



Country Gender Assessment (CGA) in Mongolia – Process and Preliminary Findings

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Content

- Process (timeframe and role of GS)
- Key CGA Findings
 - Demographic/health gender gaps
 - Employment and labor market
- Implications for ADB Country Gender Strategy (for CPS)

Steps of CGA preparation and consultation and GS Role

2005 CGA (of 2003-04 but based on 2002 and prior data)

Update 2008 CGA (2004-2007):

July –Aug 08 – consultants hired and field visit

Oct 31 08 – complete draft CGA

Nov 7 08 – consultation

Dec 08 – final draft CGA by int'l consultant

Feb–Jun 09 – rewriting by national consultant and GS

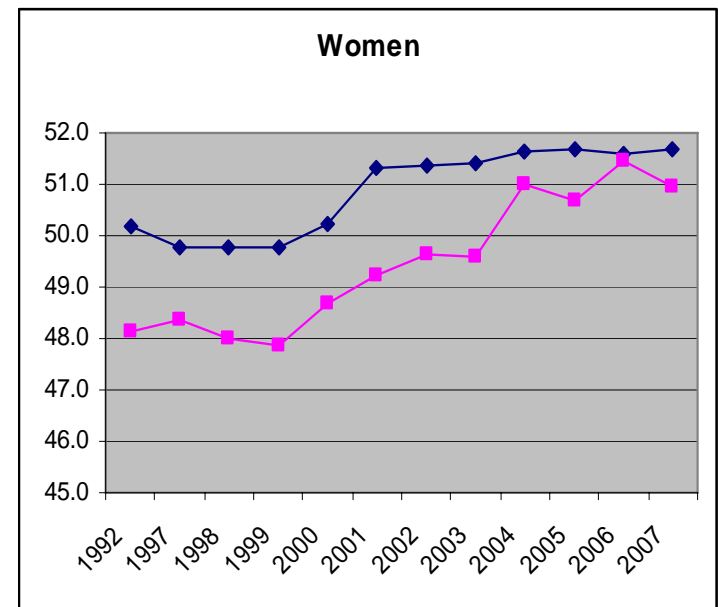
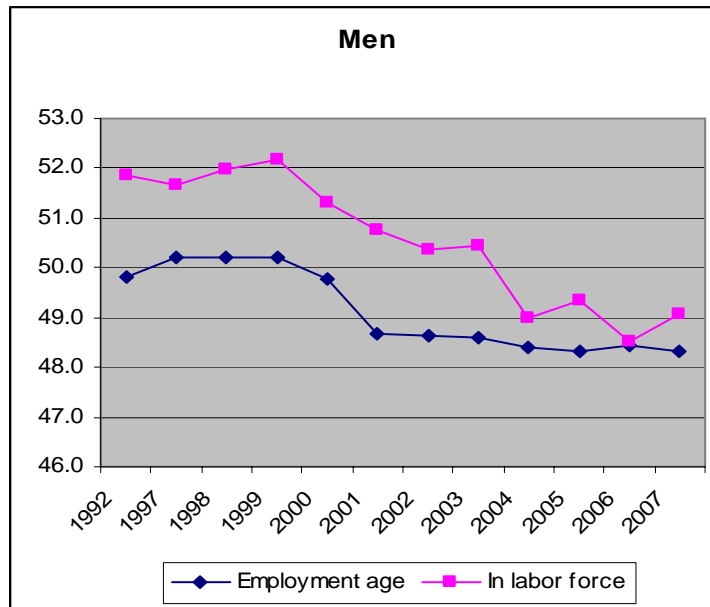
GS role:

- Identify donors and GoM agency (forming steering committee, planning and budgeting) – started in late 2007
- Develop an outline (incl. additional studies, priorities)
- Agree on roles and activities with SDC
- MNRM funding (MfDR : \$20K – IC and \$5K – emp't stats ana)
- Coordinate and oversee the whole process on daily basis
- Also substantive: preliminary CGA as well as (write and edit)

Demographics and health – gender issues

- Life expectancy - the gender gap increased from 5.7 to 7.1
- The share of working age men is decreasing sharply (WWII ratio), high male mortality due to external factors, specific diseases, suicide
- Disability prevents 7.3% of the total workforce from working and men make up 53.5%
- Resulting in burden on women, FHH who under the limited job opportunities are forced to:
 - Migration (for marriage, exploitative jobs, sex work, trafficked)
 - informal sector – never graduate to SME; ninja mining
 - reliance on child labor
 - prostitution
- Maternal and child health MDGs are improving
- But women and children's health remain a concern, particularly in remote areas: some provinces consistently show 4 times higher MMR and 45-80% higher IMR

Men's economic activity is low



Mongolia's LFP rate (64.2) is lower than the world average (65.7) and significantly lower than in East Asia (74.6).

Primarily b/c of substantially low economic activity of men (65% compared to 79% in the world and 81.5% in the region).

Female LFP at 63.2% in 2007 is higher than the world (52.5%) and lower than the regional (67.4%) averages.

Employment and labor market

- **Growth sectors** (3 sectors, >40% GDP):
 - only 1/10 of workforce, mostly male: 13% of men, 7.7% of women
 - Gender gaps in wages are highest (76-84% of men's salaries) and steadily increasing
 - Labor safety is poorest: 52% of accidents, 72% of all fatalities and 41% of disabilities; 90% of affected are men
- **Public sectors** - 15% of all employed - 60% are women - Salary higher than in mining
 - Gender gaps sharply increased: 100-160% except in education (ave. 94%)
- **Other sectors:** low return on labor, predominantly female, wage gaps are lower
 - > Employed are poor (3/4 of poor are employed)



Gender gap in wages

Women get less than men, even for comparable jobs.

Women's salaries are on ave. less:

- by 21% as managers,
- by 19% as specialists, and
- by 30% as engineers.

Gender gap in wages is common:

- in public agencies 9 - 14% less;
- in SOEs - 15% less (20% in 2007);

And tends to increase.



Gender Gap: Unemployment

National statistics: 2.8%: women 3.2% and men 2.5%
Labor force survey: 11.3%: women 11.4% and men 11.2%.

Women's unemployment (2007 vs 2004):

- 14% (12%) higher than national level
- 28% (22%) higher than among men

56.8% (54%) are registered unemployed women

Unemployment among higher educated increased by 16% while for lower educational levels it was consistently decreasing (2004-2007). (Women comprise 59% and 65% of people with upper secondary and higher education.)

Labor policies and programs remain unspecific to these realities

Other constraints

- Formal job opportunities are biased against:
 - women (only 37% to Korea; 38% second jobs)
- Discrimination is explicit in hiring (age, sex, appearance, skills);
- Common in asset registration:
 - 58% in husband's name,
 - 34% in woman's name – FHH
 - 8% - of all family members.
- Ban of certain jobs for women is widely practiced:
 - even in hiring of engineers, generally no direct heavy physical labor and is effectively taken advantage by employers.
- Early retirement of women with many children:
 - women under 50 compose 10% of all retired women
- Poor awareness of discrimination
- Absence of complaint mechanism



Implications for ADB Gender Strategy

1. Take into account the Mongolia specifics with all its complexity
2. Support the generation of right sex-disaggregated data
3. Technical assistance on development of sector capacities for analysis and effective use of data
4. Involve civil society, esp. women's groups in beneficiary outreach, IEC and implementation
5. Strengthen infrastructure ministries' ability to prioritize investment opportunities likely to generate more visible benefits and impacts on women;
6. Develop capacity of GoM agencies how to identify and mitigate the social/health risks and to effectively coordinate among various agencies;
7. Support training and direct financing of women's businesses and entrepreneurs;
8. Increase incentives for socially-inclusive and gender-responsive private sector development.



Thank you!