

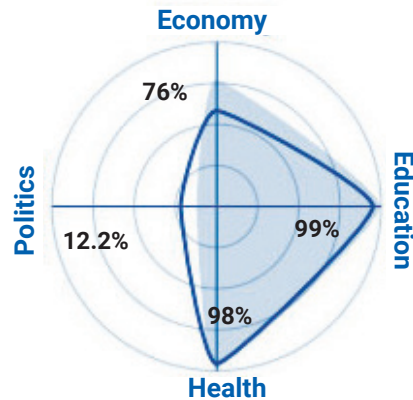
# GENDER EQUALITY IN MONGOLIA

(As of 2021)

Mongolia's state policy on gender equality aims to create conditions for equal opportunities and equal treatment for men and women, as well as for the prevention and elimination of gender discrimination.

## 1. MONGOLIA IN THE LIGHT OF INTERNATIONAL GENDER INDICES

According to the World Economic Forum's Global Gender Gap Report 2021<sup>1</sup>, Mongolia ranks 69th out of 156 countries with a score of 0.716 and the Global Gender Gap Index (GGGI), benchmarks the evolution of gender-based gaps among four key dimensions (Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment).



2021

### Global Gender Gap Index

	69	0.716
Economic participation and opportunity	23	0.769
Educational attainment	73	0.993
Health and survival	1	0.980
Political empowerment	116	0.122

— Mongolia score  
— Average score

<sup>1</sup> [https://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](https://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

2020



Gender development index

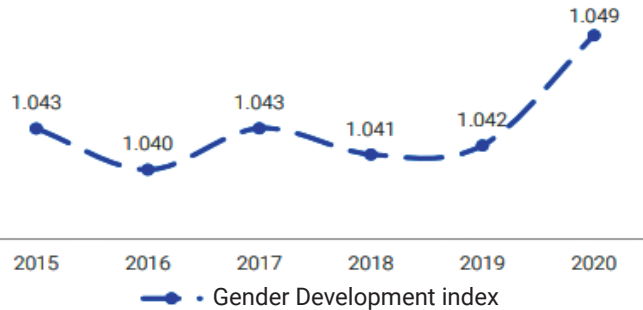
1.049



Gender Inequality Index

0.286

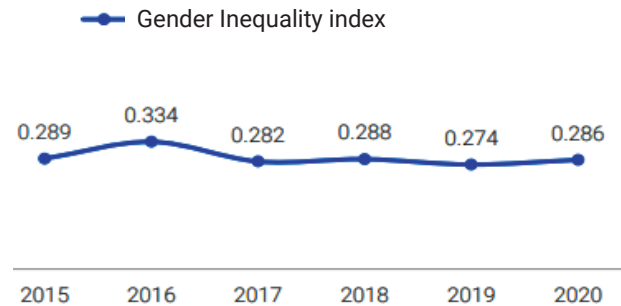
### Gender Development Index 2015-2020



The Annual Human Development Report calculates a country's gender development index, which reflects the results of a country's gender legislation and actions. The GDI for Mongolia is reached 1,049 in 2020, an increase of 0.006 points compared to 2015.

### Gender Inequality Index

Mongolia's gender inequality index reached 0.286 in 2020, a decrease of 0.003 points compared to 2015 (0.289).

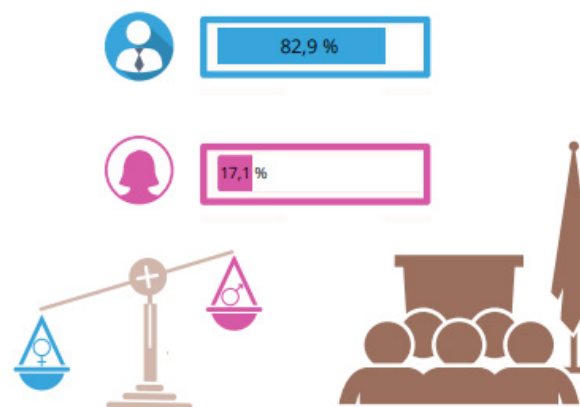


In Mongolia, gender equality and the Sustainable Development Goals- 2030 cannot be achieved due to insufficient political representation and under-representation of women in the workforce. For example, the proportion of women (51.8 per cent) in the labour force is 15.0 percentage lower than that of men (66.8 percent). This demonstrates the gender gap in women’s employment opportunities as well as wages and incomes.

### Percentage of women in parliament

	Total number of candidates	Number of women candidates	Number of men
1992	293	4	289
1996	302	8	294
2000	602	9	593
2004	244	5	239
2008	256	66	190
2012	544	174	370
2016	498	129	369
2020	606	151	455

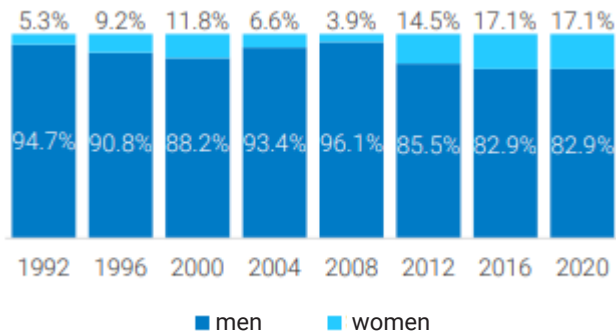
### The elected parliamentarians in 2020 by sex



Women make up 51% of Mongolia’s electorate and actively participate in elections. However, their representation in Parliament is only 17.1% and, 7.6% lower than the world average.

The source: The General Election Commission of Mongolia

### The Mongolian Parliamentarians ( by sex and the election years)

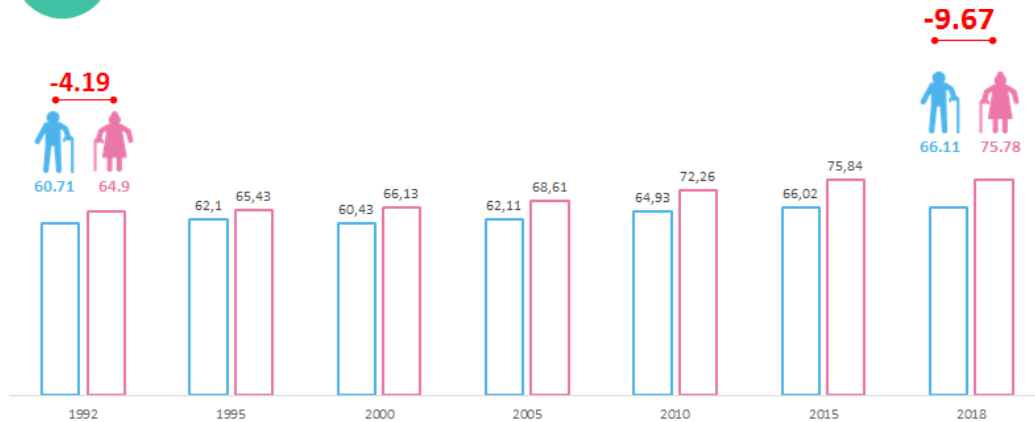


As of 2020, 17.1 percent of parliamentarians are women, which indicates that the representation of women in political decision-making is insufficient. Increasing women’s representation and participation in political decision-making can improve social issues. The source: The General Election Commission, Election Results of the State Great Hural of Mongolia, National Statistical Office

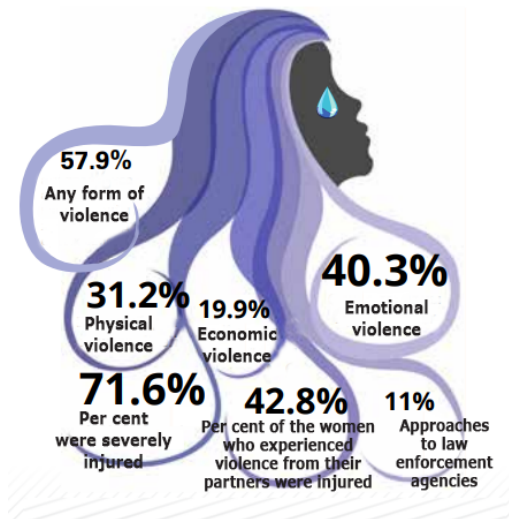
Additionally, men’s life expectancy is 9.67 years lower than that of women, which poses a serious problem.

9.7

The life expectancy gap between men and women has increased from 4.19 in 1992 to 9.67 with an increase of 2.3 fold in 2018, which is a serious issue that needs to be addressed at a policy level.



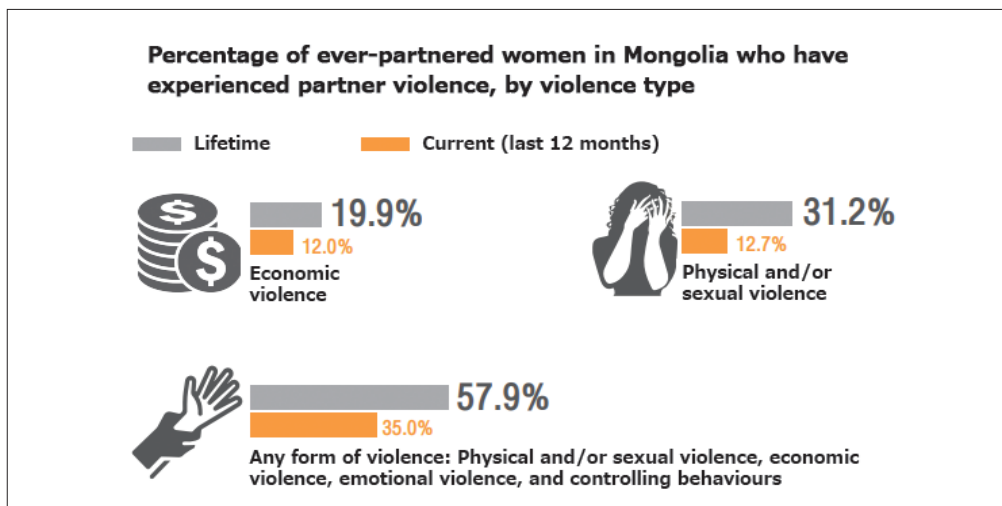
Source: Baseline study on “Life expectancy gap between men and women” published by NSO and National Committee on Gender Equality



## Prevalence of gender-based violence

There has been no decrease in gender-based violence, including domestic violence. The first survey conducted in Mongolia in 2017 found that 29.7% of ever-partnered women have been physically abused and 17.3% have been abused by others. One in three Mongolian women (31.2%) has experienced physical or sexual abuse in their lifetime. In the family, for example, six out of ten women (57.9%) were abused by their spouse during their lifetime.

Source: "2017 National Study on Gender-based Violence in Mongolia", Summary statistics on "Domestic Violence", General Police Department



## 2. POLICY, LEGAL AND INSTITUTIONAL FRAMEWORKS FOR PROMOTION ON GENDER EQUALITY

### A. LEGAL AND POLICY ENVIRONMENT FOR PROMOTING GENDER EQUALITY

- The principle of equal treatment of men and women was proclaimed in the first Constitution of 1924 of the Mongolian People's Republic, and is carried on by the fourth, 1992 Constitution with wider dimensions of human rights and freedoms which provided the conceptual framework for the Law on the Promotion of Gender Equality adopted in 2011.
- The Mid-term strategy and Action Plan for implementation of the Law on Promotion of Gender Equality have been approved by the Government of Mongolia for the periods of 2013-2016, and National Programs on the Promotion of Gender Equality have been approved for the periods of 2002-2015 and 2017-2021.
- There are five programs completed within the Policy-Based Planned Action Framework in the area of gender equality, including the 1996 National Program for the Advancement of Women.
- Since 2013, the work on the localization of the country's gender equality has been ongoing. Currently, gender-responsive policies and gender sub-programs have been developed and are being implemented in 12 sectors, 21 aimags (provinces), Ulaanbaatar- the capital city and eight of the nine districts of Ulaanbaatar.
- For the completion of the National Program on Gender Equality, a "Strategic Action Plan for Promoting Gender Equality (2022-2031)" is being developed and is expected to be approved in the first quarter of 2022.

**Mongolia is a party to the following international instruments promoting gender equality.**

Date of accession	Convention
1965	<ul style="list-style-type: none"><li>• Convention on the Political Rights of Women (1952) /adopted on 20 December 1952, and came in force from 7 July, 1954 /</li></ul>

1969	<ul style="list-style-type: none"> <li>• ILO, Equal Remuneration Convention No.100 (1951) / adopted on 29 June 1951, and came in force from 23 May, 1953 /</li> <li>• ILO, Maternity Protection Convention No.103 (1952)/ adopted on 28 June 1952, and came in force from 7 September, 1955 /</li> <li>• ILO, Discrimination (Employment and Occupation) Convention No.111 (1958)/adopted on 25 June 1958, and came in force from 15 June, 1960 /</li> </ul>
1974	<ul style="list-style-type: none"> <li>• International Covenant on Civil and Political Rights (1966) / <i>adopted by United Nations General Assembly Resolution 2200A (XXI) on 16 December 1966, and came in force from 23 March 1976</i></li> <li>• International Covenant on Economic, Social and Cultural Rights (1966)/ adopted by the United Nations General Assembly on 16 December 1966 through GA Resolution 2200A (XXI), and came in force from 3 January 1976. /</li> </ul>
1981	Convention on the Elimination of All Forms of Discrimination Against Women (1979)/ adopted by United Nations General Assembly Resolution 34/80 on 18 December 1979, and came in force from 3 September 1981

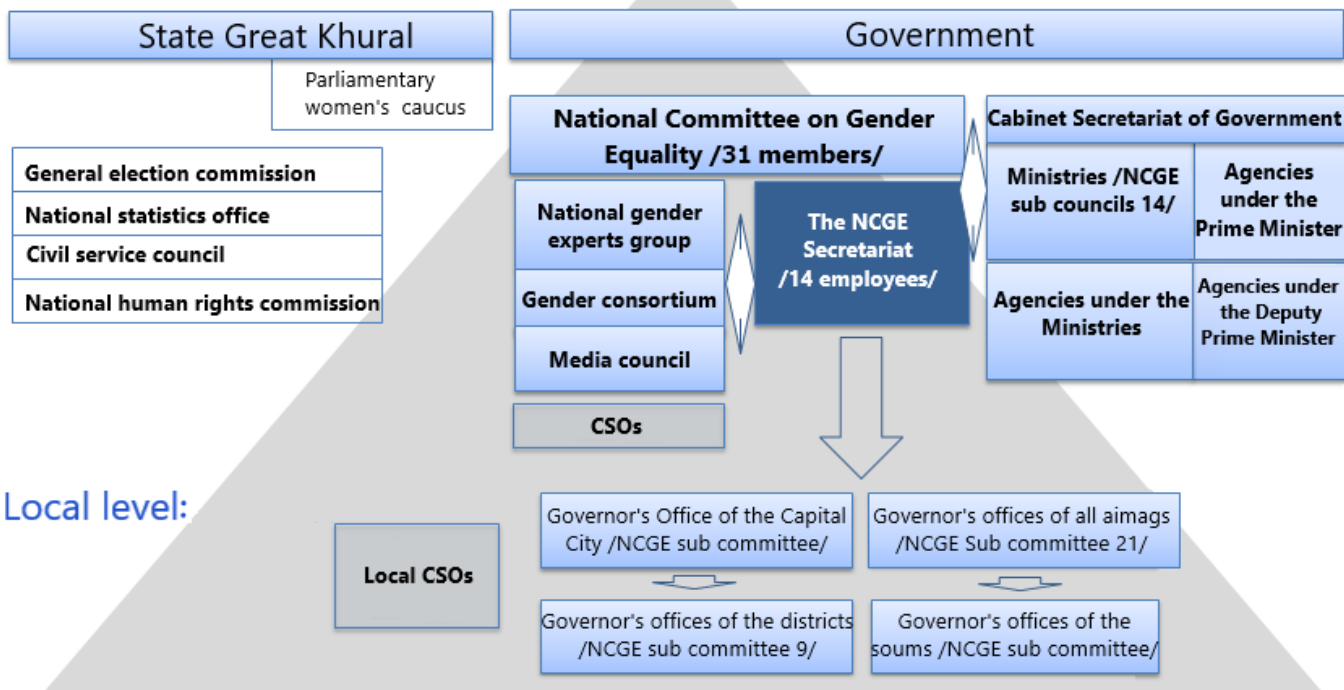
## B. MANAGEMENT AND ORGANIZATION FOR PROMOTING GENDER EQUALITY

As gender relations extend across all areas of social life, the Beijing Action Plan emphasized the need to incorporate the activities of different sectors and social stakeholders into the national system for gender equality. National Committee on Gender Equality, headed by the Prime Minister of Mongolia, was established by the Government of Mongolia in Resolution No. 107 of April 28, 2021. It is an example of the world's most effective practice of a cross-sectoral policy consultation and coordination body consisting of 31 organizations, 9 state secretaries from general and line ministries, representatives of other nine public institutions, and 13 non-governmental organizations.

The National Gender Committee has 31 gender sub-committees in 21 aimags, the capital city and nine districts of the capital city, as well as sub-councils in 14 central government organizations (ministries). The Secretariat of the Committee has 14 employees, 14 in central government and 31 in rural areas. Along with their primary duties, the specialists serve as secretaries of gender sub-councils and committees

### National mechanism on promotion of gender equality

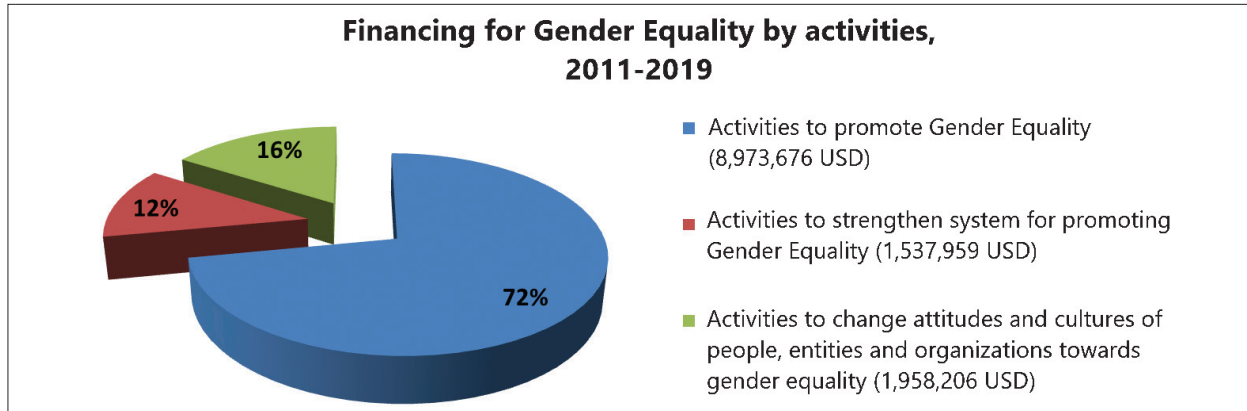
#### National level:





### 3. FINANCING FOR GENDER EQUALITY

Since the adoption of the Law on Promotion of Gender Equality, USD 12,469,841 has been invested in 2011-2019, of which USD 452,000 or 3.6 percent was allocated from the state budget and 96.4 percent came from the Official Development Assistance partners.



*Source: Overview of projects, programs, and funding implemented in the framework of multilateral and bilateral cooperation in Mongolia in 2011-2019*

#### Financing in 2019-2021 (million MNT)

	State budget (Prime Minister's portfolio)	Local financing	Official Development donor assistance partners
2019	706.8	766.1	232.2 (The Secretariat of NCGE)    464 (The sectorial ministries)
2020	555.9	478.4	489.0 (The Secretariat of NCGE)
2021	350.7	-	279.1

## 4. PARTNERSHIPS AND COOPERATION

The organizations that promote gender equality in Mongolia, including the Secretariat of NCGE have developed a broad partnership with local and foreign governmental and non-governmental organizations and a strategy for achieving the SDGs in line with the concept of gender equality. As part of its policies and activities, the Secretariat cooperates with the United Nations system organizations, including international financial institutions, and official development assistance partners and bilaterals.

The National Committee on Gender Equality approved its action plan for 2021-2023 at its regular meeting held on March 5, 2021. These actions include:

- I. To enhance women's economic empowerment and employment opportunities and jobs;
  - II. To become a nation that respects human rights and refrains from torture in the course of criminal investigations;
  - III. To promote good governance by increasing women's participation in decision-making, eliminating corruption and bureaucracy in the public service, and promoting women's leadership;
  - IV. To conduct a study on sexual harassment in government workplaces by a professional organization and to eradicate it; and
  - V. To improve the health, well-being, knowledge, attitudes, and practices of boys, and develop and implement development plans for them.
- By Decree No. 77 of the Prime Minister of Mongolia dated March 25, 2021, a "Policy Council" was established under the National Committee on Gender Equality to provide strategic support and advice on defining and implementing development policies to promote gender equality. The council is composed of 13 women members of Parliament and female cabinet members, as well as the advisors to the Mongolian President, Speaker of Parliament, The

Prime Minister, and the leaders of the women's associations affiliated with the parliamentary parties.

/The decree can be found at 'Legal document' section for [www.ncge.gov.mn](http://www.ncge.gov.mn) /

- Upon the ten-year anniversary of the adoption and implementation of the Law on Promotion of Gender Equality, the Secretariat of NCGE conducted an impact assessment of the law in collaboration with the National Group of Gender Experts, the research and advisory organizations and submitted its findings to the relevant authorities.

/The assessment report can be found at [www.legalinfo.mn](http://www.legalinfo.mn) as well at 'Publication' section for [www.ncge.gov.mn](http://www.ncge.gov.mn) /

- The survey, entitled "Gender Analysis in the Livelihoods of Young Herders", was part of a technical assistance project conducted jointly by the Ministry of Food, Agriculture and Light Industry and the Asian Development Bank with the support of the Japan Fund for Poverty Reduction and its results and recommendations of the study have been presented at the national level.

/The survey report can be found at 'Publication' section for [www.ncge.gov.mn](http://www.ncge.gov.mn)/

- In partnership with The Independent Research Institute (IRIM) with the support of the "Strengthening women's economic empowerment" project by the Asia Foundation supported by Global Affairs Canada, the study entitled "Covid-19 Impact Assessment on Micro and Small-scale Women Business Enterprises in Mongolia" was conducted and its findings and recommendations were presented at the national level.

/The research report can be found at 'Publication' section of [www.ncge.gov.mn](http://www.ncge.gov.mn)/

- A national conference entitled "GENDER AND DEVELOPMENT-2021" was held on November 9, 2021, with the support of the Asian Development Bank and the Government of Japan. Considering this to be an important way to achieve Mongolia's Sustainable Development Goals, more than 400 participants attended the forum's three panel discussions and its recommendations were presented to the relevant parties.






/The recommendations can be found in the "Publication section" of the [www.ncge.gov.mn](http://www.ncge.gov.mn)/


- Guidelines for the prevention and protection of sexual harassment in the workplace and the resolution of related complaints within the organization's internal labour regulations were developed for the management, at all levels of public institutions, as well as for non-state legal entities and employers.

/The guidelines can be found at 'Publication' section of [www.ncge.gov.mn/](http://www.ncge.gov.mn/)


- In foreign cooperation, the Secretariat of NCGE works closely with the United Nations, its specialized agencies, the Asian Development Bank, the World Bank, and other development partners. A quarterly meeting of international development partners on gender issues has been organized since the 4th quarter of 2019 by the Secretariat of NCGE in collaboration with the Ministry of Foreign Affairs. Through the exchange of information and ideas, the meeting contributes to ensuring the coherence of gender projects and programs, the rational use of funding, and the support of the implementation of the state policies on promotion of gender equality.
- In cooperation with international development organizations, the NCGE Secretariat implemented the following major projects in 2019-2024. These include:
  - Technical Assistance for Moving Gender Equality Forward through Civil Society Engagement” project supported by the Asian Development Bank / 2019-2021/;
  - Technical assistance project entitled “Combating Gender-based Violence in Mongolia” supported by the Swiss Agency for Development and Cooperation and the United Nations Population Fund /2020-2023/;
  - “Strengthening women’s economic empowerment” project implemented by the Asia Foundation supported by Global Affairs Canada, /2020-2024/.
  - The EBRD’s Central Asia “Women in Business” Project /2021-2024/; and
  - “Promoting Gender Equality in Public Decision-Making and Women’s Empowerment in Mongolia” project implemented by UNDP and supported by KOICA /2021-2024/.

- NCGE has been cooperating with members NGOs and other human rights and development organizations in the following areas:
  - To conduct gender analysis, including gender baseline studies within the civil service;
  - To develop and implement gender policies and programs and monitor and evaluate them;
  - To Improve the legal policy environment for promoting gender equality and developing the training system;
  - To provide training and advocacy to increase women’s participation in political, social and cultural spheres, including decision-making;
  - To combat gender-based violence, including workplace sexual harassment; and
  - To introduce the concept of gender mainstreaming into the policies and activities of local self-governing organizations.
- The publication of guidelines, sample templates, methods and research aimed at strengthening national capacity for gender equality in government and society, as well as providing methodological guidance for implementation of gender equality policies for 2020-2021:


Nº	List of publications by the Secretariat of NCGE
	Guidelines for the prevention and protection of sexual harassment in the workplace and the resolution of related complaints within the organization’s internal labour regulations for the management, at all levels of public institutions, as well as for non-state legal entities and employers
	Methodology for participatory monitoring and evaluation in local gender sub-programs
	Methodology for participatory monitoring and evaluation in sector gender-responsive policies
	Current situation on gender equality / as of the latest data /
	Gender-responsive planning and budgeting

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-  Developing and implementing a gender plan


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  -  Local best practices on gender


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  -  Guidelines on effective gender mainstreaming for Gender Sub-Committees at the local level


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  -  Sample procedure on composition of gender sub-councils and working guidance


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  -  Sample procedure on composition of gender sub-committees and working guidance


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  -  Introducing the concept of gender mainstreaming into the policies and activities of local self-governing organizations.


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  -  Guidelines for Gender-responsive and ethical journalism / Guidelines for Editors /


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  -  ToT module on engaging boys and men in prevention of gender-based violence


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  -  Gender studies №3-4


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  -  A guide for small, medium and micro businesses


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  -  Gender and social work / module training manual for universities for preparing social workers /


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  -  Gender-responsive journalism

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  -  The survey, entitled “Gender Analysis in the Livelihoods of Young Herders”

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  -  Covid-19 Impact Assessment on Micro and Small-scale Women Business Enterprises in Mongolia

/All publications can be found in the “Publication section” of [www.ncge.gov.mn/](http://www.ncge.gov.mn/)

## 5. GENDER STATISTICS

Indicators, nationally	Female	Male	Source date
1. Total population	1 708 563	1 648 979	2020
2. Single parents	70 304	16 221	2020
3. Number of births	37 872	39 844	2020
4. Number of deaths	6 602	10 438	2020
5. Average longevity	76.22	66.71	2020
6. Leading causes of mortality (selected)			2020
Cardio-vascular diseases	2 251	3 280	
Cancer	2 037	2 545	
Accidents, poisonings, other certain unintended injuries	5 57	2 270	
Respiratory diseases	519	654	
Digestive system diseases	228	327	
7. Number of employees aged 15 and above	555 320	633 120	2019, Quarter IV
8. Employment rates	46.8%	61.6%	2021, Quarter I
9. Unemployment rates	7.1%	8.3%	2018
10. Employee monthly average wages	1 212.8 thousand tugriks	1 439.9 thousand tugriks	2021 Quarter 2
11. Frequency and severity rates of occupational injuries			2016
Fatal occupational injuries	1%	9.1%	
Non-fatal occupational injuries	36.6%	61.8%	
12. Pre-school educational enrolment rate	81,5%		2019
13. Day students at secondary (primary, middle and higher) schools	319 900	320 500	2019
14. Students at technical vocational schools	15 547	22 259	2019
15. University and college students	89 463	57 830	2020
16. Crime victims (adult)	13 205	15 979	2019
17. Members of parliament	13	63	2020

18. Cabinet members (ministers)	4 (quota fulfilled)	10	2021
19. Vice Ministers	2	12	2021
20. Ministerial State Secretaries	2	12	2021
21. Government agency directors	3	33	2020
22. Ministerial department, division and bureau directors	35% (квот хангагдсан)	65%	2020
23. Chairs of Citizen Representatives Khurals (provincial and capital city assemblies)	2 9.1%	20 90.9%	2020
24. Chairs of Duureg Citizen Representatives Khurals (capital city district assemblies)	2 22.3%	7 77.7%	2020
25. Chairs of Soum Citizen Representatives Khurals (provincial district assemblies)	53 16.1%	277 83.9%	2020
26. Governors (aimags and capital city)	0	22	2020
27. Deputy Governors (aimags and capital city)	8 19.1%	34 80.9%	2020
28. Head of the governor's office (aimags and capital city)	4 18.2%	18 81.8%	2020
29. District Governors (capital city districts)	1 11.2%	8 88.8%	2020
30. Deputy District Governors (capital city districts)	6 33.4%	12 66.6%	2020
31. Head of the governor's office (capital city districts)	1 11.1%	8 88.9%	2020
32. Soum Governors (provincial districts)	35 11.0%	295 89.0%	2020
33. Deputy Soum Governors (provincial districts)	51 15.5%	279 84.5%	2020
34. Gender Development Index	0,767	0,731	2020
35. Gender Inequality Index	0,286		2020

Source: Report 2020 of the Civil Service Council of Mongolia, National Statistical Office's 1212.mn site, NCGE Secretariat, UNDP Human Development Report 2019