











Mongolia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
77.5	52.5	61.3

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Mongolia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Ulan Bator). The scores for Mongolia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	75.0	50.0	100.0	25.0
Supportive frameworks score	75.0	66.7	33.3	50.0	66.7	0.0	50.0	66.7	66.7	50.0
Expert opinions score	37.5	87.5	50.0	56.3	56.3	62.5	25.0	87.5	87.5	62.5

In summary, the **WBL 2.0 legal frameworks score** for Mongolia (77.5 out of 100.0) is higher than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). 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 and laws affecting women's property and inheritance, Mongolia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Mongolia is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Mongolia may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Mongolia (52.5 out of 100.0) is higher than the global average (39.5) and higher than the East Asia & Pacific regional average (33.9). Mongolia does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Mongolia is on the indicator measuring supportive frameworks affecting women's work after having children. To

improve on the Parenthood indicator, Mongolia may wish to consider making it possible to apply for maternity benefits through a single government application process, putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Mongolia (61.3 out of 100.0) is lower than the global average (65.7) and lower than the East Asia & Pacific regional average (64.8). Mongolia does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Mongolia is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Law on Combating Domestic Violence, Arts. 6.1.1-6.1.4, 6.2-6.5, and 34.1.3; Criminal Code, Arts. 11.7 and 12.1
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Government Resolution No. 71 of 08 February 2023, Annex 1, Arts. 2.1 and 2.2; Family Law, Art. 10
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)
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Arts. 7, 8, 9 and 16; Government Regulation No. 62 of 12 March 2003, Annex 1, Chapter 2
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; Law on Promotion of Gender Equality, Art. 11
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Law of Mongolia of 2021, Art. 6
Does the law allow employees to request flexible work?	Yes	Labor Law of Mongolia of 2021, Arts. 67-68
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 an industrial job 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
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Law, Art. 10
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 obtain a judgment of divorce in the same way as a man?	Yes	Family Law, Arts. 10-14
Does a woman have the same rights to remarry as a man?	Yes	Family Law, Arts. 11-15
Parenthood		

Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law of Mongolia of 2021, Arts. 137.1 and 139.1; 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
Are leave benefits for mothers paid solely by the government?	Yes	Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Arts. 1 and 19.2
Is there paid leave available to fathers?	Yes	Labor Law of Mongolia of 2021, Art. 137.5
Is dismissal of pregnant workers prohibited?	Yes	Labor Law of Mongolia of 2021, Art. 135
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Art. 15; Law on Education, Art. 31.1.2; Law on Childcare Services, Arts. 3.1.2, 13 and 6; Order No. A/180 of 26 September 2022 of the Minister of Labor and Social Security, Annex
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	Yes	Law on Childcare Services, Arts. 9.1-9.2; Law on Preschool Education, Art. 15.1; Decision of Parliament of Mongolia No. 17 of 29 April 2022
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Law on Childcare Services, Arts. 6.4-6.6; Decision of the Government of Mongolia No. 97 of 9 March 2022 on the Approval of Procedure for Financial Support for Childcare Services, Annex, Secs. 1.2 and 3.2; Order of the Ministry of Education No. A/118 of 6 March 2019 setting Model Rules on Kindergartens, Annex, Art. 2.6; Order of the Ministry of Education No. A/409 of 26 June 2018, Annex, Secs. 2.3 and 5; Law on Preschool Education, Art. 12.1
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Law, Art.10; Civil Law, Art. 15; Law on Promotion of Gender Equality, Art. 9(1)
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Promotion of Gender Equality, Art. 9
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 127(2) and 128; Law on Allocation of Land to Mongolian Citizens for Ownership, Arts. 4, 5 and 20; Land Law, Arts. 5 and 6
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 520
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 520
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 126(4)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	No	Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Art. 4
Are the ages at which men and women can retire with partial pension benefits equal?	No	Law on Pensions and Benefits Payable from the Social Insurance Fund of Mongolia dated June 7, 1994, Art. 4(5)
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		



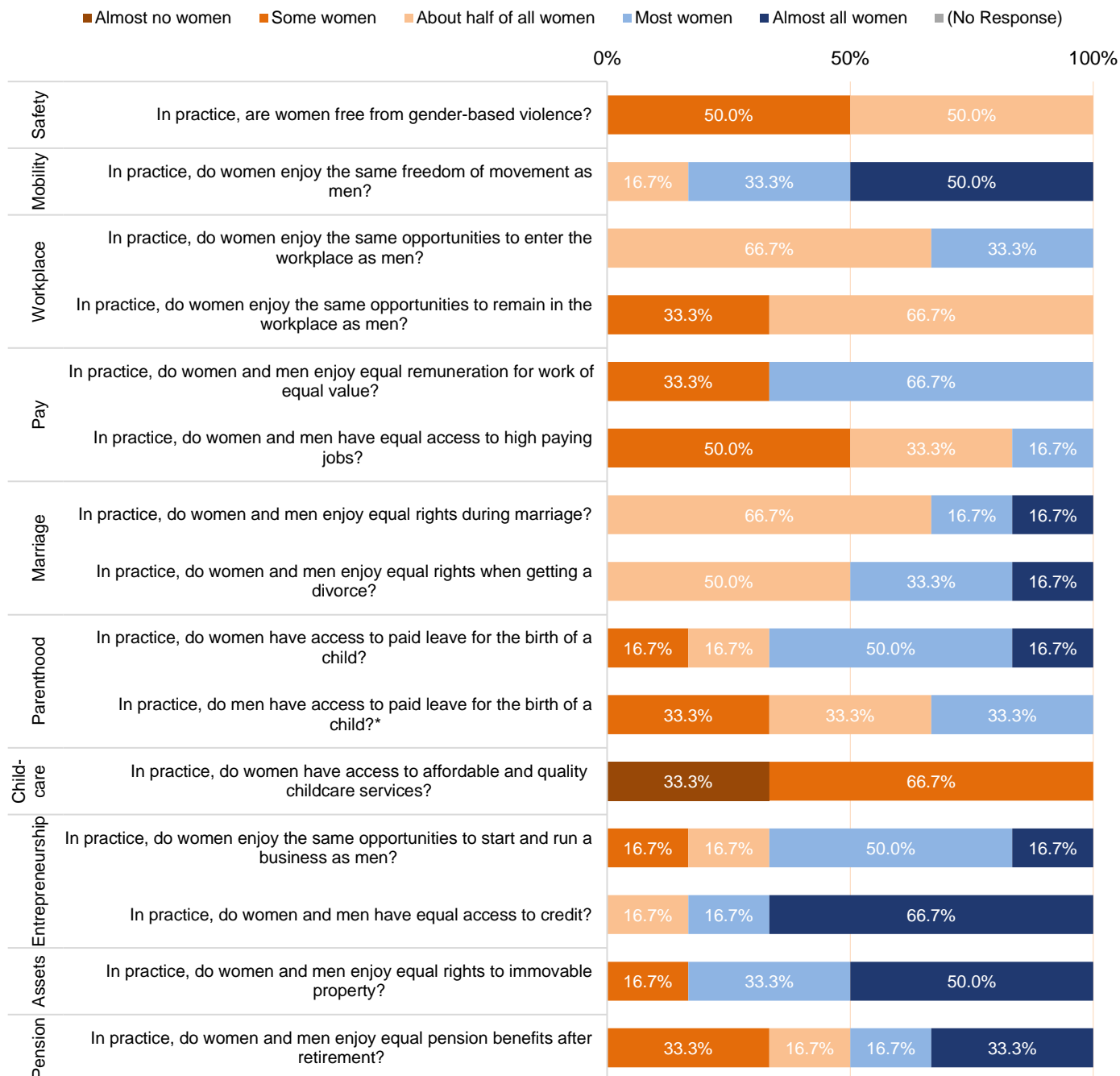
Has the government developed comprehensive mechanisms to address violence against women?	Yes	One Stop Service Center (OSSC); Prevention of Domestic Violence and Crimes against Children Division of the Metropolitan Police Department
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Coordination Council for Crime Prevention
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	One Stop Service Center (OSSC)
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Law on Promotion of Gender Equality, Arts. 15 and 23; National Human Rights Commission Act, Arts. 20 and 23
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	National Statistics Office: Employees by sector of economic activity, gender, age group, region, province, capital, quarter, year
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Law on Mediation, Arts. 3.1, 5.1 and 6.3; Civil Procedure Code, Art. 132
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	State Legal Aid Center
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Education and Science of Mongolia
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Decision of the Government of Mongolia No. 97 of 9 March 2022 on the Approval of Procedure for Financial Support for Childcare Services, Annex
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	National Statistics Office of Mongolia





Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Center for Women Entrepreneurs; State Bank Loans
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	General Law on State Registration of Property Rights, Arts. 3.1, 5 and 7.5; Government Regulation No. 394 of 26 December 2018, Annex 1, Art. 2
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	National Statistics Office of Mongolia
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Pensions and Benefits Payable from the Social Insurance Fund, Art. 28; General Administrative Law, Art. 92

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.