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## **Questionnaire for employers' organizations in preparation for the regional report on the promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) in the Americas**

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The ILO MNE Declaration was adopted in 1977 and most recently revised in 2017 and 2022.

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 general policies as well as “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).

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 “Business and Decent Work: an introduction to the MNE Declaration” via <https://www.itcilo.org/courses/business-and-decent-work>. The International Training Centre of the ILO organizes regular courses on the MNE Declaration, see [Responsible business conduct | ITCILO](#). 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.

As stated in Annex II:

“The Governing Body of the International Labour Office has the overall responsibility for the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). The Governing Body reviews on a regular basis the overall strategy and underlying activities to promote the instrument together with governments, employers’ and workers’ organizations in all ILO Member States.”

“A regional follow-up mechanism comprises a regional report on the promotion and application of the MNE Declaration in the ILO Member States in the region. The regional reports are based primarily on inputs received from governments and employers’ and workers’ organizations in these Member States on the basis of a questionnaire, and a special session during ILO Regional Meetings provides a tripartite dialogue platform to discuss further promotional activities at the regional level. The regional reporting is based on a four-year cycle with a report to be presented to the Governing Body at the end of each cycle.”

**As part of the MNE Declaration regional follow-up mechanism for the Americas, the International Labour Office sends questionnaires directly and simultaneously to the governments and employers’ and workers’ organizations of the ILO member States in the Americas.**

The questionnaire serves to collect country-level experiences on harnessing opportunities for decent work and addressing challenges related to foreign direct investment (FDI), trade and operations of MNE, along the lines of the principles of the MNE Declaration. It also serves to facilitate knowledge-sharing on this topic among the ILO tripartite constituents.

The previous regional report on the promotion and application of the MNE Declaration in the Americas can be accessed [here](#).

We kindly invite you to fill out the questionnaire below and **return by 15 June 2025** electronically to [multi@ilo.org](mailto:multi@ilo.org) or by mail to:

International Labour Office  
Multinational Enterprises and Responsible Business Conduct Unit  
Sustainable Enterprises Department  
Route des Morillons 4  
CH-1211 Geneva 22 – Switzerland

**The International Labour Office thanks you for your cooperation.**

## Questionnaire

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

Organization: \_\_\_\_\_

Please provide your contact details for possible follow-up:

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

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

#### General policies

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

#### Employment

- ☐ Employment promotion
  - ☐ Increase employment opportunities and standards
  - ☐ Use technologies which generate employment, both directly and indirectly
  - ☐ Give consideration to the conclusion of contracts with national enterprises
  - ☐ Contribute to formalization processes
- ☐ 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
- ☐ Access to remedy and examination of grievances
- ☐ Settlement of industrial disputes

- ☐ None

- ☐ Other. If so, please elaborate: \_\_\_\_\_

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 consultations

2.1. In your country, does your organization hold any formal consultations on activities of MNEs with the government and/or national workers' organizations, representatives of foreign MNEs, employers' organizations of other countries?

☐ yes

☐ no

☐ no information available

2.2. **IF YES**, please describe the formal consultations that you regard as the most important ones and indicate why.

2.3 Please indicate the opportunities and challenges for your organization to engage in consultations and dialogues in relation to operations of multinational enterprises in your country.



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

3.1. Did your organization organize any events or take any initiatives (seminars, development of promotional materials, or translation of the MNE Declaration into local language(s), information webinars, national dialogues, conferences, etc) in recent years that sought to promote the principles of the MNE Declaration?

☐ yes

☐ no

☐ no information available

3.2. **IF YES:** Please provide information about the most impactful promotional activities (type of activity, objective, co-organizer, audience, outcome, etc.)

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

- ☐ yes
- ☐ no
- ☐ no information available

3.4. **IF YES**, please provide details on the structure and activities of the national focal points or similar process or tool

#### **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.