

Women in Engineering in Mongolia

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Although women in STEM face similar barriers across countries and cultures, Mongolia represents a special case. The data show that Mongolia has had, and continues to have, more women in STEM fields than men; however, the positions they hold are powerless, since the decision-making is out of their hands. From the statistics, by the end of 2018, 1 646.6 thousand of the total population of our country are women. The average age of Mongolian women is 76 and one in every five women has a university degree and one in women with a university degree is an engineer. More women graduate in engineering than men, approximately 30-40% of them work for industries as their field. But women engineers are promoted more slowly than men. One reason is that Mongolian women have 3-4 children between the ages of 26-40.

The presentation will show the statistics of the women engineers based on the example of the biggest companies in Mongolia such as Oyu Tolgoi mine, Erdenet mine and Baganuur mine and the reasons for the low participation of Mongolian women in engineering compared to other industries. Also, this presentation will describe how a regional approach was used to address the gap in participation of women in engineering, and present concrete, step-wise activities that have been undertaken by women in engineering in Mongolia.