WOMEN’S LABOR RIGHTS IN MONGOLIA

(1) Mother’s economic right
(2) Women’s labor right
(3) Employment policy support SDG 5&8

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Situation in MONGOLIA – Mother’s economic rights

- **Implementation of previous recommendation**
  Government of Mongolia had not taken any actions to implement the recommendations from Venezuela, Spain and Slovenia.

- **New developments**
  About 1 of 3 women of reproductive age are unemployed.

- **New needs**
  As "Population window" is open in Mongolia and expected to continue until 2030. The risk will be continuing.

- Photo by G.Bilguun
  - [https://news.mn/r/2209534/](https://news.mn/r/2209534/) 17.10.2019
Recommendations – Mother’s economic rights

a. Take special measures to effectively improve reproductive-age women’s economic activity, ensure employment rights and create a proper employment

b. Create decent employment opportunities through policies and actions meeting the different needs of men and women engaging with private sectors.
Implementation of previous recommendation

Challenge change stereotypes, improve the quality of life of vulnerable people have not been implemented effectively. (Uruguay, the Czech Republic, and Slovenia)

New developments

SH at workplace's accountability provision has been adopted in the Law of Infringement. However, the amendment to the Law on Labor has not been finalized.

New needs

1 of each 3 women are have violence WSH in Mongolia. Workplace sexual harassment violence and women’s unpaid working hours are increasing specially in herder women.
**Recommendations – Women’s labor rights**

- **Immediately adopt the Law on Labor** by ensuring employers do not undermine labor rights. Prohibit all forms of discrimination and incorporate accountability issues into the Law and raise public awareness in hole country of the Law with CCO's.

✓ Consider workplace sexual harassment a crime as it was before, establish an effective mechanism for filing grievances, organize and finance preventive measures.
Situation in MONGOLIA - Support SDG 5 and 8

- Implementation of previous recommendation
  Few countries provided recommendations, but Government has not been specifically targeted in this area. Just has updated Gender Statistics giving opportunities to provide sex-disaggregated data.

- New developments
  Some of the gender-based policies were adopted but do not implement; sector specialists have weak gender sensitivity and methods for implementing policies are not clear.

New needs - to change policy support SGD 5&8

Employment policy is not gender responsive. The Ministry of LSW reported in UPR National report that equal and open access to employment policies and activities does not belong to who is man or woman.
Immediately implement a training program for civil servants, including those in the labor, social protection, and financial sectors to develop gender-responsive policy planning, performance, and monitoring skills, and to monitor their results with NGOs.

Conduct a study of labor rights and social guarantees of workers in the informal sector and update and implement with gender-sensitive policies and programs to achieve SDG 5 and 8.
Thank you

From all the members of our coalition:

- Human rights forum in Mongolia
- XXI century women
- LEOS
- Human rights center for help citizen
- Mongolian women’s fund
- Human right ad legal research center
- Mongolian women’s federation
- Mongolian women’s employment support federation

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