

GENDER ACTION PLAN

1. The gender mainstreaming activities, expected outputs, and indicators are reported in the matrix below. The gender analysis is presented in the Poverty and Social Analysis paper which is available on request.

Gender Action Plan Activities	Targets/Indicators	Budget	Responsible Party	Time-line
Output 1: Early identification of children with disabilities strengthened and institutionalized				
1.1 Training on ASQ and BSID-III for medical personnel	1.1 About 1,200 medical personnel are trained (at least 50% women) on ASQ and BSID-III (baseline:0)	Included in project costs	MOH, MLSP and PIU	2017–2020
1.2 Development of gender-sensitive training manual on ASQ and BSID-III	1.2 A gender-sensitive training module available on early childhood disability assessment			
Output 2: Service delivery for persons with disabilities improved				
2.1 Establishment of client feedback mechanisms for assessing the quality and efficiency of service delivery	2.1.1 Clients' feedback mechanism is established and operating	Included in project costs	MLSP and PIU	2018–2022
	2.1.2 Number and type/nature of feedback received from PWDs; sex disaggregated			
	2.1.3 At least 45% of female PWDs or mothers of CWDs are satisfied with public services (baseline: 40% in Ulaanbaatar) ^a			
2.2 Conduct a gender audit of training manual, including a module on parent-child-facilitator education	2.2 About 50% of training manual images contain gender-inclusive features and there are no images/text which reinforce gender inequality	Included in project costs	MLSP (MIS of development and rehabilitation centers)	2018–2020
2.3 Conduct a gender audit on the curriculum for social workers to ensure that gender-specific needs are addressed	2.3 At least 1 module is dedicated to gender considerations and special needs of women with disabilities, including discrimination women and girls face	Included in project costs	MLSP and PIU documentation	2018–2022
2.4 Conduct training for the hotline service staff for PWDs and ensure content of the counselling training is gender sensitive	2.4 About 16 persons, of whom 50% females, will be trained as the hotline counsellors with skills on gender-responsive advice and counselling including gender-based violence	Included in project costs	MLSP, PIU and DPOs	2019–2022
2.5 Establish six development and rehabilitation centers in <i>aimags</i> with gender-friendly universal design	2.5 Dedicated consultation rooms and facilities meet the need for privacy for both women and men for certain types of services	Included in project costs	MLSP and PIU	2017–2020
2.6 Provide PWDs, CWD and caregivers with access to information, counselling and referral through hotline	2.6 Around 18,000 calls received per annum by 2022, ^b of which at least 50% by women caregivers (baseline: 0)	Included in project costs	MLSP and PIU	2018–2022
Output 3: Access to the physical environment improved				
3.1 Assistive devices are properly adjusted to satisfy the needs of women and men with disabilities	3.1 At least 50% of assistive devices are allocated to women and PWDs below the poverty line (sex-disaggregated baseline to be determined in 2017)	Included in project costs	MLSP, PIU and NSO (household socioeconomic survey)	2017–2022
Output 4: Work and employment for persons with disabilities improved				
4.1 Improve employment training services and increase the number of PWD job seekers to 3,500 per annum by 2022	4.1.1 At least 45% of PWD job seekers provided with skills development and job brokering support by public employment services are women (sex-disaggregated baseline to be	Included in project costs	MLSP (MIS in public employment services), DPOs and PIU	2017–2022

Gender Action Plan Activities	Targets/Indicators	Budget	Responsible Party	Time-line
	determined in 2017)			
	4.1.2 Number of PWDs employed by mainstream employers, with the support of DPOs using new approaches increased to 300 per year by 2022, of whom at least 120 are female PWDs (2016 baseline: 0)			
4.2 Establish support systems and facilitate inclusive business for PWDs in the workplace	4.2 At least 50 workplaces adopt specific measures for PWDs, and especially taking into account female PWDs' needs	Included in project costs	PIU and DPOs	2018–2022
4.3 Increase employment of PWDs through monitoring of compliance with regulations on employment for PWDs	4.3 Labor force of PWDs increased by 5,000 people, of whom at least 40% are female PWDs by 2022 (sex-disaggregated baseline to be determined in 2017)	Included in project costs	MLSP, PIU, NSO (LFS annual reports)	2018–2022
4.4 Introduce new employment service approaches through DPOs	4.4 Number of PWDs supported by DPOs using new employment service approaches increased to 300 per year, of whom at least 120 are female PWDs (2016 baseline: 0)	Included in project costs	MLSP (new MIS module developed) and DPOs	2018–2022
Output 5: Strategic development to support persons with disabilities implemented				
5.1 Conduct a strategic review of implementation of the Law on the rights of PWDs and associated national program	5.1 Strategic review report contains social and gender analysis with set of recommendations	Included in project costs	MLSP and PIU	2019
5.2 Develop Communications Strategy with reflection of gender and disability-specific concerns	5.2 About 10 media campaigns are conducted to raise public awareness on access to education for CWDs and violence against women and girls with disabilities	Included in project costs	MLSP, PIU and DPOs	2017–2020
5.3 Reform and support the implementation of caregivers' allowance to increase coverage and support services	5.3 About 45,000 caregivers of PWDs receive allowance and support services, of whom at least 80% are women	Included in project costs	MLSP and PIU	2017–2020
5.4 Ensure collection of sex-disaggregated national statistics on PWDs	5.4 Sex-disaggregated data collected nationwide on PWDs	Included in project costs	NSO and PIU	2017–2020

ASQ = ages and stages questionnaire, BSID = Bayley Scales of Infant Development, CWD = child with disabilities, DPO = disabled people's organization, LFS = labor force survey, MIS = management information system, MOH = Ministry of Health, MLSP = Ministry of Labor and Social Protection, NSO = National Statistical Office, PIU = project implementation unit, PWD = person with disabilities.

^a This is an indicative baseline because it is obtained from a relatively small sample.

^b Support service includes physiotherapy, occupational therapy, speech therapy, disability allowance, mobile toy library, or assistive device or equipment.

^c This is included in the terms of reference of media and communication consultants.

^d Technical assistance will be provided to NSO to ensure the execution of this task.

Source: Asian Development Bank.

2. Implementation arrangements and monitoring. The action plan is fully integrated into the overall project design and activities do not require separate resource allocations. Overall implementation responsibilities will lie with the Ministry of Labor and Social Protection and project implementation unit. The terms of reference of the national gender specialist are in the project administration manual. Progress in the implementation of the gender action plan will be submitted to the Asian Development Bank on an annual basis.