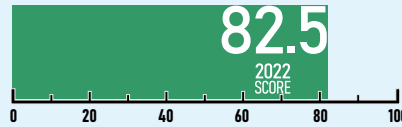


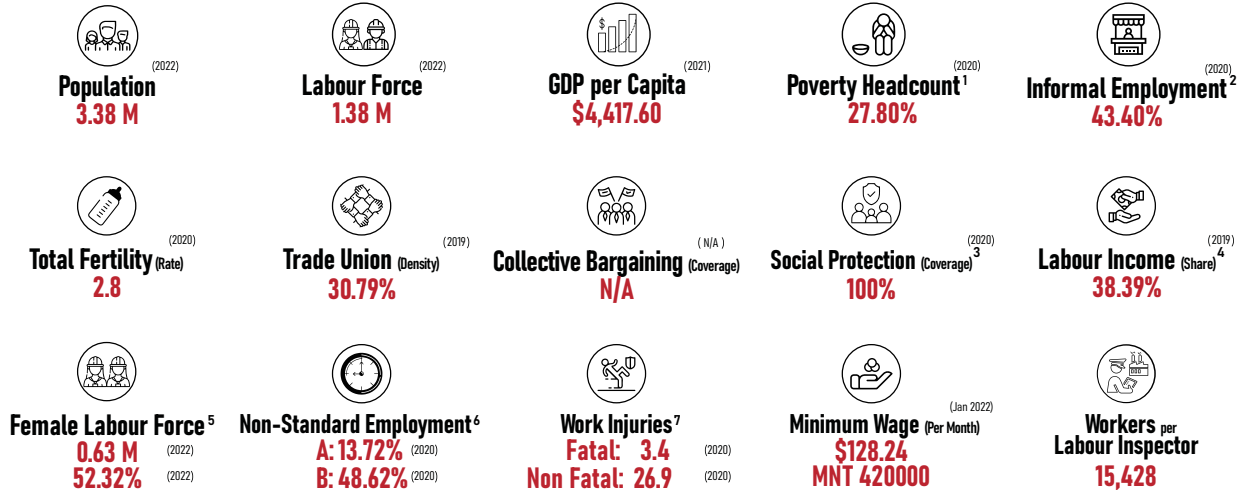


Mongolia



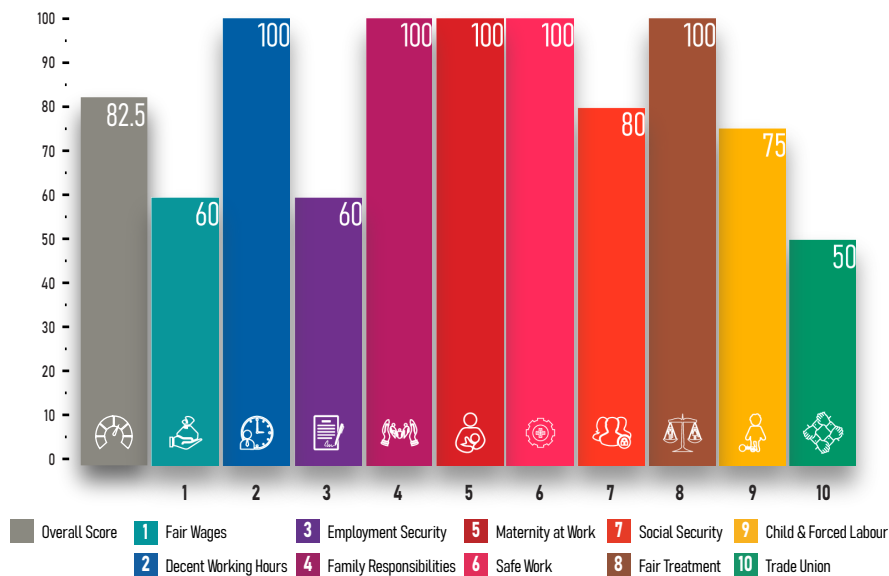
76.5 2020 SCORE
East Asia
Lower-middle income
Approaching Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M=Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Mongolia's overall score is 82.5 out of 100. The overall score for Mongolia is higher than the regional average observed across East Asia (76.75). Within the Eastern European region, the highest score is observed for Mongolia (82.5).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§2-7 of the Minimum Wage Law 2011; §107 of the Mongolian Labour Code, 2021	●
	Does the law require regular payment of wages?	Yes	§104 of the Mongolian Labour Code, 2021	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	No	§109 of the Mongolian Labour Code, 2021	●
	Does the law require additional compensation for working on a weekly rest day?	No	§109 of the Mongolian Labour Code, 2021	●
	Does the law require additional compensation for night work?	Yes	§109 of the Mongolian Labour Code, 2021	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§84 of the Mongolian Labour Code, 2021	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§84.4 of the Mongolian Labour Code, 2021	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§96 of the Mongolian Labour Code, 2021	●
	Does the law require paid public holidays?	Yes	§97 of the Mongolian Labour Code, 2021	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§99(3) of the Mongolian Labour Code, 2021	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§48 of the Mongolian Labour Code, 2021	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§50.4 of the Mongolian Labour Code, 2021	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§64 of the Mongolia Labour Code, 2021	●
	Does the law require a 30-day notice before contract termination?	Yes	§80 of the Mongolia Labour Code, 2021	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§82 of the Mongolia Labour Code, 2021	●
	Does the law require parental leave for parents?	Yes	§139 of the Mongolia Labour Code, 2021	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§137 of the Mongolia Labour Code, 2021	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§140 of the Mongolia Labour Code, 2021	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§136 of the Mongolia Labour Code, 2021	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§7.4 of the Mongolia Labour Code, 2021	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§137 of the Mongolia Labour Code, 2021	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§19(2) of the Mongolian Law on Pensions and Benefits Paid from Social Insurance Fund, 1994	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§19(2) of the Mongolian Law on Pensions and Benefits Paid from Social Insurance Fund, 1994	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§135 of the Mongolia Labour Code, 2021	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§15 of the Law on Occupational Safety and Health, 2008	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§17 & 28 of the Law on Occupational Safety and Health, 2008; §42, 43.2.6 and 120 of the Mongolia Labour Code, 2021	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§58 & 98 of the Mongolia Labour Code, 2021; Order concerning Jobs prohibited to Women and Minors, 1999	●
	Does the law provide for employment injury benefit?	Yes	§3-16 of the Law on Pensions and Benefits Paid by the Social Insurance Fund, 1994	●
	Does the law provide for an old age pension?	Yes	§3-6 & 22-28 of the State Law on Pension and Benefits Paid from Social Insurance Funds, 1994	●
	Does the law provide for a dependants/survivors' pension?	Yes	§12-16 of the State Law on Pension and Benefits Paid from Social Insurance Funds, 1994	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	§2-12 of the Law on Unemployment Benefits Paid from Social Insurance Funds, 1994	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§17-19 of the Mongolian Law on Pensions and Benefits Paid from Social Insurance Fund, 1994	●
	Does the law provide for invalidity benefit?	Yes	§07-11 of the State Law on Pension and Benefits Paid from Social Insurance Funds, 1994	●
	Does the law require equal remuneration for work of equal value?	Yes	§11 of the Gender Equality Law, 2011; §102 of the Mongolia Labour Code, 2021	●
	Does the law prohibit sexual harassment in employment?	Yes	§4, 6, 11 & 25 of the Gender Equality Law, 2011	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§6 of the Mongolia Labour Code, 2021; §4-6 & 11 of the Gender Equality Law, 2011	●
	Does the law allow women to do the same jobs as men?	Yes	§16 & 17 of the Constitution, 1992; §5 & 11 of the Gender Equality Law, 2011	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	§4 of the State Law on Pension and Benefits Paid from Social Insurance Funds, 1994	●
	Does the law prohibit employment of children?	Yes	§5 & 142 of the Mongolian Labour Code, 2021	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§46 of the Law on Education, 2002	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§88 & 142.2, Mongolian Labour Code, 2021; §2-3, Jobs and Occupations Prohibited to Minors, 2016	●
	Does the law prohibit forced labour?	Yes	§8 of the Mongolian Labour Code, 2021; §16 & 21 of the Criminal Code, 2002	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§16 of the Constitution, 1992; §3 of the Mongolian Law on Trade Union Rights, 1991	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§3.4 of the Mongolian Labour Code, 2021; CEACR C98 DR 2021	●
	Does the law provide for the right to strike?	No	§16 of the Constitution, 1992; §26.1 of the Mongolian Labour Code, 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§16 of the Constitution, 1992; §26.6 & 76.2 of the Mongolian Labour Code, 2021	●

Covid 19 and Labour Market in Mongolia*

Total Covid Cases	0.93 Million
Total Covid Deaths	2,119
Partial Vaccinated	70.0%
Fully Vaccinated	67.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✗
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✗

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Mongolia on SDG 8.8.2 is 0.15 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change