Management (RBM) at MRPAM

MERIT delivered workshops and awareness sessions on the RBM approach to M&E including training for key MRPAM senior management and staff. The training provided concepts, methods, tools and practices of RBM which will help participants improve their ability to identify and act on clear and measurable results.

Human Resources (HR) job analysis at MRPAM

As part of the HR Competency development framework, a MERIT TA specialized in HR worked at MRPAM to conduct a job analysis as the first phase of developing the framework. HR job analysis helped MRPAM identify the required skills and competencies and

List of acronyms

TA – Technical Advisor
UN – United Nations
HR – Human Resources
GPS – Global Positioning System
M&E – Monitoring and Evaluation

RBM – Result Based Management
MET – Ministry of Environment and Tourism
IGG – Institute of Geography and Geoecology
MMHI – Ministry of Mining and Heavy Industry
ISO – International Organization for Standardization

MUST – Mongolian University of Science and Technology
MRPAM – Mineral Resources and Petroleum Authority of Mongolia

areas of improvement required in staff training and development. Assistance was provided in developing documentation, tools and processes to conduct the job analysis. The information and analysis obtained from this phase will be used in the next phase of the framework development.

Core competencies development at MRPAM

Building on the Framework a MERIT TA specialized in HR worked at MRPAM to develop core competencies as the next step. Core competencies are common competencies required for staff at various levels within the organization to be effective and efficient in the workplace. The TA provided guidance, coaching and mentoring to the MRPAM working group in identifying and defining core competencies and expected behaviors at various levels. As a result, six core competencies were identified and defined with expected behaviors for various levels within roles.

Community exchange visit between Canada and Mongolia

MERIT organized 12-day mission to Yellowknife, Canada, including community representatives from the local government and small and medium businesses from the province of Dornod in eastern Mongolia. The group explored Canadian practices on: Impact Benefit Agreements/lands issues; integrating local population economically with the extractive sector and environmental management as well as training initiatives in the extractive sector.



Dornod delegates in Yellowknife, Canada in November 2017

ISO 9001 Quality Management System at Dornod Governor's Office

MERIT, through FMC Consulting firm, has introduced the ISO 9001 Quality Management System at Dornod Governor's office. ISO 9001 QMS is a set of international standards on management and assurance, developed to help organizations effectively document systems and process elements required to maintain efficient quality management systems. ISO 9001 QMS will help the Governor's office become more effective and efficient in meeting citizen's needs.

Consultation guidelines in the extractives sector

Recognizing the need for improving linkages, and collaboration and consultation practices between the national and local-level governments in dealing with extractive industry stakeholders including the surrounding mining-impacted communities, MERIT prepared and published a knowledge product 'Consultation Guideline for extractives sector'. The guideline will be used as a practical tool for the design and implementation of stakeholders' consultation for proposed regulatory changes and the issuance of licenses including local-level agreements between mining prospectors, mine operators and local governments. This knowledge product is

intended to provide an overview of the consultation process, from planning to communication of final decisions that can be used by national and subnational government officials, civil society actors and community leaders with a wide-range of experiences.

Global Affairs Canada and MERIT visit Dornod

Canadian Embassy delegates visited Dornod to meet with aimag authorities. The delegates had opportunity to learn about key partnership activities and development between Dornod and MERIT project.



Luke Myers, Deputy Director at Global Affairs Canada, visited Dornod in November 2017.

Drone and open source software training held at Dornod

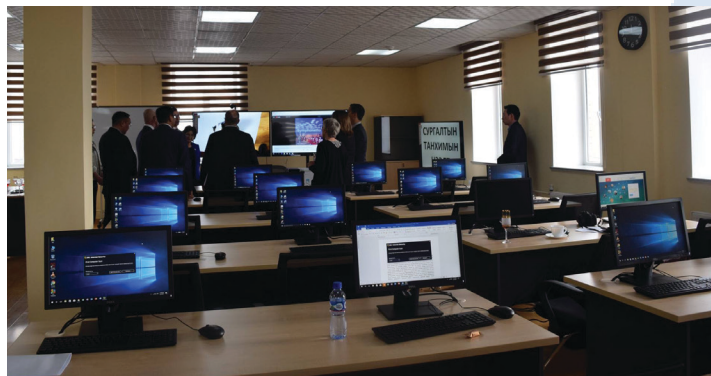
MERIT collaborated with SESMIM project in organizing training on uses of drones for stakeholders in Dornod. The training organized for four days with 29 participants included flights over difficult terrain to improve mapping skills. Participants were from government agencies; MET, MRPAM, IGG and local offices.

Supply chain management survey in Dornod

MERIT TA completed a survey of the current situation and opportunities of supply chain of the extractive sector in Dornod in order to find ways to enhance and expand local supply.

Canada supports MRPAM's education and communication programs with a new online training facility

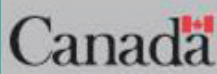
MERIT and SESMIM, both funded by Global Affairs Canada, are building capacity at MRPAM. As a part of this collaboration, and to provide more online training, a new training facility has been equipped with technical equipment to deliver online and face-to-face training to government staff and stakeholders.



Training room opening ceremony at MRPAM in December 2017

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