

Hiring is a tricky process in any country, but it can be even more difficult in a foreign country where you're not sure what employment compliance laws you have to follow. It's also hard to focus on finding the right talent when you're also trying to run your company, establish your payroll, and source benefits.

Globalization Partners can make your hiring process more productive from the start with Mongolia hiring outsourcing. We can recruit top candidates for your open positions or onboard the candidates you prefer using our established subsidiary. As a result, you can feel confident that your employees will have a positive hiring experience, and you won't have to worry about Mongolia employment compliance laws.

Recruiting in Mongolia

Understanding Mongolian culture is essential when you're interacting with candidates, but you should also take some time to familiarize yourself with the more technical aspects of the recruitment process. You'll want to make sure you're utilizing the best recruitment channels in Mongolia and following all of the country's laws for staffing and recruiting.

You'll probably build your international team with a combination of trusted employees from your parent company and new hires overseas. When it comes to sourcing talent in Mongolia, you can take on the recruitment process in-house by advertising your open positions online and in local newspapers. Alternatively, you can partner with a recruiting agency or global PEO. Working with a PEO that will hire your employees through their subsidiary is the only option that will take the compliance risks off of your shoulders.

Legal Requirements for Staffing and Recruiting in Mongolia

It's crucial to avoid discriminatory practices when you're staffing in Mongolia. Mongolian law protects employees and job candidates from discrimination based on the following characteristics:

- Race

- Nationality
- Social origin or status
- Sex
- Religion
- Wealth
- Political opinions
- Point of view

As the employer, it's up to you to abide by these legal requirements during the recruitment process and beyond. To stay compliant, you should refrain from making any direct inquiries about these protected traits when you're interviewing or having conversations with prospective employees. While some of these characteristics may come up as you're getting to know a candidate, make sure they have no bearing on hiring decisions.

How to Hire Mongolian Employees

Employers have to follow statutory requirements and procedures when hiring Mongolian employees. First, you need to register your new employee and include different documents and information, such as an employment contract, passport, ID card, residency information for expat employees, and account information for payroll.

If you decide to recruit and hire your own candidates, remember that Mongolia's Labor Law prohibits discrimination, limitation or privilege based on nationality, wealth, religion, race, sex, and more. The country also has a prohibition on asking questions about an employee's private life, marital status, party membership, religious beliefs, and more if the questions aren't relevant to employment.

Mongolia's Employment Compliance Laws

You must hire all employees in Mongolia using an employment contract, either fixed-term or indefinite, per Mongolia's employment compliance laws. Fixed-term contracts can range up to five years and must be written. Indefinite term contracts also need to be written in the local language and include everything from compensation to benefits to termination requirements.

All salary and compensation amounts need to be in Mongolian tugriks.

Once hired, an employee's standard hours of work should be eight hours per day and 40 hours per week. Employees must have 12 hours of uninterrupted rest between each work day and two full rest days - generally taken on Saturday and Sunday. Overtime is generally prohibited, only allowed in special circumstances like national emergencies.

How to Onboard Employees

Onboarding is largely left up to companies, so you can create a process that's best for your employees and business goals. It can help to start by reviewing the employment contract with your employees on their first day or week to make sure there isn't any confusion or misunderstandings regarding the terms of employment. You can also take that time to go over other important company documents whether it's a code of conduct, a sheet on your company culture, and more.

We also recommend providing job training that will help new hires excel in their positions. You can save time by onboarding several Mongolian employees you hire at one time. They can all go through the job training together, and you can help foster a sense of camaraderie among staff members.

The Benefit of Mongolia Hiring Outsourcing With Globalization Partners

The biggest benefit of working with us is that we can outsource your hiring process and the worry of compliance requirements. We'll make sure your employees can be productive from day one and meet all of Mongolia's employment compliance laws. You won't have to worry about anything other than running your company.

Work With Us Today

The team at Globalization Partners is ready to help you make the most of your Mongolia expansion. [Contact us today](#) to learn more about Mongolia hiring outsourcing.