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THE GEOLOGY, MINING, PETROLEUM AND HEAVY INDUSTRY SECTOR GENDER RESPONSIVE POLICY /2019-2026/



Ulaanbaatar
2019

**THE GEOLOGY, MINING, PETROLEUM AND
HEAVY INDUSTRY SECTOR
GENDER RESPONSIVE POLICY
AND ITS ACTION PLAN
/2019-2026/**

BOOKLET

**ULAANBAATAR
2019**

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**THE GEOLOGY, MINING, PETROLEUM AND
HEAVY INDUSTRY SECTOR
GENDER RESPONSIVE POLICY
/2019-2026/**

**ORDER OF THE MINISTER OF MINING AND HEAVY INDUSTRY
OF MONGOLIA**

May 06, 2019

Ref: A/114

Ulaanbaatar

On the approval of the Geology, Mining, Petroleum and Heavy Industry Sector Gender-Responsive Policy

In accordance with Clause 24.2 of Article 24 of the Law on Government of Mongolia and Provision 19.1.1 of Article 19 of the Law on Promotion of Gender Equality, The Minister is ordering to:

1. Approve the “Gender-Responsive Policy of the geology, mining, oil, and heavy industry sector” as with Appendix 1 and the policy action plan implementation as to Appendix 2.
2. The State Secretary and the Chair of the ex-officio Gender Sub-Council /G.Nandinjargal/ shall be responsible for monitoring the sector-specific gender-responsive policy implementation and reporting on the results to the of National Committee on Gender Equality on an annual basis.

MINISTER

D. SUMIYABAZAR



MINISTRY OF MINING
AND HEAVY INDUSTRY

THE GEOLOGY, MINING, PETROLEUM AND HEAVY INDUSTRY SECTOR

GENDER RESPONSIVE POLICY

/2019-2026/

GLOSARRY

1. **Gender:** Perception of the roles, responsibilities and attributes which a man or women is expected to fulfill in political, economic, social, cultural and family spheres, that establishes itself and evolves in the course of history.
2. **Gender equality:** An absence of discrimination on the basis of sex achieved through equal participation of men and women in political, economic, social, cultural, and family relations and their equal opportunities to contribute to and access the benefits of economic, social and cultural development.
3. **Gender-mainstreaming:** A process and strategy of integrating gender perspectives into all life activities. This is achieved by assessing the different impacts on women and men, as well as on various social groups, of policies, legal environments, projects, programs and planning processes; taking into consideration their different needs, knowledge and practical implications.
4. **Gender sensitive:** Commitment, awareness and capacity to recognize women and men and various social groups' different needs and existing inequalities, in order to redress these inequalities, through enabling participation in development processes.
5. **Gender stereotype:** Differential concepts and expectations of the roles and behaviors women and men in the political, economic, social, cultural and family relations, based on their gender identities, and the treatment of men and women on the basis thereof.
6. **Gender statistics:** Sex-disaggregated quantitative data collected, consolidated and analyzed for policy planning processes, in order to identify and recognize critical gender issues and relevant factors.
7. **Sex-disaggregated data:** Collection and reporting on sex-disaggregated data by are the primary steps of gender gender-responsive policy planning and a gender analysis of policy implementation processes. While providing opportunities for revealing

gender gaps and inequalities, this process helps to analyze the accessibility of products and services, as well as the participation of women and men in sectorial and organizational activities.

8. **Gender-sensitive budgeting:** A process implemented through budgeting that supports the promotion of gender equality through gender-responsive policy-making and planning. This also may include special budgets for enhancing organizational capacity on gender as well as funds for addressing different needs of particular social groups.
9. **Work-life balance:** Policy and planning processes that detect and minimize differing roles and responsibilities of women and men employees in their families and households that might prevent women's career advancement or push them into less secure and lower-paid jobs, while restricting men's contribution and capacities to participate in family affairs, thus potentially increasing their health-related risks. Therefore, adequate work-life planning and pursuing a relevant "work-life balance" policy, is one of the fundamental requirements for promoting gender equality.
10. **Special measures:** Deliberate measures aimed at eradicating inequalities faced by women and men and establishing equality between men and women. Those measures are not considered as discrimination. Special measure shall be discontinued when the objectives of equality of opportunity and treatment are achieved.
11. **Gender analysis:** A process that investigates and reveals whether policies, planning and activities respond to the differentiated needs of women, men and various social groups, including whether they provide equal access to participation and opportunities for equal and adequate impacts. For this purpose, not only sex-disaggregated data analysis, but also a combination of policy analytical and qualitative research methodologies, could be employed.
12. **Participatory gender auditing:** Acknowledged

methodology used for integrating gender concepts into the operational level. While this aims to mainstream gender in the in policies, programs and structure of an organization as a practical endeavor, it also supports an organizational learning process, and promotes change at all organizational, sectorial and staff levels.

13. **Gender check-list:** A set of questions and/or list of indicators that assists users in assessing the gender-responsiveness of public services' and projects' activities through all stages of their policy planning, implementation, monitoring and evaluation processes.
14. **Gender-sensitive indicator:** Quantitative and qualitative indicators designed to measure the results of gender-responsive policy planning and implementation processes.
15. **Gender discrimination:** Action or inaction resulting in discrimination, exclusion or restriction based on sex, gender identity or attributes of sex and marital status of men and women in political, economic, social, cultural, family and other spheres.
16. **Gender-based violence:** Action or inaction for causing physical, sexual, psychological and economic damage based on gender identity.
17. **Sexual exploitation and abuse (SEA):** The United Nations defines SEA as "any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another." SEA can become an issue of concern for companies because it can occur within the workplace and because it may be perpetrated against community members.
18. **Practical gender needs:** The different needs of men and women relative to their limited access to natural resources and daily lives.
19. **Strategic gender needs:** Relevant to the different social positions of men and women in their family and community. An understanding of these differentiated

- needs is vital to develop gender-responsive policies and for planning within a wider scope.
20. **Gender equal participation:** Enabling equal participation that goes beyond equal ratio of men and women to consider access to and opportunities for meaningful participation. For example, in situations where the ratio of men and women is equal (50:50), if there is a lack of meaningful participation of men and women, then the voices and views of both genders will not be heard nor valued. This inequality often results in lower productivities and income within companies; whereas companies with gender-equal participation among leadership and decision-making bodies gain from diverse perspectives.
 21. **Gender diversity:** Gender diversity means representation of all genders. Diversity is often associated with inclusion, but the two are very different concepts. Diversity accounts for the representation of women and men as well as the relative power, influence, and position of men and women.
 22. **Time poverty:** Working long hours and having no choice to do otherwise. An individual is time poor if he/she is working long hours and is also monetary poor or would fall into monetary poverty if he/she were to reduce his/her working hours below a given time poverty line. Women are often more time poor than men since much of women's time is spent doing unpaid work to run the household or care for family members. This limits their availability and ability to participate in more productive, marketable, or participatory activities, or even to pursue personal interests.
 23. **Social License to Operate:** Refers to the "community's perceptions of the acceptability of a company and its local operations." Social license is something that can be granted by the community, but maintaining social license must be an ongoing process. Social license at the outset of a project does not mean social license throughout. Mining companies cannot work

- productively without any continuous partnership with communities—including men, women, minorities, and the vulnerable groups and their broader support.
24. **Natural resources industries:** Refers to the oil, gas, and mining industries, including oil, gas, and mining companies as well as their contractors and subsidiaries, along with firms involved with the extraction of metals, minerals, and/or aggregate.
25. **Impact area:** Can be understood as the total area of environmental, social, and economic impacts of a project. These impacts may be positive or negative. This is regulated by the Law on Environmental Impact Assessment on a basis of their health, environmental, social, economic, strategic, and accumulative impacts. These negative impacts and resettlement issues are legally regulated by the national and international policies and standards.
26. **Code of Ethics:** A set of rules that an organization or individual chooses to adopt, outlining its standards and principles of behavior. Companies are encouraged to develop codes of ethics that clearly specify the companies' position on issues such as gender-based violence. While policies are often developed, implemented, and monitored separately, codes of ethics can be signed at an institutional or individual level. When individuals sign a corporate code of ethics, they assume personal responsibility for upholding the values and behaviors contained within the code.
27. **Labor condition:** Factors of the work place and production environment which affect employee's performance, and health, alone or in complex way.
28. **Workplace risk and risk assessment:** 'Workplace risk' refers the workplace conditions that might cause a manufacturing accident, acute poisoning, and occupational disease; 'risk assessment' refers to the process of evaluating workplace risk.

ONE. RATIONALE

Today, due to the malicious policies and conducts of humankind our motherland is crossing a critical threshold that threatens our safe existence. To date, over 50 percent of the world's surface has been altered by human activity, affecting all biological species and causing widespread ecological imbalance. Additionally, humanity has wiped out 60 percent of the world's population of mammals, birds, fishes, and reptiles within the last 40 years. (WWF)

Therefore, since it is our immediate goal to save our planet and protect the future of our children, in 2015 the United Nations (UN) approved the "Transforming Our World: the 2030 Agenda for Sustainable Development" long term agenda, which has been ratified by all countries. The principles of this agenda include: cease interfering with the nature's ability to rehabilitate; eradicate the causes of global warming; develop methods and technologies that do not threaten the ecological balance; transform consumption behaviors; and establish attitudes of non-discrimination related to gender and based on a culture of human-and environmentally- friendly behaviour. Ultimately, environmentally sustainable development and human rights-based principles are becoming inevitable themes in global policy and action.

In Mongolia, the global warming speed is more than three times higher than the world average and it has become one of the top 10 countries most affected by climate change. The effects of climate change in Mongolia are devastating and widespread; for example, as of 2016 almost 78 percent of Mongolian land was affected by desertification. (Environmental Monitoring Report of Mongolia, 2016) In order to overcome these challenges, the "the Mongolian Sustainable Development Vision-2030" was approved by the Government in 2016.

As reflected in the UN and Mongolia's Sustainable Development Goals, the promotion of gender equality is a central priority for the human rights agenda. This is driven by the principle

of ‘development that leaves no one behind’ which requires equal opportunities, participation, and access to development benefits for everyone, particularly for men and women, boys and girls. This principle is supported throughout Mongolian legislation. In addition to declaring gender equality as a basic right in the Constitution of Mongolia (1992), it is protected in the Law on Promotion of Gender Equality (2011) and the National Program on Gender Equality (2002, 2017).

As stated in these policies and laws, as well as in the numerous recommendations issued by of the United Nations and other international organizations, there is a need to renew sector policies in alignment with human rights-based and gender mainstreaming approaches; there is a particular need for such reform in the mining sector.

Furthermore, according to the findings of the 2017 UNICEF research, “Mining-related in-migration and the impact on children in Mongolia”, it was concluded that “there is a need of providing policy and operational guidance to companies on management for mining influx, as well as integrating the rights of children into mining policies and assessment.”¹

The UN Committee on the Elimination of Discrimination against Women examined issues related to gender equality in Mongolia and made a number of recommendations to accelerate progress on meeting the reporting requirements and on achieving gender equality. Specifically, the Committee recommended that the State party: *33. (d) Include a gender perspective in national policies and action plans as well as on negative environmental and socio-economic consequences of industries, mainly mining, targeting women not only as victims but also as active participants in the formulation and implementation of such policies.*

Within the 2015 Report of the Working Group on the Universal Periodic Review Mongolia of the UN General Assembly, and within the framework of 6th report of the Committee of

¹https://www.unicef.org/mongolia/Uul_uurkhaigaas_uudsen_shiljiit_hudulguun_Mon_sml.pdf

Economic, Social, Cultural Rights ², several recommendations were made to the Government of Mongolia to: “strengthen efforts to increase participation of women in decision-making processes of the mining industry and in high-level positions; implement a human rights-based approach in identifying the extent and intensity of mining-related impacts; introduce an evaluation methodology based on the participation of indigenous people, especially including indigenous women’s rights to development and participation, and adhering to the United Nations Guiding Principles on Business and Human Rights; bear duties to respect and protect human rights, including the right of individuals to reclaim human rights that have been violated; develop a national action plan on business and human rights and ensure the creation of equal opportunities and equal distribution of mining income and benefits to all citizens of Mongolia; intensify the work on combatting soil and water pollution caused by mining operations, twofold; and join the Voluntary Principles on Security and Human Rights to contribute to the advancement of security and human rights in the extractive sector”³.

The United Nations Special Rapporteur on Human Rights and Environment, Mr. John H. Knox, noted in a presentation, “in some cases, the laws themselves still need to be strengthened in the mining sector. For example, the period of time for local consultations should be lengthened to ensure the full, free and informed consent of local communities. Furthermore, standards for rehabilitation need to be clarified and strengthened. Mongolia is famous throughout the world for its nomadic herders, and nomadic herding is obviously closely dependent on the environment. Therefore, strong environmental policy a brilliant strategy to ensure the sustainable management of semi-arid and arid grasslands for the benefit of humans and environment. Other stresses on the nomadic culture include the loss of pasture lands to mining and agriculture. Parallely, the increase in the number of livestock has led to overgrazing and additional degradation of pastures. So we are left with this question “how can we manage the exploitation of our natural resources in a way that promotes

²<http://www.mn-nhrc.org/index.php?do=cat&category=37>

³<http://www.upr-mongolia.mn/>

growth and protects the economic condition of the population without destroying the environment on which its people depend?" In other words, "how can sustainable development truly be achieved?"⁴

In the 2018 report, "Assessment of human rights impacts of coal mining and transportation of the Tavan Tolgoi coal deposit", commissioned by the National Human Rights Commission of Mongolia (NHRC), it is identified that, "in coal transportation, working for many days at a time, in stressful working conditions, and with heavy workloads causes employees to experience psychological depression, to over-consume alcohol, and drink alcohol while on vacation, thus increasing the risk factors for domestic violence". The report also found that "breaching the relevant laws of Mongolia, rules, regulations, and standards, as well as non-compliance with the of the legal responsibilities in this sub-sector, caused significant loss and damage to human life, health, and traffic safety, and other human rights violations; therefore, it is necessary to forcibly cease the operations of transportation companies and organizations that are in violation, and to further assign the relevant government agencies, mining companies and other entities to take actions to improve these companies and to monitor implementation of corrective actions".

Moreover, in the recommendation of the National Human Rights Commission of Mongolia's international conference, it was concluded that, "in the mining development regions, basic human rights of the affected populations are being seriously violated, especially the herders' rights to live in a healthy and safe environment; to pass on and develop traditions in the next generations; to own property and conduct business; to reclaim breached human rights and to recover losses through fair and due process; and to participate in decision- making. The foremost reason of the State's inability to protect its citizens from the offences is a lack of efficient state policy and decisions to manage the multiparty relationship between state, licensers, and citizens". Moreover, the National Human Rights Commission of Mongolia (NHRCM) has made a recommendation to change

⁴<http://mn-nhrc.org/eng/>

the non-disclosure clause of the license holder's agreement; to include an environmental rehabilitation plan in cooperation agreements; to maintain and ensure transparency to the people; to conduct a formal human rights impact assessment of one of the pillar business strategies for each project and program; and to develop and implement a "human rights policy" in the mining sector, in accordance with international best practices.

In response to these findings and recommendations, the State Secretary of the Ministry of Mining and Heavy Industry made a decision to undertake the 'Gender Impact Assessment in the Mineral Sector' (GIA), conducted by a third party consulting agency. The GIA study found that gender mainstreaming methodologies in policy planning, implementation, monitoring and evaluation processes are inadequate across the sector. The findings of the GIA support the findings of the aforementioned UN reports.

The GIA studied the complex issue of gender impacts in the geology, extractive and production sector. The scope of the study covered the legal, regulatory, and policy context of the sector, as well as practical approaches for assessing gender equality within all levels of the central and local governments of Mongolia, civil society organizations, professional unions, scientific organizations, and business entities in the mining sector. From these findings, the final GIA report presents relevant policy recommendations.

The Ministry of Mining and Heavy Industry identified the situation based on the findings of the above GIA, and has subsequently defined and developed the geology, mining, petroleum, and heavy industry sector gender-responsive policy. The sector's gender-responsive policy is a mid-term policy paper aligned with effective implementation of the Mongolian Sustainable Development Vision-2030, the Law on Promotion of Gender Equality, the National Program on Gender Equality, international conventions and agreements, which Mongolia has ratified, as well as other sectoral policy reforms.

This policy shall be implemented in line with similar policies

of other national sectors, particularly with the environment, human rights, labor and social protection and justice sector policies. Ultimately, this policy aims to contribute to reform in the sector and to contribute to a legal environment which is aligned with environmental sustainability and human rights-based approaches. The policy will support sectoral growth and management through gender-mainstreaming and gender-responsive budgeting; mitigation of negative impacts on human rights and gender equality; and promotion of efficient mechanisms to resolve pressing gender issues.

TWO. POLICY GOAL

2.1. The gender-responsive policy will ensure the achievement of gender equality and the implementation of the Law on Promotion of Gender Equality by mainstreaming gender in the policies and legal frameworks of the geology, mining, petroleum and heavy industry sector; changing gender stereotypes and biases; mitigating the sector's adverse environmental and social impacts, including implications on human rights and affected communities; ensuring equal access to the sector's benefits for women and men; enabling an environment where labor relations are family-friendly; and fostering the cooperation and partnerships within the all spheres.

THREE. POLICY OBJECTIVES

3.1. The following objectives will be pursued to reach the sector-specific gender-responsive policy goal:

3.1.1. Gender mainstreaming and capacity building targeted at the integration of a gender perspective into policy and regulatory reform, planning, budgeting, implementation, monitoring and evaluation processes of the sector, elimination of gender discrimination; and minimization of the sector's adverse impacts on project-affected communities.

Expected outcomes:

- 1) Improved behaviors and strengthened capacities towards the promotion of gender equality across the sector.
- 2) Policy and legal frameworks, budgeting, monitoring and evaluation processes will be gender-sensitive.
- 3) Meaningful progress in fulfilling national and international agreements and conventions in gender equality will be achieved.

3.1.2. Implement necessary “special measures” and other activities in various forms to enable an environment that addresses gender-specific needs adequately in all levels of public and private spheres of the extractive sector; that ensures the work-life balance of all employees in the sector; that ensures equitable participation and representation of women and men in management levels across the sector, including in the sector’s ministry, agencies, government offices at the aimag, capital city, soum, district, bagh and khoroo levels, and in business entities and organizations; and that ensures benefits to men and women in all spheres.

Expected outcomes:

- 1) Representation quotas set by the Law on the Promotion of Gender Equality will be achieved, gender discrimination in the workplaces and adverse impacts to family life will be eliminated and a standard for gender balance will be established.
- 2) Benefits from the sector and sub-sectors will be shared equally between women and men in national, local and household levels.

3.1.3. A comprehensive strategy to change gender stereotypes and attitudes, which is a root cause of gender discrimination, gender-based violence and inequality within the sector will

be implemented among employees, stakeholders, affected communities, all other relevant parties and the general public.

Expected outcomes:

- 1) A deeper understanding and acceptance of the gender issues arising in the sector will be achieved.
- 2) Barriers and inequalities faced by women in the sector and sub-sectors will be reduced/eliminated.

3.1.4. Foster partnerships and strategic alliances for an integrated strategy among public sector institutions, civil society actors, investors, donors, international organizations and private organizations towards implementing the sector's gender-responsive policy.

Expected outcomes:

- 1) A conducive environment to support the sector's gender-responsive policy, with the necessary budget, investment, policy and technical assistance, will be cultivated within the public and private sector, civil society spheres and at international and national levels.

FOUR. TIMEFRAME TO IMPLEMENT THE POLICY

4.1. The policy shall be implemented in two phases for the period of 2019-2026 .

4.1.1. *Phase 1 (2019-2022)*: This phase is complementary to the implementation of the Government's "National Program on Gender Equality" (2017-2021).

4.1.2. *Phase 2 (2023-2026)*: This phase is complementary to the implementation of the "Sustainable Development Vision-2030" of Mongolia.

FIVE. POLICY IMPLEMENTATION DIRECTIONS

5.1. Within the framework of objective 1 for the implementation of gender mainstreaming and capacity building targeted at the integration of a gender perspective into policy and regulatory reform, planning, budgeting, implementation, monitoring and evaluation processes of the sector, elimination of gender discrimination; and minimization of the sector's adverse impacts on project-affected communities, the following activities will be carried out:

- 5.1.1. Conduct gender assessments on all policies, laws and legislative acts of the sector.
- 5.1.2. Develop, pilot and introduce an official gender-responsive budgeting methodology.
- 5.1.3. Develop and pilot gender-sensitive methodologies in the monitoring & evaluation framework of the sector.
- 5.1.4. Conduct a gender-sensitive project assessment of the environmental, human rights, socio-economic impacts of the sector.
- 5.1.5. Develop gender-sensitive training modules and conduct trainings-of-trainers on a regular basis.
- 5.1.6. Conduct a gender-sensitive project impact assessment, develop an official methodology and enhance capacity to conduct assessments.

5.2. Within the framework of objective 2, for the implementation of necessary "special measures" and other activities in various forms to enable an environment that addresses gender-specific needs adequately in all levels of public and private spheres of the extractive sector; that ensures the work-life balance of all employees in the sector; that ensures equitable participation and representation of women and men in management levels across the sector, including in the sector's ministry, agencies, government offices at the aimag, capital city, soum, district, bagh and khoroo levels, and in business entities and organizations; and that ensures benefits to men and women in all spheres, the following activities will be carried out:

5.2.1. Develop and approve a guideline and guidance for an enabling environment to protect the work-life balance and proper working conditions for all employees; as well as a regulation for roster staff that is in line with the Labor Code of Mongolia, to be implemented by relevant public institutions, private entities and stakeholders.

5.2.2. Conduct a gender assessment on labor conditions at the sectoral level and implement recommendations aimed at reducing/eliminating abnormal working conditions.⁵

5.2.3. Conduct a workplace health risk assessment at the sectoral level and implement recommendations aimed at mitigating/eliminating risks.

5.2.4. Ensure the presence of gender-sensitive mechanisms in the internal policies of all public organizations and private companies in the sector.

5.2.5. Enforce a representation quota at the senior management level of the sector, as defined by the Law on Promotion of Gender Equality.

5.2.6. Ensure an appropriate gender-ratio among sectoral human resources, including engineers and other specialists of the sector.

5.2.7. Develop and implement a consolidated gender-sensitive training plan.

5.3. Within the framework of objective 3, for implementation of a comprehensive strategy to change gender stereotypes and attitudes, which is a root cause of gender discrimination, gender-based violence and inequality within the sector will be implemented among employees, stakeholders, affected communities, all other relevant parties and the general public, the following activities will be carried out:

5.3.1. Develop guidelines for working towards the elimination of gender-based violence and discrimination, and deliver it to all organizations within the sector.

⁵Provision 71.2 of the Article 71 of the Mongolian Labor Code: If, following an evaluation of an employer's workplace by a labor standards organization or a professional organization, an authorized organization has made a determination with respect to abnormal working conditions, the employer shall adjust his work hours to conform to such determination.

5.3.2. Develop a comprehensive strategic plan to change gender stereotypes in the sector, and conduct the necessary activities to enforce it at all levels .

5.4. Within the framework of objective 4, to foster partnerships and strategic alliances for an integrated strategy among public sector institutions, civil society actors, investors, donors, international organizations and private organizations towards implementing the sector's gender-responsive policy, the following activities will be carried out:

5.4.1. Introduce the gender-responsive policy to all stakeholders of the sector, secure their support and ensure their participation.

5.4.2. Develop and approve a general guideline and template for reporting on the implementation of the gender-responsive policy by relevant public and private sector organizations, and create a related integrated database.

5.4.3. Create an incentive mechanism for business entities which have achieved certain results in the effective implementation of the gender laws and communicate best practices throughout the sector.

5.4.4. Collaborate with civil society organizations to train and empower women and strengthen leadership skills in order to support women to enter decision-making roles in the sector.

5.4.5. Reflect the enforcement of the Law on Promotion of Gender Equality in the agreements made with the line ministry and the aimag and capital city governors.

5.4.6. Reflect an awareness of gender issues in the sectoral legislations regarding resettlement, land acquisition, and compensation of the populations living in the impact areas of any projects undertaken in the sector.

SIX. THE FINANCIAL SOURCES TO IMPLEMENT THE POLICY

6.1. The policy implementation shall be financed from the following sources:

6.1.1. National and local level budgetary resources.

6.1.2. Grants and financial assistance from the donor and international organizations.

6.1.3. Investments and donations from the citizens, non-government organizations, and business entities.

6.1.4. Other sources.

6.2. The sector gender-responsive policy's action plan will be approved on an annual basis and its required funding will be respectively reflected in the annual budget.

6.3. The sectoral ministry shall allocate at least two per cent of their project and program budget for the implementation of this policy. The sectoral ministry shall also have an agreement with national and international partners to organize support and collaboration to ensure availability and effective use of funds for the implementation of this policy within the sector.

6.4. The ministry shall ensure that a certain level of funding is allocated by private companies to support the implementation of the gender-responsive policy.

SEVEN. MANAGEMENT, ORGANIZATION, MONITORING, AND ASSESSMENT

7.1. The Gender Sub-Committee headed by the State Secretary of the Sector Ministry shall coordinate the policy implementation.

7.2. The Sector Ministry shall monitor and assess policy implementation and shall present results based on selected quantitative and qualitative indicators to the Gender Sub-Committee within the first quarter of the following year.

7.3. The Gender Sub-Committee shall take responsibility for public disclosure of the report via the official Ministry website on implementation in regard to communicating progress, challenges and transparency within its mandate, as set by the law.

7.4. Within the first quarter of 2023, the progresses of the first phase of the policy's implementation shall be assessed to formulate the conclusions and recommendations for the second phase of the policy's implementation.

**GEOLOGY, MINING, PETROLEUM AND
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GENDER RESPONSIVE POLICY
ACTION PLAN OF IMPLEMENTATION
/2019-2026/**

**ACTION PLAN OF IMPLEMENTATION
GEOLOGY, MINING, PETROLEUM AND
HEAVY INDUSTRY SECTOR GENDER RESPONSIVE POLICY
(2019-2026)**

	2019-2021		2022-2026		Partners
	Activities	Indicators	Activities	Indicators	
Main goal: The gender-responsive policy will ensure the achievement of gender equality and the implementation of the Law on Promotion of Gender Equality by mainstreaming gender in the policies and legal frameworks of the geology, mining, petroleum and heavy industry sector; changing gender stereotypes and biases; mitigating the sector's adverse environmental and social impacts, including implications on human rights and affected communities; ensuring equal access to the sector's benefits for women and men; enabling an environment where labor relations are family-friendly; and fostering the cooperation and partnerships within the all spheres.	Responsible organization				
Objective #1: Gender mainstreaming and capacity building targeted at the integration of a gender perspective into policy and regulatory reform, planning, budgeting, implementation, monitoring and evaluation processes of the sector, elimination of gender discrimination; and minimization of the sector's adverse impacts on project-affected communities.					
Expected outcome:					
1) Improved behaviors and strengthened capacities towards the promotion of gender equality across the sector.					
2) Policy and legal frameworks, budgeting, monitoring and evaluation processes will be gender-sensitive.					
3) Meaningful progress in fulfilling national and international agreements and conventions in gender equality will be achieved.					
1.1. Conduct gender assessments on all policies, laws and legislative acts of the sector.	1.1. Gender assessments conducted on all policies, laws and legislative acts of the sector.	1.1. Mainstream a gender perspective into all policies, laws and legislative acts of the sector.	1.1. A gender perspective is mainstreamed into all policies, laws and legislative acts of the sector.	1.1. The State Central Administrative Body in charge of the sector (sector Ministry) and its agencies.	1.1. The National Committee on Gender Equality (NCGE), civil society organizations and professional associations.
			A gender perspective is integrated to all accompanying guidelines and templates.		

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GENDER RESPONSIVE POLICY AND ITS ACTION PLAN /2019-2026/

1.2. Develop, pilot and introduce an official gender-responsive budgeting methodology.	1.2. Gender-responsive budgeting methodologies developed. Methodology has been piloted at MMHI, its agencies, state-owned enterprises, and selected business entities and companies.	1.2. Introduce gender-responsive budgeting methodologies in all institutions and business entities of the sector.	1.2. Gender-responsive budgeting methodologies introduced and put into action among all institutions and business entities of the sector.	1.2. The sector Ministry and its agencies.	1.2. The Ministry of Finance (MOF), the National Development Agency (NDA), NCGE, civil society organizations, professional associations, investors and donors.
1.3. Develop and pilot gender-sensitive methodologies in the monitoring and evaluation framework of the sector.	1.3. Gender-sensitive methodologies introduced in the monitoring and evaluation framework of the sector. Methodologies piloted and implemented at MMHI and its agencies, state-owned enterprises, and selected business entities and companies.	1.3. Monitor and evaluate implementation of the proposed methodology, make improvements and replicate it throughout the whole sector.	1.3. Methodology improved and institutionalized throughout the whole sector.	1.3. The sector Ministry and its agencies.	1.3. NCGE, civil society organizations, professional associations, investors and donors.
1.4. Develop a guideline to enable an environment in which women and men, at national, regional and local, business, household and community levels, share equal access to the benefits of the sector and its sub-sectors. Disseminate a guideline to institutions in the sector and organize trainings and seminars.	1.4. Guideline implemented throughout the whole sector: 1 to 2 trainings/seminars organized in every year.	1.4. Improve the guideline and content of the trainings, based on feedback, and organize trainings and seminars on a regular basis.	1.4. Guideline has been adopted and has become a standard practice across the sector.	1.4. The sector Ministry and its agencies, and local administrative organizations at all levels.	1.4. The Ministry of Environment and Tourism (MET), MOF, NCGE, civil society organizations, business entities and companies, professional associations, the sector's labour union, investors and donors.

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<p>1.5. Develop and introduce a hands-on methodology on how to conduct gender-sensitive assessments of the environmental, human rights and socio-economic impacts of the sector, at the national, regional, local, business, household and community levels, and prepare an impact assessment report, with sex-disaggregated data, using the proposed methodology.</p>	<p>1.5. Gender-sensitive assessment methodology developed and introduced. Impact assessment report with sex-disaggregated data created, in accordance with the proposed methodology.</p>	<p>1.5. Reflect measures to mitigate adverse environmental, human rights and socio-economic impacts of the sector at national, regional, local, business household and community levels in legislative acts, based on the findings of the impact assessment report.</p>	<p>1.5. Measures to mitigate adverse environmental, human rights and socio-economic impacts at national, regional, local, business entities, household and community levels are reflected in sectoral policy and other legislative acts, based on findings of the impact assessment report.</p>	<p>1.5. The sector Ministry and its agencies, and local administrative organizations at all levels.</p>	<p>1.5. The National Human Rights Commission of Mongolia (NHRCM), MET, the Ministry of Health (MOH), NCGE, the Professional Council on Environmental Impact Assessment, the World Health Organization, and assessment and audit companies</p>
<p>1.6. Develop a TOR for a gender sub-committee under the Ministry and create clear job descriptions for gender focal-points with guidance for job duties.</p>	<p>1.6. Duty of promoting gender equality clearly defined in job description.</p>	<p>1.6. Create a formal supportive structure within the State Central Administrative Body in charge of the sector and create a job position(s) for gender focal points and specialists in public and private organizations in the sector.</p>	<p>1.6. Formal supportive structure created within the State Central Administrative Body of the sector. At least 1 gender focal-point position created and approved at all public and private organizations of the sector.</p>	<p>1.6. The sector Ministry and local administrative organizations at all levels.</p>	<p>1.6. NCGE, business entities and companies, professional associations and civil society organizations.</p>
<p>1.7. Develop gender-sensitive training modules for senior management and employees of public and private organizations and key stakeholders. Train national- and local-level trainers</p>	<p>1.7. Gender-sensitive training modules developed. 30 national-level trainers and 50 trained local-level trainers trained.</p>	<p>1.7. Improve training modules for trainers, increase the number of national and local trainers and train more trainers in the private</p>	<p>1.7. Improved training modules for trainers. Number of national- and local-level trainers doubled.</p>	<p>1.7. The sector Ministry and its agencies, MOF, local administrative organizations at all levels, state-owned enterprises, business</p>	<p>1.7. NCGE, professional associations, civil society organizations and donors.</p>

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to deliver the modules.		sector.	At least 2 trainers trained for each business entity and company.	entities, companies and stakeholders.	
1.8. Develop gender-sensitive training modules for senior management of public and private organizations and conduct special trainings on regular basis.	1.8. Develop gender sensitive training modules and train at least 80 percent of senior management.	1.8. Develop and integrate gender knowledge and awareness in the criteria and requirements for selection, appointment, promotion and performance evaluation of senior management.	1.8. 100 percent of senior managers are trained. Gender awareness assessment has been developed and introduced.	1.8. The sector Ministry and its agencies, the Civil Service Council (CSC), the National Academy of Governance (NAG), local administrative organizations at all levels, state-owned enterprises, business entities and companies.	1.8. NCGE, professional associations, civil society organizations, investors and donors
1.9. All government organizations, private entities and stakeholders of the sector develop a gender training plan and modules for their staff, allocate the necessary budget and conduct trainings on regular basis.	1.9. Gender-sensitive training plan and modules developed. At least 60 percent of staff are trained from each organization and entity.	1.9. Conduct an evaluation on the training plans, modules and actual trainings and revise them accordingly. Organize trainings on a regular basis.	1.9. Report on evaluation of the training plan, modules and actual trainings will be produced. All (100 percent) employees working in the sector have been trained.	1.9. The sector Ministry and its agencies, CSC, NAG, local administrative organizations at all levels, state-owned enterprises, business entities and companies.	1.9. NCGE, professional associations, civil society organizations, investors and donors.
1.10. Develop a gender-sensitive guideline and methodology that allows for diverse participation and perspectives during voting among affected communities on the approval of proposed future	1.10. Guideline and methodology developed and introduced. At least 60 percent of assessment companies, assessors and analysts are trained.	1.10. Evaluate and revise the gender-sensitive methodology for determining the grade and intensity of project impacts. Evaluate and revise	1.10. All (100 percent) assessment companies, assessors and analysts trained. Monitor and evaluate their assessments, 60	1.10. The sector Ministry and its agencies, MEI, assessment companies, the Professional Council on Environmental Impact Assessment, local	1.10. NCGE, professional associations, civil society organizations, investors, donors, assessment and audit companies.

projects, in response to impact assessments.		training methodology.	percent of assessors and analysts are re-trained.	administrative organizations at all levels, state-owned enterprises, business entities and companies.	
Develop trainings to build the capacity of responsible parties to implement guidelines.					
<p>Objective #2: Implement necessary “special measures” and other activities in various forms to enable an environment that addresses gender-specific needs adequately in all levels of public and private spheres of the extractive sector; that ensures the work-life balance of all employees in the sector; that ensures equitable participation and representation of women and men in management levels across the sector, including in the sector’s ministry, agencies, government offices at the aimag, capital city, soum, district, bagh and khoroо levels, and in business entities and organizations; and that ensures benefits to men and women in all spheres.</p>					
<p>Expected outcome: 1) Representation quotas set by the Law on the Promotion of Gender Equality will be achieved, gender discrimination in the workplaces and adverse impacts to family life will be eliminated and a standard for gender balance will be established. 2) Benefits from the sector and sub-sectors will be shared equally between women and men in national, local and household levels.</p>					
2.1. Develop and approve a guideline and guidance for an enabling environment to protect the work-life balance and proper working conditions for roster staff, to be implemented by relevant public institutions, private entities and stakeholders.	2.1. Working conditions and requirements are defined. Guideline and guidance are issued.	2.1. Develop, approve and implement standards for enabling an environment supportive of work-life balance of all employees of the sector.	2.1. Standard approved.	2.1. The sector Ministry and its agencies, the Ministry of Labour and Social Protection (MISP), the Mongolian Agency of Standardization and Metrology (MASM), local administrative organizations at all levels, state-owned enterprises, business entities and companies.	2.1. NCGE, professional organizations, civil society organizations, investors and donors.
2.2. Conduct a gender assessment on labor conditions	2.2. An assessment of the working conditions has been	2.2. Evaluate the implementation of	2.2. Standards updated.	2.2. The sector Ministry and its agencies, MSLP,	2.2. NCGE, the Confederation of

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at the sectoral level and implement recommendations aimed at reducing/eliminating abnormal working conditions. ¹	made. At least 80 percent of the recommendations have been implemented.	recommendations, establish a workplace standard and make improvements.	Percentage of employees working under abnormal conditions reduced by at least 25 percent.	the General Agency for Specialized Inspection (GASI), local administrative organizations at all levels, state-owned enterprises, business entities and companies.	Mongolian Trade Unions (CMTU), professional associations, civil society organizations and investors.
2.3. Conduct a workplace health risk assessment at the sectoral level and implement recommendations aimed at mitigating/eliminating risks.	2.3. Occupational health risk assessment is conducted. At least 80 percent of the recommendations have been implemented.	2.3. Evaluate the implementation of recommendations, establish a workplace health standard and make improvements.	2.3. Standard updated. The share of employees working in risky conditions decreased by at least 50 percent.	2.3. The sector Ministry and its agencies, MRPAM, GASI, local administrative organizations at all levels, state-owned enterprises, business entities and companies.	2.3. NCGE, CMTU, professional associations, civil society organizations and investors.
2.4. Establish gender-sensitive mechanisms for receiving and solving complaints related to collective bargaining, employment agreements and labor disputes in the personnel policies of all organizations within the sector.	2.4. Mechanisms for receiving and solving complaints are gender-sensitive.	2.4. Conduct an assessment on the complaint-handling mechanism, make improvements and ensure its implementation.	2.4. Mechanism is improved.	2.4. The sector Ministry and its agencies, MLSP, NHRM, local administrative organizations at all levels, state-owned enterprises, business entities and companies.	2.4. NCGE, CMTU, professional associations, civil society organizations and investors.

¹ Provision 71.2 of the Article 71 of the Mongolian Labor Code: If following an evaluation of an employer's workplace by labor standards organization or professional organization, an authorized organization has made a determination with respect to a normal working conditions, the employer shall adjust his work hours to conform to such determination.

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<p>2.5. Establish a mechanism for handling complaints regarding any form of workplace sexual harassment in the personnel policy of all organizations within the sector.</p>	<p>2.5. Mechanisms for receiving and solving complaints will be established.</p>	<p>2.5. Conduct an assessment on the complaint-handling mechanism, make improvements and ensure its implementation.</p>	<p>2.5. Mechanism will be improved using a human rights-based approach. Organizations and enterprises are required to make their reports available to the public through their respective website.</p>	<p>2.5. The sector Ministry and its agencies, MLSP, NHRCM, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>2.5. The Standing Committee on Social Policy, Education, Culture and Science of the Parliament of Mongolia, NCGE, CMTU, professional associations, civil society organizations and investors.</p>
<p>2.6. Determine a target for the participation and representation of women in management positions at public institutions and private entities, and implement the quota specified in the Law on Promotion of Gender Equality.</p>	<p>2.6. Target determined. The quota specified in the Law on Promotion of Gender Equality will be achieved by at least 70 percent.</p>	<p>2.6. 100 percent achievement of the quota specified in the Law on Promotion of Gender Equality.</p>	<p>2.6. The quota specified in the Law on Promotion of Gender Equality is achieved by 100 percent.</p>	<p>2.6. The sector Ministry and its agencies, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>2.6. The Standing Committee on Social Policy, Education, Culture and Science of the Parliament of Mongolia, NCGE, CMTU, professional associations, civil society organizations, investors, donors and educational institutions.</p>
<p>2.7. Work with universities and business entities in order to build a more gender-equal workforce, especially among engineers and technical staff of the sector.</p>	<p>2.7. Established an integrated database of human resources within the sector's entities, from which an assessment of human resource needs by gender will be identified and responded to on a routine basis.</p>	<p>2.7. Based on the human resource database, and a partnership between educational institutions and public and private organizations, develop training content and approach to enroll</p>	<p>2.7. More equitable proportions of the sector's workforce and professionals will be ensured, in terms of gender.</p>	<p>2.7. The sector Ministry and its agencies, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>2.7. MLSP, NCGE, professional associations, civil society organizations, investors, donors, educational institutions and recruitment agencies.</p>

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<p>2.8. Develop a general plan for gender-sensitive vocational trainings, specialization trainings and re-trainings of the sector, based on the different needs of women and men, distribute training plans to all relevant institutions in the sector and ensure implementation and use.</p>	<p>2.8. Model of general training plan is developed and is gender-sensitive. 100 percent of institutions across the sector have training plans with gender perspective. At least 60 percent of employees in the sector attended the training.</p>	<p>targeted students. 2.8. Evaluate and refine the general training plan, based on feedback. Build capacity of institutions to organize trainings in comprehensive and professional manner.</p>	<p>2.8. Sector's gender training center established. The center will be responsible for providing methodological advice and guidelines concerning gender, monitoring and evaluating and producing annual reports.</p>	<p>2.8. The sector Ministry and its agencies, local administrative organizations at all levels, state-owned enterprises, business entities, companies and network of national trainers.</p>	<p>2.8. MLSP, NCGE, professional associations, civil society organizations, investors, donors, educational institutions and recruitment agencies.</p>
<p>2.9. Provide guidelines on gender-sensitive decision-making across the sector gender.</p>	<p>2.9. Guidelines are issued and mechanisms have been developed to reflect the recommendations of the gender sub-committee of the Ministry. At least 60 institutions, entities and enterprises have implemented the guidelines.</p>	<p>2.9. Evaluate implementation of the guidelines and improve guidelines based on feedback. Institutions, entities and enterprises to prepare routine report on implementation of the guideline.</p>	<p>2.9. The guidelines will be approved in the form of a regulation under the Minister's order, of the sector ministry. Implementation of the regulation will be 100 percent.</p>	<p>2.9. The sector Ministry and its agencies, local administrative organizations at all levels, state-owned enterprises, business entities, companies and network of domestic trainers.</p>	<p>2.9. MLSP, NCGE, professional associations, NGOs, investors, donors, educational institutions and recruitment agencies.</p>
<p>Objective #3: A comprehensive strategy to change gender stereotypes and attitudes, which is a root cause of gender discrimination, gender-based violence and inequality within the sector will be implemented among employees, stakeholders, affected communities, all other relevant parties and the general public.</p>					
<p>Expected outcome: 1) A deeper understanding and acceptance of the gender issues arising in the sector will be achieved. 2) Barriers and inequalities faced by women in the sector and sub-sectors will be reduced/eliminated.</p>					

<p>3.1. Develop guidelines for working towards prevention of gender-based violence and discrimination, and deliver it to all organizations within the sector.</p>	<p>3.1. Guidelines developed. All public and private organizations within the sector have developed a plan to prevent from violence and discrimination in the workplace.</p>	<p>3.1. Monitor and evaluate implementation of the guidelines and internal procedures, and ensure their proper implementation.</p>	<p>3.1. Behaviors towards violence, discrimination and sexual harassment at workplace have changed, an outcome that is reflected in the organizational gender reports of the sector.</p>	<p>3.1. The sector Ministry and its agencies, the Gender Sub-Committee of the Ministry, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>3.1. NCGE, Mongolian National Mining Association (MNMA), Mining and Women NGO, the sector's labour union and MET.</p>
<p>3.2. Develop a comprehensive strategic plan to change gender stereotypes in the sector, and conduct the necessary activities to enforce it at all levels.</p>	<p>3.2. Comprehensive strategic plan developed. 60 percent implementation of the strategic plan.</p>	<p>3.2. Assess the results and impact of the comprehensive strategic plan, and improve it if necessary.</p>	<p>3.2. Assessment report conducted by an external professional organization will be produced. At least 90 percent implementation of the strategic plan. Violations caused by gender stereotypes will be reduced by 60 percent.</p>	<p>3.2. The sector Ministry and its agencies, the Gender Sub-Committee of the Ministry, trainers, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>3.2. NCGE, MNMA, Mining and Women NGO, the sector's labour union and media.</p>
<p>Objective 4: Foster partnerships and strategic alliances for an integrated strategy among public sector institutions, civil society actors, investors, donors, international organizations and private organizations towards implementing the sector's gender-responsive policy.</p>					
<p>Expected Outcomes: 1) A conducive environment to support the sector's gender-responsive policy, with the necessary budget, investment, policy and technical assistance, will be cultivated within the public and private sector, and civil society spheres and at international and national levels.</p>					
<p>4.1. Introduce the gender-responsive policy to all stakeholders of the sector,</p>	<p>4.1. Parties who are meaningfully involved and have taken responsibility for</p>	<p>4.1. Create a regulatory framework for gender-sensitive budget</p>	<p>4.1. Up to 10 percent of the budget, project/ program funding, loans</p>	<p>4.1. The sector Ministry and its agencies, MOF, the</p>	<p>4.1. Investors, donors, financiers, MNMA and</p>

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secure their support and ensure their participation.	4.1. In collaboration with MET and other relevant authorities, develop a list of the sectoral rules, procedures and reporting templates that need to be improved upon in compliance with this policy and undertake the necessary amendments/modifications.	the implementation of the gender policy will be recognized. Stakeholder mapping is established.	allocation of business entities, companies, investors and donors.	and aid in the sector are spent for the purpose of stable implementation of the gender policy.	Gender Sub-Committee of the Ministry, local administrative organizations at all levels, state-owned enterprises, business entities and companies.	professional associations.
	4.2. A list of the documents that need to be updated to become gender-sensitive. At least 60 percent of documents updated and enforced.		4.2. Evaluate the updated gender-sensitive documents and their implementation, and improve if necessary.	4.2. Cooperation between inter-agency gender sub-committees has become regular. 100 percent of documents updated. Implementation report prepared.	4.2. The sector Ministry and its agencies, MOF, the Gender Sub-Committee of the Ministry and GASI.	4.2. Investors, donors, financiers, MNMA, professional associations, local administrative organizations at all levels, state-owned enterprises, business entities and companies.
	4.3. A template and guidelines of the gender report are issued. An integrated database of gender information of the sector created.		4.3. Produce a sector-wide gender report based on public and private organizations and business entities in the sector. Created an archive that will serve as a baseline for the improvement of the sector's gender policy.	4.3. Sector-wide gender report based on public and private organizations and business entities of the sector is produced bi-annually. History and memory of gender information created for the sector.	4.3. The sector Ministry and its agencies, the Gender Sub-Committee of the Ministry, local administrative organizations at all levels, state-owned enterprises, business entities and companies.	4.3. NCGE, MNMA, Mining and Women NGO, the sector's labour union, MET, media, investors and donors.
Analyze the option of submitting the implementation report of gender-mainstreaming activities as an enclosure to the annual work plan and/or annual report, which are to be submitted by the public and private organizations.						

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<p>4.4. Create an incentive mechanism for business entities and organizations who have achieved certain results in the effective implementation of the gender policy, such as including gender activities in their annual work plans, gender-sensitive budget allocation, etc.</p>	<p>produce a sector-wide report, is developed. 4.4. KPIs are identified and monitored through transparent assessments and high performers are periodically recognized/awarded publicly. The sector's gender-responsive policy, action plan and the Law on the Promotion of Gender Equality are implemented.</p>	<p>4.4. Replicate and promote identified best practices. Create a system to train and coach management bodies of the organizations and business entities that have violated the Law on Promotion of Gender Equality.</p>	<p>4.4. Database on best practices created. Coaching team of gender sub-committee members and trainers are created and their activities have become regular.</p>	<p>4.4. The sector Ministry and its agencies, the Gender Sub-Committee of the Ministry, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>4.4. NCGE, MINMA, Mining and Women NGO, the sector's labour union, MET, media, investors and donors.</p>
<p>4.5. Collaborate with civil society organizations to train and empower women and strengthen leadership skills in order to help women enter decision-making roles in the sector.</p>	<p>4.5. Certify at least local 25 trainers and 25 national trainers.</p>	<p>4.5. Establish networks of national and local-level trainers.</p>	<p>4.5. Trainers trained in all aims.</p>	<p>4.5. The sector Ministry and its agencies, the Gender Sub-Committee of the Ministry, local administrative organizations at all levels, state-owned enterprises, business entities and companies.</p>	<p>4.5. NCGE, MINMA, Mining and Women NGO, investors and donors.</p>
<p>4.6. Organize sector-wide, national, regional and local consultations on the topic of ensuring gender equality.</p>	<p>4.6. At least 2 seminars/consultations are organized on an annual basis. At least 60 percent of entities are covered.</p>	<p>4.6. Well-established practice to organize seminars/consultations for each of four sub-sectors and involve representatives of the small- to medium-sized enterprises (SMEs) and</p>	<p>4.6. Consultations in each subsector are organized once a year. At least 80 percent of SMEs and at least 60 percent of artisanal mining cooperatives have</p>	<p>4.6. The sector Ministry and its agencies, the Sustainable Artisanal Mining (SAM) Project, the Gender Sub-Committee of the Ministry, local administrative</p>	<p>4.6. NCGE, MINMA, Mining and Women NGO, Artisanal and Small-Scale Mining National Federation of Mongolia, investors and donors.</p>

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<p>4.7. Reflect implementation of the sector's gender-responsive policy in the cooperation agreements signed between the Minister of the sector ministry and the Governors of aimags and the capital city.</p>	<p>4.7. Specific provision or paragraph related to the gender-responsive policy is included in cooperation agreements with 21 aimags and capital city Governors.</p>	<p>artisanal miners.</p> <p>4.7. Evaluate the implementation of the provisions and formulate indicators to evaluate the cooperation agreements.</p>	<p>participated in seminars/workshops.</p> <p>4.7. Implementation of the sectoral legislation, gender equality law, and sectoral policies has reached at least 80 percent.</p>	<p>organizations at all levels, state owned enterprises, private entities and companies.</p> <p>4.7. The sector Ministry and its agencies, the SAM project, the Gender Sub-Committee of the Ministry, local administrative organizations at all levels, governors, state-owned enterprises, business entities and companies.</p>	<p>4.7. NCGE, MNMA, Mining and Women NGO, the Artisanal and Small-Scale Mining National Federation of Mongolia, investors and donors.</p>
<p>4.8. Create legal frameworks in the sector concerning cooperation with local actors of affected communities, aimed at ensuring gender equality in human health protection, relocation of people, land acquisition and compensation issues.</p>	<p>4.8. An obligation to ensure gender equality in community engagement meetings, information session and others events with affected communities is legislated.</p> <p>Prevention of direct and indirect gender discrimination during relocation of communities, disbursement of compensation and handling complaints will be endorsed in the regulation.</p>	<p>4.8. Assess, by a third-party professional organization specializing in human rights and gender, these regulations and their implementation, and make improvements and necessary amendments.</p>	<p>4.8. Gender inequalities and discrimination, adverse impacts on health and violation of human rights have been reduced in affected communities.</p>	<p>4.8. The sector Ministry and its agencies; IET, GASJ, the Gender Sub-Committee of the Ministry, local administrative organizations at all levels, governors, state-owned enterprises, business entities and companies.</p>	<p>4.8. NCGE, MNMA, Mining and Women NGO, the Artisanal and Small-Scale Mining National Federation of Mongolia, investors and donors.</p>