



Introduction to Gender Equality and Gender Mainstreaming

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FWRNCC

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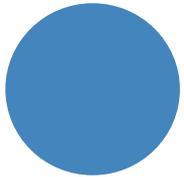
AGENDA

- Gender concepts
- Gender equality in Mongolia
- Gender in the workplace
- What is “gender mainstreaming”?
- Workshop – gender mainstreaming in the Fresh Water Center

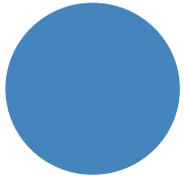
WHY TALK ABOUT “GENDER” IN ORGANIZATIONS?

- Organizations, including Government Ministries and research institutes, are NOT gender-neutral entities.
- Gender issues are sometimes **visible** and sometimes **invisible**.
- Gender equality isn't only an important issue for women.
- Workplace gender equality is directly related to overall economic performance:
 - better national economic growth
 - increased productivity
 - increased inflow of highly qualified employees
 - better overall organizational performance
- Gender equality is relevant inside the organization and in the services/activities.

GENDER CONCEPTS

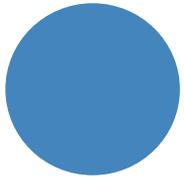


SEX: Biological differences between the female and male bodies; doesn't change over time.



GENDER: Social- and cultural-based distinction between women and men; the roles, behaviours, and attributes that a society considers appropriate for women and men; changes over time and place

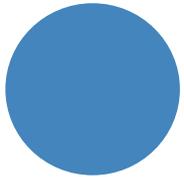
GENDER CONCEPTS



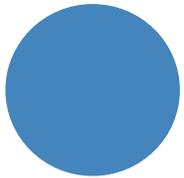
Gender is...

- RELATIVE: men are considered ‘breadwinners’ and women ‘homemakers’
- LEARNED: children learn from a young age to identify differences
- UNQUESTIONED: we accept gender roles, they are rooted in our history and tradition
- GENDER ROLES VARY IN DIFFERENT PLACES: different countries, societies, religions, etc. have different rules
- GENDER ROLES CHANGE OVER TIME: the responsibilities of women and men change depending on the needs of society at a certain time

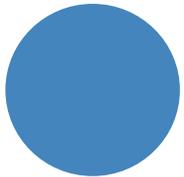
BUILDING BLOCKS OF GENDER



NORMS: ideas about how women and men **should** be, look and act. Acceptable characteristics, expectations to conform to



ROLES: socially assigned attitudes, behaviours, work or responsibilities of women and men, girls and boys



RELATIONS: the social relations between women and men; how power, access to and control of resources are distributed

GENDER ROLES ACTIVITY

Think about your childhood and complete these sentences...

1. When I was a child, I was told a good **boy** should....should not....
2. When I was a child, I was told a good **girl** should....should not....

Are there differences between the messages girls and boys receive?

These childhood lessons stay with us throughout our lives and shape our attitudes, behaviours and self-esteem when we are adults

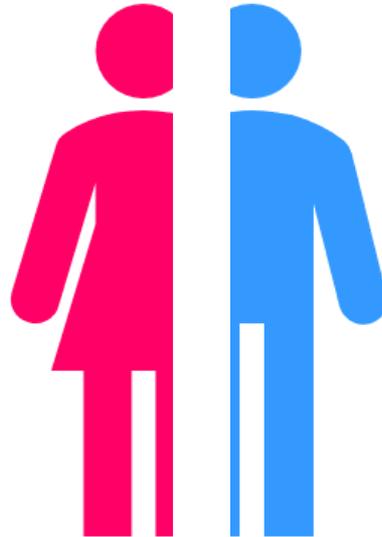
GENDER CONCEPTS

GENDER STEREOTYPES

Simplistic generalizations about the gender attributes, differences and roles for women and men. Not supported by science, just learned through socialization.

STEREOTYPICAL WOMAN

- Public good
- Emotional
- Nurturing
- Cooperative
- Group-oriented
- Not competitive
- Feminine/soft



STEREOTYPICAL MAN

- Private good
- Logical
- Confrontational
- Independent
- Strong-minded
- Competitive
- Masculine/strong

GENDER CONCEPTS

GENDER STEREOTYPES



Women don't leave the Kitchen!

We all know a woman's place is in the home, cooking a man a delicious meal. But if you are still enjoying the bachelor's life and don't have a little miss waiting on you, then come down to Hardee's for something sloppy and hastily prepared.

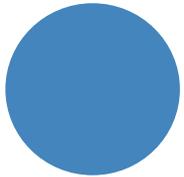


Men don't leave the Kitchen!

We all know a man's place is in the home, cooking a woman a delicious meal. But if you are still enjoying the single life and don't have a little mister waiting on you, then come on down to Hardee's for something sloppy and hastily prepared.



GENDER CONCEPTS



GENDER EQUALITY: Women and men, girls and boys enjoy equal rights, responsibilities and opportunities

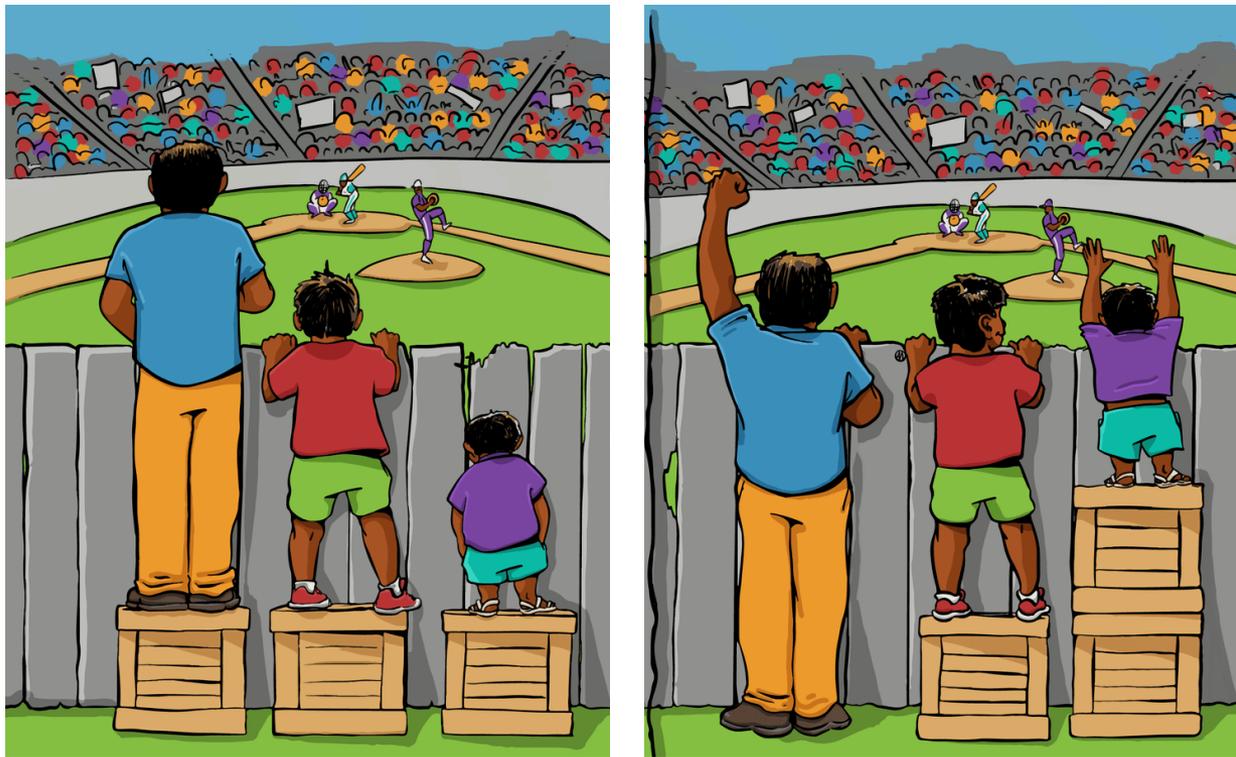
Gender equality does **NOT** mean that women and men become the same.

Gender equality is **NOT** only about women, it's about all genders.

Access to opportunities and benefits does not depend on whether you are a women or a man.

HOW DO WE REACH “GENDER EQUALITY”?

You can ask: “what is the right support to give equal access/benefit to everyone involved?”



GENDER EQUALITY IN MONGOLIA

GENDER EQUALITY IN MONGOLIA

The Government of Mongolia has made strong commitments to achieving gender equality

National:

- The Law on the Promotion of Gender Equality (2011)
- National Program on Gender Equality (2017-2021 Action Plan)
- Mongolia Sustainable Development vision 2030 + Government Action Program 2016-2020

GENDER EQUALITY IN MONGOLIA

The Government of Mongolia has made strong commitments to achieving gender equality

In the environment sector:

- MET is developing a gender equality strategy for the environment and tourism sector.
- Director Nomin is a member of that working group.
- The Fresh Water Center's 'gender equality' section in the internal policy is now a leading best practice in the sector.

GENDER EQUALITY IN MONGOLIA

- 2018: Mongolia ranked 3rd most gender equal country in Asia
- 2017: Mongolia ranked 53rd (of 144) most gender equal countries in the world
- In the 2017 “Global Gender Gap Report”, Mongolia was at or above the global averages of gender equality in Economic Participation, Education and Health – but Mongolia scored below average in Political Empowerment
- In Mongolia, while **60%** of university graduates are women, only **30%** of middle-managers are women, and only **15%** of senior managers are women
- In Mongolia, there is only **12%** representation of women in parliament

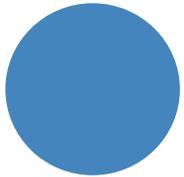
GENDER EQUALITY IN MONGOLIA

Though Mongolia performs well overall in terms of gender equality, there are still some large barriers to overcome:

- Gender division of labour and education
- Workforce participation
- Violence against women
- Average life expectancy and access to quality health care
- Number of college or higher graduates

GENDER EQUALITY IN THE WORKPLACE

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GENDER EQUALITY MEANS...

ALL employees have equal opportunities, equal rights and equal access to resources REGARDLESS of their gender

- Women and men should...

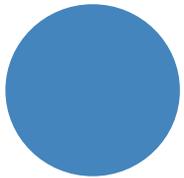
- have an equal chance of being hired and promoted
- feel safe and respected in their office
- be trusted with resources, be able to access tools they need
- be asked to participate in decision-making

DOES NOT mean that women and men are identical, there are differences. **BUT** those differences should not affect the things listed above.

GENDER ISSUES IN THE WORKPLACE

- Gender bias
- Discrimination (pay, treatment, hiring, promotion)
- Gender stereotypes
- Uncomfortable workplaces
- Sexual harassment or assault
- Micro-inequalities

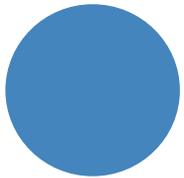
GENDER ISSUES IN THE WORKPLACE



MICRO-INEQUALITIES: Seemingly small action, moments or words that are often hard to prove yet somehow diminish or exclude someone

- A man enters the room and only shakes hands with the other men in the room
- A foreigner assumes you are Chinese or that your culture is similar to China
- At a meeting, your boss mentions the achievements of your coworker but does not mention your achievements
- Your coworker constantly checks their phone while you are speaking to them

GENDER ISSUES IN THE WORKPLACE



MICRO-AFFIRMATIONS: Equally small actions and moments when you subtly acknowledge a person's value and accomplishments, intentionally include them

- Introduce someone and highlight their accomplishments/value
- Ask where somebody is from and show respect
- Shake hands with everybody in a room
- Thank people for their contributions/hard work
- Encourage equal participation of women and men, young and senior employees
- Listen and make eye-contact during presentations/ conversations/meetings

GENDER ISSUES IN THE WORKPLACE - STRATEGIES

- Be aware and question your biases and stereotypes
- Conduct gender trainings
- Establish a gender committee/focal point
- Check for discrimination in your hiring processes, reward/promotion decisions, etc.
- Anonymous surveys and gender analysis/audit
- Gender-sensitive HR policy including sexual harassment clause
- Micro-affirmations
- Women's leadership programs

GENDER MAINSTREAMING IN ACTIVITIES OF THE FRESH WATER CENTER

WHAT IS “GENDER MAINSTREAMING”?

A process to achieve gender equality

Integrating a gender perspective into the analysis, design, implementation, monitoring and evaluation of policies and programs



Create gender-sensitive policies, projects and programs



Reduce gender inequalities in a specific area

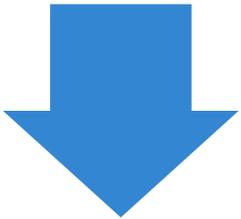


Ensure equal benefits for women and men

WORKSHOP

- Divide into groups based on the department/type of work you do
- On a flipchart, write:
 1. Main goal or objectives of your work
 2. Activities and responsibilities

WHAT IS GENDER MAINSTREAMING? PROCESS AND TOOLS FOR IMPLEMENTATION



Understand gender concepts and why gender equality is important for your work



Identify “**entry-points**” for gender mainstreaming in your work and in your organization



Based on a gender analysis, integrate a gender-perspective into your work or project cycle



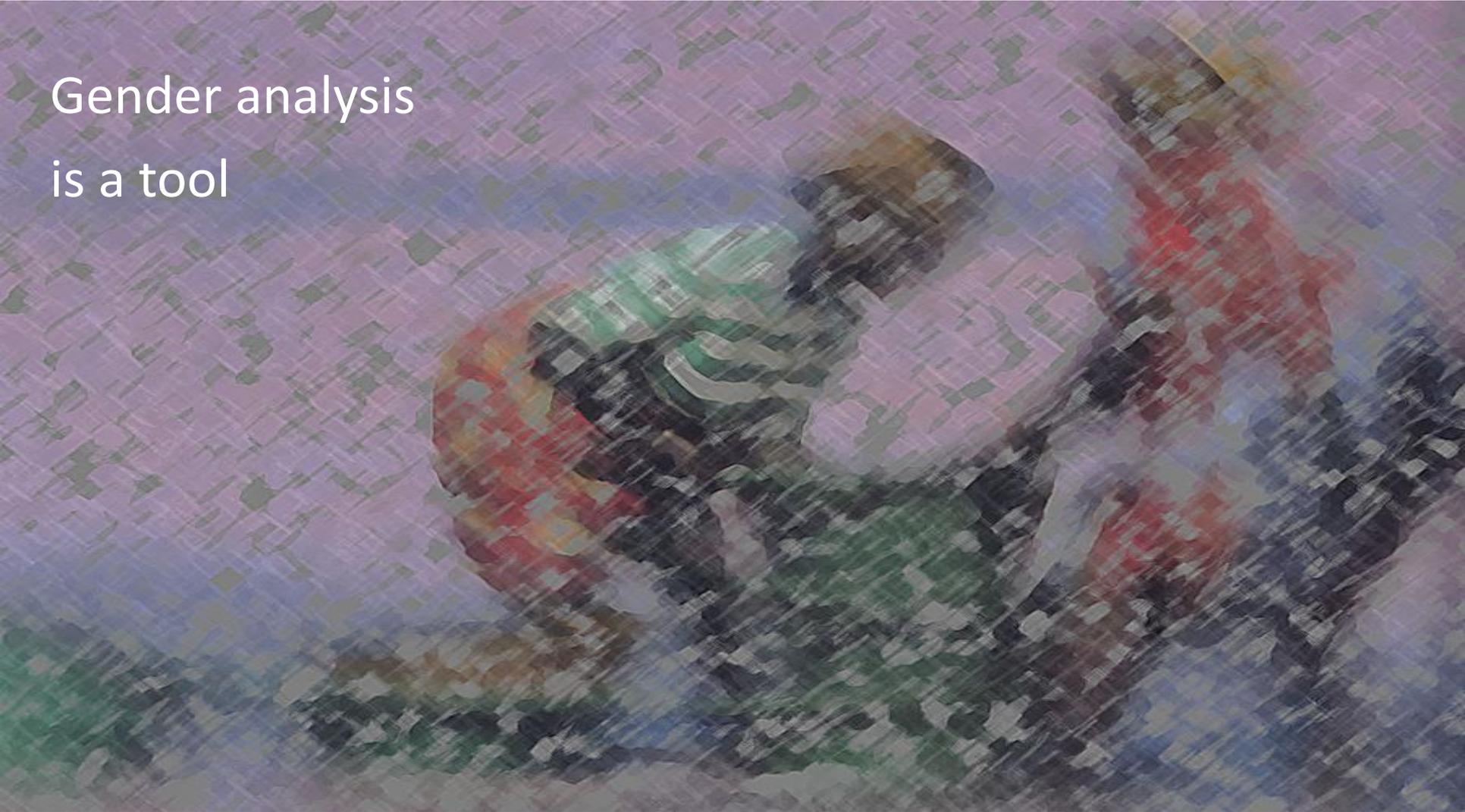
GENDER MAINSTREAMING EXAMPLES

- Gender audit of the organization/department
- Identify priority issues and conduct additional analysis
- Design programs and initiatives, update policies and regulations, adopt new systems, etc.
- Set clear objectives and targets
- Implementation strategy
- Monitor progress and evaluate results
- Conduct follow-up audit/assessment

WORKSHOP

1. Examine the goal and objectives of your work and identify 1-2 'entry-points' for promoting gender equality, for considering the perspectives and needs of women and men
2. Examine the activities of your work and identify 1-2 'entry points' for promoting gender equality, for considering the perspectives and needs of women and men
 - Next step: gender analysis

Gender analysis
is a tool



To observe the world



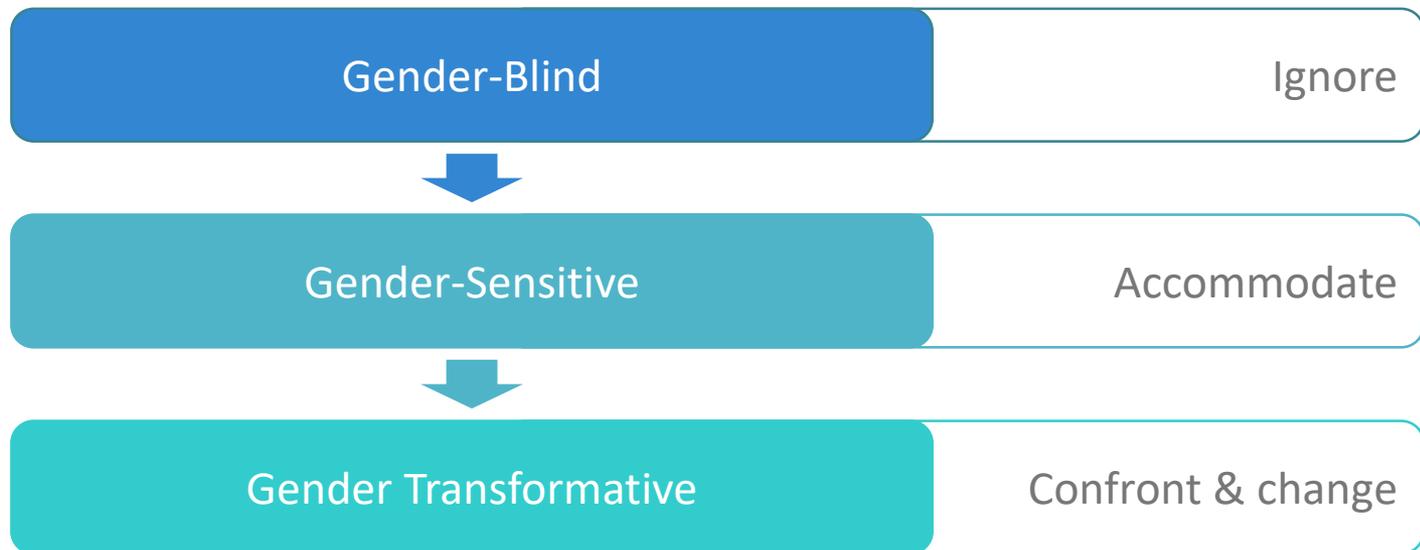
And see a more
clear reality



GENDER ANALYSIS PRACTICE

- Gender analysis is about asking questions and gathering information.
- We respond to those questions in our project design, implementation, monitoring and evaluating.
- Possible questions:
 - What is the issue I am working on?
 - How do women experience this issue? How do men experience this issue?
 - What knowledge do women have on this subject? How do they engage with this issue?
 - What knowledge do men have on this subject? How do they engage in this issue?

LEVELS OF GENDER-SENSITIVITY IN PLANNING



BEST PRACTICES: SEX-DISAGGREGATED DATA

Sex-disaggregated data: data collected from participants, stakeholders, employees, etc.

Disaggregate by multiple identity factors: gender, age, geography, etc.

This practice creates higher quality data and helps us with a gender analysis.



Mongolia:
Enhancing Resource
Management through
Institutional Transformation

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