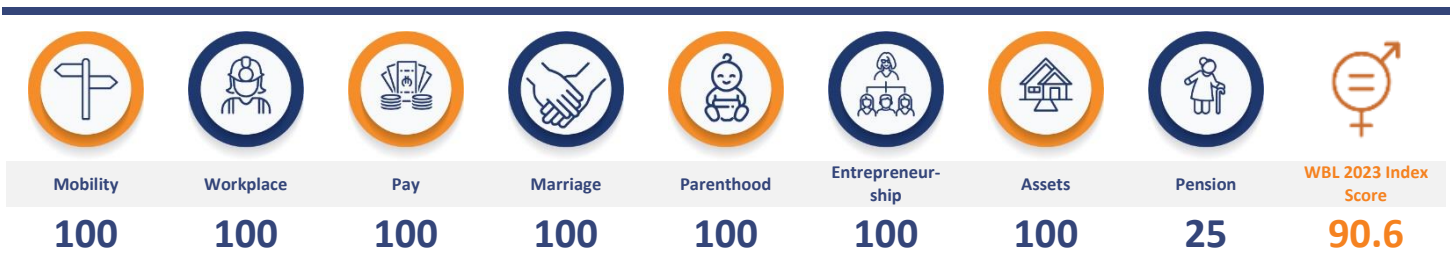


# Mongolia

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Ulan Bator). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Mongolia scores 90.6 out of 100**. The overall score for Mongolia is higher than the regional average observed across East Asia and the Pacific (72.6). Within the East Asia and the Pacific region, the maximum score observed is 91.9 (Hong Kong SAR, China).

## Mongolia - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, and gender differences in property and inheritance, Mongolia gets a perfect score.

## Areas for Improvement

However, when it comes to laws affecting the size of a woman's pension, Mongolia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Mongolia is on the indicator measuring laws affecting the size of a woman's pension (the WBL2023 Pension indicator). To improve on the Pension indicator, Mongolia may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits, and accounting for periods of absence from work due to childcare in pension benefits.

## Recent Reforms

During the past year (October 2nd, 2021 to October 1st, 2022), Mongolia mandated equal remuneration for work of equal value. Mongolia introduced paid paternity leave.



Further data details for Mongolia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/mongolia/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Law, Art. 10(2)
	Can a woman travel outside her home in the same way as a man?	Yes	Family Law, Art. 10(1)
	Can a woman apply for a passport in the same way as a man?	Yes	Government Resolution No. 126 of 2016, Arts. 3 and 5; Passport Application Procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law, Art. 10
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Law, Art. 10(2)
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law of Mongolia of 2021, Art. 6.1; Law on Promotion of Gender Equality, Art. 11.1
	Is there legislation on sexual harassment in employment?	Yes	Law on Promotion of Gender Equality, Arts. 4.1.7 and 11.4
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Law on Promotion of Gender Equality, Art. 25.1
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law of Mongolia of 2021, Arts. 101 and 102
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Law, Art. 10(1)
	Can a woman be head of household in the same way as a man?	Yes	Family Law, Art. 10
	Is there legislation specifically addressing domestic violence?	Yes	Law on Combating Domestic Violence; Criminal Code, Art. 11.7
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Arts. 10-14
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Law, Art. 15
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law of Mongolia of 2021, Art. 137.1
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Arts. 1 and 19.2
	Is paid leave available to fathers?	Yes	Labor Law of Mongolia of 2021, Art. 137.5
	Is there paid parental leave?	Yes	Labor Code of May 14, 1999, Art. 106.1; Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Art. 3.3.3; Law on Benefit for Mother, Father, Single Mother or Father Heading a Household with Many Children 2017, Art. 6.2; Resolution No. 199 dated July 7, 2021
	Is dismissal of pregnant workers prohibited?	Yes	Labor Law of Mongolia of 2021, Art. 135
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Promotion of Gender Equality, Art. 9
	Can a woman sign a contract in the same way as a man?	Yes	Family Law, Art. 10(1)
	Can a woman register a business in the same way as a man?	Yes	Family Law, Art. 10(2); Law on Promotion of Gender Equality, Art. 9(1)
	Can a woman open a bank account in the same way as a man?	Yes	Family Law, Art. 10(2); Law on Law on Promotion of Gender Equality, Art. 9(1)
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 127(2) and 128(1)
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 520
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 520
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 128
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 126(4)
	Is the age at which men and women can retire with full pension benefits the same?	No	Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Art. 4; Law of 2 February 2018
Pension	Is the age at which men and women can retire with partial pension benefits the same?	No	Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Art. 4(5); Law of 2 February 2018
	Is the mandatory retirement age for men and women the same?	Yes	Labor Code of May 14, 1999, Art. 40.1.3
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located