



Gender Equity

Mongolia

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Purpose of the Course



At the end of this course, participants will be able to discuss gender equity, define its terms and implement changes for the empowerment of women.

Course Objectives

At the end of this course, participants will be able to

1. Define the main concepts of gender
2. Discuss the status of gender equity in Mongolia
3. Discuss and explain gender differences in communications
4. Discuss and explain gender differences in the workplace
5. Discuss and explain gender differences in leadership
6. Discuss and explain gender differences in conflict
7. Outline the three stages in achieving gender equity
8. Define and implement gender mainstreaming
9. Define and discuss the empowerment of women
10. Demonstrate a commitment to gender equity by committing to action to empower women

Course Outline

Morning	Afternoon
<p><i>Introductions</i></p> <ul style="list-style-type: none"> Welcome and warm-up Expectations and Objectives <p><i>Definitions of gender and related concepts</i></p> <p><i>Statistics: Gender in Mongolia</i></p>	<p>Warm up</p> <ul style="list-style-type: none"> Review/discussion of morning's material <p>Gender Audit Process</p> <ul style="list-style-type: none"> What is a gender audit? Aims and Objectives of PGA 3's of PGA Stages of PGA
<p><i>Gender Differences</i></p> <ul style="list-style-type: none"> How men and women are different <p><i>Gender Differences in Communications</i></p> <p><i>Gender Differences in the Workplace</i></p>	<p><i>Gender Mainstreaming</i></p> <ul style="list-style-type: none"> Definition <p>Process</p>
break	break
<p><i>Case studies</i></p>	<ul style="list-style-type: none"> <i>Empowerment of Women</i> <i>Definitions and Concept</i> <i>Why it is important</i> <i>How it is done</i>
<p><i>Gender Differences in Leadership</i></p> <p><i>Gender Differences in Conflict</i></p>	<p>Application : Action Planning</p> <ul style="list-style-type: none"> How do we make it real? What can I/we do? <p>Discussion</p> <p><i>Course evaluation</i></p> <p><i>Conclusion and Thank You</i></p>

Gender

Gender Equality promotes the same results for men and women - treat everyone the same. When women and men, girls and boys enjoy equal rights, responsibilities and opportunities

Gender Equity acknowledges that men and women have different needs and preferences and therefore need different results – treat everyone fairly.

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

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

Gender relations: “The social relations between men and women, including how power, access to and control over resources are distributed between the sexes” (UN)

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.” (GBA+)

Gender in Mongolia

Quiz

**Can you guess the answers to the following questions?
They are all about Mongolia.**

Question	Guess		Actual	
	Women	Men	Women	Men
1. What is the number of females and what is the number of males in Mongolia?				
2. What is the life expectancy of women and the life expectancy of men in Mongolia?				
3. What is the literacy rate for women, for men in Mongolia?				
4. How many college graduates are men, women?				
5. What percentage of the labour force are men, women?				
6. What is the maternal mortality rate?				
7. In politics, how many elected positions are women? How many are men?				

Violence against girls and women

Sexual Harassment:

- an unwelcome sexual advance
- made 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

The United Nations defines violence against girls and women as “An act of gender-based violence that results in, or is likely to result in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. It encompasses all forms of violation of women's rights, including threats and reprisals, exploitation, harassment, and other forms of control.”

In Mongolia, National statistics on violence against girls and women are not officially available. However, there is a reported 5% of child marriages.

Gender Differences

On the website for Brave The World, the authors posted 50 ways in which women and men are different. Here are some of them.

1. Men & women don't see in the same way
2. Female babies like faces, male babies like moving objects
3. Boys and girls like to draw different things
4. Females hear better than males
5. Music affects us differently
6. Males will automatically block out certain sounds
7. Females can verbally express their emotions better than males
8. Boys naturally use movement to think
9. Groups of boys play differently than groups of girls
10. Boys and Girls play with different toys
11. Boys are more likely to take risks
12. Females are easier to startle
13. Women exhibit a stronger emotional response to the anticipation of pain
14. Males are More Likely to Overestimate Their Ability
15. Males are more likely to die from an accident than females
16. Men are more likely to perceive a neutral face as unfriendly
17. Males are more likely to exhibit aggression physically while females are more likely to exhibit aggression verbally
18. Women use both sides of the brain to respond to emotional experiences while men use just one
19. Women read subtle emotion better than men
20. Males and females are not empathetic in the same way
21. Men Thrive in Conflict, Women Avoid it
22. Contrary to popular belief, it's men that fall in love at first sight
23. Females are slower at spatial task than males
24. Men are more consistent than women
25. Our friendships are different

Gender Differences in Communications

Based on what we have discussed so far, it is not surprising that men and women communicate very differently. And that, of course, leads to numerous misunderstandings, errors and hard feelings.

Some of the ways men and women communicate differently are listed below.

Women	Men
Women prefer to have long discussions	Men prefer short conversations
Women are comfortable expressing sadness, fear, love	Men are comfortable expressing anger and aggression
Women choose their words to protect people's feelings.	Men choose their words to be direct and accurate
Women speak more in private.	Men speak more in public
Women listen with eye contact and an attentive expression	Men listen "actively" often doodling or moving around
Women ask questions.	Men don't ask questions
Women use language to build relationships	Men use language to establish goals and winners
Women discuss to process	Men discuss to solve.
Women interrupt to express importance and urgency	Men interrupt to take a turn
Women wait for a pause to speak	Men interrupt to speak.
Women frequently use descriptors and qualifiers	Men rarely use descriptors and qualifiers
Women use humour in a manner that is self-deprecating	Men use humour "competitively"

Gender Differences in the Workplace

Description

Gender discrimination is the unfair treatment of a person because of gender. Gender discrimination affects both men and women. It is apparent in work situations where one gender is given preferential treatment or one gender receives less pay or job responsibilities because of gender bias and unfair stereotypes. Gender discrimination also exists in sports, educational institutions and political organizations. Genders also experience sex discrimination when applying for housing or applying for credit.

Consequences

There are several effects and consequences of gender discrimination, especially in employment. Gender discrimination in the workplace leads to an increase in employee turnover and creates a hostile work environment. Gender discrimination also promotes harassment and possible workplace violence. Victims of gender discrimination have the right to file lawsuits to recover damages suffered as a result of discriminatory practices. (from: **The Causes, Effects & Remedies for Gender Discrimination: Sherrie Scott**)

5 Major Differences between Men and Women at Work

By Shannon McFaddon

1. Hierarchies vs. Relationships

Men tend to view the world through a lens of hierarchy, with respect and value placed on authority and following orders. Men are more comfortable operating in well-defined territories where there's clarity about which voices hold how much authority. A structure where the goal is "get more territory."

Meanwhile, women learned not to view the world in hierarchies, but instead in a series of concentric flat circles based on relationships and a common understanding of a shared goal. Within those flat structures, women find themselves attempting to create a level playing field ensuring everyone is treated fairly, everyone has a seat at the table and everyone's voices are heard — regardless of position, experience and level of authority.

2. Goals vs. Processes

Women and men attack projects and problems differently. Men are more goal-focused while women are more process-focused. Men are better motivated by having a clear goal and they're highly energized by attaining that goal. The more unattainable, the more motivating it is to get there. Women are more motivated by what goes into the process of getting there. The path to get there is so much more exciting than the actual end itself.

3. Authority vs. Engagement

Men sort through options internally before offering a solution. They feel it's important to figure things out for themselves; because of the framework of authority through which they see the world. It is important to them to be the one with the answers. Women explore externally before offering a solution; they seek input from others because there is no threat of loss of authority and they get more engagement in the process.

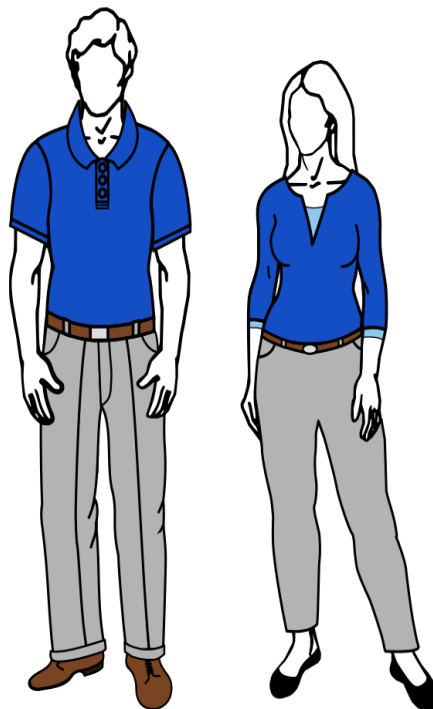
4. Team Players vs. Team Play

To men, "being a good team player is knowing your position and playing it well," by following orders, supporting the leader, doing what the leader asks you to do even if you don't agree with it. To women, "being a good team player means helping all of my colleagues with what they need to get done even if they don't ask for help." Team play is sharing ideas, listening to each other especially if there is disagreement, working together collaboratively and jumping in to help when someone needs it.

5. Attribution of Success

According to Dr Pat Heim's studies, when men succeed, their natural inclination is to point inward and attribute it to their own skills, talent and hard work. They are not afraid to own their competence. When they fail, they're more likely to point outward. Circumstances outside of their control either caused or at last contributed to their failure. Bad timing, bad luck.

Women tend to do the opposite. When we succeed, we point outward. "I had a great team, I was lucky, I was in the right place at the right time." We have a very difficult time owning our own competence. When we fail, we point internally. "I'm not smart enough." "I didn't work hard enough."



Case Studies

Case Study One

You are conducting a Career Development Course for 14 members of your department. Things seem to be progressing well, and the participants are responding positively to the material. Just after the lunch break, before instruction is due to resume, you get stopped in the hall by one of the two female participants.

“Hey, could I have a word?” She proceeds to explain that during an earlier group exercise, she felt ignored and isolated by the rest of her work group, all male.

“I have a fair amount of experience with this topic” she states, “more than most of those guys. Yet, whenever I made a suggestion, it was dismissed as unrealistic. Actually, most of the time, I was interrupted before I even had the opportunity to finish what I was saying. I really don’t want to sit through a whole afternoon of the same kind of treatment.”

What is happening here?

How would you handle it?

What should the female participant do?

Case Study Two

Roselyn is very angry. She came into work to discover that, once again, she has been passed over for promotion. She is well qualified and the senior person in her department. She produces results regularly, yet she never gets selected for the next step up. Roselyn decides it is time to do something about it. After taking a few deep breaths, she marches down to her boss's office.

The boss, anticipating this visit, agrees to see Roselyn and asks her to sit down. "I prefer to stand up", says Roselyn. "Boss, she says, I don't understand. With my qualifications, experience and time in the department, I should get this job".

"I'll be honest with you Roselyn says the boss. You are just too scattered. You run around doing a million things at a time; you are always busy juggling too many balls. You produce results, but I don't see how you could possibly manage more responsibility."

What is happening here?

How should the boss handle it?

What should Roselyn do?

Case Study Three

Matt and Angelina are a good team. Though Matt is the boss, the two of them share a similar vision of what they want to achieve for the department. They have healthy debates about the best way to get there but most of the time, their discussions end in agreement.

Tomorrow is a big day as they are to resume negotiations with a key partner on a share program. Angelina, being in charge of this program, is eager to make her presentation and close the deal.

Once at the meeting, the usual greetings over, Matt takes over. "This is what we have decided," he says and proceeds to outline a course of action which is different from what Angelina thought they had agreed on. She tries to intervene a few times, but Matt ignores her and carries on.

After the meeting, they sit over coffee to debrief. "I have never been so humiliated in my life." says Angelina.

What is happening here?

How should Matt handle it?

What should Angelina do?

Case Study Four

Julio has been director of the department for 5 years already. How time flies. He is really proud of his accomplishments and enjoys his job. This quarter has been a bit more difficult however. The department has not achieved the results it was hoping for and the big bosses are putting pressure on Julio to do better. Julio is a bit frustrated and worried.

John walks in, looking satisfied with himself. "Good news boss", he says. The project is finished on time and on budget. One good one for the team. Julio breathes a sigh of relief. This is good news indeed.

Next in comes Janice. "Boss, I'd like to talk to you about this project". "Here is what we did. We started with week with the modest results from last week, so I pulled the team together and we had a long discussion about what steps to take. After about an hour, we decided to...."

"Hold it, says Julio. Can't you ever get to the point?"

What is happening here?

How should Julio handle it?

What should Janice do?

Gender Differences in Leadership

In a study done by Xiao Zheng of Chapman University, the author states:

“it could be established that women tend to adopt a more transformational and democratic/participative leadership style whereas men were observed to adopt autocratic and punishment-oriented leadership styles at many instances. Moreover, some authors revealed that the leadership style mostly adopted by women proves to be beneficial for the organizational effectiveness, mainly integrating the system of reward, motivation, expectation and enthusiasm among others. It was also highlighted that the base of some gender differences that exist is the socialization process, and individuals are taught to correspond 15 GENDER DIFFERENCES IN LEADERSHIP with the social expectations related to their gender position. However, biological, societal and cultural factors also contributed to these gender differences.”

Gender Differences in Conflict

Five ways Women and Men View Conflict Differently

By: Michelle Marchand Consecro

<https://www.youtube.com/watch?v=4itYcnFeyE8>

1. _____

2. _____

3. _____

4. _____

5. _____

The Gender Audit

Note: the following information is taken from “A Manual for Gender Audit Facilitators”, ILO

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

Three components to the ILO Gender Audit

The extensive desk review

The desk review is a document review that will

1. It provides factual and verifiable information to be used as baseline data to complement the results of 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

The 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

The 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

The 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

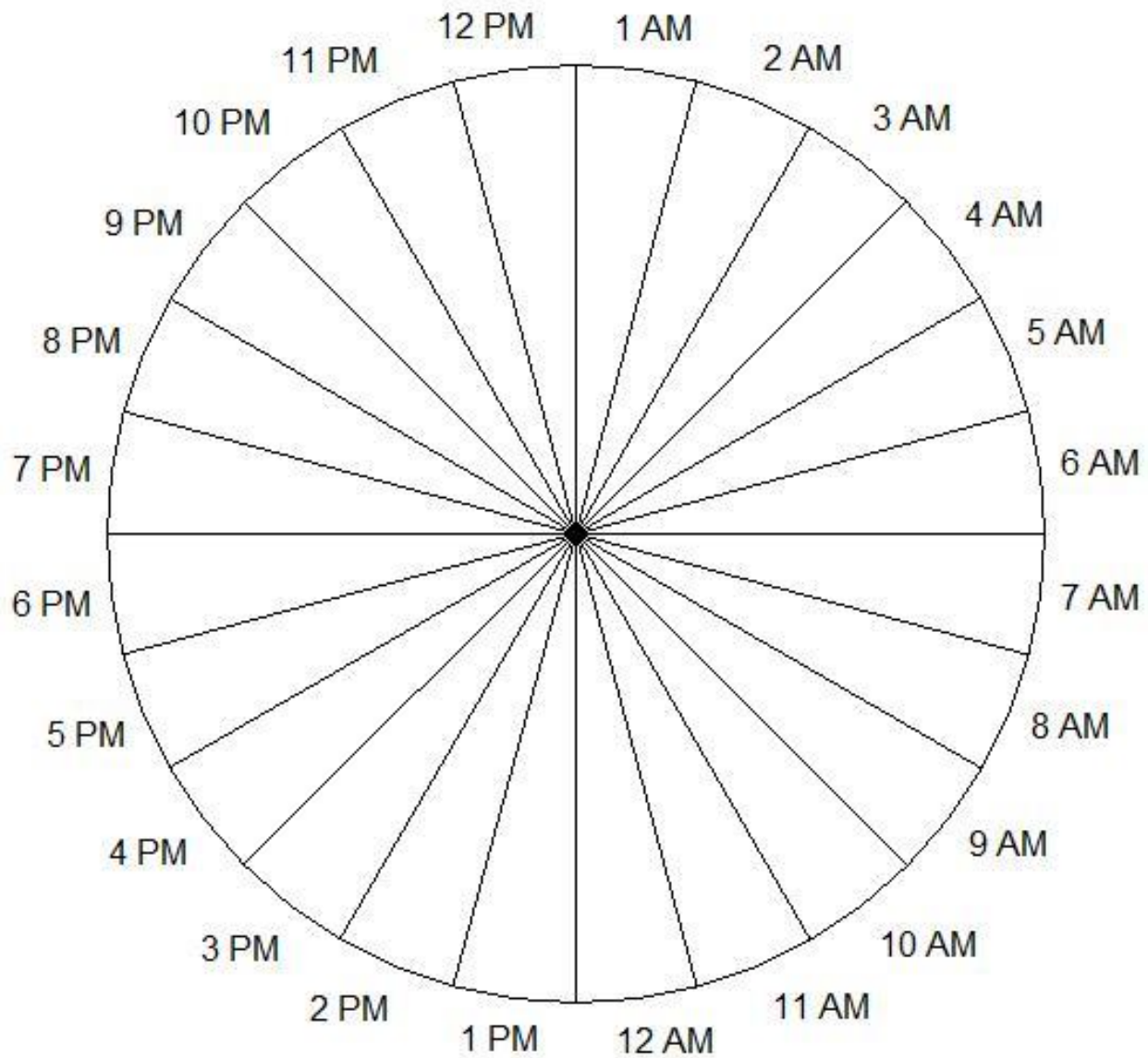
Confidentiality

It is very important to maintain the confidentiality of the respondents if you are to have successful and representative results. Never ask for respondents to give you their name. Also, pick one point of delivery for the surveys so that as few people as possible get to see the actual forms so that individuals cannot be identified.

In presenting your results, make sure that you do not inadvertently reveal who said what. For instance, if you have very small departments, or only one or two people at certain levels, it may be easy for people to guess who answered the survey in what way.

My 24 hour clock

Using the 24 hour clock, indicate what my daily activities are.



Once completed, compare the men's daily schedule with the women's daily schedule.

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.

Ways of Mainstreaming

Gender Policy

- Articulates importance of and commitment to gender equity
- Recognizes gender differences and their impact on the work environment
- Promotes gender equity and avoids discrimination

Targeting Men and Women

- Find out the needs of women and men and the best methods to target them -
- Advertise that you recruit and retain women and other marginalized groups and put a large emphasis on this. This may also help attract more international business.
- Have specific percentages and goals for female and male recruitment numbers

Women in Management Programs

- Promoting Management Incentive Plans for Women and Men
- Promote management programs for women. Mapping out a plan with the organization soon after joining will incentivize their work in the following ways:
 - Make them feel valued
 - More motivated and driven to achieve a higher position
 - Stay longer with the organization

Providing flexibility

Women and men need flexibility in their jobs and will remain with an employer longer

- schedule changes,
- fixed shifts,
- time off for personal matters and other family-friendly initiatives
- providing childcare centers at the place of work or even making child friendly environments (Ex. Kindergartens at Ministry Offices)

Anti-Harassment Policies

Organizations need comprehensive discrimination and harassment policies. These will provide the following benefits:

- mechanisms to deal with harassment issues in a streamlined fashion
- marginalized populations feel safe and welcomed in their work environments.

Parental Leave

The next steps involve pushing for things like Parental Leave, which would provide the same rights to both men and women. This would be empowering for men, but also encourage women back to the workforce and in many cases both partners can split the leave equally allowing them both to work.

Knowing an organization is very supportive of parental leave will:

- make many women and men want to work for a organization
- make both women and men want to stay longer and be more loyal to the organization
- give women and men time with their child before heading back to work
- give more job security

Respecting employees

Loyalties, like respect, are values that appear to be reciprocal. The following are ways an organization can show they respect employees

- Individualized work sites,
- relationship with peers and superiors
- providing training

Paying Equal Wages

Part of an overall retention bonus strategy is to ensure women are being paid equal wages to men.

- empowerment
- make women and men feel valued
- make them want to stay longer.

Empowerment of Women

Definitions and Concept

The World Bank defines women's empowerment as "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 defines it as "the process by which women gain power and control over their own lives and acquire the ability to make strategic choices."

10 ways to support Women's Empowerment

Adapted from : <http://www.readglobal.org/blog/126-10-ways-to-empower-women>

1. Create a safe space
2. Support independence and mobility
3. Teach women to read
4. Increase savings and income
5. Teach job skills and seed businesses
6. Build self-esteem and confidence
7. Boost decision-making power
8. Impact health
9. Build networks
10. Create public leaders

Action Planning

What can I (we) do about it ?

How can I (we) encourage gender equity in my organization?

Course Evaluation

The information you provide in the following evaluation will serve to improve further sessions. Please take the time to provide honest feedback.

For each item, circle the most appropriate number on the scale 1 2 ③ 4 5

Circle a 1 for poor, a 5 for excellent

Poor

Excellent

1. This course met its objectives

1	Define the main concepts of gender	1	2	3	4	5
2	Discuss the status of gender equity in Mongolia	1	2	3	4	5
3	Discuss and explain gender differences in communication	1	2	3	4	5
4	Discuss and explain gender differences in the workplace	1	2	3	4	5
5	Discuss and explain gender differences in leadership	1	2	3	4	5
6	Discuss and explain gender differences in in conflict	1	2	3	4	5
7	Demonstrate a commitment to gender equity by committing to action to empower women	1	2	3	4	5
8	Outline the steps in achieving gender equity	1	2	3	4	5
9	Define and discuss the empowerment of women	1	2	3	4	5
10	Define and implement gender mainstreaming	1	2	3	4	5

Comment:

2. The content was relevant to me in the workplace 1 2 3 4 5

3. The workshop was informative 1 2 3 4 5

Comment:

- | | | | | | |
|--|---|---|---|---|---|
| 4. The course was well organized | 1 | 2 | 3 | 4 | 5 |
| 5. The course contained sufficient information | 1 | 2 | 3 | 4 | 5 |
| 6. The pace of the session was appropriate | 1 | 2 | 3 | 4 | 5 |
| 7. The course offered enough opportunity for participation | 1 | 2 | 3 | 4 | 5 |

Comment:

- | | | | | | |
|---|---|---|---|---|---|
| 8. The participant's manual had useful information | 1 | 2 | 3 | 4 | 5 |
| 9. The participant's manual was well organized | 1 | 2 | 3 | 4 | 5 |
| 10. The participant's manual was clear and easy to follow | 1 | 2 | 3 | 4 | 5 |

Comment:

- | | | | | | |
|--|---|---|---|---|---|
| 11. The facilitator was well prepared | 1 | 2 | 3 | 4 | 5 |
| 12. The facilitator was sensitive to participant needs | 1 | 2 | 3 | 4 | 5 |
| 13. The facilitator was knowledgeable | 1 | 2 | 3 | 4 | 5 |

Comment:

Thank You!