

## **REPORT ON THE IMPLEMENTATION OF UN GENERAL ASSEMBLY RESOLUTION A/RES/76/139 REGARDING 30<sup>TH</sup> ANNIVERSARY OF THE INTERNATIONAL YEAR OF FAMILY BY MINISTRY OF LABOUR AND SOCIAL PROTECTION OF MONGOLIA**

### **(i) General Information on Family oriented policy**

The Government of Mongolia has been paying particular attention to the family development issue. We have set specific objective to promote family development in the Vision-2050, the long term development policy document, Mongolian 5 year midterm development policy, the Government Action Plan 2020-2024:

1. According to the objective 2.3 of "Family" section of the Vision-2050 Supports sustainable population growth and builds active, creative citizens and families. In the 3 phases of long term development policy, we setting following goals: In the first phase of the long-term development policy (2021-2030), to create an effective system of family-friendly development and protection, to increase the participation of parents in supporting children's development, talents, skills, technical thinking and social development, and to support young families, create conditions and improve the quality of complex operations. In the second phase (2031-2040) create an environment and conditions that support the target group, provide them with productive work and employment, support the needs of multilateral development, comprehensive protection system, family and personal development, and improve the quality of comprehensive activities. In the third (2041-2050), a comprehensive action plan will be implemented to improve the quality of life of the population and to build a globally recognized Mongolian citizen.

2. The five-year guidelines for Mongolia's development in 2021-2025 are based on the Vision 2050 Mongolia's long-term development policy. Under the objectives of "Implementing Family-Friendly Policies and Promoting Sustainable Population Growth and Human Development" we sub objectives are set (i) create an effective family-friendly development and protection system based on research and evidence that supports sustainable population growth (ii) Increase the participation of parents and the community in child development, supporting talents, skills, technical thinking and maturity, strengthen the child protection system, and (iii) improve the support environment for young families. (iv) create a friendly and accessible environment for people with disabilities and the elderly and provide employment opportunities.

3. According to the Action Plan of the Government of Mongolia for 2020-2024, "A comprehensive human development policy that respects the rights of families, children, youth, the elderly and people with disabilities, and ensures the participation of all segments of society will be implemented.

The following set of family support measures have been implemented during the global coronavirus pandemic (covid-19) in 2020-2022. This includes:

- cost of heating, fuel, electricity and water for citizens is covered by the state,
- the state pays social insurance contribution for some employees and the unemployed and voluntary insured,

- deferred mortgage repayment,
- food, fuel and sanitation packages were distributed to target households
- Number of service year of mothers has been increased correspondent to the number of children which she has given birth and raised when they get retires.
- Increased maternity benefits for voluntary insured mothers.
- Social insurance contribution of mothers who take care of their children up to 3 years of age has been paid by state.
- Single mothers and fathers with many children now receive benefits.
- Increased child allowance, welfare pension and regular care allowance
- doubled the amount of food vouchers issued to the very poor
- Continuously implemented measures to protect the rights of children and families and prevent risks.

Some of the measures taken by the Government of Mongolia are still ongoing and are a major support to household livelihoods, family members' work and living arrangements, and real household incomes.

## **(ii) Celebrating the International Year of the Family**

Every year, Mongolia develops a special plan and implements certain activities on the occasion of International Family Day. Here we take some of the examples of last 2 years' activities:

- International Family Day was celebrated in 2021 in connection with the situation in Covid-19. We organized 6 advocacy events on the theme "Let's love and protect our families" and "Let's shine from home" online, reaching a total of 174,000 people and disseminating them through 23 active Facebook groups. In addition, we have prepared two TV programs on strong family relationships and values, "Home with full of happiness" and "Future full of love" and broadcasted them on 5 public TV stations, 6 websites and more than 50 pages. Family posters were prepared and placed at bus stops. Launched the "Family Center" website, which provides legal and psychological counseling to families, and delivered four series of training on "Positive Parenting" and three series of training on "Family Values" online.
- Discussions on "Family-Collective Responsibility" and "Family Law" on the occasion of International Family Day in 2022, which aims to raise awareness of family relations, family values, family responsibilities and the benefits of strong relationships was organized. Also training on adolescent girls' health and psychology, lectures on "Family is the warmest place", "Gender and its difference" and "Women" were organized in public places and organizations and covered 20,000 people. Prepared posters, information, advertised on social media and social networks and delivered to the public.

## **Reporting of the questions of resolution:**

**(a) Family-oriented efforts in support of managing the use of new technologies, including harnessing new technologies to improve work-family balance and promote parenting education;**

The new Labor Code, enacted in 2021, is a progressive family-friendly law that includes a number of legal provisions for families and communities. Pursuant to Article 43.3 of the Law on “Improving the Balance of Work and Family of Employees”, the employer shall provide support to ensure the balance of work and life of employees by regulating work and rest hours, using flexible employment conditions, collective agreements and internal labor standards and implementing child-friendly and child protection policies for employees.

There are many types of employment contracts, including the following employment contracts aimed at ensuring work-life balance. This may be agreed upon by the employee and the employer by concluding a “part-time employment contract”, a “home-based employee employment contract”, and a “remote-employee employment contract”. These agreements, on the other hand, implement policies to promote family-friendly employment aimed at regulating the use of new technologies. Employees shall perform their duties under the supervision and control of the employer using the employer's or their own equipment, technology in a place other than the employer's place of residence, at home, or in a location of their choice.

In addition, Article 37 of the law provides for the following family-supporting activities in a collective agreement between the employer and the employee's representative. These include:

- ажил олгогчоос ажилтанд олгох тэтгэвэр, тэтгэмж, тусламж, хөнгөлөлтийн хэмжээ;
- ажилтны хөдөлмөр эрхлэлтийн нөхцөлийг уян хатан зохицуулах асуудал;
- amount of pensions, benefits, assistance and benefits provided by the employer to the employee;
- Flexible regulation of employee employment conditions;

In addition, the Labor Code contains the following provisions that are family-oriented and protect the family:

- It is prohibited to terminate the employment relationship of a pregnant woman or a mother (single father) with a child under the age of three at the initiative of the employer.
- Breaking time of employees was well specified such as resting and lunch break time, breastfeeding time for mothers
- Breastfeeding time will be considered as working hour and paid.
- The employer shall take measures to provide the employee with a room for breastfeeding.
- Maternity leave is mandatory for 120 days.
- Maternity leave for 140 days is mandatory for mothers who have given birth to twins.
- 10 days of paternity leave for fathers will be provided to take care of his newborn child, and shall be paid an amount equal to the average salary for that period.
- If one of the adoptive parents of the infant requests, the employer shall provide him / her with a paid leave equal to the average salary for a period of up to 60 days.

- If a mother or father with a child under the age of three requests, the employer shall grant her parental leave, and the issue of benefits during this period shall be regulated by relevant legislation, collective agreements, collective bargaining agreements, employment contracts and internal labor norms.
- If the childcare leave has expired or has not expired, but the employee requests it, the employer is obliged to continue to employ him / her, and if the employee is laid off or the number of employees is reduced, he / she will be employed in another job of the same quality.
- Employees who are pregnant or have children under the age of three may agree with their employer to perform their duties at home or remotely.
- Employees who is pregnant or have children under the age of three are not allowed to go on business trips, except with their consent.

In accordance with the Law on Child Protection and the Labor Code, “Parents' Councils” have been established in enterprises and organizations since 2018, kindergartens and rooms have been established near workplaces, and child protection policy has been implemented. As of 2021, a total of 4,100 parent councils have been established. This initiative has been expanding rapidly.

It is effective to implement employment promotion policy for women along with social protection policy for the family member. In this context, in 2022, the “Women's Employment Support Program” is being developed and implemented for the first time. The program aims to increase women's employment opportunities, support their return to the labor market, address the employment challenges of women outside the labor force, and provide them and mothers with young children with long-term care at home with electronic and necessary skills and training and increase their income by providing support.

During the pandemic, the government took measures to shorten the working hours of employees and make them work remotely. Parents and senior staff, especially those with young children, were hired for shorter hours and online. In 2020, a very strict regime was established, and according to incomplete data, about 30,000 people from about 1,000 organizations and enterprises worked part-time and remotely.

Recently, we have been paying close attention to the rapid delivery of our state services to the people, and we are using technological advances in public services. The Government of Mongolia provides public services to citizens and businesses through an electronic one-stop shop. As of 2021, the e-Mongolia platform has digitalized 639 services of 60 government organizations. One-stop service center serves about 100 people a day and provides government services online. The majority of one-stop service center’s customers are the elderly. The system has become an important service that saves people time and money.

## **Family education**

The Government Implementing Agency- Family, Children and Youth Development Agency is the key government body in charge of implementation of family development policy set by Ministry of Labour and Social Protection and the agency operates activity under Ministry of

Labour and Social Protection. The Agency has branch through Mongolia and 32 Family counselling centers which provides family education for people.

Recently, online family education and family counseling services have been significantly expanded. Within the framework of family education, curricula, modules and content are being developed, and posted online, trainers are being trained. Family education manuals and content are disseminated to the public through organizations, local pages, and social networks, and training and counseling are provided online and in person.

Considering that it would be effective to provide family education at all levels of formal education from an early age, the Government's current draft of the revised Family Law includes family education in all levels of formal education, the development of family counseling services, and It provides for the provision of informal family education to adults through family counseling centers. The draft also requires spouses to receive special family education training before marriage.

In addition, common requirements for direct and indirect family services have been established, and Family Support Service Standards have been developed to establish and enforce common requirements for social services aimed at creating a healthy, normal and stable family life.

**(b) Family-oriented policies and programmes that promote inclusive urbanization, access to affordable housing, inter-generational living arrangements and other measures;**

In 2013, the Government of Mongolia launched the "Sustainable Housing Financing System Program" to provide citizens with affordable housing. "National programs such as "Rental Apartments" and "150,000 Apartments" are being successfully implemented. In addition, housing projects are being implemented as part of formal development cooperation to increase access to affordable housing. For example, "Green Lake - 1008 apartment project" in Sukhbaatar district of the capital city with a grant from the Government of the People's Republic of China, "Rainbow -1" and "Rainbow-2" in Khan-Uul district of the capital city with a soft loan from the Government of the Republic of Korea. Housing projects for 5,002 households, Bayangol Valley 2,007 housing projects in Songinokhairkhan, and the construction of housing estates for 10,000 households in Ulaanbaatar's sub-centers have been funded by the Asian Development Bank and the Climate Green Fund. With the implementation of these housing projects, it will be possible to provide citizens with affordable housing for a total of 18,017 households. Out of these, the target group of citizens, single parents, and people with disabilities, civil servants and young families are included.

Mongolia's Vision 2050 Long-Term Development Policy, Government Action Plan 2020-2024, National Program "150 thousand Apartments" and Prime Minister's Decree No. 43 of 2021 have started the construction of "Youth" apartment complex. According to the terms of reference, 5,200 government offices, community centers, information and technology clusters, hospitals, schools, kindergartens, service centers, roads, squares, green areas, and 5,616

apartments will be built in the project area of “Zaluus-1” apartment district. The first phase of the project is scheduled for commissioning in 2024.

Measures have been taken to include citizens in rental apartments in accordance with the “Regulation on renting apartments for target groups” approved by the Minister of Construction and Urban Development with Order No. 26 of 2017 and the Government Resolution No. 138 of 2019. In accordance with the procedure for enrolling the target group in rental apartments, a quota of 20 percent of rental apartments in the capital city and 18 percent in rural areas for young families (married couples under the age of 35) has been set and implemented. The implementation of this measure in 2016-2021 covered 59 families in rented apartments in the capital city and 63 families in rural areas in rented apartments and it is evaluated that quota implementation is 90 percent. As of December 2021, a total of 104.4 thousand people have received mortgage loans worth MNT 5,654.5 billion. Out of this, 74,716 people received loans worth MNT 3,639.3 billion through the program.

### **(c) Strategies and programmes promoting orderly migration, including family reunification policies;**

Currently, 69 percent of the country's population is concentrated in urban areas and 48 percent in the capital city of Ulaanbaatar. Our country is implementing a policy aimed at decentralization and regional development. Under “Vision-2050” long-term development policy, a new city center with culture, education, trade and services, housing and social infrastructure will be established to decentralize the city, increase access to infrastructure in all areas, implement smart technology innovations, and decentralize within Ulaanbaatar. The aim is to establish new sub-centers, specialized centers and community centers, and to create a development corridor connecting them.

Many migrants from rural areas are unable to meet the demands of the labor market due to a lack of work skills. As a result, migrants often work in the informal sector, where wages are low and law and order is poorly enforced, widening the gap in living standards in urban areas and widening the ranks of vulnerable groups. In addition to income poverty, urban poverty is exacerbated by poor housing conditions and poor access to basic social services such as education, health, clean drinking water, sanitation, electricity, and heating. Therefore, in order to support the orderly migration, it is planned to develop a “General Project for Population and Settlement Development of Mongolia” and in this context, three reports on “Population growth, labor market, social infrastructure”, “Industrial infrastructure”, “Population settlement, have been completed. The government has drafted a revised version of the Law on Urban Development and submitted it to Parliament.

Access to education, culture, and health services in rural areas is important, and is one of the main reasons for local people to move to the city.

Young people are moving in with the development of mining and industry. There was a movement to Umnugovi aimag following mining, and to Darkhan-Uul aimag following the industrial center. Currently, young workers are living and working in a mobile environment, and in order to reunite the families of the workers, we are starting to enter into agreements with the mining companies to create family living conditions and develop the area.

**(d) Family-oriented policies in response to current demographic trends including ageing, such as support for all generations in the family, including older persons;**

Since 2016, legal reforms have been carried out to ensure the rights of children, youth, the elderly, and people with disabilities, strengthen the protection system, increase social participation, and promote livelihood, development, and participation, and promote child rights, child protection, and youth and the revised Law on Development, the Law on the Rights of Persons with Disabilities, the Law on the Elderly, and the Law on Combating Domestic Violence have created a key legal environment for the development and protection of population.

Government policies and programs on the development of all groups of the population, including the population, families, children, youth, the elderly, and people with disabilities, have been implemented, but Government Resolution No. 314 of October 13, 2021 In order to bring the current policy and planning documents in line with the Law on Development Policy, Planning and Management, all of them have been repealed and 7 development target programs are planned to be developed instead. Of these, the Social Development Target Program will include policy issues related to the development and protection of the population, families, children, youth and women, and will be discussed by the Government and approved by the Parliament.

In 2017, the Law on the Elderly was adopted and implemented, guaranteeing the rights of the elderly to prepare for old age, improve social protection, develop themselves, work, receive health care and social security services, and participate in social life.

Since pensions are the main source of income for the elderly, measures have been taken to increase pensions, reduce interest rates on pension loans, provide “Age Endowment” benefits to the elderly, and provide free public transportation for the elderly and people with disabilities. The Social Welfare Fund provides discounts on resort and spa vouchers, discounts on prostheses, orthopedics, special equipment, financial assistance for the purchase of firewood and housing, and allowances for the elderly in need of regular care in accordance with relevant laws.

“Model of Methodology and Plan for Implementing Retirement Preparation Activities” was approved by Order A / 121 of the Minister for Labour and Social Protection in 2020, and has been delivered to line ministries, agencies and other relevant organizations, and provide professional and methodological support.

In order to create long-term care for the elderly, the “Action Plan for Piloting the Long-Term Care for the Elderly 2022-2024” was developed, and the “New Model of Care for the Elderly” will be piloted in three places in the near future.

**(e) Measures promoting sustainable management of climate change benefiting families;**

Combating climate change and desertification by creating the necessary legal environment, such as the Law on Environmental Protection of Mongolia, the Law on Disaster Protection and the Vision-2050 Long-term Development Policy to create a healthy and safe environment for

citizens, reduce climate change and natural disaster risk; reduction of air pollution and disaster risk reduction.

he “Vision-2050” long-term development policy of Mongolia, approved by the Parliament of Mongolia in 2020, sets out key policies to ensure human and social security by continuously strengthening climate change resilience and reducing disaster risk.

The “Billion Tree” campaign, initiated by the President of Mongolia, has been underway across the country to eliminate the negative effects of climate change and reduce air pollution in urban areas. Due to the wide public participation in this event, it will be an effective measure to prevent the environment, climate change and air pollution.

**(f) Ways and means to observe the thirtieth anniversary of the International Year of the Family, which may include national, regional and international meetings, awareness raising events and other initiatives.**

Nationwide:

- Approve a revised version of the Family Law
- Incorporate family and reproductive education into formal education programs
- Identify the types of family support services.
- Reduce domestic violence.
- Strengthen human resource capacity in the social sector to work with families.

Internationally:

- Organize regional conferences and workshops on family support to provide an opportunity for countries to learn from each other's experiences.

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