

SOCIAL AND GENDER ACTION PLAN FOR PROJECT 1

Objectives and Activities	Targets and Indicators	Responsible Agencies	Timeframe	Budget
Output 1: Climate-resilient, low-carbon, and attractive <i>aimag</i> and <i>soum</i> centers developed				
1.1 Introduce eco-friendly solutions for heating, water, and sanitation systems for streets redevelopment pilots, including female-headed households	1.1.1. 80% of residents of the targeted pilot streets with improved water, sanitation, and heating systems (2021 baseline: 0) 1.1.2. 80% of female-headed households with improved water, sanitation, and heating systems (2021 baseline: 0) 1.1.3 100% of secondary occupants of plots of targeted streets and 100% of female-headed households are given priority to apply for rent/rent-to-own/purchase of housing units (2021 baseline: 0) 1.1.4 100% households buying an apartment receive information on women's rights to register their name on the asset property right certificate (2021 baseline: 0)	<ul style="list-style-type: none"> • MED • MCUD • Social, gender, and community engagement specialists 	2025–2029 2026: 0% 2027: 20% 2028: 50% 2029: 100% <ul style="list-style-type: none"> • Information campaign in 2025–2029 • Female ownership target to be assessed in 2028 	Project construction and operation funds
1.2 Introduce IEC campaign on eco-friendly technology to ensure appropriate use of technologies and optimize project benefits	1.2.1 Conduct an IEC campaign with all beneficiary households; at least 35% of recipients are low-income households ^a (2021 baseline: 0) and 50% are women (2021 baseline: 0)	<ul style="list-style-type: none"> • MED • MCUD • Social, gender, and community engagement specialists 	2025–2029	Project management support contract ^b
1.3 Ensure participation of low-income households, ethnic groups, and women in urban the planning	1.3.1. Ensure no less than 50% of participants are women in all mixed consultations and conduct at least two women-only workshops and/or focus group discussions on the design of the street pilots (2021 baseline: 0) 1.3.2. Information flyers in Mongolian and other ethnic group languages spoken in the local area prepared and distributed where necessary (2021 baseline: 0) ^c 1.3.3 Consultations with 80% of ethnic minority groups households in Ulgii (2021 baseline: 0) 1.3.4. Gender-sensitive public space and facilities constructed ^d (2021 baseline: 0)	<ul style="list-style-type: none"> • MED • MCUD • Social, gender, and community engagement specialists 	2025–2029 2026: 25% 2027: 50% 2028: 75% 2029: 100%	Project construction and operation funds and project management support contract ^b
1.4 Ensure participation of low-income households, ethnic groups, and women in	1.4.1. Consultation and information sharing to all households on the constitution of street development councils, including low-income households and ethnic groups (particularly minority ethnic groups present in both Ulgii and Khovd) with at least 65% of households participating low-income (2021 baseline: 0)	<ul style="list-style-type: none"> • MED • MCUD • Social, gender, and community 	2025–2029	Project management support contract ^b

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street development councils and in the planning and management of the community center	1.4.2. Information flyers in Mongolian and other ethnic group languages spoken in the local area prepared and distributed where necessary (2021 baseline: 0) 1.4.3. At least 30% of primary groups' leaders forming the street development councils are from low-income households ^e (2021 baseline: 0) 1.4.4. At least 50% of chairperson or vice-chairperson of street development councils are women (2021 baseline: 0) 1.4.5. At least 45% of trained members of street development councils are women (2021 baseline: 0) 1.4.6. Street development councils consult at least 80% of low-income households and 80% of minority ethnic groups in Ulgii on planning and management of the community center (2021 baseline: 0)	engagement specialists		
1.5 All social amenities, rehabilitation works, and WASH facilities, include gender-, age-, and disability-responsive features	1.5.1. All WASH facilities implemented are responsive to gender, early age, and special needs which includes separate male and female facilities, ramps and facilities adapted to wheelchairs, and toilets and washbasins adapted to early age for kindergartens (2021 baseline: 0)	<ul style="list-style-type: none"> • Social, gender, and community engagement specialists • Engineering firm and/or architectural engineers 	<ul style="list-style-type: none"> • 2025: detailed design completed • 2029: 100% of works completed 	Project construction and operation funds and project management support contract ^b
• Output 2: Climate-resilient, high-carbon sequestration, and sustainable rangeland and agricultural management implemented				
2.1 Communication and consultations with low-income and/or vulnerable households to ensure their inclusion in PUGs and RUAs and protect their right to pastureland	2.1.1. 100% of herder households of targeted <i>soums</i> (subunits of an <i>aimag</i>) remain included within PUGs (2021 baseline: 100%) ^f 2.1.2. 25% of PUGs of Bayan-Ulgii, Khovd, andUvs sign updated RUAs recognized by the Agency for Land Management and Administration, Geodesy and Cartography to protect the rights to pastureland of all herder households, particularly the low-income herder households (2021 baseline: 17.5% of PUGs) 2.1.3. Information flyers on the PUG/RUA/PIHMP/CPP approach and steps in Mongolian and other ethnic group languages spoken in the local area prepared and distributed, where necessary. (2021 baseline: 0)	<ul style="list-style-type: none"> • MED • MOFALI • PIU • Social, gender, and community engagement specialists • PUGs 	<ul style="list-style-type: none"> • Information flyers by 2025 • Other targets by 2029 	Project management support contract ^b
2.2 Identify female-headed households in each PUG area and ensure they receive sufficient	2.2.1. 100% of RUA updated and/or signed under the project include an annex where both spouses of signatory households sign the RUA (2021 baseline: 0) 2.2.2. At least 20% female leadership in PUG system (2021 baseline: 14.4% in Green Gold registered PUGs) ^g	<ul style="list-style-type: none"> • MED • MOFALI • PIU • Social, gender, and 	2029	Project management support contract ^b

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information on benefits of PUG and RUA, inform women on PUG and RUA importance and increase women participation and leadership in the PUG system, and ensure both spouses of all herder households sign RUAs		community engagement specialists • PUGs		
2.3 Communication and consultations with women, low-income and/or vulnerable households, and ethnic groups for the elaboration of the PIHMP	2.3.1. 60% of PUG households are consulted for the elaboration of PIHMP, including 60% of low-income households and 60% of ethnic groups, where relevant (2021 baseline: 0) 2.3.2. 40% of participants in awareness sessions, workshops, and training related to elaboration of PIHMP are women; or at least one women-only consultation in each PUG (2021 baseline: 0) 2.3.3. 100% of PIHMPs include specific sections on needs of women and low-income households and list priority projects for these populations (2021 baseline: 0)	• MED • MOFALI • PIU • Social, gender, and community engagement specialists • PUGs	2029	Project management support contract ^b
2.4 Projects financed through CPP benefit women and low-income households	2.4.1. At least 60% of CPP-financed projects benefit low-income households ^h (2021 baseline: 0) 2.4.2. At least 50% of CPP-financed projects benefit women ^h (2021 baseline: 0)	• MED • MOFALI • PIU • Social, gender, and community engagement specialists • PUGs	2025–2029	Project management support contract ^b
2.5 Sustainable and PUG-based cooperatives are inclusive of low-income herder households and women	2.5.1. Sustainable and PUG-based cooperatives include 70% of herder households of complying PUGs ⁱ (2021 baseline: 0) 2.5.2. At least 40% of women in cooperatives' annual all members meeting ^j 2.5.3. 30 PUG and/or herder group-based cooperatives established (5 <i>aimag</i> /inter- <i>soum</i> centers; 3 <i>aimag</i> cooperative organization; and 1 regional cooperative organization) (2021 baseline: 0) with at least 30% of	• MED • MOFALI • PIU • Social, gender, and community	• Participation of women in annual all members meeting to be assessed	Project management support contract ^b

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	female leadership in cooperatives (2021 baseline: 23% in the cooperatives registered by the Green Gold Project) ⁹	engagement specialists	in 2025–2029 • Female leadership in cooperatives to be assessed in 2025–2029	
• Output 3: Accessible financing for low-carbon and climate-resilient livestock and agrobusiness value chains created (financial intermediation loan component)				
3.1 Financial intermediary is designed to foster socioeconomic development of local communities	3.1.1. One environmental and social management system developed and approved for the three financial intermediaries of the program (2021 baseline: 0) 3.1.2. 100% of participating enterprises in the livestock sector established a form of cooperation with sustainable herder organizations (partnership agreements or sales and purchase agreements) (2021 baseline: 0) 3.1.3. Criteria to prioritize proposals of enterprises include commitment/measures to hire local workforce (2021 baseline: 0)	• MED • GIRAF manager	2025–2029	Project management support contract ^b
3.2 Gender analysis included in assessment of private sector proposals in response to requests for proposals for targeted loans	3.2.1. Criteria for assessing and prioritizing private sector proposals include (i) enhancement of employment opportunities for women—action plan for female recruitment; (ii) gender-responsive physical facilities, including separate toilet and changing facilities for female and male employees; and (iii) other gender and social benefits, such as gender-sensitive and gender-friendly working environments (2021 baseline: 0) 3.2.2. 40% of SMEs investing in pre-processing facilities are led by women (2021 baseline: 0)	• MED • GIRAF manager • PIU • Social, gender, and community engagement specialists	2025 Female leadership in SMEs to be assessed in 2024–2028	Project management support contract ^b
3.3 All policies and practices of participating enterprises are consistent with national legislations and Law on Promotion of Gender Equality of Mongolia	3.3.1. Commitment to respect national legislations and Law on Promotion of Gender Equality of Mongolia signed and is part of participating enterprises' proposals (2021 baseline: 0) 3.3.2. Training conducted for participating enterprises on respective workplace free of sexual harassment and gender-based violence (2021 baseline: 0) 3.3.3. No court case against participating enterprises related to gender issues (2021 baseline: 0)	• MED • GIRAF manager • Participating enterprises • Social, gender, and community engagement specialists	2024–2028	Project management support contract ^b
• Output 4. Institutional capacity and policies for low-carbon and climate-resilient agro-territorial development strengthened				

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4.1 Gender-responsive capacity building and institutional strengthening	4.1.1. By 2022, sex-disaggregated project performance management system established (2021 baseline: 0) 4.1.2. By 2023 pre-feasibility, business plan, and technical specification template and training (of which 40% are attended by women) for investments supported by the GIRAF are developed (2021 baseline: 0) 4.1.3. At least 35% of PIU staff are female (2021 baseline: 0)	<ul style="list-style-type: none"> • ADB • Implementing agencies • PIU 	2025–2029	Project management support contract ^b
• For outputs 1–3: Generating job opportunities				
5.1aGenerate 300,000 person-months, including 100,000 person-months of skilled employment, at the construction stage and for operation and maintenance, and ensure women benefit from employment opportunities 5.1bEnsure timely advertisement of job vacancies; contractors give priority to local people (pilot street and/or <i>soum</i> center residents), women, ethnic groups, and low-income people for hiring in civil works	5.1.1. 20% of jobs at construction phase are first made available to women, and 20% of jobs are actually filled by women (2021 baseline: 17.2%) 5.1.2. 20% of jobs are first made available to low-income people (2021 baseline: 0) 5.1.3. 60% of projects financed under CPP use local workforce, of which 60% are from low-income households (2021 baseline: 0) 5.1.4. Type of publicity and/or job advertisement done by contractors (i.e., posters, bulletin boards, and/or public boards notices in the pilot streets areas and/or <i>soum</i> centers) (2021 baseline: 0)	<ul style="list-style-type: none"> • Implementing agencies • Social, gender, and community engagement specialists 	2024–2029	Project construction and operation funds
5.2 Ensure provision of new jobs to local workforce including low-	5.2.1. 176 businesses and 250 microenterprises benefit from the GIRAF support creating 3,850 direct green jobs, of which 300 are skilled jobs; 40% of both skilled and unskilled jobs are filled by women, 40% of unskilled jobs are filled by low-income households (2021 baseline: 0)	<ul style="list-style-type: none"> • Implementing agencies • Participating enterprises 	2024–2029 GIRAF-generated	Project management support contract ^b

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income households and women, and skills and knowledge of low-income households and women increased at operation phase	5.2.2. 3 incubators constructed in <i>aimag</i> centers and 2 incubators in inter- <i>soum</i> centers with a total of 80 workspaces and 40% of workspaces provided to women-led businesses (2021 baseline: 0) 5.2.3. At least 30% of recipients of training programs for entrepreneurs in <i>soum</i> cooperatives and SMEs are women (2021 baseline: 0) 5.2.4. 1,400 hectares of irrigated perimeters generating 80 jobs of which 20% go to women (2021 baseline: 0)		jobs: 2025: 0% 2026: 10% 2027: 30% 2028: 65% 2029: 100% • Incubators constructed and filled at 50% in 2025 and 100% in 2026 • 25% of irrigated perimeters built in 2026, 50% in 2027, and 100% in 2028	
• For outputs 1–3: Measures to reduce potential risks, and strengthen management				
6.1 Appoint a social and gender specialist at PIU level	6.1.1. Social and gender specialist engaged in the PIU with 102 person-months, and in each <i>aimag</i> PIU with 25.5 person-months (2021 baseline: 0) 6.1.2. All PIU staff trained by the social and gender specialist on gender-specific needs and priorities, and sex-disaggregated data collection and reporting (2021 baseline: 0)	• Implementing agencies • PIU	2024	Project management support contract ^b
6.2a Conduct IEC campaign on HIV/AIDS/STI, sexual harassment, drugs, and human trafficking to contractors and workers 6.2b Public health and HIV prevention awareness conducted to	6.2.1. 100% of contractors and workers provided awareness training on HIV/AIDS/STI, drugs, and human trafficking prevention (2021 baseline: 0%) 6.2.2. Public health and HIV/AIDS/STI prevention awareness participants (disaggregated by sex), 50% women, 20% low-income people (2021 baseline: 0%) 6.2.3 Core labor standards are included in all civil works contracts (2021 baseline: 0)	• PIU • Implementing agencies and contractors • Social, gender, and community engagement specialists	2026–2029	Project management support contract ^b

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community residents 6.2c Ensure implementation of core labor standards (i.e., equal pay for equal work, no child labor, etc.), and safety guidelines are stated in the contracts				
6.3 GRM and monitoring system to track possible complaints established	6.3.1. Women are appropriately informed about the mechanism (45% minimum female attendance to any meeting related to presentation of GRM) (2021 baseline: 0)	• PIU	GRM system put in place in 2024	PIU

ADB = Asian Development Bank; CPP = community participation in procurement; GIRAF = green and inclusive regional agribusiness fund; GRM = grievance redress mechanism; IEC = information, education, and communication; m² = square meter; MCUD = Ministry of Construction and Urban Development; MED = Ministry of Economy and Development; PIHMP = participatory and inclusive herd management plan; PIU = project implementation unit; PUG = pasture user group; RUA = rangeland use agreement; SMEs = small and medium-sized enterprises; STI = sexually transmitted infection; TOSK = State Housing Corporation; WASH = water, sanitation, and hygiene.

^a According to a socioeconomic survey conducted in September 2019—in Ulgii *bagh* (subdistrict) 13 targeted street, 40.7% of households do not reach the minimum standard of living; in Khovd *bagh* targeted street, 31.4%; and in Uvs *bagh* 4 targeted street, 37.7%. Per Decree No. A/12 of 22 January 2019, the minimum standard of living in 2019 is MNT190,700 for the western region, including Bayan-Ulgii, Khovd, Uvs *aimags*.

^b Project consultants will support the MCUD, implementing agencies, and PIU to conduct the proposed actions and monitor the indicator. An allocation of \$341,700 will be included in the consulting contract to fund the social and gender action plan activities.

^c The list of ethnic groups are in Part IV, Section B of Summary Poverty Reduction and Social Strategy (accessible from the list of linked documents of the report and recommendation of the President).

^d Gender-sensitive public space refers to urban designs where women feel comfortable to use the public space and is adapted to both genders' needs and demands, in a specific societal context. Given the cultural aspects (women of a certain country may be comfortable in a type of urban design, while the same design may be excluding women in another society); women are to be consulted at design stage. For instance, in France, a gender-sensitive urban design guidebook published by Paris Municipality identifies specific features related to topics such as mobility, appropriation of public space, or sense of security to promote designs adapted to women's needs. Examples of gender-sensitive urban designs in the French context include larger sidewalks (for people walking with strollers or with dependent elderly people, who are more often women), quality public lighting and signage, and well-thought design of bus stops for women to feel comfortable waiting, benches in squares, etc. Consultation is key to identify design priorities for women in the targeted *aimags* and *soums*.

^e According to a socioeconomic survey conducted in September 2019—in Ulgii *bagh* (subdistrict) 13 targeted street, 40.7% of households do not reach the minimum standard of living; in Khovd *bagh* targeted street, 31.4%; and in Uvs *bagh* 4 targeted street, 37.7%. Per Decree No. A/12 of 22 January 2019, the minimum standard of living in 2019 is MNT190,700 for the western region, including Bayan-Ulgii, Khovd, Uvs *aimags*.

^f According to the National Federation of Pasture User Groups statistics, 100% of herder households are included in the PUGs of the targeted *soums* of Tranche 1. However, qualitative interviews indicate these results may be overestimated. Data will be collected and checked by the National Federation of Pasture User Groups at the beginning of the project.

^g Swiss Agency for Development and Cooperation. 2021. [*Sustainably Managed Pastures and Healthy Animals: Mongolia's 'Green Gold'*](#).

^h Based on what is indicated in the CPP project sheets (requests for financing) and validated by the project consultants.

Source: ADB.