

► References made to the MNE Declaration in National Action Plans on Business and Human Rights – September 2025

As an expression of their commitment to the United Nations Guiding Principles on Business and Human Rights (UNGPs), States are encouraged to adopt National Action Plans (NAPs) on Business and Human Rights (NAP-BHR). An increasing number of countries develop and adopt such NAPs with the purpose of strengthening coordination and coherence within government on the range of public policy areas that relate to business and human rights, and of which the protection of labour rights is an integral part. The majority of NAP-BHR make reference to ILO Instruments, and an increasing number are also referring to the MNE Declaration (see below). **Of the 40 NAPs that have been adopted and are available online, 18 make direct reference to the MNE Declaration.**

Country	Link to the NAP	Period	References to the MNE Declaration	ILO Instruments mentioned
Africa (A-Z)				
Ghana	Ghana National Action Plan on Business and Human Rights	2025-2029	-	► Declaration on Fundamental Principles and Rights at Work, 1998
Kenya	National Action Plan on Business and Human Rights	2020-2025	-	► Indigenous and Tribal Peoples Convention, 1989 (No. 169)
Liberia	1st National Action Plan on Business and Human Rights	2024-2028	-	-
Nigeria	National Action Plan For the Promotion and Protection of Human Rights in Nigeria (2024-2028)	2024-2028	-	► Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ► Right to Organise and Collective Bargaining Convention, 1949 (No.98).

				▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169). ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182)
Uganda	The National Action Plan on Business and Human Rights	2021-2026	-	-
America (A-Z)				
Argentina	Plan Nacional de Acción sobre Empresas y Derechos Humanos (in Spanish)	2023-2026	Ref. p.6 – Chap.I & p.78 – Activities Table “Public governance/Corporate governance”	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Forced Labour Convention, 1930 (No.29) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Right to Organise and Collective Bargaining Convention, 1949 (No.98). ▶ Convention, 1989 (No. 169). ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ Occupational Safety and Health Convention, 1981 (No.155) ▶ Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) ▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169)

				▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182) ▶ Occupational Safety and Health Convention, 1981 (No.155) ▶ Violence and Harassment Convention, 2019 (No. 190) ▶ Transition from the Informal to the Formal Economy Recommendation, 2015 (No.204) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Chile	2nd National Action Plan on Business and Human Rights (2022-2025) (in Spanish)	2022-2025	Ref. p.72 – Activities Table “Focus 4: Small and medium-sized enterprises.”	▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Colombia	Memorandum on Public Policy on Business and Human Rights (in Spanish)	2024-...	Ref. p.42 Table of regulatory initiatives, standards, and international instruments related to business and human rights	▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Peru	National Action Plan on Business and Human Rights	2021-2025	Ref. p.6 – Preface & p.8 Introduction & p.10 Chap.I	▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Right to Organise and Collective Bargaining Convention, 1949 (No.98).

				▶ Indigenous and Tribal Peoples Convention, 1989 (No.169) ▶ Migration for Employment Convention (Revised), 1949 (No.97) ▶ Equality of Treatment (Social Security) Convention, 1962 (No.118) ▶ Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143) ▶ Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
United States of America	the 2nd 'United States Government National Action Plan on Responsible Business Conduct	2024-...	Ref. p.7&9 - The U.S. Government Expectations for Businesses on Human Rights Due Diligence	▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Asia (A-Z)				
Indonesia	National Action Plan on Business and Human Rights	2017-...	-	▶ Forced Labour Convention, 1930 (No.29) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Right to organise and Collective Bargaining Convention, 1949 (No.98). ▶ Equal Remuneration Convention, 1951 (No.100)

				▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182)
Japan	National Action Plan on Business and Human Rights	2020-2025	▶ Ref. p.5 - Chapter 1. Towards the Formulation of the National Action Plan & p.24 – Chap.2 Action Plan ▶ Ref. p.23 “ILO Helpdesk For Business on ILS”	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Kyrgyzstan	1st NAP on Business and Human Rights (in Russian)	2025-2027	-	-
Malaysia	National Action Plan on Business and Human Rights (2025-2030)	2025-2030	Ref. p.19-20 – Case studies.	▶ Forced Labour Convention, 1930 (No.29) ▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Migration for Employment Convention (Revised), 1949 (No.97) ▶ Domestic Workers Convention, 2011 (No.189) ▶ Violence and Harassment Convention, 2019 (No. 190) ▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169)

				▶ General Principles and operational Guidelines for Fair Recruitment Fees and Related Costs, 2019 ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Mongolia	National Action Plan to Respect and Protect Human Rights, Prevent, Identify, and Remedy Human Rights Abuses Committed in Business Operations (2023-2027)	2023-2027	-	▶ Violence and Harassment Convention, 2019 (No.190) ▶ Occupational Safety and Health Convention, 1981 (No.155) ▶ Safety and Health in Mines Convention, 1995 (No.176) ▶ Safety and Health in Construction Convention, 1988 (No.167) ▶ Forced Labour Convention, 1930 (No.29) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87)
Nepal	National Action Plan on Business and Human Rights (in Nepali)	2024-2028	Ref. p.3 – Policy Framework & p.39-42 - Implementation Framework	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87)

				▶ Right to organise and Collective Bargaining Convention, 1949 (No.98). ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182) ▶ Forced Labour Convention, 1930 (No.29) ▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Pakistan	National Action Plan on Business and Human Rights (2021-2026),	2021-2026	Ref. p.8 – Section.1.4	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ Violence and Harassment Convention, 2019 (No. 190) ▶ Home Work Convention, 1996 (No.177)

				▶ Domestic Workers Convention, 2011 (No.189) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182) ▶ Forced Labour Convention, 1930 (No.29) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ Occupational Safety and Health Convention, 1981 (No.155) ▶ Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
South Korea	The 3rd National Action Plan (NAP) for the Promotion and Protection of Human Rights Republic of Korea 2018 to 2022	2018-2022	Ref. p.2 Sect.A&B.Chap.8	▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Taiwan	National Action Plan on Business and Human Rights – Implementation of the United Nations Guiding Principles on Business and Human Rights (UNGPs	2020-2024	-	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Reference to the fundamental ILO Conventions

Thailand	2nd National Action Plan on Business and Human Rights (in Thai)	2023-2027	-	▶ Right to organise and Collective Bargaining Convention, 1949 (No.98). ▶ Domestic Workers Convention, 2011 (No.189) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87)
Vietnam	National Action Plan for Law and Policy Improvement to Promote Responsible Business Practices	2023-2027	-	▶ Reference to International Labor Standards
Europe (A-Z)				
Belgium	2nd Action Plan on Business and Human Rights 2024-2029 (in French)	2024-2029	Ref. p.48 – Sect.13.Access to legal remedies	▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Czech Republic	National Action Plan for Business and Human Rights	2017-2022	-	▶ Reference to the fundamental ILO Conventions
Danmark	Danish National Action Plan – implementation of the UN Guiding Principles on Business and Human Rights	2014-Open	-	▶ Labour Clauses (Public Contracts) Convention, 1949 (No.94)
Finland	National Action Plan for the Implementation of the UN Guiding Principles	2014-2016	-	▶ Reference to the fundamental ILO Conventions ▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29)

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France	National Action Plan for the Implementation of the United Nations Guiding Principles on Business and Human Rights	2017-Open	▶ Ref. p.14 – 2. The International Labour Organization ▶ Ref. p.41 “Helpdesk for Business for ILS”	▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29) ▶ Reference to the fundamental ILO Conventions ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Georgia	National Action Plan on Business and Human Rights	2018-2020	-	-
Germany	National Action Plan – Implementation of the UN Guiding Principles on Business and Human Rights	2016-2020	-	▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29) ▶ Minimum Wage Fixing Convention, 1970 (No.131) ▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169)
Italy	2nd National Action Plan on Business and Human Rights	2021-2026	-	▶ ILO Centenary Declaration for the Future of Work, 2019 ▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29) ▶ Violence and Harassment Convention, 2019 (No. 190)
Ireland	National Plan on Business and Human Rights 2017-2020	2017-2020	Ref. p.10 Other international initiatives	▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Lithuania	Implementation of the United Nations Guiding Principles on Business and Human Rights	2015-Open	-	-

Luxembourg	National Action Plan for the Implementation of the UN Guiding Principles 2018-2019 (in French)	2018-2019	Ref.p.14 Sect.1.4	▶ Protocol of 2014 to the Forced Labour Convention, 1930 (P29) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Netherlands	2nd National Action Plan on Business and Human Rights	2022-2026	Ref. p.29 – Combating labour market discrimination	▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration) ▶ Reference to the fundamental ILO Conventions
Norway	Business and Human Rights National Action Plan for the implementation of the UN Guiding Principles	2015-Open	-	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Right to organise and Collective Bargaining Convention, 1949 (No.98). ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ Forced Labour Convention, 1930 (No.29)

				▶ Abolition of Forced Labour Convention, 1957 (No. 105)
Poland	Polish National Action Plan for the Implementation of the United Nations Guiding Principles on Business and Human Rights 2017-2020	2017-2020	Ref. p.55 Appendix.1	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Right to organise and Collective Bargaining Convention, 1949 (No.98). ▶ Paid Educational Leave Convention, 1974 (No.140) ▶ Forced Labour Convention, 1930 (No.29) ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182) ▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Slovenia	National Action Plan of the Republic of Slovenia on Business and Human Rights	2018-Open	Ref. p.4 Chap. I & p.7 Chap. IV & p.11 Chap. V	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Part-Time Work Convention, 1994 (No.175)

				▶ Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, 2022 (MNE Declaration)
Spain	National Action Plan on Business and Human Rights	2017-2020	Ref. p.10 Chap. III	▶ Forced Labour Convention, 1930 (No.29) ▶ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) ▶ Right to organise and Collective Bargaining Convention, 1949 (No.98). ▶ Equal Remuneration Convention, 1951 (No.100) ▶ Abolition of Forced Labour Convention, 1957 (No. 105) ▶ Discrimination in Respect of Employment and Occupation Convention, 1958 (No.111) ▶ The Minimum Age for Admission to Employment Convention, 1973 (No.138) ▶ Elimination of the Worst Forms of Child Labour Convention, 1999 (No.182) ▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169)
Sweden	Action plan for business and human rights	2017-Open	-	▶ Reference to the fundamental ILO Conventions
Switzerland	Business and Human Rights: Swiss National Action Plan 2024-2027	2024-2027	-	▶ Reference to the fundamental ILO Conventions
United Kingdom	Good Business: Implementing the UN Guiding Principles on	2013-Open	-	▶ Declaration on Fundamental Principles and Rights at Work, 1998 ▶ Reference to the fundamental ILO Conventions

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