



**NATIONAL COMMITTEE  
ON GENDER EQUALITY**

## **29<sup>th</sup> OSCE Economic and Environmental Forum**

“Promoting comprehensive security, stability and sustainable development in the OSCE area through women’s economic empowerment”

### **SECOND PREPARATORY MEETING**

Sweden, 10-11 June 2021  
Venue: via Zoom

**Session I:** Economic empowerment of women as an important element in promoting comprehensive security, stability and sustainable development in the OSCE area, and the role of relevant stakeholders in achieving this goal

**Presentation by Mr. Munkhbat Nyamaa, National Gender Expert, NCGE, Mongolia**

Mr. Moderator,

Promoting gender equality and women’s economic empowerment is essential for the collective security and sustainable development of all participating States in the OSCE area. Despite significant progress made in advancing gender equality over the past decades, low participation of women in public and corporate decision making, inequities in access to financial and economic resources and exposure to violence and abuse are prevalent in most societies across the area. In this regard, review of public policies and normative frameworks are critical in both measuring progress and in setting robust and targeted social programmes, mechanisms and incentives to attain gender equity in the economic sphere.

The Government of Mongolia has established legal instruments for periodic reviews of national legislation that encompasses human rights, gender equality and environmental impact dimensions.

Earlier this year, the National Committee on Gender Equality (NCGE) commissioned an impact assessment report performed by an independent research organization on the implementation of the Law on Promoting Gender Equality (2011).

The report found that since the adoption of the statute: (i) general public perception on gender equality improved; (ii) with legal frameworks endorsing involvement of civil society organizations in public life their participation significantly expanded; (iii) policy support systems for promoting gender equity established; (iv) gender equality principles in national legislation encompassed and guaranteed; and (v) gender equality in the economic sphere advanced.

Notwithstanding the positive gains made during the review period, the impact assessment report construes on a “below medium” outcome against declared policies and goals of the statute for the past decade, and on significant efforts further required by public agencies to promote gender equality, including in the economic sphere.

In particular, the assessment report identified several shortcomings that could be clearly addressed by duty bearers: (a) public agencies do not sufficiently disaggregate customer data by sex, which leads, for instance, to the inability to identify SME ownership by gender; (b) public procurement laws and processes do not explicitly prohibit gender discrimination or encourage equal opportunities; (c) policies and practices to adopt gender-sensitive budgeting, which were generally acknowledged as means for equitable allocation of economic resources, remain at their preliminary stage.

In terms of economic empowerment of women, the writers of the independent report propose 14 recommendations that could be broadly grouped into 4 policy directions in decision making: (a) improve systems for producing, collecting, analyzing and applying sex-disaggregated data; (b) establish rules and processes for gender-based assessment and analysis; (c) develop gender-sensitive budgeting practices; and (d) adopt affirmative action policies to promote women entrepreneurships.

At present, the Secretariat of the NCGE is working towards both disseminating findings and recommendations of the independent report and setting stage for policy dialogue and consultations to advance implementation of the law on gender equality, as well as using the report as a supplementary tool to raise public awareness on wage gaps, barriers to specific professions, gender stereotypes, toxic masculinity, harassment in workplace and other impediments.

While drawing a broad overview on the economic empowerment of women in my country, using the findings of the independent report, I would like to stress the importance of periodic legislative reviews as means to advance gender equality. The role of relevant stakeholders – their mandates, duties and responsibilities – are prescribed at large in statutes and other normative acts. To this end, reviews of legislation enabling economic empowerment of women are imperative to ensure that the overall framework is intact, that the rules are adequate for the performance of all stakeholders, and that the processes put in motion reach intended goals.

Among other, such review practices stimulate renewed social dialogue, while serving as a reference point to raise matters related to wage gaps, recruitment and promotion practices, work-life balance, new skills training, access to financial services, extended and paid parental leave and job retention, child care allowances and other important aspects in promoting better working conditions for women through the proceedings of national-level tripartite committees and other mechanisms.

In recent years, the business community in Mongolia, within their corporate social responsibility practices, is ever more attending issues related to the economic empowerment of women through higher education and ICT skill scholarships, media events promoting role models, networking and mentorship programmes, banking products and other opportunities and initiatives. Businesses are becoming aware and taking measures to prevent risks associated with human trafficking, money laundering, sexual harassment and other crimes. Requirements for gender, environmental and social impact assessments and reporting are gradually imposed on regulated industries.

The civil society in Mongolia is an active and leading player in advancing gender equality and promoting economic empowerment of women, at times serving as a bridge to advocate gains in gender equity, and awareness, in between change of government. By and large, most human rights NGOs are founded and led by women activists, who engage in diverse fields from conducting awareness raising campaigns to initiating public interest litigation, from piloting gender training programmes to prompting administrative amendments that bring about change in the economic empowerment of women.

Last but not least, public private partnerships involving women-led NGOs has been critical in addressing domestic violence in disadvantaged groups though establishing and running of safe shelters, providing help hotlines, conducting behavior change communication programmes and providing small grants to victims for gaining economic independence.

Thank you for your attention.