

## Country Guide > Mongolia

### Cost of Living

Indicative value for a working adult in a city: Mongolia

Publicly available data (Numbeo, etc...), verified by Marco's in-country staff

Living Requirement	Indicative Amount (MNT)
McDonalds Set Meal	17,500
Monthly Train and Bus Tickets	26,300
3 Bedrooms Rental (City Center)	4,360,500
3 Bedrooms Rental (Outskirt)	2,485,700

Current Inflation Rate: 9.6 %

### Wage

Minimum Wages:

- MNT 792,000 per month

### Median Salary

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (MNT)
Entry-Level (Fresh Graduate)	1,217,200
Mid-Level (5 Years)	1,790,000
Experienced & Managerial Level (10 Years)	2,945,600
Specialized & Senior-Level (15 Years)	>2,945,600

Annual Salary Growth: approximately 4% every 29 months

### Statutory Contribution

Employer rate for Social Contribution depends on the industry and job position of the employees.

Health insurance rate will be determined by the Government each year at a rate less than 4%.

Type	Employer Rates	Employee Rates	Notes
Social contribution (Social Insurance General Office (SIGO))	12.5% - 14.5%	11.5% capped at MNT 910,800 per month	All Staff
Pension insurance	8.5%	8.5%	All Staff
Benefit insurance	1.0%	0.8%	All Staff
Health insurance	2.0%	2.0%	All Staff
Unemployment insurance	0.5%	0.2%	All Staff
Industrial accident and occupational disease insurance	0.5%, 1.5%, 2.5%	-	All Staff

### Other Benefit

Other common employment benefits in Mongolia include:

- Private Health Insurance: Typically covers MNT 100,000 to MNT 300,000

- Transport Allowance:  
Sales positions: MNT 100,000 to MNT 300,000/month.  
Non-sales positions: MNT 20,000 to MNT 100,000/month.
- Mobile Allowance:  
Sales positions: MNT 50,000 to MNT 150,000/month.  
Non-sales positions: MNT 10,000 to MNT 50,000/month.

## Income Tax

### Residents

- An individual who has stayed in Mongolia for 183 days or more within a 12-month period or has earned 50% or more of their total taxable income from Mongolia.
- Tax period: 1 Jan till 31 Dec
- Filing start date: 1 Jan of the following year
- Filing due date: 15th Feb of the following year

Taxable Income	Rate
Up to 120,000,000	10%
120,000,000 to 180,000,000	15%
Above 180,000,000	20%

### Non-residents

- Employment income of non-residents is taxed at the flat rate of 20% on income earned within the country
- An individual who has stayed in Mongolia for 183 days or more within a 12-month period or has earned 50% or more of their total taxable income from Mongolia.

## Working Hours

### Statutory

40 hours

up to 8 hours a day, 5 days a week

### Typical Practice

40 hours per week

9am to 6pm, Monday - Friday

## Overtime

Daily overtime working hours: capped at 4 hours

Monthly overtime hours: capped at 64 hours

Hourly rate: 1.5 x Basic Monthly Salary

Public Holiday overtime is 2 x Basic Monthly Salary

## Employment Contract

### Fixed-Term

Contract Format	Payroll Currency	Probation	Contract Period
Written in Mongolian (the official language). Bilingual contracts	MNT	Optional, common practice: 3 - 6 months.	No fixed duration but should not exceed 2 years and contracts can be renewed indefinitely.

(Mongolian and English) are common in international companies. The contract should be provided within 14 days of the start date. E-signatures are generally accepted.			
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**Termination**

Refer to the employment contract signed.

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	3 to 7 calendar days	3 to 7 calendar days	3 to 7 calendar days
<b>Notice Period - Regular</b>	1 month	1 month	1 month
<b>Severance Pay</b>	No severance pay unless specified in the employment contract.	Severance pay may apply if the termination is without cause.	Severance pay typically 1 month's salary for each year of service.

**Permanent**

Contract Format	Payroll Currency	Probation	Contract Period
Written in both Mongolian and English and provided at least 1-3 days before the start date, can use e-signature	MNT	Up to 3 months	No minimum duration

**Termination**

Refer to the employment contract signed.

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	3 to 7 calendar days	3 to 7 calendar days	3 to 7 calendar days
<b>Notice Period - Regular</b>	1 month	1 month	1 month
<b>Severance Pay</b>	No severance pay unless specified in the employment contract.	Severance pay may apply if the termination is without cause.	Severance pay typically 1 month's salary for each year of service.

**2025 Public Holiday**

Public holidays that fall on non-working days, staff get time off in lieu.

Date	Name
01 Jan	New Year's Day
1 Mar to 3 Mar	Tsagaan Sar
8 Mar	International Women's Day
1 Jun	Children's Day
4 Jun	Buddha Day
11 Jul to 15 Jul	Naadam Holiday
21 Nov	Chinggis Khaan's Birthday
26 Nov	Republic Day
29 Dec	Independence Day

**Leave**

Employees are entitled to statutory leave once they have worked for the employer for at least 6 months

Leave Type	Entitlement	Notes
Annual Leave	Minimum of 15 working days after six months of service; increases with length of service, up to 29 days.	Employees under 18 years old and disabled are entitled to 20 working days of annual leave. Unused annual leave can be compensated financially if not taken due to urgent business needs.
Maternity Leave	120 calendar days shall be mandatory to a mother  140 calendar days shall be mandatory to a mother of twins	New mothers are entitled to additional rest time and extra one or two hours of rest during workdays until their child is one year old.
Paternity Leave	10 working days	Equivalent to the average salary for the paternity leave period
Childcare Leave	2 hour extra break for mothers with a child under 6 months or with twins under 1 year old  1 hour extra for mothers with a child age between 6 months to 1 year old	Childcare leave can be extended until the child reaches 3 years old, with financial support available to parents.
Adoption Leave	120 calendar days for adoptive parents.	Adoptive parents are entitled to the same leave as biological parents.

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