



Mongolia:  
Enhancing Resource  
Management through  
Institutional Transformation

# GENDER MAINSTREAMING FOR TECHNICAL ADVISORS

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# Why Gender?

Having gender equality isn't just an important issue for women; workplace gender equality is also directly related to the overall economic performance of organizations and in general, the whole country. Studies show that where there is greater workplace equality there is:

- Better national economic growth
- Increased productivity
- Stronger reputations for organizations built upon fairness and equal rights
- Increased inflow of highly qualified candidates for jobs
- Better overall organizational performance

# Understanding Gender Roles

**Gender:** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.

UN Women 2017

# Sex vs. Gender

| SEX  | GENDER   |
|--|--|
| <ul style="list-style-type: none"><li>• Biologically Determined</li></ul>        | <ul style="list-style-type: none"><li>• Constructed by Society</li></ul>   |
| <ul style="list-style-type: none"><li>• Universal for all human beings</li></ul> | <ul style="list-style-type: none"><li>• Multi-faceted: differs within and between cultures and across geography, climate, etc.</li></ul> |
| <ul style="list-style-type: none"><li>• Unchanging</li></ul>                     | <ul style="list-style-type: none"><li>• Dynamic, changes over time</li></ul>   |

# Mongolia and Gender

## UNDP Report:

- A large share of women participate in unpaid family work, especially in rural areas.
- Concern about urban-rural divide and the challenges Mongolia faces in relation to urbanization and migration and providing equal opportunities to geographically dispersed populations
- Social stereotypes and traditional family roles are seen as limiting factors in female participation within the workforce

Source: UNDP Human Development in Mongolia Report of 2016

# Mongolia and Gender in Mining Industry

- High levels of occupational segregation in high growth sectors of the economy such as mining. This is mainly attributed to Mongolia's labour regulations that existed until 2008 whereby women were prohibited from engaging in a broad list of activities such as operating heavy equipment
- Approximate 1,000 organizations registered with EITI Mongolia in 2014 they estimate that approximately 10% of employees were women
- There were large gaps in what women and men earned; for example, women were paid 23 percent less than men in mining and 17 percent less in transport on average and nearly a third less in community and social services where female participation is relatively high

# Mongolia and Gender in Mining Industry

- Women were located mostly in informal sector wage employment in the service sector, heavily concentrated in support positions in retail and catering.
- An ILO study (2006) interviewed women employees in a number of organizations in the formal mining sector and documented sexual harassment and a lack of gender-sensitive organization policies with respect to living and working conditions

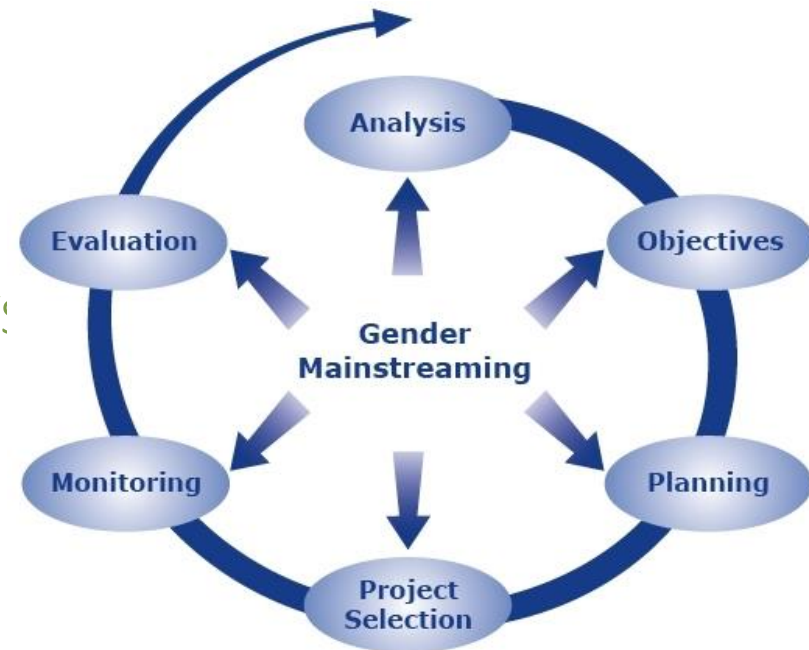
Source: MERIT Gender Strategy 2016

# What is Gender Mainstreaming?

**Gender mainstreaming** requires that attention is given to gender perspectives as an integral part of all activities across all programs. **This involves making gender perspectives, what women and men do and the resources and decision-making processes they have access to, more central to all policy development, research, advocacy, development, implementation and monitoring and financial allocations of all programs.**

Source: UN Women 2017

Picture: [http://www.esf-gleichstellung.de/fileadmin/data/Downloads/!](http://www.esf-gleichstellung.de/fileadmin/data/Downloads/)





# Gender Equality

**Gender equality** refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. It implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women



UN Women 2017

Picture: <http://fw008613-4-flywheel.netdna-ssl.com/wp-content/uploads/2014/06/gender-equality-960x500.jpg>

# Opportunities for Gender Mainstreaming: Policy Management

Is there a gender policy to guide the organization?

Is there management support for a gender mainstreaming strategy within the organization?

# Gender Committees

Is there a gender group or someone identified as a gender focal point in the organization?

If so do they have:

a clear mandate and terms of reference;

sufficient authority (senior management level) to influence change in the organization;

sufficient expertise (knowledge, skills and attitude) to support gender mainstreaming?

Is there a gender balance at management level/at technical level/at field level in the organization?

Are there other gender champions in the organization that can support the work of the gender group/focal point?

# Planning, Monitoring and Reporting

Are gender analytical tools used in programme planning and implementation?

Are sex-disaggregated data available from national surveys and other documents for use in planning and design of programme activities?

Are sex –disaggregated data collected and used systematically in planning and reporting in the organization?

Is gender integrated in the monitoring and reporting within the organization in a systematic manner?

# Program Goals and Activities

Are there programme goals and activities specifically targeted towards gender equality and empowerment?

Do men and women participate equally in programme activities?

Are the programme results assessed for gender impacts?

Are efforts made to ensure that all technical cooperation projects include a gender mainstreaming strategy?

# Budget Allocations

Is gender integrated into the budget?

What percentages? What projects?

# Gender Conscious Workplaces

Are there gender-conscious workplace policies in place within the organization (e.g. flexible working hours, maternity and paternity leave, childcare, sexual harassment, etc.)?

If so are these being implemented in the organization?

Does management expect respectful relations between men and women in the workplace?

Anti-Harassment policies in place? If so, is there training and awareness?

Are gender-sensitive promotion procedures available for all types of jobs, including technical positions?

Are gender-sensitive recruitment and selection procedures available for all types of jobs, including technical positions?

Are there performance incentives/indicators to encourage staff to engage in gender equality issues?

# Capacity Building and Awareness

Is there awareness/competence among (management/technical/field) staff on gender within the organization?

Does the organization support opportunities for training and follow-up on gender by staff?

Are there awareness raising activities on gender mainstreaming within the organization?



# Public Relations

What is the image of the organization among stakeholders regarding gender issues?

Do materials or publications portray men and women based on gender stereotypes?

Do advocacy and publicity materials used by the organization include information from a gender perspective?

# Attracting Donors

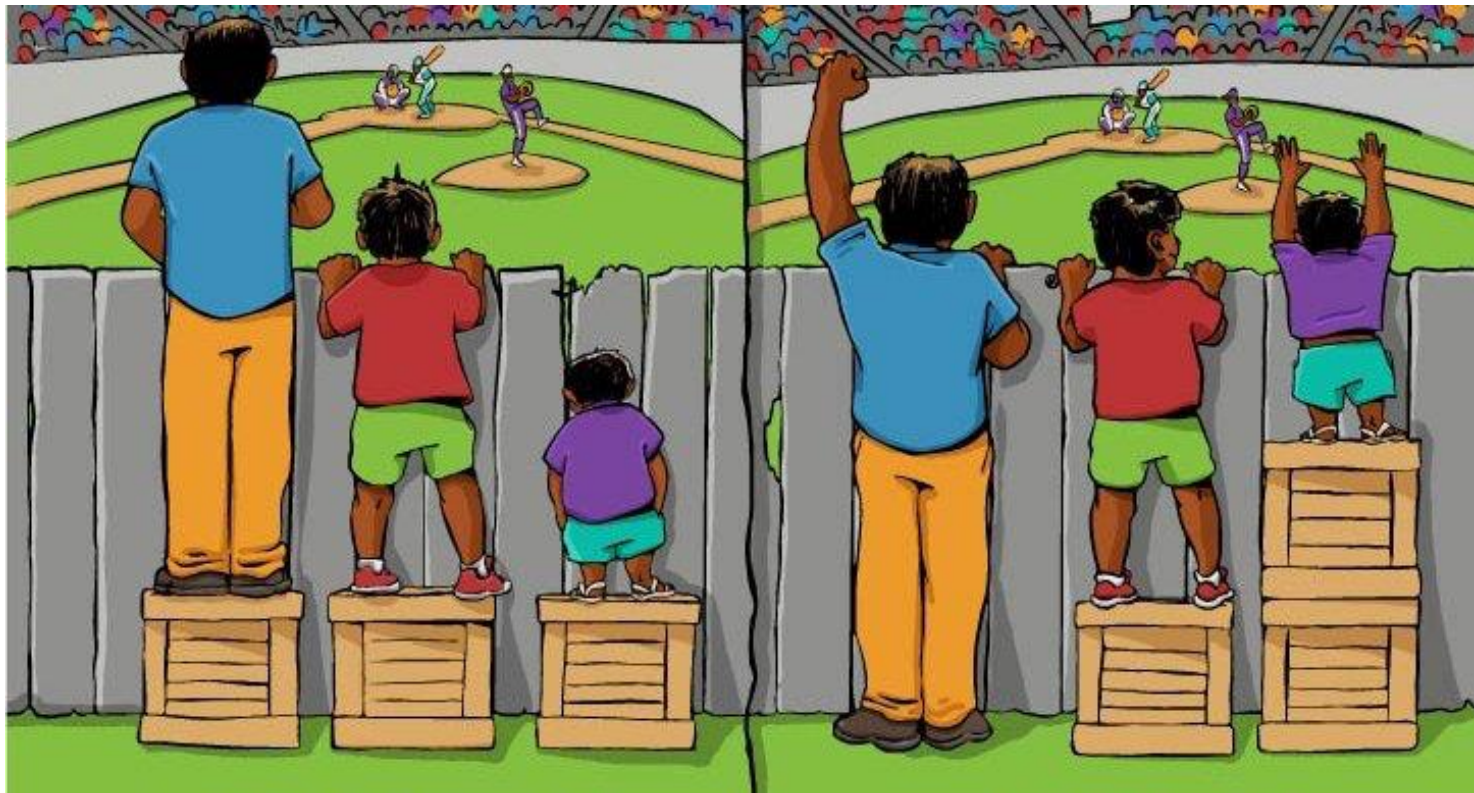
Is gender a priority for your donors?

Does the organization receive external funding and expertise for gender mainstreaming?

Do opportunities exist for capacity building on gender from partner organizations?

Is their collaboration with organizations on advocacy and lobbying on issues to achieve gender equality?

# What Providing Flexibility Looks Like



Source: <https://www.linkedin.com/pulse/gender-equity-vs-equality-pradeep-kumar-panda>



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# Further Questions?

Thank You for Your Participation 😊

# Sources

Asian Development Bank, Guidelines for Gender Mainstreaming Categories of ADB Projects 2012

MERIT Gender Strategy November 2016

UNDP Human Development in Mongolia Report of 2016

UN Women Concepts and Definitions

<http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>