

*Annex to the Government resolution No 231 dated 14th
June 2023*

NATIONAL ACTION PLAN TO RESPECT AND PROTECT HUMAN RIGHTS, PREVENT, IDENTIFY, AND
REMEDY HUMAN RIGHTS ABUSES COMMITTED IN BUSINESS OPERATIONS (2023 – 2027)

Chapter I. General Provisions

- 1.1. Introduction
- 1.2. Goal, objectives, and scope of the Action Plan
 - 1.2.1. Goal of the Action Plan
 - 1.2.2. Objectives of the Action Plan
- 1.3. Outcome from adopting and implementing the Action Plan

Chapter II. Actions to ensure the role and duty of the state in protecting human rights

Chapter III. Actions to ensure the responsibilities of business enterprises to respect human rights

Chapter IV. Actions to ensure and improve an access to effective remedy, enhance the legal framework for redress for human rights violations

Chapter V. Financial resource for implementing the Action Plan

Chapter VI. Monitoring, evaluation and revision of the Action Plan

Chapter I. General Provisions

1.1. Introduction

In the "National Human Rights Action Programme" adopted by the State Great Khural (Parliament) of Mongolia in 2003, one of the components of the national mechanism to ensure human rights is attributed to all types of business enterprises and their operations. It is also emphasised that business enterprises not only make a significant contribution to economic progress and social development, but should also play an important role in strengthening guarantees for the human rights and freedoms of their employees and other people. Consequently, it is equally legitimate to require the private sector to respect human rights and comply with the ethical standards and principles recognised by the international community.

In addition, the long-term development policy document "Vision 2050"¹ has formulated the goal of developing "a system that fully guarantees human rights in all societal relations" in Mongolia by 2050. In the first phase of achieving this goal by 2030, it is important to strengthen the legal framework based on human rights principles and develop a system in which the state, civil society and the private sector work together to protect human rights.

On 16 June 2011, the United Nations Human Rights Council (UN) adopted Resolution No. 17/4, the "UN Guiding Principles on Business and Human Rights". This is a set of 31 principles that define the scope for action to prevent human rights violations in business activities. It is the first document to highlight that business plays a crucial role in social justice and development, and it comprehensively explores the responsibility of the state and the private sector to reduce the negative impact of business on human rights and to provide an effective mechanism for redressing human rights violations. According to the "UN Guiding Principles on Business and Human Rights", the state has the duty to protect its citizens from human rights violations, while the private sector has the responsibility to respect human rights. Consequently, both the state and the corporate sector have the duty and responsibility to redress human rights violations caused by business activities and to compensate for the damage.

Since 2010, the Government of Mongolia has participated every 4-5 years in the Universal Periodic Review of Human Rights of the UN Human Rights Council on the general conditions and status of human rights in the country. In 2015, the Human Rights Council made 150 recommendations on Mongolia's second national report, including the recommendation to implement the "UN Guiding Principles on Business and Human Rights". The Government of Mongolia accepted the above recommendations and adopted an action plan for their implementation through Resolution No. 204 in 2016 and made a policy decision to develop the National Action Plan for the implementation of the "UN Guiding Principles on Business and Human Rights".

Furthermore, this Action Plan is adopted on the basis of the "Action Programme for the Activities of the Government of Mongolia for the Period 2020-2024" adopted by the Government of Mongolia through Annex I of Resolution No. 203 of the Government of Mongolia.

With the aim of localising and implementing this relatively new concept and principle in Mongolia, in line with the country's internal situation and the resolution of the challenges and difficulties it faces, the Government of Mongolia organised 23 targeted stakeholder consultations, and regional discussions including civil society organisations, scholars and business enterprises, and conducted an online survey among 100 enterprises between 2021 to 2022. Also, a baseline assessment study was conducted to evaluate the basic environment for ensuring human rights in the business sector and identify the negative impacts to human rights in the business activities.

In the baseline assessment, 50 per cent of all respondents answered 'Not adequate' to the question "Do you think the legal environment for respecting and protecting human rights in the business sector is adequate?" and 78.2 per cent answered "No" to the question "Have you ever conducted any assessment and monitoring to prevent your business from having a negative impact on human rights?". In addition, 66.7 per cent of participants answered "No" to the question "Do you conduct any assessment to determine if your business product or service has a negative impact on human rights?" And 80 per cent of all participants answered 'Not sufficient' to the question about the adequacy of the government's actions to raise awareness and provide knowledge about the "UN Guiding Principles on Business and Human Rights".

The baseline assessment prioritised the urgent human rights and environmental issues arising from business activities. It identified the ten most pressing issues, including economic and labour rights, the right to equality and

¹ Adopted by the first appendix of 2020 resolution no.52 of the Great Khural of Mongolia.

freedom from discrimination, the right to live in a safe and healthy environment, the right to safe and healthy food, the rights of specific groups at high risk of human rights violations, and the right to an effective remedy.

The adoption of the National Action Plan for the Implementation of the "UN Guiding Principles on Business and Human Rights" will be of utmost importance to reduce and eliminate potential negative impacts on human rights from business activities, to introduce human rights standards into the business sector, to improve the governance of the state and locally-owned enterprises, and to bring public-private partnership to a new level, thereby enhancing the reputation and capacity of Mongolia and businesses to compete internationally. On the other hand, it is becoming increasingly clear that to address the challenges of the global Covid 19 pandemic, there is an urgent need for effective cooperation and the development of norms for collaboration between public, private and civil society organisations, with human rights at the core. Moreover, the adoption of the National Action Plan will make an important contribution to the formation and strengthening of the foundations and norms of such cooperation, while having a real impact on the localisation of the corporate culture of respect for human rights by providing economic, social, legal and other guarantees for the realisation of human rights and freedoms as set out in the Constitution of Mongolia, and by fulfilling the obligations to combat violations of human rights and freedoms and to redress human rights violations, as well as by achieving the goals of improving the national system for the full realisation of human rights, developing multilateral partnerships and setting human rights standards, as set out in the Sustainable Development Goals, the "Vision - 2050" development policy document and the Government of Mongolia's Programme of Action 2020-2024.

In coordination with the above reasons and needs, a draft National Action Plan (2023-2027) was developed to strengthen respect for and protection of human rights, prevention of human rights violations and restoration of violated rights in the economy, based on the findings of the baseline assessment.

1.2. Goal, objectives, and scope of the National Action Plan

1.2.1. The goal of this National Action Plan is to promote and localise a business culture that respects human rights in Mongolia, identify, plan, organisationally manage and implement activities and measures to prevent and reduce the negative impacts and risks of business activities on human rights and the environment, and retribute human rights violations.

1.2.2. This National Action Plan will be implemented within the scope of the following main objectives:

1.2.2.1. In the context of preventing and protecting against human rights violations by businesses, regardless of their ownership, improve and support the legal framework for the implementation of the guarantee of the right to a living wage that provides for the livelihood of employees and their families, as well as economic and labour rights, in particular the right to safe and healthy working conditions, the right to freedom from harassment and violence in labour relations, the right to equality and freedom from discrimination, the right to live in a safe and healthy environment and the right to an effective remedy for human rights violations.

1.2.2.2. assess and reduce the potential risks and impacts to the human rights and environment arisen from the businesses of all forms of ownership;

1.2.2.3. establish the legal framework for compliance with human rights principles and criteria in the selection and procurement of contractors for development projects and programme;

1.2.2.4. create the legal framework for business enterprises of all forms of ownership to conduct human rights due diligence in their activities;

1.2.2.5. in the context of promoting a business culture that respects human rights, raise the awareness and understanding of the public and private sectors, build their capacity and strengthen their roles and responsibilities;

1.2.2.6. support private sector initiatives aimed at promoting and respecting human rights and improving social and economic conditions;

1.2.2.7. improve procedures and mechanisms for redress of human rights violations through judicial and non-judicial mechanism and for reparation of the damage.

1.3. Outcome from adopting and implementing the National Action Plan

The following outcome will be realized with the adoption and implementation of the National Action Plan:

1.3.1. The responsibility and obligation of the State to respect, fulfil and protect human rights at all levels will be

strengthened and the coherence and coordination of public policies in the field of business activities will be realised;

1.3.2. State policies to prevent and protect adverse impacts and risks to human rights caused by business activities will be transparent and understandable to domestic and foreign stakeholders;

1.3.3. Universal norms and foundations are established to strengthen trust and understanding, develop cooperation and share experience and knowledge at national and international level;

1.3.4. Through the introduction and maintenance of human rights principles and standards in the activities of governmental organisations, state-owned enterprises, the private sector and non-governmental organisations, there will be real progress in the prevention of human rights violations and the development of a state and society that respects human rights;

1.3.5. There will be opportunities for continuous monitoring, assessment and improvement of the implementation of the policy and evaluation of its effectiveness.

CHAPTER II. Actions to improve the duty of the state in protecting human rights

The first pillar of the UN "Guiding Principles on Business and Human Rights" consists of 10 principles regarding the state's duty to protect human rights. The state has a duty to protect human rights from the actions of state institutions, state-owned enterprises, individuals, the private sector and non-governmental organisations in all forms by creating an environment in which human rights are respected, preventing human rights violations and taking appropriate measures to redress and retribute human rights violations. In this context, the following actions will be carried out:

No.	Objective	Actions and measures to be implemented	Time frame	Criteria	Implementing organisation	Jointly implementing organisations
1.	Become a party to the international convention.	Become a party to the International Labour Organisation (ILO) Convention No. 190 on the Elimination of Violence and Harassment in the Workplace.	2023-2025	A study will be carried out and the decision will be made on becoming a party to the convention.	Ministry of Labour and Social Protection (MLSP)	Ministry of Foreign Affairs (MFA) Relevant governmental organisations Confederation of Mongolian Trade Union (CMTU)
2.	Establish and improve the legal framework for planning and implementing legislation based on a human rights-based approach.	Develop, disseminate and introduce laws, policies, programmes and their implementation based on a human rights-based approach into the activities of all levels of governmental organisations.	2023-2024	In order to promote and evaluate the Government Resolution No. 59 titled "Establish a methodology", the stakeholder consultation will be held and the recommendations will be produced.	Ministry of Justice and Home Affairs (MoJHA) Ministry of Economy and Development (MED)	Relevant governmental organisations Governors of all levels Agency for Policy Coordination on State Property (PCSP)
		Develop, disseminate and introduce a methodology for drafting and evaluating laws, policies, programmes and their implementation based on a human rights-based approach into the activities of all levels of governmental organisations.	2023-2024	The methodology will be developed and adopted. Actions will be taken to promote the methodology and it is introduced into the activities of government agencies.	Ministry of Labour and Social Protection (MLSP) Secretariat of the National Committee for Human Rights (NCHR) National Human Rights Commission of Mongolia (NHRCM) Non-government organisations (NGOs)	State-owned and locally-owned enterprises

3.	Strengthen the responsibilities of businesses of all forms of ownership to respect human rights.	Define the responsibilities of the company's shareholders, board of directors and senior management in relation to the prevention and elimination of human rights violations and adverse environmental and human rights impacts as a result of the company's operations, and include them in relevant legislation.	2023-2025	The law will be drafted and submitted for approval.	MoJHA MED Agency for Policy Coordination on State Property (PCSP)	Secretariat of the NCHR Mongolian National Chamber of Commerce and Industry (MNCCI) CMTU
		Define and enshrine in the Law on Company the duty to prevent, identify, address, monitor and remedy adverse human rights impacts caused by the operations of subsidiaries and dependent enterprises of the parent company.	2023-2025	The draft law will be developed and submitted for approval.	MoJHA	PCSP CMTU
4.	Create the legal framework for business enterprises of all forms of ownership to carry out human rights due diligence in its operations.	Develop guidelines and methodologies for human rights due diligence, promote them and build capacity for their practical implementation Conduct pilot projects in state and locally owned enterprises and other companies and present human rights due diligence reports to the public	2023-2025	The guidelines and methodology for human rights due diligence will be developed. Actions will be taken to promote the guidelines and methodology and to build capacity for conducting human rights due diligence. State and locally owned enterprises, as well as other companies, will be selected to conduct a human rights due diligence pilot project and the results will be presented.	MoJHA PCSP Secretariat of National Committee on Gender Equality (NCGE) NHRCM Secretariat of the NCHR	MFA Small and Medium Enterprise Agency (SMEA) CMTU State and locally-owned enterprises Non-governmental organisations (NGOs) International organisations (IOs)
		Conduct a study and develop conclusions and recommendations to establish the legal framework for companies to conduct human rights due diligence in their operations and supply chain based on certain criteria	2025-2027	A study will be conducted and conclusions and proposals will be made. Actions to be	MoJHA MLSP	Relevant ministries and organisations Secretariat of the NCHR

		(e.g. through amendments and changes to the laws regulating the operation of companies, the Law on Company, the Law on Securities Market and other applicable laws, etc.).		implemented will be determined.		<p>MNCCI</p> <p>Professional associations</p> <p>State and locally-owned enterprises</p> <p>NGOs</p>
		Implement a project to support human rights due diligence for business enterprises that provide basic social services (health, education, public transport, landscape management) and legislate the obligations of these companies to prevent, identify and address negative human rights impacts.	2025-2027	<p>A draft law will be developed and submitted for approval.</p> <p>A project to support human rights due diligence will be carried out.</p>	<p>Ministry of Construction and Urban Development (MCUD)</p> <p>Ministry of Education and Science (MES)</p> <p>Ministry of Health (MoH)</p> <p>Ministry of Road and Transport Development (MRTD)</p> <p>Secretariat of the NCHR</p> <p>Secretariat of the Governor of the capital city</p> <p>PCSP</p>	<p>Relevant ministries and organisations</p> <p>Government Monitoring Implementing Agency (GMIA)</p> <p>IOs</p> <p>NGOs</p>
5.	Create a legal environment that respects human rights standards and criteria in the procurement of goods, works and services with state and local funds, and in the selection of contractors in large development projects.	Develop and promote awareness and understanding of human rights criteria and methodology in the procurement of goods, works, and services with state and local funds.	2023-2025	<p>Criteria and methodology will be developed and adopted.</p> <p>Actions will be taken to promote criteria and methodology and to build capacity.</p>	<p>Ministry of Finance (MoF)</p> <p>State Procurement Agency (SPA)</p> <p>PCSP</p>	<p>All general budget governors</p> <p>Authority of Government Supervisory (AGS)</p> <p>Governors of all levels</p> <p>State and locally-owned enterprises</p>

						Confederation of Mongolian Trade Unions (CMTU) Professional associations NGOs IOs
		In the Law on Procurement of Goods, Works and Services with State and Local Funds, include provisions on human rights criteria in the basic requirements and criteria for suppliers and contractors, and define organisations and their functions to provide technical and methodological support and carry out monitoring.	2024-2025	The draft law will be developed and submitted for approval. The result will be presented to the government and the public.	MoF SPA	All general budget governors PCSP GMIA Governors of all levels State and locally-owned enterprises
		Create a legal framework in which environmental and human rights obligations are taken into account in public-private partnership and investment agreements.	2023-2024	The draft law to amend the Law on Investment will be developed and submitted for approval.	MED MoF	Relevant ministries and agencies
6.	Improve occupational safety and health requirements and standards.	Assess whether national legislation fully reflects the provisions and obligations of ILO Convention No. 155 on Safety and Health at Work, ILO Convention No. 176 on Safety and Health in Mines and ILO Convention No. 167 on Safety and Health in Construction and take measures to bring relevant laws and regulations into conformity with these Conventions.	2023-2024	The compatibility of national laws and legislation with the relevant conventions is examined and appropriate conclusions and proposals are made. Draft amendments to relevant laws and legislation shall be prepared and submitted for approval.	MLSP Ministry of Mining and Heavy Industry (MMHI) MCUD	MFA MoH AGS Relevant agencies
		Review occupational safety and health standards, adopt and	2023-2024	The requisite standards will be developed and	MLSP	GMIA

		implement new required standards		adopted.	Agency for Standardization and Metrology (ASM)	CMTU Professional associations
		Evaluate the performance of measures for the planning and execution of means necessary for the maintenance of occupational safety and health, the prevention of occupational accidents, acute poisonings and occupational diseases, and draw conclusions and proposals for strengthening the duties and responsibilities of local self-government bodies and governors at all levels, and for improving results and taking appropriate action.	2023-2024	An analysis will be made with appropriate conclusions and proposals. Based on the conclusions and proposals, the appropriate measures will be planned and implemented.	MLSP Governors of all levels	Relevant ministries and organisations AGS Local self-governing bodies
		Monitor and inspect the operations of enterprises in sectors with a high incidence of occupational accidents and acute poisonings (mining, extraction, construction, energy, road and transport, agriculture, warehousing) in phases and take measures to enforce occupational safety and health regulations and eliminate violations.	2023-2027	Phased monitoring and inspections will be carried out and measures will be taken to enforce OSH regulations and eliminate violations.	MLSP	Relevant ministries and organisations AGS Governors of all levels
		Raise awareness and educate employers and workers on OSH regulations, occupational accidents, acute poisoning and occupational diseases, improve the working environment (space, lighting, visibility, road conditions, etc.) and organise activities to disseminate information and recommendations on technical integrity and technological completeness, working practises, working hours, workload distribution and vigilance.	2023-2027	Activities to raise awareness and understanding, develop methodology, and disseminate information and recommendations will be planned and implemented in several phases.	MLSP MMHI MCUD Ministry of Energy (MoE) SMEA	Relevant ministries and organisations Governors of all levels State and locally-owned enterprises MNCCI Professional associations CMTU
		Take measures to improve procedures and the information database for the registration of	2023-2027	Activities related to relevant procedures, registration of accidents	MLSP MMHI	Relevant ministries and organisations

		persons affected by industrial accidents and acute poisonings, to coordinate information between state institutions, to improve the recording of the situation following accidents and poisonings, and to improve the availability and quality of services based on this information.		and post-accident information, database and coordination of information between state institutions will be improved. Based on the information register, conclusions and proposals will be developed to improve the availability and quality of services for citizens affected by industrial accidents and acute poisonings.	MCUD MoE MoH SMEA	Governors of all levels CMTU Professional associations
		Conduct an assessment to determine the needs of occupational safety and health committees and branch councils, build their capacity, and evaluate the outcome.	2023-2027	An assessment will be carried out to identify needs and requirements. Based on the assessment, capacity building activities are organised in phases and the results will be evaluated.	MLSP	Branch councils and committees of all ministries in aimags, districts, and soums
7.	Enforce the implementation of legislation prohibiting forced labour and the worst forms of child labour.	Verify that national legislation fully reflects the provisions and obligations of ILO Convention No. 29 on Forced Labour and ILO Convention No. 105 on the Abolition of Forced Labour and take measures to bring relevant legislation into conformity with these Conventions.	2023-2024	The compatibility of national legislation with the applicable Conventions will be examined and appropriate conclusions and recommendations are made. Draft amendments to relevant laws and legislation will be prepared and submitted for approval.	MLSP	MFA Relevant ministries and organisations CMTU IOs
		Identify child employment violations in workplaces where the employment of minors is prohibited, conduct regular inspections and take action to	2023-2027	Monitoring and inspections will be carried out to eliminate the violations.	MLSP Monitoring unit of the relevant ministries	

		eliminate violations.			Family, Child, and Youth Development Agency (FCYDA)	
		Organise activities to raise awareness and understanding among employers and workers about forced labour, the worst forms of child labour and their abolition.	2023-2027	Activities to raise awareness and understanding will be planned and organised in phases	MLSP FCYDA	Relevant ministries and agencies MNCCI MEF CMTU NGOs
8.	Eliminate discrimination in respect of employment and occupation, guarantee the right to a living wage adequate for a decent standard of living and the right to freedom of association	Assess whether national legislation fully reflects the provisions and obligations under ILO Convention No. 100 on Equal Remuneration, ILO Convention No. 111 on Discrimination (Occupation and Employment) and Convention No. 87 on Freedom of Association and Protection of the Right to Organise, and take measures to bring relevant laws and legislation into conformity with these Conventions.	2023-2025	The compatibility of national legislation with the applicable Conventions is examined and appropriate conclusions and recommendations will be made. Draft amendments to relevant laws and legislation will be prepared and submitted for approval.	MLSP	MFA Relevant ministries and organisations CMTU IOs
		As part of the implementation of Article 103.2.1 of the Labour Code (revised edition), carry out the regular survey of the salary structure, develop a methodology to determine and adjust salaries to fairly and adequately reflect the cost of living (increase in line with inflation), take measures to introduce, promote and implement this in policy.	2023-2024	A study shall be conducted and the methodology for adjusting and setting the salary to the cost of living shall be developed and adopted. Measures will be taken to promote and implement the methodology.	MLSP Tripartite National Committee for Labour and Social Partnership Institute for Labour and social protection training, assessment, and research	SMEA MNCCI Mongolian Employers' Federation (MONEF) CMTU
		Following the Labour Code (revised edition) and in line with the objective of ensuring the right to freedom of	2023-2027	Methodology and guidelines will be developed and adopted.	MLSP NHRCM	Relevant ministries and organisations

		<p>association and collective bargaining in the field of employment and labour relations, we develop and promote methods and policies, raise awareness among employers and workers and enhance their roles and responsibilities, and organise activities to support their cooperation.</p> <p>Receive and process complaints and feedback on violations of the right to freedom of association and collective bargaining and provide advice.</p>		<p>Actions to promote legislation, guidelines and methodology, raise awareness and understanding, build capacity, improve duties and responsibilities and support cooperation will be planned and implemented in several phases.</p> <p>The service for registration and advice on complaints and feedback on this issue will be improved.</p>	NGOs	<p>Governors of all levels</p> <p>MNCCI</p> <p>MONEF</p> <p>CMTU</p>
		<p>Create the conditions for trade union committees to work independently and impartially, organise multilateral debates, make findings and proposals, and take action to amend the Mongolian People's Republic Law on the Rights of Trade Union adopted in 1991</p>	2023-2024	<p>Discussions and consultation meetings will be organised and joint recommendations will be issued.</p> <p>Subsequently, draft legislative amendments will be prepared and submitted for approval.</p>	MLSP	<p>Relevant ministries and organisations</p> <p>Governors of all levels</p> <p>MNCCI</p> <p>MONEF</p> <p>CMTU</p> <p>NGOs</p>
		<p>Conduct comprehensive assessment on the employment of specific groups at high risk</p>	2023-2025	<p>Assessment will be carried out in phases.</p> <p>Measures to implement will be established.</p>	MLSP	<p>Relevant ministries and organisations</p> <p>Governors of all levels</p> <p>CMTU</p> <p>Professional associations</p>
9.	Ensure citizens' right to safe and healthy food	<p>Ensure the effective implementation of the State Great Ikh Khural Resolution No. 36 entitled "Measures to ensure the safety and supply of food"</p>	2023-2025	<p>The resolution will be implemented in phases and the result and outcome will be introduced.</p>	The Ministry of Food, Agriculture and Light Industry (MoFALI)	<p>Relevant ministries and organisations</p> <p>Governors of all levels</p>

						CMTU Professional associations
		Establish a clear legal framework to strengthen the responsibility of all food businesses for the internal monitoring of food safety	2023-2025	The implementation of the relevant legislation will be assessed.	MoFALI	Relevant ministries and organisations Governors of all levels CMTU Professional associations
10.	Establish a legal framework for the consideration of human rights principles and criteria in the environmental impact assessment of mining, extractive and infrastructure projects.	Conduct awareness raising programmes and training on environmental impact assessment in accordance with the "Regulation on Environmental Impact Assessment" adopted by the 2nd Annex to Government Decision No. 58 in 2023, and create an environment that enables the participation of other stakeholders in terms of their opinion and feedback on environmental impact assessment and provide knowledge on the importance of such assessment	2024-2025	The measures to improve public knowledge and awareness will be carried out in several phases. If necessary, the implementation of the regulation will be evaluated and the outcome determined.	Ministry of Environment and Tourism (MET) Governors of all level Local self-governing bodies	MMHI MoJHA Secretariat of the NCHR
		Conduct analyses and draw conclusions on the negative human rights impacts of the small-scale, artisanal mining activities and take measures to prevent and eliminate these risks.	2023-2024	Conclusions will be made and relevant measures will be planned and executed.	MMHI Mineral Resources and Petroleum Authority of Mongolia (MRPAM)	MET
11.	Strengthen the legal framework to ensure citizens' right to live in a safe and healthy environment, prevent and eliminate negative impacts on human rights in the implementation of	Ensure and protect the right of pastoralists and citizens living in active mining, road construction, transport and heavy industry areas to live in a safe and healthy environment and be protected from pollution and loss of ecological balance, identify the scope of impact, assess laws and regulations and take measures to	2023-2025	The methodology for the assessment of environmental damage and the calculation of compensation will be reviewed and necessary additions and amendments will be made in relation to the	MMHI MET MRPAM	Relevant ministries and organisations MoJHA Ministry of Culture (MoC)

	mining, quarrying, heavy industry, road and transport and energy infrastructure projects, resettle land evictions, value their property and provide compensation	ensure and protect their right to information, property rights and cultural rights, and strengthen the duties and responsibilities of state institutions, local government bodies and business enterprises in preventing, monitoring and eliminating negative impacts.		determination of the area of impact and compensation for damage. Proposals for improving the legal provisions will be developed and submitted for approval.		AGS Secretariat of the NCHR Governors of all levels
		Evaluate the performance of laws and regulations governing relations related to land displacement, resettlement and forced eviction, and take measures to protect citizens' land tenure rights and improve procedures for valuing property and calculating compensation.	2023-2025	An assessment will be carried out and conclusions and suggestions will be made. Measures will be taken to improve the relevant procedures.	Ministry of City and Urban Development (MCUD) Agency for Land Administration and Management, Geodesy and Cartography (ALAMGC)	MET MMHI MRTD MoE
		Assess relevant laws, regulations and standards related to urban planning and public services from the perspective of a human rights-based approach, take action to improve them, enforce implementation and increase accountability in case of violations.	2023-2025	An assessment will be made and improvement measures will be carried out. Enforcement activities will be carried out.	MCUD ALAMGC	Governors of all levels
12.	Create opportunities for people working in the informal sectors of the economy to exercise their rights and have their rights protected by bringing them into formal employment.	Improve registration and information on informal employment.	2023-2024	An electronic database of registration and information will be created.	MLSP	MoF Governors of aimags and the capital city
		Create conditions and opportunities for citizens to receive public services, for some groups such as herdsmen's assistants, develop regulations and databases for registration and monitoring of employment contracts, registration and monitoring of wages and social security payments.	2023-2025	Relevant regulations will be included in legislation and the measures to register and monitor the information will be initiated.	MLSP Ministry of Food, Agriculture and Light Industry Social Insurance Agency (SIA)	Relevant ministries and organisations
		Disseminate information and recommendations on voluntary insurance for the self-employed, pastoralists and unemployed.	2023-2027	Information dissemination and promotional events are planned and organised in	MLSP SIA	Governors of all levels

				several phases.		
13.	Raise awareness and understanding of employment and build capacity.	Organise training and activities to raise awareness and understanding of workers' legitimate rights, safety at work, the right to organise and social security, and involve the media.	2023-2027	Training and activities to increase awareness and understanding are organised in several phases. The information and recommendations will be disseminated through the media.	MLSP SIA CMTU NGOs	Governors of all levels Media Council of Mongolia (MCM)
		Train and build the capacity of lawyers to provide specialised legal assistance in the area of employment and industrial relations.	2023-2027	Training and capacity building for lawyers and advocates providing specialised legal assistance is organised in several phases.	MLSP	MoJHA Mongolian Bar Association (MBA) Association of Mongolian Advocates (AMA) CMTU
14.	Create an inclusive and disability-friendly environment and support disabled people to become an active member of the economic sector	Guarantee the implementation of the provisions of 144.1 to 144.4 of the Labour Code, which require all enterprises with 25 or more employees to employ persons with disabilities, in all enterprises, regardless of their form of ownership	2023-2025	Number of enterprises employing people with disabilities or purchasing products and services related to the employment of people with disabilities	MLSP General Secretariat of the Development of Disabled Persons General Secretariat of the Labour and Social Service Mongolian employers' association (MEA) MNCCI Governors of all levels	

		Increase opportunities to provide support for small and medium-sized enterprises employing people with disabilities through financial loans and premiums	2023-2025	The conditions and criteria for the granting of loans to disabled persons by the Foundation for the Promotion of SMEs	MoF MoFALI	
		Coordinate training on knowledge of the rights of persons with disabilities for all enterprises that have 25 or more employees	2023-2025	Numbers of the enterprises participated in the trainings	MLSP General Secretariat of the Development of Disabled Persons General Secretariat of the Labour and Social Service Mongolian employers' association Mongolian National Chamber of Commerce and Industry Governors of all levels	
		To ensure access for all disabled people to the entrances of the buildings of the major commercial centres and public services, all public places are classified and an inclusivity assessment of their infrastructure and dissemination of knowledge will be carried out by a professional organisation	2023-2024	Numbers of the companies that were evaluated	Ministry of Road and Transport Development (MRTD) Ministry of Road and Transport Development Ministry of Digital Development and Communications MLSP General Secretariat of	Mongolian employers' association Mongolian National Chamber of Commerce and Industry Governors of all levels

					the Development of Disabled Persons	
		Prepare and implement specific plan and measures according to the inclusivity assessment	2024-2025	Implementation of the adopted plan	Ministry of Construction and Urban Development (MCUD) Ministry of Road and Transport Development (MRTD) Ministry of Digital Development and Communications MLSP General Secretariat of the Development of Disabled Persons	Mongolian employers' association Mongolian National Chamber of Commerce and Industry Governors of all levels

CHAPTER THREE. Actions to improve the responsibilities of business enterprises to respect human rights

The second pillar of the "UN Guiding Principles on Business and Human Rights" contains 14 principles that outline the responsibility of businesses to respect human rights. Business enterprises are obliged to comply with the laws that guarantee and protect human rights, to avoid human rights violations and to prevent and remedy possible negative impacts of their activities on human rights. Consequently, businesses must establish a mechanism to identify and implement human rights due diligence and assess the risks that their activities may pose to human rights and the environment, and take measures to address these risks.

This chapter of the Action Plan aims to raise awareness and understanding of the expectations, appeals, human rights and potential impacts of business activities of state, locally-owned and other private enterprises, and to support the efforts and cooperation of business organisations.

No.	Objective	Actions and measures to be implemented	Time frame	Criteria	Implementing organisation	Jointly implementing organisations
1.	Promote and raise awareness of the "UN Guiding Principles on Business and Human Rights" as well as "Gender Dimensions of the Guiding Principles on Business and Human Rights" by the Working Group on the Issue of Human Rights and Transnational Corporations and other Business Enterprises	Introduce and promote the "UN Guiding Principles on Business and Human Rights" and "Gender Dimensions of the Guiding Principles on Business and Human Rights" among the private sector, employers, workers, professional associations and the general public, and develop and disseminate guidelines, recommendations and other relevant materials to assist them in introducing these principles into their business activities.	2023-2025	Recommendations, handbooks and guidelines will be developed. Awareness and understanding activities will be planned and implemented in phases.	MFA MED MET MCUD MRTD MMHI MoE Secretariat of NCGE PCSP SMEA	Relevant ministries and organisations MNCCI MONEF CMTU Professional associations NGOs IOs
2.	Improve the responsibilities of business enterprises in preventing and addressing human rights violations in business operations.	Organise activities to raise awareness and understanding and strengthen the role and responsibility of company founders, major shareholders, board of directors and senior management in preventing, detecting, eliminating, remediating and effectively addressing negative impacts and human rights violations committed through business activities, and call on them to make and implement political commitments.	2023-2025	Discussions and events to raise awareness and understanding will be organised step by step. Adoption and implementation of policy commitments will be supported and results will be achieved.	MED MoJHA MLSP MET MCUD MRTD	Relevant ministries and organisations MNCCI MONEF State and locally-owned enterprises Professional associations

					MMHI Ministry of Food, Agriculture and Light Industry (MoFALI) MoE PCSP SMEA	CMTU IOs
		Take measures aimed at raising human rights awareness and fostering a culture and mindset of respecting human rights among businesses and entities of all ownership types especially when they engage in activities and promoting them on the social media platforms. n and call for the implementation of policy commitments in this area.	2023-2025	Advocacy activities will be organized to improve knowledge and understanding about business and human rights. The number of enterprises and organisations that have made policy commitments to respect for human rights on social media.	MDDC MoJHA MLSP SMEA MNCCI	Relevant ministries and organisations PCSP State and locally-owned enterprises Professional associations NGOs IOs
3.	Strengthen the capacity to conduct human rights due diligence.	Study and promote the forms of systems where business enterprises conduct human rights due diligence and risk assessment in business operations.	2023-2025	A study will be carried out and measures to promote the most feasible forms to be introduced will be undertaken.	MNCCI Professional associations	NGOs
		Implement programmes to share practises, promote awareness, training and capacity building among companies and organisations that have adopted business and human rights policies and have conducted due diligence or risk assessments on human rights in their business activities.	2023-2027	The adoption of a human rights policy by businesses and organisations shall be encouraged and supported, and actions shall be taken to disseminate and share best practises in adopting such a policy and conducting human rights due diligence.	MED MoJHA PCSP SMEA	Relevant ministries and organisations MNCCI MONEF State and locally-owned enterprises NGOs

						IOs
		Build the capacity of law firms, consultancies and civil society organisations providing human rights due diligence services and engage them in activities to introduce and localise the human rights due diligence system in companies and organisations.	2023-2025	Actions to build capacity and ensure the participation of consultancies and civil society organisations providing legal aid services will be planned and implemented in several phases.	MoJHA MET MLSP MED MCUD MEDS MMHI MoFALI MRTD MoE NGOs	MFA Relevant ministries and organisations Governors of all levels MBA AMA IOs
4.	Develop a system to promote and support business enterprises that embed a corporate culture and approach to respecting human rights in their operations.	Select companies that respect human rights in their operations and supply chains and promote this culture, support their best practises at home and abroad, and encourage their cooperation.	2023-2027	Criteria and procedures for business enterprises will be developed and distributed. An event will be organised to select and promote companies that respect human rights in their operations.	MED PCSP Secretariat of NCGE MNCCI	MONEF CMTU State and locally-owned enterprises Professional associations NGOs IOs
		Conduct research, develop proposals and take action to promote and provide financial incentives (e.g. tax credits, concessional loans, promotion of products and services in foreign markets) to companies that have adopted policies to respect human rights in their operations and consistently fulfil their obligations to prevent human rights violations,	2023-2025	A study will be carried out and proposals will be drawn up. Appropriate measures will be taken.	MED MoF FRC	Relevant ministries and organisations MNCCI

		restore violated rights and provide compensation.				
5.	Take actions to promotion of the Convention on the Rights of Persons with Disabilities, the 159th Convention of the International Labor Organization on Vocational Rehabilitation and Employment of Persons with Disabilities, the Law on the Rights of Persons with Disabilities, the Law on Labor, and the Law on Employment Promotion	Develop training programmes and organise training and advocacy activities	2023-2025	. The number of training programmes, courses, and public events	MLSP GADPWD GALWS MONEF MNCCI Governors of all levels	NGOs

CHAPTER FOUR. Actions to provide remedy for human rights violations, enhance the legal framework for compensation, and improve their effectiveness

The third pillar of the "UN Guiding Principles on Business and Human Rights" emphasises that individuals have the right to file a complaint to both the state and business enterprise in cases of human rights violations in order to review the violation, take responsibility, remedy the human rights violations and pay compensation, as set out in these 7 principles. To this end, the State is required to establish effective judicial and non-judicial grievance mechanisms, while businesses are responsible for taking measures to mitigate risks by establishing grievance mechanisms to receive and resolve internal complaints and provide warnings, information, advice and remedy.

No.	Objective	Actions and measures to be implemented	Time frame	Criteria	Implementing organisation	Jointly implementing organisations
1.	Improve the system and mechanisms for preliminary hearings to resolve labour disputes.	Conduct multifaceted activities to raise awareness among employers, workers and citizens on the mechanisms for resolving disputes over workers' interests and rights, including labour mediators, labour arbitrators, workers' rights dispute resolution commissions, tripartite workers' rights dispute resolution committees at the soum and district	2023-2024	Training and promotional events will be planned and organised in several phases. Information will be disseminated via electronic means (e.g. telephone applications).	MLSP Governors of all levels NGOs	Relevant ministries and organisations SMEA MONEF State and locally-owned enterprises

		levels and their procedures, and assist in their implementation.			
		Develop capacity-building programmes and organise training tailored to the needs and requirements of labour mediators, labour arbitrators, tripartite labour and social partnership committees, tripartite labour dispute settlement commissions, soum and district labour dispute settlement committees to enhance the effectiveness of labour dispute settlement institutions.	2023-2027	The needs and requirements of each entity to resolve labour disputes will be identified, and a training programme will be developed and organised.	MLSP Relevant ministries and organisations SMEA CMTU MONEF State and locally-owned enterprises NGOs
		Verify that the enterprises and organisations concerned have established commissions for the settlement of labour disputes in accordance with Article 156.1 of the Labour Code and take measures to ensure their implementation.	2023-2024	Monitoring and inspection will be carried out and the implementation of the law will be enforced.	MLSP Relevant ministries and organisations SMEA CMTU MONEF State and locally-owned enterprises NGOs
		Raise awareness and build the capacity of state labour inspectors and officials to receive complaints and information related to employment.	2023-2025	The training will be planned and organised in phases	MLSP Relevant ministries and organisations Authority of Government Supervisory (AGS) Governors of all levels
		Develop an integrated database to record labour disputes and their resolution, analyse them and take policy action to address the root causes of conflicts.	2023-2025	An integrated information database will be created and an analysis will be carried out. The results will be taken into account in policy development and appropriate action will be taken to address	MLSP Relevant ministries and organisations Secretariat of NCGE SMEA

				the causes of the disputes.		PCSP CMTU
		Receive, resolve and register the complaints and feedbacks regarding the safe and healthy labour environment and introduce the integrated reports every year	2023-2027	The registration and reporting of all complaints and feedback will be conducted. The report will be considered for further policy action and specific measures will be taken to address the causes.	MLSP	AGS CMTU
2.	Promote and improve private sector dispute resolution mechanisms for reviewing labour disputes and complaints of human rights violations.	Develop and promote recommendations and manuals for business enterprises and organisations to establish internal mechanisms for receiving and resolving complaints and information related to employment, and organise training to prevent labour disputes.	2023-2024	Guidelines and recommendations for the creation of electronic and non-electronic tools and internal mechanisms for receiving complaints will be developed and promoted among companies and organisations, and training and events on dispute prevention will be organised.	MLSP PCSP SMEA Secretariat of NCHR NHRCM	MoJHA Relevant ministries and organisations CMTU MNCCI MONEF State and locally-owned enterprises NGOs IOs
		Methodological support for companies and organisations in setting up labour dispute resolution commissions, evaluating the effectiveness of the commission's dispute resolution procedures and taking measures to improve them.	2023-2024	Methodological support will be provided. The effectiveness of labour rights dispute settlement commissions will be evaluated, and measures to improve their quality, availability, and outcomes will be conducted.	MLSP	Relevant ministries and organisations PCSP SMEA CMTU MONEF State and locally-

						owned enterprises NGOs
		Develop and disseminate model guidelines and recommendations for compensation for harm and effective recovery from adverse impacts and human rights violations identified through human rights due diligence and risk assessments involving parties in a transparent manner.	2023-2025	Guidelines and recommendations will be developed and disseminated with the participation of relevant parties.	MoJHA MET MLSP MED MCUD MEDS MMHI MoFALI MRTD MoE MNCCI	Relevant ministries and organisations PCSP NGOs IOs
3.	Build the capacity of sector-specific professional associations to resolve complaints and disputes and redress human rights violations.	Organise discussions and make recommendations on the establishment of mechanisms in the activities of sector-specific professional associations to reduce the negative impact of human rights violations caused by the activities of companies in the sector, eliminate violations and restore rights, and build the capacity of professional associations to review disputes and complaints.	2023-2025	Discussions and research will be conducted and proposals and recommendations made for the creation of functions for the review and resolution of disputes and grievances in professional associations. The proposals and recommendations will be forwarded to the state central administrative bodies for cooperation. Capacity building trainings will be progressively organised	MNCCI MONEF Professional associations	MLSP MET MCUD MRTD MMHI MoE

				for the professional associations.		
4.	Improve the dispute resolution system of the courts.	Take measures to establish a legal framework for conducting court hearings in a digital environment and for evaluating digital evidence	2023-2024	The relevant procedural legislations will be amended accordingly.	MoJHA	Judicial General Council of Mongolia (JGCM)
		Prepare a technical and economic feasibility study and conduct an initial assessment to establish the court infrastructure for the digital receipt of lawsuits and claims, evaluate evidence, establish court procedures and cases in a digital environment	2023-2024	The technical and economic feasibility study will be approved.	MoJHA	JGCM
		Establish the digital environment for court proceedings in phases	2023-2025	20 percent of all court proceeding will be conducted in digital environment.	JGCM	MoJHA
		Create a digital environment that allows court participants to access digital court case materials and records and participate in court hearings in digital form	2025	The digital environment will be assessed whether it allows court participants to monitor the court proceedings and process. /Yes - 1, No - 0/	JGCM	MoJHA
		Improve the environment that allows participants to attend court proceedings remotely	2024-2025	Percentage of court proceedings in which participants can take part in the court hearing virtually /aim to reach 90 percent/	JGCM	
		Improve the legal provisions of state registration of citizens and business enterprises to eliminate the cases of returning claims from the courts and improve address registration.	2023-2024	The draft law will be developed and submitted for approval.	MoJHA	JGCM
		Create the legal environment for filing claims on matters affecting the public interest and class action claims by several participants.	2023-2024	A study will be conducted, and conclusions and proposals will be made. The draft law will be prepared and submitted for approval.	MoJHA	
		Research the practise of settling	2023-2025	A study will be	JGCM	MoJHA

		disputes related to the protection of the public interest before the administrative courts and take the research findings into account when improving legislation.		conducted, and conclusions and proposals will be advanced.		
		Improve procedures for the provision of legal assistance in the resolution of cases and disputes concerning human rights violations caused by the activities of companies in the mining, infrastructure and agricultural sectors.	2023-2025	The study will be conducted and the procedures related to providing legal assistance will be revised.	MoJHA	Relevant ministries and organisations Governors of aimags and the capital city MBA NGOs
		Organise events to raise awareness and understanding of business and human rights issues among judges, prosecutors and law enforcement officials.	2023-2027	Needs will be identified and capacity building training and events are organised in phases.	MoJHA State General Prosecutor's Office (SGPO) NHRCM	Relevant ministries and organisations Secretariat of NCGE MBA NGOs IOs
		Conduct training and build the capacity of court forensic experts.	2023-2027	The need for staff improvement and capacity building is identified and appropriate measures are implemented.	MoJHA JGCM	Relevant ministries and organisations MBA IOs
		Diversify and develop court-based mediation activities, conduct research and draw conclusions on creating legal conditions for enforcing decisions, and create capacity-building and incentive systems for mediators.	2023-2027	Discussions and research will be conducted and conclusions and proposals will be developed. As a result, a draft law will be developed and submitted for approval.	MoJHA JGCM	MBA AMA
5.	Enhance the legal framework related to	To improve the knowledge and understanding of employers and	2023-2025	The awareness raising measures will be	MLSP	SMEA

	compensation of damages.	workers in relation to compensation for occupational accidents, acute poisoning and occupational diseases under the Labour Code and the Law on Pensions and Benefits provided by the Social Insurance Fund		conducted in phases.		CMTU MNCCI MONEF State and locally-owned enterprises NGOs
		Organize information sessions and promotional events on employer's liability insurance and its importance.	2023-2024	Information and promotional events will be organized in phases.	MLSP FRC	SMEA CMTU MNCCI MONEF NGOs
		Improve the legal provisions for calculating damages and conduct research and draw conclusions on the valuation of lost profits from livestock farming, which is the main form of economic subsistence and livelihood for rural people, as economic damages.	2023-2025	A study will be conducted and conclusions and proposals will be advanced.	MoFALI	MoJHA
6.	Strengthen the complaints and dispute resolution activities of the National Human Rights Commission.	Strengthen the capacity of the National Human Rights Commission to receive and resolve complaints of human rights violations related to business activities.	2023-2027	An assessment of the performance of the Law on National Human Rights Commission will be made and appropriate conclusions will be drawn on the need for amendments and additions. Capacity-building measures for the handling of complaints will be implemented.	NHRCM	MoJHA Relevant ministries and organisations
7.	Raise citizens' awareness and understanding on remedy of human	Promote information on mechanisms for receiving and resolving complaints related to human rights violations as stipulated in international treaties	2023-2024	Information, guidelines, and manuals will be developed and distributed.	MFA MoJHA	Relevant ministries and organisations CMTU

rights violations	signed by Mongolia and raise awareness among citizens and the public.		Events to promote awareness and understanding among the citizens and the general public will be organized.	MLSP	IOs
	Disseminate information on international non-judicial (financial and investment) mechanisms for resolving complaints and disputes and raise awareness among citizens and the public.	2023-2024	Information, guidelines, and manuals will be developed and distributed. Events to promote awareness and understanding among the citizens and the general public will be organized.	MoF MED MMHI	Relevant ministries and organisations CMTU IOs
	Conduct legal education programmes for citizens on their right to effective remedies and compensation. Ensure that such education programmes are conducted regularly and involve civil society organisations and local organisations in the education programmes.	2023-2027	The legal education program will be carried out. Local governing bodies will be obliged to dutifully participate.	MoJHA MLSP Governors of all levels NGOs	Relevant ministries and organisations Secretariat of the NCHR NHRCM CMTU IOs

CHAPTER FIVE. Financial resource for implementing the Action Plan

5.1 The objectives and activities of the Action Plan are sourced from the following financial resources:

5.1.1 the state and local budget

5.1.2 donations and financial support from foreign states and international organisations;

5.1.3 other financial resources not prohibited by the laws.

CHAPTER SIX. Monitoring, evaluation, and revision of the Action Plan

6.1. The State Central Administration and other relevant institutions responsible for implementing the activities and measures contained in this National Action Plan during the period 2023 to 2027 will adopt and execute detailed sector-specific plans.

6.2. The State Central Administration and other relevant institutions will prepare a performance report and submit it to the Secretariat of the National Committee for Human Rights (NCHR) by 1 December each year.

6.3. The NCHR Secretariat will assess the implementation of the National Action Plan by 15 December each year and provide guidance and recommendations on how to intensify implementation.

6.4. The NCHR Secretariat will monitor and review the implementation of this Action Plan after less than 18 months and submit the results to the government by 10 December of the same year, together with proposals for further action. External experts and non-governmental organisations may be involved in the monitoring and review.

6.5. Six months before the completion of the implementation of the action plan, the NCHR Secretariat will make a final evaluation of the results and report to the public and the government.

6.6 Based on the results of the final evaluation, the NCHR Secretariat will take specific actions to revise, approve or ensure the implementation of the action plan with the involvement of relevant multi-stakeholders.