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# **MILLENNIUM CHALLENGE ACCOUNT MONGOLIA**

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## **SOCIAL AND GENDER INTEGRATION PLAN REVISED ACTION PLAN FOR INFRASTRUCTURE PROJECTS 3.0**

AUGUST 26, 2024

**DOCUMENT DETAILS**

<b>Document Title</b>	<b>SOCIAL AND GENDER INTEGRATION PLAN – Revised action plan for infrastructure projects</b>
<b>Document Description</b>	SGIP Revised Action Plan 3.0 for Infrastructure Projects describes gender equality and social inclusion objectives, activities, outputs, responsibilities, timelines, and progress for the Mongolia Water Compact. SGIP serves as one of MCA-Mongolia’s main strategic and operational documents and provides a framework to ensure ongoing social and gender analysis, integration, staffing, and training within Compact activities.
<b>Document Owner</b>	Manager, Gender and Social Inclusion, MCA-Mongolia

**DOCUMENT DEVELOPMENT, APPROVAL AND REVISION HISTORY**

<b>Version</b>	<b>Date</b>	<b>Created/Revised By</b>	<b>Approved By</b>
Action plan 3.0	August 26, 2024	Manager, Gender and Social Inclusion, MCA-Mongolia	Chief Executive Officer, MCA Mongolia
SGIP 2.0 Action plan	June 29, 2021	Director, Gender and Social Inclusion, MCA-Mongolia	Director, Gender and Social Inclusion, MCC
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## LIST OF ABBREVIATIONS

BOQ	Bill of Quantity
CEO	Chief Executive Officer
CHPP	Combined Heat and Power Plant
Compact	Mongolia Water Compact
CP	Conditions Precedent
CSO(s)	Civil Society Organization (s)
C-TIP	Counter-Trafficking in Persons
CWWTP	Central Wastewater Treatment Plant
CSE	Construction Supervisory Engineer
ESBS	Environment and Social Baseline Assessment
ESIA	Environment and Social Impact Assessment
ESMP	Environment and Social Management Plan
ESP	Environment and Social Performance
DEIA	Detailed Environment Impact Assessment
IFB	Invitation for Bid
IFC	International Finance Corporation
GBV	Gender-Based Violence
GoM	Government of Mongolia
GSI	Gender and Social Inclusion
H&E	Health and Safety
IFC	International Finance Corporation
LOE	Level of Effort
LPGE	Law on Promotion of Gender Equality
M&E	Monitoring and Evaluation
MCA-M	Millennium Challenge Account - Mongolia
MCC	Millennium Challenge Corporation
MCUD	Ministry of Construction and Urban Development
MET	Ministry of Environment and Tourism
MLSP	Ministry of Labor and Social Protection
MUST	Mongolian University of Science and Technology
NGO (s)	Non-Government Organization (s)
NSO	National Statistics Office of Mongolia
PMC	Program Management Consultant
PS	Performance Standard
RAP	Resettlement Action Plan
RFP	Request for Proposal
SBD	Standard Bidding Documents
SGI	Social and Gender Integration
SGIP	Social and Gender Integration Plan
TIP	Trafficking in Persons
TOR	Terms of Reference
TVET	Technical and Vocational Education and Training
UB	Ulaanbaatar

## **I. SOCIAL AND GENDER INTEGRATION PLAN, REVISED ACTION PLAN FOR INFRASTRUCTURE PROJECTS OVERVIEW**

The Social and Gender Integration Plan (SGIP) revised action plan for infrastructure projects describes the gender and social inclusion objectives, activities, outputs, responsibilities, and timelines for the Mongolia Water Compact. The process of developing and revising the SGIP serves as a mechanism for soliciting inputs and agreements within MCC and MCA-Mongolia and among other relevant stakeholders. The SGIP is one of MCA-Mongolia's main strategic and operational documents and provides a framework to ensure ongoing social and gender analysis, integration, staffing, and training within Compact activities. The action plan highlights social and gender-based constraints and risks across the sector that need to be mitigated, and it identifies opportunities for enhancing benefits for women and marginalized groups. It also serves as a guiding document for bidders, consultants, contractors, sub-contractors, grantees, and implementing entities to integrate social and gender analysis and activities into the design, planning, implementation, and close-out phases of all Compact activities.

### **A. CONTENT OF THE SGIP ACTION PLAN**

The SGIP contains a social and gender analysis, which provides a brief background about the critical laws, policies, and social and gender issues in the compact sector in the country and project-implementation area(s), as well as the status of women and marginalized and low-income people that may be affected by the project. The other main component of an SGIP is a social and gender integration Action Plan which includes specific measures to ensure the following:

- Identification of approaches for regular, meaningful, and inclusive consultations with women and other vulnerable groups;
- Development of strategies for consolidating the findings and recommendations of Project-specific social and gender analyses into final Project designs;
- Specification of actions to be taken during the Compact implementation to meet the social inclusion and gender equality objectives;
- Specification of outputs, responsibilities, timelines, and progress update related to specified GSI actions;
- Ensuring that final designs, construction tender documents, and implementation plans are consistent with and incorporate the outcomes of the social and gender analyses.

An SGIP also addresses how Gender and Social Inclusion (GSI) works with the Environment and Social Performance (ESP) to ensure the implementation of the Environmental and Social Management Plans (ESMPs) and contractors' ESMPs (CESMPs) of the infrastructure activities and covers Monitoring and Evaluation (M&E), current and potential partnerships, communications, necessary budget for implementation, and training and technical needs to ensure all gender and social components throughout the Compact implementation.

### **B. MCA-MONGOLIA'S GENDER AND SOCIAL INCLUSION MANAGEMENT**

The MCA-Mongolia Gender and Social Inclusion Manager is responsible for managing the social and gender issues and components for all Compact-funded infrastructure activities in part through the implementation of the SGIP. The manager is responsible for ensuring compliance with the MCC Gender Policy, International Finance Corporation (IFC)

Performance Standards (PS), and relevant Mongolian laws, policies, and standards in Compact-funded activities' design, planning, and implementation phases. Furthermore, the GSI manager works in collaboration with the Program Management Consultant (PMC) and ESP team to ensure and monitor the incorporation of all social and gender components in the Environmental and Social Impact Assessments (ESIA), Environmental and Social Management Plans (ESMP), and Resettlement Action Plans (RAP) of both Downstream Wells and Wastewater Recycling Activities.

## II. REVISED POLICY AND LEGAL FRAMEWORK IN MONGOLIA

This section provides a brief, narrowly focused summary of the laws and policies related to gender equality, labor, and human rights in Mongolia that are considered for developing this plan and most relevant to the Compact activities. Additional laws related to labor, child rights, and child protection and social protection that are relevant to the Compact are included in the Bulk Water Supply Expansion and Wastewater Recycling Activity Environmental and Social Impact Assessment Report, which also summarizes the institutional framework for the Compact's development and implementation.

### A. RELEVANT MONGOLIAN LAWS

#### 1. LAW ON PROMOTION OF GENDER EQUALITY

The law on the Promotion of Gender Equality specifically ensures the right to gender equality in political, legal, economic, social, cultural, and family relations. It sets out specific responsibilities of various public agencies in the implementation of the law, and it seeks to protect against gender discrimination in all sectors in three main ways:

1. Strengthening the capacity of the National Committee on Gender Equality;
2. Introducing gender equality goals at all levels of policymaking;
3. Developing sub-sectoral gender-sensitive policies.

**Equal rights in employment and labor relations, affirmative action.** Article 11 includes provisions relevant to women's employment under Compact-related procurement and targeted recruitment, including provisions to 1) recruit a person of the under-represented sex to ensure gender balance in a given organization or its unit (11.3.3); 2) carry out monitoring and evaluation of legal provisions on equal pay for equal work and equal working conditions and take actions to eliminate identified breaches (11.3.4.); 3) have a transparent hiring process.

**Approach to combatting sexual harassment.** Article 11, paragraph 4 of the law requires that "To prevent and keep the workplace free of sexual harassment and to maintain zero tolerance of such harassment, an employer shall incorporate into the organization's internal procedures, specific norms for prevention of sexual harassment in a workplace and the redress of such complaints." It also requires that organizations design and conduct a program of training and retraining geared toward creating a working environment free from sexual harassment, and report on its impact in a transparent manner.

#### 2. LAW ON COMBATING HUMAN TRAFFICKING

The law regulates relations concerning the prevention and suppression of trafficking in persons, elimination of the causes of trafficking, and protection of victims' rights. It further defines roles and responsibilities and grants power to relevant administrative organizations in charge of

social protection, labor, health, and education, and to professional inspection organizations to design and implement programs aimed at preventing and combating human trafficking and assisting and protecting victims. The law reinforces provisions of the Constitution of Mongolia, the Law on Crime and Prevention of Violations, and other legislative acts.

### **3. LAW TO COMBAT DOMESTIC VIOLENCE**

The law regulates all matters of protecting against human rights violations, ensuring victims' safety, holding perpetrators accountable, and regulating the participation of government and NGOs, citizens, economic entities, and authorities in combating and preventing domestic violence. The enactment of the law was a significant step forward in strengthening women's rights and efforts to reduce violence against women. The law is harmonized with the Criminal Code, Law on Law Enforcement, Law on Administrative Violations, Law on Criminal Procedure, and the Law on Victim and Witness Protection.

### **4. LAW ON LABOR**

**Prohibitions on discrimination, sexual harassment, forced labor, and employment of minors.** The law determines the general rights and duties of employers and employees who are parties to labor relationships based on a contract of employment, collective agreement, or collective bargaining, and provides rules concerning collective or single-employee labor disputes, working conditions, management, monitoring and supervision, and liabilities for violation of the law and aims to ensure the mutual equality of the parties. The law prohibits all types of discrimination in employment and contains sections protecting the rights of pregnant and nursing women. The law explicitly addresses pressure, violence, and sexual harassment at workplaces in Article 7, supporting the Mongolian Law on the Promotion of Gender Equality. Article 8 of the Law on Labor prohibits forced labor and Articles 142 and 143 of the law deal with the employment of minors, which specifically states that an employer shall not employ a minor in a job that will adversely affect his intellectual development or health.

## **B. POLICIES ON GENDER AND SOCIAL EQUITY**

### **1. MONGOLIAN GENDER POLICY**

In 2017, the National Program on Gender Equality was adopted by the Government of Mongolia with the main objectives of promoting gender-responsive policy and planning, increasing public awareness, and undertaking systematic measures to eliminate gender-based discrimination to ensure effective implementation of the Law on Promotion of Gender Equality. Additionally, the National Committee on Gender Equality has main functions including formulation, implementation, and monitoring of gender policies, programs, and special measures; defining economic and legal measures necessary for the implementation of the gender equality policy; reviewing and issuing recommendations; strengthening the necessary national institutional capacity for promotion of gender equality, etc. Gender discrimination and sexual harassment-related issues are reflected in the Law on Families, the Labor Code, and Law on promoting Employment, the Package of Laws on education, the Health Law, the Law on Child Protection, the Law on Combating Domestic Violence, and the Law on Combating Human Trafficking and Law on Infringement.

### **2. CONSTRUCTION AND URBAN DEVELOPMENT SECTOR GENDER-RESPONSIVE POLICY (2018-2025)**



The Ministry of Construction and Urban Development (MCUD)'s Gender-Responsive Policy provides support for the development of gender-responsive planning, implementation, monitoring, and evaluation processes in the construction and urban development sector. The policy seeks to promote gender balance in construction projects both among workers as well as decision-makers through the following specific strategies.

- Plan urban and built-up land with gender equality in mind, and strengthen the national capacity for development;
- Support workers in the construction industry and provide proper employment with a gender-sensitive human resource strategy;
- Set up and develop a system at the organizational level for preventing discrimination and responding to gender-related complaints;
- Offer guidance on anti-discrimination and harassment rules in workplaces, and prevent sexual harassment and gender and age discrimination in the workplace;
- Establish and popularize the gender-responsive 'human-centered and socially responsible management model among public and private-sector entities;
- Include gender targets in employment via international and domestic tenders, so that one gender will not be lower than 15% among workers, and 25% among decision-makers.

### **3. POLICY OF GENDER-RESPONSIVE WORKPLACES**

The Ministry of Labor and Social Protection (MLSP) in collaboration with the National Tripartite Committee of Labor and Social Consensus approved the Policy of Gender-responsive workplaces that comply with the national laws on labor, gender equality, and government policies on gender, decent work, and sustainable development. The policy has objectives to establish workplaces that prevent and protect from workplace harassment and sexual harassment and build flexible working conditions that consider the gender-specific needs of men and women to balance the work and private life of employees.

### **4. THE GUIDELINE FOR INTERNAL POLICIES OF GOVERNMENT AUTHORITIES AND BUSINESS ENTITIES DIRECTED TO PREVENT WORKPLACE SEXUAL HARASSMENT**

Based on the amended labor law which came into force on January 1, 2022, the Ministry of Labor and Social Protection (MLSP) in collaboration with the National Tripartite Committee of Labor and Social Consensus and the National Human Rights Commission made an order for government authorities and business entities to apply "The Guidance for Internal Policies of Government Authorities or Business Entities directed to prevent workplace sexual harassment, to reflect laws and regulations for resolving relevant complaints and to create sexual harassment-free workplace" that complies the requirements for Compact contractors and consultants. The guidance includes templates to apply to the internal policies, grievance redress mechanism, and training programs of individual organizations.

## **C. MCC REQUIREMENTS AND INTERNATIONAL STANDARDS**

### **1. IFC PERFORMANCE STANDARDS ON ENVIRONMENTAL AND SOCIAL SUSTAINABILITY**



IFC's Sustainability Framework (update effective January 1, 2012), is widely considered one of the most complete sets of policies and standards for integrating environmental and social management to avoid, mitigate, and manage risks and impacts. The framework comprises the IFC Policy on Environmental and Social Sustainability and the related IFC Performance Standards, as well as IFC's Access to Information Policy. The IFC Performance Standards define clients' responsibilities for managing their environmental and social risks. The eight Performance Standards establish standards that the client is to meet throughout the life of investment by IFC:

- Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts
- Performance Standard 2: Labor and Working Conditions
- Performance Standard 3: Resource Efficiency and Pollution Prevention
- Performance Standard 4: Community Health, Safety, and Security
- Performance Standard 5: Land Acquisition and Involuntary Resettlement
- Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- Performance Standard 7: Indigenous Peoples
- Performance Standard 8: Cultural Heritage

## **2. MCC GENDER AND INCLUSION POLICY**

The MCC Gender and Inclusion Policy goal is to routinely and systematically expand opportunities for structurally disadvantaged groups to access, participate in, and benefit from MCC investments. The Policy also aims to minimize the social risks and unintended negative consequences accompanying MCC investments. The Policy affirms MCC's commitment to ensuring that programming targeting structurally disadvantaged groups contributes explicitly to a project's theory of change. In all stages of program development and implementation, MCC and partner country governments are responsible for ensuring that MCC-funded programs routinely and systematically address social and economic inequality and inequities that affect access, participation, and benefits of structurally disadvantaged populations. The country is primarily responsible for integrating gender and inclusion into the development, design, implementation, and monitoring of a compact program. The country is ultimately and primarily responsible for implementing the compact, including any components designed to address gender inequalities that limit women's or men's opportunities to participate in or benefit from projects.

## **3. MCC COUNTER-TRAFFICKING IN PERSONS POLICY**

MCC has a zero-tolerance policy concerning trafficking in persons, the crime of using force, fraud, and/or coercion to exploit another person. For the policy, trafficking in persons means (a) sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or (b) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for subjection to involuntary servitude, peonage, debt bondage, or slavery. Each MCA, including MCA-Mongolia, is responsible for implementing C-TIP Minimum Compliance Requirements on all projects, with support and supervision from the MCC. The requirements, defined in Annex A of the MCC's C-TIP Policy, are incorporated into all solicitation documents and contracts for works, non-consulting, services, and consulting services.

### **III. SOCIAL RISKS AND OPPORTUNITIES IN INFRASTRUCTURE ACTIVITIES**

This section summarizes the main social opportunities, potential impacts, and risks identified in relation to the Compact's large infrastructure activities, focusing on the following structures:

- A. Expanding short-term employment opportunities for local workers from Compact-funded infrastructure activities:
  - 1. Recruiting residents of project-affected communities
  - 2. Recruiting technical and vocational education and training graduates and certified skilled workers
  - 3. Encouraging contractors to recruit, train, and retain women as 30% or more of all workers
  - 4. MCA-Mongolia and Program Management Consultant's roles expanding short-term employment opportunities for local workers
- B. Identifying and managing social and gender risks related to infrastructure:
  - 1. Worker exploitation during construction
  - 2. Child labor
  - 3. Trafficking in persons
  - 4. Sexual harassment on the job site and in surrounding communities
  - 5. MCA-Mongolia and Program Management Consultant's roles in identifying and managing social and gender risks

It draws on consultations held with government and civil society organizations, findings from the ESIA for the Downstream Wells Activity and Wastewater Recycling Activity, and MCC's experience with large works investments in other compacts. It serves to reinforce and provide background for the requirements in the Downstream Wells Activity and Wastewater Recycling Activity ESMPs.

## IV. REVISED GENDER AND SOCIAL INTEGRATION ACTION PLAN

This section describes key Gender and Social Integration (GSI) objectives, activities, and outcomes to ensure the social and gender considerations are considered in all compact phases including design, planning, implementation, monitoring, and close-out. The SGIP Action plan was developed in relation to and supports all of the relevant GSI-related considerations in other MCA-Mongolia documents including the Environmental and Social Management System (ESMS) and Environmental Social Management Plans (ESMPs). The key GSI objectives, activities, and outcomes are monitored regularly throughout the Compact implementation.

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
<b>I. CROSS-CUTTING COMPACT GENDER AND SOCIAL INCLUSION (GSI) ACTIVITIES</b>					<b>(As of July 1, 2024)</b>
<b>Objective 1.1</b> Compact-wide social and gender risks and negative impacts are identified and mitigated	<ul style="list-style-type: none"> <li>Develop, maintain, and regularly update the GSI risk register</li> <li>Mitigate GSI risks according to the risk register</li> </ul>	<ul style="list-style-type: none"> <li>Develop and annually update the GSI risk register, with mitigation action, reporting, and plan for follow-up and risk status</li> <li>All recommended mitigation measures are implemented</li> </ul>	Lead: GSI Support: Internal Audit	2021 - 2026	<b>In progress.</b> MCA Mongolia SGIP and Risk Registry identified risks and mitigation measures and controlled them regularly through the CP report of every QDRP.
<b>Objective 1.2</b> Documentation of GSI key impacts, lessons learned, and success stories.	<ul style="list-style-type: none"> <li>Identify and record key GSI impacts, lessons learned, and success stories throughout Compact implementation.</li> <li>Communicate impacts and success stories with relevant stakeholders and communities.</li> <li>Include GSI impacts, lessons learned, and success stories in the Compact Close-out Report.</li> </ul>	<ul style="list-style-type: none"> <li>Key GSI impacts are identified, measured, and recorded.</li> <li>Workshop organized to communicate the positive impacts and success stories related to GSI interventions to stakeholders and the community.</li> <li>Success stories and good practices of infrastructure projects are identified and included in the MCA-Mongolia monitoring system, webpage, MCA-Mongolia annual reports, and Compact Close-out report.</li> </ul>	Lead: GSI Support: Communication	2021 - 2026	<b>In progress.</b> GSI initiatives and good practices are reported in MCA Mongolia outreach activities and media channels. From May 2024, contractors' monthly progress reports include the good practices of GSI.
<b>Objective 1.3</b>	<ul style="list-style-type: none"> <li>Build a network and conduct activities to advocate for gender</li> </ul>	<ul style="list-style-type: none"> <li>MoU signed between MCA Mongolia and MCUD</li> </ul>	Lead: GSI Support:	2023-2026	In progress:

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Disseminate the Compact GSI initiatives among the infrastructure sector at the international and national levels.	equality in the infrastructure sector in collaboration with construction sector policymakers and international and national allies	<ul style="list-style-type: none"> <li>• MCA Mongolia representation to be included in the MCUD Gender Council</li> <li>• Site visits and conferences/forums to promote GSI initiatives in infrastructure projects involving construction sector policymakers</li> <li>• Policy documents and handouts to promote gender equality in the construction sector</li> </ul>	CEO		MoU build it in March 2023. MCA Mongolia GSI lead is a member of the Gender Council of MCUD. Held two exchange visits at two construction sites involving MCUD. MCUD developed and approved the construction sector workplace gender criteria in June 2024.
<b>II. INFRASTRUCTURE ACTIVITIES</b>					
<b>C. Ensuring Contractors' Requirements Comprehensively Integrate Expansion of Social Opportunities and Management of Social Risks</b>					
<b>Objective 2.1</b> GSI relevant and actionable social analysis is included in ESIA and comprehensive integration of GSI requirements are included in the ESMPs	<ul style="list-style-type: none"> <li>• Provide GSI related technical input in the ToR development for the ESIA and ESMP</li> <li>• Review and provide comments and feedback in GSI related sections of the ESIA and ESMPs</li> <li>• Communicate all minimum requirements and standards for GSI considerations in the ESIA and ESMPs development</li> </ul>	<ul style="list-style-type: none"> <li>• ESIA provide GSI with sufficient information for effective infrastructure-related planning</li> <li>• ESIA provide analysis for 100% of risks and opportunities identified in IFC PS and MCC Policy and Guidance</li> <li>• For each of the risks and opportunities identified IFC PS and MCC policy and guidance, the ESIA will provide the following:                             <ul style="list-style-type: none"> <li>- Analysis of all risks and opportunities</li> <li>- Means of addressing each risk and opportunity</li> <li>- Potential partners</li> <li>- Specific actions for contractors to take</li> </ul> </li> </ul>	Lead: GSI Support: Procurement	2020 - 2022	<b>Complete.</b> DWA and WRA design includes ESIA developed following all the requirements.

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		<ul style="list-style-type: none"> <li>• ESMPs result in clear expectations and effective budgeting, planning, and development of CESMPs among contractors</li> <li>• ESMPs include contractor management measures for all social risks and opportunities, with monitoring indicators and budgets, and include measures for compliance with MCC’s Gender Policy, C-TIP Policy, and Guidance Note to MCAs on Sexual Harassment</li> </ul>			
<p><b>Objective 2.2</b> Bidders are aware of GSI-related requirements, where consultants and contractors are guided and bound by GSI-related clauses in contracts, technical specifications, and related documents</p>	<ul style="list-style-type: none"> <li>• Review and provide feedback on all relevant design documents and technical specifications to ensure the incorporation of GSI requirements.</li> <li>• Insert text related to MCC’s C-TIP Policy, Guidance to MCAs on Sexual Harassment, women’s labor targets, maximizing local employment, labor rights, and other GSI considerations, into relevant design documents and technical specifications</li> <li>• Include line items in the Bill of Quantities (BOQ) for budgets for consultants and contractors to implement planned GSI activities, including those in the ESMPs.</li> <li>• Ensure procurement packages include information and requirements regarding employment opportunities for local labor, the</li> </ul>	<ul style="list-style-type: none"> <li>• All design documents and technical specifications are reviewed by GSI and specific considerations are integrated into the documents</li> <li>• All technical specifications include GSI requirements related to MCC policies and IFC Performance Standards</li> <li>• Relevant BOQs integrate budgets for GSI activities</li> <li>• % of RFPs and TORs, due diligence, ESMPs, and other documents regarding employment opportunities, safeguards, equity and inclusion</li> </ul>	<p>Lead: GSI Support: Procurement, DWA, and WRA</p>	<p>2020 – 2025</p>	<p><b>Complete.</b> GSI requirements were included in the tech specs of all 4 main projects. The bidders' technical experience, methods, and budget of GSI compliance were assessed by GSID as an auxiliary member and introduced to the TEP.</p> <p><b>Complete.</b> GSI requirements were introduced in pre-bid</p>

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
	<p>30% target for women’s employment, zero tolerance for sexual harassment, and C-TIP.</p> <ul style="list-style-type: none"> <li>• Include Social and Gender Managers as key staff for large works construction packages.</li> <li>• Provide GSI-related information on requirements, targets, and policies to the bidders during pre-bid presentations and orientation.</li> </ul>	<p>that integrate gender and social risk management requirements</p> <ul style="list-style-type: none"> <li>• All large infrastructure projects include at least 1 Gender and Social Manager as key staff</li> <li>• % Bidders assessed against GSI requirements</li> <li>• % bidding documents that received GSI feedback and support</li> <li>• # and type of bidding documents specifically prepared by GSI</li> </ul>	t, DWA, and WRA		conferences of all 4 main projects.
<b>D. Expanding Short-term Employment Opportunities for local workers from Compact-funded Infrastructure Activities</b>					
<p><b>Objective 3.1</b> Encourage employment of local labor and achieve a target of 30% for women’s employment by ensuring equal employment opportunities and access</p>	<ul style="list-style-type: none"> <li>• Facilitate partnership and collaboration with district government offices to encourage local employment and local procurement for contractors</li> <li>• Monitor the implementation of the plans to increase women’s employment and local employment from the ESMPs</li> <li>• Verify that contractors have staff roster disaggregated by sex, Khan-Uul, Bayangol, and Songinokhairkhan resident status, TVET and University graduate, and type of employment (full-time, part-time, temporary, permanent) that is continuously updated and available to the Engineer</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor has assigned responsibility for employment outreach to a specific person, or people</li> <li>• All required community meetings are held by contractors with all topics covered</li> <li>• At least 30% of all DWA and WRA employees hired during the life of the Compact are women as a percentage of the total number of staff hired, including both full and part-time positions</li> <li>• Contractors record staff roster information disaggregated by sex, Khan-Uul, Bayangol, and Songinokhairkhan resident status, TVET and university graduate, and type of employment (full-time, part-time, temporary, permanent), and available for MCA-Mongolia and PMC</li> <li>• 100% of employees of contractors and sub-contractors have signed paper-based contracts (which include salary and wages, contract terms,</li> </ul>	Lead: GSI Support: Procurement, DWA, WRA, and M&E	2021 - 2026	<p><b>In progress.</b> Contractors developed SGIP in CESMP which includes all the requirements for achieving the objective and the Engineer approved the plans. GSI managers of contractors lead the implementations. GSI ITT was developed and contractors track the employment using the tool and report monthly. PMC controls and evaluates the results through PES. The</p>

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		<p>Health and Social insurance, ToR, provisions on the prohibition of Sexual harassment, forced labor, and other key requirements).</p> <ul style="list-style-type: none"> <li>• % of local labor, including women and people with disabilities for skilled, and unskilled jobs a higher percentage of local workers than the average in the construction sector (contractor to set target in coordination city-wide with khoroo and district governments)</li> <li>• # of Khan-Uul, Bayangol, and Songinokhairkhan districts residents hired for temporary and permanent positions (contractor to set target in coordination with the khoroo and district governments)</li> </ul>			Contract signing needs to be reported in the GSI ITT.
<p><b>Objective 3.2</b> Maximize income generation opportunities for women-owned and locally-owned businesses</p>	<ul style="list-style-type: none"> <li>• Encourage contractors to make contracts and purchase orders with local businesses and service providers</li> <li>• Encourage Contractors to inform local communities and businesses of the opportunities to provide goods and services to the Contractor and to project workers, particularly targeting small businesses and those owned by women</li> <li>• Co-organize meetings with the Contractor on the dissemination of</li> </ul>	<ul style="list-style-type: none"> <li>• # and % of purchase orders signed with businesses in Khan-Uul, Bayangol, and Songinokhairkhan districts each year (contractor to set goal)</li> <li>• Total annual dollar amount of procurements with businesses from Khan-Uul, Bayangol, and Songinokhairkhan districts</li> <li>• <del>Contractors and local governments establish partnerships for promoting procurement from locally owned businesses.<sup>1</sup></del></li> <li>• Contractors provide information related procurement opportunities to Khan-Uul, Bayangol, and Songinokhairkhan districts government offices and the MCA for every</li> </ul>	<p>Lead: GSI Support: Procurement, DWA, and WRA</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> Procurements and purchases from local SMEs are registered in GSI ITT of all 4 main contractors.</p>

<sup>1</sup> Note: Although contractors communicate and collaborate with district SME development centers it is not practical to build formal partnerships with private companies. Therefore, SGIP review workshop participants (SMEs and Contractors) asked to remove the indicator. June 26, 2024



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	<p>information about the shopping and procurement bidding processes and opportunities through district and khoroo offices, community organizations, business associations, and media</p>	<p>procurement, to advertise to local businesses and communities</p> <ul style="list-style-type: none"> <li>• # and% of purchase orders signed with women-owned businesses each year (contractor to set goal)</li> <li>• # of Khan-Uul, Bayangol, and Songinokhairkhan districts businesses, # of local (UB) businesses, and # women-owned businesses contracted to provide services.</li> </ul>			
<p><b>Objective 3.3</b> Maximize opportunities to enhance skills, capabilities, and empowerment of local communities including women and youth</p>	<ul style="list-style-type: none"> <li>• Encourage contractors to facilitate and organize on-the-job training and skills transfer opportunities to the local labor force where feasible</li> <li>• Facilitate contractors’ engagement and formal agreements with training, education, and professional organizations such as the TVETs and universities to 1) identify and recruit qualified job applicants and 2) establish internships and apprenticeships for knowledge &amp; skill transfer</li> <li>• Facilitate contractors to promote internship opportunities for students, that study water engineering and relevant subjects at the universities</li> </ul>	<ul style="list-style-type: none"> <li>• Each contractor enters into and maintains an agreement with at least one TVET center and recruits interns from TVET students and graduates at a target to be determined between the Contractor and MCA-Mongolia. The internships implemented with payment that is required by law and equitable labor market price <sup>2</sup></li> <li>• <del># of locals hired to participate in on the job training in construction related technical and vocational skills (contractor to set target)</del></li> <li>• <del># TVET students and graduates who have initiated apprenticeships with contractors (target to be defined jointly by contractor and TVET Implementing Agency)</del></li> <li>• <del># TVET students and graduates who completed apprenticeships with contractors (target to be</del></li> </ul>	<p>Lead: GSI Support: Procurement, DWA, WRA, and Communication</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> Contractors set objectives for hiring women and recruiting interns within the Contractor’s SGIP. Internships and employment are tracked in GSI ITT and controlled by the engineers monthly.</p>

<sup>2</sup> Note: The indicator is added by the request of TVETs and universities’ representatives. 2024.06.26

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
		<p><del>defined jointly by contractor and TVET Implementing Agency)<sup>3</sup></del></p> <ul style="list-style-type: none"> <li><del># of students studying water engineering and other relevant fields participating in training and exchange activities and recruited as interns (target to be defined by contractor)</del></li> <li><del># of TVET graduates sponsored for official certification training from the Builder's Association</del></li> </ul>			
<b>E. Identifying and Managing Social and Gender Risks Related to Infrastructure</b>					
<p><b>Objective 4.1</b> Maintain a gender-sensitive working environment</p>	<ul style="list-style-type: none"> <li>Ensure oversight of Contractors' efforts to make sure that worksites have appropriate, gender-separated sanitation, rest areas, and changing rooms are provided. If necessary, there should be a lactating room with appropriate sanitary and milk storage facilities</li> </ul>	<ul style="list-style-type: none"> <li>Contractors provide gender-segregated sanitation and washing facilities, changing rooms, and rest areas at all sites</li> </ul>	<p>Lead: GSI and ESP Support: Procurement, DWA, and WRA</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> Contractors' and subcontractors' temporary facilities are built with accessibility for both women and men. PMC monitors through site inspections.</p>
<p><b>Objective 4.2</b> Prohibit sexual harassment and ensure effective incident reporting and referral</p>	<ul style="list-style-type: none"> <li>Review and provide feedback on the Contractors' Policy prohibiting Sexual Harassment and Incident Reporting and Referral Plan, including a confidential mechanism for workers and community members to report</li> </ul>	<ul style="list-style-type: none"> <li>The Contractor's Anti-Sexual Harassment Policy and Incident Reporting and Referral Plan are thorough and aspects of the MCC Guidance to MCAs on Sexual Harassment, and Mongolian Law are included; provide a path to involve NGOs and specialized government staff; and include clear procedures for various actors to follow.</li> </ul>	<p>Lead: GSI Support: Procurement, DWA, WRA, and Legal</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> All 4 main contractors have policies against sexual harassment and collaborate with expert NGOs.</p>

<sup>3</sup>Note: As the Construction season in Mongolia is short and becomes even shorter in rainy months (Mar-Oct), the on-the-job training was not applicable and practical. Therefore, the contractors suggested to remove the indicator. 2024.06.26

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
	<ul style="list-style-type: none"> <li>• Ensure quality control and oversight of Contractors’ sexual harassment prevention training in accordance with MCC’s zero-tolerance policy and Guidance to MCAs on Sexual Harassment prior to each worker beginning to work on-site</li> <li>• Review the content of toolbox sessions related to sexual harassment prohibitions and observe some sessions.</li> <li>• Monitor the PMC’s oversight of all workers and community complaints about sexual harassment are a) resolved in a timely manner b) resolved through the sexual harassment incident referral and reporting plan and c) addressed confidentially</li> </ul>	<ul style="list-style-type: none"> <li>• The Contractor’s Anti-Sexual Harassment Policy and Incident Reporting and Referral Plan prioritizes survivors’ well-being, confidentiality, and preferences for how to handle each case.</li> <li>• 100% of employees and sub-contractors sign the worker code of conduct.</li> <li>• 100% of employees and sub-contractors have taken the sexual harassment prevention training prior to on-site work</li> <li>• All worker and community complaints about sexual harassment are a) addressed in a timely manner and b) resolved through the sexual harassment incident referral and reporting plan c) addressed confidentially</li> <li>• After investigation, appropriate measures are taken against perpetrators of sexual harassment on the job site, in temporary facilities, and surrounding communities.</li> <li>• Positive feedback from community members about the project, as indicated in FGDs or a community survey</li> </ul>			<p>GRM for sexual harassment is established with specific conditions. PMC controls the grievance boxes regularly.</p>
<p><b>Objective 4.3</b> Maximize awareness of and prevention of trafficking in persons (TIP) and forced labor</p>	<ul style="list-style-type: none"> <li>• Ensure Contractors’ TIP Response Plan is based on TIP requirements in the Contractor’s contract and the MCC C-TIP Policy.</li> <li>• Monitor the PMC’s oversight of Contractors’ responsibilities under their TIP Response Plans</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of employees and sub-contractors sign the worker code of conduct.</li> <li>• The Anonymous reporting mechanism is functioning effectively for the duration of the construction</li> <li>• The Contractor’s TIP Response Plan is thorough, references the MCC C-TIP Policy and any guidance, addresses the specific TIP risks</li> </ul>	<p>Lead: GSI Support: Procurement, DWA, WRA, and Legal</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> All 4 main contractors have TIP response plans and collaborate with expert NGOs. GRM for sexual harassment is established with specific conditions.</p>

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
	<ul style="list-style-type: none"> <li>Contractors conduct labor relations and working conditions surveys among foreign and domestic labor and all sub-contractors for each year and reflect the findings for further implementation.</li> </ul>	<p>identified in the ESIA, identifies when to contact legal authorities, and provides contacts for UB-city and national government and non-government organizations that address TIP, provides a path to involve NGOs and specialized government staff, and includes clear procedures for various actors to follow. The Plan prioritizes survivors' wellbeing, confidentiality, and preferences for how to handle each case</p> <ul style="list-style-type: none"> <li>100% of reported or suspected cases of TIP are dealt with in a timely, survivor-centered manner, according to the TIP Response Plan.</li> <li>Effective reporting and management measures are developed and information about the measures is introduced to the employees and contractors in toolbox sessions and by other means</li> <li>100% of community meetings include reference to the zero-tolerance policy against TIP and to the Contractor's TIP Response Plan</li> <li>Following any confirmed TIP incident, MCA applies the Remedies mandated by the C-TIP Policy and in the standard bidding documents</li> </ul>			<p>PMC controls the grievance boxes regularly.</p>
<p><b>Objective 4.4</b> Maximize awareness of and prevention of child labor practices in construction</p>	<ul style="list-style-type: none"> <li>Ensure quality control and oversight of Contractors' implementation of toolbox sessions and awareness-raising activities on child labor prohibitions with workers quarterly.</li> </ul>	<ul style="list-style-type: none"> <li>Zero tolerance of child labor – no employment of children on site except interns below 18 recruited for non-hazardous work with specific conditions under the law.<sup>5</sup></li> </ul>	<p>Lead: GSI Support: Procurement, DWA, and WRA</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> The age of all employees is controlled through GSI ITT.</p>

<sup>5</sup> Note: The indicator is revised as internships are not considered 'employment'. Interns below 18 are allowed to be recruited with specific agreement among the school, intern, and contractor under the labor law of Mongolia.2024.06.26

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
	<ul style="list-style-type: none"> <li>• Encourage contractors to develop an anonymous child labor reporting mechanism for employees and communities.</li> <li>• Monitor the oversight of Contractors’ organizing and facilitation sessions and awareness-raising activities with project-affected communities regarding child labor, at least twice during the construction season in project-affected districts Employee ledger must include proof of each employee’s age</li> <li>• Initiate and co-organize Joint site visits with PMC<sup>4</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Any cases of child or forced labor are reported and dealt with in a timely, manner, with respect for the child(ren) and families affected</li> <li>• Child labor incident anonymous reporting mechanism established, employees and surrounding communities are aware of the reporting mechanism</li> <li>• All sub-contractors and employees have attended the child labor toolbox session on identifying and reporting child labor incidents</li> <li>• Communities have been provided with information about identifying and reporting child labor incidents during community awareness events</li> </ul>			
<p><b>Objective 4.5</b> Ensure effective Grievance Redress Mechanisms (GRM) for TIP, sexual harassment, and GBV<sup>6</sup></p>	<ul style="list-style-type: none"> <li>• Monitor the Contractors to effective GRM on TIP, sexual harassment, and GBV for both internal staff and community</li> <li>• Provide support and co-organize GRM tool-box sessions</li> <li>• Ensure that MCA-Mongolia has designated a responsible person to</li> </ul>	<ul style="list-style-type: none"> <li>• Contractor has approved GRM that includes specific mechanism to respond to TIP, sexual harassment, and GBV and implementation plan by PMC</li> <li>• A grievance committee which includes the MCA GSI lead is established at MCA-Mongolia</li> <li>• A grievance committee is established by each contractor</li> </ul>	<p>Lead: GSI and ESP Support: DWA, WRA, and Legal</p>	<p>2021 - 2026</p>	<p><b>In progress.</b> Contractors have GRM approved by the Engineer and PMC controls the mechanism closely.</p>

<sup>4</sup> Note: GASI is removed as the Government conducts labor inspections independently. 2024.06.26

<sup>6</sup> Note: The objective is revised as the grievances cannot be on only GSI-related issues. The GRMs are developed so that except for the complaints related to TIP, SH, and GBV, third-party (MCA, PMC, and NGO) involvement is not required at the initial assessment level. The complaints related to labor and working conditions are practically controlled by PMC and Contractors’ GSI. 2024.06.26

KEY GSI OBJECTIVES	MCA-MONGOLIA ACTIVITIES	OUTPUT INDICATORS	MCA TEAM RESPONSIBILITY	EXPECTED DATE	IMPLEMENTATION STATUS AND MEANS OF VERIFICATION
	<p>receive complaints of TIP, sexual harassment, and GBV and to follow through and ensure compliance with MCC policies</p>	<ul style="list-style-type: none"> <li>• All employees of contractors and subcontractors have attended GRM tool-box sessions</li> <li>• # of cases related to TIP, sexual harassment, and GBV resolved by the GRM</li> <li>• Approved and informed policy on victim protection and confidentiality</li> <li>• Resolution of all internal grievances within duration to be determined between the Contractor and MCA-Mongolia or PMC</li> </ul>			
<p><b>Objective 4.6</b> Avoid or minimize social impacts on local communities (other than potential impacts of SH, TIP, and child labor, which are addressed in separate sections)</p>	<ul style="list-style-type: none"> <li>• Ensure the Contractor in developing and implementing an Education, Training, and Community Outreach Plan, to ensure residents feel safe, secure, and free from intimidation and disrespect by employees, subcontractors, and service providers, and ensure its implementation.</li> <li>• Support in the facilitation of regular orientations and community outreach activities worker code of conduct, consistent with MCC policies and guidance, and the IFC Performance Standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Education, Training, and Community Outreach Plan developed, and implementation is monitored.</li> <li>• 2 community meetings and/or trainings related to social risks organized in each of the five-project-affected khoroo, each year, with women and men participating collaborating with partner NGOs. Meetings include information on incident reporting mechanisms.</li> <li>• Positive feedback from community members about the project, as indicated in FGDs or a community survey</li> </ul>	<p>Lead: GSI and ESP Support: DWA, WRA, and Legal</p>	<p>2021 – 2026</p>	<p><b>In progress.</b> Contractors organize outreach activities collaborating with partner NGOs.</p>

## V. MONITORING AND EVALUATION

The Compact will be monitored systematically and progress reported regularly through the Indicator Tracking Table (ITT) included in the M&E Plan. Gender considerations and gender-disaggregated indicators are incorporated into the M&E Plan and the ITT specifies which indicators will be disaggregated by gender of employees recruited at infrastructure projects. GSI-related activities are reported in the M&E Plan ITT.

Indicator		Indicator level	Definition	Disaggregation	Responsible
1.	Women in temporary employment	Process	Percentage of temporary employment that is female. WS-5 (female disaggregation) divided by WS-5 (total) expressed as a percentage.	Gender	MCA GSI, MCA DWA, MCA WRA
2.	Temporary employment generated in water and sanitation construction	Process	The number of people temporarily employed or contracted by MCA-contracted construction companies to work on construction of infrastructure activities.	Gender	MCA GSI, MCA DWA, MCA WRA

## VI. BUDGET ARRANGEMENTS

Description		Budget
1.	Training and workshop activities	\$3,000
2.	Monitoring and field visits	TBD
3.	Publication of GSI good practices and success stories	\$15,000
4.	GSI Close-Out report development	\$20,000
5.	Forums and events to promote GSI initiatives	\$60,000
6.	Development and printing of brochures, leaflets, and videos for GSI-related risk mitigation	\$25,000

END