



International
Labour
Organization

The ILO in Mongolia

March 2025

Construction workers in Ulaanbaatar, Mongolia. © B.Injinaash/ILO

► At a glance

Mongolia joined the ILO in 1968

Key areas of collaboration

- Fundamental principles and rights at work
- Social Protection
- Formalization
- Youth employment and workplace management
- Labour data and statistics

Constituents

- Ministry of Family, Labour and Social Protection
- Mongolian Employers' Federation
- Mongolian National Chamber of Commerce and Industry
- Confederation of Mongolian Trade Unions

Conventions ratified

Mongolia has ratified 21 ILO conventions including 9 of the 10 fundamental conventions.

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► Towards decent work for all in Mongolia

Mongolia's labour landscape has undergone significant transformations since beginning its transition to a market economy in the 1990s. As a landlocked nation between Russia and China, with an economy heavily dependent on extractive industries, economic diversification is critical. So too are responses to climate change impacts, including frequent natural disasters.

The ILO's partnership with Mongolia focuses on formalizing informal work, promoting universal social protection, improving occupational safety and health and enhancing youth employment. It also strengthens labour inspection systems and workplace productivity. Reliable labour statistics and data are emphasized for informed policymaking. By applying international labour standards effectively in law and practice, this collaboration aims to build a resilient labour market and drive sustainable economic and social development in Mongolia.

Labour market indicators

- Population: 3.3 million
- Labour force participation rate (2023): 60.5%
- Employment-population ratio (2023): 56.3%
- Unemployment rate: 5.2%
- Youth not in employment, education or training (2023): 15%

Source: ILO STAT, 19th ICLS

► How do we work together?

The ILO and its government, employer and worker constituents in Mongolia are working together in a number of key areas:

- **Fundamental principles and rights at work:** Promoting labour rights, particularly for youth.
- **Informal economy:** Supporting formalization of informal workers and enterprises.
- **Social protection:** Promoting universal social protection and supporting social insurance reform.
- **Labour statistics:** Aligning labour statistics with the 19th International Conference of Labour Statisticians' decisions and advancing the use of data and evidence in policy making.
- **Labour inspection:** Strengthening capacity of labour inspection through strategic compliance planning mechanism and trainings.
- **Capacity building of constituents:** Strengthening government, worker and employer organizations at national, sectoral and enterprise level through improved capacity of social partners.
- **Child labour:** Promotion of policies and practices against child labour based on reliable data and evidence.
- **Youth employment:** Promoting youth employment through workplace management and improved productivity.
- **Green jobs:** Supporting a 'just transition' towards green jobs as part of the UN Partnership Action for Green Economy (PAGE) coalition.
- **Social and solidarity economy (SSE):** Advancing SSE through assessments and the use of ILO trainings and manuals to improve the governance of agricultural cooperatives.
- Promotion of **violence and harassment** free workplaces and campaigning for ratification of ILO C190.

► What have ILO and Mongolia achieved together?

- **Strengthened protection against Forced Labour and Child Labour:** The inclusion of forced labour and child labour as criminal offences in the Criminal Code has strengthened the legal framework for addressing exploitation. The employment of minors as jockeys in winter/spring horse races has been prohibited, safeguarding children from hazardous work.
- **2021 Labour Law reform:** Coverage has been extended to informal workers and provisions included for unannounced labour inspections.
- **Strengthened legal environment for extending social protection:** The legal framework for extending social protection (social insurance, social assistance, and active labour market policy) to all has been strengthened. The Social Insurance Package Law was approved in 2023. The ILO has supported numerous studies and assessments on social and old-age insurance, with particular focus on informal workers, own account workers and herders.
- **Enhanced labour statistics:** Adoption of advanced methodologies has taken place aligned with the 19th International Conference of Labour Statisticians, incorporating green jobs and informal economy metrics. Forced labour (with focus on conscripts and prisoners) and child labour studies have been conducted with support of the ILO.
- **Social Solidarity Economy assessment:** The first assessment of the social solidarity economy was conducted, paving the way for its growth and wider impact.
- **Supported sustainable tourism and green jobs:** The ILO has contributed to the development of sustainable tourism through the 'Ger and Nature' scheme, promoting green jobs and decent work.
- **Promoted rights at work:** With support from the ILO, the Decent Work for Youth Network was established in 2018 and has trained some 2,400 young men and women.

What is the International Labour Organization?

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.