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KWPF
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2024






The Future is Now: Jobs as Engines of Economic Transformation

The Future of Jobs and Skills in Mongolia



Grant Snapshot



Region	Sector	Grant Approval Date	Grant Closing Date	Authorized grant amount (USD)
 East Asia & Pacific	 Social Protection and Jobs	 March 2020	 Expected to close May 30, 2024	 \$860,000

Names of TTL(s) involved in grant implementation	Name(s) of client(s)/ beneficiary organization(s)	Name(s) of Korean Partner organizations involved in grant implementation	Today's presenters
Yang Huang, Senior Economist Natalia Millan, Economist	Ministry of Labor and Social Protection (MLSP)	Korea Employment Information Service (KEIS) Korea Development Institute (KDI) Korea Labor Institute (KLI) Korea Research Institute for Vocational Education and Training (KRIVET) Ministry of Employment and Labor	Bor Altantulga, Head of Employment Division, MLSP Monkhooroi Dorjpagam, Director of Research Department, Training, Assessment and Research Institute for Labor and Social Protection Sang Hyon Lee, Research Fellow, KEIS Natalia Millan, Economist, WB

Setting the Stage



At grant approval time:

1. **Limited Labor Market Evidence:** Research on the Mongolian labor market was scarce.
2. **National Strategy in need of a roadmap:** Mongolia's National Employment Strategy lacked a clear evidence-based path to achieve its goals.
3. **Early Stage LMIS:** The country's labor market information system was still under development.

Our approach: Three pillars

1. **Jobs Diagnostic (JD):** Conduct in-depth analysis of the Mongolian labor market;
2. **Towards an Efficient & Modern LMIS:** Provide technical assistance and capacity building to the Government of Mongolia on modernization of its public employment services (PES) and labor market information system (LMIS);
3. **Knowledge Sharing & Policy Dialogue:** Facilitate **knowledge exchange** between Korean experts and the Ministry of Labor and Social Protection (topics included LMIS, labor market research, and active labor market programs, including skills development and PES); conduct **policy dialogue and JD report launch** with wide range of stakeholders.

Component 1: Mongolia Jobs Diagnostic

KEY FEATURES OF THE MONGOLIA JOBS DIAGNOSTIC

Objective: Comprehensive study of labor market trends and prospects to identify key **problems (challenges)** and **causes (constraints)** and propose **solutions (a jobs strategy)** to create a more dynamic and inclusive labor market.

A multisectoral approach: with analysis of macro and structural context and labor market performance over the past decade.

International perspectives: Brings international experience to the Mongolian experience.

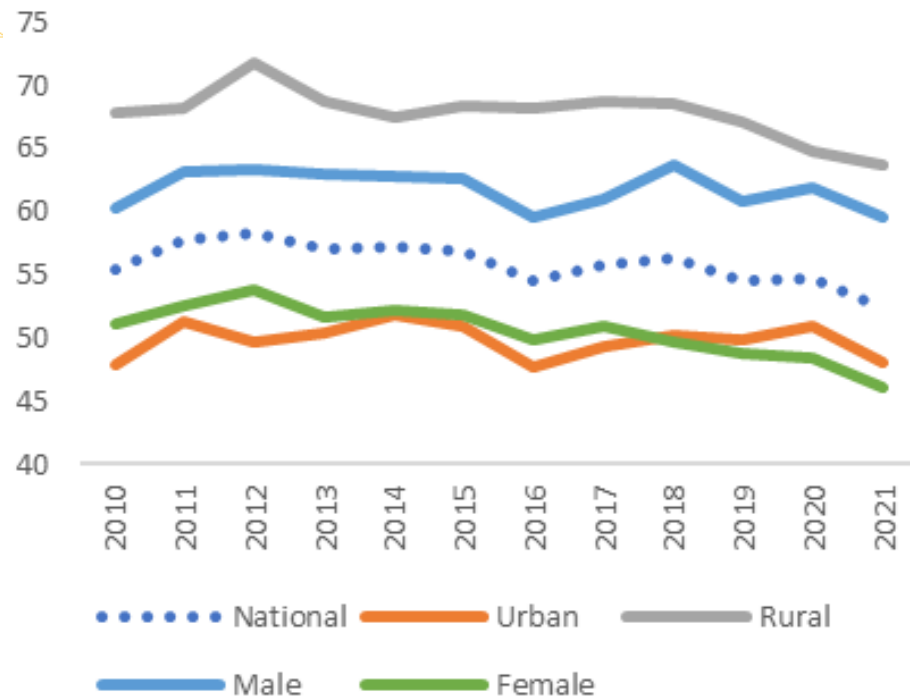
A comprehensive jobs strategy:

A jobs strategy that covers labor supply, labor demand, and labor market functioning.

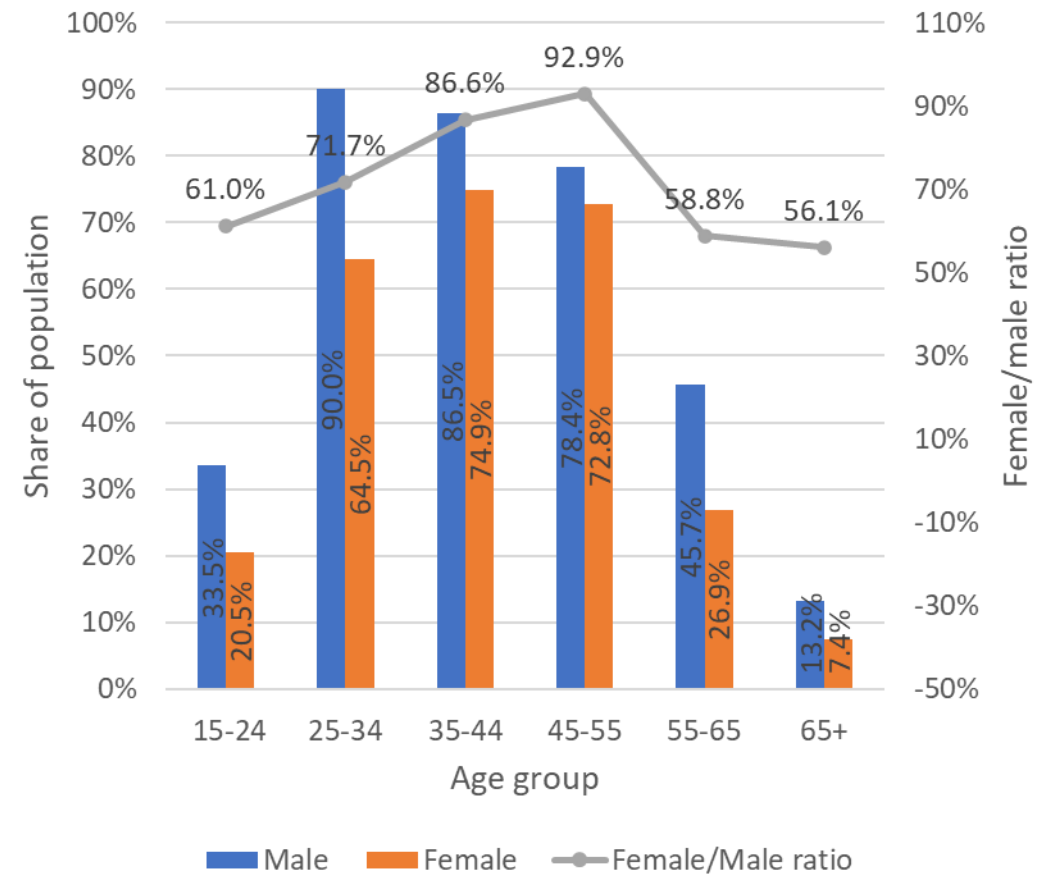


Supply-side challenges: Labor force participation has been gradually declining and is especially low for women, the youth, and in urban areas

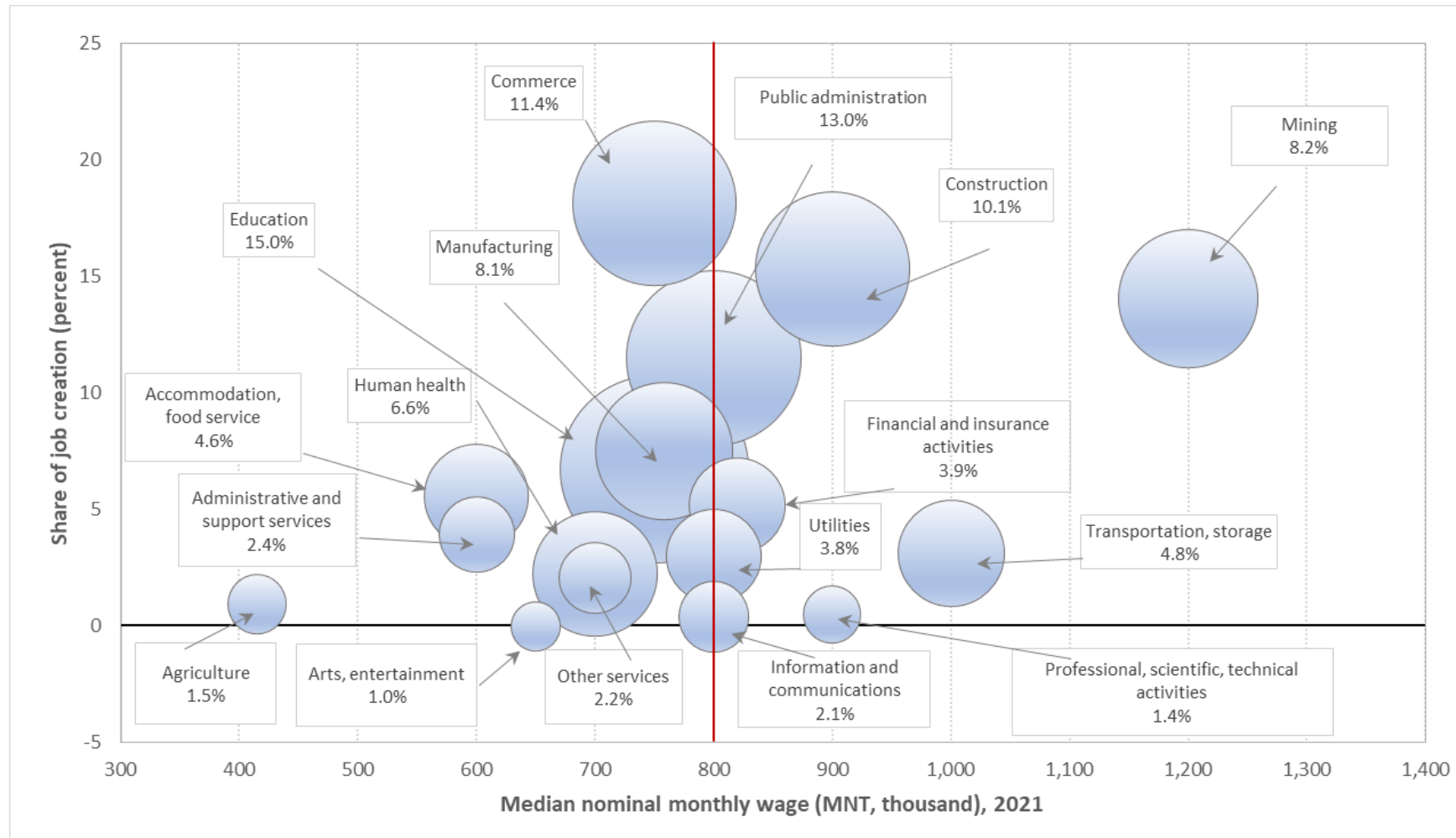
Labor force participation has been gradually declining



The female/male ratio of labor force participation is lowest for youth and those over age 55



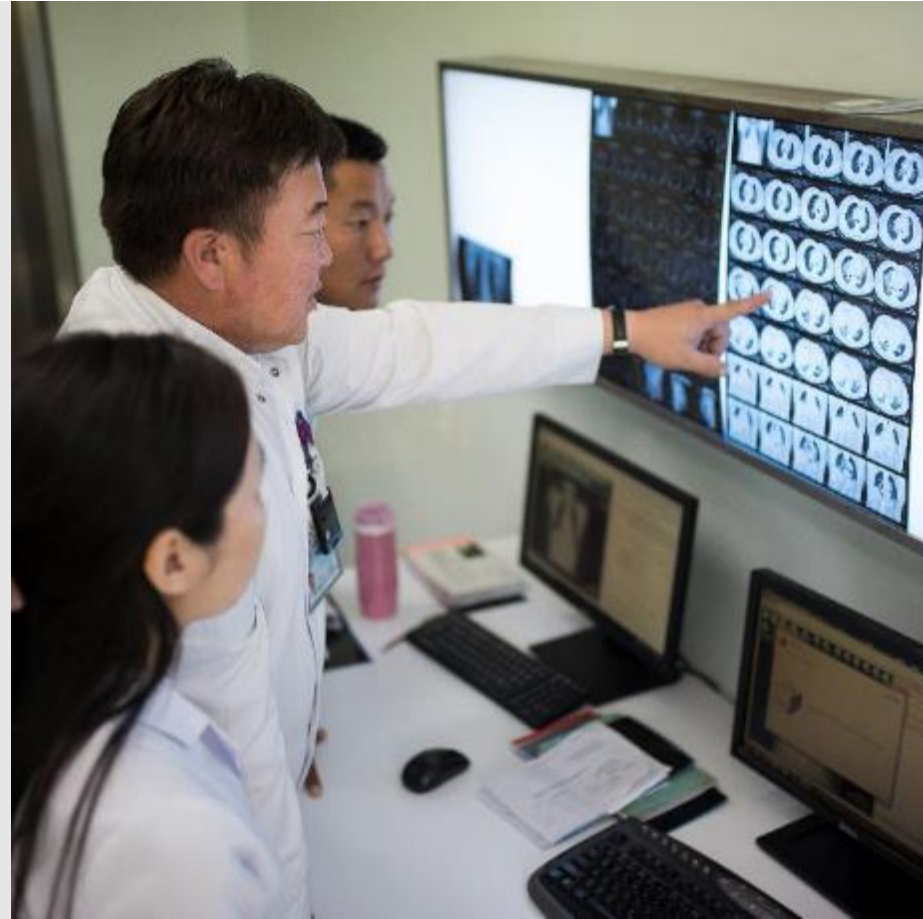
Low-paid jobs realized the biggest increase and job growth concentrated in the commerce and education and public administration sectors



WHAT ARE MONGOLIA'S MOST IMPORTANT LABOR MARKET CHALLENGES?

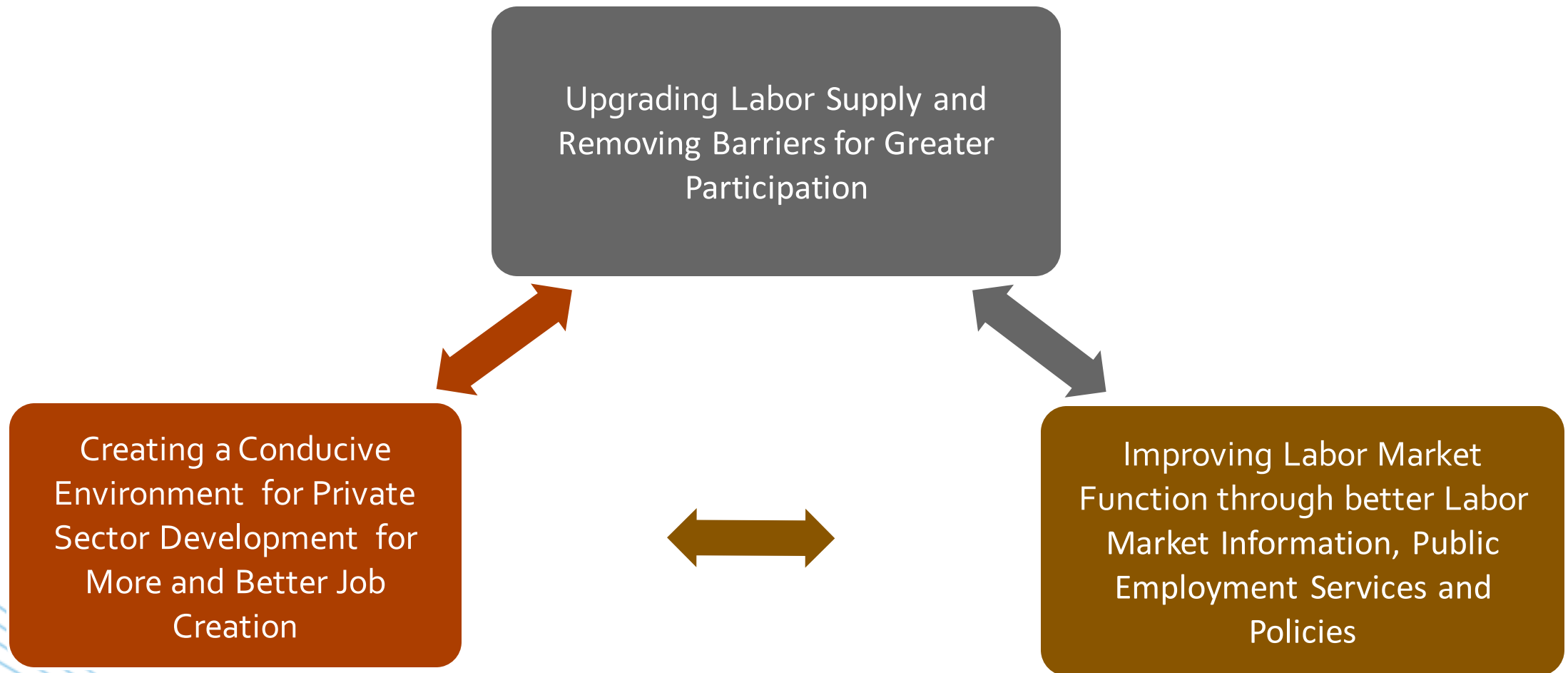


1. Create more and better jobs that are more diversified than those created over the past decade



2. Increase inclusion by raising labor force participation for certain groups, such as women, and providing more job opportunities for youth

ELEMENTS OF THE JOBS STRATEGY



OUTPUTS

- **Mongolia Jobs Diagnostic Synthesis Report, Mongolia Jobs Policy Note** launched with high-level audience and stakeholders and widely covered by media
- **Eight background papers** completed and published online
- **A series of workshops and meetings** carried out with the MLSP, the Ministry of Economy and Development, the Ministry of Finance, and other ministries and agencies, as well as the Economic Advisors of the Prime Minister to conduct policy dialogue and disseminate the results





Component 2: Towards a Modern and Efficient Labor Market Information System

Why are labor market information systems important?

Employers

- Higher costs
- Lower output and competitiveness
- Constrained investment

Poor information about labor markets can hinder job creation and economic growth

Employees

- Lower wages
- Lower job satisfaction/security
- Limited career prospects
- More time in unemployment

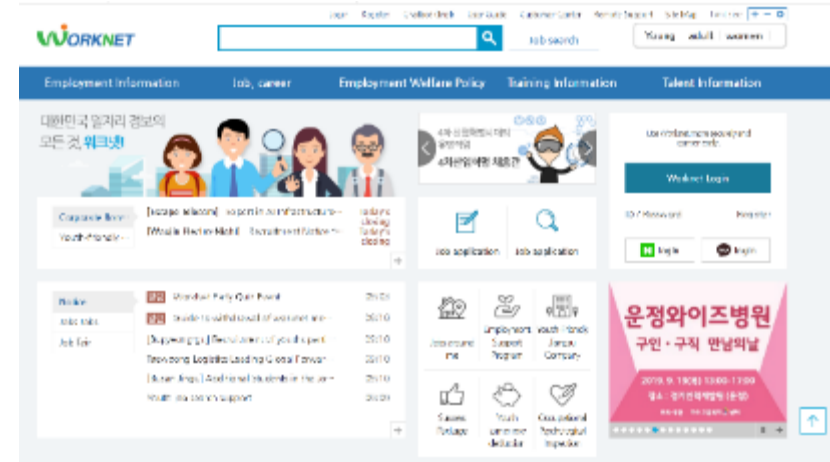
Economy

- Lower returns to human capital investment
- Lower productivity
- Slower economic growth

Why learn from Korea on LMIS?

The KEIS Employment Network is an “advanced LMIS”:

- **Functionally comprehensive:** job matching; career and skills guidance; government support; labor market information and analysis
- Connects **Work-Net; Korea Employment Information System; Employment Insurance network; Human Resources Development Network; Employment Permit System; and Employment-Welfare Nexus**
- **Used by various stakeholders:** jobseekers; workers; firms; policy makers; researchers; decision makers; practitioners
- **User friendly platform with latest ICT technology, including AI; 24-hour Chatbox service**



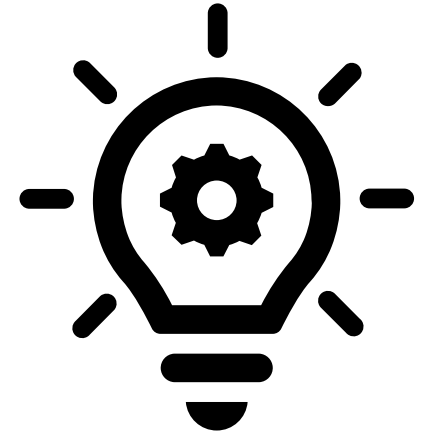
Grant also used to develop a skills taxonomy for Mongolia's LMIS



Enhanced Job Matching:
A common language for employers & job seekers
= more job matches



Smarter Hiring & Optimized Resources:
Clear structure for skills comparison = better hiring decisions



Better Re-skilling & Upskilling of Workforce:
Skills development programs have information needed to tailor training to in-demand skills



Informed Career Guidance: Jobseekers & workers can identify their strengths and weaknesses & take appropriate action

Contributions of Korean Partners



1. **Jobs Diagnostic:** collaborated with **KDI** colleagues for knowledge sharing and analyzing the Employment Permit System (EPS) data provided by the **Korean Employment and Information Service (KEIS)** to inform policy recommendations
2. **LMIS Virtual Workshop:** **KEIS** presented a deep dive into the Korean Labor Market Information System.
3. **Study tour to Korea:** with **KEIS, Korea Labor Institute, Korea Research Institute for Vocational Education and Training (KRIVET), Ministry of Employment and Labor, Seoul Employment Center.**



Impact



1. Enhanced Insights & Informed Labor Market Policy

- Deepened understanding of **job creation challenges** among key stakeholders
- Jobs became a cross-cutting theme in the World Bank's 2021-25 **Country Partnership Framework**
- Evidence-based and detailed **policy recommendations**
- Informed **revisions to the Employment Promotion Law**

2. A More Modern LMIS that Facilitates Job Matching

- Informed development of the official LMIS “**e-Job platform**” which will now incorporate a **skills taxonomy** to improve jobs matching

3. Knowledge Exchange & International Partnerships

- **Knowledge exchange** with Korea on LMIS, labor market research, and skills development programs
- Opened doors for **future collaboration**

Conclusion – forward look



Continued policy influence as a major and trusted development partner on labor market issues (e.g., policy note for new government, report to improve formalization).

Continued support to build a more modern, efficient, and integrated labor market and social protection system

Knowledge partnership: Leveraging collaboration with Korea for continued success (especially Korea's experience in digital infrastructure and digital government services)

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Thank you

