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СУДАЛГААНЫ ИНСТИТУТ

THE RESEARCH INSTITUTE OF LABOUR AND SOCIAL PROTECTION



# LABOR MARKET



BULLETIN 2021

III QUARTER

Ulaanbaatar

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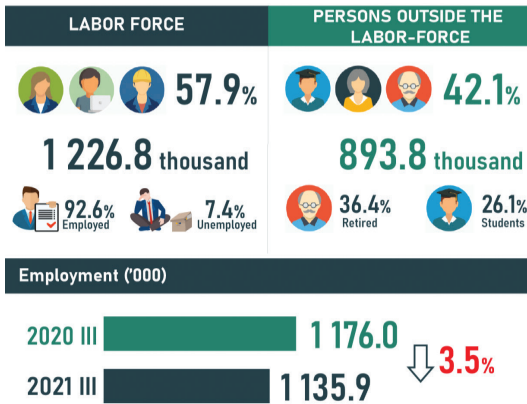
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## EMPLOYMENT INDICATORS

As of the third quarter 2021, 1,226.8 thousand (57.9 percent) of population aged 15 and over are in the labor-force, 893.8 thousand (42.1 percent) are persons outside the labor force.

Out of the total labor force, 644.3 thousand (52.5 percent) are men, 582.5 thousand (47.4 percent) are women. While, 1,135.9 thousand (92.6 percent) of the total labor force are employed and 90.9 thousand (7.4 percent) are unemployed. The labor force decreased by 41.8 thousand (3.2 percent) compared to the same period of the previous year. Total number of workers decreased by 40.8 thousand (3.4 percent), while the potential labor-force decreased by 8.4 thousand (13.4 percent).

**Figure 1. Structure of working age population**



As of the third quarter 2021, the number of underutilized of working age population was 153.3 thousand, decreasing by 5.9 thousand (3.7 percent) compared to the third quarter 2020. By the structure of labor underutilization, there are 90.9 thousand are unemployed (59.3 percent), 8.2 thousand (5.4 percent) are time-related underemployed, and 54.1 thousand (35.3 percent) are potential labor force.

Source: [www.1212.mn](http://www.1212.mn), (NSO)

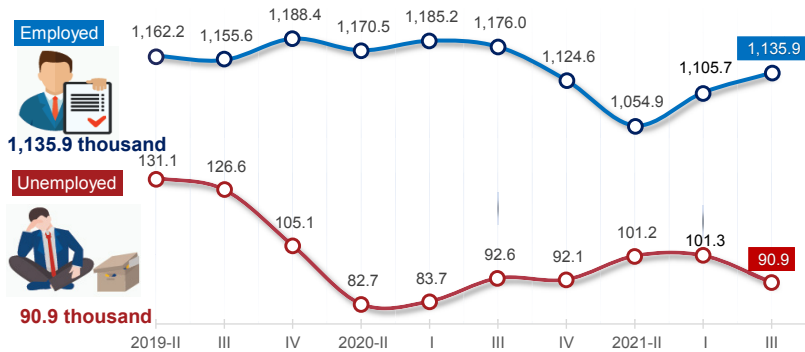
**Table 1. Key labor market indicators (in thousand)**

| Indicators                      | 2019-III | IV      | 2020-I  | II      | III     | IV      | 2021-I  | II      | III            | Change       |           |
|---------------------------------|----------|---------|---------|---------|---------|---------|---------|---------|----------------|--------------|-----------|
|                                 |          |         |         |         |         |         |         |         |                | year on year | Quarterly |
| Labor force                     | 1,282.5  | 1,293.6 | 1,253.1 | 1,268.9 | 1,268.6 | 1,216.6 | 1,156.1 | 1,207.0 | <b>1,226.8</b> | -41.8        | 19.8      |
| Female                          | 598.4    | 594.4   | 588.7   | 591.9   | 609.0   | 575.1   | 542.4   | 561.4   | <b>582.5</b>   | -26.5        | 21.1      |
| Employed                        | 1,155.6  | 1,188.4 | 1,170.5 | 1,185.2 | 1,176.0 | 1,124.6 | 1,054.9 | 1,105.7 | <b>1,135.9</b> | -40.1        | 30.2      |
| Female                          | 546.1    | 555.3   | 556.5   | 551.4   | 568.1   | 529.7   | 501.1   | 513.1   | <b>539.6</b>   | -28.5        | 26.5      |
| Time-related underemployment    | 10.8     | 11.1    | 5.5     | 3.2     | 4.0     | 8.2     | 6.3     | 2.7     | <b>8.3</b>     | 4.2          | 5.5       |
| Female                          | 5.8      | 6.1     | 3.2     | 0.9     | 2.3     | 2.4     | 2.8     | 1.2     | <b>3.7</b>     | 1.4          | 2.5       |
| Unemployed                      | 126.6    | 105.1   | 82.7    | 83.7    | 92.6    | 92.1    | 101.2   | 101.3   | <b>90.9</b>    | -1.7         | -10.4     |
| Female                          | 52.3     | 39.0    | 32.2    | 40.5    | 40.9    | 45.4    | 41.3    | 48.3    | <b>42.9</b>    | 2.0          | -5.4      |
| Persons outside the labor force | 851.0    | 838.5   | 872.0   | 854.5   | 881.4   | 918.1   | 949.7   | 917.0   | <b>893.8</b>   | 12.4         | -23.1     |
| Female                          | 519.9    | 523.9   | 546.9   | 541.3   | 546.2   | 574.4   | 588.0   | 579.5   | <b>569.4</b>   | 23.2         | -10.1     |
| Potential labor force           | 51.4     | 58.0    | 82.3    | 73.8    | 62.6    | 66.1    | 108.8   | 71.8    | <b>54.2</b>    | -8.4         | -17.6     |
| Female                          | 27.4     | 32.8    | 41.8    | 42.7    | 33.4    | 35.2    | 54.8    | 38.1    | <b>30.1</b>    | -3.3         | -7.9      |

|                                       |       |       |       |       |       |       |       |       |              |      |       |
|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------------|------|-------|
| Other persons outside the labor force | 799.6 | 780.5 | 789.7 | 780.7 | 818.8 | 852.0 | 840.9 | 845.1 | <b>839.6</b> | 20.8 | -5.5  |
| Female                                | 492.5 | 491.1 | 505.1 | 498.6 | 512.8 | 539.2 | 533.1 | 541.4 | <b>539.2</b> | 26.5 | -2.2  |
| Total underutilization of labor force | 188.6 | 174.3 | 170.4 | 160.7 | 159.3 | 166.4 | 216.3 | 175.9 | <b>153.4</b> | -5.9 | -22.5 |
| Labor force                           | 85.3  | 78.0  | 77.2  | 84.1  | 76.6  | 83.0  | 98.9  | 87.6  | <b>76.8</b>  | 0.2  | -10.9 |

Source: [www.1212.mn](http://www.1212.mn), NSO

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



Source: [www.1212.mn](http://www.1212.mn), National Statistical Office (NSO)

As of the third quarter of 2021, the number of employees reached 1135.9 thousand, down by 40.1 thousand (3.4 percent) compared to the same period of the previous year, and up by 30.2 thousand (2.7 percent) compared to the previous quarter. In terms of number of employees by sector of economic activity, 282.3 thousand (24.9 percent) are in agriculture, forestry, fishing and hunting, 148.5 thousand (13.1 percent) are in wholesale and retail trade, repair of vehicles and motorcycles, 98.5 thousand (8.7 percent) are in education, 93.7 thousand (8.3 percent) are in construction, 87.2 thousand (7.7 percent) are in public administration and civil defense; compulsory social security, 82.7 thousand (7.3 percent) are in manufacturing, and 57.8 thousand (5.1 percent) are in mining and quarrying.

**Table 2. Employment by sector of economic activity (in thousand)**

| Sector of economic activities                   | 2020           |                |                |                | 2021           |                |                | Changes      |             |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|--------------|-------------|
|   | I              | II             | III            | IV             | I              | II             | III            | YonY         | Qly         |
| <b>Total</b>                                    | <b>1,170.5</b> | <b>1,185.2</b> | <b>1,176.0</b> | <b>1,124.6</b> | <b>1,054.9</b> | <b>1,105.7</b> | <b>1,135.9</b> | <b>-40.1</b> | <b>30.2</b> |
| Agriculture, forestry, fishing and hunting      | 257.6          | 269.3          | 288.9          | 269.2          | 303.1          | 290.6          | <b>282.3</b>   | -6.5         | -8.3        |
| Mining & quarrying                              | 54.3           | 55.1           | 53.7           | 44.3           | 49.0           | 57.4           | <b>57.8</b>    | 4.1          | 0.4         |
| Manufacturing                                   | 89.0           | 88.5           | 94.3           | 90.0           | 79.2           | 87.7           | <b>82.7</b>    | -11.6        | -4.9        |
| Electricity, gas, steam and conditioning supply | 14.4           | 12.4           | 13.1           | 17.5           | 17.0           | 19.4           | <b>19.9</b>    | 6.8          | 0.5         |
| Water supply; sewerage, waste                   | 8.5            | 8.4            | 8.4            | 8.3            | 11.4           | 6.8            | <b>6.1</b>     | -2.3         | -0.7        |

|  |       |       |       |       |       |       |              |       |      |
|--|-------|-------|-------|-------|-------|-------|--------------|-------|------|
| Construction   | 69.5  | 92.0  | 86.9  | 64.4  | 60.5  | 85.5  | <b>93.7</b>  | 6.8   | 8.3  |
| Wholesale and retail trade, repair of motor vehicles & motorcycles | 162.9 | 175.5 | 168.5 | 165.6 | 139.2 | 152.5 | <b>148.5</b> | -19.9 | -4.0 |
| Transportation and storage   | 74.4  | 65.4  | 61.5  | 67.0  | 51.1  | 50.7  | <b>58.1</b>  | -3.4  | 7.4  |
| Accommodation and food service activities                          | 33.9  | 28.9  | 30.0  | 27.9  | 34.8  | 40.2  | <b>37.5</b>  | 7.5   | -2.7 |
| Information and communication                                      | 21.8  | 19.4  | 17.8  | 16.9  | 10.0  | 16.9  | <b>16.2</b>  | -1.6  | -0.7 |
| Financial and insurance activities                                 | 27.8  | 28.3  | 29.2  | 32.0  | 23.6  | 24.4  | <b>27.8</b>  | -1.4  | 3.4  |
| Real estate  | 4.6   | 3.7   | 2.8   | 2.8   | 1.0   | 1.7   | <b>2.5</b>   | -0.4  | 0.8  |
| Professional, scientific & technical                               | 7.4   | 10.3  | 12.4  | 16.8  | 9.5   | 6.0   | <b>13.9</b>  | 1.5   | 7.8  |
| Administrative and support service                                 | 20.7  | 17.3  | 19.6  | 15.5  | 21.7  | 15.6  | <b>18.8</b>  | -0.8  | 3.2  |
| Public administration and defense; social security                 | 92.7  | 82.0  | 78.6  | 81.7  | 76.3  | 83.1  | <b>87.2</b>  | 8.6   | 4.1  |
| Education  | 120.0 | 110.5 | 105.2 | 107.1 | 86.3  | 93.2  | <b>98.5</b>  | -6.7  | 5.3  |
| Human health and social work activities                            | 67.4  | 66.3  | 54.8  | 53.4  | 45.1  | 41.6  | <b>50.1</b>  | -4.7  | 8.6  |
| Arts, entertainment and recreation                                 | 11.6  | 8.9   | 10.3  | 12.6  | 8.8   | 9.0   | <b>6.5</b>   | -3.8  | -2.5 |
| Other service activities   | 27.1  | 35.7  | 33.7  | 25.1  | 23.2  | 22.8  | <b>25.1</b>  | -8.6  | 2.3  |
| Activities of household as employers                               | 2.3   | 3.3   | 3.5   | 4.6   | 2.4   | 0.6   | <b>2.6</b>   | -0.9  | 2.1  |
| Activities of extraterritorial organizations and bodies            | 2.5   | 3.8   | 2.7   | 1.9   | 1.7   | -     | -            | -2.7  | 0.0  |

Source: [www.1212.mn](http://www.1212.mn), NSO

**Figure 3. The three sectors of economic activity with the largest number of employees, third quarter of 2021**

**THE THREE SECTORS OF ECONOMIC ACTIVITY WITH LARGEST NUMBER OF EMPLOYEES**



**282.3 thousand (24.9%)**

Agriculture, forestry, fishing and hunting



**148.5 thousand (13.1%)**

Wholesale and retail trade, repair of vehicles and motorcycles



**98.5 thousand (8.7%)**

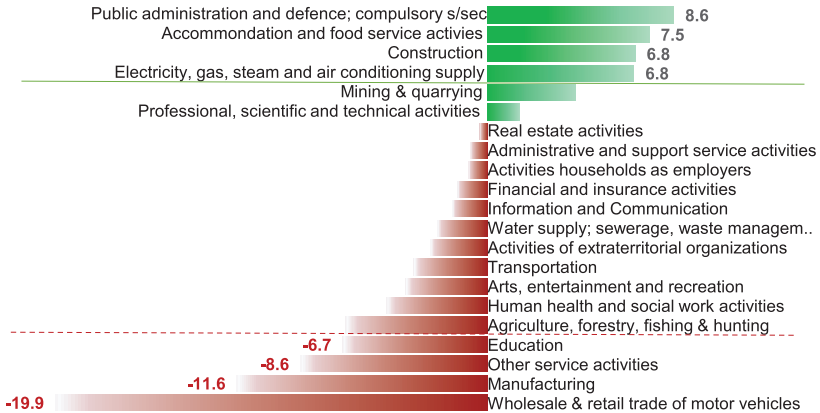
Education

Source of information: [www.1212.mn](http://www.1212.mn), NSO

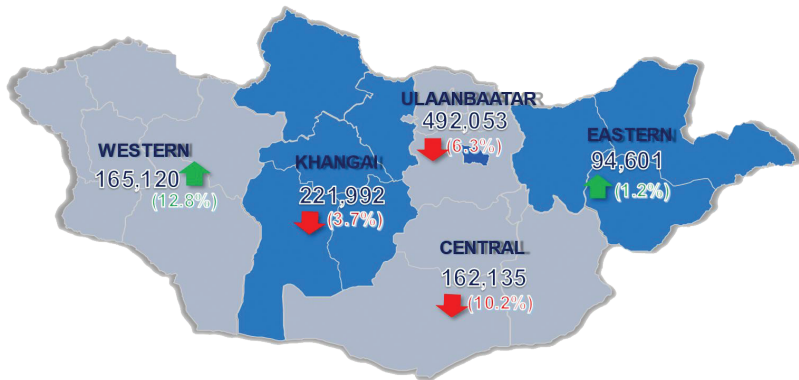
As of the third quarter of 2021, the number of employees decreased by more than 40.0 thousand (or 3.4 percent) compared to the same period of the previous year, but this decrease varied by sector of economic activity. The highest increase in employment was in the sector of public administration and civil defense (8.6 thousand), hotels, accommodation and food service activities (7.5 thousand) and construction (6.8 thousand), while there was a decline in the wholesale and retail trade, repair of vehicles and motorcycles (19.9 thousand), manufacturing (11.6 thousand) and other service activities (8.6 thousand).



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



**Figure 5. Year-on-year change in employment by region, third quarter of 2021, compared to the same period last year**

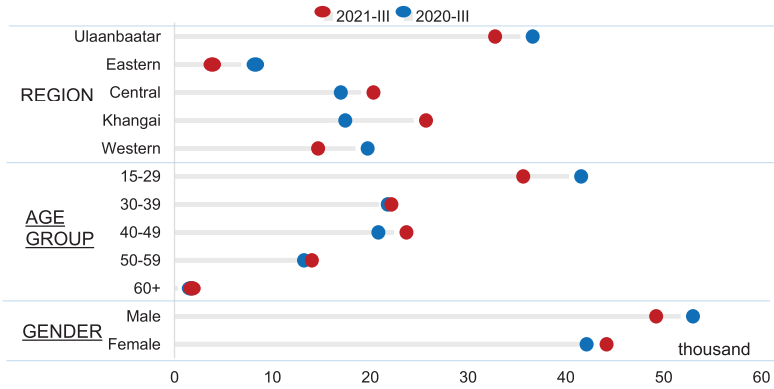


Source: [www.1212.mn](http://www.1212.mn), NSO

By region, 14.7 percent of the total unemployed were in the Western region, 26.9 percent were in the Khangai region, 21.0 percent were in the Central region, 2.7 percent were in the Eastern region, and 34.7 percent were in Ulaanbaatar. In terms of region compared to the same period of the previous year, the number of unemployed in the Western region increased by 5.1 thousand, the Eastern region by 4.4 thousand, Ulaanbaatar by 3.8 thousand, Central region by 3.3 thousand, and Khangai region by 8.2 thousand.

By age group, 18.8 thousand (20.7 percent) of the total unemployed were young people aged 15-24, 26.0 thousand (28.6 percent) were people aged 25-34, 24.5 thousand (27.0 percent) were people aged 35-44, 18.0 thousand (19.8 percent) were people aged 45-54, 3.5 thousand (3.9 percent) were people aged 55 or above.

**Figure 6. Number of unemployment by region and demographic group, Q3-2020 and Q3-2021 (in thousand)**



Source: [www.1212.mn](http://www.1212.mn), NSO

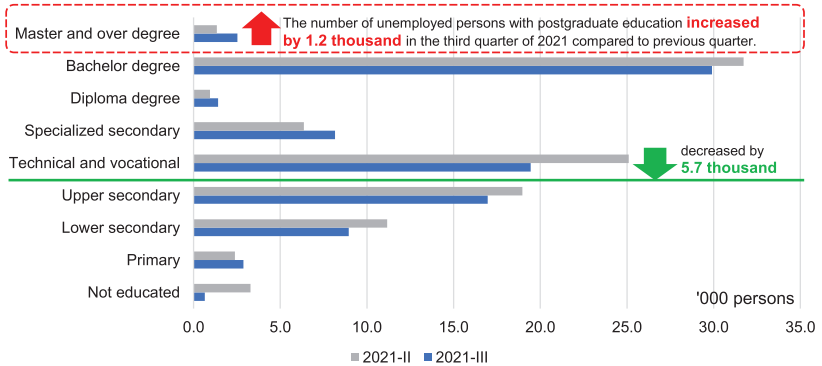
**Table 3. Unemployment by demographic (in thousand)**

| Indicators | 2019        | 2020 |      |      |      | 2021  |       |      | Change       |           |       |
|------------|-------------|------|------|------|------|-------|-------|------|--------------|-----------|-------|
|            |             | I    | II   | III  | IV   | I     | II    | III  | Year on year | Quarterly |       |
| Total      | 127.7       | 82.7 | 83.7 | 92.6 | 92.1 | 101.2 | 101.3 | 90.9 | -1.7         | -10.4     |       |
| Gender     | Male        | 75.2 | 50.5 | 43.2 | 51.7 | 46.7  | 59.8  | 52.9 | 48.0         | -3.8      | -4.9  |
|            | Female      | 52.5 | 32.2 | 40.5 | 40.9 | 45.4  | 41.3  | 48.3 | 42.9         | 2.0       | -5.4  |
| Region     | Western     | 19.5 | 16.0 | 12.9 | 18.5 | 13.8  | 17.6  | 19.1 | 13.4         | -5.1      | -5.7  |
|            | Khangai     | 21.3 | 17.6 | 12.2 | 16.2 | 18.2  | 13.9  | 14.6 | 24.5         | 8.3       | 9.9   |
|            | Central     | 16.6 | 9.6  | 12.0 | 15.7 | 15.4  | 18.1  | 17.6 | 19.1         | 3.3       | 1.5   |
|            | Eastern     | 11.8 | 9.4  | 4.7  | 6.8  | 10.1  | 5.2   | 4.4  | 2.4          | -4.4      | -2.0  |
|            | Ulaanbaatar | 58.5 | 30.1 | 42.0 | 35.4 | 34.6  | 46.4  | 45.5 | 31.5         | -3.8      | -14.0 |
| Age group  | 15-19       | 7.2  | 2.3  | 3.9  | 6.6  | 6.1   | 7.9   | 3.8  | 1.9          | -4.7      | -1.9  |
|            | 20-24       | 22.7 | 16.2 | 17.7 | 20.5 | 13.7  | 17.0  | 13.8 | 16.9         | -3.6      | 3.1   |
|            | 25-29       | 19.0 | 13.5 | 12.4 | 13.2 | 17.8  | 21.7  | 19.5 | 15.6         | 2.4       | -3.9  |
|            | 30-34       | 17.5 | 10.3 | 9.5  | 12.2 | 9.8   | 13.9  | 15.9 | 10.5         | -1.7      | -5.4  |
|            | 35-39       | 19.6 | 9.0  | 6.6  | 8.4  | 11.4  | 10.1  | 10.8 | 10.5         | 2.1       | -0.4  |
|            | 40-44       | 13.5 | 12.5 | 9.3  | 10.2 | 11.4  | 10.7  | 12.6 | 14.1         | 3.9       | 1.5   |
|            | 45-49       | 11.8 | 9.4  | 13.8 | 9.4  | 10.1  | 10.7  | 12.6 | 8.4          | -1.0      | -4.2  |
|            | 50-54       | 9.9  | 7.2  | 8.2  | 7.6  | 9.8   | 4.5   | 10.6 | 9.6          | 2.1       | -1.0  |
|            | 55-59       | 5.1  | 2.2  | 1.3  | 4.4  | 1.9   | 3.4   | 1.0  | 3.2          | -1.3      | 2.2   |
|            | 60+         | 1.6  | 0.1  | 0.9  | 0.2  | 0.1   | 1.1   | 0.7  | 0.4          | 0.1       | -0.4  |

Source: [www.1212.mn](http://www.1212.mn), NSO

Out of total unemployed, 0.7 percent have no education, 3.2 percent have primary education, 9.9 percent have lower secondary, 18.7 percent have completed secondary education, 21.4 percent have technical and vocational education, 8.9 percent have specialized secondary education, 1.6 percent have diploma, 32.8 percent have bachelor's degree and 2.8 percent have master and postgraduate education.

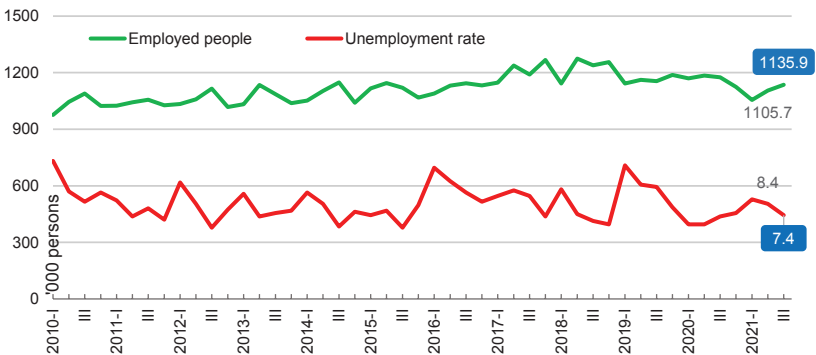
**Figure 7. Number of unemployed, changes, by education (in thousand)**



Source: [www.1212.mn](http://www.1212.mn), NSO

From the second quarter of 2020, the number of employees decreased by 20.0 thousand on average per quarter and hit its lowest level since 2012 reaching 1,054.9 thousand in the first quarter of 2021 and increased by 81.0 thousand reaching 1,135.9 thousand in the second and third quarters of 2021. The national unemployment rate is 7.4 and in terms of gender, the unemployment rate is 7.4 percent for both men and women. The unemployment rate in urban areas is 8.4 percent or 1.0 percentage point higher than the national average, while the unemployment rate in rural areas is 5.1 percent, which is 2.3 percentage point lower than the national average.

**Figure 8. Long-term trends in employment and unemployment rate, by quarter**

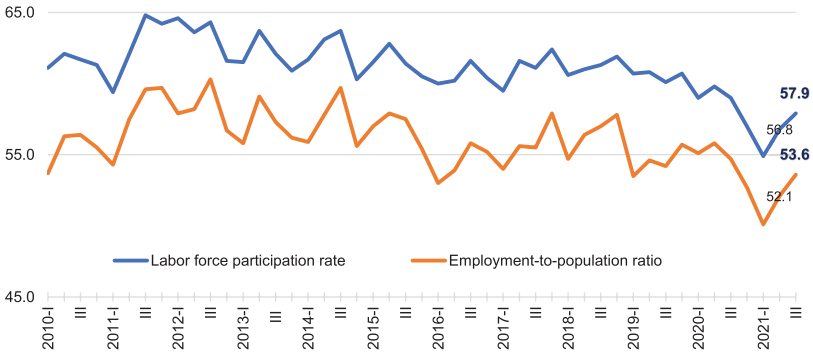


Source: [www.1212.mn](http://www.1212.mn), NSO

On a quarterly basis, the participation rate, which is the rate of labor supply to the working-age population, reached 57.9 percent in the third quarter of 2021, which is an increase of 1.1 percentage points compared to the previous quarter. Although it shows that the labor force participation rate has

been recovering gradually, it has not reached pre-pandemic levels and decreased by 4-5 percentage points compared to the previous years. Perhaps, such decrease in employment of the working-age population was affected by the policy and measures taken by the Government of Mongolia in response to the Covid-19 pandemic, but in the long run the employment decline may have a direct and indirect impact on the labor market, household income, poverty and work experience of employees. In addition, the decline was also affected by increase in the number of people taking care of their children and those not looking for a job and temporarily away from work. In the working age population, the employment-to-population ratio reached 53.6 percent, representing an increase of 1.5 percentage points compared to the same period of the previous year.

**Figure 9. Labor force participation rate and employment-to-population ratio, by quarter**



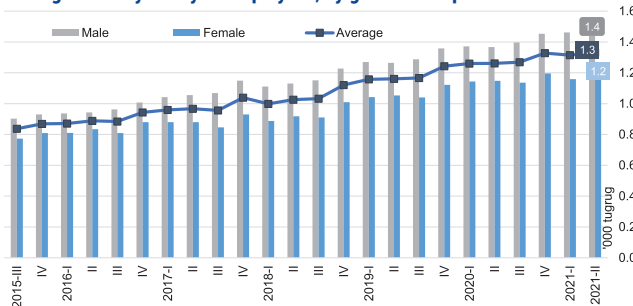
Source: [www.1212.mn](http://www.1212.mn), NSO

## AVERAGE MONTHLY SALARY INDICATORS

The average monthly salary of employees has been growing steadily in the recent years. However, in the 2<sup>nd</sup> quarter of 2021, the average salary of employees reached 1,330.4 thousand, increased by 69.1 thousand or 5.5 percent compared to the same period of the previous year.

In terms of gender, men have an average monthly salary of MNT 1,4 million, while women have average salary of MNT 1,2 million.

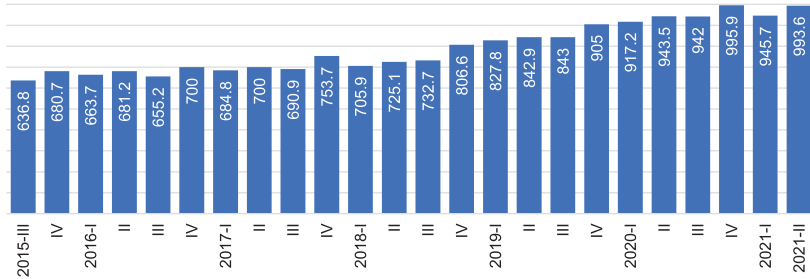
**Figure 10. Average monthly salary of employees, by gender and quarter**



Source: [www.1212.mn](http://www.1212.mn), NSO

The median salary is the average salary received by all employees. As of the 2<sup>nd</sup> quarter of 2021, the median salary reached 993.6 thousand, increased by 50.1 thousand or 5.3 percent compared to the same period of the previous year. The median salary growth is higher than the average salary growth. This is indicating that the wage inequality is narrowing.

**Figure 11. Median salaries of employees, by quarter**

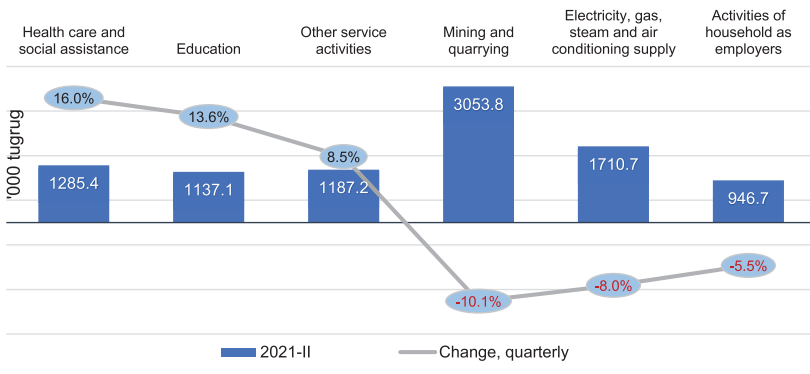


Source: [www.1212.mn](http://www.1212.mn), NSO

In terms of the average monthly salary of employees in all sectors of economic activities, the average monthly salary was the highest for mining and quarrying workers (3,053.8 thousand) and the lowest for hotel, accommodation and food service workers (795.6 thousand). The average salary in the mining and quarrying sector is 2.3 times higher than the national average.

As for changes in the average monthly salaries of employees compared to the same period of 2021 by sector of economic activity, the average monthly salaries of mining and quarrying employees increased by 129.0 thousand (4.4 percent), the average monthly salary of extraterritorial organizations and bodies by 134.6 thousand (7.1 percent), the average monthly salary of information and communication by 90.8 thousand (7.1 percent) and the average monthly salary of transportation and storage by 68.3 (5.6 percent).

**Figure 12. Average monthly salary of employees, by sector of economic activity, changes, compared to the same period of the previous year, by thousand MNT**



Source: [www.1212.mn](http://www.1212.mn), NSO

## SOME RESULTS OF THE ANALYSIS ON THE IMPACT OF THE COVID-19 PANDEMIC ON THE LABOR MARKET OF MONGOLIA

The Research Institute of Labor and Social Protection has been conducting analysis on the “Impact of the Covid-19 pandemic on the Mongolian labor market” on a quarterly basis since 2020. This analysis is based on the current state of the economic and labor market, data on payers of social insurance contributions and the employment administration data.

### IMPACT ON PAYERS OF SOCIAL INSURANCE CONTRIBUTIONS

As of the third quarter of 2021, the number of enterprises and organizations paying social insurance contributions reached 50.6 thousand, an increase by 2.8 thousand or 5.9 percent compared to the same period of the previous year. 90.9 percent of the total organizations paying social insurance contributions are private enterprises and 9.1 percent are budgetary institutions.

**Table 4. Number of organizations paying social insurance premiums, by cumulative frequency**

| Month | 2020   | Monthly changes | 2021   | Monthly changes | Change   |            |
|-------|--------|-----------------|--------|-----------------|----------|------------|
|       |        |                 |        |                 | Absolute | Percentage |
| I     | 9 692  | 9 692           | 2 815  | 2 815           | - 6 877  | -70.96     |
| II    | 39 687 | 29 995          | 38 631 | 35 816          | - 1 056  | -2.66      |
| III   | 42 862 | 3 175           | 46 242 | 7 611           | 3 380    | 7.89       |
| IV    | 44 636 | 1 774           | 47 970 | 1 728           | 3 334    | 7.47       |
| V     | 46 206 | 1 570           | 48 458 | 488             | 2 252    | 4.87       |
| VI    | 46 762 | 556             | 48 738 | 280             | 1 976    | 4.23       |
| VII   | 47 129 | 367             | 49 558 | 820             | 2 429    | 5.15       |
| VIII  | 47 412 | 283             | 50 059 | 501             | 2 647    | 5.58       |
| IX    | 47 818 | 406             | 50 625 | 566             | 2 807    | 5.87       |

*Source: General Department of Social Insurance*

99.6 thousand insured were newly registered in third quarter of 2021 and total number of insured reached 1.1 million as of the first three quarters of 2021. Out of compulsory insured, 60.5 percent belong to private enterprises and 25.5 percent are state organizations. Out of the total insured, 13.9 percent is voluntary insured. Total number of insured increased by 10.7 thousand or 1.0 percent compared to same period of the previous year.

**Table 5. Total number of insured, by cumulative frequency**

| Month | Total insured | Compulsory insured | Private enterprises | Budgetary organization | Voluntary insured |
|-------|---------------|--------------------|---------------------|------------------------|-------------------|
| I     | 91 521        | 50 617             | 24 636              | 25 981                 | 40 904            |
| II    | 738 140       | 665 503            | 452 416             | 213 087                | 72 637            |
| III   | 845 802       | 744 846            | 503 902             | 240 944                | 100 956           |
| IV    | 900 570       | 777 449            | 532 103             | 245 346                | 123 121           |
| V     | 927 880       | 799 274            | 549 683             | 249 591                | 128 606           |
| VI    | 962 387       | 826 246            | 572 200             | 254 046                | 136 141           |
| VII   | 997 126       | 857 236            | 599 076             | 258 160                | 139 890           |
| VIII  | 1 023 963     | 880 655            | 618 681             | 261 974                | 143 308           |
| IX    | 1 062 030     | 914 203            | 643 016             | 271 187                | 147 827           |

Source: General Department of Social Insurance

In the third quarter of 2021, 11.7 thousand voluntary insured were newly registered and a total of 147.8 thousand people were covered by voluntary social insurance in the first three quarters of 2021. Out of total voluntary insured, 27.8 percent are herders and 12.4 percent are self-employed. The number of voluntary insured decreased by 25.1 thousand or 14.5 percent compared to the same period of the previous year.

**Table 6. Total number of voluntary insured, by cumulative frequency**

| Month | 2020    |                   |                         | 2021    |                   |                         |
|-------|---------|-------------------|-------------------------|---------|-------------------|-------------------------|
|       | Total   | Number of herders | Number of self-employed | Total   | Number of herders | Number of self-employed |
| I     | 41 789  | 10 549            | 6 142                   | 40 904  | 4 993             | 4 050                   |
| II    | 81 302  | 18 993            | 12 273                  | 72 637  | 10 488            | 6 295                   |
| III   | 108 042 | 25 962            | 16 149                  | 100 956 | 18 630            | 8 218                   |
| IV    | 120 939 | 31 050            | 17 398                  | 123 121 | 24 860            | 9 259                   |
| V     | 144 324 | 40 969            | 20 084                  | 128 606 | 25 453            | 9 365                   |
| VI    | 156 624 | 46 028            | 21 002                  | 136 141 | 25 979            | 9 752                   |
| VII   | 161 416 | 47 483            | 21 077                  | 139 890 | 26 202            | 9 690                   |
| VIII  | 163 968 | 47 789            | 21 269                  | 143 308 | 26 214            | 9 629                   |
| IX    | 172 892 | 47 992            | 21 371                  | 147 827 | 26 219            | 9 570                   |

Source: General Department of Social Insurance

As of the first three quarters of 2021, the revenue of social insurance contributions fund reached MNT 1,436.4 billion increasing by MNT 494.3 billion in the third quarter of 2021. The revenue of social insurance contributions increased by MNT 360.1 billion or 33.5 percent compared to same period of the previous year.

**Table 7. Revenues from social insurance premiums, by billion tugrugs, by cumulative frequency**

| Month | 2020   | Increase in given month | 2021   | Increase in given month | Change   |            |
|-------|--------|-------------------------|--------|-------------------------|----------|------------|
|       |        |                         |        |                         | Absolute | Percentage |
| I     | 131.8  | 131.8                   | 121.2  | 121.2                   | -10.6    | -8.1       |
| II    | 271.4  | 139.6                   | 264.2  | 143.1                   | -7.1     | -2.6       |
| III   | 420.5  | 149.1                   | 437.9  | 173.7                   | 17.4     | 4.1        |
| IV    | 520.2  | 99.7                    | 585.0  | 147.1                   | 64.8     | 12.5       |
| V     | 618.1  | 97.9                    | 745.2  | 160.2                   | 127.1    | 20.6       |
| VI    | 721.7  | 103.5                   | 942.1  | 196.9                   | 220.5    | 30.5       |
| VII   | 860.8  | 139.1                   | 1093.2 | 151.1                   | 232.5    | 27.0       |
| VIII  | 966.4  | 105.6                   | 1258.3 | 165.1                   | 291.9    | 30.2       |
| IX    | 1076.4 | 110.0                   | 1436.4 | 178.1                   | 360.1    | 33.5       |

Source: General Department of Social Insurance

As of the first three quarters of 2021, a total of 19.2 thousand people received unemployment benefit, an increase by 3.5 thousand or 22.0 percent compared to the same period of the previous year. In the third quarter of 2020, on average 1.7 thousand people received unemployment benefit per month, while in the third quarter of 2021, 2.3 thousand people received unemployment benefit per month. As of September 2021, 2.9 thousand people received unemployment benefit and the number of people receiving the unemployment benefit increased by 890 or 45.2 percent at the end of the second quarter or June, an increase by 807 or 39.3 percent compared to the same period of the previous year.

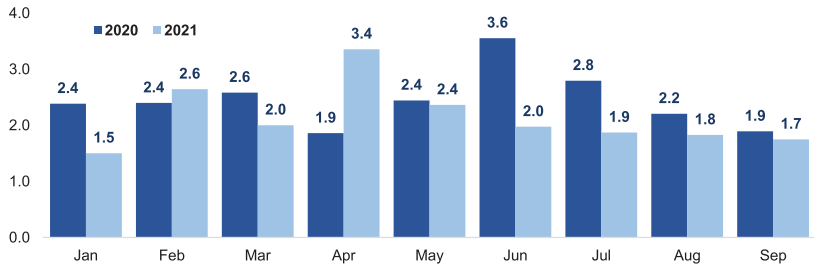
**Table 8. Number of people receiving unemployment benefits, incremental growth rate**

| Month | 2020   | Increase in given month | 2021   | Increase in given month | Change   |            |
|-------|--------|-------------------------|--------|-------------------------|----------|------------|
|       |        |                         |        |                         | Absolute | Percentage |
| I     | 2 076  | 2 076                   | 2 887  | 2 887                   | 811      | 39.1       |
| II    | 3 662  | 1 586                   | 4 624  | 1 737                   | 962      | 26.3       |
| III   | 5 268  | 1 606                   | 6 938  | 2 314                   | 1 670    | 31.7       |
| IV    | 7 498  | 2 230                   | 8 323  | 1 385                   | 825      | 11.0       |
| V     | 9 376  | 1 878                   | 10 246 | 1 923                   | 870      | 9.3        |
| VI    | 10 622 | 1 246                   | 12 216 | 1 970                   | 1 594    | 15.0       |
| VII   | 12 075 | 1 453                   | 14 123 | 1 907                   | 2 048    | 17.0       |
| VIII  | 13 735 | 1 660                   | 16 403 | 2 280                   | 2 668    | 19.4       |
| IX    | 15 788 | 2 053                   | 19 263 | 2 860                   | 3 475    | 22.0       |

Source: General Department of Social Insurance

Compared to the same period of the previous year, amount of average monthly expenditure of unemployment benefits per capita decreased in the last 4 months compared to the same period of the previous year. However, the average expenditure per capita decreased due to an increase in the number of people receiving unemployment benefits in given months compared to the same period of the previous year.



**Figure 13. Average expenditure on unemployment benefit per capita, million MNT, by month**


## IMPACT ON EMPLOYMENT

At the beginning of September 2021, 22.6 thousand people were seeking a job, while during reporting period, 9.4 thousand new job seekers were newly registered, 10.2 thousand job seekers were deregistered, and the net amount increased by 0.8 thousand people. Out of the deregistered people, 2.3 thousand (23.1 percent) people were placed a job. At the end of September 2021, there were 21.8 thousand job seekers, a decrease of 5.7 thousand or 20.7 percent compared to the same period of 2020.

At the beginning of September 2021, there were 15.3 thousand registered unemployed. In September 2021, 6.5 thousand people were newly registered, while 6.7 thousand were deregistered, which decreased by 0.3 thousand people in net terms. 1.5 thousand or 22.3 percent of total registered unemployed, who were deregistered during the reporting period, were placed in a job. At the end of September 2021, there were 15.0 thousand registered unemployed, a decrease of 2.7 thousand or 15.5 percent compared to the same period of the previous year.

**Table 9. Number of job seekers and registered unemployed**

| Date    | Job seekers /at the beginning of the / | Job placement | Job seekers /at the end of the month/ | Registered unemployed /at the beginning of the month/ | Job placement | Registered unemployed /at the end of the month / |
|---------|--|---------------|---------------------------------------|---|---------------|--|
| 2019.06 | 35 343                                 | 6 712         | 33 327                                | 23 509  | 3 487         | 23 045   |
| 2019.09 | 30 831                                 | 3 812         | 30 467                                | 21 326  | 2 439         | 20 413   |
| 2019.12 | 36 063                                 | 7 246         | 37 044                                | 21 141  | 4 699         | 20 761   |
| 2020.06 | 31 114                                 | 4 937         | 30 320                                | 19 789  | 2 221         | 19 563   |
| 2020.09 | 27 981                                 | 2 292         | 27 504                                | 18 290  | 1 402         | 17 829   |
| 2020.12 | 30 922                                 | 4036          | 29 952                                | 18 587  | 2 336         | 18 103   |
| 2021.01 | 29 952                                 | 1 061         | 26 034                                | 18 103  | 711           | 16 472   |
| 2021.02 | 26 034                                 | 584           | 23 330                                | 16 472  | 307           | 15 462   |
| 2021.03 | 23 330                                 | 1 910         | 25 105                                | 15 462  | 1 063         | 16 775   |
| 2021.04 | 25 105                                 | 1 117         | 25 280                                | 16 775  | 643           | 16 689   |
| 2021.05 | 25 280                                 | 2 587         | 26 346                                | 16 689  | 1 618         | 17 427   |
| 2021.06 | 26 346                                 | 4 646         | 26 991                                | 17 427  | 3 071         | 17 650   |
| 2021.07 | 26 991                                 | 1 543         | 22 569                                | 17 650  | 1 011         | 15 232   |
| 2021.08 | 22 569                                 | 2 310         | 22 641                                | 15 232  | 1 263         | 15 319   |
| 2021.09 | 22 641                                 | 2 363         | 21 804                                | 15 319  | 1 515         | 15 053   |

Source: General Agency of Labor and Welfare Service

As of September 2021, there were 32.6 thousand job orders were received, a decrease of 5.2 thousand or 18.8 percent compared to the same period of 2020. In the same month, 4.1 thousand job orders were newly received, a decrease of 9.8 thousand or 23.1 percent compared to the same period of 2020. As of September 2021, 15.3 thousand people were placed a job, a decrease of 3.0 thousand or 16.3 percent compared to the same period of the previous year.

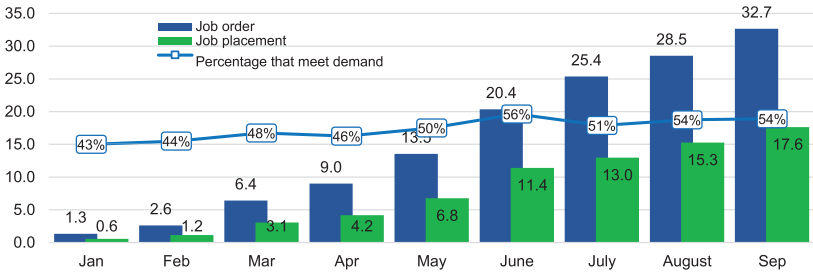
**Figure 14. Job seekers and registered unemployed, changes, compared to the same period last year**



Source: General Agency of Labor and Welfare Service

Source: General Agency of Labor and Welfare Service

**Figure 15. Job orders and the number of people placed a job, by month**



Source: General Agency of Labor and Welfare Service

In September 2021, 32.7 thousand job orders were received by the General Agency of Labor and Welfare Service and 17.6 thousand people were placed a job and 54.0 percent of labor market demand was fulfilled.

As for labor market demand by economic activity, 30.2 percent of all job orders were received in other service activities, 17.1 percent were construction, 7.7 percent were health and social welfare, 7.0 percent were mining and quarrying, 6.1 were manufacturing, 5.8 percent were agriculture, forestry, fishing and hunting, 5.0 percent were wholesale and retail trade, repair of vehicles and motorcycles, 4.8 percent were administrative and support services, 4.3 percent were education and 2.9 percent were public administration, defense and compulsory social security.

**Table 10. Jobs order, job placement (compared to the same period last year)**

| Sectors of economic activities             | People placed a job |         |        | Job order |         |        |
|--|---------------------|---------|--------|-----------|---------|--------|
|  | 2020.09             | 2021.09 | Change | 2020.09   | 2021.09 | Change |
| Agriculture, forestry, fishing and hunting | 2288                | 1385    | -903   | 2978      | 1905    | -1073  |
| Mining and quarrying                       | 801                 | 1228    | 427    | 1235      | 2273    | 1038   |
| Manufacturing                              | 1282                | 978     | -304   | 1886      | 2008    | 122    |

|   |              |              |              |              |              |              |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| Electricity, gas, steam and ventilation                                 | 107          | <b>110</b>   | 3            | 205          | <b>176</b>   | -29          |
| Water supply and sewage   | 315          | <b>206</b>   | -109         | 421          | <b>415</b>   | -6           |
| Construction  | 2684         | <b>2196</b>  | -488         | 5863         | <b>5576</b>  | -287         |
| Wholesale and retail  | 740          | <b>992</b>   | 252          | 1230         | <b>1627</b>  | 397          |
| Transportation and warehousing operations                               | 399          | <b>248</b>   | -151         | 646          | <b>616</b>   | -30          |
| Hotels, apartments, accommodation and catering services                 | 230          | <b>281</b>   | 51           | 836          | <b>796</b>   | -40          |
| Information and communication   | 78           | <b>45</b>    | -33          | 121          | <b>113</b>   | -8           |
| Financial and insurance   | 233          | <b>179</b>   | -54          | 287          | <b>249</b>   | -38          |
| Real estate   | 1            | <b>4</b>     | 3            | 7            | <b>5</b>     | -2           |
| Professional and technical  | 13           | <b>27</b>    | 14           | 17           | <b>39</b>    | 22           |
| Administrative and support services                                     | 1484         | <b>1135</b>  | -349         | 1678         | <b>1564</b>  | -114         |
| Public administration and defense                                       | 1470         | <b>732</b>   | -738         | 2761         | <b>944</b>   | -1817        |
| Education   | 1378         | <b>930</b>   | -448         | 1746         | <b>1406</b>  | -340         |
| Health and social welfare   | 639          | <b>1547</b>  | 908          | 1101         | <b>2503</b>  | 1402         |
| Arts, entertainment and games   | 138          | <b>92</b>    | -46          | 499          | <b>172</b>   | -327         |
| Other services  | 7095         | <b>5039</b>  | -2056        | 18510        | <b>9850</b>  | -8660        |
| Hired households  | 265          | <b>262</b>   | -3           | 360          | <b>352</b>   | -8           |
| Activities of international organizations and permanent representatives | 32           | <b>20</b>    | -12          | 46           | <b>67</b>    | 21           |
| <b>TOTAL</b>  | <b>21672</b> | <b>17636</b> | <b>-4036</b> | <b>42433</b> | <b>32656</b> | <b>-9777</b> |

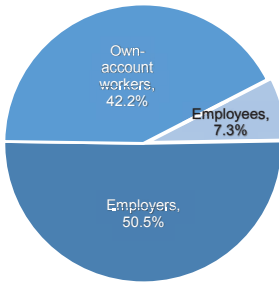
Source: General Agency of Labor and Welfare Service

## SOME RESULTS OF "SURVEY ON THE STATE OF INFORMAL EMPLOYMENT IN MONGOLIA"

### EMPLOYMENT STATUS OF INFORMAL EMPLOYMENT WORKERS

Of the total, 7.3 percent of informal employment workers were employees, 42.2 percent were own-account workers and 50.5 percent were employers. A greater share of women than men among employers and own-account workers was apparent, as opposed to a lesser share of women than men among employees.

**Figure 16. Informal employment workers covered by the survey, by employment status (%)**

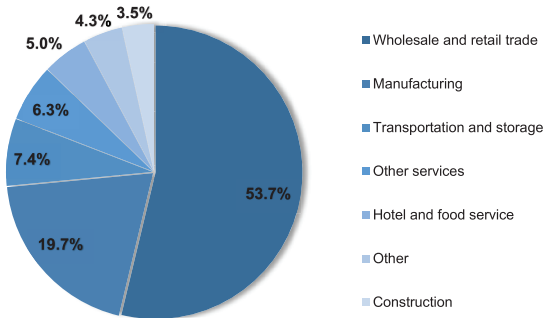


The informal employment workers fell into the following categories:

- 44.0 percent were men, 56.0 percent were women,
- 49.7 percent lived in Ulaanbaatar, and 50.3 percent lived in rural areas.

Of the total informal employment workers, 53.7 percent were in wholesale and retail trade and motor vehicle and motorcycle repair and maintenance; 19.7 percent were in manufacturing; 7.4 percent were in transport and warehousing; 6.3 percent were in other services; and the remainder were employed in the hotel, catering and other sectors.

**Figure 17. Informal employment workers, by sector of economic activities (%)**



### WORKING CONDITIONS AND CHARACTERISTICS OF INFORMAL EMPLOYMENT

Informal employment was relatively stable. The average number of years in informal employment was 11.8 years, and 64.8 per cent had been in their jobs for at least eight years.

The most commonly cited reasons for being in informal employment included personal desire or interest, difficulty finding a formal job, and lack of alternatives. Women in particular were more inclined to cite own desire or interest as the reason they were in informal employment. Men were more inclined to cite difficulty finding a job. Most self-employed workers said they were in informal employment because of own desire or interest.

Informal employment workers worked long hours: 58.1 hours per week, on average, far longer than the normal work week of 40 hours specified in the Labor Law.

**Figure 18. Average weekly working hours of informal employment workers**



Rented business premises and owned business premises were the most common places of work among the self-employed. This varied to some extent by location: in Ulaanbaatar, a plurality of self-employed workers worked in rented business premises; in the rural areas, a plurality of self-employed workers worked in own-business premises.

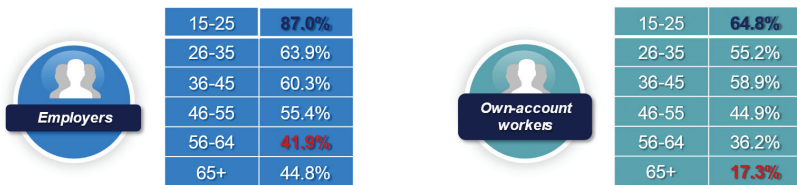
Most informal employment workers reported having permanent jobs, although there was a wide gap by gender, where 82 percent of women, as opposed to only 39 percent of men, reported this to be the case.

Among employees, lack of formal contract presented a serious concern, as 75.5 percent did not have an employment contract or else had only an oral agreement with their employer.

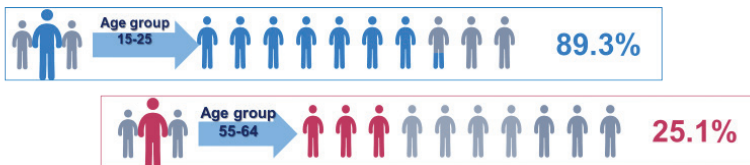
### SUPPORTING TRANSITION OF INFORMAL EMPLOYMENT WORKERS TO FORMAL ECONOMY: CHALLENGES AND OPPORTUNITIES

56.7 percent of employers and informal employment workers expressed their interest in becoming officially registered and formalizing, while 49.8 percent of the own-account workers expressed their interest in formalizing.

**Figure 19. Interest in becoming officially registered, by employment status and age group**

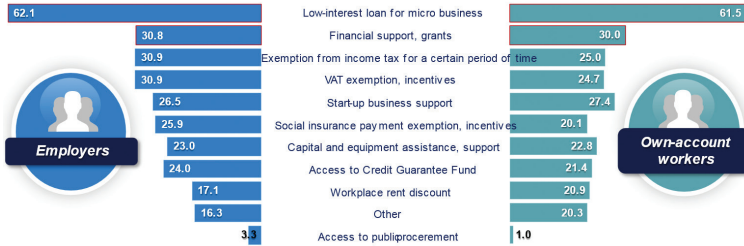


**Figure 20. Employees' interest in working in formal sector, by age group**



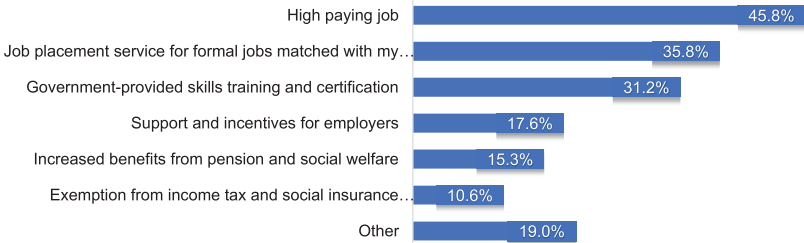
Among self-employed workers, the benefits most expected from registering their business were increased profits, sales and customers, and expanded activities and the creation of more jobs. Among employees, the benefits most expected from formalizing were greater and more stable salaries, as well as enrollment in social protection and health insurance.

**Figure 21. Incentives that can influence transition to formal employment, by employment status**



Self-employed workers reported that low-interest loans to support small businesses was their most needed support in formalizing. Employees said they most needed well-paying formal jobs, and job placement services for formal jobs.

**Figure 22. Employees: Incentives that can influence transition to formal employment**

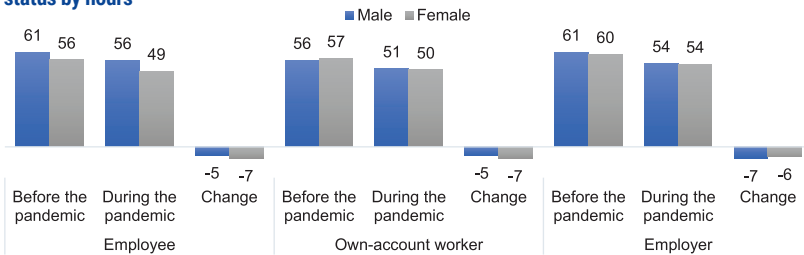


**EFFECTS OF THE PANDEMIC ON INFORMAL EMPLOYMENT**

More than half of informal employment workers did not work due to government lockdown measures. The work or business of a large share of employees and own-account workers was curtailed.

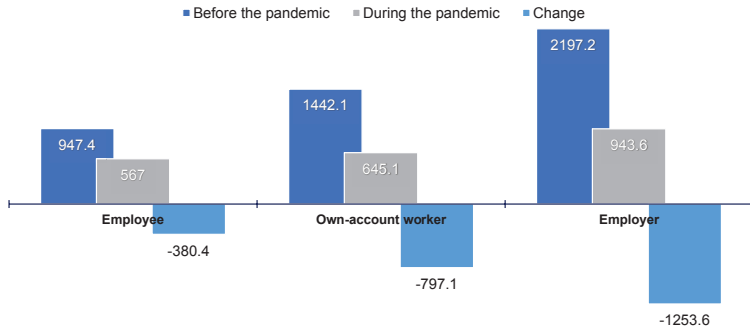
Average weekly working hours declined overall by about six to seven hours. There was little difference by status of employment, with own-account workers and employers reporting a slightly higher reduction in hours of work. By sex and status of employment, the working hours of women suffered a greater decline among employees and own-account workers, but less decline among employers.

**Figure 23. Change in average working hours of informal employment workers, by employment status by hours**



These declined across all employment statuses: by 57 percent for employees; 55 percent for own-account workers; and 40 percent for employees. Net earnings of male workers declined more than those for female workers.

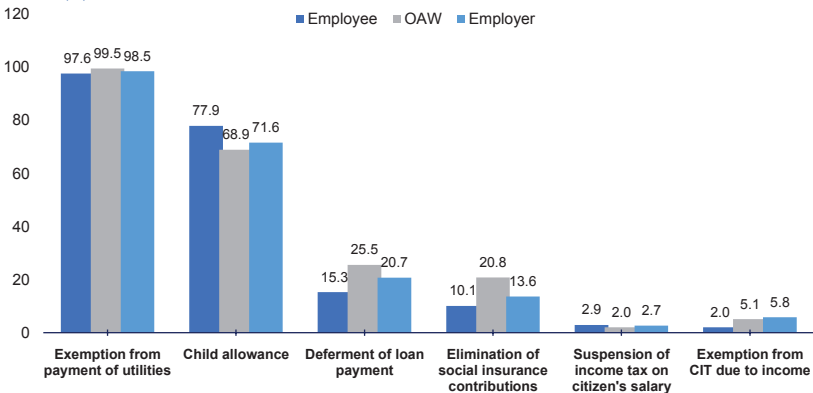
**Figure 24. Impact on informal employment workers' salary or net earnings, by employment status, thousand tugrug**



Close to half of informal employment workers said their household income was insufficient to cover living expenses during the pandemic.

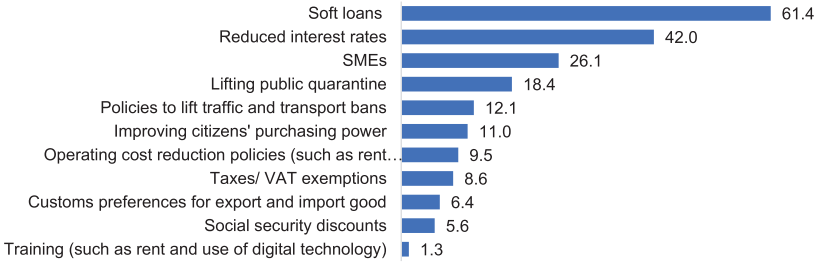
Almost all informal employment workers benefited from the suspension of payments for utilities; more than seven tenths from child benefits; and about a fifth from deferment of loan payments. Most found the government measures effective in supporting household income, reducing utility costs, and supporting salaries and earnings, although employees tended to benefit less than employers and own-account workers.

**Figure 25. Incidence of benefit from government economic support measures, by employment status (%)**



The people found that reducing operating costs was effective measure. Among employers and self-employed workers, 95.8 per cent said that they intended to continue their business after implementing the pandemic preventive measures.

**Figure 26. Support needed by self-employed workers (%)**



The most frequently cited government support needed were soft loans (61.4 percent), reduced interest rates (42 percent), and support to small enterprises (26.1 percent).

This research report is available on the RILSP's website.



## TERMS AND DEFINITIONS

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

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

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

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

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

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

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

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

*Labor force participation rate = Number of labour force / Number of working age population \* 100%*

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

*Employment to population ratio = Number of employed / Working age population \* 100%*

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

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

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

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

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

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

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

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

**Temporary job** or position for which employment agreement or work agreement or service agreement is made for up to 6 months depending on the characteristics of operations and such agreement terminates after a particular task is completed, and where labor relations are regulated by labor and civil laws

**Temporary worker** An economically-active citizen, who earns wages or income by making employment agreement or work agreement or service agreement for up to 6 months depending on the characteristics of operations where labor relations are regulated by labor and civil laws and who pays his/her taxes and social insurance.

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

**Own-account worker without paid employees.** A self-employed person who engages in economic activities independently or jointly with others at his or her own expense, and who has not hired any paid employee during that period. From now on, this category of informal employment workers will be referred to as "own-account worker".

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

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