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# **Questionnaire for employers' organizations in preparation for the report and special session on the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) for the 19th American Regional Meeting**

**(2-5 October 2018, Panama City, Panama)**

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The ILO MNE Declaration was adopted in 1977 and most recently revised in 2017.

At the outset the MNE Declaration underscores that “through international direct investment and other means multinational enterprises can bring substantial benefits to home and host countries by contributing to the more efficient utilization of capital, technology and labour” (paragraph 1).

The aim of the MNE Declaration is “to encourage the positive contribution which multinational enterprises can make to economic and social progress and the realization of decent work for all; and to minimize and resolve the difficulties to which their various operations may give rise” (paragraph 2).

“This aim will be furthered by appropriate laws and policies, measures and actions adopted by governments, including in the fields of labour administration and public labour inspection, and by cooperation among the governments and employers' and workers' organizations of all countries” (paragraph 3).

As outlined in paragraph 6 of the MNE Declaration “Multinational enterprises include enterprises – whether fully or partially state-owned or privately owned- which own or control production, distribution, services or other facilities outside the country in which they are based. They may be large or small; and can have their headquarters in any part of the world”. The Declaration also recognizes that “multinational enterprises often operate through relationships with other enterprises as part of their overall production process and, as such, can contribute to further the aim of this Declaration.”

The MNE Declaration sets out “principles in the fields of employment, training, conditions of work and life and industrial relations which governments, employers' and workers' organizations and multinational enterprises are recommended to observe on a voluntary basis” (paragraph 7).

“Multinational enterprises should take fully into account established general policy objectives of the countries in which they operate. Their activities should be consistent with the national law and in harmony with the development priorities and social aims and structure of the country in which they operate. To this effect, consultations should be held between multinational enterprises, the government and, wherever appropriate, the national employers' and workers' organizations concerned.” (paragraph 11).



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The policy recommendations in the MNE Declaration are addressed to governments of home and host countries of multinational enterprises, employers' and workers' organizations and multinational enterprises and reflect good practices for domestic and foreign enterprises operating in a country.

The full text of the MNE Declaration can be accessed via [www.ilo.org/mnedeclaration](http://www.ilo.org/mnedeclaration) and the e-learning tool on the MNE Declaration via [www.ilo.org/mnelearning](http://www.ilo.org/mnelearning). The International Training Center of the ILO will organize the course "[Multinational enterprises, development and decent work: the approach of the ILO MNE Declaration](#)" from 23 to 27 April 2018. For more information please contact [multi@ilo.org](mailto:multi@ilo.org).

At its 329th session (March 2017), the ILO Governing Body adopted a revised MNE Declaration text with two annexes. Annex I includes a list of ILO instruments and guidance documents relevant to the MNE Declaration; Annex II on operational tools includes a regional follow-up mechanism, promotion at the national level/promotion by tripartite appointed national focal points, promotion by the International Labour Office (technical assistance and information and guidance through the ILO Helpdesk for Business), company-union dialogue and the procedure for the examination of disputes concerning the application of the MNE Declaration.

The questionnaire will serve to collect country-level experiences on harnessing opportunities and addressing challenges related to Foreign Direct Investment (FDI) and MNE activities for Decent Work, along the lines of the principles of the MNE Declaration. It will also serve to facilitate knowledge-sharing on this topic among the ILO tripartite constituents.

On the basis of the inputs received from governments and employers' and workers' organizations, the International Labour Office will prepare a short report which will serve as the basis for a discussion by the tripartite delegates during the Regional Meeting.

**In preparation of the 19th American Regional Meeting (Panama City, Panama, 2-5 October 2018), questionnaires are being sent by the International Labour Office directly and simultaneously to the governments and employers' and workers' organizations of the participating ILO member States.**

The report prepared for the 18<sup>th</sup> American Regional Meeting (Lima, Peru, 13-16 October 2014) can be accessed on [http://www.ilo.org/empent/areas/mne-declaration/WCMS\\_570374/lang-en/index.htm](http://www.ilo.org/empent/areas/mne-declaration/WCMS_570374/lang-en/index.htm)

We kindly invite you to fill out the questionnaire below and **return by 15 May 2018** electronically to [multi@ilo.org](mailto:multi@ilo.org) or by mail to:

International Labour Office  
Multinational Enterprises and Enterprise Engagement Unit  
Enterprises Department  
Route des Morillons 4  
CH-1211 Geneva 22 – Switzerland

We thank you for your cooperation.



## Questionnaire

Country: \_\_\_\_\_

Please provide your contact details for follow-up:

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### 1. Awareness of the principles of the MNE Declaration

1.1. Taking into account the political and economic situation in your country, which areas of the MNE Declaration are relevant when it comes to operations of multinational enterprises?

#### General policies

- Obey national laws and regulations
- Promotion of respect for human rights and fundamental principles and rights at work
- Promote good social practice in accordance with this Declaration

#### Employment

- Employment promotion
- Social security
- Elimination of forced or compulsory labour
- Effective abolition of child labour: minimum age and worst forms
- Equality of opportunity and treatment
- Security of employment

#### Training

- Training

#### Conditions of work and life

- Wages, benefits and conditions of work
- Safety and health

#### Industrial relations

- Freedom of association and the right to organize
- Collective bargaining
- Consultation



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Access to remedy and examination of grievances

Settlement of industrial disputes

none

other. If so, please elaborate: \_\_\_\_\_



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1.2. Please provide further information on the areas that you have indicated above, including specific challenges and opportunities, and indicate which of these areas are most relevant and why.

1.3. Please describe initiatives taken by your organization to address the areas indicated above.



## 2. Dialogue and consultation

2.1. In your country, does your organization hold any formal consultation on activities of MNEs with?

2.1.a government and national workers' organizations?

yes, if so, please specify \_\_\_\_\_

no

no information available

2.1.b. representatives of foreign MNEs?

yes, if so, please specify \_\_\_\_\_

no

no information available

2.1.c. employers' organizations of other countries?

yes, if so, please specify \_\_\_\_\_

no

no information available



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2.2. Please describe the formal consultations that you regard as the most important ones and indicate why.



### 3. Promotion of the principles of the MNE Declaration

3.1. Did your organization organize any events or take any initiatives in recent years that sought to promote the principles of the MNE Declaration?

- yes
- no
- no information available

3.2. **IF YES:** Were any of these events organized or initiatives taken ...

3.2.a. jointly with, or including the government or workers' organizations?

- yes
- no
- no information available

3.2.b. jointly with employers' organizations of other countries?

- yes
- no
- no information available

3.2.c. with assistance from the ILO?

- yes
- no
- no information available





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3.3. Please give examples of such promotional activities and describe the most successful ones.

3.4. Has your organization developed or commissioned any promotional materials on the principles of the MNE Declaration which are available to the public in languages spoken in your country?

yes      If so, please give examples of the types of material on offer

no

no information available

3.5 Does your country have a focal point or similar process or tool to promote the MNE Declaration at the national level?

yes      If so, please provide details \_\_\_\_\_

no

no information available



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#### **4. Any other information**

4.1. Please provide any other information that you find important regarding the promotion of the MNE Declaration at the national, regional and international levels.