STATEMENT
UPR Pre-session on MONGOLIA
Geneva, 03.10.2019
Delivered by: MONGOLIAN WOMEN’S EMPLOYMENT SUPPORT FEDERATION

1- Presentation of the Organization

This statement is delivered on behalf of Mongolian Women’s Employment Supporting Federation (MWESF), a not-for-profit, independent, non-partisan, research and advocacy organization set up to advance and protect human rights in Mongolia. MWESF has participated in UPR processes at the national level since 2014.

2- National consultations for the drafting of the national report

The Attorney-General’s Department led inter-ministerial consultations for the development of the National Report. The said process included consultations with Civil Society Organizations (CSOs). CSOs during the development of their various alternative reports invited the Commission on Human Rights and Administrative Justice to participate in consultations for the development said reports.

3- Plan of the Statement

This statement addresses the following issues:
(1) Mothers economic rights (2) Women’s labor rights (3) Policy and program do not support SDG 5 and 8

4- Statement

I. Mothers economic rights.

A. Follow-up to the first review

During the previous review 7 general recommendations were provided by other countries regarding women’s economic equal participation and labor rights in Mongolia; however, the Government of Mongolia had not taken any actions to implement the recommendations from Venezuela, Spain and Slovenia. Economic inactivity, employment opportunities, and unemployment are increasing due to the fact that women are caring for young children, disabled people and the elderly. About 30% of women of reproductive age (20-44) are unemployed and economically inactive. This puts them at risk of becoming incomeless and financially vulnerable to family and economic abuse.

B. New developments since the first review

The Mongolian government has many welfare police and programs for mothers and children. But they do not support mother’s participation in social and economic life. The “Salary Moms” Program has declined participation of mother in the economy, just sustaining them to stay at home without work.

C. Recommendations

In order to address the issues faced with women, we propose the following recommendations to the Government of Mongolia:

a. Take special measures to effectively improve reproductive-age women economic activity, ensure employment rights and create a proper employment

b. Create decent employment opportunities through policies and actions meeting the different needs of men and women engaging with private sectors.
II. Women’s labor rights

A. Follow-up to the first review

The recommendations made from the previous discussions to challenge change stereotypes, improve the quality of life of vulnerable people, and encourage equal participation of women in politics have not been implemented effectively for example non-discrimination recommendations of Uruguay, the Czech Republic, and Slovenia have not been implemented at all.

Workplace sexual harassment violence and women’s unpaid working hours are increasing.

B. New developments since the last review

A case has been registered that a high-profile official of Mongolia committed a workplace sexual abuse in a foreign country. Subsequently, the issue was widely discussed in the community, and an accountability provision has been adopted in the Law of Infringement. However, the amendment to the Law on Labor has not been finalized. 1 of each 3 women are have violence WSH in Mongolia.

C. Recommendations

In order to address the issues faced with women’s, we make the following recommendations to the Government of Mongolia:

a. **Immediately adopt the Law on Labor** by ensuring employers do not undermine labor rights. Prohibit all forms of discrimination and incorporate accountability issues into the Law and **raise public awareness of the Law with CCO’s**

b. Consider workplace sexual harassment a crime as it was before, **establish an effective mechanism** for filing grievances, organize and finance preventive measures

III. Employment policies and activities do not support SDG 5 and 8

A. Follow-up to the first review

Few countries provided recommendations in employment and economic participation of women; however, the Government has not been specifically targeted in this area. Gender-based policies were adopted in the sectors of population, labor and social welfare, they were not implemented; sector specialists have weak gender sensitivity and methods for implementing policies are not clear. Women are increasingly economically inactive due to care for children, elderly and disabled people.

According to the gender ratio survey of workers in the 5 highest salary sectors and 5 lowest salary sectors conducted by the National Statistical Office, 70% of workers in the highest salary sectors are men, while 70% of workers at the lowest salary sectors are women.

In the last 3 years, the average wage of women has been decreasing in comparison to men’s wages. Women’s wages were 88.74% of men’s in 2016, 83.57% in 2017 and 82% in 2018.
B. New developments since the last review

Employment policy is not gender responsive. The Ministry of Labor and Social Protection reported in UPR National report that equal and open access to employment policies and activities does not belong to who is man or woman.

According to the Mongolian labor force survey, the number of unpaid work hours of women was 4.3 in 2015. Among 100 self-employed women in trading, 31.5% of them did not have an employment contract and 31.4% responded that they exchanged documents and properties as collateral which is technically a form of forced labor as determined by the International Labor Organization.

C. Recommendations

In order to address the issues faced with women’s, we make the following recommendations to the Government of Mongolia:

a. **Immediately implement a training program** for civil servants, including those in the labor, social protection, and financial sectors to develop gender-responsive policy planning, performance, and monitoring skills, and to monitor their results with NGOs.

b. Conduct a study of labor rights and social guarantees of workers in the informal sector and update and implement with gender-sensitive policies and programs to achieve SDG 5 and 8.

Many thanks for your attention.

Members of our coalition:

✓ Human rights forum in Mongolia
✓ XXI century women
✓ LEOS
✓ Human rights center for help citizen
✓ Mongolian women’s fund
✓ Human right ad legal research center
✓ Mongolian women’s federation
✓ Mongolian women’s employment support federation

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2029.03.03

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i “Workplace sexual harassment against girls and women” online survey 2018, Against Sexual Harassment NGO Networking

ii “Conditions and trends of workplace sexual harassment against girls and women” comparative survey (2004, 2017) MONEF NGO

iii Time-use study, 201, 2015, National Statistics Office

iv Order A/177 of the Minister of Labor and Social Protection, 2018.06.28

v Source: Workforce survey, NSO

vi National statistics Office, Quarterly report Number of workers of entities and organizations and their wages and income

www.1212.mn

vii Report of the survey on “Labor condition” MWESF, 2019

viii Survey among 100 women working in open markets in Ulaanbaatar conducted by the MWESF in June, 2019