

SUB SESSION 10

Workforce and Future of Work

Importance of the topic:

As of 2021, there are 2.1 million working-age people in Mongolia. 1.2 million people were employed or ready to work and 878 thousand were out of work participation rate, 542 thousand or 62.0 percent were women. It is of critical importance to increase the level of labour force participation rate through employment promotion. To this end, it is important to improve policies and government spending to provide an opportunity to enter the labour market for the majority of the non-labour population, including women caring for children and the elderly at home, working-age and able-bodied people receiving social welfare services, people with disabilities and the elderly who are ready to work as well.

Although the last two years have been unpredictable, economically and socially challenging due to COVID-19, businesses, organizations, and employers are looking forward to a more positive future and expectations. The pace of technology adoption remained unabated and actually accelerated in some areas. The adoption of cloud computing, big data and e-commerce remain high priorities for businesses, following a trend established in previous years. However, there has also been a significant rise in interest for encryption, non-humanoid robots and artificial intelligence. As a result of automation tasks, jobs and skills are transforming. According to the Future of Jobs report by the World Economic Forum from 2020, 43 percent of businesses surveyed indicate that they are set to reduce their workforce due to technology integration, 41% plan to expand their use of contractors for task-specialized work, and 34% plan to expand their workforce due to technology integration. In the same report, it also indicated that by 2025, the time spent on current tasks at work by humans and machines will be equal. Thus, 85 million jobs may be displaced by a shift in the division of labor between humans and machines, while 97 million new roles may emerge that are more adapted to the new division of labor.

In addition to maintaining and protecting jobs, there is a need for public-private sector cooperation to create new jobs and expand the labour market. Within the framework of large-scale projects and construction to be implemented in our country in the coming years and to meet the needs of the future of jobs, it is necessary to focus on vital skills by training the personnel, improving education and building up the workforce. At the same time, to reduce the negative impact of COVID-19 on the economy, and increase economic efficiency, filling vacant jobs are essential to businesses and organizations, and creating domestic jobs which are followed by foreign workers and specialists.

Purpose of the discussion:

The main objectives of the open session on “Workforce and Future of the Workplace” are to discuss the issues and challenges that impact the preparation and planning of the working force in balancing labour market demand within the framework of employment and identify proper ways to improve the public-private partnership, local participation and inter-sectoral collaboration throughout the country.

Expected outcome of the discussion:

The discussion shall produce recommendations and solutions in identifying the size and structure of the labour market in today’s rapidly changing world, analyze the existing labour force, the challenges and the future of employment. Therefore, it will address the inter-sectoral participation in short, medium and long-term outlook and estimates of Mongolian labour market, and ways to improve methodologies and information processing.

MODERATOR



UNDRAL AMARSAIKHAN
CEO of TenGer TV

Undral Amarsaikhan is the CEO of TenGer TV and co-founder of Unread Media, a hybrid media company focused on empowering the next generation through disruptive storytelling and experiences. He holds degrees from KU Leuven in Belgium and National University of Mongolia. Undral is a member of Global Shapers Ulaanbaatar Hub, a youth initiative by World Economic Forum. In 2017, he was selected to join The Annual Meeting of World Economic Forum in Davos, Switzerland as one of the 50 youth representatives around the world.

PANELIST



TSOGTGEREL ODON
Member of Parliament

He has majored in Physics-Economics and specialized in Management, and a candidate of PhD in Management.

In 1999-2012, CEO in TESO LLC

In 2012-2015, Advisor to Prime Minister of Mongolia

2012-2019, Board Member and President at TESO Corporate

Since 2020, He has started to serve as a Parliament Member of Mongolia

PANELIST



ARIUNZAYA AYUSH

Executive Director, Edelman Korea

Mrs. Ariunzaya Ayush has been working as a Member of the Parliament of Mongolia and Minister for Labour and Social Protection since July 2020.

Previously, Mrs. Ariunzaya Ayush has experience working in private and public sectors, including as a Human Resource Manager and General Manager in the insurance field (2005- 2013), as Director of the Management and Strategic Planning Department, Director of Socio-Economic Policy Development Department of the Mongolian People's Party (2013- 2016), and Chairperson of National Statistics Office of Mongolia (2016-2020). Her excellency also worked as Co-Chair of the High-level Group for Partnership, Coordination, and Capacity-Building for statistics for the 2030 Sustainable Development Agenda, Chair of the Partnership in Statistics for Development in the 21st Century (PARIS21), and President of ANCSDAAP in 2018-2020.

Her excellency did her primary education in Mongolian-Russian joint school No.3 and pursued higher education at the Institute of German Studies of Halle, Germany. Later on, she obtained her master's degree in political science, sociology, and history at the University of Hannover in Germany and a significant in business administration at the National University of Economics of Mongolia. Moreover, Mrs. Ariunzaya Ayush also graduated in international leadership and management at the International Law Institute of Georgetown University, USA.

She can speak English, German, and Russian fluently regarding her language skills.

PANELIST



GIOVANNA MINGARELLI
Global Dignity Chair

As the CEO and Co-Founder of MC2 and M&C Consulting, Giovanna plays the dual role of international technology entrepreneur and thought leader. An expert on gamification of social engagement, politics and crowdsourcing, she has been an active contributor to events such as the World Economic Forum's Annual Meeting in Davos and is a regular contributor to the Huffington Post, The Hill Times, CBC/Radio-Canada amongst other media outlets. She has served in the press office of a former Prime Minister of Canada and has been a Parliamentary witness, speaking to the importance of young women in elected politics. In 2015 she was named one of Canada's Top 100 Most Powerful Women and a Top 45 Creative by Origin Magazine. She is a World Economic Forum Global Shaper and graduated from Carleton University with an Honours degree in Political Science and International Relations. She serves on the Government of Canada's External advisory board for the Future of Work.

PANELIST



ANAR CHINBAATAR
AND Global, Ondo Holding
Co-Founder, President

Anar is a Mongolian information technology industry leader and is a specialist in integrated systems that make telecommunications and IT services more affordable and available.

He started his career in the telecommunications industry at 19 years old, as the lead engineer at the Mongolian Telecommunications Company – the state telecoms authority. Realizing the unmet demand for affordable firewall equipment in the market, he developed and manufactured a firewall with his team which was then widely implemented at local organizations starting with the parliament, government agencies, large banks and telecoms companies.

In 2016, driven by his vision to significantly reduce the mobile telephone communications cost in Mongolia, he started a company and created a mobile network infrastructure.

More recently, his efforts have been focused on his roles as an entrepreneur and advisor in the startup domain and as vice-president of the Mongolian Mathematical Olympiad Committee NGO and board member of Beyond the Limits NGO.

PANELIST



OTGONBAYAR OCHIR

Head of the Department of Administration and Human Resources Policy, Erdenet Mining Corporation

Head of the Department of Administration and Human Resources Policy of Erdenet Mining Corporation SOE O.Otgonbayar has 25 years of experience in mining sector, including extensive experience in human resources management.

She is a leader in the development of human resource, having initiated and implemented major projects such as "Comprehensive Human Resource Development Program", "Employee Workplace Competence Standards" and "ISO30400 International Standards for International Human Resource Management System" within the framework of human resources policy in the public and mining sectors.

She has been specialized in education, management and human resources, and holds a PhD degree in Management on "Corporate Human Resource Development".

PANELIST



GANTULGA BULGAN
CEO of Ard's Pension
Account LLC

B.Gantulga has been the CEO of Ard's Pension Account Company since 2019, and he is a member of the Board of Directors of Monos Food JSC, Gan Khiits JSC, and Unread Media LLC. He has been serving as a President of the Mongolian Association of Joint Stock Companies since 2017. Starting from 2019, he has been actively leading the movement to reform Mongolia's pension system and create a multi-pillar, defined contribution pension system. Previously, Gantulga was the CEO of LendMN JSC, and during his tenure, he made a significant contribution to the development of the fintech industry in Mongolia and became one of the founding members of the Mongolian fintech association. From 2014 to 2018, he was the CEO of Suu JSC, the largest dairy producer in Mongolia, and is well known for his contribution to developing the agricultural and food industries.

While serving at Monnis Group since 2009, he accumulated extensive knowledge and experience in foreign trade and mining during the rapid development phase of the mining industry. In 2004, he started his career in financial sector at XacBank as an assistant to the chief executive officer, and was rapidly promoted to a manager at credit card center, a director at customer service center, and a deputy director of the marketing division.

B. Gantulga graduated Russian Economic Academy named after G.V.Plekhanov in 2003 with a degree in economics.