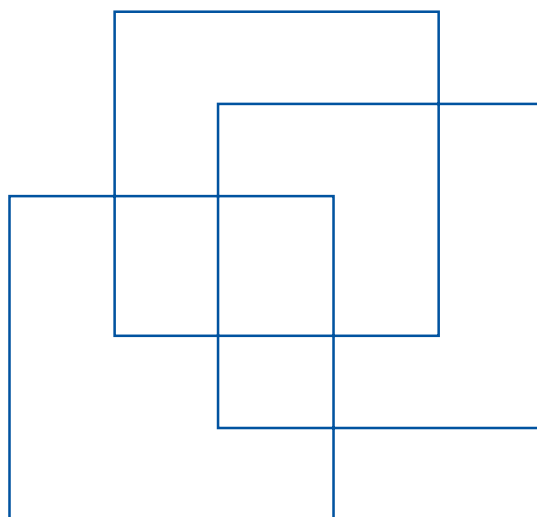# Accelerating the 2030 Sustainable Development Goals through decent work

SDG monitoring and country profile for

Mongolia

Accelerating the 2030 Sustainable Development Goals through decent work

SDG monitoring and country profile for

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FOREWORD

In 2015, the United Nations General Assembly adopted the 2030 Agenda for Sustainable Development. Since then, governments, businesses, trade unions and civil society, together with the United Nations, have been mobilizing efforts and resources to implement it by 2030. Universal, inclusive and indivisible, this Agenda calls for transformative actions by all countries to improve people's lives and leave no one behind.

The 2030 Agenda articulates 17 Sustainable Development Goals (SDGs) grounded in 169 targets geared towards achieving the ambitious objectives of ending poverty, protecting the planet, eliminating deeply rooted inequities and inequalities, and fostering prosperity. It is an Agenda for sustainability in its economic, social and environmental dimensions, structured along the so-called "five Ps" - i.e. people, planet, prosperity, peace and partnership - indicating the key priorities.

The International Labour Organization's (ILO) Decent Work Agenda is central to the realization of this new global development paradigm. A decent job is a work that is safe and productive, delivers fair remuneration, provides income security and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in the decisions that affect their lives.

Decent Work is therefore central to the triple objective of poverty reduction, inclusive growth and shared prosperity. It is enshrined in several SDGs and indeed explicitly reflected in Goal number 8 which aims to "promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".

In 2016, the State Great Khural - the Parliament of Mongolia - approved its 2030 Sustainable Development Vision, which charts the country's development path for the next 15 years. The Mongolian 2030 Vision is firmly anchored in the 2030 Agenda for Sustainable Development. It is therefore no surprise that the Mongolian Government was among the first ones to officially adopt the SDGs.

The 2030 Development Vision includes the promotion of Decent Work in its sustainable social development component. To support the monitoring of decent work and progress towards the SDGs in Mongolia, the ILO provides technical assistance to its partners including the National Statistics Office (NSO) which has the task to align national labour statistics to relevant international statistical standards.

The project on "Strengthening National Statistical Capacity for Producing, Monitoring and Reporting on Decent Work Indicators" was initiated under an NSO - ILO joint programme which started in early 2017. As part of this initiative, the ILO worked with the NSO in preparing this pioneering report on "Accelerating the 2030 Sustainable Goals through Decent Work: SDG Monitoring and Country Profile for Mongolia". The NSO developed and validated this report through extensive consultations with national stakeholders, including ministries, social partners, academia and other relevant institutions through two workshops held in September and December 2017.

The profile compiles in one document all available data on decent work and SDG-related statistical and legal indicators, and, where possible, it provides an analysis of existing gaps and trends while reflecting on the Mongolian situation. The profile aims at facilitating national monitoring and reporting on SDGs' achievements. By identifying the key areas of decent work deficits which would require further action, it also aims at informing national planning and policy-making.

We hope you will find it interesting and useful.

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EXECUTIVE SUMMARY

INCREASING ECONOMIC GROWTH AND POVERTY REDUCTION

The annual growth rate of the Mongolian gross domestic product (GDP) averaged 5.4 per cent over the past 15 years, falling to an all-time low of -1.3 per cent in 2009 and reaching a record high of 17.3 per cent in 2011. During that period, the country's GDP per capita tripled, school enrolment increased and both maternal mortality and child mortality dramatically declined.

After the remarkable 2010—14 growth, economic activity contracted sharply, beginning in 2015, due to, inter alia, a progressively worsening external environment characterized by plummeting foreign direct investment, falling commodity prices and restrained economic growth in China. This led to a slowdown in Mongolian GDP annual growth, from 17.3 per cent in 2011 to 1.2 per cent in 2016. The slowdown resulted in job losses and eroded incomes, particularly among the vulnerable and poor households, who are disproportionally affected during economic downfalls.

Until recently, the considerable reduction of poverty among the population was considered a major achievement of the Government. However, with the country's economic downturn, the poverty rate began to grow again in 2015 and the situation dramatically changed in 2016, when the poverty rate reached 29.6 per cent — an increase of 8 percentage points since 2014. The poverty rate in rural areas increased, to 34.9 per cent in 2016, while it was 27.1 per cent in urban areas.

Men were harder hit by the downturn than women. But a quarter of all employed persons in 2016 were considered working poor. What was considered a high low-pay rate before the downturn remained, with every fourth wage employee receiving low pay (less than two-thirds of the median wage) in 2016.

EXPANDING SOCIAL PROTECTION COVERAGE

Even though Mongolia has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), its social security system covers the nine main branches of social security listed there. The coverage of women by the social security system is somewhat better than that of men. Children, both in poor and in non-poor households, have practically the same coverage by the social protection system: 96.5 per cent and 96.4 per cent in 2016, respectively. In 2017, only 35 per cent of children worldwide enjoyed effective access to social protection (ILO, 2017). The positive situation is also observed among persons with disabilities.

As of 2016, 56 per cent of the population was covered by social protection systems. But unemployed persons remain the least protected population group, with only 26.6 per cent of them covered by a social protection scheme in 2016.

The social vulnerability of many pensioners is apparent from the level of most pensions, which are still relatively low. The ratio of average pension to average wages fluctuated considerably over the past 12 years, hitting 34.5 per cent in 2016. The share of population older than the statutory pensionable age benefiting from an old-age pension has started to decline.

MAINTAINING ACCESS TO EDUCATION

Important progress has been made towards increasing access to education at all levels and increasing enrolment rates in schools particularly, for girls and young women. With the adult literacy rate of 98.3 per cent (2010), Mongolia ranks higher than the average adult literacy rate in other lower-middle-income countries. At the same time, completion of the nine years of compulsory education remains difficult, especially for disadvantaged groups, such as students from poor households, herder families and minority groups and young people with disabilities and other special needs. Higher unemployment rates among young people with technical and vocational education and training and higher educational attainment relative to young people with lower levels of educational attainment implies that tertiary education may not be equipping youth with the skills required in the labour market.

ACHIEVING GENDER EQUALITY

In recent years, Mongolia has made a significant achievement in gender-related dimensions. Performance of gender indicators in education and health is better in many respects than in neighbour countries of the Eastern Asia and Pacific region.

The existence of gender-balanced working-time arrangements is one of the key factors of decent working conditions. In Mongolia, more than 40 per cent of employed persons work excessive hours (more than 48 hours per week); and the rate is higher for men than women: in 2016, the male rate for excessive working time was 25.2 percentage points higher than for women.

However, women's access to managerial positions has not progressed much: Although the proportion of women in employment slightly declined from 50.8 per cent in 2006 to 47.4 per cent in 2016, the proportion of women in managerial positions stagnated at a low rate of 36.7 per cent.

REACHING PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

The period following 2012 is characterized by a dramatic contraction of annual growth rate of labour productivity, falling from 11.2 per cent in 2012 to the value of -1.8 per cent in 2015, before recovering slightly to 1.2 per cent in 2016. Addressing productivity also requires addressing informality. The most recent available data, from the 2016 Labour Force Survey, indicate that during the past ten years the share of informal employment in non-agriculture sectors more than doubled, from 12.7 per cent in 2006−07 to 26.3 per cent in 2016. In other words, every fourth person employed in non-agricultural activities in Mongolia was engaged in the informal economy.

Between 2006−07 and 2016, the average hourly earnings of both female and male workers increase fivefold, from $0.60 to $3.10. The gender wage gap in hourly earnings remained low and even narrowed, falling from 11.4 per cent in 2006−07 to 8.8 per cent in 2016. In addition, women maintained a larger share of non-agricultural wage employment than men.

The unemployment rate is seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of labour market performance. Over a ten-year period, the total unemployment rate dropped only marginally, from 11.3 per cent in 2006 to 10 per cent in 2016. The recent economic growth has not translated into sufficient gains in decent and productive employment among the young population. The total unemployment rate among persons aged 15—24 years was two and a half times higher than the national average rate.

Progress on Sustainable Development Goal (SDG) Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training) is gauged using Indicator 8.6.1: Proportion of youth (aged 15—24 years) not in education, employment or training (NEET). Compared with similar economies, the Mongolian youth NEET rate is high, notably among males, and particularly in urban centres and Ulaanbaatar. Nearly one in every four young people is estimated to be NEET.

ERADICATING PROHIBITED FORMS OF WORK

Achieving the SDGs (SDG 8 in particular) calls for the end of child labour. Between 2006 and 2012, spectacular progress was made in reducing the proportion of children in hazardous work, which shrunk more than fourfold. The most striking decrease happened among girls, whose hazardous child labour rate decreased nine fold.

However, the total number of children engaged in child labour in Mongolia increased during the period between the first (2002—03) and the last (2011—12) Child Labour Survey. The most important increase was observed among children aged 10—14 years. Among children aged 5—17 years, the share of girls engaged in child labour increased by one and a half time, and nearly every fifth child aged 15—17 years was engaged in child labour.

PROTECTING LABOUR RIGHTS, PROMOTING SOCIAL DIALOGUE

Social dialogue is critical for achieving decent and productive work, and Mongolian constituents have well embraced its principles. Workers are represented by the Confederation of Mongolian Trade Unions, with 36 member unions and 230,000 members. In 2016, the trade union density rate was estimated at 19.7 per cent.

The Mongolian Employers' Federation is a nationwide organization representing some 8,500 businesses in Mongolia. In 2016, the employers' organizations density rate was estimated at 30.5 per cent.

ABBREVIATIONS

CMTU	Confederation of Mongolian Trade Unions
FDI	Foreign direct investment
GALWS	General Agency for Labour and Welfare Services
GASI	General Agency for Specialized Inspection
GDP	Gross domestic product
HSES	Household Socio-Economic Survey
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
LFS	Labour Force Survey
MECSS	Ministry of Education, Culture, Science and Sport
MLSP	Ministry of Labour and Social Protection
MONEF	Mongolian Employers' Federation
NEET	Not in education, employment or training
NSO	National Statistics Office
SDGs	Sustainable Development Goals

"The SDGs and targets are global in nature and universally applicable, taking into account different national realities, capacities and levels of development and respecting national policies and priorities." –2030 Agenda for Sustainable Development[1]

INTRODUCTION

Decent work implies opportunities for work that is productive, delivers a fair income and provides security in the workplace and social protection for workers and their families. It gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives. In 2015, the new iteration of the United Nations' paradigm for development — manifested in the 2030 Agenda for Sustainable Development — integrated the International Labour Organization's (ILO) Decent Work Agenda and its associated indicators.

The 2030 Agenda defines 17 Sustainable Development Goals (SDGs) that are grounded in 169 targets and an ambitious purpose: to eliminate deeply rooted global inequities and inequalities and end poverty. SDG 8 specifically calls for inclusive and sustainable economic growth, full and productive employment and decent work. It is a key area of engagement for the ILO and its constituents, with other elements of the Decent Work Agenda included throughout the many targets of other goals, such as SDG 1 on social protection, SDG 5 on equal participation of women in the labour market and SDG 10 on equal opportunities for all, including migrant workers.

In 2016, the State Great Khural (the Parliament of Mongolia) approved the Mongolia Sustainable Development Vision 2030, which charts Mongolia's development path for the next 15 years, the period of the Sustainable Development Goals. The 2030 Vision anchors on the 2030 Agenda, making Mongolia one of the first countries to officially adopt the SDGs.

The 2030 Vision component for social sustainable development also includes promotion of the Decent Work Agenda in Mongolia. To strengthen the Government's monitoring of the decent work indicators and progress towards the SDGs, the ILO is providing technical assistance to the National Statistics Office of Mongolia (NSO) on aligning the national statistical standards for labour with the international statistical standards. This cooperation also aims at facilitating the reporting on SDG achievements, which requires determining the decent work deficits and redressing them.

The project for Strengthening National Statistical Capacity for Producing, Monitoring and Reporting on Decent Work Indicators with a Focus on SDGs falls under a joint programme between the NSO and the ILO that began in early 2017. As part of this project, the ILO has been helping the NSO prepare this pioneering report, Accelerating the 2030 Sustainable Goals through Decent Work: SDG Monitoring and Country Profile for Mongolia.

The profile examines the situation, issues and challenges in relation to the overall goal of achieving sustainable and inclusive growth and decent work for all in Mongolia. The profile comprises seven

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[1]   United Nations, 2015.

chapters and four annexes. Each section contains, when relevant a succinct summary of the corresponding decent work legal indicators underpinning the decent work dimensions of the SDGs.

Chapter 1 first provides information on the Mongolian capacity to produce and analyse the decent work-related SDG indicators, pointing out the data gaps in the labour market and decent work indicators and introducing the agencies involved in the production of labour market information. It also explains the targets and indicators related to decent work of each SDG. In addition, it assesses the data availability, including all SDG Global Framework Indicators for which the ILO is either the custodian or involved agency. It also includes information on the main the decent work indicators, contextual indicators and additional indicators beyond the Global Indicator Framework.

The next five chapters each present a general assessment and analysis of the progress towards the decent work-related SDG indicators that are of greatest relevance for Mongolia.

Chapter 7 steps back to relate the indicators with each other and tell the overall story of the labour market situation in Mongolia. It summarizes progress and achievements and highlights the areas where the country is lagging and the groups of people who have been left behind by economic and social progress to date. It offers selected policy recommendations for tackling the lingering gaps.

Annex A contains a map of Mongolia with official regional subdivisions and the main urban settings. Annex B presents a summary of indicators that can be produced by the Mongolia statistical system. Annex C shows the population distributions by major disaggregation variables: age, sex, urban-rural, administrative or socioeconomic regions, main ethnic groups, disability and other nationally relevant characteristics. And Annex D presents time series statistics of available SDG and relevant decent work indicators.

1 ASSESSMENT OF LABOUR MARKET INFORMATION

1.1 MAIN SOURCES OF LABOUR MARKET INFORMATION

The NSO is the principal producer of labour statistics in the country, collecting labour market information mainly from the following sources:

   i. Population and Housing Census;
   ii. Labour Force Survey;
   iii. Household Socio-Economic Survey;
   iv. Administrative data;
   v. Annual statistical report of enterprises;
   vi. Labour legislation (minimum wage);
   vii. Reports of General Agency for Specialized Inspection (occupational accident, acute poisonings).

The Labour Force Survey information is available at the national, provincial (aimag) and district levels as well as by rural and urban areas.

The Labour Force Survey is the main instrument of data collection on employment, unemployment and persons outside the labour force; it permits the collection of consistent and comprehensive information on employees and the self-employed population. Other than the Population and Housing Census, the Labour Force Survey represents the only comprehensive source of information on all aspects of the labour market, covering the whole population, in which each person can be assigned a definite labour force status (employed, unemployed or outside the labour force). It counts each person as an individual only once and thus avoids overlap, irrespective of the number of jobs a person may have or the establishment or enterprise they may be working in. The concepts and definitions of the survey are largely based on the international statistical standards and ILO recommendations.

The first Labour Force Survey in Mongolia was conducted in 2002–03 as a quarterly survey. Its methodology closely followed international recommendations. The NSO, in collaboration with the ILO, significantly improved the survey methodology over the past three years. Such improvement will continue over the next two years by harmonizing the survey concepts and definitions with the international standards adopted at the 19th International Conference of Labour Statisticians (in 2013) and with the recommendations of the Resolution concerning statistics of work, employment and labour underutilization.[2]

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[2] ILO, 2013c.

In addition to its standard questions, module questionnaires are attached recurrently to the Labour Force Survey core questionnaire. To date, the following modular surveys have been conducted along with the Labour Force Survey: Child Labour (2002–03, 2006–07 and 2011–12), Informal Sector (2007–08 and 2016) and Green Jobs (2014 and 2016).

The NSO tested a Wage Structure Survey in 2010 and in 2012 conducted an ad hoc Labour Cost Survey. Since 2014, the Research Institute of Labour and Social Protection of the Ministry of Labour and Social Protection has become responsible for the collection of labour cost statistics and carries out the Labour Cost Survey and Wage Structure Survey every two years.

Between 2000 and 2013, the NSO estimated monthly average wages and salaries of employees based on establishment surveys. Thereafter, the NSO has been collecting data on wage and salaries from exhaustive observations in the files of the Social Insurance Fund included in the Report of the General Authority for Social Insurance of Mongolia.

1.2   AGENCIES INVOLVED IN THE LABOUR MARKET INFORMATION SYSTEM AND ASSESSMENT OF INSTITUTIONAL DATA COORDINATION

1.2.1   *Capacity of the National Statistics Office to produce labour market information*

The Government has worked over the past 15 years to enhance its capacity to produce labour market data. Mongolia started its regular Labour Force Survey in 2006, and in 2017, the NSO was able to produce almost 90 per cent of the labour market information collected by the ILO central database, ILOSTAT.

The NSO, however, has provided only partial information on the following issues to ILOSTAT, which has been fed mainly through country replies to the annual questionnaire:

- **Public sector employment** – data of public employment by subsectors is unavailable. The NSO has data on total public sector and total public employment.

- **Discouraged jobseekers and persons not in education, employment or training** – data of discouraged jobseekers is unavailable.

- **Industrial and labour relations** – data can be provided on trade union membership of employees only. The union membership statistics of the Confederation of Mongolian Trade Unions are only the number of official registered organizations and companies in the country.

- **Occupational injuries** – data are available on cases of occupational injuries as per the International Standard Industrial Classification of All Economic Activities (ISIC) and the International Standard Classification of Occupations (ISCO).

- **Working poor** – the NSO estimates the share of employed persons living below the nationally defined poverty line, based on the Household Socio-Economic Survey; classification by ISCE-93[3] cannot be made based on this source.

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[3]   International Classification by Status in Employment, 1993.

- There is no data source on informal employment, labour costs, strikes and lockouts. The NSO is working on the estimation of employment in the informal sector.

Despite these shortcomings, the NSO is still able to produce the labour market indicators listed in table B1 in Annex B.

1.2.2 Other institutions as producers and users of labour market information

In addition to the NSO, several other government institutions are involved in the labour market data collection process within the national statistical system. Most of them are not only producers but also users of the labour market information, as the following describes.

Ministry of Labour and Social Protection

The Ministry of Labour and Social Protection produces several indicators using administrative data collected from persons and establishments through its regional offices.

Data on **registered unemployed** are compiled from the register of persons seeking a job, kept by the General Agency of Labour and Welfare Services (GALWS). The GALWS specialists process the data collected by the regional Labour and Social Welfare Offices and produce national reports. Due to budget constraints, data are processed only by the information technology staff, with no consistency checks performed at present.

The **number of vacancies** is obtained from the list of vacancies compiled on the basis of information provided to the GALWS by establishments looking for qualified specialists. The main concern of the GALWS administration is that small and big establishments prefer recruiting their employees using their own sources of information or through private employment agencies. As a result, the statistics produced by the GALWS considerably underestimate the number of vacancies available in the labour market and also misrepresent the skills needed.

Information on the **number of foreign workers** comes from the count of work permits issued by the government authorities at the request of Mongolian establishments to hire foreign workers. To hire up to 30 foreign workers, the corresponding work permits are requested to (and approved by) the Ministry of Labour and Social Protection. To hire more than 30 foreign workers, the work permits must be approved by the Cabinet of the Prime Minister.

The number of **Mongolian workers employed abroad** is obtained by the count of officially registered contracts of citizens employed by foreign companies within the framework of relevant bilateral agreements. This is a limited scope for Mongolian workers abroad and may underestimate their total number considerably.

General Agency for Specialized Inspection

Data on occupational accidents and acute poisonings are compiled by the General Agency for Specialized Inspection. Data on occupational accidents and acute poisonings come from the official register of occupational accidents and poisoning at the workplace. Data have been published since July 2016 and can be disaggregated by fatal or major and minor injury, age, sex, education, economic

activity and occupation. **Statistics on working time lost due to occupational accidents cannot be produced**.

General Authority for Health and Social Insurance[4]

The General Authority for Health and Social Insurance is responsible for the production of **wages statistics**. The agency produces data on gross nominal average monthly wages of employees covered by the social insurance system, disaggregated by sex, administrative regions, major occupation groups and other establishment-related characteristics. Data are published quarterly and annually.

1.3   LABOUR MARKET AND DECENT WORK-RELATED SDG INDICATORS

1.3.1 What are the Sustainable Development Goals?

The SDGs were launched in September 2015 by the United Nations General Assembly, with governments, businesses and civil society together with the United Nations mobilizing efforts to achieve the 2030 Agenda for Sustainable Development. Universal, inclusive and indivisible, the 2030 Agenda calls for action by all countries to improve the lives of people everywhere. The 17 SDGs have 169 targets and 244 indicators to support the national and international monitoring of progress on these targets.[5]

The monitoring of the SDGs relies on official and other data. The goals are meant to be supported by a data ecosystem in which all types of data stakeholders participate.[6]

1.3.2 Decent work-related SDG indicators

Decent work is at the heart of the new global development paradigm and enshrined in at least ten of the 17 SDGs. And ten substantive elements of decent work are found in all 17 goals. Additionally, the SDGs stress the pivotal role of decent work in ensuring inclusive economic growth as well as its contribution to enhancing social and environmental outcomes. The ILO is supporting the implementation of the decent work targets, in particular under SDG 8 on promoting inclusive and sustainable economic growth, employment and decent work for all.

The implementation of the 2030 Agenda requires a framework with robust indicators to monitor progress, inform policy and ensure accountability of all stakeholders, including demographic and labour market information. Of the 244 indicators, around 30 of them directly relate to decent work.

The fourth meeting of the Inter-Agency and Expert Group on SDG Indicators (November 2016 in Geneva)[7] concluded with a recommendation that the ILO be the custodian for 14 SDG indicators (three jointly with other United Nations agencies) and a partner agency for four other SDG indicators.

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[4]   The General Agency for Health and Social Insurance has been changed to the General Agency for Social Insurance, as the health insurance part has been separated from the agency, and moved to underst Ministry of Health starting from January 1, 2018.

[5]   United Nations, at: https://sustainabledevelopment.un.org/topics/sustainabledevelopmentgoals . [accessed 8 Aug.2018]

[6]   Tseesuren et al., 2016, p. 13.

[7]   See https://unstats.un.org/sdgs/meetings/iaeg-sdgs-meeting-04/ [accessed 8 Aug. 2018].

1.3.3 Data availability assessment

According to an assessment made previously by the Government,[8] Mongolia has the capacity to produce some 90 decent work indicators that could be used to monitor progress towards the SDGs. The main challenge for the NSO in monitoring that progress is the difficulty in disaggregating indicators by the characteristics recommended in the SDG monitoring framework. The statistical and administrative sources need to be adjusted to collect additional population characteristics to meet those requirements. Table B1 in Annex B presents a list of the decent work-related SDG indicators with comments on their availability in Mongolia.

1.3.4 Related decent work indicators: Main decent work indicators, contextual indicators and additional indicators beyond the SDG global indicator framework

The concept of decent work is defined by the ILO and endorsed by the international community as "opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity".[9]

In September 2008, the ILO convened an international Tripartite Meeting of Experts on the Measurement of Decent Work,[10] which adopted a framework of decent work indicators that was presented to the 18th International Conference of Labour Statisticians in December 2008.[11]

The ILO Framework on the Measurement of Decent Work covers ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue):

   i. employment opportunities;
  ii. adequate earnings and productive work;
 iii. decent working time;
  iv. combining work, family and personal life;
   v. work that should be abolished;
  vi. stability and security of work;
 vii. equal opportunity and treatment in employment;
viii. safe work environment;
  ix. social security; and
   x. social dialogue, employers' and workers' representation.

These ten substantive elements represent the structural dimensions of the decent work measurement framework, under which both statistical and legal framework indicators on decent work are organized and classified.

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[8] See Ganta and Lkhagvasuren, 2016, p. 31.
[9] ILO, 1999.
[10] For more information, see http://www.ilo.ch/global/statistics-and-databases/meetings-and-events/meeting-of-experts/WCMS_099978/lang--en/index.htm [accessed 1 Aug. 2018].
[11] ILO, 2009, pp. 11–14.

There is an additional substantive element related to the economic and social context for decent work; they are contextual indicators that do not measure decent work per se but rather serve to provide data users information that relates to the context of decent work measurement in an economy. The statistical indicators are quantitative indicators derived from official national data sources.

The legal framework indicators are qualitative in nature and primarily based on legal texts and other related information. They reinforce and help to explain statistical data for monitoring progress towards decent work in a given national economy.[12]

Table B2 in Annex B presents the other main decent work indicators and additional indicators that go beyond the SDG global indicator framework and are included in the SDG Monitoring and Country Profile for Mongolia.

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[12] ILO, 2013a.

2 ECONOMIC AND SOCIAL CONTEXTS FOR THE DECENT WORK-RELATED SUSTAINABLE DEVELOPMENT GOALS AND TARGETS

2.1 THE DEMOGRAPHIC AND SKILLS POTENTIAL

Mongolia is a lower-middle-income country with a resident population of 3,057,800 persons. According to the latest Population and Housing Census, the sex ratio (number of males per 100 females) in Mongolia was 96.7 per cent in 2015 (table 1).

Table 1. Population of Mongolia, by census years, 1918—2015

Year	Population (thousand)			Sex ratio
	Total	Male	Female	
1918	647.5	330.2	317.3	104.1
1935	738.2	370.8	367.4	100.9
1944	759.1	371.3	387.8	95.7
1956	845.5	420.3	425.2	98.8
1963	1 017.1	508.0	509.1	99.8
1969	1 197.6	597.4	600.2	99.5
1979	1 595.0	798.9	796.1	100.4
1989	2 044.0	1 020.7	1 023.3	99.7
2000	2 373.5	1 178.0	1 195.5	98.5
2010	2 754.7	1 363.9	1 390.8	98.1
2015	3 057.8	1 503.6	1 554.2	96.7

Source: NSO, Population and Housing Census.

Population growth

The data indicate significant difference in population growth between the aimags and the capital (table 2). This was largely due to the changes in the country's economic structure, triggered by transition to a market economy and accompanied by important internal migration from rural to urban areas. Hence, between 2000 and 2010, there was a sharp decrease in the population in all but five aimags and in the capital. The annual population growth rate of Ulaanbaatar and Orkhon and Umnugobi aimags was consistently higher than the national average growth rate, which was mostly attributed to the rapidly growing urbanization.

Table 2. Population growth rate, by aimag and the capital, 1989–2015 (%)

Aimag and the capital	1989-2000	2000-2010	2010-2015	Annual growth rate		
				1989-2000	2000-2010	2010-2015
Total	116.1	116.1	111.0	1.37	1.46	2.2
Arkhangai	114.9	87.1	108.8	1.27	-1.17	1.77
Bayan-Ulgii	100.2	96.7	113.8	0.02	-0.3	2.76
Bayankhongor	113.7	89.7	110.3	1.17	-0.93	2.06
Bulgan	119.0	86.9	111.9	1.59	-1.2	2.37
Gobi-Altai	101.4	84.2	104.9	0.13	-1.44	0.98
Dornogobi	88.6	115.9	111.4	-1.1	1.44	2.27
Dornod	93.0	92.3	110.0	-0.66	-0.7	1.99
Dundgobi	104.5	75.4	114.4	0.4	-2.24	2.89
Zavkhan	101.7	72.8	106.8	0.15	-2.48	1.35
Uvurkhangai	115.4	90.9	110.9	1.31	-0.82	2.18
Umnugobi	110.4	130.9	100.6	0.9	2.8	0.11
Sukhbaatar	110.5	91.4	115.0	0.91	-0.78	3.0
Selenge	114.9	97.6	108.9	1.27	-0.22	1.78
Tuv	99.2	85.8	106.2	-0.07	-1.29	1.23
Uvs	107.2	81.4	110.1	0.64	-1.69	2.03
Khovd	113.4	88.5	108.6	1.15	-1.04	1.73
Khuvsgul	116.9	96.5	111.5	1.43	-0.32	2.3
Khentii	96.1	92.8	110.3	-0.36	-0.66	2.07
Darkhan-Uul	97.1	113.6	106.7	-0.26	1.24	1.33
Ulaanbaatar	138.6	163.1	112.6	3.01	5.74	2.52
Orkhon	127.4	126.8	111.1	2.23	2.44	2.21
Gobisumber	-	108.3	124.8	-	0.75	4.96

Source: NSO, Population and Housing Census.

As is illustrated by the population pyramid (figure 1), the largest segment of the population in 2016 was aged 20–40 years. With a large proportion of the population of working age, the country needs to develop policies and programmes geared towards job creation to provide employment opportunities to the current workforce as well as new entrants to the labour market.

Figure 1. Population pyramid, 2016
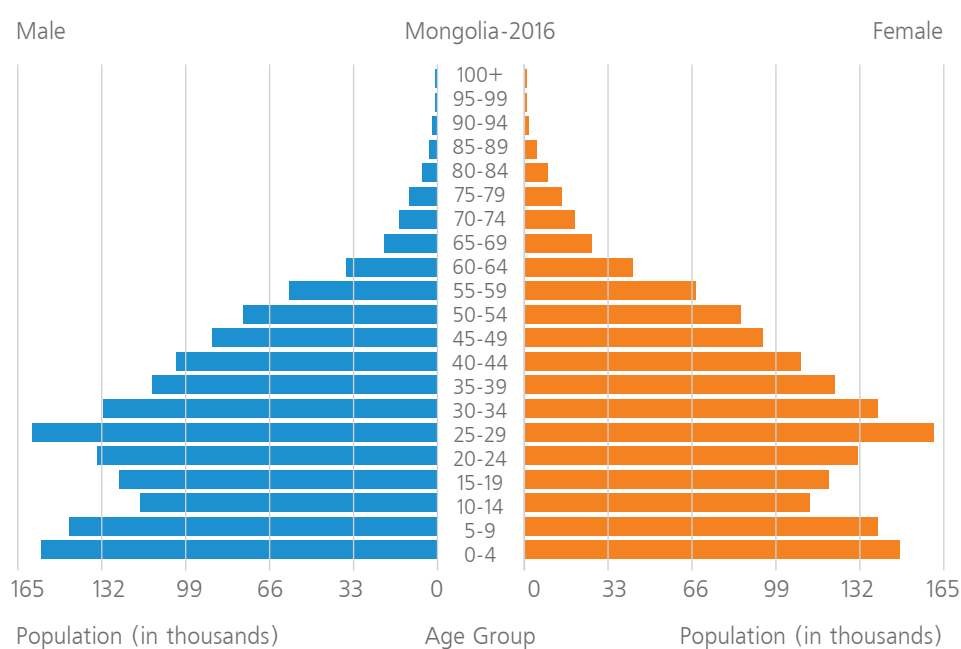
Source: NSO, 2016.

Education

The Parliament approved the Law on Education in 1991, the State Policy on Education and the Law on Education in 1995, the Law on Primary and Secondary Education in 2002, the Law on Higher Education (package of laws and amendments to the Law on Education) in 1998, 2000, 2002 and 2006, the Law on Vocational Education and Training in 2002 and the Law on Pre-school Education in 2006. With these laws and policy, a legal framework has been established for promoting school attendance.

With an adult (15 years and older) literacy rate of 98.3 per cent in 2010 the country ranks higher than other lower-middle-income countries for average adult literacy (figure 2). In terms of gender equality, women (at 98.3 per cent) had a slightly higher rate than men (at 98.2 per cent) in 2010.

Figure 2. Adult literacy rate, 1963−2010 (%)
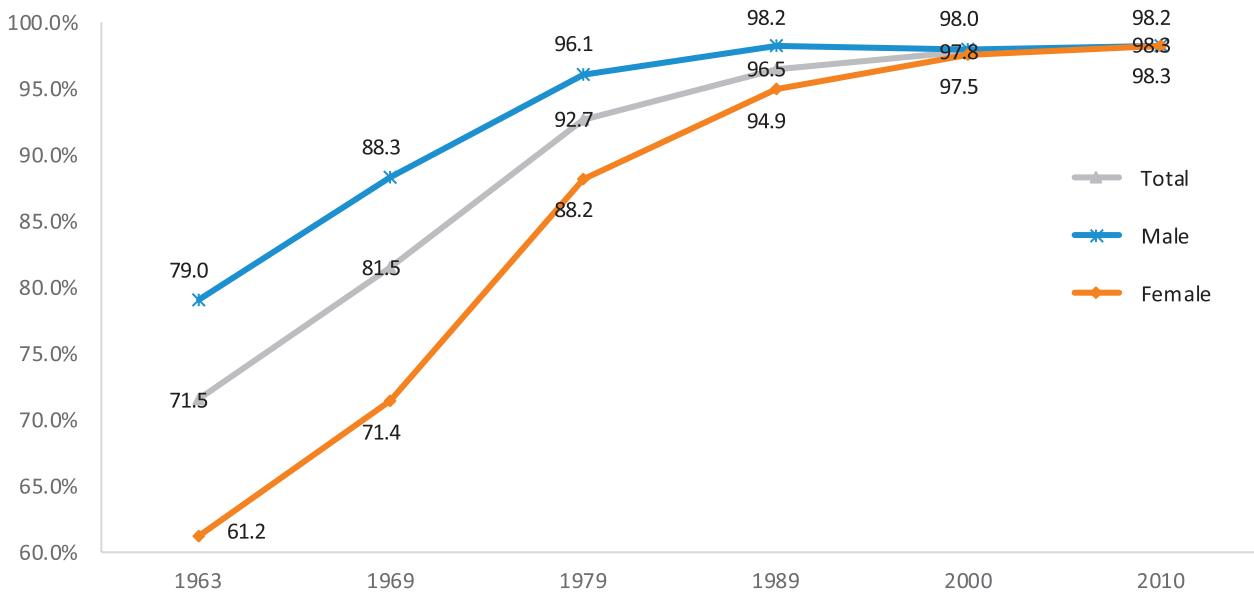
Source: NSO of Mongolia, Population and Housing Census.

In 2010, the school attendance rate of the urban population aged 6−29 years was 60.1 per cent, while the school attendance rate of the rural population of the same age group was 53.8 per cent. In terms of gender equality, the school attendance rate of the male population was 3.4 percentage points higher than for females in urban areas and 7.6 percentage points higher in rural areas.

The adult secondary school graduation ratio slightly increased from 0.9 in 2005 to 1.4 in 2012. However it has been decreasing since then (figure 3), to reach what is considered its lowest in 2016, only at 0.5.

Figure 3. Adult secondary school graduation rate, 2005−16 (%)
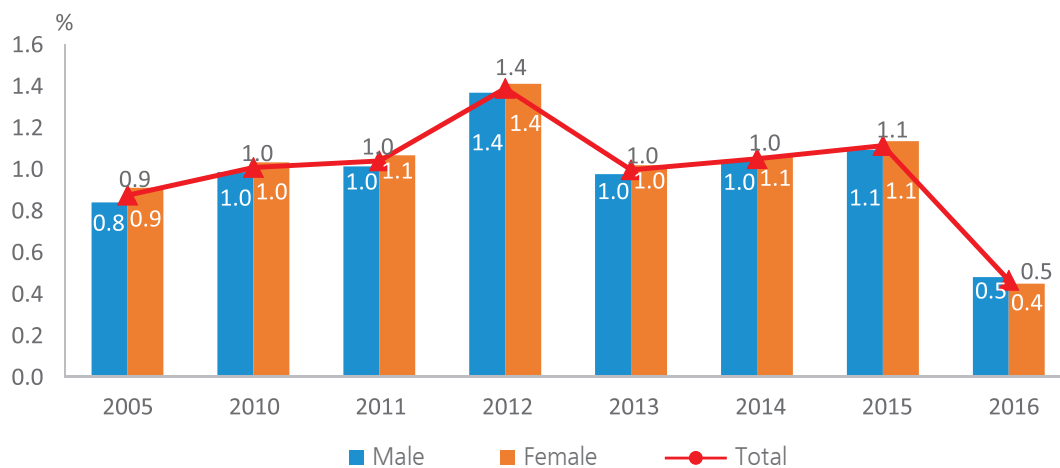
Source: The administrative record from Ministry of Education, Culture, Science and Sport (MECSS), and NSO.

In 2008, the school entry age was changed from 7 years to 6 years. And the span of secondary education was changed from ten to 12 years, and the span of compulsory education thus changed from eight to nine years. These changes affected the adult secondary school graduation rates in 2016, towards lower trends than in previous years.

The nine years of compulsory education are now nearly universally attained. As of the 2014–15 school year, the net enrolment rate had reached 99.1 per cent in primary education and 96.1 per cent in secondary education. Nearly 80 per cent of all 15- to 19-year-olds are now attending school, and the urban-rural difference in access has narrowed, although rural areas still lag. The reverse gender gap – the unusual situation of fewer school enrolments among boys – is narrowing, too. The proportions of girls and boys up to lower-secondary school are almost equal.

Completion of the nine years of compulsory education remains difficult, however, especially for disadvantaged groups, such as students from poor households, herder families, minority groups and children with disabilities or other special needs. Continuous migration to Ulaanbaatar and other cities has made kindergarten and classroom places scarce, resulting in lower gross enrolment ratios at the pre-primary school level and larger class sizes and double shifts at the primary and secondary school levels.

Table 3. Basic education coverage, by population aged 6–15 years, 1990, 2000 and 2010

Year	Total population of school aged			School attendance (persons)			Percentage		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
1990	404 842	201 578	203 264	378 486	196 434	182 052	93.5	97.4	89.6
2000	561 117	278 802	282 315	452 215	233 262	218 953	80.6	83.6	77.5
2010	460 537	233 665	226 872	443 984	220 754	223 230	96.4	94.5	98.4

Source: NSO Mongolia, Population and Housing Censuses, 1990, 2000 and 2010.

While the *Mongolia Human Development Report 2016* cites considerable challenges, the low quality of education at all levels is a major concern. It results in low learning achievement, limits the development of capabilities among young people and affects the future employment prospects of youth.

Tertiary education does not equip youth with the skills required in the labour market. This is confirmed by the much higher unemployment rates among young people with technical and vocational education and training or higher educational attainment relative to young people with lower levels of educational attainment.[13]

However, tertiary education graduates may also be choosier about which employment they want to take (a more permanent job or a job with higher wages), contributing to their higher unemployment rate. This may be one of the reasons why the rate of youth not in employment, education or training increased between 2012 (at 17.6 per cent) and 2016 (at 20.5 per cent).

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[13] UNDP, 2016, p. 17.

2.2   OVERALL ECONOMIC AND LABOUR MARKET PERFORMANCE

Over the past 25 years, Mongolia has transformed into a vibrant democracy, with a tripling of its GDP per capita, increasing school enrolments and drastic declines in maternal mortality and child mortality.[14]

To accelerate the transition to a market-oriented competitive economy, the Government has adopted policies to liberalize markets and develop the financial sector. However, long-term economic development requires further critical reforms. The evolving regulatory framework governing investment remains vague, creating uncertainty in investment decisions.[15] The management of public finances has been weak, leading to growing budget deficits in recent years (2016).

Irrespective of the setbacks, Mongolia is working towards developing a more resilient and diversified economy that can deliver inclusive, sustainable and, hopefully, rapid growth. Small and medium-sized enterprises must assume a greater role — particularly in developing value chains for the country's unique agricultural resources — in promoting diversification and making the growth process more labour intensive. This will require structural reforms to broaden and deepen access to finance. It will also require continued infrastructure investment and regional integration to improve connectivity and access to external markets.

GDP growth and the 2016 economic downturn

A progressively worsening external environment — characterized by plummeting foreign direct investment (FDI), falling commodity prices and restrained growth in China — led to a slowdown in the GDP annual growth rate, from 17.3 per cent in 2011 to 1.2 per cent in 2016 (figure 4). The slowdown resulted in job losses and eroded incomes, particularly among vulnerable and poor households, who are disproportionally affected during crises. In 2012—14, the Government launched expansionary fiscal and monetary policies to stimulate the economy and foster employment. But these failed to significantly spur growth and instead aggravated macroeconomic imbalances. The economic slowdown was compounded by high levels of off-budget expenditure ahead of the general elections in June 2016, which resulted in a large fiscal deficit of 15.4 per cent of GDP. Rapid credit growth during the mining boom years, dollarization, weak financial supervision and inadequate provisioning have strained banks and financial stability. Balance of payments pressures persist in the context of currency depreciation, reserves depletion and meagre FDI inflows.

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[14] World Bank, undated.
[15] See The Heritage Foundation: 2017 Index of Economic Freedom, p. 158, http://www.heritage.org/index/pdf/2017/countries/mongolia.pdf [accessed 1 Aug. 2018].

Figure 4. Inflation rate and annual GDP growth, 2004–16 (%)
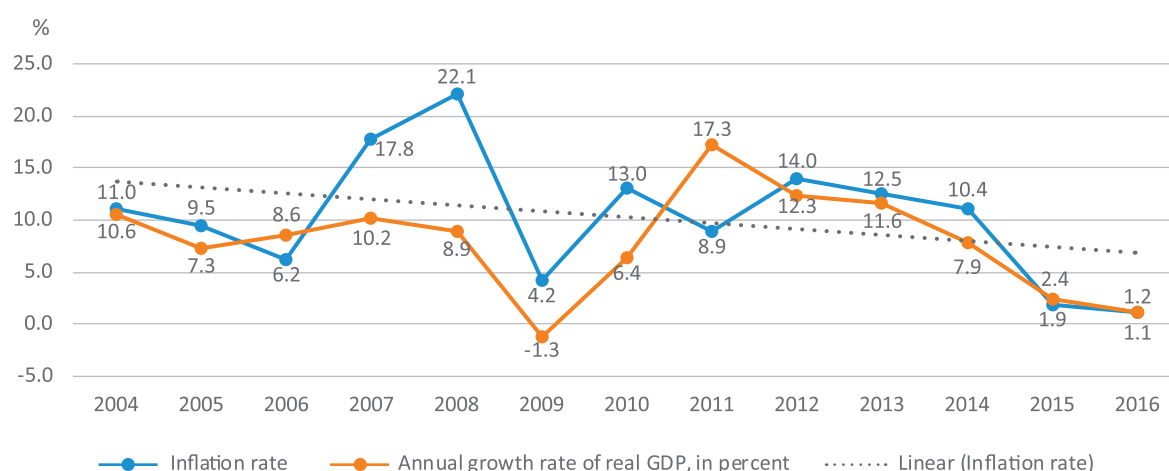
Source: NSO.

In 2016, the total equilibrated revenue and grants of the general government budget, minus its total expenditure and net lending, represented a deficit of 3,660 billion tugrug (MNT) in the equilibrated balance (figure 5). The gap started increasing from 2011; while total expenditure and net lending of the General Government Budget continued to increase, tax revenue stagnated as of 2013.

Figure 5. Total equilibrated revenue and grants, total expenditure and net lending and equilibrated balance, at the end of selected years, 2007–2016 (MNT billion)
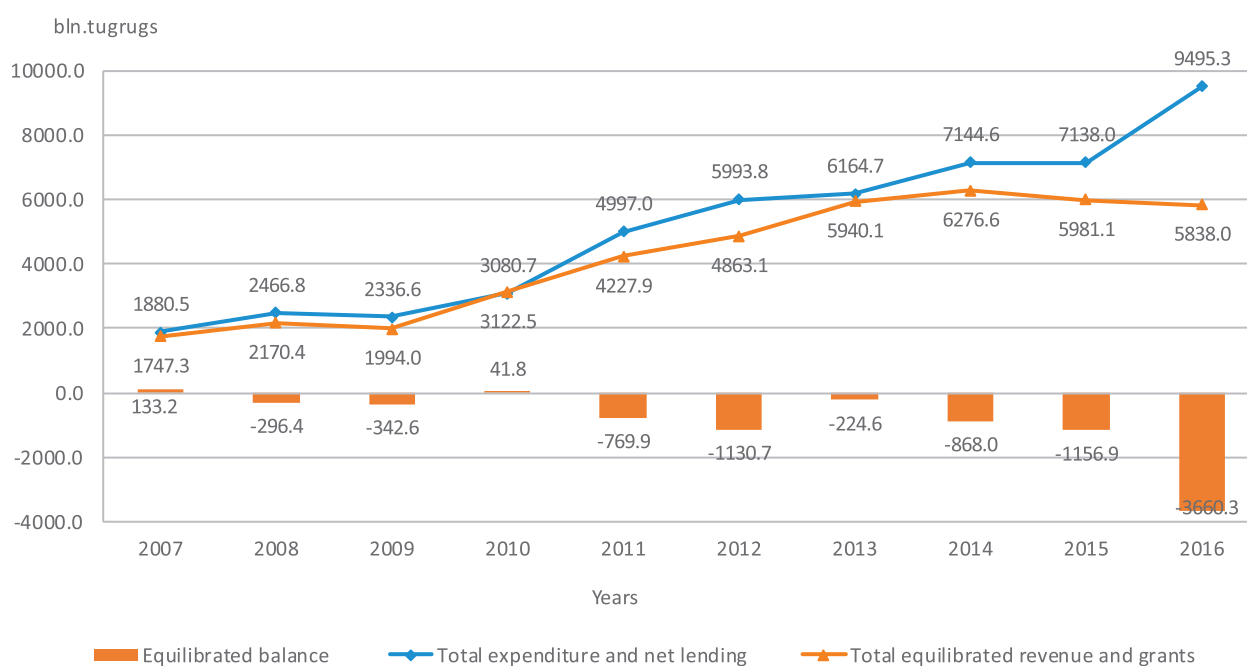
Source: Ministry of Finance, budget performance reports.

The current economic downturn in Mongolia also underscores the need to strengthen social protection. Rapid urbanization, poorly regulated development of the mining sector and the impacts of climate change, among other factors, are causing considerable environmental degradation.

Labour force participation

The labour force participation rate has remained high. Although it was 60.5 per cent in 2016, that was a slight decline from 61.6 per cent in 2010 (figure 6).

Figure 6. Labour force participation rate (LFPR), 2004–16 (%)
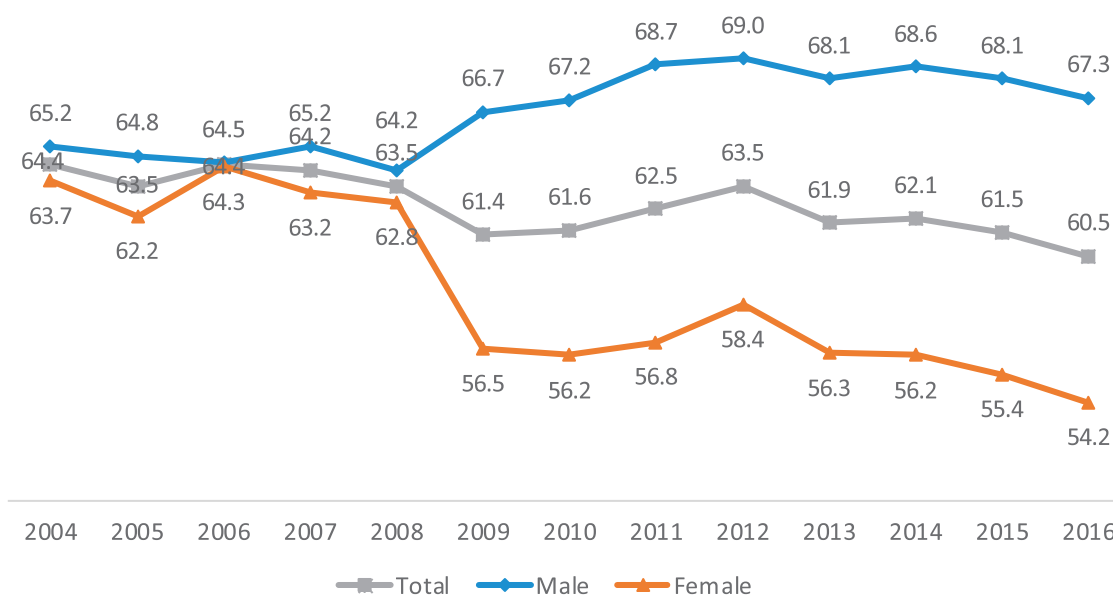
Note: Changes in data source and data series; 2009 and after data are from the Labour Force Survey. Before 2009, data are from aimag and municipal administrative records (annual reports on population employment).
Source: NSO.

Women seem to have been more affected by the end of the 2016 economic downturn. Their labour force participation rate dropped 2 percentage points after 2010, to reach 54.2 per cent in 2016. The rate for men slightly increased during that period before returning to a near-similar level as in 2010, at 67.3 per cent. Still, it was 13.1 percentage points higher than for women.

2.3   LEGAL INDICATORS: GOVERNMENT COMMITMENT TO FULL EMPLOYMENT

The Ministry of Labour and Social Protection is the main executive authority implementing state policy on labour. Its remit includes labour administration, increasing employment and reducing poverty. The Research Institute of Labour and Social Protection conducts policy research and makes recommendations for employment and employment relations.

The Law on Employment Promotion articulates the principles of the employment policy. In 2017, the Employment Promotion Fund had a budget of MNT61.5 billion ($25.1 million). The Law on Vocational Education and Training covers national vocational education, skills and training needs for the labour market and employers. The Ministry of Labour and Social Protection oversees vocational training centres and the Labour and Social Welfare divisions, which are responsible for implementing employment promotion programmes.

The Government's policy framework covering labour administration and employment issues is manifested in various policy statements and agreements, including the Mongolia Sustainable Development Vision 2030, the State Policy on Employment 2016–2026, the 2016–2020 Government Action Plan and the National Tripartite Agreement for Labour and Social Consensus for 2017–18.

3 THE PATH TO ENDING POVERTY IN ALL ITS FORMS EVERYWHERE

3.1 PROGRESS IN REDUCING WORKING POVERTY

The eradication of poverty is one of the largest global challenges facing the world. Ending extreme poverty and achieving sustainable development by 2030 is the overarching aim of the SDGs, reflecting the significance of poverty reduction through development. Among the goals, SDG 1 targets ending poverty in all its forms everywhere. Target 1.1 states, "By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $1.25 a day," (currently changed to $1.90 a day).

Proportion of population below the international poverty line: This indicator gives information on the well-being of the Mongolian population via its poverty status. The relevant SDG Indicators are 1.1.1: Proportion of population living below the international poverty line, by sex, age, employment status and geographical location (urban-rural) and 1.2.1: Proportion of population living below the national poverty line, by sex and age. This section focuses on indicator 1.2.1.

Around 2010, poverty began noticeably declining (figure 7). Then in 2015 and in the wake of the country's economic downturn, the poverty rate began to grow again. In 2016, the situation dramatically changed. The outcome of the latest Household Socio-Economic Survey (NSO, 2016) revealed a larger number of persons in poverty than in 2014, most likely due to the negative consequences of the socioeconomic shocks of 2015−16. Mongolia's poverty rate was 21.6 per cent in 2014 and increased to 29.6 per cent in 2016.

Figure 7. National poverty line, by urban and rural areas, 1995−2016 (%)
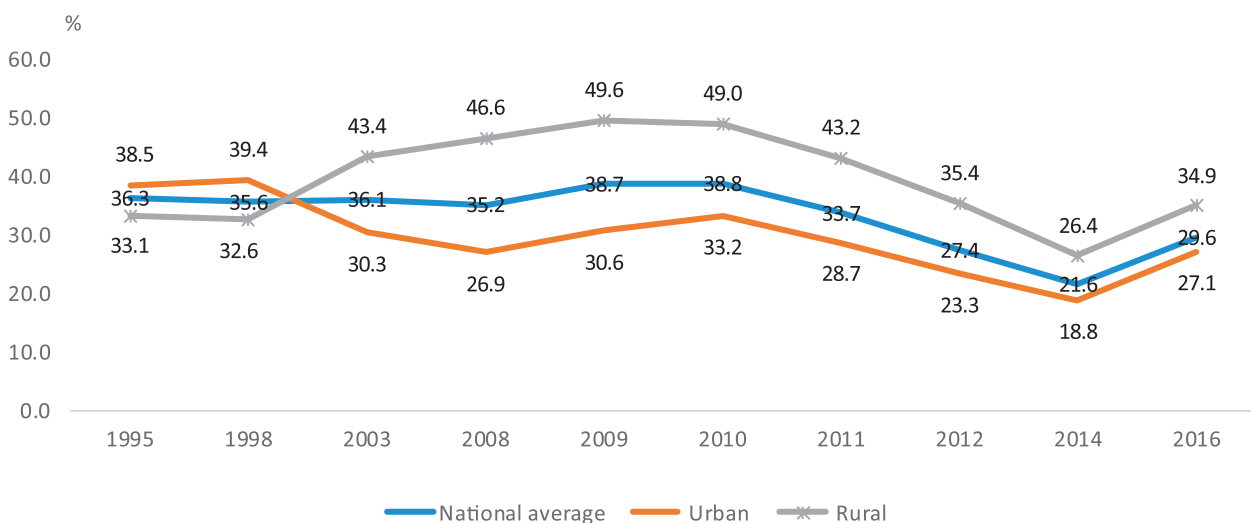
Source: NSO, Household Socio-Economic Survey reports.

A comparison of the livelihood standards in urban and rural areas revealed that although the overall number of people living in rural areas was smaller than the number of urban residents, the poverty rate in rural areas had increased by 8.5 percentage points between 1995 and 2016, to reach 34.9 per cent, as compared to 27.1 per cent in urban areas.

Working poverty: Another way of looking at poverty is to gauge the working poverty rate — the measure of how many employed persons live in poor households. The indicator is a subset of SDG Indicator 1.1.1.

The working poverty rate in Mongolia (figure 8) followed downward trends in recent years, most likely due to the Government's poverty-alleviation efforts. But after a steep decline between 2010 and 2014, it started to grow due to the economic slowdown.

Figure 8. Working poverty rate, by sex, 2007–16 (%)
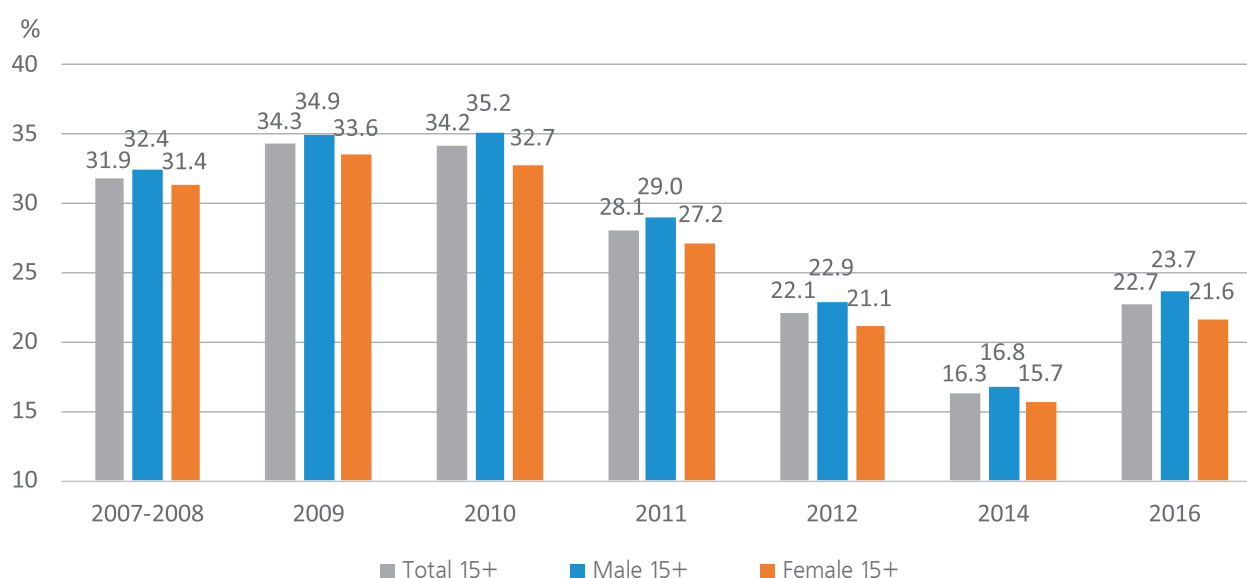
Source: NSO, Household Socio-Economic Survey reports.

In general, about a quarter of all employed persons were considered to be working poor in 2016. And one third of employed young people (aged 15–24 years) were considered working poor that same year.

3.2   EXTENDING SOCIAL PROTECTION FOR ALL AND INVESTING IN ESSENTIAL SERVICES

Social protection and social security coverage

The need for social protection is recognized by the ILO Constitution. The Resolution on Social Security, adopted by the International Labour Conference in 2001, defines social security as a basic human right and a means to foster social cohesion, human dignity and social justice.

Due to persistent economic volatility, limited diversification, internal migration and rapid urbanization, Mongolia faces rising inequality, expanding employment in the informal sector and increasing

vulnerability. This requires continuous focus on further improving the country's social protection and welfare system, as well as social protection services and service delivery.

The objective of SDG Target 1.3 is to implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable. The progress towards this dimension of SDG 1 is measured by indicator *1.3.1: Proportion of population covered by social protection floor and system, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable.*

The overarching goal of social security is to provide basic protection against the financial consequences of life contingencies for workers and their families throughout the life cycle. Another way to assess progress in this area is to assess total public expenditure on essential services, such as education, health and social protection, ideally as a proportion of total government expenditure (SDG Indicator 1.a.2). However, the available data (figure 9) cover only the last two components and are a proportion of GDP.

After a dramatic collapse between 1990 and 1995, total public social protection expenditure[16] has not since demonstrated a stable upward trend, dropping to 8.8 per cent of GDP in 2012 (figure 9). It was slightly higher than in neighbouring China but almost three times lower than in Japan.

Figure 9. Total public social protection expenditure and health expenditure, selected countries, 1990–2012 (% of GDP)
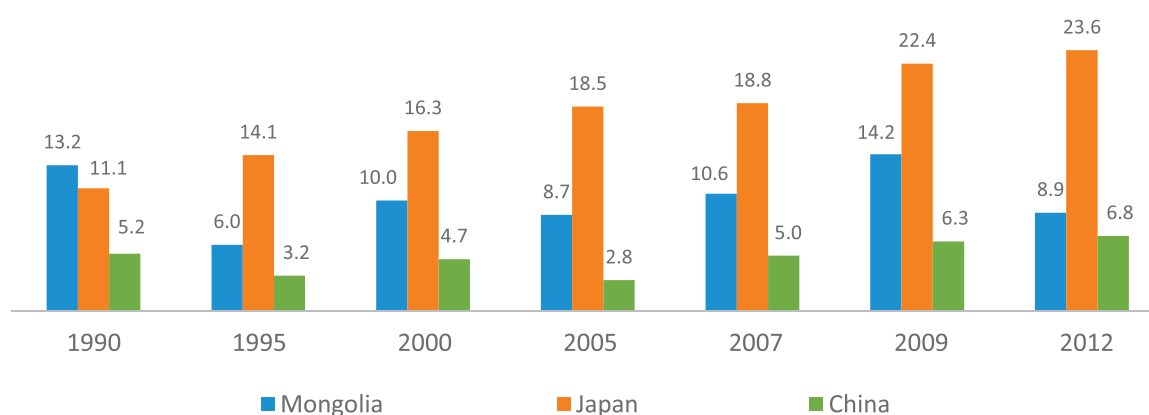
Source: Extracted from the ILO, 2014 (table B12 on public social protection expenditure); 1990 to latest available year (% of GDP). Latest available year for China is 2010, and for Japan it is 2011.

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[16]   Data include health expenditures because no trends were available for the sole social protection expenditures.

Population covered by the social protection system

The social security system covers the nine main branches listed in the Social Security (Minimum Standards) Convention, 1952 (No. 102), even though the country has not ratified the Convention. The proportion of the population covered by the social protection system has slightly increased, from 53.3 per cent in 2014 to 56 per cent in 2016.

Table 4. Proportion of population covered by social protection floor and system, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities and persons in poverty, 2014 and 2016

Indicators	2014	2016
Proportion of population covered by social protection floor and system:		
Total	53.3	56.0
Male	47.8	50.4
Female	58.5	61.2
Poverty:		
Poor	60.1	62.5
Non-poor	51.5	53.2
Vulnerable population group:		
Children	95.7	96.4
Children of poor households	95.9	96.5
Unemployment	25.6	26.6
Older persons	96.8	97.6
Persons with disabilities	97.0	96.1

Note: This indicator is based on only the 12 types of pensions and benefits from the Social Insurance and Social Welfare Fund, so other social protection programmes and services are not covered. Data were calculated at the household level covered by the national Household Socio-Economic Survey, which does not express personal coverage.
Source: NSO, Household Socio-Economic Survey reports.

As a positive development, children, both in poor and in non-poor families, have practically the same coverage by the system of social protection, which by international standards was quite high in 2016 (at 96.4 per cent). This positive situation is also observed among persons with disabilities, 96.1 per cent of whom were covered in 2016.

Like most countries worldwide, Mongolia is facing the challenge of an ageing population, especially in attempts to ensure universal old-age protection.[17] Since the mid-1970s, the retirement-age population has increased at a greater pace relative to the overall population. For the period until 2050, this pattern is projected to become even more pronounced, with the retirement-age population expected to jump from representing 6 per cent of pensioners in 2010 to 27 per cent in 2050. Combined with an increasing life expectancy, the prevention of old-age poverty and the maintenance of the pension system has become a more complex task.

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[17] In Mongolia, according to the Labour Law, the retirement age for both men and women is 60. Under the Law on Pensions and Benefits provided by the Fund of Social Insurance, however, a woman may apply for an old-age pension at the age of 55 or at age 50 if she has four or more children.

Social vulnerability of many pensioners can be detected from the level of most pensions, which are still relatively low. The ratio of average pension to average wages has fluctuated considerably over the past 12 years and was at 34.5 per cent in 2016.

According to available information, however, the share of persons in the labour force contributing to a pension scheme[18] increased between 2009 and 2014, reaching 84.4 per cent. It then reduced to 80.6 per cent in 2016 (figure 10).

Figure 10. Share of persons in the labour force contributing to a pension scheme, 2009—16 (%)
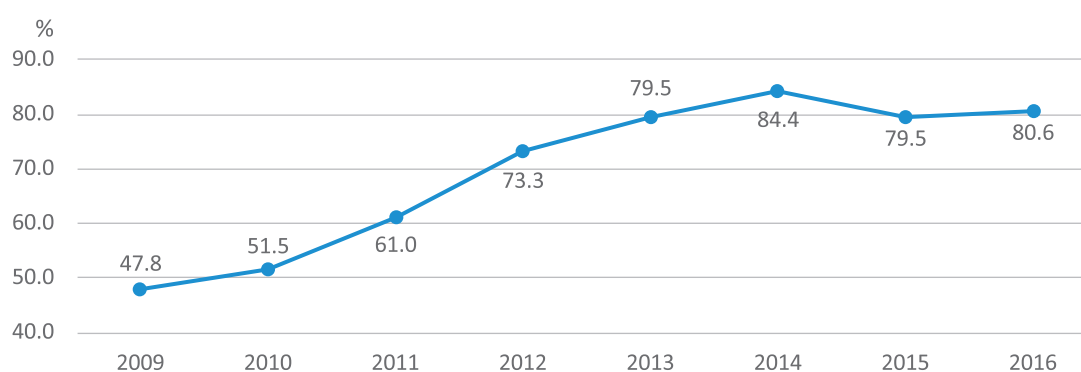
Source: NSO, Labour Force Survey reports and General Authority for Health and Social Insurance.

The proportion of the population older than the statutory pensionable age benefiting from an old-age pension[19] has started to decline. All the information relative to old age indicates that without supplementary income from employment or savings, pensioners have incomes that are far below those of employed persons of working age.

3.3   LEGAL AND INSTITUTIONAL FRAMEWORK: OLD-AGE BENEFITS, INVALIDITY BENEFITS AND UNEMPLOYMENT INSURANCE

The Mongolian social security system involves a contributory social insurance scheme and a non-contributory social welfare scheme financed by the state budget. The former is implemented by the General Authority for Health and Social Insurance, while the latter is implemented by the General Agency for Labour and Welfare Services. The Ministry of Labour and Social Protection has overall responsibility for the administration and implementation of social protection.

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[18] This indicator captures the share of the labour force protected through a contributory pension scheme without double-counting persons covered by more than one scheme or against more than one contingency. It refers to benefits guaranteed but not necessarily currently being received.

[19] This indicator captures the share of the labour force protected through a contributory pension scheme without double counting (with benefits guaranteed but not currently being received).

National laws cover various forms of social protection, including old age, invalidity and unemployment benefits provided through the social insurance scheme and old-age and invalidity benefits provided through the social welfare scheme. Compulsory contributions are required for all workers under an employment contract or under two types of contract specified in the Civil Code for civil servants, Mongolian and foreign citizens, stateless persons and Mongolian citizens employed abroad. In relation to the old-age and invalidity benefits, voluntary contributions may be made by herders, self-employed or unemployed persons and persons working in the informal economy, although such persons are not covered by the unemployment insurance scheme.

4 TOWARDS GENDER EQUALITY AND EMPOWERING ALL WOMEN AND GIRLS

4.1 WOMEN'S PARTICIPATION IN THE LABOUR MARKET

Mongolia has made strong progress on gender-related dimensions in recent years. Gender indicators in education and health are performing better in many respects than in other countries in Asia and the Pacific region.

At the same time, women have a limited presence in higher-level managerial positions and in entrepreneurial work. And working women also must shoulder most of the household and care duties, unlike the men. These inequalities can have large impact on the country's economic and social development, growth and productivity as well as pervasive intergenerational social costs.

Removing impediments to full and equal participation for women in the economy, providing equal access to economic resources and opportunities and eliminating discrimination can boost productivity and competitiveness for firms with wider benefits for the economy and within the household. A range of potential policy actions can be considered, including improving employment outcomes (wages, career progression) for women in the public sector, introducing friendlier parental leave policies that cover both fathers and mothers, improving childcare services and introducing affirmative-action policies in sectors in which women are acutely under-represented, such as mining. In addition, business regulations can be streamlined to make it easier for both men and women to start and operate a business.[20]

The distribution of women and men across levels of responsibility is an important measure of equal treatment in employment. Eight indicators measure progress towards SDG 5. One of them is Indicator 5.5.2: Proportion of women in managerial positions, which shows the extent to which women are in positions of authority and decision-making.

As shown in figure 11, there is persistent inequality over time in this dimension of the SDGs in Mongolia, where women constituted only 36.7 per cent of managerial positions in 2016.

The notion of decent work implies employment opportunities for anyone available for and seeking work. Therefore, an essential element of decent work is the extent to which a country's labour force is employed. Employment opportunities can be measured in a positive sense in terms of employment and labour force participation relative to the relevant population group (usually persons of working age).

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[20] Khan and Aslam, 2013.

Figure 11. Proportion of female employment in total employment and women in managerial positions, 2006–16 (%)
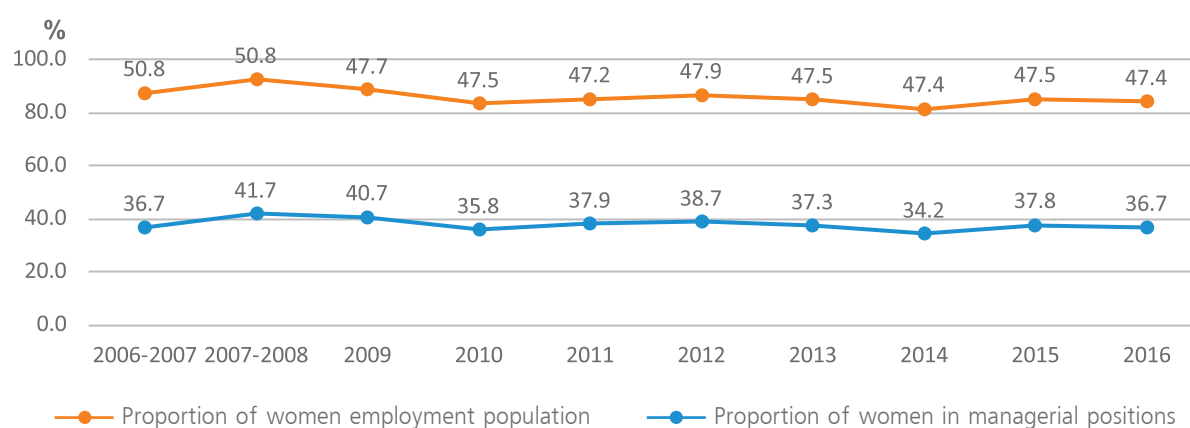
Note: Women employed according to ISCO-08 Major Group 1 minus Sub-Major Group 14 according to ISCO-08 (minus category 13 up to 2010; and since 2011, minus category 14).
Source: NSO, Labour Force Survey reports.

The employment-to-population ratio is proposed as a supplementary decent work indicator within the Decent Work Agenda. This indicator provides information on the extent to which an economy generates work. Its twin indicator, the labour force participation rate, gauges the level of labour market participation.[21] It measures the share of the working-age population who are in the labour force, either employed or unemployed. Both these indicators are much lower among women than among men, signalling that women have less employment opportunities than men in the Mongolian labour market (figure 12).

Figure 12. Employment-to-population ratio, 2004–16 (%)
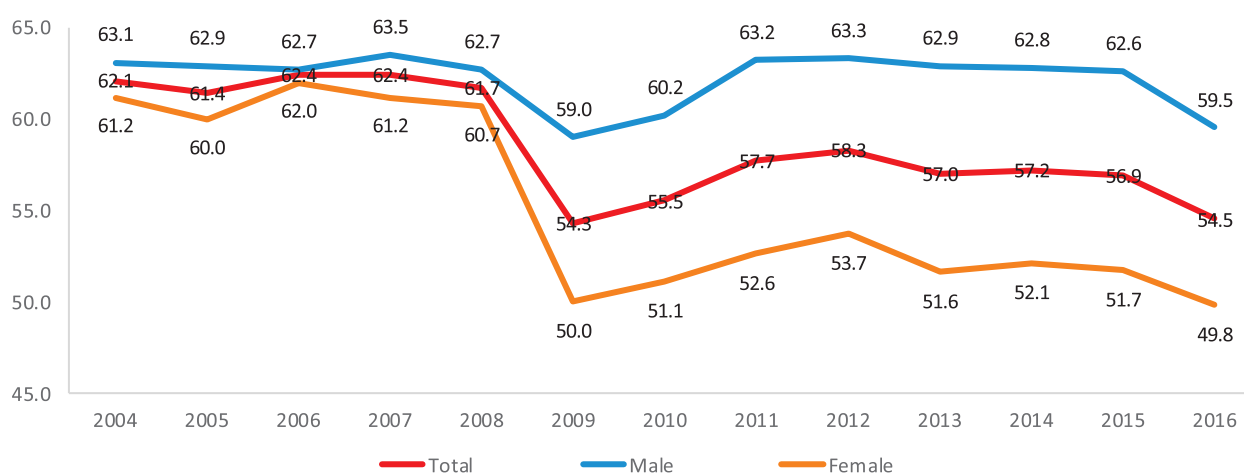
Note: Changes in data source and data series; 2009 and after data are from the Labour force Survey. Before 2009, data were taken from aimag and municipal administrative records (annual reports on population employment.
Source: NSO.

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[21] The labour force participation rate is defined as the ratio of the labour force to the working-age population, expressed as a percentage.

The share of wage employment in non-agricultural employment conveys considerable information about the nature of employment opportunities. Wage employment in the non-agriculture sector tends to be associated with higher and more regular earnings, better benefits and wider social protection than self-employment or agriculture employment. Historically, women had a significantly larger share of non-agricultural wage employment than men in Mongolia (figure 13). But their share suddenly shrunk in 2010, passing from 52.7 per cent to 50.2 per cent in 2012 and has since stabilized, estimated at 50.3 per cent in 2016. More research is needed to understand the reasons for the decline since 2010.

Figure 13. Share of women in wage employment in the non-agriculture sector, 2006−16 (%)

Year	Female	Male
2016	50.3	49.7
2015	50.2	49.8
2014	50.7	49.3
2013	50.4	49.6
2012	50.2	49.8
2011	51.0	49.0
2010	52.7	47.3
2009	52.6	47.4
2007-2008	51.3	48.7
2006-2007	53.1	46.9
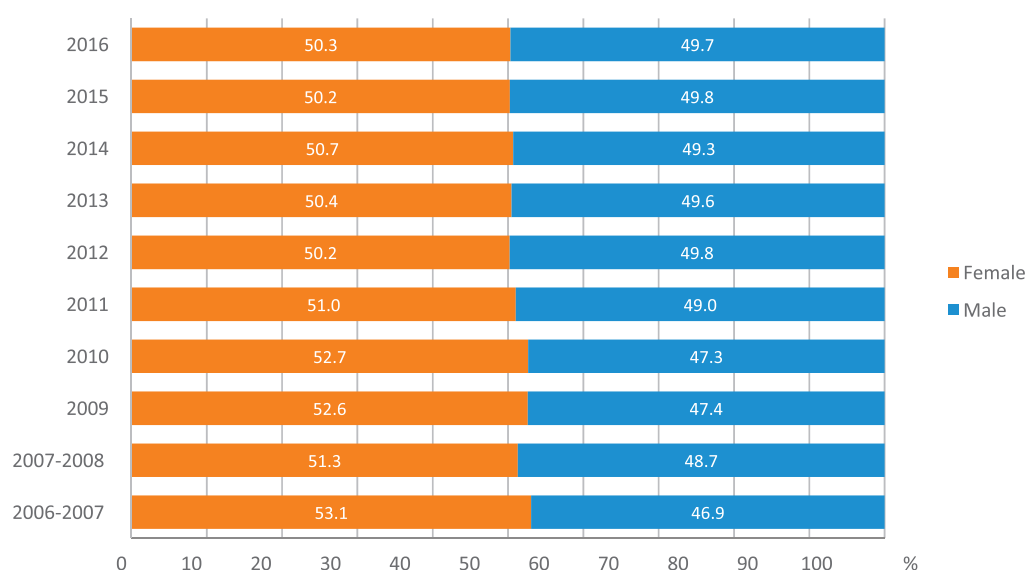
Note: This indicator is defined as the number of female workers in wage employment in the non-agriculture sector, expressed as a percentage of total wage employment in the non-agriculture sector.
Source: NSO, Labour Force Survey.

4.2   TACKLING OTHER GENDER INEQUALITIES IN THE LABOUR MARKET

The gender wage gap measures the relative difference between the average hourly pay for men and the average hourly pay for women in all types of employment. It is defined as the difference between the gross average hourly earnings of male and female employees and expressed as a percentage of gross average hourly earnings of male employees.[22] It is used to monitor imbalances in pay between male and female workers. Between 2006−2007 and 2016, the gender wage gap narrowed in Mongolia and showed only a marginal relative difference between the average hourly earnings of men and women, at 1.1 per cent (table 5).

Table 5. Gender wage gap, 2006-07 and 2016 (%)

Employees	Average hourly earnings (MNT thousand)		Gender wage gap (% of male hourly earnings)
	Male	Female	
2006-2007	0.6	0.5	11.4
2016	3.3	3.0	8.8

Source: NSO, Labour Force Survey reports.

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22   ILO, 2013a, pp. 148−49.

Gender segregation in employment refers to the unequal distribution of men and women in the occupational structure. There are two forms of occupational segregation by sex: **vertical segregation**, which is the clustering of men at the top of occupational hierarchies and of women at the bottom; and **horizontal segregation**, which describes the different job tasks that men and women have at the same occupational level (within occupational groups or even occupations).

While the share of women among managers is smaller than for men, the share of women among professionals is nearly twice as that of men and has remained so over the past ten years. But the share of women in elementary occupations, machines operators and craft-related activities is much smaller for women than for men and has even reduced and is now equivalent to the share of women in armed forces (figure 14).

Figure 14. Occupational segregation, by sex, 2006-07 and 2016 (%)
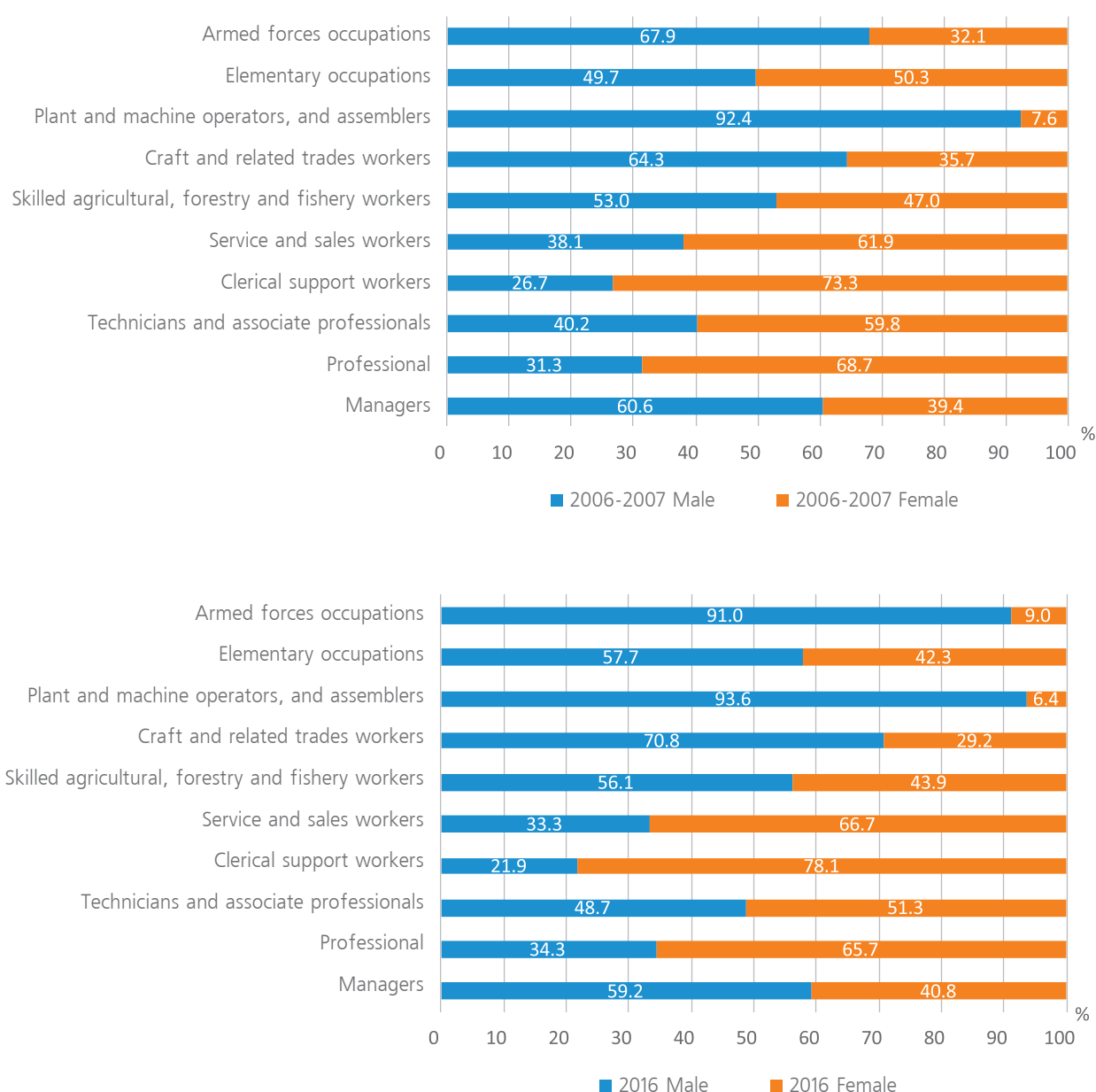
Source: NSO, Labour Force Survey reports.

4.3 LEGAL AND INSTITUTIONAL CONTEXT: EQUAL REMUNERATION OF MEN AND WOMEN FOR WORK OF EQUAL VALUE, MATERNITY AND PARENTAL LEAVE AND EQUAL OPPORTUNITY AND TREATMENT

The Constitution of Mongolia guarantees female and male citizens the enjoyment of equal rights in political, economic, social and cultural spheres and in marriage. It also guarantees citizens the right to material and financial assistance for childbirth and childcare. Individuals whose legal rights to equal opportunity and treatment are breached may lodge a complaint with the National Human Rights Commission. The National Committee on Gender Equality is responsible for coordinating gender equality policies at the national level.

Discrimination in employment is prohibited on various grounds, including sex. Definitions are provided for direct and indirect gender discrimination, gender-based violence and sexual harassment. Employers are required to pay the same salary to women and men employees performing the same work and to determine and eliminate breaches of the legal provisions. The concepts of remuneration and work of equal value, however, are not included in the legislation.

National laws cover maternity benefits and maternity and parental leave. Maternity benefits are provided through both the contributory social insurance scheme and the non-contributory social welfare scheme, which is financed by the state budget. Workers who are a party to labour relations based on an employment contract are entitled to maternity leave (or, in some cases of medical complications during pregnancy, sick leave). Women and single male employees who adopt a new-born child are also entitled to leave time. Mothers who have used their maternity leave and annual leave and fathers are entitled to unpaid parental leave if they have a child younger than 3 years, which applies equally to parents who have adopted a child younger than 3 years.

5 INCLUSIVE AND SUSTAINED ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

5.1 ECONOMIC AND LABOUR PRODUCTIVITY

Putting job creation at the heart of economic policy-making and development plans will not only generate decent work opportunities but also more robust, inclusive and poverty-reducing growth. Progress towards SDG Target 8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors is measured by Indicator 8.2.1: Annual growth rate of real GDP per employed person.

Labour productivity is a measure of economic performance that is closely linked to economic growth, competitiveness and living standards within an economy. It represents the total volume of output (measured in terms of GDP) produced per unit of labour (measured in terms of the number of employed persons) during a given time reference period.[23]

After an impressive 11.2 per cent labour productivity growth in 2012, the annual growth rate took a dramatic spill, to a -1.8 per cent in 2015. In 2016, the country made a struggling effort to keep afloat, with the productivity growth rate at 1.2 per cent, but could not recover and regain the dynamics of the pre-crisis years (figure 15).

Figure 15. Annual growth rate of real GDP per employed person and annual employment growth rate, 2012—2016 (%)
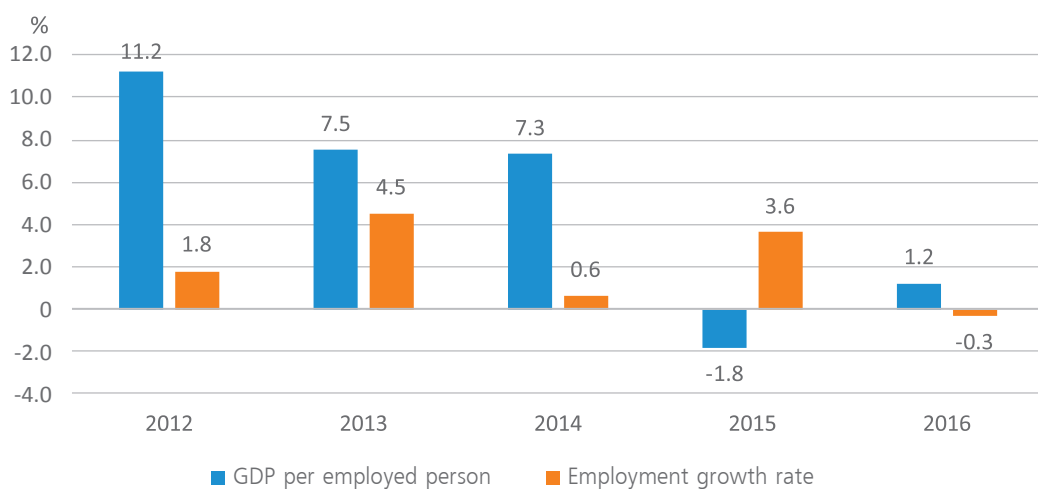
Source: NSO.

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[23] For more information, see ILO: Labour productivity (Geneva), http://www.ilo.org/ilostat-files/Documents/description_PRODY_EN.pdf [accessed 1 Aug. 2018].

Analysis of productivity in conjunction with the annual employment growth rate (figure 15) indicates that one of the reasons for the rapid decline in productivity in 2015 was the rapid annual growth of employment (not accompanied by a similarly rapid output growth). Despite the downfall in the yearly employment growth rate observed in 2016, productivity could not recover and reach the level of the preceding years.

This situation demonstrates that, irrespective of substantial employment growth and a rapid structural transformation of the employment composition by sector (from agriculture to industry), positive changes have not always translated into improved labour productivity. It also illustrates that, in general, labour productivity remains at a low level. This may be a result of the economic instability observed during 2016, when the growth rate of employment in mining and construction (the major locomotives of the economy) slowed. It may also be a result of low productivity in agriculture, which accounts for about one third of the employed population and where productivity, wages and salaries are comparatively low.

GDP at constant prices increased nearly twofold (1.6 times) from 2010 to 2016, while the population barely grew (only by 1.13 times) during the same period.

Figure 16. GDP per capita, at 2010 constant prices, 2010−16 (MNT thousand)
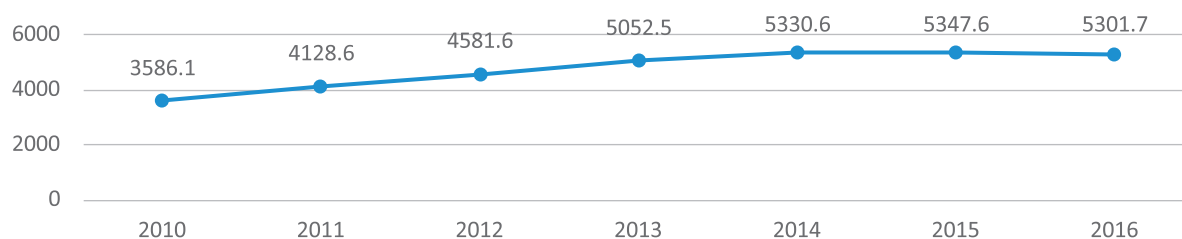
Source: NSO. Based on the results of supply and use tables for 2010−16, NSO.

The gross GDP per capita experienced spectacular growth and increased nine fold between 2004 and 2016.

Figure 17. GDP per capita, at current prices, 2004−16 (MNT thousand)
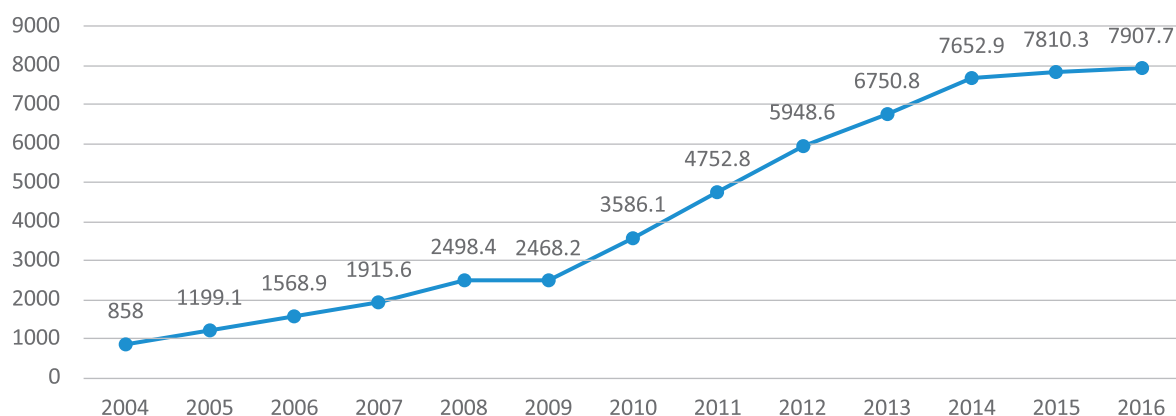
Source: Based on the results of Supply and Use Tables for 2010-2016, NSO of Mongolia.

5.2   CREATING GAINFUL AND BETTER PROTECTED EMPLOYMENT

Employment-to-population ratio

The employment-to-population-ratio is a decent work indicator that is proposed to supplement the monitoring of decent work within the 2030 Agenda for Sustainable Development. The indicator provides information on the extent to which an economy generates work for its working-age population. The analysis of this indicator and the working-age population data indicate that Mongolia is experiencing a problem with job creation for persons entering the labour market (figure 18). Thus, while the total employment-to-population ratio has been falling in recent years, the population has been steadily growing since 1989 (up to 2015). Even though the proportion of women in the population remained smaller than the proportion of men, the female population has been growing faster than the male population since 1989. This suggests that women have had fewer opportunities to enter the labour market than men.

Figure 18. Employment-to-population ratio, 2004–16 (%)
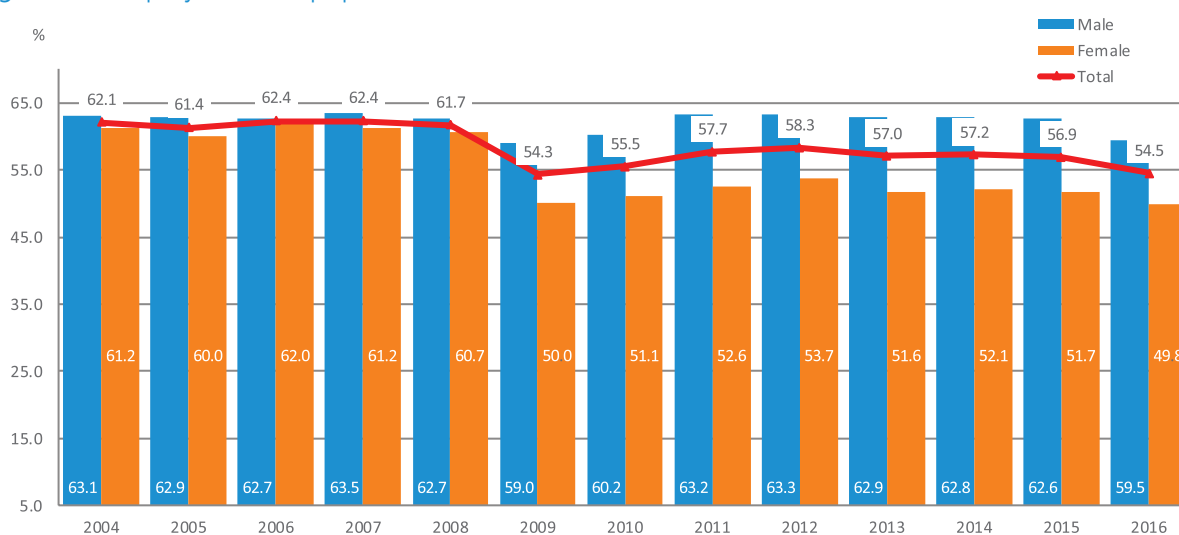
Source: NSO, Labour Force Survey reports.

Branches of economic activity

There have been significant changes in economic activities due to the country's transition to a market economy. The following figures illustrate the trends in employment and growth in the agriculture, industry and services sectors. They are followed by analysis of issues in these sectors. Figure 19 shows the percentage distribution of employment by major economic sectors over time.

The falling shares of agricultural production and livestock herding are reflected in the percentage shares attributed to employment and GDP, with output dropping dramatically during the period of the dzud.[24] Between 2004 and 2016, the share of employment in agriculture dropped from 40 per cent to around 30 per cent. Despite the sharp decline, a considerable share of all employed persons worked in agriculture, where productivity, wages and salaries were comparatively low.

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[24]   The dzud is a natural disaster unique to Mongolia; it is a severe winter resulting in the death of a large number of livestock primarily due to starvation because they cannot graze but also because of the extreme cold.

Figure 19. Share of employment, by major branch of economic activity, 2004—16 (%)
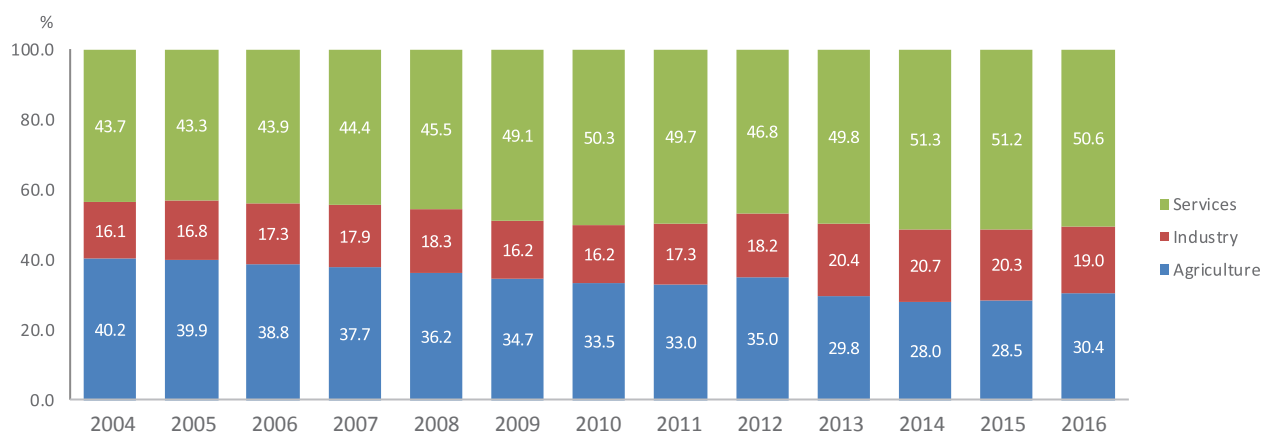
Source: NSO, Labour Force Survey reports.

As jobs were created in construction, mining and garment manufacturing, the share of employment in the industry sector increased slowly but steadily between 2004 and 2016. The sector reached 19 per cent of total employment in 2016. This reflects that mining is relatively capital-intensive. The share of employment in the services sector increased considerably.

Informal employment

Progress made towards SDG Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium-sized enterprises, including through access to financial services is measured with Indicator 8.3.1: Proportion of informal employment in non-agriculture employment, by sex.

The disaggregation by formal or informal employment has become a crucial breakdown for employment statistics. Informal employment is a job-based concept and encompasses those jobs that generally lack basic social or legal protections or employment benefits and may be found in the formal sector, informal sector or households. Nearly all categories of informal sector employment are also classified as informal employment. The informal employment rate is considered an important indicator of the quality of employment in an economy and is relevant to both developing and developed countries alike.

Even though it is highly important to have data on informal employment in agriculture and rural areas, too, for practical reasons, the indicator is restricted to non-agriculture employment. The estimates based on the Labour Force Survey results show that, during the ten years between 2006 and 2016, the share of persons engaged in informal employment more than doubled — from 12.7 per cent to 26.3 per cent. In other words, one in every four persons employed in non-agricultural activities in Mongolia was in informal employment.

Share of wage employment in non-agricultural employment

The decent work indicator on share of wage employment in non-agricultural employment is a supplementary indicator measuring progress towards SDG 8. With urbanization and rapid rural-urban migration, the non-agricultural economy is not immediately able to absorb the new workforce in a way that takes advantage of the economies of scale and specialization of more complex forms of economic organization. Of course, wage and salary employment in the formal sector tends to have higher and more regular earnings, better benefits and greater social protection than self-employment.

On a positive note, the share of wage employment in non-agricultural employment has been increasing in recent years (figure 20). The first important increase occurred in 2012 but could not be sustained and, following the economic downturn, the share of employment outside of agriculture began to fall. Nevertheless, despite the general stagnation of the economy, the share of wage employment in non-agricultural employment began to grow again, reaching 72.6 per cent in 2016.

Figure 20. Share of wage employment in non-agricultural employment, 2006—2016 (%)
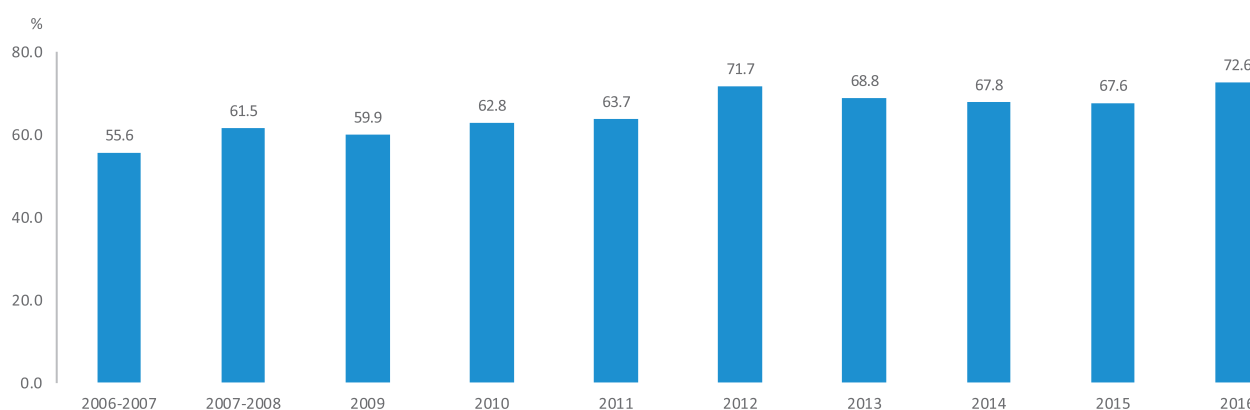
Source: NSO, Labour Force Survey reports.

Average earnings, gender wage gap and low pay

The principle of equal pay for work of equal value is well established and recognized in Mongolia. Progress on Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value is measured with Indicator 8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities. Figure 21 highlights the difference between female and male hourly wages in selected occupations.

Figure 21. Female and male hourly wages, selected occupations, 2006–16
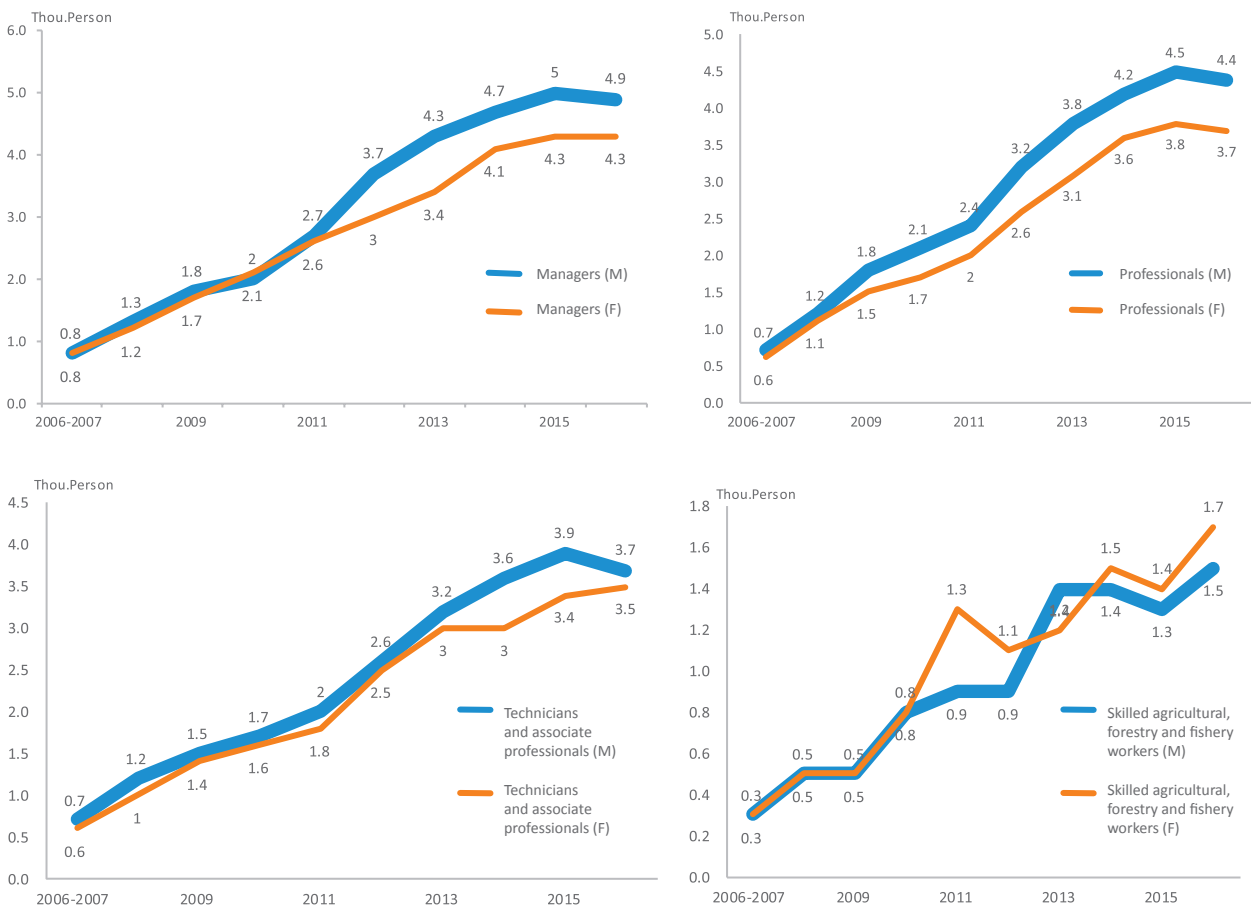
Source: NSO, Labour Force Survey reports.

The gender wage gap, calculated as male wages minus female wages divided by male wages, was 8.8 in 2016 in all occupations. Strangely, the wage gap began widening recently for managerial and professional occupations, while it was slightly negative for skilled agriculture occupations.

The average real wages indicator captures the general evolution of real monthly earnings over time. "Real wages" are defined in the Resolution concerning the international comparison of real wages, adopted by the eighth International Conference of Labour Statisticians (1954), as the goods and services that can be purchased with wages or are provided as wages. It is calculated by dividing nominal monthly wages by the consumer price index to control for changes in consumer prices over time. In Mongolia, the average real wage has demonstrated steady growth, from MNT100,000 in 2001 to nearly MNT861,900 in 2016 (figure 22).

Figure 22. Average real wages, 2001–16 (MNT thousant)
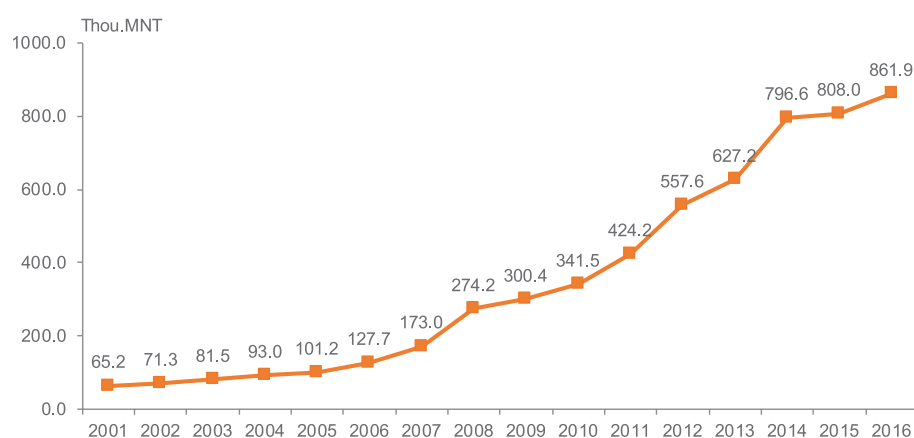
Source: NSO and General Authority for Health and Social Insurance administrative data.

The share of employees receiving low pay is used as an indication of the extent that employment-related income is sufficient to ensure decent living conditions. This is the ILO decent work indicator EARN-2, with calculation based on median hourly wages. In general terms, the median hourly wage is the boundary between the highest-paid 50 per cent of jobs and the lowest-paid 50 per cent of jobs. Figures 22 and 23 reflect that the median wage is substantially less than the average real wage. The reason for the difference is that the distribution of workers by wage level is highly skewed.

Figure 23. Median wages, 2014–17 (MNT thousand)
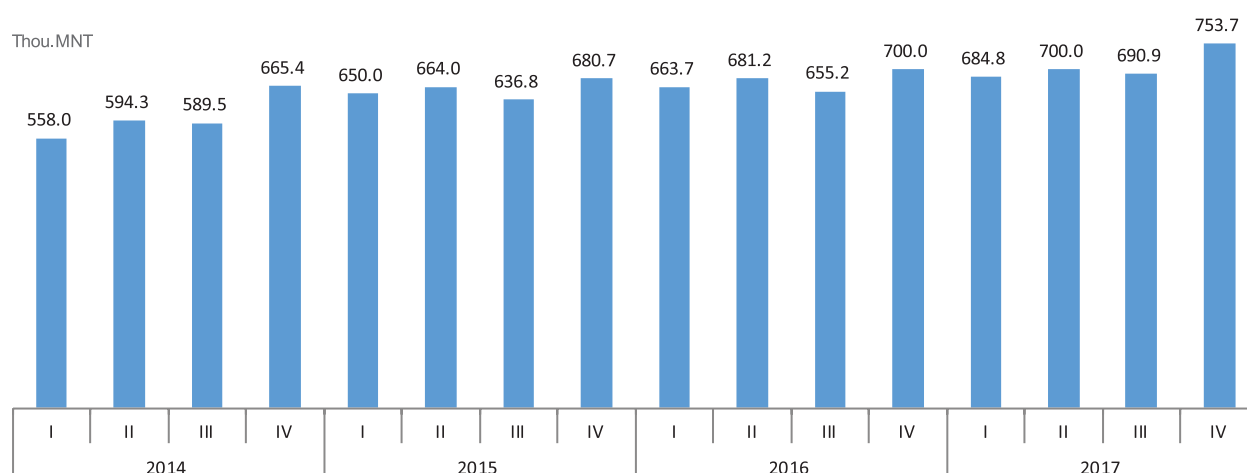
Source: General Authority for Health and Social Insurance, administrative files.

Hourly earnings below two-thirds of the median value are considered as low pay.[25] The low-pay rate captures how many paid employees are working for low wages. Formulating the indicator in terms of a specific percentage of the median earnings makes it independent of national currencies and thus facilitates international comparison.

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[25] The low-pay rate is defined as the proportion of paid employees whose hourly wages at all jobs is equivalent to less than two-thirds of the median hourly wage of all employees (ILO, 2013a, p.76).

Although the low-pay rate has been slowly decreasing in Mongolia, it continues to be high (figure 24). At present, virtually every fourth person in paid employment works for low pay.

Figure 24. Proportion of employees with low pay, 2006−16 (%)

	2006-2007	2007-2008	2009	2010	2011	2012	2013	2014	2015	2016
Male	25.1	29.5	25.0	27.0	26.6	28.8	25.6	23.8	22.8	24.0
Female	28.0	29.2	22.6	26.6	28.3	29.6	27.1	25.2	25.2	24.4
Total	26.6	29.3	23.7	26.8	27.5	29.2	26.3	24.5	24.0	24.2
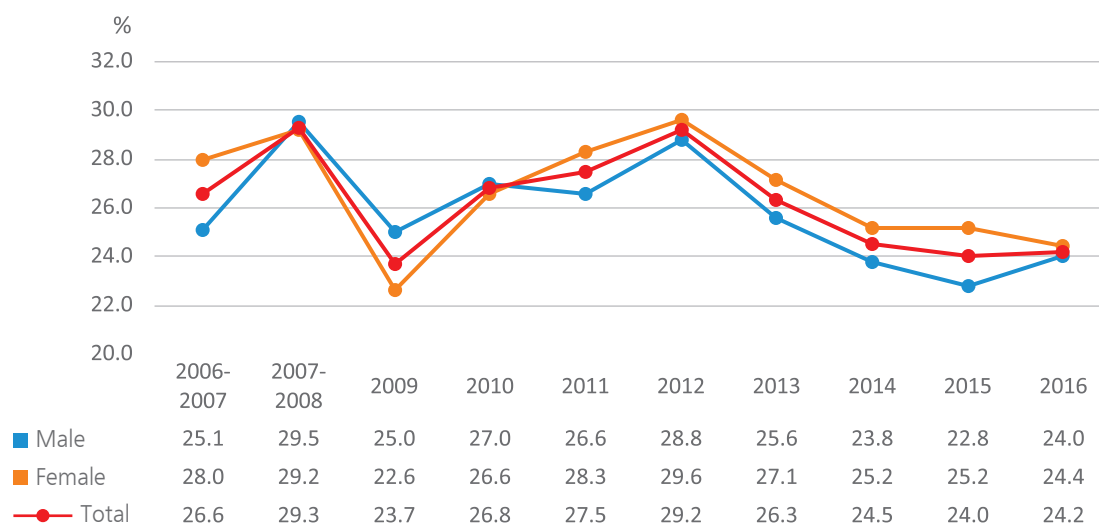
Source: NSO, Labour Force Survey reports.

Working time

Concern with hours of work has a long history at the ILO − the issue is raised in the preamble to the ILO Constitution and was referenced by the first ILO Convention (in 1919 and on hours of work in industry). Excessive hours and atypical hours can be detrimental to workers' physical and mental health, and they impede the balance between work and family life. Excessive hours are frequently a signal of inadequate hourly pay. Short hours can indicate inadequate employment opportunities.

In many cases, excessive hours of work occur for economic reasons. Most people who combine two jobs or more are doing so because the pay in any one job is not sufficient to maintain their family's well-being. In addition, many workers who work overtime and at odd hours do so to earn extra income.

The Labour Force Survey findings indicate that more than 40 per cent of persons employed in Mongolia worked excessive hours in 2016. This represents 49.1 percent of men and 32.6 percent of women employment in excessive working time (figure 25).

Figure 25. Employment in excessive working time, by %, 2006—15 (more than 48 hours per week)
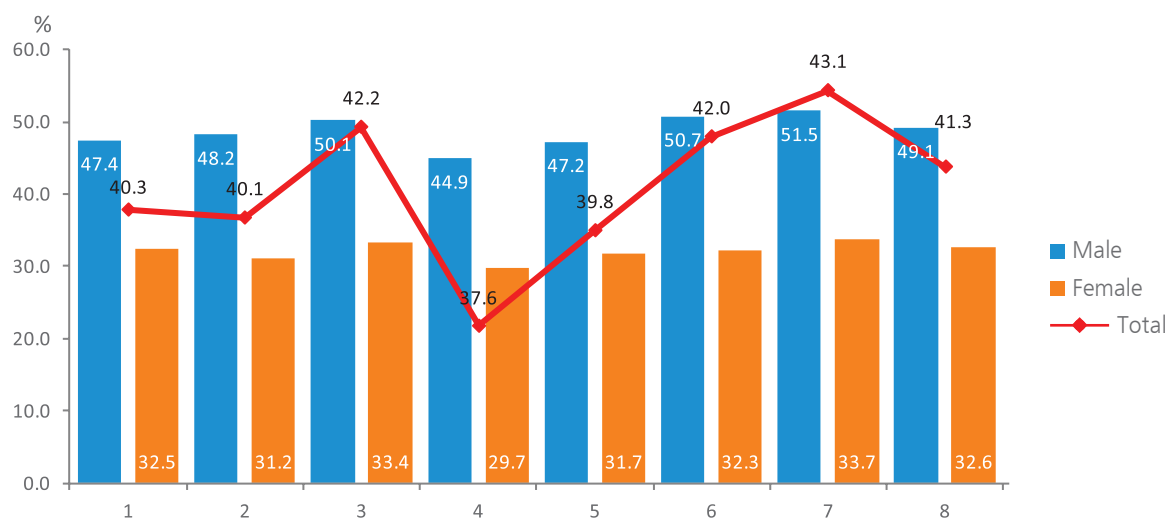
Source: NSO, Labour Force Survey.

Occupational safety and health and vulnerability

Data on occupational injuries are not readily available. Thus, the number of labour inspectors is used as a good proxy of the State's capacity to enforce safe work laws and regulations and hence a good proxy for prevention efforts.

Proper application of labour legislation depends on an effective labour inspectorate. In May 2017, the labour inspection rate in Mongolia was 0.8,[26] which translates as eight labour inspectors per 100,000 employed persons. This indicates considerable staff shortage and an elevated probability that working conditions of employed persons are rarely inspected, preventive measures are hardly taken and complaints may remain unattended by the public administration. As a reference, the labour inspection rate of Moldova (a middle-income country with a small population similar to Mongolia) is 1.34.[27]

Job security and vulnerability is another equally important dimension of the Decent Work Agenda. Own-account workers and contributing family workers (including Mongolian own classification of persons employed in animal husbandry) constitute the group of workers considered as vulnerable employment due to their often-unfavourable working conditions, such as lack of job security and social protection. Their share in total employment (which corresponds to the vulnerable employment rate) provides an indication of the proportion of persons employed whose status in employment may place them at a higher degree of economic risk than other employed persons.

In Mongolia, the share of these workers in total employment declined by 10.9 percentage point during the seven years from 2009 to 2016, and was at 46.8 per cent in 2016 (figure 26). While the share remains rather elevated, with almost one in every two employed persons holding a vulnerable job, the overall consistent decrease of persons in this group is considered a positive development and an important achievement in reducing this decent work deficit.

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[26]   This indicator is calculated as inspectors per 10,000 employed persons.
[27]   ILO, 2013b.

Figure 26. Proportion of own-account and contributing family workers in total employment (also known as the vulnerable employment rate), 2009—16 (%)
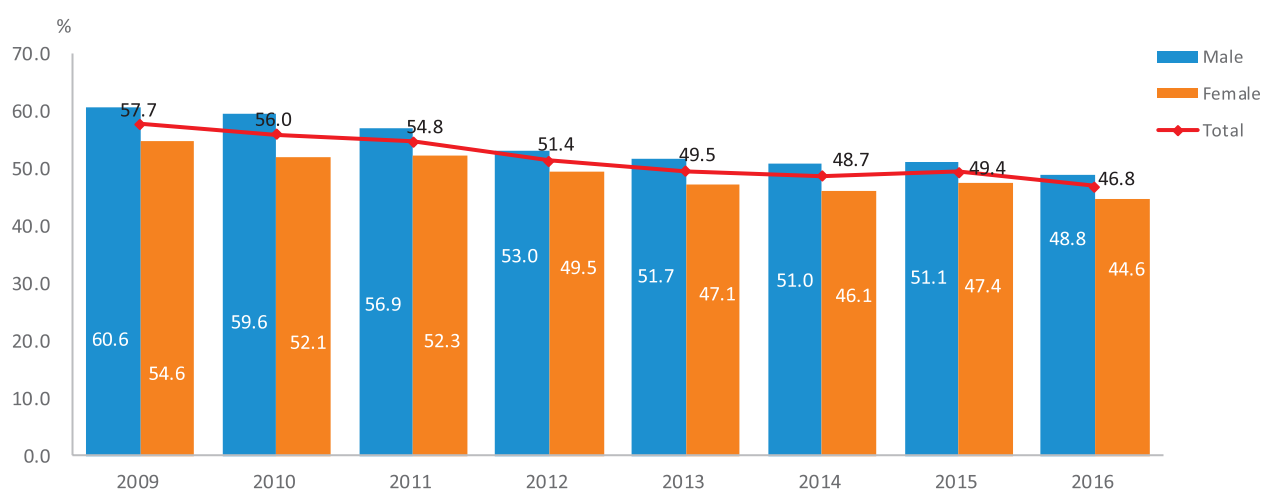
Source: NSO, Labour Force Survey reports.

5.3   LEGAL AND INSTITUTIONAL CONTEXT: TERMINATION OF EMPLOYMENT, STATUTORY MINIMUM WAGE, MAXIMUM HOURS OF WORK, EMPLOYMENT INJURY BENEFITS AND LABOUR INSPECTION

There are various institutions and legislative provisions ensuring that workers have secure and gainful employment, safe working conditions and financial assistance in the event of a workplace injury.

The national laws cover the minimum wage, set by the National Tripartite Committee on Labour and Social Consensus and reconsidered every two years, and employment injury benefits, provided through the contributory social insurance scheme. In 2017, the minimum wage was MNT240,000[28] ($98) per month. Employment injury benefits entail a disability pension, dependants' pension, temporary disability benefits and rehabilitation payments.

Maximum hours of work are stipulated for children but not for adults. Various limitations apply, such as in relation to rest periods, overtime work and night work. Employees are entitled to at least 15 working days of annual leave for adults and 20 working days for anyone younger than 18 (but older than 16 years). g also covers permitted and prohibited grounds for dismissal, notice of termination, individual and collective dismissals and severance pay. Prohibited grounds for dismissal include taking permitted leave, pregnancy, maternity or childcare leave and participating in collective bargaining or a lawfully organized strike.

Provisions on occupational safety and health cover a range of issues, including the rights and duties of workers and employers; the use of machinery, equipment and hazardous substances; fire safety; protective equipment; and workers with disabilities. Labour inspections are either planned according to an annual schedule or unplanned due to a complaint. In both cases, inspectors must notify enterprises before carrying out an inspection. Unplanned visits resulting from a complaint can only

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[28]   National Tripartite Committee on Social and Labour Consensus has ordered, on August 19, 2018, to increase the national minimum wage to MNT320,000 from January 1, 2019, and MNT420,000 from January 1, 2020 respectively.

focus on the issue raised in the complaint. If inspectors discover other violations during an unplanned visit, they are not permitted to address them.

The General Agency for Specialized Inspection (GASI) is the government agency in charge of labour inspection. It has specialized inspection departments in all 21 provinces and a metropolitan specialized inspection department. In 2016, GASI employed 63 inspectors specializing in labour safety and labour relations issues and 32 inspectors dedicated to hygiene issues.

5.4 UTILIZING THE LABOUR FORCE BETTER, PARTICULARLY YOUNG MEN AND WOMEN

Unemployment rates, adults and youth

The unemployment rate is a useful measure of the underutilization of the labour supply. SDG Indicator 8.5.2 reflects the inability of an economy to generate employment for those persons who want to work in employment but are not doing so, even though they are available for employment and actively seeking it. It is thus an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the labour market performance.

In most developed economies, the unemployment rate is regarded as an important indicator of labour market performance. In lower-middle-income countries, like Mongolia, the significance and meaning of the unemployment rate is much more limited. With unemployment benefits typically low and public relief schemes still rudimentary, relatively few people can survive lengthy unemployment without family support. The majority of workers must engage in some form of economic activity, however insignificant or inadequate, which in most cases will be informal employment. In this context, it is thus recommended to use supplementary measures to comprehensively assess labour underutilization (see more discussion further on).

Between 2006 and 2016, the total unemployment rate dropped, although only marginally, from 11.3 per cent to 10 per cent. Its decrease was significant among women, however, from 11.4 per cent to 8.2 per cent (figure 27). In aimags, with the exception of the central region and Ulaanbaatar, unemployment rates were above the national level.

Figure 27. Unemployment rate, by sex, 2006−15 (%)
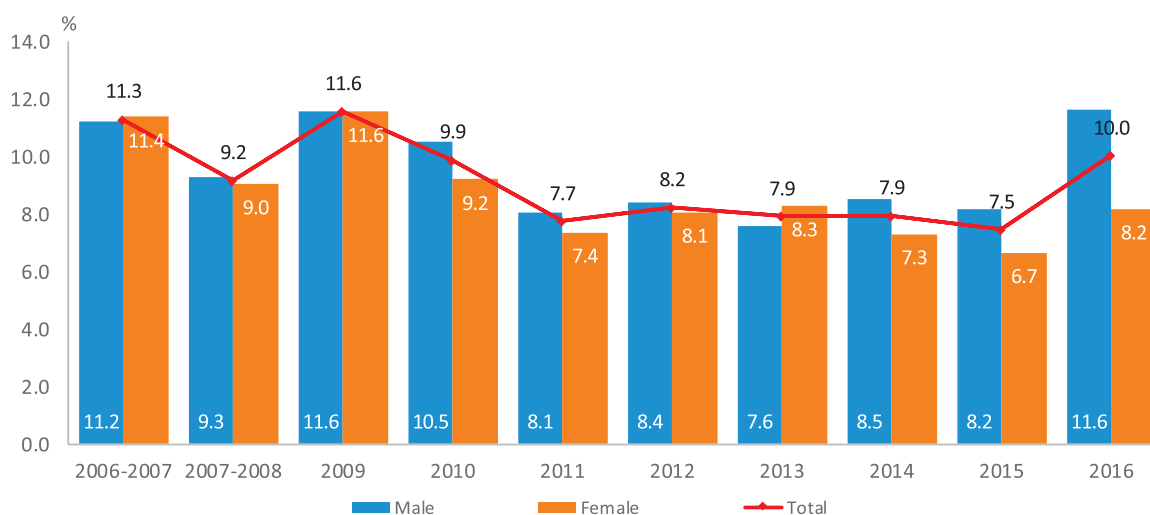
Source: NSO, Labour Force Survey reports.

Although the recent economic growth coincided with several positive labour market trends, it has not translated into sufficient gains in decent and productive employment for the young population. In 2016, the total unemployment rate among persons aged 15–24 years was 24.9 per cent, which was two and a half times higher than the national average rate (figure 28). And it was highest among persons aged 20–24 years (at 25.2 per cent).

Figure 28. Youth unemployment rate (persons aged 15–24 years), 2009–16 (%)
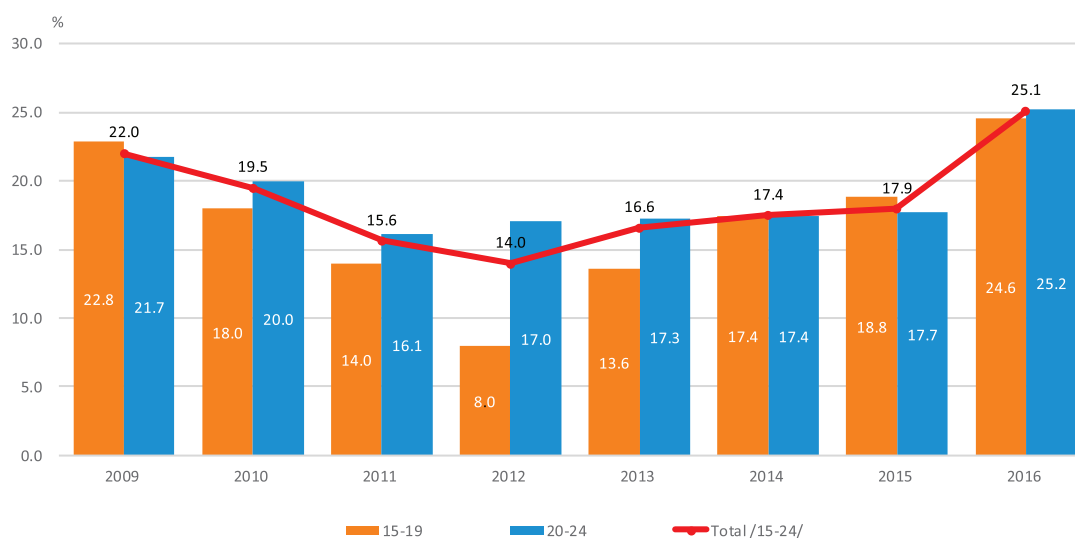
Source: NSO, Labour Force Survey reports.

This means there are fewer opportunities for employment for youth in Mongolia than for adults, who had unemployment rates lower than the national average. And according to the Mongolia Human Development Report 2016, young women experience more difficulties to enter or re-enter the labour market. Indeed, the unemployment rate is higher among young women than among young men, and it has been rising for young women.[29]

Youth not in education, employment or training

The youth unemployment rate provides only partial information on the labour market situation for young people. These statistics neither reveal many of the problems young people experience nor inform policy-makers on the situation, which requires tailor-made interventions to resolve. Progress on Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training is gauged using SDG Indicator 8.6.1: Proportion of youth (aged 15–24 years) not in education, employment or training).

This indicator, also known as the youth NEET[30] rate, provides a measure of youth who are outside the education system, not in training and not in employment and thus serves as a broader measure of potential youth labour market entrants than youth unemployment. It includes discouraged job-seeking youth as well as those who are outside the labour force due to disability or engagement in household chores, among other reasons.

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[29] UNDP, 2016b, p. 20.
[30] NEET: not in education, employment or training.

The statistics indicate that the country is not doing well in terms of utilizing its youth population, with one in five young people counted as NEET (figure 29). The indicator increased from 17.7 per cent in 2009 to 22.5 per cent in 2016. The gender analysis reveals that the proportion of female youth who are NEET was persistently larger than the share of male youth for the same time period.

Figure 29. Proportion of youth (aged 15–24 years) not in education, employment or training, 2006–16 (%)
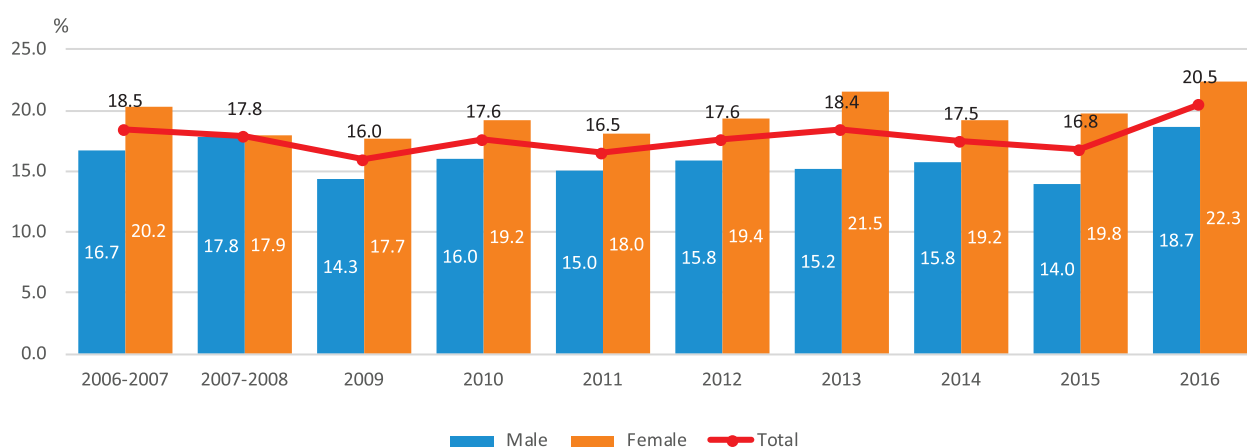
Source: NSO, Labour Force Survey reports.

Time-related underemployment

Another useful measure of labour underutilization is the time-related underemployment rate, which provides information on the share of employed persons who are willing and available to increase their working time for productive work but worked fewer hours than a specified time threshold during a reference period.[31]

Over the past ten years, Mongolia experienced a decrease in the already-low figures of time-related underemployment (figure 30). That rate began moving upwards recently, however, which reflects the general slowdown of the economy. Historically, the rate has been lower among men.

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[31] The standard definition of time-related underemployment specifies that hours of work of an employed person are insufficient in relation to an alternative employment situation in which the person is willing and available to engage.

Figure 30. Time-related underemployment, 2006–16 (%)
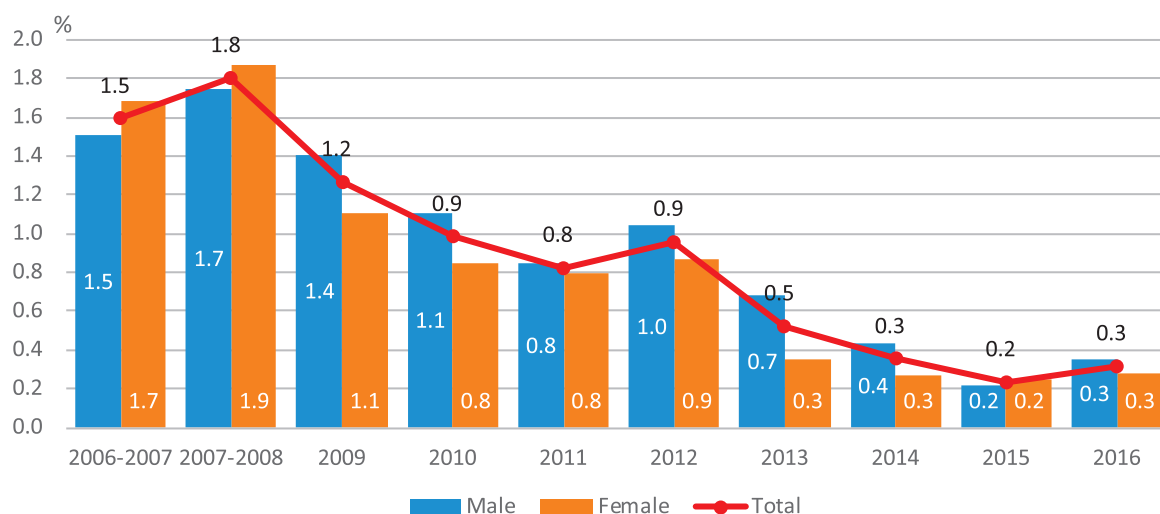
Source: NSO, Labour Force Survey reports.

5.5   LEGAL AND INSTITUTIONAL CONTEXT: GOVERNMENT COMMITMENT TO FULL EMPLOYMENT, UNEMPLOYMENT INSURANCE AND YOUTH EMPLOYMENT STRATEGY

The Ministry of Labour and Social Protection is the main executive authority implementing state policy on labour and employment. Its remit includes increasing employment, managing technical and vocational education and training and, through the Authority for Family, Child and Youth Development, overseeing the development of children and youth.

In 2017, the Parliament of Mongolia adopted the law on Promotion of Youth Development which has specific provisions for youth employment. The Ministry of Labour and Social Protection implements a Programme on the Promotion of Youth Employment and Start-ups.

The Ministry oversees vocational training centres and labour and social welfare divisions, which are responsible for implementing employment promotion programmes.

Various policy statements and agreements propose to better utilize young men and women as part of the labour force. The Mongolia Sustainable Development Vision 2030 emphasizes the need to support employment, provide skills training to young people and reduce unemployment to 3 per cent by 2030. The Government Action Plan 2016–2020 outlines proposals to match professional skills training to demand through labour market research and provide skills training to young people. The National Tripartite Agreement for Labour and Social Consensus for 2017–18 highlights the need to develop the Herders' Employment Promotion Programme to improve the livelihoods of young herders who own few livestock. The Ministry of Labour and Social Protection is now implementing a special Programme on the Promotion of Youth Employment and Start-up Businesses and the Herders' Employment Promotion Programme.

5.6   PROGRESS IN ERADICATING PROHIBITED FORMS OF WORK AND PROTECTING LABOUR RIGHTS

Child labour indicators

ILO Conventions and the ILO Declaration on Fundamental Principles and Rights at Work require the abolishment of certain types of work, such as child labour and forced labour. Hence, the measurement of work that should be abolished is essential to gauge its incidence, distribution and characteristics and thus ultimately inform action and monitor progress towards its elimination.

The term "child labour" refers to engagement in prohibited work and, more generally, in types of work to be eliminated because they are socially and morally undesirable, as guided by national and international standards.[32] SDG Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms is underpinned by Indicator 8.7.1: Proportion and number of children aged 5–17 years engaged in child labour, by sex and age.
The international standards define the targeted population for measuring child labour as "all persons in the age group from 5 to 17 years" (paragraph 9 of the Resolution concerning statistics of child labour).[33]

The number of Mongolian children engaged in child labour increased during the period between the first (2002–03) and the most recent (2011–12 Child Labour Surveys (figure 31). The largest increase occurred among children aged 10–14 years, followed by children aged 15–17 years.

Figure 31. Number of children aged 5–17 years engaged in child labour, by sex and age group, 2002–03, 2006–07 and 2011–12
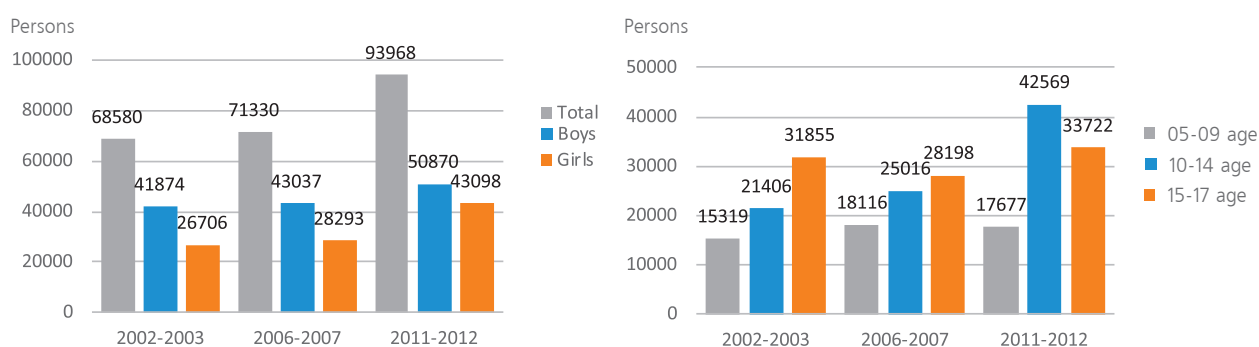
Source: NSO; ILO, reports of various national Child Labour Surveys.

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[32] ILO, 2008.
[33] Ibid.

The child labour rate of girls increased by one and a half times between 2002 and 2012 (more than the increase of the boys' rate), although the rate of boys remained higher than the rate for girls in that period. By age, the highest rate represented children aged 15−17 and translated to one in every five children (22.3 per cent) engaged in child labour (figure 32). The fact that child labour has been increasing is an issue of policy concern, and the country may need to undertake another survey to assess the current level.

Figure 32. Proportion of children aged 5−17 years engaged in child labour, by sex and age, 2002−2003, 2006−2007 and 2011−2012
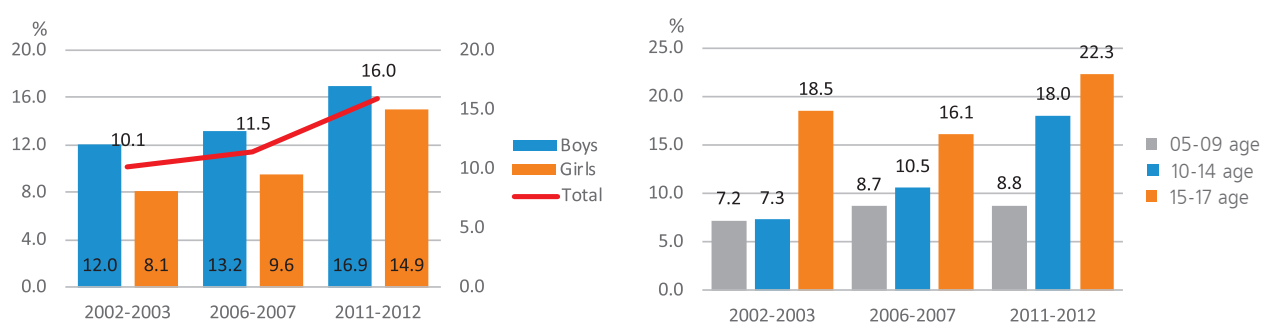
Source: NSO and ILO, reports of various national Child Labour Surveys.

Another indicator recommended among the ILO measures of progress towards decent work is the hazardous child labour rate.[34] Between 2006 and 2012, the proportion of children in hazardous work spectacularly dropped, by more than four times (figure 33). The most striking decrease occurred among girls, whose hazardous child labour rate decreased by nine times.

Figure 33. Hazardous child labour rate, 2006−2007 and 2011−2012
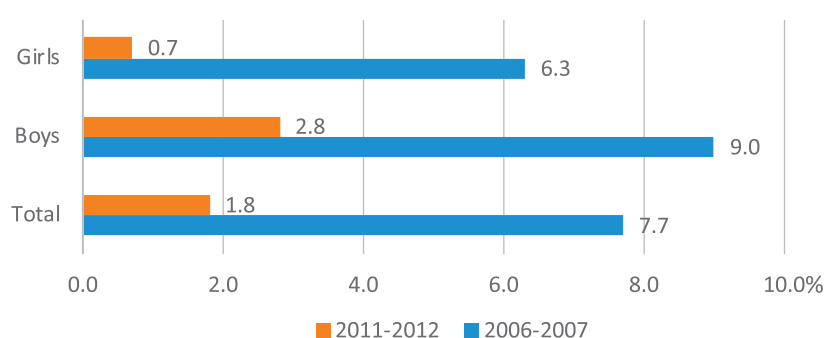
Source: NSO and ILO, reports of national Child Labour Surveys.

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[34] Children younger than 18 years are considered to be engaged in hazardous work if (i) they performed "tasks and duties of hazardous nature even for one hour during the reference period (designated hazardous occupations)" or (ii) "worked long hours (usually working more than 42 hours per week) or worked under hazardous conditions" regardless of the tasks and duties being of hazardous nature or not. The hazardous occupations are designated by national legislation [ILO, 2008].

Labour rights and social dialogue indicators

An essential element of protecting the fundamental labour rights is the extent to which workers can express themselves on work-related matters and participate in defining their working conditions. This can be channelled through collectively chosen representatives or it can involve direct interaction between workers and employers. The ability of workers to organize freely to defend their interests collectively in negotiations with their employer is essential for democracy in the workplace and for effective social dialogue. In a more general sense, social dialogue is any type of negotiation, consultation or exchange of information between or among representatives of the government, employers and workers on issues of common interest relating directly to work and to economic and social policies.

Several ILO Conventions address conditions for and exercise of social dialogue, in particular the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98). Convention No. 87 affirms the right of employers and workers and their respective organizations to "establish and join organizations of their own choosing without previous authorization".

Hence, social dialogue is key to achieving the ILO objective of promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity.

The Confederation of Mongolian Trade Unions (CMTU) was founded in 1927 as the Central Council of Mongolian Trade Unions. The CMTU today has 36 union members — 22 territorial unions in aimags (provinces) and Ulaanbaatar city and 14 professional unions — with approximately 230,000 members. The CMTU mission is to protect workers' rights and interests through its active participation in national tripartite dialogue and negotiation of tripartite agreements. In the past few years, the CMTU has taken a leading role in setting up the dispute settlement mechanism and public-sector wage fixing. It offers legal advisory services to its members and their citizens.[35]

The **trade union density rate** is a proxy measure of workers' representation and the influence of trade unions. It gives some indication of the extent of the exercise of freedom of association and can help to assess and monitor the development of industrial relations. In 2016, the Mongolian trade union density rate was 19.7 per cent.[36]

The Mongolian Employers' Federation (MONEF) is an independent, non-government and self-financing organization. It was established in 1990 with voluntarily affiliated 35 private company owners, with the objective to support employers' interests and promote private sector development.

Today, the MONEF is a nationwide organization comprising 21 regional employers' associations, 45 professional associations and 12 sector associations. It is present in 60 soums (district) and

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[35] ILO: "Constituents in Mongolia", http://www.ilo.org/beijing/countries-covered/WCMS_141869/lang--en/index.htm [accessed 4 Aug. 2018].

[36] Idem, op cit. This indicator represents the share of trade union members employed as a proportion of total employment for workers aged 15 years and older.

represents collectively some 8,500 businesses in the manufacturing, construction, transportation, banking, insurance and service sectors.

The MONEF provides its members and member-organizations with relevant information and consultancy services on a variety of business-related issues, such as training on entrepreneurship, occupational safety and health management systems and human resource development. MONEF has an important role in national tripartite dialogue.

The **employers' organization density rate** indicator gives the share of total employees in enterprises belonging to an employers' organization. The indicator thus provides information on the coverage and representativeness of employers' organizations, which are a key partner in social dialogue. In 2016, the employers' organization density rate was 30.5 per cent. [37]

5.7   LEGAL AND INSTITUTIONAL CONTEXT: CHILD LABOUR, FORCED LABOUR, FREEDOM OF ASSOCIATION AND THE RIGHT TO ORGANIZE, COLLECTIVE BARGAINING, TRIPARTITE CONSULTATIONS AND LABOUR ADMINISTRATION

The Constitution of Mongolia provides that the State shall protect the interests of children, guarantees citizens the right to freely choose employment and not to be forced to work and guarantees citizens the freedom of association and the right to organize. National laws prohibit child labour, forced labour, trafficking in persons and discrimination on the basis of trade union membership or non-membership. Legislation also covers relations to be regulated by collective agreements, who may participate in collective bargaining, how it should be conducted and strike action. The development and enforcement of state polices on labour matters, including those regarding prohibited forms of work and protection of labour rights, is guided by the National Tripartite Committee on Labour and Social Consensus, which comprises an equal number of representatives of the Government, workers and employers.

The minimum age for work is 16 years, and children in employment are subject to a specified limit on hours of work. There is no exception to the minimum age for light work. Compulsory schooling involves nine years of education, usually completed at the age of 15, although there is no provision requiring children to have completed compulsory schooling before being permitted to work. Children are not permitted to perform most types of hazardous work; the one exception is the use of child jockeys in horse racing. During some times of the year, children are allowed to compete in horse racing from the age of 7.

The Ministry of Justice and Home Affairs coordinates the anti-trafficking efforts with the Anti-Trafficking Sub-Council and the Crime Prevention Coordinating Council, while the National Police Agency investigates cases of suspected trafficking in persons. The Gender Equality Centre conducts anti-trafficking courses for law enforcement officers and runs government-funded shelters for victims of trafficking. Despite significant efforts, problems persist in relation to the enforcement of forced labour and anti-trafficking laws.

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[37] ILO: "Constituents in Mongolia", http://www.ilo.org/beijing/countries-covered/WCMS_141869/lang--en/index. htm (accessed 4 Aug. 2018).

Legislation protecting the freedom of association and collective bargaining is generally enforced. The Labour Dispute Settlement Committee resolves most disputes and the rest are referred to the courts. However, according to the CMTU, some workers have difficulty forming, joining or participating in the activities of trade unions. Representatives of the Government, workers and employers signed the National Tripartite Agreement for Labour and Social Consensus for 2017–18 (in 2017), in which they agreed to consult closely on the amendment of legislation, ratification of international conventions and various issues related to labour and employment relations.

6 TACKLING INEQUALITIES IN THE LABOUR MARKET

6.1 ACHIEVING GREATER EQUALITY THROUGH WAGES AND TRANSFERS

There is a common consensus that economic growth is not sufficient to reduce poverty if it is not inclusive and if it does not involve the economic, social and environmental dimensions of sustainable development.

In Mongolia, inequalities based on income from employment have decreased in the past decade, as evidenced by the drop in the decile ratio D9/D1 (ratio of the employment-related income of the 10 per cent with the highest income to that of the 10 per cent with the lowest income),[38] from 9.2 in 2008 to 7.7 in 2016. As apparent in figure 34, the decrease was unsteady and inconsistent, but the general situation has improved.

Figure 34. Earnings inequality (D9/D1 ratio), 2008–2016
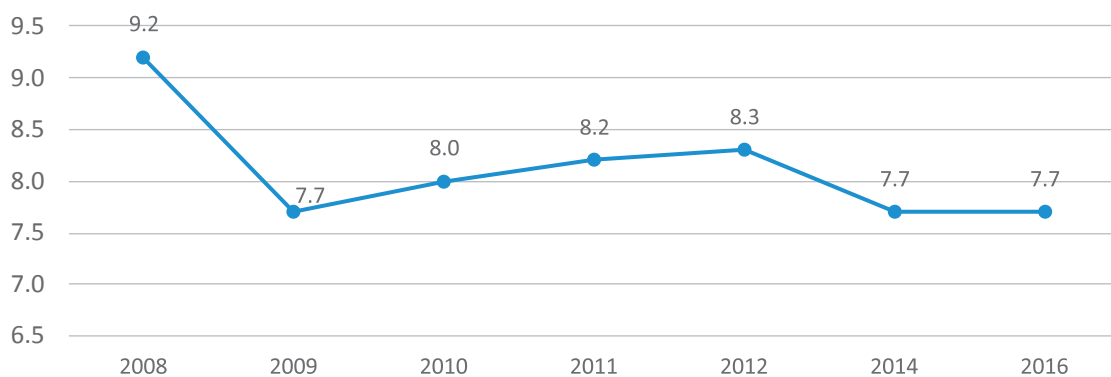
Source: NSO, Household Socio-Economic Survey reports.

The primary decent work-related target among the SDGs that covers equality of income is Target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality, to be monitored with Indicator 10.4.1: Labour share of GDP, comprising wages and social protection transfers. In 2010, the share of wages and social protection transfes to GDP Mongolia was 22.6 percent which gradually increased to 27.6 percent in 2016. This indicator shows percentage share of labour contribution to GDP and employment income at current prices. Number of employment and average wage growth as well as change in tax policy cause upward or downward

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[38] The purpose of this indicator is to give a measure of inequality solely based on income from employment. The indicator is measured at the individual level and hence is more easily analysed in conjunction with other labour force indicators. Average earnings is the preferred concept for this indicator because it covers supplementary remuneration, such as overtime pay, and is more directly related to the hours actually worked than the average real wage rates.

movement in this indicator. Therefore, further analysis of change is needed. (see table B1 in Annex B and see Annex D).

6.2 LEGAL AND INSTITUTIONAL CONTEXT: EQUAL OPPORTUNITY, TREATMENT AND REMUNERATION FOR MEN AND WOMEN FOR WORK OF EQUAL VALUE

The Constitution of Mongolia guarantees female and male citizens the enjoyment of equal rights in the political, economic, social and cultural spheres and in marriage. Employers are required to pay all women and men employees performing the same work the same salary as well as determine and eliminate breaches of the relevant legal provisions. The concepts of remuneration and work of equal value, however, are not included in legislation.

7 PUTTING IT ALL TOGETHER: PROGRESS AND SETBACKS IN THE DECENT WORK-RELATED SUSTAINABLE DEVELOPMENT GOALS

With the adoption in 2016 of the Sustainable Development Vision 2030, Mongolia signalled its intention to focus its development efforts on achieving the SDGs, making the country one of the early adopters of the global goals. In line with achieving the SDGs, Mongolia is working towards developing a more resilient and diversified economy that can deliver inclusive, sustainable and, hopefully, rapid growth over the long term.

The following reflects the positive situation in Mongolia regarding decent work-related SDGs, followed by discussion on specific setbacks and remaining gaps in relation to those goals.

7.1 OVERALL PROGRESS IN ACHIEVING THE DECENT WORK-RELATED SDGS

SDG 1. End poverty in all its forms everywhere

Mongolia has made steady progress in terms of human development, as evident (until the recent slowdown of the economy) in the significant decline in measured poverty and inequality. The Human Development Report 2016 puts the country's Human Development Index value for 2016 at 0.735. This ranks Mongolia in the "high" human development category and places it at 92 of 188 countries and territories.[39]

Working poverty has reduced since 2007 by almost 10 percentage points. It reached its lowest level at 16.3 per cent in 2014, then increased by 6.4 percentage point to 22.7 per cent in 2016.

The country's social security system covers the nine main branches of social security listed in the ILO Social Security (Minimum Standards) Convention, 1952 (No. 102), even though the country has not ratified the Convention.

The coverage of women by the social security system is somewhat better than for men, at 61.2 per cent and 50.4 per cent in 2016, respectively.

There is a remarkably high social protection system coverage rate of children, both in poor and non-poor households, at 96.5 per cent and 96.4 per cent in 2016, respectively.

SDG 4. Ensure inclusive and quality education for all and promote lifelong learning

Obtaining a quality education is fundamental to improving people's lives and for sustainable development. Major progress has been made towards increasing access to education at all levels and increasing enrolment rates in schools, particularly for women and girls. With the adult literacy rate

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[39] UNDP, 2016.

of 98.3 per cent in 2010 Mongolia ranks higher than the average adult literacy rate in other lower-middle-income countries. Adult women and men have relatively similar higher education rates (at 98.2 per cent and 98.3 per cent in 2010, respectively for men and women).

The nine years of compulsory education is now almost universally attained. Nearly 80 per cent of 15- to 19-year-olds are attending school, and the urban-rural difference in access has narrowed, although rural areas still lag.

SDG 5. Achieve gender equality and empower all women and girls

Mongolia has made strong progress on key gender-related dimensions in recent years. Gender indicators in education and health are performing better in many respects than in other countries in Asia and the Pacific region.

While the participation of women in employment has slightly reduced, from 50.8 per cent in 2006 to 47.4 per cent in 2016, the share of women in managerial positions has remained constant, at about 36.7 per cent. And the gender wage gap in hourly earnings has decreased, from 11.4 per cent in 2006–07 to 8.8 per cent in 2016.

SDG 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

The annual growth rate of real GDP per employed person was hit by the 2016 economic crisis, plummeting from 11.2 per cent in 2012 to 1.2 per cent in 2016. Employment growth was also affected, and slightly negative in 2016 (at -0.3 per cent). However, the share of wage employment in non-agriculture employment remained high, at 72.6 per cent in 2016. And average real wages continued to increase, from MNT127,700 in 2006 to MNT861,900 in 2016. The average hourly earnings of both males and females also increased, from MNT600 and MNT500 in 2006 to MNT3,300 and MNT3,100 in 2016, respectively).[40]

Between 2006 and 2016, the total unemployment rate only marginally dropped, from 11.3 per cent to 10 per cent. But its decrease was significant among women, from 11.4 per cent in 2006 to 8.2 per cent in 2016. Recent data, however, indicate that both rates slightly increased in 2016 from what they were in 2015, most likely due to the 2016 economic downturn.

Hazardous child labour is the largest category of the worst forms of child labour in the world. In Mongolia, it pulls children aged 5–17 years into dangerous conditions in sectors as diverse as agriculture, mining, construction, manufacturing, service industries, hotels, bars, restaurants, fast-food establishments and domestic service. Girls and boys often start in hazardous work at an early age. Between 2006 and 2012, spectacular progress was made in reducing the proportion of children in hazardous work, which dropped by more than fourfold. The most striking decrease occurred among girls, whose hazardous child labour rate decreased nine fold.

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[40] However, the average real wages statistics are from administrative statistics while the average hourly earnings are from either the Labour Force Survey or a sample survey. The two statistics may therefore not add up, giving the impression that people in Mongolia work excessive hours per week.

7.2 MAJOR SETBACKS AND THE REMAINING GAPS

The country's economy continues to wrestle with persistent economic imbalances. Economic growth slowed to 1.2 per cent in 2016 amid declining exports from a continued weakening of the commodities market. The current economic downturn in Mongolia underscores the need to strengthen social protection. Rapid urbanization, poorly regulated development of the mining sector and the impacts of climate change, among other factors, are causing significant environmental degradation.

SDG 1. End poverty in all its forms everywhere

After significant achievements, progress slowed then stalled.

Until recently, one of the major achievements of the Government of Mongolia in this dimension of SDGs was the overall reduction of poverty among the population (SDG Indicator 1.2.1). Beginning in 2010 and up to 2014, the proportion of the population living on income below the national poverty line impressively reduced, from 38.8 per cent to 21.6 per cent, respectively. Despite the overall achievement, however, poverty in rural areas continued to be high in comparison with urban areas, at 26.4 per cent and 18.8 per cent, respectively.

Beginning in 2016 with the country's economic downturn, poverty rates started to grow again. The results of the latest Household Socio-Economic Survey revealed that the poverty rate reached 29.6 per cent in 2016 — an increase by 8 percentage points from 21.6 per cent in 2014. In rural areas, the poverty level increased up to 34.9 per cent.

Working poverty has jumped up, from 16.3 per cent in 2014 to 22.7 per cent in 2016. Men were harder hit than women by the downturn (at 23.7 per cent and 21.6 per cent in working poverty, respectively, in 2016, up from 16.8 per cent and 15.7 per cent in 2014, respectively). In 2016, a quarter of all employed persons were living in poverty, and one third of all young persons employed (aged 15—24) were considered as working poor.

Although the gap between the welfare of the rich and the poor has decreased gradually over the past few years, the inequality continues to persist, with the ratio of the top to the bottom decile (D9/D1) at 7.7 in 2016. It was 9.2 in 2008.

Vulnerable population groups need to be provided with better coverage of social protection and social security.

The total public social protection expenditure in Mongolia (including health expenditure), after a dramatic collapse between 1990 and 1995, has not shown a stable upward trend since. It was 8.9 per cent of GDP in 2012.

A spectacular increase of the population coverage by the social protection system in 2011 was followed by a sudden decline in 2014. Currently, only 56 per cent of the population is covered by the social protection system. Unemployed persons remain the least protected population group, with only 26.6 per cent of them covered by a social protection scheme in 2016.

SDG 4: Ensure inclusive and quality education for all and promote lifelong learning

Appreciable advances are being made, but much more should be accomplished to foster the development of youth capabilities.

Although the coverage of the population by basic education remains high (at 96.4 per cent in 2010), the high unemployment rates among youth suggest that tertiary education may not equip them with the skills required by the labour market. Consequently, a smooth school-to-work transition is a major challenge for students in senior secondary education, technical and vocational education and training and tertiary education.

SDG 5. Achieve gender equality and empower all women and girls

Significant gender gaps continue, with females fairing worse than males.

Even though the country has comparatively good legislation on gender equality, implementation is inadequate. The reasons include limited accountability for gender mainstreaming, weak capacity of governance institutions resulting in gender-blind policy-making and a lack of sex-disaggregated data and/or use of sex-disaggregated data that does exist for gender-specific analysis, policy planning and budgeting.

The labour force participation rates are much lower among women than among men and demonstrate that women have less employment opportunities than men to be engaged in productive employment in the Mongolian labour market.

The distribution of women and men across levels of management responsibility is an important measure of equal treatment in employment (SDG Indicator 5.5.2). There is persistent inequality over time in this dimension. Between 2006 and 2016, the proportion of women in managerial positions among persons employed moved timidly up and down but basically remained constant at 36.7 per cent.

SDG 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Despite certain achievements, decent work deficits remain widespread, such as low labour productivity, high informality of employment...

Productive and well-remunerated employment is critical for promoting sustainable economic growth. Despite substantial employment growth and a rapid structural transformation out of agriculture into industry and services, the positive changes have not all translated into improved labour productivity. The period following 2012 is characterized by a dramatic fall in the annual growth rate of labour productivity, or real GDP per employed person (SDG Indicator 8.2.1), from 11.2 per cent in 2012 to 1.2 per cent in 2016.

Increasing productivity as part of the measures to achieve SDG 8 also requires addressing informality, which is typically more common among micro, small and medium-sized enterprises. The 2016 Labour

Force Survey findings indicate that over the past ten years, the proportion of persons engaged in informal employment more than doubled, from 12.7 per cent to 26.3 per cent. In other words, one in every four persons employed in non-agricultural activities was in informal employment (SDG Indicator 8.3.1).

… and high levels of low pay…

The low pay rate aims to capture to what extent employees are working for low wages (less than two-thirds of the hourly median wage). The proportion of employees with low pay is quite high − nearly every fourth salaried person (24.2 per cent in 2016) receives a wage that does not exceed two-thirds of the median wage.

Ensuring equal pay for work of equal value is also a target under SDG 8. While the ratio of female-male hourly wage earnings for all occupations (SDG Indicator 8.5.1) was 0.90 in 2016, it was lower for managerial occupations, where it started to widen as of 2011. Beginning in 2006, the ratio for professionals showed a continuously growing gap between male and female hourly wage earnings and reached 0.84 in 2016.

… as well as excessive working time.

The existence of gender-balanced working time arrangements is a factor of decent working conditions. In Mongolia, more than 40 per cent of persons employed work excessive hours. This represents 49.1 percent of men and 32.6 percent of women employment in excessive working time.

High rates remain for youth unemployment and for youth not in education, employment or training.

The recent economic growth has not translated into sufficient gains in decent and productive employment among the young population. In 2016, the total unemployment rate among persons aged 15−24 years was two and a half times higher than the national average rate (at 25.1 per cent in 2016). It was the highest among persons aged 20−24 years. Young women experience more difficulties to enter or re-enter the labour market. The unemployment rate is higher among young women than young men and has been rising among young women.

In general terms, youth unemployment in aimags and administrative centres is well above the national average. What this means is that there are fewer opportunities of employment for youth in Mongolia than for adults, who had unemployment rates lower than the national average.

The struggle of youth to access the labour market is also assessed using SDG Indicator 8.6.1 on the proportion of youth (aged 15−24 years) not in education, employment or training. The youth NEET rate has been increasing in recent years, reaching 20.5 per cent in 2016. It is notably higher among young women and in aimag centres and Ulaanbaatar. These youth are not contributing to the economy, not building skills and not helping at home. They represent lost future potential to themselves and the country.

Another measure of progress towards SDG 8 is Indicator 8.b.1: Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy. The country's policies and interventions in favour of youth have a long history, but youth issues are usually embedded in broader national and sector policies. Consequently, there is a disconnect between youth-centred policies and programmes and the larger development goals of the country, leading to a gap in the inclusion of youth in the political, economic and social life of the country. Youth programmes have also suffered from a lack of funding and poor coordination across ministries.

Child labour numbers are increasing.

Achieving SDG 8 also calls for ending child labour. The number of children engaged in child labour in Mongolia increased during the period between the first (2002—03) and most recent (2011—12) Child Labour Survey, from 10.1 per cent to 16 per cent, which represents an increase of 6 percentage points in ten years. The largest increase occurred among children aged 10—14 years. Among children aged 5—17 years, the share of girls engaged in child labour increased by one and a half times, while the share of boys remained higher during the entire period. Nearly every fifth child aged 15—17 years was engaged in child labour in 2011—12. Such continued increase calls for urgent policy action.

7.3   POLICY RECOMMENDATIONS TO TACKLE THE LINGERING GAPS

i. Better dissemination, analysis and use of the decent work-related SDGs indicators

This analysis of the decent work-related SDG indicators in the Mongolia situation revealed numerous deficits and obstacles to achieving the 2030 Agenda for Sustainable Development and the country's affiliated goals. It also revealed the importance of evidence-based policy-making. Data collection and dissemination are essential elements to both policy-making and the evaluation function. However, while collecting quality data is necessary, it is not sufficient. Data must also be disseminated in a user-friendly way to ensure that they are understood and used to inform policy decisions.

The SDG Monitoring Framework, prepared by the Inter-Agency and Expert Group on SDG Indicators and adopted by the United Nations General Assembly in July 2017, specifies that the indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location or other characteristics, in accordance with the Fundamental Principles of Official Statistics. As follows from the statistical tables included in Annex D, the NSO needs to enhance its data production capacity in order to meet the above requirements and provide policy-makers with up-to-date and comprehensive information on the decent work-related SDG indicators.

ii. Effective implementation of the decent work-related policies and legislation, particularly for gender equality and youth employment

Although the country has in place comparatively good legislation on different dimensions of the SDGs and decent work, such as gender equality and full employment, implementation of these policies is inadequate. The reasons are certainly related to political will or weak capacity of governance institutions as well as a lack of knowledge or experience on how to use sex-disaggregated data for gender-specific analysis, policy planning and budgeting.
Important gaps have been found in gender equality (especially employment opportunities and occupational segregation), youth unemployment, the situation with NEET youth, poverty among young people, eroding social security and low worker productivity.

iii. Improve the impact of youth policies and programmes by responding to the following needs: [41]

1.   More effective integration within the national planning framework.
2.   The coordination of youth policies across line ministries.
3.   The need for reliable, comparable data and research on youth issues.
4.   The promotion of the participation and voice of youth.

Summing up the way forward

The Government and social partners should join efforts to develop a feasible and workable approach or a road map to tackle the immense challenges faced particularly by young and older people, women, children and the rural population overall in their striving to live in a more just and equal society and participate in the country's labour market. The development and implementation of such a road map will ultimately help the country achieve the SDGs and reduce the decent work deficits among the Mongolian people.

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[41]   UNDP, 2016, pp. 133–141.

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ANNEX A. ADMINISTRATIVE MAP OF MONGOLIA
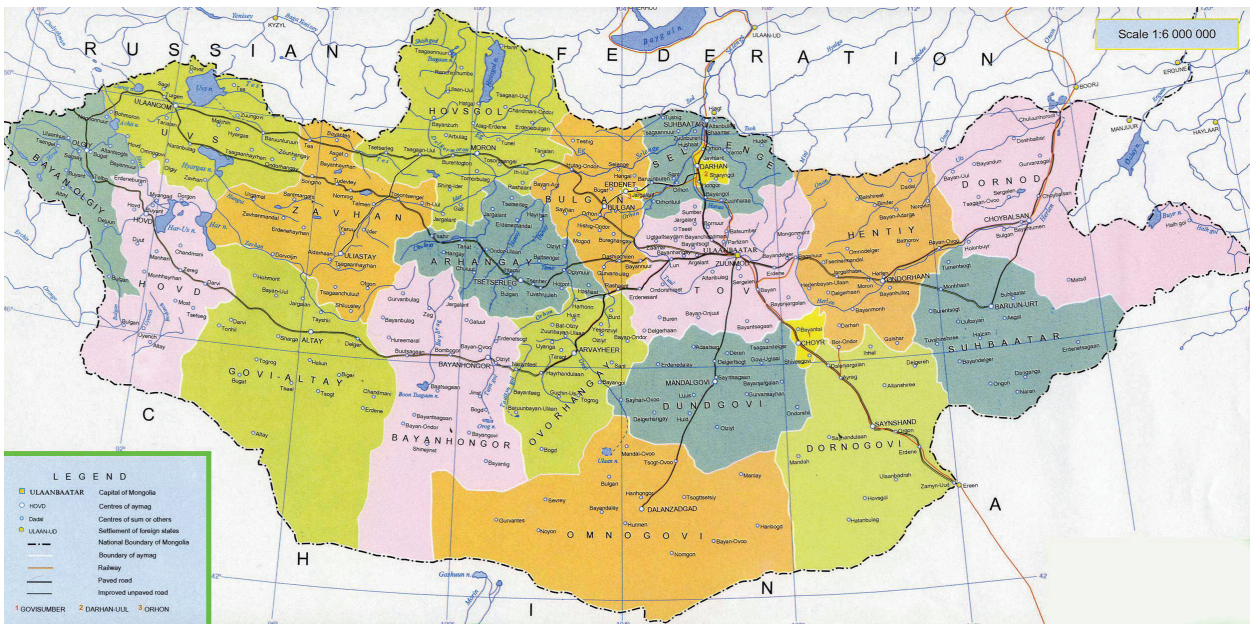
ANNEX B. LABOUR MARKET INDICATORS AVAILABLE IN MONGOLIA

Table B1. SDG decent work indicators available in Mongolia

No INDICATOR	AVAILABILITY	COMMENT
SDG indicators under ILO custodianship (14)		
1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable	Available	It is not clear whether all disaggregation is available.
5.5.2 Proportion of women in managerial positions	Available	
8.2.1 Annual growth rate of real GDP per employed person	Available	
8.3.1 Proportion of informal employment in non-agriculture employment, by sex	Available	Estimates can be produced from the Labour Force Survey (LFS) data.
8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	Available	
8.5.2 Unemployment rate, by sex, age and persons with disabilities	Available	
8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training	Available	
8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age	Available	
8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Available	Incidence rate, only. Data not available for estimating the frequency rate. But disaggregation by migration status could be a problem.
8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation, by sex and migrant status	Unavailable	No agreed methodology at the national level.
8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy	Available	
10.4.1 Labour share of GDP, comprising wages and social protection transfers	Available	
10.7.1 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination	Unavailable	No agreed methodology at the international level.

14.c.1 Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nations Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources	Unavailable	No agreed methodological at the international level.
SDGs indicators for which ILO is involved agency (4)		
1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	Unavailable	
1.a.2 Proportion of total government spending on essential services (education, health and social protection)	Available	No agreed methodology at international level.
4.3.1: Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	Unavailable	
16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months	Available	

Note: See Annex D for more information on the sources and available years for indicators.

Table B2. Other main decent work indicators and additional indicators beyond the SDG global indicator framework

	OTHER MAIN DECENT WORK INDICATORS (15)	
	Element 1. Employment opportunities	
1	Target 8.5	EMP-1. Employment-to-population ratio (M)
	Element 2. Adequate earnings and productive work	
2	Target 8.5	EARN-1. Working poverty rate of the labour force (WPR-LF)⁻(M)
3	Target 8.5	EARN-2. Low Pay Rate of Employees with Low Pay Rate (ELPRE) − (M)
	Element 3. Decent working time	
4	Target 8.5	TIME-1. Employment in excessive working time (more than 48 hours per week) - (M)
	Element 6. Stability and security of work	
5	Target 8.3	STAB-1. Precarious employment rate (M)
	Element 7. Equal opportunity and treatment in employment	
6	Target 5.5	EQUA-1. Occupational segregation by sex − (M)
	Element 9. Social security	
7	Target 1.3	SECU-1. Share of population older than the statutory pensionable age (or aged 65 or older) benefiting from an old-age pension − (M)
	Element 10. Social dialogue, workers' and employers' representation	
8	Target 16.10	DIAL-1. Trade union density rate − (M)
9	Target 8.8 & 16.10	DIAL-2. Employers' organization density rate − (M)
10	Target 8.8	DIAL-3.Collective bargaining coverage rate − (M)
	Element 11. Economic and social context for decent work	
11	Target 8.7	CONT-1. Children not in school (% by age)
12	Target 10.4	CONT-4. Income inequality (90:10 ratio)
13	Target 8.2	CONT-5. Inflation rate (consumer price index)
14	Target 8.5	CONT-6. Employment by branch of economic activity
15	Target 4.3	CONT-7. Education of adult population (adult literacy rate, adult secondary-school graduation rate)

Table B3. Description of all other labour market indicators and their availability in Mongolia

No	INDICATOR	AVAILABILITY	REMARKS
1.	Working-age population by sex, age and rural/urban areas (persons)	Available	
2.	Labour force by sex, age, education and rural/urban areas (persons)	Available	Currently, does not cover all usual residents.
3.	Labour force participation rate by sex and age (percentage)	Available	
4.	Employment by sex, age, education, rural/urban areas, working time arrangements, status in employment, institutional sector, industry, occupation and weekly hours actually worked (persons)	Most breakdowns are available. Data on persons in full- part-time jobs are not currently available.	NSO has the data necessary to produce estimates of full-time and part-time jobs. However, it should decide on the threshold of hours worked to be applied.
5.	Employment-to-population ratio by sex and age (percentage)	Available	
6.	Employment in the informal economy by sex, industry, status in employment (persons)	Available	
7.	Employees by type of production unit and type of jobs (persons)	Available	
8.	Share of employment in the informal economy by sex (percentage)	Available	
9.	Time-related underemployment by sex and industry (persons)	Available	LFS collects data on usual hours by all job, but on actual hours only for the main job.
10.	Employees by sex, institutional sector, industry, occupation, weekly hours actually worked (persons)	Available	
11.	Unemployment by sex, age, disability status, education, rural /urban areas, categories of unemployed and duration (persons)	Available	Data do not cover population aged 60 years and older.
12.	Unemployment by sex, last job, industry and occupation (persons)	Available	
13.	Discouraged job-seekers by sex and age (persons)	Unavailable	No questions in the LFS.
14.	Youth not in education and not in employment by sex, (persons)	Available	
15.	Average weekly hours actually worked per employed person by sex, industry and occupation (hours)	Available	
16.	Average weekly hours usually worked per employed person by sex (hours)	Available	

17.	Average weekly hours usually worked per employee by sex (hours)	Available	
18.	Average annual hours actually worked per employed person (hours)	Unavailable	In principle, the NSO can produce estimates of the average annual hours actually worked by multiplying the average weekly hours actually worked per employed person by 52 (weeks). However, given that the LFS is not conducted continuously, the estimates would be based on the strong assumption that all weeks covered by the LFS were the "typical" weeks.
19.	Average nominal monthly earnings of employees by sex, industry and occupations	Available	
20.	Average nominal monthly employment-related income of self-employed workers by sex and rural/ urban areas	Partially available Estimated are produced by the NSO Macroeconomic Department at irregular frequency.	
21.	Statutory nominal gross monthly minimum wage effective on 31 December of each year	Available	
22.	Median nominal monthly earnings of employees by sex (local currency)	Available as of 2016	Needs to be further checked whether data on individual employees are available.
23.	Average nominal hourly earnings of employees by sex and occupation	Available	
24.	Incidence of low pay rate by sex (percentage)	Available	
25.	Share of women in low pay (percentage)	Available	
26.	Average nominal hourly labour cost per employee by type of economic activity	Unavailable	The first and only Labour Cost Survey was conducted in 2012–13.
27.	Trade union membership by sex, type of member (persons)	Partially available	Statistics can be obtained from the Confederation of Mongolian Trade Unions. As of the end of 2016, there were 226,504 membership dues-paying members, of whom 99,867 were male (44.1%) and 126,637 (55.9%) were female employees.

28.	Trade union density rate of persons employed and employees by sex (%)	Partially available	Statistics can be obtained from the Confederation of Mongolian Trade Unions, which covers 19.7% of employees at the end of 2016.
29.	Persons employed and employees covered by collective bargaining by sex (persons)	Unavailable	This indicator is not available but can be produced by the NSO in the future, based on the data available at the Ministry of Labour and Social Protection.
30.	Collective bargaining coverage rate of persons employed and employees by sex (%)	Unavailable	This indicator is not available but can be produced by the NSO in the future, based on the data available at the Ministry of Labour and Social Protection.
31.	Days lost due to cases of occupational injury with temporary incapacity for work by sex and industry (days)	Unavailable	
32.	Cases of fatal occupational injuries by sex, industry and (number of cases)	Available as of 2016	
33.	Cases of non-fatal occupational injury by sex, type of incapacity, industry and occupation (number of cases)	Available as of 2016	
34.	Workers in the reference group by sex and economic activity, occupation (persons)	Available	
35.	Frequency rate of fatal occupational injury by sex, industry and occupation	Available	Incidence rate only. Data is not available for estimating the frequency rate.
36.	Frequency rate of non-fatal occupational injury by sex and economic activity, occupation	Available	Incidence rate only. Data is not available for estimating the frequency rate.
37.	Strikes and lockouts by industry (number of cases)	Available	Available as of 2017.
38.	Days not worked due to strikes and lockouts by industry (days)	Unavailable	
39.	Workers involved in strikes and lockouts by industry (persons)	Available	Available as of 2017.
40.	Rate of days not worked due to strikes and lockouts by industry	Unavailable	
41.	Registered workplaces that could be selected for visits by labour inspection (workplaces)	Unavailable	This indicator is not available but can be produced by the NSO in the future, based on the data collected by the General Agency for Specialized Inspection.
42.	Number of labour inspectors by sex (persons)	Available	

43.	Labour inspection visits to workplaces during the year (cases)	Unavailable	This indicator is not available but can be produced by the NSO in the future, based on the data collected by the General Agency for Specialized Inspection.
44.	Labour inspection visits per inspector (rate)	Unavailable	This indicator is not available but can be produced by the NSO in the future, based on the data collected by the General Agency for Specialized Inspection.
45.	Working-age population living below the nationally defined poverty line by sex, age and labour force status	Available	
46.	Employed persons living below the nationally defined poverty line by sex, age and status in employment (persons)	Available	
47.	Labour income share in gross value added (percentage)	Available	

Note: See Annex D for more information on the sources and available years for indicators.
Source: Partially adapted from Ganta and Lkhagvasuren, 2016.

ANNEX C. POPULATION DISTRIBUTION BY MAJOR DISAGGREGATION VARIABLES: AGE, SEX, URBAN-RURAL, ADMINISTRATIVE OR SOCIOECONOMIC REGION, RACE (IF RELEVANT), MAIN ETHNIC GROUP, MIGRATORY STATUS, DISABILITY AND OTHER NATIONALLY RELEVANT CHARACTERISTICS

Table C1. Population of Mongolia, by age group, 2000–16

Age group	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	2 373 493	2 432 397	2 465 657	2 495 091	2 521 733	2 551 081	2 583 254	2 620 446	2 665 955	2 716 275	2 760 968	2 811 666	2 867 744	2 930 277	2 995 949	3 057 778	3 119 935
0–4	246 023	228 703	227 994	230 716	233 179	235 893	216 960	232 963	247 698	263 186	276 321	288 129	305 258	319 422	345 968	386 866	394 514
5–9	285 664	255 618	264 648	267 807	270 667	273 818	243 465	246 879	240 358	233 139	228 193	222 256	231 805	248 674	271 346	298 808	322 575
10–14	317 434	311 938	312 107	315 837	319 208	322 924	276 262	269 186	262 156	253 856	248 224	237 733	237 751	234 216	224 132	219 332	220 429
15–19	263 358	282 865	288 606	292 054	295 168	298 606	307 890	306 703	297 965	286 918	275 828	260 952	252 710	253 439	244 337	239 910	236 400
20–24	235 751	255 334	262 002	265 130	267 961	271 080	257 726	265 674	280 924	296 937	305 891	315 540	309 393	298 383	278 214	267 844	255 144
25–29	216 652	224 839	227 669	230 389	232 849	235 558	224 551	231 123	238 304	249 737	260 640	280 465	287 776	298 203	305 778	313 709	314 540
30–34	187 872	192 949	195 815	198 152	200 269	202 598	211 470	215 578	220 314	229 054	234 435	248 370	252 204	255 161	257 858	263 538	273 997
35–39	172 606	176 967	178 905	181 042	182 973	185 103	190 864	193 898	197 863	206 788	212 991	225 425	228 657	233 392	233 392	232 634	236 622
40–44	127 220	145 158	146 413	148 161	149 744	151 485	175 113	175 188	178 823	181 803	188 396	192 568	197 184	201 152	208 711	208 439	214 112
45–49	82 888	99 163	100 330	101 524	102 612	103 804	147 546	151 765	155 847	161 242	164 611	168 908	171 718	176 018	178 475	178 411	181 405
50–54	57 835	68 214	68 424	69 239	69 979	70 793	102 683	103 642	111 691	116 687	126 740	128 834	137 432	144 970	154 443	152 601	159 075
55–59	55 895	57 272	57 338	58 022	58 642	59 323	68 566	69 163	72 471	76 029	77 400	82 449	89 643	96 870	108 144	115 125	119 888
60–64	42 292	47 348	48 744	49 324	49 852	50 433	52 542	50 679	51 559	50 658	52 405	52 399	55 896	58 876	66 563	65 496	73 940
65–69	35 415	35 428	36 047	36 476	36 867	37 295	43 330	43 739	44 263	44 186	41 151	39 965	39 354	40 373	42 307	43 089	43 711
70+	46 588	50 601	50 615	51 218	51 765	52 368	64 286	64 266	65 719	66 055	67 742	67 673	70 963	71 128	76 281	71 976	73 583

Note: Year-end population.
Source: NSO.

Table C2. Population of Mongolia, by sex, 2000–16

Sex	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Male	1 177 981	1 204 702	1 223 235	1 237 838	1 251 052	1 265 614	1 259 653	1 277 249	1 301 305	1 328 140	1 342 081	1 364 723	1 393 453	1 425 843	1 466 455	1 503 612	1 533 983
Female	1 195 512	1 227 695	1 242 422	1 257 253	1 270 681	1 285 467	1 323 601	1 343 197	1 364 650	1 388 135	1 418 887	1 446 943	1 474 291	1 504 434	1 529 494	1 554 166	1 585 952

Source: NSO.

Table C3. Population of Mongolia, by region, urban and rural, 2000–16

Regions, urban and rural	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	2 373 493	2 432 397	2 465 657	2 495 091	2 521 733	2 551 081	2 583 254	2 620 446	2 665 955	2 716 275	2 760 968	2 811 666	2 867 744	2 930 277	2 995 949	3 057 778	3 119 935
Geographic region																	
Western region	421 608	408 448	402 234	396 444	388 898	383 921	382 007	377 725	370 702	365 192	357 148	356 174	361 000	363 306	378 889	390 594	393 069
Khangai region	545 654	550 363	546 098	535 420	531 873	526 937	524 850	522 679	523 481	523 622	521 745	523 756	530 193	532 855	570 080	577 252	582 873
Central region	443 669	444 735	446 707	439 196	435 019	431 460	431 261	431 755	435 646	442 915	450 710	456 193	467 034	469 909	480 177	485 525	492 494
Eastern region	202 485	199 862	199 094	196 928	195 324	192 813	191 618	189 488	188 456	187 749	186 916	188 443	191 387	192 165	203 829	208 119	211 052
Ulaanbaatar	760 077	828 989	871 524	927 103	970 619	1 015 950	1 053 518	1 098 799	1 147 670	1 196 797	1 244 449	1 287 100	1 318 130	1 372 042	1 362 974	1 396 288	1 440 447
Urban and rural area																	
Urban	1 344 516	1 396 357	1 437 472	1 487 714	1 527 871	1 579 385	1 621 686	1 655 426	1 713 121	1 772 879	1 910 745	1 896 293	1 926 625	1 995 712	1 990 321	2 096 180	2 131 823
Rural	1 028 977	1 036 040	1 028 185	1 007 377	993 862	971 696	961 568	965 020	952 834	943 396	850 223	915 373	941 119	934 565	1 005 628	961 598	988 112

Note: Year-end population, Source: NSO.

Table C4. Population of Mongolia, by ethnic group, 1956–2015

Ethnic group	1956	1963	1969	1979	1989	2000	2010*	2015*
Total	845 481	1 017 162	1 188 271	1 594 386	2 043 954	2 373 493	2 631 117	2 970 355
Khalkh	639 141	775 376	911 079	1 235 806	1 610 424	1 934 674	2 168 141	2 510 821
Kazakh	36 729	47 735	62 812	84 305	120 506	102 983	101 526	114 506
Durvud	25 667	31 339	34 725	45 053	55 208	66 706	72 403	70 970
Buriad	24 625	28 523	29 772	29 802	35 444	40 620	45 087	37 867
Bayad	15 871	19 891	25 479	31 053	39 233	50 824	56 573	50 843
Dariganga	16 852	18 587	20 603	24 564	29 040	31 909	27 412	26 834
Uriankhai	15 776	14 399	15 662	18 957	23 478	25 183	26 654	24 881
Zakhchin	10 833	13 140	15 057	19 475	22 998	29 766	32 845	30 110
Darkhad	-	8 826	10 174	10 716	14 757	19 019	21 558	22 579
Torguud	4 729	6 028	7 119	8 617	10 050	12 628	14 176	14 287
Uuld	4 907	5 614	6 876	8 857	9 188	14 634	15 520	12 787
Khoton	2 603	2 874	4 056	4 380	6 076	9 014	11 304	11 580
Myangad	2 518	2 712	3 222	4 173	4 760	6 082	6 592	5 993
Barga	2 458	2 343	2 305	1 999	2 130	2 506	2 989	2 605
Uzemchin	2 046	2 070	2 127	2 030	2 086	2 386	2 577	2 060
Russian	13 444	8 905	1 433	196	140	-	-	-
Chinese	16 157	21 981	725	344	247	-	-	-
Other	11 125	6 819	7 932	8 653	1 509	16 335	25 760	31 632
Foreign	-	-	27 113	55 406	56 680	8 128	-	-
Non-citizens	-	-	-	-	-	96	-	-

*Note: *The number of Mongolian citizens living abroad is not included; figures refer to resident Mongolian nationals. These indicators are only the year of Population and Housing Census and the total amount is different from the year-end population.*
Source: NSO, Population and Housing Census reports.

Table C5. Population migration, 2000–16

Statistical indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Moved	49 440	45 594	38 826	37 972	62 456	39 850	42 470	45 196	53 902	54 072	70 592	51 240	37 862	56 010	55 864	53 684	52 189
Internal immigrant	47 224	30 714	42 277	47 242	53 209	41 665	45 259	46 266	56 561	52 634	76 395	51 138	41 333	54 673	54 390	53 912	50 683

Source: NSO, The semi-annual and annual reports of the ordinary population movement.

Table C6. Population of Mongolia, by disability, 2000–16

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	39 067	47 164	50 003	60 435	66 225	73 001	71 053	71 908	76 369	80 796	82 631	86 865	92 263	96 325	99 573	101 730	100 993

Source: NSO, Official administrative statistics, data on some social indicators.

Table C7. Annual population growth, 1956–2015 (%)

	1956–1963	1963–1969	1969–1979	1979–1989	1989–2000	2000–2010	2010–2015
Population growth	2.6	2.8	2.9	2.5	1.4	1.5	2.2

Source: NSO, Population and Housing Census reports.

ANNEX D. STATISTICAL ANNEX WITH TIME SERIES OF AVAILABLE SDG AND RELEVANT DECENT WORK INDICATORS

Decent work-related SDG indicators and main decent work indicators (for the preparation of SDG-related decent work profiles

Table D1. 34 Proposed indicators

Sustainable Development Goal indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location or other characteristics, in accordance with the Fundamental Principles of Official Statistics (General Assembly Resolution 68/261).

Proposed indicator	№	SDG Target	Indicator	Estimation	Sources, years
SDG indicators under ILO custodianship (14)					
Goal 1. End poverty in all its forms everywhere					
1	1	1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable	yes	Household Socio-Economic Survey (HSES), only 2014
Goal 5. Achieve gender equality and empower all women and girls					
2	2	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women in managerial positions	yes	Labour Force Survey (LFS), 2006–07, 2007–08 and 2009 to 2016
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all					
3	3	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person	yes	LSF and GDP, since 2012
4	4	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	8.3.1 Proportion of informal employment in non-agriculture employment, by sex	yes	LFS, 2007–08 and 2009 to 2016

Proposed indicator	№	SDG Target	Indicator	Estimation	Sources, years
5	5	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	yes	LFS, 2006–07, 2007–08 and 2009 to 2016
6	6		8.5.2 Unemployment rate, by sex, age and persons with disabilities	yes	1. Annual reports on population employment, 1992 to 2008 2. LFS, 2006–07, 2007–08 and 2009 to 2016
7	7	8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training	yes	LFS, 2006–07, 2007–08 and 2009 to 2016
8	8	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	yes	Child Labour Survey, 2002–03; 2006–07; 2011–12
9	9	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	yes	General agency for specialized inspection, 2016. Incidence rate only. Data is not available for estimating the frequency rate.
10	10		8.8.2 Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	no	
11	11	8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy	yes	Ministry of Labour and Social Protection
Goal 10. Reduce inequality within and among countries					
12	12	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 Labour share of GDP, comprising wages and social protection transfers	yes	National Statistics Office of Mongolia

Proposed indicator	№	SDG Target	Indicator	Estimation	Sources, years
13	13	10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	10.7.1 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination	no	No data sources and no methodology
Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development					
14	14	14.c Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in the United Nations Convention on the Law of the Sea, which provides the legal framework for the conservation and sustainable use of oceans and their resources, as recalled in paragraph 158 of "The future we want"	14.c.1 Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nation Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources	no	-
SDG indicators for which ILO is involved (4)					
15	1	1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $1.25 a day	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban−rural)	no	
16	2	1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions	1.a.2 Proportion of total government spending on essential services (education, health and social protection)	yes	Ministry of Finance of Mongolia, 2004 to 2016
17	3	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	no	

Proposed № indicator	SDG Target	Indicator	Estimation	Sources, years
18	4	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months	yes	General Police Department
Other main decent work indicators (16)				
Element 1. Employment opportunities				
19	1	Target 8.3	EMP-1. Employment-to-population ratio (M)	yes	LFS, 2002–03; 2006–07; 2007–08; 2008–09; 2009 to 2016
Element 2. Adequate earnings and productive work				
20	2	Target 8.5	EARN-1. Working poverty rate of the labour force (WPR-LF)~(M)	yes	HSES
21	3		EARN-2. Employees with Low Pay Rate (ELPR) – (M)	yes	LFS, 2006–07, 2007–08 and 2009 to 2016
Element 3. Decent working time				
22	4		TIME-1. Employment in excessive working time (more than 48 hours per week) □ (M)	yes	LFS, 2002–03; 2006–07; 2007–08; 2008–09; 2009 to 2016
Element 6. Stability and security of work				
23	5		STAB-1. Precarious employment rate (M)	no	LFS
Element 7. Equal opportunity and treatment in employment				
24	6		EQUA-1. Occupational segregation by sex - (M)	yes	LFS
Element 9. Social security				
25	7		SECU-1. Share of population above the statutory pensionable age (or aged 65 or above) benefiting from an old-age pension – (M)	yes	Health and Social insurance General Agency
Element 10. Social dialogue, workers' and employers' representation				
26	8		DIAL-1. Trade union density rate - (M)	yes	Confederation of Mongolian Trade Union, 2016
27	9		DIAL-2. Employers' organization density rate- (M)	yes	Mongolian Employers' Federation, 2017Q1

Proposed indicator №	SDG Target #	Indicator	Estimation	Sources, years
28		DIAL-3. Collective bargaining coverage rate - (M)	no	Ministry of Labour and Social Protection and Confederation of Mongolian Trade Union
Element 11. Economic and social context for decent work				
29	11	CONT-1. Children not in school (% by age)	yes	Ministry of Education, Culture and Science, 2005 to 2017
30	12	CONT-2. Estimated % of working age population who are HIV positive	yes	Ministry of Health, 1995 to 2016
31	13	CONT-4. Income inequality (90:10 ratio)	yes	HSES
32	14	CONT-5. Inflation rate (consumer price index)	yes	National Statistics Office (NSO), 2004 to 2016
33	15	CONT-6. Employment by branch of economic activity	yes	1. Annual reports on population employment, 1992 to 2008 2. LFS, 2006–07, 2007–08 and 2009 to 2016
34	16	CONT-7. Education of adult population (adult literacy rate, adult secondary-school graduation rate)	yes	LFS, 2006–07, 2007–08 and 2009 to 2016

Table D/1.3.1. Proportion of population covered by social protection floor and system, 2010−16 (%)

	2010	2011	2012	2014	2016
Total	56.8	90.6	96.6	53.3	56.0
Sex					
Male	54.7	89.8	96.4	47.8	50.4
Female	58.8	91.4	96.8	58.5	61.2
Poverty					
Poor	61.4	85.5	96.5	60.1	62.5
Non-poor	53.9	93.3	96.7	51.5	53.2
Population group					
Children	87.8	80.3	99.8	95.7	96.4
Children of poor household	87.5	73.5	99.8	95.9	96.5
Unemployment	33.2	92.8	95.6	25.6	26.6
Older persons	95.5	99.4	99.5	96.8	97.6
Persons with disabilities	-	-	99.6	97.0	96.1
Urban and rural area					
Urban	51.2	90.9	96.3	53.0	56.3
Rural	67.1	90.1	97.3	53.9	55.2
Age					
0−14 years	87.9	79.2	99.8	97.0	96.9
15−24 years	47.3	89.0	90.9	46.7	44.0
25−64 years	39.0	97.1	96.9	25.8	30.7
65 years & older	98.8	99.5	99.4	99.2	99.6

Source: Household Socio-Economic Survey reports.

Table D/1.3.1. Proportion of population covered, by social protection floor and system, 2000−2016 (%), Cont'd

	2010	2011	2012	2014	2016
Geographic region					
Western region	58.4	86.4	97.1	58.7	57.5
Khangai region	68.8	92.2	97.5	50.6	52.7
Central region	66.7	91.6	97.1	52.4	54.3
Eastern region	79.4	92.5	96.3	54.7	57.9
Ulaanbaatar	43.7	90.6	96.0	52.7	57.1
Employment status					
Employed	32.9	96.4	96.7	14.9	18.9
Unemployed	42.9	92.4	94.5	25.5	13.5
Outside the labour force	79.8	90.5	97.1	90.2	83.8
Disability status					
With disabilities	-	-	99.6	97.0	96.1
No disabilities	-	-	96.5	51.5	54.3

Source: Household Socio-Economic Survey reports.

Table D/5.5.2. Proportion of women in managerial positions, 2006—16 (%)

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	36.7	41.7	40.7	35.8	37.9	38.7	37.3	34.2	37.8	36.7
Urban and rural area										
Urban	36.6	42.6	42.1	37.8	38.2	38.5	37.6	33.6	36.9	36.7
Rural	36.9	38.8	37.0	30.5	37.1	39.3	36.1	36.1	40.9	36.8
Age										
15—24 years	52.0	60.1	17.4	39.3	47.1	53.9	41.6	63.7	49.0	39.9
25—64 years	35.2	40.7	41.8	35.9	37.5	38.3	37.1	33.2	37.5	36.8
65 years & older	47.3	0.0	0.0	13.0	19.1	26.3	32.0	32.7	31.8	0.0
Geographic region										
Western region	20.5	9.2	28.6	23.3	36.5	33.5	27.4	27.3	27.7	33.8
Khangai region	45.3	38.3	44.2	35.3	41.8	37.6	35.4	33.1	39.3	33.4
Central region	37.6	49.2	44.5	33.4	36.2	37.7	36.9	42.1	43.9	44.1
Eastern region	24.0	44.3	29.4	41.7	41.7	59.3	42.8	37.6	56.2	36.1
Ulaanbaatar	37.2	44.6	42.6	38.1	37.4	38.2	38.4	32.7	35.6	36.0

Notes: NSO used ISCO-88 up to 2010 and has used ISCO-08 since 2011. For this estimation, 13 categories of ISCO-88 were used up to 2010.
Source: NSO, Labour Force Survey reports.

Table D/8.2.1. Annual growth rate of real GDP per employed person, 2012—16 (%)

	2012	2013	2014	2015	2016
Total	11.2	7.5	7.3	-1.8	1.2

Source: NSO.

Table D/8.5.1. Average hourly earnings of female and male employees, by occupation, age and persons with disabilities, 2006—2016

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	0.6	0.9	1.3	1.5	1.7	2.2	2.7	3.1	3.2	3.1
Sex										
Male	0.6	1.0	1.3	1.5	1.8	2.3	2.8	3.2	3.3	3.3
Female	0.5	0.9	1.3	1.4	1.7	2.1	2.5	2.9	3.0	3.0
Urban and rural area										
Urban	0.6	1.0	1.3	1.6	1.8	2.3	2.8	3.2	3.3	3.3
Rural	0.5	0.8	1.1	1.2	1.5	1.9	2.3	2.6	2.7	2.7
Age										
15—24 years	0.4	0.8	1.1	1.2	1.5	1.8	2.4	2.7	2.7	2.6
25—64 years	0.6	0.9	1.3	1.5	1.8	2.3	2.7	3.1	3.3	3.2
65 years & older	0.7	0.9	0.6	1.1	1.6	2.4	1.5	2.4	2.5	4.0

Note: We used the step-1.b of methodology of AHEi. Otherwise, the sum of the total wage bill for all paid employees in occupation i, divided by the sum of total hours worked by paid employees in the same occupation.
Source: NSO, Labour Force Survey reports.

Table D/8.5.1. Average hourly earnings of female and male employees, by occupation, age and persons with disabilities, 2006–16, cont'd

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Geographic region										
Western region	0.5	0.8	1.2	1.3	1.4	1.9	2.3	2.7	2.6	2.6
Khangai region	0.5	0.9	1.3	1.3	1.7	2.2	2.5	2.8	3.0	3.0
Central region	0.6	1.0	1.2	1.6	1.6	2.0	2.7	2.9	3.3	3.1
Eastern region	0.5	0.9	1.2	1.2	1.4	1.9	2.1	2.5	2.3	2.7
Ulaanbaatar	0.6	1.0	1.3	1.6	1.9	2.4	2.9	3.3	3.4	3.4
Occupation										
Managers	0.8	1.3	1.8	2.0	2.6	3.4	3.9	4.4	4.7	4.6
Professionals	0.7	1.2	1.6	1.8	2.2	2.8	3.4	3.8	4.0	4.0
Technicians and associate professionals	0.6	1.1	1.4	1.6	1.9	2.5	3.1	3.3	3.6	3.6
Clerical support workers	0.5	0.9	1.1	1.3	1.7	2.1	2.5	2.8	3.0	2.9
Service and sales workers	0.4	0.6	0.9	1.0	1.2	1.5	1.8	2.2	2.2	2.2
Skilled agricultural, forestry and fishery workers	0.3	0.5	0.5	0.8	1.0	1.0	1.3	1.4	1.3	1.6
Craft and related trades workers	0.5	0.8	1.1	1.3	1.5	1.9	2.3	2.8	2.8	2.8
Plant and machine operators, and assemblers	0.6	0.8	1.2	1.3	1.8	2.3	2.8	3.3	3.4	3.3
Elementary occupations	0.4	0.6	0.8	1.1	1.1	1.3	1.6	1.9	2.0	2.0
Armed forces occupations	1.6	-	-	-	2.1	2.7	3.0	3.8	3.7	3.9
Disability status										
With disabilities	0.5	0.9	0.9	1.0	1.3	1.4	2.0	2.2	2.1	2.3
No disabilities	0.6	0.9	1.3	1.5	1.7	2.2	2.7	3.1	3.2	3.2

Note: We used the step-1.b of methodology of AHEi. Otherwise, the sum of the total wage bill for all paid employees in occupation i, divided by the sum of total hours worked by paid employees in the same occupation.
Source: NSO, Labour Force Survey reports.

Table D/8.5.2. Unemployment rate, by sex, age and persons with disabilities, 2006–16 (%)

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	11.3	9.2	11.6	9.9	7.7	8.2	7.9	7.9	7.5	10.0
Sex										
Male	11.2	9.3	11.6	10.5	8.1	8.4	7.6	8.5	8.2	11.6
Female	11.4	9.0	11.6	9.2	7.4	8.1	8.3	7.3	6.7	8.2
Urban and rural area										
Urban	16.4	13.4	15.0	11.6	8.3	9.7	8.5	8.5	8.7	12.2
Rural	5.7	5.0	7.3	7.8	7.0	6.5	7.2	7.2	5.7	6.8
Age										
15–24 years	17.4	14.5	22.0	19.5	15.6	14.0	16.6	17.4	17.9	25.1
25–64 years	10.0	8.3	9.5	8.3	6.5	7.2	6.7	6.8	6.2	8.5
65 years & older	64.0	-	76.4	100.0	70.1	85.8	-	-	-	-
Geographic region										
Western region	7.5	7.0	7.5	10.1	10.8	9.8	11.9	13.3	9.2	12.1
Khangai region	9.1	8.9	12.0	11.9	8.3	8.3	9.8	6.8	4.9	10.6
Central region	12.8	10.9	11.2	9.3	6.8	7.7	7.7	9.2	8.9	9.2
Eastern region	12.3	4.4	9.1	10.5	11.1	10.8	11.2	13.1	10.7	11.4
Ulaanbaatar	14.2	10.9	14.0	8.7	5.6	7.1	4.6	5.1	6.9	9.1
Disability status										
With disabilities	9.5	11.2	14.7	12.7	9.1	9.9	8.3	6.2	6.1	5.8
No disabilities	11.3	9.1	11.5	9.8	7.7	8.2	7.9	8.0	7.5	10.1

Source: NSO, Labour Force Survey reports.

Table D/8.6.1. Proportion of youth (aged 15–24) not in education, employment or training, 2006–16 (%)

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	18.5	17.8	16.0	17.6	16.5	17.6	18.4	17.5	16.8	20.5
Sex										
Male	16.7	17.8	14.3	16.0	15.0	15.8	15.2	15.8	14.0	18.7
Female	20.2	17.9	17.7	19.2	18.0	19.4	21.5	19.2	19.8	22.3
Urban and rural area										
Urban	20.8	18.7	16.3	18.7	16.9	20.1	18.8	17.5	17.4	21.6
Rural	14.7	16.5	15.5	15.9	15.9	13.6	17.6	17.4	15.5	17.8
Geographic region										
Western region	13.0	11.3	11.3	12.8	13.4	14.4	17.0	24.1	17.5	19.9
Khangai region	18.7	18.1	18.7	18.3	19.5	14.3	17.1	14.7	12.5	16.4
Central region	17.8	21.2	19.7	18.3	16.3	18.9	23.0	19.9	20.2	24.6
Eastern region	25.6	27.3	17.6	22.0	22.7	24.9	28.6	25.6	22.2	22.3
Ulaanbaatar	19.5	16.6	14.3	17.7	15.1	18.5	16.2	15.0	16.4	20.6

Source: NSO, Labour Force Survey reports.

Table D/8.7.1. Number of children aged 5–17 years engaged in child labour (number), and proportion of children aged 5–17 years engaged in child labour, 2002–03, 2006–07 and 2011–12 (child labour rate, %)

	Number of children aged 5-17 years engaged in child labour			Child labour rates		
	2002–03	2006–07	2011–12	2002–03	2006–07	2011–12
Total	68 580	71 330	93 968	10.1	11.5	16.0
Sex						
Male	41 874	43 037	50 870	12.0	13.2	16.9
Female	26 706	28 293	43 098	8.1	9.6	14.9
Urban and rural area						
Urban	6 894	7 575	17 895	1.9	2.2	5.6
Rural	61 686	63 755	76 073	19.4	23.5	28.4
Age						
5–9 years	15 319	18 116	17 677	7.2	8.7	6.0
10–14 years	21 406	25 016	42 569	7.3	10.5	29.5
15–17 years	31 855	28 198	33 722	18.5	16.1	22.3
Geographic region						
Western region	27 053	17 635	36 294	18.6	14.8	29.2
Khangai region	26 231	35 128	25 766	15.3	22.5	20.1
Central region	9 858	13 109	18 319	7.2	12.1	18.6
Eastern region	3 904	4 032	8 446	7.8	7.7	16.9
Ulaanbaatar	1 534	1 425	5 143	0.9	0.8	2.7

Source: NSO, Child Labour Survey reports.

Table D/8.8.1. Incidence of fatal and non-fatal occupational injuries, by sex, 2016

	Fatal occupational injuries	Non–fatal occupational injuries
Total	5.1	49.2
Sex		
Male	9.1	61.8
Female	1.0	36.6
Age		
15–24 years	10.4	71.0
25–59 years	4.5	47.6
60 years & older	16.3	16.3
Geographic region		
Western region	3.5	49.1
Khangai region	3.8	50.4
Central region	12.2	65.2
Eastern region	6.0	84.7
Ulaanbaatar	3.7	41.4

Source: General Agency for Specialized Inspection and NSO.

Table 10.4.1: Labour share of GDP, comprising wages and social protection transfers, 2005-16

	2005	2010	2011	2012	2013	2014	2015	2016
Total	23.4	22.6	23.9	26.3	26.0	26.3	27.0	27.6

Source: Based on the results of Supply and Use Tables for 2010-2016, NSO of Mongolia.

Table D/1.a.2. Proportion of total government spending on essential services (education, health and social protection), 2007–16

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Share of total expenditure of central government	43.8	50.0	54.7	51.6	39.6	43.9	30.7	31.9	31.4	36.9

Source: Ministry of Finance.

Table D/EMP-1. Employment-to-population ratio, 2009–16 (%)

	2009	2010	2011	2012	2013	2014	2015	2016
Total	54.3	55.5	57.7	58.3	57.0	57.2	56.9	54.5
Sex								
Male	59.0	60.2	63.2	63.3	62.9	62.8	62.6	59.5
Female	50.0	51.1	52.6	53.7	51.6	52.1	51.7	49.8
Urban and rural								
Urban	46.6	47.8	51.2	49.7	50.4	51.8	51.0	47.7
Rural	66.6	67.7	68.2	71.7	68.6	67.3	68.3	68.2
Age								
15–19 years	13.7	13.1	15.3	25.7	11.9	9.6	8.8	7.2
20–24 years	42.7	41.7	43.7	44.6	44.0	44.6	43.6	39.0
25–29 years	66.1	66.6	68.5	69.9	70.8	70.9	68.8	66.1
30–34 years	73.2	73.6	75.1	75.9	75.0	76.4	76.5	71.9
35–39 years	77.4	77.6	80.4	78.7	78.5	80.1	78.6	76.1
40–44 years	77.9	79.8	80.9	80.7	80.2	80.8	81.3	76.4
45–49 years	77.7	76.6	78.5	75.6	78.6	77.8	78.8	75.4
50–54 years	66.2	68.2	67.8	67.1	67.6	66.2	68.6	67.3
55–59 years	43.6	49.5	49.3	47.6	46.7	42.3	44.1	43.8
60–64 years	28.5	27.1	28.6	25.4	24.3	19.3	21.8	22.2
65 years & older	9.9	12.4	12.9	14.8	9.4	10.4	8.7	10.0
Geographic region								
Western region	68.0	66.0	64.1	68.3	63.2	64.4	66.4	63.0
Khangai region	60.9	60.2	62.2	66.8	66.2	65.8	65.6	63.1
Central region	58.6	61.8	66.0	60.7	59.2	57.7	57.8	58.1
Eastern region	47.1	48.1	51.0	57.3	55.3	54.3	58.6	56.1
Ulaanbaatar	45.5	48.2	50.9	49.6	50.5	51.9	50.1	47.4

Source: NSO, Labour Force Survey reports.

Table D/EMP-5. Labour force participation rate, by sex and region, 2006–16

Total	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Labour force participation rate	64.4	64.2	63.5	61.4	61.6	62.5	63.5	61.9	62.1	61.5	60.5
Sex											
Male	64.5	65.2	64.2	66.7	67.2	68.7	69.0	68.1	68.6	68.1	67.3
Female	64.3	63.2	62.8	56.5	56.2	56.8	58.4	56.3	56.2	55.4	54.2
Western region	72.7	72.6	71.5	73.5	73.4	71.8	75.7	71.7	74.3	73.2	71.6
Male	74.1	75.4	74.1	76.5	77.3	75.7	79.2	76.0	78.1	77.0	76.6
Female	71.4	69.9	69.0	70.5	69.7	68.0	72.2	67.5	70.5	69.5	66.8
Khangai region	72.8	73.1	71.1	69.2	68.3	67.8	72.8	73.3	70.6	69.0	70.6
Male	75.2	75.2	73.1	72.5	73.1	73.6	78.2	77.0	75.0	73.8	75.7
Female	70.5	71.1	69.2	66.0	63.5	62.6	67.7	69.8	66.4	64.6	65.7
Central region	65.8	66.1	65.3	66.0	68.1	70.8	65.8	64.1	63.5	63.5	64.0
Male	68.9	68.4	67.0	70.5	74.0	76.5	71.8	70.0	69.2	69.4	68.3
Female	63.0	63.9	63.7	61.7	62.3	65.3	60.0	58.6	58.0	57.9	59.8
Eastern region	61.6	60.8	58.7	51.8	53.7	57.4	64.2	62.3	62.5	65.6	63.3
Male	63.5	62.5	61.2	56.3	56.4	62.4	66.8	68.0	69.3	72.2	68.6
Female	59.7	59.1	56.3	47.7	51.1	52.5	61.7	56.7	56.0	59.5	57.9
Ulaanbaatar	56.8	56.5	57.1	52.9	52.8	53.9	53.5	52.9	54.7	53.8	52.1
Male	53.5	55.4	55.6	60.2	59.7	61.4	59.6	60.5	62.6	62.1	60.8
Female	59.8	57.5	58.4	46.6	46.7	47.2	48.0	46.4	47.7	46.6	44.4

Source: NSO, Labour Force Survey reports.

Table D/EARN-1. Working poverty rate of employed persons, 2007–16 (WPRe, %)

	2007–08	2009	2010	2011	2012	2014	2016
Total	31.9	34.3	34.2	28.1	22.1	16.3	22.7
Sex							
Male	32.4	34.9	35.5	29.0	22.9	16.8	23.7
Female	31.4	33.6	32.7	27.2	21.1	15.7	21.6
Urban and rural area							
Urban	22.1	23.5	26.0	20.7	17.0	12.7	19.2
Rural	42.5	45.4	46.5	39.7	30.7	21.8	29.2
Age							
15–24 years	40.0	43.2	43.1	35.7	27.9	21.3	30.1
25 years & older	30.1	32.6	32.8	27.0	21.2	15.7	22.0
Geographic region							
Western region	42.9	46.1	48.3	35.0	27.0	21.6	31.0
Khangai region	43.9	51.4	49.9	45.1	34.6	20.7	28.2
Central region	27.5	22.8	25.3	22.9	22.4	16.4	18.8
Eastern region	40.4	35.3	36.6	35.5	21.7	24.3	35.4
Ulaanbaatar	17.8	20.1	24.3	18.3	14.7	10.6	16.9

Source: NSO, Household Socio-Economic Survey reports.

Table D/EARN-2. Employees with low ray, 2006–16 (ELPR, %)

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	26.6	29.3	23.7	26.8	27.5	29.2	26.3	24.5	24.0	24.2
Sex										
Male	25.1	29.5	25.0	27.0	26.6	28.8	25.6	23.8	22.8	24.0
Female	28.0	29.2	22.6	26.6	28.3	29.6	27.1	25.2	25.2	24.4
Urban and rural area										
Urban	25.3	26.7	21.4	23.4	25.4	27.5	24.4	21.8	21.8	22.3
Rural	31.7	37.5	30.9	36.8	34.0	34.7	32.8	34.2	32.7	31.9
Age										
15–19 years	61.4	62.4	51.1	68.8	60.3	66.4	55.7	43.2	53.2	46.8
20–24 years	37.7	37.5	28.6	32.4	31.0	36.0	30.7	24.6	26.6	30.2
25–29 years	24.5	31.1	22.5	23.2	21.9	25.8	21.7	20.6	20.4	21.0
30–34 years	27.7	27.5	22.4	23.9	23.6	26.7	23.6	21.7	17.7	18.3
35–39 years	27.0	28.7	23.4	26.9	29.6	26.5	27.4	23.4	25.4	24.6
40–44 years	23.2	26.8	23.2	29.7	29.8	30.3	28.9	27.8	25.2	28.1
45–49 years	21.2	26.8	21.5	26.3	27.3	29.3	24.7	27.7	24.9	25.5
50–54 years	25.5	25.4	19.4	22.2	26.1	28.1	26.9	26.9	27.7	26.3
55–59 years	19.6	22.6	35.5	22.8	29.2	31.0	27.5	24.2	28.6	25.8
60–64 years	29.5	35.3	8.6	33.2	36.5	35.1	50.5	28.0	36.6	16.0
65 years & older	25.9	38.0	100.0	44.4	38.5	42.6	43.8	40.5	52.9	362.7
Geographic region										
Western region	34.4	35.3	28.6	32.2	33.9	34.9	31.3	31.3	34.1	34.5
Khangai region	30.0	33.8	25.4	35.4	31.6	30.4	32.2	32.0	28.8	29.2
Central region	25.9	30.5	29.5	30.7	31.6	33.8	29.1	30.8	27.4	28.6
Eastern region	31.2	31.7	31.0	36.8	39.6	37.4	42.0	43.8	43.0	32.2
Ulaanbaatar	23.9	26.1	19.7	20.9	22.1	25.5	21.4	17.9	18.6	19.5

Source: NSO, Labour Force Survey reports.

Table D/TIME-1. Employment in excessive working time (more than 48 hours per week), 2006–16 (%)

	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	43.0	40.0	40.3	40.1	42.2	37.6	39.8	42.0	43.1	41.3
Sex										
Male	49.8	47.8	47.4	48.2	50.1	44.9	47.2	50.7	51.5	49.1
Female	35.8	31.7	32.5	31.2	33.4	29.7	31.7	32.3	33.7	32.6
Urban and rural area										
Urban	42.8	37.6	42.6	39.4	41.4	39.6	40.2	40.3	41.5	37.6
Rural	43.2	42.1	37.8	41.0	43.3	35.4	39.4	44.3	45.3	46.5
Age										
15–24 years	39.3	37.6	35.8	37.9	39.2	31.8	36.1	40.4	42.9	41.5
25–54 years	44.5	40.7	41.1	40.6	43.0	39.3	40.7	42.2	43.2	41.8
55–64 years	36.9	34.6	42.9	39.9	40.9	31.3	35.7	42.2	42.9	36.1
65 years & older	31.3	43.8	30.2	34.9	28.0	30.3	34.8	41.0	33.7	33.7
Geographic region										
Western region	48.9	44.0	45.9	47.9	55.7	42.2	37.3	42.6	39.2	39.9
Khangai region	39.6	38.3	34.1	33.2	32.9	26.6	34.0	42.4	41.1	44.0
Central region	35.1	38.6	31.1	34.6	40.2	40.5	43.7	46.6	46.0	45.0
Eastern region	39.1	33.2	40.9	42.0	36.8	37.1	45.6	43.2	57.2	49.3
Ulaanbaatar	48.2	41.8	47.0	43.7	44.2	41.6	41.4	39.5	41.6	37.3

Source: NSO, Labour Force Survey reports.

Table D/EQUA-1. Occupational segregation: Female share of employment in ISCO-88 major groups, 2006–16 (%)

ISCO–88 Major groups	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Managers	39.0	42.0	43.0	38.0	39.0	42.0	41.0	38.0	41.0	41.0
Professionals	69.0	65.0	68.0	66.0	65.0	64.0	64.0	65.0	65.0	66.0
Technicians and associate professionals	60.0	55.0	60.0	62.0	59.0	53.0	54.0	53.0	52.0	51.0
Clerical support workers	73.0	71.0	66.0	71.0	70.0	73.0	74.0	78.0	71.0	78.0
Service and sales workers	62.0	66.0	65.0	64.0	66.0	66.0	67.0	66.0	68.0	67.0
Skilled agricultural, forestry and fishery workers	47.0	47.0	46.0	46.0	47.0	47.0	46.0	45.0	46.0	44.0
Craft and related trades workers	36.0	36.0	33.0	35.0	31.0	28.0	30.0	30.0	28.0	29.0
Plant and machine operators, and assemblers	8.0	8.0	5.0	5.0	5.0	6.0	7.0	7.0	6.0	6.0
Elementary occupations	50.0	51.0	50.0	53.0	45.0	43.0	44.0	43.0	44.0	42.0
Armed forces occupations					10.0	11.0	12.0	7.0	10.0	9.0

Source: NSO, Labour Force Survey reports.

Table D/SECU-1. Share of population older than the statutory pensionable age (or aged 60 and older) benefiting from an old-age pension (%)

	2012	2013	2014	2015	2016
Total	105.4	105.2	106.2	111.6	111.3

Note: SECU-1: In Mongolia, according to the Labour Law, retirement conditions for statutory pensionable age is provided if women older than 55, men older than 60, older than 50 if she has 4 or more children and military officials older than the age of 45. This indicator can be included above categories of retired population. This indicator is more than 100 values are explained by legal retirement pensions are defined as those military officials aged 45 and older and women older than 55, men older than 60 and older than 50 if she has four or more children In Mongolia. Available for only at the national level.
Source: General Authority for Health and Social insurance.

Table D/DIAL-1. Trade union density rate, 2010—16 (%)

	2010	2011	2012	2013	2014	2015	2016
Trade union density rate	18.9	19.7	20.0	19.4	19.8	19.0	19.7

Source: Confederation of Mongolian Trade Unions.

Table D/DIAL-2. Employers' organization density rate, 2016 (%)

	2000	2005	2010	2011	2012	2013	2014	2015	2016
Total				no data					30.5

Note: This indicator was calculated based of data for the first quarter of 2017. Available only at the national level.
Source: Mongolian Employers' Federation.

Table D/CONT-1. Children not in school, 2005–16 (%)

Academic year	Geographic region	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Primary/ Grades 1–5	Total	7.7	-2.2	9.2	7.3	7.5	2.3	12.0	15.1	-1.4	-3.6	0.7	0.9
	Sex												
	Male	9.5	-0.5	9.4	9.3	9.6	3.5	13.9	15.2	1.7	-4.2	1.0	1.0
	Female	5.9	-4.0	9.0	5.2	5.4	1.1	10.0	15.0	-4.8	-3.0	0.3	0.8
	Geographic region												
	Western region	6.7	-6.3	8.4	3.8	3.7	5.3	8.1	13.3	-8.1	-4.6	0.4	1.9
	Khangai region	5.2	1.3	0.6	-1.1	-0.3	5.1	9.3	16.4	-1.3	-3.7	0.8	1.8
	Central region	6.8	5.2	7.5	2.9	10.0	4.4	14.4	17.7	10.4	-2.3	1.2	2.8
	Eastern region	2.1	0.7	-2.5	-1.5	2.9	-2.7	8.7	9.2	0.5	-3.3	-1.0	0.2
	Ulaanbaatar	2.6	3.4	-0.2	0.9	3.8	-2.5	9.9	10.2	2.2	-3.8	0.8	-0.4
Secondary/ Grades 6–9	Total	7.0	5.3	10.0	11.7	14.6	-6.1	12.0	4.0	3.2	-0.3	2.4	-1.7
	Sex												
	Male	8.0	5.0	11.8	11.7	17.0	-3.1	13.1	7.9	10.2	0.2	4.0	-0.4
	Female	5.9	5.5	8.1	11.7	12.2	-9.2	10.9	-0.1	-4.2	-0.8	0.7	-3.0
	Geographic region												
	Western region	6.1	6.2	7.9	10.8	10.9	-7.2	7.7	-1.3	-3.7	-2.5	2.7	0.0
	Khangai region	1.1	5.6	2.0	10.0	0.7	-0.7	-1.0	1.4	3.3	0.6	5.8	1.7
	Central region	7.2	-0.3	5.8	9.1	9.8	-8.8	3.6	5.7	6.8	2.5	6.3	1.5
	Eastern region	-5.3	-1.7	1.1	11.5	-1.1	-19.7	0.0	0.5	4.8	0.8	3.5	-1.3
	Ulaanbaatar	-0.5	-1.6	1.2	10.9	1.7	-13.3	0.9	-0.3	1.0	-1.3	-1.5	-5.6
Basic/ Grades 1–9	Total	10.8	7.5	11.1	6.7	5.0	3.5	-0.2	8.8	8.9	0.0	3.1	1.6
	Sex												
	Male	12.2	9.5	12.0	9.7	6.5	4.2	1.4	10.3	10.7	0.0	4.0	2.1
	Female	9.4	5.5	10.3	3.4	3.5	2.8	-1.8	7.2	6.9	0.0	2.2	1.0
	Geographic region												
	Western region	12.4	4.3	8.4	10.2	3.4	1.9	0.1	6.6	9.8	0.4	4.7	3.8
	Khangai region	1.4	-2.5	-3.3	11.2	4.1	4.1	-2.5	1.3	10.6	0.2	4.3	3.1
	Central region	12.2	8.3	10.8	-10.9	6.4	6.5	7.6	0.7	7.8	1.4	4.5	3.6
	Eastern region	-2.9	-17.9	0.9	-2.1	-0.1	1.7	3.1	-4.3	6.6	0.1	2.4	1.1
	Ulaanbaatar	-2.0	-0.6	0.6	-9.0	1.9	2.5	5.3	-3.6	5.3	-0.8	1.6	-0.6

Source: NSO.

Table D/CONT-2. Estimated percentage of working-age population who are HIV positive, 2004–16

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
HIV-positive	0.0003	0.001	0.0015	0.0022	0.0029	0.0033	0.0045	0.0056	0.007	0.0077	0.0093	0.0098	0.0107

Source: Ministry of Health.

Table D/CONT-4. Income inequality, 2007–16 (90:10 ratio)

	2007–08	2009	2010	2011	2012	2014	2016
Total	9.2	7.7	8.0	8.2	8.3	7.7	7.7
Sex							
Male	9.1	7.5	7.9	8.3	8.3	7.8	7.6
Female	9.3	7.7	8.0	8.2	8.3	7.6	7.8
Urban or rural area							
Urban	9.4	7.4	7.8	8.2	8.5	7.7	7.8
Rural	8.4	7.3	7.6	7.4	7.6	7.4	7.0
Age							
0–14 years	8.8	7.2	8.0	7.8	8.2	7.5	7.6
15–24 years	9.1	7.4	7.5	7.8	8.2	7.3	7.4
25–64 years	9.1	7.4	7.8	8.1	8.3	7.7	7.6
65 years & older	9.3	7.1	7.7	8.3	8.2	8.4	7.6
Geographic region							
Western region	7.9	7.0	7.6	8.0	7.1	7.9	6.7
Khangai region	8.4	7.3	8.7	7.5	7.9	7.0	7.0
Central region	9.4	7.3	7.6	7.8	8.3	7.5	7.7
Eastern region	8.9	7.8	7.6	9.0	8.1	7.0	7.2
Ulaanbaatar	9.7	7.8	7.7	8.0	8.5	7.9	7.9

Source: NSO, Household Socio-Economic Survey reports.

Table D/CONT-5. Inflation average rate of year, 2005–16 (consumer price index)

	2005	2010	2011	2012	2013	2014	2015	2016
Total	12.5	10.1	9.2	14.3	10.5	12.8	6.6	0.7*
By Geographic region								
West region	-	-	-	14.6	11.5	13.3	7.1	-0.3
Khangai	-	-	-	13.9	13.7	13.2	9.2	2.2
Center	-	-	-	12.7	10.2	12.5	5.9	1.9
East	-	-	-	14.1	10.0	11.3	7.9	2.0
Ulaanbaatar	12.5	10.1	9.2	15.0	8.6	12.9	6.0	0.5

Notes: * In 2016, average inflation rate stood at 0.7%, indicating a decrease of 5.9 points from the previous year, which was mainly contributed by decrease in prices of food and non-alcoholic beverages group by 1.5%, and transport group by 2.2%.
Source: NSO Mongolia.

Table D/CONT-6. Employment, by branch of economic activity, 2006—16 (%)

Divisions	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, fishing and hunting	40.6	41.6	34.8	33.5	33.1	35.0	29.8	28.0	28.4	30.4
Mining and quarrying	3.0	0.0	3.5	3.3	4.3	4.4	4.6	3.6	3.7	3.3
Processing industries	6.5	2.6	6.2	6.3	6.3	6.1	7.3	7.7	7.0	7.5
Electricity, gas, steam and air conditioning supply	1.6	6.0	1.0	1.2	1.1	1.4	1.3	1.4	1.4	1.4
Water supply; sewerage, waste management and remediation activities	0.5	1.5	0.6	0.8	0.6	0.6	0.7	0.6	0.5	0.5
Construction	3.6	3.5	4.9	4.7	5.0	5.6	6.6	7.3	7.7	6.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.5	12.9	15.9	14.1	14.7	12.4	14.1	15.3	15.5	15.0
Transportation and storage	6.0	2.5	6.8	7.4	7.3	5.3	6.0	6.3	6.3	5.7
Accommodation and food service activities	2.4	7.7	2.3	2.7	2.5	2.9	2.9	3.3	3.3	2.8
Information and communication	1.3	1.0	1.0	1.4	1.1	1.4	1.5	1.6	1.4	1.6
Financial and insurance activities	1.4	4.4	1.2	1.5	1.6	1.6	1.9	2.1	2.1	1.9
Real estate activities	0.1	3.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1
Professional, scientific and technical activities	1.2	6.7	1.1	0.9	1.1	1.1	1.2	1.1	1.2	1.1

Source: NSO, Labour Force Survey reports.

Table D/CONT-6. Employment, by branch of economic activity, 2006–16 (%), cont'd

Divisions	2006–07	2007–08	2009	2010	2011	2012	2013	2014	2015	2016
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Administrative and support service activities	0.8	3.4	0.9	0.9	0.9	1.3	1.4	1.1	1.4	1.3
Public administration and defence; compulsory social insurance	5.7	2.5	5.6	5.9	5.4	6.0	5.9	6.0	5.9	6.5
Education services	7.9	0.6	7.4	8.3	8.2	8.2	8.1	8.1	7.7	8.3
Activities of households as employers	3.5	0.1	3.5	3.9	3.5	3.5	3.7	3.4	3.3	3.6
Arts, entertainment and recreation	0.8	0.0	0.7	0.8	0.8	0.7	0.8	1.0	1.1	0.9
Other service activities	2.1	0.0	2.2	2.1	2.1	1.9	1.8	1.8	1.8	1.7
Activities of households as employers	0.3	0.0	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.1
Activities of extraterritorial organizations and bodies	0.2	0.0	0.2	0.2	0.2	0.4	0.2	0.1	0.1	0.1

Source: NSO, Labour Force Survey reports.

Table D/CONT-7. Education of adult population, 2006–16 (adult literacy rate, adult secondary-school graduation rate)

a. Education of adult population (adult literacy rate), in %

	1963	1969	1979	1989	2000	2010
Total	71.5	81.5	92.7	96.5	97.8	98.3
Male	79.0	88.3	96.1	98.2	98.0	98.2
Female	61.2	71.4	88.2	94.9	97.5	98.3

Source: NSO of Mongolia, Population and Housing Census

b. Education of adult population (adult secondary school graduation ratio)

	2005	2010	2011	2012	2013	2014	2015	2016
Total	0.9	1.0	1.0	1.4	1.0	1.0	1.1	0.5
Male	0.8	1.0	1.0	1.4	1.0	1.0	1.1	0.5
Female	0.9	1.0	1.1	1.4	1.0	1.1	1.1	0.4

Source: The administrative record from MECSS and NSO

Accelerating the 2030 Sustainable Development Goals through decent work SDG monitoring and country profile for Mongolia

The 2030 Agenda for Sustainable Development stresses poverty eradication as its overarching goal as well as the integration of the economic, social and environmental dimensions of sustainable development. It calls for action by all countries — poor, rich and middle-income — to ensure that no one is left behind. Decent work is central to achieving equitable, inclusive and sustainable development and is thus enshrined in at least ten of the 17 Sustainable Development Goals, including the dedicated SDG 8, which aims to "promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".

In 2016, Mongolia approved its Sustainable Development Vision for 2030. To support the monitoring of progress towards achievement of the SDGs and decent work, the International Labour Organization is providing technical assistance to the National Statistics Office to align the national labour statistical standards with the relevant international statistical standards. As part of that work, the ILO helped prepare this pioneering report, Accelerating the 2030 Sustainable Goals Through Decent Work: SDG Monitoring and Country Profile for Mongolia.

The SDG decent work profile compiles all available data on SDG decent work statistical and legal indicators and presents analysis of gaps and trends where possible. By facilitating national monitoring and reporting on SDG achievements and determining the SDG-related decent work deficits and required action, it contributes to data-informed national planning and policy-making on SDGs.

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Accelerating the 2030 Sustainable Development Goals through decent work
SDG monitoring and country profile for Mongolia

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