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Integrated Mineral Resource Initiative

## **GIZ Gender Competition 2018**

### **“PROMOTING GENDER EQUALITY, DECENT WORK AND ECONOMIC GROWTH ON THE PROVINCIAL LEVEL IN MONGOLIA”**

Submitted by GIZ Mongolia, Integrated Mineral Resource Initiative program

#### **Background information**

Commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ) Integrated Mineral Resource Initiative (IMRI) program supports the Mongolian decision makers in promoting sustainable social and economic development, economic policies and strategies for inclusive growth and aims to increase employment opportunities and supplement existing incomes of local citizens.

Mongolia’s extractive industry is highly volatile and has so far not produced the expected social and economic benefits for the people. Due to its extreme economic dependency on the mining sector, the Mongolian Government decided to pursue a sectorial diversification strategy which will focus on tourism and agriculture as additional strategic sectors. Both sectors provide a largely untapped potential for employment and income generation in local areas of Mongolia.

Through the “Integrated Community Development Partnership” (ICDP) project in three of Mongolia’s provinces (Bayankhongor, Selenge and Uvs), IMRI supports cooperation among local community groups and contributes to long term local and regional economic development based on a solid community partnership including stakeholders such as the local government, Small & Medium Enterprises, Civil Society Organizations, companies and citizens.

Contributing to the implementation of the SDG 2030 Agenda and its development goals, IMRI is committed to take concrete steps together with partners and stakeholders in order to achieve the SDG goals referring to gender equality, decent work and economic growth. Implementing the Women’s Empowerment Principles since 2015, GIZ officially committed itself to demonstrating leadership on gender



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equality and promoting women's empowerment and gender equality in the workplace, community and partner organizations.

According to GIZ Mongolia's Gender Strategy, IMRI conducted a gender analysis evaluating the current gender issues in relevant sectors in Mongolia in order to determine further steps and action plan on gender equality and gender mainstreaming. Following the action plan, we conducted gender related trainings and workshops focused on gender stereotypes, mainstreaming, equality and gender sensitive policy and planning for representatives from state organizations, SMEs, CSOs and mining companies. As a result of the capacity building, IMRI certified a total of 53 local trainers who could train various topics in three pilot provinces, including 2-3 trainers specialized on gender topic in each province.

In cooperation with the National Committee on Gender Equality (NCGE) of the Government of Mongolia, IMRI organized a series of gender roundtables on women leadership in the business sector, women's political participation for sustainable development and social and health issues of men in the mining industry. Suggestions and feedback from the roundtables were integrated into the National Program on Gender Equality (2017-2021) by NCGE.

As part of GIZ's promotion of gender strategy and gender work, IMRI celebrates each year in March a special gender week. Including all relevant stakeholders and partners of IMRI, various activities on gender equality and women's empowerment are carried out. Also, Girls and Boys Days have been organized not only in Ulaanbaatar city, but also on the provincial level (Selenge and Bayankhongor provinces).

### **Current challenge**

Women employment rates remain well below men's, but gender gaps in employment rates have narrowed in almost three-quarters of OECD countries since 2012. Some groups of women face especially high barriers to equal participation in the labor

market. Mothers and women with lower levels of education, skills and income tend to fare worse than their peers<sup>1</sup>.

In Mongolia many women stay home to take care of their young or disabled children, to support their working spouses, but mostly for being unemployed. The overall data shows that unemployment rates on the provincial level are significantly higher than in Ulaanbaatar and other big cities. According to the national statistical data by September 2017, the unemployment rate is 9.1% for Mongolia, gradually increasing from 7.7% in 2011. In addition, 2016 statistics data show that there were 34 412 registered jobless citizens, 51.7% of them women (*Mongolian Statistical Information Service, Nov 2017*)<sup>2</sup>. Moreover, Bayankhongor province has a total population of 85,331, of which 52 942 citizens (62%) were in the age bracket for participating in the labor market (2016). Currently, out of those 52,942 people 40,109 or about 76% of people are employed. Despite of 1,003 working disabled citizens, the remaining locals were unemployed, including 6,200 women (*Statistics data by Governor Office, Bayankhongor, Dec 2016*). This data shows that 63% of the local jobless people in Bayankhongor are women.

In order to tackle the current local issue on equal job opportunities for men and women and to enhance women's empowerment, to strengthen the cooperation between IMRI and its stakeholders and to support the long term local economic development, IMRI team is implementing a small project in Bayankhongor province to improve employment opportunities for local unemployed women. IMRI is represented by two of its members, the GIZ IMRI gender focal point person and the IMRI local coordinator based in Bayankhongor province.

## Contribution

While local women manage their family chores and businesses, they often try to contribute to their household incomes by producing dairy products or sewing various clothes and making small sellable items such as felt slippers, key chains, jewelries

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<sup>1</sup> *The Pursuit of Gender Equality: An Uphill Battle*, OECD, Oct 2017

<sup>2</sup> [http://www.1212.mn/stat.aspx?LIST\\_ID=976\\_L04](http://www.1212.mn/stat.aspx?LIST_ID=976_L04)

etc. Based on their potential and interests, IMRI team aims to encourage and support local women to produce some quality souvenirs for the national tourism market in order to be self-employed, to increase their family incomes, to unify a group of stay-home women with same interests, to create some provincial brand products and to support local tourism sector.

To that end, IMRI is implementing the following activities:

Activity	Methodology or process	Outcome	Partners	Expected Impact
<b>In the past:</b>				
Identify target group of local unemployed women	<ul style="list-style-type: none"> <li>- Collect data</li> <li>- conduct interviews</li> <li>- Registration</li> </ul>	15 unemployed local women interested to participate in the trainings identified	IMRI team & Governor office of Bayankhongor	12 unemployed women in Bayankhongor registered to participate in the project
Introduction of project & establishment of a group	<ul style="list-style-type: none"> <li>- Meeting</li> <li>- Workshop</li> </ul>	Target group of women	IMRI team, local CSO network	As a group, the local women established a platform to share their social issues
Analyze market situation for product development	Desk study, field research on demand supply & database of existing and potential markets	List of potential products	IMRI team, SME business council, women group	Most potential products/ souvenirs to represent Bayankhongor province identified
Identify potential products/ souvenirs	<ul style="list-style-type: none"> <li>- Review &amp; analysis of studies</li> <li>- Consultative meeting</li> </ul>	Up to 5 potential products/ souvenirs	IMRI team, women group, local tourism experts, Tourism division	3 creative and profitable products/ souvenirs will be produced and contribute to the tourism sector
Strengthen capacity of the target women on soft skills	<ul style="list-style-type: none"> <li>- Training</li> <li>- Regular meeting /roundtables</li> </ul>	Trained target women	Local CSO trainers	Target women gained knowledge and information on women leadership, gender equality, soft

				skills on communication and time management
<b>Ongoing process:</b>				
Train the target women on product development & marketing	<ul style="list-style-type: none"> <li>- Training</li> <li>- Field visit</li> </ul>	Trained target women	Local SME trainers, Polytechnic college of Bayankhongor	Ongoing process - The target women as housewives can teach their spouses on production
<b>In the future:</b>				
Introduction of product standards	<ul style="list-style-type: none"> <li>- Training</li> </ul>	Trained target women	Governor office, local regulation office	The best quality requirements will be applied to potential products
Product introduction and marketing to market places, tourist center etc	<ul style="list-style-type: none"> <li>- Product displays</li> <li>- Brochures, presentations</li> <li>- Showcases</li> </ul>	<ul style="list-style-type: none"> <li>- Marketing plan</li> <li>- Potential sales contracts</li> </ul>	Women group, Tourism division, CSOs network, SME business council	Local and national market will obtain local products and souvenirs to advertise Mongolian culture and uniqueness
Define trade points to sell products permanently	<ul style="list-style-type: none"> <li>- Field study to explore potential areas</li> <li>- Upload in Tourist center and information and other places</li> </ul>	Permanent place to sell products	Women group, CSO network, SME council	Domestic and foreign customers will have opportunity to buy the products
Monitor and evaluate processes	<ul style="list-style-type: none"> <li>- Assessment</li> <li>- Reports</li> <li>- Wrap up meeting of lesson learnt</li> </ul>	<ul style="list-style-type: none"> <li>- Comments</li> <li>- Summary report of success highlights, lesson learned</li> </ul>	IMRI team, women group	RBM will be strongly introduced to the provincial level
Project introduction on success case and lesson learnt	<ul style="list-style-type: none"> <li>- Project story/case</li> <li>- Introductory</li> </ul>	<ul style="list-style-type: none"> <li>- Participation of other stakeholders/</li> </ul>	IMRI team, women group	The gender related small project can be a strong case for



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	workshop	provinces - Experience sharing session		other stakeholders
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## Cooperation

The IMRI team utilizes its Integrated Community Development Partnership approach, which is a multi-stakeholder based process including local government, SME companies, and civil society organizations for this project. The gender focused project benefits from IMRI's strong cooperation between the local Governor Administration Office and its relevant divisions, the local CSO network and SME business council in Bayankhongor. Since our cooperation has been continuing for the last three years, working together on gender equality and the promotion of decent work is one of our key success factors. In addition, behind every woman there is a husband, brothers, male friends or children. Families and community usually communicate and encourage good initiatives for society. Therefore, twelve women who used to stay home, plus their families, friends, relatives, neighbors and community are now enjoying knowledge about gender equality issues, local job opportunities and access to local stakeholder support facilities. Initiating such a project in order to bring the community together is a great cause for sustainable development. As with the CSO representatives, there are local trainers specialized on gender topics in each project province. For the long term local capacity building and public awareness of gender issues and related activities, these trainers have been contributing their skills and knowledge to the public, providing relevant information, conducting trainings and workshops and promoting women leadership and equal opportunities for women and men.