



MINISTRY OF FAMILY, LABOUR AND
SOCIAL PROTECTION



LABOR MARKET BULLETIN

First Quarter 2024

Ulaanbaatar

Report by: Research Sector of Employment Policy,
Training, Assessment and Research Institute for Labor and Social Protection

Address: Labor Palace, 5th Floor, 2nd Khoroo, Khan-Uul District, Ulaanbaatar, Mongolia
Tel: (+976) 77121286
Website: www.institute.gov.mn

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LABOR MARKET INDICATORS – FIRST QUARTER 2024

As of the 1st quarter of 2024, 1,404.4 thousand (61.1 percent) of the population aged 15 and above are in the labor force, while 893.7 thousand (38.9 percent) are outside the labor force.

LABOR FORCE



1 404.4 THOUSAND



PERSONS OUTSIDE THE LABOR FORCE



893.7 THOUSAND



EMPLOYED, thousand person

2023 | **53.1%** **46.9%** **1 253.9**

2024 | **54.0%** **46.0%** **1 332.6**

6.3%
↑ from same period of the previous year

3 SECTORS OF ECONOMIC ACTIVITY WITH THE LARGEST NUMBER OF EMPLOYEES



342.0 THOUSAND (25.7%)

Agriculture, forestry, fishing and hunting

60.1%
205.5 thousand



39.9%
136.5 thousand



183.2 THOUSAND (13.8%)

Wholesale and retail trade, repair of vehicles and motorcycles

43.0%
78.8 thousand



57.0%
104.4 thousand



124.4 THOUSAND (9.3%)

Education

19.5%
24.3 thousand



80.5%
100.1 thousand

UNEMPLOYED

2023 | **61.9%** **38.1%** **87.2** THOUSAND

2024 | **57.8%** **42.2%** **71.8** THOUSAND

17.7%
↓ from same period of the previous year

Source: www.1212.mn



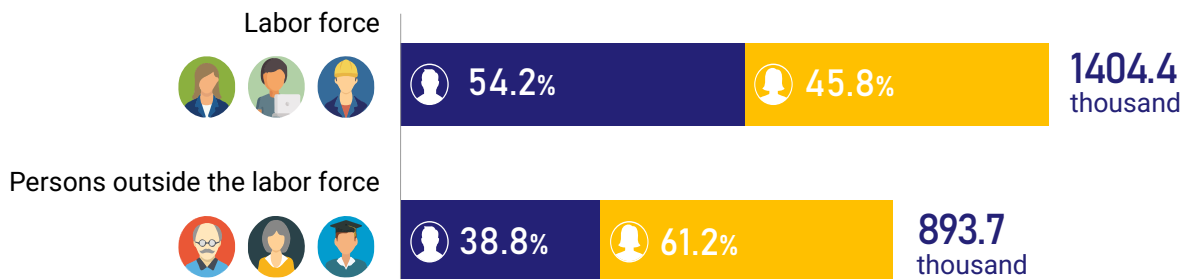
KEY LABOR MARKET INDICATORS

Labor market indicators

According to the results of the Labor Force Survey-Quarter I 2024 of the National Statistics Office, out of 2298.1 thousand persons aged 15 and over, 1404.4 thousand (61.1 percent) are in the labor-force and 893.7 thousand (38.9 percent) are persons outside the labor force. The working-age population increased by 26.0 thousand or 1.1 percent compared to the previous year, and by 25.5 thousand or 1.1 percent compared to the previous quarter.

Out of the total labor force, 54.2 percent are men and 45.8 percent are women. While out of the total persons outside the labor force, 38.8 percent are men and 61.2 percent are women.

Figure 1. Labor force, number of persons outside the labor force, by thousand persons, Quarter I 2024



Source: www.1212.mn, National Statistics Office

The labor force increased by 63.3 thousand compared to the same period of the previous year and by 28.8 thousand compared to the previous quarter.

While 1332.6 thousand (94.9 percent) of the total labor force are employed, 71.8 thousand (5.1 percent) are unemployed. The number of employees increased by 78.7 thousand (6.3 percent) compared to the same period of the previous year and by 10. thousand (0.8 percent) compared to the previous quarter. The number of unemployed decreased by 15.4 thousand (17.7 percent) compared to the same period of the previous year and increased by 18.4 thousand (34.5 percent) compared to the previous quarter.

The number of persons outside the labor force decreased by 37.3 thousand or 4.0 percent, while the number of other persons outside the other labor force by 41.2 thousand or 4.6 percent compared to the same period of the previous year. This led to an increase in the potential labor force by 3.9 thousand or 11.9 percent.

The labor underutilization or the number of persons with the unmet need for employment reached to 117.6 thousand as of the first quarter of 2024, representing a decrease by 8.2 thousand (6.5 percent). By the structure of labor underutilization, there are 71.8 thousand (61.0 percent) are unemployed, 9.5 thousand (8.1 percent) are time-related underemployed, and 36.3 thousand (30.9 percent) are potential labor force. The decline in the number of potential labor force has led to 9.1 percent decreases in labor underutilization. The number of time-related underemployed increased by 54.0 percent compared to the same period of the previous year and by 51.9 percent compared to the previous quarter.

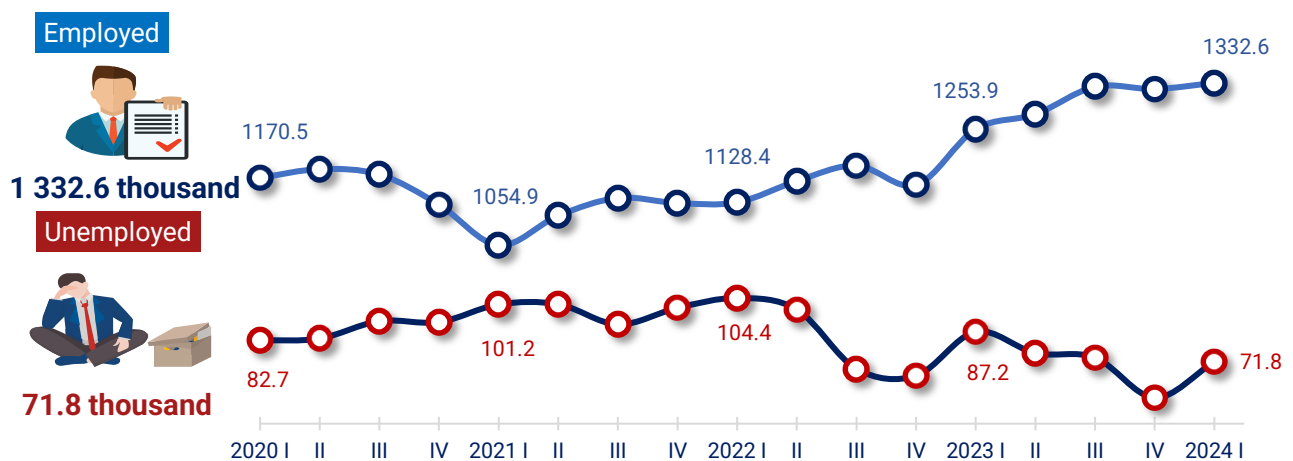
Table 1. Key employment indicators, by thousand persons

Contents	2023				2024		Change	
	I	II	III	IV	I	year	quarter	
Labor force	1,341.0	1,355.3	1,400.1	1,375.6	1,404.4	63.3	28.8	
Female	621.0	619.6	630.2	624.0	642.7	21.7	18.7	
Employed	1,253.9	1,279.1	1,326.2	1,322.2	1,332.6	78.7	10.4	
Female	587.8	590.0	599.5	605.2	612.4	24.6	7.2	
Time-related underemployment	6.2	7.0	7.3	6.3	9.5	3.3	3.2	
Female	2.9	5.3	5.1	3.7	5.9	3	2.2	
Unemployed	87.2	76.2	73.9	53.3	71.8	-15.4	18.4	
Female	33.2	29.6	30.7	18.9	30.3	-2.9	11.4	
Persons outside the labor force	931.0	917.2	872.4	896.9	893.7	-37.3	-3.2	
Female	563.1	562.1	562.2	567.8	547.0	-16.1	-20.8	
Potential labor force	32.4	28.0	43.6	53.3	36.3	3.9	-17	
Female	16.5	15.4	30.2	27.7	16.1	-0.4	-11.6	
Other persons outside the labor force	898.6	889.1	828.8	843.5	857.4	-41.2	13.9	
Female	546.6	546.7	532.0	540.0	530.9	-15.7	-9.1	
Labor underutilization	125.8	111.2	124.7	112.9	117.6	-8.2	4.6	
Female	52.6	50.3	66.0	50.3	52.2	-0.4	1.9	

Source: www.1212.mn, National Statistics Office

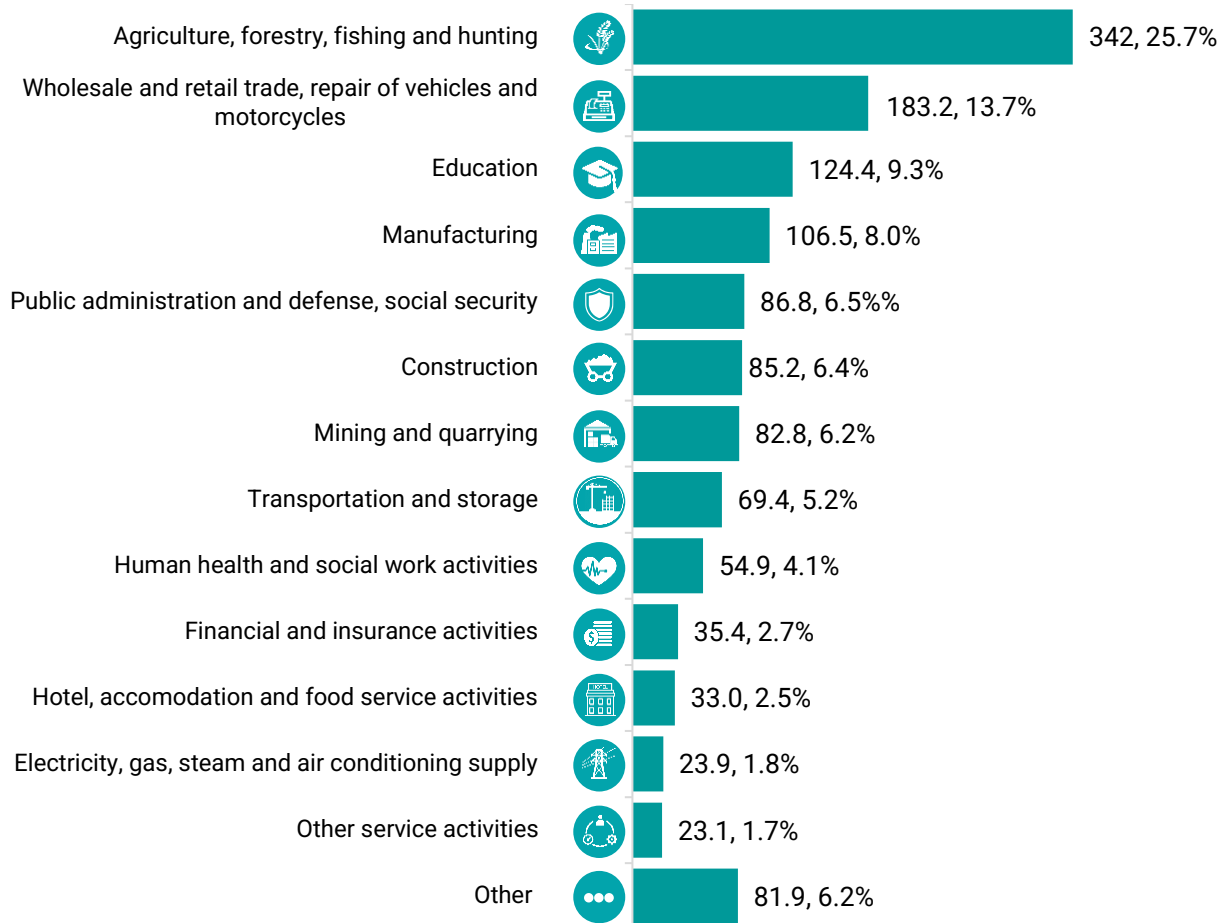
The number of employed reached 1332.6 thousand in the first quarter 2024, representing an increase of 78.8 thousand compared to the same period of the previous year and by 10.4 thousand compared to the previous quarter.

Figure 2. Employed and unemployed, by quarter, by thousand persons

Source: www.1212.mn, National Statistics Office

In terms of economic sector of activity, 48 out of every 100 employed persons (48.7 percent) are in agriculture, forestry, fishing, hunting, wholesale and retail trade, repair of vehicles and motorcycles, and education in the first quarter of 2024. Among these sectors, agriculture, forestry, fishing, and hunting remains the largest, accounting for one-fourth (25.7 percent) of employment.

Figure 3. Number of employed, by sector of economic activity, by thousand persons

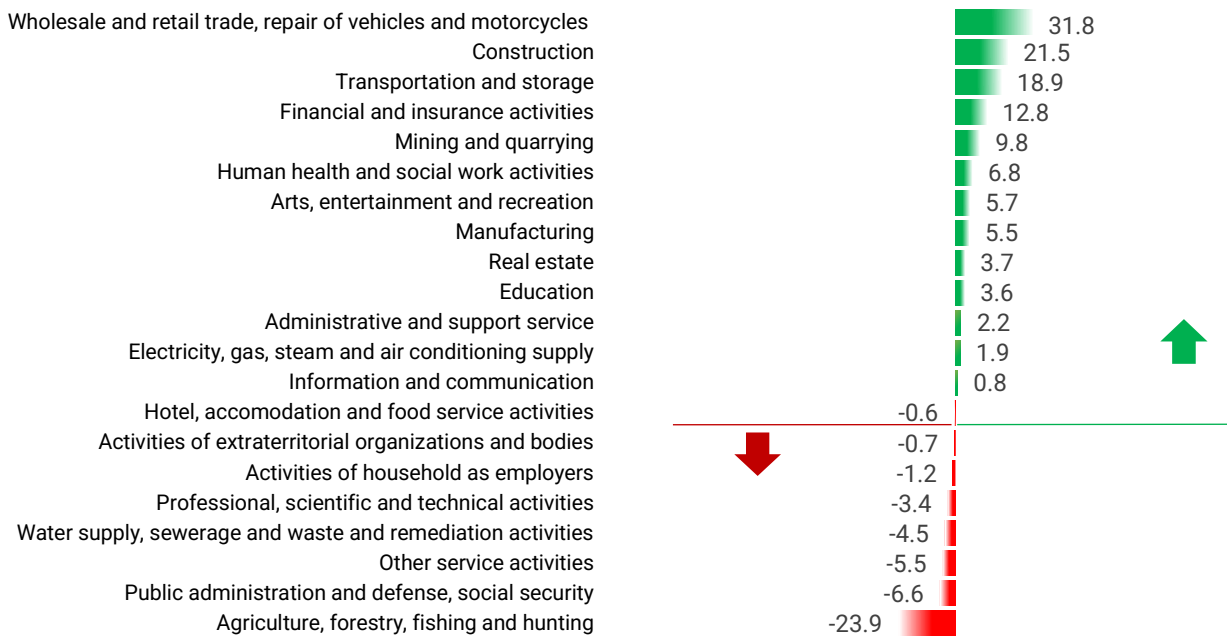


Source: www.1212.mn, National Statistics Office

The sectors in which the number of employed increased the most compared to the same period of the previous year were wholesale and retail trade, repair of vehicles and motorcycles (by 31.8 thousand), construction (by 21.5 thousand), transportation and storage (by 18.9 thousand), financial and insurance activities (by 12.8 thousand), mining and quarrying (by 9.8 thousand), human health and social work activities (by 6.8 thousand), arts, entertainment and recreation (by 5.7 thousand), manufacturing (by 5.5 thousand), real estate (by 3.7 thousand), education (by 3.6 thousand), administrative and support service (by 2.2 thousand), electricity, gas, steam and conditioning supply (by 1.9 thousand), and information and communication (by 0.8 thousand).

The sectors in which the number of employed decreased the most compared to the same period of the previous year were agriculture, forestry, fishing, and other service activities (by 5.5 thousand), water supply, sewerage and waste (by 4.5 thousand), professional, scientific and technical (by 3.4 thousand), activities of household as employers (by 1.2 thousand), activities of extraterritorial organizations and bodies (by 0.7 thousand), and accommodation and food service activities (by 0.6 thousand).

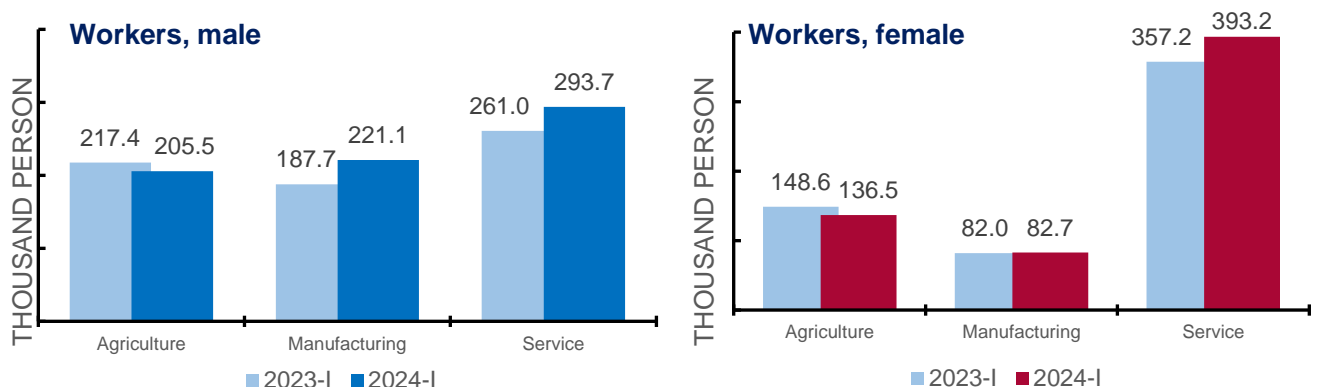
Figure 4. Year-on-year change in employment, by sector of economic activity, compared to the same period last year, by thousand persons



Source: www.1212.mn, National Statistics Office

Compared to the same period of the previous year, the number of male workers in agriculture decreased by 11.9 thousand and female workers by 12.1 thousand. The number of male workers in manufacturing increased by 33.4 thousand and female workers by 0.7 thousand compared to the same period of the previous year. The number of female workers in service activities increased by 35.9 thousand and male workers by 32.7 thousand.

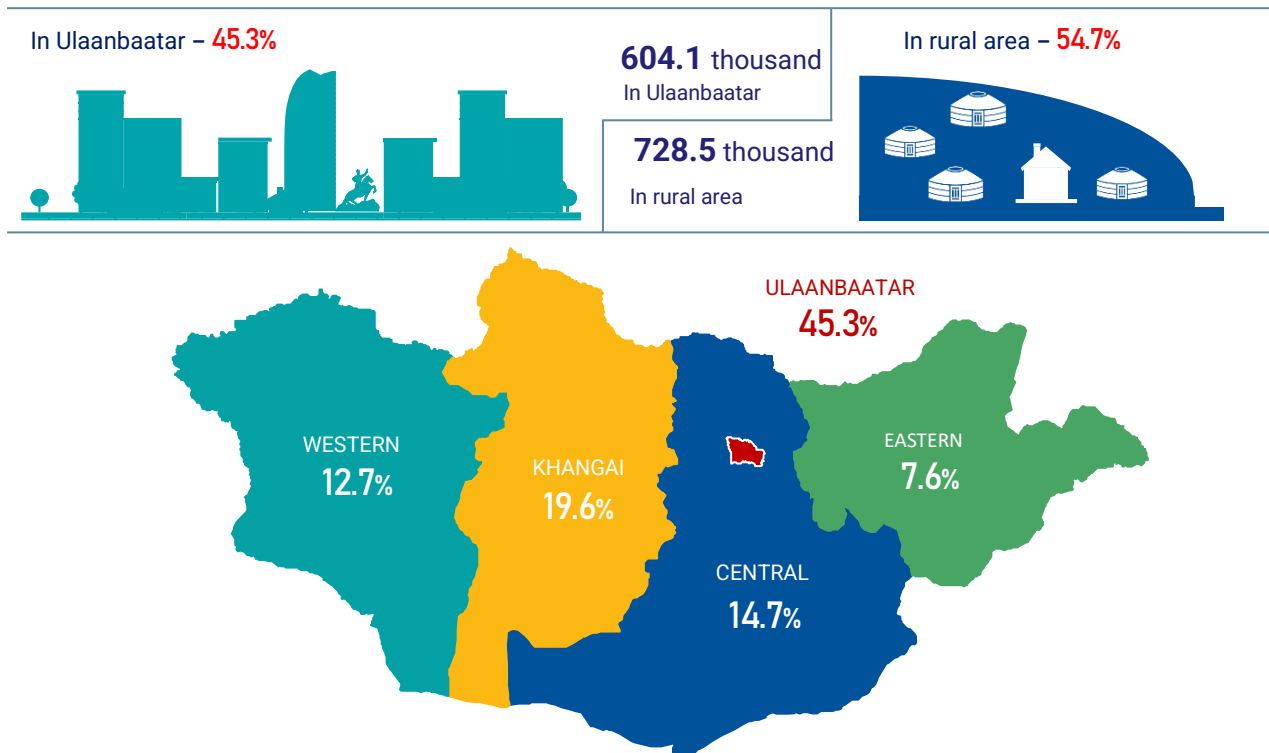
Figure 5. Change in the number of employed persons, by gender and by three main economic sectors, compared to the same period of the previous year, in thousand persons



Source: www.1212.mn, National Statistics Office

Out of the total employed, 604.1 thousand (45.3 percent) were in Ulaanbaatar and 728.5 thousand (54.7 percent) were in rural areas. By region, 261.7 thousand (19.6 percent) were in the Khangai region, 195.9 thousand (14.7 percent) in the Central region, 169.5 thousand (12.7 percent) in the Western region and 101.5 thousand (7.6 percent) in the Eastern region. Compared to the same period of the previous year, the number of employed decreased by 72.8 thousand (13.7 percent) in Ulaanbaatar, 8.9 thousand (4.8 percent) in the Central region, 0.3 thousand (0.3 percent) in the Eastern region, 3.2 thousand (1.9 percent) in the Western region, and 0.1 thousand (0.04 percent) in the Khangai region.

Figure 6. Number of employed, by region



Source: www.1212.mn, National Statistics Office

As of the first quarter of 2024, out of a total unemployed, 41.4 thousand (57.8 percent) were men and 30.3 thousand (42.2 percent) were women.

The number of unemployed decreased by 15.4 thousand or 17.7 percent compared to the same period of the previous year. The number of unemployed men decreased by 12.5 thousand or 23.1 percent and unemployed women by 2.9 thousand or 8.8 percent compared to the same period of the previous year.

By region, Ulaanbaatar had the highest unemployment rate at 34.8 percent, followed by 25.2 percent in the Khangai region, 18.3 percent in the Western region, 15.6 percent in the Central region, and 6.1 percent in the Eastern region. In terms of region compared to the same period of the previous year, the number of unemployed in Ulaanbaatar decreased by 14.1 thousand, the Khangai region by 2.7 thousand, and the Central region by 1.1 thousand, while the number of unemployed increased in the Western region by 1.5 thousand and the Eastern region by 0.9 thousand.

By age group, 12.2 thousand (17.0 percent) of the total unemployed were young people aged 15-24, 22.1 thousand (30.8 percent) were people aged 25-34, 21.2 thousand (29.5 percent) were people aged 35-44, 12.5 thousand (17.4 percent) were people aged 45-54, 3.8 thousand (5.3 percent) were people aged 55 or above. The number of young people aged 15-24 decreased by 1.9 thousand, people aged 25-34 by 3.4 thousand, people aged 35-44 by 3.4 thousand, people aged 45-54 by 6.3 thousand, and people aged 55 or older by 0.6 thousand, compared to the same period of the previous year.

Figure 7. Number of unemployed, changes, by quarter, in thousand persons

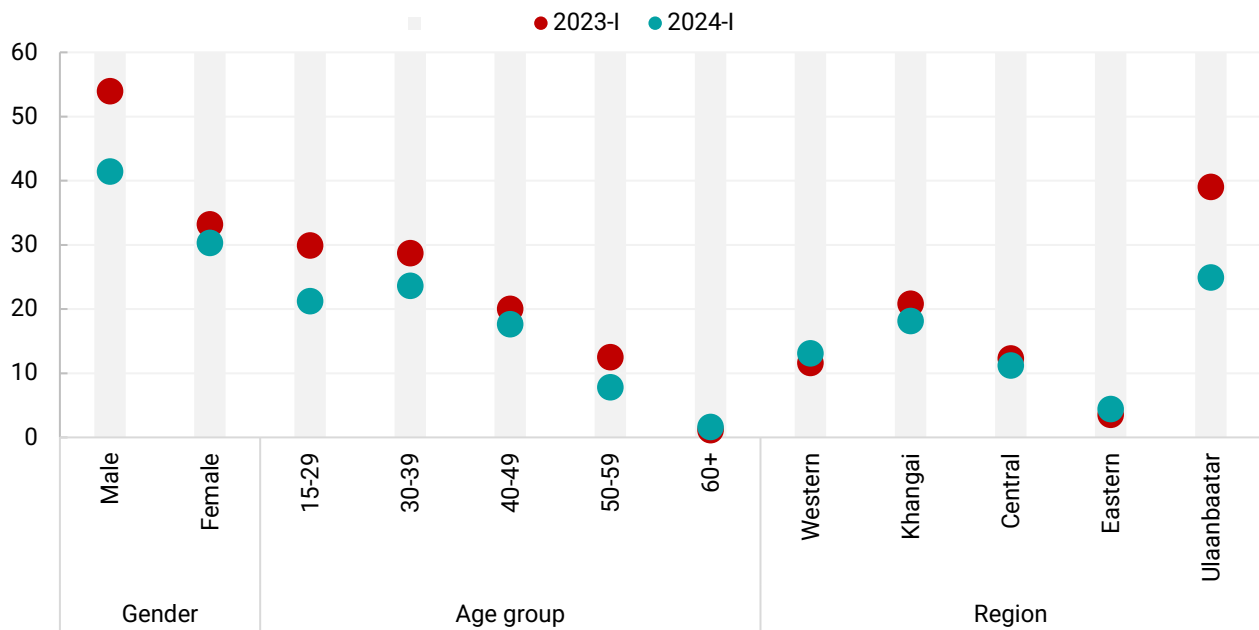


Table 2. Number of unemployed, by quarter, in thousand persons

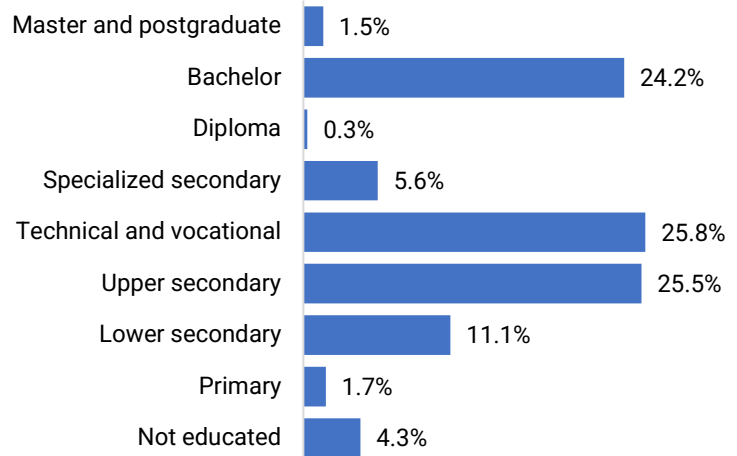
Contents	2022				2023				2024	Changes	
	I	II	III	IV	I	II	III	IV	I	Year	Quart er
Total	104.4	98.5	68.1	64.6	87.2	76.2	73.9	53.3	71.8	-15.4	18.4
Gender											
Male	66.8	58.1	37.1	38.0	53.9	46.6	43.2	34.4	41.4	-12.5	7.0
Female	37.6	40.5	31.0	26.6	33.3	29.6	30.7	18.9	30.3	-2.9	11.4
Age group											
15-24	18.6	13.1	15.1	10.0	14.1	18.4	17.7	12.4	12.2	-1.9	-0.2
25-34	32.4	32.2	18.4	19.6	25.3	20.8	20.1	14.2	22.1	-3.2	7.9
35-44	31.9	26.0	18.0	18.9	24.6	20.4	21.3	12.6	21.2	-3.4	8.6
45-54	17.1	22.0	12.5	13.4	18.7	12.8	11.0	9.8	12.5	-6.3	2.7
55+	4.4	5.3	4.1	2.6	4.5	3.8	3.9	4.3	3.8	-0.6	-0.5
Region											
Western	20.4	22.8	14.9	14.8	11.6	13.7	11.7	6.7	13.1	1.5	6.5
Khangai	21.4	27.2	16.3	13.9	20.8	12.5	16.3	13.4	18.1	-2.7	4.7
Central	13.7	13.5	9.1	6.5	12.3	15.7	15.2	10.3	11.2	-1.1	0.9
Eastern	3.8	6.1	3.9	4.1	3.5	3.1	5.1	3.7	4.4	0.9	0.7
Ulaanbaatar	45.2	29.0	24.0	25.3	39.0	31.2	25.5	19.3	24.9	-14.1	5.7

Source: www.1212.mn, National Statistics Office

Out of the total unemployed, 1.5 percent have master and postgraduate education, 24.5 percent have diploma and bachelor's degree, 5.6 percent have specialized secondary education, 25.8 percent have technical and vocational education, 25.5 percent have upper secondary education, 11.1 percent have lower secondary, 1.7 percent have primary education, and 4.3 have no education.

Figure 8. Number of unemployed, by education level, by percentage

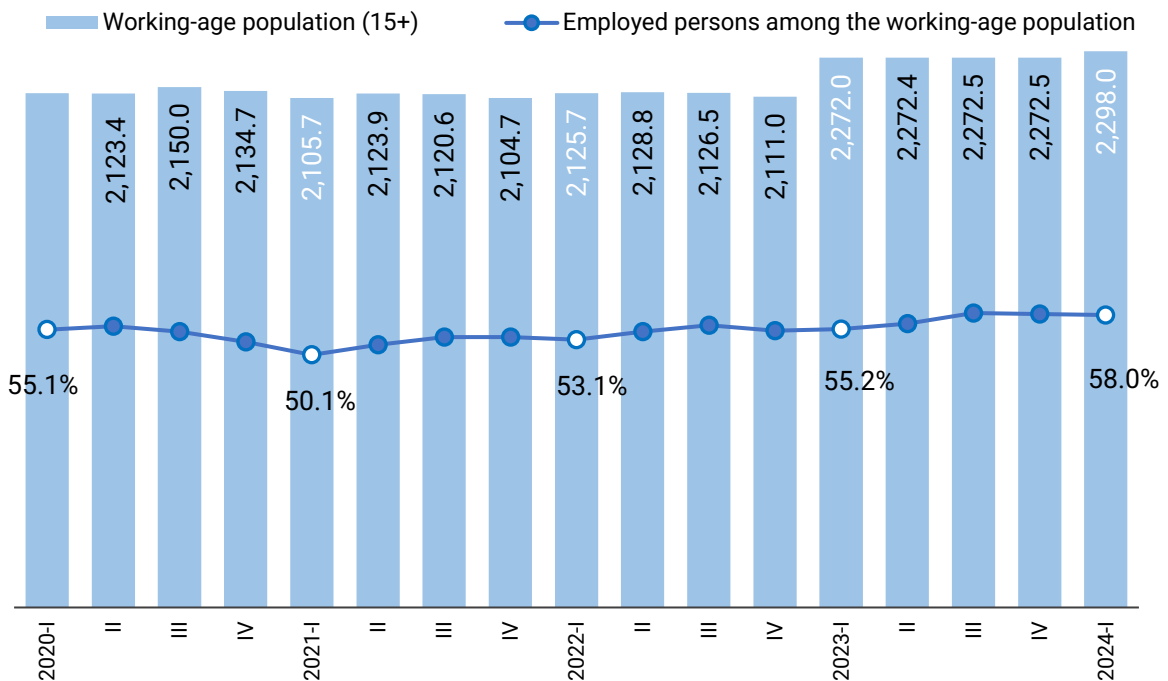
1 out of **3**
 have **Diploma and upper bachelor** education.

Source: www.1212.mn, National Statistics Office

The national unemployment rate reached 5.1 percent, representing an increase of 1.2 percentage points compared to the previous quarter and a decrease of 1.4 percentage points compared to the same period of the previous year. By gender, the unemployment rate was 4.7 percent for women, a decrease of 0.7 percentage points, and 5.4 percent for men, a decrease of 2.1 percentage points, compared to the same period of the previous year. By age group, the unemployment rate for people aged 20-24 was 6.9 percent, a decrease of 0.8 percentage points, while the unemployment rate for people aged 30-34 was 5.8 percent, an increase of 2.5 percentage points compared to the previous quarter.

Figure 9. Working-age population (15+), percentage of employed persons among the working-age population, by quarter

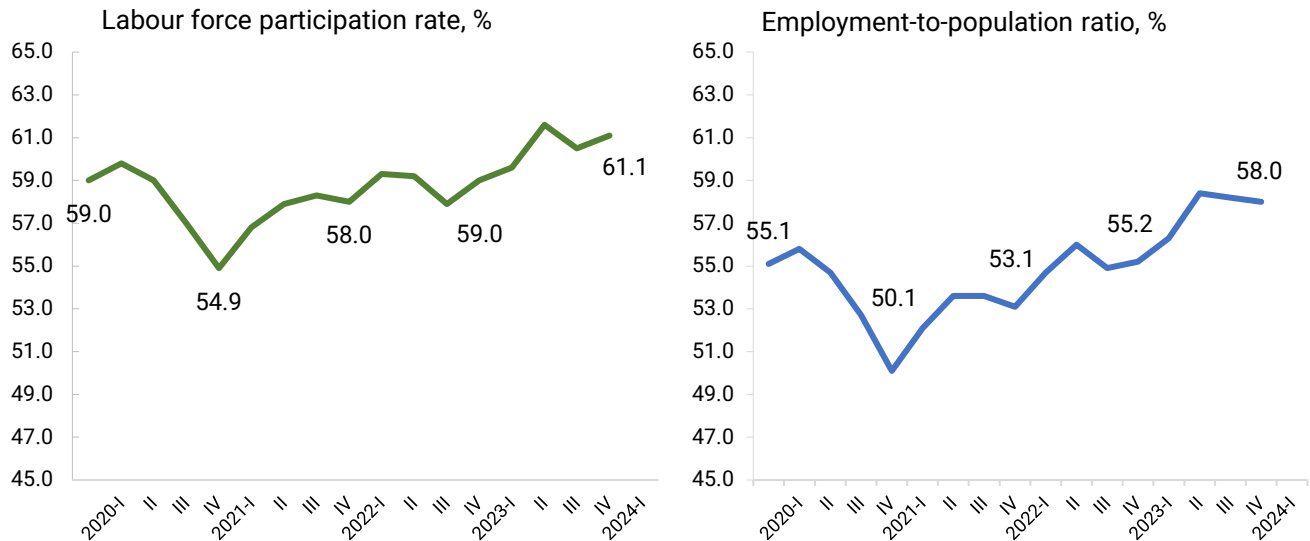


Source: www.1212.mn, National Statistics Office

On a quarterly basis, the labor force participation rate which is the rate of labor supply to the working-age population, reached 61.1 percent in the first quarter of 2024, representing an increase of 2.1 percentage points compared to the same period last year and 0.6 percentage points compared to the previous quarter.

In the working-age population, the employment-to-population ratio reached 58.0 percent in the first quarter of 2024, representing an increase of 2.8 percentage points compared to the same period last year and 0.6 percentage points compared to the previous quarter.

Figure 10. Labor force participation rate and employment-to-population ratio



Source: www.1212.mn, National Statistics Office

SOCIAL INSURANCE INDICATORS – FIRST QUARTER 2024

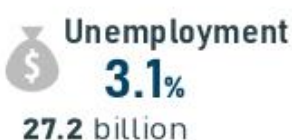
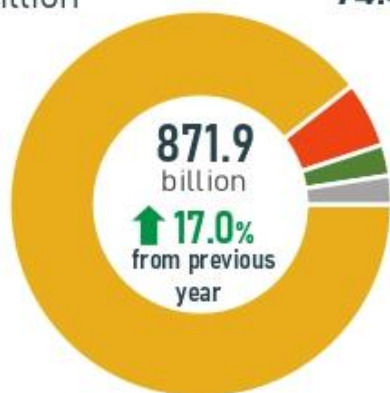
ORGANIZATIONS PAYING SOCIAL INSURANCE PREMIUM



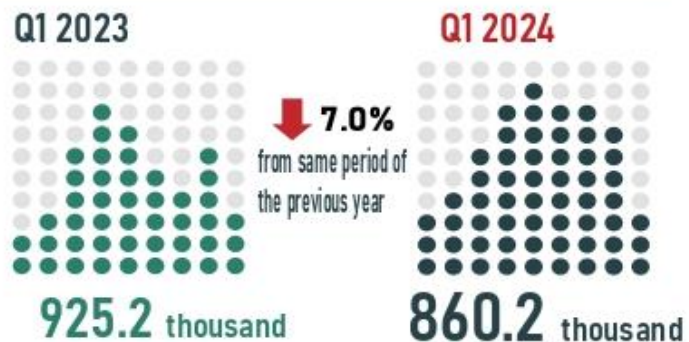
PENSIONERS



REVENUE



INSURED



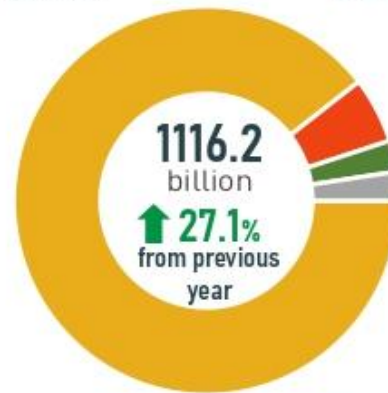
Insured, by type



VOLUNTARY INSURED



EXPENDITURE



Source: General Authority for Social Insurance



Social insurance indicators

In accordance with the Law on the Budget of the Social Insurance Fund (2008-2022), revenues were categorized into two types: 'Premium Paid by the Entity or Organization' and 'Premium Paid by the Budgetary Institution.' These categories were used when approving the scale of revenue to be consolidated into the Social Insurance Fund. However, with the changes introduced by the Law on the Budget of the Social Insurance Fund (2023-2024), the categories have been updated to 'Social Insurance Premium Paid by the Employer.' Additionally, a new Social Insurance Information System was introduced on January 1, 2024. Due to these changes, it is no longer possible to create data with the indicator 'Budgetary Institution.'

As of the first quarter of 2024, the number of organizations paying social insurance premium reached 49.3 thousand, decreasing by 1.95 thousand or 3.8 percent compared to the same period of the previous year.

As of the first quarter of 2024, the number of the insured reached 860.2 thousand, of which 860.2 thousand (6.5 percent) are voluntarily insured and 804.0 thousand (93.5 percent) are mandatory insured. The number of insured decreased by 65.0 thousand or 7.0 percent compared to the same period of the previous year.

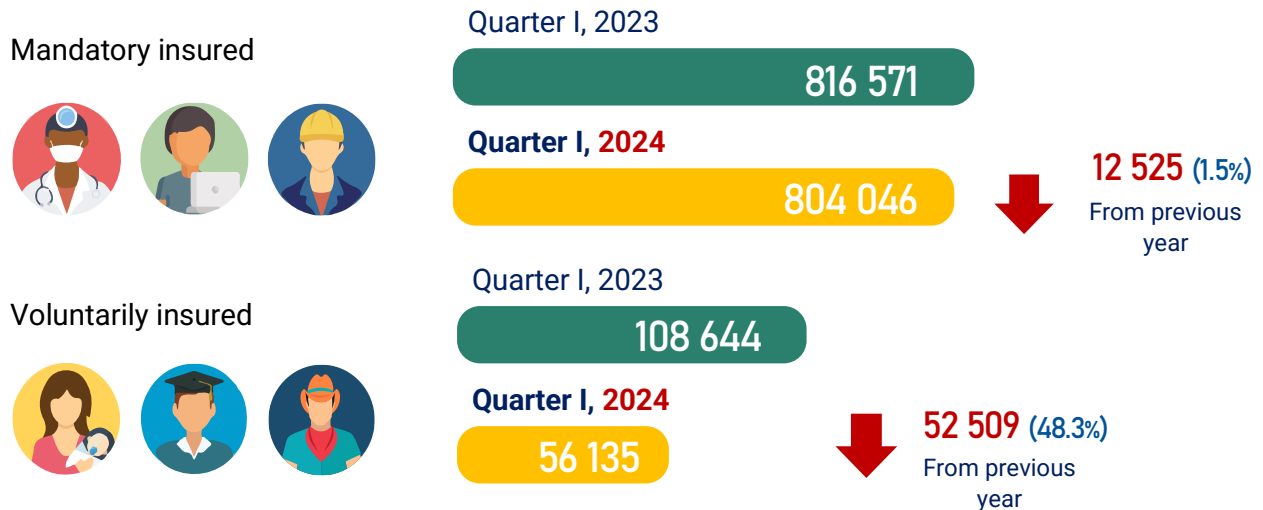
The number of mandatory insured decreased by 12.5 thousand or 1.5 percent, while voluntarily insured by 52.5 thousand or 48.3 percent compared to the same period of the previous year.

Table 3. Number of organizations paying social insurance premium and insured, by quarter

Quarter	Organizations paying social insurance premium	Insured		
		Total	Voluntarily	Mandatory
2020 I	42,862	831,943	108,042	723,901
II	46,762	961,692	156,624	805,068
III	47,818	1,051,309	172,892	878,417
IV	49,067	1,156,793	192,090	964,703
2021 I	46,242	845,802	100,956	744,846
II	48,738	962,387	136,141	826,246
III	50,625	1,062,030	147,827	914,203
IV	52,388	1,181,282	161,111	1,020,171
2022 I	48,462	891,825	107,417	784,354
II	51,776	1,029,922	133,167	896,755
III	53,425	1,141,946	146,833	995,113
IV	55,121	1,274,588	162,414	1,112,174
2023 I	51,282	925,215	108,644	816,571
II	54,405	1,061,097	129,881	931,216
III	56,057	1,175,543	142,159	1,033,384
IV	58,908	1,315,989	158,588	1,157,401
2024 I	49,329	860,181	56,135	804,046

Source: General Authority for Social Insurance

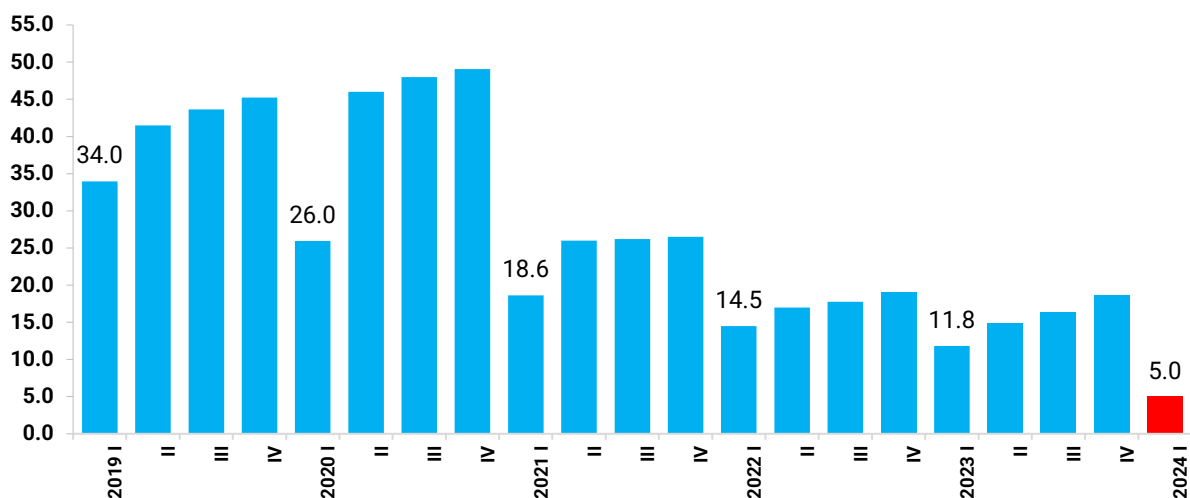
Figure 11. Number of insureds, by types, by quarter



Source: General Authority for Social Insurance

Out of the total voluntarily insured, 5.0 thousand (8.9 percent) are herders and 51.1 thousand (91.1 percent) are self-employed. The number of herders covered by social insurance decreased by 6.9 thousand or 57.8 percent compared to the same period of the previous year.

Figure 12. Number of voluntarily insured herders, in thousand persons, by quarter



Source: General Authority for Social Insurance

The number of pensioners receiving pensions from the Social Insurance Fund reached 496.7 thousand in the first quarter of 2024, an increase of 16.4 thousand or 3.4 percent compared to the same period of the previous year. Out of total pensioners, 78.9 percent receive an old-age pension, 12.7 percent receive invalidity pensions, 4.0 percent receive survivor’s pensions and 4.3 percent receive military pensions.

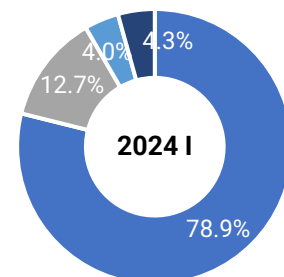
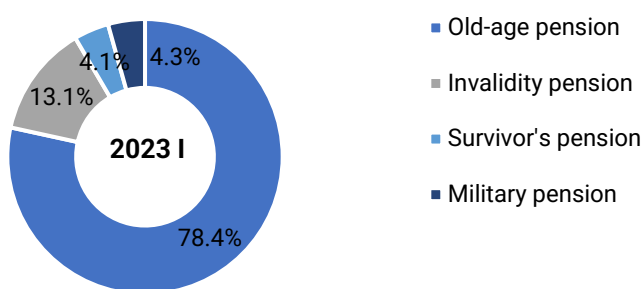
As of the fourth quarter of 2024, the number of old-age pensioners reached 391.8 thousand, an increase of 15.2 thousand or 4.0 percent; the number of survivor’s pensioners reached 20.1 thousand, an increase of 335 or 1.7 percent; the number of military pensioners reached 21.5 thousand, an increase of 641 or 3.1 percent; and the number of invalidity pensioners reached 63.3 thousand, an increase of 205 or 0.3 percent, compared to the same period of the previous year.

Table 4. Number of pensioners who received pension from the Pension Insurance Fund, by category, by quarter

Quarter	Number of pensioners	Of which:			
		Old-age pension	Invalidity pension	Survivor's pension	Military pension
2020 I	427,247	320,602	67,912	19,853	18,880
II	434,186	327,799	67,663	19,711	19,013
III	439,481	333,026	67,769	19,584	19,102
IV	444,788	338,982	67,018	19,553	19,235
2021 I	449,419	344,287	66,344	19,511	19,277
II	451,845	347,235	65,771	19,377	19,462
III	454,298	350,091	65,197	19,437	19,573
IV	456,365	353,775	63,318	19,563	19,709
2022 I	462,607	359,783	63,439	19,588	19,797
II	467,420	364,173	63,491	19,625	20,131
III	471,387	368,050	63,280	19,705	20,424
IV	476,446	373,209	62,702	19,743	20,792
2023 I	480,312	376,643	63,097	19,744	20,828
II	484,981	380,843	63,133	19,850	21,155
III	488,366	384,043	63,117	19,969	21,237
IV	493,038	388,345	63,305	20,008	21,380
2024 I	496,669	391,819	63,302	20,079	21,469

Source: General Authority for Social Insurance

Figure 13. Number of pensioners who received pension from the Pension Insurance Fund, by category, by quarter

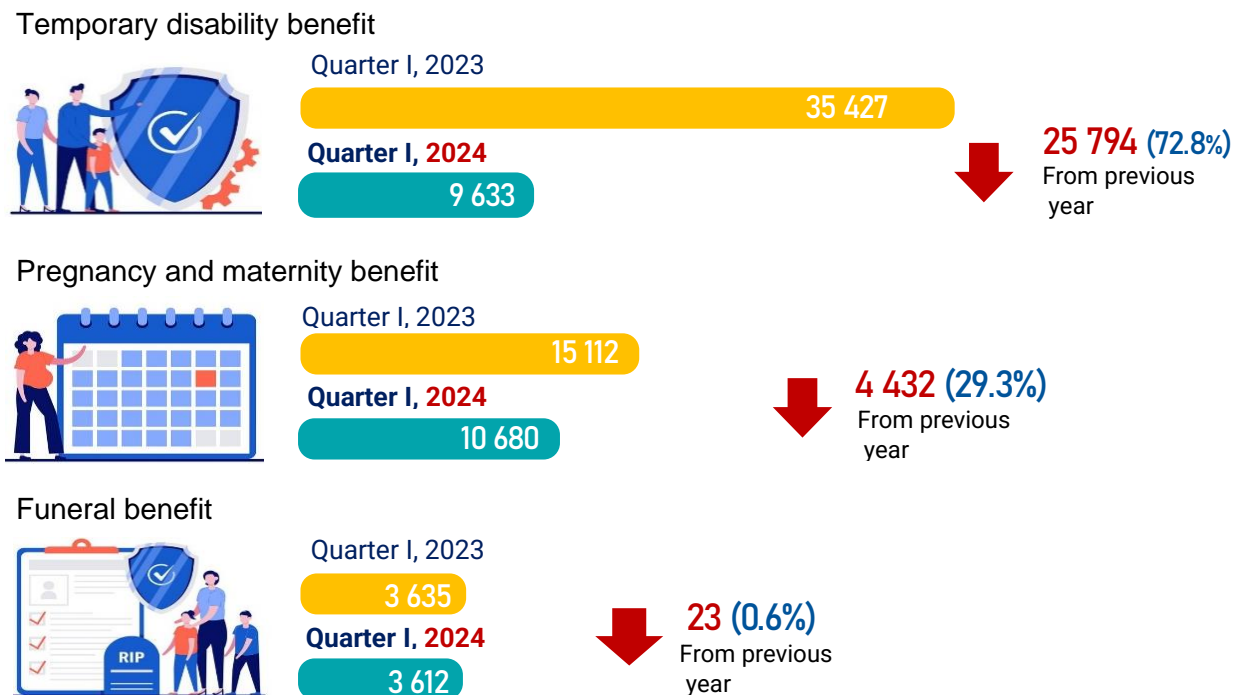


Source: General Authority for Social Insurance

The number of pensioners receiving benefits from the Benefit Insurance Fund reached 23.9 thousand in the first quarter of 2024, a decrease of 30.2 thousand or 55.8 percent compared to the same period of the previous year. Of the total number of pensioners, 40.3 percent receive disability benefits, 44.6 percent receive pregnancy benefits, and 15.1 percent receive funeral benefits.

The number of pensioners receiving temporary disability benefits reached 9.6 thousand in the first quarter of 2024, a decrease of 72.8 percent; pregnancy and maternity benefits reached 10.7 thousand, a decrease of 29.3 percent; and funeral benefits reached 3.6 thousand, a decrease of 0.6 percent compared to the same period of the previous year.

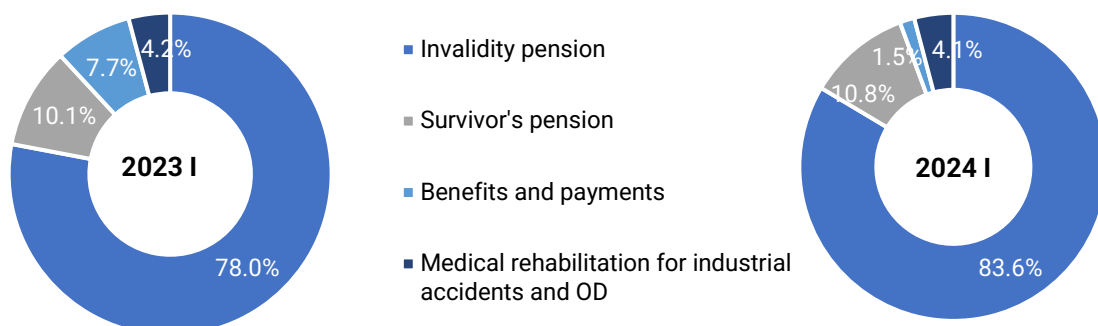
Figure 14. Number of pensioners receiving benefits from the Benefit Insurance Fund, by category



Source: General Authority for Social Insurance

The number of pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases reached 4.2 thousand in the first quarter of 2024, a decrease by 383 or 8.4 percent compared to the same period of the previous year. Out of total pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases, 83.6 percent receive invalidity pension, 10.8 percent receive invalidity pension, 4.1 percent receive medical rehabilitation for the industrial accidents and occupational diseases, and 1.5 percent receive benefits and payments.

Figure 15. Pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases, by category, by percentage



Source: General Authority for Social Insurance

In the first quarter of 2024, the revenue from social insurance premium reached MNT 811.9 billion, an increase by MNT 126.8 billion or 17.0 percent compared to the same period of previous year and the social insurance expenditure reached MNT 1,116.2 billion, an increase by MNT 238.2 billion or 27.1 percent compared to the same period of previous year.

In terms of fund types, 81.2 percent is made up of pension insurance funds, 8.5 percent of benefit insurance fund, 7.1 percent of industrial accidents and occupational disease's insurance fund, and 3.1 of the unemployment insurance funds. Out of total social insurance expenditure, the pension

insurance fund accounts for 92.8, the benefit insurance fund for 3.9, the industrial accidents and occupational disease insurance fund for 0.9 percent, and the unemployment insurance fund for 2.4 percent.

Table 5. Revenue and expenditure from social insurance premium, by billion MNT

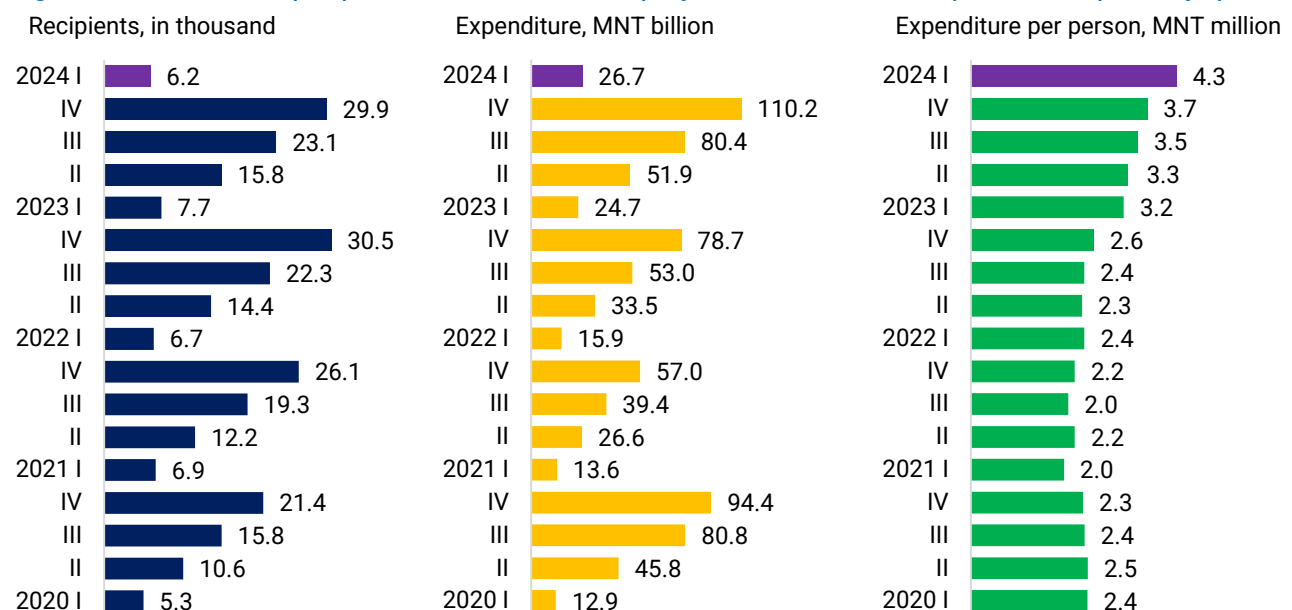
Contents	2023 I		2024 I		Changes	
		Percentage		Percentage	In figure	Percentage
Revenue from social insurance premium	745.1	100.0%	871.9	100.0%	126.8	17.0%
Pension	619.7	83.2%	708.0	81.2%	88.3	14.2%
Benefit	63.2	8.5%	74.4	8.5%	11.2	17.7%
Industrial accident and occupational disease	50.2	6.7%	62.2	7.1%	12.0	23.9%
Unemployment	12	1.6%	27.2	3.1%	15.3	126.7%
Social insurance expenditure	878.1	100.0%	1116.2	100.0%	238.1	27.1%
Pension	797.9	90.9%	1035.9	92.8%	237.9	29.8%
Benefit	47.1	5.4%	43.5	3.9%	-3.6	-7.6%
Industrial accident and occupational disease	8.3	0.9%	10.1	0.9%	1.8	21.7%
Unemployment	24.7	2.8%	26.7	2.4%	2.0	8.2%

Source: General Authority for Social Insurance

As of the first quarter of 2024, MNT 26.7 billion was spent as unemployment benefits for 6.2 thousand people. Compared to the same period of the previous year, the number of people who received unemployment benefits decreased by 2.0 thousand or 20.3 percent and the expenditures increased by MNT 2.0 billion or 8.2 percent.

On average, MNT 3.2 million was spent as unemployment benefit per person in the first quarter of 2024, while it reached MNT 4.3 million in the first quarter of 2024, representing an increase of 34.4 percent.

Figure 16. Number of people who received unemployment benefit, the expenditure spent, by quarter



Source: General Authority for Social Insurance

Monthly average salary indicators

In the first quarter of 2024, the average salary of employees reached MNT 2283.7 thousand increasing by 452.9 thousand or 24.7 percent compared to the same period of the previous year and by MNT 48.3 thousand or 2.2 percent compared to the previous quarter. Please note that it is the increase in the nominal average salary.

In terms of gender, men have an average monthly salary of MNT 2568.4 thousand, while women have an average monthly salary of MNT 1987.8 thousand. The gender pay gap reached MNT 580.6 thousand in the first quarter of 2024, representing an increase of MNT 147.3 thousand compared to the same period of the previous year.

In other words, the average salary for women represented 77.4 percent of the average salary for men as of the first quarter of 2024 and the gender pay gap decrease was mainly driven by a decrease of 1.4 percentage points in the average monthly salary of women.

Table 6. Monthly average salary of employees, by gender, by MNT thousand

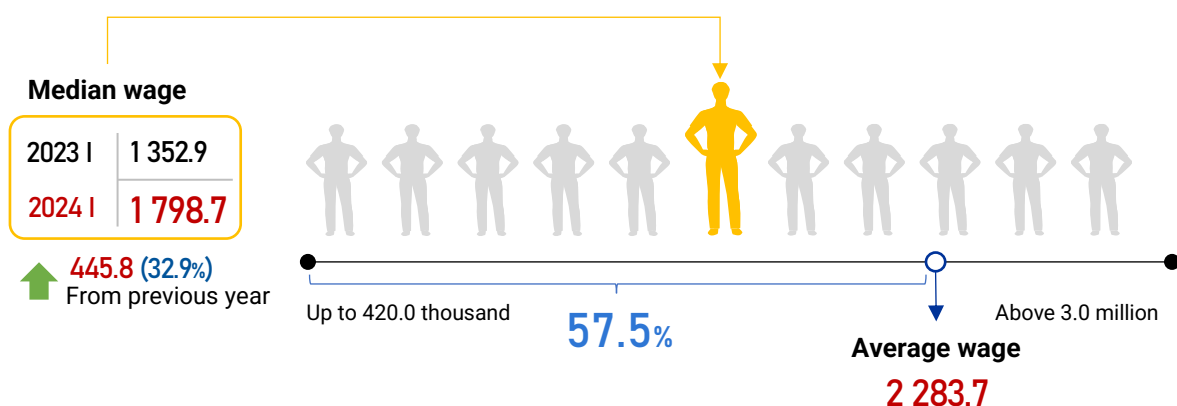
Content	2022				2023				2024		Changes	
	I	II	III	IV	I	II	III	IV	I	Year	Quarter	
Average salary	1450.1	1544.4	1573.1	1750.2	1830.8	1890.0	2009.3	2235.4	2283.7	452.9	48.3	
Men	1577.3	1681.3	1746.9	1934.3	2044.2	2096.4	2275.4	2479.8	2568.4	524.2	88.6	
Women	1317.7	1400.8	1396.3	1559.7	1610.9	1675.6	1737.9	1979.1	1987.8	376.9	8.7	

Source: www.1212.mn, National Statistics Office

Median wage refers to the borderline between the highest and lowest pay of workers in a specific position or occupation. As of the first quarter of 2024, the median salary reached MNT 1798.7 thousand increasing by MNT 445.8 thousand or 32.9 percent compared to the same period of the previous year and by MNT 17.3 thousand or 1.0 percent compared to the previous quarter.

In terms of wage structure, among the total number of employees who paid social insurance premiums in the first quarter of 2024, 10.9 percent received a salary between MNT 420.0 thousand and MNT 700.0 thousand, while 23.5 percent received the highest salary, ranging from MNT 2000.0 thousand to MNT 3000.0 thousand.

Figure 17. Average and median wage, by thousand MNT, by quarter



Source: www.1212.mn, National Statistics Office

As of the first quarter of 2024, the average salary of enterprises with 1-9 employees was lower by MNT 933.8 thousand than the national average, the enterprises with 10-49 employees by MNT 463.7 thousand, and the enterprises with 50-99 employees by MNT 193.2 thousand, and the enterprises with 100-199 by 16 thousand, while the average salary of the enterprises with 200 or above employees was higher by 977.9 thousand than the national average.

When changes in the average salary of employees was compared to the same period of the previous year, the average salary of enterprises with 200 or above employees was the highest, with an increase of MNT 643.1 thousand (24.6 percent).

Table 7. Monthly average salary of employees, by size class, by gender, by MNT thousand

Size class of employees	2023 I			2024 I			Changes	
	Total	Men	Women	Total	Men	Women	In figure	Percent
Total	1,830.8	2,044.2	1,610.9	2,283.7	2,568.4	1,987.8	452.9	24.7%
1-9	1,095.5	1,099.0	1,092.2	1,349.9	1,353.6	1,346.3	254.4	23.2%
10-49	1,433.9	1,457.9	1,413.0	1,820.0	1,853.3	1,791.2	386.1	26.9%
50-99	1,654.8	1,747.9	1,574.4	2,090.5	2,234.3	1,965.8	435.7	26.3%
100-199	1,881.5	2,048.5	1,703.4	2,267.7	2,430.3	2,097.4	386.2	20.5%
Above 200	2,618.5	2,997.6	2,112.9	3,261.6	3,778.6	2,547.4	643.1	24.6%

Source: www.1212.mn, National Statistics Office

In terms of the average monthly salary of employees in all sectors of economic activities, the average monthly salary was the highest for mining and quarrying workers (MNT 5.7 million) and the lowest for accommodation and food service workers (MNT 1.4 million).

EMPLOYMENT PROMOTION ACTIVITY – FIRST QUARTER 2024

JOB SEEKER



6 896

47.9%
Female

2.0%
Disability

REGISTERED UNEMPLOYED



5 494

47.1%
Female

1.9%
Disability

JOB ORDER



17 435

28.3%
Demand fulfilment
percent

↑ 258.5%
from same period
of the previous year

JOB PLACEMENT



4 930

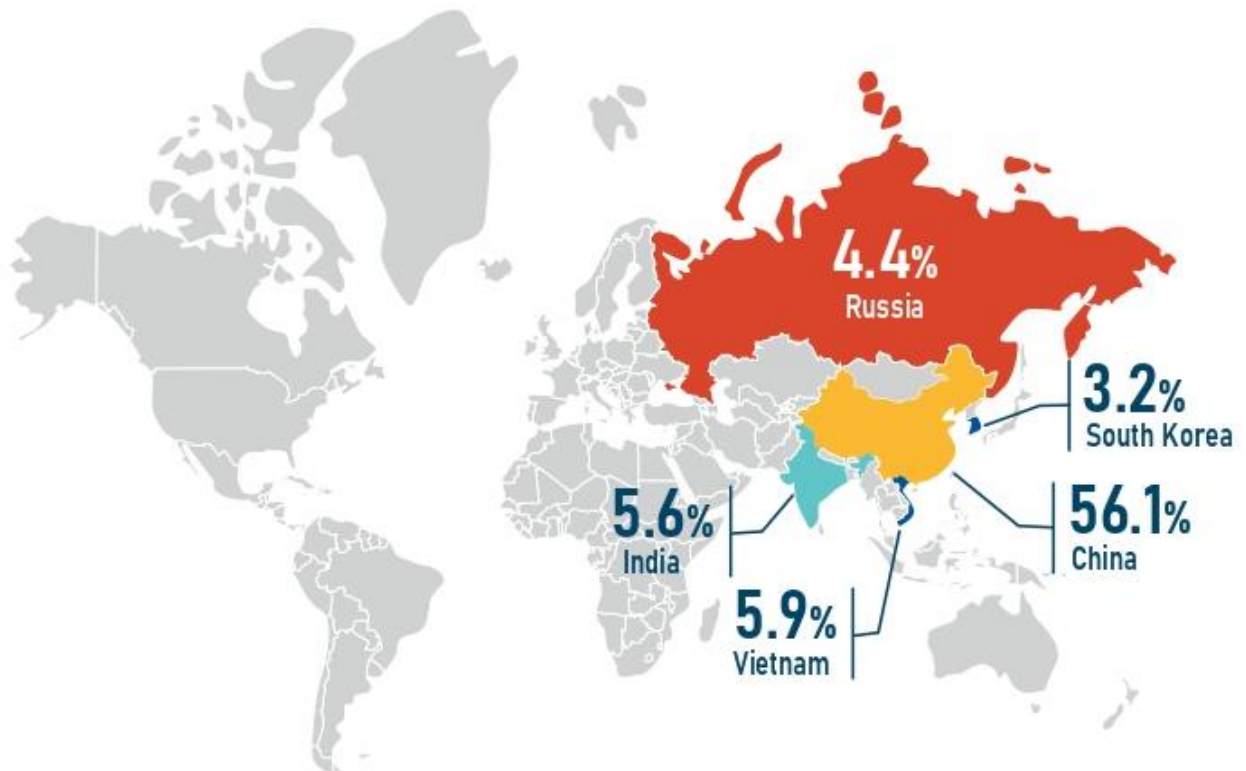
50.4%
Female

↑ 117.5%
from same period of
the previous year

Source: General Agency of Labor and Welfare Service

FOREIGN CITIZENS WORKING IN MONGOLIA UNDER CONTRACT, by country

8 090 Foreign citizens = 6 950 (85.9%) male + 1 140 (14.1%) female



Source: General Agency of Labor and Welfare Service



EMPLOYMENT PROMOTION ACTIVITY

Employment promotion services

The number of job seekers who are currently not employed or employed but looking for a job to earn additional income reached 6.9 thousand (of which, 3.3 thousand or 47.9 percent are women) in the first quarter of 2024. By age group, 1.2 thousand (17.3 percent) are people aged 15-24, 2.1 thousand (30.5 percent) are people aged 25-34, 2.0 thousand (29.2 percent) are people aged 35-44, 1.2 thousand (18.1 percent) are people aged 45-54, and 0.3 thousand (4.9 percent) are people aged 55 or above.

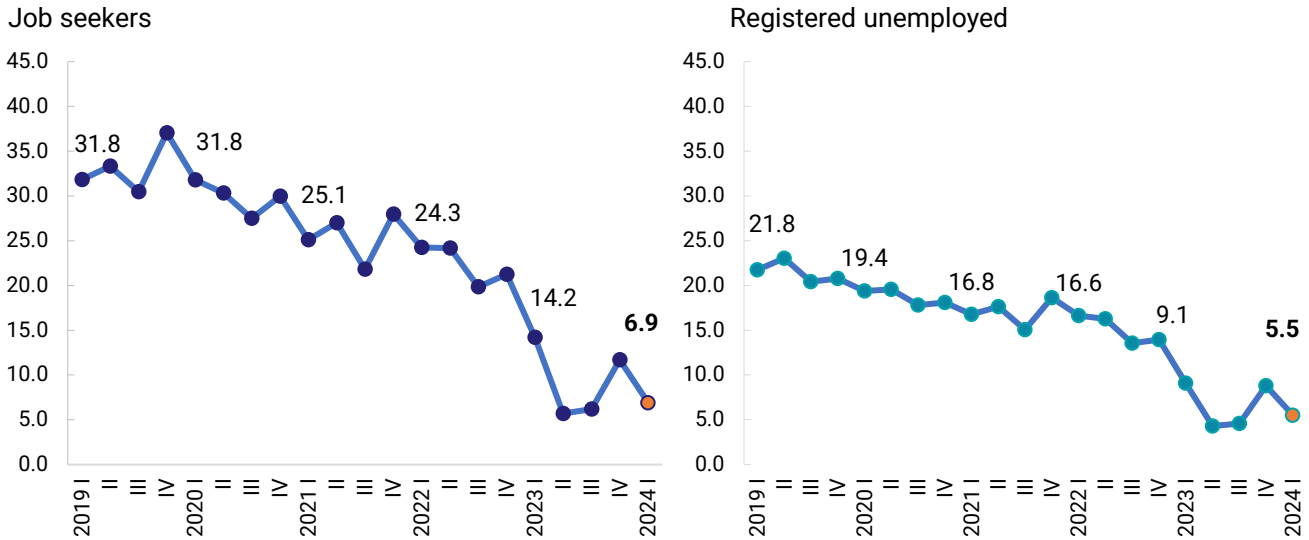
In the reporting period, the number of registered unemployed who are currently not employed or those who are actively looking for a job and registered with the labor and welfare service departments or labor exchange offices reached 5.5 thousand. Out of total registered unemployed, 2.9 thousand (52.9 percent) are men and 2.6 thousand (47.1 percent) are women. By age group, 0.8 thousand (15.0 percent) are people aged 15-24, 1.7 thousand (31.7 percent) are people aged 25-34, 1.6 thousand (30.0 percent) are people aged 35-44, 1.0 thousand (18.3 percent) are people aged 45-54, and 0.3 thousand (5.0 percent) are people aged 55 or above.

Table 8. Number of job seekers and registered unemployed, as of the end of the month, by quarter

Quarter	Job seekers /at the end of the month/	Job seekers		Registered unemployed		
		Women	Percentage	/at the end of the month/	Women	Percentage
2020 I	31,785	16,285	51.2%	19,394	10,009	51.6%
II	30,320	15,367	50.7%	19,563	10,001	51.1%
III	27,504	14,301	52.0%	17,829	9,446	53.0%
IV	29,952	15,390	51.4%	18,103	9,535	52.7%
2021 I	25,105	12,774	50.9%	16,775	8,650	51.6%
II	26,991	13,837	51.3%	17,650	9,202	52.1%
III	21,804	11,316	51.9%	15,053	7,895	52.4%
IV	27,950	14,510	51.9%	18,644	9,821	52.7%
2022 I	24,255	12,019	49.6%	16,622	8,345	50.2%
II	24,184	12,075	49.9%	16,282	8,210	50.4%
III	19,832	10,609	53.5%	13,545	7,389	54.8%
IV	21,256	11,069	52.1%	13,966	7,326	52.4%
2023 I	14,246	7,238	50.7%	9,069	4,651	51.1%
II	5,737	2,954	51.5%	4,323	2,265	52.4%
III	6,224	3,372	54.2%	4,655	2,568	55.2%
IV	11,662	6,308	54.1%	8,813	4,784	54.3%
2024 I	6,896	3,303	47.9%	5,494	2,590	47.1%

Source: General Agency of Labor and Welfare Service

Figure 18. Job seekers and registered unemployed, as of the end of the month, by quarter

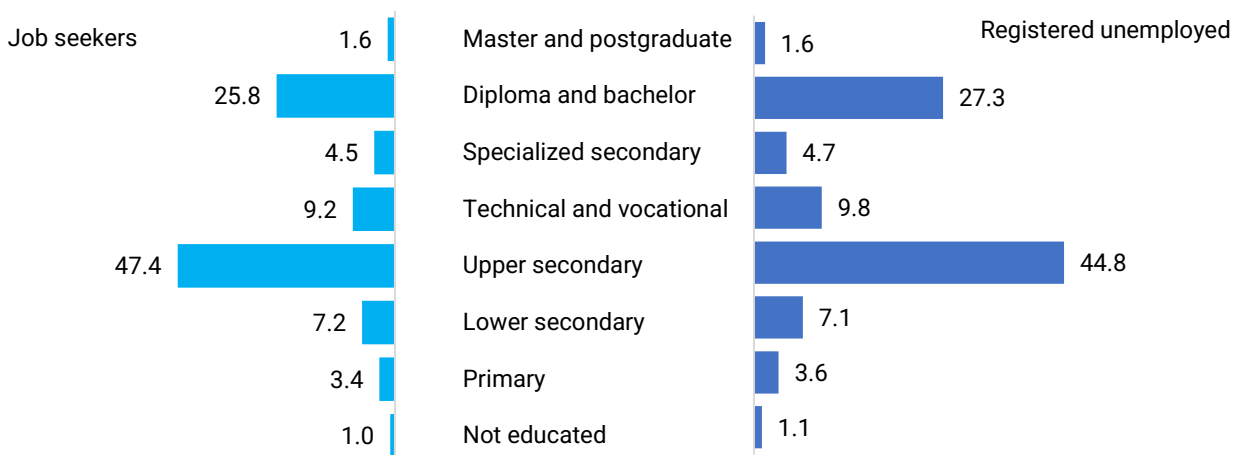


Source: General Agency of Labor and Welfare Service

By education level, 1.0 percent of total job seekers have no education, 3.4 percent have primary education, 7.2 percent have lower secondary education, 47.4 percent have completed secondary education, 9.2 have technical and vocational education, 4.5 percent have specialized secondary education, 25.8 percent have diploma and bachelor’s degree and 1.6 percent have master and postgraduate education.

Out of the total registered unemployed, 1.1 percent have no education, 3.6 percent have primary education, 7.1 percent have lower secondary education, 44.8 percent have completed secondary education, 9.8 have technical and vocational education, 4.7 percent have specialized secondary education, 27.3 percent have diploma and bachelor’s degree and 1.6 percent have master and postgraduate education.

Figure 19. Job seekers and registered unemployed, by education level, by percentage



Source: General Agency of Labor and Welfare Service

In the first quarter of 2024, 17.4 thousand job orders were received and 4.9 thousand people were placed in jobs and 28.3 percent of labor market demand was fulfilled. The job order increased by 12.6 thousand or 258.5 percent and the number of people placed in jobs by 2.7 thousand or 117.5 percent compared to the same period of the previous year.

By age group, 1.0 thousand (20.3 percent) of total people who were placed in job are the people aged 15-24, 1.4 thousand (28.7 percent) are the people aged 25-34, 1.2 thousand (24.6 percent) are the people aged 35-44, 0.9 thousand (17.5 percent) are the people aged 45-54, and 0.8 thousand (8.9 percent) are the people aged 55 or above.

In the first quarter of 2024, 28.3 percent of the total labor market demand was fulfilled. This represents a decrease of 18.3 percentage points compared to the same period of the previous year and a decrease of 13.3 percentage points compared to the previous quarter.

Table 9. Job order, job placement, by quarter

Quarter	Job order	Job placement	Labor market demand fulfilment	
			Women	Percentage
2020 I	7,595	4,489	2,307	51.4%
II	28,036	15,250	7,330	48.1%
III	42,433	21,672	10,858	50.1%
IV	58,022	33,006	16,651	50.4%
2021 I	6,413	3,066	1,545	50.4%
II	20,352	11,416	5,542	48.5%
III	32,656	17,636	9,068	51.4%
IV	51,034	29,929	15,460	51.7%
2022 I	9,322	3,901	2,003	51.3%
II	24,320	13,670	6,709	49.1%
III	32,972	18,897	9,499	50.3%
IV	55,211	32,290	16,412	50.8%
2023 I	4,863	2,267	1,066	47.0%
II	16,950	8,199	4,149	50.6%
III	50,222	16,656	8,660	51.2%
IV	84,870	35,281	18,903	53.6%
2024 I	17,435	4,930	2,486	50.4%

Source: General Agency of Labor and Welfare Service

As for labor market demand by economic activity, out of total job orders received in the first quarter of 2024, 4.4 thousand (25.3 percent) of all job orders were received in manufacturing, 2.5 thousand (14.1 percent) in construction and 2.2 thousand (12.5 percent) in mining and quarrying.

As of the first quarter of 2024, 25.8-78.1 percent of the labor market demand was fulfilled in water supply, sewerage, waste management and remediation activities; activities of household as employers; arts, entertainment and recreation; public administration and defense, social security; education; and other service activities, while 38.3-57.8 percent in agriculture, forestry, fishing and hunting; hotel, accommodation and food service activities; professional, scientific and technical activities; human health and social work activities; mining and quarrying; administrative and support services; wholesale and retail trade, repair of vehicles and motorcycles; manufacturing; financial and insurance activities; and information and communication, and 48.8 percent in transportation and storage; construction; electricity, gas, steam and air conditioning supply; and real estate activities.

Table 10. Job order, job placement

Sector of economic activities	Job order	Job placement		Demand fulfilment percentage	
	Percentage	Percentage	Percentage		
Total	17,435	100.0%	4,930	100.0%	28.3%
Agriculture, forestry, fishing and hunting	1,122	6.4%	649	13.16%	57.8%
Mining and quarrying	2,184	12.5%	551	11.18%	25.2%
Manufacturing	4,416	25.3%	875	17.75%	19.8%
Electricity, gas, steam and air conditioning supply	82	0.5%	40	0.81%	48.8%
Water supply, sewerage, waste management and remediation activities	318	1.8%	150	3.04%	47.2%
Construction	2,465	14.1%	193	3.91%	7.8%
Wholesale and retail trade	1,327	7.6%	481	9.76%	36.2%
Transportation and storage	447	2.6%	64	1.30%	14.3%
Hotel, accommodation and food service activities	517	3.0%	198	4.02%	38.3%
Information and communication	61	0.3%	14	0.28%	23.0%
Financial and insurance activities	187	1.1%	36	0.73%	19.3%
Real estate activities	12	0.1%	4	0.08%	33.3%
Professional, scientific and technical activities	61	0.3%	14	0.28%	23.0%
Administrative and support services	401	2.3%	84	1.70%	20.9%
Public administration and defense	1,726	9.9%	741	15.03%	42.9%
Education	881	5.1%	470	9.53%	53.3%
Health and social work activities	692	4.0%	167	3.39%	24.1%
Arts, entertainment and recreation	128	0.7%	33	0.67%	25.8%
Other service activities	366	2.1%	141	2.86%	38.5%
Activities of households as employers	32	0.2%	25	0.51%	78.1%
Activities of extraterritorial organizations and bodies	10	0.1%	0	0.00%	0.0%

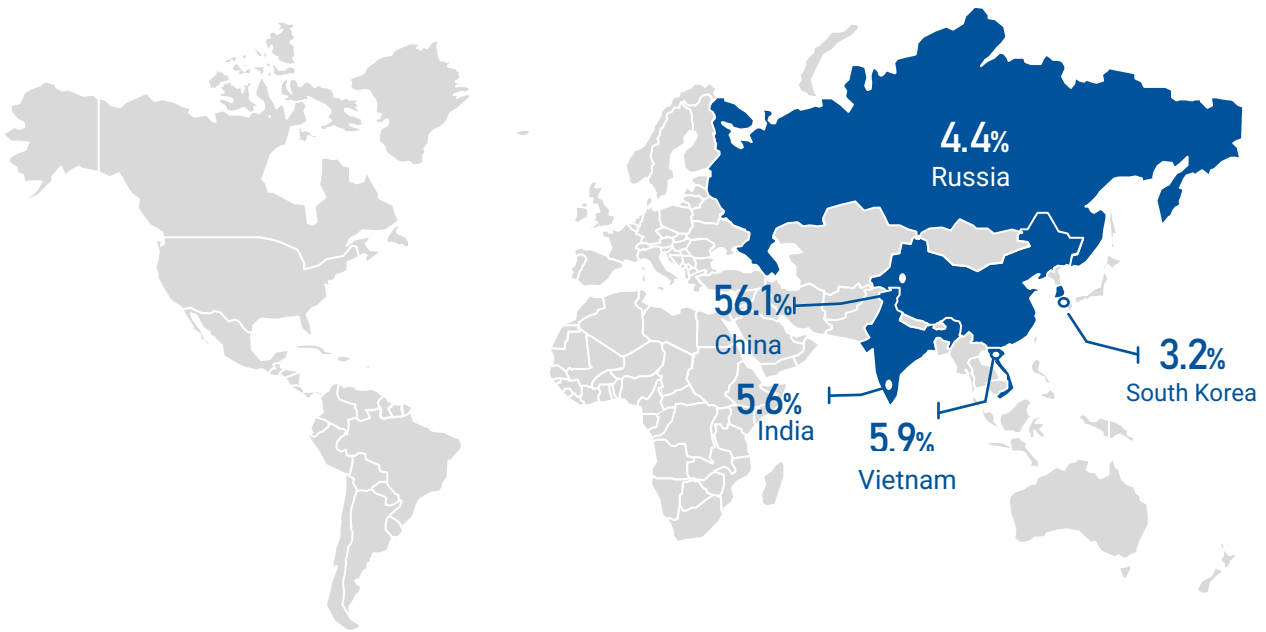
Source: General Agency of Labor and Welfare Service

Receiving labor force and specialists from abroad and sending labor force abroad

As of the first quarter of 2024, 8,090 citizens from 102 foreign countries are working in Mongolia under a labor contract. The number of foreign citizens working in Mongolia increased by 2,350 or 40.9 percent compared to the same period of the previous year and by 1,608 or 24.8 percent compared to the previous quarter. By gender, 6,950 (85.9 percent) of total foreign citizens working in Mongolia are men and 1,140 (14.1 percent) are women. By region, 41.5 percent live in Ulaanbaatar, 40.7 percent in the Central region, 13.3 percent in the Eastern region, 2.8 percent in the Khangai region, and 1.7 percent in the Western region.

In terms of citizenship, out of total foreign citizens working in Mongolia under the labor contracts, 4,542 (56.1 percent) are from China, 478 (5.9 percent) are from Vietnam, 450 (5.6 percent) are from India, 356 (4.4 percent) are from Russia, 326 (4.0 percent) are from the Philippines, 260 (3.2 percent) are from South Korea, 230 (2.8 percent) are from the Turkey, and the remaining 1,448 (17.9 percent) are from other countries.

Figure 20. Foreign citizens working in Mongolia under labor contract, by 5 countries with the highest number of employees, by percentage



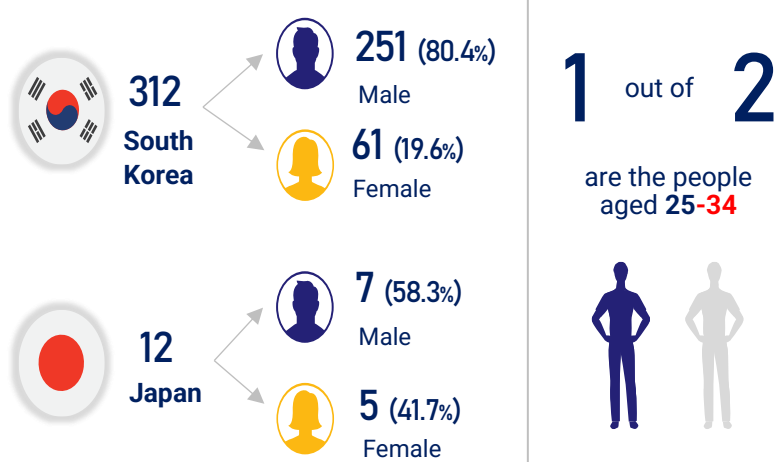
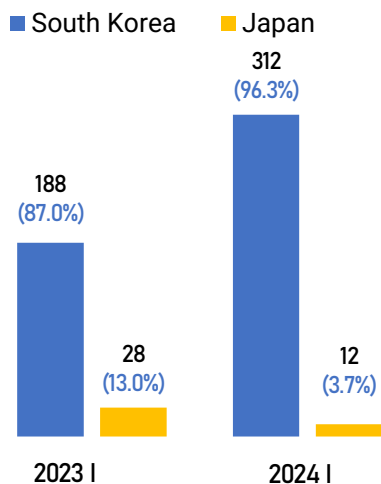
Source: General Agency of Labor and Welfare Service

In the first quarter of 2024, 324 people were placed in job abroad under the labor contract and the number of people placed in job under the labor contract increased by 62 or 23.7 percent compared to the previous quarter.

Out of total people who were placed in job abroad, 312 (96.3 percent) were placed in employment in South Korea and 12 (3.7 percent) were placed in jobs in Japan. Out of total people who were placed in jobs, 258 (79.6 percent) are men and 66 (20.4 percent) are women. By age group, 3.4 percent are the people aged 20, 25.9 percent are the people aged 20-24, 34.0 percent are the people aged 25-29, 21.9 percent are the people aged 30-34, 12.3 percent are the people aged 35-39 and 2.5 percent are the people aged 40 or above.

By education level, 80.3 percent have completed secondary education, 15.1 percent have bachelor degree or diploma, 3.4 percent have technical and vocational education, and 0.6 percent have specialized secondary education.

Figure 21. People who were placed in job abroad under the labor contract



Source: General Agency of Labor and Welfare Service

Employment promotion programs

The MLSP develops policies in the field of employment and oversees the implementation of employment promotion programs for different target groups of population such as unemployed, people facing difficulty in finding jobs, employers, youth, women, herders, people with disabilities and elderly. In this regard, 25 measures of 4 employment promotion programs are being implemented nationwide in 2024.

As of May 2024, a total of 3.6 thousand people participated in employment promotion programs and MNT 2.7 billion were spent on the employment promotion programs.

By type of programs, 47.1 percent of total participants were involved in Employment Preparation Program, 40.9 percent in Temporary Job Promotion Program and 12.0 percent in Financial Support Program.

By type of programs, 59.2 percent of total expenditure was spent on the Financial Support Program, 23.4 percent on the Temporary Job Promotion Program, 13.2 percent on the Employment Promotion Program for Persons with Disabilities, and 4.2 percent on the Employment Preparation Program.

Figure 22. People who participated in the employment promotion programs, the expenditure spent on the programs, MNT million, as of May 2024

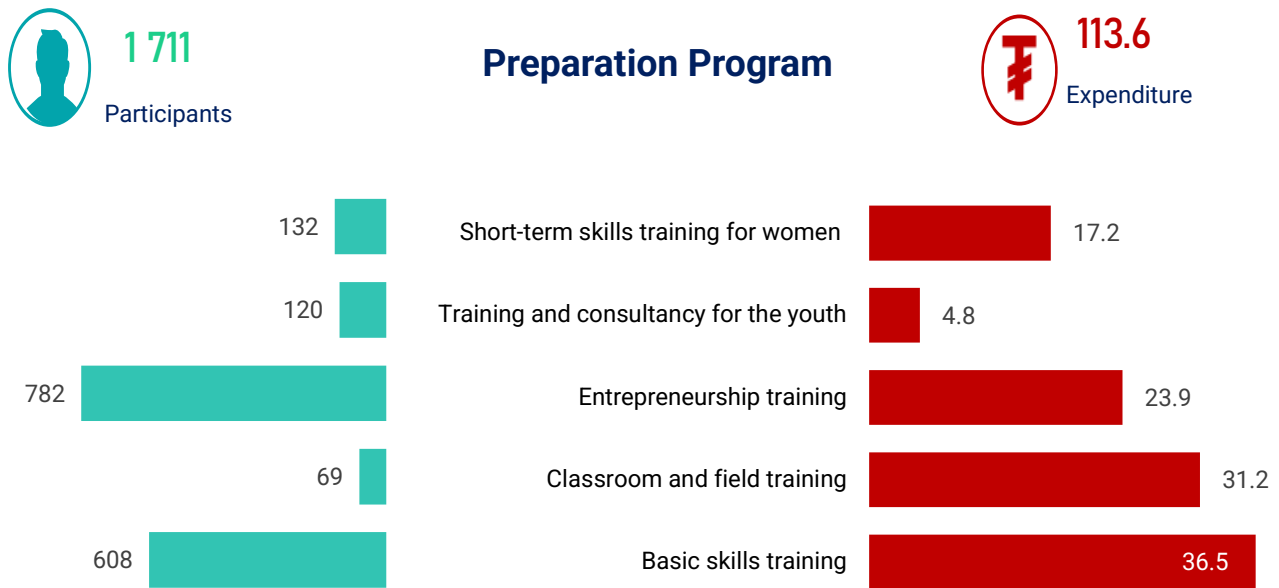


Source: General Agency of Labor and Welfare

As of May 2024, 1,711 people participated in the Employment Preparation Program and MNT 113.6 million were spent on the program.

Within the program, 45.7 percent of total participants attended an entrepreneurship training, 35.5 percent attended a basic skills training, 7.7 percent attended a short-term skills training for women, 7.0 percent attended a training and consultancy for the youth, and 4.0 percent attended a classroom and field training. In terms of the expenditure, 32.1 percent of total expenditure was spent on organizing the basic skills training, 27.5 percent on classroom and field training, 21.1 percent on entrepreneurship training, 15.1 percent on the short-term skills training for women and 4.2 percent on the training and consultancy for youth.

Figure 23. People who participated in the Employment Preparation Program, expenditure spent on the program, as of May 2024

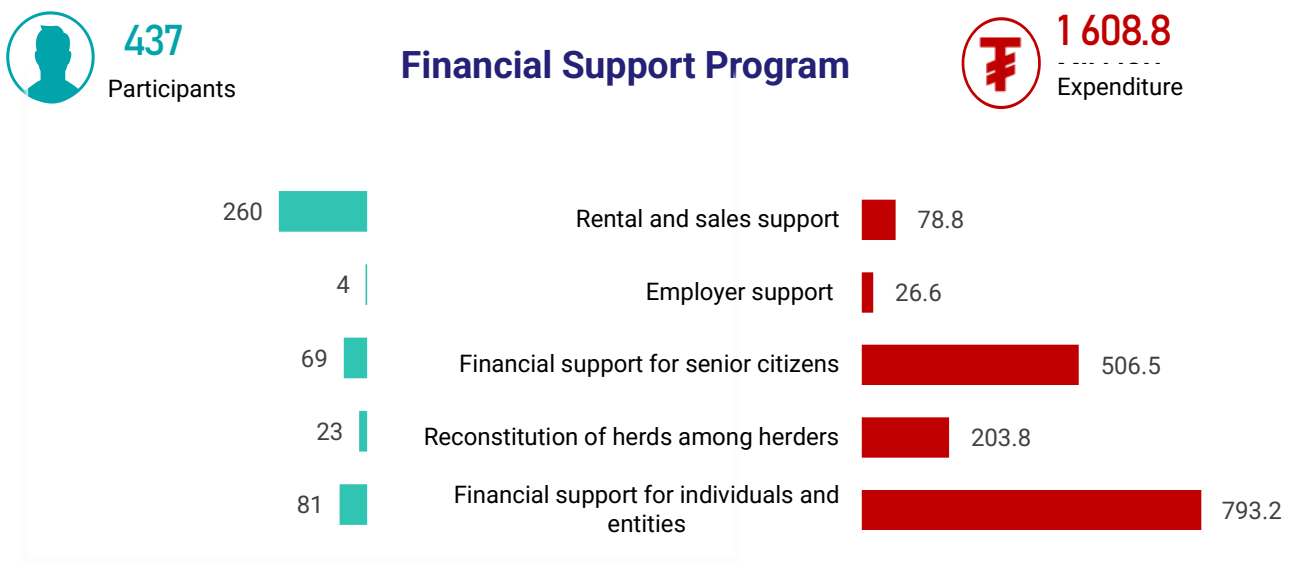


Source: General Agency of Labor and Welfare Service

As of May 2024, 437 people participated in the Financial Support Program, with MNT 1,608.8 million spent on the program, resulting in the creation of 200 jobs.

Within the program, 59.5 percent of participants received rental and sales support, 18.5 percent received financial support for individuals and entities, 15.8 percent received financial support for senior citizens, and 6.2 percent received other services. In terms of expenditure, 49.3 percent of the total expenditure was allocated to financial support for individuals and entities, 31.5 percent to financial support for senior citizens, 12.7 percent to the reconstitution of herds among herders, 4.9 percent to rental and sales support, and 1.6 percent to the employer support program.

Figure 24. People who participated in the Financial Support Program, expenditure spent on the program, as of May 2024

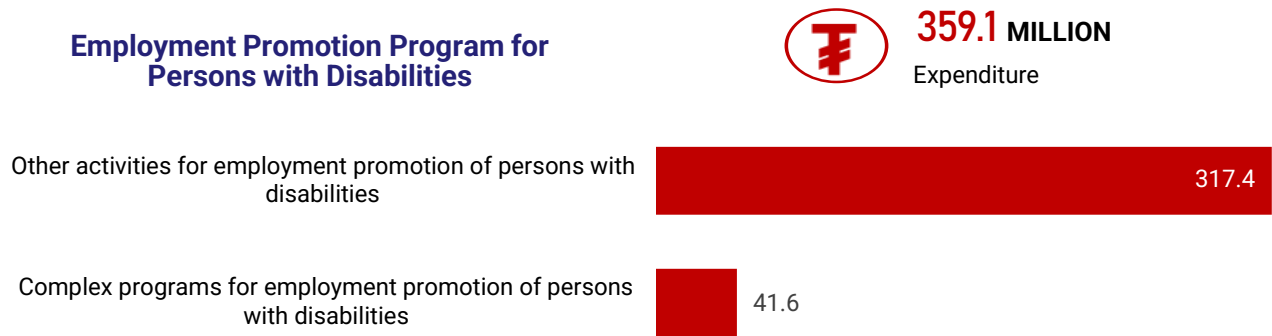


Source: General Agency of Labor and Welfare Service

As of May 2024, MNT 359.1 million spent on the Employment Promotion Program for Persons with Disabilities.

In terms of expenditure, 88.4 percent of the total expenditure was allocated to other activities for employment promotion of persons with disabilities, while 11.6 percent were allocated to complex programs for employment promotion of persons with disabilities.

Figure 25. Expenditure spent on the Employment Promotion Program for Persons with Disabilities, as of May 2024

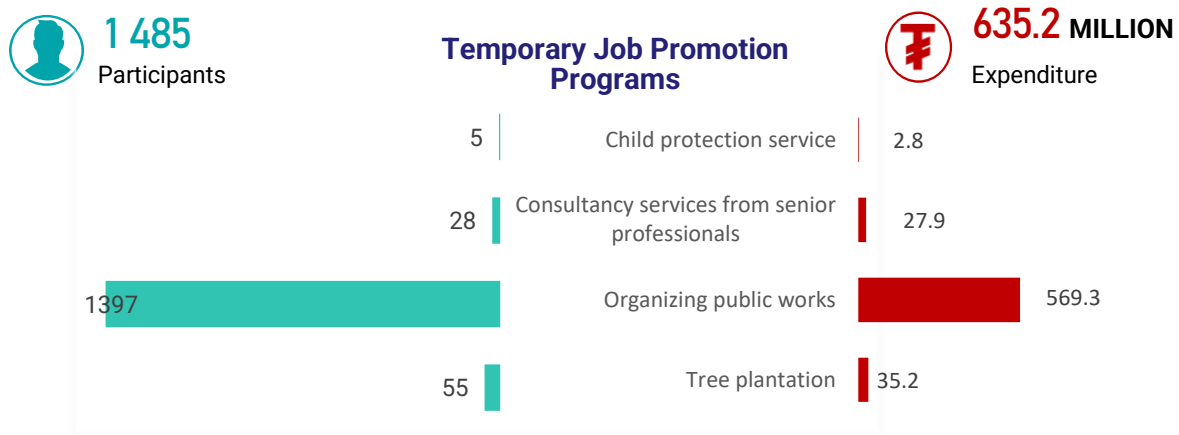


Source: General Agency of Labor and Welfare Service

As of May 2024, 1,485 people participated in the Temporary Job Promotion Program, with MNT 635.2 million spent on the program, resulting in the creation of 1,485 jobs.

Within the program, 94.1 percent of participants were involved in public work, 3.7 percent in tree plantation activities, 1.9 percent received consultancy services from senior professionals, and 0.3 percent received child protection services. In terms of expenditure, 89.6 percent of the total expenditure was allocated to organizing public work, 5.5 percent to organizing tree plantation activities, and, 4.9 percent to other services.

Figure 26. People who participated in Temporary Job Promotion Program, expenditure spent on the program, as of May 2024



Source: General Agency of Labor and Welfare Service

WAGE STRUCTURE SURVEY-2023

Survey summary

The Wage Structure Survey 2023 was conducted to update data from the previous year on wages, enhance statistical data, accurately determine employees' base salaries, qualification pay, and incentives, compare minimum wages, working hours, employment costs incurred by enterprises, and other wage-related factors, and provide information to policymakers, researchers, and other users in the field of labor.

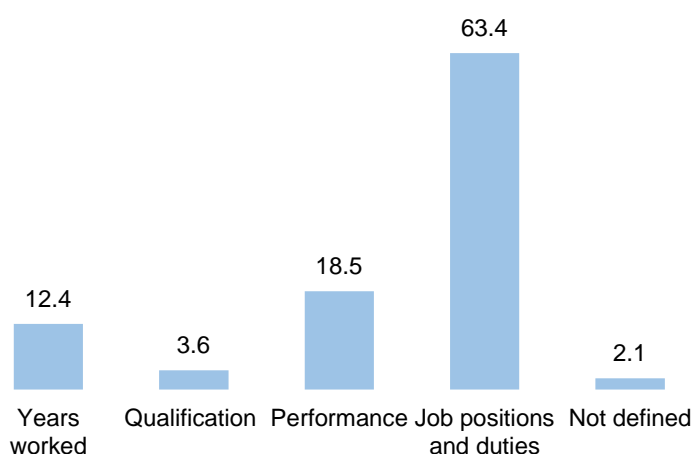
Out of 2,695 actively operating enterprises nationwide, 2,012 enterprises were randomly selected for the survey. Of these, 755 enterprises were from rural areas, while 1,257 enterprises were from Ulaanbaatar. A total of 191.1 thousand employees were working at the enterprises covered by the survey, of which 22.6 percent, or 43.2 thousand employees, participated in the survey. Of the total survey participants, 54.6 percent were men, while 45.4 percent were women. By employment status, 98.5 percent were full-time employees, while 1.5 percent were temporary employees.

Wage structure and total salary

According to the survey results, the average total salary package of employees nationwide is MNT 1 620.0 thousand. The total salary can be broken down into the base salary, which is 1 442.2 thousand (89.0 percent), qualification pay of 90.6 thousand (5.6 percent), overtime pay of 71.9 thousand (4.4 percent), and bonus pay of 15.5 thousand (1.0 percent).

The key factors used for calculation of the base salary of employees used by the employers covered by the survey are considered here. 63.4 percent of employers determine the base salary based on job positions and duties, 18.5 percent based on performance, 12.4 percent on the number of years worked, while the lowest or 3.6 percent on skills and qualifications. 2 percent of employers did not respond to this question.

Figure 27. Base salary calculation indicators of employers, by percentage



A comparison of salaries set by enterprises to the total salary package reveals that the salaries determined based on the job positions and duties were constituting 57.8 percent of total participants, while the base salary was MNT 44.4 thousand, which is 3.1% higher than the total average salary. In contrast, salaries determined based on skills and performance accounted for only 0.9% of the participants. The base salary for enterprises that calculated the base salary based on above indicators was MNT 397.7 thousand or 27.6 percent higher than the total average salary.

The base salary based on years worked and job positions and duties were MNT 333.5 thousand or 23.1 percent lower than the national average salary. Total salary of employees who earn salary based on performance was 16.1 percent lower than the national average.

Table 11. Base salaries of employees, calculation indicators, by thousand MNT

Salary calculation indicators	Total average salary	Of which: structure			
		Base salary	Qualification pay	Overtime pay	Bonus
National average	1620	1442.2	90.6	71.9	15.5
YW	1335.6	1127.8	124.2	72.9	10.9
SP	1417.6	1303.1	68.2	41.4	4.9
P	1637.0	1513.7	57.6	61.3	4.4
JP	1645.6	1486.1	77.8	63.7	18
YW + SP	1399.1	1143.4	202.2	49.9	3.6
YW + P	1785.1	1630.9	71.7	67.8	14.6
YW + JP	1303.9	1108.7	118.7	67.6	10.3
SP + P	1882.3	1839.9	32.9	9.5	0
SP + JP	1374.5	1146.0	147.0	69.0	12.6
P + JP	1722.4	1522.2	86.5	92.7	21
YW + SP + P	1389.8	1220.8	56.2	112.0	0.8
YW + SP + JP	1420.3	1256.1	138.0	24.6	3
YW + P + JP	1635.4	1406.8	166.1	54.6	7.9
YQ + P + JP	2101.9	1704.8	231.2	124.6	41.2
YW + SP + P + JP	1583.5	1362.8	101.8	104.8	15.9
YW- Years worked		SP- Skills and qualification			
P- Performance		JP- Job positions and duties			

Wage structure based on the form of liability of enterprise shows that base salaries were MNT 1097.5 thousand, or 67.7 percent higher for enterprises owned by foreign citizens; MNT 227.0 thousand or 14.0 percent higher for joint ventures owned by Mongolian citizens; MNT 225.9 thousand or 13.9 percent higher for state-owned enterprises; and MNT 437.1 thousand or 27.0 percent higher for state joint ventures, compared to the total average salary of enterprises covered by this survey.

By wage structure, the base salary constitutes 93.2 percent of the total salary in state-owned joint ventures, 94.3 percent in locally owned joint ventures, and 92.7 to 93.1 percent in enterprises owned by Mongolians and foreign citizens, while the base salary makes up 74.8 to 88.2 percent of the total salary in other enterprises.

Table 12. Total salary structure of employees, by form of liability

Form of liability	Total average salary	Of which: structure, percentage			
		Base salary	Qualification pay	Overtime pay	Bonus pay
National average	1620.0	1442.2	1527.0	1340.2	90.6
State-owned enterprise	1453.1	1111.6	1226.4	1024.4	214.5
Partially state-owned enterprise	1845.9	1496.7	1606.7	1360.7	173.9
State joint venture	2057.2	1916.9	2458.5	1059.4	50.8
Locally-owned enterprise	1307.4	1104.7	1056.6	1185.1	124.7
Partially locally-owned enterprise	1508.2	1241.7	1343.1	1115.7	184.0
Local joint venture	751.4	708.6	672.0	728.9	42.9
Private enterprise owned by Mongolian citizen	1603.7	1487.0	1549.3	1407.2	49.7
Private joint venture	1847.0	1651.0	1658.2	1639.6	65.6
Private enterprise owned by foreign citizen	2717.5	2529.6	2631.0	2340.1	73.3

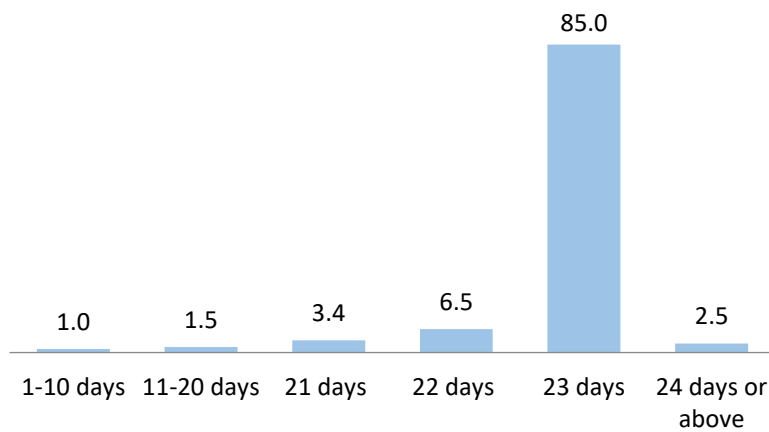
Employees who earn the minimum wage or lower

The minimum wage has been set at MNT 3 273.80 per hour or MNT 550.000 per month, effective January 1, 2023, according to a resolution by the National Labor and Social Partnership Tripartite Committee. Of which, 46.1 percent or 1049 employees earn lower than minimum wage, while 53.6 percent or 1228 employees earn MNT 550.0 thousand or minimum wage per month.

Table 13. Number of employees, by base salary group

Wage group	Number of employees	Percentage	By gender			
			Male	Percentage	Female	Percentage
Up to 550.0	1,049	3.6	524	3.3	525	4.0
550.0	1,228	4.2	612	3.8	616	4.6
550.1-599.9	623	2.1	287	1.8	336	2.5
600.0-699.9	1,942	6.6	1,017	6.4	925	7.0
700.0-799.9	2,165	7.4	1,019	6.4	1,146	8.6
800.0-899.9	3,594	12.3	1,842	11.5	1,752	13.2
1000.0-1500.0	10,827	37.0	5,839	36.6	4,988	37.6
1501.0-2500.0	5,534	18.9	3,364	21.1	2,170	16.4
Above 2500.1	2,273	7.8	1,462	9.2	811	6.1
Total	29,236	100.0	15,966	54.6	13,269	45.4

Figure 28. Employees who earn the minimum wage or lower, by working days a month



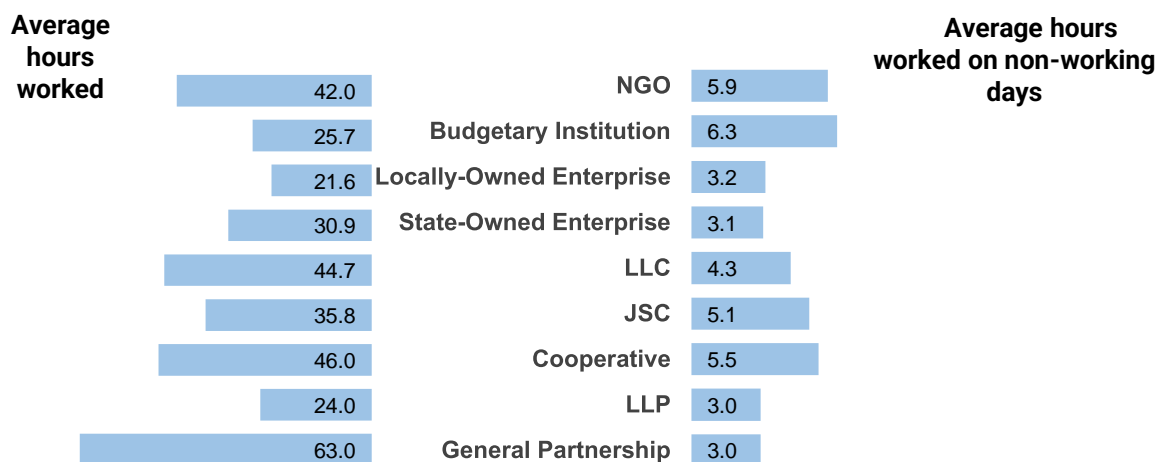
By the number of days worked per month for employees who earn the minimum wage or lower shows (there were 23 working days in the month during which the data was collected) that employees who worked 20 days or less make up 2.5 percent, those who worked 21-22 days 10.0 percent, those who worked 23 days 85.0 percent, while those who worked 24 or more 2.5 percent.

Working time indicators

As of the end of May 2023, 5.6 percent of 29253 employees who took part in the survey had worked on non-working days, while 7.7 percent had worked overtime. Out of total employees worked overtime or non-working days, 60.3 percent were men, while 39.7 percent were women.

Employees who worked on nonworking days had worked on average 3.4 non-working days. 735 or 3.2 percent had worked on non-working days, 1249 or 5.2 percent worked overtime. Employees who worked on nonworking days had worked on average 3.4 non-working days a month and those who worked overtime had worked on average 39.3 overtime hours per month. By the form of liability of enterprises, 70.5 percent of employees who worked on non-working days were from LLCs, and 11.8 percent were from budgetary institutions, while 67.8 percent of employees who worked overtime were from LLCs, and 12.3 percent were from budgetary institutions. This indicates that employees from LLCs and budgetary institutions work more overtime and on non-working days compared to employees from other types of enterprises. As of May, when the survey data collection began, employees who worked on nonworking days had worked on average 4 non-working days a month and those who worked overtime had worked on average 39.6 overtime hours per month.

Figure 29. Employees worked overtime or on non-working days, by form of liability of enterprises, by percentage



TERMS AND DEFINITIONS

Working age population is defined as those aged 15 years and above. Working age population is categorized into labor force and persons outside of the labor force.

Labor force refers to the current supply of the labor for the production of goods and services in exchange for pay or profit.

Persons outside the labor force are those of working age who were neither in employment nor in unemployment in the short reference period with reasons of either in education, retired, elderly and disability or were discouraged for seeking employment. Extended labor force is defined as the sum of the labor-force and the potential labor force.

Labor underutilization refers to mismatches between labor supply and demand, which translates to an unmet need for employment among the working age population.

Persons in time-related underemployment are defined as all persons in employment who, during a short reference period, wanted to work additional hours or whose working time in all jobs was less than a specified hours threshold. Moreover, those who were available to work additional hours given an opportunity for more work. The specified hours threshold is determined in Mongolia labor law currently as 40 hours in a week.

Persons in unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Potential labor force, refers to persons not in employment who express an interest in this form of work but for whom existing conditions limit their active job search and/or their availability.

Labor force participation rate: Shall be figured by the ratio of number of labor force and working age population.

$$\text{Labour force participation rate} = \frac{\text{Number of labour force}}{\text{Number of working-age population}} * 100\%$$

Employment-to-population ratio: Shall be estimated by the ratio of the number of employed to number of working age population.

$$\text{Employment to population ratio} = \frac{\text{Number of employed}}{\text{Working-age population}} * 100\%$$

Insured means a person and legal entities whose social insurance premiums are paid and interests are protected by an insurance policy and who contracts for an insurance policy that indemnifies him or her against loss of job, property, life or health etc.;

Social insurance premium is an advance payment made by an individual, the state or an employer to the social insurance fund at the rate specified by law for the purpose of social insurance.

Unemployment allowance is an amount of money to be paid from the social insurance fund to an insured person who has paid unemployment insurance premiums before becoming unemployed in accordance with the conditions and procedures set forth in the law.

Average salary is calculated by dividing total amount of received salary by total number of worked month;

Nominal salary is the rate of pay employees are compensated for the work performed during a given period.

Job seekers is a person who is unemployed or employed but looking to improve conditions of employment and additional income.

Registered unemployed are those, not employed or not own account workers, available to work, actively seeking job, at working age and registered in labor and welfare service offices or private labor exchange.

Permanent job duties which are undertaken at employer's workplace on work days or in shifts using the employer's work tools pursuant to a pre-determined procedure under the norm, evaluation and salary rate approved under the employer or its representative's supervision.

Permanent worker is a person who holds a permanent job under formal employment agreement and whose taxes and social insurance are paid by the employer and labor relations are regulated by laws on labor and public service.

Informal employer A self-employed person who employs one or more persons for a fixed period of time as a "paid employee". Henceforth, this category of informal employment workers will be referred to as "employer".

Informal employee A paid employee working in conditions where the employment relationship is not fully regulated within the legal framework. From now on, this category of informal employment workers will be referred to as "employee".

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