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GENDER-SENSITIVE POLICY PLANNING

Misha Goforth & T. Chimegsanaa

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GENDER-SENSITIVE POLICY

Why should policies and programs be “gender-sensitive”?

- Women and men have different needs and priorities
- They experience problems in different ways
- They face different challenges and have different advantages
- They benefit from different types of interventions and supports

Policies have a different impact on women and men,

girls and boys, and other groups

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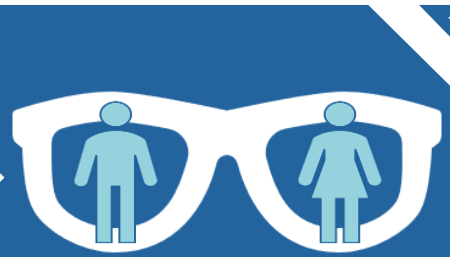
GENDER-SENSITIVE POLICY

Ignore differences,
Treat as single group



Gender-blind
policy or program

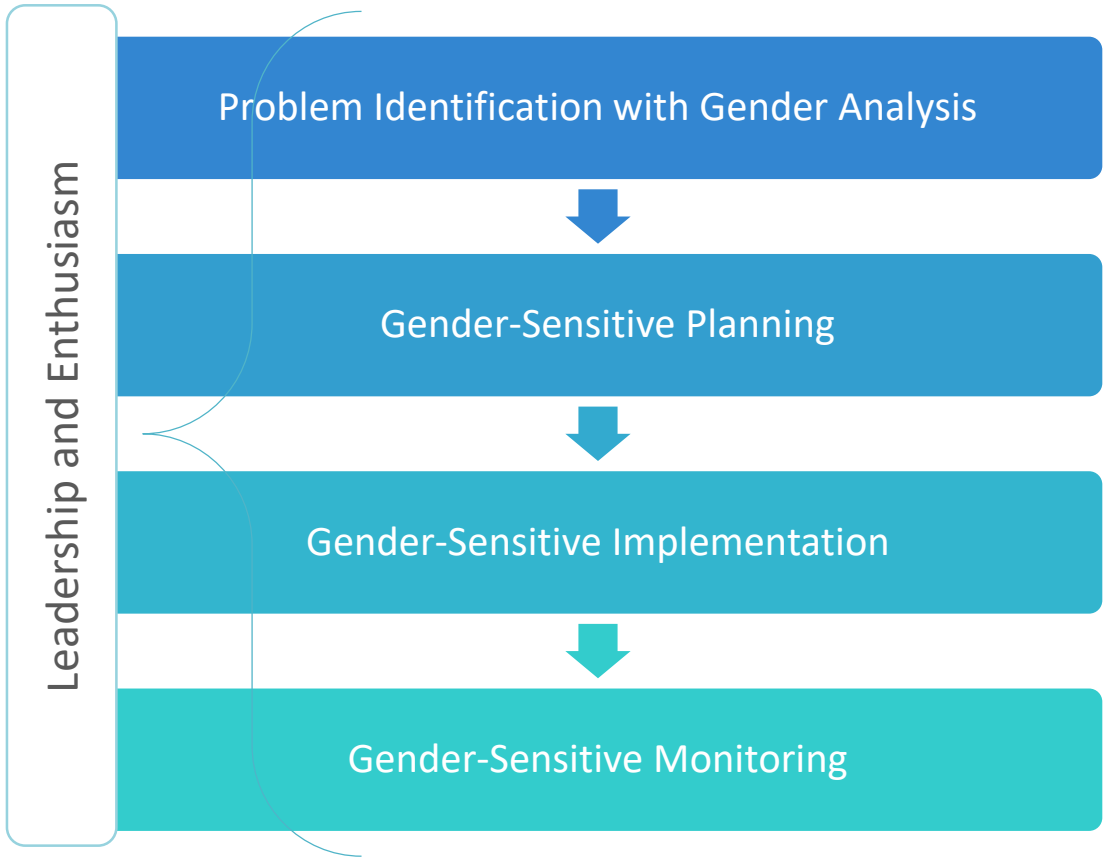
Identify and consider
differences, prioritize
areas of need



Gender-sensitive
policy or program

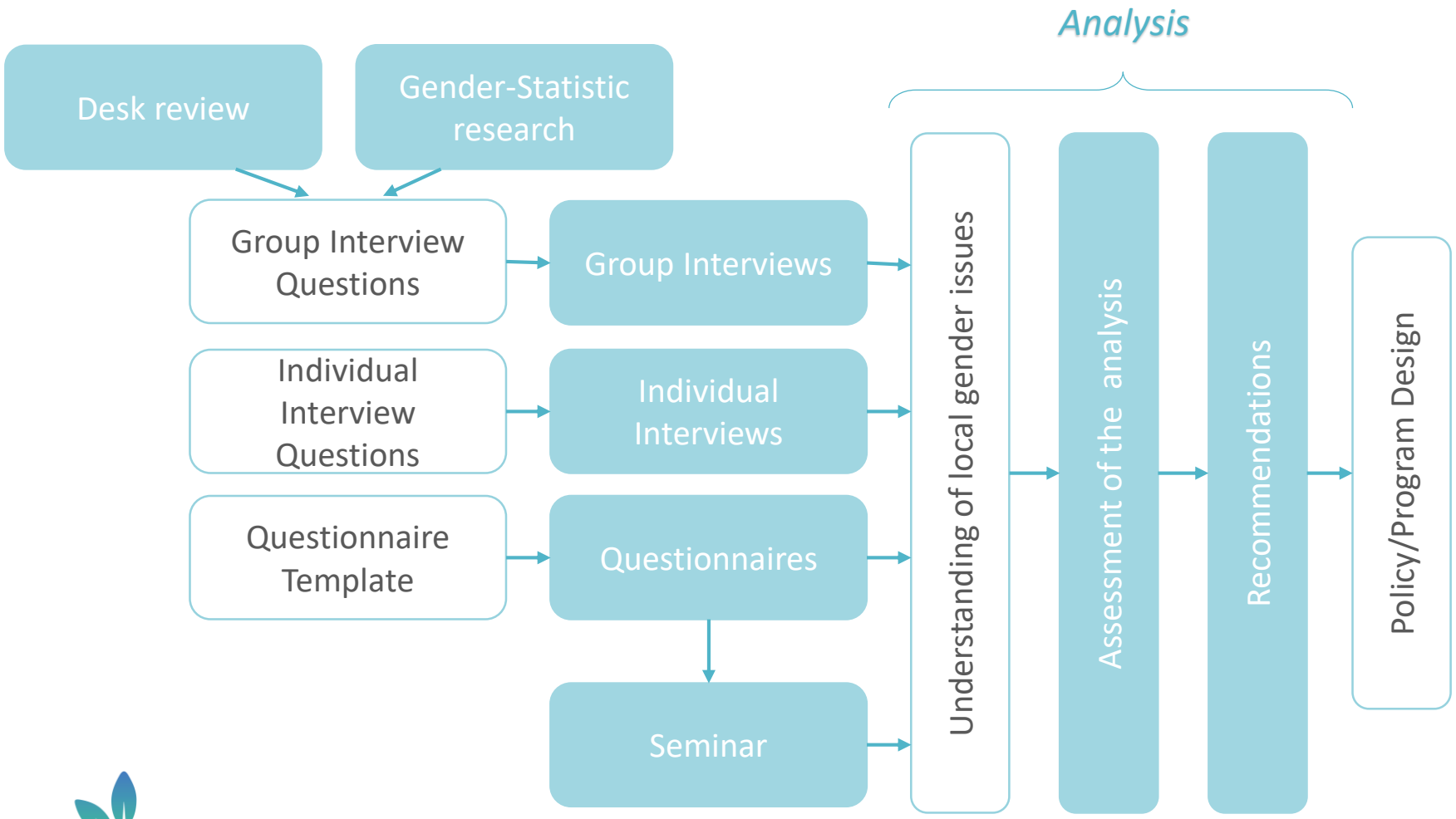
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GENDER-SENSITIVE ANALYSIS



GENDER-SENSITIVE ANALYSIS

Practical gender needs

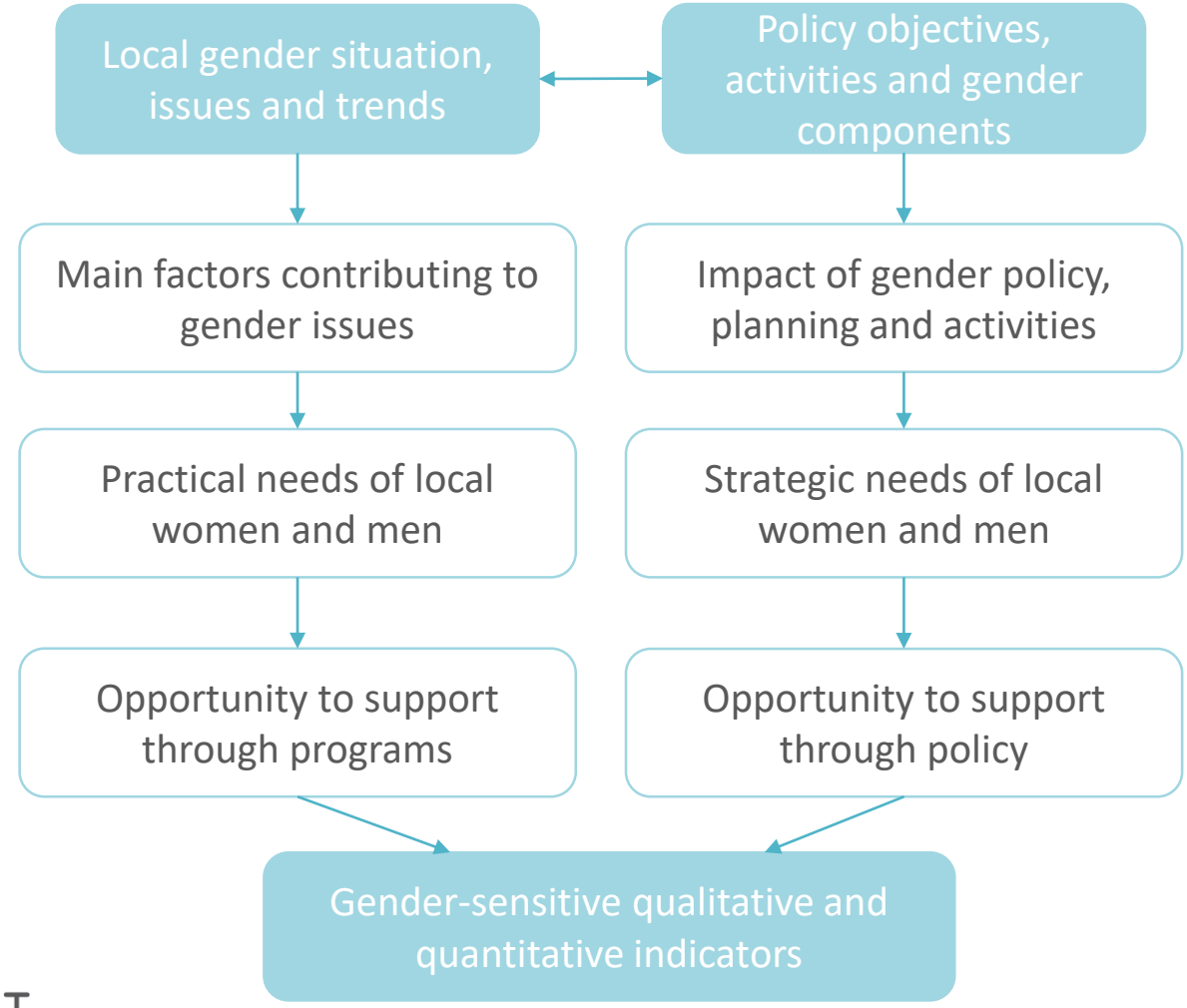
- Related to material factors, immediate interests/needs
- Easily identified by women and men
- May be solved with short-term interventions

Strategic gender needs

- Related to the issue of power and control
- Not as easily identified by women and men themselves
- Deeper analysis and study required to identify and understand
- Root problems, solved with long-term interventions

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GENDER-SENSITIVE ANALYSIS



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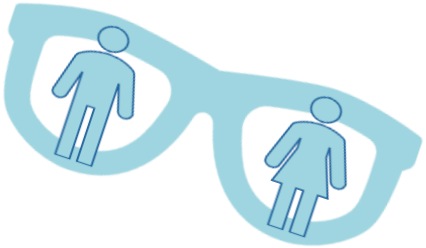
GENDER-SENSITIVE ANALYSIS



Guideline for a Gender Analysis

1. Collect sex-disaggregated data
2. What are women's and men's participation and roles in certain areas
3. Who is benefitting most from the resources in certain areas?
4. What are different needs of women and men, girls and boys – what are the challenges and advantages of these groups?
5. What opportunity is there for a policy or program to correct gender inequalities?
6. What are the possible barriers to achieving equality?
7. How can the policy or program overcome those barriers in planning and implementation?
8. What is the current gender-mainstreaming capacity of our partners and stakeholders and how can it be improved?

GENDER-SENSITIVE ANALYSIS EXERCISE



Brainstorm….

- What are the possible gender-dimensions of the problem?
- What questions do you need to answer in order to understand this problem?
- How can will you collect the data you need?
- How will you remain sensitive to the different experiences of women and men ?

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GENDER-SENSITIVE PLANNING

Why include ‘gender’ in the planning phase?

- Align the project goal, objectives, and activities to contribute to gender equality
- Answer the different needs of women and men
- Anticipate the impact of the policy/program on women and men and design to overcome barriers

Gender-sensitive policies and programs go far beyond a ‘gender-ratio’ and sex-disaggregated data

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GENDER-SENSITIVE PLANNING



Guideline for a Gender-Sensitive Planning (Harvard Framework)

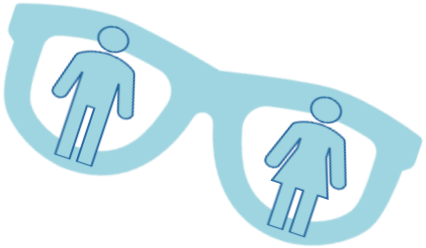
1. Does the policy or program goal consider gender differences or relate to gender equality?
2. Do the objectives reflect the needs of women and men, girls and boys as unique groups?
3. Were stakeholder women and men involved in setting the objectives?
4. Do the activities support the objectives and produce the desired outcomes?
5. Is there a gender-sensitive strategy for implementation?
6. What are the possible negative effects of the project on women and men? (Additional research and consultation may be required – consider short- and long-term)
7. Is the policy or program able to monitor its effects on women and men? Is it flexible enough to adapt to meet changing needs?

GENDER-SENSITIVE PLANNING

Steps for ordinary action	Steps for gender-sensitive action
Formulate a project strategy	Ensure strategy has no negative impacts, consult women and men of different ages when designing
Define budgets, human resources, collaborative mechanisms	Gender-sensitive budgeting, gender equal hiring and promoting, gender training for staff, check gender practices of all collaborative agencies
Project plan: objectives, inputs, outputs and outcomes	Objectives and outputs should be specific by gender and age, indicators should be gender-sensitive, activities should promote equality and avoid negative impacts

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GENDER-SENSITIVE PLANNING EXERCISE



Determine…

- An overall goal
- 2 objectives
- 2 activities
- 2 strategies to promote gender equality in implementation
  - *How can you ensure equal outcomes and impacts for women and men?*

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GENDER-SENSITIVE MONITORING

Why should monitoring be “gender-sensitive”?

- Understand and assess the different effects of a policy or program

A gender-sensitive monitoring system requires:

- Gender issues and inequalities are discussed and evaluated at the decision-making level
- Indicators are gender-sensitive and measure gender-sensitive outputs and outcomes
- A gender-sensitive final report, including an assessment of outcomes and impacts and recommendations for improvements

Includes, but goes beyond sex-disaggregated data

GENDER-SENSITIVE PLANNING



Guidelines for a Gender-Sensitive Monitoring Plan

1. Create gender-sensitive indicators
   - An indicator is a measure of progress and can measure quantitative or qualitative changes
   - Indicators should measure the progress on policy or program objectives, and should be tied to desired outputs and outcomes (immediate, intermediate, ultimate outcomes)
2. Collect qualitative and quantitative data, disaggregated by sex and age
3. Target women and men as sources of information, use gender-sensitive methods for data collection
4. Ensure policy or program is able to adjust and re-plan according to performance of indicators

GENDER-SENSITIVE MONITORING

Indicators	Gender-Sensitive Indicators
Number of community members trained	Number of women and men community members who received trainings
Number of forest development plans approved	Number of forest development plans with gender-sensitive components
Percent of time allocated to forest upkeep by trained community members	Percent of time allocated to forest upkeep by women and men community members who received training
Qualitative assessment in final report of potential to replicate the program in other soums	Gender-sensitive qualitative assessment in final report of potential to replicate the program in other soums

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GENDER-SENSITIVE MONITORING EXERCISE

Examine the MMHI gender-responsive policy and brainstorm:

A) What qualitative and quantitative data is required

B) How can we gather this data, who needs to be consulted, what sources and methods can be used?

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GENDER-SENSITIVE MONITORING EXERCISE

Determine…

- 2 gender-sensitive indicators
- 2 methods to collect data in order to monitor your indicators
- A strategy to adjust your policy or program responding to changing needs
  - *If one of your indicators is underperforming, how can your team adapt?*

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-BLIND PLANNING

GOAL: Improve and scale access to credit for underserved SMEs in 3 target areas in Mongolia (Umnugovi, Dornogovi, and Govi-Altai)

OBJECTIVES:

- Strengthen SME capacity to qualify for private loans
- Facilitate loans between SMEs and commercial banks

ACTIVITIES:

- Identify SME credit access needs in three target areas
- Facilitate loans with improved borrowing capacity
- Achieve financial inclusion of SMEs through behavioral changes and financial literacy

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-BLIND MONITORING

OBJECTIVE 1: Strengthen SME capacity to qualify for private loans

PERFORMANCE INDICATORS

- *Number of loans received by SMEs*
- *Number of SME loan applications finalized*
- *Number of SMEs receiving technical assistance/trainings*
- *Number of SMES that have improved management practices or technologies*

OBJECTIVE 2: Facilitate loans between SMEs and commercial banks

PERFORMANCE INDICATORS

- *Value of facilitated loans*

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-BLIND RESULTS

OUTPUT



Loans Facilitated:
700

OUTPUT



SMEs mentored:
500

OUTCOME



SMEs improved:
500



Total value facilitated:
MNT 75 billion

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-SENSITIVE MONITORING

OBJECTIVE 1: Strengthen SME capacity to qualify for private loans

PERFORMANCE INDICATORS

- *Number of loans received by women-owned and men-owned SMEs*
- *Number of SME loan applications finalized, by gender*
- *Number of SMEs receiving technical assistance/trainings, by gender*
- *Number of SMES that have improved management practices or technologies, by gender*

OBJECTIVE 2: Facilitate loans between SMEs and commercial banks

PERFORMANCE INDICATORS

- *Value of facilitated loans for women-owned and men-owned SMEs*

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-SENSITIVE MONITORING

OUTPUT



Loans Facilitated:

700

45% women-owned

55% men-owned

OUTPUT



SMEs mentored:

500

60% women-owned

40% men-owned

OUTCOME



SMEs improved:

500

60% women-owned

40% men-owned



Total value facilitated:

MNT 75 B

33% women-owned

66% men-owned

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-SENSITIVE FINDINGS

FINDINGS

- *Most men who applied for a loan were successful, while women entrepreneurs were more often rejected*
- *Men frequently received loans above 40 million MNT, while the majority of women received loans below 20 million MNT*
- *Men often received lower-than average-interest rates*
- *Of the total 75 billion MNT of loans facilitated by the project, women-owned businesses receive 33% of the value and men-owned businesses received 66% of the value*

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GENDER-SENSITIVE PROGRAM CASE STUDY
GENDER-SENSITIVE PLANNING

GOAL: Improve and scale gender equitable access to credit for underserved SMEs in 3 target areas in Mongolia (Umnugovi, Dornogovi, and Govi-Altai)

OBJECTIVES:

- Strengthen women- and men-owned SME capacity to qualify for private loans
- Facilitate loans between women- and men- owned SMEs and commercial banks

ACTIVITIES:

- Identify SME credit access needs in three target areas, for women- and men-owned businesses
- Facilitate loans with improved borrowing capacity
- Achieve financial inclusion of women- and men-owned SMEs through behavioral changes and financial literacy

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GENDER-SENSITIVE POLICY

Group discussion...

- Is this policy or program designed in a way that will promote gender equality?

  Will women and men, girls and boys benefit equally?

- What are some possible negative impacts and how can we avoid them?
- What are the desired outcomes of this policy or program?
- Does the outline contribute to those outcomes?
- What do we want to see as an immediate outcome, an intermediate outcome and an ultimate outcome?

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GENDER-SENSITIVE POLICY

Final discussion…

- Your supervisor wants to replicate this policy/program/initiative in another aimag, soum or company
- During your monitoring and evaluation, your team notices gender inequalities that tell that women did not benefit much from the project/policy
- What is your next step forward in order to replicate and *avoid* the same inequalities

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Хаяг: Нэйшнл таймс ньюс тауэр, 3-р давхар
Худалдааны гудамж, Хороо 1
Чингэлтэй дүүрэг, Улаанбаатар-15160

Утас: 7610-5000