SUMMARY OF PROJECT ACTIVITIES

The International Labour Organization (ILO), in collaboration with the Ministry of Labour and Social Protection, social partners and other stakeholders, has implemented the project “Sustaining GSP-Plus Status by Strengthened National Capacities to Improve ILS Compliance and Reporting-Mongolia Phase 2” (MNG/17/50/EUR) between 1 April 2018 and 31 July 2020. The project was funded by the European Union.

The project focused on strengthening national capacity to report on progress in realizing fundamental principles and rights at work, specifically in relation to child labour and forced labour and supported Mongolia’s effort to promote the ratification of the Protocol of 2014 to the Forced Labour Convention, 1930, and align national legislation and procedures to effectively prevent child labour and forced labour, protect the victims and prosecute the perpetrators.

Actions under the GSP+3 project were closely coordinated and linked with the ILO Decent Work Country Programme in Mongolia and the GSP+2 project (MNG/16/50/EUR) funded by the European Union (1 August 2016 - 31 January 2019), which aimed at strengthening capacity of workers’ and employers’ organizations to promote the realization of decent work in small and medium-sized enterprises, especially in the informal economy, in Mongolia.

The Ministry of Labour and Social Protection (MLSP) submitted the draft revised Labour Law to the Parliament for discussion in March 2018. Since then the draft has been under the review of a parliamentary working group which requested the ILO technical support. During 2018-19, the MLSP requested ILO’s technical review of the draft law on Labour Migration which was submitted to the Parliament in April 2020.

22 MAY 2018: PROJECT LAUNCH

In cooperation with the MLSP, the Mongolian Employers’ Federation (MONEF) and the Confederation of Mongolian Trade Unions (CMTU), the ILO organized a project launching workshop. Thirty representatives of national stakeholders including different line ministries, government agencies, civil society organizations and networks, the National Human Rights Commission of Mongolia (NHRCM) and the EU Delegation to Mongolia attended the launch. Mr Tim De Meyer, Senior Adviser of ILO NORMES presented the Protocol of 2014 to the Forced Labour Convention No. 29 (P29) and spoke about
human trafficking for labour exploitation in the context of the Protocol. At the workshop the government representatives expressed interest and support for the project’s activities particularly with respect to the promotion of the ratification of P29 and effective actions to promote a better understanding of labour exploitation and coordinated action to identify and protect the victims.

Read more Read more on this event from MONEF CMTU

Click here to read the news by MONTSAME News Agency

2018-2020:
PROMOTION OF INTERNATIONAL LABOUR STANDARDS: FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

With a view contributing to Mongolia’s timely submission of high quality reports on its application of the ratified Conventions, especially fundamental Conventions, the project supported hands-on training sessions on understanding comments of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) to the Mongolian government. Technical presentations on various international labour standards including P29 were addressed to the members of the Tripartite Sub-Committee on the Application of International Labour Standards at the MLSP and key officers of other relevant government agencies.

APRIL 2020:
RULES OF THE GAME: AN INTRODUCTION TO THE STANDARDS-RELATED WORK OF THE INTERNATIONAL LABOUR ORGANIZATION (CENTENARY EDITION 2019)
The project produced a Mongolian language version of this new 2019 edition. It is a brief presentation of the ILO’s standards with a view to facilitating understanding and ownership by the ILO’s traditional constituents, as well as the United Nations system, non-specialists and the broader public.

Read more

23 MAY 2018:
TECHNICAL PRESENTATION ON P29 AND OTHER INTERNATIONAL LABOUR STANDARDS
Mr Tim De Meyer, Senior Adviser, ILO NORMES, presented P29, C.81, C.129 and C.189 to key technical staff of the MLSP, the Ministry of Justice and Home Affairs, the Ministry of Foreign Affairs, the General Agency for Specialized Inspection (GASI), the National Committee on Gender Equality, NHRCM, MONEF and members of the Tripartite Sub-committee on the Application of International Labour Standards.

Read more

8 MAY 2019:
TRAINING SEMINAR ON ILS REPORTING
The MLSP organized a training seminar for members of the newly composed Tripartite Sub-Committee on the Application of International Labour Standards and the staff of other line ministries and government agencies expected to contribute to the government reports due in 2019. Mr Alain Pelce, ILO Senior Specialist on International Labour Standards and Labour Law,
discussed about CEACR's direct requests on Mongolia’s application of C.88, C.100, C.111, C.122, C.159 and C.181, the gaps between the requirements of P29 and national laws and practices, and the 2019 ILO General Survey.

29 JULY 2020:
HANDS-ON TRAINING SESSION

The project supported a hands-on technical webinar led by the ILO Senior specialist with a view to improving quality of the government reports (due in 2020) including those on application of C.100 and C.111. The key government officials who are responsible for writing reports on application of the Conventions and social partners attended the session.

In cooperation with GASI, the Authority for Family, Child and Youth Development (AFCYD) organized a training seminar on child labour and forced labour. Altogether 72 participants attended including labour inspectors of GASI and child rights inspectors of the AFCYD from all provinces and the capital city of Mongolia. During the training led by ILO specialists, participants discussed the application of international labour standards on child labour and forced labour, the enforcement of relevant national legislation and common problems both in law and practice. They also had an opportunity to learn from the international best practices in eliminating all forms of labour and access online training modules on child labour.

2018-2019:
GAP ANALYSIS OF THE ILO FORCED LABOUR PROTOCOL (P29)

With the support of the project and of the MLSP, the Mongolian Bar Association (MBA) conducted a gap analysis on the alignment of national legislation, policies and programmes with the Protocol of 2014 to the Forced Labour Convention (No.29), 1930.
6-7 NOVEMBER 2018: MBA DISCUSSIONS ON THE FORCED LABOUR PROTOCOL

The MBA held several discussions with national stakeholders on the gaps in laws, policies and implementation. Both the process and report highlighted the need to further promote a better understanding of trafficking for the purpose of labour exploitation in the country.

12 DECEMBER 2018: STAKEHOLDER DISCUSSION ON PRELIMINARY FINDINGS OF THE GAP ANALYSIS OF P29

The MBA research team presented their preliminary findings on the gap analysis of P29 to stakeholders including representatives from different line ministries, government implementing and law enforcement agencies, prosecutors’ office, courts, social partners, relevant civil society organizations and academia.

The MBA published their report of the gap analysis of P29. It also presented the results of the analysis to national stakeholders including government organizations, social partners, members of the Tripartite Sub-committee on Application of ILS and members of the Anti-Trafficking Sub-Council in May 2019. According to the MBA’s study, Mongolia has already adopted measures that give effect to the central requirement of the Protocol to develop and implement a national policy and a plan of actions for the effective and sustained suppression of forced or compulsory labour, including through specific actions against trafficking in persons for the purpose of forced labour. The findings and recommendations of the analysis provided guidance for further action such as:

• consistent legal definition of forced labour that is in line with the Convention and the Protocol;
• involvement of the MLSP and social partners in the development and implementation of a national policy and a plan of actions that expressly include forced labour without trafficking;
• legal amendment to allow for unannounced labour inspection;
• inclusion of provisions in the draft Law on Labour Migration to prevent migrant workers from falling into situations of forced labour during the process of their recruitment or placement;
• strengthening measures to enable labour inspection to contribute more and better to the identification and prevention of victims of forced labour, including the development of forced labour indicators;
• the need to further advocate for a better understanding of trafficking for labour exploitation in the country.

At its regular meeting on 12 June 2020, the Tripartite Sub-committee on Application of ILS discussed and endorsed the results and recommendations of the gap analysis of P29.
With technical inputs of the ILO specialists, the MBA organized a training workshop on forced labour and child labour for its members—judges, prosecutors, and advocates to advance their knowledge on the subject areas and use of relevant ILS.

JULY 2020:
MONGOLIAN EDITION OF THE ILO’S E-LEARNING COURSE ON CHILD LABOUR

With the support of the project, the AFCYD produced and launched the Mongolian edition of the ILO’s E-learning Course on Eliminating Child Labour for Labour Inspectors and Child Labour Monitors. This course is designed to help to better understand what child labour is and the key role played by inspectors and monitors and how they can work together to eliminate it. It comprises four modules with individualized tracks for both labour inspectors and child labour monitors. The AFCYD aims to make this course mandatory for all existing and future staff from national to local levels while the General Agency for Specialized Inspection (GASI) has expressed its interest in adopting a similar approach for newly recruited labour inspectors.

Social media campaign series
Forced Labour Indicators, September-October 2018

For more information, please click here.
The project supported the MLSP and the AFCYD in improving national child protection by updating the ILO 3-R Trainers’ Kit: Rights, Responsibilities and Representation for Children, Youth and Families (3-R Kit) to the Mongolian context. This comprehensive participatory training package equips child protection officers, child rights inspectors, and community workers with training materials to increase the life skills and work skills of children, youth and their families. Among others, the content covers topics, such as child labour, gender equality, violence, labour exploitation, job search, reproductive health, and trafficking of children and adults for labour or sexual exploitation. It contains a trainers’ guide and 11 training modules.

19 AUGUST 2019: AFCYD WORKSHOP ON 3-R TRAINERS’ KIT

A team of international and national experts discussed and reviewed together the 3-R Trainers’ Kit on Rights, Responsibilities and Representation for Children, Youth and Families (2006) and its subsequent editions including the 2017 edition against the needs of the Mongolian partners and target groups and defined a framework for adapting its contents, training needs and plans to the national contexts.

6-7 JANUARY 2020: PREPARATOR WORKSHOP FOR 3-R TRAINING OF TRAINERS

Under the supervision and guidance of the international and national consultants, prospective national master trainers prepared for delivering a training of trainers (TOT). Deeply immersed in the 3-R Kit content through working on the Mongolian adaptation, the eight master trainers from AFCYD and different non-governmental organizations, were tasked with delivering certain sessions in pairs during the TOT.

8-12 AND 14 JANUARY 2020: 3-R TRAINING OF TRAINERS AND VALIDATION WORKSHOP

With the Mongolian edition of 3-R Kit, the AFCYD trained eight master trainers and 30 trainers from the different government and non-governmental organizations working with children, youth and families. Ms Busakorn Suriyasarn, international consultant for the ILO and co-author of the original source of the Mongolian edition facilitated the training together with national master trainers. Trainers reviewed, validated and provided comments on the Mongolian version of the newly adapted 3-R Kit for its finalization.
For more information, please click here and see more from AFCYD.
JANUARY - JUNE 2020: MONGOLIAN EDITION OF THE ILO TOOLKIT FOR JOURNALISTS

With support of the project, the National Human Rights Commission of Mongolia (NHRCM) adapted an ILO toolkit for journalists: Reporting on Forced Labour and Fair Recruitment to the Mongolian context in order to encourage more and better reporting on these issues. The toolkit aims at helping journalists uncover a range of strong story ideas on forced labour and abusive recruitment practices and present them in an accurate way.

Social media campaign series
Guidelines for Fair Recruitment, May 2020

For more information, please click here.

30 JUNE - 1 JULY 2020: TRAINING OF MONGOLIAN JOURNALISTS ON FORCED LABOUR AND FAIR RECRUITMENT

In partnership with its local training partner for journalists and media, the Mongolian Press Institute, the NHRCM trained 30 Mongolian journalists using the new Mongolian adaptation of the ILO toolkit for journalists: Reporting on Forced Labour and Fair Recruitment. Mr Charles Autheman, co-author of the original toolkit and journalist consultant of the ILO delivered key sessions in a distant format while national experts of the NHRCM and facilitators of the Mongolian Press Institute conducted face-to-face interactive sessions with participants.
To promote the ILO General principles and operational guidelines for fair recruitment & Definition of recruitment fees and related costs, the project made these documents available in the Mongolian language supplemented by the Mongolian edition of the ILO video guides for governments, trade unions, employers and enterprises. In cooperation with the MLSP, the project disseminated this publication to concerned public and private actors for their reference.

Videos on fair recruitment

Please watch:
- A guide to fair recruitment of migrant labour (long version): English  Mongolian
- A guide to fair recruitment of migrant labour (short version): English  Mongolian
- Guidelines for fair recruitment of migrant labour – Governments: English  Mongolian
- Guidelines for fair recruitment of migrant labour – Enterprises: English  Mongolian
- Guidelines for fair recruitment of migrant labour – Trade Unions: English  Mongolian

JUNE-JULY 2020: CMTU ACTION FOR EQUALITY

The Confederation of Mongolian Trade Unions (CMTU) conducted an information campaign “Discrimination, Harassment and Violence Free Workplaces in Mongolia” with a view to enhancing knowledge and raising awareness of national stakeholders, especially workers and employers and identifying priority actions for tripartite and bipartite partners.

--- Awareness raising and advocacy materials on harassment and violence at work ---

Fore more information, please visit CMTU Facebook page.
26 JUNE 2020:  
CMTU WEBINAR ON INTERNATIONAL LABOUR STANDARDS CONCERNING VIOLENCE AND HARASSMENT AT WORK

CMTU kicked off the campaign with a webinar on violence and sexual harassment based on the ILO Discrimination Convention, 1958 (No. 111), the Violence and Harassment Convention (No. 190) and Recommendation (No.206), 2019. Mr Alain Pelce, ILO Senior Specialist on ILS from Bangkok, led the discussions with over 30 Mongolian participants including members of the Tripartie Sub-committee on Application of International Labour Standards, CMTU, MLSP, the Ministry of Justice and Home Affairs, NHRCM, the National Committee on Gender Equality, GAS, MONEF, Mongolian National Chamber of Commerce and Industry and concerned civil society organizations.

29 JUNE 2020:  
GETTING UNIONS INVOLVED

After the webinar with the experts, the CMTU organized an online discussion with its industrial and provincial affiliates.

26 JUNE - 28 JULY 2020: THE HEALTH SECTOR SURVEY AND DISCUSSIONS

The CMTU and the Mongolian Health Workers’ Union conducted an online survey on harassment and violence in the health sector in July 2020.
On 28 July 2020, the Mongolian Health Workers’ Union hosted a sectoral tripartite discussion on the findings of the online survey with key stakeholders in the health sector and the CMTU. Parties discussed and endorsed the survey findings and agreed to undertake joint actions to address the current abusive practices and protect medical workers.

The survey covered 1,743 medical personnel and workers working in the health sector throughout the country. The findings:

- 71.9 per cent (seven in every ten) of the respondents experienced harassment and violence at work in one way or another during the last year.
- 10 per cent (one in every ten) of the victims faced persistent harassment and abuse.
- The most common types of harassment reported by the victims: verbal harassment behaviors including yelling, scolding, insulting or cursing; and power harassment including bullying based on gossip or rumour, excessive work demands that are not in workers’ job duties, imposing extended overtime work; and discriminatory practices.
- 12.2 per cent (one in every ten) of the respondents faced sexual harassment with a high rate of frequency.
- Co-workers rank first in the list of perpetrators of sexual harassment. For other types of harassment and violence, mid-level managers top the list of perpetrators. Harassment by third-party is frequent in both sexual and other types of harassment and violence at work.

Proposals from the survey:
- Extensive awareness raising for different actors to effectively and systematically tackle workplace violence and harassment;
- Put workplace policies and complaint mechanisms in place;
- Address harassment of the third party (customer or client) in the context of OSH and related risk assessments.

Profile of respondents:
- By gender:
  - Women: 85%
  - Men: 15%
- By residence:
  - In the capital city: 69%
  - In provinces: 31%
- By age groups:
  - 18-29: 23.4%
  - 30-39: 39.4%
  - 40-49: 22.4%
  - 50 and over: 14.8%
- By occupation:
  - Managerial or supervisory: 15.1%
  - Medical doctors and other professionals: 38.6%
  - Nurses: 24.7%
  - Special and other health staff: 21.4%
28 JULY 2020:  
NATIONAL CONSULTATIVE MEETING

Towards the end of the campaign, the CMTU reflected on the views from workplace sessions organized throughout the country and the findings from the online survey on harassment and violence in the health sector in a meeting with national stakeholders including MLSP, the Ministry of Justice and Home Affairs, MONEF, NHRCM, the National Committee on Gender Equality, GASI and the National Chamber of Commerce and Industry. The participants emphasized the importance of joint initiatives and collaborative efforts in addressing harassment and violence at work. They have adopted a set of recommendations for actions to be taken at national, sectoral and workplace levels.

17 JULY 2020:
URBAN DEVELOPMENT AND PUBLIC UTILITIES WORKERS’ TRADE UNION FEDERATION

20 JULY 2020:  
LEGAL COUNSELLING ON WORKPLACE HARASSMENT AND VIOLENCE FOR TRADE UNION MEMBERS AND WORKERS

The CMTU legal counselling center organized an information sharing and legal counselling event on workplace harassment and violence for trade union members and workers. The lawyers reached out to 250 people by giving information and legal advice, and answering questions received by phone and CMTU Facebook page.
22 JULY 2020:
TUVAIMAG TRADE UNION FEDERATION

The CMTU team led by Mr. G. Adiya, General secretary visited some workplaces in Tuv aimag and organized a seminar on workplace harassment and violence for aimag tripartite partners.

Visit to Tuv aimag central hospital
Meeting at Titan Uni Tech LLC
Aimag tripartite seminar

--- Awareness raising and advocacy materials on harassment and violence at work ---

Watch the programme

27 JULY 2020:
MONGOLIAN CONSTRUCTION WORKERS’ TRADE UNION FEDERATION

Workplace session with workers of Baiguulamj LLC

--- Awareness raising and advocacy materials on harassment and violence at work ---

Shaping a world of work free from violence and harassment
Cartoon - Story of a pen: Harassment and Violence at Work
TV programme on CMTU campaign

Watch the programme

Watch the video
Watch the cartoon

Visit the video

Visit the cartoon

Read more

Read more

Funded by the European Union
JULY 2020:
BAYAN-ULGII AIMAG TRADE UNION FEDERATION

Interview with a local radio

Workplace session at Aimag central hospital

Workplace session with staff of Aimag social insurance office

Workplace session with workers of Family health centres

Read more

23 JULY 2020:
MONGOLIAN RAILWAY WORKERS’ TRADE UNION FEDERATION

Online session with primary trade union committees

Railway hospital

Read more

20-24 JULY 2020:
DARKHAN-UUL AIMAG TRADE UNION FEDERATION

Workplace sessions for staff of Aimag labour and welfare service office and workers of Darkhan khuns JSC, Munkh Khaan JSC and workers in the informal employment and the private sector.

Read more
JULY 2020:
BAYANKHONGOR AIMAG TRADE UNION FEDERATION

Meeting in Zag soum

Meeting in Jargalan soum

Meeting in Gurvanbulag soum

Workplace session in Bayan-Ovoo soum

Meeting in Galuut soum

Workplace session with workers of Chandmani LLC

Meeting with private sector workers

Meeting with staff of Aimag tax office

Aimag telecom workers

22-30 JULY 2020:
ZAVKHAN AIMAG TRADE UNION FEDERATION

Meeting at the Aimag central hospital

Workers at Bogd Hydropower plant

22 JULY 2020:
DUNDGABI AIMAG TRADE UNION FEDERATION

Workers of Ami-Us Trade LLC

Workers of Govin gegee LLC
JULY 2020: KHENTII AIMAG TRADE UNION FEDERATION

The union reached out to members in Kherlen, Bayankhutag, Bayan-Adarga, Dadal and Bayan-Ovoo soums, aimag Zoonos disease study centre, aimag Agricultural department, informal small enterprises and Khan Khentii Ensemble.

JULY 2020: CMTU BOOKLET ON VIOLENCE AND HARASSMENT AT WORK

For use of trade unions, the CMTU published a booklet by compiling the campaign materials. The booklet contains the Mongolian translation of international labour standards concerning violence and harassment at work, the online survey report on workplace harassment and violence in the health sector, recommendations endorsed by the national consultative meeting and the health sector tripartite discussion, all the briefing notes for the workplace sessions, training and resource materials of the CMTU, the ILO and the ITUC.

View the publication