



Quota for foreign employees and the list of specialized positions for foreign employees to work in Mongolia for 2024

The Government of Mongolia (the “**Cabinet**”) annually enacts foreign employee quotas for entities operating in Mongolia. The Cabinet updated the quota for 2024 by issuing Resolution #360 dated 5th of October 2023 (the “**Resolution #360**”). Additionally, the list of specialized positions for foreign employees to work in Mongolia was enacted by Resolution #359 (the “**Resolution #359**”) on the aforementioned date.

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In brief



Under Article 22.1 of the Labour Migration Law (the “**LML**”), which has been effective from the 1st of July 2022, the number of foreign employees to work in Mongolia for different economic sectors is determined by the Cabinet within the 1st of October every year. Subsequently, the quota for foreign employees to work in Mongolia in 2024 based on the economic sectors was approved under the Resolution #360.

The quota set for each economic sector takes effect from the 1st of January 2024, according to the Resolution #360. The quota for 2024 ranges from 10-10000 foreign employees, totaling 27851 foreign employees to work in Mongolia in 2024, including 10000 for mining, 5000 for construction, 60 for communication, and 10 for real state sectors, respectively.



In accordance with Article 21.5 of the LML, the list of specialized positions shall be determined by the Cabinet within the 1st of October biannually. Consequently, the list of 130 specialized positions in the 11 economic sectors accompanied by the International Standard Classification of Occupations (ISCO-08) index indicating required professional qualification was also approved by the Resolution #359. The required professional qualifications were categorized as follows:

- 01 Professional specialty and above;
- 02 Bachelor's degree or higher; and
- 03 Masters or above.

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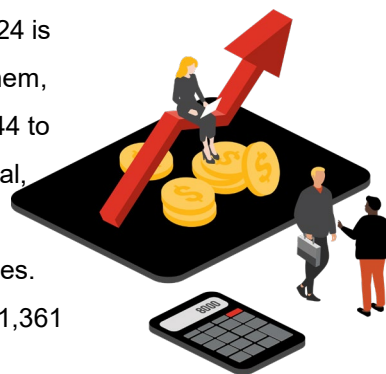


Key changes

We highlight the below quota for 2024 of foreign employees with its respective percentages by certain sectors in comparison with the quota for 2023:

Sector	Description	Quota for foreign employees	Percentage of total quota	Quota for foreign employees	Percentage of total quota
		2023		2024	
A	Agriculture, forestry, fishing, hunting	108	0.53%	250	0.90%
B	Mining and quarrying	8000	39.31%	10000	35.91%
C	Processing industry	984	4.84%	1500	5.39%
D	Electricity, gas, steam, ventilation	1511	7.42%	1361	4.89%
F	Construction	3644	17.91%	5000	17.95%
G	Wholesale and retail trade, repair and maintenance services of cars and motorcycles	2118	10.41%	3300	11.85%
H	Transportation and warehousing activities	1642	8.07%	2100	7.54%
K	Financial and insurance activities	41	0.20%	70	0.25%
L	Real estate activities	3	0.01%	10	0.04%
N	Administration/ Management and support activities	248	1.22%	300	1.08%
P	Education	980	4.82%	1500	5.39%
U	Activities of international organizations and representative offices	96	0.47%	150	0.54%

Compared to the previous year, the quota for foreign employees to work in Mongolia in 2024 is increased by 7,500, and relatively high growth observed in the following sectors. Among them, from 8,000 to 10,000 in mining and quarrying, 984 to 1,500 in the processing industry, 3,644 to 5,000 in construction, 2 to 60 in information and communication, 8 to 150 in the professional, scientific and technical sector, and 980 to 1,500 in education, 15 to 150 in the field of arts, entertainment, and gaming sector, and from 178 to 700 in the area of other tertiary industries. On the contrary, the quota for foreign employees has been reduced from 1,511 in 2023 to 1,361 in 2024 for the electricity, gas, steam, and ventilation industry.



For more in-depth discussion and any other questions you may have, please do not hesitate to contact us.

For further details, please visit: <https://legalinfo.mn/mn/detail?lawId=16959991321161>

<https://legalinfo.mn/mn/detail?lawId=16960002897981>



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