



ГЭР БҮЛ, ХӨДӨЛМӨР,  
НИЙГМИЙН ХАМГААЛЛЫН ЯАМ



ХӨДӨЛМӨР, НИЙГМИЙН ХАМГААЛЛЫН  
СУРГАЛТ, ҮНДЭГЭЭ, СУВАГААНЫ  
ИНСТИТУТ

# LABOR MARKET BULLETIN

---

Fourth Quarter 2024

Ulaanbaatar

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

Address: No. 3, Level 2, building 55, Narnii zam,  
Sukhbaatar district, Ulaanbaatar, Mongolia

Tel: (+976) 77121286

Website: [www.institute.gov.mn](http://www.institute.gov.mn)

## CONTENTS

LIST OF TABLES.....	3
LIST OF FIGURES.....	3
KEY LABOR MARKET INDICATORS .....	6
Labor market indicators.....	6
Social insurance indicators .....	15
Monthly average salary indicators .....	20
EMPLOYMENT PROMOTION ACTIVITY .....	<b>Error! Bookmark not defined.</b>
EMPLOYMENT PROMOTION ACTIVITY .....	23
Employment promotion services .....	23
Employment promotion programs.....	28
LABOR MARKET OF MONGOLIA: MID-TERM DEMAND AND SUPPLY FORECASTING-2024.....	32
Summary.....	32
Labor force forecasting .....	32

## LIST OF TABLES

Table 1. Key employment indicators, in thousand persons .....	7
Table 2. Number of unemployed, by quarter, in thousand persons .....	11
Table 3. Number of organizations paying social insurance premium and insured, by quarter.....	15
Table 4. Number of pensioners who received pension from the Pension Insurance Fund, by category, by quarter .....	17
Table 5. Revenue and expenditure from social insurance premium, by billion MNT .....	19
Table 6. Monthly average salary of employees, by gender, by MNT thousand .....	20
Table 7. Monthly average salary of employees, by size class, by gender, by MNT thousand .....	21
Table 8. Number of job seekers and registered unemployed, as of the end of the month, by quarter .....	23
Table 9. Job order, job placement, by quarter.....	25
Table 10. Job order, job placement .....	26
Table 11. Labor force forecasting, thousand person .....	32
Table 12. Forecasting of the number of unemployed persons, thousand person .....	32
Table 13. Forecasting of the number of workers, thousand person .....	33
Table 14. Employment rate forecasting .....	33
Table 15. Forecasting of the number of workers needed, in thousand .....	34
Table 16. Required number of workers, projection by sector of economic activity, in thousand person, by mixed trend of GDP forecast .....	34
Table 17. Number of required workers, forecast by occupations, in thousand, GDP forecast at growth by quadratic trend model .....	36

## LIST OF FIGURES

Figure 1. Labor force, number of persons outside the labor force, in thousand persons, Quarter IV 2024.....	6
Figure 2. Employed and unemployed, by quarter, in thousand persons .....	7
Figure 3. Number of employed, by sector of economic activity, in thousand persons .....	8
Figure 4. Year-on-year change in employment, by sector of economic activity, compared to the same period of the previous year, in thousand persons .....	9
Figure 5. Change in the number of employed persons, by gender and by three main economic sectors, compared to the same period of the previous year, in thousand persons.....	9
Figure 6. Number of employed, by region .....	10
Figure 7. Number of unemployed, changes, compared to same period of the previous year, in thousand persons .....	11
Figure 8. Number of unemployed, by education level, by percentage.....	12
Figure 9. Working-age population (15+), percentage of employed persons among the working-age population, by quarter.....	12
Figure 10. Labor force participation rate and employment-to-population ratio .....	13
Figure 11. Number of insureds, by types, by quarter .....	16
Figure 12. Number of voluntarily insured herders, in thousand persons, by quarter .....	16
Figure 13. Number of pensioners who received pension from the Pension Insurance Fund, by category, by quarter .....	17
Figure 14. Number of pensioners receiving benefits from the Benefit Insurance Fund, by category ..	18
Figure 15. Pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases, by category, by percentage.....	19

Figure 16. Number of people who received unemployment benefit, the expenditure spent, by quarter .....	20
Figure 17. Average and median wage, by thousand MNT, by quarter.....	21
Figure 18. Job seekers and registered unemployed, as of the end of the month, by quarter .....	24
Figure 19. Job seekers and registered unemployed, by education level, by percentage .....	24
Figure 20. Foreign citizens working in Mongolia under labor contract, by 6 countries with the highest number of employees, by percentage.....	27
Figure 21. People who were placed in job abroad under the labor contract .....	28
3ypar 22. People who participated in the employment promotion programs, the expenditure spent on the programs, MNT million, as of Quarter IV 2024 .....	28
Figure 23. People who participated in the Employment Preparation Program, expenditure spent on the program, as of Quarter IV 2024 .....	29
Figure 24. People who participated in the Financial Support Program, expenditure spent on the program, as of Quarter IV 2024 .....	30
Figure 25. People who participated in the Employment Promotion Program for Persons with Disabilities, expenditure spent on the program, as of Quarter IV 2024 .....	30
Figure 26. People who participated in Temporary Job Promotion Program, expenditure spent on the program, as of Quarter IV 2024.....	31

# LABOR MARKET INDICATORS – FOURTH QUARTER 2024

As of the 4th quarter of 2024, 1 428.8 thousand (62.2 percent) of the population aged 15 and above are in the labor force, while 869.2 thousand (37.8 percent) are outside the labor force.

## LABOR FORCE



1 428.8 THOUSAND



## PERSONS OUTSIDE THE LABOR FORCE



869.2 THOUSAND



## EMPLOYED, thousand person

2023 IV 54.2%

45.8%

1 332.4

2024 IV 54.6%

45.4%

1 353.4



2.3%

from same period  
of the previous year

## 3 SECTORS OF ECONOMIC ACTIVITY WITH THE LARGEST NUMBER OF EMPLOYEES



321.3 THOUSAND (23.7%)

Agriculture, forestry, fishing and hunting

59.7%

191.6 thousand



40.3%

129.6 thousand



190.6 THOUSAND (14.1%)

Wholesale and retail trade, repair of  
vehicles and motorcycles

44.5%

84.9 thousand



55.5%

105.7 thousand



130.0 THOUSAND (9.6%)

Education

22.4%

29.1 thousand



77.6%

100.9 thousand

## UNEMPLOYED

2023 IV 64.6%

35.4%

53.3 THOUSAND

2024 IV 58.1%

41.9%

75.4 THOUSAND



41.3%

from same period of  
the previous year

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



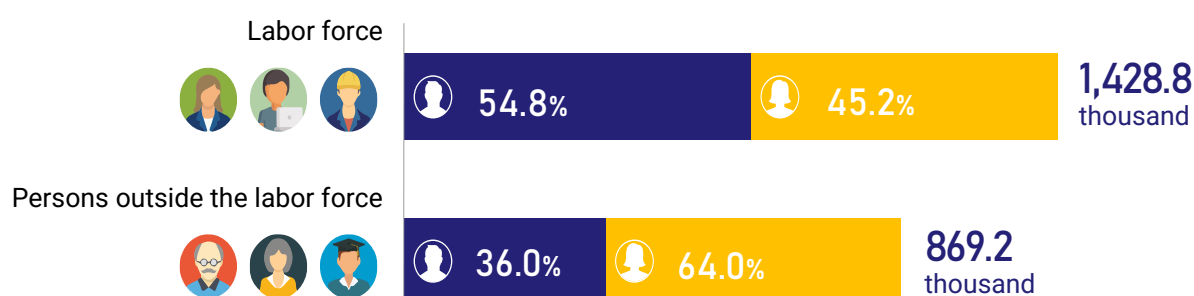
## KEY LABOR MARKET INDICATORS

### Labor market indicators

According to the results of the Labor Force Survey-Quarter IV 2024 of the National Statistics Office, out of 2,298.0 thousand persons aged 15 and over, 1,428.4 thousand (62.2 percent) are in the labor-force and 869.2 thousand (37.8 percent) are persons outside the labor force. The working-age population increased by 25.5 thousand or 1.1 percent compared to the previous year, while it remained unchanged from the previous quarter.

Out of the total labor force, 54.8 percent are men and 45.2 percent are women. While out of the total persons outside the labor force, 36.0 percent are men and 64.0 percent are women.

**Figure 1. Labor force, number of persons outside the labor force, in thousand persons, Quarter IV 2024**



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

The labor force increased by 53.1 thousand compared to the same period of the previous year and decreased by 19.6 thousand compared to the previous quarter.

While 1,353.4 thousand (94.7%) of the total labor force is employed, 75.4 thousand (5.3%) are unemployed. The number of employed individuals increased by 31.0 thousand (2.3%) compared to the same period in the previous year but decreased by 6.9 thousand (0.5%) from the previous quarter. Meanwhile, the number of unemployed individuals rose by 22.1 thousand (41.3%) year-over-year but declined by 12.7 thousand (14.4%) from the previous quarter.

The number of persons outside the labor force decreased by 27.6 thousand or 3.1 percent and the potential labor force by 42.4 thousand or 79.5 percent, while the number of other persons outside the other labor force increased by 14.9 thousand or 1.8 percent.

The labor underutilization or the number of persons with the unmet need for employment reached to 88.2 thousand as of the fourth quarter of 2024, representing a decrease by 24.8 thousand (21.9 percent) compared to the same period of the previous year and by 22.2 thousand (20.1 percent) compared to the previous quarter. By the structure of labor underutilization, there are 88.2 thousand (85.5 percent) are unemployed, 10.9 thousand (12.4 percent) are potential labor, and 1.9 thousand (2.1 percent) are force time-related underemployed.

The number of time-related underemployed decreased by 68.7 percent compared to the same period of the previous year and increased by 8.6 percent compared to the previous quarter.



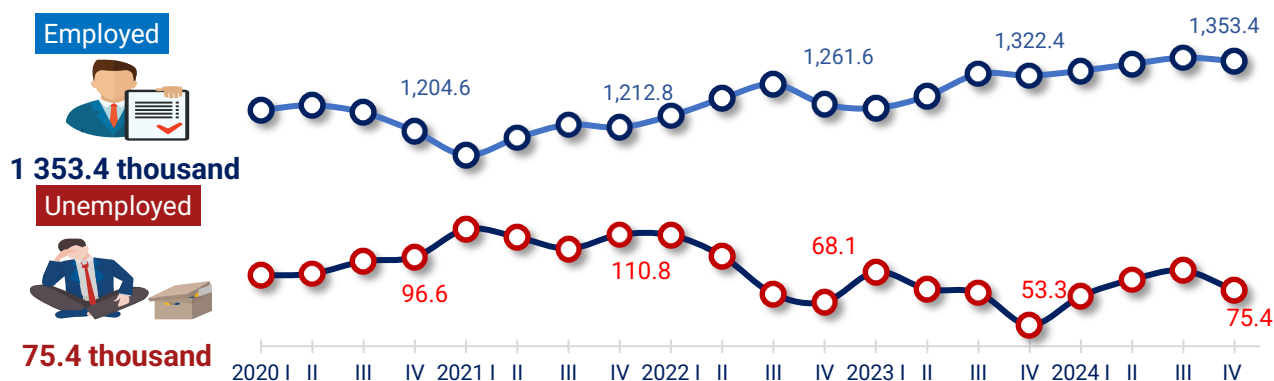
Table 1. Key employment indicators, in thousand persons

Content	2023				2024				Change	
	I	II	III	IV	I	II	III	IV	Year	Quarter
Labor force	1,341.0	1,355.3	1,400.1	1,375.6	1,404.4	1,429.4	1,448.4	1,428.8	53.2	- 19.6
Female	621.0	619.6	630.2	624.0	642.7	648.6	655.4	646.2	22.2	- 9.2
Employed	1,253.9	1,279.1	1,326.2	1,322.4	1,332.6	1,347.1	1,360.3	1,353.4	31.0	- 6.9
Female	587.8	590.0	599.5	605.2	612.4	613.9	619.7	614.6	9.4	- 5.1
Time-related underemployment	6.2	7.0	7.3	6.3	9.5	7.2	1.7	1.9	- 4.4	0.2
Female	2.9	5.3	5.1	3.7	5.9	4.5	1.3	1.2	- 2.5	- 0.1
Unemployed	87.2	76.2	73.9	53.3	71.8	82.3	88.1	75.4	22.1	- 12.7
Female	33.2	29.6	30.7	18.9	30.3	34.7	35.7	31.6	12.7	- 4.1
Persons outside the labor force	931.0	917.2	872.4	896.9	893.7	868.5	849.6	869.2	- 27.7	19.6
Female	563.1	562.1	562.2	567.8	547.0	541.4	541.3	556.1	- 11.7	14.8
Potential labor force	32.4	28.0	43.6	53.3	36.3	27.8	20.6	10.9	- 42.4	- 9.7
Female	16.5	15.4	30.2	27.7	16.1	13.8	8.6	6.3	- 21.4	- 2.3
Other persons outside the labor force	898.6	889.1	828.8	843.5	857.4	840.6	829.1	858.3	14.8	29.2
Female	546.6	546.7	532.0	540.0	530.9	527.6	532.7	549.8	9.8	17.1
Labor underutilization	125.8	111.2	124.7	112.9	117.6	117.3	110.3	88.2	- 24.8	- 22.2
Female	52.6	50.3	66.0	50.3	52.2	53.0	45.7	39.1	- 11.2	- 6.6

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

The number of employed reached 1,353.4 thousand in the fourth quarter 2024, representing an increase of 31.0 thousand compared to the same period of the previous year and by 6.9 thousand compared to the previous quarter.

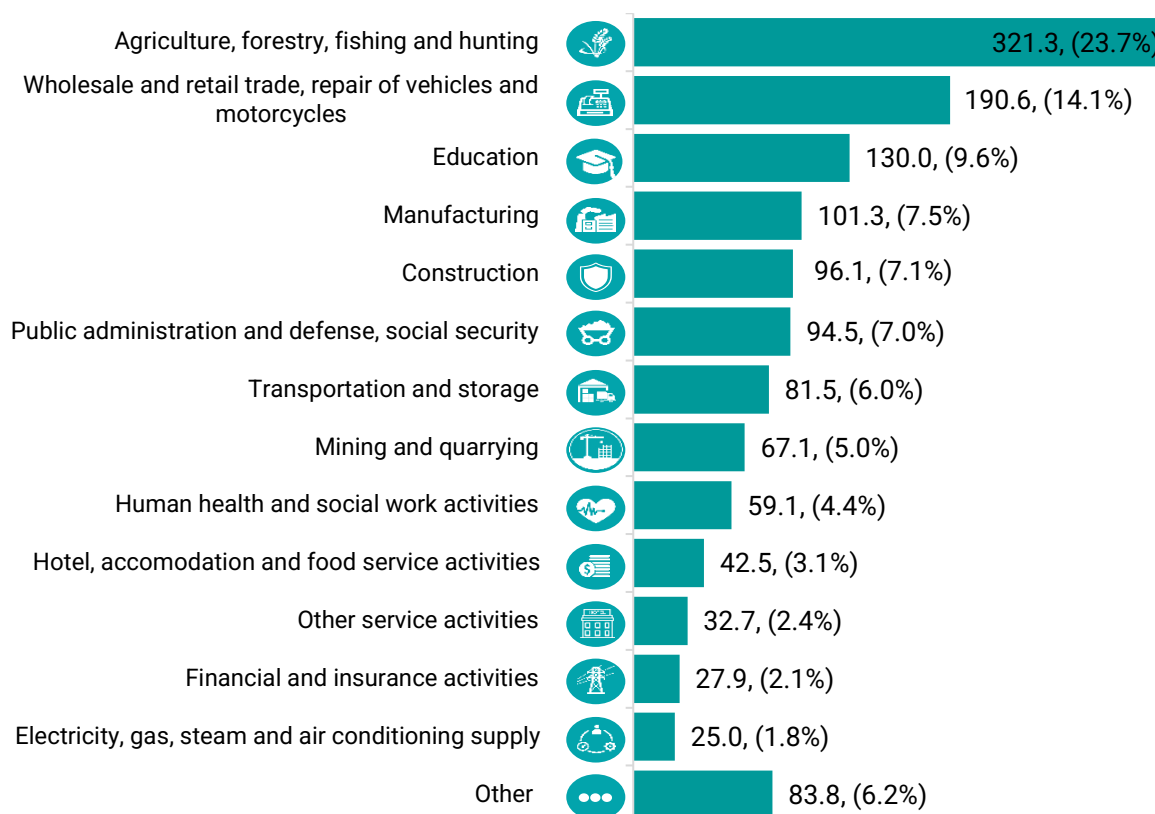
Figure 2. Employed and unemployed, by quarter, in thousand persons

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

In terms of economic sector of activity, 47 out of every 100 employed persons (47.4 percent) are in agriculture, forestry, fishing, hunting, wholesale and retail trade, repair of vehicles and motorcycles, and education in the fourth quarter of 2024. Among these sectors, agriculture, forestry, fishing, and hunting remains the largest, accounting for one-fourth (23.7 percent) of employment.



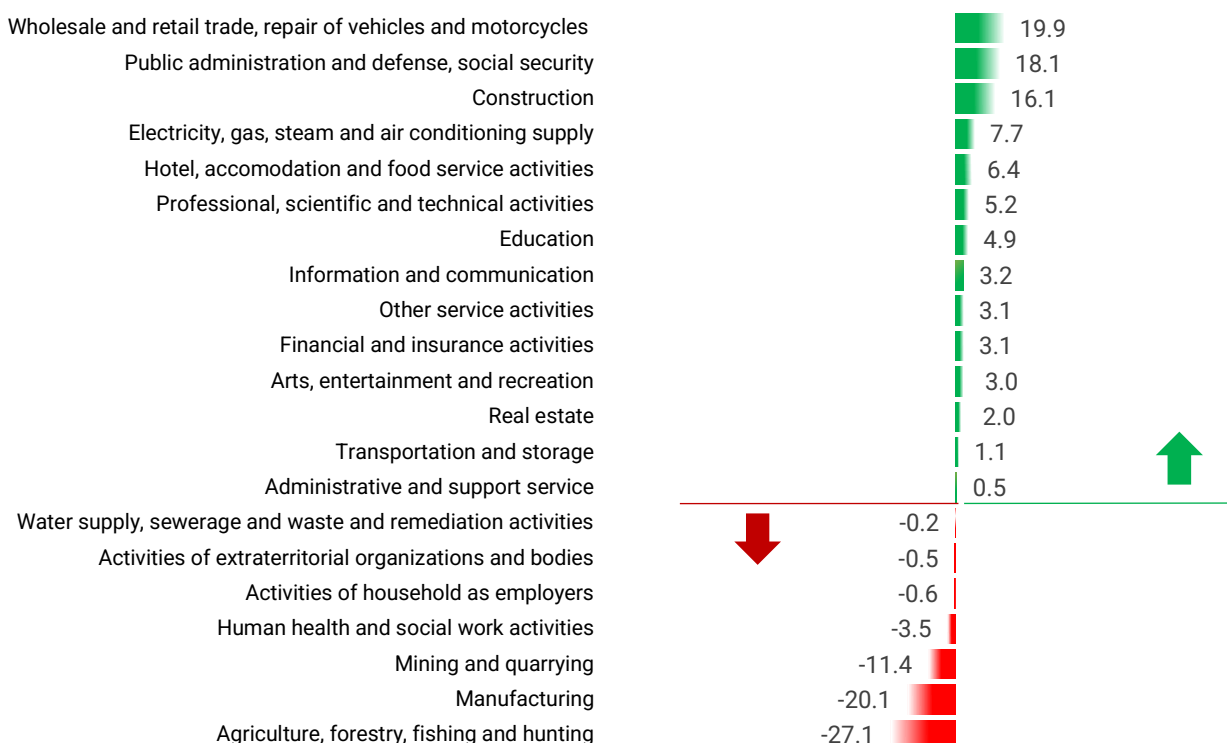
Figure 3. Number of employed, by sector of economic activity, in thousand persons

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

The sectors in which the number of employed increased the most compared to the same period of the previous year were wholesale and retail trade, repair of vehicles and motorcycles (by 19.9 thousand), public administration and defense, social security (by 18.1 thousand), construction (by 16.1 thousand), electricity, gas, steam and air conditioning supply (by 7.7 thousand), hotel, accommodation and food service activities (by 6.4 thousand), professional, scientific and technical activities (by 5.2 thousand), education (by 4.9 thousand), information and communication (by 3.2 thousand), human health and social work activities (by 10.1 thousand), financial and insurance activities (by 3.1 thousand), other service activities (by 3.1 thousand), arts, entertainment and recreation (by 3.0 thousand), real estate activities (by 2.0 thousand), transportation and storage (by 1.1 thousand) and administrative and support service (by 0.5 thousand).

The sectors in which the number of employed decreased the most compared to the same period of the previous year were agriculture, forestry, fishing activities (by 27.1 thousand), manufacturing (by 20.1 thousand), mining and quarrying (by 11.4 thousand), human health and social work activities (by 3.5 thousand), activities of household as employers (by 0.6 thousand), activities of extraterritorial organizations and bodies (by 0.5 thousand) and water supply, sewerage and waste (by 0.2 thousand).

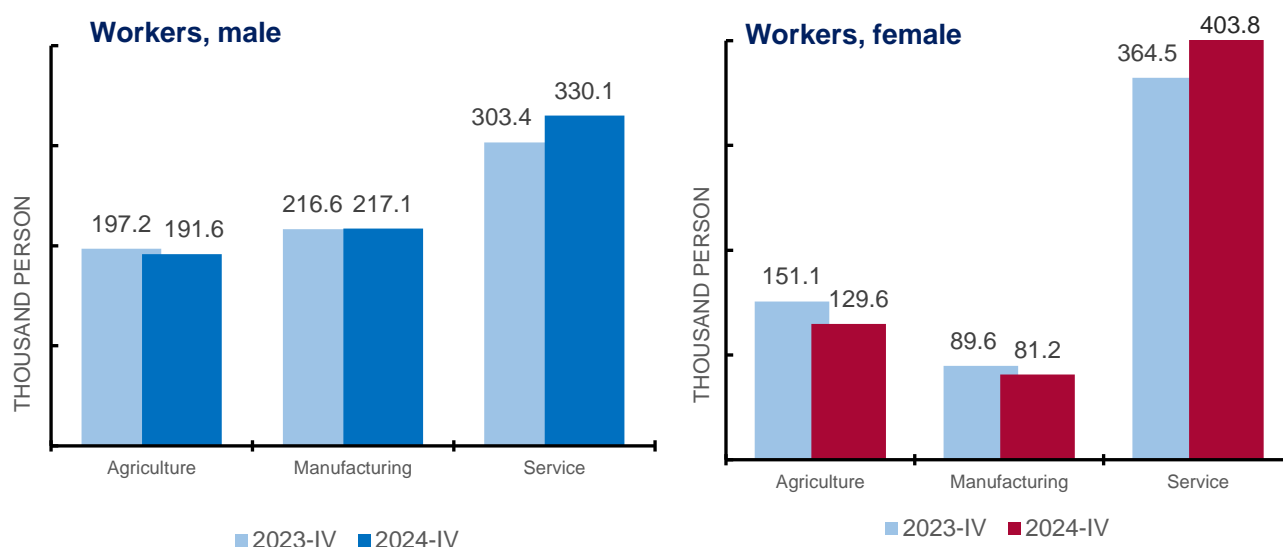
**Figure 4. Year-on-year change in employment, by sector of economic activity, compared to the same period of the previous year, in thousand persons**



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

Compared to the same period of the previous year, the number of male workers in agriculture decreased by 5.6 thousand and the female workers by 21.5 thousand. In manufacturing, the number of male workers increased by 0.5 thousand and the female workers by 8.4 thousand. In service activities, the number of female workers increased by 39.3 thousand and the number of male workers by 26.7 thousand.

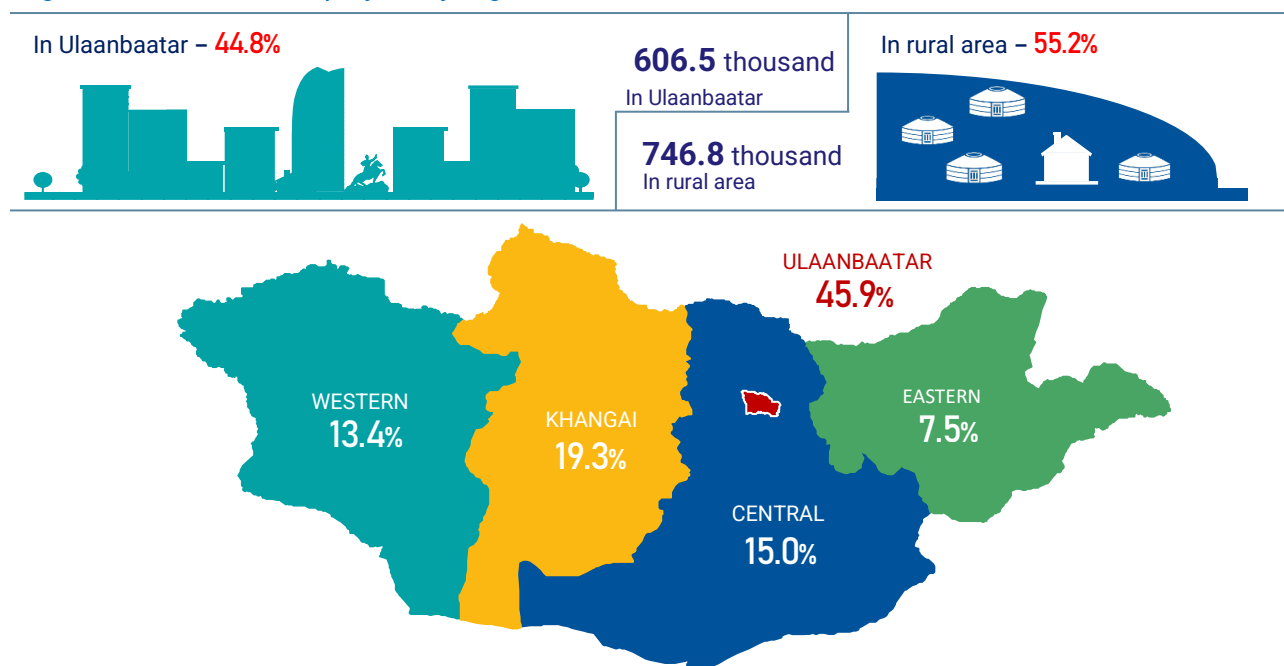
**Figure 5. Change in the number of employed persons, by gender and by three main economic sectors, compared to the same period of the previous year, in thousand persons**



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

Out of the total employed, 606.5 thousand (44.8 percent) were in Ulaanbaatar and 746.8 thousand (54.1 percent) were in rural areas. By region, 261.3 thousand (19.3 percent) were in the Khangai region, 203.1 thousand (15.0 percent) in the Central region, 181.3 thousand (13.4 percent) in the Western region and 101.2 thousand (7.5 percent) in the Eastern region. Compared to the same period of the previous year, the number of employed increased by 39.2 thousand (6.9 percent) in Ulaanbaatar, 2.9 thousand (1.1 percent) in Khangai region and 2.2 thousand (2.2 percent) in Eastern region, while the number of employed decreased by 10.5 thousand (4.9 percent) in the Central region and 2.8 thousand (1.5 percent) in the Western region.

Figure 6. Number of employed, by region



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

As of the fourth quarter of 2024, out of a total unemployed, 43.8 thousand (58.1 percent) were men and 31.6 thousand (41.9 percent) were women.

The number of unemployed increased by 22.1 thousand or 41.3 percent compared to the same period of the previous year. The number of unemployed men increased by 9.3 thousand or 27.1 percent and unemployed women by 12.7 thousand or 67.3 percent compared to the same period of the previous year.

By region, Ulaanbaatar had the highest unemployment rate at 47.7 percent, followed by 17.6 percent in the Western region, 16.6 percent in the Central region, 11.7 percent in the Khangai region, and 6.4 percent in the Eastern region. In terms of region compared to the same period of the previous year, the number of unemployed in Ulaanbaatar increased by 16.7 thousand, the Western region by 6.6 thousand, the Central region by 2.3 thousand and Eastern region by 1.1 thousand, while the number of unemployed decreased in the Khangai region by 4.6 thousand.

By age group, 17.2 thousand (22.8 percent) of the total unemployed were young people aged 15-24, 22.8 thousand (30.3 percent) were people aged 25-34, 19.6 thousand (25.9 percent) were people aged 35-44, 12.3 thousand (16.4 percent) were people aged 45-54, 3.5 thousand (4.6 percent) were people aged 55 or above. The number of young people aged 15-24 increased by 4.8 thousand, people aged 25-34 by 8.6 thousand, people aged 35-44 by 7.0 thousand, people aged 45-54 by 2.5 thousand, while the people aged 55 or above decreased by 0.8 thousand compared to the same period of the previous year.

Figure 7. Number of unemployed, changes, compared to same period of the previous year, in thousand persons

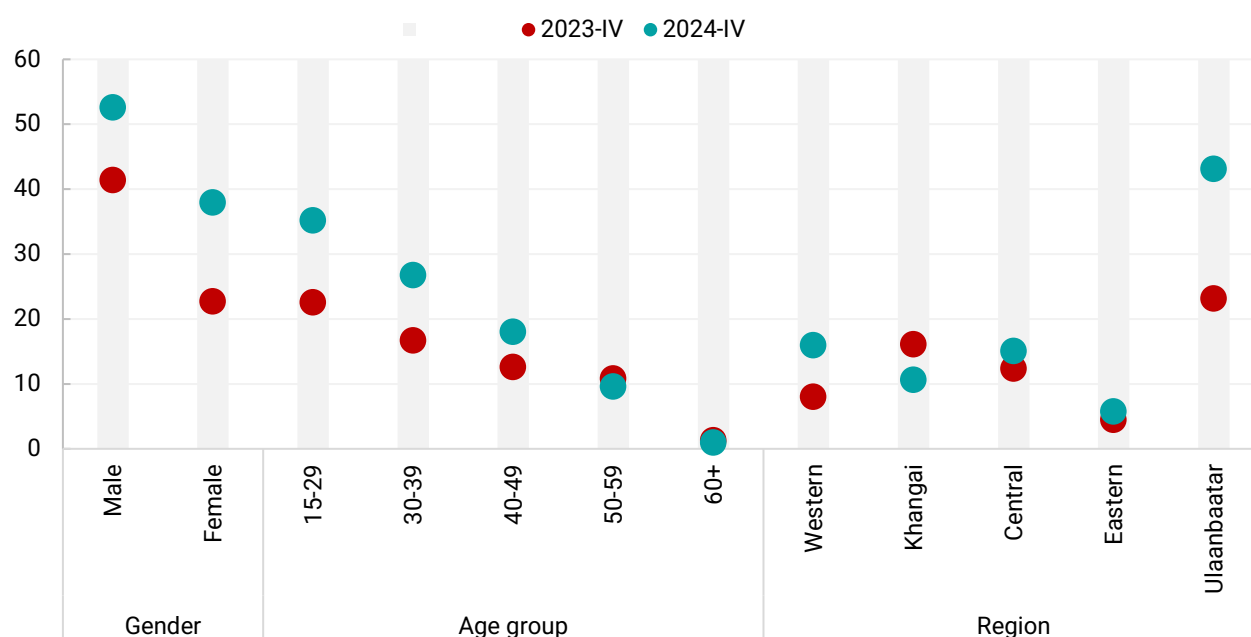
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

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

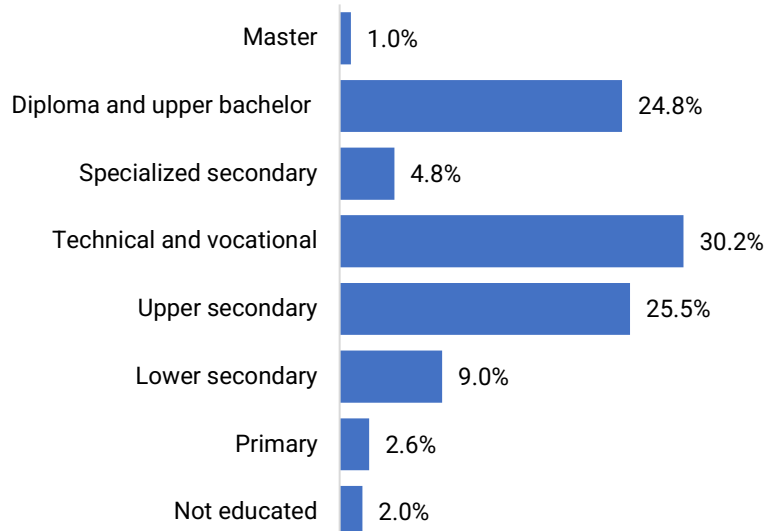
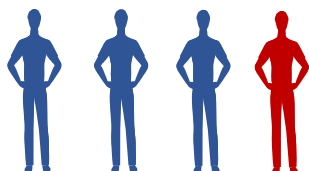
Contents		2023				2024				Change	
		I	II	III	IV	I	II	III	IV	Year	Quarter
Total		87.2	76.2	73.9	53.3	71.8	82.3	88.1	75.4	22.1	-12.7
By gender	Men	53.9	46.6	43.2	34.5	41.4	47.6	35.7	43.8	9.3	8.1
	Women	33.2	29.6	30.7	18.9	30.3	34.7	52.3	31.6	12.7	-20.7
By age group	15-24	14.1	18.4	17.7	12.4	12.2	21.9	21.2	17.2	4.8	-4.0
	25-34	25.3	20.8	20.1	14.2	22.1	21.9	24.8	22.8	8.6	-2.0
	35-44	24.6	20.4	21.3	12.6	21.2	24.7	22.0	19.6	7.0	-2.4
	45-54	18.7	12.8	11	9.8	12.5	9.9	13.4	12.3	2.5	-1.1
	55+	4.5	3.8	3.9	4.3	3.8	3.9	6.7	3.5	-0.8	-3.2
By region	Western	11.6	13.7	11.7	6.7	13.1	12.3	12.1	13.3	6.6	1.2
	Khangai	20.8	12.5	16.3	13.4	18.1	15.8	13.8	8.8	-4.6	-5.0
	Central	12.3	15.7	15.2	10.3	11.2	10.9	11.7	12.5	2.2	0.8
	Eastern	3.5	3.1	5.1	3.7	4.4	3.9	5.0	4.8	1.1	-0.2
	Ulaanbaatar	39	31.2	25.5	19.3	24.9	39.4	45.4	35.9	16.6	-9.5

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

Out of the total unemployed, 1.0 percent have master degree, 24.8 percent have diploma and bachelor's degree, 4.8 percent have specialized secondary education, 30.2 percent have technical and vocational education, 25.5 percent have upper secondary education, 9.0 percent have lower secondary, 2.6 percent have primary education, and 2.0 percent have no education.

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

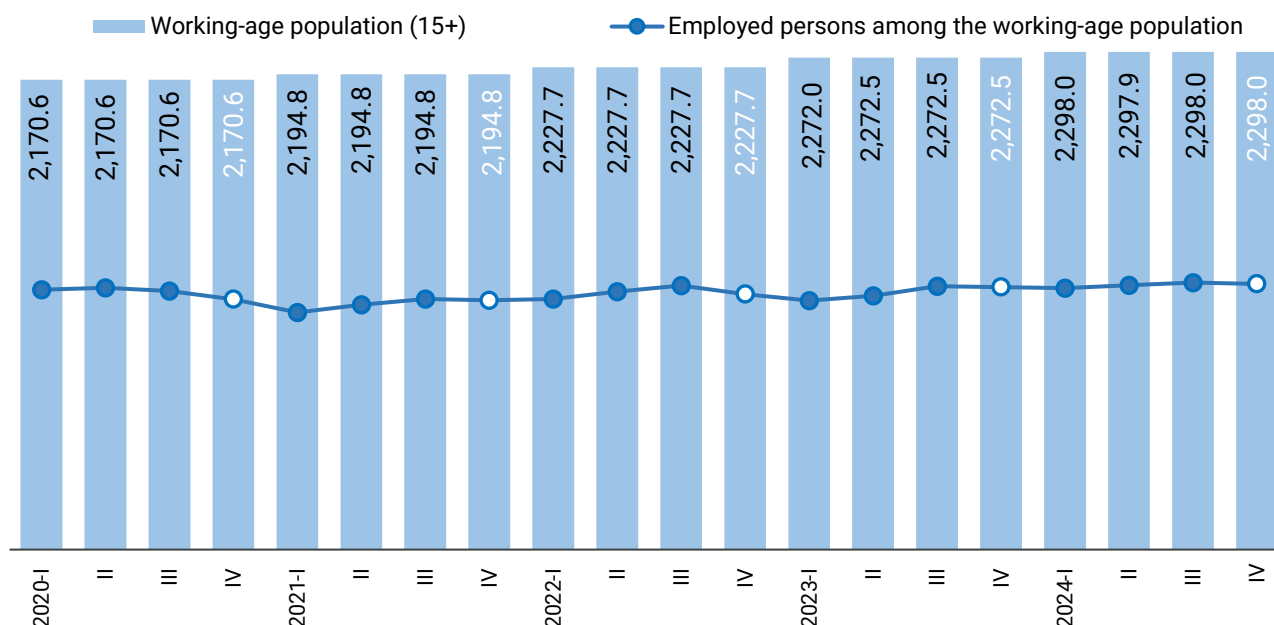
**1** out of **4**  
have **Diploma and upper bachelor** education.



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

The national unemployment rate reached 5.3 percent, representing a decrease of 0.8 percentage points compared to the previous quarter and an increase of 1.4 percentage points compared to the same period of the previous year. By gender, the unemployment rate was 4.9 percent for women, an increase of 1.9 percentage points, and 5.6 percent for men, an increase of 1.0 percentage points, compared to the same period of the previous year.

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



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

On a quarterly basis, the labor force participation rate which is the rate of labor supply to the working-age population, reached 62.2 percent in the fourth quarter of 2024, representing a decrease of 1.7 percentage points compared to the same period last year and 0.8 percentage points compared to the previous quarter.

In the working-age population, the employment-to-population ratio reached 58.9 percent in the fourth quarter of 2024, representing an increase of 0.7 percentage points compared to the same period of the previous year and a decrease of 0.3 percentage points compared to the previous quarter.

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



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



# SOCIAL INSURANCE INDICATORS – FOURTH QUARTER 2024

## ORGANIZATIONS PAYING SOCIAL INSURANCE PREMIUM



## PENSIONERS



## INSURED



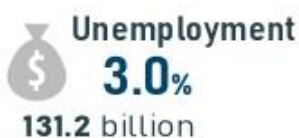
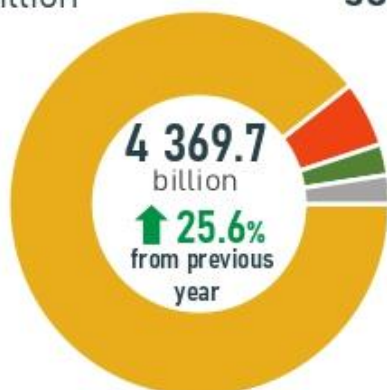
### ☑ Insured, by type



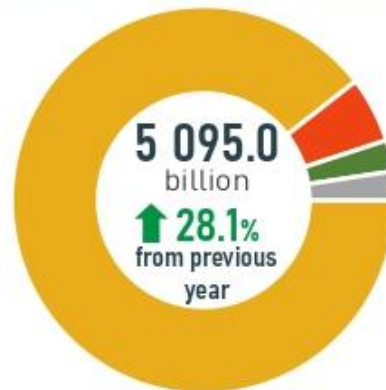
## VOLUNTARY INSURED



## REVENUE



## EXPENDITURE



Source: General Authority for Social Insurance





## Social insurance indicators

As of the fourth quarter of 2024, the number of organizations paying social insurance premium reached 60.7 thousand, increasing by 2.4 thousand or 4.2 percent compared to the same period of the previous year.

As of the fourth quarter of 2024, the number of the insured reached 1,332.6 thousand, of which 171.3 thousand (12.9 percent) are voluntarily insured and 1,161.3 thousand (87.1 percent) are mandatory insured. The number of insured increased by 16.6 thousand or 1.3 percent compared to the same period of the previous year.

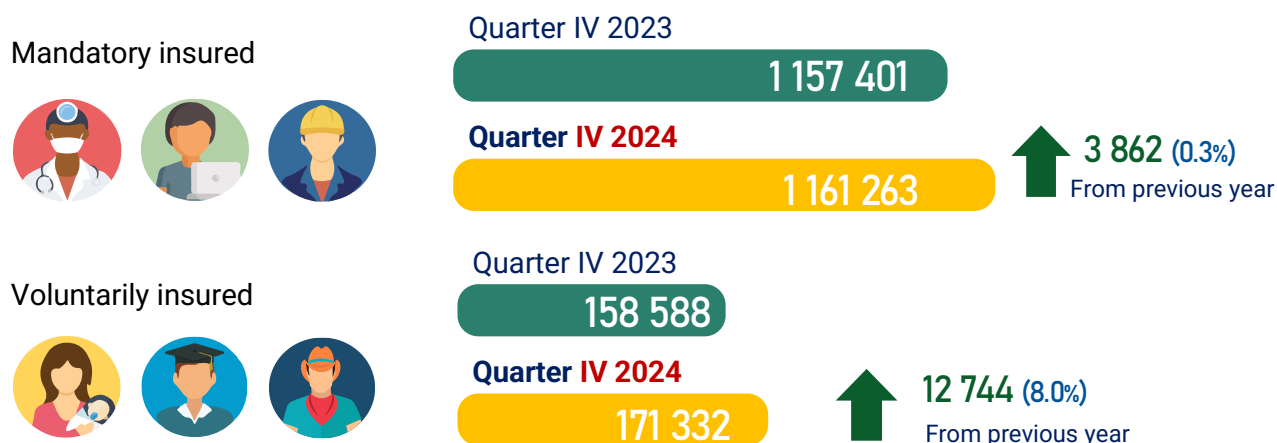
The number of mandatory insured increased by 3.9 thousand or 0.3 percent and the voluntarily insured by 12.7 thousand or 8.0 percent compared to the same period of the previous year.

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

Quarter	Organizations paying social insurance premium	Insured		
		Total	Voluntarily	Mandatory
<b>2020 I</b>	42,862	831,943	108,042	723,901
<b>II</b>	46,762	961,692	156,624	805,068
<b>III</b>	47,818	1,051,309	172,892	878,417
<b>IV</b>	49,067	1,156,793	192,090	964,703
<b>2021 I</b>	46,242	845,802	100,956	744,846
<b>II</b>	48,738	962,387	136,141	826,246
<b>III</b>	50,625	1,062,030	147,827	914,203
<b>IV</b>	52,388	1,181,282	161,111	1,020,171
<b>2022 I</b>	48,462	891,825	107,417	784,354
<b>II</b>	51,776	1,029,922	133,167	896,755
<b>III</b>	53,425	1,141,946	146,833	995,113
<b>IV</b>	55,121	1,274,588	162,414	1,112,174
<b>2023 I</b>	51,282	925,215	108,644	816,571
<b>II</b>	54,405	1,061,097	129,881	931,216
<b>III</b>	56,057	1,175,543	142,159	1,033,384
<b>IV</b>	58,908	1,315,989	158,588	1,157,401
<b>2024 I</b>	49,329	860,181	56,135	804,046
<b>II</b>	53,075	927,414	94,686	832,728
<b>III</b>	58,502	1,209,548	153,909	1,055,639
<b>IV</b>	<b>60,657</b>	<b>1,332,595</b>	<b>171,332</b>	<b>1,161,263</b>

Source: General Authority for Social Insurance

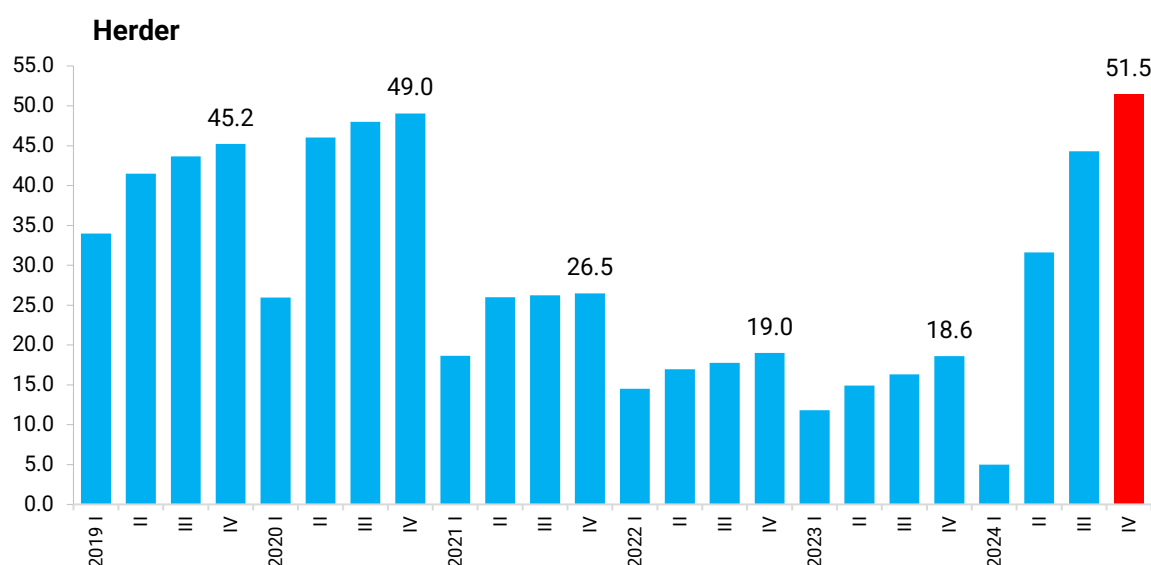
Figure 11. Number of insureds, by types, by quarter



Source: General Authority for Social Insurance

Out of the total voluntarily insured, 51.5 thousand (30.1 percent) are herders and 119.8 thousand (69.9 percent) are other types of insured. The number of herders covered by social insurance increased by 32.9 thousand or 2.8 percent compared to the same period of the previous year.

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



Source: General Authority for Social Insurance

The number of pensioners receiving pensions from the Social Insurance Fund reached 505.6 thousand in the fourth quarter of 2024, an increase of 12.6 thousand or 2.6 percent compared to the same period of the previous year. Out of total pensioners, 79.6 percent receive an old-age pension, 12.2 percent receive invalidity pensions, 3.9 percent receive survivor's pensions and 4.3 percent receive military pensions.

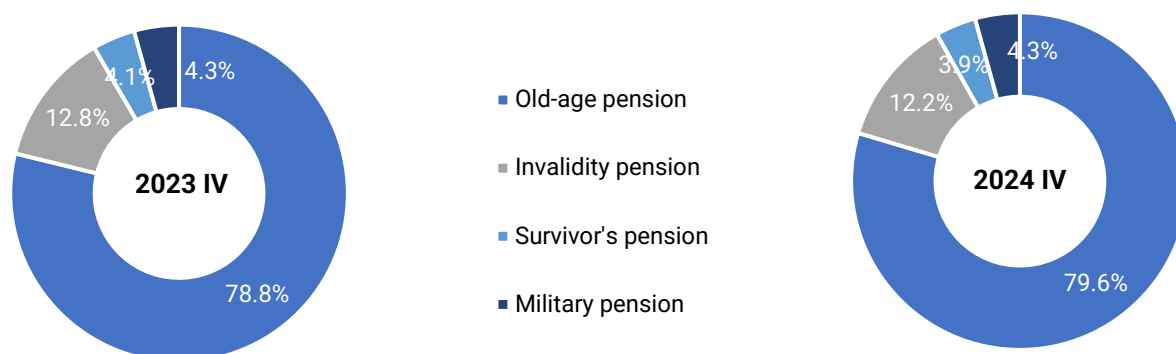
As of the fourth quarter of 2024, the number of old-age pensioners reached 402.4 thousand, an increase of 14.0 thousand or 3.6 percent; the number of military pensioners reached 21.7 thousand, an increase of 328 or 1.5 percent; the number of survivor's pensioners reached 19.9 thousand, a decrease of 19 or 0.1 percent; and the number of invalidity pensioners reached 61.6 thousand, a decrease of 1,736 or 2.7 percent, compared to the same period of the previous year.

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

Quarter	Number of pensioners	Of which:			
		Old-age pension	Invalidity pension	Survivor's pension	Military pension
<b>2020 I</b>	427,247	320,602	67,912	19,853	18,880
<b>II</b>	434,186	327,799	67,663	19,711	19,013
<b>III</b>	439,481	333,026	67,769	19,584	19,102
<b>IV</b>	444,788	338,982	67,018	19,553	19,235
<b>2021 I</b>	449,419	344,287	66,344	19,511	19,277
<b>II</b>	451,845	347,235	65,771	19,377	19,462
<b>III</b>	454,298	350,091	65,197	19,437	19,573
<b>IV</b>	456,365	353,775	63,318	19,563	19,709
<b>2022 I</b>	462,607	359,783	63,439	19,588	19,797
<b>II</b>	467,420	364,173	63,491	19,625	20,131
<b>III</b>	471,387	368,050	63,280	19,705	20,424
<b>IV</b>	476,446	373,209	62,702	19,743	20,792
<b>2023 I</b>	480,312	376,643	63,097	19,744	20,828
<b>II</b>	484,981	380,843	63,133	19,850	21,155
<b>III</b>	488,366	384,043	63,117	19,969	21,237
<b>IV</b>	493,038	388,345	63,305	20,008	21,380
<b>2024 I</b>	496,669	391,819	63,302	20,079	21,469
<b>II</b>	500,560	395,387	63,412	20,107	21,654
<b>III</b>	503,903	399,241	62,902	20,143	21,617
<b>IV</b>	<b>505,624</b>	<b>402,358</b>	<b>61,569</b>	<b>19,989</b>	<b>21,708</b>

Source: General Authority for Social Insurance

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



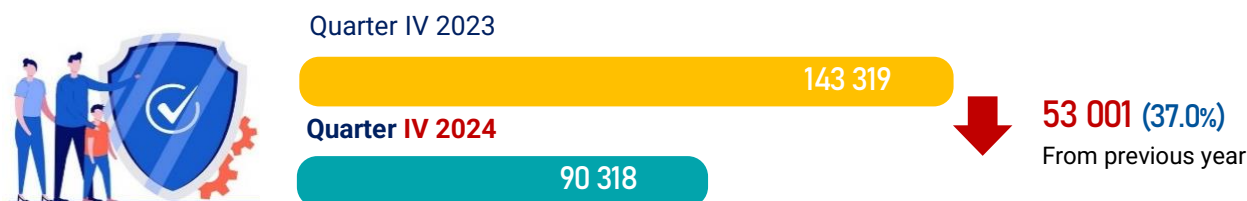
Source: General Authority for Social Insurance

The number of pensioners receiving benefits from the Benefit Insurance Fund reached 156.0 thousand in the fourth quarter of 2024, a decrease of 62.3 thousand or 28.5 percent compared to the same period of the previous year. Of the total number of pensioners, 57.9 percent receive disability benefits, 32.9 percent receive pregnancy and maternity benefits, and 9.2 percent receive funeral benefits.

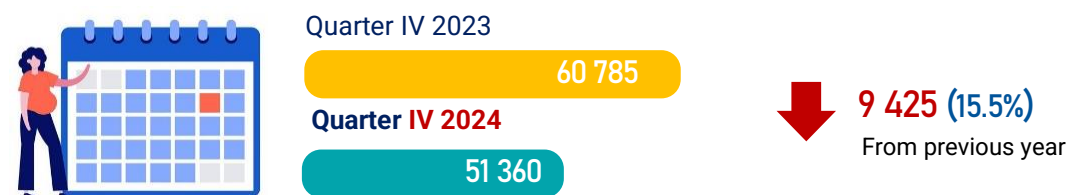
The number of pensioners receiving temporary disability benefits reached 90.3 thousand in the fourth quarter of 2024, a decrease of 37.0 percent; pregnancy and maternity benefits reached 51.4 thousand, a decrease of 15.1 percent; and funeral benefits reached 14.3 thousand, a decrease of 0.9 percent compared to the same period of the previous year.

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

#### Temporary disability benefits



#### Pregnancy and maternity benefits



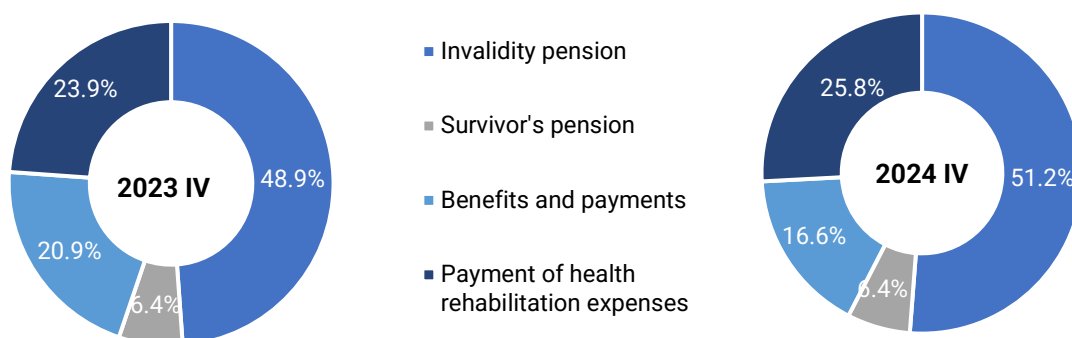
#### Funeral benefits



Source: General Authority for Social Insurance

The number of pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases reached 6.7 thousand in the fourth quarter of 2024, a decrease by 493 or 6.9 percent compared to the same period of the previous year. Out of total pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases, 51.2 percent receive invalidity pension, 25.8 percent receive medical rehabilitation for the industrial accidents and occupational diseases, 16.6 percent receive benefits and payments, and 6.4 percent receive survivor's pension.

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



Source: General Authority for Social Insurance

In the fourth quarter of 2024, the revenue from social insurance premium reached MNT 4,369.7 billion, an increase by MNT 889.5 billion or 25.6 percent compared to the same period of previous year and the social insurance expenditure reached MNT 5,095.0, an increase by MNT 1,118.8 billion or 28.1 percent compared to the same period of previous year.

In terms of fund types, 82.9 percent is made up of pension insurance funds, 8.7 percent of benefit insurance fund, 5.4 percent of industrial accidents and occupational disease's insurance fund, and 3.0 of the unemployment insurance funds. Out of total social insurance expenditure, the pension insurance fund accounts for 91.3, the benefit insurance fund for 5.1, the industrial accidents and occupational disease insurance fund for 0.9 percent, and the unemployment insurance fund for 2.7 percent.

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

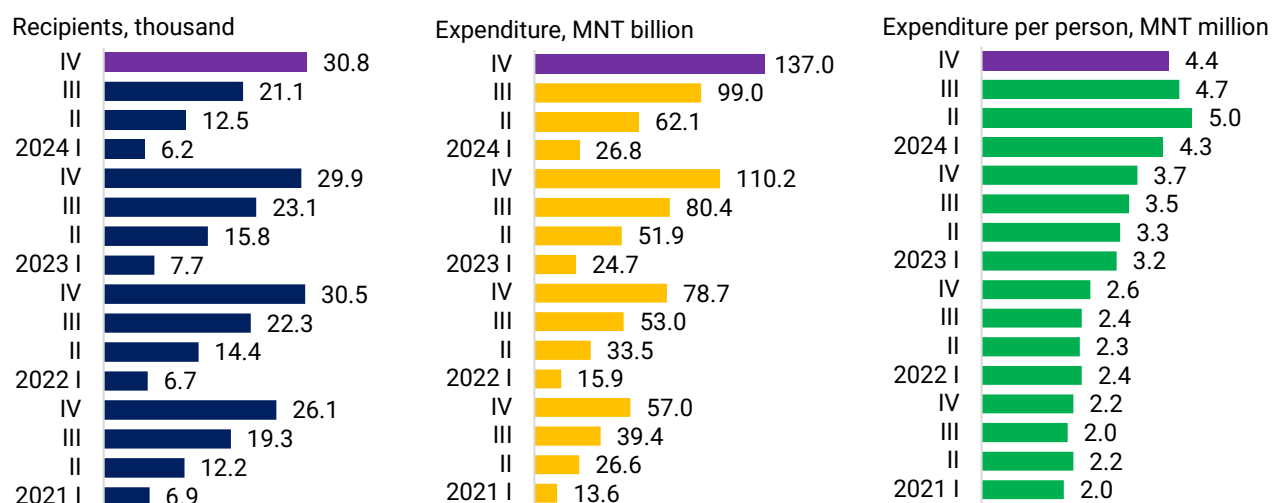
Contents	2023 IV	Percentage		2024 IV	Percentage		Changes	
							In figure	Percentage
<b>Revenue from social insurance premium</b>	<b>3,480.2</b>	<b>100.0%</b>		<b>4,369.7</b>	<b>100.0%</b>		<b>889.5</b>	<b>25.6%</b>
Pension	2,862.0	82.2%		3,621.0	82.9%		759.0	26.5%
Benefit	299.3	8.6%		381.2	8.7%		81.9	27.4%
Industrial accident and occupational disease	260.3	7.5%		236.2	5.4%		-24.1	-9.3%
Unemployment	58.6	1.7%		131.2	3.0%		72.6	123.9%
<b>Social insurance expenditure</b>	<b>3,976.1</b>	<b>100.0%</b>		<b>5,095.0</b>	<b>100.0%</b>		<b>1,118.9</b>	<b>28.1%</b>
Pension	3,615.3	90.9%		4,653.6	91.3%		1,038.0	28.7%
Benefit	212.0	5.3%		258.3	5.1%		46.3	21.8%
Industrial accident and occupational disease	38.6	0.9%		46.0	0.9%		7.4	19.2%
Unemployment	110.2	2.7%		137.0	2.7%		26.8	24.3%

Source: General Authority for Social Insurance

As of the fourth quarter of 2024, MNT 137.0 billion was spent as unemployment benefits for 30.8 thousand people. Compared to the same period of the previous year, the number of people who received unemployment benefits increased by 0.9 thousand or 3.0 percent and the expenditures increased by MNT 26.8 billion or 24.4 percent.

On average, MNT 3.7 million was spent as unemployment benefit per person in the fourth quarter of 2023, while it reached MNT 4.4 million in the fourth quarter of 2024, representing an increase of 20.7 percent.

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



Source: General Authority for Social Insurance

### Monthly average salary indicators

In fourth quarter of 2024, the average salary of employees reached MNT 2,672.6 thousand increasing by 436.6 thousand or 19.5 percent compared to the same period of the previous year and by MNT 192.4 thousand or 7.8 percent compared to the previous quarter. Please note that it is the increase in the nominal average salary.

In terms of gender, men have an average monthly salary of MNT 2,923.3 thousand, while women have an average monthly salary of MNT 2,410.6 thousand. The gender pay gap reached MNT 512.7 thousand in the fourth quarter of 2024, representing an increase of MNT 12.0 thousand compared to the same period of the previous year.

In other words, the average salary for women represented 82.5 percent of the average salary for men as of the fourth quarter of 2024 and the gender pay gap decrease was mainly driven by an increase of 2.7 percentage points in the average monthly salary of women.

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

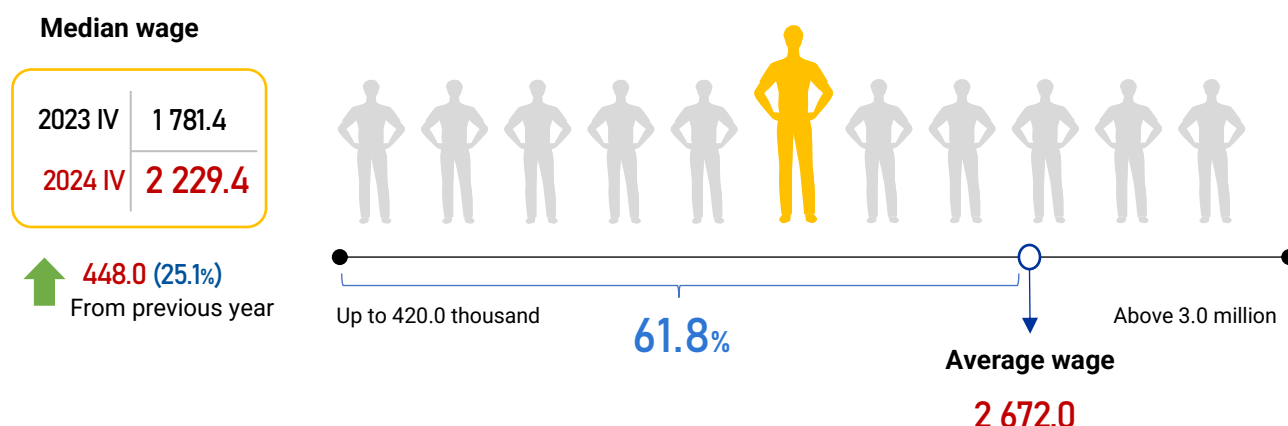
Content	2023				2024				Change	
	I	II	III	IV	I	II	III	IV	Year	Quarter
Average salary	1,830.8	1,890.0	2,009.3	2,235.4	2,283.7	2,464.9	2,479.6	2,672.0	436.6	192.4
Men	2,044.2	2,096.4	2,275.4	2,479.8	2,568.4	2,716.7	2,766.0	2,923.3	443.5	157.3
Women	1,610.9	1,675.6	1,737.9	1,979.1	1,987.8	2,200.0	2,185.4	2,410.6	431.5	225.2

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

Median wage refers to the borderline between the highest and lowest pay of workers in a specific position or occupation. As of the fourth quarter of 2024, the median salary reached MNT 2,229.4 thousand increasing by MNT 448.0 thousand or 25.1 percent compared to the same period of the previous year and by MNT 205.1 thousand or 10.1 percent compared to the previous quarter.

In terms of wage structure, among the total number of employees who paid social insurance premiums in the fourth quarter of 2024, 11.0 percent received a salary between MNT 420.0 thousand and MNT 700.0 thousand, while 55.9 percent received the highest salary, ranging from MNT 2000.0 thousand or above.

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



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

As of the fourth quarter of 2024, the average salary of enterprises with 1-9 employees was lower by MNT 1146.3 thousand than the national average, the enterprises with 10-49 employees by MNT 385.6 thousand, and the enterprises with 50-99 employees by MNT 31.2 thousand, while the average salary of the enterprises with 100-199 employees was higher by 157.8 thousand, and the enterprises with 200 or above employees by 835.8 thousand than the national average.

When changes in the average salary of employees were compared to the same period of the previous year, the average salary of enterprises with 50-99 employees was the highest, with an increase of MNT 491.3 thousand (22.9 percent).

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

Size class of employees	2023 IV			2024 IV			Changes	
	Total	Men	Women	Total	Men	Women	In figure	Percent
Total	2,235.4	2,479.8	1,979.1	2,672.0	2,923.3	2,410.6	436.6	19.5%
1-9	1,242.1	1,239.6	1,244.6	1,525.7	1,523.1	1,528.2	283.6	22.8%
10-49	1,845.7	1,858.3	1,834.6	2,286.4	2,287.8	2,285.3	440.7	23.9%
50-99	2,149.5	2,278.6	2,032.7	2,640.8	2,767.4	2,533.8	491.3	22.9%
100-199	2,355.5	2,520.9	2,181.5	2,829.8	2,998.9	2,661.6	474.3	20.1%
Above 200	3,042.2	3,502.0	2,415.8	3,507.8	3,974.9	2,851.7	465.6	15.3%

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

In terms of the average monthly salary of employees in all sectors of economic activities, the average monthly salary was the highest for mining and quarrying workers (MNT 5.4 million) and the lowest for accommodation and food service workers (MNT 1.7 million).



# EMPLOYMENT PROMOTION ACTIVITY – FOURTH QUARTER 2024

## JOB SEEKER



11 970



50.0%  
Female



2.1%  
Disability

## REGISTERED UNEMPLOYED



9 996



50.9%  
Female



2.0%  
Disability

## JOB ORDER



112 390



29.8%  
Demand fulfilment  
percent



32.4%  
from same period  
of the previous year

## JOB PLACEMENT



33 485



50.1%  
Female



5.1%  
from same period of  
the previous year

Source: General Agency of Labor and Welfare Service

## FOREIGN CITIZENS WORKING IN MONGOLIA UNDER CONTRACT, by country

8 024

Foreign citizens

=



6 779

male

(84.5%)

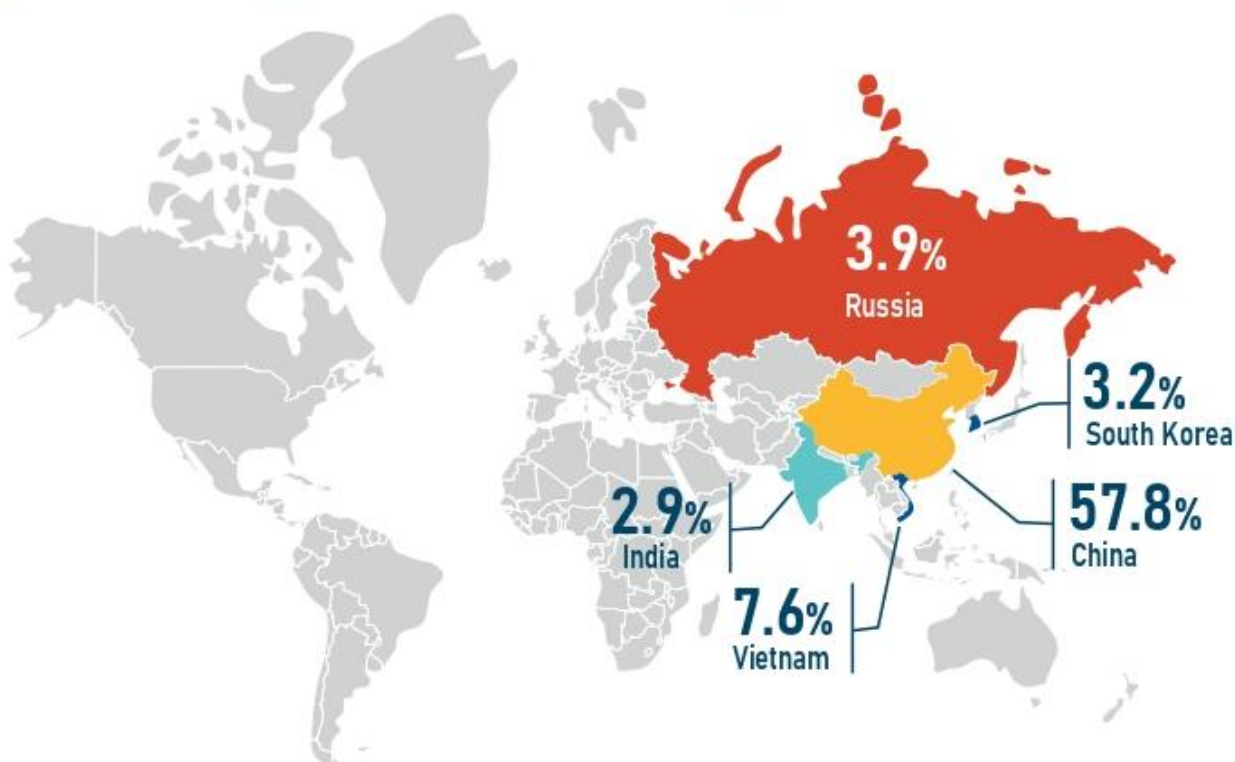
+



1 245

female

(15.5%)



Source: www.1212.mn



## EMPLOYMENT PROMOTION ACTIVITY

### Employment promotion services

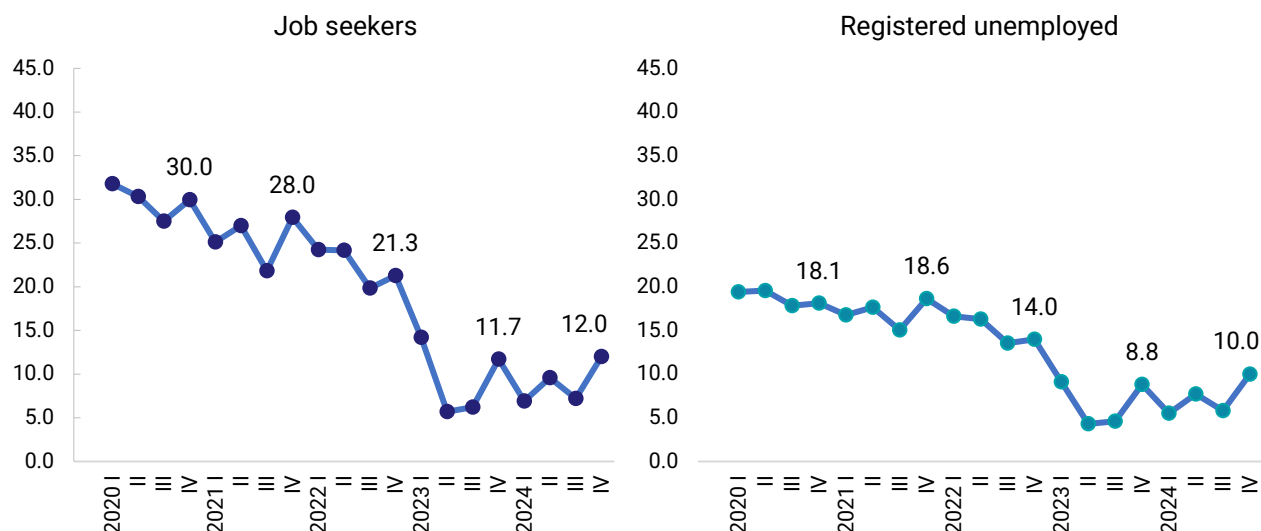
The number of job seekers who are currently not employed or employed but looking for a job to earn additional income reached 12.0 thousand (of which, 6.0 thousand or 50.0 percent are women) in the fourth quarter of 2024. By age group, 1.8 thousand (14.7 percent) are people aged 15-24, 3.8 thousand (32.0 percent) are people aged 25-34, 3.5 thousand (29.5 percent) are people aged 35-44, 2.1 thousand (17.9 percent) are people aged 45-54, and 0.7 thousand (5.9 percent) are people aged 55 or above.

In the reporting period, the number of registered unemployed who are currently not employed or those who are actively looking for a job and registered with the labor and welfare service departments or labor exchange offices reached 10.0 thousand. Out of total registered unemployed, 4.9 thousand (49.1 percent) are men and 5.1 thousand (50.9 percent) are women. By age group, 1.5 thousand (14.6 percent) are people aged 15-24, 3.3 thousand (32.8 percent) are people aged 25-34, 2.9 thousand (29.4 percent) are people aged 35-44, 1.8 thousand (17.6 percent) are people aged 45-54, and 0.5 thousand (5.6 percent) are people aged 55 or above.

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

Quarter	Job seekers /at the end of the month/			Registered unemployed /at the end of the month/		
		Women	Percentage		Эмэгтэй	Эзлэх хувь
2020 I	31,785	16,285	51.2%	19,394	10,009	51.6%
II	30,320	15,367	50.7%	19,563	10,001	51.1%
III	27,504	14,301	52.0%	17,829	9,446	53.0%
<b>IV</b>	<b>29,952</b>	<b>15,390</b>	<b>51.4%</b>	<b>18,103</b>	<b>9,535</b>	<b>52.7%</b>
2021 I	25,105	12,774	50.9%	16,775	8,650	51.6%
II	26,991	13,837	51.3%	17,650	9,202	52.1%
III	21,804	11,316	51.9%	15,053	7,895	52.4%
<b>IV</b>	<b>27,950</b>	<b>14,510</b>	<b>51.9%</b>	<b>18,644</b>	<b>9,821</b>	<b>52.7%</b>
2022 I	24,255	12,019	49.6%	16,622	8,345	50.2%
II	24,184	12,075	49.9%	16,282	8,210	50.4%
III	19,832	10,609	53.5%	13,545	7,389	54.8%
<b>IV</b>	<b>21,256</b>	<b>11,069</b>	<b>52.1%</b>	<b>13,966</b>	<b>7,326</b>	<b>52.4%</b>
2023 I	14,246	7,238	50.7%	9,069	4,651	51.1%
II	5,737	2,954	51.5%	4,323	2,265	52.4%
III	6,224	3,372	54.2%	4,655	2,568	55.2%
<b>IV</b>	<b>11,662</b>	<b>6,308</b>	<b>54.1%</b>	<b>8,813</b>	<b>4,784</b>	<b>54.3%</b>
2024 I	6,896	3,303	47.9%	5,494	2,590	47.1%
II	9,563	4,384	45.8%	7,681	3,570	46.5%
III	7,178	3,579	49.9%	5,811	2,954	50.8%
<b>IV</b>	<b>11,970</b>	<b>5,984</b>	<b>50.0%</b>	<b>9,996</b>	<b>5,091</b>	<b>50.9%</b>

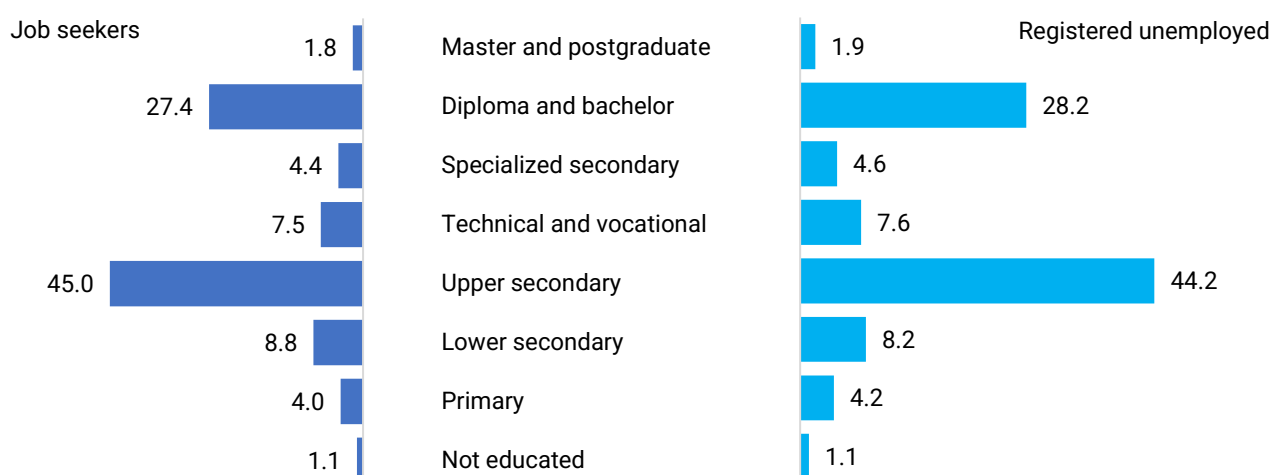
Source: General Agency of Labor and Welfare Service

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

Source: General Agency of Labor and Welfare Service

By education level, 1.1 percent of total job seekers have no education, 4.0 percent have primary education, 8.8 percent have lower secondary education, 45.0 percent have upper secondary education, 7.5 have technical and vocational education, 4.4 percent have specialized secondary education, 27.4 percent have diploma and bachelor's degree and 1.8 percent have master and postgraduate education.

Out of the total registered unemployed, 1.1 percent have no education, 4.2 percent have primary education, 8.2 percent have lower secondary education, 44.2 percent have upper secondary education, 7.6 have technical and vocational education, 4.6 percent have specialized secondary education, 28.2 percent have diploma and bachelor's degree and 1.9 percent have master and postgraduate education.

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

Source: General Agency of Labor and Welfare Service

In the fourth quarter of 2024, 112.4 thousand job orders were received and 33.5 thousand people were placed in jobs and 29.8 percent of labor market demand was fulfilled. The job order increased by 27.5 thousand or 32.4 percent and the number of people placed in jobs by 1.8 thousand or 5.1 percent compared to the same period of the previous year.

By age group, 5.3 thousand (15.9 percent) of total people who were placed in job are the people aged 15-24, 9.3 thousand (27.6 percent) are the people aged 25-34, 8.8 thousand (26.2 percent) are the people aged 35-44, 6.2 thousand (18.6 percent) are the people aged 45-54, and 3.9 thousand (11.7 percent) are the people aged 55 or above.

In the fourth quarter of 2024, 29.8 percent of the total labor market demand was fulfilled. This represents a decrease of 11.8 percentage points compared to the same period of the previous year and an increase of 4.7 percentage points compared to the previous quarter.

Table 9. Job order, job placement, by quarter

Quarter	Job order	Job placement	Women	Percentage	Labor market demand fulfilment
2020 I	7,595	4,489	2,307	51.4%	59.1%
II	28,036	15,250	7,330	48.1%	54.4%
III	42,433	21,672	10,858	50.1%	51.1%
<b>IV</b>	<b>58,022</b>	<b>33,006</b>	<b>16,651</b>	<b>50.4%</b>	<b>56.9%</b>
2021 I	6,413	3,066	1,545	50.4%	47.8%
II	20,352	11,416	5,542	48.5%	56.1%
III	32,656	17,636	9,068	51.4%	54.0%
<b>IV</b>	<b>51,034</b>	<b>29,929</b>	<b>15,460</b>	<b>51.7%</b>	<b>58.6%</b>
2022 I	9,322	3,901	2,003	51.3%	41.8%
II	24,320	13,670	6,709	49.1%	56.2%
III	32,972	18,897	9,499	50.3%	57.3%
<b>IV</b>	<b>55,211</b>	<b>32,290</b>	<b>16,412</b>	<b>50.8%</b>	<b>58.5%</b>
2023 I	4,863	2,267	1,066	47.0%	46.6%
II	16,950	8,199	4,149	50.6%	48.3%
III	50,222	16,656	8,660	51.2%	33.2%
<b>IV</b>	<b>84,870</b>	<b>35,281</b>	<b>18,903</b>	<b>53.6%</b>	<b>41.6%</b>
2024 I	17,435	4,930	2,486	50.4%	28.3%
II	53,198	13,964	6,521	46.7%	26.2%
III	73,959	18,564	8,976	48.4%	25.1%
<b>IV</b>	<b>112,390</b>	<b>33,485</b>	<b>16,763</b>	<b>50.1%</b>	<b>29.8%</b>

Source: General Agency of Labor and Welfare Service

As for labor market demand by economic activity, out of total job orders received in the fourth quarter of 2024, 16.6 thousand (14.8 percent) of all job orders were received in agriculture, forestry, fishing and hunting, 16.5 thousand (14.7 percent) in manufacturing, and 13.8 thousand (12.3 percent) in mining and quarrying.

As of the fourth quarter of 2024, 53.7-30.8 percent of the labor market demand was fulfilled in electricity, gas, steam and air conditioning supply; public administration and defense, social security; agriculture, forestry, fishing and hunting; information and communication; human health and social work activities; financial and insurance activities; activities of household as employers; other service activities, and wholesale and retail trade, repair of vehicles and motorcycles, while 29.6-21.9 percent in water supply, sewerage, waste management and remediation activities; arts, entertainment and recreation education; transportation and storage; hotel, accommodation and food service activities; manufacturing; administrative and support services, and mining and quarrying.

Table 10. Job order, job placement

Sector of economic activities	Job order	Job placement		Demand fulfillment percentage
		Percentage	Percentage	
Total	112,390	100.00%	33,485	100.00%
Agriculture, forestry, fishing and hunting	16,599	14.8%	6,561	19.6%
Mining and quarrying	13,804	12.3%	3,027	9.0%
Manufacturing	16,549	14.7%	4,261	12.7%
Electricity, gas, steam and air conditioning supply	441	0.4%	226	0.7%
Water supply, sewerage, waste management and remediation activities	8,954	8.0%	2,647	7.9%
Construction	11,516	10.2%	1,269	3.8%
Wholesale and retail trade	8,240	7.3%	2,539	7.6%
Transportation and storage	3,006	2.7%	806	2.4%
Hotel, accommodation and food service activities	3,558	3.2%	941	2.8%
Information and communication	586	0.5%	221	0.7%
Financial and insurance activities	582	0.5%	214	0.6%
Real estate activities	36	0.0%	4	0.0%
Professional, scientific and technical activities	831	0.7%	273	0.8%
Administrative and support services	6,311	5.6%	1,408	4.2%
Public administration and defense	8,556	7.6%	3,528	10.5%
Education	6,121	5.4%	3,285	9.8%
Health and social work activities	3,115	2.8%	1,165	3.5%
Arts, entertainment and recreation	541	0.5%	155	0.5%
Other service activities	2,759	2.5%	870	2.6%
Activities of households as employers	247	0.2%	83	0.2%
Activities of extraterritorial organizations and bodies	38	0.03%	2	0.01%

Source: General Agency of Labor and Welfare Service

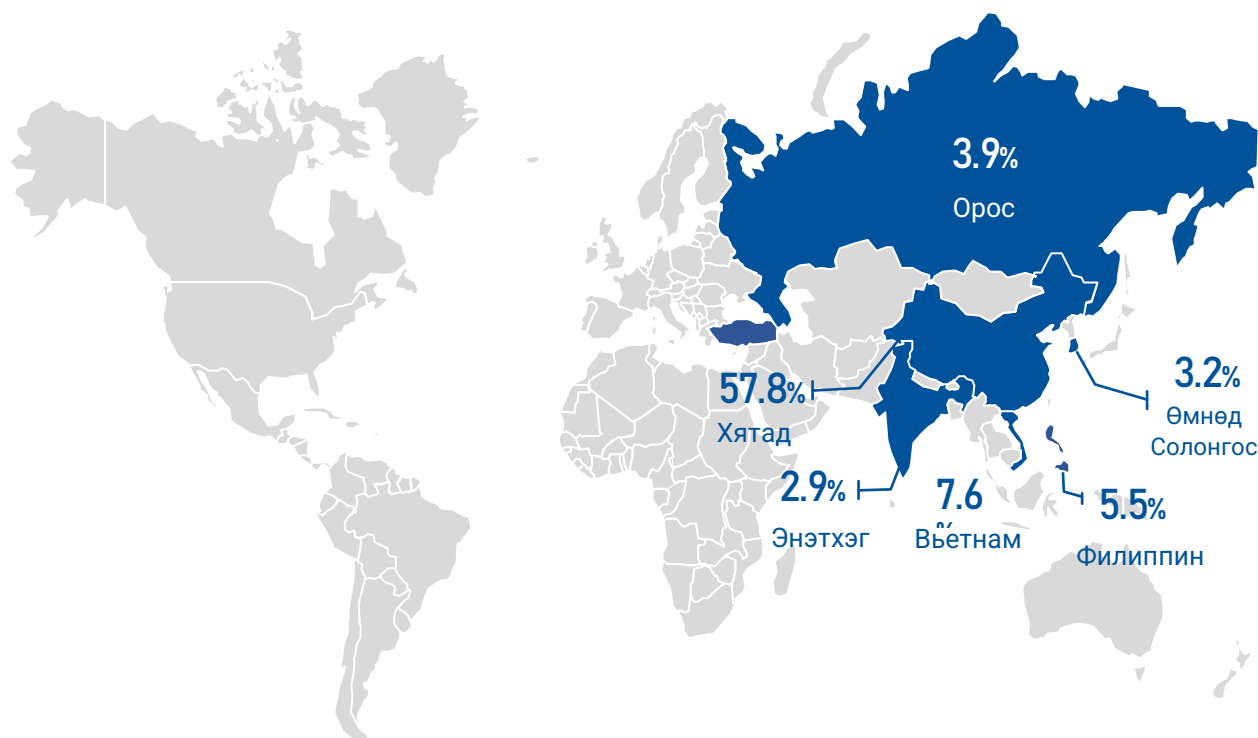
### Receiving labor force and specialists from abroad and sending labor force abroad

As of the fourth quarter of 2024, 8,024 citizens from 104 foreign countries are working in Mongolia under a labor contract. The number of foreign citizens working in Mongolia increased by 1,542 or 23.8 percent compared to the same period of the previous year and decreased by 9,807 or 55.0 percent compared to the previous quarter. By gender, 6,779 (84.5 percent) of total foreign citizens working in Mongolia are men and 1,245 (15.5 percent) are women. By region, 44.3 percent live in Ulaanbaatar, 37.4 percent in the Central region, 12.5 percent in the Eastern region, 3.3 percent in the Western region, and 2.5 percent in the Khangai region.



In terms of citizenship, out of total foreign citizens working in Mongolia under the labor contracts, 4,635 (57.8 percent) are from China, 612 (7.6 percent) are from Vietnam, 442 (5.5 percent) are from the Philippines, 312 (3.9 percent) are from Russia, 260 (3.2 percent) are from the United States of America, 226 (3.2 percent) are South Korea, 235 (2.9 percent) are from India, and the remaining 1,268 (15.8 percent) are from other countries.

Figure 20. Foreign citizens working in Mongolia under labor contract, by 6 countries with the highest number of employees, by percentage



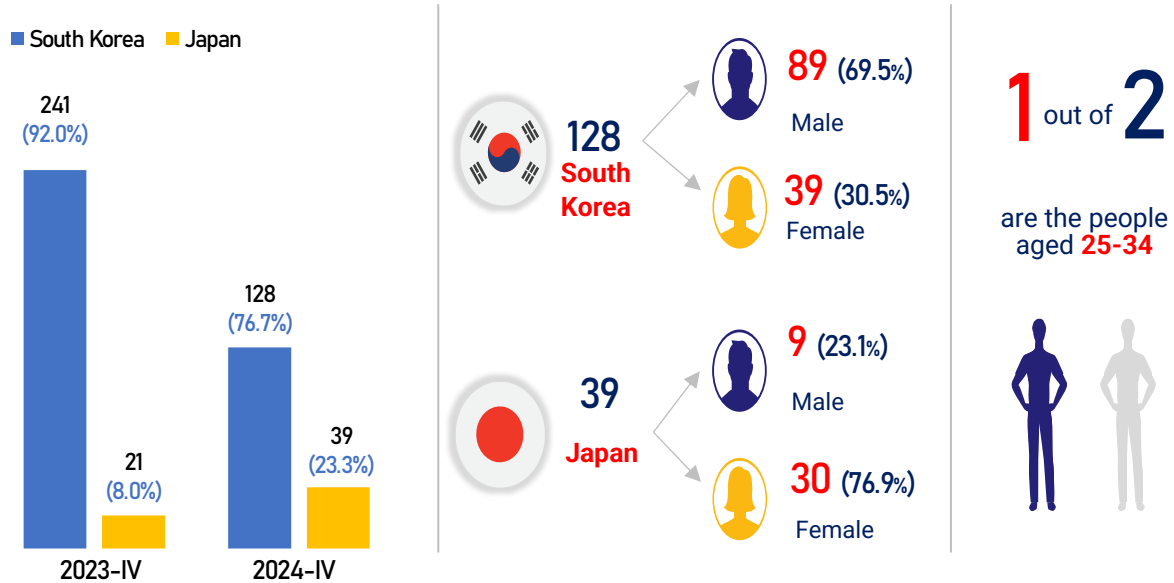
Source: General Agency of Labor and Welfare Service

In the fourth quarter of 2024, 167 people were placed in job abroad under the labor contract and the number of people placed in job under the labor contract increased by 31 or 22.8 percent compared to the previous quarter.

Out of total people who were placed in job abroad, 128 (76.7 percent) were placed in employment in South Korea and 39 (23.3 percent) were placed in jobs in Japan. Out of total people who were placed in jobs, 98 (58.7 percent) are men and 69 (41.3 percent) are women. By age group, 1.2 percent are the people aged up to 20, 8.4 percent are the people aged up to 20-24, 29.9 percent are the people aged 25-29, 26.3 percent are the people aged 30-34, 26.3 percent are the people aged 35-39, 7.2 percent are the people aged 40-44 and 0.6 percent are the people aged 50-54.

By education level, 61.1 percent have upper secondary education, 30.5 percent have bachelor degree or diploma, 6.0 percent have technical and vocational education, 1.2 percent have no education, 0.6 percent have master's and postgraduate education, and 0.6 percent have primary education.

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



Source: General Agency of Labor and Welfare Service

### Employment promotion programs

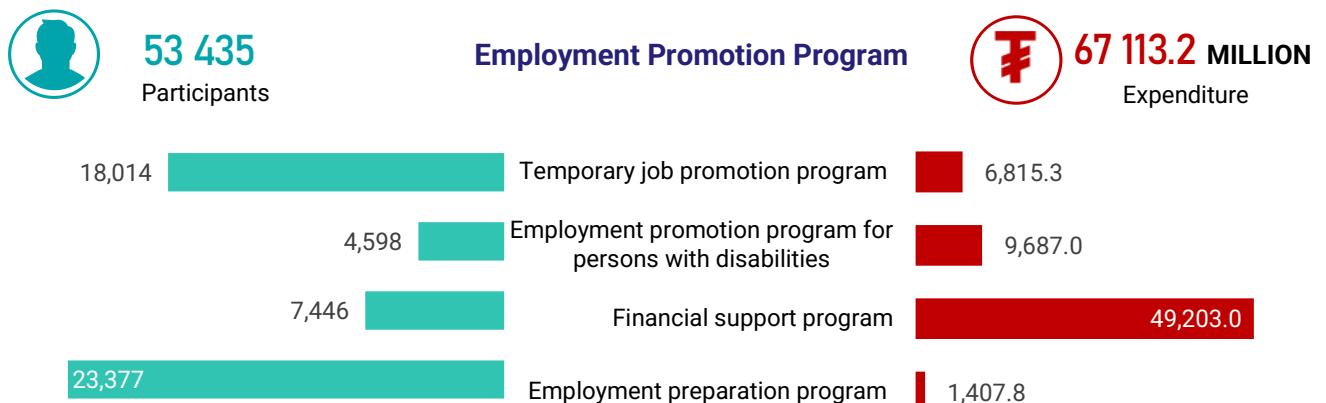
The MLSP develops policies in the field of employment and oversees the implementation of employment promotion programs for different target groups of population such as unemployed, people facing difficulty in finding jobs, employers, youth, women, herders, people with disabilities and elderly. In this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

As of the fourth quarter of 2024, a total of 53.4 thousand people participated in employment promotion programs and MNT 67.1 billion were spent on the employment promotion programs.

By type of programs, 43.8 percent of total participants were involved in Employment Preparation Program, 33.7 percent in Temporary Job Promotion Program and 13.9 percent in Financial Support Program, and 8.6 percent in Employment Promotion Program for Persons with Disabilities.

By type of programs, 73.3 percent of total expenditure was spent on the Financial Support Program, 14.4 percent on the Employment Promotion Program for Persons with Disabilities, 10.2 percent on the Temporary Job Promotion Program, and 2.1 percent on the Employment Preparation Program.

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



Source: General Agency of Labor and Welfare



As of the fourth quarter of 2024, 23.4 thousand people participated in the Employment Preparation Program and MNT 1,407.8 million were spent on the program.

Within the program, 37.8 percent of total participants attended an entrepreneurship training, 30.1 percent attended a basic skills training, 14.9 percent the classroom and field training, 13.2 percent attended a training and consultancy for the youth, and 4.0 percent attended the short-term skills training for women. In terms of the expenditure, 50.3 percent of total expenditure was spent on the classroom and field training, 14.5 percent on the entrepreneurship training, 14.1 percent on the basic skills training, 12.3 percent on the short-term skills training for women and 8.7 percent on the training and consultancy for youth.

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

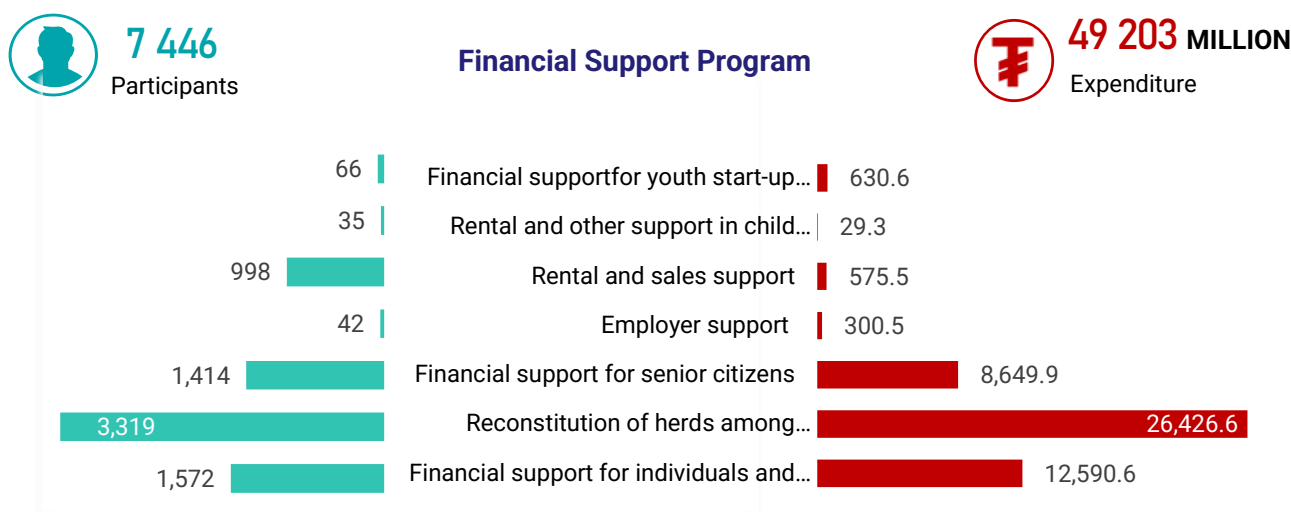


Source: General Agency of Labor and Welfare Service

As of the fourth quarter of 2024, 7.5 thousand people participated in the Financial Support Program, with MNT 49,203.0 million spent on the program.

Within the program, 44.6 percent of participants received service for reconstitution of herds among herders, 21.1 percent received financial support for individuals and entities, 19.0 percent received financial support for the employment of senior citizens, 13.4 percent received rental and sales support, and 1.9 percent received other services. In terms of expenditure, 53.7 percent of the total expenditure was allocated to the service for reconstitution of herds among herders, 25.6 percent to the financial support for individuals and entities, 17.6 percent to the financial support for the employment of senior citizens and 3.1 percent to other services.

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

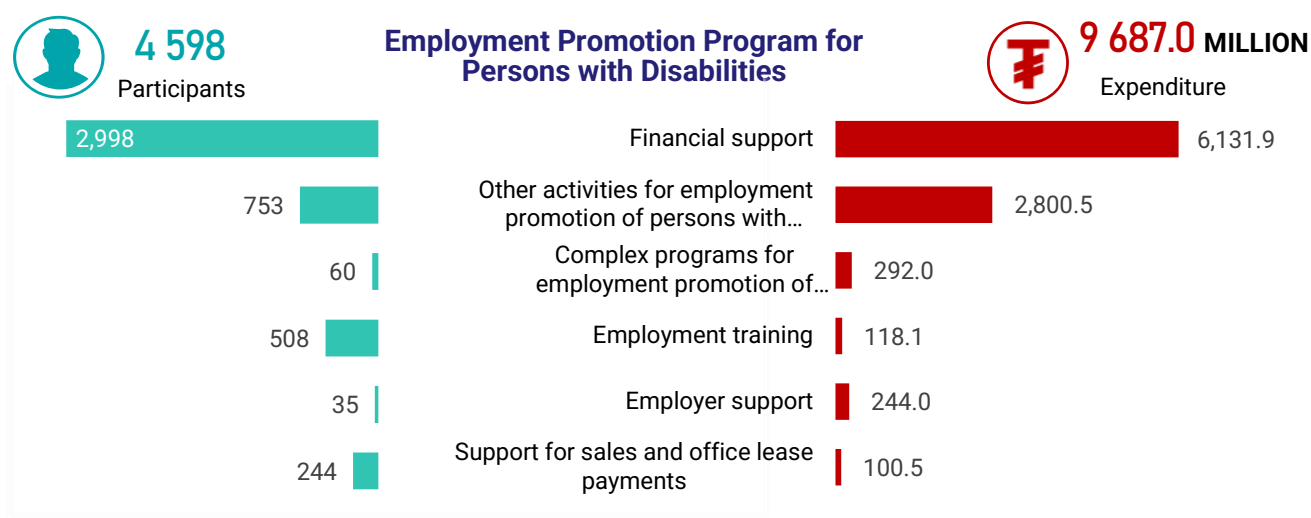


Source: General Agency of Labor and Welfare Service

As of the fourth quarter of 2024, 4.6 thousand people participated in the Employment Promotion Program for Persons with Disabilities and MNT 9,687.0 million spent on the program.

Within the program, 65.2 percent received the financial support service, 15.6 percent attended other activities for employment promotion of persons with disabilities, 11.1 percent attended employment training, and 7.3 percent received other services. In terms of expenditure, 63.3 percent of the total expenditure was allocated to financial support, 28.9 percent to other employment promotion services for persons with disabilities, 2.5 percent to employer support activity, 3.0 percent to employment promotion complex service for persons with disabilities, and 2.3 percent to other services.

Figure 25. People who participated in the Employment Promotion Program for Persons with Disabilities, expenditure spent on the program, as of Quarter IV 2024

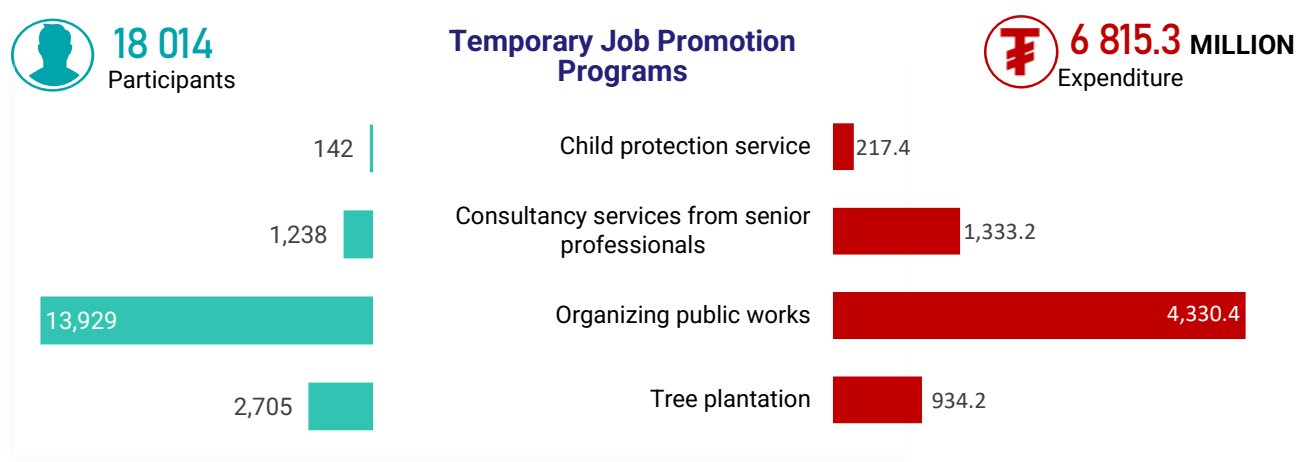


Source: General Agency of Labor and Welfare Service

As of the fourth quarter of 2024, 18.0 thousand people participated in the Temporary Job Promotion Program, with MNT 6,815.3 million spent on the program.

Within the program, 77.3 percent of participants were involved in public work, 15.0 percent in tree plantation activities, 6.9 percent received consultancy services from senior professionals, and 0.8 percent received child protection services. In terms of expenditure, 63.5 percent of the total expenditure was allocated to organizing public work, 19.6 percent to the consultancy services from senior professionals, 13.7 percent to organizing tree plantation activities and, 3.2 percent to child protection services.

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



## LABOR MARKET OF MONGOLIA: MID-TERM DEMAND AND SUPPLY FORECASTING-2024

### Summary

At the end of 2024, the National Statistics Office revised the methodology for calculating sample weights, which led to changes in the labor market indicators for the years 2019–2023. It is important to note that the results and analysis presented in this study were completed prior to this revision and are based on data using the previous weighting methodology.

### Labor force forecasting

If past trends continue, the labor force is expected to range between 1,558.0 and 1,799.0 thousand. If the Vision 2050 targets are met, the workforce is projected to reach 1,966.0 thousand. The table below displays the projected workforce size for each labor force participation rate.

Table 11. Labor force forecasting, thousand people

Year	Maintain the 2023 level	Maintain the 2023 level by age and gender	In trend (linear)	In trend (quadratic)	With Vision 2050 goals
2024	1382	1387	1372	1388	1447
2025	1406	1412	1385	1418	1538
2026	1433	1438	1401	1451	1577
2027	1462	1467	1418	1487	1619
2028	1492	1498	1437	1525	1663
2029	1524	1530	1457	1564	1709
2030	1557	1563	1476	1604	1757
2031	1589	1596	1495	1645	1801
2032	1622	1629	1514	1686	1844
2033	1653	1660	1531	1725	1887
2034	1683	1690	1546	1763	1928
2035	1709	1717	1558	1799	1966

If the unemployment rate remains around 5 percent (assuming that labor force participation rates by age and gender stay constant at 2023 levels), the number of unemployed people is projected to be 75.0 thousand in 2025, 80.4 thousand in 2030, and 85.4 thousand in 2035. However, if the labor force participation rate and unemployment rates align with the targets set in the "Vision 2050" policy document, it is estimated that the labor force will total 1.97 million, with 98.3 thousand unemployed individuals in the market by 2035—representing a gap of 1.87 million workers. Similarly, the number of workers in each scenario is projected through to 2035.

Table 12. Forecasting of the number of unemployed persons, thousand people

Year	Maintain the 2023 level	Maintain the 2023 level by age and gender	In trend (linear)	In trend (quadratic)	With Vision 2050 goals
2024	74.2	74.5	73.6	74.5	77.6
2025	75.0	75.3	73.9	75.6	82.0
2026	75.9	76.2	74.2	76.9	83.6
2027	77.0	77.3	74.7	78.3	85.2
2028	78.1	78.4	75.2	79.8	87.0
2029	79.2	79.6	75.7	81.3	88.9
2030	80.4	80.7	76.3	82.9	90.7
2031	81.6	81.9	76.7	84.4	92.4
2032	82.7	83.0	77.2	85.9	94.0
2033	83.7	84.1	77.5	87.4	95.6
2034	84.7	85.0	77.8	88.7	97.0
2035	85.4	85.8	77.9	89.9	98.3

Table 13. Forecasting of the number of workers, thousand people

Year	Maintain the 2023 level	Maintain the 2023 level by age and gender	In trend (linear)	In trend (quadratic)	With Vision 2050 goals
2024	1307.8	1313.0	1298.2	1313.5	1369.1
2025	1331.1	1336.3	1311.5	1342.8	1455.9
2026	1356.8	1362.0	1326.7	1374.6	1493.4
2027	1384.5	1389.9	1343.6	1408.7	1533.6
2028	1414.1	1419.6	1361.8	1445.0	1576.1
2029	1444.8	1450.6	1380.8	1482.7	1620.4
2030	1476.3	1482.2	1399.9	1521.4	1665.9
2031	1507.9	1514.0	1418.7	1560.6	1708.1
2032	1539.1	1545.5	1436.7	1599.6	1750.2
2033	1569.3	1576.0	1453.4	1637.9	1791.4
2034	1597.9	1604.8	1468.0	1674.7	1830.9
2035	1624.0	1631.2	1480.0	1709.1	1867.9

To forecast labor market demand, projections for demand-generating production or gross domestic product (GDP) are made and based on these projections, the number of workers needed to achieve the targeted production is calculated. To determine the correlation coefficient, the 2023 Labor Market Medium-Term Supply and Demand Forecast uses data such as GDP per capita, population density, and median age for 229 countries and regions over the past 30 year and which is used to estimate the employment coefficient required to reach the GDP target, while also accounting for the dynamic effects of the population pyramid.

As mentioned earlier, two scenarios for workforce requirements to support GDP growth have been developed: Scenario 1, where the economy grows at a relatively slow rate of 4.5 percent per year, and Scenario 2, where the economy grows rapidly at an average rate of 7.2 percent per year.

Table 14. Employment rate forecasting

Year	GDP per capita, growth in quadratic trend		GDP per capita, growth in mixed trend	
	Point forecast of employment	95% confidence interval	Point forecast of employment	95% confidence interval
2023	57.3		57.3	
2024	57.90	[57.54; 58.26]	57.97	[57.60; 58.33]
2025	58.80	[58.32; 59.28]	59.18	[58.65; 59.70]
2026	58.35	[57.81; 58.89]	59.05	[58.45; 59.65]
2027	58.84	[58.18; 59.49]	59.83	[59.10; 60.56]
2028	59.06	[58.28; 59.83]	60.16	[59.30; 61.03]
2029	59.46	[58.52; 60.40]	60.73	[59.68; 61.78]
2030	59.52	[58.52; 60.51]	61.06	[59.96; 62.16]
2031	59.35	[58.22; 60.48]	61.01	[59.76; 62.26]
2032	59.58	[58.31; 60.85]	61.39	[59.98; 62.81]
2033	59.66	[58.31; 61.01]	61.37	[59.86; 62.87]
2034	59.86	[58.30; 61.43]	61.80	[60.04; 63.57]
2035	60.04	[58.40; 61.68]	62.12	[60.25; 63.98]

Using the above employment levels, the required labor for each of the two GDP growth scenarios was calculated.

Table 15. Forecasting of the number of workers needed, in thousand

Year	GDP per capita, growth in quadratic trend	GDP per capita, growth in mixed trend	GDP quadratic growth	GDP mixed growth
2024	1,380.3	1,384.4	2.0%	2.3%
2025	1,410.0	1,418.4	2.2%	2.5%
2026	1,442.4	1,455.2	2.3%	2.6%
2027	1,477.3	1,494.7	2.4%	2.7%
2028	1,514.2	1,536.4	2.5%	2.8%
2029	1,552.7	1,579.9	2.5%	2.8%
2030	1,592.1	1,624.6	2.5%	2.8%
2031	1,632.0	1,669.8	2.5%	2.8%
2032	1,671.7	1,715.1	2.4%	2.7%
2033	1,710.5	1,759.7	2.3%	2.6%
2034	1,747.7	1,802.8	2.2%	2.5%
2035	1,782.5	1,843.5	2.0%	2.3%

If the average economic growth rate is 7.2 percent, Mongolia's labor market will require 1,418 thousand workers in 2025, 1,625 thousand in 2030, and 1,844 thousand in 2035. However, if the economy maintains its current growth trend of 4.5 percent, the labor market will need 1,410 thousand workers in 2025, 1,592 thousand in 2030, and 1,783 thousand in 2035.

The number of workers required for the projected economic growth until 2035 is calculated by classifications of economic activities. To determine this, the structure of the workforce was analyzed using data from the NSO's 2009-2023 Labor Force Survey (LFS), and the required workforce was distributed based on this structure.

If the economy grows rapidly enough to meet the "Vision 2050" target, the sector with the greatest demand for new workers by 2035 will be the construction sector, requiring an additional 88.1 thousand workers compared to 2024. This will be followed by the manufacturing sector with 69.8 thousand, the wholesale and retail trade, repair and maintenance of vehicles and motorcycles sector with 53.4 thousand, and the public administration, defense, and social security sectors, each needing 41.2 thousand new workers. However, the agriculture, forestry, and fishery sector, which is projected to remain the largest employer in Mongolia by 2035, is expected to experience a decrease of 2 to 13.6 thousand workers.

Table 16. Required number of workers, projection by classifications of economic activities, in thousand people, by mixed trend of GDP forecast

	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Agriculture, forestry, fishing and hunting	320.1	319.1	318.4	318.0	317.7	317.4	316.9	316.1	314.8	312.8	310.1	306.5
Mining and quarrying	70.9	73.3	75.8	78.4	81.1	83.9	86.7	89.5	92.4	95.2	98.0	100.6
Manufacturing	123.3	128.6	134.2	140.1	146.2	152.6	159.2	165.9	172.7	179.6	186.4	193.1
Electricity, gas, steam, air conditioning supply	24.3	25.5	26.9	28.3	29.8	31.3	33.0	34.6	36.4	38.1	39.9	41.7
Water supply; sewerage, waste management and remediation activities	9.4	9.4	9.5	9.6	9.6	9.7	9.7	9.8	9.8	9.8	9.8	9.8
Construction	99.1	105.0	111.4	118.4	125.8	133.7	142.0	150.7	159.6	168.8	178.0	187.2

Wholesale and retail trade; repair of motor vehicles and motorcycles	192.1	196.6	201.4	206.4	211.7	217.1	222.6	227.9	232.9	237.7	241.9	245.5
Transportation and storage	72.2	72.1	71.9	71.9	71.8	71.7	71.6	71.4	71.2	70.8	70.2	69.5
Accommodation and food service activities	42.3	44.2	46.4	48.7	51.1	53.7	56.3	59.0	61.8	64.5	67.2	69.8
Information and communication	20.5	21.4	22.3	23.3	24.3	25.4	26.5	27.7	28.8	30.0	31.1	32.1
Financial and insurance activities	32.3	34.6	37.2	40.0	43.0	46.3	49.7	53.4	57.3	61.3	65.4	69.6
Real estate activities	2.9	3.3	3.8	4.2	4.8	5.4	6.1	6.9	7.8	8.8	10.0	11.2
Professional, scientific and technical activities	17.9	18.5	19.2	19.9	20.6	21.4	22.1	22.9	23.7	24.4	25.2	25.9
Administrative and support service activities	22.8	24.7	26.7	29.0	31.4	34.1	36.9	40.0	43.2	46.6	50.1	53.8
Public administration and defence; compulsory social insurance	99.4	102.7	106.2	109.8	113.6	117.5	121.4	125.4	129.3	133.2	137.0	140.6
Education services	125.7	128.5	131.5	134.5	137.6	140.7	143.8	146.9	149.9	152.7	155.4	157.7
Human health and social work activities	58.6	59.4	60.3	61.3	62.2	63.1	64.0	64.8	65.6	66.4	67.1	67.6
Arts, entertainment and recreation	15.1	15.9	16.9	17.9	19.0	20.2	21.4	22.7	24.0	25.3	26.7	28.0
Other service activities	35.5	35.4	35.2	35.1	34.9	34.7	34.5	34.3	34.0	33.8	33.5	33.1
<b>Total</b>	<b>1384.4</b>	<b>1418.4</b>	<b>1455.2</b>	<b>1494.7</b>	<b>1536.4</b>	<b>1579.9</b>	<b>1624.6</b>	<b>1669.8</b>	<b>1715.1</b>	<b>1759.7</b>	<b>1802.8</b>	<b>1843.5</b>

According to the National Occupational Classification and Definition (YAMAT-08), the number of workers required in 10 major occupations in Mongolia through 2035 has been projected. This analysis utilized data from the NSO's 2009-2023 Labor Force Survey to determine the sector-occupational structure at the national level, and the results were distributed accordingly.



**Table 17. Number of required workers, forecast by occupations, in thousand, GDP forecast at growth by quadratic trend model**

	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Managers	91.5	95.0	98.8	102.8	107.1	111.5	116.2	120.9	125.8	130.8	135.7	140.5
Professionals	240.5	248.2	256.4	265.0	274.1	283.5	293.2	303.0	313.0	323.0	332.8	342.3
Technicians and Associate Professionals	55.8	57.7	59.7	61.9	64.2	66.6	69.1	71.7	74.3	76.9	79.6	82.2
Clerical support workers	42.0	43.6	45.4	47.4	49.4	51.6	53.8	56.1	58.5	60.9	63.3	65.6
Services and sales workers	227.7	234.0	240.8	248.0	255.5	263.4	271.4	279.4	287.4	295.2	302.6	309.5
Skilled agricultural, forestry and fishery workers	313.7	312.8	312.2	311.9	311.7	311.6	311.2	310.5	309.3	307.4	304.9	301.5
Craft and related trades workers	169.7	177.0	184.8	193.1	201.9	211.1	220.7	230.5	240.5	250.6	260.7	270.6
Plant and machine operators, and assemblers	124.1	126.7	129.4	132.3	135.4	138.7	141.9	145.2	148.5	151.7	154.8	157.7
Elementary occupations	113.1	116.9	120.9	125.3	129.8	134.6	139.5	144.5	149.6	154.7	159.7	164.6
Armed forces occupations	6.3	6.5	6.7	7.0	7.2	7.4	7.7	7.9	8.2	8.4	8.7	8.9
<b>Total</b>	<b>1384.4</b>	<b>1418.4</b>	<b>1455.2</b>	<b>1494.7</b>	<b>1536.4</b>	<b>1579.9</b>	<b>1624.6</b>	<b>1669.8</b>	<b>1715.1</b>	<b>1759.7</b>	<b>1802.8</b>	<b>1843.5</b>

## TERMS AND DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## REFERENCES

1. Law on Labor of Mongolia, 1995
2. Law on Employment Promotion, 2011
3. Employment Promotion Program 2022-2023, Resolution of the National Employment Council, 2024
4. Methodology for calculating employment statistics, National Statistics Office, 2019
5. Labor Force Survey Report, National Statistics Office, Quarter III 2023  
Monthly information on social insurance coverage, pensions and benefits recipients, Social Insurance General Office
6. Monthly report on job seekers, General Agency for Labor and Welfare Service
7. Monthly report on registered unemployed civil movement, General Agency for Labor and Welfare Service
8. Job orders, job placement information, General Agency for Labor and Welfare Service
9. Labor Market Bulletin-Quarter III 2024
10. Labor Market of Mongolia:Mid-Term Demand and Supply Forecasting-2024

## WEBSITES

1. [www.legalinfo.mn](http://www.legalinfo.mn)
2. [www.nso.mn](http://www.nso.mn)
3. [www.1212.mn](http://www.1212.mn)
4. [www.mlsp.gov.mn/sp-dictionary](http://www.mlsp.gov.mn/sp-dictionary)
5. [www.ndaatgal.mn/v1/](http://www.ndaatgal.mn/v1/)
6. [www.hudulmur-halamj.gov.mn](http://www.hudulmur-halamj.gov.mn)