



MINISTRY OF ENVIRONMENT  
AND TOURISM



# ANALYSIS OF SOCIAL INCLUSION AND GENDER DYNAMIC FOR REDD+ IN MONGOLIA

UN-REDD Mongolia National Programme

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## ACRONYMS

ADB	Asian Development Bank
CEDAW	The Convention on the Elimination of All forms of Discrimination against Women
FHH	Female Headed Household
FUG	Forest User Group
GDP	Gross Domestic Product
GDI	Gender Development Index
GII	Gender Inequality Index
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German International Development Agency)
GoM	Government of Mongolia
MoET	Ministry of Environment and Tourism
NGDP	National Green Development Policy
NSO	National Statistical Office
HDI	Human Development Index
LPGE	Law on Promoting Gender Equality
LGO	Local Government Office
NCGE	National Committee on Gender Equality
NRM	Natural Resource Management
PEF	Private Enterprises in Forestry
REDD	Reduction of Em
SME	Small and Medium Enterprise

## 1. EXECUTIVE SUMMARY

### 1.1. Background information

Noting the importance of gender considerations in REDD+ policy design and programme implementation and numerous research and study acknowledged that REDD+ initiatives should recognize gender differentiated roles in forest management to ensure effective and inclusive policies and regulations are being implemented. Women are viewed as a primary users of forest resources in REDD+ thus sees that the gender specific roles, rights and responsibilities as well as men, women's specific use and knowledge of forests, shape their experiences differently. As required, understanding these distinct needs, opportunities exist among men and women, their roles as leaders, participants and beneficiaries in REDD+ must be carefully considered and reflected at every stage of policy and programme formulation from design through implementation and evaluation<sup>1</sup> and expect the gender responsive policy and programming would enable long term success of REDD+. Thus, this assessment aimed to explore social inclusion and gender equality concerns in the forest and natural resources management in Mongolia by reviewing relevant policies, regulations and laws to identify gaps and determines specific roles of men and women in the forest and natural resources management with those hindering elements for an effective implementation.

By recognizing and fully aware of the causes and potential impacts of climate change and to comply with the obligations and commitments to reduce its greenhouse gas emission under international treaties, a numerous measures and actions have been taken by the Government of Mongolia at national level. While realizing REDD+'s significant contribution to green development by protecting global environmental resources (forest carbon stocks and biodiversity), helping to reverse land degradation, promoting the improvement of rural livelihoods and aiding adaptation to climate change and to comply with international and national contexts, Government of Mongolia started implementing REDD+ activities and the UN-REDD Mongolia National Programme (NP) was established to provide technical assistance to the Government of Mongolia in 2014.

The following focus areas were identified for gender and social inclusion considerations in this report:

- Understanding of gender differentiated roles and needs in REDD+;
- Women participation and representation in decision making and leadership promotions in the environmental sector and forestry particularly
- Access to and control over the resources
- Gaps in policy and regulation for social inclusion and gender equality

### 1.2. Short summary of findings of social inclusion and gender equality

In this section, overview of Mongolia's social inclusion and gender equality achievements are discussed. Socio-economic status of men and women supported by legal, regulatory mechanism promoting equal status and inclusion of various social groups. Evidence and data show that the socio-economic indicators

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<sup>1</sup>The Business Case for Mainstreaming Gender in REDD+. UN-REDD Programme.



related to gender such as female enrolment rate and the women labor participation have been improved in Mongolia. Though men and women experience different obstacles due to cultural norms and gendered stereotypes implicated in the division of labor and roles and responsibilities exist in Mongolia.

The World Economic Forum's Global Gender Gap Report 2013 ranks Mongolia 33 out of 136 countries in the areas of economic, political, education and health equality. While this report argues that Mongolia is making progress, the UNDP Gender Inequality Index (GII) captures a loss of achievement in reproductive health, empowerment, and labor participation.

While female labor force participation and educational attainment is uniquely high from a global perspective, pronounced gender bias exists in the division of labor between men and women, and the labor market is highly occupationally segmented by gender. Mongolian women continue to make less for similar work as men, and are relegated to typically "female" sectors such as the service and health industries. Women remain largely absent from leadership and decision making positions in the public and private sector, and are responsible for domestic and childcare activities, while also dominating the informal economy.

Women are underrepresented in higher leadership positions and high political positions. Women are less represented in decision making in the political and economic spheres due to largely influenced by gendered stereotyped cultural norms and behavior. Mongolia ranks 117 out of 142 countries in the gender gap sub-index on political empowerment, falling 14 spots from 2014.<sup>2</sup> The share of female parliamentarians in Mongolia has been as low as 3%. However, for the first time in Mongolia's history the share of women in the new parliament (2016-2020) increased to 17.1% compared with 14.5% of the previous parliament (2012-2016).

Mongolia's relatively strong regulatory framework and international commitments to gender equality provide a solid foundation for mainstreaming and integrating gender issues. Mongolia recognizes international human rights, having ratified human rights and gender equality instruments and tools that supports Mongolia to develop national laws and regulations in compliance with the required principles. The Government of Mongolia has been pro-actively engaged in the sustainable development agenda at global and national levels. For over 20 years, being an active member of the international community that promotes sustainable development principles and commitments, Mongolia has reflected these principles into its national policies and programs. For instance, The Government of Mongolia has launched Mongolia's "Sustainable Development Vision 2030" (SDV-2030) the country's long term development policy document recognizes the importance of every person's participation and contribution into sustainable development processes that frames up an enabling environment for social inclusion and gender equality. The Green Development Policy is another significant policy document which was adopted in 2014 aimed at resolving multiple challenges of the economic, social and environmental dimensions in a comprehensive and cohesive manner.

In 2011 Law on Promotion of Gender Equality was approved and the law ensures gender equalities in all spheres and labor and employment relations including of education, health and family relations. Further on the law requires gender mainstreaming so that like other sectors Ministry of Environment and Tourism

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<sup>2</sup>The Global Gender Gap Report 2015, World Economic Forum, 2015



has been adopted in 2014. In the further sections the gaps and constraints of this strategy implementation and capacity needs will be discussed.

**Poverty and social inclusion:** Unequal distribution of wealth, entrenched poverty, and marginalization and exclusion of certain groups remain major challenges today. It is essential to recognize vulnerable groups and respect their human rights. Impacts of economic growth and progress often eludes vulnerable groups and poverty remains heavy and deep amongst them. In the scope of this report, for social inclusion the ethnic, poor and unemployed youth and women's status were defined as they are the most important groups for inclusiveness.

Shortage of employment opportunities, mismatch between education and the labor market demand are identified as some of the underlying causes of poverty.<sup>3</sup> Especially, women, single headed women, PWDs and youth witness poverty and unemployment greater than the other population segments.

Female unemployment rate is lower at 6.7% compared to male unemployment rate (8.2%). Reversely, youth unemployment aged 15-24 is strikingly 2.2 times higher than the national average reached to 17.4% mainly due to insufficient response to labor market demand and supply of skilled workforce. Female unemployment among 15-24 age group experiences the highest unemployment rate with 18.3%, which is also significantly higher than the national average.<sup>4</sup> Youth aged 16-34 witness greater unemployment where poverty is higher in other age groups.<sup>5</sup> Accurate data on ethnic minority is very much limited in Mongolia with particularly with relevance to forest and NRM which leads to the conclusion that the ethnic minorities are not well recognized and studied. Further studies on ethnic minority issues are important for social inclusion and gender equality.

Since 1995, the government of Mongolia has been implementing national programs on poverty reduction, within the framework of their social and economic policies, in the following ways: the national program on poverty alleviation (1996-2000), the national program in support of household livelihoods capacities (2001-2008), and the national program in support of household development. Earlier programs were focused on including of poor households in the welfare service system while current programs recognize the needs of households, their initiative, participation and capacities. In other words, today projects rely on the participation and inclusion of people and local communities.

The report contains a section on social inclusion and gender aspects in the NRM and forestry. In the scope of this report the following aspects were reviewed and assessed; women and men participation and representation in decision making, particularly focused among FUGs and environmental sector, skills building gaps, labor division and roles in the forestry; economic empowerment and enterprise development and credit access.

Based on the findings of group discussions, individual interviews some highlights for further actions and interventions were described. Lack of awareness on gender and limited capacity and technical knowledge of human resources in the forest and natural resource management to mainstream gender and inadequate gender disaggregated data and baseline exists as a barrier for effective implementation.

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<sup>3</sup>Economic Policy and Competitiveness Center, 2014. Review of Policies for Youth Employment in Mongolia

<sup>4</sup>National Statistical Office. 2015. Mongolia Statistical Yearbook 2014. Ulaanbaatar.

<sup>5</sup>National Statistical Office, 2015, Poverty profile, Ulaanbaatar Mongolia





Gender has not been systematically incorporated in the policy development processes and women's participation and representation in decision making is still low. Gendered roles and responsibilities, and disparities to participate and benefit from forestry has not been carefully assessed. The limited sex disaggregated data in the sector also a challenge for an effective inclusion and gender responsiveness. Lack of good practices of women inclusion and gender integration in REDD+ forestry and other natural resource management in Mongolia that this can be improved through REDD+ Mongolia programme. Women are still play a greater role in the forest through their active engagement in reforestation, protection and many other while they are less represented in decision making with lower levels of participation and benefit from productive work.

Although Government of Mongolia has demonstrated its commitment to develop and implement REDD+ policies with gender responsive and socially inclusive the government employees including of Ministry of Environment and Tourism, lack of technical capacity on gender mainstreaming. Thus, technical support to enhance gender mainstreaming is highly required.



## 2. INTRODUCTION

### 2.1. REDD+ in the context of the United Nations Framework Convention on Climate Change (UNFCCC)

The United Nations Framework Convention on Climate Change (UNFCCC) was adopted at the Rio Earth Summit in 1992 to eliminate human interference and stabilizing greenhouse gases (GHG) concentrations in climate system. The substantial extension to the Convention, the Kyoto Protocol was adopted in 1997 in Kyoto, Japan, requires elimination of emissions across sectors, particularly, land use and forestry sector. In response to the emerging need to limit greenhouse gas (GHG) emissions and incentivize developing countries to reduce carbon emissions from deforestation and forest degradation, a global mitigation mechanism was established under the UNFCCC. Known as REDD+ this approach, is defined as reducing emissions from deforestation and forest degradation and the role of conservation, sustainable forest management and enhancement of forest carbon stocks that is designed to provide result based incentives to developing countries to contribute to climate change mitigation.<sup>6</sup>

The framework, scope and phased approach for REDD+ was agreed during the 16<sup>th</sup> Conference of Parties to the UNFCCC in Cancun. To effectively implement and access results-based payments/finance for their efforts of protecting and conserving forests, the UNFCCC requests countries to have the four elements in place. Commonly referred to as the Warsaw Framework, these elements are; (a) national strategy or action plan; (b) National Forestry Monitoring System, including Monitoring, Reporting and Verification; (c) Safeguard Information System; (d) Forest Reference Emissions Level and/or Forest Reference levels.

### 2.2. Overview of REDD+ in Mongolia

Being an active member of the international community and signatory to both UNFCCC and the Kyoto Protocol, Mongolia has shown its commitment and potential to reduce its forest carbon emissions and enhance and sustainable forest management and carbon stocks by becoming a partner country of the UN-REDD Programme in June 2011.

The UN-REDD National Programme (NP) supports the Government of Mongolia in designing and implementing National REDD+ strategy in compliance with the requirements under the UNFCCC Warsaw Framework to receive REDD+ results-based finance. The NP has shown a strong commitment to support designing policies, programmes, capacities at all levels to ensure environmental sustainability, address climate change and empower communities, strengthen institutions to support local governance, and improve access to justice, social integration and gender equality, amongst others.

The NP ensures civil society and local communities' engagement, coordination with other sector policy and strategies, particularly REDD+ contribution to green development by helping to eliminate land degradation, and improve rural livelihoods in climate change adaptation. Current efforts have been to improve coordination with related sector policies such as Mongolia's Sustainable Development Vision (2016), State National Programme on Food and Agriculture (2015) and State Policy on Mineral Resources (2014), Green Development Policy (2014). Among many other important elements across the sector, the

<sup>6</sup>REDD+ Academy-Learning Journal. Understanding REDD+ and UNFCCC.



NP makes a significant effort to promote social inclusion and gender aspects in programme design, implementation and monitoring and evaluation particularly in relevant REDD+ thematic areas such as safeguards, stakeholder engagement and participation, drivers and barriers, forest governance and land tenure. As such, gender and social inclusion dimensions are indivisible elements of the NP management and implementation.

UN-REDD Mongolia's National Programme strives to prepare National Strategy on Forest and Climate Change.

### 2.3. Social inclusion and gender dimensions in REDD+

UN-REDD recognizes men, women and youth as a key change agents for long term success of REDD+ ensuring inclusive, fair and gender responsive actions and programmes. Rooted by social, economic, cultural inequalities and regulatory impediments men, women, poor and vulnerable people are continued to experience exclusion that limits their ability to full participation, contribution and benefit from REDD+ actions. It is also highlighted women, men's specific roles, rights and responsibilities in the use pattern of the forest resources shape different experience and outcomes. As such "gender blind" activities can worsen existing gender inequalities. UN-REDD has seen the pressing and ongoing need to better integrate gender responsive activities in a more cohesive and systematic way within REDD+ programme management and implementation cycle. Thereby UN-REDD placed an emphasis on gender equality and women's empowerment to achieve socially inclusive and gender equitable outcomes by upholding a meaningful effort to incorporate gender aspects and inclusion of men, women and other disadvantaged groups accounting their specific roles and contributions into REDD+ actions and programmes.

To facilitate gender mainstreaming in the REDD+ programme cycle the human rights based approach to development was served as the foundation which seeks to ensure all programmes and activities are designed to support vulnerable and marginalized community members. This is then based on the principles of equality, inclusion and engagement. This requires that such REDD+ efforts incorporate gender and social inclusion considerations into programme planning, implementation and monitoring and evaluation. Doing so helps to simultaneously address climate change challenges and ensure that economic, environmental and social benefits are also achieved.

To better elaborate social inclusion and gender dynamics in REDD+ processes, relevance to Mongolia REDD+ efforts the following key definitions were used in this report. More definitions please see Annex B.

**Social inclusion:** Social inclusion is essentially about enabling local communities and marginalized groups to participate in, and benefit from the policies and measures that governments design, enact and implement for sustainable development.<sup>7</sup> The inclusion is not only to actively involve neglected actors or beneficiaries in defining the policies for REDD+, but also to ensure that impacts are socially responsive to their development priorities, thus creating a cycle of social equality.<sup>8</sup>

<sup>7</sup><http://www.un-redd.org/single-post/2016/01/22/Pioneers-of-social-inclusion-in-REDD>

<sup>8</sup>Extracted from: <http://www.un-redd.org/single-post/2016/01/22/Pioneers-of-social-inclusion-in-REDD>



**Gender dynamics:** To ensure effective participation of men and women, gender concerns are must be well recognized in REDD+ phases. The overall low levels of women’s participation in decision making and representation, gender differentiated roles and responsibilities and rights and opportunities, differential impacts and outcomes of access to and control over the resources particularly relevant to forestry which were implicated in this report. Three main gender dimensions were framed for a sector specific gender analysis such as (i) participation, representation; (ii) men and women’s different roles, responsibilities and rights; (iii) differential impacts of access to and control over the resources relevant to REDD+ processes and programmes.

Foreseen importance of gender and social inclusion in REDD+ can relate to increased efficiency and efficacy and increase sustainability<sup>9</sup>, meaning of both men and women are equally able to benefit and be empowered with recognized rights and responsibilities as a primary users of forest resources reflected in REDD+ policy, programme design, implementation and evaluation. Meantime, this aligned with an expansion and provision of alternative livelihoods, equitable sharing of revenues generated from emissions reductions to forest reliant communities. However, if not done appropriately, it presents reverse or negative impact, risks to rights, livelihoods, culture, biodiversity.

## 2.4. Social Inclusion

The document<sup>10</sup> issued by the UN Research Institute for Social Development (UNRISD) outlined a vision of an inclusive society as a “society for all” in which every individual, each with rights and responsibilities, has an active role to play. This document highlights that the concept of social inclusion has been expanded beyond just providing a platform for excluded ones to express their voices; rather, social inclusion requires empowering and capacitating women, men, and various social groups, so that they all can identify their common concerns and challenges, tackle them and further participate in and lead development processes.

With this backdrop, **social inclusion**, defined by the Government of Mongolia<sup>11</sup> refers to expansion and creation of an equal access and opportunity to those disadvantaged social groups, especially individuals with low income, age, gender, disabled, ethnic minority, sexuality and geographical locations who have limited access to social services and participation. The social inclusion is essentially about enabling men, women and youth in local communities and marginalized groups, such as ethnic minorities to participate in, and benefit from the policies and measures that governments design, enact and implement for sustainable development<sup>12</sup>.

## 2.5. International commitments on gender equality and social inclusion

Mongolia recognizes international human rights, having ratified the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and all of the fundamental labour conventions of the International Labour Organization. Mongolia was one of the first

<sup>9</sup>The Business Case for Mainstreaming Gender in REDD+. 2011. UN-REDD Programme.

<sup>10</sup>Social inclusion and the post-2015 sustainable development agenda

<sup>11</sup>Government of Mongolia, ADB. 2015. Inclusive Growth. Ulaanbaatar. Mongolia.

<sup>12</sup>UN-REDD Programme: <http://www.un-redd.org/single-post/2016/01/22/Pioneers-of-social-inclusion-in-REDD>



signatories to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Convention on the Rights of the Child (CRC). However, the United Nations has highlighted that Mongolia's international commitments are not well reflected in the national policies with adequate practice or implementation (UNDP and National Human Rights Commission of Mongolia, 2011).

Human rights treaties and international commitments also form the basis and rationale for utilizing a human rights-based approach and integrating gender equality and social inclusion concepts into REDD+. Below is a summary of some of these instruments and declarations.

Acknowledging the need and value of addressing social exclusion and gender inequality, the SDG Agenda 2030 has committed to "ensuring that no one is left behind" in the effort to help countries promote inclusive growth and achieve the SDGs. The 17 SDG goals recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs, while tackling climate change and environmental protection. A stand alone goal on gender equality and women and girls empowerment (SDG#5) has been created, and gender equality targets are integrated throughout the other goals. The SDG 2030 has also put the spotlight on the importance of "data revolution" in order to collect disaggregated data (by sex, age, etc) and use it for evidence based decision-making.

The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) serves as the strongest legal guidance on the measurement of gender equality and the requirements to ensure nondiscrimination. CEDAW lays the framework for substantive equality, going beyond formal equality in the law, and focusing on a real and lived equality, and covers issues that are of relevance and applicable to REDD+. For example, Article 14 gives reference to rural women and the significant role they play in the economic survival of their families, and Article 16 recognizes women's rights to hold property.

The Beijing Declaration and Platform for Action of 1995 is a visionary agenda for the empowerment of women. Beijing Platform for Action (BPFA) (1995) was adopted at the Fourth World Conference on Women. It remains one of the most comprehensive global policy framework and blueprint for action, that aims to remove all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. "Women and Environment" is one of 12 critical areas of concern. The document required a strong commitment on the part of the government, local communities, civil society institutions and private sector entities in integrating gender concerns and perspectives in sustainable development and safeguarding of ecosystem.

## 2.6. Objectives of Report

This report aims to assess the extent of gender and social inclusion across forest sector of Mongolia by identifying men and women's roles, rights and responsibilities and gender dynamics in natural resource management to ensure stakeholder engagement mechanisms are socially inclusive and gender responsive. While forest is a source of income and livelihood for many Mongolians, both men and women participate and benefit differently from the forest resources and forest management. Furthermore, these different roles tend to be less recognized and extensive gender gaps, lower levels of female participation in decision making, among others, exist.



The analysis and recommendations will inform considerations for potential policies and measures of a draft national REDD+ strategy that reflects both national priorities as well as concerns and priorities of men, women and youth stakeholders at the national, and potentially sub-national levels.



### 3. METHODOLOGY OF THE REPORT

#### 3.1. Methods used for data collection

The assessment employed both quantitative and qualitative approaches: analysis of secondary and statistical data, key informant interviews, and focus group discussions. This report presents analysis and findings from relevant sources and field meetings.

**Secondary data analysis was conducted by reviewing** existing key policies, laws or regulations that support social inclusion which includes men, women and youth broadly and including those from ethnic minorities and vulnerable communities were reviewed. The extent these policies, laws or regulations are socially and gender responsive were assessed, and any gaps and policy implications and research findings in relation environment and forestry sector were identified.

#### **Individual interviews and group discussions:**

The aim of the qualitative data collection was to identify critical social inclusion and gender equality issues in the forest sector, level of local community engagement in forest activities along with identifying capacity development needs of men and women and other social groups to be actively engaged in the SFM.

### 4. SOCIAL INCLUSION AND GENDER DYNAMICS IN MONGOLIA

#### 4.1. Gender equality and social inclusion in Mongolia

Despite the positive trends in economic growth in the recent past, inequalities between different social groups have become a disturbing feature of Mongolia's development. It impedes development in human and economic terms, and encumbers individual rights to freedom, health and a secure livelihood. Considerable inequalities exist in Mongolia with respect to economic and political representation and decision making.

#### 4.2. Social Inclusion and Poverty dynamics

Poverty and inequality also remain in rural and remote communities. Despite the remarkable record of reducing poverty nationwide, challenges remain. Poverty incidence varies significantly across regions and is much higher in rural than urban areas. Research and evidence on poverty suggest that people in aimag and soum centers are affected by income poverty whereas people in rural areas are mostly affected by poor infrastructure and market access, inefficiency of traditional herding and having less livestock.<sup>13</sup>

#### **Table 1. Poverty headcount**

<sup>13</sup>Ministry of Labor and Social Protection.2015. Ulaanbaatar.

	2010	2011	2012	2014	Change
<b>Poverty headcount</b>					
State Average	<b>38.8</b>	<b>33.7</b>	<b>27.4</b>	<b>21.6</b>	<b>-5.8</b>
Urban	33.2	28.7	23.3	18.8	-4.5
Rural	49.0	43.2	35.4	26.4	-9.1
<b>Poverty gap</b>					
State average	11.5	9.2	7.1	5.2	-1.8
Urban	9.4	7.7	6.2	4.9	-1.3
Rural	15.2	11.8	8.8	5.8	-3.0
<b>Poverty severity</b>					
State average	4.6	3.5	2.7	1.9	-0.7
Urban	3.7	3.0	2.4	1.9	-0.5
Rural	6.4	4.5	3.2	2.0	-1.2

Source: NSO

Poverty is more widespread in rural than urban areas. Majority of herders live at the poverty line with a few alternate sources of income, and are excluded from social insurance scheme.<sup>14</sup> An estimated 30.5% of rural resident are herders. Per the researchers, household with 500 or more livestock are considered affluent, while households with less than 100 livestock are considered poor.<sup>15</sup> As of 2013, about 28.2% of total herder households had less than 100 livestock and accounted for just 5.8% of total livestock in Mongolia. At the other end of the spectrum, about 14.6% of total herder households have more than 500 livestock, and account for 43.4% of the total livestock<sup>16</sup>.

Access to all public services, including health services is limited, resulting in poverty and poor health condition in rural areas compared to urban areas. Women and children are affected severely by the limitation of access to these public services.

This gap has been decreasing in recent years and, despite having a smaller rural population size, between 2012 and 2014 rural areas accounted for over half of national poverty reduction with gains being largely attributable to increases in livestock prices. Yet, the gap is still significant, with 26.4% of rural households below the poverty line, relative to 18.8% of urban households<sup>17</sup>. Additionally, rural areas are highly dependent on livestock with a relative dearth of alternative employment pursuits. They therefore remain vulnerable to natural disasters including droughts and dzuds.

### 4.3. Social Inclusion

Target: ethnic minority, youth and disadvantaged groups

<sup>14</sup>Mercy Corps, Gender Profile, 2013

<sup>15</sup>World Bank, Mongolia: Livestock Sector Study, Volume 1- Synthesis Report, 2008

<sup>16</sup>NSO- Statistical Yearbook, 2013, Pg-324

<sup>17</sup>National Statistical Office. 2014. Household Socio economic Survey. Poverty Profile. Ulaanbaatar.



**Ethnic minority:** There are 30 ethnic minority groups in Mongolia<sup>18</sup>. The statistics reveal that the socio-economic status of ethnic minority people is lower than the average non-ethnic Mongolian.

This is illustrated by data presented in Table 1 which compares income and human development index of National and other Regions dominated by ethnic minority people.

Table 2: Income Index and Human Development Index for National and Ethnic Minority Aimags

Location	2012		2013		2014		2015	
	Income Index	HDI	Income Index	HDI	Income Index	HDI	Income Index	HDI
National	0.570	0.631	0.587	0.638	0.603	0.650	0.603	0.650
Bayan-Olgii	0.463	0.564	0.492	0.577	0.519	0.588	0.521	0.586
Dornod	0.526	0.582	0.580	0.607	0.644	0.635	0.617	0.627
Khentii	0.510	0.568	0.548	0.587	0.554	0.592	0.559	0.595
Khovd	0.482	0.566	0.524	0.581	0.543	0.592	0.548	0.596
Khuvsgul	0.487	0.538	0.516	0.552	0.538	0.566	0.540	0.566
Sukhbaatar	0.559	0.566	0.578	0.571	0.592	0.581	0.590	0.584
Uvs	0.492	0.542	0.522	0.553	0.550	0.565	0.551	0.563

Source: NSO

The income index for all ethnic minority aimags is less than the corresponding national figures for all aimags except for two consecutive years in Dornod. This conforms the low level of income of ethnic minority people compared to the same value in the country as a whole.

The level of unemployment among ethnic people is higher than the mainstream society. Although unemployment data is not disaggregated by ethnic groups, the analysis of such data by aimags where majority of ethnic people live suggests that their unemployment rate is higher than the national average of 7.5%. The 5 aimags (Bayan-Ulgii, Khovd, Uvs, Sukhbaatar, Dornod) where most of the ethnic people live each has an unemployment rate of over 8.5%. Aimag Khuvsgul and the capital city of Ulaanbaatar are the exception to above trend.<sup>19</sup>

Although there is a significant proportion of the population comprising of ethnic people, the unemployment rate is lower than the national average. This is could be explained by the greater employment opportunities in the capital city whilst Khuvsgul has several tourism-related opportunities that may have pushed unemployment rate down.

**Youth in Mongolia:** At present the age group 15-34 is estimated to represent 37.7% of Mongolia's total population and approximately 41% of the working population, and 57.3% of the unemployed population belong to this age group. Youth unemployment is emerging in Mongolia which closely linked with insufficient response to labor market demand and supply of skilled workforce to fully benefit and access to formal labor market. Unemployment of youth 15-24 age groups are striking as 2.2 times higher than the national unemployment average reaching as high as at 17.4%.<sup>20</sup> Female unemployment in 15-24 age

<sup>18</sup>Ethnic Minority Education. Asian Development Bank. 2016. Ulaanbaatar.

<sup>19</sup>Thematic report on Ethnic minority education. ADB.2016.Ulaanbaatar. Mongolia.

<sup>20</sup>National Statistical Office. 2015. Labor Force Survey. Ulaanbaatar. Mongolia.



group experience highest unemployment rate significantly high as 18.3% national average especially young women with high education or bachelor degree.

Gender based segregation from education setting to occupations prevents women integration into labor market of high demanding and high paying jobs contributing to creation of male-dominant sectors weakening women's employment opportunity. Since over 70% of registered unemployment is in Ulaanbaatar, and that about 65% of the GDP is also produced in the city, the high rural youth unemployment rate remains problematic.<sup>21</sup>

Female-headed households (FHH) are highly vulnerable and are likely to face labor market challenges, as married women are far more likely to be working than other women. There were 81,741 FHH in the country in 2014, comprising 10.3% of all households.<sup>22</sup>

Women, female-headed households, people with disabilities and youth are more at risk of poverty and unemployment compared to other population segments, for they face more difficulties in access to finance, among others. Most women (65.5%) are engaged with wholesale and services, low returning business activities.<sup>23</sup>

**Social Welfare:** Mongolia has a well-established social welfare system, which has a high cost due to the weakly poverty-targeted structure. As noted in a WB recent study, the Government of Mongolia through the Ministry of Labor and Social Protection and the General Office of Social Welfare Services implements 71 social welfare programs. On average, an individual in the poorest household quintile benefiting from at least one social welfare program received an estimated MNT362,542 in cash allowance per year. Around 64% of total benefits go to the poorest quintile<sup>24</sup> while the only poverty targeted program—the food stamp program—covers only the poorest 5 percent. The absence of a major poverty targeted program means there is no effective safety net to protect the poor and vulnerable segments of the population.<sup>25</sup>

#### 4.4. Gender equality dynamics

Socio-economic indicators related to gender such as high female education enrolment rate and reproductive health indicators and many others have been improved. Though in 2014 Human Development Report ranked Mongolia 63<sup>rd</sup> in its Gender Inequality Index (out of 187 countries) falling 9 spots from 2013 largely due to lower levels of female participation in the labor market which constantly varies in average 10 percent point less than men in each subsequent years. The average female labor force participation is 10 percent point less than that of men, making on average 56.8% for females and 67.9% for males. In 2015, female labor participation is less at 55.4% compared to that of men (68.1%).<sup>26</sup> Despite higher educational attainment, due to culturally-discriminatory preference for female care giving, lower

<sup>21</sup>Background paper on youth. 2014.Economic Policy and Competitiveness Research Center. Ulaanbaatar. Mongolia.

<sup>22</sup>Gender overview. ADB.2016.Ulaanbaatar.Mongolia.

<sup>23</sup>National Statistical Office. 2015. Labour Force Survey. Ulaanbaatar.

<sup>24</sup>Ministry of Labor and Social Protection. 2016. Ulaanbaatar.

<sup>25</sup>World Bank Poverty Report. 2016.Ulaanbaatar.Mongolia.

<sup>26</sup>National Registration and Statistical Office. 2015, Mongolia Statistical Yearbook 2014. Ulaanbaatar.



retirement ages, and weak enforcement of laws and policies, women are less present in the labor market, are likely to lack access to higher-level positions, and less remunerated.<sup>27</sup>

More women are economically inactive compared to men, demonstrating lower level of female engagement in formal employment at 56.2% compared to men at 68.6% in 2015.<sup>28</sup> The share of women employed in the non-agricultural sector was 49.7% in 2015 indicating 1 percent point decline from 2014. In the labor market, gender disparities are prominent in the type of work women do with limited engagement in self-employment/entrepreneurial activities with high levels of occupational segregation.<sup>29</sup> For example, a World Bank study on labor market reveals that men tend to be twice as likely to take advantage of self-employment while women concentrated on a narrow set of occupations such as teaching, catering and retail support services.<sup>30</sup>

Mongolia ranks 117 out of 142 countries in the gender gap sub-index on political empowerment, falling 14 spots from 2014.<sup>31</sup> Likewise, the 2014 World Economic Forum ranked Mongolia 42<sup>nd</sup> of 142 countries.<sup>32</sup> The share of female parliamentarians in Mongolia has always been low, however, for the first time in the Mongolia's history the share of women in the new parliament of 2016-2020 increased to 17.1% compared with 14.5% of the previous 2012-2016 parliament because of the introduction of legislated candidate quotas.

Notwithstanding female representation in the cabinet Secretariat Government of Mongolia remains 10.5%, while there are only two women (11.1%) among 18 Ministers. Insufficient representation exists in all decision-making levels with neither female governor nor deputy governor at Municipality and *aimag* levels (22) regardless of the quotas.<sup>33</sup> Women represent 69.8% in public services, whereas their share among political appointees in public sector is 23.64%.<sup>34</sup>

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<sup>27</sup>Gender Review. ADB.2016.Ulaanbaatar.Mongolia.

<sup>28</sup>National Registration and Statistical Office. 2015. Labor Force Survey. Ulaanbaatar.

<sup>29</sup>World Bank, 2013, Study on Gender Disparities in Labor Markets and Policy Suggestions

<sup>30</sup>World Bank, 2013, Study on Gender Disparities in Labor Markets and Policy Suggestions

<sup>31</sup>The Global Gender Gap Report 2015, World Economic Forum, 2015

<sup>32</sup>World Economic Forum, 2010 and 2014 *Global Gender Gap* reports.

<sup>33</sup>"Representation of any one sex among politically appointed civil servants shall not be less than 15 percent on national, *aimag* and municipality levels, and 20 percent on district levels" Law on promotion of Gender Equality, 2011 (provision 10.1.1)

<sup>34</sup>Gender Review. ADB. 2016.Ulaanbaatar.Mongolia.

## 5. SOCIAL INCLUSION AND GENDER DYNAMICS IN NATURAL RESOURCE MANAGEMENT AND FORESTS IN MONGOLIA

### 5.1. Social inclusion dynamics in the NRM and forest

To extent of this report assessing the social inclusion and gender dynamics in natural resource management and forests men and women's different roles and responsibilities and impacts to women in their community management and decision making and their contribution in forest were examined for those groups such as Forest User Groups (FUGs) and the local communities, marginalized groups including ethnic minority, women and youth.

The policy planning has not been fully reflecting different needs of various population groups, identifying and responding to these specific needs by linking into environmental priority issues. Social inclusion consideration in the NRM and forestry referred to a recognition of vulnerable population such as ethnic minority, women and youth and community members who are disadvantaged to benefit from forest and natural resources. The analysis within specific population segments linking with forestry and natural resources management were narrowed by limited scope of studies and reports on the subject in the country. Thus, this section discusses more on general community reliant on forestry, attentively on FUGs and identified key challenges and barriers to promote social inclusion and gender equality.

The Forest Law, allow allocation of forests and other natural resources to communities but the does not allow communities to harvest timber or undertake any forestry activities such as logging or thinning. Forest User Groups were formed in accordance with the Civil Code *provision 481*<sup>35</sup> to manage forest areas based on forest management plans approved by regional governments. To date, 1,218 FUGs with about 31,000 members have been established, managing over 3 million ha of forest. However, less than 50% of FUGs have prepared forest management plans and less than 25% have prepared forest inventories.<sup>36</sup>

FUGs were assigned with much higher protection duties with limited opportunities to use forest and its resources by respective laws such as the Law on Forestry. One of the key problems is insufficient incentives for FUGs, followed by lack of legislative clarity concerning their rights and obligations<sup>37</sup>. This weakens FUGs participation and active engagement and their contribution to sustainable forest management. While the members of FUG's primary income sources from livestock products and play a far greater role in local livelihoods than forest products. Findings from key informants and focus group discussions reveal that the FUGs do not generate adequate profit or income out of forest resources and face lack of access to finance for income generation.

Results demonstrate that FUGs have less economic incentives and legal recognition. For instance, PFEs can hold logging licenses, compared to FUGs that have limited logging rights, yet are responsible for managing large forest areas. Based on the discussion and key informant interviews and reports from relevant sources suggests the following main challenges:

- Local communities are in disadvantage as they are unable to afford the fees that comprise forestry

<sup>35</sup>Civil code definition: 481 .1 No registration is needed for unions and partnerships formed by several parties based on a joint action contract, and the participants shall decide their structure and management by mutual agreement.

<sup>36</sup>AB. Sustainable Forest Management. Improving Livelihood of

<sup>37</sup>PAM for REDD+.2016. Ulaanbaatar.

permits in practice and they have no means of transportation to reach and market the available resources. Instead, forest permission is granted to private forest entities (PFE) which provides the companies rights to harvest commercially valuable or “commercial” wood.

- Communities are allowed only to collect deadwood and non-timber forest products from the forests. Local communities cannot currently benefit from opportunities that forest products and activities with commercial value provided.
- Livelihood sources for non- forest dependent and youth, particularly young herders were defined as vegetable growing, rehabilitation and tree planting, utilization of forest resources. For forest users, run a green house, tree planting, rehabilitation and firewood preparation were the main economic source.
- Lack of sufficient entrepreneurship opportunities largely constrained by limited access to finance and collaterals and seasonal nature of the work.
- With an almost no economic incentives many FUGs are inactive or passive while they are potential at maintaining and enhancing forests areas through implementing fire management, logging, pest control, and tree planting.
- Lack of willingness to be involved in the alternative income generation activities and income generation benefits from forestry among local non- forest dependent communities including of youth
- Insufficient facilitation and organization by local government institutions
- Inadequate commitment by PFEs to use local unemployed people for job creation and income generation opportunities that ultimately local poor and vulnerable can benefit
- Unemployed people are largely unskilled and disqualify at the local level; respondents also expressed that unemployed people are not trained sufficiently to work with different techniques, equipment and machinery. There are opportunities to gain skills through TVET unwilling to gain specific skills through vocational schools.

Due to scarcity of statistics and studies targeted to ethnic minority and vulnerable groups in NRM and forestry found to be less studied that for future relevant studies could focus on these population groups to better reflect and maximize benefits from development policies and programmes.

The MEGD as compared with other ministries has an experience in promoting partnership with civil society organizations. There are over 80 different women NGOs registered in the country and only 10 out of them are genuinely active and nationally-known working for the women’s human rights, GBV and encouraging women’s participation in decision-making. Most of women NGOs working in the environmental sector do not have much diversity and their activities are limited in planting trees and providing counseling on environmental issues.<sup>38</sup>

## 5.2. Gender dynamics in NRM and forest

Recent years environmental sector has made some achievement in the areas of gender equality in such Environmental Sector Gender Strategy was **adopted** in 2014. This strategy is the key policy document to mainstream gender that aims to promote equal participation of various social groups considering their specific development needs, providing equal access and utilization of natural resources as well as

<sup>38</sup>Gender Analysis of the Environmental sector. GIZ.2014.Ulaanbaatar.Mongolia

acknowledge women’s participation and inclusion in NRM and environment sector.

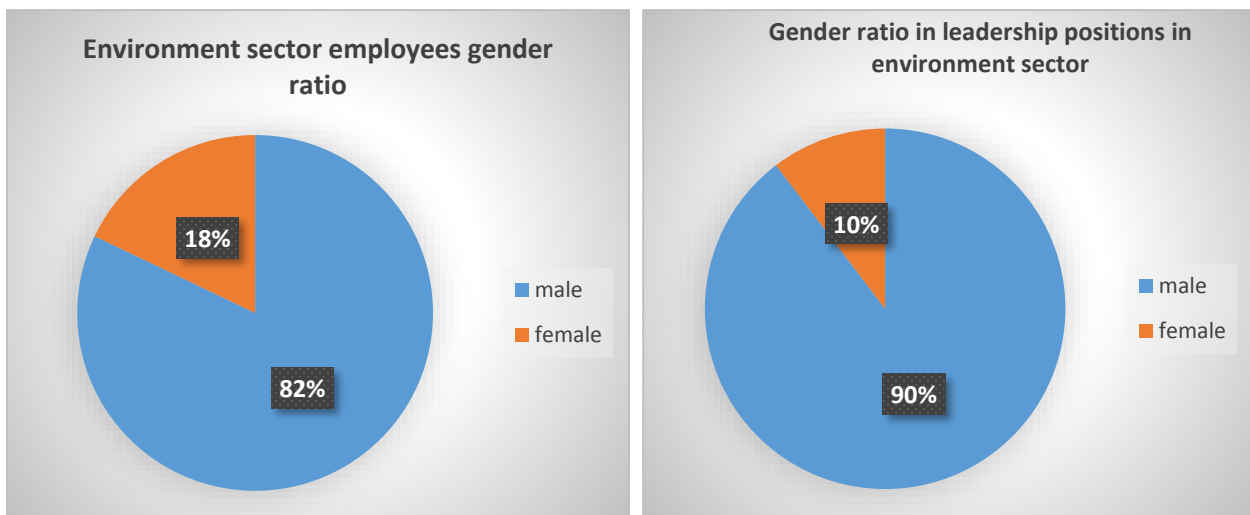
Ministry of Environment and Tourism is headed by female Minister. Women make 32% of the Ministry’s leadership and men account 68%<sup>39</sup> while 51% of MoET employees are men and women account for 49%. The existing gender ratio in the environment sector viewed as traditional male dominated sector with particularly in leadership positions.

Figure 1: Gender ratio in Leadership positions and overall employment MoET



Of those total of 2820 employees in this sector women account only about 18% and 82% are men. Confirming that environment sector is predominantly occupied by men particularly relevant to aimag and soum levels staff gender ratio. Staff employed in the environmental sector at aimag levels women account only 18% <sup>40</sup> illustrating that women’s participation and representation in decision making is quite weak<sup>41</sup> at the local level, especially, only 10% are women in the leadership.

Figure 2. Environmental sector employees. 2015



<sup>39</sup>Ministry of Environment and Tourism. 2015. Ulaanbaatar. Mongolia

<sup>40</sup>Gender analysis of Environmental Sector of Mongolia:Desk Review. 2013.GIZ.Ulaanbaatar.Mongolia.

<sup>41</sup>Gender Analysis of Environmental Sector of Mongolia: Desk Review.2013. GIZ.Ulaanbaatar. Mongolia.



Although MoET has made significant efforts towards gender equality this sector the sector encounters number of challenges. Weakness of environmental sector policy makers, implementing teams and their partner organizations in gender sensitization<sup>42</sup> and the implementation mainly due to high turn- over and lack of capacity of implementing bodies which was revealed in the result of the review of implementation of Mid-term Strategy and Action Plan for implementation of Law on Promoting Gender Equality. Gender stereotypes, strong traditional beliefs towards women are exist among decision makers, particularly local managers<sup>43</sup> viewed to be major constraint to gender equality.

Due to the growing need to ensure gender equality in the sector it is important to look beyond gender ratios in the workforce but also important to recognize imbalanced benefits from NRM and different needs, opportunities of men and women to better reflect and integrate in the policy and programming is critical in this sector. The findings of this assessment show that the gendered roles and responsibilities and participation in the forestry related activities led to different impact and outcome to men and women including of vulnerable such as ethnic minority and unemployed.

### 5.3. Specific roles of men and women in natural resource management and forest

This section discusses about the specific roles and responsibilities of men and women in the natural resource management and forests reflecting gendered roles and responsibilities affect men and women's access to and control over the resources and impacts to the level of participation and decision making and community management activities.

Gendered labor divisions in natural resource management has a range of impacts in the rural community including of rural women. Recent study by Swiss Agency for Development and Cooperation, Gender Analysis in Pastoral Livestock Herding in Mongolia highlights that the existing gender gap has an impact on rural men and women, particularly women's ability to access to local resource management schemes.

Although both women and men play important, but different roles in the management of natural resources and forestry sector in Mongolia's nomadic pastoralism, women's roles and participation in natural resource use, decision-making and implementation have been undervalued. In many cases, in research and in policy-making, women's knowledge and abilities are "simply" ignored often or neglected.<sup>44</sup>

Women have the same roles as men in the pastoral animal husbandry as well as household works and taking care of food, clothes, and health of their children and members of the family but also women undertake repetitive housework such as processing milk, taking care of children and housekeeping. The average daily workload of women is 11.1 hours to 9.2 hours of men.<sup>45</sup> Men usually do most of the work outside and away from the home such as selecting pastures, haymaking, herding animals, participating in meetings and business related activities.

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<sup>42</sup>Gender Analysis of Environmental Sector of Mongolia: Desk Review.2013.GIZ.Ulaanbaatar.Mongolia.

<sup>43</sup>Gender Analysis of Environmental Sector of Mongolia: Desk Review.2013.GIZ.Ulaanbaatar.Mongolia.

<sup>44</sup>Tserendorj Odgerel, Ph.candidate, National University of Mongolia.2008. Gender Roles in Grassland and Natural Resource Management its conservation in Mongolia. Ulaanbaatar.

<sup>45</sup>ADB, Inception report of Sustainable Forest Management and Improving Livelihood of Local Community.

In the scope of the REDD+ Mongolia Programme social inclusion and gender analysis efforts in the forestry the roles and responsibilities of men and women were reviewed. While considering division of labor of men and women, the analysis intended to capture how these roles constrain men and women participation and decision making ability. Findings of the focus group discussion and key informant interviews reveals that men are predominantly engaged in heavy equipment such as hand saw and machinery used in forest thinning and cleaning/cutting while women are involved in tree planting, forest sanitation, protection, firewood preparation along with the household duties and animal herding (majority of FUGs are herders).

Table 3. Summary on men and women’s different roles and tasks in the forestry

Tasks	Men	Women	Challenges
Forest thinning, cleaning and cutting	Handles heavily equipment and machinery particularly timber wood (70%)	accounting, managerial roles and some light tasks (30%)	There is no incentives for FUGs for forest cleaning,
Replanting	Planting and digging the land and repairing and preparation of the land for planting	seedling and planting	Access to market or sell of the trees for seedling <sup>46</sup> and replanting.
Reforestation	Soil preparation related tasks	Planting, nursery and sale of seedling	While women lack of access to credit, these activities require financial resources such as hire local unemployed for nursery and seedlings
Forest protection	Prevent from fores fire, illegal logging, protection measures	Education and awareness for neighboring households and communities about to advocate about illegal activities in the forest	
Firewood collection	Contribute to household wood preparation participating in the forest cleaning	wood collection and preparation, pay for household fuel wood	
Firewood sale		Women, elderly and children	Access to market
Ecological education		Educate neighboring households and general community	

<sup>46</sup>Seedling: planting of trees for replanting purposed, aged about 2 years??





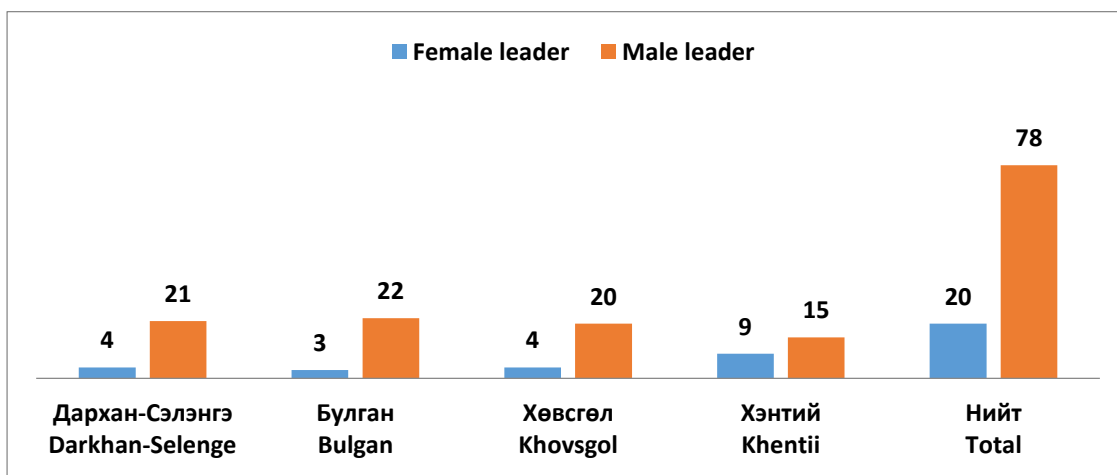
Tasks	Men	Women	Challenges
Contribute to household income using forest products, run SME and business activities	Both women and men engage in business activities and contribute to household income.		Trainings should be on making wood products and skills building
Participate in the forest related meetings and events			
Participate in an important decision making related to forestry or FUGs	decision making and represent	Less representation in decision making and participation	Women double burden in household duties affect to their active engagement.
Forest management plan preparation and participation	Very few active members take part in the process rather than include the voices of all members.		
Decision making on the expenditure from income from forest and forest resources such as timber wood,	Men make major decisions related to FUGs activities and financial decision making. (70%)		
Involved in trainings related to forestry, SFM	80% of men of FUGs participate		
Represent FUGs, participate in planning, and policy making, exoress their views behalf of the FUGs	Men participate	Less participation of women due to household chores and animal herding	

Respondents of men and women’s mixed group discussions expressed that for timber wood preparation men predominantly participate as 70% of are men while 30% are women (Khuvsgul aimag, Delgermurun

soum, forest unit) also men dominate in decision making and leadership. Of that out of 109 FUGs, 107 male leaders with only 2 females. As informed that only about 2-3 female board members of the FUGs.

“Mainstreaming Biodiversity Conservation, SFM and Carbon Sink Enhancement into Mongolia’s Productive Forest Landscapes” (2015-2018) by Food and Agriculture Organization of the United Nations is one of the partner project supporting REDD+ in the country. Gender assessment carried out by this project also confirms that a few women leaders in FUGs. The result showed relatively equal level of participation of men and women in the FUGs of which 54.6% of all members were men (1424) and 45.6% were women (1196) but the share of women in decision making appointments reveals a considerable gap between men and women illustrating less female leaders in FUGs.

**Figure 3. FUG leaders by gender**



Leadership and participation in decision making: Findings from women focus group discussions under UN-REDD Mongolia’s national programme social inclusion and gender assessment reveals main constraints to women’s weak participation and less representation in decision making and leadership positions. Women spend much time dedicated for household chores and animal herding and a traditional labor division norms and strong belief and existing stereotypes that males are the primary decision makers of the family because they are perceived to be ambitious, independent and dominant while females, being naturally caring, sensitive and nurturing, are the family’s secondary decider<sup>47</sup> women representation tend to be less in FUGs leadership appointments. Although has fewer representation in leadership women also show higher willingness to actively engage and attend in public activities, meetings.<sup>48</sup> However, women’s double burden of household duties still a constraint to their active participation and representation in decision making for instance, in trainings organized men account to 80% of the participants in some areas.<sup>49</sup>

#### 5.4. Decision making and economic empowerment of women

<sup>47</sup>Gender review report, Mainstreaming Biodiversity Conservation, SFM and Carbon Sink Enhancement into Mongolia’s Productive Forest Landscape. 2016. Ulaanbaatar.

<sup>48</sup>Swiss Agency for Development Cooperation. Gender Analysis in Pastoral Livestock Herding. 2015.Ulaanbaatar.Mongolia.

<sup>49</sup>Interview.Khuvsgul Aimag Delgermurun soum forest unit. 2017.Ulaanbaatar.



Women play a major role in household income generation through activities such as sale of seeds out of nuts, tree planting and many other tasks while they make 70-80% of tasks outside forest resources, environmental protection duties, men participate in wood production, logging and heavier tasks as defined as “suitable” for men.<sup>50</sup> In addition to it, it was mentioned that women predominantly and play a leading role in agricultural activities such as vegetable growing, fruit and food processing and bee farming. Meantime, women’s role in income generation and productive work 80-90% women spend<sup>51</sup> and control the expenses.

Men dominate for financial decisions related to FUG support activities in such 70% of the members are male for making financial decisions. SDC, Gender Analysis report also reveals the similar views in the financial decision making in terms of money management husband make decision on the household finance. Of those respondents 240 households, 34.9% of these households’ husband or men make decision and noting only about 26.4% of the households’ decision by wife or women. When make financial decision together, 71.9% households replied male dominance while 58.1% noted female dominance.<sup>52</sup>

By noting that different roles and responsibilities in the NRM exist and impacting different levels of benefit, participation and representation in decision making of women, men and various social groups. Gender sensitization of decision makers, policy implementers are critical along with capacity building in social inclusion and gender mainstreaming to eliminate existing gender gaps rooted by imbalanced roles and responsibilities and opportunities, existing stereotypes and male preferences/dominance in NRM and forestry.

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<sup>50</sup>Interview note, MET, Forestry Policy Coordination department

<sup>51</sup>Result of the findings from Social inclusion and gender assessment. Respondents from Khuvsgul aimag, Delgermurun soum forest unit, FUG representations.

<sup>52</sup>SDC, Gender Analysis in Pastoral Animal Herding. 2015. Ulaanbaatar.Mongolia.

## 6. NATIONAL FORMAL RULES, LAWS AND POLICIES

### 6.1. Summary of Key policies, laws and regulations

Mongolia's relatively strong regulatory framework and international commitments to gender equality provide a solid foundation for mainstreaming gender into development policies and programs. The Constitution of Mongolia (1992) institutes gender equality stating, "*Men and women have equal rights in the political, economic, social, cultural life and family relations...everyone shall be free from any types of discrimination...*" (Article 16 and 14). Thus, the legal basis for the protection of disadvantaged groups is viewed as strong in Mongolian legislation. With regards to international legislation, Mongolia is signatory to all major instruments relevant to internal migrants, gender equality and women's rights, the rights of the elderly, people with disabilities and children. This section intended to provide overview of the country's commitment to social inclusion and gender equality linking to environment and natural resources management.

### 6.2. Mongolia's Sustainable Development Vision 2030

Mongolia's Sustainable Development Vision-2030 (SDV), the country's long-term development policy document recognizes the importance of "every person's participation in sustainable economic growth processes" and "everyone's equal benefit from gained revenues". This policy requires sustainable social development perspectives in eradicating poverty<sup>53</sup>, providing inclusive social protection services aimed at target groups, ensuring gender equality for social development, and creating a favorable environment for the equal distribution of social wealth. As a critical national document, it also provides a framework and perspective which can be further reflected in the Government's upcoming short- and mid-term development policy and planning processes.<sup>54</sup>

SDV- 2030 also promotes gender equality which stipulates that "objectives of the sustainable social development are to ensure gender equality, improve the quality of and access to health care services, create a healthy, safe living environment for the citizens, improve public awareness on health education, provide equal education of high quality to every citizen, build a national system for lifelong education, end all forms of poverty, and increase the share of middle-income classes sustainably and consistently".<sup>55</sup>

The Vision's guiding principles for Mongolia's development comprising four sections: sustainable economic growth, sustainable social growth, environmental sustainability and governance for sustainable development. Further, Mongolia's SDV<sup>56</sup> promotes strategic sectors such as agriculture, light industry and tourism and for environmental sustainability; the Vision prioritizes integrated water resources management, climate change adaptation and mitigation, and ecosystem balance. The agricultural sector, combined with complementary measures to improve natural resources management, adapt to climate change impacts, and minimize disaster risks.

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<sup>53</sup>Poverty rate 21.6% in 2015.

<sup>54</sup>"Law on development policy and planning" was adopted in November 2015 by the Parliament.

<sup>55</sup>Government of Mongolia. 2016. *Mongolia's Sustainable Development Vision-2030*. Ulaanbaatar.

<sup>56</sup>Government of Mongolia. 2016. *Sustainable Development Vision of Mongolia-2030*. Ulaanbaatar.



Aligning with one of nine principles of the Sustainable Social Development includes “creation of supportive environment in favor of ensuring gender equality in social spheres and benefitting equally from social wealth.” This also important agenda to promote gender equality and indication of further short and medium term policies and programs concerning of social inclusion and gender equality.

### 6.3. Green Development Policy

In 2014, through its Green Growth Policy, the Government of Mongolia formally adopted the green economy concept as a vehicle to attain sustainable development and reduce poverty. The policy aims to change previous “grow first and clean it up later” practices into more environment-friendly, nonpolluting, and effective production systems to increase productivity. The “Green Development Policy Implementation Plan” for 2016-2030, was approved by the Government in 2016. It has strategic objectives to promote resource efficient, low carbon production, maintain ecosystem balance, promote green economy and clean technology, green jobs and reduce poverty.

### 6.4. Law of Mongolia on Promotion of Gender Equality (LPGE)

Mongolia has made commitment to keep the policy to ensure equal participation of women and men in the country’s development, provide equal opportunity to access social benefits, eliminating inequality in the spheres of political, economic, social, cultural and family relations, and ending negative consequences of inequalities.

The concept of the national gender equality policies are based on principles to support equal opportunity for both men and women, and to ensure their equal access to social services, education, property ownership, equal pay for same type of labour, employment and health regardless of gender.

Adoption of the Law of Mongolia on Promotion of Gender Equality by the Parliament of Mongolia in 2011, which created a legal environment, has been a significant decision to fulfill of human rights provisions.

### 6.5. A Mid-term Strategy and Action Plan for Implementation of the LPGE

A Mid-term Strategy and Action Plan for Implementation of the LPGE was adopted in 2013 and concluded in 2016. The mid-term strategy aimed to “...mainstream gender equality concepts at all levels of policies and in all processes...” (Government of Mongolia Resolution #34, 26 January 2013) set by the following objectives: creating national capacity, strengthening amending relevant legal acts; public gender education and awareness, creating a gender-sensitive law enforcement mechanisms; and introducing gender-sensitive budget methodologies. To support the mid-term strategy along with many others, a National Programme on Gender Equality (2002-2015) was completed which established specific objectives for achieving gender equality including in power and decision-making, in economic relations, and through the establishment of a national mechanism on gender equality.



## 6.6. National Programme on Gender Equality (2013-2016)

National Programme on Gender Equality was adopted by Government of Mongolia in May 2017. The main objective of this programme is to promote gender responsive policy and planning, increase public awareness undertake systemic measures to eliminate gender based discrimination to ensure effective implementation of Law on Promoting Gender Equality and promote gender equality in the social, cultural, economic, political and family spheres.

## 6.7. Forest Law

Law on Forests defines many important issues, such as forest ownership under the contract, forest and protection use in accordance with the management plan, preventing of forests from forest fires, harmful insects and diseases. To combat illegal timber harvesting, an amendment of the Forest Law was adopted to increase rights, responsibilities, and accountability of citizens and rangers in forest conservation. In accordance with the forest law there is no discrimination or exclusive provisions for contracting of forest areas. There is no exclusive provisions for an ethnic and non- ethnic groups. However, due to the limited forest areas for contracting can be an issue in some areas<sup>57</sup>, in Khuvsgul aimag respondents<sup>58</sup> were commented that there is no exclusion or discrimination exist, however, for PFEs forest management contracting that the requirement by law the owner or most members at least 60% supposed to be the residents of the forest area. This could be a constraint for PFEs to forest management contracting. There are no gender based discrimination in the law for forest management contracting. Both men and women have an equal access to the contracting of forest area. When roles and labor divisions in the participation of forest management men tend to dominate due to cultural norms and gendered division of labor.

## 6.8. Environment Sector Gender Strategy

Government commitment to mainstream gender across sectors and at local levels are recognized through promotion and facilitation of adopting Sector Specific Gender Strategies. Environmental Sector Gender Strategy 2014-2030 is the key policy document to mainstream gender into environmental sector and promote Green Development Initiative. Adopted by Parliament in 2014, it became a pioneering initiative on sector specific strategy demonstrating gender mainstreaming effort in the environment sector. This strategy aims to promote equal participation of various social groups considering their specific development needs, providing equal access and utilization of natural resources. It is also considered as the main vehicle to support a Green Development agenda by realizing the importance of different needs of women and men, social groups and local development, and ensuring their equal opportunities for participation and equal access to resources and benefits: *“reflect gender-specific and social groups such as different local communities, various population, demographic and social groups with varying participatory scope and levels in the policy planning as they are critical players of development.”*<sup>59</sup>

Rural and urban dwellers, community groups and various organizations are regarded as critical stakeholders towards leading and sustaining green development processes as stipulated in Strategic Goal 3 ***“expand participation of women and men, different social groups and local communities in the green***

<sup>57</sup>This was clarified with the Tunkhel village respondents.

<sup>58</sup>Some interviews and clarifications were made using telephone interviews. For instance, Khuvsgul aimag.

<sup>59</sup>Ministry of Environment and Tourism. 2014. Environmental sector Gender Strategy 2014-2030. Ulaanbaatar.

*development processes and open up broader avenues for their equal access to benefits*". The following three objectives were set under the Goal 3:

- Encourage efforts aimed at providing more access to environment-sector related information and improving participatory capacities of women and men, social groups and local communities
- Ensure active and productive participation of residents, cooperatives, research institutes, CSOs and international organizations in the sector policy planning, implementation practices as well as in the monitoring and evaluation processes
- Facilitate increasing the "green job/s" in line with needs of women and men, different social groups and local communities.

"Environmental Sector Gender Strategy 2014-2030" can thus be viewed as a critical policy document synergizing gender equality policy with that of green development. The mission of this strategy is to provide support to the green development agenda based on different needs of women and men, **social groups** and local development by ensuring equal opportunities for participation and equal access to benefits.

## 6.9. State policy on forestry

The approved State Policy on Forests is to conserve forest ecosystems, sustainable use and promote community-based forest management. State Policy on Forest outlines number of important actions to conserve forest ecosystems, sustainable use and promote community-based forest management. It contains number of measures that forest dependent and non- forest dependent communities can benefit to contribute to sustainable forest management through improving the economic and socio-economic conditions of local population by increasing the number of forest products. However, the policy lacks interventions to support forest dependent communities and economic opportunities for both men and women. Sustainable management of ecosystems and biodiversity remains a concern, and institutional responsibilities, and monitoring and enforcement procedures are inadequate. Lack of sufficient resources, efficient monitoring systems, and high-resolution remote-sensing technologies, and awareness of local government staff also pose logistical problems for implementation in Mongolia, given the country's dispersed population.<sup>60</sup>

## 6.10. Law on Development policy and planning

The stipulates public participation in the phases of government policy formulation and recommends state organizations to share draft documents for public view and suggestions and organize public forum. In accordance with this law there is not any discriminatory or exclusions of different groups however, in the implementation of for public forum and consultations gender equality and inclusion of vulnerable groups considerations, their participation and views must be recognized. Public participation is constrained largely due people's mistrust to government, inconsistent activities by civil society organization.

<sup>60</sup>Asian Development bank. 2016. Sector policies and analysis.

### 6.11. Land Right and tenure

The Constitution (1992), Land Law (2002), Law on Forest (2012), State Policy on Forestry (2015), and Law on Environmental Protection (1995) – none of these give legal recognition to informal tenure rights of residents on forests/forest products, except for the Forest Law (2012, provision 4.6) that allows possession of a portion of forest land by a group of residents (FUG). Land Law (2002, provision 52.1) recognizes customary use of grazing areas (forest grazing lands included) by local herders and permits their use for collection of hay, however, the rights are not formalized.<sup>61</sup> Recent studies show function of power, wealth, political connections to access better pastures and resources in rural Mongolia.<sup>62</sup>

Although equal access to land and property rights are guaranteed by the Constitution, the civil code and the Law on Allocation of Land to Mongolian Citizens for Ownership, women do not control and possess an equal share of assets or property. In rural areas, most household property (58.5%) is registered under husband's name, 10.7% under the name of both spouses, and only 8.5% under the name of wives.<sup>63</sup> A survey with 8,000 urban and rural respondents shows that 30% of land titles are under women's names, while female share in land inheritance is 27.2%.<sup>64</sup> Traditional perceptions of gender roles as well as women's low awareness about their ownership rights are key barriers to gender equality.

### 6.12. Gaps and barriers in policies, regulations and programmes

Although National laws do not discriminate men and women but the implementation practice does have barriers for gender equality and social inclusion due to largely lack of methodology to mainstream gender into sector specific policies and programmes and social inclusion considerations. There have not been introduced specific methodology and guidelines has not introduced yet for social inclusion and gender equality into sectoral policies and programmes except adoption of environment sector gender strategy. The most of the gender equality and social inclusion programmes are supported and funded by international development cooperation with limited funding of government on gender mainstreaming and gender analysis.

Although Mongolia has a comparatively comprehensive legislative framework on gender, enforcement of the gender legislation remains weak and inconsistent mainly because of limited accountability and capacity of government institutions for gender mainstreaming, high turnover of the trained government officials, a lack of sex-disaggregated data in some sectors and use of the data that exists, resulting in gender-blind policy making.<sup>65</sup>

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<sup>61</sup>Mongolia, Forest Tenure summary of findings. Food and Agriculture Organization of the United Nations. 2016. Ulaanbaatar.Mongolia.

<sup>62</sup>Mongolia, Forest Tenure summary of findings. Food and Agriculture Organization of the United Nations. 2016. Ulaanbaatar.Mongolia

<sup>63</sup> Gender analysis in pastoral livestock herding in Mongolia, Swiss Agency for Development and Cooperation, 2015

<sup>64</sup> Urban land impact evaluation report, Millennium Challenge Account–Mongolia, 2013

<sup>65</sup>National Committee on Gender Equality. 2016. National Gender Experts' Group. Implementation assessment of Mid-term Strategy and Action Plan. Ulaanbaatar.





## 7. POLICIES AND MEASURES (PAM) AND PRIORITIES FOR REDD+

Within the scope of this assignment, proposed REDD+ PAMs were also reviewed to assess gaps in whether and to what extent they are socially inclusive and gender responsive as well as consistent with current national PLRs that support social inclusion and gender equality. This analysis is provided in the table below, wherein anticipated gender and social inclusion gaps and risks of the key activities for the PAMs are presented for social inclusion and gender in Mongolia.

This analysis revealed that the proposed PAMs have some social inclusion and gender responsive aspects and gaps, which will need to be addressed in close coordination with respective labor and social protection departments at provincial levels as proposed. (Also please see Section 8 “Recommendations” for guidance, findings and concrete actions that can be taken to address the identified gaps and risks discussed below.)

**Table 4: Candidate PAMs, Key activities and key responsible institution**

PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
<p><b>PAM 1: Reduced Forest Degradation and Increased Resilience to Forest Fire</b></p>	<p>Activity 1.1: Implement a nationwide program of deadwood cleaning and sustainable forest harvesting / thinning to remove dead wood to reduce forests fire risk, enhance ecosystem health, provide materials for industry and reduce vulnerability of the forests to fire risk</p>	<ol style="list-style-type: none"> <li>1) Risks of some ethnic minority groups, especially herders excluded from participating in this program because customary tenure rights on forest and forest products are not formally recognized. This could lead to conflict between commercial entities and the local herders.</li> <li>2) Weakness in information sharing could lead to lack of equal participation resulting in loss of financial opportunities for disadvantaged ethnic and non-ethnic men, women and youth</li> <li>3) Lack of coordination between local Environment and social protection departments could result in exclusion of ethnic, unemployed youth and women who should benefit from the programme.</li> <li>4) Additionally, MoET gender sub council and the gender focal points have a limited capacity to implement environment sector gender strategy as well as gender awareness among staff members of forest and NRM remains limited and functions are inactive. Thus, efforts by decision makers, with limited understanding of gender issues could lead to this program being gender blind without careful consideration of men, women and different social groups needs and priorities.</li> </ol>	<p>MET, Forest Policy and Coordination Department, Local or provincial labor and social protection departments, Provincial department of Environment and Tourism, Forest units</p>



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
	<p>Activity 1.2: Develop and conduct behavior change and awareness raising for community groups, and other identified fire-causing parties, to reduce the incidence of anthropogenic caused forest fires</p>	<ol style="list-style-type: none"> <li>1) To promote success of such awareness raising activities, it is important to understand cultural sensitive awareness raising tools for different social groups mindset and culture. However, there is the risk that such activities and the associated monitoring and evaluation tools for behavior change will not be gender sensitive or socially inclusive. Women’s educational roles should be reflected in behavior change.</li> <li>2) Lack of understanding about the different roles of men and women in fire- causing, prevention and management could lead to awareness raising activities that are gender blind.</li> </ol>	<p>MET Forest Policy and Coordination Department, Local Forest Units, FUGs, local community including of youth</p>
	<p>Activity 1.3: Increase forest fire protection and control patrols and monitoring in high risk / vulnerable areas</p>	<ol style="list-style-type: none"> <li>1) Ethnic minorities of working age population, and unemployed youth could be key stakeholders for the implementation of this activity but they may be marginalized. There may be unwillingness to participate because of additional workload and responsibilities, high dependency on social welfare and allowance such as child money, mistrust in local administration and limited access to information. This is particularly relevant to youth. These types of activities are generally carried out by men, while women are more involved in raising awareness for these activities. It is unclear whether these differences in roles and responsibilities are based on preferences or informed by culture and norms.</li> <li>2) These types of activities are generally carried out by men, while women are more involved in raising</li> </ol>	<p>National Emergency Agency and their corresponding departments, divisions, MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection departments</p>



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
<p><b>PAM 2: Reduced Forest Degradation and Increased Resilience to insect pests and pathogens</b></p>	<p>Activity 2.1: Improve the resilience of forests to forest pest insect outbreaks, through improving forest health by forest thinning, deadwood cleaning and silvicultural management practices.</p>	<p>awareness. It is unclear whether these differences in roles and responsibilities are based on preferences or informed by culture and norms.</p> <ol style="list-style-type: none"> <li>1) People, particularly those more vulnerable (e.g. women, ethnic minorities) may lack silvicultural management skills. Current participating agencies and stakeholders for this activity do not reflect social inclusion and gender equality concerns.</li> <li>2) Weakness in information sharing could lead to lack of equal participation resulting in loss of financial opportunities for disadvantaged ethnic and non-ethnic men, women and youth</li> <li>3) Lack of access to financial support to carry out forest thinning and deadwood cleaning activities.</li> <li>4) Limited gender awareness among local Environmental and Tourism departments and gender mainstreaming functions are inactive. The design of the programme could be a gender blind without careful consideration of men, women and different social groups needs and priorities.</li> </ol>	<p>MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department</p>
<p><b>PAM 3: Climate change resilience &amp; ecosystem health improved through sustainable forest management in enterprise and forest user group management</b></p>	<p>Activity 3.1: Develop and implement a long-term sectoral plan for commercial thinning, sustainable harvesting and deadwood removal in production forests</p>	<ol style="list-style-type: none"> <li>1) Limited gender awareness among local Environmental and Tourism departments and gender mainstreaming functions are inactive. The design of the programme could be a gender blind without careful consideration of men, women and different social groups needs and priorities.</li> <li>2) The analysis above points to high likelihood of gender stereotypes in how roles and responsibilities are</li> </ol>	<p>MET, Forest Policy and Coordination Department, Gender sub council of MoET, UN-REDD facilitation and Local administration, provincial</p>



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
	<p>Activity 3.2: Develop and implement a program of pre-commercial thinning and forest management under Forest User Groups</p>	<p>divided. It also reveals that there is currently no legal or formal recognition for informal tenure rights. As such, some communities or ethnic groups may be excluded from these plan and program.</p> <p>3) Weakness in information sharing could lead to lack of equal participation resulting in loss of financial opportunities for disadvantaged ethnic and non-ethnic men, women and youth</p> <p>4) Non- forest user groups and those without formal recognition for informal tenure rights may be excluded.</p>	<p>Environmental Department and labor and social welfare departments</p>
	<p>Activity 3.3: Strategically locate and construct new roads to facilitate sustainable forest harvesting, implement strategic thinning and deadwood cleaning, and improve the accessibility for forest protection and management activities</p>	<p>1) Ignorance of different needs, priorities of social groups could affect ethnic, youth and women's dependency on forest such as collecting nuts and berries for livelihood.</p> <p>2) No coordination among sectors such as labor and social protection and Environment and Tourism departments to share upcoming programmes and exchange of data and information to address inclusion and gender equality issues.</p> <p>3) Unwillingness of respective sectors to improve coordination and implementation of inclusive and gender sensitive mechanisms.</p> <p>4) This activity could have significant positive impact on the roles of women, but currently, they are generally less involved in decision-making. They also do not always attend meetings because of heavy household responsibilities.</p> <p>5) These roads could also affect areas that are customarily used for grazing. Since this is not formally</p>	<p>MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department, Department of Environment and Tourism (at aimag)</p>



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
	Activity 3.4. Develop and implement guidelines for sustainable forest management (e.g. certification), including reduced impact logging, road construction and sustainable harvesting	<p>recognized, communities that are reliant on these areas could be affected if new roads are constructed through these grazing lands.</p> <p>1) Lack of understanding about the different roles of men and women could lead to design of guideline for sustainable forest management that are gender blind with high risk of exclusion of disadvantaged groups.</p>	
<p><b>PAM 4: Increase effectiveness of tree planting and restoration regimes and build resilience to climate change</b></p>	<p>Activity 4.2: Improve local planning and community-based agreements for tree planting regimes in areas of high anthropogenic disturbance</p>	<p>1) High risk of exclusion of disadvantaged groups in the planning and implementation processes of any policies and programmes. Conflict with herders over access to designated areas for regeneration because tenure rights are not formally recognized.</p> <p>2) Community participation is weak for local planning and implementation. Local communities are not used to actively participate in decision making and community development actions because of the weak system for information sharing and consultations.</p> <p>3) Poor coordination among the sectors (forestry, labor and social protection) amplifies existing lack of information sharing. It could lead to over inclusion of one group and exclusion of other groups.</p> <p>4) Unequal gender participation in decision-making may result in agreements that are not conducive for both men and women.</p>	<p>MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department,</p>



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
	Activity 4.3: Establish increased planting cost-norms and performance-based incentives and penalties for tree planting by enterprises, forest user groups and management units.	1) Lack of understanding about the importance of social inclusion and gender responsiveness may lead to decisions on performance based incentives and penalties that are detrimental to women because of lack of decision making roles. Performance based incentives that do not consider customary practices may erode social and religious /spiritual values.	MET, Forest Policy and Corodination Department, Provincial Labor and Social Protection Department,
	Activity 4.4: Carry out natural regeneration and/or planting of native tree species, in degraded forest or poorly stocked forest areas, especially in areas of high ecosystem service provision	1) Lack of understanding about the different roles between men and women could lead to design of regeneration/planting activitiies and agroforestry activities models and tools that have an unequal gender impact.	
	Activity 4.5: Develop and implement agroforestry models for ecosystem protection and income generation.	2) Poor coordination and information exchange such as limited data on specific population groups between relevant sectors, e.g employment, enterprise development and agroforestry could lead to unequal distribution of the financial benefits from regeneration and agroforestry.	
	Activity 5.1: Activity 5.1. Increase protected area network (national, aimag, soum) by identifying and esrablishing corridors, priority watershed conservation areas, community conservation areas	1) Social groups such as youth, ethnic minority groups may not be contracted to manage protected area buffer zones due to poor dissemination and distribution of relevant information. This could lead to conflicts on land and resource utilization that are	MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department,



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
<p><b>PAM 5: Maintain and enhance ecosystem services (for biodiversity, permafrost, water resources and soil) through enhanced forest protection &amp; conservation strategies</b></p>	<p>Activity 5.2: Improve community user group management in protected area buffer zones and expand number of co-managed conservation areas</p>	<p>related to unfair distribution and uncertainty of coordination and utilization of resources.</p> <p>2) Increase protected area network (national, aimag, soum) by identifying and establishing corridors, priority watershed conservation areas, community conservation areas</p>	<p>Department of Environment and Tourism (aimag level)</p>
	<p>Activity 5.3: Develop and implement watershed protection plans for the Khangai and Khentii watersheds</p>	<p>1) The action plan may not include social inclusion and gender sensitive tools leading to lack of community participation for planning and implementation.</p> <p>2) Lack of effective collaboration among respective local administration e.g Environmental department and labor and social protection may lead to conflict with other land use plans may disproportionately affect different community groups.</p>	
	<p>Activity 5.4: Support protected areas and co-managed protected areas through building capacity and improved monitoring, and adaptation, water resources management and livelihood opportunities for surrounding communities</p>	<p>1) Weakness in information sharing could lead to lack of equal participation resulting in loss of livelihood opportunities for disadvantaged ethnic and non-ethnic men, women and youth</p> <p>2) Lack of recognition for different capacity building needs between men and women could lead to unequal distribution of responsibilities to support protected areas. Women may face additional burden due to higher responsibilities for household work.</p>	





PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
<b>PAM 6: Enhanced legal framework and capacities for dealing with illegal logging</b>	Activity 6.1: Improved financial incentives for local community groups to participate in forest patrols and illegal activity monitoring and reporting	<ol style="list-style-type: none"> <li>1) Lack of understanding about the different roles between men and women could lead to design of activities that under utilize contribution from men and women leading to unequal distribution of financial incentives.</li> <li>2) Long process to disburse financial incentives for reporting illegal activities could discourage local community participation.</li> <li>3) Lack of confidentiality decrease the number of illegal activities reported.</li> </ol>	MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department, Department of Environment and Tourism (at aimag)
	Activity 6.2: Change to policy framework and implementation of management strategies and systems allowing sustainable fuelwood harvesting for non-commercial use by households	<ol style="list-style-type: none"> <li>1) Lack of recognition for different capacity building needs between men and women could lead to unequal distribution of responsibilities in fuelwood harvesting. Women may face additional burden due to higher responsibilities for household work.</li> <li>2) Women, elderly and children may be disproportionately impacted because of their roles in fuelwood collection and preparation. Policy changes that do not consider women's role may result in loss of income and available fuelwood for household use.</li> </ol>	
	Activity 6.3: Increase the supply of legally harvested wood from sustainable forest management areas and increase of amount of deadwood harvesting to meet demand in Mongolia	<ol style="list-style-type: none"> <li>1) There is no consultation to identify logging areas conflict can arise between local community members, logging entities who are given logging permits to log FUG areas.</li> </ol>	
	Activity 6.4: Develop cooperation mechanisms with border army, justice department and police and in neighboring		



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
	countries to reduce illegal logging and/or imports		
PAM 7: Initiate sustainable financing mechanisms and mobilize funding for environment sector.	Activity 7.1: Establish and implement 'payment for ecosystem services' (PES) mechanisms for water services/usage by downstream users.	<ol style="list-style-type: none"> <li>1) Men and women may face restricted access to forest areas. This could create conflict for men and women who rely on these forest areas for food and income.</li> <li>2) Benefits from PES may be unequally distributed between men and women who are managing the water services because women are rarely involved in decision making.</li> </ol>	MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department, Department of Environment and Tourism (at aimag)
	Activity 7.2: Develop mechanisms for reporting, monitoring and enforcing the required proportion of natural resource taxes, which are allocated to aimags and inter soums, are spent on environmental activities (as required under Mongolian law)	<ol style="list-style-type: none"> <li>1) Community participation is weak for local planning and implementation. Local communities are not used to actively participate in decision making and community development actions because of the weak system for information sharing and consultations this could result in loss of financial opportunities for disadvantaged ethnic and non-ethnic men, women and youth</li> </ol>	
AM 8: Incentives for forest protection and management enhanced through development of economic incentives and livelihood opportunities	Activity 8.2: Develop and implement community based livelihood interventions and support community microfinance system for local communities and entrepreneur groups (e.g. forest user groups)	<ol style="list-style-type: none"> <li>1) Women are predominantly involved in tree planting, tree seedling and other tasks for reforestation and community microfinance system. Thus, it can be an advantage to support women's, as well as other marginalized groups living in forests, economic empowerment and access to finance. This can not only benefit and improve livelihood options for women and other marginalized groups, but also promote the sustainability of the activity, as it will promote wider stakeholder involvement and inclusion, and thus</li> </ol>	MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department, Department of Environment and Tourism (at aimag)



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
		<p>effectiveness and ownership of the activity as well. However, as women and other marginalized groups face barriers to engagement and involvement, explicit and concrete actions, which target these groups in this activity, will be necessary to ensure that they can access, take advantage of and benefit from such interventions and microfinance options.</p> <p>2) Weakness in information sharing could lead to lack of equal participation resulting in loss of opportunities for disadvantaged ethnic and non-ethnic men, women and youth to access microfinance and economic incentives.</p> <p>3) Ignorance of different needs, priorities of social groups and absence of understanding about importance of including ethnic groups, youth and women may restrict access to these incentives and opportunities.</p>	Environment and Tourism (at aimag)
	Activity 8.4: Develop value chains and interventions for processing of non-timber forest products, fuel options, small scale furniture and crafts for local communities	<p>1) Accessibility to marginalized groups could be limited due to poor information sharing and dissemination</p> <p>2) Poor and marginalized may not have required skills to start and operate SMEs.</p> <p>3) Poor data and statistics of poor and marginalized group disaggregated by age and location combined with poor coordination amongst sectors could lead to women, youth, ethnic minorities needs, priorities may not be well- considered and integrated in the value chains and interventions for processing of non-timber forest products, fuel options, small scale furniture and crafts for local communities.</p>	
	Activity 8.5: Development and implementation of improved pastureland management and livestock value chains in hotspot areas where forests are affected by grazing'	<p>4) Customary use of grazing areas by local herders may be affected because the rights are not formalized.</p>	



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
		5) Community participation is weak for local planning and implementation. Local communities are not used to actively participate in decision making and community development actions because of the weak system for information sharing and consultations.	
PAM 9 Reduced desertification and increased environmental protection in dryland forest ecosystem areas	Activity 9.1: Improved management and enhancement of natural regeneration in existing, degraded dryland forest areas	1) Responsible officers, organizations may ignore or not aware of the social inclusion and gender dimensions to be incorporated in the proposed actions and measures to promote sustainable firewood harvesting techniques. 2) Poor coordination among the sectors (forestry, labor and social protection) amplifies existing lack of information sharing. It could lead to over inclusion of one group and exclusion of other groups. 3) Customary use of grazing areas by local herders may be affected because the rights are not formalized.	MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department, Department of Environment and Tourism (at aimag)
	Activity 9.2: Protection of oasis and water sources through improved saxaul forest management		
	Activity 9.3: Promotion of sustainable firewood harvesting techniques in sensitive areas		
	Activity 9.4: Development of agroforestry and/or non-timber forest products value chains in dryland/saxaul areas		
	Activity 9.5: Reforestation/afforestation scheme in priority desertification areas		
PAM 10: Support private sector & wood-based industry solutions	Activity 10.1: Support wood processing sector through linkage to sustainable supply of wood materials from sustainable harvesting	1) Responsible officers, organizations may ignore or not aware of the social inclusion and gender dimensions to be incorporated to the development of wood based industry 2) Lack of understanding about the different roles and skills between men and women could lead to design of wood based processes under utilize contribution from men and women. This would discourage women from	MET, Forest Policy and Coordination Department, Provincial Labor and Social Protection Department, Department of
	Activity 10.2: Promote technical skills for wood processing sector through training in specialist skills, including furniture and wood product design		



PAM	Key activities	Results of social inclusion and gender responsive analysis (e.g. gaps, risks, etc.)	Key responsible institution
	Activity 10.3: Establish industrial centres of wood production for reduced costs and increased collaboration	applying for jobs in wood based sectors. There might also be wage differences because of different level of skills.	Environment and Tourism (at aimag)
	Activity 10.4: Support the introduction of improved timber processing technologies for development of materials for the development of value-added timber products		



## 8. ANALYSIS OF CAPACITY GAPS AMONG REDD+ STAKEHOLDERS ON SOCIAL INCLUSION & GENDER

### 8.1. Knowledge and capacity gaps

LPGE specifies that gender equality concepts should be mainstreamed into policies and legal documents at all levels, and special measures be taken towards building capacity on gender analysis. While adopting the sector gender strategy, number of challenges were identified for MET for successful implementation. The evaluation report of the Mid-term Strategy and Action Plan for implementation of the Law of Mongolia on Promotion of Gender Equality mentioned that the gender strategy implementation is weak and slow.<sup>66</sup> The findings of this report also emphasized that the main cause for delayed and poor implementation was the change of the team who participated of in the preparation and approval processes of the strategy. To retrain and build capacity of the new team of the gender sub councils and respective sector employees is the emerging agenda for MET.

This evaluation report also pointed out that the policy and decision makers do not adequately recognize the main principle of this strategy to mainstream gender into sector policy planning. To illustrate, the strategy notes that to make “sectoral planning and its activities more effective, rational and transparent, reflect gender specific and social group specific needs in the policy planning as they are critical locomotive of development”.<sup>67</sup> However, as of yet, linkages of social inclusion and gender equality issues into environment is not explicitly noted as important sectoral issue. Thus the existing capacity to implement sectoral gender strategy is identified as a barrier.

Commonly, people tend to view gender equality purely in numbers, wherein they look at the equal number of men and women rather than analyzing different impacts on men and women from development processes through participation and benefits and reflect into policy planning and implementation. Environmental sector policy planning still needs to focus on integrating gender and social inclusion concepts into policy planning and implementation, in which the distinct needs, interests and opportunities of men, women, and youth, within and among groups, are also incorporated so as to promote their participation and benefit from forest activities and NRM. For instance, women tend to have lower incomes, especially for female headed-households, and they have an additional burden of family responsibilities. Women spend more than twice as much time on care giving duties and household chores as men even when they are engaged in paid labour. Rural women particularly face steeper burdens<sup>68</sup> These considerations still need to be taken into account within environmental sector policy planning.

Additionally, through meetings with development partners, projects engaged in NRM and forestry still lack clear definitions, tools and indicators for social inclusion and gender equality in the project management, implementation and monitoring and evaluation exist. Furthermore, NGOs and CSOs working in the environmental sector has been overly focused on environmental protection, forest use and SFM without much attention in gender equality and social inclusion concerns. Thus, actions and programmes realizing importance of social inclusion of disadvantaged people in the SFM and forestry has not been heavily supported.

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<sup>66</sup> Evaluation Report of Gender expert group. 2016.

<sup>67</sup> Environmental sector Gender Strategy 2014. Ministry of Green Development and Tourism. Ulaanbaatar. Mongolia.

<sup>68</sup> SMEs and Women owned SMEs. Market research. 2014. IFC in partnership with Foreign Affairs, Trade and Development Canada.



## 9. IDENTIFY GOOD PRACTICES AND LESSONS LEARNED

### 9.1. Social inclusive and gender responsive practices

In the scope of learning other agencies experiences and guidelines on gender and social inclusion and replication of good practices number stakeholders were interviewed such as “Mainstreaming Biodiversity Conservation, Sustainable Forest Management and Carbon Sink Enhancement into Mongolia’s Productive Forest Landscapes” project implemented by FAO, “Biodiversity and Adaptation of Key Forest Ecosystems to Climate Change” II Programme (2015-2018) by German Development Cooperation and “Sustainable Forest Management to Improve Livelihood of Local Communities” by ADB project. This section intended to document social inclusion and gender equality good practices and lessons learned of respective projects close to REDD+.

### 9.2. “Mainstreaming Biodiversity Conservation, Sustainable Forest Management and Carbon Sink Enhancement into Mongolia’s Productive Forest Landscapes” project implemented by FAO

This project aims to develop Participatory Forest Management in the northern forests, thereby, improving livelihoods and the ecological status of those forests. Project ensured gender equality and social inclusion in its activities carried out at local, FUGs. To ensure gender equality considerations in the project management and implementation, Gender assessment was conducted (2016) and the result also pointed out the greater need of gender sensitization and awareness among project staff, field facilitators, external consultants and FUG members. This assessment also highlights the importance of equal involvement of men and women in the forest management, planning and implementation while this was a constraint for FUGs and related stakeholders. Existing cultural norms, stereotypes towards women largely limits women’s participation and benefit from forestry and participation as stated in this project’s gender assessment. There were no specific women empowerment measures were presented and discussed within the project management and implementation that could be supported systematically.

The selected FUGs have assessment criteria but it has no socially inclusive and gender equality indicators to ensure equal number of men and women in decision making and representation including FUG leaders and board members.

This Project supports local communities as a FUGs member through its local branch to attend FUGs in various trainings such as Business trainings, proposal writing or many other and employment promotion measures organized by local labor and social protection departments that FUG members can participate and benefit. Local labor department organizes different trainings such as bee farming, so they link FUGs. As suggested by different stakeholders viewed that access to information is critical to actively engage and benefit from various income generation and entrepreneurship opportunities. Project has made numerous efforts to improve access to information in such they organize public events, consultations with local government, environment sector officials to inform and update the laws regulations and upcoming programmes in the forest sector and local development.



In many cases people tend to be excluded from access to information. This is a good example showing how local government respective departments can coordinate and collaborate social inclusion and gender responsiveness, in such Labor and Social Protection and Department of Environment and Tourism.

### **9.3. Biodiversity and adaptation of Key Forest Ecosystem to Climate Change II” Programme (2015-2018) by Germany Development Cooperation (GIZ)**

The project has wider gender integration indicators with specific gender equality guidelines for the project implementation and management. To ensure gender equality and empower women in forest management, project provides specific gender indicators in all activities. Gender indicators enabled women to actively participate in capacity building activities, workshops, trainings and promote job opportunities for women graduates conduct graduate tracer studies (at least 20% of graduates recruited by professional organization or forest enterprises. Another good example for gender equality is training of trainers (ToT) contained gender equality and ethical considerations.

Inclusiveness for disadvantaged people, ethnic minority and women who are dependent from forestry and local communities as an indirect beneficiary of the programme seemed to be not well reflected in the project management and implementation.

### **9.4. ADB Sustainable Forest Management to Improve Livelihood of Local Communities**

ADB is implementing its Technical Assistance project on Sustainable Forest Management to Improve Livelihood of Local Communities. The selection criteria contained some important social inclusive indicators such as poverty, livelihood opportunities and level of dependency on forests as well as gender mainstreaming indicators. Detailed gender assessment was conducted to identify gender gaps and gender relations at the households and community management or FUG level and labour divisions and different ability and levels in access to and control over the resources analysed which helped to design gender responsive, socially inclusive actions and activities.

A key strategy emphasized for gender integration and social inclusion the project ensures equal opportunities available to men and women, overcoming gender-based barriers, increasing women participation and ensuring that the enhanced mechanisms for women’s empowerment should not have a negative impact on the social functioning of the communities and FUGs.

The project also identified gender mainstreaming opportunities such as promote mechanisms to enhance women power and participation by set up a quota for women representation in decision making in FUGs and creation of enabling environment for women to participate and expressing views and promotion of women leadership programmes, capacity building and mentorship.

### **9.5. Lessons learned**

Social inclusion and gender equality indicators were not included in the project management and implementation which made difficulties to assess and track the progress of the gender equality and inclusiveness. Setting up a quota for specific project activities can be beneficial for women and disadvantaged members that can maximize benefits and participation of social groups.





Sustainable Forest Management to Improve Livelihood of Local Communities project by ADB has identified some gender mainstreaming opportunities with women empowerment target other projects has little attention on social inclusion and gender equality. Meanwhile men, youth, ethnic minority and other disadvantaged groups were not well concerned and integrated in the project component that this project entirely focused on women empowerment measures ignoring the other groups as stakeholders.

Sustainable Forest Management to Improve Livelihood of Local Communities and Biodiversity and adaptation of Key Forest Ecosystem to Climate Change II” Programme (2015-2018) projects were highlighted gender mainstreaming opportunities and recognized women’s distinct roles and responsibilities with less attention in social inclusion perspectives. Having a Gender Action plan and gender sensitive indicators.

## 10. RECOMMENDATIONS

Based on the findings and results of the data and information collected from relevant sources, a number of measures were identified as important for promoting gender equality and social inclusion in sustainable forest management and REDD+.

Firstly, listed below, are recommendations on how to improve the social inclusiveness and gender responsiveness of the candidate PAMs (dated from May 2017) for REDD+ in Mongolia. These recommendations directly correspond to and provide guidance for how the gender and social inclusion gaps and risks identified in Table 4 above can be addressed as well as provide suggested entry points for action and follow up.



Table 5: Summary of Social inclusion and gender dynamics analysis for PAM

PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
PAM 1: Improved enabling conditions and building institutional capacities	<b>Activity 1.1:</b> Implement a nationwide program of deadwood cleaning and sustainable forest harvesting / thinning to remove dead wood to reduce forests fire risk, enhance ecosystem health, provide materials for industry and reduce vulnerability of the forests to fire risk	<ol style="list-style-type: none"> <li>1) Prepare guidelines to strengthen coordination between environment, labor and social protection and other relevant institutions promoting gender equality. For instance, Establishment of task force composed of cross sectoral representation to oversight the pro poor social inclusion and gender equality.</li> <li>2) Improve information and sex disaggregated statistics of different population groups dependent on natural resources management including of forest dependent communities and FUGs to better inform policy makers different needs and concerns of social groups, men and women.</li> <li>3) Recognize ethnic minority in the forest through improving ethnic minority socio-economic data and set a target to ensure inclusion of ethnic minority and disadvantaged population.</li> <li>4) Capacity building of environment sector staff in gender mainstreaming led by gender sub council at the MET; (i) gender awareness actions and series of trainings among decision makers, government officials in compliance with the Law on promoting Gender Equality (2011) and</li> </ol>	<b>Lead:</b> MET <b>Supporting:</b> National Committee on Gender Equality, Department of Labor and Social Protection at the provincial government offices
	<b>Activity 1.2:</b> Develop and conduct behavior change and awareness raising for community groups, and other identified fire-causing parties, to reduce the incidence of anthropogenic caused forest fires		
	<b>Activity 1.3:</b> Increase forest fire protection and control patrols and monitoring in high risk / vulnerable areas		<b>Lead:</b> National and Local Statistical Office, Provincial Labor and Social Protection Departments <b>Supporting:</b> MET, Forest Policy and Coordination Department, Forest Research Center



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
		<p>recognize the importance of gender mainstreaming and social inclusion into environmental sector including of forestry; (ii) gender focal point and members of sub councils are trained to effectively implement gender strategy. To support their work specific action plan shall be made such as (a) action plan for capacity building trainings, experience sharing roundtable discussions (b) ensure implementation of proposed PAM for social inclusion and gender equality (c) prepare monitoring and evaluation tools for forestry related gender indicators.</p> <p>5) Mobilize and train unemployed working age population, particularly 15-45 and above including of ethnic minorities on forest fire protection and patrols with incentives.</p>	<p><b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection</p> <p><b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units</p>
<p><b>PAM 2: Reduced Forest Degradation and Increased Resilience to insect pests and pathogens</b></p>	<p><b>Activity 2.1.</b> Improve the resilience of forests to forest pest insect outbreaks, through improving forest health by forest thinning, deadwood cleaning and silvicultural management practices.</p> <p><b>Activity 2.2.</b> Conduct pest control activities using collection methods (traps, physical, pheromone and lights) and treatment (using biocontrol agents)</p>	<p>1) Criteria for equal participation in the programme should be prepared to encourage balanced participation of men, women and various social groups, e.g. set target numbers of women and men and unemployed and marginalized people to equally benefit and participate in the proposed programmes</p> <p>2) Information dissemination system should be strengthened that everyone receives same information about the programme</p> <p>3) Small scale financial incentives to run a silvicultural management practices need to be promoted equitably among women and men</p>	<p><b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection</p> <p><b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units</p>



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
		4) Women’s educational role in ecological education could be recognized and used for awareness raising of different forest related knowledge building and public awareness actions	
PAM 3: Climate change resilience & ecosystem health improved through sustainable forest management in enterprise and forest user group management	<b>Activity 3.1.</b> Develop and implement a long-term sectoral plan for commercial thinning, sustainable harvesting and deadwood removal in production forests	<ol style="list-style-type: none"> <li>1) Consultation occurs during the development, planning, implementation, monitoring and evaluation processes</li> <li>2) Ensure social sector entities, CSOs, NGOs including of FUGs and PEF that are actively participated to promote gender equality and social inclusion</li> <li>3) Appropriate training programmes are designed for targeted local community to maximize benefits and participation from forestry. Forest units of each provinces should have a capacity to assess training needs and respond the needs.</li> </ol>	<b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection <b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial
	<b>Activity 3.2.</b> Develop and implement a program of pre-commercial thinning and forest management under Forest User Groups		
	<b>Activity 3.3:</b> Strategically locate and construct new roads to facilitate sustainable forest harvesting, implement strategic thinning and deadwood cleaning, and improve the accessibility for forest protection and management activities		
	<b>Activity 3.4.</b> Develop and implement guidelines for sustainable forest		



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
	management (e.g. certification), including reduced impact logging, road construction and sustainable harvesting		
PAM 4: Increase effectiveness of tree planting and restoration regimes and build resilience to climate change	<b>Activity 4.1.</b> Establish a program of certified genetically diverse seed stands in various ecoregions/climatic zones to increase the resilience of seed stocks to climate change	<ol style="list-style-type: none"> <li>1) Local Labor and Social protection department provides employment data by age groups that can be used for inclusion of marginalized groups, men and women to benefit from the programme.</li> <li>2) Through improved collection of ethnic minority data will enable inclusion of ethnic minority in the forestry sector</li> </ol>	<p><b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection</p> <p><b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units</p>
	<b>Activity 4.2:</b> Improve local planning and community-based agreements for tree planting regimes in areas of high anthropogenic disturbance	<ol style="list-style-type: none"> <li>1) Assess participation of different social groups' in the designing, planning, implementation and monitoring processes that the voices are heard and responded accordingly</li> <li>2) Develop an inclusion criteria, tools for local planning and tree planting regimes for monitoring purposes</li> </ol>	
	<b>Activity 4.3:</b> Establish increased planting cost-norms and performance-based incentives and penalties for tree planting by enterprises, forest user groups and management units.	<ol style="list-style-type: none"> <li>3) Training needs are identified for successful implementation of reforestation e.g. technical capacity building trainings such as tree planting and tree seedling particularly for ethnic and non-ethnic women and youth.</li> <li>4) Promote reforestation activities by supporting SME particularly enhanced access to credit.</li> </ol>	
	<b>Activity 4.4:</b> Carry out natural regeneration and/or planting of native tree species, in degraded forest or poorly stocked forest areas, especially in areas of high ecosystem service provision	<ol style="list-style-type: none"> <li>5) Conduct consultation with various stakeholders for inclusion and gender responsive activities</li> </ol>	



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
	<p><b>Activity 4.5:</b> Develop and implement agroforestry models for ecosystem protection and income generation</p>	<p>6) Improve coordination with local labor and social protection departments e.g. identify training needs in the forestry; carry out skills building trainings to manage an agroforestry and soft loans and credits to women and youth who already engaged actively in the forest sector from local development fund and other funding sources</p> <p>7) Promote community mobilization in the process of reforestation of degraded forests. Ensure local community members, including equitably men and women are involved and benefit from the implementation of agroforestry models. Include marginal locations, forest area communities to maximize benefits that can be generated from this activity.</p> <p>8) Ensure the monitoring tools and performance indicators are clear and transparent and fair; Establish a community representations to monitor performances of the FUGs, PFEs</p>	
<p>PAM 5: Maintain and enhance ecosystem services (for biodiversity, permafrost, water resources and soil) through enhanced forest protection &amp; conservation strategies</p>	<p>Activity 5.1. Increase protected area network (national, aimag, soum) by identifying and establishing corridors, priority watershed conservation areas, community conservation areas</p> <p>Activity 5.2: Improve community user group management in protected area buffer zones and expand number of co-managed conservation areas</p>	<p>1) Design training programme to improve the FUG management for an effective engagement of SFM. Capacity building on social inclusion and gender responsive trainings for FUGs should be carried out.</p> <p>1) FUGs effectively collaborate with local labor and social protection department for employment creation and social inclusion efforts through promotion of inclusive planning and implementation of their forest management plans including local unemployed, marginalized groups for income generation and short term employment opportunities.</p>	<p><b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection</p> <p><b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units</p>



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
	<p>Activity 5.3: Develop and implement watershed protection plans for the Khangai and Khentii watersheds</p>	<p>2) Take into account local community needs, including those from marginalized groups (e.g. women, youth, ethnic minorities, etc.) within the plans. Also, integrate opportunities for promoting their involvement and employment within the plans, as well as develop corresponding criteria to encourage and ensure their active involvement and inclusion.</p> <p>3) Prepare guidelines for integration of social inclusion and gender equality concepts in forest and water shed plans.</p>	
	<p>Activity 5.4: Support protected areas and co-managed protected areas through building capacity and improved monitoring, and adaptation, water resources management and livelihood opportunities for surrounding communities</p>	<p>4) Consider women and men training needs and skills demand for SFM and livelihood opportunities for effective integration and benefit from forest related activities. Promote women roles in leadership in the FUGs and SFM.</p> <p>5) Involve local community members, including those from marginalized groups (e.g. women, youth, ethnic minorities, etc.), in the livelihood opportunities for income generation and SME initiatives.</p> <p>6) Assess the existing gaps and opportunities for SMEs and income generation and strengthen linkages to forest related livelihood opportunities and local development plans for pro poor inclusive and gender responsive action</p>	



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
PAM 6: Enhanced legal framework and capacities for dealing with illegal logging	Activity 6.1: Improved financial incentives for local community groups to participate in forest patrols and illegal activity monitoring and reporting	<ol style="list-style-type: none"> <li>1) Involve more women in the monitoring and reporting procedures, forest patrols and encourage local youth and unemployed people to actively engage in the forest patrols and illegal activity monitoring and reporting</li> <li>2) Design gender responsive and socially inclusive monitoring tools for forest patrol and procedures in monitoring of illegal activities. De-sign and establish a gender responsive and socially inclusive report-ing and information sharing system for monitoring and reporting and system for incentives</li> </ol>	
	Activity 6.2: Change to policy framework and implementation of management strategies and systems allowing sustainable fuelwood harvesting for non-commercial use by households	<ol style="list-style-type: none"> <li>1) Ensure community members equally benefit from fuelwood harvesting for use by households.</li> <li>2) Public consultations for policy reform should include views of women, men and vulnerable groups</li> </ol>	<p><b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection</p> <p><b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units</p>
	Activity 6.3. Increase the supply of legally harvested wood from sustainable forest management areas and increase of amount of deadwood harvesting to meet demand in Mongolia		
	Activity 6.4: Develop cooperation mechanisms with border army, justice department and police and in neighboring countries to reduce illegal logging and/or imports	<ol style="list-style-type: none"> <li>1) Organize public consultation to bring voices of men, women and vulnerable groups</li> </ol>	
Activity 7.1: Establish and implement 'payment for ecosystem services' (PES)	<ol style="list-style-type: none"> <li>1) Promote community mobilization in the process of establishing PES. Ensure local community members</li> </ol>		





PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
PAM 7. Initiate sustainable financing mechanisms and mobilize funding for environment sector.	mechanisms for water services/usage by downstream users	upstream and downstream, including men and women are involved and benefit from PES.	Equality, Ministry of Labor and Social Protection <b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units
	Activity 7.2: Develop mechanisms for reporting, monitoring and enforcing the required proportion of natural resource taxes, which are allocated to aimags and inter soums, are spent on environmental activities (as required under Mongolian law)	<ol style="list-style-type: none"> <li>1) Design consultations that encourage input from men and women in affected communities to identify priority environmental activities that can be financed by the natural resource taxes. Ensure there is a clear and simple mechanism to show how their inputs have been adopted into the final proposal, and reasons for those inputs which were not considered.</li> <li>2) Design gender responsive and socially inclusive monitoring tools, reporting and information sharing system at aimag and soum levels to ensure natural resources taxes are spent on agreed environmental activities.</li> </ol>	
PAM 8: Incentives for forest protection and management enhanced through development of economic incentives and livelihood opportunities	Activity 8.1: Provide technical assistance to public - private sector enterprises for wood biomass energy, charcoal, wood pellets and other energy solutions	1) Women entrepreneurs can be trained on business development and management, finance and project formulation and management	<b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection <b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units
	Activity 8.2: Develop and implement community based livelihood interventions and support community microfinance system for local communities and entrepreneur groups (e.g. forest user groups)	<ol style="list-style-type: none"> <li>1) Women targeted schemes can be supported for those women entrepreneurs engaged in forestry that impacts to local economic development. This will also should be beneficial those disadvantaged groups unemployed youth, ethnic minority and many other groups in need</li> <li>2) Organize facilitation meetings, discussions to strengthen collaboration among the local community and local government</li> </ol>	



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
	<p>Activity 8.3: Support the establishment of a strategic plan and interventions for development of public-private sector, community-based, sustainable ecotourism projects in forest areas</p> <p>Activity 8.4: Develop value chains and interventions for processing of non-timber forest products, fuel options, small scale furniture and crafts for local communities</p> <p>Activity 8.5: Development and implementation of improved pastureland management and livestock value chains in hotspot areas where forests are affected by grazing</p>	<ol style="list-style-type: none"> <li>1) Consider women specific needs within SME and specific needs of local communities in small scale business development initiatives.</li> <li>2) Design and organize regional, local consultation meetings on small scale businesses concepts so that they are held in the local context and promote women and other marginalized groups active involvement and participation.</li> <li>3) Women specific roles, responsibilities and their needs in the pastureland management and livestock value chains to be recognized and supported</li> <li>4) Market analysis for development and implementation of improved pastureland management and livestock value chains reflecting social inclusion and gender dimensions.</li> <li>5) FUGs need to receive long-term logging licenses, with technical government support and under government supervision.</li> <li>6) Communities benefits from forests as a source of livelihood income, products and environmental and cultural services will be improved.</li> </ol>	
<p><b>PAM 9: Reduced desertification and increased environmental protection in dryland forest ecosystem areas</b></p>	<p>Activity 9.1: Improved management and enhancement of natural regeneration in existing, degraded dryland forest areas</p> <p>Activity 9.2: Protection of oasis and water sources through improved saxaul forest management</p> <p>Activity 9.3: Promotion of sustainable firewood harvesting techniques in sensitive areas</p>	<ol style="list-style-type: none"> <li>1) Ensure socially inclusive and gender responsive programmes and activities to promote sustainable firewood harvesting techniques.</li> <li>2) Promote unemployed, unskilled youth in the local community through collaboration with local labor and social protection departments. Consider women’s contribution and roles in agroforestry and afforestation, replantation schemes. Encourage training of local unemployed and unskilled youth for skills building</li> </ol>	<p><b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection</p> <p><b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial</p>



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
	Activity 9.4: Development of agroforestry and/or non-timber forest products value chains in dryland/saxual areas	trainings including ethnic and non-ethnic men, women and youth.	Department of Environment and Tourism and Forest Units
	Activity 9.5: Reforestation/afforestation scheme in priority desertification areas	1) In the target location, unemployed and unskilled youth willing to work in the forestry in collaboration with local labor social protection department.	
PAM 10: Support private sector & wood-based industry solutions	Activity 10.1: Support wood processing sector through linkage to sustainable supply of wood materials from sustainable harvesting	1) Recognize and reflect different needs, priorities of men women for proposed trainings and skills building activities.	<b>Lead:</b> MET, National Committee on Gender Equality, Ministry of Labor and Social Protection <b>Supporting:</b> Local government and Department of Labor and Social Protection and gender focal points at the provincial government offices, Provincial Department of Environment and Tourism and Forest Units
	Activity 10.2: Promote technical skills for wood processing sector through training in specialist skills, including furniture and wood product design	2) Small scale or microfinance schemes can help communities' economic capacity and production. Required trainings shall be assessed against the available sources, economic opportunities for FUGs and community members	
	Activity 10.3: Establish industrial centres of wood production for reduced costs and increased collaboration	3) The training needs assessment also shall consider the women strategic and practical needs that can impact women active enrollment and role in SFM and leadership in FUGs 4) Trainings for FUGs for business planning and management. This can be closely organized with local government departments and FUGs with the coordination of the soums' Forest units 5) PFE s could support employment creation and small scale business activities among FUGs. This was also added by examples that PFEs can contract with FUGs that they can contribute to forest sanitation and cleaning share of costs and profits. That will lead FUGs to have own financial sources. Specific training needs	



PAMs	Activities	Recommendations on how to improve the social inclusiveness and gender responsiveness of the PAM	Key responsible institution
		<p>will raise on the themes such as capital investment or creating saving funds for FUGs.</p> <p>6) Market trainings to ease the market connections for sale of firewood for women, children, youth and elderly from ethnic and non-ethnic background.</p>	



In addition, more general recommendations are also provided in the table below. To help guide their uptake and implementation, these recommendations are grouped into the following three categories for timing of execution across the REDD+ policy cycle:

- *Development of the upcoming National Forest and Climate Change Strategy:* The recommendations that are most appropriate for execution, or to begin execution, during the development phase of Mongolia's upcoming National Forest and Climate Change Strategy. These would be most appropriate for initiation early in the overall life of REDD+ in Mongolia.
- *Implementation of the National Forest and Climate Change Strategy:* The recommendations that are most appropriate for execution during the implementation phase of the National Forest and Climate Change Strategy. These might best follow after the National Forest and Climate Change Strategy has been established and shifts into implementation.
- *Stakeholder engagement mechanisms around REDD+ processes:* The recommendations that are most appropriate for stakeholder engagement efforts and activities around REDD+ processes in Mongolia. They specifically represent stakeholder engagement activities that could occur and could generally be applicable in both the development and implementation phase of National Forest and Climate Change Strategy. These can be considered for initiation early in the overall process, as well as throughout implementation.

Additionally, for each recommendation, to guide their implementation, resource needs, responsible institutions, suggested priority rankings and timeframes are also listed. For the timeframes, three different time spans are provided, as noted below.

- Short term – 0 to 1 year
- Medium term – 2 to 3 years
- Long term – 4 or more years

Awareness raising actions to promote gender education and changing attitudes of all level civil servants and the public and ensuring proper gender quota among civil servants in conformity with the law provisions.

Many unemployed rural people, including youth, have inadequate technical skills to work in forestry. Close coordination with respective government entities seen as precondition to facilitate social inclusion and effective intervention to reduce unemployment and poverty. Local government departments, like labor and social protection division, can implement socially inclusive, gender responsive employment promotion local programmes through improved coordination and planning with forest units, wherein rural people, including youth, can have their capacity and technical skills built allowing them to work in the forestry sector.

Existing related affiliations of FUGs, women's and ethnic minority organizations and groups and NGOs, etc., can inform socially inclusive and gender sensitive initiatives within FUGs and among community members. Though National Federation of Natural resource management for user groups were established in 2014 as a formal structure to protect its members interest and protect rights as well as to bring views of its members into policy discussion through established networks nationally including of FUGs. Further to improve technical capacity of National Federation on building social inclusive and gender responsive system. The National Federation also may be a suitable partner institution for respective parts of Environmental Sector Gender Strategy locally and nationally.



FUGs and community members can be engaged in REDD+ efforts by expanded economic productions, income generation initiatives with improved capacity and skills in diverse production using forest resources that can improve local economy. This will require (i) local government commitment; (ii) resource allocation by public and local investment funds, availability of microfinance promoting forestry, eco-tourism, community based initiatives (forestry, eco-tourism, herder groups and many others (iii) capacity building of community members in project management, business operation and monitoring and evaluation trainings to run SME effectively. Further on this also conformed with Green Development Policy that emphasizes the support of people's participation in the social, economic and environmental development.

Guidelines for inclusiveness should be developed to help guide REDD+ policy formulation, planning, implementation, monitoring and evaluation. Coordination with Social protection, employment and gender equality institutions to identify potential areas for cooperation and conducting sector specific analysis for mainstreaming can be an entry point. Guidelines for social inclusion and implementation of environment sector gender strategy should be developed and staff should be trained.

Sectors like Labor, Social Protection and Forestry or NRM can benefit through improved collaboration of policy formulation, planning, implementation and monitoring and evaluation for sector specific gender responsive and social inclusive actions to fulfill the Mongolia's SDV -2030. This also can be guided by Law on Development of Policy Planning respective provisions.

Provision of trainings, capacity building measures to the respective gender focal point and sub council members at the MoET should be undertaken. To address capacity gaps among MoET gender focal point and sub council members should collaborate with Forest Policy and Coordination department.

Environment sector gender strategy could be a foundation to help support that REDD+ action in the country integrates social inclusion and gender equality aspects. This could be achieved through collaboration on building capacity on social inclusion and gender to improve knowledge and capacity of various stakeholders with the MoET and respective local government officials. In terms of REDD+, such action could include:

- a) Gender sensitization activities among decision makers and implementers to enhance their understanding of sector gender strategy main concepts as well as build their capacity on how to mainstream gender into sector policy planning and implementation, monitoring and evaluations
- b) To promote the integration of gender and social inclusion considerations within local development policies with relevance to NRM and forest management, build capacity of local government employees and policy implementers on social inclusion gender mainstreaming. This can include providing capacity on how to undertake analysis of different social group's needs and opportunities and how to integrate it into local development agenda
- c) For beneficiaries, FUGs and community groups: Build gender awareness and positive attitude towards gender and social inclusion within internal management structures, so as to promote vulnerable and disadvantage women and youth including of ethnic minorities. Promote and implement gender responsive and socially inclusive practices in FUGs or disadvantaged groups for activities organized by local government, which can allow them to reflect equality and inclusion in their daily work and management.



To conclude, the following suggestions are required for building an effective gender sensitive and socially inclusive REDD+ Mongolia National Programme:

- Improved awareness on social inclusion and gender equality concepts among decision makers, policy implementers within NRM and forest sectors
- Improved gender responsive policy formulation, planning and implementation-within forest and NRM sector
- Development of gender sensitive and socially inclusive indicators and monitoring and evaluation tools in REDD+ activities
- Improved capacity and skills to integrate social inclusion and gender within REDD+ action, including within policy formulation, planning and implementation.
- Preparation of a guideline to support a mainstream gender and social inclusion in the NRM and forest sector

Table 6: Recommendation for Social Inclusion and Gender Mainstreaming for Upcoming National Strategy on Forest and Climate Change

Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<b>(A) Development of the upcoming National Forest and Climate Change Strategy</b>					
<p>1) Improve information, sex and socially disaggregated statistics of groups dependent on natural resource, including forestry to identify target groups that might benefit from the strategy (on forest fire, illegal logging e.g.)</p> <p>In Compliance with the law of Mongolia on Promoting Law on Gender Equality: Mandate of the Government (Cabinet) with regard to promote gender equality: provision 16.1.2.</p> <p>Environment Sector Gender Strategy: Strategic Goal 1: To reach a common understanding in mainstreaming gender in the environment sector policy agenda. Objective 1.2. To develop environmental sector gender-sensitive analytical and planning potentials. - To develop a user-friendly toolkit on gender statistics;</p>	Sep-Dec 2017 Short term	<p><b>Lead: NSO</b></p> <p>Supporting:</p> <ul style="list-style-type: none"> <li>• MET gender focal points</li> <li>• MLSP and local administrative departments</li> <li>• Local Environment and Tourism department</li> </ul>	Prepare guideline for data collection include all levels of government	Capacity development in data collection and analysis (by sex and social groups) for lead and supporting parties	H
2) Develop social inclusion and gender indicators in the monitoring framework of the strategy including	Nov-Dec 2017 Short term	<p><b>Lead: MET and Secretariat of NCGE</b></p> <p>Supporting:</p>	Baseline study to develop and track the indicators Identify social groups and measurements	UN-REDD to facilitate process in development of	H





Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>of stakeholder engagement indicator: FUG member, forest dependent community member</p> <p>Reference Law and Regulation: In Compliance with the law of Mongolia on Promoting Law on Gender Equality Environment Sector Gender Strategy (2014)</p> <p>Strategic Goal 3. Expand participation of women and men, different social groups and local communities in the Green Development processes and open up broader avenues for their equal access to benefits.</p>		<ul style="list-style-type: none"> <li>Local Government offices gender focal points</li> <li>Department of Environment and Tourism</li> </ul>	for intended target groups including youth and children? (percentage or numbers)	gender and social inclusion indicators	
<b>(B) Implementation of the National Forest and Climate Change Strategy</b>					
<p>1) Mainstream social inclusion and gender aspects in the upcoming Environmental Sector Gender Action Plan to support implementation of the strategy.</p> <p>Environment Sector Gender Strategy (2014)</p> <p>Strategic Goal 1. Build capacities to carry out gender analysis and gender-responsive planning.</p>	Sept-Nov 2017 Short term	<p><b>Lead:</b> MET gender focal points and members of gender sub-council, Secretariat of the NCGE</p> <p><b>Supporting:</b> Labor and Social Protection and environment and tourism departments</p>	Coordination with gender focal points and sub councils at the MoET, Secretariat of National Committee on Gender Equality, gender expert groups and international, development cooperation agencies such as GIZ, FAO, ADB, SDC	MET to lead the process with financial and technical support from development partners. Co-funding from MET's gender mainstreaming budget.	H



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
Strategic Goal 2. Gender sensitization of the environment sector management practices		at central and local government level			
<p>2) Develop criteria to promote inclusive participation of men, women and various social groups based on target groups identified.</p> <p>3) Identify target social groups by age, gender, location; specify target number and percentage)</p> <p>Reference Laws and Regulations: Environment Sector Gender Strategy (2014)</p> <p>Objective 1.1. To reach a common understanding in mainstreaming gender in the environment sector policy agenda.</p> <p>Strategic Goal 3. Expand participation of women and men, different social groups and local communities in the Green Development processes and open up broader avenues for their equal access to benefits.</p>	<p>Sep-Dec 2017</p> <p>Short term</p>	<p><b>Lead: MET gender focal points</b></p> <p>Supporting: Labor and Social Protection and environment and tourism departments at central and local government level</p>	<p>Baseline for inclusion and gender in collaboration with Labor and Social protection and Environment sector (central and local government);</p>	<p>Capacity and skills building for recognition of social and gender consideration.</p> <p>Training needs for respective government officers.</p>	
4) Consider women and men training needs and skills demand for SFM and livelihood opportunities for effective integration and benefit from forest related activities. Involve local community members, including those	<p>2020 onwards</p> <p>Medium term</p>	<p><b>Lead:</b> MET and NCGE</p> <p>Supporting: Local Government offices gender focal points and Department of</p>	<p>Coordination with Labor and Social Protection for information exchange on the upcoming projects and plans to support women and disadvantaged groups to benefit from various</p>	<p>Local development fund for employment promotion</p>	H



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>from marginalized groups (e.g. women, youth, ethnic minorities, etc.), in the livelihood opportunities for income generation and SME initiatives.</p> <p>Reference Laws and Regulation: National Green Policy (2014): Green Development Policy (2014): Strategic Objective 4. Poverty reduction through expansion of creating green job and promote green life.</p>		Environment and Tourism	<p>trainings and income generation opportunities</p> <p>Identify training needs based on the different needs, and priorities of women, youth and ethnic minorities</p>		
<p>5) Promotion of small scale financial incentives to run silvicultural management practices need to be adapted to the different roles and responsibilities of men and women in these practices.</p> <p>Reference Laws and Regulation: Environment Sector Gender Strategy (2014) Strategic Objective 3 Objective 3.1. To encourage efforts aimed at providing more access to environmental sector related information and improving participatory capacities of women and men, social groups and local communities.</p>	2021 onwards Long term	<p><b>Lead: MET – provincial level Departments of Environment and Tourism</b></p> <p>Supporting: Department of Labor and Social Protection</p>	<p>Coordination with Labor and Social Protection for information exchange on the upcoming projects and plans to support women and disadvantaged groups to benefit from various trainings and income generation opportunities</p> <p>Identify training needs based on the different needs, and priorities of women, youth and ethnic</p>	Local development fund and employment promotion fund	H



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>6) Strengthen the implementation of the existing socially inclusive and gender responsive programmes and activities to promote sustainable firewood harvesting techniques, agroforestry and afforestation and replantation schemes through, among others training unemployed and unskilled youths from ethnic and non-ethnic backgrounds.</p> <p>Reference Laws and Regulations: Environment Sector Gender Strategy (2014): Strategic Goal 3. Expand participation of women and men, different social groups and local communities in the Green Development processes and open up broader avenues for their equal access to benefits. Objective 2.3. To facilitate improving gender-responsiveness and coherence between the sectoral policy planning and local development policy agenda. Green Development Policy (2014): Strategic Objective 4. Poverty reduction through expansion of creating green job and promote green life.</p>	<p>2021 onwards Long term</p>	<p><b>Lead: MET – provincial level Departments of Environment and Tourism</b> Supporting: MLSP, Secretariat of NCGE</p>	<p>Coordination with Labor and Social Protection for information exchange on the upcoming projects and plans to support women and disadvantaged groups to benefit from various trainings and income generation opportunities Identify training needs based on the different needs, and priorities of women, youth and ethnic</p>	<p>Local development fund and employment promotion fund</p>	<p>H</p>



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>7) Training for FUGs:</p> <ul style="list-style-type: none"> <li>a) Train FUGs to apply inclusive and gender considerations in daily operations.</li> <li>b) Train FUGs in SFM; business planning and management to operate small scale businesses</li> <li>c) Train women entrepreneurs on business development and management, finance and project management and implementation.</li> </ul> <p>Reference Laws and Regulation: Environment Sector Gender Strategy (2014)</p> <p>Objective 3.2. To ensure active and productive participation of residents, cooperatives, research institutes, CSOs and international organizations in the sectoral policy planning, implementation practices as well as in the monitoring and evaluation processes.</p> <p>National Green Development Policy (2014): Provisions 3.4.4. Involve men and women, unemployed people in technical, vocational trainings, broker into labor</p>	<p>2018-2020 Short term</p>	<p><b>Lead: MET and NCGE</b> Supporting: Local Government offices gender focal points, and Departments of Environment and Tourism, soums forest units</p> <p><b>Lead: MET – Forest Policy and Coordination Department, Secretariat of NCGE</b> Supporting: Gender sub-committee at provincial level</p>	<p>Baseline among the selected /target FUGs to identify training needs on inclusion and gender and business planning and management to run small scale businesses and promote women entrepreneurship</p> <p>Integrate with the local projects and programmes to promote SME and business opportunities by Labor and Social Protection Departments and coordinate through Environment and Tourism department</p>	<p>Local development fund, and employment promotion fund</p>	<p>M</p>



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
market and encourage considerable wage and earning for women					
<p>1) Design gender responsive and socially inclusive monitoring procedures and tools for forest patrolling; monitoring of illegal activities; reporting, information sharing and incentives system.</p> <p>Reference Laws and Regulations: Environment Sector Gender Strategy (2014)</p> <p>Objective 3.1. To encourage efforts aimed at providing more access to environmental sector related information and improving participatory capacities of women and men, social groups and local communities.</p>	2021 onwards Long term	<p><b>Lead: MET – provincial level Departments of Environment and Tourism</b></p> <p>Supporting: MLSP, Secretariat of NCGE</p>	Coordination with Labor and Social Protection Department provincial level Guidelines for monitoring forest patrolling	Local development fund, and employment promotion fund	M
<b>(C) Stakeholder engagement mechanisms around REDD+ processes</b>					
<p>1) Identify key target stakeholders such as men, women and youths from different social groups in relation to each PAM that have roles as beneficiaries, implementers or developers.</p> <p>Reference Laws and Regulations:</p>	2017 - 2020 Medium term	<p><b>Lead: MET – Forest and Policy Coordination Department</b></p> <p>Supporting: Secretariat of NCGE</p>	Coordination with local Environment and Tourism and Labor and Social Protection Departments to identify stakeholders for PAMs as a beneficiaries, implementers or developers. Use local departments baseline.	Capacity to identify stakeholder	H



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
Environment Sector Gender Strategy (2014) Objective 3.2. To ensure active and productive participation of local residents, cooperatives, research institutes, CSOs and international organizations in the sectoral policy planning, implementation practices as well as in the monitoring and evaluation processes.			Collaborate with gender focal point at the aimag government office for more detailed stakeholder suggestions		
2) Design and conduct meetings with pre-identified target stakeholders, particularly those more marginalized, such as women, youth, ethnic minorities, etc., to identify focus and improvement areas in REDD+ or strategy development. Reference Laws and Regulations: Environment Sector Gender Strategy (2014) Objective 3.1. To encourage efforts aimed at providing more access to environmental sector related information and improving participatory capacities of women and men, social groups and local communities.	2017 – 2019 Short term	<b>Lead: MET – Forest Policy and Coordination Department</b>  Supporting: MLSP, Forest Sustainable Development Council and other environmental NGOs	Coordination with local Environment and Tourism and Labor and Social Protection Departments to identify stakeholders for PAMs as a beneficiaries, implementers or developers. Use local departments baseline. Collaborate with gender focal point at the aimag government office for more detailed stakeholder suggestions Guideline for conducting participatory stakeholder meetings	Funds to conduct meetings, technical capacity to design engagement approaches	H



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>3) Strengthen the feedback mechanisms between government agencies and CSOs on National Forest and Climate Change Strategy development and implementation. The government should develop clear process to respond to feedback such as independent monitoring results by CSOs.</p> <p>Reference Laws and Regulation: Law of Mongolia, on Development Policy Planning (2015); Article 19. Ensuring public participation and transparency Environmental Sector Gender Strategy (2014) Objective 3.1. To encourage efforts aimed at providing more access to environmental sector related information and improving participatory capacities of women and men, social groups and local communities. National Green Development Policy (2014): provision 4.1.4. Promote private, public participation and community participation and partnership.</p>	<p>2017 – Medium term</p>	<p><b>Lead: MET</b></p> <p>Supporting: Labor and Social Protection and environment and tourism departments at central and local government level</p>		<p>Funds to implement mechanisms, designated staff in MET</p>	H
	<p>2018 onwards Medium term</p>	<p><b>Lead: MET - Forest Policy and Coordination Department</b></p> <p>Supporting: All ministries identified in the strategy</p>	<p>Consultation with Ministry gender sub-council to agree on the scope of the social inclusion and gender mainstreaming plans and actions</p>	<p>Support in forming inter-ministerial taskforce to improve coordination</p>	H





Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>4) Raise policy, decision makers' and implementers' understanding of mainstreaming gender consideration in the environmental policy processes including the forestry sector.</p> <p>Environment Sector Gender Strategy (2014)</p> <p>Objective 1.1. To reach a common understanding in mainstreaming gender in the environment sector policy agenda.</p> <p>Objective 2.1. To improve the sectoral legal environment and policy planning in more gender sensitive way.</p>	2017 – Long term	<b>Lead: MoET and Secretariat of NCGE</b>	<p>Appoint gender focal point at each departments/divisions of MET e.g. Forest Policy Coordination Department</p> <p>Round table discussions among decision makers to bring social inclusion and gender into sector policy planning, implementation, monitoring and evaluations</p>	MET's gender mainstreaming budget with financial and technical support from development partners.	H
<p>5) Strengthen procedures and mechanisms to disseminate information to multi-stakeholders at all levels about strategy development and implementation.</p> <p>Reference Laws and Regulations: Environment Sector Gender Strategy (2014)</p> <p>Objective 3.1. To encourage efforts aimed at providing more access to environmental sector related information and improving participatory capacities of women and men, social groups and local communities.</p>	2021 onwards Long term	<p><b>Lead: MoET– provincial level Departments of Environment and Tourism</b></p> <p><b>Supporting:</b> Department of Labor and Social Protection, Provincial Government gender sub-committee and gender focal point; Bag and Khoroo level Government unit;</p>	<p>Guidelines to be prepared to promote information sharing mechanisms and consultation mechanisms</p> <p>Identify ways to improve the existing mechanisms through consultation and feedback from community members</p>	Designated provincial staffs	H



Recommendation	Expected timeframe	Responsible party	Means of implementation	Resource needs (e.g. financial, capacity, staff, etc.)	Priorities (L-Low; M-Medium; H-High)
<p>6) Build capacity and engage CSOs and NGOs to promote and monitor forest policy processes that are inclusive and gender responsiveness by working closely at the grassroots level with community members.</p> <p>Reference Laws and Regulations: Environment Sector Gender Strategy (2014): Objective 2.2. To facilitate improving the participation of implementing partners at all levels in the sectoral policy planning processes and particularly women. Law of Mongolia, on Development Policy Planning (2015); Article 19. Ensuring public participation and transparency Environmental Sector Gender Strategy (2014) Objective 3.1. To encourage efforts aimed at providing more access to environmental sector related information and improving participatory capacities of women and men, social groups and local communities.</p>	<p>2019 - Medium term</p>	<p><b>Lead: MoET – Forest and Policy Coordination Department</b> Supporting: MLSP, Forest Sustainable Development Council and other environmental NGOs, development partners</p>	<p>Improve knowledge of CSO/NGOs on social inclusion and gender aspects that they mainstream in their own activities</p>	<p>Funds to conduct meetings, technical capacity to design capacity building programs</p>	<p>M</p>

## ANNEX A: KEY GENDER DEFINITIONS

**Gender equality** is the achievement of women and men enjoying equal rights, responsibilities and opportunities. The interests, needs and priorities of both women and men are taken into consideration, while also recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. It does not mean that women and men will become the same but that a person's responsibilities and opportunities will not depend on whether they are born male or female.<sup>69</sup>

**Women's empowerment** is the ability and agency of every woman to shape her own destiny, exercise her rights and make her own choices. Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.<sup>70</sup>

A **gender-sensitive** approach understands and considers socio-cultural factors underlying gender-based discrimination to attempt to redress existing gender inequalities. Gender sensitivity in application differentiates between the capacities, needs and priorities of women and men; ensures that the views and ideas of both women and men are taken seriously; considers the implications of decisions on the situation of women relative to men; and takes actions to address inequalities or imbalance between women and men. In application, gender sensitive has come to mean 'do no harm'.<sup>71</sup>

A **gender-responsive** approach proactively identifies, understands, and implements interventions to address gender gaps and overcome historical gender biases in policies and interventions. Gender responsiveness in application attempts to re-define women and men's gender roles and relations and contributes pro-actively and intentionally to the advancement of gender equality. More than 'doing no harm', a gender-responsive policy, programme, plan or project aims to 'do better'.<sup>72</sup>

The UN-REDD Programme gender approach is defined through three goals<sup>73</sup>:

- Ensure gender equality and women's empowerment principles inform and are fully integrated into the formulation, prioritization, and implementation of policies and measures (PAMs) for REDD+;

<sup>69</sup> UN Women Concepts and Definitions on Gender Mainstreaming, available at: <http://bit.ly/1KRudf5>

<sup>70</sup> UN Secretariat, Inter-agency Task Force on the Implementation of the International Conference on Population and Development's Programme of Action, 'Guidelines on Women's Empowerment', available at: <http://bit.ly/16lzORz>

<sup>71</sup> Adapted from UN Women's Glossary of terms, available at: <http://bit.ly/1TiNHKZ>; Aguilar, L., Granat, M., & Owren, C. (2015). Roots for the future: The landscape and way forward on gender and climate change. Washington, DC: IUCN & GGCA, available at <http://bit.ly/1mClb9b>; and REDD+ SES & WEDO (2013), "From research to action, leaf by leaf: Getting gender right in the REDD+ Social and Environmental Standards", Booklet 1, available at <http://bit.ly/214xPyo>

<sup>72</sup> Adapted from UN Women's Glossary of terms, available at: <http://bit.ly/1TiNHKZ>; Aguilar, L., Granat, M., & Owren, C. (2015). Roots for the future: The landscape and way forward on gender and climate change. Washington, DC: IUCN & GGCA, available at <http://bit.ly/1mClb9b>

<sup>73</sup> UN-REDD Methodological Brief on Gender. 2017.



- Realize the gender equality provisions contained in international agreements on REDD+, including on safeguards; and
- Promote the mainstreaming of gender in REDD+ planning, implementation, monitoring and knowledge management activities, to achieve gender-responsive REDD+ action and contribute to Sustainable Development Goal (SDG) #5 on gender equality.

To promote gender responsive and socially inclusive sector policies and interventions UN-REDD offers five fundamental focus areas or work stream. The following five focus areas are identified within REDD+ to ensure gender and social inclusions are mainstreamed:

**Stream 1: Gender responsive assessment and gender specific analysis:** This exercise is to establish a gender baseline and identify areas for improvement in REDD+ policies and programmes and where gender equality and women’s empowerment can be promoted. provide information on the different social, economic and political conditions that both women and men (and youth, girls and boys when applicable) face in a specific context, as well as help identify potential opportunities, barriers and risks associated with REDD+ processes. They also help to enhance and contribute to the scientific evidence base on gender and forestry.

**Stream 2: Awareness raising and capacity building:** For effective facilitation and implementation gender mainstreaming is critical while it is evident at global as well country level, lacks capacity and awareness to mainstream gender into sector policies and programmes.

**Stream 3: Gender responsive participation:**

Ensuring that REDD+ workshops, committees, participation structures, taskforces, consultations, decision-making, capacity building trainings etc., equitably involve women and men as well as equitably take their perspectives into account is part of a socially inclusive policy process. Given that women constitute about half of society, institutions and processes should then be reflective of this percentage and be composed by women in similar proportions.

**Stream 4: Gender responsive planning and monitoring** Developing gender-responsive planning and monitoring measures, including within reporting frameworks and budgets, can help assess whether women and men (and youth, girls and boys when applicable) are benefiting from REDD+ processes as well as assist in ensuring there are adequate financial resources for gender-related activities. Gender-responsive reporting, monitoring and budgeting are accountability tools which help reinforce and promote the full consideration of gender in REDD+ planning, implementation, monitoring and evaluation.

**Stream 5: Knowledge management on Gender:** Systematizing and documenting good practices and lessons learned on the design and implementation of gender-responsive REDD+ action is critical for demonstrating how to move from policy to action in integrating gender equality and women’s empowerment concepts into REDD+ processes. Sharing such experiences on gender among countries and regions as well as among stakeholder groups and staff further promotes knowledge exchange, replication, and helps to reinforce the relevance, need for and benefits of gender responsive REDD+ action.

## ANNEX B: FIELD WORK PLAN

### Social inclusion and gender equality in Sustainable Forest Management

Within the scope of the Social Inclusion Dynamics study under REDD+ program Mongolia the analysis of social inclusion and engagement of men, women, youth and ethnic groups in forest sector and the review of national social inclusion and gender equality policies and regulations are going to be carried. The social inclusion dynamics of men, women, youth and ethnic minority in REDD+ activities will be determined that will support REDD+ national strategy for integration.

Desk review findings and analysis are inadequate and has methodological limitations thus additional qualitative data collection is required among the key players and beneficiaries of forest policies and regulations such as FUGs, forest dependent community members including of men, women, youth and ethnic groups in selected locations. The qualitative data collections aim to identify and analyze the level of engagement of men women, youth and ethnic groups in forest related activities, issues, challenges faced by those groups. Provinces in forested regions will be selected based on the discussions with PIU and other related stakeholders.

**Purpose:** Based on the findings of policy and regulatory document review of forest sector and interviews with key stakeholders further needs and gaps for qualitative data collection were determined. The aim of the qualitative data collection is to identify critical social inclusion and gender equality issues in the forest sector, local community engagement in forest activities and capacity development needs of men and women and other social groups to be actively engaged in the SFM.

#### Key questions

No.	Theme	Assessment Question	Method
1	Key social inclusion and gender equality aspects in the forest sector?	<p>What is the main role of women in the forestry? How women’s roles affect women’s ability to access and control and over the resources? Who are the main decision makers in the FUGs -male or female and how this is shaped in the benefit and impacts from forest management and resources?</p> <p>What are the different social groups dependent on forestry such as single headed households, employed, unemployed youth, herders with few livestock, households with disabled members, ethnic minority, migrants etc?</p> <p>What are the forest and natural resource based economic activities? Are there any barriers for women to effectively participate in forest activities including of management of FUG and decision making?</p>	Focus Group Discussion (FGD), Key informant interviews (KII), desk review

		<p>Are there any limitations for women to participate in decision making and participate in productive work of FUGs? What are the mechanisms of inclusion and community participation in the process of policy formulation and planning, implementation and M&amp;E?</p> <p>What are the gender needs of women (practical and strategic needs)?</p>	
		<p>How existing policies and regulations differently impact men and women, ethnic minority and disadvantage population groups including of non-FUGs and FUGs? What are the better ways to ensure different social groups are benefitted as equal as to other social groups?</p>	
2	Stakeholder engagement	<p>How active and owned are the FUGs in forest management? What is the critical issue for FUGs to actively engage in protection and use of forest resources?</p> <p>What are the information sharing and internal management process within FUGs? What are the key challenges to formulate forest management plan and how this could be addressed? How FUGs are engaged with local government and administration to collaborate on the local development including of employment creation? How FUGs are participate/influence and consult with decision makers to address issues related to use and protection of forest resources and management? How local government and local administration consult with FUGs and local non-FUG members in decision making (programs and initiatives for income generation, support of the alternative livelihood, SMEs etc)?</p> <p>How FUGs representatives, including of ethnic minorities, women and disadvantaged people benefit by participating in planning, implementation, monitoring and evaluations of forestry related policies and development projects? Illustrate good examples of an effective participation and engagement process?</p> <p>How relevant information is shared to the public?</p>	KII, FGD

	<p>Capacity development need</p>	<p>What are the training needs among men and women engaged in forest sector?</p> <p>What are the specific trainings needs for women to actively engage in forest sector? What are the training needs and capacity development opportunities for FUGs?</p> <p>What are the critical training and capacity needs of youth to actively engaged in forest management?</p>	<p>FGD and KII and document review</p>
	<p>FUG management and procedure</p>	<p>What are the barriers and challenges for FUGs to operate within their legal basis? What affects to it? Are there any procedures for FUGs for membership inclusion of poor, low income households? What are the key activities that FUGs work to support of the poor and vulnerable/disadvantaged members and poverty reduction?</p> <p>What are the required supports to develop/prepare forest management plans and implementation? What are the human resources, capacity needs to effectively protect and use of forest resources (lack of human resources, equipment)?</p> <p>What are the key success and failures in co-management in forest sector? What is the key challenge to promote co-management in forestry? What are the role of FUGs in facilitation of co-management?</p> <p>What are the key national stakeholders (all levels of government and development agencies (provide matrix to fill out)?</p>	<p>FGD&amp; KII Document review</p>
	<p>Policy and regulatory</p>	<p>What are the key challenges of the existing laws and regulations -a) inconsistency b) conflicts between FUGs and PFEs c) illegal logging?</p> <p>What are the provisions of related laws and regulations in the implementation of co-management principles?</p> <p>What are the specific provisions in the Forestry and related laws and regulations for FUGs to effective and mutual benefit of protection and use of natural/forest resources?</p> <p>What would be key to success to effectively facilitate co-management in the forest sector?</p>	<p>Desk review and FGD, KII</p>

Land right and acquisition	Are there any conflicts between herder and the FUGs regarding to the pasture land/grazing? What are the barriers about land and use of forest as a grazing land and hay making? How these conflicts are handled by local government?	KII &FGD Document review
Youth and other social groups	What are the main income sources for local communities? What is the level of unemployment among the youth? What youth do mainly residing in the countryside? What are the main type of work youth are engaged in countryside? How many youth are taking forest sector in current TVET programs in your soum? Among those unemployed how many of them have high and technical education degree?	FGD/KII and desk review

**Sampling:** The assessment will employ qualitative approach using FGD and KII in selected locations. Semi-structured interview will be conducted in targeted women, men and ethnic groups and youth. The interview will target also forest community leaders, members and local government and administrative officials, environmental sector officers and specialists from different projects/programs in forest and pasture management.

Table 1. Sampling size of depth interview with key informants

	Key informants	Sample size	Total
1	Head of the Department of Environment and Tourism (aimag level)	1	1
2	Soum administration and local government representation	2	2
3	Forestry unit, Department of Environment and Tourism (aimag level)	1	1
4	Department of Environment and Natural Resource Management, MET,	2	2
5	Forest Research and Development Centre	1	1
6	Gender focal point, MET	1	1
7	ADB	2	2
8	FAO	1	2
9	GIZ	2	2
10	Forest Policy and coordination department, MET	2	2
	<b>Total respondents</b>	<b>15</b>	<b>N=15</b>



Table 2: FGD sample size

	Respondents of Focus group discussions	Sample size	Total
1	Women only group FUG	10	10
2	None FUGs but forest dependent	10	10
3	Mixed group discussion including youth group (forest dependent men and women, unemployed youth, individuals)	10	10
4	Forest User groups (mixed)	10	10
5	PFE and professional organizations	10x2	10x2
6	Herder group	8	8
7	Ethnic minority representation (forest dependent and non-, non- FUG and FUG mixed)	10	10
	<b>Total respondents</b>	<b>78</b>	<b>N=78</b>

Agenda for data collection  
Social Inclusion dynamics of REDD+ in Mongolia  
Selenge aimag Mandal soum, Tunkhel village

March 15-17, 2017

Selenge aimag Mandal soum

	Stakeholders to meet	Time	# of people to meet	Remarks
Day One: March 14 <sup>th</sup> Departure to Selenge aimag Mandal soum				
Day two: March 15 <sup>th</sup>				
1	Selenge aimag, Mandal soum meeting with Head of the Department of Environment and Tourism	9:00-10:00	1	
2	Head of the Forest unit, Selenga aimag Mandal soum	10:00-11:00	1	
3	Forest unit, engineer, the Department of Environment and Tourism	11:00-12:00	1	
4	Department of Labor and social welfare (responsible for SME, employment, social welfare)	13:00-14:00	1	
5	Village governor	14:00-14:40	1	
6	Chief of the Village Khural of the Citizen's representatives	15:00-16:00	1	
7	Department of Agriculture and Livestock, officers in charge of livestock and agriculture	17:00-17:30	2	
	<b>Total</b>		<b>8</b>	
Day three: March 16 <sup>th</sup>				
8	Non-FUG but dependent on forestry (unemployed youth, youth from TVET on forestry)	9:30-10:20	10	
9	Female group (FUG members)	10:30-11:20	10	
10	Mixed group (female and male) unemployed youth, forest dependent but non FUG communities	11:30-12:10	10	
11	FUGs representatives (male and female)	14:00-14:40	10	
12	PFE and professional organizations (2 times, different respondents)	15:00-15:40	10x2	
13	Herder group	16:00-16:50	8	
14	Ethnic minority representatives (forest dependent non FUG and FUG mixed)	16:50-17:20	10	
	<b>Total</b>		<b>78</b>	
<b>Total respondents</b>			<b>86</b>	

## ANNEX C: Key informant interview guide

(head of the forest unit, environmental sector key government officials and specialists)

	Notes
Aimag	
Soum	
Type (inter soum forest unit etc\	
Position	
Year of the forest unit established	
Locations of the forest unit	

### General information

1. The structure of the forest unit,
2. Human resource (number of people, type of work they engage, work experience etc)

	Sex
Head of the Forest unit	
Number of forest unit administrative staff (by sex)	
Number of staff	
Support staff	

### Key questions

#### 3. Functions and operations

- a. Brief introduction  
Main activities and functions in accordance with the related Forestry and other laws and regulations
- b. Are there any challenges for the implementation of laws and regulations? Please share specific case if any
- c. Please name the key organizations and people or officers those are collaborate and work closely with your unit in your area

	The most related and cooperated	Sometimes	Nearly not communicate (suppose to work closely but of work closely)	Areas of collaboration

- d. What are the main economic and livelihood income source of the community members of your local area?
- e. What are the forest dependent various social groups such as single headed households, unemployed youth, poor herder households with fewer livestock, ethnic and migrant etc?
- f. What type of economic activities are common in your area based on forest and natural resources? For instance, extractive industry, eco- tourism, forestry etc? How these people are

- trained or informed on the environmental protection, sustainable use, forest cleaning methods? How Forest unit works with such local community members, FUGs and local administration? What are the engagement mechanisms and practices?
- g. What are the key issues occurred in forest dependent areas? What are the common issues create grievance and compliant?
  - h. Who benefits most from local forest activities? What is your opinion on this? How different social groups of your area, in particular, men, women, youth and ethnic groups are able to equitably benefit from forest resources?
    - i. Whose role and participation of men and women are dominated in the protection of forest?
    - ii. Whose participation and role are more in forest resource use of men and women?
    - iii. For forest management locally, whose decisions of men and women are more influenced and dominated?
    - iv. Are the related parties of forest users such as individuals, FUGs, PFEs pay required payments in accordance with laws and regulations? Is this possible for implementation? How appropriate is this provision?
  - i. How local government consult with different social groups such as men, women, herders and other community members to set the borders of forest and pasture land? Are there any mechanisms of consultation to hear the concerns of social groups? How soum and local land plan reflects local people's expressed voices and concerns? Who participates in land planning? (herders, local community members, forest unit, FUGs, PFEs and local government and administrations). What are the key concerns they express in the planning and management of forest area and land management?
  - j. In case of grazing land in the forest areas, for instance, 40% of the grazing land belongs to the forested areas, who involved mostly in forest and pasture management issues?
    - i. What are the forest unit roles and responsibilities are defined in the law and regulations? What are the main conflicts in terms of protection of forest and grazing land issues?
    - ii. What are the alternatives for a better solution?

#### 4. What do you know about UN-REDD? How do you learn about the program?

- a. How do you perceive social inclusion, gender equality in forest sector? What is your understanding and knowledge? Are those important issues in forest sector? Why?
- b. In your opinion what are the critical social inclusion, gender equality issues in your forest unit? What would you do to facilitate social inclusion and gender equality in your area and forest unit?
- c. What do you see as capacity development need for your organization and colleagues as well as FUGs? Are there any training and capacity development is seen in the social inclusion and promoting gender equality in forest sector policy formulation, planning, implementation and monitoring and evaluations?
- d. What do you think the critical areas of work or collaboration with UN-REDD in promoting social inclusion and gender equality in forestry?
- e. How do you see the capacity development needs in social inclusion in poland promoting gender equality?

## ANNEX D: FGD GUIDE

*(Leader of the FUGs and representation of members)*

Remarks	
Aimag	
Soum	
Name of the Forest user group	
Size of the allocated/contracted forest area	
Name of the FUG location	

### One. General information

- When FUG was formed? How many households and members are in the FUG?
- Structure and composition of FUG.

	Number of man	Number of women
FUG leader		
FUG members		
FUG secretary		
FUG funding and accounting		

- What was the main criteria for selection of FUG leader?
- What is the field of specialization or majored field of FUG members? Are there any member with environment and forest field?
- If there is no member educational background in forestry, what is the FUGs short and long terms vision to have a someone with forest background?
- For membership of FUG, are there any internal regulations or policy to include poor men and women, low income households and disadvantaged members? Are there any plans to include different social groups?

### Key questions Sustainable activities of FUGs

- What is the main direction and activities of FUG? What are the main type of activities? Who actively participate in FUG activities -female or male members?
- What are the roles of men and women in FUGs? Who does what? For instance, forestation activities who participates-women or men?

What are the key challenges for FUGs to actively engage in forestry? What are the legal barriers for effective engagement? What are the capacity development needs of FUGs?



## ANNEX E: LIST OF PEOPLE CONTACTED

No.	Name	Gender	Affiliation and Position	Contacts
1	Otgonsuren	Male	MoET,	
2	Enkhtaivan	Male	MoET	
3	Solongo Tsevegmed	Female	FAO, Forestry Project	
4	Oyunsanaa,	Female	GIZ, Vocational Education and Mining sector project	
5	Bilguun	Female	GIZ, Biodiversity project	
	Chuluuntsetseg,	Female	GIZ, Biodiversity project	
6	Batjargal	Male	Sustainable Forest Management to improve livelihood of local communities	
7	Tsogtbaatar	Male	Sustainable Forest Management to improve livelihood of local communities	
8	Altantsetseg B	Female	Oyu Tolgoi, Saxual forest, project unit	
9	Ganselem;	Male	Socio-economic assessment of FUGs	
10	Altansukh	Male	Forest Research and development	
11	Lkhachinbat Ts	Male	Khuvsgul aimag, Murun soum, Forest engineer, Delgermurun forest Unit	
12	Ouyntsetseg Ch.	Female	Head of the Forest Unit Dornod aimag	
13	Dulamsuren B.	Female	Soum unit head-Dornod aimag	
14	Ganbaatar Ts.	Male	Gobi Altai – Saxual forest	

\*In addition to this list there were participants in the FGD and Key informant interviews in the selected location. Can be found in the Field Guide Annex B.



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*The UN-REDD Programme / Mongolia*

*Address: Government Building II, United Nations Street 5/2,  
Chingeltei District, Ulaanbaatar 15160, Mongolia*

*Tel: +976-7711-7750*

*Email: [info@unredd.mn](mailto:info@unredd.mn)*