



## CABINET OF MINISTERS OF THE KYRGYZ REPUBLIC

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### ORDER

No. 857-r dated December 26, 2024

In order to promote the United Nations Guiding Principles on Business and Human Rights in the Kyrgyz Republic, and in accordance with Articles 13 and 17 of the Constitutional Law of the Kyrgyz Republic ‘On the Cabinet of Ministers of the Kyrgyz Republic’:

1. Approve:

- 1) The Implementation Program for the United Nations Guiding Principles on Business and Human Rights (the UN Guiding Principles) until 2027, as outlined in Appendix 1;
- 2) The Action Plan for the Implementation Program for the UN Guiding Principles on Business and Human Rights until 2027 (the Action Plan), as outlined in Appendix 2.

2. Instruct the executive authorities of the Kyrgyz Republic, the Supreme Court of the Kyrgyz Republic (subject to agreement), the Prosecutor General's Office of the Kyrgyz Republic (subject to agreement), the National Investment Agency under the President of the Kyrgyz Republic (subject to agreement), the Chamber of Commerce and Industry of the Kyrgyz Republic (subject to agreement), the Office of the Ombudsman (Akyikatchy) of the Kyrgyz Republic (subject to agreement), and the Bar Association of the Kyrgyz Republic (subject to agreement), involved in the implementation of the Action Plan to:

- Ensure strict compliance with the Action Plan within the prescribed timeframes;
- Submit semi-annual progress reports on the implementation of the Action Plan to the Ministry of Economy and Commerce of the Kyrgyz Republic no later than the 5<sup>th</sup> day of the month following the reporting period.

3. The Ministry of Economy and Commerce of the Kyrgyz Republic shall, based on the results of each half-year period and no later than the 25<sup>th</sup> day of the month following the reporting period, submit a consolidated report on the implementation of the Action Plan to the Administration of the President of the Kyrgyz Republic.
4. Oversight of the execution of this Order shall be assigned to the Execution Control Department for Presidential and Cabinet of Ministers' Decisions within the Administration of the President of the Kyrgyz Republic.

**Chairman of the  
Cabinet of Ministers  
of the Kyrgyz Republic**

**A.A. Kasymaliev**

*/Seal: Cabinet of Ministers of the Kyrgyz Republic, No.1/*

## **Implementation Program for the United Nations Guiding Principles on Business and Human Rights until 2027**

The Kyrgyz Republic's path toward sustainable and inclusive development is accompanied by political, economic, and social challenges. Factors such as the pandemic, geopolitical uncertainty, and cross-border armed conflicts also significantly impact the country's economic development.

The topic of business and human rights is new for the Kyrgyz Republic; however, it is dynamically developing globally, especially over the past 15 years. The structure of business and its relationships – with other businesses, the State, and employees – is evolving. Demands for responsible business conduct are increasing from the international community, investors, and civil society.

A growing number of global companies are integrating human rights components into their internal policies, publicly committing to adhere to and promote internationally recognized human rights standards and the standards of the International Labor Organization (ILO).

As an active participant in global processes, the Kyrgyz Republic cannot remain on the sidelines of international trends in the field of human rights, including business and human rights.

### **Chapter 1. Key Premises**

#### **The Importance of the United Nations (UN) Guiding Principles on Business and Human Rights**

In 2011, the UN Human Rights Council unanimously adopted the Guiding Principles on Business and Human Rights, which have become the globally recognized framework in this area.

Global trends in business and human rights trace back to discussions on this topic by the international and global community starting in the mid-1970s.

The adoption of the UN Guiding Principles on Business and Human Rights (the UN Guiding Principles, UNGPs) by the UN Human Rights Council in 2011 marked a turning point in elevating this issue to a qualitatively new level, fostering its widespread and active implementation in many countries worldwide.

The primary goal of the UNGPs is to address the imbalance between the State, people, and markets, striving to narrow and ultimately bridge the gap

between economic powers and respect for humans, with a particular focus on the needs of those most vulnerable.

The UN Guiding Principles have established themselves as a vital normative framework in the international arena, largely due to the extensive and diverse range of stakeholders involved in their drafting and the consensus endorsement they received at the UN.

Targeted at both states and business enterprises, the principles affirm that while states are obligated to promote, protect, and respect human rights, business enterprises, like all members of society, bear the responsibility to respect them. Consequently, states must undertake normative and policy initiatives to ensure the proper safeguarding of human rights, while business enterprises, acting independently, are expected to uphold their responsibility to respect human rights, even in situations where protection may be lacking.

The UN Guiding Principles do not impose new obligations on states or business enterprises. Instead, they provide a clearer definition of existing human rights standards and clarify the respective responsibilities of states and business enterprises within this context. In 2014, the Human Rights Council adopted a resolution urging states to develop Action Plans on Business and Human Rights.

The framework proposed by the Guiding Principles is founded on the principle that businesses must respect human rights.

This responsibility exists alongside their obligation to comply with national laws and regulations that protect human rights. Human rights serve as the standards by which business enterprises should conduct their activities. The Guiding Principles encourage businesses to adopt human rights-related due diligence frameworks.

Within this framework, any additional efforts by businesses to contribute to communities or development are commendable but remain secondary to their primary responsibility to respect human rights.

Since their adoption, the UN Guiding Principles have been widely disseminated and integrated into several key legal instruments promoting responsible corporate behavior. These include the Global Compact, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the International Labor Organization (ILO) Tripartite Statement, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and the UNICEF Principles on Children's Rights and Business, Save the Children.

In the Ombudsman's (Akyikatchy's) report titled 'On Respect for Citizen's and Human Rights and Freedoms in 2021', a recommendation was made to the Cabinet of Ministers of the Kyrgyz Republic to develop and adopt a National Action Plan on Business and Human Rights to implement the UN Guiding Principles.

Following the review of the Ombudsman's (Akyikatchy's) report, this recommendation was formally adopted through Decision No. 307-VII of the Jogorku Kenesh on 16 June 2022.

## **Chapter 2: Analysis and Assessment of the Current Situation**

### **1. Pillar I: State Duty to Protect Human Rights**

The State bears the primary responsibility for safeguarding individuals against human rights violations within its territory and jurisdiction. This pillar of the UN Guiding Principles unequivocally delineates this obligation and outlines how, through its core functions, the State must establish an enabling environment in which other actors, including business enterprises, respect human rights.

In alignment with this framework, the UN Guiding Principles highlight four key areas of focus:

- 1) the role of the State in regulation, public policy, promotion and incentives;
- 2) the relationship between the State and business enterprises, i.e. cases where the State fulfils a corporate role;
- 3) conflict-affected areas;
- 4) political coherence, meaning the State's duty to protect human rights in all areas related to corporate and economic activities.

### **2. Pillar II: Corporate Responsibility to Respect Human Rights**

An analysis of the legislation, strategic frameworks, and policy documents of the Kyrgyz Republic reveals a lack of provisions that clearly signal to businesses the necessity of implementing the UN Guiding Principles on Business and Human Rights in their operations. The legislative framework of the Kyrgyz Republic does not currently establish a regulatory basis for fostering a coordinated approach to promoting responsible business conduct with respect to human rights. Furthermore, there are no relevant regulations, guidelines (explanations), or methodological recommendations by the authorized state bodies for businesses to implement the UN Guiding

Principles and respective approaches to entrepreneurial activity. There is also no authorized state body responsible for the development of policy and methodological guidelines on entrepreneurial activities for businesses and state bodies in the context of human rights.

The insufficient level of business awareness regarding human rights, the potential risks associated with non-compliance, and the failure to take timely measures to prevent violations, mitigate harm, and implement compensatory actions result in businesses, in practice, considering compliance with the national legislation of the Kyrgyz Republic as sufficient. Consequently, they pay little to no attention to international human rights standards.

This situation is primarily caused by the low level of awareness among businesses in the Kyrgyz Republic regarding human rights obligations.

Business entities must respect human rights, including avoiding human rights violations, monitoring the impact of their activities on human rights, and addressing and remedying any negative impacts caused by their operations. The State, in turn, should establish the necessary conditions by adopting appropriate regulatory legal acts, developing methodological recommendations, conducting awareness-raising campaigns, organizing training programs, and implementing other activities and organisational measures.

The analysis of the legislation of the Kyrgyz Republic revealed the following gaps:

- no regulatory provisions/requirements mandating or recommending business entities to adopt programmatic commitments to respect human rights or to publicly declare a human rights policy;
- a lack of special measures taken by the Kyrgyz Republic to support the human rights activities of state-owned or state-controlled enterprises, as well as those receiving state support;
- no regulatory requirements for conducting human rights due diligence by state-owned or state-controlled enterprises, or those receiving significant support from state bodies;
- an absence of requirements for corporate human rights disclosure and reporting.

State support to business entities is not contingent upon demonstrating responsible behavior concerning human rights. The regulation of state-owned enterprises does not include mechanisms to ensure their responsible conduct in this regard.

The requirements for candidates to the boards of directors of state-owned companies, as well as the mechanisms for assessing their performance, do not include the assignment of responsibility for the company's compliance with its human rights policy, nor do they address the integration of due diligence issues into the company's development strategy and other operational documents. Furthermore, there is no effective mechanism for handling complaints.

Kyrgyz law lacks provisions ensuring the inclusion of human rights clauses in agreements between the State and businesses.

Public procurement contracts, public-private partnership agreements, public social contracts, investment agreements, and concession contracts do not reflect the State's expectation that businesses respect human rights in the provision of services and comply with human rights standards.

There are no legal provisions in the Kyrgyz Republic that require businesses registered or operating under its jurisdiction to adhere to the principles of responsible contracting when interacting with host states.

### **3. Pillar III: Access to Legal Remedies for Aggrieved Persons When Business Violates Their Rights**

An analysis of the legislation of the Kyrgyz Republic for compliance with Pillar III of the UN Guiding Principles has revealed the existence of laws establishing liability for businesses causing harm to individuals' health, property, the environment, and for violations of labor rights. These laws obligate businesses to compensate for damages and restore violated rights. However, the current legal norms do not incentivize enterprises to prevent human rights violations, adopt preventive protection measures, or engage in responsible behavior. Furthermore, adverse human rights impacts resulting from business activities do not limit businesses' access to state funding.

The State has made no efforts to raise public awareness or understanding of the existence of laws, policies, or regulations that provide mechanisms for addressing business-related human rights violations. Additionally, no mechanism has been established to encourage businesses to issue apologies for adverse human rights impacts caused by their activities.

The legislative framework governing judicial proceedings remains unstable. Strengthening the institutional foundation of the judiciary is necessary, including the development of a comprehensive and consistent judicial practice by the Plenum of the Supreme Court of the Kyrgyz Republic.

Judicial protection is the primary and most effective form of safeguarding violated rights in the Kyrgyz Republic. This method is effective due to the

mandatory enforcement of court decisions and the existence of criminal liability for non-compliance with such decisions. Any interested party has the legal right to seek judicial protection for their violated or contested rights, freedoms, and legally protected interests in accordance with the law. Any waiver of the right to access the judiciary is deemed invalid.

All members of society, including indigenous peoples, migrants, women, and children, are entitled to file complaints and must be afforded the same legal protection as the general population. No legislative restrictions in this regard have been identified.

Despite the legislative equality of all citizens in accessing judicial institutions, the constitutional provision on free legal proceedings in cases prescribed by law, and the ability to waive, defer, or pay court fees in installments when financial resources are insufficient, vulnerable groups continue to face practical barriers (economic, social, and physical) in accessing justice.

In this regard, the State should take additional measures to ensure access to justice for vulnerable populations. These measures may include conducting public awareness campaigns, providing free legal assistance, equipping court buildings with appropriate infrastructure, training judges, lawyers, and prosecutors on the specificities of protecting the rights of vulnerable groups, and offering concessions on judicial costs/state fees.

The Plenum of the Supreme Court of the Kyrgyz Republic has not issued any normative instructions, guidelines, or rulings concerning the application of the UN Guiding Principles in the administration of justice.

No normative provisions were identified for the training of judges, judicial personnel, and law enforcement officials in the context of human rights and business activities. The curricula of the Higher School of Justice under the Supreme Court of the Kyrgyz Republic indicate that the primary focus is placed on procedural aspects of case consideration, with human rights issues being addressed only fragmentarily.

Mediation has become a specific area of social life as a means of resolving conflicts. An analysis of the collected data revealed several issues, including contradictions between the Law of the Kyrgyz Republic ‘On Mediation’ and other legal acts, insufficient development of mediation organizations, inadequate training of mediators, a lack of mediators, and vague legal liability for mediators in cases of violations of the law. Limited public promotion of mediation has resulted in low public awareness of the mediation procedure.

According to the Labor Code of the Kyrgyz Republic, labor disputes are resolved either by a labor disputes commission or by a court. Arbitration tribunals, as an alternative method of resolving such disputes, are not provided for in the Code. However, the Code does not explicitly prohibit the inclusion of arbitration clauses in employment contracts.

In essence, Aksakal courts can serve as grassroots ombudsmen, particularly in remote rural areas where qualified legal professionals are unavailable, and public access to legal information is limited. As a result, even minor disputes in rural areas can escalate into significant conflicts, involving relatives and sympathizers. If not addressed promptly, such disputes may intensify, leading to long-term tribal or clan feuds with serious consequences.

The absence of a platform in Kyrgyzstan comparable to the OECD National Contact Points, which facilitates the promotion of responsible business conduct standards, is particularly notable. Such a structure could assist businesses and stakeholders in implementing the UN Guiding Principles and addressing practical challenges that may arise.

In general, there is a pronounced lack of awareness regarding the intersection of business and human rights across all state-based non-judicial mechanisms.

The Law of the Kyrgyz Republic ‘On the Ombudsman (Akyikatchy) of the Kyrgyz Republic’ establishes a well-defined procedure for handling citizens’ applications and complaints, granting the Ombudsman (Akyikatchy) extensive powers that are guaranteed by law.

However, in practice, instances of obstruction of the Ombudsman’s (Akyikatchy’s) activities by various entities and disregard for the requirements of Kyrgyz legislation have been observed. The effectiveness of the Ombudsman’s (Akyikatchy’s) investigations is hindered by the reluctance of certain state bodies to act on their recommendations. Additionally, not all state bodies provide comprehensive and substantiated responses to the Ombudsman’s (Akyikatchy’s) proposals and recommendations concerning identified violations.

The absence of a legal framework to evaluate the quality of consultations provided under free legal aid programs, as well as the performance of legal practitioners, represents a key obstacle to the development of the state-guaranteed legal aid system and its potential to address issues within the ‘Business and Human Rights’ context.

It is also important to highlight that, under the UNDP project ‘Business and Human Rights’ (B+HR) in the Kyrgyz Republic, supported by the

Government of Japan, a study titled ‘Responsible Business in Kyrgyzstan: Assessing the Context for Japanese Companies and Their Supply Chains’ was conducted. The findings reveal a low level of awareness among companies operating in Kyrgyzstan regarding human rights issues and standards for responsible business conduct. However, companies that are export-oriented, engaged in partnerships with foreign stakeholders, involved in attracting investments, and focused on employee retention and loyalty, demonstrate a growing interest in human rights matters.

The research report ‘Analysis of Legislation and Business Practices in the Context of International Standards on Business and Human Rights’ represents the first comprehensive examination of Kyrgyz legislation in relation to the UN Guiding Principles on Business and Human Rights and other relevant international standards. It also serves as a foundational study on the implementation of internationally recognized human rights practices within the context of business operations in the Kyrgyz Republic.

### **Chapter 3. Purpose and Tasks of the Implementation Program for the United Nations Guiding Principles on Business and Human Rights until 2027**

The purpose of this Implementation Program for the United Nations Guiding Principles on Business and Human Rights until 2007 (Program) is to adopt legislative, organizational, informational and educational measures designed to:

- protect human rights in the course of business activities;
- improve the attractiveness of investment;
- expand opportunities for businesses to access European and other international markets, as the protection of human rights is the fundamental basis for sustainable development.

In order to achieve this objective, the following tasks have been identified:

- 1) promote the strengthening of policy coherence between business and human rights at the national level;
- 2) create the conditions for a national dialogue that promotes respect for human rights in the business environment and helps prevent potential negative human rights impacts of business activities;
- 3) promote the exercise of due diligence with respect to human rights in the context of responsible corporate governance;
- 4) strengthen mechanisms to provide remedies for victims with a view to the peaceful resolution of disputes;

- 5) support the implementation of the 2030 Agenda for Sustainable Development.

In order to achieve these objectives, a series of activities will be carried out, organized according to the three pillars contained in the UN Guiding Principles, and based on recommendations received during dialogues with government authorities, business representatives, trade unions, the legal profession and civil society.

## **Chapter 4. Expected Results**

Achieving the objectives outlined in Chapter 3 of this Program will require the adoption of appropriate measures by relevant stakeholders, including the Cabinet of Ministers of the Kyrgyz Republic and business associations.

The following four priority areas are considered particularly important for the State in the implementation of this Program:

- 1) policy coherence and strengthening of inter-agency cooperation and coordination to promote understanding and awareness of business and human rights among government authorities, local government bodies, civil society organizations and business representatives;
- 2) understanding and awareness of business and human rights to ensure that businesses understand and comply with relevant laws and policies;
- 3) human rights education and awareness-raising efforts to promote a broader understanding of human rights throughout society, which is essential to encourage further business engagement on business and human rights;
- 4) ensuring respect for human rights in internal and global supply chains in the context of globalization and diversification of business activities.

## Action Plan for the Implementation Program for the United Nations Guiding Principles on Business and Human Rights until 2027

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
Pillar I: State Duty to Protect Human Rights						
1	Integrate the business and human rights policy into the legislation of the Kyrgyz Republic in accordance with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights until 2011 (UN Guiding Principles) and the UN Global Compact	Analyze the possibility of ratification by the Kyrgyz Republic of the following:  - ILO Occupational Safety and Health Convention No.155; - ILO Promotional Framework for Occupational Safety and Health Convention No.187; - ILO Migrant Workers (Supplementary Provisions) Convention No.143 dated 1975 and Migrant Workers Recommendation	Q3 2026	A report and financial estimates have been prepared on the preparedness of the Kyrgyz Republic to ratify the ILO conventions based on the analyses (situational, legal, financial and economic) on the preparedness/unpreparedness of the Kyrgyz Republic to ratify the ILO Conventions	MLSSM, MH, MFA, NGOs (to be agreed)	Budgets of the state bodies involved

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		No.151, intended to protect the rights of all migrant workers regardless of their status				
2		Examine the feasibility of acceding to the OECD Declaration on International Investment and Multinational Enterprises	Q2 2026	<ul style="list-style-type: none"> <li>- A situational, financial and economic, and legal analysis have been conducted;</li> <li>- A report on the preparedness of the Kyrgyz Republic to accede to the OECD Declaration has been drafted.</li> </ul>	NIA, MEC, SASPM, business associations, NGOs (to be agreed)	National budget
3		Analyze international best practices in the operation of OECD National Contact Points (OECD NCPs).	Q2 2026	A report on the feasibility/unfeasibility of OECD NCP establishment containing risk and benefit analysis has been prepared and submitted to MEC	NIA, MEC, business associations, NGOs (to be agreed)	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
4		Draft and adopt an order of the Cabinet of Ministers of the Kyrgyz Republic 'On Approval of the Occupational Health and Safety Program'	Q3 2025	- Occupational health and safety have improved	MLSSM	National budget
5	Raise the awareness of business entities about the UN Guiding Principles	Conduct an awareness raising campaign on the UN Guiding Principles and the application of business and human rights standards through state media and Internet sites	Ongoing	Public awareness raising and outreach campaigns have been held, UNGP texts and explaining materials has been published in the media	Ombudsman (Akyikatchy), business associations, NGOs (to be agreed)	National budget and budgets of donor organizations
6		Disseminate among businesses the respective guidelines, methodological documents and recommendations of international organizations on business and human rights, including	Q3 2026	Guidelines, methodological documents and recommendations of international organizations on business and human rights have been	MEC, Ombudsman (Akyikatchy) (to be agreed)	National budget and budgets of donor organizations

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		through the translation thereof into the state language		translated into the state and official languages		
7	Build the capacity of the employees of state bodies and stakeholders in the UN Guiding Principles	Train the employees of the state and municipal bodies in the UN Guiding Principles	Q3 2025	Four (4) activities have been conducted per year for the employees of executive bodies	MH, SACSLSG, MEC, international organizations (to be agreed)	National budget and budgets of donor organizations
8		Organize training workshops on non-discrimination and inclusiveness, focusing on developing skills to identify vulnerable groups and implement measures to protect their rights (individuals with disabilities, migrant workers with family responsibilities, older adults, and others)	Q3 2025	Four (4) activities have been conducted per year	MLSSM	National budget and budgets of donor organizations

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
9		Produce recommendations for legal entities aimed at the identification and prevention of negative impact on human rights	Q3 2026	<p>The recommendations have been published on the official website of the authorized body on entrepreneurship and disseminated among business associations.</p> <p>Businesses are aware of:</p> <ul style="list-style-type: none"> <li>- potential risks related to specific types of economic activity, taking into account the border conflict and internal displacement;</li> <li>- measures to prevent the negative impact of business activities on human rights.</li> </ul>	MEC, business associations, NGOs (to be agreed)	National budget and budgets of donor organizations
10		Conduct an analysis of components aimed at shaping the culture of zero-tolerance towards gender discrimination, as a	Q3 2026	All educational programs at all levels integrate the components aimed at shaping the culture of zero-tolerance towards	MES, MCISYP, business associations, NGOs (to be agreed)	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		socially significant norm of the subject educational standard		gender discrimination as a socially significant norm		
11		Develop a guide on environment protection and realization of the human right to a favorable environment for specific business activities and publish the same on the websites of state authorities	2005 – 2007	Information on environment protection and realization of the human right to a favorable environment is available for specific business sectors	MNRETS	National budget
12		Organize training on legal requirements to respect the human right to a favorable environment in businesses	Q3 2025	Training sessions have been organized for business associations, civil society representative and other stakeholders	MNRETS, business associations NGOs (to be agreed)	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
<b>Pillar II: Corporate Responsibility to Respect Human Rights</b>						
13	Promote the UN Guiding Principles, including the commitments to respect human rights, take due diligence measures and create a grievance mechanism, in the Kyrgyz Republic	Develop a respective order of MEC, encouraging business entities to apply UNGPs in their activities, incorporate commitments to take programmatic measures to respect human rights into their strategic development plans, take due diligence measures, create a grievance mechanism, implement measures to manage the supply chain in the context of respect for human rights	Q3 2026	- A MEC order has been adopted; - state-owned business entities, business entities with state participation have adopted strategic development plans, corporate policies and commitments to respect human rights, created grievance mechanisms	MEC, SASPM, FMRSS, business associations, NGOs (to be agreed)	National budget
14		Adopt amendments to:	Q2 2027	- normative legal acts have been adopted;	MEC, SASPM, FMRSS, Ombudsman (Akyikatchy),	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		<p>- the Laws of the Kyrgyz Republic ‘On Public Procurement’, ‘On Public-Private Partnership’, ‘On Natural Monopolies in the Kyrgyz Republic’, ‘On Investments’;</p> <p>- Standard Procedure on Organization and Implementation of Procurement by public and municipal enterprises, business entities, with 50 or more percent of the charter capital owned by the state, including by their subsidiary entities, approved by the Resolution of the Cabinet of Ministers of the Kyrgyz Republic No.301</p>		<p>- public procurement procedures, tender documents and contracts include the requirement for participating companies to adopt policies on respect for human rights, due diligence measures and create remedy mechanisms;</p> <p>- qualification requirements for PPP tender participants to have a human rights policy, due diligence and remedy mechanisms in place;</p> <p>- PPP agreements contain provisions on continuous monitoring of respect for human rights by the private partner;</p>	business associations, NGOs (to be agreed)	

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		dated June 10, 2022, and other decisions regulating public procurement		- indicators have been developed to assess respect for human rights and the availability of the human rights policy in companies		
15		Develop a Corporate Governance Code	Q3 2026	- The Corporate Governance Code has been approved; - Management bodies of OJSc with state participation have adopted corporate governance codes containing references to the UN Guiding Principles	FMRSS, SASPM	National budget
16		Develop methodological guidelines on the application of key performance indicators and assess the effectiveness and	Q2 2026	- Key performance indicators for assessment of the effectiveness of senior managers of state companies and business entities with	SASPM	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		financial sustainability of state enterprises; - Regulation on the assessment of performance of a member of the Boards of Directors of business entities with state participation approved by the Resolution of the Government of the Kyrgyz Republic No.306 dated May 20, 2015.		state participation incorporate indicators on respect of human rights by companies; - Information about changes in key performance indicators has been disseminated among state enterprises and business entities with state participation		
17		Make amendments on the Regulation on Procedure for Reporting (Information Provision) and Disclosure by financial market entities approved by	Q2 2027	- Amendments have been made to the Resolution of the Government of the Kyrgyz Republic No.417 dated September 4, 2018;	FMRSS, business associations (to be agreed)	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		the Resolution of the Government of the Kyrgyz Republic No.417 dated September 4, 2018		- Public companies include information on the availability of the human rights policy and other matters arising from the UN Guiding Principles into their brief description of corporate governance practices in relation to the regulated financial market entity as part of their reports		
18		Draft and adopt: <ul style="list-style-type: none"> <li>- A guide on development of programmatic commitments (corporate policy) of companies on respect for human rights in business;</li> <li>- Methodology to assess the impact of entrepreneurial</li> </ul>	2005 – 2006	The guide and methodology have been publishes on the official websites of the authorized state body on entrepreneurship and the authorized state body on state property management. The documents have been disseminated among state enterprises, business entities with	MEC, SASPM, business associations, NGOs (to be agreed)	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		activity on human rights taken into account sectors of activity		state participation and business associations		
19		Incorporate provisions on the liabilities of business concerning respect for human rights and due diligence measures into agreements (PPP, entrepreneurship) signed between state authorities, local self-government bodies and legal entities	Ongoing	Sample agreements have been drafted containing provisions on due diligence with regards to businesses in the human rights sphere. The agreements being signed contain respective provisions. Develop a component on the mandatory inclusion into agreements (standard agreement)	MEC, SASPM, NIA	National budget
20		Develop special measures to support companies owned or controlled by the state, or entities receiving substantial support from stat bodies taking due	Q3 2027	Normative legal acts have been adopted that stipulate state support measures providing for maintaining a register of socially oriented companies, etc.	MEC, business associations (to be agreed)	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		diligence measures in the human rights sector				

### **Pillar III: Access to Legal Remedies for Aggrieved Persons When Business Violates Their Rights**

21	Create mechanisms to encourage apologies for unfavorable impact on human rights due to business activities	Conduct an analysis of the legislative framework to identify provisions obliging business entities who violated human rights not only to compensate for the harm but also take public responsibility and tender apologies	Q2 2026	A report and a respective document have been drafted encouraging business entities to tender public apologies for violating human rights in addition to compensation for the harm	MEC, business associations, NGOs (to be agreed)	National budget
22	Enhance the quality of SGLA	Develop a training module on human rights in business for providing legal consultations to individuals in the event business violate their rights	Q3 2026	A training module for an online platform has been developed for coordinators and lawyers of the SGLA system and employees of the 114 hotline	Legal Aid Service under the MJ	National budget

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
23		Organize activities to enhance the knowledge of coordinators and lawyers of the SGLA system and the employees of the 114 hotline on human rights in business	Ongoing	Four (4) training seminars have been organized per year on human rights and business		
24	Build the capacity of judges, lawyers, prosecutors, law enforcement officials, mediators and arbitrators on matters related to business and human rights	Organize activities to raise awareness and improve the knowledge of mediators and arbitrators on the concept and peculiarities of the 'Business and Human Rights' topic on the one hands, and the development of accessible and effective mediation mechanisms on the other hands, building capacity of relevant	Ongoing	Two (2) activities have been organized per year to raise the awareness and improve the knowledge of mediators and arbitrators on human rights and business	CCI ( to be agreed)	Enterprise's own funds

No.	Tasks	Measures/ Activities	Timeframe	Expected results (deliverables)	Parties responsible	Source of funding
1	2	3	4	5	6	7
		stakeholders on the application of these mechanisms				
25		Develop training plans and programs related to business and human rights. Incorporate topics on business and human rights into the curricula of the Higher School of Justice of the Kyrgyz Republic, the training center of the Bar of the Kyrgyz Republic, as well as into the training programs for law enforcement officers	Ongoing	<ul style="list-style-type: none"> <li>- Training plans and programs have been developed;</li> <li>- Judges, lawyers, prosecutors and law enforcement officers have been trained on matters related to business and human rights</li> </ul>	HS, PGO (to be agreed), MIA, the Bar of the Kyrgyz Republic (to be agreed)	National budget Enterprise's own funds

## Acronyms:

CCI	- Chamber of Commerce and Industry of the Kyrgyz Republic
FMRSS	- Financial Market Regulation and Supervision Service
ILO	- International Labor Organization
MCISYP	- Ministry of Culture, Information, Sport and Youth Policy of the Kyrgyz Republic
MEC	- Ministry of Economy and Commerce of the Kyrgyz Republic
MES	- Ministry of Education and Science of the Kyrgyz Republic
MF	- Ministry of Finance of the Kyrgyz Republic
MFA	- Ministry of Foreign Affairs of the Kyrgyz Republic
MH	- Ministry of Health of the Kyrgyz Republic
MIA	- Ministry of Internal Affairs of the Kyrgyz Republic
MJ	- Ministry of Justice of the Kyrgyz Republic
MLSSM	- Ministry of Labor, Social Security and Migration of the Kyrgyz Republic
MNRETS	- Ministry of Natural Resources, Ecology and Technical Supervision of the Kyrgyz Republic
NIA	- National Investment Agency under the President of the Kyrgyz Republic
OECD	- Organization for Economic Cooperation and Development
OECD NCP	- National Contact Point of the Organization for Economic Development and Cooperation
PGO	- Prosecutor General's Office of the Kyrgyz Republic
PPP	- Public-private partnership
SACSLSG	- State Agency for Civil Service and Local Self-Government
SASPM	- State Agency for State Property Management under the Cabinet of Ministers of the Kyrgyz Republic
SC	- Supreme Court of the Kyrgyz Republic
SGLA	- State-guaranteed legal aid
UN	- United Nations
UNGPs	- United Nations Guiding Principles