International Labour Organization

Decent Work Country Programme for Mongolia

2023-27

Memorandum of understanding

Mongolia decent work country programme 2023-27

MEMORANDUM OF UNDERSTANDING
MONGOLIA DECENT WORK COUNTRY
PROGRAMME 2023-2027

Whereas the Government of Mongolia, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in Mongolia;

Whereas the Decent Work Country Programme (DWCP) 2023-2027 intends to carry on the support provided under the DWCP 2017-2021, signed by representatives of the Ministry of Labour and Social Protection of Mongolia, employers' and employees' organizations and the Director of ILO Country Office for China and Mongolia on 6 December 2017;

Whereas the DWCP 2017-2021 was extended by one year till 2022 in view of the pandemic and with the concurrence of all the relevant parties;

Recalling the Convention on the Privileges and Immunities of the Specialized Agencies, 1947 and its Annex I related to the ILO, which Mongolia acceded to on 3 March 1970, and the Standard Agreement concerning technical assistance of 24 May 1963;

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The following are agreed as priorities of the DWCP:

   DWCP Strategic Priority 1: Social protection system is in line with international labour standards to ensure access to all - children, youth, men, women, people with different gender identities, persons with disabilities, migrant workers and older persons

   DWCP Strategic Priority 2: Enhanced employment opportunities for all, including women and the vulnerable groups, to access decent and sustainable employment in an increasingly green and formalized economy.

   DWCP Strategic Priority 3: International labour standards enforced through improved legal framework and effective social dialogue and tripartite mechanism.

2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to DWCPs and to any related activities of the ILO in the country, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO Activities, the provisions of the 1947 Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I, to which the Government acceded on 3 March 1970, and the Agreement concerning technical assistance concluded by the Government and the ILO, among other specialized agencies, on 24 May 1963.

4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.

5. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

6. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail.

7. The original of the MoU has been written and signed in English and Mongolian, both texts being equally authentic.

8. This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of

The Government of Mongolia	Workers' organizations	Employers' organizations		International Labour Office
Bulgantuya Khurelbaatar	**Erdenebat Sukhbaatar**	**Ganbaatar Khuyag**	**Enkhtuvshin Dashtseren**	**Changhee Lee**
Minister for Labour and Social Protection	President of Confederation of Mongolian Trade Unions	Executive Director of Mongolian Employers' Federation	President of Mongolian National Chamber of Commerce and Industry	Director of ILO Office for China and Mongolia

Ulaanbaatar
26.09.2023

▶ ACRONYMS

CCA	Common Country Analysis
CEACR	Committee of Experts on Application of Conventions and Recommendations
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CMTU	Confederation of Mongolian Trade Unions
CRPD	Convention on the Rights of Persons with Disabilities
DWCP	Decent Work Country Programme
EU	European Union
ESG	Environmental, Social and Governance
GASI	General Agency for Specialized Inspection
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GSP	Generalized Scheme of Preferences
HIV	Human Immunodeficiency Virus
HRBA	Human Rights-Based Approach
ILC	International Labour Conference
ILO	International Labour Organization
JSC	Joint Steering Committee
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
LNOB	Leave No One Behind
MLSP	Ministry of Labour and Social Protection
MONEF	Mongolian Employers' Federation
MNCCI	Mongolian National Chamber of Commerce and Industry
NCGE	National Committee on Gender Equality
NEET	Not in Education, Employment or Training
NGO	Non-governmental Organization
NHRCM	National Human Rights Commission of Mongolia
NTCLSP	National Tripartite Committee on Labour and Social Partnership
NSO	National Statistics Office of Mongolia
OSH	Occupational Safety and Health
PAGE	Partnership for Action on Green economy
PLHIV	Person living with HIV
PWDs	Persons with Disabilities
RC	Resident Coordinator
SDG	Sustainable Development Goal
SMEs	Small-Medium Enterprises
TSC	Tripartite Steering Committee
TVET	Technical and Vocational Education and Training
UNCG	United Nations Communications Group
UNCT	United Nations Country Team
UNICEF	United Nations Children's Fund
UNSDCF	United Nations Sustainable Development Cooperation Framework
Vision 2050	"Vision 2050" Long-term Development Policy of Mongolia

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1 Introduction

The Mongolia Decent Work Country Programme (DWCP: 2023-2027) is the third DWCP in the country since 2008 and provides a framework of cooperation between the Government of Mongolia, the employers' organizations, the workers' organizations and the ILO to contribute to the achievement of the decent work objectives by 2027. The DWCP is an integral part of, and contributes to, the decent work goals of the UNSDCF. The DWCP builds on the lessons learned from the implementation of the previous DWCP (2017-2021, extended till 2022). It is well-aligned with the Vision 2050 of Mongolia, the 2030 Agenda, the UN Sustainable Development Cooperation Framework (UNSDCF: 2023-2027), and the National Tripartite Agreement on Labour and Social Consensus (2021-2022).

The DWCP reflects Mongolia's strong commitment to the implementation of the 1998 Declaration on Fundamental Principles and Rights at Work; the 2008 Declaration on Social Justice for a Fair Globalization; 2019 ILO Centenary Declaration for the Future of Work; and the Singapore Statement of the 17th Asia and the Pacific Regional Meeting (APRM) of the ILO reaffirming the tripartite commitment to the priorities agreed in the Bali Declaration to address the persistence of decent work deficits.

The DWCP is further aligned with the Global call to action for a human-centered recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021); ILO's Strategic Plan (2022-2025); and ILO Programme and Budget (P&B: 2022-2023). The DWCP builds on the ILO's four pillars of decent work: (1) promoting jobs and enterprise, (2) guaranteeing rights at work, (3) extending social protection, and (4) promoting social dialogue, with gender equality as a cross-cutting theme. These pillars not only contribute to the decent work agenda but are vital to achieving the entire sustainable development agenda.

The DWCP was formulated in a consultative manner. Multiple consultations were held over June- September 2022 with the Government of Mongolia, the Mongolian Employers' Federation (MONEF), the Confederation of the Mongolian Trade Unions (CMTU), the National Human Rights Commission of Mongolia (NHRCM), and other stakeholders in the economy, such as Mongolian National Chamber of Commerce and Industry (MNCCI) and civil society, IFIs, UN (including UN Resident Coordinator) and others. The voice and interests of women, youth, persons with disabilities, persons living with HIV, migrants, and herder community, and other groups were represented in these consultations. The DWCP reflects the priorities and needs of the tripartite constituents as articulated by them during the consultations.

The consultations for the UNSDCF (November 2021), to which the tripartite constituents actively contributed, were also useful in guiding the DWCP. As a result, the components of the decent work agenda, including the labour rights, are adequately reflected in the UNSDCF strategic priorities, outcomes and outputs. The DWCP derives its theory of change, strategic priorities and outcomes from the UNSDCF, signed by the UN and the Government of Mongolia on 20 May 2022. As an active member of the UNCT and various technical groups, the ILO was actively engaged in the formulation of the Common Country Analysis (CCA), UNCT configuration, and SDG funding framework. The ILO will actively engage with and contribute to all three Results Groups of the UNSDCF – Human development and Wellbeing, Green, Inclusive and Sustainable Growth, and People-centered Governance, Rule of Law and Human Rights. Also, consultations with the UN Resident Coordinator were held on 15 August 2022.The ILO's normative and standard-setting roles which are not explicitly included in the UNSDCF are reflected in the DWCP. The DWCP underscores the need for working jointly with the other UN entities to leverage their domain knowledge and build synergies to enhance the development outcomes.

The complete list of consultations held is at Annex 3.

The normative mandate of the ILO was particularly strengthened in DWCP by reflecting the recommendations of the ILO's supervisory bodies on the application of the international labour standards besides ensuring

that in the UNSDCF the labour rights are recognized alongside the human rights. ILO's engagement in Mongolia is underpinned by the Conventions, Recommendations and various Resolutions adopted jointly by the Government, employers' organizations and workers' organizations, through the International Labour Conference (ILC). Mongolia has so far ratified 21 international labour standards, including nine out of ten fundamental Conventions. The list of all ratified conventions is at Annex 2.

For this DWCP, the ILO and its constituents in Mongolia agreed on three country priorities as follows:

DWCP Strategic Priority 1: Social protection system is in line with international labour standards to ensure access to all - children, youth, men, women, people with different gender identities, persons with disabilities, migrant workers and older persons

DWCP Strategic Priority 2: Enhanced employment opportunities for all, including women, youth and the vulnerable groups, to access decent and sustainable employment in an increasingly green and formalized economy.

DWCP Strategic Priority 3: International labour standards enforced through improved legal framework, and effective social dialogue and tripartite mechanism.

The ILO has been a long-standing partner of the Government and social partners. It has the mandate, capacity and positioning in the country to address the decent work agenda. It will contribute to the decent work agenda through setting and applying international labour standards and building capacity of the constituents in designing and implementing a wide range of policies for decent work by providing technical assistance, including policy and legal advice, and knowledge sharing, among others. Tripartism and social dialogue is the underlying approach and strategy of the ILO's work to promote the decent work agenda.

The DWCP was validated and endorsed by the national constituents in a special meeting held on 7 September 2022 and formally endorsed by the National Tripartite Committee on Labour and Social Partnership meeting held on (date).

2 Country progress towards decent work and sustainable development

Country progress towards decent work and sustainable development

This section draws on the UN Common Country Analysis[1] and Socio-Economic Response Plan prepared by the UN in Mongolia in response to COVID-19 pandemic updated to reflect recent developments and data. This section is organized according to the three pillars of the ILO Centenary Declaration for the Future of Work: (2.1) people's capabilities, (2.2) the institutions of work, and (2.3) decent and sustainable work

2.1 Capabilities to benefit from the opportunities of a changing world of work

Impact of COVID-19: COVID-19 not only resulted in serious economic contraction and loss of employment,[2] it also heightened pre-existing inequalities. Impact on the vulnerable population groups was particularly egregious. The pandemic also exposed the gaps in the social protection system. In terms of the decent work, the pandemic impacted both formal and informal sectors. Self-employed and micro, small and medium enterprises – including those owned by women - struggled for survival and reported huge decline in wages and incomes. The role of informal sector as a buffer in times of crises was seriously eroded during COVID-19.[3] The pandemic also changed the world of work rather rapidly with the emergence of more online forms of work and diversity in the contractual arrangements.

Economic informality: As per an estimate, 46 percent of those working are working informally in both informal and formal economies, where 44 per cent were men and 56 per cent were women.[4] While the informal economy plays an important role in providing livelihoods and incomes to considerate portion of households and workers, notably the self-employed, it comes at a high cost to the workers, enterprises, and the economy. It represents lost opportunity in terms of worker rights, decent working conditions, and engagement of workers without contracts and social protection, low productivity and tax revenue forgone. The most frequently cited reasons of choosing informal employment were personal preference, difficulty in finding formal work, limited capacity and reach of the formal work, and lack of other options, with workers emphasizing advantages such as flexible hours, good pay, and suitability in light of their skills.[5]

Climate change and decent work: Mongolia is highly vulnerable to climate change and extreme weather events. This has had serious impact on lives and livelihoods especially in rural areas. The

1 United Nations Mongolia. 2022. "Common Country Analysis 2021". 15 February 2023. https://mongolia.un.org/en/174973-common-country-analysis-2021-mongolia.

2 In the first quarter of 2020, the economy contracted by 10.7 percent and labour force participation declined by 1.9 percentage points for women and 1.3 percentage points for men. [UN Mongolia Socio-Economic Response Plan for COVID, July 2020]

3 OECD. 2021. "Informality and COVID-19 in Eurasia: the sudden loss of a social buffer". 15 February 2023. https://www.oecd.org/eurasia/COVID-19-informality-Eurasia.pdf.

4 International Labour Organization, Ministry of Labour and Social Protection of Mongolia and Research Institute of Labour and Social Protection. *2021.* "The state of informal employment in Mongolia: Survey report". 15 February 2023. https://bit.ly/3xlcqbX. 6 [5] *Ibis.*

harsh winters (*dzud*) have become harsher and more frequently causing loss of large chunks of livestock population. Degradation of pastureland and declining incomes force large number of herders to migrate to the periphery of Ulaanbaatar and live in *ger* areas under sub-optimal living conditions and engage in low-productivity, precarious jobs in the informal economy largely excluded from social protection. Just transition by promoting skills for green jobs and social protection for the climate-affected herder community is a major development challenge.

Social Security: Mongolia has a three-pronged system of social protection: a (contributory) social insurance system; social assistance programme comprising various cash transfer schemes; and active labour market policies. Social security system in Mongolia is comparatively well established. The Law on Social Insurance regulates five different schemes providing several benefits. The five different schemes include pension insurance, benefit insurance, health insurance, industrial accident and occupational disease insurance, and unemployment insurance. Health insurance is the only mandatory scheme for all Mongolians. Citizens are included in the other four schemes on a mandatory or voluntary basis. During COVID-19 pandemic, social protection was further strengthened with increasing benefits under the Child Money Programme, Food Stamp Programme and Social Welfare Pension. Its social protection system provides for a range of life cycle contingencies including those that are focused on various population groups and categories. The ILO supports a universal social protection system as an important investment in human capital and a mechanism for compensating for economic shocks. Yet, there are equity, efficiency and coverage issues caused by inadequate inclusion of herders and migrants, gaps in digitalization of delivery mechanism, and weak shock- responsiveness in the social protection system that need to be addressed by the new social insurance package laws currently under the Parliament's consideration.

Gender equality: Mongolia has made considerable progress in promoting gender equality and women's empowerment over the years. It has a strong legal and institutional framework to implement and monitor legal provisions and policies. The gender equality discourse in the country has improved and the civil society organizations have become a forceful voice. As a result of collective efforts, the new Labour Law is more progressive on gender equality recognizing, among others, the work from home, work-life balance, equal pay for work of equal value, and ending violence and sexual harassment at work. However, gender discrimination and inequality in labour markets remains a key concern. Women's labour force participation rate is as low as 56% and declining due to child and elderly care responsibilities, mismatch in skills, discriminatory and gender-insensitive workplace environment including harassment and gender pay gaps of around 12%, among others. Women often find themselves working in low-paying jobs in informal sector. Women in business face additional hurdles as they do not own property in their own name and cannot easily access credit. The social norms, negative gender stereotypes and entrenched discriminatory attitudes keep women from realizing their full social, economic and political rights in the country.

Youth: Mongolia is a young country. Investment in youth to build human capital is important for building a prosperous society, with the demographic dividend. In this context, youth unemployment is particularly of concern. Youth unemployment is nearly two-and-a-half times higher than overall unemployment.[5] With nearly one in five youth not in education, employment or training, the youth challenge needs to be directly addressed. The key reasons for high youth unemployment are non- availability of jobs, skills mismatch and information asymmetry which disproportionately affects the rural youth and youth with intersectional vulnerabilities.

Herders and internal migrants: The herders are among the most vulnerable population groups. Due to climate change, extreme weather conditions and land degradation, the herders are losing control over their traditional pastureland and water resources. This situation has forced many herder men and women to migrate to the cities, mainly Ulaanbaatar. They are generally engaged in precarious work, often facing poor working and living conditions under sub-optimal conditions with no or limited access to any social services and social protection.

5 Source of data: The Word Bank. 15 February 2023. https://bit.ly/3xlcqbX.

Child and forced labour: According to the NHRCM[6], one in every six children (5-17 years) was engaged in child labour in Mongolia, more in rural areas (mainly in herding) than urban, more boys than girls.[7]Mongolia adopted a list of jobs prohibited for minors and conditions of light work allowed for minors with age of 13-15. The Labour law of 2021 prohibits all forms of child labour and the Criminal Code of 2015 criminalizes the worst forms of child labour. The incidence of child labour may have increased during the COVID-19 pandemic due to closure of schools and economic hardships, particularly faced by vulnerable households. Child jockey is one form of worst forms of child labour, where law allows children as young as 7 years of age to compete in horse races, except during months between 1 November and 1 May. Advocacy by all social partners is needed to completely prohibit use of children under 18 years as jockeys at any time of the year. Likewise, forced labour and trafficking in persons is another major challenge in Mongolia. International migrants, mainly from China and in mining and construction, are vulnerable to poor working conditions like work without contracts, restrictions on mobility, and precarious working conditions, which sometimes may lead to a forced labour situation. The mining activities have increased internal and international migration exacerbating trafficking vulnerabilities.[8]

Persons with disabilities: Precise data on persons with disabilities is hard to come by. Available estimates suggest that Mongolia has a little less than 4 percent population that is living with disabilities. Of the working age persons with disabilities, it is estimated that only 10-15 percent are employed. Large number of persons with disabilities have limited access to services like healthcare, education, skills, and employment and additionally face discrimination at workplace and stigma in society. Lack of disability-sensitive infrastructure makes access to public buildings and public transport more difficult. Narrow medical approach prevents policy makers from designing a more holistic approach towards persons with disabilities. Mongolia has ratified the Convention on the Rights of the Persons with Disabilities (CRPD) and has a law on the rights of persons with disabilities. The social protection system provides "disability pension" and "temporary disability benefit" to the persons with work-related (acquired) disability. Yet, there is need for society-wide greater inclusion of persons with disabilities, including women with disabilities, in access to all types of public services and participation in decision-making.

LGBTI and PLHIV: The LGBTI community and people living with HIV are among the most discriminated ones in terms of day-to-day social interaction, facing stigma, as well as in the labour markets. Compared with other population groups, they are more likely to have not acquired skills and education, excluded from social protection coverage, faced with discrimination by the employers, and more vulnerable to being exploited in many ways. Transgender persons are particularly more vulnerable.

2.2 Institutions of work to ensure adequate protection of all workers

International Labour standards: Mongolia has ratified 21 international labour standards including nine fundamental conventions. The country reports on implementation of the ratified conventions regularly even though the quality of reporting can be improved. In its June 2022 report, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) has noted with satisfaction the action taken by Mongolia in a number of areas including enactment of the new Labour Law with regard to its alignment to C100 (equal remuneration) and C111 (discrimination). CEACR also commended the country for taking steps to reduce reporting delays. It recommended that greater awareness is created about the labour standards. The ILO's normative stocktaking report has also highlighted key conventions for the country to consider for inclusion in the national

6 Child Labour Qualitative Research, NHRCM, https://bit.ly/3kDdtRA

7 Reliable information on the number child labourers is hard to come by. NHRCM/NSO estimated that there were 96,000 children engaged in work in 2012, a number that came down to 50,000 in 2016. https://en.nhrcm.gov.mn/news/one-six-children-aged-5-17-mongolia-labour/

8 As per the Trafficking in Persons (TIP) report brought out by the US State Department, Mongolia remains in Tier-2, not fully meeting the minimum standards for elimination of trafficking but making significant efforts to do so.

laws as recommended by various national and international bodies. According to the national tripartite agreement, the partners agreed to focus on the following conventions: C81 and C129 (labour inspection); C151 (labour relations in public sector); C190 (violence and harassment); C95 (wage protection); and C153 (work and leisure time of workers in road and transportation). In addition, the following conventions are also under consideration: C160 (labour statistics); C102 (social security); P29 (protocol to C29 on forced labour); and C187 OSH (which is now a fundamental convention).

The ratification of the above conventions will not only help the country to build the normative framework but also help to generate socio-economic benefits for labour market actors. The achievement of SDGs also hinges on how well the standards are applied given the close linkages between the standards and the SDGs. The key challenges in the application of these standards, especially at the sectoral and local levels, include lack of capacity, data, awareness, and resources. There is need for strong advocacy, involving policy makers and legislators.[9]

New Labour Law: A new Labour Law effective from 1 January 2022 responds to the new reality of market economy and emerging labour market relations (such as workers in platform economy, work from home, work on call, and remote work). This is expected to strengthen labour inspection, improve dispute resolution, and provide for improved protection to vulnerable workers and elimination of child and forced labour, while improving compliance with the international labour standards (including combating sexual harassment and violence at workplace). The new Labour Law would achieve the desired result only if enforced well. The ILO is working with the constituents to strengthen capacities for implementation of the new law.

Working conditions and Occupational Safety and Health (OSH): Mongolia faces many challenges with regard to the working conditions including non-compliance with legislation on wages,[10] gender pay gaps *(around 12.6 percent),* long working hours, and unacceptable employment conditions and forms. Poor OSH standards eventually affect the productivity and profitability of economic units. The main challenge is to address occupational safety and health in micro, small and medium-sized enterprises (MSMEs) where many young and migrant workers are employed. With the abolition of the General Agency for Specialized Inspection (GASI), the function of labour inspection has shifted to the Ministry of Labour and Social Protection. The key inspection challenges include lack of capacity of inspectors in multiple areas, poor access to modern methods of collecting evidence, lack of enforcement, corruption, lack of accountability and limitation in immediate access to workplace without a prior announcement. An informal economy is largely outside the scope of inspections. The new Labour Law presents opportunities for effective regulation of working conditions and provides a greater role for the mechanisms and processes of industrial relations and labour administration in achieving better working conditions and improved compliance.

Social dialogue and tripartism: Influential and inclusive social dialogue and tripartism are necessary for furthering the decent work agenda. They promote mutual trust, foster stability in labour relations, and address power imbalances and information asymmetry, in the tripartite constituents. In Mongolia, there are plural channels of representation and participation in social dialogue, across all levels. Mongolian constituents are active, particularly at national level, and have been involved in the labour law reform, addressing labour market challenges, and ratification of many conventions. The key challenges in the social dialogue include lack of capacity to plan, organize and carry out strategic engagement for main challenges, lack of awareness amongst constituents about emerging decent work challenges, and gaps in social dialogue mechanism at sector and sub-national levels. There are capacity gaps in both employers' and workers' organizations in specific areas such as dispute resolution mechanisms, collective bargaining, improving working conditions, and addressing violence and harassment at work among others. Capacity to engage with informal economy workers and enterprises is also limited. The evidence provided

9 For example, for Mongolia to continue to benefit from GSP+ and receive budget support under EU-Mongolia partnership, the country needs to ratify, inter alia, the conventions on labour inspections and child labour.

10 Mongolia has not ratified the conventions on minimum wages but has the legal framework in the form of the Law on Minimum Wage of 2011 that grants the National Tripartite Committee on Labour and Social Partnership the power to set and adjust the minimum wage based on surveys and analyses of living costs, labour productivity, prevailing wages, social security benefits and national economic conditions.

by the social partners during tripartite processes is often not used in the policy- and decision-making.

Human rights institutions: Mongolia has in place the democratic institutions and legislative frameworks to ensure rule of law and protection of human and labour rights. The country has a vibrant civil society and relatively free media. Mongolia has ratified eight out of nine core human rights treaties[11]. The country has established institutional mechanisms, including the National Human Rights Commission of Mongolia (NHRCM) and the National Commission on Gender Equality (NCGE), to implement and monitor international human rights obligations.

Labour statistics: Mongolia's statistical capacity is strong and compliant with international standards.
The National Statistics Office (NSO) conducts a number of useful surveys and provides critical information for strengthening evidence-based policymaking. The surveys such as the ones on informal economy, green jobs, and child labour, apart from the regular Labour Force Surveys (LFS), are the mines of disaggregated information used for policymaking and formulating targeted interventions. Measuring decent work through SDG's decent work indicators remains a challenge and a manual on decent work indicators needs to be developed. Use of labour statistics for a deeper analysis of the evolving labour market dynamics and trends, including declining labour force participation, would considerably enhance the understanding of key stakeholders about the labour markets. More clarity is needed in defining and measuring green jobs in particular with regard to the decent work dimensions. Moving forward, there is a need for continued and strengthened policy and organizational coordination and cooperation between the NSO and the MLSP to monitor and generate relevant data. The ILO is the custodian of 14 SDG indicators relating to the decent work agenda. These indicators have been used in the Results Matrix, and can be monitored at www.1212.mn where ILO has supported the NSO to collect data on SDG decent work indicators.

2.3 Sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Economic transformation: Mongolia has grown rapidly, yet its growth has been fluctuating, undiversified, and highly dependent on the export of coal and minerals making its economy vulnerable to vagaries of global commodity prices. [12] Much of its growth is sourced from capital-intensive extractive industries that did not result in significant employment generation or poverty reduction. Mongolia's mining sector accounts for 24 percent of GDP, 89 percent of exports, 26 percent of the Government revenue and 73 percent of total FDI but only 3.6 percent of total employment. Services contribute to almost 50 percent of GDP. The need to diversify the economy has long been felt, but no concrete steps have been taken, as noted in the Vision 2050 document. Infrastructure, where Mongolia ranks among the bottom countries in global ranking, holds the key to future diversification.[13]

The country also needs to create value chains, take steps to enhance productivity, develop competitive and tech-based sectors, improve digitalization, including e-commerce, and focus on regional diversification.

The challenge of unemployment: Despite high growth over a long period of time, Mongolia faces high unemployment especially among youth. As compared to the overall unemployment rate of 7.8 percent in 2021, the youth (15-24 years) unemployment rate was 17.7 percent. The unemployment problem is partly rooted in the high degree of dependence on the mining-based, undiversified growth sectors that create fewer jobs and partly due to the skills mismatch, weak school-to-work transition, the changing nature of employment and the rapid rise of the gig economy. Unemployment also stems from the erosion of the

11 Mongolia has not ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

12 Since 2009, the annual GDP growth rate has fluctuated between a contraction of 1.3 percent (2009) and growth of 17.3 percent (2011), without counting the contraction of 4.5 percent in 2020 due to the pandemic.

13 *As per the World Bank's Logistics Performance Index (LPI) 2012-2018, Mongolia ranks 129 out of 167 countries.*

rural economy, especially the plights suffered by the herders. The vulnerable population groups in the informal economy - women, youth, migrants and persons with disabilities - bear the brunt of the jobless growth. The unemployment figures can camouflage the fact that nearly a quarter of all the employed persons were "working poor" or underemployed. Prolonged unemployment or poor-quality employment is forcing the unemployed to leave the labour market altogether, a phenomenon that requires further examination. The labour force participation rate (LFPR) in Mongolia shows a declining trend notably for women and the youth. The total LFPR for the youth declined from 47.3 percent (2004) to 33.4 percent (2020) and for women within the youth cohort from 46.6 percent to 26.7 percent over the same period. As a result, there is an overall decline in the labour force. The Government has a goal of 68 percent active population by 2025 and 70 percent by 2030, which may be challenging given the current trends and the fact that the economy took a big hit during the pandemic.

Emergence of the 'gig' economy: The labour market has seen diversification of the forms in which work is undertaken. New non-standard and non-permanent jobs started emerging in the country, such as through online platforms from remote locations and some others have part-time contracts. While so-called gig economy has started opening up opportunities, especially for youth and women in online trade and services, this also ushered in an era of inferior and precarious conditions of employment, lack of social protection, and possibly low wages, and erosion of rights. The distinction between wage- employed workers, self-employed workers and outsourced work is getting blurred and abused. In this context, application of labour standards and protection of workers becomes ever more challenging and important.

Resilience and sustainability of enterprises: The micro, small and medium enterprises (MSMEs) account for three-fourths of the employment and nearly 65 percent of value addition. They took a big hit during the pandemic, along with the workers they employed. While the Government provided a stimulus package to them, this was not perceived to be enough. There is need to strengthen their resilience and sustainability to withstand any future shocks as outlined in the ILO's "Global call to action for a human-centered recovery from the COVID-19 crisis. To promote inclusion, resilience, and sustainability, there is need to create enabling environment for MSMEs by improving their access to credit, markets, digital technology, and innovations. This also calls for bringing them within the fold of formal economy, by reforming the tax, social insurance and inspection policies, and linking them to domestic/global supply chains.

Green jobs: Building back better after the pandemic is also an opportunity to reduce the carbon footprint by improving the energy efficiency at enterprise level and promoting green technologies and green jobs as well as making enterprises compliant with environmental, social and governance (ESG) standards. The potential for employment in the environmental sector and green jobs that could be generated in the transition toward green economy and society in Mongolia remains under-harnessed.

The Government policies such as Vision 2050, the National Green Development Policy (June 2014) and the *upcoming* 10-year targeted programme on Environmental Development have highlighted transition towards green economy including a high focus on pastoral economy. However, the operationalization of these policies remains challenging largely due to undiversified economy, use of coal for energy generation and lack of green technologies. There is a challenge to define and measure green jobs and green economy. Action is being taken under the Climate Action for Jobs initiative and the UN Partnership for Action on Green Economy (PAGE) to support the Government and social partners in nature-based solutions for green recovery through community-based tourism, as well as the inclusion of Green Jobs related indicators in the UNSDCF Mongolia.

3 The DWCP Priorities and Outcomes

For this DWCP, the ILO and its constituents in Mongolia agreed on three country priorities and six outcomes as described below.

DWCP Strategic Priority 1: Social protection system is in line with international labour standards to ensure access to all - children, youth, men, women, people with different gender identities, persons with disabilities, migrant workers and older persons

DWCP Outcome 1: Social protection policies and system are gender-responsive and improved to extend coverage and enhance benefit adequacy for all, particularly herders and informal workers

DWCP Strategic Priority 2: Enhanced employment opportunities for all, including women, youth and the vulnerable groups, to access decent and sustainable employment in an increasingly green and formalized economy.

DWCP Outcome 2: Decent work is promoted through skills development, labour market programmes and employment services to facilitate transitions in the labour market contributing to inclusive, sustainable, and diversified economic growth with particular attention to women and youth

DWCP Outcome 3: Formalization is facilitated for gender-responsive, inclusive and diversified economic growth

DWCP Strategic Priority 3: International labour standards enforced through improved legal framework, and effective social dialogue and tripartite mechanism.

DWCP Outcome 4: The commitments under the ratified ILO conventions are fulfilled by Mongolia and additional conventions ratified using effective consultation with social partners and other stakeholders

DWCP Outcome 5: Working conditions, including wages, of men and women working in various forms of employment are improved through strong labour administration including effective labour inspection and the strengthened processes of social dialogue and collective bargaining

DWCP Outcome 6: Strong tripartite constituents (workers and employers) for influential, inclusive and gender-responsive social dialogue, through increased institutional capacity of employer and business membership organizations (EBMOs) and workers' organizations

3.1 ILO's comparative advantage

The ILO, the only tripartite UN agency with the representation of the government, the workers and the employers, enjoys close partnership with its constituents and social partners and provides support to strengthening of social partnership and dialogue. As a custodian of the international labour standards and decent work objectives of the SDG, the ILO has been able to contribute to protecting and promoting labour rights through advocacy, monitoring of labour compliance, contribution to revision of labour and related laws, formalization of informal workers and economy, support to youth employment and youth rights at work, and building capacities of the constituents in the implementation

of the country's global obligations for which Mongolia recognizes ILO's contribution. The ILO leverages its convening power and its social dialogue approach, builds trust among the constituents for decent work and sustainable development.

The ILO has the technical knowledge and experience, having worked in all the countries, and has established itself as the technical authority in the world of work. The ILO generates and shares the cutting-edge knowledge on emerging areas and challenges such as the future of work. Through its country presence and regional office in Beijing, ILO shares regional and global best practices, provides technical and legal support, and builds capacities of the constituents for Mongolia to be better equipped to protect labour rights and promote decent work.

In its journey towards the SDGs, Mongolia can particularly benefit from the ILO's normative role and its contribution towards SDG 8, while partnering with other UN agencies and partners in line with the strategic priorities of UNSDCF. The ILO has a special role to play in the achievement of SDG 8 as the custodian of 14 out of 17 indicators. The ILO leads the Alliance 8.7 which is a global partnership to eradicate forced labour, end modern slavery and trafficking and eliminate the child labour in all its forms. The ILO also plays a key role in the UN Global Initiative on Decent Jobs for Youth, a multi- stakeholder partnership to scale up action and impact on youth employment. The ILO in Mongolia is working with the NSO and MLSP to strengthen the availability of data and its use for evidence-based policymaking and reporting progress against the decent work indicators.

3.2 Building on previous DWCP progress and achievements

The DWCP builds upon achievements and lessons learned highlighted in the 2020 report of Normative Stocktaking for Decent Work in Mongolia, various progress and evaluation reports of ILO projects and meetings and discussions of the DWCP technical working group. Valuable information was also provided by the stakeholders during the DWCP consultations about the ILO's mandate, capacity, and positioning; what worked and what did not; and what were the needs and priorities of the constituents moving forward in light of the evolving labour market.

Based on the above information sources about the previous DWCP (2017-2021), extended till 2022, it was found that:

- DWCP has been highly relevant and addressed the needs and priorities of the constituents within the normative framework
- The constituents have achieved through the DWCP significant results in the areas of labour rights, occupational safety and health, decent jobs and social protection
- The ILO response to the COVID-19 pandemic was quick and effective
- The DWCP was inclusive and paid due attention to promoting gender equality and the rights of the vulnerable workers
- The DWCP contributed to the capacity building of employers' and workers' organizations and also made effective use of digital technology / e-learning
- Advocacy by employers' and workers' organizations has played an important role in ratification and implementation of international labour standards
- The ILO collaborated with key partners, including the Government and representatives of the employers and employees, to enhance development outcomes on the ground
- The ILO is well-positioned in the country to promote labour rights. It has provided legal support and contributed to improving alignment of national legal framework with international standards
- Emerging focus on economic diversification and developing small, sustainable and environmentally responsible enterprises can benefit from links with labour standards

The key lessons learned from ILO-tripartite partners' collaboration on the basis of the previous DWCP, including the development cooperation projects, are:

- The pandemic taught many lessons and in particular highlighted the need for building

resilience in the world of work and focusing on recovery. The relevance of ILO's work – related to livelihoods in informal sector, working conditions, social protection and the vulnerabilities of some population groups – was further reinforced.

- Broadening partnerships beyond the tripartite constituents is of critical importance. Leveraging domain knowledge of sister UN agencies and partnership with civil society (such as youth organizations, human rights defenders and academic institutions) can play an important role in furthering the decent work agenda and sustaining results.
- Leveraging ILO's and UN's normative mandates and technical support can be effective in fostering national commitment and ownership, aligning national laws with international standards, and accelerate decent work progress.
- Capacity building of the constituents in the fast-evolving labour market context is of utmost importance. The capacity building that is based on systematic identification of capacity gaps and capacity needs assessment, long-term engagement and measurable impact is much more effective.
- The critical role of digital technology in the world of work was evident during the pandemic. Its role in building resilience, minimizing supply chain disruptions and protecting jobs is to be built upon.
- Strengthening the presence of tripartite mechanisms at the sectoral and sub-national levels can improve results and make the outcomes more inclusive.
- Availability and use of granular labour statistics can greatly facilitate evidence-based policymaking. Continuous research and data gathering, such as through surveys, on key issues and improving labour market information system can address significant gap.
- Positioning decent work as a catalyst for accelerating SDG progress can be a win-win strategy.
- ILO and donors need to be prepared to work in a country over a long period of time; efforts to effect major changes in policy, institutions and culture are likely to significant time.[14]
- Periodic engagement with donors and stakeholders is a good strategy to leverage on trade vis-à- vis core international standards. Had there been consultations with EU-Trade in the country from design and even during M&E, value-adding insights could have been integrated from the beginning. [15]
- Equality issues of women and vulnerable groups need to be included in social dialogues and within the Trade Union. To do this, vulnerable groups must be identified, engaged, and organized. This is where Civil Society Organizations (CSO's) can play a crucial role especially in countries where informal sector seems to thrive.[16]

A list of current projects may be seen at the ILO Development Cooperation Dashboard.

3.3 DWCP Contribution to SDGs, the Country Priorities, and ILO P&B

The DWCP will contribute to the implementation of the 2030 Sustainable Development Agenda around five Ps – the people, planet, prosperity, peace and partnership in Mongolia. More specifically, the DWCP will contribute directly to SDG1 No-poverty, SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth, SDG10 Reduced Inequalities and SDG16 Peace, Justice and Strong institutions, and SDG17 Partnerships. The DWCP is linked to the national development priorities and the ILO's Programme and Budget outputs. These linkages are shown in the Results Matrix.

3.4 DWCP alignment with UNSDCF

14 ILO. "Lessons learnt from DC projects implemented in Mongolia". 16 February 2023. https://www.ilo.org/ievaldiscovery/#bwx-fqqt

15 *Ibis.*

16 *Ibis.*

3.4.1 UNSDCF Theory of change

This section summarizes the overall theory of change of UNSDCF within which the DWCP is positioned.

The overall vision of UNSDCF is: *By 2030, all people in Mongolia over their life course benefit from shared prosperity characterized by inclusive, resilient and sustainable development, as well as healthy and safe environment; and thrive in a cohesive society based on rule of law and human rights.*

The vision above will be achieved *if* decent work preconditions of change as in the following table are met:

Strategic Priority 1: Human Development and Well- being	**Strategic Priority 2: Green, Inclusive and Sustainable Growth**		**Strategic Priority 3: People- centered governance, rule of law and human rights**
Outcome 1: By 2027, people in urban and rural areas, especially the most vulnerable and marginalized, equally realize their full human potential and benefit from inclusive, rights-based, gender- and shock- responsive health and nutrition, education, social protection, WASH and other services	*Outcome 2: By 2027, the Mongolian economy is more diversified, innovative, productive, inclusive, green and geographically balanced enabling decent livelihoods, especially for women and youth, building 21st century skills, and promoting low-carbon* development	*Outcome 3: By 2027, communities and eco-systems in Mongolia are more resilient to climate change with improved capacity for evidence-informed and gender-responsive sustainable natural resource and environmental management and disaster risk reduction*	*Outcome 4: By 2027, policy-making and implementation in Mongolia is more gender- responsive, participatory, coherent, evidence-informed and SDG-aligned; governance institutions at all levels are transparent and accountable; and people, especially the marginalised groups, have access to justice and rule of law for full realisation of human rights*
Decent work preconditions of change: • A universal, resilient, and equitable social and health insurance system for reasonable minimum income guarantee for all people • A social protection system that is gender- and shock-responsive, and is appropriately designed and targeted for efficiency and coverage to protect vulnerable population groups in line with the national social protection law and policy • Safe and healthy work environment in line with the OSH obligations particularly focusing on micro, small and medium enterprises, women workers, workers with disabilities and migrant workers	**Decent work preconditions of change:** • More diversified economy (sectorally and geographically) with reduced dependence on extractives- based economy. • Enabling conditions for more competitive and productive agriculture sector, agriculture-based inclusive and sustainable • industrialization respecting agro-ecological principles • Better access by private sector, including micro and small enterprises, to technology, finance and markets linked to the domestic and global value chains • Increased formalization of the economy in terms of enterprises and labour relations	**Decent work preconditions of change:** • Gender-responsive public policies, laws, strategies and institutional mechanisms to combat climate change through mitigation and adaptation across all sectors • Clean and renewable energy and technology and accelerated low-carbon ('green') pathway • Decentralized natural resource governance and enhanced capacities of local governance institutions to adopt sustainable land, forests and water management especially benefiting the herder community	**Decent work preconditions of change:** • More coherent, SDG-aligned and evidence-based policy-planning, budgeting, financing, and results monitoring and reporting • The judicial system and law enforcement agencies and national human rights mechanisms are more independent, effective, gender- and child- sensitive, disability- inclusive and responsive to the justice needs of the marginalized groups • Potential of digital transformation is harnessed

• Ensuring a safe and healthy working environment through the promotion of preventative safe and health culture and management systems approach particularly focusing on high-risk workers including those in micro, small and medium enterprises, women workers, workers with disabilities and migrant workers • Strengthened OSH supervision and administration, including system of inspection • A comprehensive migration policy focused on sustainable development while reducing the vulnerabilities of those displaced, both internally and internationally. • Disaggregated data available and used for evidence-based policy-making and national and local planning	• Accelerated digital transformation and closed digital divide for underserved areas and sectors • Improved labour market information system • Institutional capacities to bridge the skills mismatch by providing 21st century skills including entrepreneurship for youth and women, as well as the digital and green upskilling of workers. • Innovative, nature-based green livelihood opportunities such as agro- eco-tourism • Herder community linked to livestock value chains that is sustainable and climate-resilient • Women's labour force participation improved, their unpaid care work burden addressed, and women-led businesses supported • Pro-employment macroeconomic, sectoral and industrial policies that are agile, transparent and accountable enabling revenue and expenditure tracking	• Herders are helped to reduce livestock population to lighten the burden on land and make animal husbandry more environment-friendly • Capacities of local communities to reduce disaster risks and respond to disasters and emergencies • Mobilized innovative climate finance linked to sustainable development and nature-based solutions • Public awareness and behavioral change in support of nature-sensitive investment, production and consumption • More sustainable and inclusive cities in terms of livelihoods, living conditions including housing and civic amenities, air quality, waste management and resilience to disasters • Improved environmental governance, data and legal framework	• Meaningful participation of the social partners, civil society and public, especially the marginalized groups, through civic engagement and volunteering in the design and implementation of services and policies, and monitoring of human and labour rights • Human trafficking especially of women and children, forced labour, and child labour effectively tackled • Discriminatory practices, harmful social and gender norms, hate speech, disinformation and fake news firmly countered • Conducive environment created for women's participation in social, economic and political life

3.4.2 DWCP Theory of Change

The DWCP theory of change is derived from the decent work elements of the UNSDCF theory of change as above and the high-level preconditions that must be met to achieve the UNSDCF strategic vision, priorities and outcomes. The overarching DWCP theory of change is that *if* there is a social protection system compliant with the international norms; *if* there are decent work opportunities in an increasingly green and formalized economy; and *if* the labour standards are effectively enforced underpinned by tripartism and social dialogue; *then* the decent work agenda will be achieved and by 2030, as expressed in the overall vision of UNSDCF referred earlier.

The following DWCP theory of change graph describes the preconditions of change to achieve the decent work goals.

National policies

Vision 2050

Sector policies

SDG priorities

Normative

ILO Centenary Declaration

Declaration on Social Justice for a Fair Globalization International labour conventions

Key partners

Parliament

MLSP
MONEF
CMTU
MNCCI

UNCT
Donors
CSOs
Academia

DWCP GOAL (UNSDCF Vision): By 2030, all people in Mongolia over their life course benefit from shared prosperity characterized by inclusive, resilient and sustainable development, as well as healthy and safe environment; and thrive in a cohesive society based on rule of law and human rights.
creased number of women and men in full, decent and productive jobs in Bangladesh in the post-COVID-19 period as a result of enhanced (i) strategic policy and institutional frameworks and (ii) capacities for inclusive, equitable and sustainable economic development, decent work and social protection for all

DWCP PRIORITIES

Priority 1: Social protection system is in line with international labour standards to ensure access to all - children, youth, men, women, people of other gender, persons with disabilities and elderly
Outcome 1: By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.

Priority 2: Enhanced employment opportunities for all, including the vulnerable groups, to access decent and sustainable employment in an increasingly green, formalized economy.
Outcome 1: By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging districts, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.

Priority 3: International labour standards enforced through improved legal framework, and effective social dialogue and tripartite mechanism.

Outcome 1: By 2026, more people in Bangladesh, particularly the most vulnerable and marginalized from all gender and social groups, and those from lagging districts, have access to and can enjoy full and productive employment and decent work opportunities resulting from responsible, inclusive, sustainable, green, and equitable economic development.

DWCP OUTCOMES

Outcome 1: Social protection policies and system (social insurance, social assistance and labour market interventions) improved to extend coverage and enhance benefit adequacy for all, particularly herders and informal workers
Outcome 2: Decent work is promoted through skills upgrading, just transition, and implementation of coherent national employment programmes for vulnerable population, in particular young jobseekers/workers, contributing to inclusive, sustainable and diversified economic growth
Outcome 3: Formal employment is promoted for inclusive and diversified economic growth
Outcome 4: The Government of Mongolia meaningfully fulfils its commitments under the ILO conventions ratified and expands them through ratification of additional conventions using effective consultation with social partners
Outcome 5: Working conditions, including wage, of men and women working in various forms of employment are improved through the strengthened processes of social dialogue, including collective bargaining.
Outcome 6: Strong tripartite constituents (workers and employers) for influential, inclusive social dialogue, through increased institutional capacity of employer and business membership organizations (EBMOs) and workers' organizations

CONDITIONS FOR CHANGE

If fundamental principles and rights at work are applied with increased ratfications and implementation of conventions
If all forms of unacceptable work, including child and forced labour, is eliminated
If there is expanded coverage of sustainably financed, inclusive, shock- and gender-responsive social protection based on social protection floors and a life-cycle approach
If equitable and inclusive opportunities are increased for education-to-work transition, 21st century skills fit for the 4th Induistrial revolution, improved employability and decent jobs;
If there is improved climate for entrepreneurship, and enterprise development, and youth and women-led enterprises with access to finance and business services;
If more enterprises transiiton from informal to fomal and workers have the opportunity and see value to this transition;
If women's labour force participation is increased, supported by an expanded care economy and gender-sensitive work environemnt;
If productuivity is imprived through diversification, innovation and competitiveness of the economy and the productivity gains are equitably shared between employers and workers;
If the country follows a low-carbon pathe to devleopment and there is just transition towards an environmentally sustainable economy and employment;
If workplaces are safe, healthy and free from violence and harassment;
If labour market governance and labour administration policies and institutions, including onspections, are functioning effectively and accountably, including the labour courts, and dispute resolution mechanism,
If access to decent work, quality services and social protection is enhanced for herders and migrant workers;
If the social dialogue and country's tripartite architecture are functioning effectively at all levels, with equitable and influential engagement by employers' and workers' organizations;
If employers' and workers' organizations have the requisite capacities to represent their members effectively;
If progress is accelerated towards gender equality and women's empowerment in the world of work;
Then in Mongolia more women and men workers, informal and formal, will benefit from shared prosperity characterised by decent and productive work, safe and healthy work environemnt, and labour markets and governance based on normative standards

Cross-cutting themes

International labour standards

Tripartism and social dialogue

Gender equality, non-discrimination

Environmental sustainability

Key strategies

Policy and legal advice

Normative influence / advocacy

Convening power

Technical support

Supporting tripartism and social dialogue

Capacity building

LNOB

Strategic research

Resource mobilization

The DWCP will be addressing all the three priorities and four outcomes of UNSDCF through three strategic priorities and six outcomes. DWCP Results Matrix in Annex 1 may be referred to for the full set of outcomes, outputs, contributions to the 2030 Agenda, the country policies and priorities UNSDCF and ILO Programme and Budget.

The priorities, outcomes and outputs above will contribute to the creation of productive and quality jobs, green jobs, in an increasingly formalized economy and future of work, provide social protection to the workers through an expanded and efficient system, and promote compliance with the international labour standards. These priorities will particularly focus on environmental sustainability, gender equality and non-discrimination, and inclusive approaches leaving no one behind. The decent work agenda, and hence the priorities and outcomes described above, is interdependent and mutually reinforcing. International standards inform the decent employment, safe and healthy working conditions and social protection goals. Stronger social dialogue and tripartism will likewise improve development outcomes in other areas of decent work. Gender equality and inclusive approaches of DWCP and programmes of other development partners will strongly build synergies to enhance effectiveness of joint efforts, including advocacy.

The DWCP results will be delivered through policy advice, capacity building, advocacy, pilot projects, evidence-based research, knowledge sharing, partnership building and innovative financing and resource mobilization.The strategy to achieve results will also focus on strengthening tripartism at sectoral and geographical levels, including rural areas and informal enterprises.

Gender equality at work and non-discrimination are the cross-cutting principles for the ILO programming. The gender equality mainstreaming will be aligned with the P&B 2022-2023 Outcome 6 (Gender equality and equal opportunities and treatment in the world of work).

In addition to the outputs that directly contribute to gender equality, all DWCP interventions will pass through the gender equality test. Under DWCP priority 1 outcome 1, social protection will particularly focus on needs of women (including herders and migrants) who are largely engaged in the informal sector and more in need of social protection; DWCP priority 2 outcome 2 will focus on delivering skilling and reskilling services (including digital and other non-traditional areas) to women in a gender- sensitive manner, promote women's labour force participation through expansion of care economy, among others, and expand decent employment opportunities; DWCP priority 2 outcome 3 will promote formalization of employment which will benefit women workers as they will have better social protection and working conditions; and DWCP priority 3 outcomes 4, 5 and 6 will promote better compliance with international labour standards on women in work (including on violence and harassment at workplace, gender pay equity, protection of women workers, fair recruitment practices for women), and better representation of women in the employers' and employees' organizations.

The DWCP will also be guided by HRBA principles, notably non-discrimination, and particularly address the decent work challenges faced by the vulnerable groups. ILO will continue to work with the constituents to build their capacities to effectively address gender equality and non-discrimination principles. By working with NSO and other partners, ILO will contribute to strengthening labour statistics, collect disaggregated data (by age, sex, disability, HIV status) and provide the same to constituents for evidence-based policymaking.

3.4.3 DWCP Contributions to UNSDCF outcomes

The sections below describe the specific programmatic interventions of DWCP that will contribute to the three UNSDCF priorities and four outcomes:

UNSDCF Outcome 1: *By 2027, people in urban and rural areas, especially the most vulnerable and marginalised, equally realise their full human potential and benefit from inclusive, rights-based, gender- and shock-responsive health and nutrition, education, social protection, WASH and other services*

DWCP will contribute to the above outcome through:

DWCP Strategic Priority 1: Social protection system is in line with international labour standards to

ensure access to all - children, youth, men, women, people with different gender identities, persons with disabilities, migrant workers and older persons

DWCP Outcome 1: *Social protection policies and system are gender-responsive and improved to extend coverage and enhance benefit adequacy for all, particularly herders and informal workers*

The ILO will collaborate with the Government of Mongolia, the social partners, UNCT and other national and international partners in the following areas:

- In view of a possible ratification of C102, facilitate social dialogue to build national consensus on a comprehensive universal social protection system notably in the context of evolving labour market diversity and based on impact assessment
- The social protection diagnostics carried out that throws up financing options for further discussion with the constituents
- Build capacities of tripartite constituents to implement and monitor, and suggest course corrections if required, to the new social protection legislation and policy
- Provide technical support to digitalize and integrate social protection system with the e-Mongolia initiative to make it more efficient and transparent
- Improved administration of social insurance schemes (including IT-based solutions) with increasing number of herder women and men benefiting from social insurance and health insurance coverage
- Support development of an effective and efficient national single registry and database system for the delivery and administration of a universal social protection system.
- As part of the UN's commitment to leaving no-one behind (LNOB), build on existing initiatives to ensure social protection coverage for women and vulnerable population groups (herders, migrants, persons with disabilities)
- Working with other UN agencies, and building on the past results of the UN Joint Programme on Social Protection, mobilize support and resources for the next phase of a UN Joint Social Protection Programme
- Commission deeper analysis on the impact of social protection system in the country on various population groups in the post-COVID setting
- Review and update the national OSH profile and action plan ensuring it is inclusive and gender-responsive
- Conduct studies on sector-specific safety and health (disease) risks and use this information for improving OSH policy and compliance
- Improve capacity of the National Tripartite OSH Committee to provide oversight to implementation of OSH standards
- Create awareness amongst herders and migrant workers about their social insurance / protection entitlements and build their capacity to access social protection schemes

The role of the Ministry of Labour and Social Protection will be to formulate appropriate social protection policies and legal framework in line with the international standards and provide for adequate budget and capacities to implement the social protection programmes and interventions including through establishing single registry and other digital means to make reach of social protection efficient and effective. The General Authority for Social Insurance as the implementing arm will partner with the ILO and build implementation capacity and improve business processes. Social partners will advocate for inclusion of vulnerable groups such as informal workers, persons with disabilities and herders and create awareness. Academia/research organizations will contribute to diagnostics of social protection system in the country and provide deeper insights. ILO will work with other UN entities active in social protection to build synergies.

UNSDCF Outcome 2: *By 2027, the Mongolian economy is more diversified, innovative, productive, inclusive, green and geographically balanced enabling decent livelihoods, especially for women and youth, building 21st century skills, and promoting low-carbon development*

UNSDCF Outcome 3: *By 2027, communities and eco-systems in Mongolia are more resilient to climate change with improved capacity for evidence-informed and gender-responsive sustainable natural resource and environmental management and disaster risk reduction*

DWCP will contribute to two outcomes above through:

DWCP Strategic Priority 2: Enhanced employment opportunities for all, including women, youth and the vulnerable groups, to access decent and sustainable employment in an increasingly green and formalized economy.

DWCP Outcome 2: *Decent work is promoted through skills development, labour market programmes and employment services to facilitate transitions in the labour market contributing to inclusive, sustainable, and diversified economic growth with particular attention to women and youth*

The ILO will collaborate with the Government of Mongolia, the social partners, UNCT and other national and international partners in the following areas:

- ILO will support the national partners recover from the pandemic and implement decent employment policies and strategies within the Vision-2050 framework
- Working with the tripartite constituents, promote social dialogue on decent work especially focused on women, youth and vulnerable groups
- Focused skilling programmes through employment promotion fund and other means designed for women and vulnerable groups (including women, persons with disabilities, rural youth, migrants, herders) and delivered through gender- and disability-responsive delivery mechanisms
- Support national institutions and companies to provide digital and green upskilling to workers in different economic sectors.
- Women's labour force participation is improved by expanding investments in the care economy, establishing fair recruitment policy, reducing gender pay gap and creating gender-transformative work environment
- Support the National Commission on Gender Equality implement National Programme on Gender Equality and Gender Equality Laws including gender equality provisions in the new Labour Law
- Promote responsible business practices such as CSR, complying with EU GSP+ and making investment compliant with ESG norms
- Enhance productivity especially of small and medium enterprises through innovations, digitalization and better integration with global supply chains
- Support enterprise development enabling entrepreneurs, especially women and youth led enterprises, access markets, finance, technology, and business services
- Working with NSO and the relevant line ministries, the methodologies on green economy and green jobs are clarified and data availability improved
- Formalization of informal workers and establishment accelerated, and the registration system and/or platform for informal workers have been put in place.
- Through trainings and capacity building efforts, the tripartite constituents – especially the employers' and workers' organizations, have better understanding of the green economy and are able to benefit from the just transition and low-carbon pathways
- ILO with other partners develops a taxonomy of green development

- In collaboration with other UN agencies, ILO supports local bodies (at *aimag* level) to design and implement decent work agenda
- Labour statistics improved in identified key areas (such as informal economy, child labour, green jobs) and more sex-disaggregated data available for evidence-based decision-making
- Collaboration with academic institutions strengthened for actionable research on emerging labour market trends

The Ministry of Labour and Social Protection will work with other line ministries to position decent work as a top development priority and for that purpose formulate appropriate policies and legislation to mainstream decent work agenda. The skills organizations will design and deliver demand-driven skills curriculum. Employers' and employees' organizations will build capacity of its constituents, including in informal sector and rural areas, to adapt to rapidly changing world of work and transition to Industry 4.0. Local bodies will prepare and implement decent work agenda at local level. NSO will further refine green jobs definitions and taxonomy and strengthen decent work indicators for SDG 8.

DWCP Outcome 3: *Formalization is facilitated for gender-responsive, inclusive, and diversified economic growth*

The ILO will collaborate with the Government of Mongolia, the tripartite constituents, UNCT and other national and international partners in the following areas:

- Working with NSO and research institutions, deeper understanding if the informal enterprises and informal employment is developed with regard to its drivers, work deficit and extent of non- compliance that results due to informality
- Capacities of the Government and social partners are improved to put in place a package of reforms (laws, policies, incentives, administrative simplification, tax reform, risk-based inspections) that would encourage greater integration with formal economy
- Informal workers are made aware of the benefits of transition to formal employment through advocacy campaign in association with employers' and workers' organizations.

The Ministry of Labour and Social Protection and the Ministry of Economic Development will design and implement a robust formalization strategy. Employers' and workers' organizations will advocate for formalization highlighting its advantages and create awareness about incentives available to formalized enterprises.

UNSDCF Outcome 4: By 2027, policy-making and implementation in Mongolia is more gender-responsive, participatory, coherent, evidence-informed and SDG-aligned; governance institutions at all levels are transparent and accountable; and people, especially the marginalised groups, have access to justice and rule of law for full realisation of human rights

DWCP will contribute to the above outcome through:

DWCP Strategic Priority 3: International labour standards enforced through improved legal framework, and effective social dialogue and tripartite mechanism.

DWCP Outcome 4: *The commitments under the ratified ILO conventions are fulfilled by Mongolia and additional conventions ratified using effective consultation with social partners and other stakeholders*

ILO will collaborate with the Government of Mongolia, the tripartite constituents, UNCT and other national and international partners in the following areas:

- Focusing on the conventions recommended for ratification to the Government by the ILO supervisory bodies, national and international human rights bodies, including NHRCM, provide necessary legal and technical support enabling ratification and application of conventions
- Strengthen social dialogue around international labour standards highlighting the economic benefits of ILS compliance

- Provide legal, technical and policy advice and build capacities of partners on the new Labour Law
- Advocacy strengthened by all tripartite constituents on unacceptable forms of work including forced and child labour creating a groundswell against such egregious practices
- Strengthen capacities of the Government to report on the international labour standards commitments with improved quality of reporting supported by evidence, including evidence from the ground provided by the partners
- Capacity building of NHRCM, human rights defenders and other civil society organizations will be augmented to highlight and eliminate unacceptable forms of work.
- Capacities will be enhanced in monitoring business entities and organizations as a means to prevent labour trafficking and promote fair and ethical recruitment practices

The Ministry of Labour and Social Protection will initiate ratification of 'in focus' treaties and conventions. The Law Ministry, NHRC, National Commission for Gender Equality, Mongolian Bar Association and ILO will provide legal and technical support as needed. Employers' and workers' organizations will hold regular and meaningful social dialogue and advocate for and provide support for adoption and implementation of international standards. These organizations will contribute to capacity building of its constituents in the new Labor Law. Civil society will provide ground information on and advocate for elimination of unacceptable forms of work.

DWCP Outcome 5: *Working conditions, including wages, of men and women working in various forms of employment are improved through strong labour administration including effective labour inspection and the strengthened processes of social dialogue and collective bargaining.*

The ILO will collaborate with the Government of Mongolia, the tripartite constituents, UNCT and other national and international partners in the following areas:

- Capacity of tripartite partners to improve working conditions through collective bargaining will be strengthened
- Capacity of tripartite constituents in gender equality, non-discrimination, disability inclusion, HIV policy at workplace will be improved
- Capacity of labour inspectors improved through risk-based, digitalized, and gender-responsive training programmes
- Collaborate with NHRCM and NCGE to strengthen implementation of laws on violence against women and sexual harassment
- Enhanced advocacy to create public opinion against violence against women and sexual harassment at workplace
- Through stronger inspection system, and digitalization, effectively address cases of economic harassment (underpayment of wages, forced donations extracted form workers, underreporting of working hours)
- Workers are comprehensively protected by industrial accident and occupational disease insurance against injuries and acquired disabilities at work during work
- OSH standards are particularly enforced in small and medium enterprises and informal sector more vulnerable to exclusion from labour inspections
- Encourage tripartite partners to have social dialogue about C190 for possible ratification
- Identify establishments where women are more prone to violation of their rights and work with civil society for independent monitoring of workplace harassment
- Provide technical and data support for formulating/updating evidence-based national wage policy

The Ministry of Labour and Social Protection will build capacity of labour inspectors recently absorbed from GASI which stands disbanded as of January 2023. Employers' and workers' organizations will hold social dialogue on working conditions and build capacity of constituents about international

occupational safety and health standards. The National Human Rights Commission will provide oversight to the compliance of labour standards and take its own accord by taking cognizance of violations. The National Commission for Gender Equality will ensure compliance with, and advocate for, safe working conditions for women free from violence and sexual harassment at workplace.

DWCP Outcome 6: *Strong tripartite constituents (workers and employers) for influential, inclusive and gender-responsive social dialogue, through increased institutional capacity of employer and business membership organizations (EBMOs) and workers' organizations*

The ILO will collaborate with the Government of Mongolia, the tripartite constituents, UNCT and other national and international partners in the following areas:

- Work with EBMOs to professionalize its management through improved strategic planning, digitalization, membership monitoring, advocacy, and capacity to effectively represent members including at sector and provincial levels in a rapidly changing world of work
- Specific programmes (including online) in leadership, collective bargaining, and dispute resolution mechanisms designed and delivered to the members
- Expand the CRM (Customer Relationship Management) software as a tool for designing and delivering market-oriented services for informal business units and small enterprises
- Improved capacity of employers' organizations to provide training services to micro and small enterprises, including in the informal economy
- EBMOs has improved research and analytical capacity
- Capacity of workers' organizations improved to modernize union activities and expand membership
- Improvement in workers' organizations and its members' negotiation skills, labour inspection and raising awareness on workers' rights in new Labour Law
- Mechanisms in place to prevent anti-union discrimination, unfair labour practices and violence against workers

Ministry of Labour and Social Protection will work with ILO to design and deliver capacity building programmes for the employers' and workers' organizations including strategic planning, communications and advocacy, negotiation skills, new labour law, collective bargaining, dispute resolution, freedom of association, international standards, and changing world of work.

3.4.4 Assumptions underpinning the DWCP

The key assumptions behind successful implementation of DWCP include:

- Presence of strong political will and continued commitment by all parties to promote decent work in the country and modernizing labour market governance
- Availability of adequate resources for creation of decent work and carrying out labour market reforms
- Availability of regular, reliable and disaggregated data on labour markets for evidence-based policymaking.
- Strong and vibrant social partners and Meaningful social dialogue to address decent work challenges
- Commitment to upholding labour laws and complying with international human rights obligations.

3.5 Managing Risks

The risks identified in the UNSDCF are also the risks that DWCP will face. Following are the risks identified in the UNSDCF and the ILO response to mitigate the risks:

- The geopolitical situation may spill over to Mongolia and with the landlocked country's economic dependence on neighboring countries, this could potentially have a negative impact on growth, poverty reduction and the decent work

agenda [Likelihood: Moderate. Impact: High] The ILO's mitigation strategy is to align closely with the UNSDCF risk management system for collective response. The ILO will keep the headquarters informed of any risk aggravating factors for timely action. Even if the risk materializes, the ILO will continue to promote and advocate for workers' rights and protection of vulnerable workers

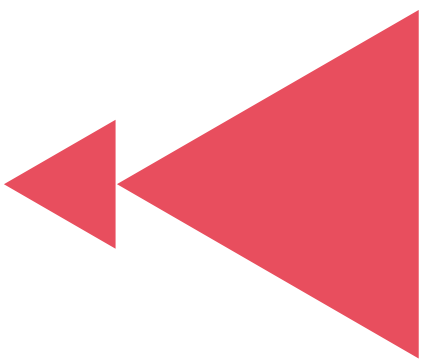
- The gaps in national absorption capacity, weak inter-ministerial coordination and high staff turnover have been identified as risks for UNSDCF. In the context of DWCP, gaps in capacity of the tripartite constituents can pose a risk to the effective implementation of DWCP. [Likelihood: Moderate. Impact: Moderate] To mitigate this risk, ILO has taken on board all the tripartite constituents to foster ownership of DWCP. The ILO will further advocate for prioritization of decent work as an important goal in development plans. The ILO will also implement this DWCP by actively engaging with, and enhancing the capacity of, the Mongolian constituents as a risk management strategy.

- Triggered by economic slowdown, and other external factors, the country could face a serious resource crunch. Given its middle-income status, the donor interest in Mongolia may also dwindle. This could impact the ongoing reforms in social protection system, creation of decent work opportunities and improving the working conditions in line with the international obligations. [Likelihood: High. Impact: High] The ILO's risk mitigation strategy will include positioning of decent work agenda at a high level and mobilization of adequate resources through conventional and innovative financing instruments, cost-sharing with the Government, SDG-linked financing/budgeting and joint programming.

- A new wave of COVID-19, or other forms of pandemic, at a time when the country is on path to recovery, remains a serious risk for UNSDCF and DWCP. The UN's response to the pandemic clearly highlighted the impact this has had on the lives and livelihoods and overall welfare of people with the vulnerable population groups bearing the brunt of it. [Likelihood: Moderate. Impact: High] Given the high levels of vaccination and awareness, the impact is expected to be muted. Yet, the ILO will strengthen workplace safety and protection and create awareness to protect workers against the risk of the pandemic breaking out.

- Climate change and disasters, such as *dzud*, remain a serious risk to pastoral economy, livelihoods of the herders, triggering large scale migration to the urban areas with associated risk of welfare loss. This could negatively impact the goal of creating decent work and good working conditions in line with international standards. [Likelihood: High. Impact: High] Resilience to climate change is a major national development goal as well as a cross-cutting objective of DWCP. The ILO will ensure that the climate change resilience considerations are mainstreamed in all the programmes, projects and activities to mitigate this risk

There are also opportunities to be built upon. As identified in the UNSDCF, Mongolia has a young population with high education levels among women and men, has a functional democracy, expanding private sector, vibrant civil society, political stability and good foreign relations including with neighboring countries which can be leveraged for regional cooperation. The pandemic and the geo-political situation have hastened the thinking on revisiting the development paradigm and moving towards greater diversification and harnessing the potential of digital transformation as an enabler. The DWCP will build upon these positives.



4 Management, implementation, monitoring, reporting and evaluation arrangements

4.1 ILO within UNSDCF governance and management structure

UN Country Team: ILO is a member of the UN Country Team, which is led by UN Resident Coordinator, in Mongolia for inter-agency collaboration, coherence and decision-making. UNCT comprises both resident and non-resident agencies. ILO as a contributor to UNSDCF is accountable to UNRC for the joint results defined in UNSDCF while also being accountable to its own headquarters for its mandate. ILO contributes to the decent work outcomes and thus to UNSDCF and SDGs, notably SDG-8. ILO is the prime mover in shaping the decent work agenda in the country on behalf of the UN system.

Joint Steering Committee: ILO will participate in the annual meetings of the UNSDCF Joint Steering Committee (JSC). This is the apex governing body and provides strategic guidance to UNSDCF. This is co-chaired by the Minister of Foreign Affairs and UN Resident Coordinator on behalf of the UN Country Team. Other UNCT members, including ILO, and chairs of the Results Groups, may also participate by rotation or as decided by UNCT.

Joint Work Plans: A JWP is the key planning instrument for UNSDCF implementation. ILO makes its contribution to JWP by including joint outcomes and outputs with indicators and resources. This forms the basis for monitoring results. JWP is also the basis for ILO to provide inputs to RCO for preparing the Annual Performance Review (APR) for consideration of the JSC.

Results Groups: ILO will contribute to all three results groups of the UNSDCF and will ensure that the decent work components are adequately reflected in the UN programmes.

Theme Groups: ILO will also participate in and contribute to the thematic groups on gender, human rights and youth established to support implementation of UNSDCF and mainstreaming respective thematic issues

Programme Support Groups: In addition, ILO will also participate in and contribute to the Programme

Support Groups such as *Monitoring, Evaluation and Learning Group (MEL*), *Resource Mobilization and Partnerships Group (RMP Group*), *Operations Management Team (OMT*), UN *Communications Group (UNCG*).[17]

4.2 ILO internal programme management arrangements

The Tripartite governance of DWCP: The DWCP will be governed by a tripartite structure represented by the Tripartite Steering Committee (TSC) comprising representatives of the Government, employers' and workers' organizations. The National Tripartite Committee for Labour and Social Partnership, if agreed, may replace the Tripartite Steering Committee *(in discussion).* The TSC is the apex body to provide strategic guidance to the DWCP. The TSC will provide oversight, recommend course corrections as necessary, review performance, take cognizance of emerging country context, and foster synergies between the national priorities and DWCP. The tripartite governance is vital to the DWCP implementation for building ownership, sustainability and meaningful social dialogue. The TSC will meet at least once in a year and also review the annual performance. Under the TSC, a technical

17 UN Mongolia. 2022. "UNSDCF Mongolia 2023-2027". 17 February. https://bit.ly/40NEd25.

working group will be established comprising the tripartite constituents, as well as other key implementing partners such as NHRCM, NCGE, NSO etc. The technical working group will meet twice a year, or as necessary, to discuss the progress made for the reference period, as well as to exchange information for broader collaboration.

The ILO Country Office for China and Mongolia: The overall DWCP implementation will be facilitated by the ILO Country Office for China and Mongolia with support from the ILO Decent Work Team for East and Southeast Asia and the Pacific, the ILO Regional Office for Asia and the Pacific (ROAP) and ILO Headquarters in Geneva.

Project Steering Committees: In addition, for the implementation of individual development cooperation projects there will be a separate project steering may be established to take stock of progress and suggest course corrections as necessary. These committees will meet as described in the relevant project documents.

Such projects may be seen at the ILO Development Cooperation Dashboard available at*:*

https://www.ilo.org/DevelopmentCooperationDashboard/#bx6h5mv

4.3 DWCP monitoring and evaluation

The progress of UNSDCF will be measured against the Results Framework of UNSDCF and the performance indicators therein. The ILO will be responsible for monitoring and tracking the progress on decent work results (outcomes and outputs) in the UNSDCF for which it is the custodian.

DWCP monitoring and evaluation: The monitoring and evaluation arrangements will be consistent with the requirements of the ILO, the UNSDCF 2023-2027, the ILO's development partners, the government and its social partners. Emphasis will be placed on setting out in the annexed DWCP Results Matrix expected outcomes and indicators of progress. They are designed to be both specific enough to properly capture developments supported with ILO contributions, yet flexible enough to allow for the shifts in course that will inevitably arise during the five-year life of this programme.

On-going monitoring would be conducted within a **DWCP Monitoring Plan** that is to be endorsed, reviewed, and adjusted as needed by the TSC. This plan will be linked to the DWCP Results Matrix. Associated reporting will be synchronized to the extent possible with the ILO's internal reporting to the Regional Office for Asia and the Pacific (ROAP) and ILO Headquarters, as well as UNSDCF reporting.

The ILO will report **on DWCP progress**, to UNSDCF annual reporting and the ILO's programme and budget implementation report.

The DWCP may undergo a **mid-term and/or final review**. These evaluations will be guided by the ILO's evaluation policy (GB.331/PFA/8), the results-based strategy (GB.332/PFA/8) and the fourth edition of the ILO policy guidelines for evaluation (2020) besides practices on DWCP evaluation with strong involvement of tripartite constituents. Evaluation of the UNSDCF Mongolia for 2023-27 is planned to be conducted in 2026, according to the document, and the DWCP review should be conducted prior to the date.

The ILO will ensure that all **development cooperation projects** include plans and resources for independent evaluation, and new project designs link to both UNSDCF and DWCP results and indicators.

5 Resource Mobilisation Plan

Full implementation of this DWCP is estimated to cost around USD 8,000,000. The ILO fund available for implementation of this DWCP including the ongoing/ upcoming development cooperation projects, will be around USD 1,520,000. The office regular budget will be used for essential support, also as seed funding for project development and programme monitoring and evaluation and raise resources. The rest of the resource gap is expected to be filled through following sources:

Tripartite constituents' resources: Given the strong Government commitment to the implementation of the international labour standards, it is expected that there will be gradually higher allocation of national budgetary resources including Employment Promotion Fund for the jointly identified priorities for conducting research and studies, as well as trainings, and strengthening capacity of the constituents. Their in-kind contribution as staff time and facilities will also be leveraged.

Extra-budgetary resources: For bridging the funding gaps, ILO and its national partners will jointly bid for resources and explore opportunities to mobilize resources from multilateral and bilateral development agencies and international financial institutions. Advocacy by the tripartite constituents will be leveraged to mobilize resources from the multi-bi development agencies. Active donors may include the EU, Australia, Canada, the US, Japan and Korea. The latter two are more on bilateral cooperation. It is worthwhile to further explore.

Vertical funds: In some areas such as green jobs, ILO will bid for vertical funds like the Green Climate

Fund and innovative SDG-linked financial instruments along with other UN entities. ILO will further collaborate with other partners and build capacity of relevant ministries for SDG-aligned planning, budgeting and monitoring within the Integrated National Funding Framework.

These funds usually require **Joint programming** of UN agencies and other implementing partners. ILO will explore joint programming with other UN agencies to broaden the resource base, enhance synergies and development impact. Besides ILO's specific normative mandate on the international labour standards, there are a number of areas that lend themselves to joint work with other agencies such as social protection, formalization of economy, green jobs among others.

ILO global and regional programmes: ILO implements various programmes at global and regional levels to address the common issues faces by the countries covered. These are supported by various funding sources, including bilateral donors, multilateral agencies and private foundations. Mongolia stands to benefit from such global and regional programmes and experiences of the peer countries implementing projects of similar nature.

ILO Regular Budget Supplementary Account (RBSA): Programmes of strategic significance can be funded for specific periods by the RBSA, which is based on unconditional funding to ILO by various development partners.

Private sector: Although a new area for Mongolia, the ILO will make efforts to mobilize funds from private sector for realization of projects and programmes benefiting the employers and workers in the country at large. This can be tried through a close cooperation with employers' and workers' organizations.

South-south cooperation: ILO will further strengthen linkages between various components of DWCP to improve synergies and impact. ILO will also strengthen south-south cooperation for leveraging knowledge, resources and skills.

Donors and development partners: In the first year of the implementation of DWCP, ILO will prepare a resource mobilization strategy based on realistic assessment of potential donors and development

partners and explore innovative sources of funding DWCP in alignment with and contributing to UNSDCF funding framework.

In overall, the issue of funding the DWCP will be aligned with the larger issue of SDG financing and will be consulted with tripartite partners. The ILO regular budget will only be catalytic in nature and used to mobilize other innovative and non-conventional sources of funds. With support of PARDEV and UNSDCF Resource Mobilization and Partnership working group, the ILO will actively be engaged exploring funding opportunities for the joint UN programmes through multiple thematic funds e.g., Joint SDG Fund, UN-Partnerships of the Rights of the Persons with Disability (PRPD) Fund (through

MPTF). The ILO and the tripartite constituents will work closely with the Ministry of Finance and

Ministry of Economic Development and other stakeholders to improve allocation of resources towards implementation of decent work agenda.

6 Advocacy and communications plan

Effective communications and evidence-based advocacy on decent work agenda will underpin the implementation of DWCP. Leveraging its normative mandate of promoting realization of the fundamental principles and rights at work in Mongolia, ILO will actively disseminate and use the programme results and knowledge products (such as research reports, policy briefs, technical tools and project and programme evaluation reports) to convey key messages.

The communications and advocacy strategy will be targeted towards all levels: national, regional and local and will address key stakeholders: parliamentarians, industry, sectoral organizations, employers, employees, media, development partners, civil society and general public. The communications and advocacy plan will be prepared under the guidance of the National Tripartite Committee on Labour and Social Partnership and will aim at:

- Carrying out public awareness raising and promoting public discussion on various relevant issues related to decent work
- bringing about policy changes in key emerging areas of concern (such as child labour and other unacceptable forms of work) for which purpose the ILO will convene, on an annual basis, a high-level meeting of policy makers on decent work;
- building a collection of knowledge and documentation of good practices through research partnerships with the Mongolian think-tanks and NHRCM and using this knowledge for advocacy;
- strengthening capacity of media organizations to create awareness about key labour issues and country's compliance with labour standards;
- supporting employers' and workers' organizations in preparing their own communications and advocacy plans for articulation of key messages;
- uploading progress on Mongolia's application of international labour standards and the comments of the international supervisory body on country reports on the Mongolia Profile from the NORMLEX online information portal;[18] and,
- working closely with UN Communications Group (UNCG), contributing to the UNCT communications and advocacy strategy and plan ensuring that decent work components are duly reflected.

The ILO Country Office for China and Mongolia will lead coordination and information sharing with the development community and identify common areas of work to enhance programme complementarity. DWCP will use multiple communication channels, including social media, to transmit key messages.

18 ILO. NORMLEX Information System on International Labour. 17 February 2023. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:14000:0::NO::P14000_COUN TRY_ID:103142.

Annex 1: DWCP Results Matrix

Vision 2050 Long-term development policy of Mongolia:
Objective 2. Groom a healthy, socially active Mongolian through creation of an enabling environment where everyone leads a happy life enjoying social protection as an assurance of quality life and having access to quality education – the foundation for the country's development and a secure family life.
Objective 3.1. Develop life-guaranteeing social protection services and strengthen the social insurance system to improve the quality of life. (1. Expand social insurance coverage. 2. Transfer pension insurance to a multi-layer scheme).

UNSDCF Strategic Priority 1: Human Development and Well being

DWCP Strategic priority 1: Social protection system is in line with international labour standards to ensure access to all – children, youth, men, women, people with different gender identities, persons with disabilities, migrant workers and older persons
Decent work focus: poverty reduction, extension of social protection, occupational safety and health

Results	Performance indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption statement
UNSDCF Outcome 1: By 2027, people in urban and rural areas, especially the most vulnerable and arginalized, equally realize their full human potential and benefit from inclusive, rights-based, gender- and shock responsive health and nutrition, education, social protection, WASH and other services	1.2. Proportion of population living below the national poverty line, by region and aimag [SDG1.2.1] *UNSCDCF Outcome 1 indicator*	27.8% (2020)	20%	NSO, Household Socio- economic survey	**UNSDCF assumptions:** - The Government is committed and allocates adequate budget for health, education and social protection; - COVID pandemics contained and there is no further spread of cases; There are no hurdles in cross-border movement of goods and services; - There is investment in infrastructure and digital transformation for effective service delivery; There is no fiscal crunch that could limit the space for government to provide services;
UNSCDCF Output 1.3 Social and child protection policies and system (social insurance, social assistance, and labour market interventions) improves in equity, coverage, shock-resilience and sustainability to protect vulnerable population groups	1.1.1_2. Number of new or revised national social protection policies to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits, with UN support [ILO, UNICEF, IOM, UNFPA/ All agencies] *UNSDCF Output 1.3 indicator* *ILO P&B 2024-25 Indicator 7.1.1*	0	at least 4	Records and minute of UN support to national entities in charge of policy making, compiled in UN entities' monitoring systems; official national reports, databases and documentation that inform about the adoption or revision of policies and legislation	
		0	at least 10		

ILO Contribution: **DWCP Outcome 1.** Social protection policies and system are gender-responsive and improved to extend coverage and enhance benefit adequacy for all, particularly herders and informal workers **(Reference to MNG128)** *Alignment with IL0 P&B 2022-23 Outputs: 7.2, 8.1*	1.2.1_1. Number of institutions with improved capacity to deliver rights-based, gender, diversity, disability and age- responsive social protection acquired, with UN support [IOM, UNFPA, UNICEF, ILO, FAO] *UNSDCF Output 1.3 indicator*			Project reports, capacity assessment reports and/or other databases and documentation that inform capacity improvement	
DWCP Output 1.1 Social insurance system is extended to herders, informal workers and the self- employed for effective access and benefit. *UNSDCF Sub-output 1.3.5*	1.1.1. Number of policy recommenda-tions/briefs provided for national consultation to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits with focus on (a) herders, (b) informal workers, © the self-employed, and other areas as needed.	0	At least 3 Policy recommenda-tions (with focus on old age pension, pension scheme) for workers in informal economy and herders.	Reports/recommendations published	**Additional assumptions of DWCP:** Political will and resources to implement social insurance with wider coverage - Adequate disaggregated data is available Effective, digital service delivery is / can be put in place to enhance portability of social protection Political will to strengthen OSH
DWCP Output 1.2. Occupational safety and health promoted and applied in line with international labour standards including the two fundamental conventions C155 and C187. *UNSDCF Sub-output 1.3.6*	1.2.1 Increased institutional capacity for realization of a safe and healthy working environment *Adjusted from P&B 2024-25 Indicator 6.1.1*	Capacity assessment to be conducted in the 1st year of the programme	Progress made	Official national reports and other documentation	
Vision 2050 Long-term development policy of Mongolia: Objective 2.6: Ensure labour economy balance, build a knowledge economy, and provide every citizen with a job and income Objective 3.3: Render employment support, develop business know-how and skills, and raise the competitiveness of small and medium enterprises Objective 4.5. Develop internationally competitive micro, small and medium enterprises and increase employment. Objective 4.6. Establish an internationally recognized wealth fund to support the objectives of economic diversification, innovation, human development, new technology and green growth Objective 6.4: Contribute to international efforts to mitigate climate change by developing a low emission, productive and inclusive green economy					
CF Strategic Priority 2: Green, inclusive and sustainable Growth					
DWCP Strategic priority 2. Enhanced employment opportunities for all, including women, youth and the vulnerable groups, to access decent and sustainable employment in an increasingly green and formalized economy. Decent work focus: youth employment, green jobs, MSMEs development, formalization, skills development, employment promotion, labour migration, labour statistics, digitalization					

Results	Performance indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption statement
UNSDCF Outcome 2: By 2027, the Mongolian economy is more diversified, innovative, productive, inclusive, green and geographically balanced enabling decent livelihoods, especially for women and youth, building 21st century skills, and promoting low-carbon development.	2.2 Annual growth rate of real GDP per employed person [SDG 8.2.1] *UNSCDCF Outcome 2 indicator*	6.3% (2020)	4.20%	NSO, Household Socio- economic survey	**UNSDCF assumptions:** - The government is committed and has the political will to low- carbon pathways and building 'green' economy There are no vested interests that work against low-carbon pathway. - COVID pandemic is contained and there is no further spread of cases. There is no spill over from regional economic slowdown. - There is adequate investment in infrastructure, new value-chains, innovations and digital transformation. - The government is committed to and invests in human development and geographically balanced growth. - There is macroeconomic stability and no fiscal crunch that could limit the space for government to provide services.
	2.3 Unemployment rate, by location, sex, age, and persons with disabilities [SDG 8.5.2] *UNSCDCF Outcome 2 indicator*	7% (2020) by sex Female - 6.7%, Male - 7.3% by location: urban-8%, rural -4.6% by age groups: 15-24- 17.9%, 25-64-5.9%, by disability status: with disability -7% without disability - 7.2%	Lower than baseline* (* there is no national target for this indicator)	NSO/SDG dashboard	
UNSDCF Output 2.1 There are improved institutional capacities to deliver skilling and reskilling, volunteering opportunities, and entrepreneurship training to women and youth to enhance their productive capacity for decent employment and employability, improve women, youth and marginalized people labour force participation including by better managing internal and international migration [UN Entities: ILO, IOM, UNDP, UNFPA, UNICEF] **ILO Contribution:** **DWCP Outcome 2**. Decent work is promoted through skills development, labour market programmes and employment services to facilitate transitions in the labour market contributing to inclusive, sustainable, and diversified economic growth with particular attention to women and youth **(Reference to MNG155)** *Alignment with IL0 P&B 2022-23 Outputs: 3.3, 3.5, 7.5*	8.b.1_1: Existence of a developed and operationalised national strategy for **youth employment**, as a distinct strategy or as part of a national employment strategy (developed / implemented with UN support. [FAO, ILO, UNDP, UNICEF] *UNSDCF Output 2.1 indicator*	No	Yes	Government report and/or decision	
DWCP Output 2.1 The Government of Mongolia, in consultation with social partners, develops gender-responsive strategic initiatives/programmes on youth employment, through participation in the Decent Jobs for Youth Initiative with focus on green jobs for youth, digital jobs for youth, youth entrepreneurship and self-employment, and youth transitioning to the formal economy. *UNSDCF Sub-output 2.1.4*	2.1.1 Number of integrated employment and skills programmes for youth, including with a focus on green, digital, care and other emerging sectors *Adjusted from P&B 2024-25 Indicator 3.5.1*	0	at least 3 (under the Decent Jobs for Youth Initiative)	Official national reports and other documentation	**Additional assumptions of DWCP:** Mongolia commits to UN Decent Jobs for Youth Initiative Adequate opportunities for youth skilling and productive employment available. Youth is interested in and receives adequate support for entrepreneurship. - Skills are relevant, market-driven and enhance employability

UNSDCF Output 2.2 The policies, strategies and institutions are in place to promote greater diversification and transition of economy, including through creative industry, towards resource efficient and low carbon development, digital transformation, and make it more competitive, technologically innovative, and productive while also transforming the small enterprises towards greener employment, integrating with global value chains, increasing formal participation, resource- efficification and resilience mitigating any unintended impacts for communities who experience persistent discrimination and marginalization. [UN Entities: FAO, ILO, UNICEF, UNCTAD]	8.3.1_1 Number of people with increased entrepreneurship capacity and technical skills to develop income generation activities with UN support [FAO, UNDP] *UNSDCF Output 2.2 Indicator*	0	400	Official national report and other documentation, data and statistics	See UNSDCF assumptions above.
ILO Contribution: **DWCP Outcome 3**. Formalization is facilitated for gender-responsive, inclusive, and diversified economic growth **(Reference to MNG176)** *Alignment with IL0 P&B 2022-23 Outputs: 4.3, 7.4, 8.1*	8.3.1_1 Number of people with increased entrepreneurship capacity and technical skills to develop income generation activities with UN support [FAO, UNDP] *UNSDCF Output 2.2 Indicator*	0	400	Official national report and other documentation, data and statistics	See UNSDCF assumptions above.
DWCP Output 3.1 Fostering the transition to formality of informal workers and informal businesses in Mongolia through the implementation of an integrated approach to promote policy coherence, utilisation of technologies to access information and business development services *UNSDCF Sub-output 2.1.4*	3.1.1 Number of integrated strategy/ approaches on formalization implemented *Adjusted from ILO P&B 2024-25 Indicator 8.2.1*	0	3	Official national reports and other documentation	**Additional assumptions of DWCP:** The enterprises have enough incentive to formalise; The government policy priorities stay the same; - Digital infrastructure is available to monitor formalisation progress;

UNSDCF Outcome 3: By 2027, communities and eco-systems in Mongolia are more resilient to climate change with improved capacity for evidence-informed and gender-responsive sustainable natural resource and environmental management and disaster risk reduction	3.1 The resilience capacity index of local communities [SDG 13.2.1]	40.7	58.7	FAO	**UNSDCF assumptions:** - The government is committed to strengthen institutional addressing climate change through mitigation and regulatory systems for climate responsive planning adaptation policies, laws and development at national and local level strategies. - COVID pandemic is contained and there is no further spread of cases. Short-term economic interests do not dominate the larger climate change and environmental sustainability issues - There is adequate enough community- interest/ knowledge/level engagement to address environmental challenges There is political will and understanding the risks to address prevention of disaster
UNSDCF Output 3.2 Strengthen the resilience of resource-dependent herder communities through climate informed use and sustainable management of land, forest, biodiversity and water resources, improved livestock product value chains and effective planning and coordination of emergency response measures. [UN Entities:	2.3.1_2 Number of rural organizations, government institutions and other relevant stakeholders with enhanced capacities for designing and implementing policies, strategies and programs that improve productivity, net income and working conditions within the agri-food system *UNSDCF Output 3.2 indicator*	0	4	Official national report and other documentation	
ILO Contribution: **DWCP Outcome 2**. Decent work is promoted through skills development, labour market programmes and employment services to facilitate transitions in the labour market contributing to inclusive, sustainable and diversified economic growth with particular attention to women and youth **(Reference to MNG155)** *Alignment with IL0 P&B 2022-23 Outputs: 3.3, 3.5, 7.5*					
DWCP Output 2.2 ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all is advocated and applied. *UNSDCF Sub-output 3.2.2*	2.2.1 Number of advocacy and awareness raising activities for integrated policy measures to facilitate a just transition towards environmentally sustainable economies and societies through decent work *Adjusted from ILO P&B 2024-25 Indicator 8.3.1*	0	3	Reports and documentation, and media reports	**Additional assumptions of DWCP:** - the Government fulfils its commitment made to the international community - The Government allocates sufficient fund to realize prevent and mitigate climate change impacts.
Vision 2050 Long-term development policy of Mongolia: Objective 5.5. Establish an appropriate system for ensuring the participation of all relevant stakeholders in national policy development, its planning and implementation by strengthening civil society-private sector-state partnership.					
UNSDCF Strategic Priority 3: People-centred governance, Rule of Law and Human rights					
DWCP Strategic Priority 3: International labour standards enforced through improved legal framework, and effective social dialogue and tripartite mechanism. Decent work focus: fundamental principles and rights at work, workplace harassment and violence, ratification of ILO conventions, application and reporting, labour statistics, awareness raising, labour law, collective bargaining and dispute resolution mechanism, labour inspection, wage and working conditions					

Results	Performance indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption statement
UNSDCF Outcome 4: By 2027, policymaking and implementation in Mongolia is more gender- responsive, participatory, coherent, evidence- informed and SDG-aligned; governance institutions at all levels are transparent and accountable; and people, especially the marginalised groups, have access to justice and rule of law for full realization of human rights	4.3 Rule of law index	45.67 (rank) (2020) - 0.26 (value) (2020)	Higher than baseline	World Bank Governance Indicators	**UNSDCF Assumptions:** - The Government complies with the international human rights obligations including labour laws - National human rights machinery and gender equality institutions, including civil society, are empowered. - COVID pandemic is contained and there is no further spread of cases There is interest in setting up systems and mechanism to collect disaggregated data and use it for evidence- informed policy-making. - There is political will to reform public administration There is investment in digital transformation for effective service delivery There is no fiscal crunch that could limit the space for government to provide services.
UNSDCF Output 4.1 The capacity of judicial institutions, National Human Rights Commission of Mongolia and civil society is improved to protect, promote, and monitor human rights of all including the vulnerable population groups including labour rights	8.8.2_1 A legal framework giving effect to international human rights norms and standards in the world of work, including fundamental principles and rights at work, is developed with UN support *UNSDCF Output 4.1. indicator* 8.7.1_2 Number of people that benefited from programmes to prevent and address child labour, trafficking and forced labour strengthened by the UN *UNSDCF Output 4.2. indicator*	No	Yes	Report or document with comprehensive analysis of the country's legal framework, produced by the UN or by a reputable national or international institution. Country profiles in ILO's Information System on International Labour Standards.	
ILO Contribution: **DWCP Outcome 4.** The commitments under the ratified ILO conventions are fulfilled by Mongolia and additional conventions ratified using effective consultation with social partners and other stakeholders (Reference to MNG826) Alignment with IL0 P&B 2022-23 Outputs: 2.1, 2.2, 2.3		0	20	Reports, databases and beneficiary tracking systems of UN entities; Official reports from national partner	
DWCP Output 4.1 ILO Conventions are ratified, effectively applied and its implementation reported duly. *UNSDCF Sub-output 4.1.1*	4.1.1 Number of ratifications of (a) Fundamental and governance conventions/protocols *Adjusted from P&B 2024-25 Output Indicator 1.1.1*	11	14 (C81, C129, C187 ratified)	Parliament Resolution ILO NORMLEX	**Additional assumptions of DWCP:** - There is political will to ratify additional conventions and enact laws aligning these ratified conventions
DWCP Output 4.2 Evidence based policy adopted to effectively address the root causes of forced and child labour. *UNSDCF Sub-output 4.1.2*	4.2.1 Number of technical / legal briefs and/or statistical compilation on ILO conventions on forced labour and child labour	0	4	Published reports	

ILO Contribution: **DWCP Outcome 5.** Working conditions, including wages, of men and women working in various forms of employment are improved through strong labour administration including effective labour inspection and the strengthened processes of social dialogue and collective bargaining. **(Reference to MNG154)** *Alignment with IL0 P&B 2022-23 Outputs: 1.3, 1.4, 6.3, 7.3*	5.1.1 Number of newly developed or strengthened policies or practices to promote collective bargaining workplace cooperation *P&B 2024-25 Output Indicator 2.3.2*	0	4	Official national documents and reports, including from employers' and workers' organizations	**Additional assumptions of DWCP:** The government has the resources to set up institutional mechanisms to implement ratified conventions Employers and workers organizations have will to cooperate for collective bargaining and workplace cooperation - There is willingness to report cases of violence and harassment including on social media
DWCP Output 5.1 Mongolia improves and enforces the labour legislation and reviews its implementation in practice. *UNSDCF Sub-output 4.1.4*	5.1.2 Number of newly established or reformed regulatory or institutional frameworks for the effective prevention and resolution of labour disputes *P&B 2024-25 Output Indicator 2.3.2*	More than 1, but not in all provinces	Labour dispute resolution committees in 21 provinces	Official national documents and reports, including from employers' and workers' organizations	
DWCP Output 5.2 ILO Guidelines on general principles of labour inspection implemented in law and practice. *UNSDCF Sub-output 4.1.3*	5.2.1 Number of new or improved initiatives to apply ILO sectoral standards and sectoral codes of practices and guidelines by the Governing Body *P&B 2024-25 Output Indicator 2.3.2*	0	1 ILO Guidelines on general principles of labour inspection	Government report	
ILO Contribution: DWCP Outcome 6. Strong tripartite constituents (workers and employers) for influential, inclusive and gender-responsive social dialogue, through increased institutional capacity of employer and business membership organizations (EBMOs) and workers' organizations **(Reference to MNG801 & 802)**					**Additional assumptions of DWCP:** - Employers' and workers' organizations makes commitment to increase number and quality of services

DWCP Output 6.1 Institutions of work strengthened and actively engaged in social dialogue *UNSDCF Sub-output 4.1.5*	6.1.1 Number of services offered by employer and business membership organizations (EBMOs) with increased institutional capacity.	0	2	Official national documents and reports, including from employers' and workers' organizations	provided to its members, including financial means and human resource. - Employers' and workers' organizations have the mandate, capacity and positioning to influence policies through social dialogues
	6.1.2 Number of services offered by workers' organisations with increased institutional capacity	0	2	Official national documents and reports, including from employers' and workers' organizations	

UNSDCF Output 4.2 Improved mechanisms and processes in place to effectively prevent and respond to violence and harassment against women and children, persons with disabilities, and human trafficking and promote gender equality, through frequent policy reviews, rigorous advocacy and outreach. **ILO Contribution:** DWCP Outcome 5. Working conditions, including wages, of men and women working in various forms of employment are improved through strong labour administration including effective labour inspection and the strengthened processes of social dialogue and collective bargaining. **(Reference to MNG154)**	5.1.1_10 Number of initiatives to prevent gender-based violence (GBV) by addressing harmful social norms and gender discriminatory roles and practices, with UN support *UNSDCF Output 4.2 indicator*	0	(2 campaigns, 2 community - based interventions)	Reports, databases and beneficiary tracking systems of UN entities; Official reports from national partner	See UNSDCF assumptionsabove.
DWCP Output 5.3 Social partners reach consensus on submitting a proposal to ratify ILO Convention No.190 concerning violence and harassment and apply effectively in world of work. *UNSDCF Sub-output 4.2.2*	5.3.1 Number of ratifications of (b) up-to-date technical conventions *Adjusted from P&B 2024-25 Output Indicator 1.1.1*	10	11	Parliament Resolution ILO NORMLEX	**Additional assumptions of DWCP:** - There is strong public opinion against violence and harassment at workplace

Annex 2: Ratification of ILO Conventions by Mongolia

NORMLEX Information System on International Labour Standards

NORMLEX Home > Ratifications by country > Ratifications for Mongolia

Ratifications for Mongolia

21 Conventions

- Fundamental Conventions: **9 of 10**
- Governance Conventions (Priority): **2 of 4**
- Technical Conventions: **10 of 177**
- Out of **21** Conventions ratified by Mongolia, of which **20** are in force, **1** Convention has been denounced; **none** have been ratified in the past 12 months.

See also

- Conventions not ratified

Display the list by: (•) Type ( ) Number ( ) Subject ( ) Status

Fundamental

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29)	15 Mar 2005	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	03 Jun 1969	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	03 Jun 1969	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	03 Jun 1969	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	15 Mar 2005	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	03 Jun 1969	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) *Minimum age specified: 15 years*	16 Dec 2002	In Force	
C155 - Occupational Safety and Health Convention, 1981 (No. 155)	03 Feb 1998	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	26 Feb 2001	In Force	

Governance (Priority)

Convention	Date	Status	Note
C122 - Employment Policy Convention, 1964 (No. 122)	24 Nov 1976	In Force	
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	10 Aug 1998	In Force	

Technical

Convention	Date	Status	Note
C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	03 Jun 1969	Not in force	Automatic Denunciation on 16 Dec 2003 by convention C138
C088 - Employment Service Convention, 1948 (No. 88)	17 Apr 2015	In Force	
C103 - Maternity Protection Convention (Revised), 1952 (No. 103)	03 Jun 1969	In Force	
C123 - Minimum Age (Underground Work) Convention, 1965 (No. 123) *Minimum age specified: 18 years*	03 Dec 1981	In Force	
C135 - Workers' Representatives Convention, 1971 (No. 135)	08 Oct 1996	In Force	
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	03 Feb 1998	In Force	
C167 - Safety and Health in Construction Convention, 1988 (No. 167)	05 Nov 2020	In Force	
C176 - Safety and Health in Mines Convention, 1995 (No. 176)	26 Nov 2015	In Force	
C181 - Private Employment Agencies Convention, 1997 (No. 181)	17 Apr 2015	In Force	
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) *In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care, sickness benefit; employment injury benefit and survivors' benefit.*	01 Sep 2015	In Force	MLC Amendments

Annex 3. DWCP Consultations

1. The current draft of DWCP was consulted with the representatives of following Government officials, as well as social partners bilaterally in July – August 2022:
   - Ministry of Labour and Social Protection
   - Mongolian Employers' Federation
   - Confederation of Mongolian Trade Unions
   - National Human Rights Commission of Mongolia
   - National Commission of Gender Equality
   - General Agency for Specialized Inspection
   - General Authority for Social Insurance
   - Labour and Welfare Service General Agency
   - National Statistics Office
   - Decent Work for Youth Network
   - UN Resident Coordinator
   - National experts
2. The Tripartite Roundtable Discussion on development of DWCP 2023-27 was organized on 7 September 2022 at UN House. Some participants joined the meeting online. Mr Changhee Lee, Director of ILO Country Office for China and Mongolia, Mr Dambii Sodnomdorj, Director of Employment Policy Implementation and Coordination Department, Mr Erdenebat Sukhbaatar, President of CMTU and Mr Ganbaatar Khuyag, Executive Director of MONEF attended the discussion.

   The tripartite discussion started with introduction of Government policy and priorities (presented by the Government) and followed by UNSDCF Mongolia 2023-27 (presented by UNRCO) and the proposed draft of the DWCP 2023-27 presented by ILO consultant. The discussion continued with positions and comments expressed by the tripartite constituents.
3. Following the request of the National Tripartite Committee on Labour and Social Partnership (NTCSLP), another round of tripartite discussion on decent work country programme was held on 7 April 2023. The meeting was hosted by Mr Zulpkhar Sarkhad, Deputy Minister for Labour and Social Protection, with active participation of social partners and other government ministries and the organizations. The following NTCSLP members have attended the meeting – S. Mungunchimeg, Deputy Minister for Finance, M.Gankhuleg, Deputy Minister for Food, Agriculture and Light Industry, L.Tsedevsuren, State Secretary of Education and Science, Ms S.Tugsdelger, Acting State Secretary of Ministry of Health, Kh. Ganbaatar, Executive Director of MONEF, S.Bayasgalan, General Secretary of MNCCI, leaders of CMTU sectoral unions leaders affiliated with CMTU and representatives of NSO, NCGE, Mongolian Mining Association, Mongolian Road Association.

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