



WORKSHOP 1 - Gender-inclusive Leadership and Public Sector Innovation for Sustainable Development: Empowering Women Leaders for Future-ready Public Administration



United Nations

Department of
Economic and
Social Affairs



United Nations Public Service Forum 2024

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Workshop 1 - Session 4: Gender Equality Seal for Public Institutions

Undraa.Sh

General Department of Taxation of Mongolia

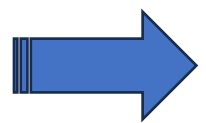
GDT: Why embarking in the Seal?



*"The **Gender Equality Seal** standard is comprehensively covering many aspects such as the organization's internal systems and regulations, employees' knowledge and experience on gender methodology in their work, appropriate working environment, and compiling and evaluating evidence.*

*The Seal is **clear, rational, and has a methodology that is in accordance with our national laws and policies.**"*

Zayabal B. Head of the General Department of Taxation of Mongolia, 2023



- ✓ Since 2016, the GDT has started implementing a gender equality strategy, and the GDT's gender specialist submits a report to the Ministry of Finance and the National Committee on Gender Equality;
- ✓ The Gender Equality Seal standards had great potential to elevate our gender equality efforts to a new level, and
- ✓ Significantly enhance our organization's public image, and foster better partnership.

GDT: What have we achieved so far?

1. LEADERSHIP is leading the organization and communicates our commitment externally:

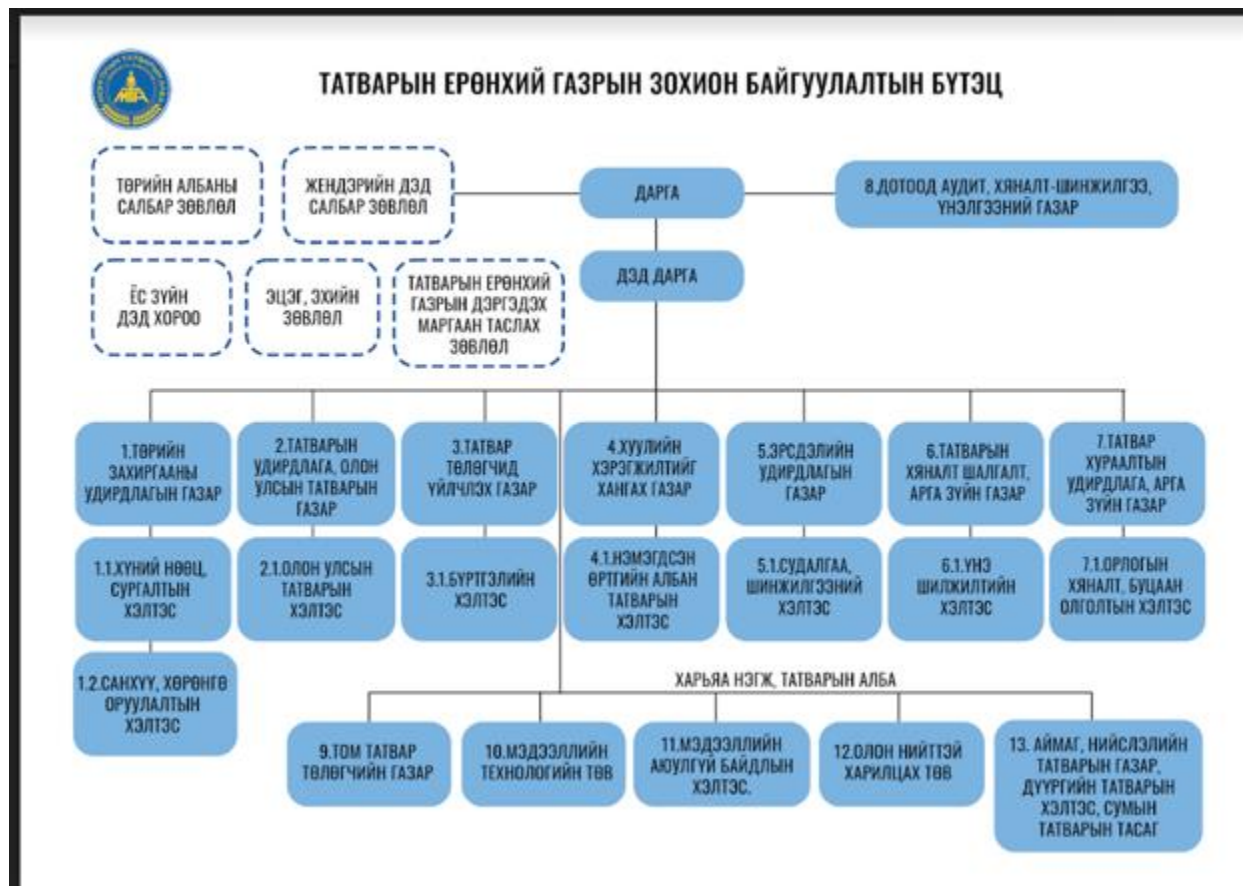
- ✓ Commissioner of the GDT champions Gender Equality within the tax system;
- ✓ The Gender Sub-council established and officially integrated into the organogram;
- ✓ 2024 Gender Action Plan approved and is under implementation.

2. PLANNING systems are being modernized:

- ✓ GDT Taxpayers education program is piloting gender mainstreaming tools;
- ✓ Data systems have been reformed: all internal and taxpayers' data are collected disaggregated by sex and age;
- ✓ GDT management is expected to include gender indicators in the GDT reporting system.

3. BUDGETING procedures are being revised:

- ✓ Finance staff have been trained on gender-responsive budgeting;
- ✓ GDT is working on tagging budget expenditures directed to address gender inequality issues in tax services.



GDT: What have we achieved so far?



4. CORE TAX SERVICES are being improved:

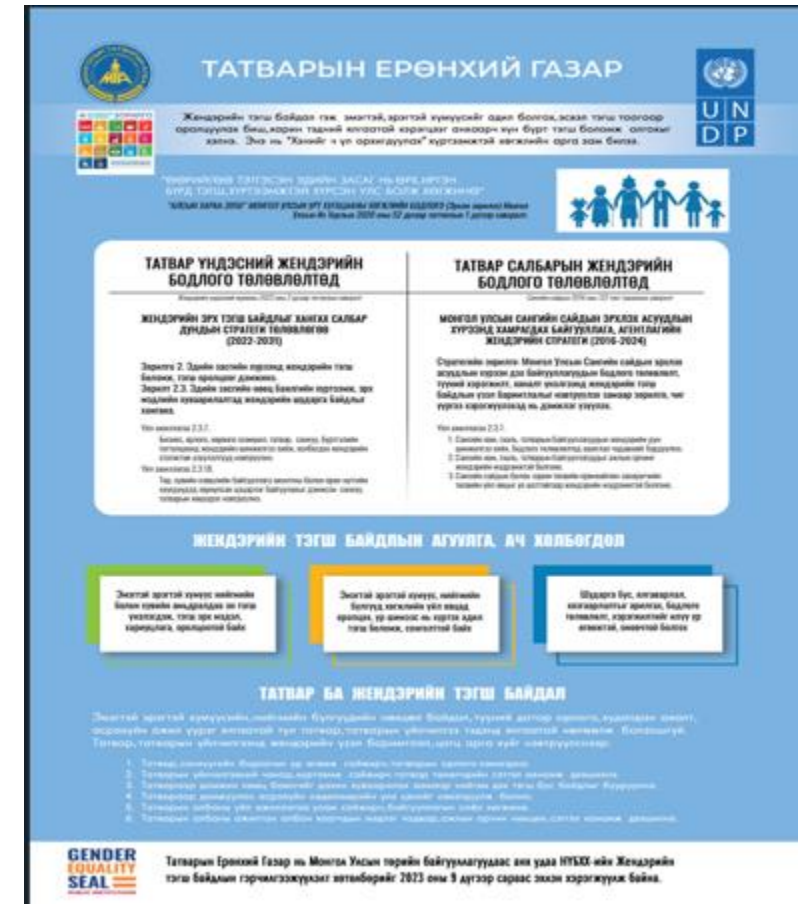
- ✓ Officially incorporated **gender checklist in the taxpayers education program** and relevant tax inspectors have been trained to use it;
- ✓ The curriculum has incorporated dedicated training modules for women entrepreneurs and taxpayers.

5. GDT STAFF SKILLS for gender mainstreaming are being built and strengthened:

- ✓ Officially approved permanent and dedicated gender specialist position at the GDT;
- ✓ 95% of staff, from all departments and units trained on gender mainstreaming tailored to their specific tasks;
- ✓ Gender-related information is regularly disseminated through the internal staff network system.

6. GDT COMMUNICATIONS are now free of gender biased and promote gender equality:

- ✓ The Commissioner has been publicly interviewed regarding gender transformative approaches at GDT;
- ✓ GDT gender equality commitments are displayed in information boards;
- ✓ Gender-sensitive and human rights-based communication **guidelines have been introduced.**



GDT: What have we achieved so far?

7. GDT WORKING ENVIRONMENT is becoming safer and fairer for all:

- ✓ The employee and Zero Tolerance to any sexual harassment and abuse at the workplace has been approved and disseminated; the internal labor policy has been revised accordingly;
- ✓ All staff have been trained on the prevention of workplace sexual harassment and abuse policies and complaint procedures;
- ✓ An extra room for breastfeeding was set, and children's playroom has been upgraded.

8. WOMEN'S ACCESS to decision-making positions is being promoted:

- ✓ Women's Leadership Training to female tax officials provided during International Women's Day.

9. GDT is building CITIZEN'S AND WOMEN'S trust:

- ✓ The citizens' ethical complaints procedure was developed and approved;
- ✓ Signed official collaboration agreement with women's NGO to carry out trainings and provide information for taxpayers;
- ✓ Institutionalization of a CSO council (including women's movement) us under way to better inform tax services to be more inclusive.

ТАТВАРЫН ЕРӨНХИЙ ГАЗАР

Иргэн та татварын албаны ажилтан, албан хаагчийн талаарх ёс зүйн гомдол мэдээллээ 1800-1212 тусгай дугаарын утсанд болон бичгээр, биечлэн, цахим шуудангаар хүргэж болно.

1800-1212

БИД ЯЛГАВАРЯАН ГАДУУРХАЛТ ХҮНИЙ ЭРХИЙН ЗӨРЧЛИЙН ЭСРЭГ

Үйлчилгээг илгээхэд гадуурхалт, бэлгийн дарамт, хүчирхийлэлд өртсөн, хүний эрх зөрчигдсөн талаар мэдээллийг тус журмын дагуу дараах этгэдүүд хүтээн авна. Үүнд:

- Холбогдохийн дэд шатны албан тухаалтан,
- ТЕГ-ийн дотоод явцат харьцсан нэгж, албан тухаалтан,
- ТЕГ-ийн ёс зүйн дэд хороо,
- ТЕГ-ийн хүний нөөцийн ажилтан.

Бид таны мэдээллийн нууцлалыг хадгалан 14 хоногийн хугацаанд шалган шийдвэрлэнэ.

Татварын ерөнхий газрын даргаж 2023 оны 12 дугаар сарын 21-нэй өдрийн А/195 дугаар тушаал Татварын ерөнхий газарт 12 зүйн гомдол, мэдээлэл, хуульч агууламдаар журмыг

Гомдол мэдээлэл хүлээн авах цаг:
Ажлын өдөр 08:30-12:30, 13:30-17:30

АЖЛЫН БАЙРНЫ БЭЛГИЙН ДАРАМТААС СЭРГИЙЛЦГЭЭ!

АЖЛЫН БАЙРНЫ БЭЛГИЙН ДАРАМТ ГЭЖ ХУ ВЭ?

АЖЛЫН БАЙРНЫ БЭЛГИЙН ДАРАМТЫН ӨЛГӨХ СЭЛЭЭР

АЖЛЫН ТА ЭЭРЭЭН СЭРГИЙЛЖ, АЖУУ АРГА ХЭВЭЭХЭ АВАХ ВЭ?

АЖЛЫН БАЙРНЫ БЭЛГИЙН ДАРМААС СЭРГИЙЛЦГЭЭ

Ажилтан эрх зүйн гомдол мэдээлэл хүргэх үйлчилгээг үргэлжлүүлж байна. 2023 оны 12 дугаар сарын 21-нэй өдрийн А/195 дугаар тушаал Татварын ерөнхий газарт 12 зүйн гомдол, мэдээлэл, хуульч агууламдаар журмыг

Гомдол мэдээлэл хүлээн авах цаг:
Ажлын өдөр 08:30-12:30, 13:30-17:30

GDT: What have we achieved so far?



10. IMPACTS BEYOND ORGANIZATION:

- ✓ Carried out for the first time gender assessment of the Tax policy in cooperation with the Ministry of Finance, with recommendations on the gender-responsiveness of the tax policy.
- ✓ GDT's gender-responsive institutional transformation case will be presented at global level during the **World Women's Forum**, organized under the auspicious of President of Mongolia, co-organized by Ministry of Foreign Affairs and UN Mongolia, August 2024.
- ✓ Furthermore, we are pleased to announce that our implementation will be featured in the **national comprehensive report on the implementation of Beijing+30 Declaration and its Action Plan and 2024 CEDAW recommendation report** of the Government of Mongolia and will be presented during next years CSW#69 at UN.



GDT: Future direction



Integrate a gender-transformative approach into Tax policy of Mongolia, as recommends Tax policy gender impact assessment conducted in cooperation with the Ministry of Finance recently

Further gender mainstream in all areas of our activities

Develop cooperation with international tax organizations on gender issues and share experiences

To lead Mongolian public institutions in efforts for gender equality at institutional level



THANK YOU FOR YOUR ATTENTION