Project on Promoting Gender Equality in Public Decision-Making and Women's empowerment in Mongolia (UNDP) (2021-2024)

2nd Mid-line Survey Report by Korean PMC

2024.01

KDS Korea Institute for Development Strategy

Table of Contents

I. Overview

1. Project Overview

- **Performance Management Objectives:** To enhance the effectiveness of the ongoing Project (*see the box below*) through professional and effective performance management and to share international and domestic knowledge and experiences.

- **Activities under Performance Management:**

  - Joint baseline/mid-line/endline survey (Joint Mission of Korean PMC and UNDP Mongolia)
 - International Conferences

---

KOICA-UNDP Project

- **Project Title:** Promoting Gender Equality in Public Decision-Making and Women's empowerment in Mongolia(UNDP)

- **Objectives:** To enhance gender equality in decision-making in Mongolia

- **Activities:**

  - Submission of draft bills to overcome structural barriers to women's political participation (WPP).
  - Strengthen networks for women aspirant candidates
  - Increase women's interests in public leadership
  - Enhance voters' awareness of gender equality
  - Enhance awareness of political parties for prospective women candidates
  - Enhance media awareness of gender equality

- **Implementing structure and working mechanism with partners**

  - Through interviews with key stakeholders of the Project, the UNDP team and Korean PMC(Project Management Consultancy, hereinafter referred to as the KDS team) clarified the implementation structure and R&R of the Project's implementing partners. There are project board (or Project Steering Committee, PSC) and project implementation unit (PIU) to discuss and make decisions regarding the Project issues

  - The Performance Management Unit (PMU) is added as the picture below for performance management of the Project.

---
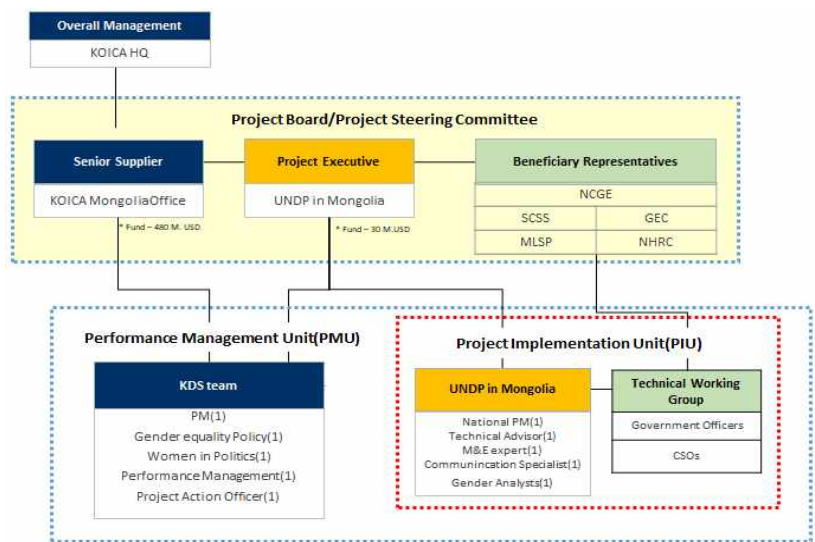
2. Performance Management Framework

- Women will go through four stages of Eligibles-Aspirants-Candidates-Legislators before being elected. There are Eligibles who are qualified, Aspirants who want to run, Candidates who are selected, and Legislators who are elected. This project supports the process of qualifying women who are eligible to run for election, going through the second stage of their decision to run for election, and then becoming candidates in the third stage, and then winning through the election.

- It is important to focus on the Supply-side so that women can increase political participation and expand their influence in politics to promote gender equality in political decision-making. For that, identifying and recruiting Eligibles to make them Aspirants and making Aspirants into potential

<Women's Political Empowerment- Supply-and-Demand Framework(USAID)>
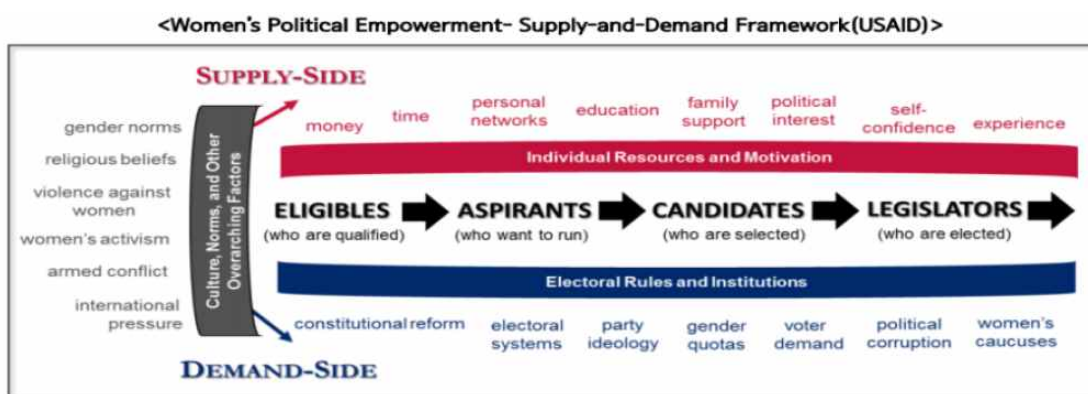
candidates to be selected by their political parties is what we're aiming for.

- The deciding factors in the female election can be largely classified into environmental factors, institutional factors, and individual factors. Environmental factors correspond to socio-cultural parts such as the perception of women in society, religious beliefs, and gender norms. Institutional factors include the gender quota and the election system, which require changes at the party level. Personal factors include time, money, education, and the motivation required for women to participate in politics. Accordingly, in this survey, the factors affecting the process of female candidates' election were identified through interviews by KDS that we could catch variable meaningful answers that might be helpful while implementing the project.

3. Purpose of the Midline Survey

The objectives of the survey are twofold:

A. To conduct the joint mid-line survey

- Review the data and information collected or provided by UNDP to assess the impact and effectiveness of the project activities as per the Joint Performance Management Guidelines developed by KDS and UNDP Mongolia
- Conduct in-depth interviews with key stakeholders to gain a deeper understanding of the project environment and performance
- Review and discuss the project progress, results framework, and identify challenges and lessons if any

B. To Review the Project progress and generate evidence-based conclusions and recommendations

- Discuss on quantitative and qualitative indicators, challenges, and lessons with UNDP Mongolia Project team

- Refine Joint Performance Management Guidelines if needed

4. Composition of the Performance Management Team

Organization	Name	Position	Role
KDS (Korean PMC)	Young Sook CHO	Project Manager	· **Overall supervision of the survey** · **Research and advisory support for the R components**
	Eun Kyung KIM	Vice PM (Gender Equality Policy Expert)	· **Implementation of the survey** · **Research and advisory support for the S components**
	Bo Ram KIM	Women's Political Participation Expert	· **Implementation of the survey** · **Research and advisory support for the A components**
	Hyejin KIM	Performance management officer	· **Planning and preparation of the survey** · **Support in implementation of the survey** · Performance indicator review and update based on discussion with UNDP
	Jiseong LEE	Project Action Officer (PAO)	· **Support in planning and implementation of the survey** · Support in data collection, reporting, and schedule management-related tasks
UNDP Mongolia (Project team)	T. Khandsuren	Project Manager	· **Overall supervision of the survey from UNDP Side** · Provision of UNDP project-related data
	E. Gerelt-Od	Technical Specialist	· Advisory support for the S component of the guideline and accompany some interviews · Operational support including scheduling and logistical support
	Orgil	Political Party Consultant	· Operational support including scheduling and logistical support on S component
	E. Enkhchimeg	Gender Analyst	· Operational support including scheduling and logistical support on A component · Provision of UNDP project-related data
	Erdenechimeg	Communication Specialist	· Operational support including scheduling and logistical support on R component · Provision of UNDP project-related data
	Myeongshin LEE	Communication Analyst	· Operational support including scheduling and logistical support · Accompany part of the survey schedule
KOICA Mongolia	Jongreo KANG	Deputy Representative	· Supervision of the survey from KOICA Side
	K.Maidarsuren	Technical officer	· Administrative support

5. Schedule of the Main Activities

- Period of the Visit: October 18 – November 4, 2023

- Entry and departure dates vary depending on the expert.

Date	Time	Main Activities	Remarks
10.18. (Wed)	PM	● Departure from Incheon → Ulaanbaatar	Kim, Bo Ram, Lee, Ji Seong Arrival
10.19. (Thu)	09:50-10:50	● (UNDP Mongolia) Project team interview on Output 2,3 – Request for additional data due to preliminary document examination	
	13:10-15:30	● (A) Individual in-depth interview with WLN leadership training participants (2 People)	Aspirants-local level
	16:00-17:20	● (A) Persons in charge of development/operation of WLN leadership training and forum	
10.20. (Fri)	8:00-13:20	● (A) Individual in-depth interview with WLN leadership training participants (4 People)	Aspirants-local level
	14:00-18:00	● Interview Analysis	
10.21. (Sat)	Weekend	● Organize meetings / interview contents ● Conduct an interim review of the survey	
10.22. (Sun)	AM	● Departure from Incheon → Ulaanbaatar ● Prepare for the following week's schedule (Check necessaries for interviews)	Cho, Young-Sook, Kim, Eun Kyung arrival
	14:00-15:30	● (UNDP Mongolia) Mid-line survey inception/Kick-off meeting with PM and project team	UNDP team: Exchange visit to Korea (Oct 22-27)
10.23. (Mon)	10:30-11:30	● (KOICA Mongolia) Mid-line survey kick-off meeting	
	14:00-15:00	● (NCGE) Interview	
10.24. (Tue)	09:00-14:00	● (S) Individual in-depth interview with female politicians (2 people) and gender champions (1 person)	Conduct separately by task-specific personnel
	14:30-16:30	● (UNDP Mongolia) Project team task process and results discussion (Responsibilities by Output)	Conduct based on S&R
	16:30-18:00	● (KDS-UNDP) Meeting for quantitative indicators review	UNDP Mongolia PM, Hyejin Kim in Seoul
10.25. (Wed)	10:00-11:40	● (A) Additional interview or supplementary meeting with an interviewee from the 1st Mid-line survey	
	10:45-12:45	● (R) Interviews with MCM(media awareness raising training implementing organization)	
	15:00-16:00	● (A&S) Interview with a female politician & an interviewee from the 1st Mid-line survey	
10.26. (Thu)	10:00-11:00	● (R) Buten Buleen(Media Advocacy Activities) Interview	Kim, Hyejin arrival
	11:30-12:40	● (A&S) Interview with a new interviewee from female politicians – Hun	
	14:30-15:30	● KOICA Interim wrap-up meeting	
	16:00-17:00	● (A&S) Additional interview with an interviewee from 1st Mid-line survey	

10.27. (Fri)	9:00-10:30	● (A&S) Interview with NHRC	
	10:10-11:20	● (R) Interview with stakeholders from a media agency - Zuunii Medee Daily newspaper	
	11:40-13:10	● (R) UNDP-KDS Meeting on progress and results by output	
	13:30-14:40	● (S) Individual in-depth interview with Key Party Leaders (female) - MPP	
	15:00-16:00	● (WLN) Meeting on follow-up on the 1st conference	
	16:30-17:30	● (A) Additional interview or supplementary meeting with a new interviewee	
10.28. (Sat)	11:00-13:00	● (R) Voter Education Center Interview	
	PM	● Internal meeting on interim review of the survey	
10.29 (Sun)	All-day	● Interview analysis ● Prepare for the interviews in the following week	Cho, Young sook, Kim, Bo Ram, and Lee, Ji Seong Departure
10.30. (Mon)	9:00-09:40	● (SCSS) Interview	
	09:40-10:40	● (S) Key Party Leaders interview with Key Party Leaders (Female) - DP	
	PM	● Interview analysis	
10.31. (Tue)	10:30-13:30	● (S) Additional discussions on progress and results by output with UNDP	
	15:30-16:50	● Interview with UNDP Mongolia PM	
11.01. (Wed)	11:30 - 12:40	● (S) Key Party Leaders interview Key Party Leaders (female) - HUN	
	14:00-15:40	● (GEC) Interview	
11.02. (Thu)	09:30-10:30	● (S) Individual in-depth Interview with Key Party Leaders (male) - MPP	Conduct separately by gender
	10:50-17:00	● (S) Individual in-depth Interview with Male and Female Gender Champions (3 people)	
11.03. (Fri)	10:00 - 11:00	● (S) Individual in-depth Interview with Key Party Leaders (male) - DP	
	PM	● Interview analysis	
11.04 (Sat)	AM	● Departure from Ulaanbaatar to Incheon	Kim, EunKyung, Kim, Hyejin Departure

II. Result of Main Activities

1. Main interview subjects and purposes of the midline survey

Key Stakeholders		Main Purpose
Senior Supplier	KOICA Mongolia	▪ Inception meeting: Share the 2nd mid-line survey plan and request support on Mongolian political and economic changes ▪ Wrap-up meeting: Share survey results and discuss future plans on performance management
Project Executive	UNDP Mongolia	▪ Pre-discussion on the detailed survey methodology (online meetings if needed) ▪ Request on information of gender equality and WPP in Mongolia ▪ Discussion on the project progress and the project achievements under A-S-R model ▪ Quantitative and qualitative performance inspection (supplement performance management guidelines if needed) ▪ Discussion on survey results and update on future plans
Agency & Structure	**Political Parties / Female Politicians**: MPP, DP, HUN Party and other minor party	▪ Agency component → **Group 1**: Previous interviewees from the baseline and/or 1st mid-line survey (Aspirant (national level/local level)) → **Group 2**: New interviewees from WLN program participants (Aspirant (national level/local level)) ▪ Identify factors that change the interviewees' will to run in 2024 ▪ Gather feedback and follow up on WLN program participants of WLN leadership training and the international conference by KDS-WLN, etc. → Identify needs of female politicians who participated in WLN program to expand WPP in national and local levels ▪ Interview female politicians grouping by parties (MPP, DP, HUN)
		▪ Structure component(in line with A) → Interview female & male politicians separately → Interview the same politicians as the 1st mid-line survey ▪ Review on the results → 2023 gender self-assessment of PPs → Change of the internal party constitution/ regulation from major PPs → Changes in consciousness of PP leaders since the 1st mid-line survey ▪ Examining the role and effectiveness of the gender champions and the male champions in major PPs
Agency	**CSO**: Women's Leadership Network(WLN)	▪ Cross-check on the results of the 2022 Endline survey and 2023 Baseline survey of WLN leadership training ▪ Tracking of participants of WLN programs and request on the follow-up data compiled

Structure	**Gov't Authorities**: NCGE, NHRC, SCSS, and GEC	▪ Opinions on necessaries to expand WPP in Mongolia ▪ Verification of external factors and status related to gender issues and GE policies (A/S/R linkage)
Relations	MCM, Voter Education Center (NGO), Zunii Medee Daily Newspaper and Buten Buleen (NGO)	▪ Confirmation of changes in the amount of media coverage related to women's politics after the intervention of this project ▪ Gather opinion from stakeholders on media reports on women's political participation ▪ Ensure the effectiveness of media workers' capacity building/mentorship programs, voter education, and media advocacy activities

2. In-depth Interviews for Qualitative Indicators (R-A-S)

A. R-A-S Approach

- The surveys by KDS is qualitative performance management conducted based on the Agency-Relations-Structure (A-R-S) performance model and the joint performance management guidelines derived from the baseline survey results as shown below.
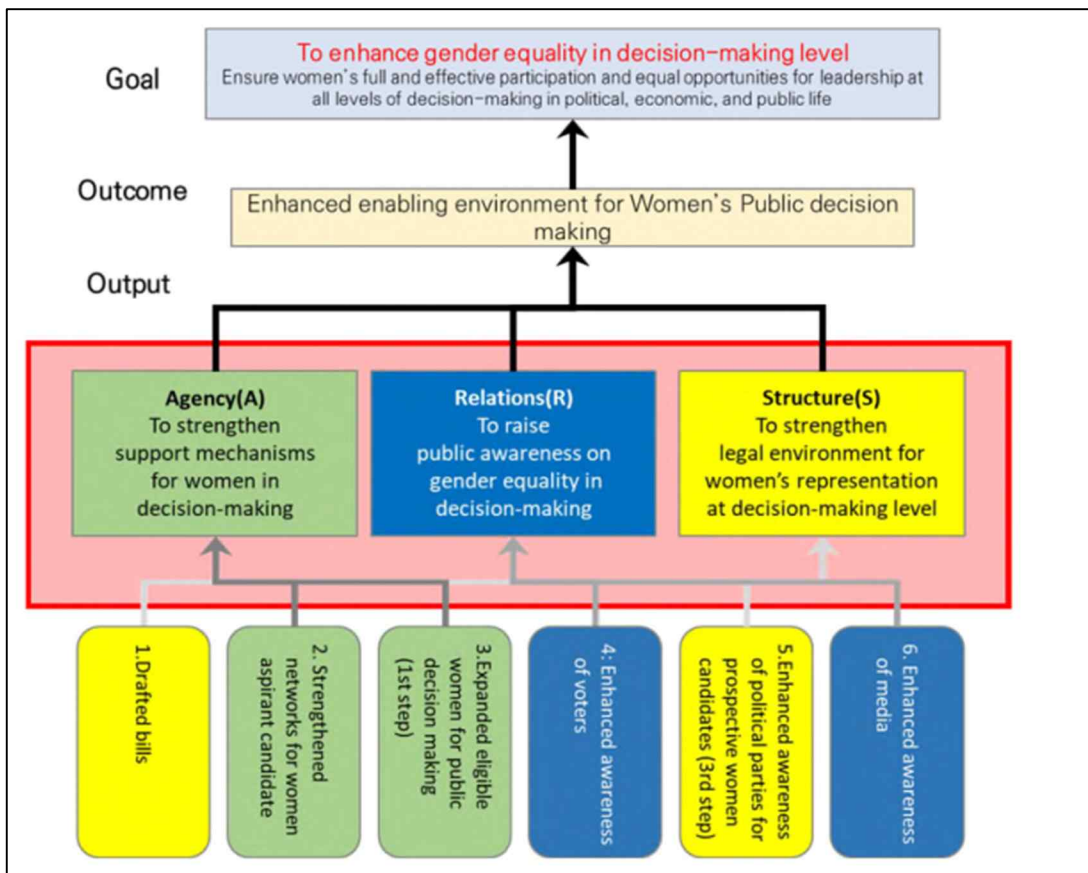

Figure. Project's Performance Management Module based on the A-R-S approach, KDS(2022)

B. Performance management progress

- The UNDP project team and the KDS performance management team agreed on setting qualitative indicators for joint performance management and established joint performance guidelines (English) from the baseline survey for this project.

- The progress of performance management by indicator and considerations from the baseline survey and the first mid-line survey when establishing the second mid-line survey plan are as follows.

Division	Performance management progress by indicator
Agency	· **(Baseline survey)** Defined the motivation and barriers to women's political participation as key indicators and confirmed qualitative indicators · **(1st mid-line survey)** During the 1st mid-line survey, the qualitative indicators were used, but questions were specified based on the baseline survey and suggested implications and considerations for each output.
Structure	· **(Baseline survey)** Based on the results of the 'Gender Audit' within the political parties, five indicators were set to check the 'Attitudes and perceptions of party leaders'. · **(1st mid-line survey)** Reflecting interviews with political party officials, the relevant indicators were specified in connection with the SMART scale. Based on this, qualitative indicators were confirmed through discussions with UNDP.
Relations	· **(Baseline survey)** Agreed on the need for voter and media-related activities to be pursued in the direction of promoting Agency and Structure-related activities. The performance management team will provide advice at the request of the UNDP.[1] · **(1st mid-line survey)** There was no sperate request for advice from the UNDP. Sharing of major activities was made through reports submitted after the first midline survey. It is necessary to discuss how to confirm R-related activities in the next survey.

- In this second mid-line survey, in order to confirm the qualitative performance indicators of A (Agency) and S (Structure) and compare and analyze them with the first mid-line survey, male and female politicians, political party officials, and government organization stakeholders were interviewed, and the person in charge of carrying out R (Relations) related projects is first interviewed to confirm the performance of the three sectors and conduct a qualitative performance management survey considering the organic relationship between A-R-S factors.

a) **Relations**

- **Purpose of interview**

This performance management project regularly conducts performance management survey for Agency and Structure, but in the case of Relations, it is agreed to respond when requested by UNDP.

---

[1] In the case of media-related activities, it was agreed that the performance management team would provide advice at UNDP's request.

However, in the process of preparing for the second mid-line survey, it was found that relations-related activities were actively carried out to advocate for women's quota system (supporting Structure) and women's political participation (supporting Agency), so although there was no request from UNDP, it was decided to visit media-related organizations to conduct interviews and check their achievements.

- **Interview subjects and results**

Interviews on Relations were conducted in person by visiting media organizations and voter organizations working with UNDP's communications team, focusing on nine questions in a total of five areas.

- **Summary of interview question**

	Question area	Question content
1	Overall media activities to support women's political advancement.	Please introduce how media content production and media monitoring activities are currently progressing.
2		Please let me know if there are any good examples of the ongoing media activities that have positively affected the expansion of women's political advancement.
3	Media coverage and content on women's political advancement	Has there been an increase in media coverage of women's political advancement compared to the last election, and if so, to what extent? If you have any evidence or data to confirm this change, please introduce it.
4		Is there an increase in positive content about women entering politics compared to the last election? If there is a good example that can be confirmed, please introduce it.
5	Media coverage response to women quota system after election law revision.	Please introduce any examples that show that the media response to the women's quota system has changed more positively or negatively compared to the last election.
6	Sexist hate, false information content toward female politicians or candidates	Please introduce the positive/negative aspects of media coverage of female politicians
7		If positive coverage of female politicians has increased, what do you think is the reason?
8		Do you see gender differences in voter responses to positive or negative content about female politicians?
9	What do you think needs to be further strengthened in media activities in order to increase women's political participations in this election?	

- **Main activities of visiting institutions**

Name of organization visited	Main activities
Media Council of Mongolia (MCM)	In this project, MCM is a media organization with a long experience and abundant network, leading the overall planning and progress of media-related activities, such as education for journalists and media content production and

	distribution, to form public opinion favorable to women's political participation.
Buten Buleen	In this project, Buten Buleen led various media advocacy activities in the process of constitutional amendment. Representative activities contributed to the formation of public opinion favorable to women's quota system and women's political participation through support for youth influencer activities and the 83/17 campaign.
Zuunii Medee Daily newspaper	(Best practice): Zuunii Medee, a leading daily newspaper in Mongolia, has been making efforts for gender equality, including posting 50:50 photos of men and women on the front page of the newspaper. As a result of attending the media education and training as part of this project, efforts for gender equality are now expanded throughout the entire process of newspaper production. For example, from the article planning stage, efforts to deploy gender equality articles, angle adjustments to highlight female photos as gender-equal images, and female articles in editing have made changes to improve gender equality in newspapers. In particular, as a result of efforts to find female experts as interviewees in various fields, it currently has about 700 female experts.
Ms. Erdenechimeg (Communication Specialist)	Ms. Erdenechimeg, communications specialist for the UNDP, is a media expert from the MNB (National Broadcasting Station) who has established three media strategies for the activities: (1) Activities to support improve of the legal system (2) Promotional activities for female candidates (3) Expanding of gender awareness and breaking away from stereotypes among media workers. To date, three phases[2] of the project have been promoted. During the first half (2023 March to July - Will participate! Will represent!) of the core second phase (2023.3~12), Politicians' pledges and remarks were recorded and used as the basis for advocacy activities for election law revision. Also, events involving foreign ambassadors and international organizations in Mongolia were organized to form international public opinion. Currently, it is focusing on promoting female candidates in the second stage (July to the end of the year). Major media organizations such as MNB (National Broadcasting Station) and Zunnii Medee (Daily Newspaper) have achieved the creation of programs dealing with gender equality, such as the "will participate/will represent" corner. So far, the number of reports posted on the media by journalists who participated in education and training has reached 450 in 2022. Statistics related to media coverage are still being tracked.
Women for Change (WFC)	According to the WFC, which is leading the agency-related activities of this project, the exposure of female candidates in the media appears to have increased more compared to the last election. They positively evaluate that media activities so far seem to be progressing well with an integrated strategy.

---

[2] The three phases are (1) The warm-up phase (2022.3~2023.3), (2) The core phase (2023.3~12), and (3) The final phase (2024.1~9).

	VEC is an organization that has conducted voter education since 2018. In this project, VEC is in charge of supporting female candidates by improving voter awareness. In the first half of 2023, education focused on improving the legal system. In the second half of the year, a "promise day" event will be held in which female candidates and voters will meet in person to change voters' stereotypes about female candidates. The representative activity is the "Voter's Day," which is held in a total of 17 venues (about 5,000 participants) to creatively carry out various cultural activities such as gender equality awareness self-assessment, policy proposals for female politicians, remarks on women's right to vote, women's political statistics bulletin boards, and games. The results of a survey of voters are provided to the media team to link VEC's voter campaign with MCM's media content production activities. A 'Door to Door' campaign was held in eight regions to visit voters in person. So far, 53 local Ambassador have been selected (1,300 participants) to encourage the spread of activities in each region. Sign an agreement with the Election Commission to process election statistics into promotional materials and use them for online and voter campaigns.
Voter Education Center (VEC)	

- **Main results**

According to a recent study by the Mongolian Press Council, only one in 10 political news sources in newspapers and online news sites are women, and gender discrimination and stereotypes dominate, with most women-related political articles mainly questioning whether they are good wives or mothers or physical appearance. With about 68% of the people using Facebook and SNS becoming a venue for the formation of new political opinion, the UNDP communications team is encouraging the production of media content and information sources favorable to women's political participation by supporting new media youth club activities. Currently, the UNDP communications team is supporting young influencers working on social media as well as established journalists to produce favorable content on the expansion of women's political participation, forming a 'new wave' that makes politicians unable to pay attention to their reports. In recent years, statistics show that more and more politicians' interviews and remarks refer to data and sources produced by new media youth clubs as important references. Recent activities by new media youth clubs have dampened negative online attacks on female politicians compared to previous elections, while more favorable media content about women's political participation is being produced. The proportion of voters responding to the new trend of media created as a result of the above activities is also increasing. Details are summarized in the table below.

Activity Stage	Main Activity	Key Results
Phase 1 (2022.3-2023.3): Preparation phase	→ Prepare tools and resources needed for activities	▶ Under the slogan "Let's participate, let's represent", the necessary arrangement is made to encourage media workers and voters to raise interests and participation in media activities.
Phase 2 (2023.3-12): Core phase * The first half of the year focuses on advocacy activities to improve the legal	→ First half of the year (March to July):	▶ 83/17 campaign provides wake-up call to voters about low percentage of female MPs in Mongolia
		▶ The pledge campaign puts pressure on male party politicians who make decisions in Mongolian political party leadership to speak or pledge their support for the quota system, preventing male politicians from openly express their opposition to it

environment * The second half of the year focuses on activities to promote female leadership		▶ Through the media network established by the UNDP communications team, gender equality contents shared in workshops/mentorship program for media workers spread through established media outlets and media youth clubs working on newly formed SNS, resulting in favorable public opinion for women's political participation[3]
	→ Second Half (August - December): ▶ Women's Leadership Media Coverage Campaign': Coverage, Production, and Dissemination of 120 media content highlighting women's leadership through 11 top media channels (Buten Bulen) ▶ 'Herstory Program': Select 60 women who are likely to become candidates in local and national elections and promote them in three ways, including a five-minute video, an 800-word article, and three types of posters (Unlimited LLC team) ▶ "Virtual Newsroom Monthly Press Release" (MCM) ▶ "Voters' Commitment Campaign" (VEC)	▶ Increasing amount of media publicity for women politicians: deliberately conducting activities that lead to the introduction of promising women politicians to voters through media reports that promote women experts in various fields.
		▶ The "Herstory" initiative, a special report on the 60 Female Aspirant list under way in cooperation with major political parties, provides an opportunity to inform voters about the 60 women who are likely to be candidates from each political party.
		▶ The "Herstory" initiative, a special report on the 60 Female Aspirant list under way in cooperation with major political parties, provides an opportunity to inform voters about the 60 women who are likely to be candidates from each political party.[4]
		▶ Virtual Newsroom activities(MCM) contribute to the spread of positive reporting on women's political participation in the media by supporting research and reporting activities on various topics related to women's political participation, such as "democratization and women's leadership," "rural women's leadership," "women's right to vote," "obstacle factors in women's political participation," and "violence and harassment against women's politicians." It also spreads the theme "Women politicians should not be bullied on social media" to address attacks and bias against women politicians, and contributes to creating a favorable media environment for women's political participation by providing gender-equal content and information sources such as "Women have the right to be elected just as they have the right to vote."
		▶ As a result of searching articles with the keyword "women politicians" across the media, focusing on three areas: the National Assembly, the administration's decision, and politicians' interviews, the total number of articles was found to be increasing, with about 1,600 posts and 40,000 comments

[3] According to MCM officials, as media-related activities became more active, foreign media were also interested and reported recent changes.

[4] The competition to make the list is fierce as it is believed to lead to a pool of female candidates in the future election process. Therefore, it is explained that it is not a promotion of candidates, but a promotion of women's leadership.

Phase 3 (2024.1-9): Final stage		▶ Activities to enhance gender equality in the decision-making process will be carried out through activities that break down voters' stereotypes and gender bias.

- **Future tasks for Endline survey**

- Although it has been agreed that the performance management team will respond only to the needs of the UNDP, it seems necessary to monitor how Relations-related activities directly and indirectly support Structure-related and Agency-related activities in the end-line survey process.

- Given the Relations-related activities that will take place after the second mid-line survey, Structure-related activities are expected to be relatively reduced due to the revision of the election law in the first half of 2023, while Agency-related activities are expected to be more active in media activities that improve bias against women politicians and public campaigns to meet voters in person to increase support for women candidates before the election. Therefore, the end line survey scheduled for September 2024 needs to focus on activities to monitor how much Relations-related activities ultimately contributed to activities under other two (Structure, Agency) components.

b) Agency

- **Purpose of interview**

  In the second midline survey, interviews were conducted to determine changes in female politicians after the revision of the election law and to determine whether WLN participants intend to run and identify their motivations ahead of the 2024 election.

  Accordingly, a qualitative survey was conducted on Output2 (Strengthened networks for women aspirant candidates) and Output3 (Expanded eligible women for public decision making) related to individuals (agencies), focusing on those intending to run for election in 2024.

  In addition, the matters necessary for the project implementation process in 2024 were inspected.

  : Checked the appropriateness and complementation points of utilization indicators with UNDP

  : Checked the direction and effectiveness of the WLN programs through the interview

- **Interview subjects and analysis methods**

- Interview method: semi-structured in-depth interview. For interviewees who were unable to be interviewed face-to-face due to distance between residential areas, online (Zoom) interviews were conducted.

- Interviewees: Female politicians intending to run for election in 2024, and WLN program participants

- Result analysis: analysis based on qualitative indicators

- **Summary of interview questions and results**

  The questions were revised and supplemented to fit the characteristics of the interviewees, changes in social and political culture identified during the interview process, and the activities of the

subjects.

- Modifying interview questions:

  ✓ The interviewees were women politicians who are in the major political parties among WLN members and willing to (or not yet decided to) run for the 2024 election(local/national) on the planning of the 2nd midline survey. But due to changes in interviewees (those not confirmed to run for election were not secured) and considering the characteristics of the interviewees during the interview process, the structure of the questions was modified in consideration of the appropriateness of the interview questions.

  ✓ Interviewees are divided into new interviewees/previous interviewees from the baseline and first midline survey, and those intending to run for general elections/local elections.

- Adding interview questions:

  ✓ During the interview process, supplementary questions were added based on the interviewees' answers.

  Example) What are the local circle activities? Also, what are the difficulties or problems you have experienced while participating in local circle activities?

  ✓ Questions to be confirmed through interviews requested by WLN and UNDP have been added.

  Example 1) What specific WLN program content do you need ahead of the election? (WLN requested question)

  Example 2) What are the obstacles to participating in WLN activities? Also, what do you expect from being part of the network? (UNDP requested question)

  Example 3) What are the obstacles (other than internal factors) in the preparation process for the 2024 elections? (UNDP requested question)

The interview questions were composed by categorizing new and previous interviewees. A survey was conducted targeting new interviewees to confirm the connection and differences with the qualitative performance analysis conducted in the first midline survey, and for the previous interviewees, a survey was conducted to identify changes from the 2022 survey period (contents of program over the past year, changes in political activities, and changes in decision to run for the election).

- Questions for each interview subject

  ✓ New interviewees

Output Quantitative Indicator	Output Qualitative Indicator	Questionnaires
2. Strengthened networks for women aspirant candidates 3. Expanded eligible women for public decision making	1. Motivation of Women's Political Participation(WPP)	

		- What motivated you to enter politics?
2.1 Number of women who participated in the leadership training programs 3.2 Number of women participated in leadership training and programs	1.1 Self-motivation (ex: Drive, Ambition, Interest in Politics)	- What difficulties did you encounter in entering politics? - What made you decide to participate in the program?
		- What motivated you to join a political party? - What aspects of your political party were important factors in joining?
2.2 Number of regional leadership forums 3.1 Number of leadership training and programs	1.2 Resources and support received (ex: Time, Money, Experience, Network (including political party support), Family support)	- What do you think women, who are interested in running for election, need to increase their self-efficacy in elections? - Do you receive support from your family in entering or becoming active in politics? - What kind of support did you receive from political parties?
2.3 Number of women agreed to apply to be a candidate 3.3 Number of women interested in public decision making 3.4 Number of women who have been approached by the initiatives as (the number of women who have become) potential aspirants	1.3 Recommended by political party and/or CSOs to join political party/to become a candidate	- Do you think you are ready to run for election in 2024? - Do you think your political party supports women's participation in politics?
	2. Challenge and/or discouraging factors of WPP	
	2.1 Tendency to underestimate their own qualifications	- What conditions, environment, and capabilities do you think women need to be elected?
	2.2 Gender stereotype, gender bias, gender roles, gendered division of labor/division of public and private sphere	- What do you think is the biggest factor that makes to hesitate for women to run for election?
	2.3 Negative PR, Misogyny, sexism, sexual violence against women in politics and society	- (Voters' perception) Are women viewed favorably or unfavorably in social media and media reports? - Have you ever had a positive or negative experience related to the media?

✓ Interviewees from previous surveys

Output Quantitative Indicator	Output Qualitative Indicator	Questionnaires
2. Strengthened networks for women aspirant candidates 3. Expanded eligible women for public decision making	1. Motivation of Women's Political Participation(WPP)	

		A1-3. What is the most helpful and disturbing factors to maintaining political activities as a female politician?
2.1 Number of women who participated in the leadership training programs 3.2 Number of women participated in leadership training and programs	1.1 Self-motivation (ex: Drive, Ambition, Interest in Politics)	A1-4. Compared to the WLN programs you participated in in the past, which parts of the program you participated in 2023's programs were more helpful to your political activities? A1-5. Do you think that women's solidarity has been promoted through WLN activities?
		(Additional questions) A1-6. Membership and activity in other women's organizations A1-7. What are the obstacles to participating in WLN? What do you expect from being part of the network? (UNDP requested question) A1-8. As the election approaches, what WLN program content do you need (specifically)? (WLN request question)
		A2-3. What is your party's main women's policy, and what is the difference from your own idea of the direction of women's policy?
2.2 Number of regional leadership forums 3.1 Number of leadership training and programs	1.2 Resources and support received (ex: Time, Money, Experience, Network (including political party support), Family support)	A4-4. (Prospective candidates only) Do you expect your political party to support your candidacy in your desired district in the 2024 elections?
2.3 Number of women agreed to apply to be a candidate 3.3 Number of women interested in public decision making 3.4 Number of women who have been approached by the initiatives as (the number of women who have become) potential aspirants	1.3 Recommended by political party and/or CSOs to join political party/to become a candidate	A3-c. What preparation do you think you need to do for the 2024 elections?
		(Additional questions) A3-d. (Candidates only) What are the current obstacles (in addition to internal factors) in the process of preparing for the 2024 elections? (Check external factors, question requested by UNDP)
	2. Challenge and/or discouraging factors of WPP	
	2.1 Tendency to underestimate their own qualifications	A6-e. Through what channels did you acquire political knowledge and skills (yourself, political party, WLN, etc.)?
		(Additional questions) A6-f. What is the mood within the political party regarding law revision? (From your perspective)
	2.2 Gender stereotype, gender bias, gender roles, gendered division of labor/division of public and private sphere	A5-4. (For those planning to run for office only) Have you announced your candidacy to political party leaders or your family? (if yes) Did you expect to receive support from political party leaders or your family? (if no) Why are you hesitating?

	2.3 Negative PR, Misogyny, sexism, sexual violence against women in politics and society	A7. (Voters' perception) Are women viewed favorably or unfavorably in social media and media reports?
		A8. Have you ever had a positive or negative experience with the media? Have you ever had a positive or negative experience related to the media?

● **Main interview results**

a. Motivation of Women's Political Participation (qualitive indicator1)

- Although there are differences in the positions of the interviewees, there is no significant difference in terms of class of origin or social and economic background, except for a few. A notable difference between new interviewees and interviewees from previous surveys is their motivation for entering politics and their self-judgment (capability) regarding their suitability for politics. Those willing to run for general and local election show differences in regional culture and the male-dominated culture of political parties.

- As a result of the interviews with new and existing interviewees, both subjects pointed out that the most difficult part about the difficulties they face in political activities is funding issues, or that there is a patriarchal and conservative culture in Aimags. However, there are differences between new interviewees and existing interviewees in some respects.

  ✓ Interviewees from previous surveys:

  (Motivation for entering politics) Mainly recommendations from political parties, experience in public sector activities (civil servants, etc.), and recommendations from politicians.

  (Difficulties of political activities) Securing campaign funds, family support, and awareness of women.

  ✓ New interviewees:

  (Motivation for entering politics) Voluntary motivation, the experience of receiving active support from people in the process of obtaining community consent to solve local problems (Unlike in the past, the experience of not being discriminated against or ignored because of being a woman motivated them).

  (Difficulties of political activities) There is not much of difficulty. some of them judged themselves to be capable in politics. Most of them were highly educated, had no financial difficulties, and were actively engaged in external activities.

  ✓ Intending to run for local elections:

  (Existing interviewees) They were interested in the possibility of success in the election.

  (New interviewees) They expressed their intention to participate in the election even if there is a possibility of losing.

  ✓ Support from male family members appears to have a significant impact on entry into politics and activities, as well as running for election. Among male family members, the presence of people with political experience (members of the National Assembly, local district councilors, etc.) has an indirect effect on motivating women to participate in politics. They are receiving

psychological support that their presence will help secure a support base for local political activities.

b. Challenge and/or discouraging factors of WPP (qualitive indicator2)

- There are differences between them who are willing to run for general election and local election in various factors such as political experience, personal environment, and relationship with political parties.

- (Aspirants(genenral election)) They point out the male-dominated culture in the party structure rather than personal factors as an obstacle to running for elections.

  ✓ They are political experienced who have run for elections or have been in politics for a long time. Difficulties in the election process and political activities have been learned through experience and have their own solutions.

  ✓ There were many skeptical opinions about the female quota system in political parties and the expansion of women's political participation. This means that even if the possibility of expanding women's political participation through the quota system increases, the decisions of key leaders (males) within political parties are the most important factor in running for election.

  ✓ It has been difficult for women to form networks due to their numerical inferiority unlikely men have made strong bonding and networking. The solidarity of female politicians which has been made by WLN programs became a driving force that enabled female politicians to become powerful in the political environment of Mongolia, where male-dominated culture is mainstream.

  ✓ As the results of the 2nd midline survey, it has been confirmed that solidarity among women politician has been made. They are forming relationships such as supporting female politicians regardless of political party (supporting female politicians from other parties in by-elections) or coordinating local district and proportional representation runs in the 2024 election.

- (Aspirants(local election))[5] Although there is a change in public opinion toward women politicians, it is pointed out that stereotypes about women are still a major obstacle to political activities in local areas. In particular, in areas where ethnic minorities live, conservative standards for women are widespread, and the area of politics is not applied to women due to patriarchal culture.

  ✓ In rural areas, there is a widespread perception that women still lack capabilities. This is a phenomenon that can be seen even within political parties.

  ✓ Their evaluations of political parties' women's quotas and expansion of women's political participation were positive.

  ✓ They believe that the higher the party loyalty, the higher the likelihood of nomination and election.

---

[5] Because there is about a year left in the election period, most of them said that they had no intention or were unsure about running, unlike those running for general elections. Although they are willing to run for the 2024 election, it is hard to run for the election without their political party's support. They just look forward to being nominated by their political party.

Agency	New Interviewees		Previous Interviewees	
	Survey Questions	Main interview results	Survey Questions	Main interview results
1.1 Self-motivation	Motive for entering politics	- (Politician recommendation) Decided to become a politician by recommendation and support of a politician who is work with in the local community together. - (Experience in community activities) (Experience in community activities) Got motivated through the experience of local community activities, it made them think there is a possibility and can participate in political activity. In the process, they weren't discriminated against because they were women. And they played leading role in signature activities to resolve local issues. - (Internal factors) Family support especially male member(husband, father, etc.), which is the basis for internal support, played a big role. - (External factors) Changes in public opinion and the local community, which are the basis for external support, had a great influence on entering politics.	Comparison with past programs and whether they help with political activities	- (Effects of the WLN programs) WLN is the only one that they participate to learn political skills or to have network with women politicians. Through this program, not only self-development, but also political goal setting and political information and knowledge are systematically acquired. - (Evaluation of the WLN programs) The 2023 WLN program is evaluated to have been more concrete compared to 2022. While the programs they participated in in the past had a lot of content focused on lectures, the 2023 program was evaluated positively as it provided opportunities for direct participation and acquisition of actionable skills. 1. By expanding networking, women's solidarity was solidified. 2. A practical program was created for actual political activities. 3. Providing example of success in election and political activities by sharing stories (the international conference). - (Feedback of the WLN programs) However, it is regrettable that sufficient feedback could not be received due to limited time in both the mentor program and the practical program.
	Difficulty in political activities	- (Internal factors) Experienced difficulties due to personal reasons (childcare problems, family problems, etc.) and judged that it would be difficult to solve the problem without improving the system, and sought to find the need for a solution to the problem in changes in politics.	Promoting solidarity among women through WLN activities	- (Evaluation of the local network program) Local networks are becoming more active compared to last year. However, what was not considered is the existence of conflict between political parties within the local network.
			WLN program needed ahead of the election	- (Requirements of the program) The existing mentor program was conducted in a one-to-many format. It was difficult to freely interact with mentors because there was no time to spare and there was an atmosphere of control when grouped with people from other political parties.

1.2 Resources and support received	Family and political party support	- (Family support) The political experience of male family members helps them build their support base. Family support in political activities is not only emotional support but also financial support. - (Party support) They are not receiving much help from their parties in their actual political activities other than human resource support, financial support is insufficient.	Family and political party support	- (Family support) Like the new interviewee, emotional and financial support from family was confirmed to be important in political activities. - (Party support) Regarding the women's quota system, it is not believed that political parties voluntarily support women politicians. The public aspect of women has been changed and political parties are responding to this. - (Aspirants(local election)) Distance is the biggest obstacle to participating in WLN activities. Although they receive financial support to participate, there are still difficulties in terms of time utilization.
1.3 Recommended by political party and/or CSOs to join political party/to become a candidate	Intention to run for election in 2024	- (Intention) Most of the interviewees are willing to run even if they are defeated. - (Effect of WLN program) The intention to run for election became stronger through the WLN - (Aspirants(local election)) Participating in a local network gave them the opportunity to interact with people who were experiencing the same difficulties .	Factors that are deemed necessary for running in the 2024 election	- (Finance issue) There are shortcomings in external aspects rather than personal capabilities. In particular, election funding is the biggest obstacle.
	Opinion and atmosphere about the expansion of women's political participation within political parties	- They view their political party's stance on the women's quota system positively.	Factors that are helping/obstacles to running in the 2024 election	- Other than campaign funds, the loyalty to a political party is a factor that affects elections. There is a culture of donating 50 to 60 million tugriks to political parties. At the political party level, education and related information to improve awareness of women politicians are being shared but in reality, the atmosphere is still male-centered.
2.1 Tendency to underestimate their own qualifications	Conditions, environment, and capabilities necessary for women to be elected	- They do not believe that in order to run for election, they need to develop personal capabilities other than external factors (political funds, etc.). When it comes to political activities, they evaluate themselves as people with expertise (either academics or experts with extensive experience in social activities). However, they responded that there was a need to learn political skills.	Political knowledge and skills acquisition path	- (Aspirants(local election)) It is necessary to strengthen political knowledge, such as speech skills and understanding of political game methods. There is no path to learn the skill other than the WLN program.

	The biggest factor in hesitating to run for election	- Rural areas still have a patriarchal culture and a culture dominated by stereotypes about women's roles.	Whether to declare candidacy for political parties and family	- Interviewees are not currently in a situation where they have to raise children because their children are grown. Family members are worried that interviewees will be hurt during their political activities.
2.2 Gender stereotype, gender bias, gender roles, gendered division of labor/division of public and private sphere	Burden of the role of a woman in the family	- All family members do not force or provide support in their roles as wives and mothers.	Difficulties due to gender role stereotypes	- (Activities to break away from gender role stereotypes) The understanding of the importance of women's political participation has increased through the activities of this project, such as protests at government buildings, production of one-minute promotional content, and community signature campaigns related to the expansion of female politicians. - (Perception of women) A gender awareness survey on gender equality must be conducted to provide a basis for changing the remaining political and public perceptions. In trying to change the perception of women, there are cases where female politicians are given unfavorable prejudice because they belong to a political party. - If it is necessary to pursue a policy that is different from that of a political party, interviewees said that they will follow the party's position or at least try to persuade it.
2.3 Negative PR, Misogyny, sexism, sexual violence against women in politics and society	Positive or negative media related experiences	- When people stand in public or are exposed to the media, they tend to point out external aspects such as clothing and makeup. - In the case of local broadcasting, a significant amount of money is required to be interviewed or appear on a broadcast.	Positive or negative media related experiences	- When social issues such as family, childcare, and women arise, there are cases where female politicians are objectified and called into question, regardless of the reason. There is a social atmosphere that considers female politicians as the main agents of solving social problems. - In the past, public opinion's criticism of female politicians was neglected. However, there was a case reported in the media recently, pointing out that female politicians should not be targeted and that it is a problem for society as a whole. - There is no such thing as fake news

● **Implications related to the qualitative indicators**

- Through the second mid-line survey, factors that motivate and obstacle women's political participation were identified (1. Motivation of Women's Political Participation 2. Challenge and/or discouraging factors of WPP).

- It was confirmed that women's network activities were activated through the WLN program, and that their activities were spreading and influencing women from the process of entering politics to their decision to run for election.

  ✓ In the case of regional networks, there is a need to not only provide a venue for women to interact, but also need to check and operate the problems they are currently facing, conflicts within the network, and regional characteristics. Problems such as conflict between political parties within the network and the formation of competition among women were found, and if the network program is operated without these considerations, it may become a place of conflict rather than a place of solidarity.

- The 2023 program has been supplemented with practical elements for participants to acquire and implement political skills compared to 2022, but it was pointed out that limited time and difficulties in group activities with members of other political parties need to be supplemented.

  ✓ It is difficult to judge that women's sense of solidarity has been fully achieved. Women who have a high sense of belonging and unity with a political party can keep their activities with other political parties in check must be taken into account.

  ✓ In the interview, the majority of respondents said that they would consider the party's position first when pursuing policies that are different from those of the political party. This suggests that political parties are likely to be a significant variable in creating policies for women. After securing the number of female politicians, policies must be applied to spread and maintain a culture of gender equality. In this process, considering the political party's position in the policy decisions of female politicians means that political parties can become an obstacle to creating policies for women.

- Even if quantitative representation is secured, efforts are needed to improve women's understanding and spread equal social culture, which means qualitative representation. Even if quantitative representation is secured through the institutionalization of positive measures, including quotas, in order to achieve ultimate political equality, the quota system is the minimum basis for women's political power, so it is necessary to consider qualitative women's political power for the next step.

  ✓ In the case of Mongolia, it is believed that the institutional changes such as the introduction of the women's quota system and the expansion of number in ratio were accepted and brought about change through a fast track rather than being seen as the result of a long history of struggle. This is the most effective way for the female quota system to work effectively, but it is difficult to judge whether sufficient social consent has been obtained.

  ✓ However, through the interview, it was said that there was a change in the media, such as converting social issues targeting women into social problems rather than women's issues, and that there was a social atmosphere in which women were not restricted or discriminated against in social activities because they were women. Based on the responses

of the subjects, changes in terms of R(Relations) compared to 2022 could be confirmed.

- **Maing findings**

- (Output2) It was confirmed through UNDP that due to timing reasons, it would be impossible to carry out a program targeting Aspirants ahead of the 2024 elections. Accordingly, a program plan to create a social atmosphere targeting public opinion that can support Aspirant was confirmed, but no specific details have been received at this time. Accordingly, it is necessary to confirm the plan for the program.

- (Output3) It was checked that the number and scope of regional networks implemented for eligible people has increased. In addition, interviews with candidates intending to run for local elections confirmed that the activities of local networks had a positive impact on their entry into and activities in politics. However, because the network structure has reached the first stage, it is necessary to structure the program in consideration of conflicts between them, competitive structure, regional characteristics, etc. in the next stage. There is a need to check whether women's sense of solidarity is being promoted through the network.

- **Future tasks for Endline survey**

- Follow up on the 2024 UNDP plan and confirm detailed activities

- Need to collect results by indicator to reflect endline dispatch plan in 2024
    - ✓ Establishment of in-depth interview survey plan for 2024 based on UNDP shared report and WLN program Endline Survey results (output indicators 2.1 and 3.2)
    - ✓ Check the WLN training results report in 2023 and 2024 (output indicators 2.2 and 3.1)

- Confirm the number of female candidates for general elections and local elections in June and October 2024

- Conduct final interviews with female candidates after the 2024 general election (confirm the impact of the project on expanding women's political participation, active networks of female politicians, etc.)

- Interviews are conducted with candidates for local elections according to the end-line survey schedule.

c) **Structure**

- **Purpose of interview**

- Check qualitative performance against quantitative performance of Outputs 1 and 5

- Implementation of qualitative performance management indicators for Outputs 1 and 5

- **Interview subjects and analysis methods**

- Interview method: in-depth interview

- Interviewees: Male and female politicians from the Mongolian People's Party (MPP), Democratic Party (DP), and Hun Party (Hun) (14 people), output 1, 5 Visits to relevant government and parliamentary institutions (4 institutions): NCGE, NHRC, SCSS, GEC

- Result analysis: Content analysis based on qualitative indicators (5 criteria)

● **Summary of interview questions and results**

- Confirmation of various activities by political parties to expand women's political participation through interviews with political party leaders and female politicians

- Since the result of output 1, which is the revision of the Election Law/Political Party Law in 2023, has been produced, the questions were modified to suit the changed situation based on the final qualitative indicators confirmed in the first midline survey in 2022.

Question Area	2022. Final qualitative indicators confirmed in the 1st midline survey	2023. 2nd midline survey questions
I. Participation	Specific (Number) --> Whether or not party leaders know the desire and demand of women's political participation o Have you/party leadership taken any concrete steps to support your female party members? o Do you feel that these steps have been successful? o If not, what would you like to do to support them? o Why or why not?	o How many women participate in your party's highest decision-making body?
II. Support and access	Relevant --> Whether party leadership is relevant in supporting women's political participation -for example, nominating female candidates for a winnable district, supporting female candidates with party finances, election campaign culture, etc. (to be confirmed at the time of 2024)	(Questions for 2024)
III. Internal policies and activities	Achievable --> Whether party leadership sets the achievable goal for increasing women's political participation (to be confirmed at the time of 2024) o Has your political party set any goals number of female candidates in the upcoming local and parliamentary elections and/or within the internal party leadership? o Is it the same as the quota stated in the party bylaws/policies? o Do you feel that the party will achieve this goal? o Why or why not?	o After the election law is revised in June 2023 and the political party law is revised in July, do you plan to reflect related content in your party's constitution? o What percentage of female candidates does your party plan to nominate in the 2024 general election? o Do you expect to achieve the ratio (30%) specified in the revised Election Law/Political Party Law in 2023? If it seems difficult to achieve, what is the main reason? o In terms of proportional representation (PR) party list composition and local district female candidate nomination, what systems need to be supplemented to expand women's political participation?
IV. Attitudes towards women's participation and	Measurable Regarding women's political participation, whether there is a measurable change in the attitude of the	o Has there been any change in the perception of the leadership of your party regarding the expansion of women's political participation

the status of women	political party? (to be confirmed in every stage of the year, 2022, 2023, 2024 as a process tracking) ○ Have you noticed any changes in your party's internal culture towards women's political participation and leadership? ○ Are these changes positive or negative? ○ To what extent do you think the project-supported political party trainings/activities (i.e., gender champions, women's leadership/capacity-building trainings, etc.) have impacted the culture and general attitudes of the party leadership/members?	before and after the revision of the Election Law/Political Party Law? ○ Who led and cooperated in the revision of the election law? In other words, what is the biggest driver/motive behind the election law revision? ○ To what extent do you think KOICA-UNDP's programs for political parties have influenced the general culture and attitudes of male leaders and members within political parties?
V. Initiatives aimed at promoting gender equality	<u>Time-bound</u> In order to achieve the goal by 2024, whether the policies and efforts of the Central Party are being delivered to the district level. ○ To what extent do you think the project-supported political party trainings/activities (i.e., gender champions, women's leadership/capacity-building trainings, etc.) have had an impact at the district and provincial levels? ○ Do you feel that these efforts adequately address the needs at the district and provincial levels? ○ If no, what do you think should be done differently to improve impact at these levels?	○ In what ways was the Gender Championship Program effective, and how did the micro-initiative reflect demand at the local level? ○ Are there any gender champions who would like to run for office?

● **Main interview results**

- According to the revised election law, the number of seats in the National Assembly is increased to 126 (Constitution 21.1, Election Law 4.3), 78 seats are elected from local districts (Election Law 4.3.1.), and 48 seats are elected by proportional representation (Election Law 4.3.2.). Here, in order to promote women's political participation, it is stipulated that 30% of female candidates will be nominated in the 2024 general election and 40% of female candidates will be nominated in the 2028 general election (Election Law 30.2.). In addition, given that the proportional representation of male and female candidates on the party list is arranged in the order of 1:1 (1:1 gender ratio) (Election Act 30.5), the number of female candidates on the party list is expected to be 50%. In addition, it is enforced by a regulation that if these regulations are not followed, the candidate cannot register with the National Election Commission (GEC) (33.1.10.).

- All major political parties announced that they would nominate 30% of women by the election law, but looking at the specifics considering that the women candidates are 30%(38 people) in total, major political parties explained that they plan to nominate only 14 women in the constituency, with including 24 women (50% of the party list) on the list.

- Since the proportion of female elected candidates in the 2020 general election is approximately 17%, it is necessary to nurture and discover many female politicians in order to nominate 30% female candidates. Regarding this, the MPP and Khun parties said that they will first fill the party list with candidates, and then nominate socially prominent figures who are well-known in the constituency

and can afford the election costs. Meanwhile, the Democratic Party (DP) is considering forming a party list with representatives of men and women of nomads, workers, and ethnic minorities, reflecting the characteristics of members of the Mongolian society. However, the interviewees of DP said the final decision will be made while observing the composition of candidates from other political parties.

- The reasons why it is difficult to keep 30% of female candidates in local districts are 1) the local sentiment at the Aimag level is still a patriarchal culture, so there are many negative views about women participating in politics, and 2) the local election campaigns are unfriendly to female politicians. In addition, due to the high election costs, there are not many female politicians who want to run for office in their constituencies.

– Before and after the revision of the election law, leadership within political parties shifted to an active attitude toward increasing women's political participation, while negative or skeptical attitudes were expressed among the male middle managerial level.

- In accordance with the revised Political Party Law, the Law on Ensuring Gender Equality was also revised, and a new regulation was established (8.3) that the central and local positions of political parties should not have less than 40% of one gender, and political parties were required to submit gender equality reports every year instead of every other year(8.4). Though there were revision of laws, no political party revised its constitution and rules as of the midline survey in October 2023. As of December 2023, it has been confirmed that the political parties planned to revise in early 2024 (MPP, Khun) or at the end of 2024(DP). If the party constitution is revised at the central level, it will automatically apply to the local level so that overall revisions will be confirmed in 2024.

Question Area	1st Midline Survey Question Content	2nd Midline Survey Question Content	Key results
I.Participation	Whether or not party leaders know the desire and demand of women's political participation	current percentage of women in key decision-making positions	- As a result of interviews with key decision-makers from major political parties, it was found that the participation rate of women in the highest decision-making body was around 30%.
ii. Support and access	Whether or not party leaders know the desire and demand of women's political participation	-	- To be asked in 2024/no data collection in 2023

iii. Internal policies and activities	Whether party leadership sets the achievable goal for increasing women's political participation	Implementation plan of 30% nomination of female candidates and difficulties in implementation by election law	- Major political parties generally plan to nominate 30% female candidates and say they will achieve this. However, in the answer, they expressed confidence in filling 50% of the party list, but left room for the decision that the nomination of women to the district would be made based on the results of the district's public opinion poll. - Positive public opinion toward female politicians is forming in major cities and other large cities, but stereotypes and prejudices against women and the perception that politics is a man's domain appear to be having a stronger effect in smaller cities and rural areas. - Political parties describe the female politicians they nominate as well-known, prestigious, and running their own businesses, so they explained that they must be supported by sufficient financial resources to cover election costs during local election campaigns. - Regarding politicians who will be nominated on the party list, in addition to mentioning that they are people who have contributed greatly to the party (MPP, HUN), they may also be functional representatives (DP) or socially prominent people who are not party members (MPP, DP). However, it has been confirmed that the composition of party list candidates will be somewhat similar to that of the opposing party. - Since the party list is based on an alternating system of male and female candidates, who gets the odd number also has a big impact on the winning ratio. All major political parties responded that the odd-numbered candidates would be male candidates. According to the proportional representation decision method in which the winner is determined from the party list according to the party vote percentage, it was predicted that if a female candidate is placed in an even number, there is a high possibility that the female winning rate in proportional representation will not reach 50%.
iv. Attitudes towards women's participation and the status of women	whether there is a measurable change in the attitude of the political party	The change in consciousness of party leaders before and after the revision of the Election Law/Political Party Law,	- It appears that the driving force behind the revision of the election law was the decision of the leadership of all major political parties. The general sentiment of the political party is that gender stereotypes about female politicians still remain, so there appears to be opposition from male party members/officials. - Political party leaders publicly promised to increase the nomination of female candidates for each

		Impact of the KOICA-UNDP project's program on the political parties	political party through the Pledge Forum hosted by UNDP in April 2023. - Regarding this pioneering decision of the party leadership, the party's middle and high-ranking management positions generally accepted the decision (MPP), because the basic ideology of the party originally supported women's participation (DP), or because the party leadership supported 50% which is higher than the ratio specified in the election law(HUN). A major political party official claimed that his/her party's contribution to the revision of the election law was significant. - Officials from major political parties all agreed that KOICA-UNDP's contribution was significant in creating a legal environment for the revision of the Election Law and Political Party Law. The purpose is to have representatives of major political parties make a pledge and create a culture of gender equality within the party. - In relation to creating a legal environment, the Standing Committee on State Structure (SCSS) plays a role in deliberating bills, and thanks to KOICA-UNDP, major political parties are said to have taken action by submitting bills to increase women's political participation. . - The General Election Commission (GEC) is responsible for receiving the list of political parties' candidates. In relation to this revision of the election law, it is planned that it refuses to accept the list of candidates if the party candidates do not include 30% women and hold to accept until they fills the 30% of female candidates. - Along with the major political parties' plan to nominate 30% of female candidates, it seems highly likely that the Election Law's provision for nominating 30% of female candidates will be realized through such compulsory or obligatory measures by the GEC.

v. Initiatives aimed at promoting gender equality	whether the policies and efforts of the Central Party are being delivered to the district level	Impact of the Gender Championship Program	- The role as a gender champion and its small projects (micro initiatives) have been shown to have contributed to spreading a culture of gender equality within political parties. The small project was carried out in the form of a seminar or the production of a short video, with the theme of increasing women's political participation. - Regarding video production, the life stories of actual female politicians were adapted, divided by type are produced and distributed, which served as an opportunity to show that women can also engage in politics and to share the experiences of various women participating in politics. - In the case of video production at the Aimag level, there was a case where a promotional video was produced with a female politician who was willing to run for election as the main character. Considering that there are many places where prejudice and stereotypes against women are at a serious level in the Aimag unit, capturing and disseminating videos of actual female politicians could also be seen as meaningful in actually changing and spreading awareness. - There were no major problems in urban areas with Aimag units, which are the smallest units of national political party organizations, but gender stereotypes about female politicians were very strong in local Aimag units, so that it appeared that the Gender Champion program has not much been effective. - The qualifications for a candidate to run for a district were that he/she or a member of his/her family must have ties to the district and that he/she must be able to cover the election cost with his/her own resources, which had a stronger effect at the local Aimag level. In the case of female politicians who must fight against and overcome gender stereotypes, nomination will only be possible if both conditions are met. - Through the gender champion program, political party officials, regardless of gender, actively promoted awareness of gender equality within political parties and promoted female politicians, and the effect was significant in the capital and metropolitan areas. Thus the gender champion

			program in large-scale cities appears to have an influence compared to small cities, in which media does not have an influence such as in Aimag units. In regions where human networks are strong and gender stereotypes are deeply entrenched, there are limits to raising awareness of gender equality in a short period with small-scale programs.

- **Implications related to the qualitative indicators**

- The position of female politicians from major political parties was different from that of male politicians in that they were aware of the problems that could be expected in operating the proportional representation system. First, the problems they pointed out are that although the proportional representation system and the alternating rotation system for men and women will ultimately increase the number of women elected, since the elected candidates are determined based on the party vote percentage, it is necessary to match 48 candidates from the party list even though the chances of winning are slim for candidates in the lower rankings. Therefore, it was pointed out that female candidates can have their names listed on the candidate list in a way that fits the list (DP). Secondly, the party list should be given an opportunity to politicians who have contributed to the party for a long time, but in Mongolia's election culture where plutocracy is a serious issue, political parties It is pointed out (HUN) that financial contributions may be ahead of time contributions. These concerns raise questions about the possibility that the 30% female candidate quota system could consume female politicians or allow wealthy women without a feminist consciousness to gain power, but fundamentally, they expressed expectations about expanding women's political participation through proportional representation.

- There is a need to confirm and encourage whether the claims, advocacy, and strategies related to women's political participation that are being discussed at the party leadership and central party level are being shared and spread to local levels (city, county) ahead of the 2024 elections.

- Although major political parties' policies, pledges, and claims related to the expansion of women's political participation have been made public through the revision of the election law and appear to have been shared even at the regional level, it is difficult to actually bring about a change in perception due to space constraints, long distances from the metropolitan area, and women's rights. Gender stereotypes regarding politicians were still a difficult requirement.

- **Main findings**

- (Output 1) As a result of the current election law revision, the proportional representation party list system is scheduled to be applied in 2024, but it only includes the provision that the ratio of men and women should be 1:1, and there has not been decided who will occupy odd numbers. From the interview processed in the 2nd survey, it's commonly said that women would get even numbers. In the proportional representation system, the winner is determined by the ranking of the party list according to the party's vote percentage, so odd numbers are an important factor in winning.

- (Output 5) The political party's will to nominate female candidates and the scale of nominations were confirmed. As the party's leadership predicted that the 2024 election will be an election

characterized by women's participation, it is expected that female nominations will definitely increase in the 2024 general election. However, the extent to which nominations are made in winnable district is something to be confirmed after the 2024 general election.

- **Future tasks for Endline survey**

- Confirm the results of the 2023 political party self-evaluation survey

- Confirm the number/ratio of female candidates nominated by major political parties for the 2024 2024 general election

- Confirm the number/ratio of female candidates elected to major political parties in the 2024 general election

- Confirm amendments to election law/political party law related to local elections in October 2024

- Confirmation of female candidate nomination and winning ratio for local elections in October 2024

- Conducting final interviews on changes in party leadership perceptions and attitudes before and after the 2024 general election

- Interviews on whether political parties created a culture favorable to the expansion of women's political participation before the 2024 general election.

3. Review of Data for Indicators of the Project Design Matrix (PDM)

A. Checking 2023 performance values by indicator

- After preliminary review of UNDP's 2023 bi-annual report, discussed project progress status with the project manager of UNDP team and checked performance values compared to 2023-year plan.

- In order to qualitatively evaluate the status of goal achievement, the performance management team checked additional quantitative data, such as population distribution (gender/age) by province and male and female members by political party, to secure the characteristics of each province where major activities were carried out and the denominator for each performance indicator.

- In addition, it is recommended to track and manage repeat participants in each activity, including the number of WLN participants, and check whether female political participants who participated in this project after the election applied for candidacy or were nominated.

- However, as the M&E specialist in UNDP project team was converted to PM, the M&E person in charge has been absent since August. And the secured data and materials were written only in Mongolian, and some data was not delivered to the performance management team until the second mid-line survey. In consideration of this, we recommend that the 2023 annual report include as much evidence on the population as possible, such as the number and ratio of participants by activity for the purpose of checking quantitative performance indicators.

B. Checking the amendments and supplements to the indicator definition

- As the UNDP project team revised and improved the indicator definition document as some of the

indicators had double counts of targets and activities or ambiguous definitions, the performance management team confirmed the following major changes.

Indicator Name	Indicator Definition	Amendments
Output indicator 2.3: Number of women agreed to apply to be a candidate	• This indicator measures the number of women aspirants who have strengthened their political capacity through women's leadership networks, forums, and online platforms and have agreed to be a candidate.	• This indicator measures the number of women candidates ran for national and sub-national elections (2020, 2024 general elections).
Output indicator 5.4: Number of Advocacy Initiatives	• This indicator measures the number of gender equality advocacy initiatives conducted for political parties, candidates, and the parliament. • (Unit of Measurement and Method) Total number of advocacy activities conducted, including: ① Forums: 1 national forum, 22 regional forums, and 2 international sharing sessions. ② Advocacy events: 3 events (annual events).	• (None) • As the relevant indicator is defined as forums and advocacy events, etc., it is proposed to manage the number of forums, international sharing meetings, advocacy activities, etc. as supplementary indicators.
Output indicator 5.5: Percentage of Participants who have shared or intend to share the content of awareness raising activities with others in their community	• (Unit of Measurement and Method) Assessing the various ways and key content shared by participants involved in fundraising and awareness activities. • *Sharing Methods: Utilizing social media, mentoring activities, community-based sharing sessions, etc. • (Data Collection Method and Source) Baseline, mid-term, and final surveys	• (Unit of Measurement and Method) Number of participants who have shared, or expressed their intention to share the content of awareness raising, or taking the positive action towards gender equality through the surveys among the only male championship activity. • (Data Collection Method and Source) Male Championship Survey

● The performance management team's main review opinions are as follows, and a separate review opinion will be submitted as an official document.

● (Indicator 2.3) The number of candidates running in the 2012 and 2016 general elections was 544 and 498, respectively. Considering that the baseline value of this indicator is 151 (24.92% of female candidates out of 606 total), the target value of 300 (general election)/4,700 (local election) for this indicator appears to have been set somewhat high.

- the case of local election, there are currently no Gender segregation statistics, so the baseline value has not yet been confirmed. A new statistical form has been developed within the current project and is scheduled to be applied next year. This is a task that must be applied and understood before the 2024 local elections to confirm accurate figures.

- (Indicator 5.5) Instead of revising the indicator name, the indicator measurement unit, method, and collection method were changed to the results of the 'Male Championship' activity.

- Currently, the 'Number of participants for the male championship' is collected separately in indicator 5.2, raising concerns about possible overlap with that indicator.

- Among the participants for the male championship, if 'awareness raising activities' were shared, accurate figures need to be confirmed through separate activity results reporting rather than a survey.

III. Concluding Remarks

1. Main findings and Implications(A-R-S)

A. Relations (R)

- Relations-related activities have been confirmed to be positively contributing to the provision and spread of gender-equal information resources to promote Agency-related and Structure-related activities.

- By providing education and content to existing mainstream media and new media youth groups working on social media, positive content on women's political participation in mainstream media and social media, where negative prejudices and attacks against women politicians were rampant in the past.

- In the first half of 2023, media advocacy activities such as the Pledge have the effect of preventing male politicians in decision-making positions from openly speaking out against the 30% quota system in the constitutional amendment process.

- In the second half of 2023, positive public opinion on women's political participation was formed by suppressing bias and negative public opinion against women politicians and conducting activities such as producing, distributing, and spreading gender-equal media content that help to form positive public opinion. In addition, through various and innovative direct voter participation campaigns, public awareness of women's political participation and women candidates has been improved.

- This project is expected to be presented as a good example that can apply the A-R-S change theory, based on the social-ecological model applied to the performance management of the gender equality and empowerment of women and girl (GEEWG) program to the international community.

B. Agency (A)

- In order to expand women's political participation, institutional changes were made(S), programs were carried out to increase the capabilities of female politicians(A), and promotional and educational activities for media and voters (R) supporting this were actively carried out. It was confirmed that female politicians' willingness to participate in elections and the political environment have improved compared to past elections.

- It was also confirmed through interviews that even after the revision of the election law, there are still difficulties in nominating female candidates in electable areas due to the limitations of the male-centered governance structure within political parties. Therefore, there is a need to monitor each political party's implementation of the quota system and strengthen monitoring to ensure that nominations are made in areas where women can actually be elected.

- In the case of local elections, it was found that expectations were relatively high that the results of the revision of the election law for the general election would lead to a revision of the local election law. However, there are difficulties in attracting voter support due to the continuation of a culture of gender discrimination, such as prejudice and stereotypes against women. Therefore, publicity and education activities for media and voters need to be strengthened at the local level.

C. Structure (S)

- Major performances were achieved in Structure from 2022 to the first half of 2023. There has been a change in the demand side of women's political participation, which refers to the extent to which political parties and institutions can accommodate female politicians who wish to participate (Supply). Setting the target for women's political participation at 30% and introducing the proportional representation system and 1:1 gender quota system through the revision of the election law was a great achievement, and there are the results that UNDP carried out through various activities to improve the legal environment.

- Until the legal environment for the revision of the election law was improved, the roles of female politicians (Agency) and media (Relations) also played a significant role. The women aspirants(A) strongly expressed their will to participate in politics targeting major political parties through the Women's Leadership Network starting in 2022 (A). In addition, the press and media pressured on political parties from the voter's perspective (R) by promoting the underrepresentation of women to the general public and reporting the need to expand women's political participation.

- Women's political participation is viewed as a relationship between political parties (Demand) and women politicians (Supply). As the political structure represented by political parties and the legal system (Structure) has changed to accommodate the individual level of women(Agency) who want to participate in politics, it can be predicted that women's political participation will increase in the 2024 election.

- However, the gender arrangement of the party list is not specified, and the scale of female candidate nominations in constituencies is not yet determined, which can be a risk factor for the 2024 election. It is necessary to confirm through a survey in 2024.

2. General Recommendations

A. Relations (Output 4,6)

- Since the election law was revised in the first half of 2023, it is necessary to propose to focus on activities to improve stereotypes and bias against women politicians and campaigns and educational activities to raise awareness of female candidates online and offline.

B. Agency (Output 2,3)

- In 2024, it is impossible to organize a program that directly targets those running for election due to restrictions in the election law, but capacity building programs to activate the networks of female

politicians should be carried out continuously whenever possible.

- However, since there is conflict between political parties, the structure and method of programs that allow women from different political parties to unite must be strengthened.

● To ensure women's nomination in regions where they can be elected, activities are needed to support the strengthening of the roles of advocacy groups, women's organizations, and outlying women's organizations within political parties. Through this, it is necessary to ensure that women's political power progresses so that women can exert pressure on political parties.

● There is a need to further promote voter education and promotional programs through media and face-to-face campaigns to create favorable public opinion about women's political participation. When conducting an end-line survey, changes in public opinion toward female politicians can be checked in dimension A.

C. Structure (Output 1,5)

● There is a need to check whether the 30% female candidate nomination ratio specified in the Election Law is met and the Election Commission's management of the candidate list. Through the gender composition pattern of party lists and the status of female candidate nominations in local districts, it will ultimately be possible to confirm the party's will to increase women's political participation.

● In UNDP's activities targeting major political parties, there is a need to propose placing women in odd numbers when forming party lists.

● Currently, the UNDP project team has completed the development of a draft manual/user's guideline for Law on Political party. Accordingly, the above suggestions can be considered when carrying out S-related activities such as forums for political parties in the future.

III. Future Plan

1. Implementation monitoring for performance management

● Review of UNDP project team's reports, including the 2023 UNDP annual report and the results of the second round of political parties' self-assessment

● Check progress by output through attendance at monthly meetings and deliver expert review opinions by sharing major agenda items

2. Conduct endline survey in 2024

● As the 2024 general election and local elections are scheduled to be held in June and October, respectively, the end-line survey will be conducted around mid-September 2024 to confirm the performance of this project after the general election and to conduct smooth interviews before candidates begin campaigning for local elections. It has been tentatively agreed to carry out.

● (Agency) Confirm the number of female candidates for general elections and local elections in June and October 2024 (Output indicator 2.3) and conduct final interviews with female candidates.

● (Structure) Interviews will be conducted on changes in the perception and attitude of party leaders before and after the 2024 general election and whether the party will create a culture favorable to the expansion of women's political participation.

- (Relations) Continuously conduct research to determine the extent to which Relations-related activities have affected the performance of Structure and Agency activities

3. Plan for the 2nd International Conference

- Date: The fourth quarter of 2024 (The schedule may change depending on local circumstances in Mongolia and discussions with key stakeholders.)

- Topic: Trial and Experience of Performance Management in Gender-targeted Project (draft)

- Location: Seoul

- Participants: International organizations, international development cooperation societies, international development cooperation practitioners, etc.

- Promotion plan:

- Consider linking with the Korea Association of International Development and Cooperation (KAIDEC)

- During the meeting with the KOICA office during field dispatch, discussions on the ways to carry out the topic of KOICA's 'Performance Management for Gender Projects' by combining gender related projects for other countries such as Egypt and Bolivia have proceeded.

- If several projects are presented together, we can plan to share the contents of this project as a main session and add sessions to share the progress of other projects as well.