

GENDER ISSUES IN HIGHER EDUCATION SECTOR OF MONGOLIA

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Abstract:-

In XXI century, the entire world intends to develop without degradation, illness, poverty and even without discrimination. Gender inequality and discrimination are one of the major social issues in modern world. Man and woman could not be treated equally in some countries, and even children tend to be discriminated in all social segments starting from pre-school to the social community. Gradually, the given policy and terms seek to reduce or eliminate gender inequality in society step by step. Government of Mongolia joined to promote gender equality and supporting human right conventions from United Nation. The program aims to ensure equality of men and women in political, economic and social life, and specially, in education sector to provide equal education. To improve the national system of gender equality and ensure the participation of society, nongovernment organization, enterprises and individuals should collaborate using local resources.

Keywords:-Gender equality, higher education, human right, gender.

I. INTRODUCTION

United Nations specialized organization UNESCO summarized that eliminating gender inequality in education, science, culture and sport is a serious issue facing mankind to settle in XXI century. As a priority to issue gender equality through 2014-2021, a program, “Renew the Motherland: The 2030 Agenda for Sustainable Development” [1] recommended to member countries to collaborate in an area to be implemented

“Objective 5”[2] in order to cover the issuance of gender equality and to raise women empowerment.(UN,2015) Incidentally, Mongolian government set goal about “Basic principle of Mongolian Sustainable Development2030” to ensure gender equality and equitable environment meriting society profit allocation. In additional, the “National Program on Gender Equality” was launched in 2017 to implement the Government’s Action Plan 2016-2020. In 2018, Gender Development Index Mongolia was 1.043, gender equality was 0.529 and the inequality index was 0.289. [3]

Gender inequalities in education, culture, science, and sports are increasingly taking place in Mongolia, as evidenced by official research and report in recent years. In a point with the growing need for government policy, the Minister of Education, Culture and Science approved the sectorial gender policy by order A/130 of 2017. We hope that the gender equality is the foundation of the country’s development, as the program, which has been approved under the equal policy of human development, including women and men equality, is a key element to live in peace, healthiness, happiness.

As a result of the overall gender mainstreaming policy in the education sector, the society is expected to have a positive change in this sector, sector employees, students and gender-sensitive environment, education and employment. The dominance of women among pre-school, elementary and junior high schools is common over globe, but gender equality is deviated in Mongolia as compared to other countries. There are a few influential factors, such as gender stereotyping a, career welfare, and values in society. The introduction of gender concepts in cultural, human resources development programs in education, culture, and science and sports sector requires time, effort, family, balance and working conditions, and human resource professionals of all ages.

As of 2018, 96.0% of teachers and employees working in pre-school are women. [4] 81.2% of primary school teachers are women and 18.8 percent are men. 56.3% of school directors are women, and 57% of college and university directors are men.

In addition, recent statistics show that girls in Mongolia are relatively equal in pre-school and primary education, but women are still dominant in higher education, particularly in education subjects, which is gender mainstreaming in employment emissions continue to show.

Therefore, the research attempted to study the current state of gender equality in the higher education sector and to identify some ways to ensure gender equality.

II. Gender equality

In the context of social science, gender refers to the position and function of society which men or women possess, not only gender-biological differences. According to the Mongolian Law on Gender Equality, “gender” is an attitude and trend which is evolved through history in political, legal, economic, social and cultural relation in family. [5]

Gender equality reflects the equal opportunity of women and men in society and in their private lives, equal rights and participation, and equal opportunities to benefit from a process of development. In other words, it is an equal participation of men and women in politics, law, economic, social, cultural and family, relations, socio-cultural development, and to contribute county development equally.[6] Gender equality is a social guarantee that equals payment for men and women, access to education, property ownership, housing, occupations, and healthcare. Moreover, equality of men and women is a fundamental issues of human rights as well as human-centered sustainable development criteria and conditions.

In Gender Equality Law of Mongolia (2011) gender equality is based on the following principles:

1. The principle of gender equality
2. The principle of non-discrimination
3. The principle of public accountability
4. The principle of gender-sensitive policy
5. The principle of access to information source of gender
6. The principle of gender-responsive, open and accessible official statistical data and other information.

The State Policy on Gender Equality in Mongolia aims to ensure conditions for equal right, equal opportunity and treatment of men and women and to prevent and eliminate gender discrimination.

III. Current Situation of Gender Equality in the Higher Education Sector of Mongolia

Gender equality in the higher education sector of Mongolia is guaranteed in followings:

1. It shall be equal to access to higher education, formal and non-formal education training and professional development, specialization, methodological advice and applying for scholarship.
2. The director of the educational training organization shall be free from gender discrimination, and work environment shall be conducted on the basis of plans and programs of gender training and enlightenment.
3. The content of the higher education standards and appropriate curriculum should reflect the contents, methodology and evaluation related to gender equality which must be acquired by the student.

In the 2019-2020 academic year, a total of 148,446 students enrolled in colleges and universities, 90,574 or 61.0% were female, and 39% were male student [7] and gender disparity index was 1.46. (Statistic.2019/2020) In terms of professionalism, the sex ratio of students varies. For instance, at the bachelor’s level, 18,725 undergraduate

students are studying and 81.7 percent are female, 81.8 percent of 15,767 students are studying in health and social protection. Compared to the 2019-2020 academic year, the proportion of female students decreased slightly.

Namely, in information and communication technology department, 27.7% of the 3,884 is female students. 12,615 students are studying engineering, production and design, only 20.4% of the students are female, and they have fallen to 2-8% [8So] compared to the previous academic year. Comparing some of the gender mainstreaming indicator of the Mongolian higher education sector in 2015-2019, the following are illustrated.

Table 1. Some gender indicators in the higher education sector in Mongolia

No	Indicator	Sex	2015	2016	2017	2018	2019
1	Students at local colleges and universities	Male	68,952	65,612	65,154	64,073	57,872
		Female	93,674	91,526	90,094	93,552	90,574
2	Professors at local colleges and universities	Overall	7,121	6,917	6,724	6,668	7,330
		Female	4,368	4,130	3,997	4,028	4,491
3	Main employees with the Academic degree	Overall	2,515	2,211	3,482	3,246	3,352
		Female	1,277	1,132	1,932	1,565	1700
	Doctor of science		95	77	130	109	136
	Doctor of education		495	432	797	706	657
	Academician		38	32	46	56	38
	Professor		125	77	221	157	136
	Associate Professor		98	74	239	187	166

Source: www.12.12.mn-higher education sector statistics

According to statistical data, higher education is being filled by female students' more than male students.

IV. Some ways to ensure gender equality in the higher education sector in Mongolia

Ensuring gender equality is not just a matter of equal participation of men and women, and it is a process of discovering and eliminating barriers by those women and man, girls and boys to participate in their development. [9]

In 2017-2024, gender policy was planned to be implemented in two phases in the sector of education, culture, science and sport.

First Phase in 2017-2020: This phase will be linked to the implementation of the National Gender Equity Program.

Second Phase in 2021-2024: This phase will be linked to the implementation of the Sustainable Development Concept-2030.

Followings are some ways to implement gender equality in the higher education sector of Mongolia. These include:

1. Balance the sex ratio of managers, teachers and students in higher education institutions.
2. Establish working environment that meet the needs of men and women and their background status.
3. Create a gender-responsive learning environment at all levels of training institutions.
4. Evaluate gender equality in teacher training schools and training programs.
5. Enhance men's education in sectors, such as pre-school teacher in education, doctor and nurse in healthcare; enhancing women's education in sectors such as information technology and engineering by implementing special measures specified in Article 7 of the Law on Gender Equality.
6. Initiate and develop gender-based online training modules for higher education institutions.
7. Collaborate with women's NGOs to increase women's participation in higher education sector governance and to prepare women for decision-making, empowerment and leadership.
8. Take into account the differences in the policies, planning and operations of the higher education sector, including women's and men's legislation and programs, and focus on different impacts on social groups, evaluate their experience fairly, and implement the strategic plan.

Mongolian higher education institutions and staff are working to develop Mongolian people with intellectual, moral and physical well-being through their unified policies and practices. The higher education sector's gender policy is to support sector's goals and activities with gender approaches and to find and implement solutions.

V. Conclusion

While inequality in Mongolia is relatively low in comparison with most East Asian and Pacific States, many studies suggest that many Mongolian women face gender inequalities restricted to employment and employment opportunities. The gender imbalance is dominated by female educator still exists. In this case, the Government of Mongolia notes in its 5th report: "It is necessary to set the level to increase the rate of male students' enrolment in university and implement the plan." [10] However, no specific action have been taken yet in this regard. Despite the fact that girls have higher education in architecture, science, technology and engineering, they are relatively weak in terms of higher wages, employment as using their knowledge and education. It is common for high educated women to have higher rates of unemployment or

lower wage rates than men with the same level of education. The stereotyped definition that being more suitable for women or men is a crucial factor in promoting this differences. [11]

The proportion of women employed in Mongolia across the country is 35.9%, which also warns to increase women as well in the higher education sector of managerial personnel.

According to the Law on Promotion of Gender Equality in 2011, the number of committees and councils established on issues of gender equality at national and local levels were doubled, and currently, 13 branches of the National Committee on Gender Equity are working in each of the capital city, 21 aimags, 9 district and sub-districts. Therefore, gender trainers are being trained and Gender Expert Group and Gender Consortium specializing in gender issues at the National Gender Committee. [12] We conclude that the higher education sector will benefit as these organizations collaborate to ensure gender equality.

Increasing gender sensitivity by each organization of higher education sector in Mongolia, incorporate the concept of gender equality into policy planning and practice will be a key of the conditions for ensuring gender equality.

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