



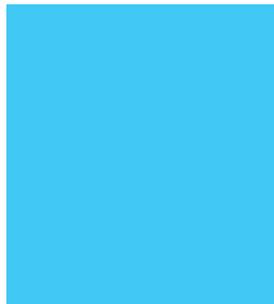
Европын Холбоо
санхүүжүүлэв

TRANSITION

Ministry of Foreign Affairs of the Czech Republic



“ALL FOR YOUTH,
YOUTH FOR ALL”
PROJECT



Solutions for youth employment

RECOMMENDATIONS

by the intersectoral working group



Ulaanbaatar city
2022



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This handbook was developed under the EU-funded project "All for YOUTH, YOUTH for all". Its contents are the sole responsibility of the Caritas Czech Republic in Mongolia INGO and do not necessarily reflect the views of the European Union.

FOREWORD

Caritas Czech Republic International NGO in Mongolia is a non-profit humanitarian organization that operates in the sectors of education, society, health, agriculture, environment, waste management and support of local development. Since 2007, more than 20 projects have been successfully implemented in 15 provinces.

Caritas Czech Republic, together with the Mongolian Youth Council and the Citizenship Education Center, has been implementing the project "All for Youth, Youth for All" with the funding of the European Union and the Ministry of Foreign Affairs of the Czech Republic since 2020. This project aims to strengthen the capacity of non-governmental organizations operating in the sector of youth development and participation. Creating a network of cooperation to strengthen the civil society of young people, enabling them to contribute to the governance and development process of Mongolia through research and influence.

In 2021, a working group consisting of specialists, experts, and researchers from each sector of employment was established to improve the environment and conditions of youth employment within the "All for Youth, Youth for All" project. Members of the working group developed effective and accessible policy proposals and recommendations to support youth employment and submitted them to the Ministry of Labor and Social Protection.

This policy recommendation was developed not only for the Ministry of Labor and Social Protection, but also for employers. We would like to thank the members of the working group that developed this recommendation!

Finally, we present you with this recommendation with the hope that you can find an opportunity to engage young people with your organization's work. Young people light the way for Mongolia, it is up to us to walk beside them.

Caritas Czech Republic in Mongolia
2022

MAIN ISSUE



CURRENT SITUATION OF MONGOLIA:

The total population of Mongolia is 3.4 million as of 2022. Out of the total population, 61.9% of them are within the age group of under 35, showing that Mongolia is a relatively young country in terms of age structure. In particular, people aged 15-34 make up almost a third of the total population or 29.8%. If we could increase job opportunities through appropriate policies and regulations and train the workforce in line with the demands of the labor market, then this economic window of opportunity could boost national economic productivity and benefit the younger generation. Unfortunately, as this economic window of opportunity period passes, the demographic young age structure progresses to the next older ages of structure and the work force is underutilized. Therefore, it is clear that Mongolia will face a shortage of labor force and eventually this impacts the social insurance system negatively due to the continuous decrease of the percentage of young people under the age of 35 in the population year by year.

The Mongolian labor market is extremely vulnerable in terms of its economic structure. The service and agriculture sectors, which are considered major sources of employment, could not create sustainable, permanent, and green jobs due to their weak capacity, poor development and negative impacts of seasonal and external factors. The rate of informal employment in every economic sector has not decreased significantly due to economic and business conditions. Consequently, this increases the shadow economy and presents additional challenges for the social insurance and regulatory system fostering decent work.

Advanced technology, the fourth industrial revolution, and rapidly growing economic integration worldwide have brought changes in society and economy which created many positive changes in labor relations as well as challenges that we need to overcome. The COVID-19 pandemic accelerates the changes even further and creates challenges to fully predict and forecast labor market trends. Flexible and platform-based forms of employment opportunities and new occupations which require unique soft skills are emerging while some occupations are disappearing in society. It eventually increases the need for legal and economic adjustments.

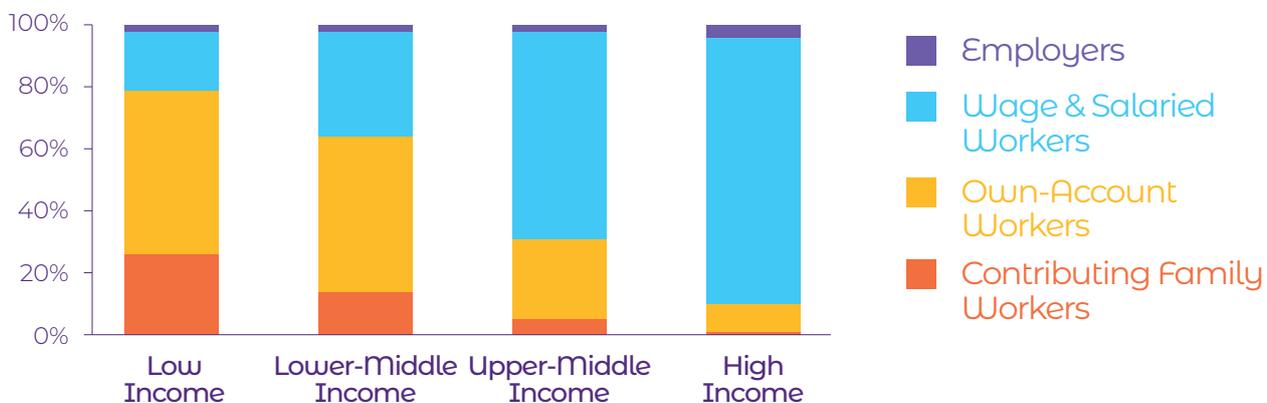
This social change increases the gap from one generation to next generation. Differences in the social attitudes and lifestyles of young people who are newly entering the labor market (Gen Y, Z) and employers are often incompatible, contributing to an imbalance in the supply and demand of the labor market.

Therefore, intersectoral working group members have developed the following recommendations to the government employment policies and its implementation. The recommendations aim to improve youth employment by ensuring the balance of supply and demand in the Mongolian labor market, accounting for the specific needs and unique characteristics of young generations who shape the future nation, and influencing socio-economic factors.

DEMOGRAPHIC SHIFT: the number of new young people entering the labor market is declining every year, which will lead to labor shortages.

ECONOMIC TRANSITION: a gradual transition from an agricultural-based, household- and small-business-dominated economic model to an urbanized, integrated one, dominated by large companies and corporations. As the economy develops, people are leaving their informal, household businesses to find modern, paid jobs in the formal sector. However, this transition has been gradual, and the current picture of the labor force shows that the labor in formal and informal sectors are about the same proportion, each accounting for half of the labor force (Ministry of Labor and Social Welfare, 2021). As capital and financing, time, and know-how are key factors for modern enterprises, the development is slow, and the case of Mongolia is no different from the theory in that the transition of employment lags behind that of the economy.

Employment structure by income group

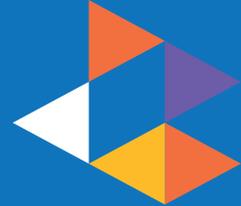


Source: ILO Stat, 2016

PRINCIPLES FOLLOWED IN THE DEVELOPMENT OF THE RECOMMENDATIONS:

- Focus on developing and implementing forward-looking policies;
- To study international best practices and effective strategies, especially the experience of similar countries in terms of development (Vietnam, Rwanda, India, etc.);
- Approach young people with the proper strategy and accurate inclination based on the fundamental components of humanism, compassion and embracing democratic society without deviating from the principals of respect, protection, and ensuring the human rights;
- Participation of the government, private sector, and civil society organizations should be at an appropriate level. The government should provide opportunities for private sectors with qualified experience and skills to create jobs and should not be involved overly in this implementation;
- Encourage young people to create high-effectiveness, high-value jobs, and direct them to high-productivity industries;
- Support the creation of high-value technology jobs and businesses;
- Focus on the supply side of the labor force by supporting the education, initiative and skills of young people, while on the demand side of the labor force, supporting intervention measures to improve the business environment;
- Take into account the specific needs of young people with disabilities in all recommendations;
- Pay attention to the specific needs and circumstances of rural youth;
- Combining critical and appreciative inquiry methods;
- Contribute to the implementation of the sustainable development goals, especially SDG 8, and set a standard for solving the problems of youth employment in local areas through effective ways and methods.

01 FOLLOWING WORLD TRENDS



It is crucial to consider the following innovations and trends currently emerging and changing the world's economies, businesses and human lives. Thus, it is necessary to solve issues in socioeconomic development, business development, and employment through targeted, effective, and adapted strategies based on the advantages of these innovations. These include:

1. The 4th Industrial Revolution and the innovations that followed:

- a Circular economy
- b Sharing economy model
- c Internet of things (IoT), internet of everything (IoE)
- d Artificial intelligence (AI)
- e Blockchain technology
- f Big Data
- g Advanced robotics
- h Digital twin technology
- i Cloud technology solutions (edge, fog, cloud computing)
- j Global value chains
- k 3D printing
- l Human augmentation technology, extended reality, etc.

02. Young people have mastered these technologies more easily than the older generations and they are eager to use them regularly in their daily work and lives. Moreover, they have following unique characteristics:

- a They are digitally native, i.e. they have been close to electronic technology since birth and have been using it in their daily lives.
- b They are the first consumers to bring technological innovation and new solutions to their lives, as such, are the main target group for businesses in this field.
- c They are recognized as key determinants of future demand, tech products and the services that follow them.

- d Their decisions on employment, procurement, and investment are driven by personal beliefs, values, aspirations, and interests rather than economic status.
- e They are sensitive to human rights.
- f They look for opportunities to have multiple careers.
- g They want to work in a free and flexible environment.
- h They are not bound by traditional social norms, but create new cultures and norms within their environment.

03. As the labor market becomes borderless, free, competitive, and multifaceted, countries around the world are focusing on increasing youth contributions to GDP by helping young people to work, compete, and take advantage of national, regional, and global opportunities by unforeseen new situations and challenges emerging: such as the Covid-19 pandemic and climate change.

All these changes, advances and new technological opportunities are creating new conditions for employment. For all young people, there are many

opportunities to work remotely, to have a variety of jobs, and to start a business if enabling factors are in place.

For example, for young people with disabilities:

- Remote working via the internet and other remote technologies,
- Controlling robots to undertake action with help of advanced robotics,
- Custom made and tailored prosthetics made with help of 3D printing,
- Increasing physical capacity through human augmentation technology, etc. Being aware of new opportunities and introducing them to the fullest extent possible will have a significant impact on economic growth and the quality of life of young people.



We want to create a whole generation of young people who can create new jobs. I want the young people who can't do so or don't have the opportunity do so to hold their heads high in front of their peers anywhere in the world and to win the hearts of the people of the world with their hardworking hands.



Indian Prime Minister
Narendra Modi

Solutions – Proposed activities to implement

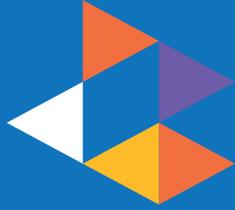
The government should support the economic sectors and industries which are able to employ high volumes of workers through policy and regulations using economic levers, tax subsidies, concessional loans, aid, tender, public procurement, and creating advantages in foreign trade, transport, and logistics, etc.

Encouraging and promoting a fair transition of the economy. The government should support enterprises which are transitioning from the brown economy to the circular economy. The creative and digital based economy should be supported through appropriate policy and regulations. Also, the government should take an action to provide incentives or reduce business expenditures for transitioning to the circular economy.

It is effective to focus and rely mainly on technology and innovation for the development of country in this period of the fourth industrial revolution and the era of technology. We consider that the most efficient way and the best solution to make this change should be based on the youth's visions, initiatives, interests, capacities and mindsets, while supporting youth leadership. In this process, the participation of government organizations, private sector and civil society organizations should be defined as the supporters and creators of an empowering environment for youth to make changes.

It is important to work with and support young people to create more choices, especially in high-efficiency, productive and high-value industries, and to create workplaces that support technological innovation.

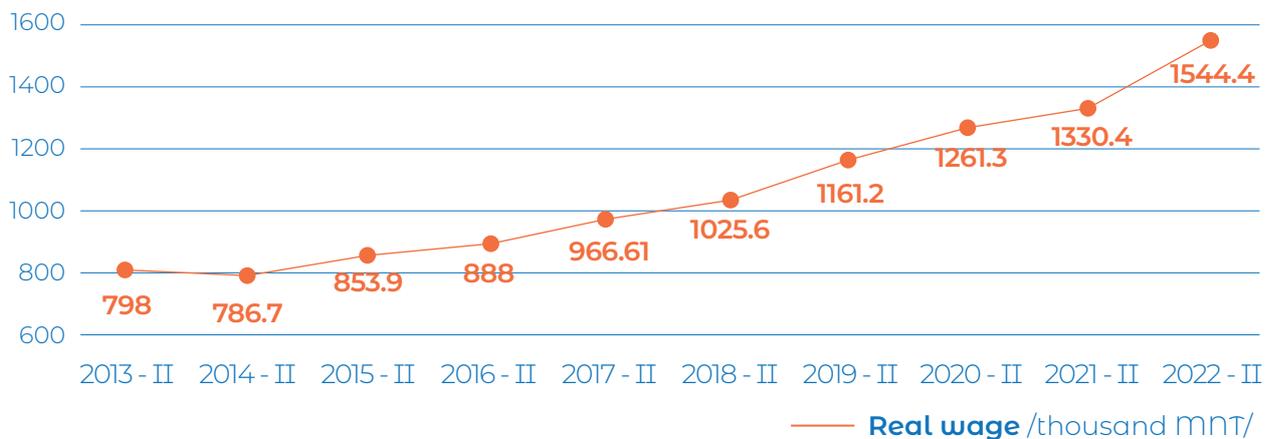
02

INCREASE
SALARY

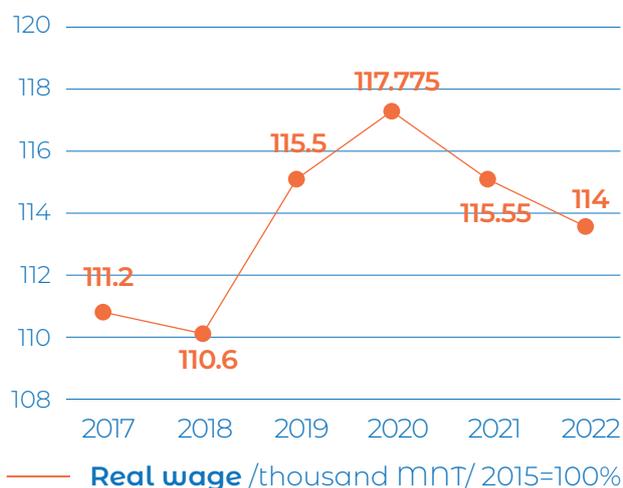
The government developed the policy on the wages and incentives in the labor market and every economic sector has been determining the structure and amount of wages through a social partnership, consultation and negotiation to a certain extent over the past 32 years when Mongolia transitioned to the free market economic system in which individuals own resources.

In this framework, minimum wage is defined at the national level and wage rate for government employees has been set through the mechanism of collective agreements between government and industries. Consequently, amount of nominal wage has increased by an average of 7.72% over the past 10 years. This increase of wage can be considered to be comparatively higher than the growth of average wage in the world.

Average nominal wage



Average real wage



However, the depreciation of the Mongolian tugrik (MNT) due to inflation rise is keeping the wage at lower levels; therefore, growth in actual wage shows an average increase of 0.83% annually.

If we consider the share of wages and social security expenses in the gross domestic product, it is 30.1% as of 2021, which is quite lower compared to the real wages of developing countries which are similar with our country's development.

Rationale 1. Wages in Mongolia are very low in key sectors of the economy compared to other countries, with an average wage of \$ 349 (MNT 966,000)

and a median wage of \$467 (MNT1,292,200) (1212.mn, 2020).

The graph below shows that the average annual salary of IT engineers, who are currently in high demand and are highly valued, is 6-14 times lower than in other countries in 2021.

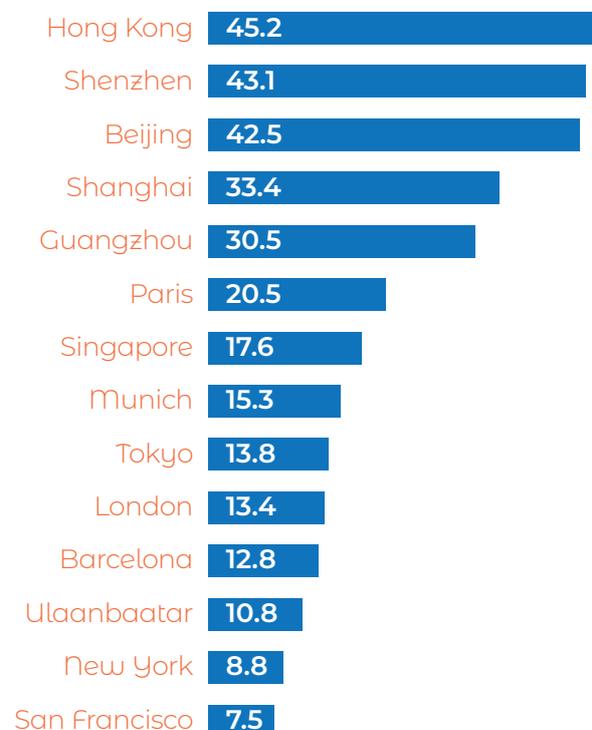
2021



Source: Daxx, Salary explorer

Ulaanbaatar Rising Above the Big Apple

Home price to yearly disposable income ratio, mid-year 2021



Source: Numbeo

Rationale 2. On the other hand, the price of consumer goods and real estate are at a comparable level with other countries.

For instance, the price of a house and flat in Mongolia is equivalent to 10.8 years of disposable income for an average household with median income. It indicates that the price of house is more expensive than those in large cities of the world with higher wages and well-developed infrastructure, high service quality, and better living conditions, like New York and San Francisco.



I spend 60-70 percent of my salary on my daily commute to work, i.e. on a taxi. I call a taxi to go to work in the morning and to go home in the evening. My salary is almost entirely spent on taxis and lunch.



Citizen with lower extremity disability

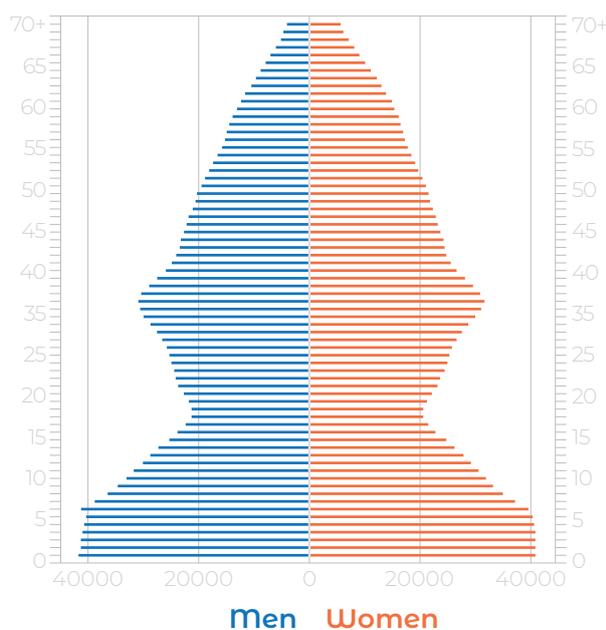
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“Universal Development Center”
NGO, 2021

Rationale 3. Labour disutility is already a reality, wages are no longer enough to buy daily essentials such as food, transportation, education etc. This is further repulsing the youth from joining formal employment, forcing them to look for other opportunities to earn. This is especially challenging for young people with disabilities.

Rationale 4. It is apparent from the population pyramid that the number of new young people entering into the the labor market is declining with each year. It is estimated that the labor shortage will continue for another 10 years.

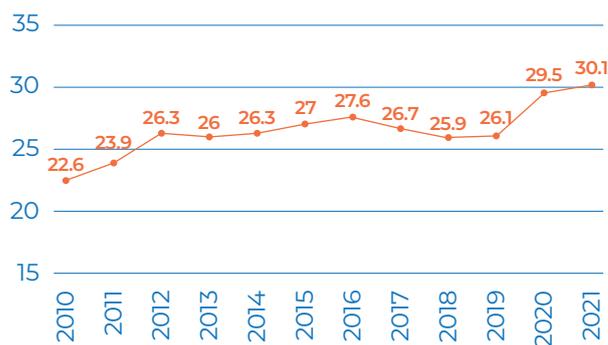
Total population 2020, by age groups



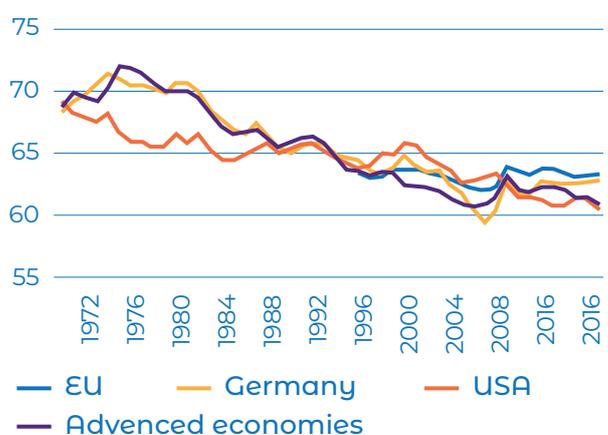
Source: 1212.mn

Rationale 5. Wages are the economic means of distributing the country's total wealth to society in the most inclusive way. The share of wage expenditures in GDP for Mongolia in 2019 was 26.5%, which is lower than in other countries. From this indicator, it is possible to compare the equitable distribution of wealth in a country and the value of labor.

Wage expenditures as a share of GDP, Mongolia



Wage expenditures as a share of GDP, other counties

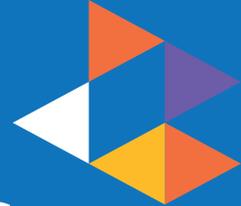


Solutions – Proposed activities to implement

-  In order to protect the purchasing power of real wages, monetary policies need to be implemented to maintain an efficient, stable economy and keeping inflation at the target level;
-  Government should provide an opportunity for enterprises to increase their wage related costs, and create an incentive package using economic leverages for enterprises that rise wages for their employees;
-  Improving the capacity to negotiate wage rates through employees and representative organizations for employees like unions;
-  It is essential for the Ministry of Labor and Social Security to support the development of policy and regulations about wage rates in each economic sector and ensure its proper implementation, while assisting in the development and introduction of a tariff and professional directories in each sector;
-  Supporting the development and introduction of a method of indexing wage rate which considers inflation rate and employees' productivity at the enterprises level;
-  Supporting enterprises to develop ESOP program to allow their employees to acquire company shares;
-  Organizing media campaign to urge enterprises to transfer to the open shared company model;
-  Promoting the productivity movement at the national level;
-  Create a benchmark system of wage incentives that are consistent with productivity of employees;
-  Increase wages;
-  Introduce hourly wage calculation system;
-  There is a need for real action to increase wages, taking into account the cost of consumer goods and services and the standard of living;
-  It is necessary to study and implement time, performance and results-based evaluation system in line with the new changes in the labor market;

03

PROVIDE FLEXIBLE OPPORTUNITIES



Creating flexible employment opportunities for young people will allow them to better integrate their productivity into the economy.

Flexibility needs to be addressed within the following factors:

Time: youth workplaces need to accommodate part-time and flexible options, depending on following circumstances and interests:

- family,
- children,
- need for self-care,
- young people caring for family members in need of care,
- young people living with disabilities,
- learning and developing,
- receiving health care,
- living abroad,
- traveling,
- living in the countryside,
- young people with more than one job,
- engaged in animal husbandry while working,
- engaged in farming in parallel, etc.

Location: Due to the above listed circumstances, it is important for young people and young people living with disabilities to be able to work remotely and electronically from home and elsewhere.

Training and development: young people need to be encouraged and recognized for their ability to learn in the way they want, from multiple sources, independently, online, in their community, formally and informally.

Work arrangement: support a flexible schedule including hourly, part-time, and full-time work, reduced work week, and remote work or on-site work, more focusing on measurement of productivity.

Productivity, product: introduce forms of labor value based on product or performance.

Structure: the internal structure of the organization and decision-making process should be participatory, fair, transparent, rather than top-down. It is important to note that the better we transition from a triangular structure to circular, the better chance we have to attract and retain young employees.

Human rights: young people are striving to create their own working space within the framework of their constitutional rights and responsibilities and to implement socially beneficial business initiatives.

Infrastructure: hard and soft infrastructure play an important role in seeking, acquiring and sharing opportunities, and in allocating and accessing social and economic resources. The better the infrastructure, the more jobs are created in a variety of forms, content, technologies and approaches.

Solutions – Proposed activities to implement



Improving the awareness and understanding of employees and employers about the regulations of flexible schedule of employment and the newly implemented labor law;

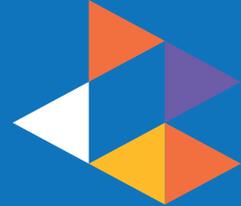


Supporting and assisting on the development and introduction of standardized methodology, improving capacities, and establishing flexible forms of communication by making changes in a collective agreement, organization's internal policy and regulations, and an employment contract at the enterprise level;



It is necessary to conduct research the connections between a flexible schedule of employment and positive outcomes on satisfaction, stability, productivity and profitability of the organizations;

04

CREATE
OPPORTUNITIES FOR
ENTREPRENEURSHIP

Rationale 1. The total number of work force in Mongolia is 1,170,455. Of these, 438,685 are young employees; the number of people employed in the informal sector or are self-employed is 476,100 (hairdressers, beauticians, taxi drivers, shoe repairman, tailors and seamstresses, canteen owners, salespeople, etc. (Mongolian Trade Union Confederation, 2021)).

This suggests that Mongolia is a middle-income developing country on the spectrum of economic restructuring and the subsequent employment transition.

Rationale 2. With the right policies to support small and medium-sized businesses, it is possible to create more than 50 percent of the country's GDP with their help. In Taiwan, for example, SMEs account for 85 percent of GDP, in China - 60 percent, and in Singapore - 50 percent. This is an important basis for ensuring people's livelihoods, quality of life, agency, and economic stability.

Rationale 3. International experience suggests that the most effective intervention in such cases is a transition policy to encourage young people to start their own businesses and step into entrepreneurship. As this transition continues, taking measures to increase the productivity and profitability of small and family businesses is an important and effective way to support young people.

Solution:

Increase productivity and profitability and support youth employment by creating a favorable legal and business ecosystem for small, medium and family businesses.



Establish policies, budgets and programs to support self-employed youth. Current employment promotion programs of the Ministry of Labor and Social Welfare are more related to social protection and are targeted towards citizens who do not pay social insurance and who belong to target groups. Support for young people who are creating jobs for themselves and their family members is limited to youth start-ups and microcredit programs. However, the budget for these programs has been reduced, and the scope and activities to involve young people have been unstable.



Establish policies, budgets, and programs to support the integration,

capacity building and additional income generation of young herders. Between 1990 and 2017, the share of herders aged 15-34 decreased from 55.7% to 34.5%^[1]. Although some local governments have programs to support the employment of young herders, their activities are limited to inaccessible microfinancing and restocking schemes. This does not provide them with sufficient support to run a sustainable livestock-based business.



Increase the opportunities for 15-18 year olds to participate in the labor market. Article 142 of the Labor Law restricts the employment of such age groups by only a few sectors, making it impossible for them to start start-ups, work part-time or do internships in emerging sectors. In addition, they are becoming victims of unfair labor valuations and wages due to the lack of the right to register for social insurance and taxes.

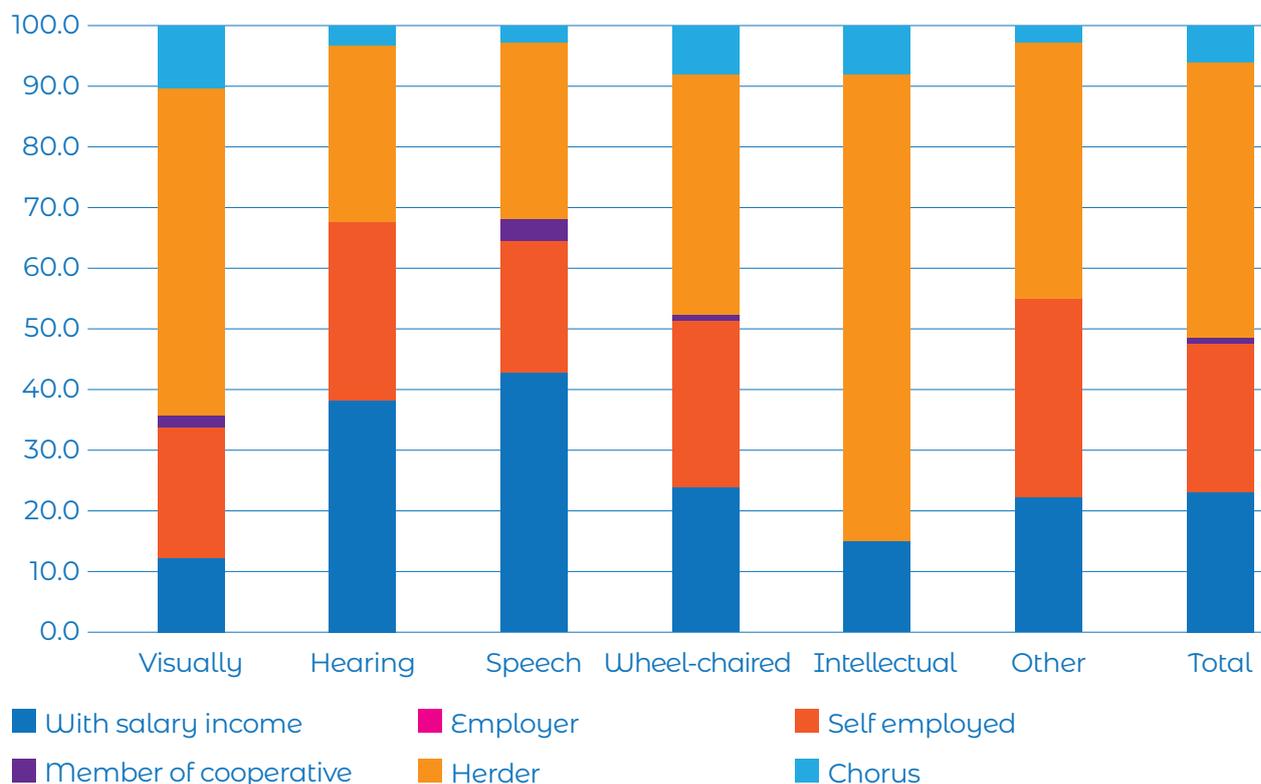
Rationale 4. According to the National Statistics Office, in 2020 there were 108,399 persons living with disabilities, of whom 21,679 or 20% were employed. Of these, about 1,800 people living with disabilities worked in the civil service and about 6,200 in the private sector and were paying social insurance premiums according to the National Social Insurance Agency. This shows that 24% of all people living with disabilities are formally employed. The remaining 76% are employed informally, indicating a slow transition and a lack of advanced support.

Solution:



Develop and implement specific policies to support youth employment through measures to increase the productivity and profitability of small and household businesses, and to provide special quotas to PWDs in the credit system to expand their businesses.

[1] www.rilsp.gov.mn/upload/2018/sudalгаа//Малчгын_аж_байглын_судалгаа_2018.pdf



RECOMMENDATION

05

OPPORTUNITIES FOR START-UPS



Focus on developing start-up business ecosystems, providing phased funding for young start-ups to start their own businesses, and creating globally competitive start-ups through accelerator programs, practice-based training, mentoring and policy.

Solution:



Increase the opportunities for start-ups and increase their chances of efficiency by developing a business-friendly environment with these core components:

I The following measures are effective in providing financing:

- a The start-up funding required to start a start-up business should be provided in the form of a grant,

- b** The business should be provided with interest-free loans when it is starting to earn income,
- c** Provide land and office space,
- d** Provide mentorship opportunities,
- e** Improve the environment for foreign and domestic investment.

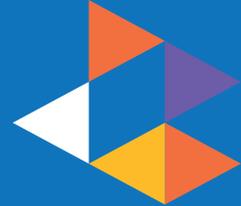
II Provide opportunities for young entrepreneurs to continuously improve their skills through regular systematic training and practical activities for young entrepreneurs, support cooperation with entrepreneurs from other countries, and government tax and commission discounts on the cost of implementing international training programs.

III Collaborate with young people to support entrepreneurship, build a multi-faceted team, stimulate innovation, and develop relationships and partnerships with neighboring start-ups and regional start-ups through supporting Entrepreneur networks and density.

IV Improving the policy and legal environment: supplying extra regulatory products for innovation-added innovative business models that produce innovative technological solutions, products and services. Incorporate innovation and start-up support programs and budgets into aimag and district development policies and include young people in the composition of the planning working groups.

V Organize youth focused start-up business events with the participation of young people to come up with local development planning, private sector, labor market and human resource development, environmental protection and other social solutions.

06

SUPPORT PRIVATE
SECTOR AND
ENTERPRISES

According to the best practice examples in Singapore, Japan, Korea and Vietnam, the governments contemplated the issues of youth employment within the framework of a broad economic development policy and supported the private sector to create new jobs by assisting them to grow. In Vietnam, the government provided loans for companies creating new workplaces while a tax credit program was implemented for private companies that provided internship opportunities to students in Czech Republic.

Recommendation 1:

It is efficient to support private sector through policy and regulations by providing a loan or reduced tax when enterprises open their branches in the local areas and expand their activities to create more job opportunities.

Recommendation 2:

Mongolia has adopted its Vision-2050, strategic policy document on the country's development in line with the Sustainable Development Goals. Within the scope of this concept, diversifying the economy is a priority by supporting value-added product producers, export oriented and import substituting product producers and economic sectors that are able to hire high volumes of employees.

It also includes a policy to encourage the fair distribution of economic growth for every citizen. Therefore, the government needs to provide policy and regulatory support for the agriculture, light industry, information technology, and tourism sectors, which are important at the strategic level for the country's future development.

For example, the tourism sector employs 6.7 percent of the total labor force, but accounts for 10 percent of GDP. Seasonal work and earning income lead to major turnover of human resources, so it is possible to take measures to create, maintain and increase jobs through the development of winter tourism. The curricula of the training centers need to be reformed to include modern technology, digitalization, innovation, decent work and youth-friendly jobs.

Solutions – Proposed activities to implement



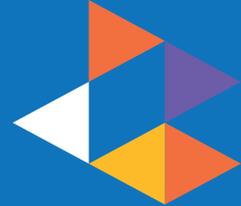
It is crucial to support producers of value-added products, employers who are creating jobs in the fields of food and agriculture, light industries, environment-friendly enterprises, and enterprises with people-centered governance through policy and regulations using all types of economic levers;



Mediating and assisting enterprises and producers of value-added products that are export oriented with supportive financial and foreign policies;

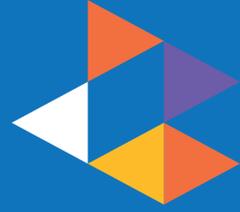
07

IMPROVE THE SYSTEM



A support system that will back up the forward-looking and prudent policies to support youth employment will play a key role. The following issues are important for the further development of the policy support system:

- I **Youth development, employment promotion system and proper institutional development.**
- II **Statistical data, accounting and reporting system.**
- III **Human resource management.**
- IV **Employment registration system.**
- V **Ensuring youth participation or collective bargaining and labor mechanisms.**
- VI **Registration system for internships, part-time and volunteer work.**
- VII **National Employment Council, national agreement.**
- VIII **Develop industry management, data, research and information systems.**
- IX **The main criteria are:**
 - Entering into a workplace,
 - Increase in working hours, increasing from part-time to full-time,
 - Number and percentage of working hour valuation increase,
 - Positive changes and improvements in the work environment (guaranteed income, safety, work-life balance),
 - Job satisfaction in the workplace,
 - Number and percentage of new decent jobs created for young people,
 - Number and percentage of new jobs created by young people.



08

INTEGRATING THE EDUCATION SYSTEM

There is a need for secondary schools, technical and vocational training centers and higher education institutions to reform their curricula and to add modern technology, digital transition and innovation.

Furthermore, there is also a need to support competency-based education and provide opportunities for continuous acquisition of additional skills.

Recommendation:



It is important to help young people acquire new skills in a timely manner in order to keep up with future trends, technological advances and the pace of change. These skills include:

- technology, innovation and digital capabilities,
- programming languages,
- information technology,
- digital business skills,
- data analysis skills,
- design skills,
- project management,
- product management,
- digital marketing skills,
- life skills,
- communication skills.

Solutions – Proposed activities to implement



Promoting occupations and providing training scholarships for jobs which are in high demand in the labor market but have a lower supply of workers;



Providing specific support to enterprises and industries that provide jobs for unskilled young people through internships and vocational training programs;



Making adjustments to balance the supply and demand ratio of labor market by setting quota for the number of students in universities;



Updating the curriculum of universities based on the demands of employers, pay more attention to train young people to acquire soft skills and lifelong learning inspiration;



Coordinating the activities of TVETs with the proper industries at the national level and creating an opportunity for the TVET students to work as a interns while studying.



RECOMMENDATION

09

INTRODUCING DIGITAL TRANSITION TECHNOLOGY, AND INNOVATION

Young people want to use technological solutions at all stages of their job search, job selection, and employment; to have information about employers and workplaces that is transparent; and to make informed decisions based on personal values and beliefs. A variety of technological solutions have emerged internationally in this regard.

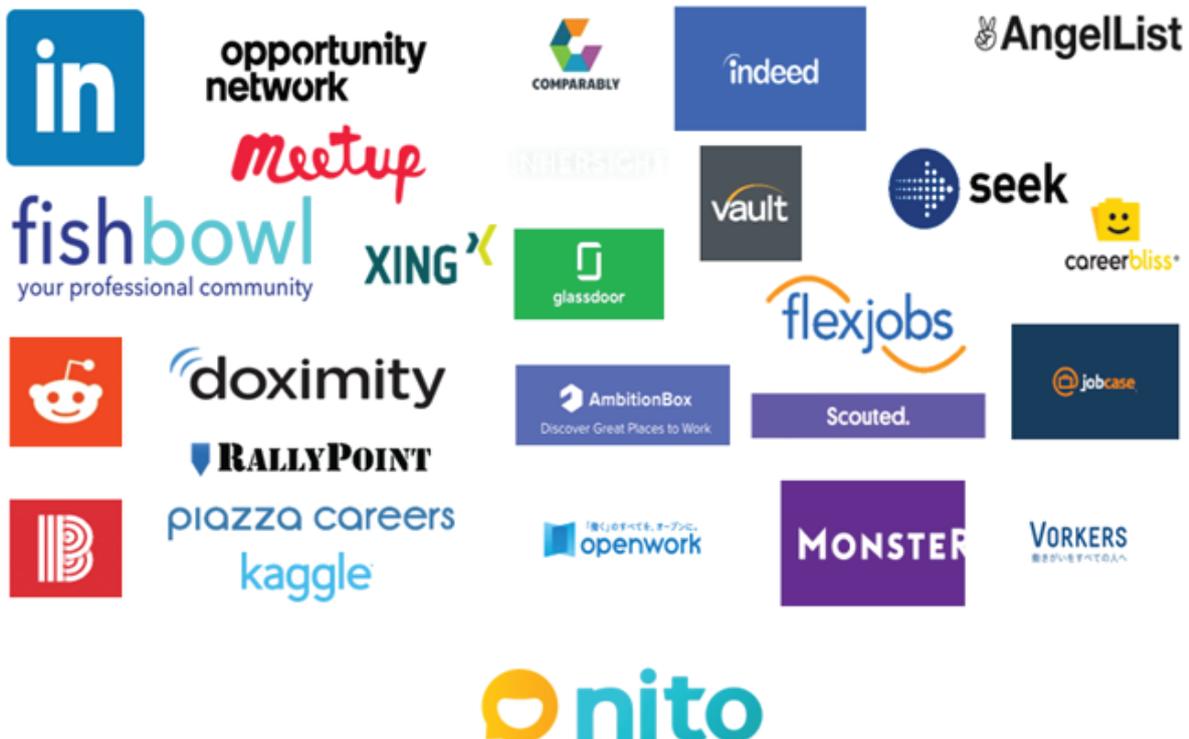
Large artificial intelligence-based platforms that connect employers and job seekers; provide detailed information about employers; allow employees to rate and comment on their organizations and management; and meet the needs of each other are emerging. The largest platforms and solutions can be seen below.



I need to know exactly which organization I'm going to join. We submit our applications in the dark without knowing exactly what the organization is, what kind of job we are going to perform, what the salary is, and whether the organization is going to pay social insurance or not. It's difficult to communicate like that.



Participant of the youth forum organized under the project, 2021



Solution 1:



Create high-efficiency jobs and high-value technology jobs in productive industries

Solution 2:



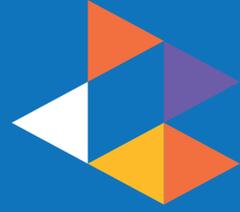
It is feasible to introduce the digitalization and technological innovation in the promotion activity of youth employment. For instance, it is possible to display all job vacancies announced by the companies in the every field and industry on one platform which can provide an opportunity to evaluate companies by their visions, values, wage structure, work environment, community, and position in society for employees, allowing users to choose their desired workplace based on their evaluations.

Solution 3:



To support the social participation and employment of people with disabilities by increasing the range of digital technology-based products from the Social Welfare Fund, including:

- to support mobility barriers - automated wheelchairs,
- to support the visually impaired - mobile and computer talking software,
- to support the hearing impaired - video communication equipment, automatic speech recognition system, ear canal and in-ear hearing aids, sound and vibrating bracelets,
- to support with communication problems - computer mouse, communication board, face-to-face communication software, identification and symbol creating software,
- to support with cognitive impairment - personal digital assistant, drop detector, recorder, personal emergency alarm system, simplified cell phone, medicine container, item locator, mobile travel tool, word completion software,
- environment barriers- toilet seat lifter, wall grip handles, etc.



RECOMMENDATION

10 CREATING YOUTH FRIENDLY WORKPLACES

Rationale: The key to building a sustainable, inclusive and equitable society is to build a decent work relationship in every workplace as outlined in Sustainable Development Goal 8 and Mongolia's Vision 2050 strategy.

Decent work means that everyone has access to a healthy and safe environment; basic social security services; fair remuneration for their work; respect for human rights; and the right to work in the workplace.

Unfortunately, although young people comprise 36.5 percent of the total workforce, i.e. there are 447,789 young people actively working, they comprise 58 percent of all industrial accidents and occupational diseases reported nationwide, and about 47 percent of those who have received services from the Confederation of Mongolian Trade Unions' Legal Counseling Services Center. The exercise of basic labor rights is extremely low for young people compared to other age groups, and the lack of knowledge of young people about labor relations and the law is a prerequisite for making them vulnerable.

Numerous surveys conducted by the Confederation of Mongolian Trade Unions, the National Human Rights Commission, and the Mongolian Bar Association show that the prevailing workplace harassment, violence, discrimination, and labor exploitation cases are higher among young people than in other age groups.

Realizing the right of every young person to freely choose a job, to enjoy favorable working conditions, salary, and self-employment will not only contribute to the economic and social development of Mongolia, but also improve the income level and quality of life of young people. The right to work is one of the basic human rights, and one of the ways to prevent violations of the right to work is to have knowledge and understanding of the foundation principles and civic rights, regardless of whether he or she is employed or not. However, the number of labor disputes pending in court has increased in recent years due to the ineffective implementation of labor rights.

Recommendations - TO THE GOVERNMENT OF MONGOLIA

-  Create direct policy, financial and sales incentives to support socially responsible businesses that ensure their employees' right to work and human rights. Direct government employment support actions and programs towards organizations that respect the rights of employees.
-  Change the concept and approach of the labor control system in accordance with the basic principles and norms of the labor framework.
-  Establish a structure for the prevention of labor rights violations, expand advisory functions and establish systems that ensure their implementation;
-  Amend the internal control system of enterprises and establish regulations to monitor the implementation of labor standards and norms;
-  Expand the campaign to promote the newly approved Labor Law, which will come into force on January 1, 2021.
-  Create a legal environment to facilitate unannounced labor inspections, ratify ILO Convention No. 81 dated 1947 on Labor Inspection (Industry and Trade) and Convention No. 129 dated 1969 on Labor Inspection in the Agricultural Sector;
-  Accede to ILO Convention No. 190 on the Prevention of Sexual Harassment in the Workplace;
-  Regularly update the list of jobs prohibited for minors by the government based on research and in consultation with employers and employee representative organizations;
-  Initiate a tripartite dialogue on the development of national guidelines and procedures for the prevention and management of workplace harassment among the government, employers and employee representatives;
-  Organize a campaign to raise public awareness on the importance of trade unions and collective bargaining between the government, the NHRCM and NGOs;
-  Organize public awareness campaigns by the government, the NHRCM and NGOs, including an awareness raising campaign on the rights of trainees and interns;
-  Develop and implement policies and programs to increase public awareness of labor rights; develop these as part of multilateral partnership between ILO, NHRCM, Ministry of Labor and Social Welfare, CMTU, MONEF, enterprises and training and research organizations;
-  Implement media campaigns involving media and social networks; (these should include TV programs; TV and radio discussions; short TV videos, etc.)
-  Develop and implement policies and programs to create a sustainable and respectful workplace culture;



Implement specific measures to increase the capacity of employees to protect their interests and increase their knowledge of the foundation principles and rights of employees, including having an employee representative body, the importance of collective bargaining, and developing consulting services in this area;



Organize the reflection and subsequent implementation of the employer's responsibilities on the types of workplace harassment and prevention measures in the organization's internal labor regulations and the employer's job descriptions;



Conclude employment contracts, establish a Labor Dispute Settlement Commission, and update recommendations on work procedures;



Analyze the regulations governing the labor relations of small and medium enterprises and provide policy support and development of advisory services;



Introduce job evaluation methods in order to implement ILO recommendations and the international best practices of implementing equal pay through pre-planned and organized activities, often referred to as "equal pay" programs.

Recommendations - TO EMPLOYER AND EMPLOYEE REPRESENTATIVE ORGANIZATIONS



Freedom of association – the employee representative organizations shall increase its coverage and inclusion of employees of the private sector, in particular, small and medium enterprises. Employer and employee representative organizations shall organize trainings for employees and employers on the benefits of trade unions and the use of collective agreements.



Forced labor and child labor - Employer and employee representative organizations shall organize trainings to increase awareness of employees and employers on forms, characteristics and negative effects of forced labor and child labor.



Discrimination - Employer and employee representative organizations shall organize trainings to explain the issues facing women and youth in particular. Employer's representative organizations shall support employers in developing and implementing policies on workplace harassment;



Workplace harassment - Clarify the concept of "workplace harassment", prepare manuals and training materials, and coordinate the organization of special programs and individual programs for enterprises. Employer and employee representative organizations shall provide support services in development and implementation of policies on workplace harassment;



Employment contract - The employer's representative organization shall develop and propose a standard employment contract to employers, including a probationary employment contract template. Employer and



employee representative organizations shall provide employers and employees training on the responsibility of the employer to provide a copy of the contract to the employee and the employer's legal obligations to pay wages during the probationary period;



Wages - Employer's representative organization shall raise awareness among employers about the negative impact of payment of wages below the minimum wage. Employer's representative organizations shall organize trainings among employers on the negative effects of non-compliance with the work and rest hours outlined by the law;



Occupational safety and health - The employer's representative organization shall provide methodological advice to employers in approving occupational safety and health rules and regulations;



Plan and implement new buildings, public transport, facilities and media in a way that is accessible to everyone in accordance with relevant standards;



Encourage businesses and organizations that support student part-time employment, support them with tax and other benefits;

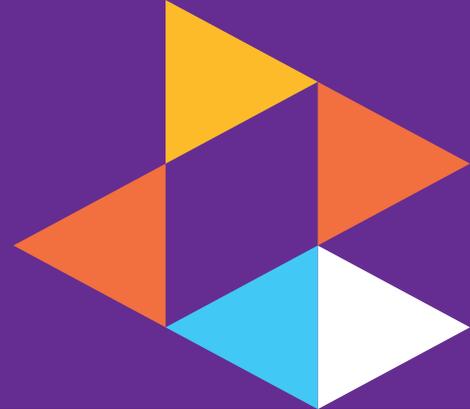


Increase the funds needed to support employment of people with disabilities and allocate them to the Employment Promotion Fund;



Use innovative social welfare services and technology-based axillary products to support the employment of young people with disabilities.

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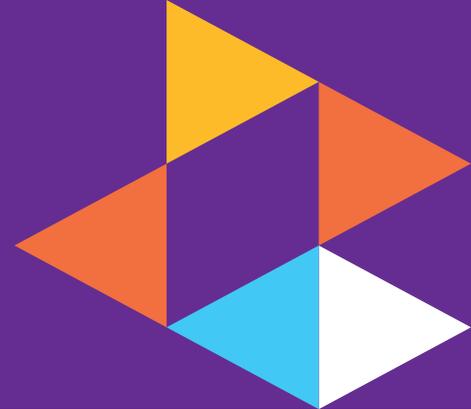
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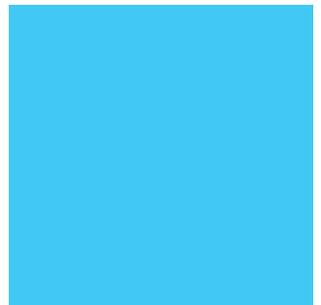
Mongolian Youth Council



Center for Citizenship Education



Yvote app



Jishee ba Bishee



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