



ГЭР БҮЛ, ХӨДӨЛМӨР,  
НИЙГМИЙН ХАМГААЛЛЫН ЯАМ



ХҮН АМ, ХӨДӨЛМӨР,  
НИЙГМИЙН ХАМГААЛЛЫН  
СУРГАЛТ, СУДАЛГААНЫ ХҮРЭЭЛЭН

# LABOR MARKET BULLETIN

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Second Quarter 2025

Ulaanbaatar

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# LABOR MARKET INDICATORS – SECOND QUARTER 2025

As of the 2nd quarter of 2025, 1,456.0 thousand (61.9 percent) of the population aged 15 and above are in the labor force, while 896.8 thousand (38.1 percent) are outside the labor force.

## LABOR FORCE

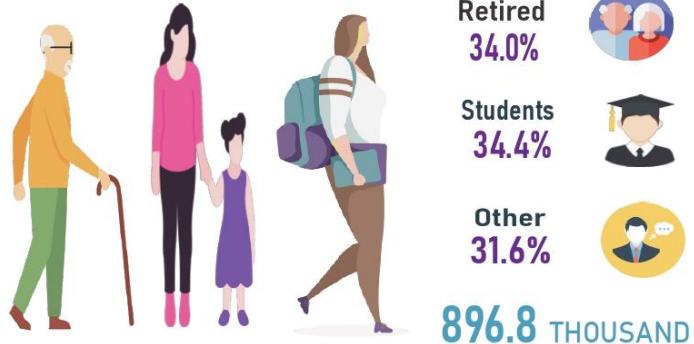


Employed  
95.5% 

Unemployed  
4.5% 

1 456.0 THOUSAND

## PERSONS OUTSIDE THE LABOR FORCE



Retired  
34.0% 

Students  
34.4% 

Other  
31.6% 

896.8 THOUSAND

## EMPLOYED

Q2 2024 1 347.2 THOUSAND

54.4%  45.6% 

⬆ 3.2% From same period of the previous year

Q2 2025 1 390.1 THOUSAND

55.2%  44.8% 

## UNEMPLOYED

Q2 2024 82.3 THOUSAND

57.9%  42.1% 

⬇ 19.9% From same period of the previous year

Q2 2025 65.9 THOUSAND

60.7%  39.3% 

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



370.6 THOUSAND (26.7%)

Agriculture, forestry, fishing and hunting

58.7%  217.5 THOUSAND 

41.3%  153.1 THOUSAND



178.8 THOUSAND (12.9%)

Wholesale and retail trade, repair of vehicles and motorcycles

44.9%  80.3 THOUSAND 

55.1%  98.5 THOUSAND



116.9 THOUSAND (8.4%)

Manufacturing

50.7%  59.3 THOUSAND 

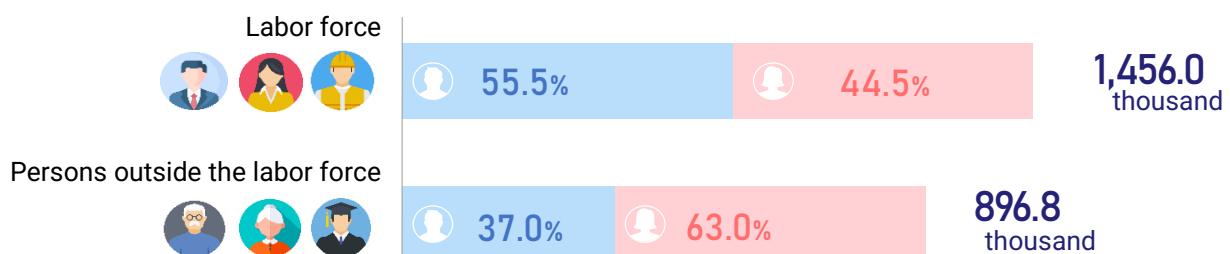
49.3%  57.6 THOUSAND

## KEY LABOR MARKET INDICATORS

### Labor market indicators

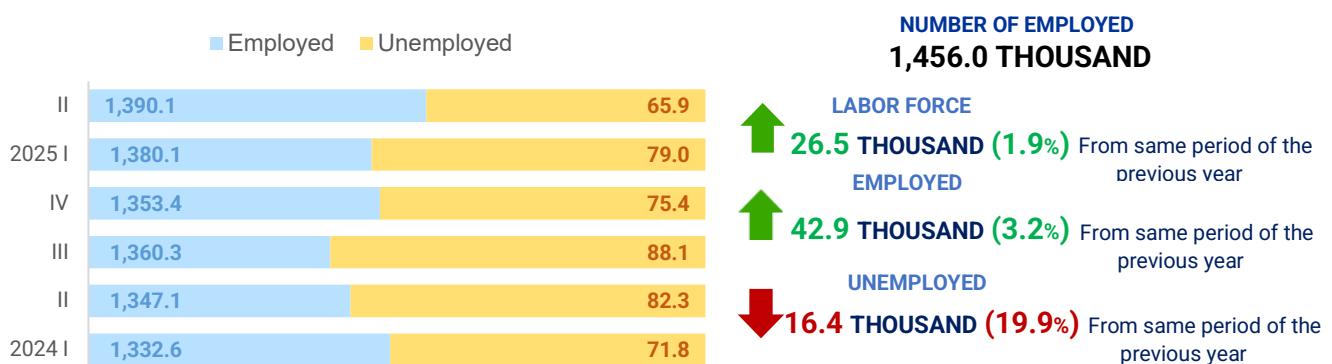
According to the results of the Labor Force Survey-Quarter II 2025 of the National Statistics Office, out of 2,352.8 thousand persons aged 15 and over, 1,456.0 thousand (61.9 percent) are in the labor-force and 896.8 thousand (38.1 percent) are persons outside the labor force. The working-age population increased by 54.8 thousand or 2.4 percent compared to the same period of the previous year.

Figure 1. Labor force, number of persons outside the labor force, in thousand persons



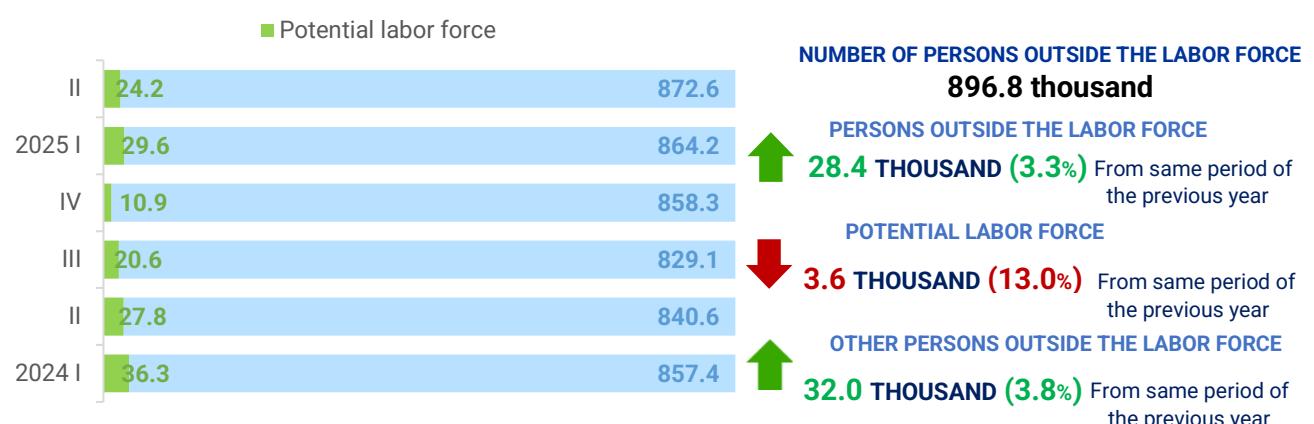
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

Figure 2. Number of employed, in thousand persons



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

Figure 3. Number of persons outside the labor force, in thousand persons



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

Figure 4. Labor underutilization, by structure, in thousand persons

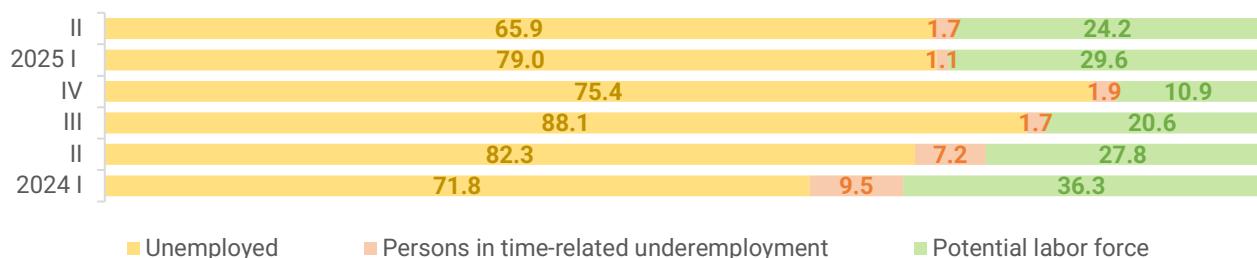
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

Table 1. Key employment indicators, in thousand persons

Content	2024				2025			Change	
	I	II	III	IV	I	II	Year	Quarter	
Labor force	1,404.3	1,429.5	1,448.4	1,428.8	1,459.1	1,456.0	26.5	-3.1	
Female	642.7	648.6	655.4	646.2	660.1	648.5	-0.2	-11.6	
Employed	1,332.6	1,347.2	1,360.3	1,353.4	1,380.1	1,390.1	42.9	10.0	
Female	612.4	613.9	619.7	614.6	628.8	622.6	8.6	-6.2	
Time-related underemployment	9.5	7.2	1.7	1.9	1.1	1.7	-5.5	0.6	
Female	5.9	4.5	1.3	1.2	0.5	0.8	-3.7	0.3	
Unemployed	71.8	82.3	88.1	75.4	79.0	65.9	-16.4	-13.1	
Female	30.3	34.7	35.7	31.6	31.3	25.9	-8.8	-5.5	
Persons outside the labor force	893.6	868.5	849.6	869.2	893.7	896.8	28.3	3.1	
Female	547.0	541.4	541.3	556.1	567.0	565.4	24.0	-1.6	
Potential labor force	36.3	27.8	20.6	10.9	29.6	24.2	-3.6	-5.3	
Female	16.1	13.8	8.6	6.3	13.7	13.5	-0.3	-0.2	
Other persons outside the labor force	857.3	840.7	829.1	858.3	864.2	872.6	31.9	8.4	
Female	530.9	527.6	532.7	549.8	553.3	551.9	24.3	-1.4	
Labor underutilization	117.6	117.3	110.3	88.2	109.6	91.8	-25.5	-17.8	
Female	52.2	53.0	45.7	39.1	45.6	40.2	-12.8	-5.4	

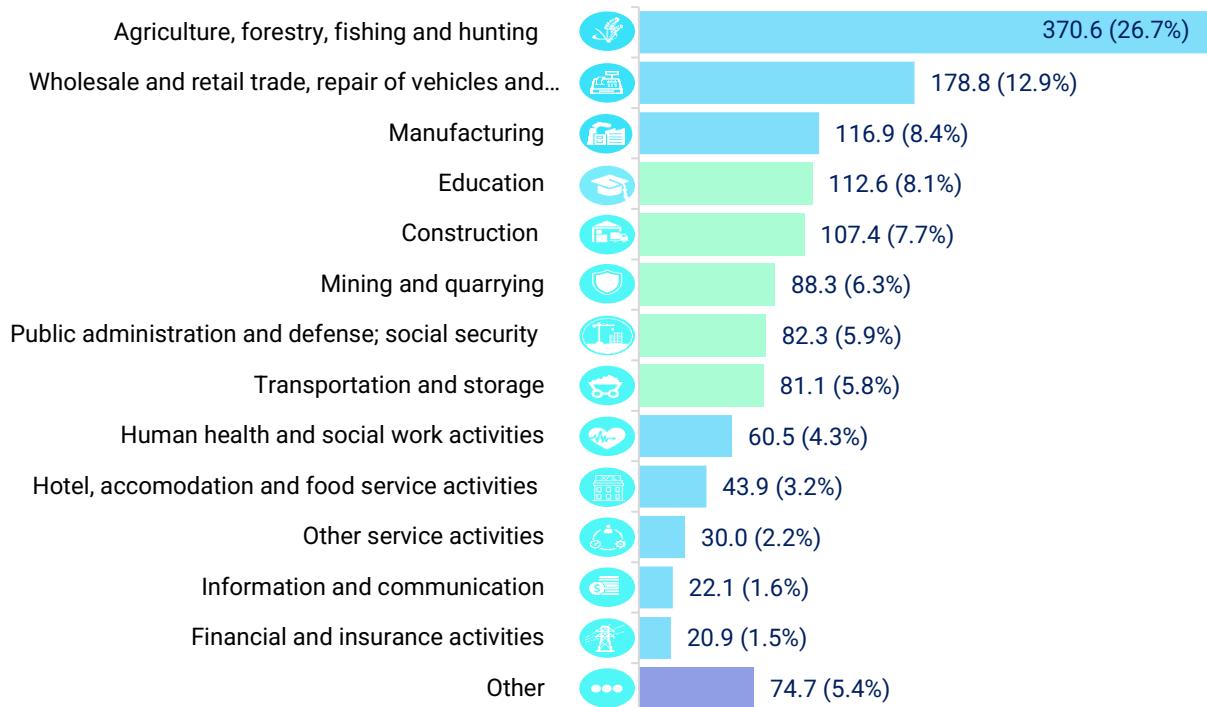
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

Figure 5. Number of employed, by gender, in thousand persons



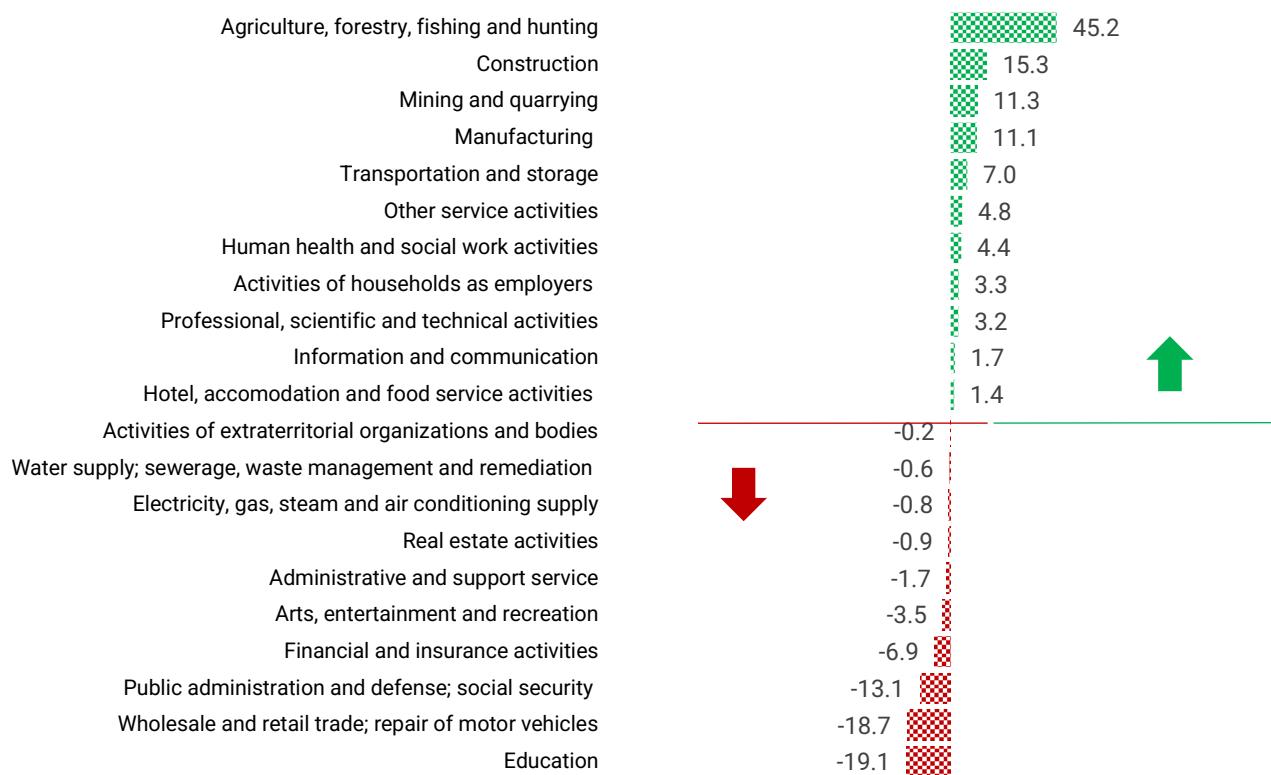
In terms of economic sector of activity, 48 out of every 100 employed persons (48.0 percent) are in agriculture, forestry, fishing, hunting, wholesale and retail trade, repair of vehicles and motorcycles, and manufacturing in the second quarter of 2025. Among these sectors, agriculture, forestry, fishing, and hunting remains the largest, accounting for one-fourth (26.7 percent) of employment.

Figure 6. Number of employed, by sector of economic activity, in thousand persons



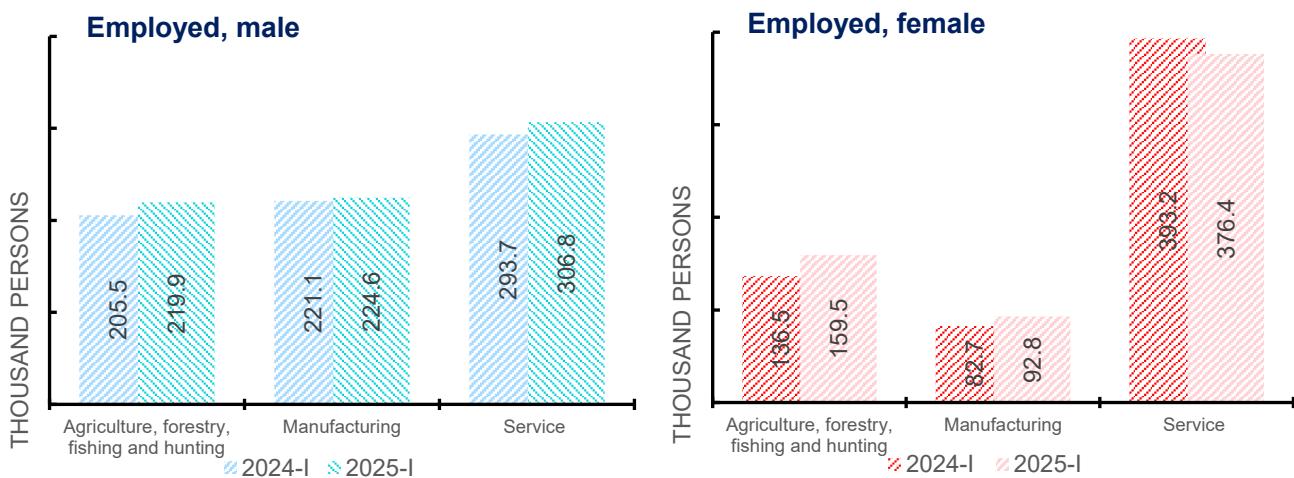
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

Figure 7. 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

Figure 8. 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



Figure 9. Number of employed, by region, by changes, in thousand persons

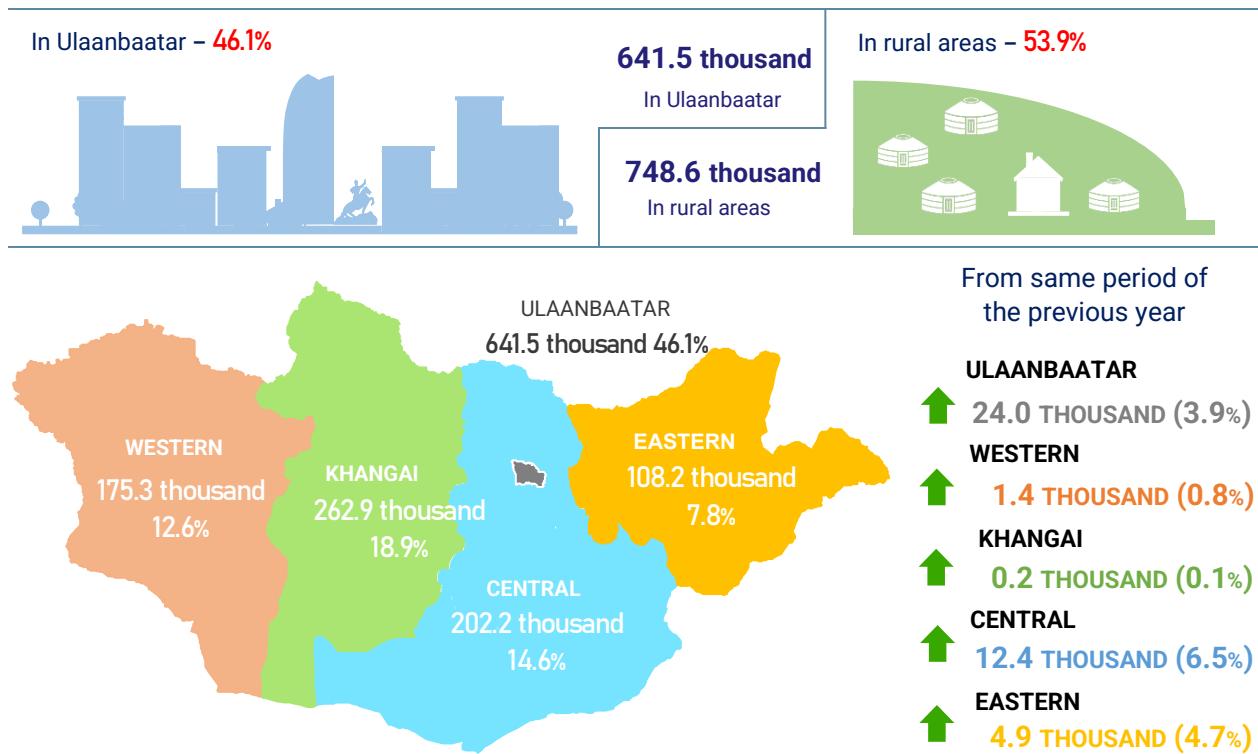
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

Figure 10. Number of unemployed, by gender, by region, by changes, in thousand persons

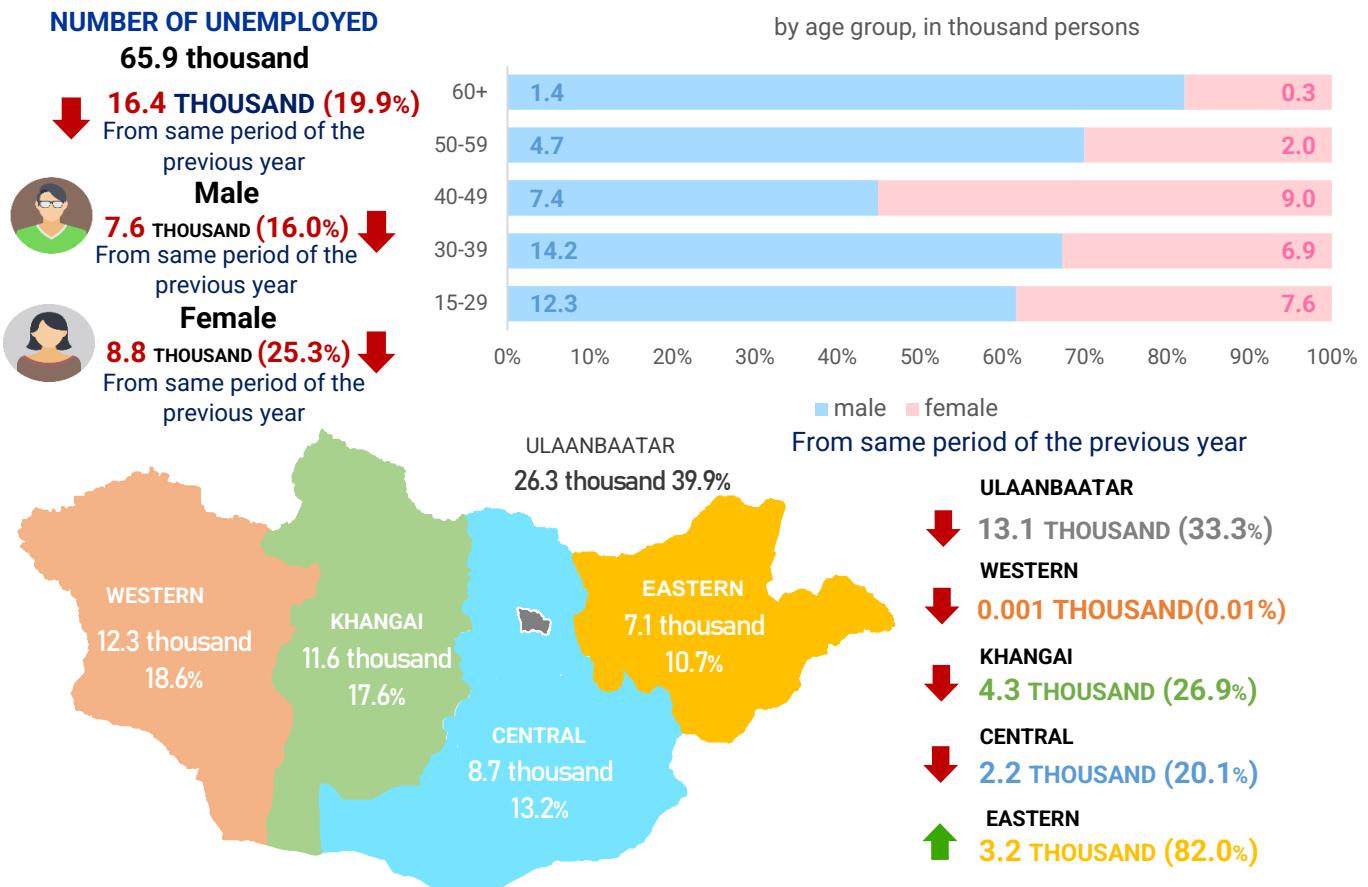
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

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

Content	2024				2025			Change	
	I	II	III	IV	I	II	Year	Quarter	
<b>Total</b>	<b>71.8</b>	<b>82.3</b>	<b>88.1</b>	<b>75.4</b>	<b>79.0</b>	<b>65.9</b>	<b>-16.4</b>	<b>-13.1</b>	
<b>Gender</b>	Male	41.4	47.6	35.7	43.8	47.6	40.0	-7.6	-7.6
	Female	30.3	34.7	52.3	31.6	31.3	25.9	-8.8	-5.4
<b>By age group</b>	15-24	12.2	21.9	21.2	17.2	11.6	12.2	-9.7	0.6
	25-34	22.1	21.9	24.8	22.8	24.9	19.5	-2.4	-5.4
<b>By region</b>	35-44	21.2	24.7	22.0	19.6	22.1	17.1	-7.6	-5.0
	45-54	12.5	9.9	13.4	12.3	14.8	11.9	2.0	-2.9
	55+	3.8	3.9	6.7	3.5	5.5	5.2	1.3	-0.3
	Western region	13.1	12.3	12.1	13.3	17.6	12.3	0.0	-5.3
	Khangai region	18.1	15.8	13.8	8.8	13.5	11.6	-4.3	-1.9
	Central region	11.2	10.9	11.7	12.5	9.2	8.7	-2.2	-0.5
	Eastern region	4.4	3.9	5.0	4.8	8.1	7.1	3.2	-1.0
	Ulaanbaatar	24.9	39.4	45.4	35.9	30.6	26.3	-13.1	-4.3

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

Figure 11. Number of unemployed, by education level, by percentage

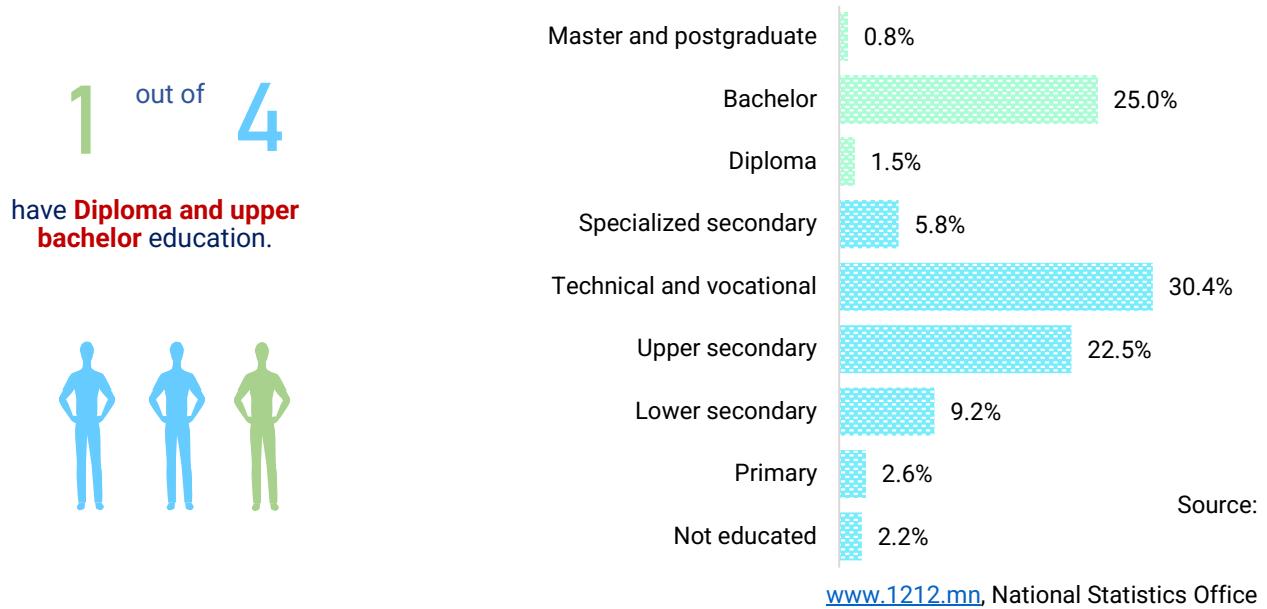


Figure 12. Unemployment level, by gender, by percentage

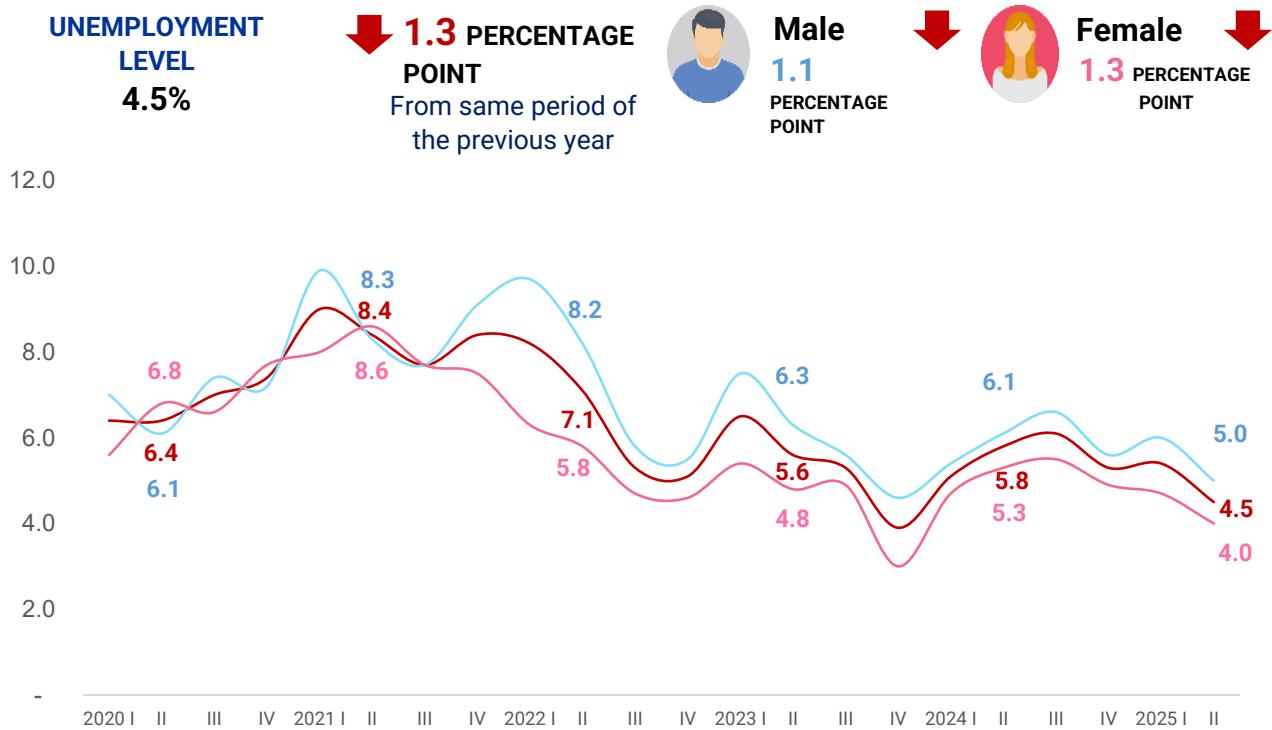
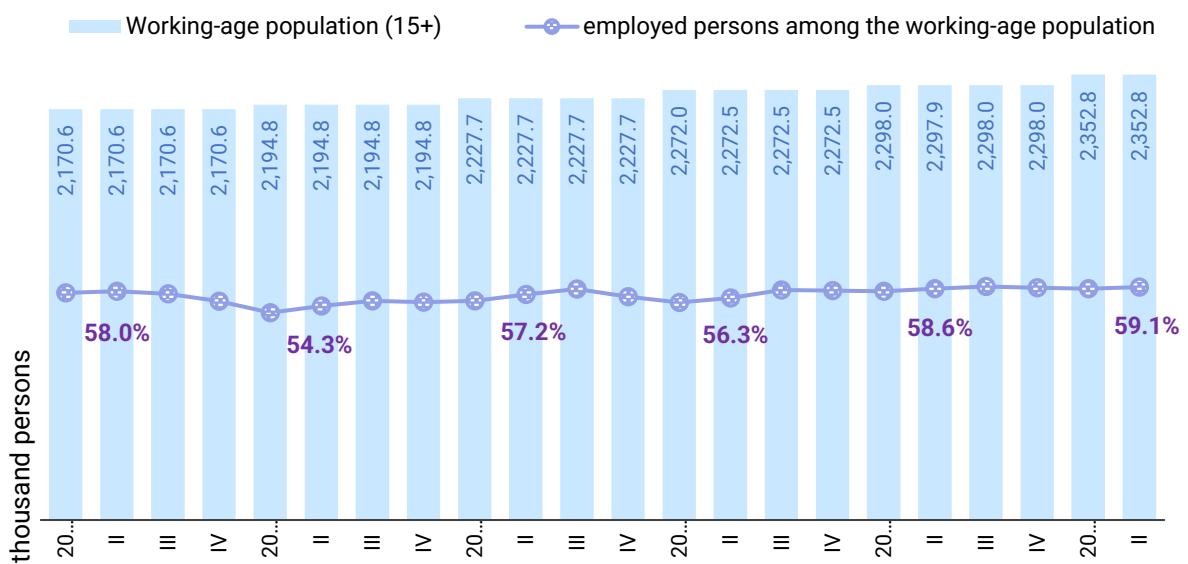
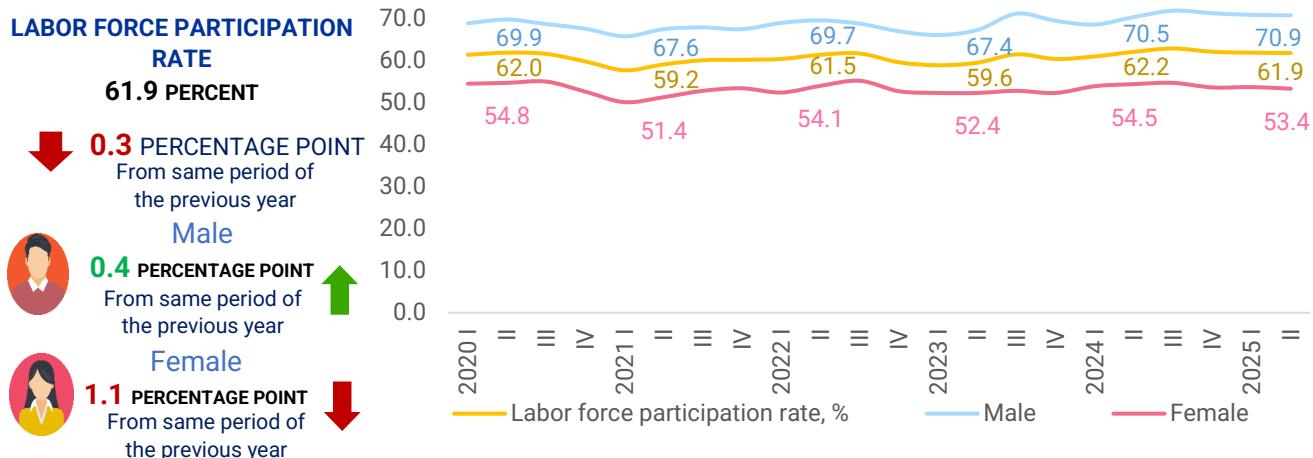


Figure 13. Working-age population (15+), percentage of employed persons among the working-age population, by quarter



On a quarterly basis, the labor force participation rate which is the rate of labor supply to the working-age population, reached 61.9 percent in the second quarter of 2025, representing a decrease of 0.3 percentage points compared to the same period last year and 0.1 percentage points compared to the previous quarter.

Figure 14. Labor force participation rate, by gender, by quarter



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

In the working-age population, the employment-to-population ratio reached 59.1 percent in the second quarter of 2025, representing an increase of 0.5 percentage points compared to the same period of the previous year.

Figure 15. Labor force participation rate, by gender, by quarter



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

# SOCIAL INSURANCE INDICATORS – SECOND QUARTER 2025

## ORGANIZATIONS PAYING SOCIAL INSURANCE PREMIUM



Q2 2024

53 075

Q2 2025

60 223

13.5%

from same period  
of the previous year

## INSURED



Q2 2024

927 414

Q2 2025

1 132 047

22.1%

from same period  
of the previous year

## PENSIONERS

Q2 2024

500.6  
THOUSAND

515.0  
THOUSAND

2.9%

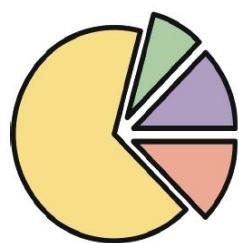
from same period  
of the previous year

Old-age pension

79.9%

Invalidity pension

11.9%



Survivor's pension

3.9%

Military pension

4.3%

## Insured, by type

Compulsory

88.4%

1,000.3 THOUSAND



Voluntarily

11.6%

131.7 THOUSAND

## VOLUNTARY INSURED

Herder

34.2%



45.1 THOUSAND

42.8%

from same period  
of the previous year

## REVENUE



2 407.0 BILLION

From same period of the previous year

19.8%

## EXPENDITURE



2 903.0 BILLION

From same period of the previous year

19.2%

### Pension



82.8%

1 992.5 billion

### Benefit



8.8%

211.3 billion

### IAOD\*



5.4%

129.0

billion

### Unemployment



3.1%

74.2

billion

### Pension



91.1%

2 644.4 billion

### Benefit



5.0%

145.4 billion

### Unemployment



3.0%

88.0

billion

### IAOD\*



0.9%

25.2

billion



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## Social insurance indicators

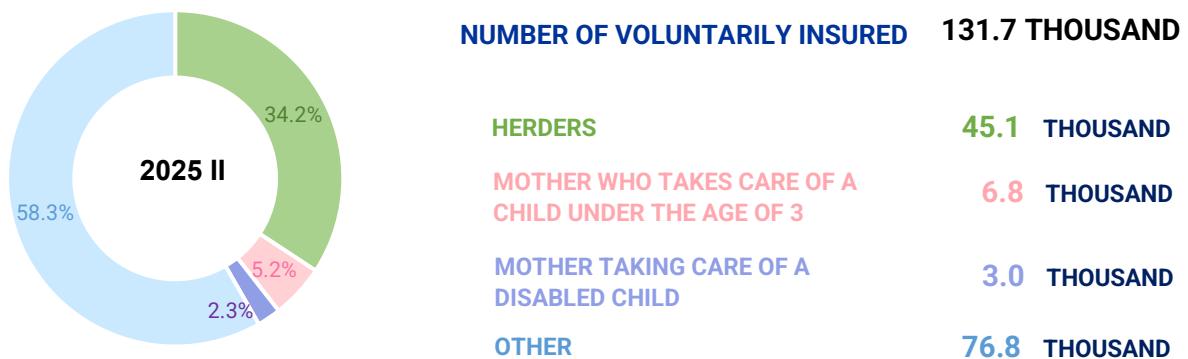
<b>ORGANIZATIONS PAYING 7.1 THOUSAND (13.5%) CONTRIUTION</b> <b>60.2 thousand</b>	From same period of the previous year	<b>NUMBER OF INSURED</b> <b>1,132.0 thousand</b>	<b>204.6 THOUSAND (22.1%)</b> From same period of the previous year
<b>MANDATORY INSURED</b> <b>1,000.3 thousand</b>	<b>167.6 THOUSAND (20.1%)</b> From same period of the previous year	<b>VOLUNTARILY INSURED</b> <b>131.7 thousand</b>	<b>37.0 THOUSAND (39.1%)</b> From same period of the previous year

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

Quarter	Organizations paying social insurance contribution	Insured		
		Total	Voluntarily	Mandatory
2020 I	42,862	831,943	108,042	723,901
II	46,762	961,692	156,624	805,068
III	47,818	1,051,309	172,892	878,417
IV	49,067	1,156,793	192,090	964,703
2021 I	46,242	845,802	100,956	744,846
II	48,738	962,387	136,141	826,246
III	50,625	1,062,030	147,827	914,203
IV	52,388	1,181,282	161,111	1,020,171
2022 I	48,462	891,825	107,417	784,354
II	51,776	1,029,922	133,167	896,755
III	53,425	1,141,946	146,833	995,113
IV	55,121	1,274,588	162,414	1,112,174
2023 I	51,282	925,215	108,644	816,571
II	54,405	1,061,097	129,881	931,216
III	56,057	1,175,543	142,159	1,033,384
IV	58,209	1,315,989	158,588	1,157,401
2024 I	49,329	860,181	56,135	804,046
II	53,075	927,414	94,686	832,728
III	58,502	1,209,548	153,909	1,055,639
IV	60,657	1,332,595	171,332	1,161,263
2025 I	56,617	977,268	86,861	890,407
II	60,223	1,132,047	131,704	1,000,343

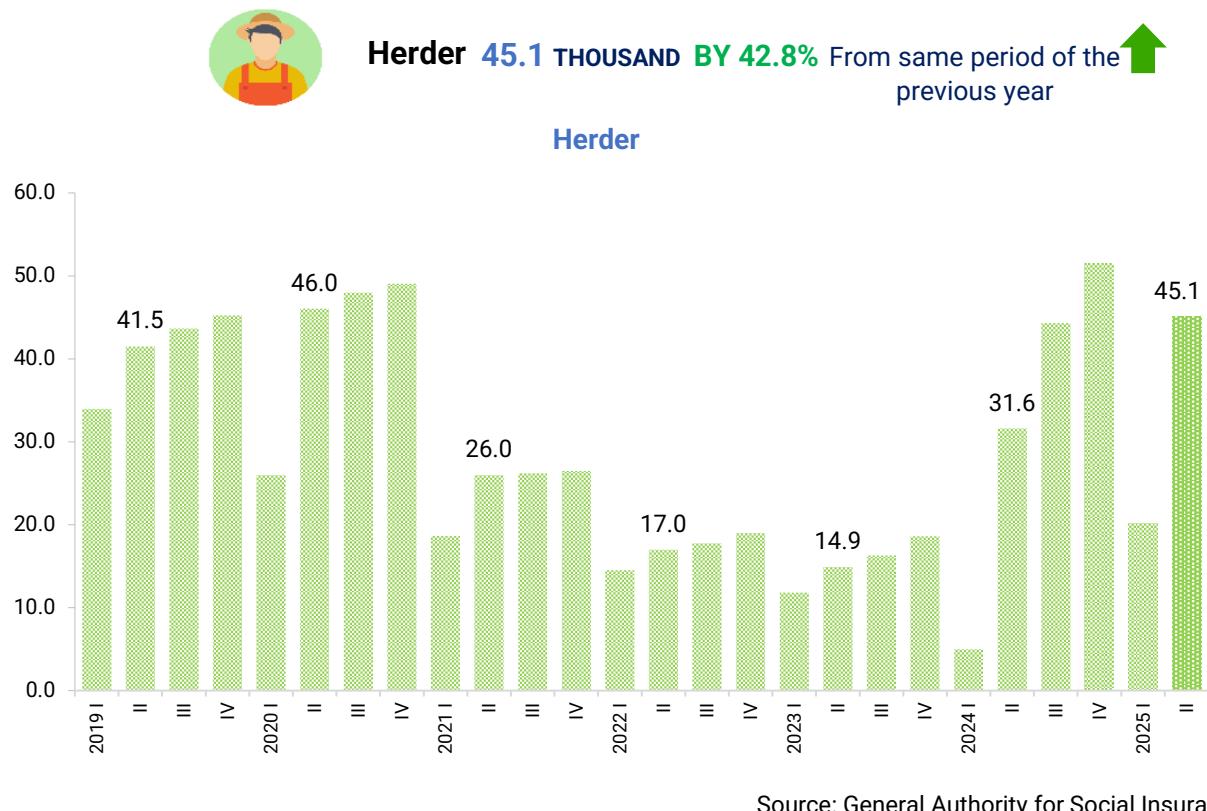
Source: General Authority for Social Insurance

Figure 16. Number of voluntarily insured, by percentage, by types



Source: General Authority for Social Insurance

Figure 17. Number of voluntarily insured herders, in thousand persons



Source: General Authority for Social Insurance

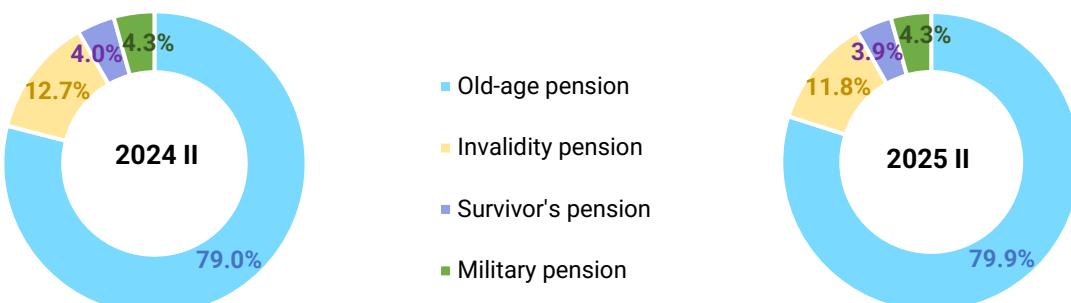
The number of pensioners receiving pensions from the Pension Insurance Fund reached 515.0 thousand in the second quarter of 2025, an increase of 14.5 thousand or 2.9 percent compared to the same period of the previous year and by 5.1 thousand or 1.0 percent compared to the previous quarter.

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	Old-age pension
<b>2020 I</b>	427,247	320,602	67,912	19,853	18,880
<b>II</b>	<b>434,186</b>	<b>327,799</b>	<b>67,663</b>	<b>19,711</b>	<b>19,013</b>
<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>	<b>451,845</b>	<b>347,235</b>	<b>65,771</b>	<b>19,377</b>	<b>19,462</b>
<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>	<b>467,420</b>	<b>364,173</b>	<b>63,491</b>	<b>19,625</b>	<b>20,131</b>
<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>	<b>484,981</b>	<b>380,843</b>	<b>63,133</b>	<b>19,850</b>	<b>21,155</b>
<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>	<b>500,560</b>	<b>395,387</b>	<b>63,412</b>	<b>20,107</b>	<b>21,654</b>
<b>III</b>	503,903	399,241	62,902	20,143	21,617
<b>IV</b>	505,624	402,358	61,569	19,989	21,708
<b>2025 I</b>	509,946	406,881	61,022	19,936	22,107
<b>II</b>	<b>515,018</b>	<b>411,617</b>	<b>61,009</b>	<b>19,993</b>	<b>22,399</b>

Source: General Authority for Social Insurance

Figure 18. Number of pensioners who received pension from the Pension Insurance Fund, by category, by percentage



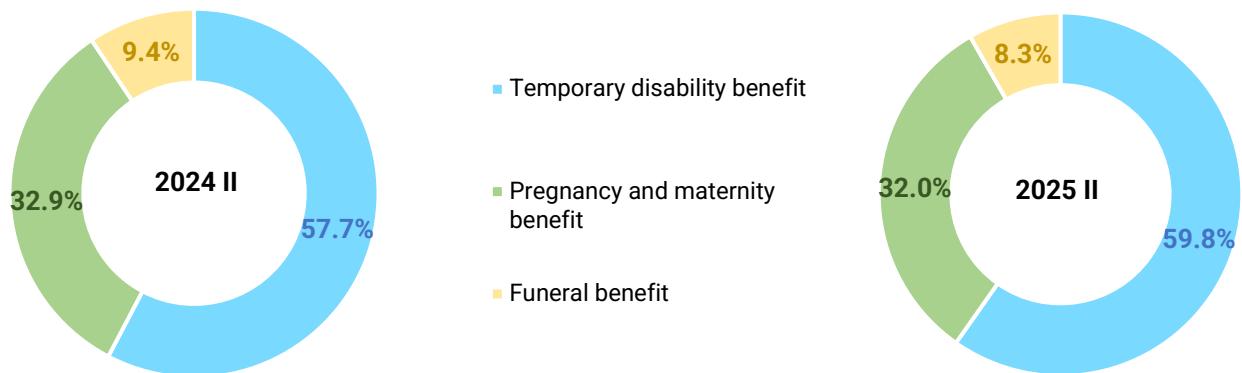
Source: General Authority for Social Insurance

Figure 19. Change in the number of pensioners receiving pensions from the Pension Insurance Fund, by type

<b>NUMBER OF PENSIONERS</b>	<b>14.5 THOUSAND (2.9%)</b>	From same period of the previous year	↑
<b>OLD-AGE PENSION</b>	<b>16.2 THOUSAND (4.1%)</b>	From same period of the previous year	↑
<b>INVALIDITY PENSION</b>	<b>2.4 THOUSAND (-3.8%)</b>	From same period of the previous year	↓
<b>SURVIVOR'S PENSION</b>	<b>0.1 THOUSAND (-0.6%)</b>	From same period of the previous year	↓
<b>MILITARY PENSION</b>	<b>0.7 THOUSAND (3.4%)</b>	From same period of the previous year	↑

The number of pensioners receiving benefits from the Benefit Insurance Fund reached 82.4 thousand in the second quarter of 2025, an increase of 7.8 thousand or 10.5 percent compared to the same period of the previous year.

Figure 20. Number of pensioners receiving benefits from the Benefit Insurance Fund, by category, by percentage



Source: General Authority for Social Insurance

Figure 21. Change in the number of pensioners receiving pensions from the Benefit Insurance Fund, by type

<b>NUMBER OF PENSIONERS</b>	<b>7.8 THOUSAND (10.5%)</b>	From same period of the previous year	↑
<b>TEMPORARY DISABILITY BENEFITS</b>	<b>6.2 THOUSAND (14.4%)</b>	From same period of the previous year	↑
<b>PREGNANCY AND MATERNITY BENEFITS</b>	<b>1.8 THOUSAND (7.3%)</b>	From same period of the previous year	↑
<b>FUNERAL BENEFITS</b>	<b>0.2 THOUSAND (-2.5%)</b>	From same period of the previous year	↓

The number of pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases reached 5.3 thousand in the second quarter of 2025, a decrease by 40 or 0.8 percent compared to the same period of the previous year.

Figure 22. Pensioners receiving benefits from the Social Insurance Fund against Industrial Accidents and Occupational Diseases, by category, by percentage

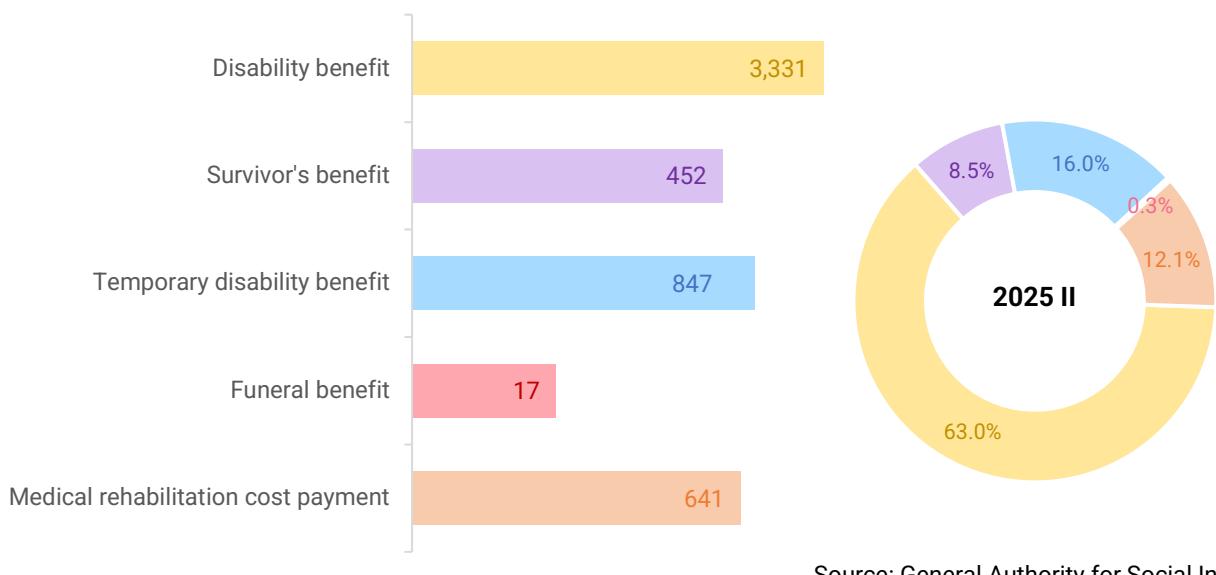
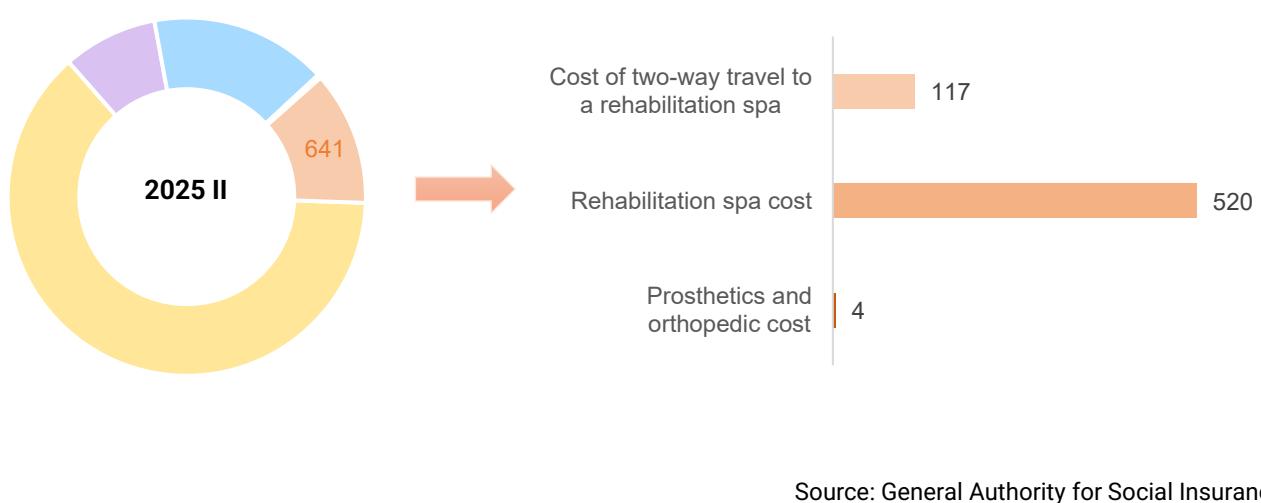


Figure 23. Pensioners receiving health care rehabilitation expenses



In the second quarter of 2025, the revenue from social insurance premium reached MNT 2,407.0 billion, an increase by MNT 397.1 billion or 19.8 percent compared to the same period of previous year and the social insurance expenditure reached MNT 2,903.0, an increase by MNT 468.4 billion or 19.2 percent compared to the same period of previous year.

<b>REVENUE FROM SOCIAL INSURANCE CONTRIBUTION</b>	<b>BY 397.1 BILLION (19.8%)</b>	From same period of the previous year
<b>SOCIAL INSURANCE EXPENDITURE</b>	<b>BY 468.4 BILLION (19.2%)</b>	From same period of the previous year

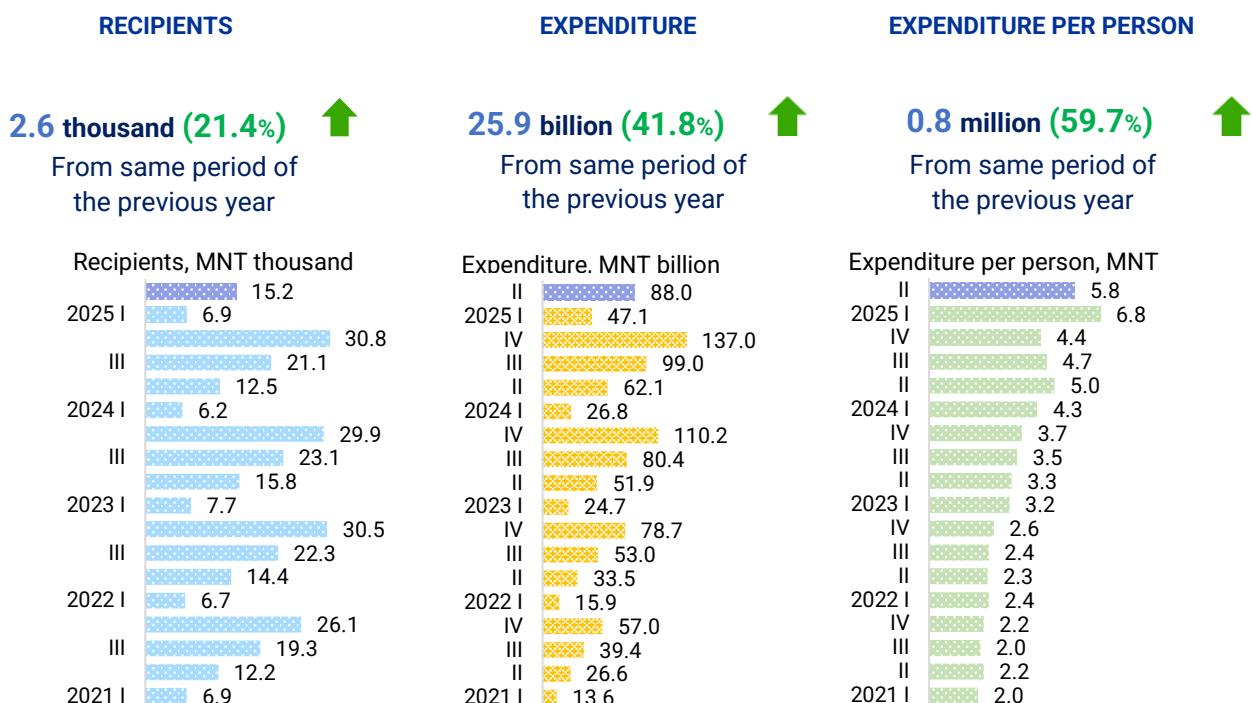
Table 5. Revenue and expenditure from social insurance premium, by billion MNT

Contents	2024 II	Percentage	2025 II	Percentage	In figure	Changes
						Percentage
Revenue from social insurance premium	2,009.9	100.0%	2,407.0	100.0%	397.1	19.8%
Pension	1,662.1	82.7%	1,992.5	82.8%	330.4	19.9%
Benefit	175.7	8.7%	211.3	8.8%	35.6	20.3%
Industrial accident and occupational disease	109.5	5.5%	129.0	5.4%	19.5	17.8%
Unemployment	62.6	3.1%	74.2	3.1%	11.6	18.5%
Social insurance expenditure	2,434.6	100.0%	2,903.0	100.0%	468.4	19.2%
Pension	2,235.9	91.8%	2,644.4	91.1%	408.5	18.3%
Benefit	114.1	4.7%	145.4	5.0%	31.3	27.4%
Industrial accident and occupational disease	22.5	0.9%	25.2	0.9%	2.7	12.0%
Unemployment	62.1	2.6%	88.0	3.0%	25.9	41.8%

Source: General Authority for Social Insurance

As of the second quarter of 2025, MNT 88.0 billion was spent as unemployment benefits for 15.2 thousand people.

Figure 24. Number of people who received unemployment benefit, the expenditure spent, by quarter



Source: General Authority for Social Insurance

## Monthly average salary indicators

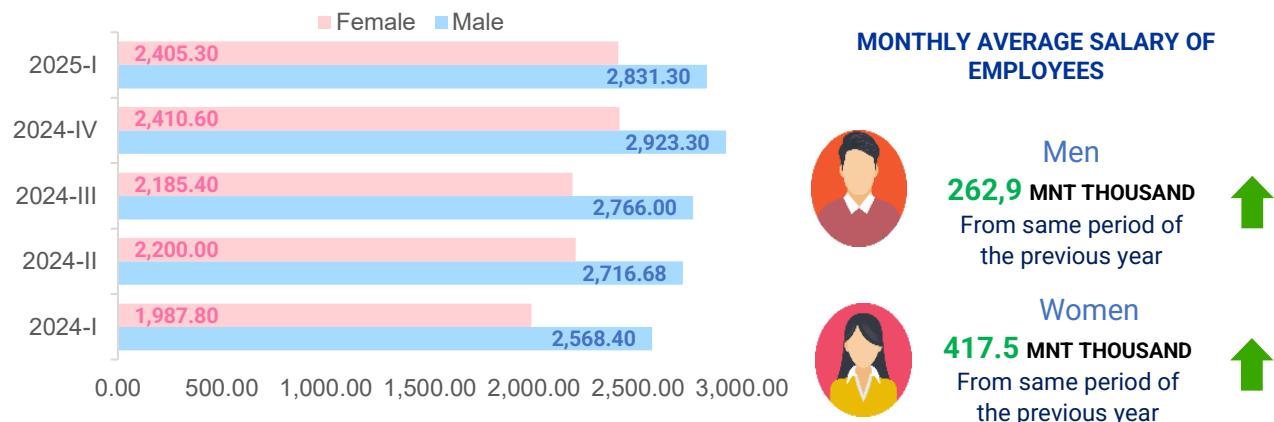
In first quarter of 2025, the average salary of employees reached MNT 2,621.9 thousand increasing by 338.2 thousand or 14.8 percent compared to the same period of the previous year and by MNT 50.1 thousand or 1.9 percent compared to the previous quarter. Please note that it is the increase in the nominal average salary.

Table 6. Monthly average salary of employees, by gender, by MNT thousand, Quarter I 2025

Content	2024				2025		Change	
	I	II	III	IV	I	Year	Quarter	
<b>Average salary</b>	2,283.70	2,464.90	2,479.60	2,672.00	2,621.90	338.20		-50.10
<b>Men</b>	2,568.40	2,716.68	2,766.00	2,923.30	2,831.30	262.90		-92.00
<b>Women</b>	1,987.80	2,200.00	2,185.40	2,410.60	2,405.30	417.50		-5.30

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

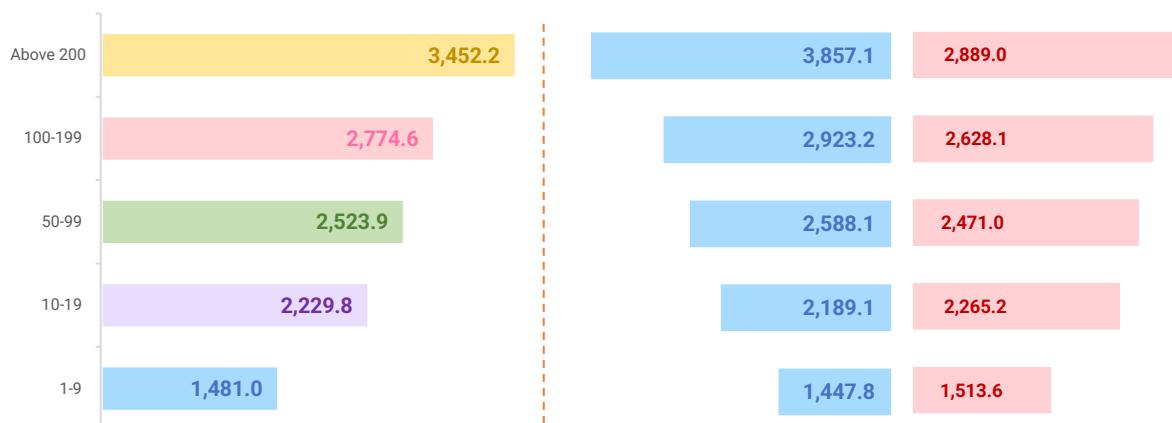
Figure 25. Monthly average salary of employees, by gender, by changes, by MNT thousand, Quarter I 2025



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

In other words, the average salary for women represented 85.0 percent of the average salary for men as of the first quarter of 2025 and the gender pay gap decrease was mainly driven by a decrease of 7.6 percentage points in the average monthly salary of women.

Figure 26. Monthly average salary of employees, by size class, by gender, by MNT thousand, Quarter I 2025



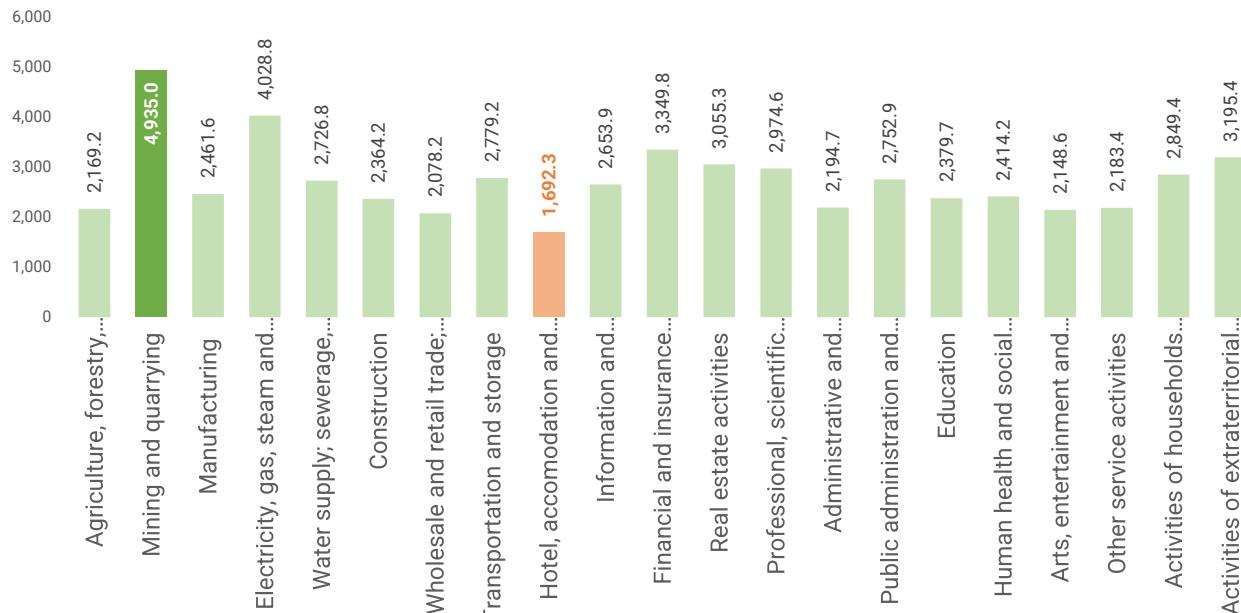
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

Table 7. Monthly average salary of employees, by size class, by gender, by MNT thousand, Quarter I 2025

Size class of employees	2024 I			2025 I			Changes	
	Total	Men	Women	Total	Men	Women	In figure	Percent
Total	2,283.70	2,568.40	1,987.80	2,621.90	2,831.30	2,405.30	338.2	14.8%
1-9	1,349.90	1,353.60	1,346.30	1,481	1,447.80	1,513.60	131.1	9.7%
10-49	1,820	1,853.30	1,791.20	2,229.80	2,189.10	2,265.20	409.8	22.5%
50-99	2,090.50	2,234.30	1,965.80	2,523.90	2,588.10	2,471	433.4	20.7%
100-199	2,267.70	2,430.30	2,097.40	2,774.60	2,923.20	2,628.10	506.9	22.4%
Above 200	3,261.60	3,778.60	2,547.40	3,452.20	3,857.10	2,889	190.6	5.8%

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

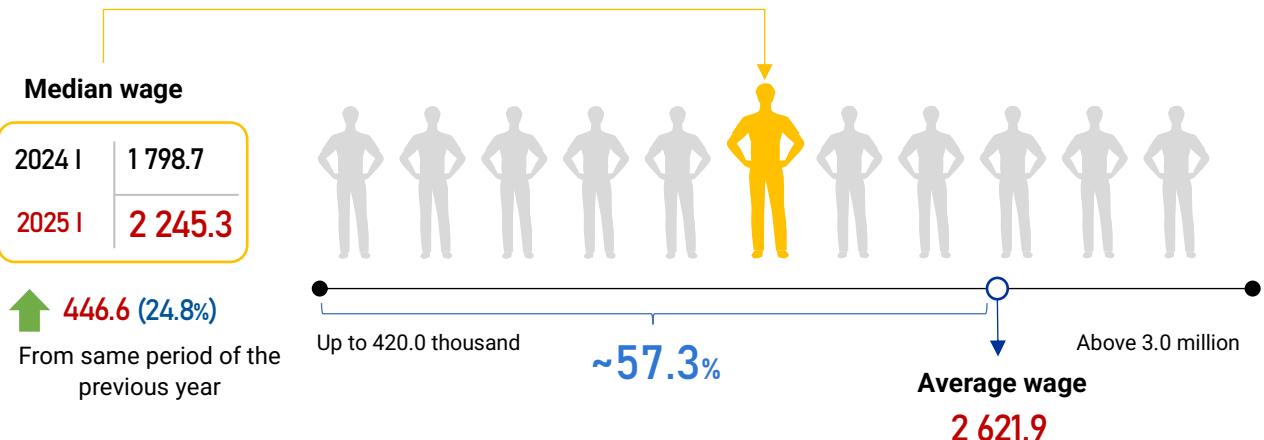
Figure 27. Monthly average salary of employees, by sector of economic activities, by MNT thousand, Quarter I 2025



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 first quarter of 2025, the median salary reached MNT 2,245.3 thousand increasing by MNT 446.6 thousand or 24.8 percent compared to the same period of the previous year.

Figure 28. Average and median wage, by thousand MNT, by quarter, Quarter I 2025



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

# EMPLOYMENT PROMOTION ACTIVITY – SECOND QUARTER 2025

## JOB SEEKER

10 469



Disability  
2.7%



Female  
48.9%



## REGISTERED UNEMPLOYED

8 456



Disability  
2.7%



Female  
48.9%

## JOB ORDER



52 858

0.6%  
From same period  
of the previous year



16.4%  
Labor market  
demand fulfilment

## JOB PLACEMENT

8 669



37.9%  
From same period  
of the previous year



Female  
52.1%

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

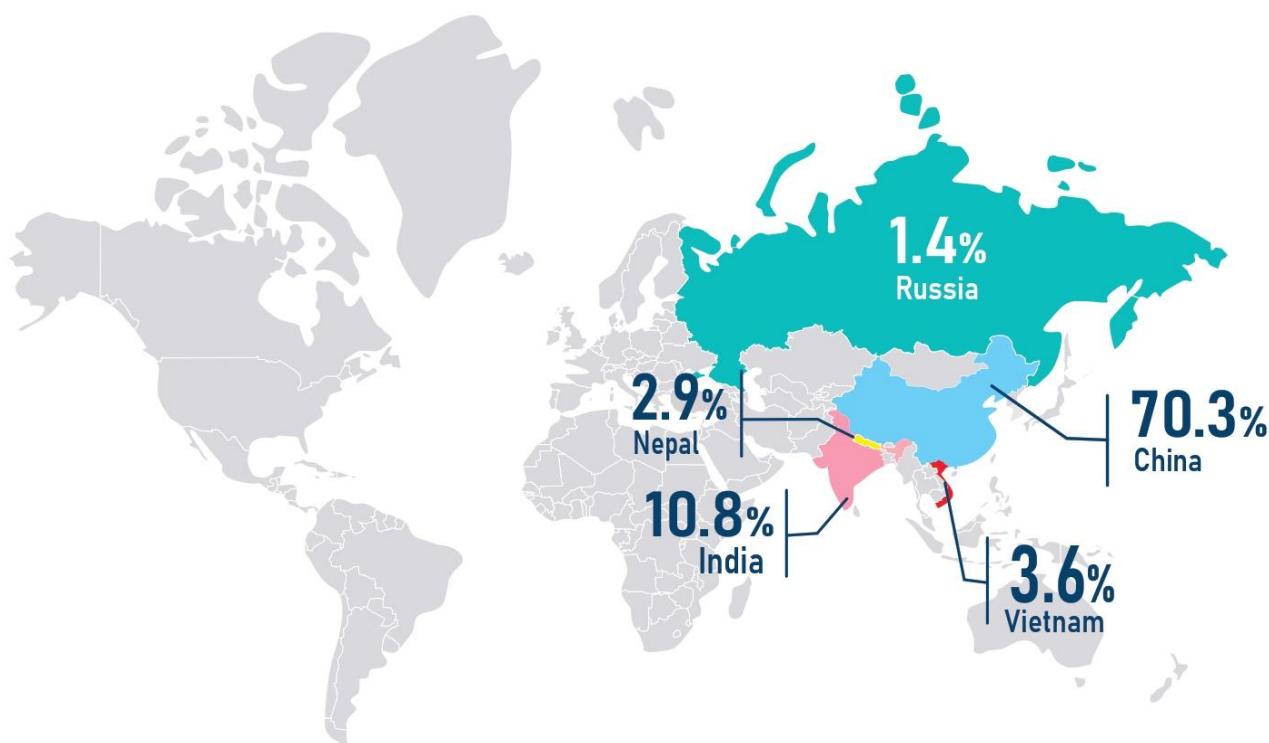
21 003  
Foreign citizens



19 335  
(92.1%)



1 668  
(7.9%)

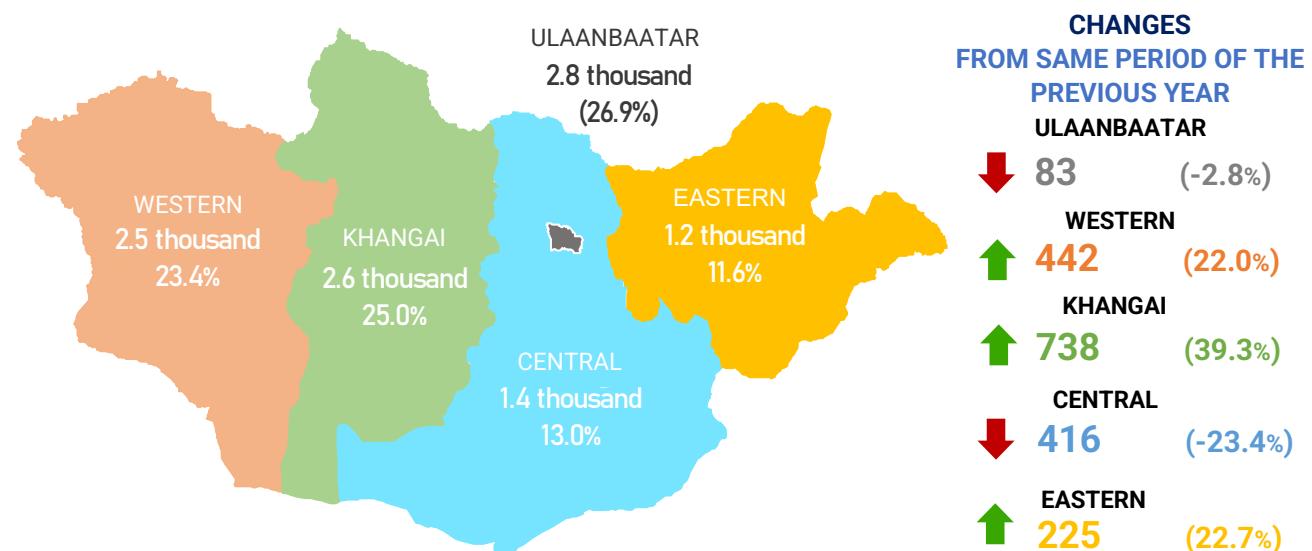


## EMPLOYMENT PROMOTION ACTIVITY

### Employment promotion services

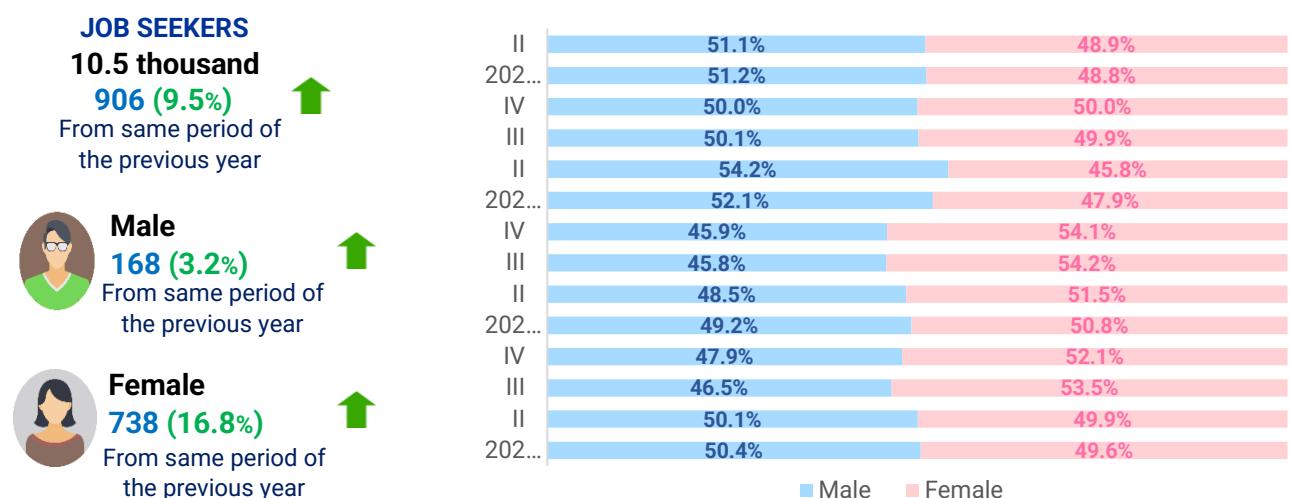
The number of job seekers who are currently not employed or employed but looking for a job to earn additional income reached 10.5 thousand in the second quarter of 2025.

Figure 29. Number of job seekers, by region, by thousand persons



Source: General Agency of Labor and Welfare Service

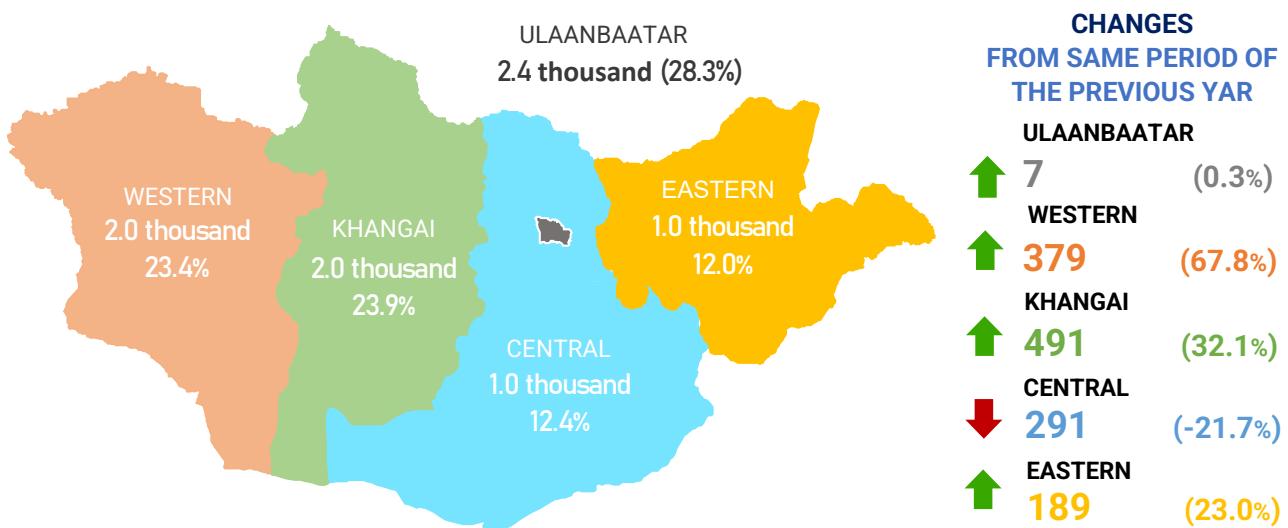
Figure 30. Job seekers, by percentage, by gender



Source: General Agency of Labor and Welfare Service

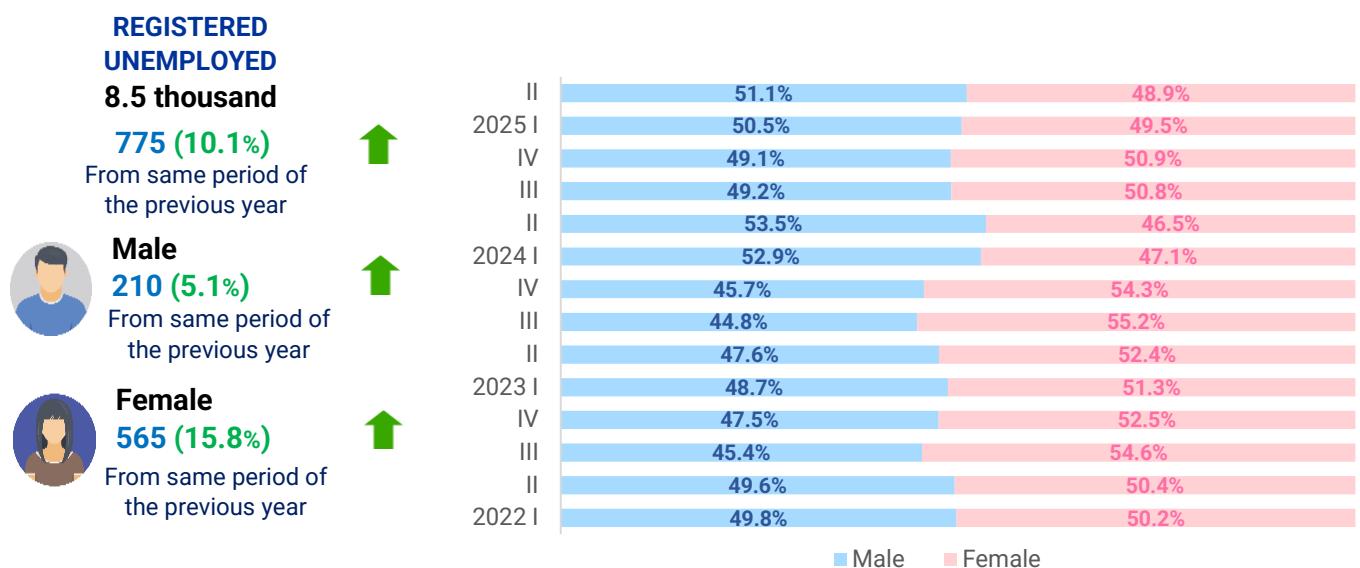
In the reporting period, the number of registered unemployed who are currently not employed or those who are actively looking for a job and registered with the labor and welfare service departments or labor exchange offices reached 8.5 thousand.

Figure 31. Registered unemployed, by region



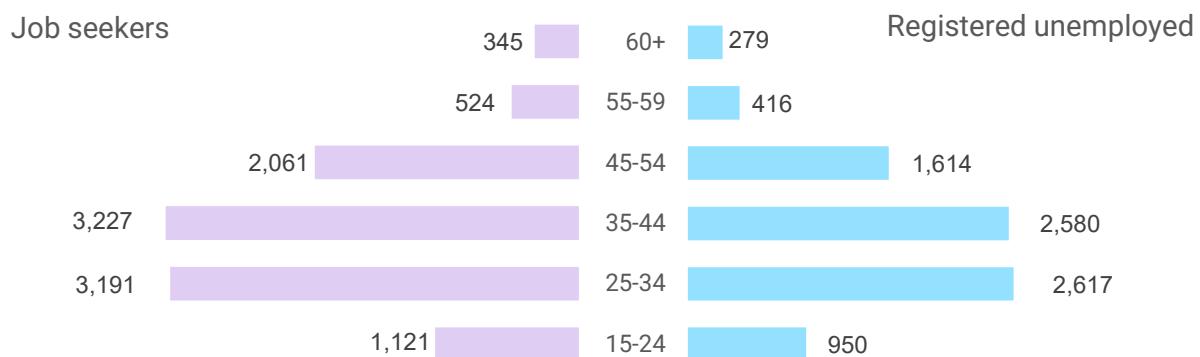
Source: General Agency of Labor and Welfare Service

Figure 32. Registered unemployed, by percentage, by gender



Source: General Agency of Labor and Welfare Service

Figure 33. Number of job seekers and registered unemployed, by age group



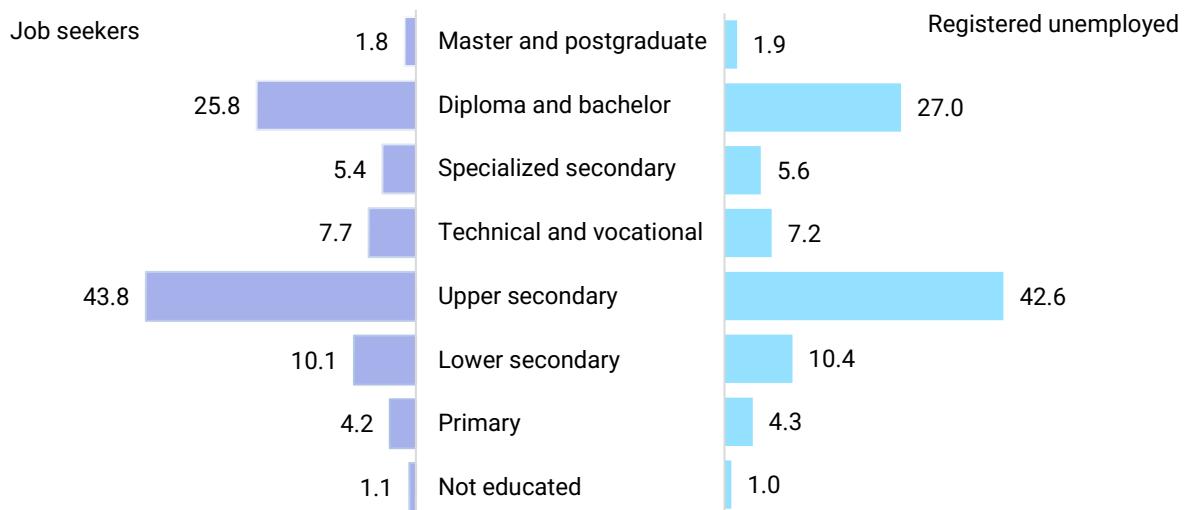
Source: General Agency of Labor and Welfare Service

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	Women	Percentage		
2020 I	31,785	16,285	51.2%	19,394	10,009	51.6%
II	<b>30,320</b>	<b>15,367</b>	<b>50.7%</b>	<b>19,563</b>	<b>10,001</b>	<b>51.1%</b>
III	27,504	14,301	52.0%	17,829	9,446	53.0%
IV	29,952	15,390	51.4%	18,103	9,535	52.7%
2021 I	25,105	12,774	50.9%	16,775	8,650	51.6%
II	<b>26,991</b>	<b>13,837</b>	<b>51.3%</b>	<b>17,650</b>	<b>9,202</b>	<b>52.1%</b>
III	21,804	11,316	51.9%	15,053	7,895	52.4%
IV	27,950	14,510	51.9%	18,644	9,821	52.7%
2022 I	24,255	12,019	49.6%	16,622	8,345	50.2%
II	<b>24,184</b>	<b>12,075</b>	<b>49.9%</b>	<b>16,282</b>	<b>8,210</b>	<b>50.4%</b>
III	19,832	10,609	53.5%	13,545	7,389	54.8%
IV	21,256	11,069	52.1%	13,966	7,326	52.4%
2023 I	14,246	7,238	50.7%	9,069	4,651	51.1%
II	<b>5,737</b>	<b>2,954</b>	<b>51.5%</b>	<b>4,323</b>	<b>2,265</b>	<b>52.4%</b>
III	6,224	3,372	54.2%	4,655	2,568	55.2%
IV	11,662	6,308	54.1%	8,813	4,784	54.3%
2024 I	6,896	3,303	47.9%	5,494	2,590	47.1%
II	<b>9,563</b>	<b>4,384</b>	<b>45.8%</b>	<b>7,681</b>	<b>3,570</b>	<b>46.5%</b>
III	7,178	3,579	49.9%	5,811	2,954	50.8%
IV	11,970	5,984	50.0%	9,996	5,091	50.9%
2025 I	7,771	3,792	48.8%	6,591	3,265	49.5%
II	<b>10,469</b>	<b>5,122</b>	<b>48.9%</b>	<b>8,456</b>	<b>4,135</b>	<b>48.9%</b>

Source: General Agency of Labor and Welfare Service

Figure 34. Job seekers and registered unemployed, by education level, by percentage



Source: General Agency of Labor and Welfare Service

In the second quarter of 2025, 52.3 thousand job orders were received and 8.7 thousand people were placed in jobs and 16.4 percent of labor market demand was fulfilled.

In the second quarter of 2025, 16.4 percent of the total labor market demand was fulfilled. This represents a decrease of 9.8 percentage points compared to the same period of the previous year and a decrease of 2.6 percentage points compared to the previous quarter.

Table 9. Job order, job placement, by quarter

JOB ORDER	340 (-0.6%) From same period of the previous year	JOB PLACEMENT	5.3 THOUSAND (-37.9%) From same period of the previous year		
Quarter	Job order	Job placement	Women	Percentage	Labor market demand fulfilment
2020 I	7,595	4,489	2,307	51.4%	59.1%
II	<b>28,036</b>	<b>15,250</b>	<b>7,330</b>	<b>48.1%</b>	<b>54.4%</b>
III	42,433	21,672	10,858	50.1%	51.1%
IV	58,022	33,006	16,651	50.4%	56.9%
2021 I	6,413	3,066	1,545	50.4%	47.8%
II	<b>20,352</b>	<b>11,416</b>	<b>5,542</b>	<b>48.5%</b>	<b>56.1%</b>
III	32,656	17,636	9,068	51.4%	54.0%
IV	51,034	29,929	15,460	51.7%	58.6%
2022 I	9,322	3,901	2,003	51.3%	41.8%
II	<b>24,320</b>	<b>13,670</b>	<b>6,709</b>	<b>49.1%</b>	<b>56.2%</b>
III	32,972	18,897	9,499	50.3%	57.3%
IV	55,211	32,290	16,412	50.8%	58.5%
2023 I	4,863	2,267	1,066	47.0%	46.6%
II	<b>16,950</b>	<b>8,199</b>	<b>4,149</b>	<b>50.6%</b>	<b>48.3%</b>
III	50,222	16,656	8,660	51.2%	33.2%
IV	84,870	35,281	18,903	53.6%	41.6%
2024 I	17,435	4,930	2,486	50.4%	28.3%
II	<b>53,198</b>	<b>13,964</b>	<b>6,521</b>	<b>46.7%</b>	<b>26.2%</b>
III	73,959	18,564	8,976	48.4%	25.1%
IV	112,390	33,485	16,763	50.1%	29.8%
2025 I	22,952	2,842	1,478	52.0%	12.4%
II	<b>52,858</b>	<b>8,669</b>	<b>4,517</b>	<b>52.1%</b>	<b>16.4%</b>

Source: General Agency of Labor and Welfare Service

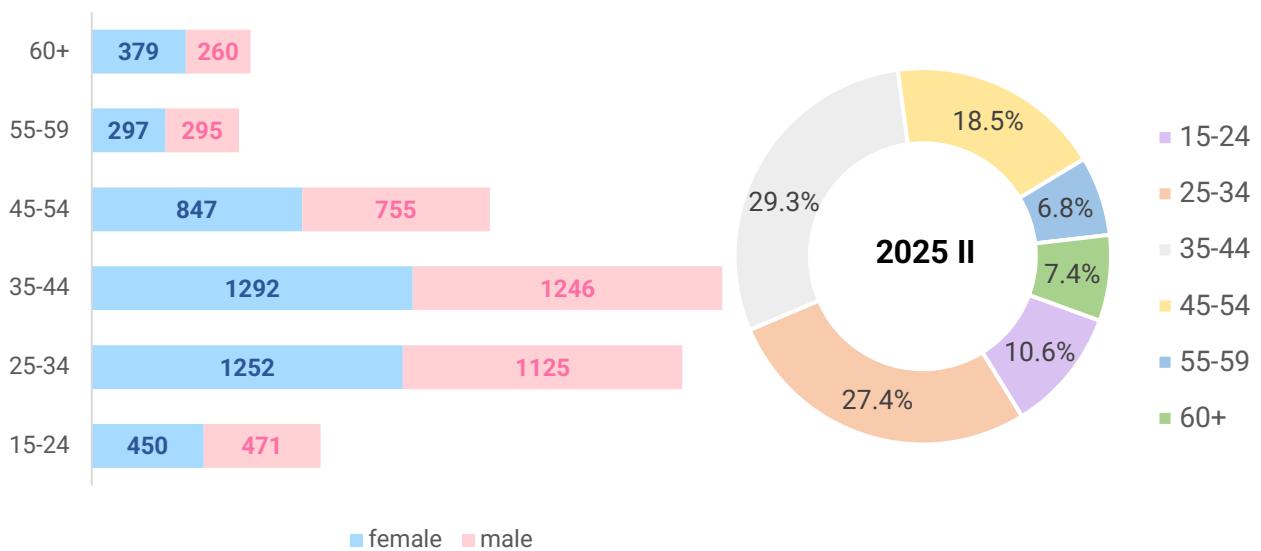
As for labor market demand by economic activity, out of total job orders received in the second quarter of 2025, 9.4 thousand (17.8 percent) of all job orders were received in mining and quarrying, 9.6 thousand (18.2 percent) in construction, 7.7 thousand (14.6 percent) in manufacturing and 2.8 thousand (5.3 percent) in electricity, gas, steam and air conditioning supply.

Table 10. Job order, job placement, Quarter II 2025

Sector of economic activities	Job order	Percentage	Job placement	Percentage	Demand fulfillment percentage
Total	52,858	100.0%	8,669	100.0%	16.4%
Agriculture, forestry, fishing and hunting	5,808	11.0%	1,660	19.1%	28.6%
Mining and quarrying	9,428	17.8%	633	7.3%	6.7%
Manufacturing	7,726	14.6%	1,125	13.0%	14.6%
Electricity, gas, steam and air conditioning supply	2,827	5.3%	40	0.5%	1.4%
Water supply, sewerage, waste management and remediation activities	1,454	2.8%	530	6.1%	36.5%
Construction	9,621	18.2%	454	5.2%	4.7%
Wholesale and retail trade	2,601	4.9%	593	6.8%	22.8%
Transportation and storage	1,451	2.7%	110	1.3%	7.6%
Hotel, accommodation and food service activities	1,232	2.3%	135	1.6%	11.0%
Information and communication	160	0.3%	29	0.3%	18.1%
Financial and insurance activities	126	0.2%	59	0.7%	46.8%
Real estate activities	189	0.4%	2	0.02%	1.1%
Professional, scientific and technical activities	616	1.2%	218	2.5%	35.4%
Administrative and support services	1,640	3.1%	312	3.6%	19.0%
Public administration and defense	3,717	7.0%	1,379	15.9%	37.1%
Education	1,785	3.4%	693	8.0%	38.8%
Health and social work activities	1,200	2.3%	302	3.5%	25.2%
Arts, entertainment and recreation	174	0.3%	55	0.6%	31.6%
Other service activities	1,035	2.0%	313	3.6%	30.2%
Activities of households as employers	36	0.1%	18	0.2%	50.0%
Activities of extraterritorial organizations and bodies	32	0.1%	9	0.1%	28.1%

Source: General Agency of Labor and Welfare Service

Figure 35. Job placement, by gender and age group



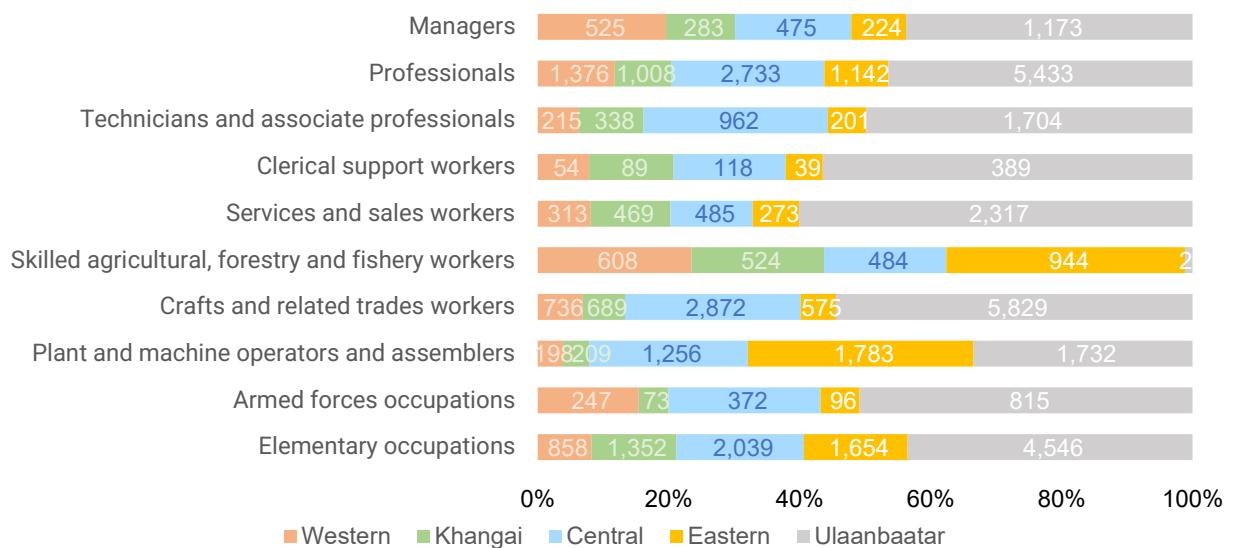
Source: General Agency of Labor and Welfare Service

Figure 36. Job order, by occupational classification, by percentage



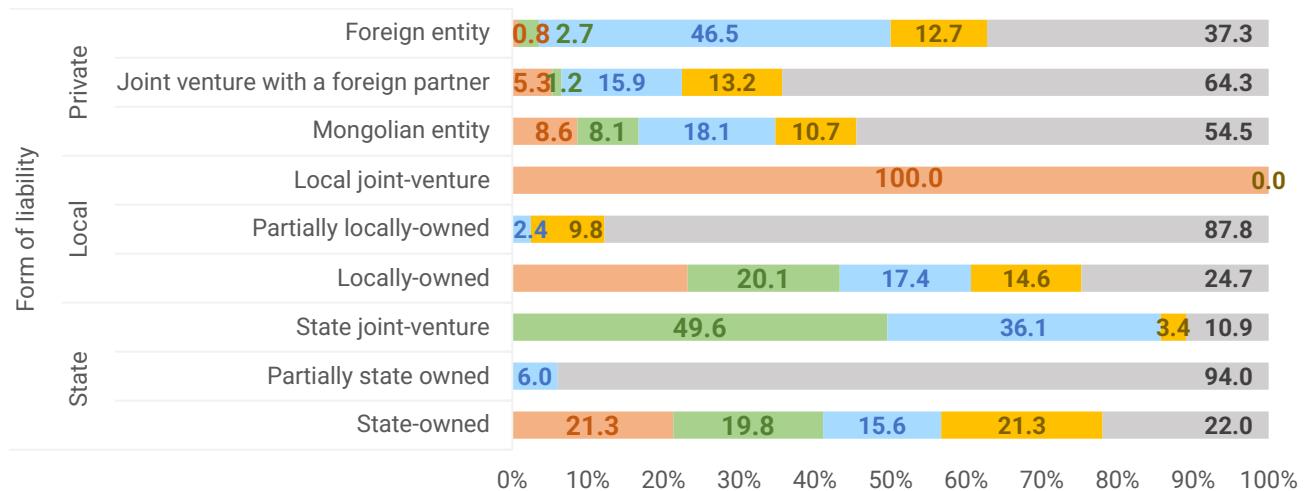
Source: General Agency of Labor and Welfare Service

Figure 37. Job order, by occupational classification, by region



Source: General Agency of Labor and Welfare Service

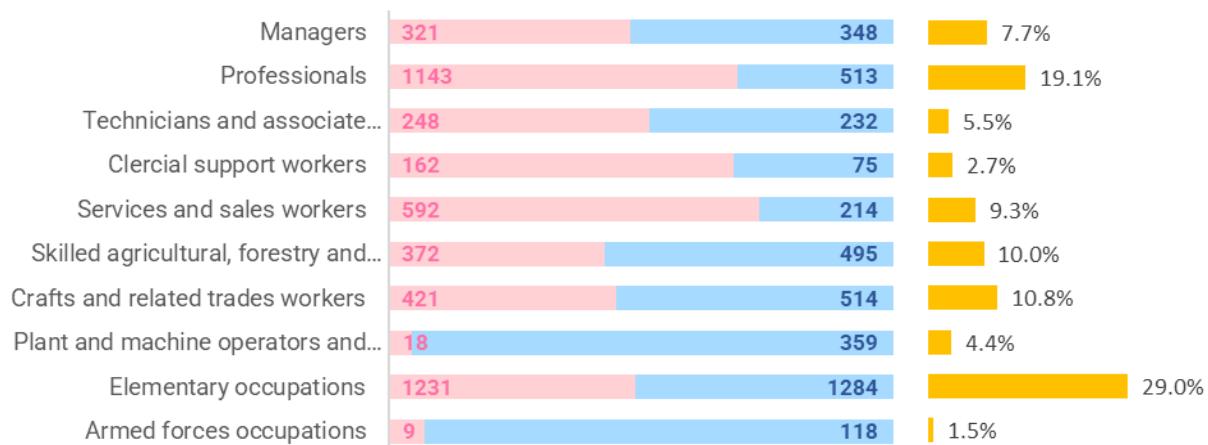
Figure 38. Job order, by form of liability, by region, by percentage



	Form of liability								
	State			Local			Private		
	State-owned	Partially state owned	State joint-venture	Locally-owned	Partially locally-owned	Local joint-venture	Mongolian entity	Joint venture with a foreign partner	Foreign entity
Western	2,164	-	-	135	-	17	2,662	82	70
Khangai	2,009	-	118	117	-	-	2,525	19	246
Central	1,587	20	86	101	1	-	5,594	247	4,160
Eastern	2,169	-	8	85	4	-	3,322	205	1,138
Ulaanbaatar	2,231	312	26	144	36	-	16,887	997	3,334

Source: General Agency of Labor and Welfare Service

Figure 39. Job placement, by occupational classification, by gender, by percentage

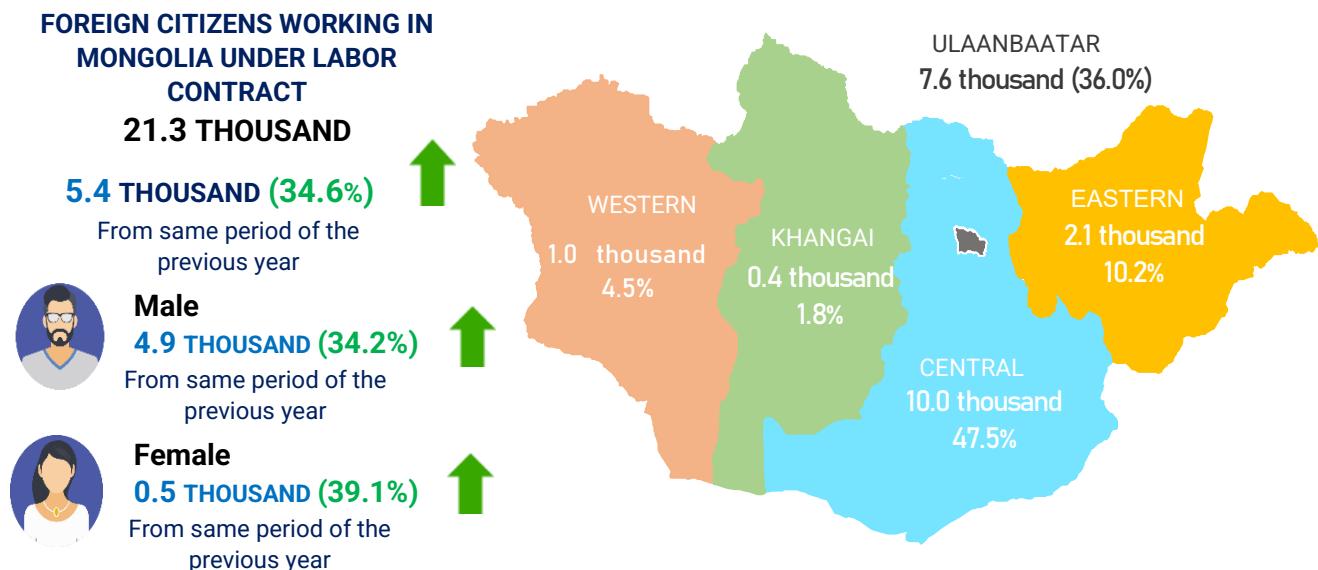


Source: General Agency of Labor and Welfare Service

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

As of the second quarter of 2025, 21,003 citizens from 103 foreign countries are working in Mongolia under a labor contract. By gender, 19,335 (92.1 percent) of total foreign citizens working in Mongolia are men and 1,668 (7.9 percent) are women.

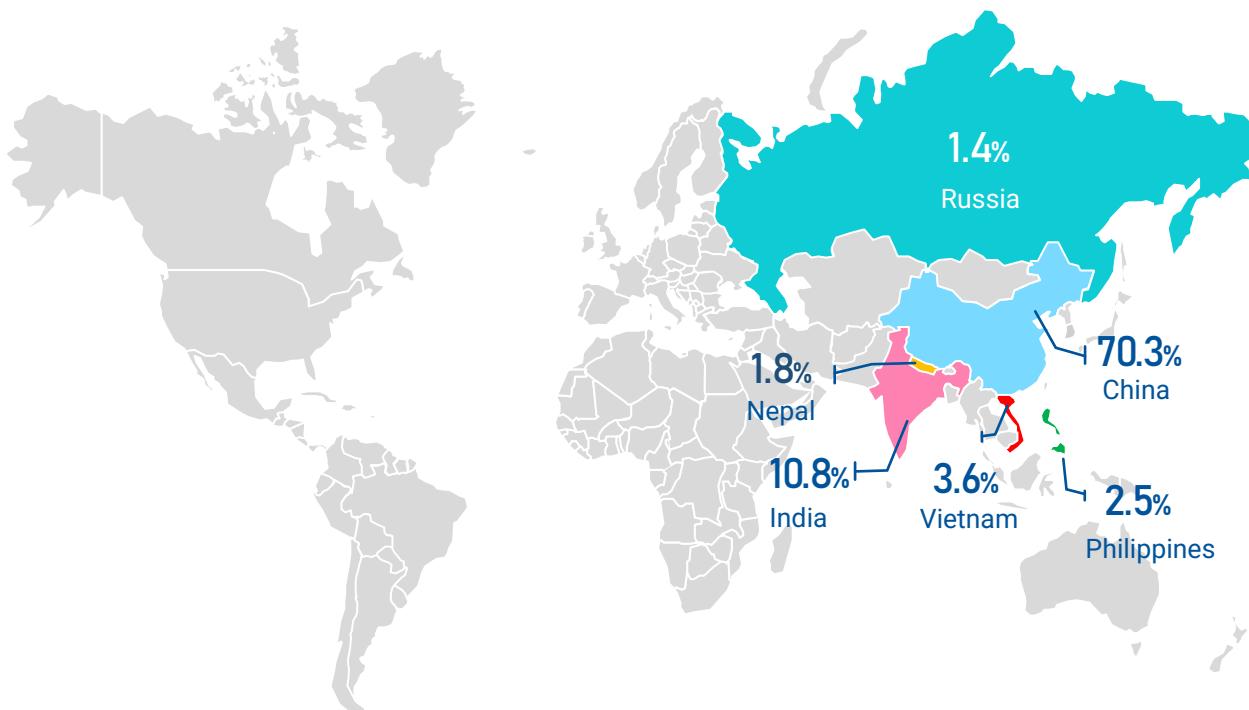
Figure 40. Foreign citizens working in Mongolia under labor contract, by region, by percentage



Source: General Agency of Labor and Welfare Service

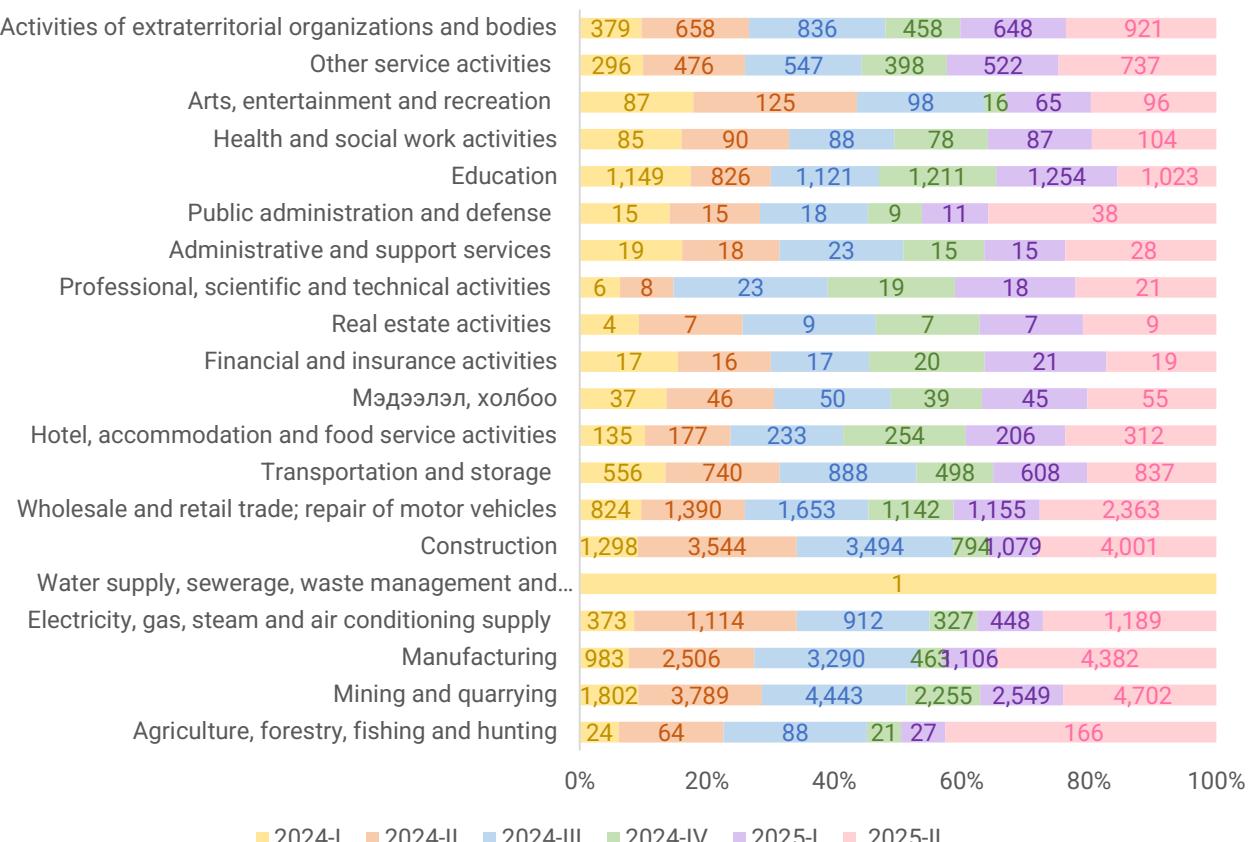
In terms of citizenship, out of total foreign citizens working in Mongolia under the labor contracts, 14.8 thousand (70.3 percent) are from China, 2.3 thousand (10.8 percent) are from India, 0.8 thousand (3.6 percent) are from Vietnam, 0.5 thousand (2.5 percent) are from the Philippines, 0.4 thousand (1.8 percent) are from Nepal, 0.3 thousand (1.4 percent) are from Russia, and the remaining 2.0 thousand (9.5 percent) are from other countries.

Figure 41. Foreign citizens working in Mongolia under labor contract, by 6 countries with the highest number of employees, by percentage



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

Figure 42. Foreign citizens working in Mongolia under labor contract, by sector of economic activities

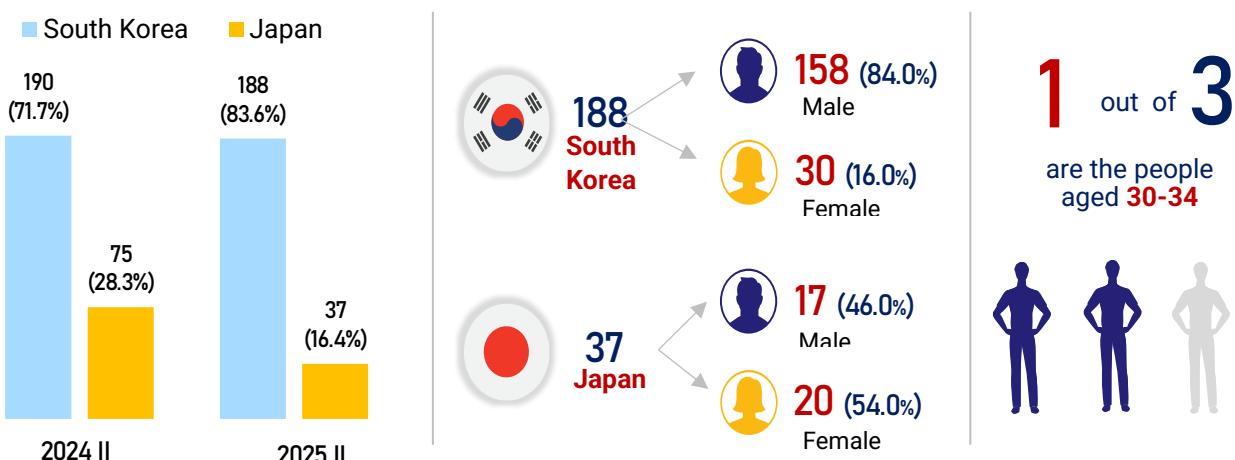


Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

In the second quarter of 2025, 225 people were placed in job abroad under the labor contract and the number of people placed in job under the labor contract decreased by 40 or 15.1 percent compared to the previous quarter.

Out of total people who were placed in job abroad, 188 (83.6 percent) were placed in employment in South Korea and 37 (16.4 percent) were placed in jobs in Japan. Out of total people who were placed in jobs, 175 (77.8 percent) are men and 50 (22.2 percent) are women.

Figure 43. People who were placed in job abroad under the labor contract, by country, by region



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

By education level, 61.3 percent have upper secondary education, 32.9 percent have bachelor degree, 3.7 percent specialized secondary and 2.2 percent have have technical and vocational education.

Figure 44. People who were placed in job abroad under the labor contract, by sector of economic activity



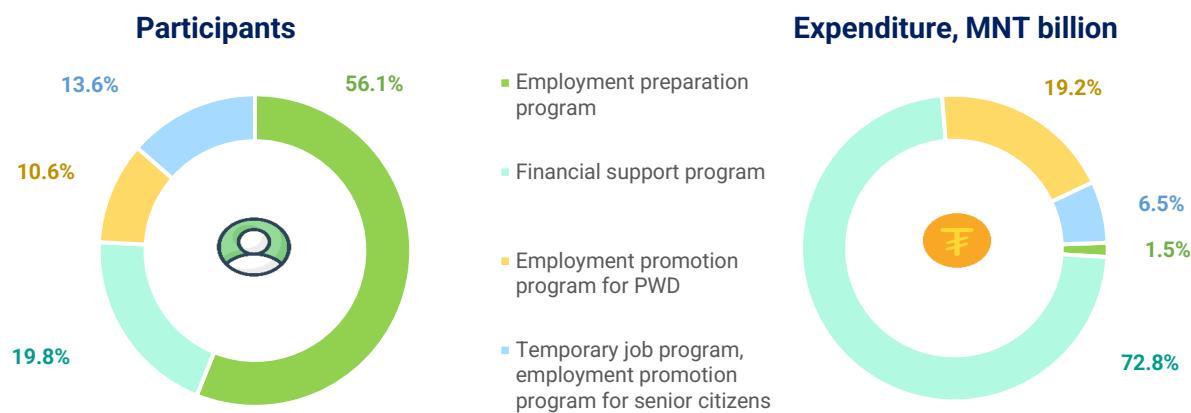
Source: [www.1212.mn](http://www.1212.mn), National Statistics Office

## Employment promotion programs

Employment promotion programs are being implemented in accordance with the specific needs and characteristics of various target groups, including the unemployed, job seekers facing difficulties, employers, youth, women, herders, people with disabilities, and the elderly, to support the implementation of employment policies. In this regard, 24 measures of 4 major employment promotion programs are being implemented nationwide in 2025.

As of the second quarter of 2025, a total of 16.8 thousand people participated in employment promotion programs and MNT 30.6 billion were spent on the employment promotion programs.

**Figure 45. People who participated in the employment promotion programs, the expenditure spent on the programs, by percentage**



Source: General Agency of Labor and Welfare Service

**Figure 46. People who participated in the Employment Promotion Program, the expenditure spent on the program**



Source: General Agency of Labor and Welfare Service

As of the second quarter of 2025, 9.4 thousand people participated in the Employment Preparation Program and MNT 460.3 million were spent on the program.

Within the program, 54.2 percent of total participants attended an entrepreneurship training, 45.7 percent attended a basic skills training, and 0.1 percent attended the field training. In terms of the expenditure, 56.4 percent of total expenditure was spent on the basic skills training, and 42.7 percent on the entrepreneurship training, 0.9 percent on the field training.

Figure 47. People who participated in the Employment Preparation Program, expenditure spent on the program

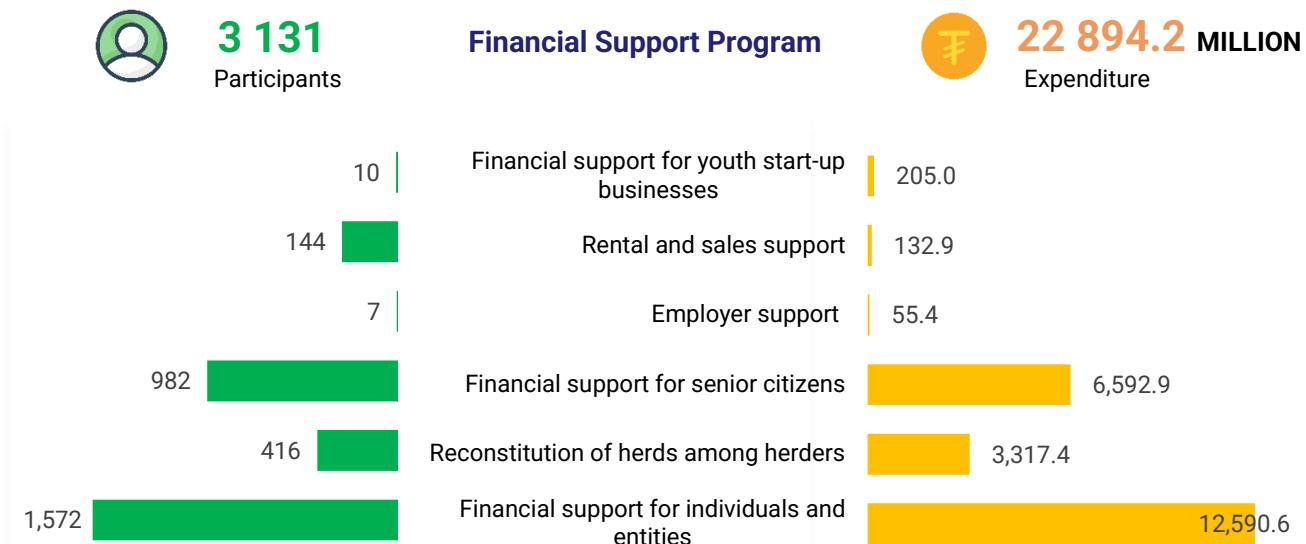


Source: General Agency of Labor and Welfare Service

As of the second quarter of 2025, 3.1 thousand people participated in the Financial Support Program, with MNT 22,894.2 million spent on the program.

Within the program, 50.2 percent of participants received financial support for individuals and entities, 31.4 percent received financial support for the employment of senior citizens, 13.3 percent received service for reconstitution of herds among herders, and 5.1 percent received other services. In terms of expenditure, 55.0 percent of the total expenditure was allocated to the financial support for individuals and entities, 28.8 percent to the financial support for the employment of senior citizens, 17.6 percent to the service for reconstitution of herds among herders, and 1.7 percent to other services.

Figure 48. People who participated in the Financial Support Program, expenditure spent on the program



Source: General Agency of Labor and Social Welfare

As of the second quarter of 2025, 1.5 thousand people participated in the Employment Promotion Program for Persons with Disabilities and MNT 5,915.7 million spent on the program.

Within the program, 42.7 percent of participants received financial support, 35.4 percent attended employment training, 19.7 percent received the other employment promotion services for persons with disabilities and 2.2 percent received other services. In terms of expenditure, 89.4 percent of the total expenditure was allocated to the financial support, 8.1 percent to other employment promotion services for persons with disabilities and 2.5 percent to other services.

Figure 49. People who participated in the Employment Promotion Program for Persons with Disabilities, expenditure spent on the program



Source: General Agency of Labor and Social Welfare

As of the second quarter of 2025, 2.3 thousand people participated in the Temporary Job Promotion Program, with MNT 2,006.1 million spent on the program.

Within the program, 69.8 percent of participants were involved in tree plantation activities, 21.5 percent received consultancy services from senior professionals, 8.2 percent received child protection services, and 0.5 percent received consultancy services from senior citizens' federation and non-governmental organization. In terms of expenditure, 63.1 percent of the total expenditure was allocated to organizing tree plantation activities, 22.2 percent to the consultancy services from senior professionals, 10.1 percent to child protection services and 4.6 percent to the consultancy services from senior citizens' federation and non-governmental organization.

Figure 50. People who participated in the Temporary Job Promotion Program, expenditure spent on the program



Source: General Agency of Labor and Social Welfare

## BAROMETER SURVEY ON LABOR MARKET DEMAND -2025

The barometer survey on labor market demand aims to identify the short-term labor market demand of Mongolia to provide essential information and research tools to education and training sectors, as well as policymakers, decision-makers, and researchers in employment sector. The survey findings can be utilized for estimating mid-term and long-term labor demand, thus benefiting labor market planning and forecasting.

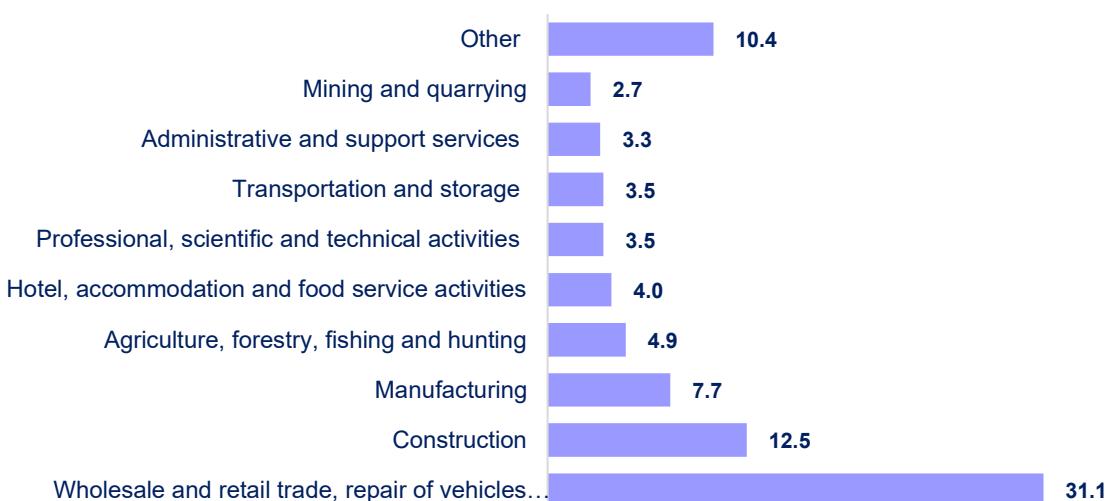
The Barometer Survey on labor market demand covered enterprises across 9 districts of Ulaanbaatar and 21 provinces. The sampled data were disseminated to the original sample population and used to identify labor force demand for 2025. Of the survey sample, 71.4 percent were from Ulaanbaatar and 28.6 percent from the 21 provinces.

### Total labor market demand

The survey suggests that, nationwide, there will be demand for approximately 83.7 thousand job vacancies in 2025, reflecting a decline from the previous year.

Consistent with previous years, the sectors with the highest labor demand in 2025 continue to be wholesale and retail trade, construction, and manufacturing.

**Figure 51. Labor force demand, by sector of economic activities**

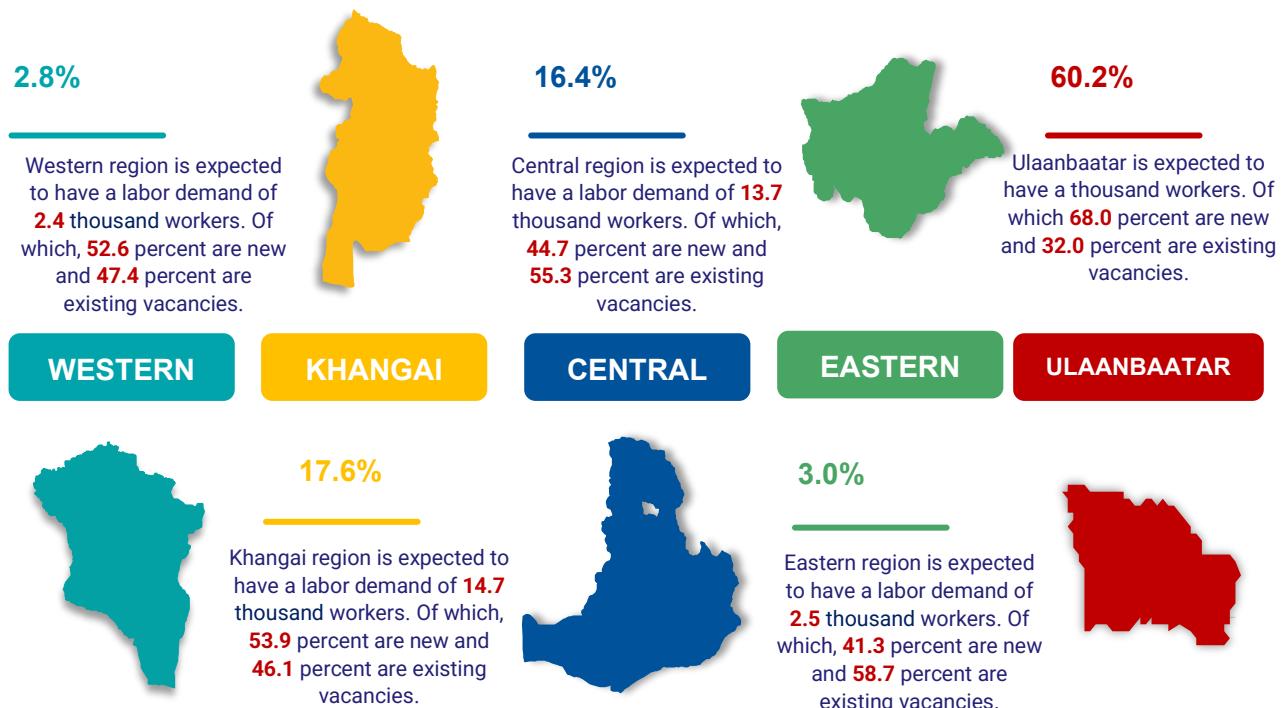


Source: General Agency of Labor and Social Welfare

The wholesale and retail trade sector is expected to account for 37.2 percent (31.1 thousand) of local labor demand in 2025, followed by the construction sector at 15.0 percent (12.5 thousand) and the manufacturing sector at 9.2 percent (7.7 thousand). A decline in labor demand is anticipated in the construction and manufacturing sectors, whereas the wholesale and retail trade sector are expected to see an increase.

Approximately 60.2 percent or 50.4 thousand of the projected labor demand for 2025 is expected to be in Ulaanbaatar, while 39.8 percent in rural areas. Of the total, 49.0 percent represents newly created job opportunities.

Figure 52. Labor force demand, by region

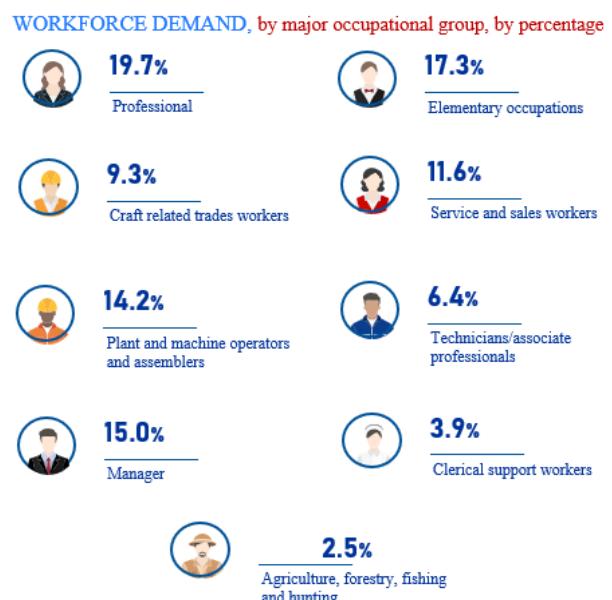


Total demand for labor force is also expected to be driven by the three sectors that account for the largest share of rural labor demand. For example, the wholesale and retail trade sector is expected to account for 35.1 percent of rural labor demand, the construction sector is expected to account for 20.2 percent, and the manufacturing sector is expected to account for 8.6 percent.

Total demand for labor is also expected to be driven by the three sectors that account for the largest share of rural labor demand, with wholesale and retail trade accounting for 35.1 percent, construction for 20.2 percent, and manufacturing for 8.6 percent.

This time, the demand for occupations in sales and service work, agriculture, forestry, fishing and hunting, and clerical and support work is expected to increase, with the share of demand for managers rising by 9.1 percentage points and for plant and machine operators and assemblers by 4.9 percentage points.

Figure 53. Labor force demand, by occupations



OCCUPATIONS IN DEMAND, 2025

Nº	ISCO code	NAME OF OCCUPATION	PERCENT
1	932912	Factory hand	11
2	143914	Retail and wholesale trade manager	8.1
3	811120	Metal processing plant operators	3.9
4	311721	Mining and metallurgical technicians	3.5
5	832211	Car and taxi drivers	3.2
6	122111	Sales and marketing managers	2.9
7	512011	Chef	2.1
8	833212	Heavy truck and lorry drivers	2.1
9	522313	Shop sales assistants	2.1
10	811112	Underground heavy equipment operator	2
11	911211	Cleaners and helpers in office	1.9
12	513111	Waiters	1.8
13	214211	Civil engineers	1.8
14	524511	Service station attendants	1.6
15	541416	Security guards	1.5
16	215111	Electrical engineers	1.5
17	241112	Accountants	1.4
18	711511	Carpenters and joiners	1.3
19	931311	Building construction labourers	1.2
20	721214	Welders and flamecutters	1.2

However, the labor demand for elementary occupations that do not require specialized education or skills remains high. For instance, factory hands account for 11.0 percent of total labor demand, shop assistants for 2.1 percent, construction and maintenance laborers for 1.2 percent, and cleaners for 1.9 percent. Additionally, there is a considerable labor demand for occupations that are prepared through vocational education and training institutions such as heavy truck drivers, tailor, carpenters, cooks, waitress, welders, and concrete placers. Regarding occupations prepared through higher education institutions such as accountants, managers, construction engineers, and electrical engineers have a high labor demand. This year, demand has increased for workers in managerial or management-level positions

### **Labor force mobility**

Over the past 12 months, 11.8 percent of enterprises hired new employees, representing a decline of 9.2 percentage points compared to the previous year. Additionally, the total number of new employees decreased.

Within the past 12 years, approximately 11.8 percent of enterprises hired a total of 47.4 thousand employees to fill new or vacant positions. Of these new hires, 9.5 percent were in the construction sector, 9.4 percent in manufacturing, 6.1 percent in the professional, scientific and technical activities and administrative and support services, and 36.8 percent in the wholesale and retail trade sectors.

Among the enterprises that hired new employees, a significant majority or 90.2 percent were small enterprises with up to 30 employees and 76.3 percent had permanent operations. Geographically, 49.6 percent of enterprises were in Ulaanbaatar, with 17.7 percent in the Central region, and 15.3 percent in the Khangai region.

During the 12 months prior to the survey data collection, a total of 42.3 thousand workers left their jobs for various reasons.

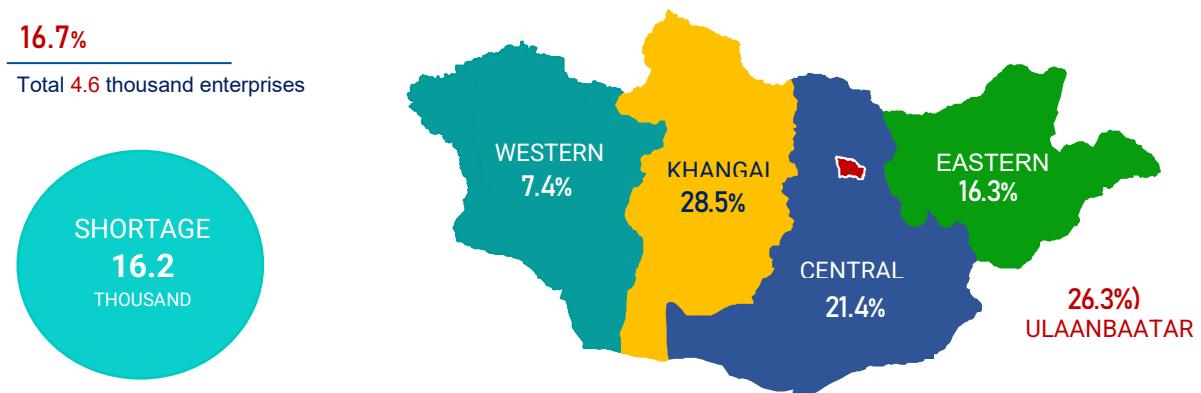
Among the employees who left their jobs, 45.0 percent did so voluntarily, while 55.0 percent were terminated by the employer through actions such as termination of the employment contract, dismissal, or layoffs. Of those who voluntarily left their jobs, 43.8 percent were women, while among those whose jobs were terminated by the employer's initiative, 45.9 percent were women.

In terms of classification of sectors of economic activity, 32.2 percent of the total people who left their jobs are from the wholesale and retail trade, repair of motor vehicles and motorcycle, 12.8 percent are from the manufacturing sector, and 9.2 percent are from the construction sector, 7.5 percent are from transport and storage, collectively constituting 61.7 percent of the total workforce.

## Labor shortage

Out of the enterprises and organizations included in this survey, 5.5 percent reported that they were unable to recruit the planned number of workers in the last year. This was primarily due to the challenge of finding suitable professionals to fill their vacancies, resulting in difficulties in meeting their workforce needs and this rate decreased by 18.1 percentage points compared to last year. When considering the labor-force shortage in relation to the population, it was found that the labor shortage amounted to 16.2 thousand for the period of one year.

Figure 54. Labor shortage, by region

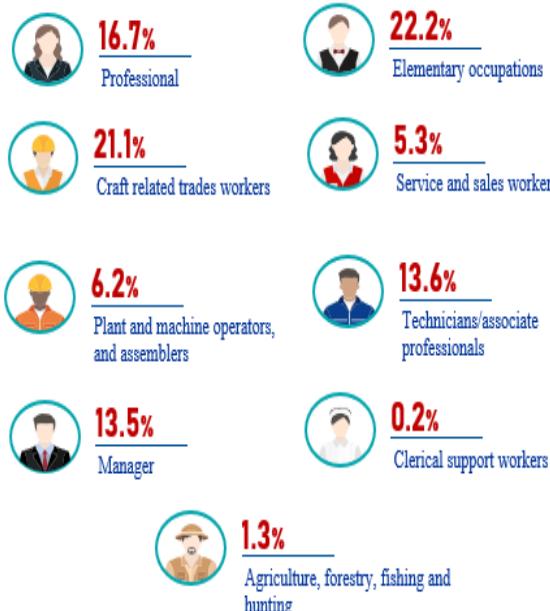


In terms of region, 2.1 percent of all employers in Ulaanbaatar were affected by labor shortage and there were 4,3 thousand job vacancies, accounting for 26.5 percent of the total labor shortage across the region.

By occupational group, the labor shortages in occupational groups 'Professional', 'Services and sales workers', and 'Craft related trades workers', 'Elementary occupations' make up 75.5 percent of total labor shortages, suggesting the highest indicator.

Figure 55. Labor shortage, by occupation

LABOR SHORTAGE, by major group of occupational classification, by percentage



SHORTAGE OCCUPATIONS, 2025			
Nº	ISCO code	NAME OF OCCUPATION	PERCENT
1	932912	Factory hand	15
2	332113	Insurance underwriter	10.3
3	143914	Retail and wholesale trade manager	9.9
4	712314	Building finishers and related trades workers	4.6
5	711511	Carpenters and joiners	3.9
6	832111	Car and taxi drivers	3.4
7	751111	Butchers, fishmongers and related food preparer	3.1
8	931211	Civil engineering labourers	2.8
9	215111	Electrical engineers	2.1
10	214217	Transport engineer	2
11	711111	House builders	1.8
12	541416	Security guards	1.7
13	214211	Civil engineers	1.6
14	712311	Plasterers	1.5
15	512011	Chef	1.4
16	311721	Mining and metallurgical technicians	1.4
17	962918	Patrol	1.4
18	241112	Accountant	1.3
19	122111	Sales and marketing managers	1.2
20	751227	Bakers, Pastry-Cooks, and Confectionery Makers	1.1

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For example, there are labor shortages in the occupations such as factory hand, construction laborers, salespersons, cleaners, and waiters. In addition, other high-demand occupations include plasterers, bricklayers, drivers and operators, tailors, carpenters, chefs, welders, electricians, plumbers, and accountants.

Employment instability caused by intra- and inter-industry labor mobility remains a challenge for both employers and employees, as evidenced by labor demand calculations and shortage data, which indicate that certain occupations continue to experience instability and that jobs in shortage during one year often remain in high demand the following year.

To address this issue, it is essential to meet labor demand by filling vacant positions, implementing effective human resource planning and policies to ensure stable employment, supporting employers in these efforts, and aligning training activities under employment support programs with the occupations projected to be in demand.

## TERMS AND DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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