

# GENDER STATISTICS ASSESSMENT ON ENTREPRENEURSHIP

2021



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## LIST OF ACRONYMS

ADB	Asian Development Bank
AFI	Alliance for Financial Inclusion
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEO	Chief Executive Officer
CGF	Credit Guarantee Fund
EBRD	European Bank for Reconstruction and Development
EDGE	Evidence and Data for Gender Equality
EIP	Entrepreneurship Indicators Programme
FRC	Financial Regulatory Commission
GASR	General Authority for State Registration
GDP	Gross Domestic Product
GoM	Government of Mongolia
IFC	International Finance Corporation
ILO	International Labour Organisation
IMD	Institute for Management Development
LFS	Labour Force Survey
LPGE	Law on Promotion of Gender Equality
MNT	Mongolian currency - MNT
NBFIs	Non-Bank Financial Institutions
NCGE	National Committee on Gender Equality
NFIS	National Financial Inclusion Strategy
NPGE	National Programme on Gender Equality
NSO	National Statistical Office of Mongolia
OECD	Organisation for Economic Co-operation and Development
SCCs	Savings and Credit Cooperations
SDD	Sex disaggregated data
SDG	Sustainable Development Goals
SME	Small and Medium Enterprise
SGKh	State Great Khural
TDB	Trade and Development Bank of Mongolia
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
WB	World Bank
WEF	World Economic Forum
WIRC	Women's Information Research Centre

## SUMMARY

This report provides an analysis of the regulatory and institutional framework, evaluation of the current available gender disaggregated data and recommendation for future developments. The report finds that on the international and national level the legal environment of Mongolia for gathering statistical data, especially gender disaggregated data, is sufficient. On the international level, Mongolia is a member of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action, ILO Convention No. 111 (Convention concerning Discrimination in Respect of Employment and Occupation), ILO Convention No. 100 (Equal Remuneration Convention) and United Nations World Summit of 2005.

On the national level, the following laws and regulations are foundational: The Constitution of Mongolia, the Law on Statistics, the SME Law, and Law on Promotion of Gender Equality and national programs on Gender Equality.

Institutional frameworks are also in place. The NSO is the main organization producing publicly available statistical data. The Bank of Mongolia and Financial Regulatory Commission also have publicly available statistical data. Public gender disaggregated data is only available for population, health, education, poverty, labour, authority, human rights, violence, and environment. The NSO has increased the available indicators for their data from 216 in 2013 to 241 in 2019. Gender disaggregated data on entrepreneurship was only obtainable on written request from the General Taxation office. On request, additional gender disaggregated data was

accessible from Bank of Mongolia, but only pertaining to individual lenders and account holders. The data received from General Taxation office and Bank of Mongolia are included as Annex. The SME development fund started to sex disaggregate their data from 2019, but only enterprises with female directors are seen as women led. The CGF has also gender disaggregated data according the ADB definition, since they are implementing a project with ADB. Thus the agencies use different definitions of women entrepreneurship.

The GoM has been taking actions to improve the regulatory and operating environment for SMEs. The new SME law (effective from 2019/06/06) and the National Programme on Support of SMEs (2019 Decree 156) were adopted to support the SME sector but is not gender responsive and specific measures to support women entrepreneurship are not included. These policies aim to put in place a supportive taxation system and accessible financial and non-financial services (capacity building, information sharing, marketing, etc.). These measures also seek to decrease hassles related to company registration and receiving other administrative services provided by the government, as the overly bureaucratic processes were recognised as the biggest hurdles for small and medium business owners in Mongolia (The Mongol Bank, 2018). Evidently, IMD World Competitiveness Ranking 2020 ranked Mongolia at the bottom (62nd out of 63 economies) for the weak support for SMEs<sup>1</sup>.

The aforementioned policies and programmes – welcome as they are – still lack

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<sup>1</sup> IMD, World Competitiveness Yearbook 2020

coherence. For instance, the national SME definition<sup>2</sup> is not widely used by industry stakeholders. Furthermore, the Mongol Bank and the NSO use different employee-number categorization in collecting data. There is no exclusive data on SMEs in the NSO database and NSO does not provide a breakdown for companies employing more than 50 employees. Thus, it is impossible to know the percentage of SMEs and the percentage of large corporations with a larger number of staff. This is a serious omission which the GoM needs to address by aligning the data collection and categorisation with the official definition of SMEs.

Due to the broad definition of SME's in the SME Law of 2007, there had been 3 different definitions used and no unified database for SMEs was available. With the amendments to the SME Law in June 2019 at least the definition was improved dividing them into micro, small and medium by number of employees, sector and turnover.

Access to economic opportunity, employment, fair wage and productivity is recognised as one of the most pre-eminent gender disparities in Mongolia. Achieving parity is beneficial not only at the individual levels, where women enjoy greater decision-making agency and control over resources, but also at the macroeconomic level, where corporations with larger number of women on executive boards and higher management achieve better productivity and higher profits, and thus contributing substantially to the GDP of the country.

As evident from the surveys and studies reviewed, women in Mongolia are in advantage in terms of educational attainments; however, fall behind in using this advantage in labour market participation. It has been observed that deep-seated traditional views, which result in unequal power dynamics within the family, which in turn, prevent many women from fully utilising their potential. Many of young women in Mongolia, due to the lack of quality childcare facilities and restrictive family duties, are forced to engage in informal work or unpaid family work, most of which do not offer legal and/or financial security.

Consequently, women's economic participation as employees, as well as an entrepreneurs is lower than that of men, and there is a great disparity in some sectors of activity. In addition, albeit greater number of women attend various business trainings than do men, they receive less funding for their projects. This was evident from the Funding for the Youth Start-Ups Pilot Programme that was implemented in 2016-2017 by the Government of Mongolia (GoM). However, no research was undertaken to look into the causes of women's fall out at the final stages of the programme.

The large proportion of women is engaged in the micro-entrepreneurship thus there is a necessity for the development of financial and non-financial services tailored to strengthen women's involvement in SMEs. Especially, the combination of the two with access to markets, enabled via policy reform, will have lasting positive impact on women's engagement in entrepreneurship. Additionally, easing the burden of unpaid care and housework, and designing entrepreneurship training programmes with gender-sensitive approach in mind, are particularly crucial for Mongol women.

However, lack of data for specific economic sectors and of gender analysis make it difficult to see the complete picture of SME situation in Mongolia. A situation marked by incoherent data, fragmented surveys, insufficient data and policy analysis capacity is compounded by shortcomings of political will. This eventually results in interventions that are removed from reality and fail to reach the intended objectives.

Findings from this assessment help us outline several policy recommendations which could be summarized as follows:

*At the Macro level:*

1. Proper definition of women entrepreneurship law
2. Enforce implementation of the Law on the Promotion of Gender Equality and the National Programme on Gender Equality (NPGE);

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<sup>2</sup> "Micro enterprise: </=10 employees, with a sales income </=300 million tugriks. Small enterprise: 10-50 employees, sales income 300 million – 1 billion tugriks. Medium

enterprise: 50-200 employees, sales income 1 billion – 2.5 billion tugriks." Paragraph 2, Article 5(5.1, 5.2, 5.3), Law on SMEs (2019)

3. Develop economic policies that take into consideration difference in impacts on female and male entrepreneurs. Policy makers need accurate, comparable and reliable SME sex disaggregated data on financing, training, regulatory and legal environment of entrepreneurship, as well as on demographic characteristics of entrepreneurs—who they are, what kinds of businesses they run, and how women are faring compared to men.

*At the Mezzo level:*

4. Provide a better collection of SDD for improving the understanding of female and male participation rates in entrepreneurship and its sectoral specifications.

5. Conduct rigorous monitoring and evaluation of government programmes; emphasize SDD when interpreting the results

*At the Micro level:*

6. Organise wide range of activities, from educational to raising awareness on gender equality and gender-sensitivity.
7. The last recommendation emphasizes the necessity for a broad-ranging public discourse among societal members, especially between the government and other stakeholders—on contributions of women in the domestic economy, on norms and values underpinning the widespread gender-disparities in economic engagement and opportunities, and on the importance of equity and benefits of gender equality in the society at large.

# SECTION 1. INTRODUCTION

## 1.1 BACKGROUND

The Strategy for the Promotion of Gender Equality (2016-2020) of the European Bank for Reconstruction and Development (EBRD) aims to increase women's economic empowerment and equal opportunity in the countries where it invests. Promoting women's access to finance and entrepreneurship is one of the three operational priorities of the Strategy. As such, the Bank is committed to "supporting advocacy and policy dialogue to address policy and regulatory restrictions which contribute to reducing gender gaps in access to finance and entrepreneurship."

More and better data is required to contribute to a meaningful policy dialogue on gender equality and provide a solid evidence base for development policy. This is reinforced by the Sustainable Development Goals (SDGs), which require sex-disaggregated data to track progress towards all goals, including SDG 5, which relates specifically to gender equality and empowerment of women and girls. The EBRD is currently engaged in a number of global initiatives to help client countries meet increasing demand for this type of information as part of SDG 5 and beyond.

A lack of sex-disaggregated data has resulted in an incomplete picture of women's and

men's lives—and the gaps that persist between them. Such data are essential for identifying key challenges and opportunities to accelerate progress towards the women entrepreneurship and gender financial inclusion.

In April 2019, the Women Entrepreneurs Finance Initiative (We-Fi) Governing Committee approved funding for the EBRD's "Women of the Steppe" programme (or the "Central Asia Women in Business (WiB) Programme") in four countries in Central Asia region— Tajikistan, Kyrgyzstan, Uzbekistan and Mongolia. This Programme includes a distinctive policy component fully aligned with the overall objectives of the Programme, one of which aims at developing a favorable environment for women entrepreneurs through technical assistance provided by the Investment Council (or an equivalent institution) and relevant ministries.

Under Central Asia "Women in Business" Program is started to support the national statistical offices and financial regulators to enhance sex-disaggregated data collection in priority areas, such as entrepreneurship and financial inclusion.

## 1.2 PURPOSE OF THE REPORT

A sound, informative statistical system is essential to provide policy makers with the right signals to identify gender gaps, to assess how the performance of the Women SME sector in Mongolia compares internationally and to draw the right policy conclusions about how to address them. Despite remarkable progress achieved recently to improve the data collection system for MSME gender statistics in Mongolia, considerable scope for further improvements remains going forward and for lining up the country's gender statistics with international practices and standards.

This assessment is expected to form the foundation for the development of a Roadmap for improving the Gender Responsive Investment Climate in Mongolia. The specific objectives of the assessment are to: (1) conduct a detailed analysis of publicly available gender disaggregated statistical data on entrepreneurship, (2) review of international

best practices and country examples on SDD collection and dissemination; (3) identify additional sources for collecting SDD on entrepreneurship, (4) define gaps and constraints in SDD collection, analysis and dissemination based on the stakeholders interviews and (5) provide recommendations on how to address them.

This report is a baseline assessment to become a component in a larger EBRD-supported policy dialogue programme which includes legal and policy review, followed by a national survey of over 400 SMEs involving interviews with key stakeholders and focusing on group discussions with entrepreneurs, business associations and others.

Within this assessment, a Road Map for strengthening the gender-disaggregated data on entrepreneurship across government institutions and agencies will be developed.

## 1.3 METHODOLOGY

Desktop review of existing reports and policy documents and interview with relevant organisations to collect statistical information were the key methodology employed in this assessment. The main approach was to mine and compile quantitative and qualitative data that is gender disaggregated on entrepreneurship from publicly available sources. The NSO and Bank of Mongolia—entities responsible for collecting statistical information—were interviewed about their future plans for collecting gender disaggregated data.

Priority has been given to the data generated by the NSO, the Central Bank of Mongolia, SME agency and other relevant ministries.

Furthermore, official letters requesting gender disaggregated data were sent out in order to identify additional sources of data, which are only available within organisations.

# SECTION 2. GENDER STATISTICS ASSESSMENT ON ENTREPRENEURSHIP

## 2.1 IMPORTANCE OF GENDER DATA ON ENTREPRENEURSHIP

The research question of the relevance of gender to economic growth is a relatively new field. In the past years; OECD, United Nations and International Financial Institutions have been highlighting this topic in their work and relative literature is growing. In 2014, the Brisbane G20 Leaders Summit highlighted women as driver of economic growth and agreed “to the goal of reducing the gap in participation rates between men and women in our countries by 25 percent by 2025<sup>3</sup>. The women’s economic empowerment has also been included in the agenda of the G20 in 2015. Many countries introduced the empowerment of women as a core pillar of their reform strategy. Especially the term “Womenomics”, introduced by the Government of Shinzo Abe (Japan), became very popular.

The OECD highlighted in 2015 that “expanding the involvement of women in entrepreneurship is critical for long-term economic growth”. In the Global Gender Gap Report 2015, the World Economic Forum “confirmed a correlation between gender equality and GDP per cap.... And that reducing gender inequality enhances productivity and economic growth”<sup>4</sup>.

In 2013, before the SDGs were adopted, the UN Statistical Commission agreed on set of 52 quantitative gender indicators, which are a Minimum

Set of Gender Indicators that all countries should produce. Some of them became part of the SDGs. On 30 April 2019, the United Nations Inter-Agency and Expert Group on Gender Statistics reviewed the Minimum Set of Gender Indicators and updated for SDG indicators.<sup>5</sup>

But why are gender statistics important? There are differences between women and men. Much of women’s work is not measured, especially unpaid care and household work (such as child and elderly care, housework and other). Especially in times of COVID-19, issues such as domestic violence, unpaid work and child care demonstrated the need for disaggregation of data. The gender issues can only be addressed more effectively by policies with the appropriate disaggregation data.

Studies on gender differences in entrepreneurship, which is an important pillar of economic growth, lag behind those in other areas, as the participation in entrepreneurship is not a well-established concept in statistics. Which in turn, requires a rather radical shift away from traditional quantitative approaches toward more focused and deep qualitative methodologies—including in-depth interviews, case studies, life histories, ethnography or discourse analysis. Some of the examples can be observed from the development history of the EDGE survey. As described in the UN report (2018), a call

<sup>3</sup> <https://www.consilium.europa.eu/media/23866/g20-leaders-communiqué-brisbane-summit-15-16-yrvñvember-2014.pdf>

<sup>4</sup> <https://reports.weforum.org/global-gender-gap-report-2015/the-case-for-gender-equality/>

<sup>5</sup> <https://genderstats.un.org/files/Minimum%20Set%20indicators%202018.11.1%20web.pdf>

for collecting self-reported individual data has been introduced in order to collect reliable data, especially with regards to asset ownership (UN, Department of Economic and Social Affairs, Statistics Division, 2018).

An important issue in gender disaggregating is the legal and institutional framework. In majority of the countries, development of data disaggregation methodologies

in different sectors are led by the national statistical offices. But the most important for collection of gender disaggregated data on entrepreneurship is a clear definition of “women entrepreneurship” in the law or policies. Every country has to develop their own national definition. Table 1 shows the different definitions of women entrepreneurship.

Table 1. Example of definitions of “Women entrepreneurship”

Organization/country	Definition
Asian Development Bank	Women owned businesses are those that meet at least one of these criteria: (i) at least 50% of enterprise ownership is controlled by women, (ii) at least 60% of senior managers are women, or at least 50% of the registered employees of the enterprise are women.
European Reconstruction Development Bank	SMEs where a woman holds overall operational management responsibility for the company, who may also partially or wholly own the business).
International Financial Corporation	Women-owned enterprise A woman owned business is where a woman/women has (i) a greater or equal to 51 percent ownership (ii) greater or equal to 20 percent owned by a woman/women and (iii) greater or equal to one woman as CEO/COO (president/vice-president) as well as greater or equal to 30 percent of the board of directors being women
Armenia	Women led business “an enterprise managed by woman or with a capital of at least 30% investment by women”
Central Bank of Egypt	Women MSME ownership (capital), a stake of at least 51 percent is to be held by a woman/women, or at least a 20 percent ownership/stake held by a woman/ women AND $\geq 1$ woman as CEO (President/ Vice- President)
Italy	Women owned business 1. companies owned by a sole woman; 2. partnerships where more than 50% of the partners are women; 3. companies in which on average more than 50% of the shares are owned by women and women account for more than 50% of the administrative roles
India	women entrepreneur as an enterprise owned and controlled by a woman having a minimum financial interest of 51% of capital and giving at least 51% of employment generated in the enterprise to women.
South Korea	Women owned business – company that is owned by a woman or women and is controlled by her(them)
UK HM Treasury	at least 51% ownership by one or more women and has a woman listed as CEO/COO.

Department for Business, Innovation and Skills UK Government (2014)	Businesses where women make up more than 50 percent of the partners or directors in day-to-day control of the business, or where the sole proprietor is a woman.
US Small Business Administration	Women-owned business (WOB) A WOB is a business that is at least 51 percent directly and unconditionally owned and controlled by one or more women.
Grant Thornton (2016)	Women present in the following positions: <ul style="list-style-type: none"> <li>✓ CEO (chief executive officer)</li> <li>✓ COO (chief operating officer)</li> <li>✓ CFO (chief financial officer)</li> <li>✓ managing directors</li> <li>✓ partners.</li> </ul>
The Global Women Entrepreneur Leaders Scorecard	Women led business "women, who own and operate businesses that are innovative and growth oriented"
Female Entrepreneurship Index (FEI)	Women led business "women who own and operate businesses that are innovative, market expanding, and export-oriented"

*Source: Summarized by Dildora Tadjibaeva, EBRD.*

Therefore, a clear definition is needed to collect accurate gender disaggregated data on entrepreneurship applicable to the entire country.

## 2.2 LEGAL FRAMEWORK

Sex-disaggregated statistics and production of gender sensitive data is one of the legal basis of the Law on Promotion of Gender Equality (2011, Clause 5.1.5. Principle of gender sensitive data and information: The State shall ensure the availability and accessibility of sex-disaggregated statistical data and other information).

The adoption of the NPGE 2017-2021 (National Programme on Gender Equality) facilitated the development of the Gender Strategy for the sectors and the Ministries have accepted the duty to build capacities of the relevant agencies to collect, analyse and use sex-disaggregated data and information for gender analysis, and to integrate the findings in the policy decision-making. Unfortunately, no implementation reports are available up-to-date, as the Ministries still lack staff dedicated to enforce the collection and analysis of the data. Recently, NCGE has reported that the Gender Programme implementation is currently being evaluated and the reports should be available shortly.

The National Statistics Office (NSO), under the SGKh (State Great Khural), is responsible for collecting statistical data disaggregated by sex, analysing gender issues, and sharing them with consumers and the public at large. The Time Use Survey (TUS), which is conducted by NSO every 4 years, made an important contribution to the development of gender-specific data and information.

The objectives of the TUS are to: 1) discover time spent in unpaid and paid work both by women and men; 2) identify patterns in Mongolian households and its change; 3) obtain data, essential to monitoring the progress of the NPGE. The TUS helps to measure time spent on paid and unpaid work and the time each gender spends on personal needs. The survey reveals that women spend three times as much hours caring for children and elderly than do men.

The NSO has been conducting Enterprise Census since 1991 and the latest data available is from 2016, the 6th census. It provides sex disaggregated data on employees of enterprises, by

regions, organization types and wages and salaries. There is a potential to add questions in the Enterprise Census in order to increase the SDD on entrepreneurship.

On 12 September 2013, the NSO Chairman issued Order 1/104—under which the basic gender-specific statistical indicators were adopted and a compilation of gender-related statistics with 216 indicators is being released once every two years.

In 2018, the National Committee on Gender Equality (NCGE) and NSO together signed a “Memorandum of Understanding” with the objective of ensuring transparent, open and accessible gender-specific statistical data and information that is envisioned by the Law on Promotion of Gender Equality (LPGE) and the NPG 2017-2021, creating a gender-specific information database in which it collects the sectoral and local development-relevant sex-disaggregated statistical data and develops methodology for their application in policy planning and implementation processes.

Furthermore, Mongolian government is a signatory to all major international instruments pertaining to human rights, women’s rights and gender equality, including the SDGs. It is, therefore, mandatory for the Mongolian government, as a signatory, to produce data for the SDGs indicators. As such, the GoM has made great strides recently in producing much needed data for the following two SDGs Targets indicators:

1. Target 5.2 “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation” with indicators:
  - ✓ 5.2.1 “Proportion of ever-partnered women and girls aged 15 years and older

subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age”

- ✓ 5.2.2 “Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence”<sup>6</sup>;
2. Target 5a, which aims to “undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws” and its two indicators:
    - ✓ 5.a.1(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
    - ✓ 5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women’s equal rights to land ownership and/or control<sup>7</sup>.

The latter Target Indicators serve as the first official data on women’s ownership of assets and enterprises in Mongolia.

### International level

Mongolia has been an active member of different international treaties for a long time. Some of the international commitments which Mongolia is part of are shown in Table 2.

Table 2. International commitments of the GoM to promote women in SME’s

Name of the treaty/commitment	Core provision	Adoption (Year)	Status
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<sup>6</sup> See National Study on GBV in Mongolia, UNFPA/NSO, 2017

<sup>7</sup> See Pilot Survey on Measuring Asset Ownership and Entrepreneurship from a Gender Perspective, ADB/NSO, 2018

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	<ul style="list-style-type: none"> <li>✓ Eliminate discrimination in employment and other areas</li> <li>✓ Requires state parties to ensure that women have equal rights to obtain bank loans, mortgages, and other forms of financial credit</li> </ul>	1979	Effective
Beijing Platform for Action	<ul style="list-style-type: none"> <li>✓ To promote women's access to employment with appropriate working conditions, economic resources, markets, and trade;</li> <li>✓ To strengthen women's economic capacity and commercial networks</li> <li>✓ To eliminate occupational segregation and other forms of employment discrimination.</li> <li>✓ Include government commitments to provide women with access to savings and credit mechanisms and institutions.</li> <li>✓ To eliminate any biases against women in finance laws.</li> </ul>	1995	Effective
ILO Convention No. 111 (Convention concerning Discrimination in Respect of Employment and Occupation)	To promote equality of opportunity and treatment between men and women in employment and occupation, and to repeal discriminatory laws and practices	1958	Effective
ILO Convention No. 100 (Equal Remuneration Convention)	To promote equal remuneration between men and women for work of equal value, and to determine remuneration rates without discrimination based on gender (Articles 1 and 2)	1951	Effective
United Nations World Summit in 2005	<ul style="list-style-type: none"> <li>✓ Governments committed themselves to ensure that women have equal access to credit (para. 58)</li> <li>✓ Countries committed themselves to ensure women's equal access to labour markets, sustainable employment, and adequate labour protection (para. 58)</li> </ul>	2005	Effective

## National level

### Constitution of Mongolia

The Constitution of Mongolia Chapter two, Article 16.11 states: "Men and women shall have equal rights in political, economic, social, cultural fields and in family affairs..." which serves as a basis for enabling-environment for women. The Constitution indicates also that the GoM is responsible for the implementation of the Constitution and other laws and regulations

"according to the duty to direct economic, social and cultural development" to organize and ensure nationwide implementation, create guidelines for economic and social development and also to elaborate and implement comprehensive measures on sectoral, intersectoral, as well as regional development.

### Law on Statistics

The law on Statistics was first approved in 1997 and there were amendments made in 2004, 2008 and 2012. The purpose of this law was to

establish a unified statistical data system, the structure of statistical organizations and relations among them and the process of implementing statistical information. Different terms like statistical data, statistical activities, statistical respondents, users of statistical data, official and administrative statistics are clearly defined. The statistical information is divided into official and administrative type. The official statistical information is produced by the National Statistical Office, the ministries and other state organizations and governors of all levels. According to this law, the indicators of official statistics are divided into 5 main categories which are 1) macro-economic statistical indicators, 2) population and social statistics, 3) industry, science and technology statistics, 4) legal statistics, and 5) environmental statistics.

For the production of other statistics—such as money, loan, finance, custom, tax, environment, art, culture, education, science and technology, health, social welfare, food security, and justice—the line ministries and agencies are responsible and they are obliged to submit them to NSO. Conducting of the census and surveys are also clearly defined with timing. For example, National population and housing census held every 10 years and inter-census population survey every 5 years,

Household socio-economic survey every quarter, Labour force survey every quarter, Establishment census every 5 years and others. Thus, the main organisation for collecting data in Mongolia is the NSO.

### The SME Law

There are two laws regulating business or entrepreneurship relations: The corporate law and the SME law. The corporate law regulates the relations rising from the establishment, registration and reorganisation of a company. There is no segmentation of companies included.

The SME law was first approved in 2007. The amendments to this law were made only in June 2019. Due to the very broad definition of SMEs in the 2007 law, there were 3 definitions used—one by law enforcement, one by banks and one by the business registry of NSO. Therefore, the statistics of SME were fragmented and there were no clear numbers identified on SMEs. Additionally, there was no unified database for SMEs. Only with the improvement of the new law, which illustrated the concept of micro, small and medium enterprises by number of employees, sector and annual turnover, the common understanding was set.

Table 3. Classification of SME's By Law

	Number of employees	Sector	Annual turnover
Micro enterprises	Up to 10	Production, trade and service sector	Up to 300 million MNT
Small enterprises	10-50	Production, trade and service sector	300 million to 1 billion MNT
Medium enterprises	50-200	Production, trade and service sector	1 to 2.5 billion MNT

Source: SME Law of Mongolia (2019)

In the law there is no definition of women-led business.

### Law on Promotion of Gender Equality

The law on Promotion of Gender Equality was approved in 2011 and is a very rigorous document with a clear structure and responsibilities defined for each stakeholder. "The Purpose of this law is to establish the legal basis for the creation of

conditions to ensure gender equality in political, legal, economic, social, cultural and family relations, and to regulate relations related to their implementation" (article 1, 1.1). As was mentioned earlier, gender disaggregated statistics and production of gender sensitive data is one of the five legal principles of the Law on Promotion of Gender Equality (2011, Clause 5.1.5. Principle of gender sensitive data and information: The State shall ensure the availability and accessibility of gender-

disaggregated statistical data and other information).

Additionally, Equal rights in economic sphere are guaranteed. The equal rights in economic sphere

is defined as such that men and women have equal access to land and other immovable and movable property, budget allocations, financial assets, credit, other economic wealth and resources on equal terms when establishing and registering an economic entity and engaging in economic and professional activities. Also equal rights are guaranteed in the public procurement of goods,

works and services and in the provision of all types of public services. For the implementation of this law, the responsibilities and mandates are clearly defined. Table 3 shows the relevant mandates stated in the law.

Within the law, the role and responsibility of the National Committee on Gender Equality has also been clearly defined. The structure and mandate of the NCGE will be described separately in the Institutional framework part of this document. This law creates a strong legal basis for gender equality in general and in employment and entrepreneurship in particular.

*Table 4. Mandates of public bodies (relevant ones)*

	Mandate	Reporting	Reporting public bodies
Parliament of Mongolia	15.1.1 ensure that state policies and legislations are defined in a gender equality and rights-based manner;	15.1.4 discuss and issue assessments every two years on the following	15.1.4.a) Government: Implementation and results of its gender equality promotion activities
	15.1.2 improve the legal framework to ensure equal rights and equal opportunities for men and women by strengthening the national legislation in compliance with the principles and norms of gender equality established by this law, other relevant laws and international treaties of Mongolia		15.1.4.b) Human Rights Commission: Implementation of the gender equality legislation and resolution of gender discrimination complaints
	15.1.3 approve funds sufficient for the achievement of objectives and results on gender equality in the economic, social, legal and other state policies adopted by this law, other relevant laws and international treaties of Mongolia		15.1.5.c) Civil Service Council: State of gender equality in the civil service, and the progress and results of the implementation of measures to prevent gender discrimination including sexual harassment
	15.1.5. Other functions as stipulated by this laws.		15.1.4.d) country report on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women
Government of Mongolia (Cabinet)	16.1.1. incorporate gender equality promotion activities in the Economic and Social Development Guidelines and sector development policies and programs, introduce gender sensitive budgeting system, approve and implement gender equality programs and special measures prescribed in Article 7 of this law and have		

	sufficient financing approved for their implementation		
	16.1.2. Create conditions for compilation of gender disaggregated statistics, to have gender equality assessments carried out, to disseminate the findings to customers and the public.		

Source: Law on Promotion of Gender Equality

### Vision 2050

Overall, the vision 2050 is a gender-blind document. The only mention of the term “gender” appears in the section on education—the sector where men are on the disadvantaged side as students (approximately 40 per cent of students are male<sup>8</sup>) and teachers. Female teachers outnumber male teachers by 2 to 1<sup>9</sup> in tertiary, vocational and professional education establishments. Further looking at the entrepreneurship and start-up support sections, many commendable activities are planned, such as improving infrastructure to support rural SMEs, creating funding channels for the start-up enterprises, and developing vocational and professional education centres; however, these again neither mention gender specific needs, nor outline gender specific target activities. Unfortunately, same goes to the government action plan 2020-2024, which is a set of activities described in the Vision 2050.

### National Program on Gender Equality

National Programs to ensure gender equality (2002 -2015, 2017-2021) have been approved and are being implemented. Due to lack of funding for the implementation of the National Program on Gender Equality 2002 – 2015, the planned results were not achieved. Although the legal environment has been improved, there is a lack of understanding of gender equality in the society and a lack of cross-sectoral coordination mechanisms.

The adoption of the NPGE 2017-2021 facilitated the development of the Gender Strategy for the sectors and the Ministries have accepted the

duty to build capacities of the relevant agencies to collect, analyse and use gender-disaggregated data and information for gender analysis, and to integrate the findings in the policy decision-making. Some ministries approved gender policies in their sector like

- ✓ Gender Policy in the environmental sector approved on 09 June 2014
- ✓ Gender policy in education, culture, science and sport approved on 24 August 2017
- ✓ Gender policy in the construction and urban development sector approved on 20 December 2017
- ✓ Gender policy in Food, Agriculture and light industry approved on 17 May 2018
- ✓ Unified gender policy of law enforcement agencies approved on 13 June 2018
- ✓ Gender Policy in geology, mining, oil and heavy industry approved on 06 May 2019
- ✓ Gender policy in the defense sector approved on 20 January 2020
- ✓ Gender policy in foreign relations approved on 13 October 2020

Some of the ministries have approved action plans according their gender policy. Unfortunately, no implementation reports are available to date as the Ministries still lack staff, dedicated to enforce the collection and analysis of data.

### The SMEs Development Programme

<sup>8</sup> NSO, www.1212.mn, data for 2019

<sup>9</sup> Ibid

The National SME Development Program was approved by the Government on April 17, 2019. It was planned to implement the program in two phases:

- First phase: 2019 – 2020
- Second phase: 2021 – 2022.

Objectives of the program

The following objectives will be implemented:

1. Improving the legal environment for small and medium enterprises;
2. Reduce interest rates on loans for SME; extend their terms, and create access to preferential financial conditions by improving financial and investment policies;
3. Development of consulting and insurance services;
4. Intensify the introduction of innovations and environmentally friendly techniques, increase the production of products conforming to standards, and improve competitiveness;
5. Expand the market for SME's and support sales;
6. Organize the "One settlement – One Product" campaign, create local brand products, and increase the independence and creativity of SME.

Planned activities:

1. The following activities will be implemented to improve the legal environment for SME:
  - ✓ Make classification of SMEs clear and support consistent with their needs; improve the environment for rights and duties assigned to institutions that support SMEs
  - ✓ Cultivate responsibilities in enterprises and citizens who are receiving discounted rate SME loans and aids from related projects organized by the SME development foundation. Reduce risks associated with loan repayment and improve contracts and bylaws so as to make sure no outstanding debts and receivables accumulate.

- ✓ Improve the environment for debt insurance and securities to reduce risks associated with loan repayment for SMEs.
  - ✓ Update legal environment for loan backing and leasing services and increase the cap of available discounted SME loans and ensure more enterprises have access to it.
  - ✓ Encourage innovations and technology, knowledge sharing by designing legal environment where public and private institutions can come together to work
  - ✓ SMEs management activities and competitiveness and foster policies to promote start-ups
  - ✓ Establish rewards system and award best SMEs and practices
  - ✓ Strengthen data availability in SMEs' registrations and activities and organize information systems that correspond to international standards
2. To lower interest rates, lengthen maturity of loan, generate preferential financial terms and increase access by updating financial and investment policies; following actions will be taken place:
    - ✓ Raise government investments, loans and aids; offer new loan products and make interest rate, maturity times and delivering activities more adequate
    - ✓ Supply loan products that are more aligned with the demand by diversifying loan products issued by SMEs development fund
    - ✓ Conduct studies on reducing commercial bank interest rates and work with relevant institutions
    - ✓ Create incentives to build information database that broadcast residents and enterprises that satisfy the requirements laid out by financial institutions and international best practices
    - ✓ Increase awareness of different financing and leasing options, encourage SMEs to make use of them; introduce new loan-backing and insurance methods for export manufacturers

- ✓ Demonstrate the advantages of joint ownerships and venture capitals. Support cooperation between SMEs and foreign and domestic investors
  - ✓ Provide incentives for big corporations to support SMEs as means of social responsibility
  - ✓ Allocate SMEs aids and loans offered by international organizations more efficiently and coherently
  - ✓ Work with Mongolian consuls abroad to learn about new technologies and innovations happening around the world and organize events where knowledge sharing, new ideas and investment channels can occur
  - ✓ Announce leading industries which will receive favorable loan conditions from SMEs development fund every year
  - ✓ Introduce value added and supply financing concepts to leading economic sectors
3. Following activities will be implemented as part of development program for consultancy and insurance services:
- ✓ Improve frameworks for training domestic consultants
  - ✓ Conduct specialized training for start-ups and SMEs
  - ✓ Coach existing consultancy services and ensure their official registrations in the system
  - ✓ Deliver consultancy services—such as management, information technology, marketing, human resources, governance, finance, registration, tax, audit, environment, quality assurance, investment, occupational safety, engineering—to SMEs
  - ✓ Broadcast different consulting services on media so that awareness will be raised in public
  - ✓ Establish business centers and improve their human resources skills and activities
4. To intensify the introduction of innovations and environmentally friendly techniques, increase the production of products conforming to standards, and improve competitiveness; following shall be implemented:
- ✓ Align research and development work with the industry policies
  - ✓ Encourage innovations in SMEs through effective management
  - ✓ Update manufacturing processes to satisfy international standards requirement and adopt new techniques and technologies
  - ✓ Collect information on new techniques and technologies and spread them through technology-sharing centers/channels
  - ✓ Market innovations and organize events to introduce new products and services for SMEs
  - ✓ Encourage collaborations for product development and start-up advancement
  - ✓ Update national standards on technology, adopt international standards
  - ✓ Develop clusters that involve universities/colleges, research, public and private institutions.
5. To expand the market for SME's and support sales, following activities will be implemented:
- ✓ Increase the number of direct sales centers
  - ✓ Support domestic and international business opportunities, equip SMEs with necessary information and improve online shopping platforms
  - ✓ Train and advise SMEs to have them efficiently manage advertising and marketing activities
  - ✓ Organize domestic and international exhibitions and events; assist SMEs in participating international business expos
  - ✓ Create an environment where SMEs can adequately supply the needs and quality standards of big corporations, public institutions and big projects. Connect consumers with producers.
  - ✓ Set up human resources seminars and workshops for SME target groups

- ✓ Raise the procurement budgets of local and federal government and have SMEs conform to their quality and quantity standards.
- ✓ Create SMEs clusters, encourage them to join and establish mechanisms in which those who joined get priority treatments
- 6. Organize the “One settlement – One Product” campaign, create local brand products, and increase the independence and creativity of SME. Under this objective, following will be implemented:
  - ✓ Launch a campaign “One-settlement–One Product” to support independence and creativity of rural residents. Train human resources in every soum to carry out this activity.
- ✓ Build a favorable environment where “One-settlement–One Product” can be efficiently executed; and strengthen collaborations between public and private institutions
- ✓ Support independency and inspire creativity of SME owners, cultivate competitiveness and create new jobs
- ✓ Under the campaign, support collaboration of public and private institutions in launching and developing of new products with the help of university/college and research institutions.
- ✓ Have regional and local governments encourage private companies to launch new brand products through financing and other means
- ✓ Increase production of patented and certified goods and diversify the availability.

Table 5: Criteria

Nº	Criteria	Measurement unit	Baseline 2018 year	Target in 2020	Target in 2022
1.	Active SME's	number	62,330	64,900	67,600
2.	SME employees (new jobs)	number	3360	16,500	32,900
3.	Small and medium enterprises covered by incubators and support centers	number	200	260	280
4.	Entrepreneurs involved in training and seminars	number	9,527	10,400	11,600
5.	Export share of SME	%	2.3	3.5	5.3
6.	Brand products and services (locally created)	number	6	15	30
7.	Enterprises introduced innovative and environmentally friendly techniques and technologies	%	0	5	20
8.	International standards introduced	number	42	50	60

No implementation reports are available. Only that the new SME Law was approved in June 2019.

Small and Medium Enterprise Department (former SME Development Fund)

According to the Resolution No.49 of the Government of Mongolia, dated August 12th 2020,

the Secretariat of the Small and Medium Enterprise Development Fund was merged with the Small, Medium Enterprise and Cooperative Policy Implementation Coordination Department of the Ministry of Food, Agriculture and Light Industry. And “Small and Medium Enterprises Department” was established.

The agency is responsible for implementing the sector development policy, conducting research and analysis, creating jobs for small and medium enterprises and service providers, import substitution and export in accordance with the Action Plan of the Parliament and the Government and the policy of the Ministry of Food, Agriculture and Light Industry. The goals are to provide soft

loans and financial support, training and methodological assistance, consulting services and to support the development of new products and services based on innovation in clusters, to properly manage, organize and allocate the funds of the Small and Medium Enterprise Development Fund, and to implement internal controls and supporting of the expansion of foreign cooperation.

So far, no statistical data—except for the number of clients, the economic sector and the loan amount—was published by the Fund. Due to the restructuring of the Fund and Covid-19 lockdowns, obtaining data on the MSMEs was not possible at the time of writing of this report.

## 2.3 INSTITUTIONAL FRAMEWORK

The National Statistics Office (NSO) is the main organisation responsible for collecting statistical data, according to the Law on Promotion of Gender Equality. The National Gender Committee on Gender Equality has the mandate to ensure that gender aggregated data is collected and is available to public.

According to the Law on Promotion of Gender Equality, NCGE is a public body composed of the Prime Minister as the head, non-staff members and a Secretariat. The members of NCGE are appointed by the Cabinet based on the suggestion of the Prime Minister. The institutional structure of the NCGE, defined by this law, is shown in the Figure 1.

Figure 1. Structure of the National Committee on Gender Equality



Source: The current level of Gender equality report, 2020, NCGE

According to the law, annual reports have to be submitted to the NCGE. The central and local government agencies have to submit their annual report for the implementation and results of gender equality activities to the NCGE by the February 10th every year and to the aimag and capital city Citizens Representative Khurals by February 20th every year. The annual reports are not publicly available.

14 people are working in the office of the NCGE with 31 gender specialists active locally. The NCGE has 31 subcommittees in 21 provinces and 9 districts of Ulaanbaatar, sectoral committees in 14 central organisations (ministries).

There has been sectoral and local gender specific policies developed since 2013. Today, there are gender specific policies and strategies available in 10 sectors, which were developed with the support of ADB, SDC and UNFPA.

The NCGE started organizing quarterly meetings with the Ministry of Foreign Affairs and international organizations since the end of 2019. UN and their affiliated organizations, World Bank, Asian Development Bank and other donor organizations are among them.

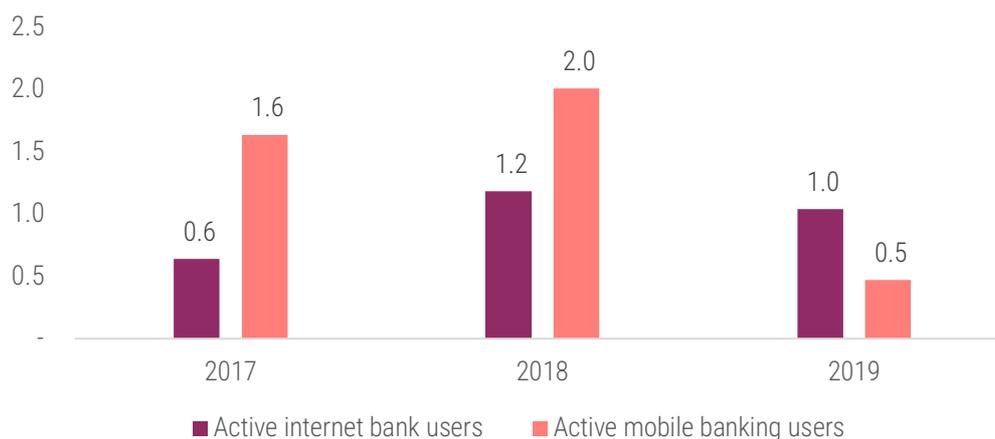
## 2.4 FINANCIAL MARKET

The financial sector of Mongolia consists of 12 commercial banks, 533 non-bank financial institutions (NBFI), and about 207 savings and credit cooperatives (SCCs). Commercial banking is by far the predominant component of the Mongolian financial industry, accounting for approximately 95 per cent of the overall financial sector and employing about 28,345 workers in 2020. The commercial banks in Mongolia offer formal lending products and the maximum maturity period for the lending they offer is 60 months. According to the type of license they hold, the NBFIs offer mostly short-term products like currency exchange, short-term loans, payment guarantees, remittances and other similar products. The maximum maturity period for loans

from NBFIs is up to two years with interest rates up to 4 per cent per month. The interest rates offered by banks are two times lower than that of NBFIs.

Access to formal banking services has been growing rapidly in recent years. According to the World Bank, around 93 per cent of the adult population in Mongolia hold a bank account. Electronic banking methods such as internet and mobile banking are growing fast. The main reason is the increase in mobile phone users. Figure 2 shows the number of active internet and mobile banking users.

Figure 2. Number of active internet and mobile banking users



Source: Central Bank of Mongolia (In 2019, there were changes in the methodology resulting in the decrease in users)

Many people, especially in rural areas, do not have access to bank loans as the main collateral they accept is land, which is often not privately-owned. Thus, many SMEs do not have access to formal funds and rely on informal sources (Luvena Ong, 2016). Many SMEs that are disqualified by banks seek financing from Non-Bank Financial Institutions (NBFIs), Savings and Credit Cooperations (SCCs) or even pawn shops. According to the Mongolian Confederation of Credit Associations (MoCCA), most members of SCCs are women. SCCs clients mostly work in the informal

sector and have no capacity to borrow from banks or NBFIs (Ganbold, 2017).

The database of the Financial Regulatory Commission (FRC) counts 550 NBFIs and 269 SCCs, registered in Mongolia, and as of December 2018, together they served little over 250 thousand people while the number of NBFI clients rose to 1.6 million (The UB Post, 2019). Unfortunately, sex-disaggregated data on clients for loans, or any statistical data related to NBFIs' and SCCs' clients were not available at the FRC.

Data in the IFC report (2014) indicates that even though “women have a stronger repayment history and present greater potential for cross sales compared to male entrepreneurs”, nearly 70 per cent of women-led SMEs are under-served or not served at all, and this creates a gap of about USD 287 billion, which is 30 per cent of the total credit gap for SMEs (IFC, 2014).

Although Mongolian SMEs find it hard to access the formal lending channels, credit to the private sector as a percentage of GDP has increased from 32.81 per cent in 2006 to 50.1 per cent in 2019<sup>10</sup>. This reflects an improvement in the access to financial services. In addition, the current credit information index measuring availability and quality of credit information ranks Mongolia relatively high compared to other countries in the region, such as Kyrgyzstan (25.8 per cent), Tajikistan (11.8 per cent) and Uzbekistan (30 per cent)<sup>11</sup>.

The loan data, acquired from the Central Bank of Mongolia in 2019, further clarifies the picture by confirming that the number of women with loans (764'897) is higher than that of men (619'290), but the former's total loan amount is much smaller, by approximately 800 million MNT (4,160,048 thousand MNT vs 4,964,345 thousand MNT respectively)<sup>12</sup>. Same situation was described in the IFC survey: women-led enterprises' annual sales and total assets are 30 per cent lower, and their amount of loan taken is about 25 per cent less than that of their male counterparts (IFC, 2014).

### Financial Inclusion

The FRC and the Bank of Mongolia co-operated to produce the first draft of the National Financial Inclusion Strategy (NFIS). In 2017, the National Development Program of Financial Markets for 2017-2025 was developed by the Bank of Mongolia (the central bank), the Ministry of Finance, and the Financial Regulatory Commission, and was approved by the Mongolian Government in 2017. This is the roadmap of policy and regulations, which will be used by the policymakers and regulatory

authorities in Mongolia during the next 7 years. The operating plan was designed by taking into consideration not only global development trends and international experience, but also home country characteristics and levels of public financial literacy. The main goals are: (1) to conduct consumer protection schemes and to renew the legal environment; (2) to improve public financial education; (3) a National Financial Inclusion Strategy was approved in March 2021. The Financial Regulatory Commission of Mongolia is in the process of developing the National Financial Inclusion Strategy (2018) (AFI, 2020).

The objectives of the NFIS Policy Model are twofold: firstly, the NFIS Policy Model aims to provide guidance on the development and implementation of a NFIS based on efficient and effective approaches across the AFI Member network, contributing to the achievement of the financial inclusion goals.

Secondly, the NFIS Policy Model advocates for the continued involvement of the private sector so as to not only ensure the integration of financial inclusion approaches in private sector business models but also, through private sector feedback, enabling the adjustment of these financial inclusion approaches in line with these business models. The private sector involvement is crucial in optimizing the financial inclusion to targeted markets segments in a more affordable and sustainable way.

The NFIS Policy Model emphasizes the approaches that have been successfully applied within the AFI network. All elements of the Policy Model are allocated to typical phases of the NFIS lifecycle: Pre-formulation, Formulation, and Implementation. Each of these phases is subdivided into main elements that need to be considered throughout the NFIS lifecycle.

The NFIS Policy Model reflects the variety of the approaches taken by the AFI Member network and recognizes the diversity of social, economic,

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<sup>10</sup> The World Bank, <https://data.worldbank.org/indicator/FS.AST.PRVT.GD.ZS>

<sup>11</sup> Ibid.

<sup>12</sup> Mongol Bank, 2019/12. <https://www.mongolbank.mn/eng/liststatistic.aspx?id=12>

*Note:* This data does not differentiate between the types of loan (i.e. consumption, household, enterprise or investment), neither do we have the information on the loan timeframe.

political and geographical characteristics of different jurisdictions.

According to the Credit Guarantee Fund (CGF) 2019 Annual Report, the CGF has issued over 20,539 million MNT as guarantees to loan amounting to over 37,763 million MNT for 111 SMEs in 2019. The majority of SMEs or little more than 34 per cent operate in the service sector, 31.5 per cent in the manufacturing and 24 per cent in the trade and 6.3 per cent in the agriculture. In addition, 496 jobs have been created and over 870 jobs retained. Unfortunately, sex-disaggregated data was not published in the report. However, internally sex disaggregated data is available on request (pls see Annex D). According to the interview with CGF, they are working with two banks to launch a separate loan product for women entrepreneurs. They will provide soft loans with low interest rates to women-led SMEs. To qualify for this product, the SME has to be more than 51% women owned or more than 51% of the total workforce is female. Initially, TBD has started working with CGF and providing those loans. For Golomt Bank, the CGF is at the discussion stage. According to the Law on Credit Guarantee Clause 9.1.1, the CGF can issue guarantees for those who do not have sufficient loan collateral up to 60 % of the loans from bank and financial institutions. Up until 2019 it was also possible to issue loan guarantees to individuals but the revised SME Law in 2019 prohibited such activities by adding Clause 5.5 which states that small and medium enterprises and service providers shall operate in form of companies, cooperatives and partnerships. The CGF is currently working on the amendment to the Law on Credit Guarantee. Especially two amendments are of interest: (1) increase the loan guarantee up to 80%; (2) include individuals and businesses as guarantee taker.

The Bank of Mongolia conducts annually a survey of SME on their financial situation. In their

latest report from 2018 there were 1922 SMEs surveyed, all 21 provinces were covered. About 44% of the surveyed companies are active about 1 year, 30% - between 1-5 years, 14% - 6-10 years and 10% more than 11 years. According to the survey, support is provided to SMEs mainly through funding, training, consulting, organizing trade fairs and improving infrastructure, which are similar to the results of the year before. However, the SMEs answered that the least amount of support is provided for increasing the competitiveness of SMEs, introducing technological advances and assisting with tax subsidies. 22% of the surveyed answered that the first priority is to reduce the bureaucracy of public services, 15% said to create a favourable tax environment, 10 % said to reduce corruption and 9% said to increase access to affordable financing. According to the Financial Environment Index calculated in this report, loan terms and interest rates are difficult for SMEs, followed by high loan fees, loan collateral, loan guarantees and loan amount. But there is no gender disaggregation available.<sup>13</sup> According to the interview with the Bank of Mongolia, the SME survey, which has been conducted annually since 2012, was last done in 2018. In June 2019, the SME Law changed and therefore they decided to do the survey in 2020 in order to evaluate the policy changes. But due to COVID-19 in 2020, it was postponed until 2021. However, Bank of Mongolia decided to stop to do this survey and give the initiative to do it to NSO.

There are 2 state funds available to support micro, small and medium enterprises. The subsidized loans from those funds do not overlap with each other. The enterprises can only get subsidized loan once from one of those funds. Table 4 shows the available state funds, the requirements and max. amounts of loans.

*Table 6. Available state funds for micro, small and medium enterprises*

Ministry of Labour and Social Protection	Ministry of Agriculture and Light Industry
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[https://www.mongolbank.mn/documents/statistic/externalsector/samplesurvey/SME\\_2018.pdf](https://www.mongolbank.mn/documents/statistic/externalsector/samplesurvey/SME_2018.pdf)

Name of the Fund	Employment Creation Fund	SME Development Fund
Eligibility	Individuals	Certified SME's
Individuals/persons	Max. 10 Million MNT	NO
Micro businesses	Max. 20 Million MNT	NO
Micro businesses (production and service) depending on the annual sales revenue	NO	Max. 300.0 Million MNT
Small businesses (production and service) depending on their annual sales revenue	NO	Max. 1 Billion MNT
Medium businesses (production and service) depending on their annual sales revenue	NO	Max. 2.5 Billion MNT

According to the interview with the Ministry of Labor and Social Protection, there is no sex disaggregated data available from the Employment Creation Fund. The main target group of the Employment Creation Fund is the informal sector. There are plans to start a pilot project this year and bring individual producers together, provide them with trainings and develop value chains.

During the interview, the SME development agency stated that the data disaggregation started in 2019. Companies with female directors were taken as women owned and used as an indicator in disaggregation of data. The table 4 shows it.

*Table 7. Classification of SMEs and Funding received*

Classification		2019	2020
1	Number of SMEs (2019)	62263	63131
2	Of these, number of SME with female director /68%/	42338	42929
3	Total number of projects	451	249
4	Total funding	47,4 billion MNT	22,8 billion MNT
	Out of this		
5	Number of projects that have provided loans to SME's with female director (2019)	234	107
6	Loan financing for SME's with female director (2019)	37,4 billion MNT	9,7 billion MNT

*Source: SME development agency*

*Table 8. SME loans with female directors received, by sector (2019)*

Sector		Number of projects	Financing
1	Wholesale and retail trade; repair of motor vehicles and motorcycles	4	1,071,265,000.0
2	Transportation and storage	2	377,000,000.0
3	Information and communication	1	300,000,000.0
4	Education	2	150,000,000.0
5	Human health and social work activities	7	1,619,900,000.0
6	Agriculture, forestry and fishing	49	6,930,319,650.0

7	Construction	6	730,500,000.0
8	Other service activities	11	1,090,420,000.0
9	Public administration and defence; compulsory social security	1	199,900,000.0
10	Arts, entertainment and recreation	2	394,000,000.0
11	Manufacturing	144	24,271,519,445.5
12	Accommodation and food service activities	5	300,720,000.0
	<b>Total</b>	<b>234</b>	<b>37,435,544,095.5</b>

Source: SME development agency (2019)

Table 9. SME loans with female directors received, by sector (2020)

	Sector	Nr. Of projects	Financing
1	Leather processing and production	8	598,950,000.0
2	Tourism services	14	1,720,500,000.0
3	Production of meat and meat products	17	1,414,100,000.0
4	Basements and greenhouses	18	1,474,700,000.0
5	Wool production and processing	12	1,134,400,000.0
6	Manufacture of packaging	5	386,700,000.0
7	Manufacture of dairy products	15	1,266,100,000.0
8	Manufacture of furniture	1	40,000,000.0
9	Processing of potatoes, vegetables and fruits	9	898,441,400.0
	<b>Total</b>	<b>107</b>	<b>9,658,891,400.0</b>

Source: SME development agency (2020)

According to the interview Bank of Mongolia is planning to publish statistical data on SMEs, disaggregated by gender. Forms, pamphlets and instructions of data collection need to be prepared and sent to commercial banks. Therefore, no clear date has been set for the release of the published data. Commercial banks require some time after receiving the forms to process the request and make some adjustments in their IT system. One of the challenges when processing this pamphlet is that no official definition exists for female business owners in the written law and policies. Making definition of our own is not suitable and we should follow unified official definition nationwide. If every entity comes up with their own definition, it will result in inconsistency within collected data. Methods of payment (debit/credit cards, online banking etc) will be declared after careful research and these changes will take a lot of time since changes has to be made in certain policies and rules.

Commercial banks often offer microloans to micro SME's. Microloan lending is easier, faster, less expensive and does not require approval from

the loan committee and can be decided directly in the branch of a bank. On average, such microloans are about 15 Million MNT each. XAC bank offers the highest amount which is 25 Million MNT each.

#### Pension coverage

Mongolia has one of the more expanded social protection systems in the region, with guarantees that provide, however small, universal social protection at each stage of life, e.g. maternity benefits, child allowance, old-age pension. A recent assessment of Mongolia's social protection legislation concludes that the country complies with the minimum requirements for ratification, which would place Mongolia as the second country of Asia and the Pacific in ratifying the Convention No. 102 with Japan being the first one (GIZ, 2017).

The overall score of World Bank Women, Business and Law (WBL) indicators for Mongolia is 82.5 out of 100 (Annex G), with an indicator "pension" getting the lowest score of 25 out of 100 (due to forced early retirements), score of 60 for parenthood (due to unequal days off) and score of 75 for the pay.

In all other areas—mobility, workplace, marriage, entrepreneurship and assets—Mongolia scored 100. This illustrates that GoM must address early retirement laws, enforce equal pay regulations and improve infrastructure, which will enable both men and women to engage in the labour force productively. Eight economies – Belgium, Canada, Denmark, France, Iceland, Latvia, Luxembourg, and Sweden – scored perfect 100 and West Bank and Gaza received the lowest score of 26.3 (World Bank Group, 2021).

### Insurance coverage

A great overview of the insurance sector in Mongolia, which accounts for only 0.94 percent of the GDP, has been given in the Financial Literacy and Inclusive Insurance Awareness in Mongolia: Work in Progress, a study report conducted in 2017.

As of the end of 2020, total of 5944 companies and their branches provide financial services pertaining to insurance. In Mongolia, there are 14 registered insurance companies, 1 life insurance provider, 1 re-insurance company, 50 brokers, 26 loss adjusters, 2508 insurance company

representative offices, 30 actuarial service companies operating in the market<sup>14</sup>.

One of the challenges the insurance companies face is the low level of financial literacy and the misconceptions regarding insurance: the quite common religious belief that the purchase of insurance is a bad omen or that by helping the “lamas” people will be protected from unfortunate events. This perception has been reinforced for generations and is changing very slowly. In addition, so far, no specific inclusive insurance awareness activities, led by the government, had been administered in Mongolia. People do not know how inclusive insurance differs from traditional insurance (GIZ, 2018).

The Insurance Regulatory Department operates under the Finance Regulatory Commission. The department is comprised of 2 sub-departments—insurance policy division and insurance product and development division. However, no mention of gender classification in their objectives and the private insurance companies do not collect SDDs.

## 2.5 GENDER DISAGGREGATED STATISTICAL DATA

On September 12th 2013, the NSO Chairman issued Order 1/104, under which the basic gender-specific statistical indicators were adopted and a compilation of gender-related statistics with 216 indicators has been released once every two years.

These 216 indicators include indicators for population, health, education, poverty-wealth, labour, authority, human rights, violence, media, environment, gender index, gender budget, data on girls and boys and some mechanisms pertaining to implementation of policies. More detailed list of economic indicators available in Mongolia. (see Annex D)

In 2018 the National Committee on Gender Equality (NCGE) and NSO signed a Memorandum of Understanding with the objective of ensuring transparent, open and accessible gender-specific statistical data and information that is envisioned by the Law on Promotion of Gender Equality (LPGE) and the NPGE 2017-2021, creating a gender-specific information database, collecting the sector and local development-relevant gender-disaggregated statistical data and developing methodology for their application in policy planning and implementation processes.

Unfortunately, it has been noted that “the lack of a comprehensive system of collecting, aggregating and analysing gender information and

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<sup>14</sup> FRC website, accessed December 2020

related financial data remains a challenge in taking stock of the work being done by government agencies and non-governmental organizations for the promotion of gender equality” (NCGE, 2020).

In general, the data on SMEs is collected by a number of public institutions, but the main entities responsible for data collection and analysis are the Central Bank of Mongolia (e.g. annual survey of SME on financing, situational analysis and challenges of SMEs), the NSO (e.g. number, size, sector, location), ministries and agencies, such as the Mongolia’s Loan Guarantee Fund (e.g. SME guaranteed loans, loan guarantees), and the SME Development Fund (e.g. needs and engagement).

According the interview with the NSO the following findings were gathered:

1. The Department of Population and Social Statistics of NSO is working with the NCGE to compile gender and related statistics. Therefore NSO and NCGE are jointly developing the framework for gender statistics. In 2020, a population and housing census was conducted and the results of the census will provide gender related data and information.
2. The NSO is developing a draft of Statistical Development Program for 2021-2025 and is preparing for parliamentary approval in May 2021. Within the program, there are plans to conduct gender-based violence survey, crime victim survey, business attitudes and environmental surveys to identify the informational needs of statistical users, especially businesses and generate necessary data.
3. Additionally, the regular conducted enterprise census, artisanal miner survey and agricultural census will be conducted in 2021-2025 years and these surveys will focus on collecting gender sensitive indicators.
4. According the law the Enterprise Census is carried out every 5 years. The 2020

Enterprise Census has been delayed until 2021 due to the COVID-19 pandemic.

Gender disaggregated data on SMEs is also not available publicly at commercial banks. Conducting a “female” (“woman”) keyword search in banks’ annual reports returned 0 for Golomt Bank and State Bank, 1 for Khan Bank. Most or 18 words hits were returned in the report of Trade and Development Bank of Mongolia (TDB), followed by XacBank with 13 words. In its 2019 Annual Report, TDB claims that it has established a Gender Committee, however, there is no information on it on the bank’s website and it is not present in the organisational structure. No numbers or any statistical data was gender disaggregated in the Annual Reports of TDB and XacBank. Official letters requesting gender disaggregated data has been sent to the five biggest commercial banks in Mongolia, namely Trade and Development Bank of Mongolia, Golomt bank, State Bank, Khanbank and XacBank. XacBank and TDB replied and shared their information.

TDB disaggregates their SME clients by gender and the definition used is similar to ADB definition. The TDB data is in Annex F.

XacBank disaggregates their SME clients by gender, and the definition XacBank uses to categorise SMEs is similar to the one of the NSO.<sup>15</sup> According to the data (June 2020) shared by the XacBank, women’s SMEs comprise 45 per cent (627 enterprises) of all its client-enterprises. As was expected, the majority of women’s SMEs, or 312 enterprises, belong to the micro-enterprise category (Table 3). The total outstanding loan amount is nearly trifold lower for the women’s enterprises (920,259 million MNT for men-owned enterprises vs 327,925 million MNT for women owned enterprises) (Table 4). Although the share of the loan for the micro-enterprise is higher for women-owned entities (60 per cent), small and medium enterprise loans are disproportionately higher for men-owned enterprises, 61 per cent and 79 per cent respectively. Highlighted cells are the data for the women’s enterprises that constitute the greater mass.

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<sup>15</sup> The NSO business registry uses the following classification: 1-9 employees, 10-19 employees, 20-24 employees and more than 50.

Table 10. Number of enterprises

	Sector										Total
	Agriculture	Mining	Construction	Manufacturing	Services	Trade	Financial services,	Education	Health	Arts	
Total number of enterprises	48	24	104	350	270	472	11	42	60	-	1,381
Male	27	17	75	223	133	234	5	23	17	-	754
Female	21	7	29	127	137	238	6	19	43	-	627
Micro	36	7	46	140	122	165	6	15	28	-	565
Male	17	7	33	79	48	54	2	4	9	-	253
Female	19	-	13	61	74	111	4	11	19	-	312
Small	5	7	22	78	73	130	3	9	22	-	349
Male	4	3	14	50	38	63	1	7	5	-	185
Female	1	4	8	28	35	67	2	2	17	-	164
Medium	7	10	36	132	75	177	2	18	10	-	467
Male	6	7	28	94	47	117	2	12	3	-	316
Female	1	3	8	38	28	60	-	6	7	-	151

Source: XacBank shared data, 2020/06/30

Table 11. Loan amount

	Sector (million MNT)										Total
	Agriculture	Mining	Construction	Manufacturing	Services	Trade	Financial services,	Education	Health	Arts	
Total number of enterprises	19,088	26,034	39,713	167,310	99,859	235,480	5,464	20,684	10,459	-	624,092
Male	18,417	24,199	25,692	112,242	69,432	190,018	3,589	14,668	1,874	-	460,129
Female	671	1,835	14,021	55,069	30,428	45,463	1,875	6,016	8,585	-	163,962
Micro	1,398	705	9,826	13,504	10,584	13,074	1,299	1,273	2,297	-	53,961
Male	1,047	705	4,626	4,946	3,562	5,533	35	432	645	-	21,531
Female	351	-	5,200	8,558	7,022	7,541	1,264	841	1,652	-	32,429
Small	861	981	5,075	12,082	9,456	23,208	1,665	972	4,146	-	58,445

Male	811	695	992	8,617	6,353	15,966	1,054	712	431	-	35,631
Female	50	286	4,083	3,465	3,103	7,243	611	260	3,715	-	22,815
Medium	16,829	24,347	24,812	141,725	79,820	199,198	2,500	18,440	4,016	-	511,686
Male	16,558	22,798	20,074	98,679	59,517	168,519	2,500	13,525	798	-	402,967
Female	271	1,549	4,738	43,046	20,303	30,679	-	4,914	3,218	-	108,718

2020/06/30

The database of the Financial Regulatory Commission (FRC) counts 533 NBFIs and 207 SCCs registered in Mongolia, and as of December 2018, together they served little over 250 thousand people while the number of NBFIs clients rose to 1.6 million (The UB Post, 2019). Unfortunately, gender disaggregated data on loan clients and their loan amounts were not available at the FRC. The only data that was available was the number of members of SCC's, with 58 per cent of all members being female, and 49 per cent of NBFIs' loan clients being female (FRC, 2019).

#### SME data

According to NSO statistics for the first half of 2020, there are total of 85'797 enterprises registered to private citizens, of which 91 per cent operates with 1-9 employees (Table 2). This simple table shows how important the SME sector is for the Mongolian economy. WB data demonstrates that the SMEs contribute 17 per cent to GDP and employ 43 per cent of the workforce<sup>16</sup>.

Table 12. Number of active establishments, by employment size class and ownership type

Number of Employees	Business Register	2020-II	Percent
1-9	Total	84,483	100
1-9	State and local government	1,526	1.8
1-9	Private citizens of Mongolia	78,340	92.7
1-9	Private joint with foreign	940	1.1
1-9	Foreign	3,677	4.4
10-19	Total	5,235	100
10-19	State and local government	927	17.7
10-19	Private citizens of Mongolia	4,036	77.1
10-19	Private joint with foreign	78	1.5
10-19	Foreign	194	3.7
20-49	Total	4,089	100

<sup>16</sup> World Bank, 2018

20-49	State and local government	1,705	41.7
20-49	Private citizens of Mongolia	2,195	53.7
20-49	Private joint with foreign	41	1.0
20-49	Foreign	148	3.6
50+	Total	2,406	100
50+	State and local government	989	41.1
50+	Private citizens of Mongolia	1,196	49.7
50+	Private joint with foreign	63	2.6
50+	Foreign	158	6.6
Total	Total	96,213	100
Total	State and local government	5,147	5.3
Total	Private citizens of Mongolia	85,767	89.1
Total	Private joint with foreign	1,122	1.2
Total	Foreign	4,177	4.3

Source: NSO, [www.1212.mn](http://www.1212.mn), 2020-II

The GoM has been taking actions to improve the regulatory and operating environment for SMEs. The new SME law (2019/06/06) and the National Programme on Support of SMEs (2019 Decree156) were adopted to support the SME sector and create a much needed enabling-environment. These policies aim to put in place a supportive taxation system and accessible financial and non-financial services (capacity building, information sharing, marketing, etc.). Furthermore, the programme aims to support SMEs to modernize, improve the efficiency and competitiveness to substitute some import products, and thus increase its contribution to the country's GDP to 21 per cent. Much emphasis is also paid to creation of SME database that is consistent with international standards.

The SME Law clearly defines the roles of government bodies in the support of SME development; for instance, the Parliament is responsible for discussion and approval of SME development budget and the tax reform, while the GoM will be responsible for the implementation of the programme. One of the hurdles that SMEs, especially start-ups face is the tax. And this Law has a clause on tax deduction or exemption for the SMEs, as one of the policy directions. Furthermore, the Law ensures the creation of the unified SME database;

however it will contain the information necessary for SMEs development, rather than the database on actual SMEs, which is emphasized in the National Programme. Information of this database will contain laws and government decisions, various survey and research data, SME best practices, information on various exhibitions and project funding, as well as information on calls for bids and procurement notices.

Statistics available in Mongolia show that women's economic participation as entrepreneurs is on the rise. According to the labour statistics produced by the NSO, the number of women-employers increased from 4'075 in 2010 to 5'882 in 2018, and the number of self-employed women also grew from 91'617 in 2010 to 101'785 in 2018. In contrast, the number of women engaged in household businesses, handicrafts and free labour has fallen from 74'841 in 2010 to 34'401 in 2018<sup>17</sup>.

The methodology, designed by the UN Department of Economic and Social Affairs and UN Women, was constructed to improve the integration of gender issues into the regular production of official statistics for better, evidence-based policies. The EDGE (Evidence and Data for Gender Equality) project was piloted in 6 countries, and Mongolia has produced its first official statistics on asset and enterprise ownership in 2018.

<sup>17</sup> NSO, Labour statistics, [www.1212.mn](http://www.1212.mn)

Note: due to the change in data classification in 2019, indicators are not yet available. See full list of indicators in Annex

Despite the clear policy relevance of measuring entrepreneurship from a gender perspective, there is a lack of harmonized and regularly produced official data on the nexus between entrepreneurship and gender, in part due to the absence of standards and methods for collecting the required information. Moreover, researches on economic participation conducted in Mongolia are mostly limited to one sector or theme. Further, there is no research undertaken on women's entrepreneurship as such, one must note that the area of women's entrepreneurship in research is relatively new.

In 2017, to address the data gap, NSO with the support of ADB, has piloted the "Measuring Asset Ownership and Entrepreneurship from a Gender Perspective", a household survey to collect individual-level data on actual ownership and control of, as well as the right to sell or bequeath: (i) dwelling, (ii) agricultural land, (iii) livestock, (iv) small and large agricultural equipment, (v) non-agricultural enterprise and enterprise assets, (vi) other real estate, (vii) consumer durables, (viii) financial assets, (ix) liabilities, and (x) valuables. The survey covered nearly 3,000 households and 5,592 respondents were interviewed.

The NSO Pilot Survey on Measuring Asset Ownership and Entrepreneurship from a Gender Perspective (2018) revealed that women own fewer assets compared to men in general, and women's property right was not exclusive, as parents preferred bestowing their assets on their sons to daughters. This seemingly supports the widespread notion that women's greatest hurdle in accessing financing is the lack of collateral. However, traditional care-taker role imposed on women was specifically mentioned as the main challenge by women-respondents in a study conducted by the IFC in 2014. The challenge of finding fundings when starting up an enterprise and securing collateral for the loan was mentioned equally by both men- and women-entrepreneurs (IFC, 2014).

The findings from the NSO Pilot survey reveal that:

- ✓ more women (19.4 per cent) than men (18 per cent) own bank accounts and have hidden assets.

- ✓ more women acquire assets—such as real estate, non-agricultural enterprises and dwellings through purchase.
- ✓ more women (0.9 per cent) than men (0.6 per cent) declared to run a non-agricultural enterprise with more than 20 employees.
- ✓ more women (6.4 per cent) versus men (5.3 per cent) declared that they run an enterprise jointly with their spouses.
- ✓ women-entrepreneurs reported higher control over their business day-to-day activities and more power over controlling financial flows (93.8 per cent of women vs 88 per cent of men).
- ✓ more women-entrepreneurs applied for loans (40 per cent vs 33 per cent for men) and the loan approval rate was higher for women-entrepreneurs (86 per cent) than for their male counterparts (73.9 per cent).

This situation is also consistent with the one described in the IFC report (2014), which states that women's SMEs operate at the scale comparable to men's SMEs, and that they employ the same number of employees. The NSO pilot survey is the first one of its kind conducted in Mongolia, and it does have several limitations. More data is needed to perform deeper gender analysis on challenges and hurdles women face on their road to becoming successful entrepreneurs.

The main recommendation from this survey was to take into account that firm-level data that mainly comes from administrative sources might not encompass household level adequately, and these two modules (firm-level and household level) are likely to yield significantly different results when used to produce the same indicator. The EDGE survey focuses only on household surveys and its pilot studies revealed that this source captures mainly women and men entrepreneurs operating micro or small home-based enterprises, which primarily operate in sale and retail trade and service industries. If both modules could be combined then they have the potential to produce highly complementary statistics data.

### Economic participation

Although women are much better equipped with income-generating characteristics than men,

due to more years spent in schools and general graduation data, women still prefer to engage in paid employment, or choose to engage in informal type of economic activity, which allows them to work from home and have flexible hours. Large share of women work in informal sectors or do unpaid house work

(NSO, 2019). Overall, men are much more active in the labour force participation, with women comprising 47 per cent of all workforce for the period of 2019 (Table 2). Unfortunately, it is impossible to further segregate the data by the employment size and employees' gender.

*Table 13. Number of active entities, by section of economic activities and employment size class, number of employees, gender*

Divisions	Employment size class	2019-IV	Number of employees		
			Total	Female	Per cent
Total	Total	93,858	1,146,160	539,347	47.1
	1-9	81,846			
	10-19	5,333			
	20-49	4,188			
	50+	2,491			
Agriculture, forestry, fishing	Total	3,812	290,159	126,297	43.5
	1-9	3,371			
	10-19	314			
	20-49	109			
	50+	18			
Mining and quarrying	Total	1,290	57,923	11,807	20.4
	1-9	929			
	10-19	128			
	20-49	103			
	50+	130			
Manufacturing	Total	6,314	90,377	47,291	52.3
	1-9	5,447			
	10-19	444			
	20-49	224			
	50+	199			
Electricity, gas, steam and air conditioning supply	Total	240	19,348	2,594	13.4
	1-9	98			
	10-19	66			
	20-49	24			
	50+	52			
Water supply; sewerage, waste management and remediation activities	Total	179	10,786	4,547	42.2
	1-9	113			
	10-19	9			
	20-49	28			
	50+	29			
Construction	Total	7,393	68,848	11,962	17.4
	1-9	5,831			
	10-19	634			
	20-49	564			

	50+	364			
Wholesale and retail trade; repair of motor vehicles and motorcycles	Total	37,454	160,430	90,769	56.6
	1-9	35,919			
	10-19	819			
	20-49	458			
	50+	258			
Transportation and storage	Total	1,633	61,123	8,257	13.5
	1-9	1,342			
	10-19	98			
	20-49	98			
	50+	95			
Accommodation and food service activities	Total	2,198	36,282	24,729	68.2
	1-9	1,830			
	10-19	205			
	20-49	110			
	50+	53			
Information and communication	Total	1,943	13,021	5,668	43.5
	1-9	1,757			
	10-19	85			
	20-49	59			
	50+	42			
Financial and insurance activities	Total	2,420	24,256	16,543	68.2
	1-9	2,285			
	10-19	67			
	20-49	38			
	50+	30			
Real estate activities	Total	1,015	1,153	426	36.9
	1-9	859			
	10-19	91			
	20-49	43			
	50+	22			
Professional, scientific and technical activities	Total	5,138	18,032	8,561	47.5
	1-9	4,643			
	10-19	237			
	20-49	157			
	50+	101			
Administrative and support service activities	Total	3,507	20,160	9,287	46.1
	1-9	3,128			
	10-19	175			
	20-49	126			
	50+	78			
Public administration and defence, compulsory social security	Total	1,565	85,967	32,694	38.0
	1-9	584			
	10-19	283			
	20-49	468			
	50+	230			

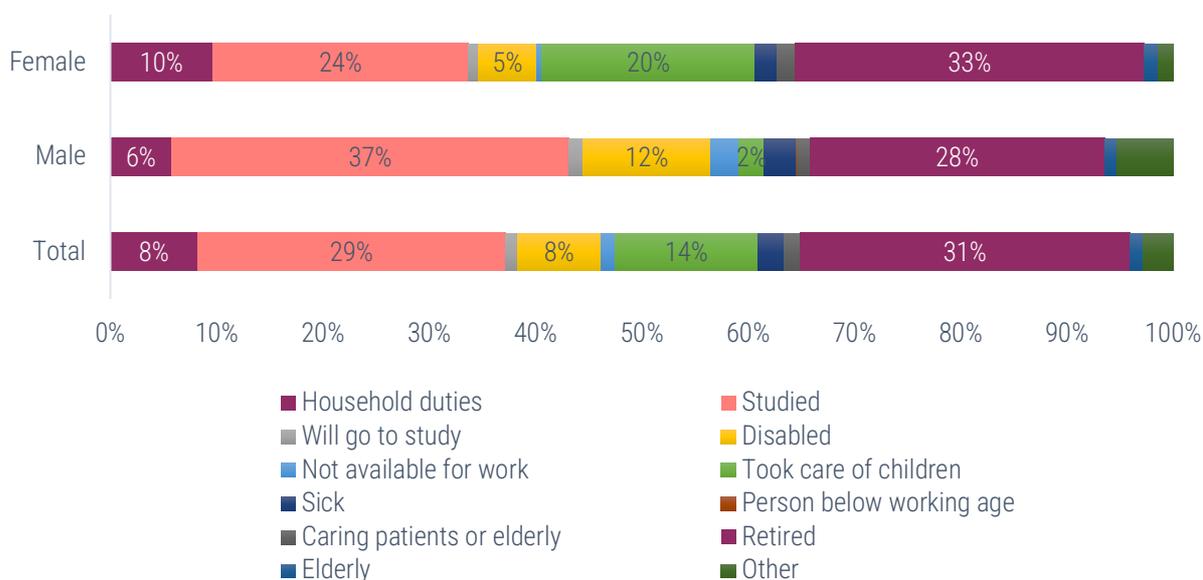
Education	Total	4,528	96,107	70,465	73.3
	1-9	2,402			
	10-19	640			
	20-49	939			
	50+	547			
Human health and social work activities	Total	2,735	44,375	37,397	84.3
	1-9	1,970			
	10-19	348			
	20-49	337			
	50+	80			
Arts, entertainment and recreation	Total	1,223	17,998	10,897	60.5
	1-9	1,034			
	10-19	105			
	20-49	46			
	50+	38			
Other service activities	Total	9,235	24,546	16,478	67.1
	1-9	8,284			
	10-19	575			
	20-49	252			
	50+	124			
Activities of extraterritorial organizations and bodies	Total	36	2,013	1,298	64.5
	1-9	20			
	10-19	10			
	20-49	5			
	50+	1			
Activities of households as employers	Total	36	3,275	1,364	41.6
	1-9	20			
	10-19	10			
	20-49	5			
	50+	1			

Source: NSO ([www.1212.mn](http://www.1212.mn)), 2019-IV

Informal employment statistics, described in the NCGE's report, show that in the past 2 years (2017 – 2019) 43.6 thousand men and 19.7 thousand women joined the informal economy, where the gender ratio stands at 1.6:1. Looking by the industry, men moved mostly into construction, wholesale and retail trade, car and motorcycle repair and maintenance services, freight forwarding, arts, entertainment and recreation industry, while the majority of women chose informal manufacturing and processing industry. However, women still are concentrated in the wholesale and retail trade sector. This occupational gender segregation is consistent across the cities and regions of the country (NCGE, 2019).

According to the data available on the NSO database, out of 12 reasons for being out of the work force, the main reason for women was the retirement (33 per cent), then studying (24 per cent), and then taking care of children (20 per cent). For men the main reason was studying (37 per cent), then retirement (28 per cent) and disability (12 per cent). Most striking gender disparity was demonstrated with the childcare activities, where 20 per cent of women listed it as the main reason for economic inactivity, versus only 2 per cent for men. In addition, early and forced retirement laws negatively affect women's participation in the labour force.

Figure 3. Persons outside the labour force, by gender, reason, 2018 annual



Source: NSO, [www.1212.mn](http://www.1212.mn), 2018

Additional information was requested from the General Taxation Authority. The interesting fact is that gender aggregated data is available at the General Taxation Authority. Brief look at the tax data for the 2nd quarter of the 2019, demonstrates great disparity in the tax payment. Out of the total of 105'994 enterprises that submitted their tax reports female owned enterprises accounted for not even 1 per cent of the total. However, this number changed drastically for the second half of the 2020, with 39 per cent of tax reporting enterprises being women-owned, however the total number of reporting enterprises decreased to 97'591.

Unfortunately, data on tax amount for these entities is not available. Overall, micro enterprise

segment accounts for the 74-75 per cent, followed by the small enterprise segment with 25 per cent, leaving the medium enterprise segment less than 1 per cent of total of enterprises with the turnover of less than 1.5 billion MNT.

Majority of enterprises, as was expected concentrated in the sectors of wholesale and retail, car and motorcycle repairs. Women dominated in the financial sector (micro enterprises) and as the heads of international organisations, or representative offices.

The gender disaggregated tax data is attached in Annex A.

## 2.6 MAIN FINDINGS

The legal environment and institutions that collect gender disaggregated data are there. But all the data available publicly is not sufficiently gender disaggregated. With additional requests such data is available especially on entrepreneurship.

The General Taxation Office and SME development fund are sex disaggregating their data by female directors whereas the Credit Guarantee Fund is disaggregating their data using the ADB definition. Therefore it can be concluded that sex disaggregated data is available to some extent but is incoherent. The Bank of Mongolia started disaggregating bank account holder data as a starting point.

The data on SMEs is fragmented and incoherent. The absence of coordination among government agencies obstructs the view of a clear and transparent picture of SMEs' situation in Mongolia. Once again, the definitions of the Law on SMEs and the NSO data categorisation differ. In addition, the Bank of Mongolia's classification of SMEs is different from that of the above two agencies, thus creating inconsistencies among data. Therefore, the very first step that the GoM must take, in order to support the SMEs' development, is to develop cross sectoral coordination mechanisms and align data categorisation and classification.

Furthermore, the GoM must pay special attention to building capacity of the staff that are responsible for the data collection and analysis. Building capacity is also needed for the various stakeholders and policy-makers in understanding

the data and the analysis, and utilising that information in policy and intervention designs. Collaborations with the multilateral organisations also need to be encouraged in the areas of data classification and analysis, in order to not only build the capacities, but also to develop more targeted and focused support policies.

To summarise, main factors to take into consideration when designing future interventions are:

- ✓ The data coherence: the dialogue across sectoral agencies on alignment of description, categorisation and classifications must be facilitated;
- ✓ Data collection: capacity building of government agencies on data collection, its implications and importance must be carried out;
- ✓ Data analysis: building capacity for government agencies so that it is able to collect data to analyse and can carry out the identification of gaps;
- ✓ Promotion of data use: gender integration must be carried out periodically to evaluate the implementation of policies and laws;
- ✓ Data sharing: coordination among government agencies must be improved, as well as the data sharing with NGOs and public in general.

These factors are the first step in successful intervention and are integral part of the effective policy designs and implementations.

## 2.7 BEST PRACTICES OF COLLECTION OF SEX DISAGGREGATED DATA

Sex-disaggregation does not equal gender statistics, although it is the very first step that needs to be taken towards gender statistics and gender equality. In some case studies, described in the UN report “Making Data Count: Good practices in integrating gender in national statistical systems (2016)”, it was apparent that gender statistics are still widely identified with sex-disaggregated statistics. However, other case studies made it quite clear that mere separation of quantitative data without the gendered context cannot be used for gender analysis. If gender differences or gender issues were not part of the original data collection process, then gender data cannot be processed simply by separating males and females.

- ✓ This lack of data was addressed through the development and implementation of two new surveys, the Violence against Women Survey 2009 and the Time Use Survey 2012. The VAW survey provided data by form of violence, place of occurrence, demographic, socio-economic and cultural characteristics of victim and perpetrator, and household context. The time use survey provided sex-disaggregated data on the time spent on a wide range of economic, domestic, community and personal activities. The main results and reports for both surveys have been disseminated on the website of the High Commission for Planning. Databases were also prepared on VAW indicators and time use.
- ✓ New surveys have provided new kinds of data to address gender issues in Armenia. The Time Use Sample Survey, October 2008, provided new time use data and related gender indicators on the activities of both women and men. The results enabled exploration of important gender issues, particularly among women’s and men’s contributions to paid and unpaid work and access to and use of free time.

Not only it is important to produce the data, but also dissemination and encouraging the use of it should be a priority for the statistics offices. Ownership of the data is essential. Every agency that is involved in the production of gender statistics must participate in production of publications and

awareness-raising material. Next step is to make the data freely accessible in easily understandable format for the users (UN, 2016). For instance, see cases of best practices described in the OECD report “Strengthening SME Policy Development through Data Collection Enhancement in Myanmar (2016)”

### Morocco: Establishing a single administrative business register

The main public institution for SME promotion in Morocco is the Agence nationale pour la promotion de la PME (ANPME), created by the Act no. 53-00 on 23 July 2002. The main mission of the ANPME is to coordinate, steer and implement the national programme of competitiveness and modernisation and to provide support to SMEs. As a complement to the ANPME, Regional Investment Centres – which operate under the aegis of the Ministry of the Interior – were created in 2002 to help entrepreneurs liaise with public administrations at the local level.

Morocco created the Regional Investment Centres in all 16 regions to reduce administrative complexities when setting up businesses and to improve enterprise access to the procedures. These centres also function as the single business register in Morocco. As a business register, the Regional Investment Centres centralise many important administrative procedures when creating a new business—e.g. deposit of bylaws, registration at the Tribunal of Commerce, company register, tax number obtainment, legal announcements (one in a legal journal and the other in the Official Bulletin), declaration of fiscal existence, and social security affiliation.

In practice, the Regional Investment Centres have greatly facilitated the procedures surrounding business registration in Morocco. The applicant of the register only needs to download a single registration form from the Internet and submit it to its local Regional Investment Centre. The business register covers all industries. Morocco’s experience with the creation of Regional Investment Centres – and their successful track-record since 2002 – may be relevant for Myanmar as good practice in the establishment of a single administrative business register.

### Moldova: Collecting data on individual entrepreneurs

Following the transition towards a market economy, the number of SMEs, particularly those managed by individual entrepreneurs greatly expanded. However, the large majority of those enterprises operated informally and they were not covered by official statistics. In order to bring those individual enterprises under a formal legal and fiscal framework and to systematically collect data, Moldova introduced a simple but well-designed business licensing system to cover individual entrepreneurs. The licensing system acts as a combined simplified tax and registration system for individual entrepreneurs with no employees. The system is user-friendly because entrepreneurs do not need to go to full registration process with government agencies to use it. All that is required is to buy a time-limited patent from the tax authorities, for a modest lump sum, which gives them the right to exercise a business activity and to provide personal data.

The license system is now widely used by entrepreneurs in a variety of sectors, including retail trade and consumer services. The system is most relative for new business starters because it does not require financial or statistical statements, or accounting records. Meanwhile, the system does not allow users to hire people for the businesses licensed by the system. A fixed monthly charge has to be paid by the users of the system instead of taxes which are normally required to pay.

Since the extended license system covers a wide range of sectors, it incentivises entrepreneurs to buy the license due to convenience of the simplified tax payment. As a consequence, it can cover many new micro businesses and is useful as a complement to the business register. The license system is not the single business register in Moldova. However, the system sufficiently complements the existing business registration system and makes better SME statistics feasible in the country. Moldova's approach to ensure wider coverage of SMEs might be a good starting point in helping extend an existing statistical coverage in Myanmar.

### Denmark: Developing a comprehensive statistical business register

Starting from the situation where there were only business data in the non-agricultural sector, Statistics Denmark gradually influenced the development of other administrative registers and established a statistical business register with a complete sector coverage. Statistics Denmark is the central authority on Danish statistics. It is a state institution under the Ministry of Social Affairs and the Interior with the mission to provide impartial statistics on society as a basis for democracy and the economy.

In Denmark, there were seven censuses which only covered the non-agricultural industries from 1896 to 1958. Based on the business census in 1958, the first statistical business register was established in 1959. At the beginning, it was a very simple statistical business register including only a list of enterprises with activities in industry, building and construction. However, Statistics Denmark gradually increased its reach for the development of different administrative registers through cooperation with other public institutions. By degrees, four electronic administrative registers were established by the end of 1960s—i.e. Wage Earner and Employer Register in 1965, Value Added Tax Register in 1967, Central Person Register in 1968, and Income Tax Register in 1969. Using these four registers, Statistics Denmark has been able to establish an extended statistical register. One of the most important actions taken when creating a link of these four registers was establishment of a personal identification (id) number system in the Central Person Register in 1968. Every person in Denmark received an ID number which was used in governmental procedures. Subsequently, new register-based statistics were developed based on the ID system. The system, at a later point, was extended to cover all legal forms of businesses (OECD SEA, 2016).

These are just few cases of the best practice of “engendering” statistics. All the countries' mentioned above included communication, mainstreaming and learning as the main strategies to produce reliable data. Their experiences demonstrate how many gender related issues remain obscured. In Mongolia, commitment to gender equality among politicians and policy-makers is crucial. Lobbying and advocacy activities are

needed to gain financial and human resources that are needed for the sustainable production of gender statistics.

#### Other countries<sup>18</sup>:

- Spain: Inclusion of sex variables in statistics published by public authorities is mandated by the law. Furthermore, Institute of Women for Equal Opportunities showcases databases that broadcasts status of women in different sectors using more than 300 indicators.
- Norway: Statistics Norway has been publishing data on gender equality since 2008. The indicators include, but not limited to, gender distribution in the workplace, businesses, educational programmes, public and private sectors, part-time work and also income distribution by gender.
- Sweden: Statistics Sweden publishes “Women and men in facts and figures” every 2 years with more than 88 indicators and six sub-goals in which two (education and health) were added in 2016. All governmental agencies are required to provide annual reports with statistics disaggregated by sex.

The ILO survey respondents recognised the set of 15 barriers to women leadership (Annex H). It is reported that all regions except Central and Eastern Europe identified the same top five or six barriers. Having this data for Mongolia will help policy-makers and employers design targeted strategies to support advancement of women in employment and business.

The four main financial sub-sectors, namely Deposit-Taking Institutions Including Banks & Non-Bank Financial Institutions, Digital Financial Services (Dfs), Insurance and Micro-Insurance Schemes and Regulated Pension Schemes exhibit the model of data reporting templates required from reporting financial institutions. It has been suggested that compiling data according to these templates will help the government as well as the financial institutions to target gaps in financial service coverage and achieve absolute inclusion in the sector (AFI, 2020). Brief description of indicators can be found in Annex I.

Finally, international good practices point to the importance of establishing sound database on SMEs, which is the first step towards effective monitoring of changes and trend analysis. For an accurate identification of the SMEs, countries are recommended to establish one business register—where full sectoral and size coverage data is continuously updated. Furthermore, centralising many administrative procedures and SME services will not only greatly contribute to simplifying and expediting the procedures for individuals, but will also assist in production of coherent and reliable data on SMEs.

Nevertheless, for the next couple of years, the GoM should plan to allocate the time, money and human resources to test available best practices and to take responsibility, as a duty-bearer, in promotion and protection of human rights and equality, and ensure its compliance with international standards.

## SECTION 3. CONCLUSION AND RECOMMENDATIONS

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<https://www.oecd.org/gender/governance/toolkit/governments/assessment-of-gender-impact/disaggregated-data/>

### 3.1 CONCLUSION

There is an ample gender-disaggregated statistical data and evidence available publicly. Although the legal environment has improved, there is a lack of cross sectoral coordination in compiling, comparing and verifying the data on gender issues.

There is an obvious necessity for more statistical data on SMEs, especially women-led enterprises segregated by sector, length of activity, number of employees and financial data. Disaggregating the data is the first important component for the institutions to conduct comprehensive analysis, as it helps to uncover important relationship patterns and trends, and will further help to develop better targeted policies.

Statistical systems need to produce data that captures gender issues and differences to support gender-related analysis. In order to do this, the systems need to provide appropriate institutional arrangements to routinely collect and disseminate gender statistics and indicator. Statistics on gender differences remain a largely peripheral program in most statistical systems. Data collection on gender issues is largely ad hoc, funded by international agencies and often dependent on external technical support. Statistical systems also need to produce data of quality. The Maldives case study on engendering the 2006 Population and Housing Census shows that, in order to collect quality data, systems need to take into account the effects on the data of gender differences among respondents and interviewers. The Italian case study goes further to argue that a gender perspective must be integrated through all areas of statistics, all statistical processes and all data, including areas and data not specifically focused on gender (UN, 2016).

### 3.2 RECOMMENDATIONS

Following recommendations are derived from the findings of this assessment and are limited to the sex-disaggregated data collection of the entrepreneurship sector. These recommendations will serve as the basis for the development of an

Furthermore, to better serve and protect the SME, the GoM needs to improve its data collection and promote data use, which will further assist in identifying and addressing gaps at the policy-making level, as well as erase knowledge gaps on laws, regulations and policies among the population. For instance, in 2013, The Property Rights Project of the Millennium Challenge Account-Mongolia collaborated with the Agency for Land Administration and Management, Geodesy and Cartography, State Registration Department, Aimag Governors' Offices and civil society organisations to introduce a good practice to produce gender disaggregated land data. Through numerous trainings and awareness building activities at national and sub-national levels, they were able to reach a wide range of audience, and as a result, the number of women with land registration has increased from 35 per cent to 41 per cent within a two year period (Mca-M, 2014).

Serving women's SMEs is a profitable activity for the banks, and for any firms that invests in women-owned businesses. According to the US Small Business Administration report statement, cited in the World Bank Group's Jobs Working Paper, confirms that firms that invest in women's businesses have higher returns on their investments (Kumar, 2017). Moreover, there are several studies that demonstrate clear positive correlation between gender equality, societal benefits, robust economy and increasing profits for corporations (ILO, 2019). Therefore, gender equality benefits everyone, and achieving women's economic empowerment requires strong political will and commitment from everyone at every level.

effective intervention for the support of developing women-owned enterprises, as well as entrepreneurship in general.

- ✓ Develop a definition for women-led businesses in the law and enforce alignment across

- stakeholders (for the reference on definitions used see Annex F);
- ✓ Develop unified guidelines or templates for collecting data for all sectors and enforce collection of sex-disaggregated data across all sectors and all government agencies responsible for collecting national data;
  - ✓ Align data collection and disaggregation across government agencies responsible for collecting national data;
  - ✓ Develop unified guidelines or templates to collect sex-disaggregated data on MSMEs operating formally and informally, through a timely collection of the household-level data and the firm-level data. Strengthen the coordination necessary for the effective sharing and use of data and information across all sectors and at all levels;
  - ✓ Actively disseminate collected data and analysis to the general public, thus fostering nationwide discussions and policy dialogs;
  - ✓ Encourage researches and thematic surveys conducted by international and local NGOs, assist in verifying the data and disseminate the findings;
  - ✓ Work with multilateral organisations, which could provide a comprehensive and internationally comparable frameworks<sup>19</sup>;
- ✓ Create more centres and better coordinate the activities of the existing business development centres and training incubators, as such these have potential to serve as the data collection entry points;
  - ✓ Periodically conduct monitoring and evaluation of SME support programmes. Develop mechanisms for enhanced monitoring and evaluation of the policy implementation and its impacts on men and women in order to learn how regulations can promote livelihoods.
  - ✓ Establish units responsible for compiling gender statistics in all government bodies responsible for data collection.
- Broader recommendations will include:
- ✓ The nationwide dialogue on gender equality and why it matters;
  - ✓ Development of support infrastructures, mainly accessible and quality childcare facilities to help women engage in the economy as employees and employers;
  - ✓ Continue mainstreaming gender into programmes, policies and laws, whilst enhancing the evaluation of the programmes, policies and laws.

*Table 14: Stakeholders' responsibilities in data production, policy formulation and data use:*

Stakeholder	Data and policy reform cycle		
	Data production, analysis	Data use in policy formulation	Stakeholder engagement and education
NSO	Enforce data collection, identify data needs and work on survey methodologies	Capacity building of policy-makers and consultation	Capacity building of gov staff on data collection, analysis and use
Bank of Mongolia	Enforce data collection of financial institutions	Capacity building of policy-makers and consultation	Participate
NCGE	Enforce data collection, identify the needs for data and work on definitions	Capacity building of policy-makers and consultation	Participate
Ministries	Provide data and relevant information	Ensure the data is used for the formulation of policies and policy	Participate in capacity building programmes

<sup>19</sup> For instance, OECD Scoreboard on SME and Entrepreneurship Finance, since 2011

		implementation. Identify gaps in data	
Multilateral development agencies	Consultation and technical support	Consultation and technical support	Provide funding for capacity building and consultation
NGOs	Provide information, identify the issues and inform for data needs	Policy implementation monitoring, consultation and data gaps identification	Participate

Table 15: Recommended indicators by stakeholder:

#	Entrepreneurship indicators segregated by sex	NSO Ministries	Bank of Mongolia	State Authority for Registration	NGOs
Owner's personal info					
1	Enterprise owner profile (by sex, age, education, working experience, skills, knowledge)	+	+	+	N/a
2	Motivations for starting a business (by sex, age, education, working experience, sector, type)	+	N/a	N/a	N/a
3	Barriers to start-up and continuation (by sex, age, education, working experience, sector, type)	+	N/a	N/a	N/a
4	Time spent on business activities (by sex, age, education, working experience, sector, type)	+	N/a	N/a	N/a
5	Time spent on household activities (by sex, age, education, working experience, sector, type)	+	N/a	N/a	N/a
6	Time spent on personal activities (by sex, age, education, working experience, sector, type)	+	N/a	N/a	N/a
7	Time spent on business training activities (by sex, age, education, working experience, sector, type)	+	N/a	N/a	+
8	Assets ownership (immovable property, financial assets, valuables) (by sex, age, education, working experience, sector, type)	+	+	+	N/a
9	Marital status (by sex, age, education, working experience, sector, type)	+	N/a	+	N/a
10	Number of dependants (by sex, age, education, working experience, sector, type)	+	+	+	N/a
11	Decision-making in the family (by sex, age, education, working experience, sector, type)	+	N/a	N/a	N/a
12	Support systems or safety nets (by sex, age, education, working experience, sector, type)	+	N/a	N/a	+
13	Start-up budget (by sex, age, education, working experience, sector, type)	+	+	N/a	N/a
Enterprise					
14	Informally self-employed people (by sex, age, sector, location, type, enterprise age and size)	+	+	N/a	N/a
15	Formally self-employed people (by sex, age, sector, location, type, enterprise age and size)	+	+	+	N/a

16	Earnings from business (by sex, sector, location, type, enterprise age and size)	+	+	N/a	N/a
17	Enterprise birth rate (sex of the owner, sector, location, type, enterprise age and size)	+	N/a	+	N/a
18	Enterprise death rate (sex of the owner, sector, location, type, enterprise age and size)	+	N/a	+	N/a
19	Share of MSME loans in total loans (sex of the owner, sector, location, type, enterprise age and size)	+	+	N/a	N/a
20	Business association affiliation (by sex, sector, location, type, enterprise age and size)	N/a	+	N/a	+
21	Use of own website, email, phone, office (by sex, sector, location, type, enterprise age and size)	+	+	N/a	N/a
Contributions					
22	Tax payment (sex of the owner, sector, location, type, enterprise age and size)	+	N/a	N/a	N/a
23	Import (by sex, sector, location, type, enterprise age and size)	+	N/a	N/a	N/a
24	Export (by sex, sector, location, type, enterprise age and size)	+	N/a	N/a	N/a
25	Production capacities (by sex, sector, location, type, enterprise age and size)	+	+	N/a	N/a
26	Asset ownership (by sex, sector, location, type, enterprise age and size)	+	+	+	N/a
27	International product standard holders (by sex, sector, location, type, enterprise age and size)	+	+	+	N/a
28	Salary paid to staff (by sex, sector, location, type, enterprise age and size)	+	+	N/a	N/a
Access to justice					
29	Number of filed complaints related to business activities (by sex, sector, location, type, enterprise age and size)	+	N/a	+	N/a
30	Number of rejected complaints (by sex, sector, location, type, enterprise age and size)	+	N/a	N/a	N/a
31	Number of satisfied complaints (by sex, sector, location, type, enterprise age and size)	+	N/a	N/a	N/a
Financial inclusion					
32	Insurance type (by sex, sector, location, type, enterprise age and size)	N/a	+	N/a	N/a
33	SMEs bank loans (sex of the owner, sector, location, type, enterprise age and size)	N/a	+	N/a	N/a
34	SMEs government loans (sex of the owner, sector, location, type, enterprise age and size)	+	N/a	N/a	N/a
35	SMEs other loans (sex of the owner, sector, location, type, enterprise age and size)	N/a	+	N/a	N/a

36	SMEs interest rates (sex of the owner, sector, location, type, enterprise age and size)	+	+	N/a	N/a
37	Loan use (sex of the owner, sector, location, type, enterprise age and size)	+	+	N/a	N/a
38	Percent of MSMEs required to provide collateral (sex of the owner, sector, location, type, enterprise age and size)	+	+	N/a	N/a

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## ANNEX

### Annex A: Gender disaggregated data from Bank of Mongolia and General Taxation Office

Gender information of employees in the banking sector				
#	Province/District	Gender		
		Male	Female	
1	Mongolia	5,512	10,784	
1.1	Western region	451	852	
1.1.1	Zavkhan	84	197	
1.1.2	Gobi-Altai	63	137	
1.1.3	Bayan-Ulgii	117	133	
1.1.4	Khovd	96	194	
1.1.5	Uvs	91	191	
1.2	Khangai region	499	1,238	
1.2.1	Orkhon	111	229	
1.2.2	Uvurkhangai	95	233	
1.2.3	Bulgan	47	149	
1.2.4	Bayankhongor	86	183	
1.2.5	Arkhangai	66	182	
1.2.6	Khuvsgul	94	262	
1.3	Central region	603	1,537	
1.3.1	Tuv	65	219	
1.3.2	Gobisumber	18	58	
1.3.3	Selenge	99	299	
1.3.4	Dornogobi	115	295	
1.3.5	Darkhan-Uul	117	270	
1.3.6	Umnugobi	135	279	
1.3.7	Dundgobi	54	117	
1.4	Eastern region	205	542	
1.4.1	Dornod	73	202	
1.4.2	Sukhbaatar	72	141	
1.4.3	Khentii	60	199	
1.5	Ulaanbaatar	3,754	6,615	
1.5.1	Baganuur	30	86	
1.5.2	Bagakhangai	-	4	
1.5.3	Bayangol	141	458	
1.5.4	Bayanzurkh	203	582	
1.5.5	Nalaikh	29	61	
1.5.6	Songinokhairkhan	133	343	
1.5.7	Sukhbaatar	1,214	2,114	
1.5.8	Khan-Uul	886	1,320	
1.5.9	Chingeltei	1,118	1,647	

Source: Bank of Mongolia shared data, 2019.12.31

### Annex B: Individual bank account holders information, by gender

		Total	Male	Female	
1	Individual bank account holders information	Number of loan accounts	1,384,187	619,290	764,897
		Number of deposit (current) accounts	4,758,555	2,208,007	2,550,548

		Number of savings accounts	3,253,959	1,513,574	1,740,385
2	Individual loans/by million MNT	Loans, MNT	9,124,393	4,964,345	4,160,048
		Borrower, MNT	1,147,721	529,704	618,017
		Loans, Foreign currency	94,027	61,057	32,970
		Borrower, Foreign currency	7,595	3,529	4,066
3	Individual deposit accounts/by million MNT	Current account balance/MNT	911,026	502,574	408,453
		Account owner/MNT	4,304,923	1,999,643	2,305,280
		Current account balance/in foreign currency	271,295	172,317	98,978
		Account owner/ in foreign currency	186,048	96,391	89,657
4	Individual savings/by million MNT	Saving balance/MNT	9,274,823	4,332,408	4,942,414
		Savings deposit owner/MNT	2,800,786	1,263,894	1,536,892
		Saving balance/in Foreign currency	2,888,782	1,327,108	1,561,675
		Saving deposit owner/Foreign currency	180,286	78,843	101,443

Source: Bank of Mongolia shared data, 2019.12.31

Annex C: Quantitative data on the gender of business directors who submitted sales reports of less than MNT 1.5 billion at the end of 2019 by segment

Segment/ Gender	Divisions									
	Accommodation	Construction	Education	Industry	Wholesale/ Retail	Administrative and support service activities	Communication	Scientific research and development	Financial and insurance activities	Public administration and defense; compulsory social security
Enterprise	1171	3733	491	2622	18300	2630	956	2217	1084	7
Female	270	780	63	465	3644	374	134	196	226	2
Male	901	2953	428	2157	14656	2256	822	2021	858	5
Micro	578	2001	350	1616	11122	1928	646	1591	650	
Female	4	36	3	18	103	17	4	5	7	
Male	574	1965	347	1598	11019	1911	642	1586	643	
Medium	5	33	3	14	49	9	1	17	1	2
Female	3	10	2	6	17	5	1	6	1	1
Male	2	23	1	8	32	4		11		1
Small	588	1699	138	992	7129	693	309	609	433	5
Female	263	734	58	441	3524	352	129	185	218	1
Male	325	965	80	551	3605	341	180	424	215	4

Continues

Segment/ Gender	Divisions									
	Water supply; sewerage, waste management and sanitation activities	Mining and quarrying	Other service activities	Real estate activities	Agriculture, forestry and fishing	Human health and social work activities	Electricity, gas, steam and air conditioning supply	Other	Total	

Enterprise	76	766	501	575	1105	874	161	67609	105994
Female	8	99	44	127	58	673	53	18	7373
Male	68	667	457	448	1047	201	108	67591	98621
Micro	32	550	396	266	873	367	25	56075	79651
Female		8	2	2	2	363	23	1	605
Male	32	542	394	264	871	4	2	56074	79046
Medium		10	2	4	5	5	1	17	190
Female		3	2		1	2		2	67
Male		7		4	4	3	1	15	123
Small	44	206	103	305	227	502	135	11517	26153
Female	8	88	40	125	55	308	30	15	6701
Male	36	118	63	180	172	194	105	11502	19452

Source: Risk management department of General Taxation Office shared data

Quantitative data on the gender of business directors who submitted sales reports of less than MNT 1.5 billion at the first half of 2020 by segment

Segment/gender	Divisions										
	construction	education	manufacturing	wholesale and retail trade; repair of motor vehicles and motorcycles	hotel, residence, housing and catering services	information and communication	professional, scientific and technical activities	activities of extraterritorial organizations	financial and insurance activities	public administration and defense; compulsory social security	transportation and storage
Enterprise	4316	983	5588	45916	1792	1668	5101	10	2042	3781	1516
Female	1053	574	2196	17817	909	474	1885	7	1100	1360	381
Male	3263	409	3392	28099	883	1194	3216	3	942	2421	1135
Micro	2981	738	4301	32718	1276	1223	3977	6	1446	2708	1019
Female	744	432	1705	12741	661	359	1479	4	812	994	258
Male	2228	303	2588	19908	615	862	2486	2	633	1714	761
Medium	19	4	20	249	11	3	33		6	25	18
Female	5	3	11	88	5		11		1	8	5
Male	14	1	9	157	6	3	22		5	17	13
Small	1331	244	1279	13051	509	445	1107	4	597	1050	479
Female	304	139	480	4988	243	115	395	3	287	358	118
Male	1021	105	795	8034	262	329	708	1	304	690	361

Continues

Segment/ Gender

Divisions

	Administrative and support service activities	Arts, entertainment and recreation	Water supply; sewerage, waste management and remediation activities	Mining and quarrying	Other service activities	Real estate activities	Agriculture, forestry and fishing	Human health and social work activities	Electricity, gas, steam and air conditioning supply	Others	Total
Enterprise	3656	288	123	860	1410	586	5188	1147	115	11501	97591
Female	1429	99	36	285	713	243	1706	827	27	5173	38296
Male	2227	189	87	575	697	343	3482	320	88	6328	59295
Micro	2962	229	70	550	1152	416	4386	556	38	9770	72526
Female	1175	81	21	157	593	171	1474	389	7	4256	28515
Male	1773	148	49	380	556	242	2903	165	31	5004	43353
Medium	20	3	1	65	4	1	2	5	1	48	538
Female	9	1		42	1	1	1	1		16	209
Male	11	2	1	23	3		1	4	1	23	316
Small	692	56	54	261	258	173	813	596	77	2500	25576
Female	245	17	15	86	119	71	231	437	20	901	9572
Male	443	39	37	172	138	101	578	151	56	1301	15626

Source: Risk management department of General Taxation office shared data

Quantitative data on the gender of business directors who submitted sales reports of less than MNT 1.5 billion at the end of 2019 by segment

Segment/ Gender	Divisions										
	Accommodation	Construction	Education	Industry	Wholesale/ Retail	Administrative and support service activities	Communication	Scientific research and development	Financial and insurance activities	Public administration and defense; compulsory social security	Transport and storage
Enterprise	3094	8191	1474	7574	4592 6	5553	2321	6211	2968	6	2442
Female	1612	2010	837	2915	1836 4	2137	624	2459	1578	1	614
Male	1482	6181	637	4659	2756 2	3416	1697	3752	1390	5	1828
Micro	2235	5642	1179	5986	3501 7	4526	1777	5085	2395	2	1745
Female	1172	1399	665	2364	1401 8	1776	491	2065	1323	0	431
Male	1063	4243	514	3622	2099 9	2750	1286	3020	1072	2	1314
Medium	859	2549	294	1588	1090 1	1026	544	1124	573	3	694
Female	440	611	171	551	4344	361	133	392	255	1	182
Male	419	1938	123	1037	6557	665	411	732	318	2	512
Small	0	0	1	0	8	1	0	2	0	1	3
Female	0	0	1	0	2	0	0	2	0	0	1
Male	0	0	0	0	6	1	0	0	0	1	2

Continues

Segment/ Gender	Divisions									
	Arts, entertainment and recreation	Water supply; sewerage, waste management and remediation activities	Mining and quarrying	Other service activities	Real estate activities	Agriculture, forestry and fishing	Human health and social work activities	Electricity, gas, steam and air conditioning supply	Other	Total
Enterprise	356	167	1730	1535	1329	5681	2148	212	4531	103449

Female	137	48	461	795	565	1857	1532	50	2112	40708
Male	219	119	1269	740	764	3824	616	162	2419	62741
Micro	294	125	1506	1334	927	5008	1342	79	4177	80381
Female	113	40	402	695	396	1660	941	14	1969	31934
Male	181	85	1104	639	531	3348	401	65	2208	48447
Medium	61	42	223	196	401	673	806	133	352	23042
Female	24	8	59	96	169	197	591	36	142	8763
Male	37	34	164	100	232	476	215	97	210	14279
Small	1	0	1	5	1	0	0	0	2	26
Female	0	0	0	4	0	0	0	0	1	11
Male	1	0	1	1	1	0	0	0	1	15

Source: Risk management department of General Taxation office shared data

## Annex D: CGF DATA

1st quarter of 2020								
Nº	SMEs and individuals	Economic sector	Location	At least 50% of shareholders are women - business owners	At least 60% of higher managerial positions belong to women	At least 50% of all employees are women	Number of new jobs to be created	Of which women will occupy
1	A	Agriculture, husbandry	Uvs aimag	yes	no	no	4	1
2	B	Agriculture, husbandry	Darkhan	no	no	no	10	3
3	C	Manufacturing	Ulaanbaatar	yes	yes	yes	6	2
4	D	Manufacturing	Ulaanbaatar	yes	yes	yes	1	1
5	E	Manufacturing	Ulaanbaatar	yes	no	no	2	1
6	F	Manufacturing	Ulaanbaatar	yes	no	no	11	3
7	G	Services	Ulaanbaatar	no	yes	yes	14	7
8	H	Services	Ulaanbaatar	yes	yes	yes	1	1
9	I	Services	Dundgovi aimag	no	yes	yes	14	13
10	J	Trade	Ulaanbaatar	yes	yes	no	1	1
11	K	Trade	Ulaanbaatar	yes	no	yes	8	3
12	L	Trade	Ulaanbaatar	yes	yes	yes	1	0
13	M	Trade	Ulaanbaatar	yes	yes	yes	5	3
14	N	Trade	Ulaanbaatar	yes	yes	yes	2	2
15	O	Trade	Ulaanbaatar	no	no	no	2	0
			Yes	11	9	9	82	41
			No	4	6	6		50%
2nd quarter of 2020								
Nº	SMEs and individuals	Economic sector	Location	At least 50% of shareholders are women - business owners	At least 60% of higher managerial positions belong to women	At least 50% of all employees are women	Number of new jobs to be created	Of which women will occupy
1	A	Manufacturing	Bulgan aimag	no	yes	yes	8	5

2	B	Manufacturing	Uvurkhangai aimag	no	no	no	7	2
3	C	Manufacturing	Ulaanbaatar	yes	no	no	3	1
4	D	Services	Ulaanbaatar	no	no	yes	6	4
5	E	Agriculture, husbandry	Tuv aimag	no	yes	yes	4	2
6	F	Trade	Ulaanbaatar	no	yes	yes	1	0
7	G	Trade	Ulaanbaatar	no	no	no	6	2
8	H	Health	Ulaanbaatar	yes	yes	yes	8	7
			Yes	2	4	5	43	23
			No	6	4	3		53%

Annex E: TDB Data  
Number of borrowers, 2020

	Agriculture, forestry, fishing	Mining and quarrying	Construction	Manufacturing	Accommodation and food service activities	Wholesale and retail trade; repair of motor vehicles and motorcycles	Financial and insurance activities	Education	Human health and social work activities	Arts, entertainment and recreation
Establishments (total)	30	19	108	45	83	322	12	19	48	2
Male	19	13	87	26	45	192	3	9	13	2
Female	11	6	21	19	38	130	9	10	35	-
Micro	4	3	22	12	12	66	3	4	9	
Male	1	2	16	5	5	36	1	1	1	
Female	3	1	6	7	7	30	2	3	8	
Small	9	7	34	17	35	113	3	8	15	1
Male	6	5	31	10	19	67	1	5	4	1
Female	3	2	3	7	16	46	2	3	11	
Medium	17	9	52	16	36	143	6	7	24	1
Male	12	6	40	11	21	89	1	3	8	1
Female	5	3	12	5	15	54	5	4	16	

Continues

	Individuals	Information and communication	Professional, scientific and technical activities	Public administration and defence, compulsory social security	Transportation and storage	Administrative and support service activities	Water supply; sewerage, waste management and remediation activities	Real estate activities	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	Electricity, gas, steam and air conditioning supply
Establishments (total)	4,207	16	14	1	50	15	3	7	1	8
Male	1,454	12	9	1	38	6	2	5	1	6
Female	2,753	4	5	-	12	9	1	2	-	2
Micro	2,555	4	4		11	4				1
Male	732	3	4		7	1				1
Female	1,823	1			4	3				
Small	1,212	6	6		19	8	2	1		3
Male	510	5	4		15	3	1			3
Female	702	1	2		4	5	1	1		
Medium	440	6	4	1	20	3	1	6	1	4
Male	212	4	1	1	16	2	1	5	1	2
Female	228	2	3		4	1		1		2

Outstanding loan, million MNT, 2020

	Agriculture, forestry, fishing	Mining and quarrying	Construction	Manufacturing	Accommodation and food service activities	Wholesale and retail trade; repair of motor vehicles and motorcycles	Financial and insurance activities	Education	Human health and social work activities	Arts, entertainment and recreation
Establishments (total)	6,342	3,769	31,057	11,048	22,307	89,878	3,844	3,419	15,930	295
Male	4,493	2,642	24,098	7,559	11,207	53,342	461	1,943	3,186	295
Female	1,849	1,127	6,959	3,489	11,100	36,536	3,383	1,476	12,744	-
Micro	248	115	3,647	1,129	912	5,300	228	113	369	-
Male	16	30	3,217	734	415	3,202	12	14	27	-
Female	232	85	430	395	497	2,098	216	99	343	-
Small	953	459	5,030	2,398	3,361	15,342	236	1,030	2,231	143
Male	717	357	4,628	1,745	1,877	7,881	50	832	483	143
Female	236	102	402	653	1,484	7,461	186	198	1,748	-
Medium	5,141	3,195	22,380	7,521	18,033	69,236	3,381	2,277	13,329	152
Male	3,760	2,256	16,253	5,080	8,914	42,259	400	1,098	2,677	152
Female	1,381	940	6,127	2,442	9,119	26,976	2,981	1,179	10,653	-

Continues

	Individuals	Information and communication	Professional, scientific and technical activities	Public administration and defence, compulsory social security	Transportation and storage	Administrative and support service activities	Water supply; sewerage, waste management and remediation activities	Real estate activities	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	Electricity, gas, steam and air conditioning supply
Establishments (total)	232,516	3,241	2,508	22	10,949	2,993	187	2,040	144	2,004

Male	123,253	1,431	605	22	9,499	2,254	53	1,992	144	1,496
Female	109,263	1,810	1,903	-	1,450	739	134	48	-	508
Micro	46,183	143	43	-	756	1,306	-	-	-	11
Male	17,993	84	43	-	428	962	-	-	-	11
Female	28,190	58	-	-	328	345	-	-	-	-
Small	64,729	620	432	-	2,073	1,087	177	46	-	284
Male	26,681	542	228	-	1,755	769	43	-	-	284
Female	38,048	78	203	-	318	318	134	46	-	-
Medium	121,603	2,478	2,033	22	8,120	599	10	1,994	144	1,708
Male	78,578	804	333	22	7,316	523	10	1,992	144	1,200
Female	43,025	1,674	1,700	-	804	76	-	2	-	508

## Annex F: Literature Review

#	Name of the survey/research/document	Implementer/Author	Main content	Year
1	Tenth periodic report submitted by Mongolia under article 18 of the Convention, due in 2020	Human Rights Forum Mongolia	Report outlines responses to comments given by the CEDAW Committee on the implementation of the government policies and programmes implemented for the promotion of human rights and ensuring gender equality. The report stipulates that although economic growth is on the rise, inequality among various social groups is having a negative impact on Mongolia's development. It hinders human and economic development and poses a significant risk to the guarantee of individual freedom, health and life. Inequality in participation, representation and decision-making in economic and political processes persists.	2020
2	Mongolia's economic Prospects resource - Rich And Landlocked Between Two Giants	ADB	This study looks back over the development of Mongolia since it started its economic and political transition in the early 1990s. It explains how Mongolia was able to successfully navigate through initially difficult years and rebuild its economy into a market-based system. Early on, Mongolia saw the advantages of an open economy, manifested by its	2020

			accession to the World Trade Organization and by attracting substantial foreign investment into the mining sector. Mongolia has also developed into a solid democracy with a vibrant civil society and free media.	
3	Key Indicators for Asia and the Pacific	ADB	Key Indicators for Asia and the Pacific 2020 is the 51st edition in an annual series that has become a vital reference for policymakers, development practitioners, government officials, researchers, and students around the world. Covering the 49 Asian Development Bank (ADB) member economies located in Asia and the Pacific, the publication provides statistics on a comprehensive set of economic, financial, social, and environmental measures as well as select indicators for the Sustainable Development Goals (SDGs). This information is also accessible in digitized format via the Key Indicators Database ( <a href="http://kidb.adb.org">kidb.adb.org</a> ).	2020
4	The Global Gender Gap Report	World Economic Forum	The Global Gender Gap Index, introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps in economic, political, education and health criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them.	2020
5	Pilot Survey on Measuring Asset Ownership and Entrepreneurship from Gender Perspective.	NSO	Recognizing the importance of addressing gaps in collecting high quality individual-level data on asset ownership and entrepreneurship that will allow the building of empirical evidence on the issue of gender disparity, the NSO conducted a pilot household survey to collect individual-	2018

			level data on (i) dwelling, (ii) agricultural land, (iii) livestock, (iv) small and large agricultural equipment, (v) non-agricultural enterprise and enterprise assets, (vi) other real estate, (vii) consumer durables, (viii) financial assets, (ix) liabilities, and (x) valuables. This was done in partnership with ADB in close collaboration with the United Nations Statistics Division (UNSD) and UN Women, and other development partners, in support of the global 'Evidence and Data for Gender Equality (EDGE)' initiative.	
6	Mongolian Human Development Report: Beyond income, beyond averages, beyond today: Inequalities in human development in the 21st century	UNDP	According to the report, 31 per cent of women in South Asia have experienced intimate partner violence. A recent report in Mongolia put the figure significantly higher at over 60 per cent. The report also highlights other dimensions of inequalities faced by women in Mongolia. While mean years of schooling is higher for women, and more women than men complete secondary education, income earned by women is considerably less, with fewer women than men in the labour force. Significant differences are also felt in leadership positions with just 17 per cent of women in parliament.	2018
7	Gender Overview: Mongolia A Desk Study	Swiss Development Cooperation	The key objective of the desk review is to provide an overview of the current gender-equality situation, identifying gender gaps in different sectors of Mongolia. As well as an overall gendered situation analysis, the desk review focuses on the legal and policy frameworks with respect to the promotion of gender equality in Mongolia.	2014
8	Mongolia Compact Gender Summary Report: Best Practices and Lesson Learned	MCA-Mongolia	The purpose of the report is to summarise gender-integration practices, efforts and impacts of the MCA-Mongolia Compact, highlighting key achievements, impacts on beneficiaries and lessons learned since the MCA-Mongolia undertook efforts to integrate a focus on social and gender inequalities in Compact	2013

			activities. This report also intends to share best practices of gender integration and lessons learned with other parties, including government and non-government stakeholders, and donor agencies. The report includes stakeholders' views on project impacts and effectiveness, based on a series of focus group discussions carried out in the course of writing this report.	
9	"Gender Assessment of Small-scale Mining in Mongolia"	The Asia Foundation	The main objective of the gender assessment is to provide a comprehensive analysis of the gender dimensions of artisanal and small-scale mining (ASM) in Mongolia and develop a gender-mainstreaming strategy for the ESEC II Project. The gender assessment will provide the basis for gender-responsive actions, which will be addressed within the scope of the ESEC II Project by identifying needs, labour division, participation, access to resources and development, control of assets, and decision-making powers between women and men in their assigned gender roles.	2013
10	Poverty and MDGs Monitoring, Terminal report	The United Nations Development Programme	This report introduces projects MON/05/201 that support to poverty eradication and the MDGs monitoring and assessment system.	2013
11	"Gender and Development Plan of Action (2008–2012)", 2011, Performance summary	Asian Development Bank	This summary shows the extent to which ADB projects are addressing gender concerns and mainstreaming gender by sectors. However, a Gender Action Plan has not been yet developed for the ADB Mongolia Programme.	2012
12	"The Implications of Demographic Trends for Socio-economic Development and Public Policy in Mongolia"	The United Nations Population Fund	The report looks at the main demographic trends in Mongolia in the past few decades and analyses the impact of these trends on socio-economic development. In particular, it analyses the impact of population on the labour force, health and education, urbanisation, poverty, and the urban environment. The study sought to explicate the policy implications of current demographic trends as well as likely future patterns.	2012

13	"Mongolia: Gender Disparities in Labor Markets and Policy Suggestions", Research report	World Bank	This policy note is structured as follows: It starts by comparing gender outcomes in Mongolia with other countries and then looks more closely at gender differences in labour markets within the country. It concludes with a set of strategies, policies and practices that could help improve economic participation and labour market outcomes for women.	2012
14	"Expert Evaluation of Conformity of Mongolian Legislation with International Human Rights Treaties", Research report	MDG-9 Project, UNDP	This survey is conducted within the scope of the Support in Achieving MDG 9 on Human Rights and Democratic Governance Project jointly implemented by the Institute of Philosophy, Sociological and Law of the Mongolian Academy of Sciences, the United Nations Development Programme and the Oslo Governance Center. Researchers from the National Human Rights Commission of Mongolia gathered initial data for the survey and a team of experts prepared the survey report.	2011
15	"Assessment of Development Results: Evaluation of UNDP Contribution-Mongolia", Project report	The United Nations Development Programme	This report presents an independent country-level evaluation conducted by the UNDP Evaluation Office in 2010. The evaluation examines the strategic relevance and positioning of UNDP support and contributions to the development of Mongolia from 2002 to early 2010. The report assesses UNDP interventions under various thematic areas of the country programme, with a view to providing recommendations for the next country programme for the period 2012-2017.	2011
16	The World Bank's Country Portfolio Performance Review	World Bank	Key findings were that the Bank could have a much greater impact through better mainstreaming of gender considerations, particularly in key sectors such as mining, rural livelihoods, urban infrastructure and social protection.	2011
19	"For A Better Economic and Social Integration of Persons With Disabilities in Mongolia: Current Situation and Perspectives", Project report	The United Nations Development Programme	This report builds on UNDP Mongolia/MSWL's ongoing capacity-building initiatives to increase the educational opportunities of persons with disabilities at local and national levels.	2010

20	"Gender-Responsive Budget and Women's Reproductive Health Rights", Training manual	The United Nations Population Fund	UNPFA administered a project on "gender-sensitive budgeting" at Ministries and government agencies. This manual is a budget planning handbook focusing on methodologies and tools to reflect gender aspects.	2010
21	"Artisanal and Small-Scale Mining: Gender and Sustainable Livelihoods in Mongolia"	Purevjav, Bolormaa	This paper describes the gendered practice of ASM in Mongolia and how the government in partnership with the Swiss Agency for Development and Cooperation is attempting to reform the ASM sector in a gender-sensitive manner through the Sustainable Artisanal Mining Project.	2010

## Annex G. The four main financial sub-sectors to illustrate the model of data reporting templates required from reporting financial institutions

### 1. DEPOSIT-TAKING INSTITUTIONS INCLUDING BANKS & NON-BANK FINANCIAL INSTITUTIONS

The main objective of the returns is to collect both account holders and transactions of deposit and credit financial services, with a sex-disaggregated perspective of the customers, to better inform gendersensitive policy formulation that promote women's financial inclusion.

The Guideline provides key categories and instructions to collect data related to regulated deposit-taking financial institutions, licensed and regulated by the central bank with guidance as to how to complete the periodic returns on sex-disaggregated data that are required to be submitted to the central bank. The data collection includes the following categories or indicators in the payments and financial services space:

- Bank Account Ownership (deposit, savings and credit accounts);
- Bank Account Transactions;
- Bank Account Payment Services (Internet banking, mobile banking and remittances);
- Payment Instruments (debit cards, credit cards and prepaid cards);
- MSMEs financing (Micro, Small and Medium-scale Enterprises).
- Customer complaints (additional dimension added to all the different financial sub-sectors to encourage the reporting of data to document the effectiveness of redress mechanisms).

### 2. DIGITAL FINANCIAL SERVICES (DFS)

DFS can pose a risk of accelerating the gender gap, as we have seen in some member jurisdictions. However, if developed in a manner that takes into account the various needs of vulnerable groups, particularly the varying needs of women during their life cycle, DFS innovation can act as an accelerant for women's financial inclusion and close the gender gap.

The main objective of the returns is to collect different aspects of DFS data - including different products and channels, with a sex-disaggregated perspective of customers, to build a useful database, which is critical in evidence-based policy formulation on women's financial inclusion. The Guideline provides definitions and instructions to collect data from DFS providers who are licensed and regulated by the Central Bank or any other regulator with specific guidance on how to complete the periodic returns on sex-disaggregated data.

- E-wallets volumes and float value by sexdisaggregation
- Active, inactive and dormant e-wallet accounts
- Registered and Active Agents
- Registered and Active Merchants
- E-wallet based-transactions: Cash-In/Cash-Out, and bulk transactions (P2P, P2B, B2P, P2G, and G2P), in terms of volume and value with sex-disaggregation
- Over the Counter (OTC) transactions with sexdisaggregation
- Savings, Credit, and Microfinance products
- Customer Complaints, including filed and resolved

### 3. INSURANCE AND MICRO-INSURANCE SCHEMES

Insurance services and inclusive insurance, in particular, represent strategic financial products to offer financial security, enhance financial resilience and promote better risk management in different contexts and

situations. Currently, the development of microinsurance schemes enhances financial resilience through liquidity support to low-income families and individuals facing a liquidity challenges due to financial shocks.

The main objective of the data return with a sex-disaggregation, is to provide an overall outlook of the gender gap with access to insurance policies, insured population from a gender perspective, and the actual usage of these products with regards to the volume and value of paid-out claims and rejections. "Diverse stakeholders should support the collection and analysis of sex-disaggregated data on women's risk management behavior and inclusive insurance demand as well as data on supply-side at a global, regional and national level. (...) National governments, ministries, central banks, and insurance supervisors can collect and analyze sex-disaggregated data gathered by the entities they supervise at a national level, as well as create incentives for this data collection and reporting at an institutional level."<sup>20</sup>

The Guideline outlines the insurance products, number of policy-holders and beneficiaries, and the volume and value of paid-out claims and rejections with a sexdisaggregation:

- Life Insurance: Term-Life, Whole-Life, Micro-Insurance
- Non-Life Insurance: Vehicle, Accident, Health, Property, Education, micro-insurance
- Climate insurance / agri-insurance
- Customer Complaints

#### 4. REGULATED PENSION SCHEMES

The main objective of the various pension schemes is to provide pension benefits to ensure long-term retirement income security for workers. The regulatory framework ensures that every worker receives retirement and related benefits as and when it is due. It also establishes a uniform set of rules, regulations and standards for the administration and payment of retirement and related benefits for workers in the public and private sector. The sex-disaggregated data on pension schemes provide a perspective of the suitability and uptake of pension products and services and the long-term security of men and women, against the backdrop that women have a longer life cycle than men and have a lower earning/contributing opportunity.

The Guideline outlines the major types of pension schemes, their operations and related definitions. It also serves as a framework for collecting financial inclusion data from the pension sub-sector. The data will include the following categories and indicators relevant to financial inclusion.

- Types of pension schemes
- Contributors
- Beneficiaries
- Complaints

#### Source

- EBRD "Women in Business Programme"
- <https://www.ifc.org/wps/wcm/connect/44b004b2-ed46-48fc-8ade-aa0f485069a1/WomenOwnedSMes+Report-Final.pdf?MOD=AJPERES&CVID=kiiZZDZ>
- SME Development Strategy
- [https://www.afi-global.org/sites/default/files/publications/2019-04/AFI\\_Egypt%20gender\\_AW\\_digital.pdf](https://www.afi-global.org/sites/default/files/publications/2019-04/AFI_Egypt%20gender_AW_digital.pdf)
- Law 215-1992

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<sup>20</sup> GIZ, IFC, and Women's World Banking (2017).

- Ministry of Micro, Small and Medium Enterprises Government of India.
- Business Ownership Supporting Law, 1999
- [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/784336/Government\\_Response\\_to\\_Alison\\_Rose\\_Review\\_of\\_Female\\_Entrepreneurship\\_PDF\\_1.2\\_final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784336/Government_Response_to_Alison_Rose_Review_of_Female_Entrepreneurship_PDF_1.2_final.pdf)