MERIT

A CESO AND WUSC PROGRAM

Mongolia:
Enhancing Resource
Management through
Institutional Transformation

Achieving Gender Equity

Mongolia

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Two rules

- Ask your questions whenever they come up

- Turn cell phone to vibrate

Objectives

- Define the main concepts of gender

- Discuss the status of gender equity in Mongolia

- Discuss and explain gender differences in communications

- Discuss and explain gender differences in the workplace

- Discuss and explain gender differences in leadership

- Discuss and explain gender differences in in conflict

- Outline the three stages in achieving gender equity

- Define and implement gender mainstreaming

- Define and discuss the empowerment of women

- Demonstrate a commitment to gender equity by committing to action to empower women

Equity or Equality

- Equality - same results for men and women, treat everyone equally

- Equity - acknowledges that men and women have different needs and preferences and therefore need different results, treat everyone fairly

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Economic Benefits

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

Gender

a perception of the roles, responsibilities and statuses

which a man or a woman is expected to fulfil

in political, economic, social, cultural and family spheres,

that establishes itself and evolves in the course of history

Gender Identity

Each person's internal and individual experience of gender.   A person's gender identity may be the same as or different from their birth assignment.

Sex versus gender

SEX	GENDER
• Biologically Determined	• Constructed by Society
• Universal for all human beings	• Multi-faceted: differs within and between cultures and across geography, climate, etc.
• Unchanging	• Dynamic, changes over time

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Gender Equality

When women and men, girls and boys

enjoy equal rights, responsibilities and opportunities

Gender Relations

"The social relations between men and women,

including how power, access to and control over resources

are distributed between the sexes" (UN)

Men versus women in Mongolia

Women

Men

1,528,000

1,498,000

Life Expectancy

Women	Men
75.1	65.6

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Literacy

	Women	Men
	97.4%	97.7%

College or Higher Graduates

Women

Men

53%

47%

Workforce Participation

Women

Men

46.2%

76.2%

Maternal mortality

Maternal mortality ratio 44 per 100,000

Participation in Politics

Women

Men

15%

85%

Sexual Harassment

- an unwelcome sexual advance
- in verbal, physical and/or other forms, intimidation, threat and/or other forms of coercion
- that makes sexual intercourse an unavoidable option for the victim
- or that creates an unbearable hostile environment and/or causes damage in terms of the person's employment, professional, economic, psychological and/or and other form of well being

Violence against women statistics

- 38% of murders of women are committed by an intimate partner.

- 200 million women have experienced female genital mutilation/cutting.

- 35% of women have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence

- 7% of women have been sexually assaulted by someone other than a partner.

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Women and men in the Workplace

(By Shannon McFaddon)

1. Hierarchies vs. Relationships

2. Goals vs. Processes

3. Authority vs. Engagement

4. Team Players vs. Team Play

5. Attribution of Success

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Different approaches to conflict

WOMEN

Women see challenge as an attack

Women are reluctant to

Women take things personally

Women look for consensus

Women examine the relationship

MEN

See challenge as a form of respect

Men tell others what to do

Men take conflict as matter of fact

Men just want to make a decision

Men just want to resolve the issue

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What is a Participatory Gender Audit

A Participatory Gender Audit (PGA) is a tool and a process based on a participatory methodology. It promotes organizational learning on mainstreaming gender practically and effectively

A PGA

- Considers whether internal practices and related support systems for gender mainstreaming are]effective and reinforce each other;

- Monitors and assesses the relative progress made in gender mainstreaming;

- Establishes a baseline for the audited unit;

- Identifies critical gaps and challenges;

- Recommends ways of addressing them and suggests new and more effective strategies;

- Documents good practices towards the achievement of gender equality

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Five key areas of analysis

I. Gender issues in the context of the work unit, and existing gender expertise, competence and capacity-building;

II. Gender in work unit's objectives, programming and implementation cycles,   and choice of partner organisations

III. Information and knowledge management within the work unit, and gender equality policy as reflected in its products and public image

IV. Decision-making, Staffing and human resources, and organizational culture

V. Perception of achievements on gender equality

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Key Components

The key components of the methodology are:

• an extensive desk review;

• semi-structured interviews with staff of the audited unit at al hierarchical levels; and

• a collective workshop

Desk review

- to access specific information on policy, programmes, activities, systems and operational aspects;

- to assess the extent to which gender issues are reported;

- to assess the extent to which gender equality considerations have been included in the major programme planning strategies and activities;

- to identify progress achieved in relation to gender equality and the empowerment of women and girls;

- to assess the gender sensitivity of documents published;

- to provide a baseline for comparisons of gender integration into documents through successive years

Desk review purpose

The purpose of a desk review is threefold:

1. It provides factual and verifiable information to be used as baseline data to complement the resultso f the PGA interviews and workshops

2. The information that it generates feeds into the participatory process as material for discussion and appraisal by participants'; and

3. The desk review establishes a benchmark for gender mainstreaming in future documents.

Semi-structured interviews

- provide the opportunity to explore individual perceptions in a safe space and

- to amass a wealth of information to complement the findings from the desk review

- 45 minutes to 1 hour

Workshop

- conducted with all staff of a unit, management, technical and support staff together

- to create an encouraging environment for reflection, analysis and open discussions on the challenges and opportunities faced by the audited unit in mainstreaming gender in its work.

- This is not a training session – but a working session

- Involves a series of exercises to promote discussion

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Gender Audit Questionnaire

- A self-assessment tool

- Explores perceptions about gender sensitivity in the organization

- Looks at areas such as gender competence, management, documentation, culture, structure and human resources.

- Can occur during workshop or after

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.

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Mainstreaming Ideas

- Targeting Men and Women

- Women in Management Programs

- Providing flexibility

- Anti-Harassment Policies

- Parental Leave

- Respecting employees

- Paying Equal Wages

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Women's Empowerment

World Bank: "*the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.*"

The European Institute for Gender Equality: "*the process by which women gain power and control over their own lives and acquire the ability to make strategic choices.*"