

Women and the World of Work in Mongolia



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2023, more women were in **time-related underemployment**



Source: ILOSTAT.

In 2022, more women than men were in **informal employment** in agriculture, forestry and fishing



Source: SDG Global Database.

With a **global gender gap index** of

71%

Mongolia ranked

85th

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2019, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2023



Source: ILOSTAT.

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2022, women had

42% of **managerial** positions

Source: SDG Global Database.

39% of **senior and middle management** positions



Ownership of productive resources

52% **53%**

Women Men

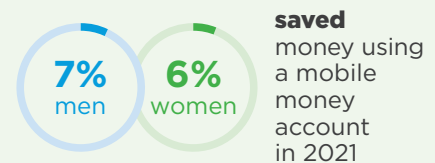


borrowed any money in 2021

Source: World Bank Gender Data Portal.



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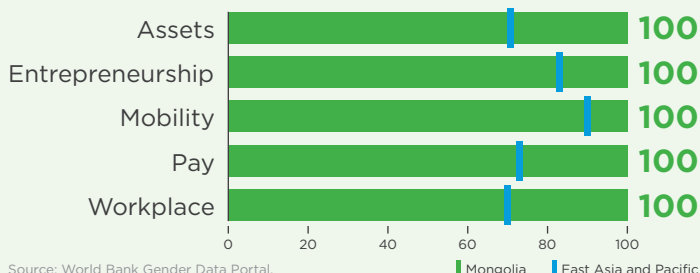


to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2021, there were **NO fully established systems** to monitor and allocate resources for **gender equality** and **women's empowerment**

Source: SDG Global Database.



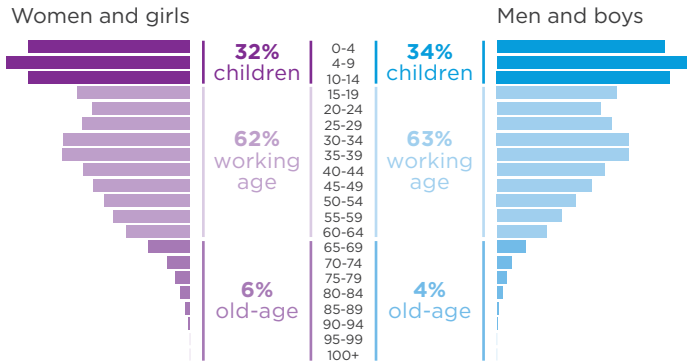
As of 2024, the **International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families** has **NOT** been ratified

Source: OHCHR.

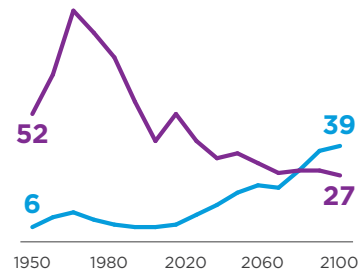
Transforming Care Systems in Mongolia



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



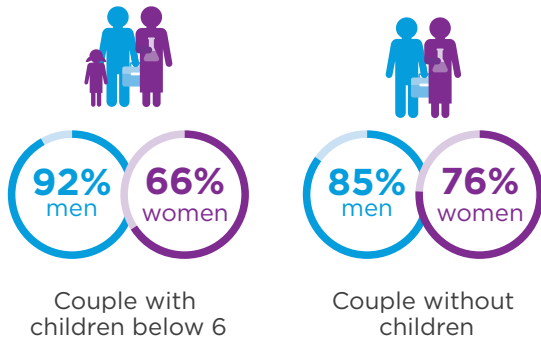
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2018, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

8% Women worked **part-time** in 2022

5% Men worked **part-time** in 2022

Source: UN DESA Gender Data Hub.

17% Women aged 15 to 24 were **not in education, employment or training** in 2022

13% Men aged 15 to 24 were **not in education, employment or training** in 2022

Source: SDG Global Database.

Expand care services and create decent care jobs

6% men and **25%** women workers were in **care employment** in 2023

Source: Authors' elaboration based on ILOSTAT data.

145 thousands Women and **42** thousands Men care workers were in **informal employment** in 2023

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2018, among women aged 20-24 years

12% were married or in a union **before age 18**

1% **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2019, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.

4.6 hours /day

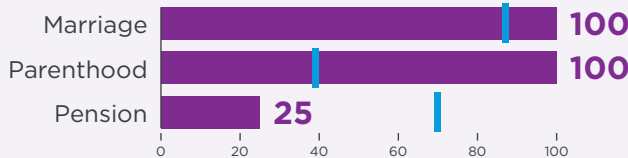
Women and girls

1.8 hours /day

Men and boys

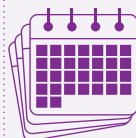
Gender-blind systems

Women, Business and the Law Index scores, in 2023

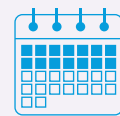


Source: World Bank Gender Data Portal.

In 2023, workers were entitled to



120 days of **maternity leave**



14 days of **paternity leave**

Source: World Bank Gender Data Portal.

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.