



► ILO Brief

December 2025

The promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in the Americas

Key points

- Tripartite constituents across 23 member States confirm that the MNE Declaration is highly relevant in the Americas, especially on compliance with national law, equality and non-discrimination, wages and working conditions, OSH, training, and fundamental principles and rights at work.
- Persistent gaps remain in enforcement and labour inspection. Particular concerns include informality, OSH deficits, impediments to freedom of association and effective recognition of the right to collective bargaining, and meaningful consultation with workers and Indigenous Peoples.
- FDI is widely seen as a lever for job creation, skills development, formalization and linkages with local enterprises, but positive outcomes depend on coherent labour and investment policies, stronger SME integration in supply chains, and the use of the MNE Declaration as a practical guide.
- While a growing number of countries are establishing dialogue mechanisms, RBC structures and national focal points and undertaking awareness raising on the MNE Declaration, coverage is still limited, underscoring the need for continued ILO support to expand these mechanisms and strengthen constituents' capacity to use the instrument.

1. Background

As part of the regional follow-up mechanism to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration),¹ the International Labour Office (ILO) conducted the third regional follow-up on the promotion and implementation of the MNE Declaration in 2025 across its 35 member States in the Americas region. Creating more and better jobs remains a key objective for the region and drives many governments to leverage opportunities from

foreign direct investment (FDI) and trade.² While Latin America and the Caribbean are primarily FDI recipients, North America remains a major outward investor, channelling private investment flows toward high-value sectors such as clean energy, semiconductors, and advanced manufacturing. Strengthening the region's capacity to attract and retain sustainable investment, improve linkages between foreign companies and local enterprises, and close skills gaps could support sustainable development within countries and amplify the contribution of FDI and trade to productivity, decent work, and inclusive

¹ ILO, Regional follow up, <https://www.ilo.org/resource/regional-follow>.

² Organisation for Economic Co-operation and Development (OECD), Impulsando la conducta empresarial responsable a través del comercio y la inversión: América Latina y el Caribe (2024), 9, https://www.oecd.org/content/dam/oecd/es/publications/reports/2024/07/promoting-responsible-business-conduct-in-trade-and-investment_66db5801/c1d31c3c-es.pdf.

growth.³ The promotion and observance of the principles of the MNE Declaration by all parties – governments, social partners, and enterprises, multinational and national – is particularly relevant to achieve this goal. Constituents and enterprises express high interest in making better use of this instrument, as highlighted in their active participation in development cooperation projects such as the Responsible Business Conduct in Latin America and the Caribbean (RBCLAC) project jointly implemented by ILO, Organisation for Economic Co-operation and Development (OECD), and the Office of the United Nations High Commissioner for Human Rights (OHCHR).

2. Promotion of the principles of the MNE Declaration in the Americas: perspectives from governments and employers' and workers' organizations

In the third review cycle, the Office received a total of 39 responses to the questionnaire: 18 from governments, 13 from employers' organizations, and 8 from workers' organizations, overall representing 23 member States out of the 35 in the Americas region.⁴ The Office also received two non-territorial submissions. Responses from all three constituents' groups were received from the Dominican Republic, Ecuador, and Mexico. Government and employer participation was strongest in Central and South America (75% each). Overall, the government response rate was the highest of all three groups (50% response rate) and has steadily increased over the three cycles of the regional follow-up in the Americas region with the 2025 government response rate being double the 2014 government response rate.

The questionnaire, aligned with the main sections of the MNE Declaration, was distributed to tripartite constituents in all member States using different channels at the end of April 2025, with responses accepted until 25 August 2025.⁵

2.1 Relevance of the MNE Declaration in National Contexts

Figure 1 shows how governments, employers' organizations, and workers' organizations in the Americas view the relevance of different areas of the MNE Declaration. Each line in the chart represents one group of respondents and indicates the percentage of respondents in each group who considered each topic important for guiding the operations of multinational and national enterprises in their country. As illustrated, responses align on compliance with national laws and regulations, equality of opportunity and treatment, wages, benefits and conditions of work, safety and health, settlement of industrial disputes, abolition of child labour (minimum age and worst forms), security of employment, training, and respect for human rights and the fundamental principles and rights at work, which were frequently selected by all three groups.

Clear divergence appears on freedom of association and the right to organize (G79/E54/W100) and collective bargaining (G95/E62/W100). On "(MNEs) give consideration to the conclusion of contracts with national enterprises," governments and workers selected it more often than employers (G68/E54/W71). Differences also appear on the "use technologies that generate employment, both directly and indirectly," though many respondents in each group still selected it (G61/E77/W50).⁶

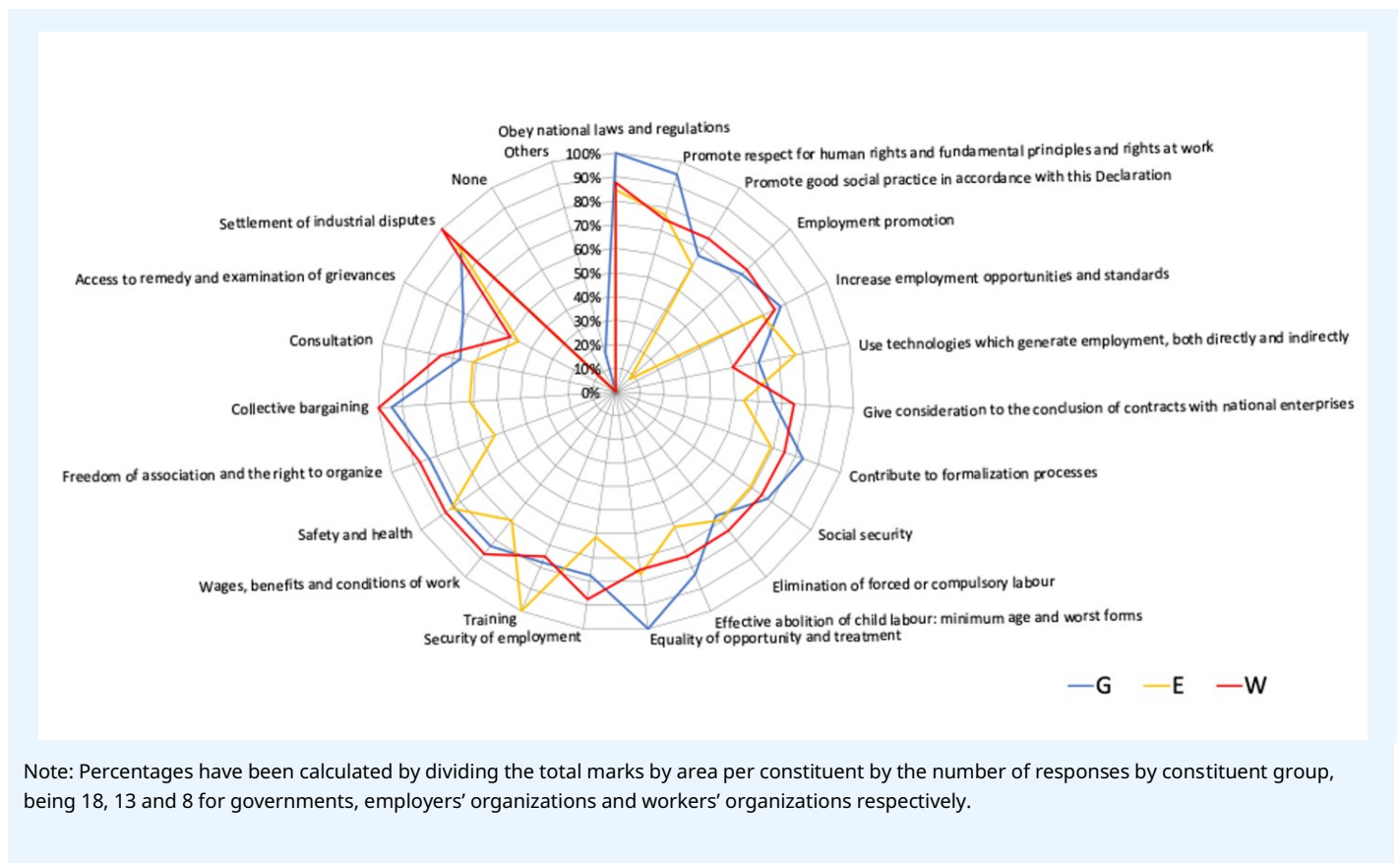
³ International Labour Organization (ILO), World Employment and Social Outlook: Trends 2025 (2025), 26-27, <https://www.ilo.org/publications/flagship-reports/world-employment-and-social-outlook-trends-2025>.

⁴ No replies were received from any of the three constituent groups (government, employers' organizations, or workers' organizations) in the following member States: Bahamas, Belize, Bolivia, Canada, Cuba, Grenada, Haiti, Nicaragua, Paraguay, Saint Vincent and the Grenadines, the United States, and Venezuela.

⁵ The ILO did not verify the submissions received; references to national measures do not imply ILO endorsement, and omissions do not imply disapproval.

⁶ It is important to note that there was a technical issue in the online survey used to collect the information from employers' organizations, which, unlike the paper survey, did not include employment as an option. Instead, employment promotion was listed in combination with other categories that generally had high responses, including increasing employment opportunities and standards (E78), using technologies that generate employment, both directly and indirectly (E61), giving consideration to the conclusion of contracts with national enterprises (E67), and contributing to formalization processes (E83). The one employers' organization which submitted the paper survey did select employment promotion as a category. Therefore, the survey response rate for employment promotion likely is not an accurate reflection of the importance employers' organizations attribute to this topic.

► **Figure 1 Relevance attributed to areas of the MNE Declaration by governments, employers' organizations and workers' organizations (%)**



3. Challenges and opportunities and key initiatives by the constituents in the Americas

The survey asked constituents to outline challenges and opportunities in the areas of the MNE Declaration they considered most relevant. Most submissions, particularly from governments and some employers' and workers' organizations, included detailed references to legislation, programmes, and actions.

3.1 General policies

The MNE Declaration's general policies chapter calls for compliance with national law, alignment with host-country development priorities, support for fundamental principles and rights at work, and human rights due diligence. Many respondents identified "obey national laws and regulations" as relevant (G100/E85/W88).

Key challenges cited include persistent compliance and enforcement gaps and capacity constraints. Examples provided include ongoing compliance issues in El Salvador despite existing legal and governance frameworks (El Salvador, Ministry of Labour and Social Security). Colombia noted difficulties ensuring respect for human rights and local labour law in supply chains (Colombia, Ministry of Labour). Guatemala identified limited sanctions for environmental non-compliance in extractives and energy that adversely affect local communities (Guatemala, Ministry of Labour and Social Security, MINTRAB). Ecuador, Guatemala, Colombia, and Brazil discussed capacity gaps including: limited labour inspection coverage; limited analysis of inspection data to identify patterns which should be addressed more systemically; and inadequate follow-up, including for dialogue with Indigenous Peoples communities (Ecuador, Ministry of Labour; Guatemala, MINTRAB; Colombia, Ministry of Labour; Brazil, Ministry of Labour and Employment). Workers' organizations in

Ecuador and Chile flagged weak government implementation of labour law and environmental regulations, transparency gaps, and risks in outsourcing arrangements, and called for stronger public labour inspection and supply chain due diligence (Ecuador Confederation of Free Trade Union Organizations, CEOSL; Workers' United Center of Chile, CUT).

Several countries saw the absence of binding due diligence obligations as a barrier and described advancing responsible business conduct (RBC) frameworks at the national level. The government of Colombia reported the adoption of a 2025 logical framework on business and human rights as a basis for regulation or policy, which sets objectives, indicators, and institutional responsibilities to implement the UN Guiding Principles on Business and Human Rights,⁷ and a National Action Plan on business and human rights (Colombia, Ministry of Labour). Uruguay mentioned measures that extend supply chain liability for labour and social security tax debts (Uruguay, Ministry of Labour and Social Security). In Brazil, an interministerial process and consideration of Bill 572/2022 on human rights and environmental due diligence was cited as being underway (Brazil, Ministry of Labour and Employment). Costa Rica discussed an executive decree and national policy on corporate social responsibility (Costa Rica, Ministry of Labour and Social Security, MTSS). Ecuador cited an interinstitutional committee on sustainable production and trade to align exports with partner sustainability requirements (Ecuador, Ministry of Labour). Peru noted a National Action Plan on business and human rights (Peru, Ministry of Labour and Employment Promotion, MTPE). Alignment with emerging due diligence legislation, including legislation from the European Union and Germany, is viewed as an opportunity to adopt similar binding rules in Brazil (Brazil, Ministry of Labour and Employment).

Guatemala reported limited participation by trade unions and Indigenous Peoples' organizations as well as resource constraints (Guatemala, MINTRAB; Brazil, Ministry of Labour and Employment). They also raised concerns about the criminalization of the actions of Indigenous Peoples'

organizations in defending their human and environmental rights, and concerns about the agreements reached with investment companies (Guatemala, MINTRAB). In Guatemala, a lack of cross-border policy coordination was noted with a call for stronger coordination between labour and investment policies and greater international cooperation on cross-border concerns (Guatemala, MINTRAB). In Colombia, strengthening the recognition of Indigenous Peoples' organizations and local institutional capacity was emphasized (Colombia, Ministry of Labour; Guatemala, MINTRAB).

Honduras highlighted the opportunity to promote FDI inflows and legal certainty despite barriers interacting with the government sector (Honduran National Business Council, COHEP) and Guatemala identified the benefits of replicating good practices in strategic economic sectors (Guatemala, MINTRAB). In Mexico, the prospect of a dedicated national focal point to promote the MNE Declaration—with international support on implementation—could help address gaps in implementation of the legal framework (Authentic Confederation of Workers of the Mexican Republic, CAT).

Respondents also highlighted the important role of an enabling environment. Examples referenced included citizen security and access to quality health services (Costa Rica, MTSS); investment-friendly regulation that respects rights and allows for building linkages with national enterprises, including employer-led proposals to streamline rules (Chamber of Industries of Guayaquil, CIG, Ecuador); and consultations with feedback, monitoring, and policy integration (Brazil, Ministry of Labour and Employment).

3.2 Employment

This area of the MNE Declaration covers employment promotion, social security, elimination of forced and child labour, equality of opportunity and treatment, formalization, and employment security.

Across the region, responses indicated that FDI and MNE impacts through business relationships are seen as a driver

⁷ Lourdes Castro García, Pedro Mican García, Paula Lancheros Sánchez, and Sergio Salazar Vargas, Marco lógico para la agenda de empresas y derechos humanos en Colombia: Fundamentos para la formulación del instrumento normativo por el cual se regula la respuesta institucional en materia de empresas y derechos humanos (2025) <https://derechoshumanos.gov.co/Documents/Marco%20lógico%20para%20la%20agenda%20de%20empresas%20y%20derechos%20humanos%20en%20Colombia.pdf>.

of growth through job creation, skills development, competitiveness, technology transfer, and stronger linkages, but qualified that outcomes of particular investment projects vary. In Argentina, FDI is concentrated in extractives such as lithium, with limited employment spillovers and quality effects (General Confederation of Labour of the Argentine Republic, CGTRA). In the Dominican Republic, FDI is viewed as a lever for formalization and skills development; at the same time, the expansion of MNEs has raised concerns about subcontracting practices and lack of social security coverage for workers (National Confederation of Trade Union Unity, CNUS). In Mexico, MNEs could help create formal, well-paid jobs and promote inclusion and local training, but informality and unstable work persist (National Federation of Autonomous Trade Union Associations, FENASA). Workers in Ecuador noted recurrent violations of fundamental rights in some MNEs, including unstable employment and company closures (Ecuadorian Confederation of Class-based Unitary Workers' Organizations, CEDOCUT).

Supplier integration and job quality also differ. In Ecuador, limited competitiveness and technological capacity among domestic suppliers constrain linkages between MNEs and local firms (Ecuador, Ministry of Labour). In Chile, persistent informality and job insecurity in sectors with significant MNE activity remain a challenge; however, aligning business practices with international standards and promoting equal opportunities could help support more formal and inclusive business models (CUT, Chile). In Jamaica, some MNEs have improved access to employment opportunities and retention of workers through benefits such as transportation and housing (Jamaica, Ministry of Labour and Social Security).

Governments highlighted how they are implementing targeted measures. Guatemala introduced technology-based employment generation, technical training for Indigenous Peoples and local communities, and formalization efforts in the mining and energy sectors (Guatemala, MINTRAB). Colombia encouraged greater local hiring in hydrocarbon projects to promote inclusion, which has reduced community resistance to the projects (Colombia, Ministry of Labour). Ecuador fostered integration of local companies and workers into value chains through 23 production clusters, supplier

development and innovation, supported by collaborations with large firms (Ecuador, Ministry of Labour).

Countries also advanced formalization through national policies and cooperation agreements with MNEs. In Colombia, MNEs and large national companies have contributed to these efforts by signing government agreements such as the Decent Work Pact in the coffee sector and by strengthening their internal labour compliance policies. Several companies have also adopted labour rights due diligence strategies to ensure that their supply chains meet minimum standards on hiring practices, social security enrolment, and working conditions (Colombia, Ministry of Labour).

On combating forced and child labour, Brazil maintains comprehensive policies against child and forced labour through inspections, mobile teams, reintegration programmes, interinstitutional coordination, and the "Lista Suja" registry of employers found using slave-like conditions (Ministry of Labour and Employment). Peru introduced the Seal of Child Labour Freedom (SELT) to recognize good practices and regulate permitted light work (MTPE).

3.3 Training

This area of the MNE Declaration covers vocational training and guidance, including coherent national training policies, enterprise-level training at all worker levels, skill formation, lifelong learning, and participation of MNEs in national training programmes.

Across countries, training of the workforce is both a constraint and an opportunity to align skills with labour market demand. In Mexico, workers' organizations have prioritized training to raise competitiveness across different social sectors (CAT, Mexico). The Ministry of Labour and Social Security in El Salvador and employers' organizations in Costa Rica highlighted gaps in IT-oriented programmes and education system capacity despite ongoing reform efforts (El Salvador, Ministry of Labour and Social Security; Costa Rican Union of Chambers and Associations of the Private Business Sector, UCCAEP). In Chile, workers lamented the persistently limited company investment in technical and continuing training and weak coordination between public policies and market needs, and called for better alignment of MNE support with local productive sectors in areas such as mining, technology, and logistics (CUT, Chile). Guatemala identified a mismatch

between technical and vocational training and employer demand and strengthened its National Technical-Vocational Training System under its National Policy for Decent Employment 2025 to 2040 (MINTRAB).

Colombia has created the National Qualifications System and the Training for Work Subsystem to align education and training with labour market needs through national qualification standards and a National Catalogue of Qualifications. The government has also authorized 80 work-oriented training programmes and adopted labour reforms and policies to promote formalization, gender equality, and trade union rights, while attracting responsible FDI and implementing the OECD Guidelines for Multinational Enterprises through its National Contact Point (Ministry of Labour, Colombia).

3.4 Conditions of work and life

This area of the MNE Declaration covers wages, benefits and conditions of work and life, including fair remuneration, access to basic amenities, and high standards of occupational safety and health (OSH) developed in cooperation with governments, workers and employers.⁸

Across the region, constituents highlighted persistent OSH challenges that call for stronger prevention, enforcement, and attention to emerging risks. El Salvador reported structural OSH challenges and the need to focus priorities on technology, wellbeing, and prevention (El Salvador, Ministry of Labour and Social Security). In Suriname, extended work schedules of two weeks with 12-hour daily shifts followed by one week of rest may create OSH risks and other social impacts (Suriname, Ministry of Labour, Employment Opportunity and Youth Affairs). The Ministry of Labour in Ecuador noted the need to strengthen compliance with national OSH rules and promote a stronger prevention culture, while workers' organizations pointed to high risks in platform work and, in agro-industries, evidence of pesticide exposure, under-reporting of accidents, and limited use of personal protective equipment (Ecuador, Ministry of Labour; CEOSL, Ecuador). In Argentina, persistent OSH gaps include the absence of a

National Prevention Law and limited coverage for informal and platform workers, who face long hours, low protection, and lack of accident insurance, compounded by weak tripartite dialogue (CGTRA, Argentina). In Chile, enforcement gaps among subcontractors in mining and construction underscore the need for stronger oversight across supply chains (CUT, Chile).

Examples also illustrate how wages, working time, and conditions of work remain central concerns. In Suriname, the use of temporary agency workers has raised concerns about unequal pay and unequal working conditions compared with directly employed workers (Suriname, Ministry of Labour, Employment Opportunity and Youth Affairs). In Mexico, reforms to promote formal, better-paid work include training and placement schemes for youth, expanded labour rights and social security for platform workers, tighter outsourcing rules, more paid leave, and a planned phased reduction of the standard workweek (FENASA, Mexico).

3.5 Industrial relations

This area of the MNE Declaration covers industrial relations, including freedom of association and the right to organize, protection against anti-union discrimination and interference, collective bargaining and consultation mechanisms, access to remedy and grievance procedures, and voluntary conciliation and arbitration for the prevention and settlement of industrial disputes.⁹

Constituents underscored the importance of social dialogue for labour and social stability, conflict prevention, and stronger workplace relations. El Salvador highlighted priorities such as guaranteeing freedom of association, preventing conflicts, and strengthening worker-management communication (El Salvador, Ministry of Labour and Social Security). Argentina expressed concerns about recent labour reforms, transparency in algorithmic management, obstacles to collective bargaining and tripartite dialogue, and vulnerabilities among migrant workers (CGTRA, Argentina). Chile reported structural challenges linked to high turnover, subcontracting, and low coverage of collective agreements, while at the same time

⁸ Country profiles on occupational safety and health are available at <http://ilo.ch/safework/countries/lang--en/index.htm>; International Labour Office (ILO). 2014. Multinational enterprises, development and decent work: Report on the promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in the Americas (Geneva).

⁹ Reports of the Committee of Freedom of Association are available at http://ilo.ch/global/standards/information-resources-and-publications/WCMS_159872/lang--en/index.htm

advancing sectoral bargaining, stronger tripartite dialogue, and mediation (CUT, Chile).

Constituents also reported how freedom of association and collective bargaining are exercised in practice, including both progress and ongoing challenges. Antigua and Barbuda noted that MNEs generally respect collective bargaining, although negotiations are often lengthy because of head-office involvement and standardized corporate policies that limit locally tailored benefits (Ministry of Public Safety and Labour, Antigua and Barbuda). The Dominican Republic reported progress in promoting fundamental rights through training, legal assistance for unionization in free zones, monitoring of working conditions in MNEs, and participation in sectoral dialogue, while at the same time raising concerns about challenges to unionization associated with MNE expansion (CNUS, Dominican Republic). Employers' organizations in Mexico indicated that the United States–Mexico–Canada Agreement (USMCA) Rapid Response Labour Mechanism has reinforced freedom of association and collective bargaining and prompted training for members (Confederation of Industrial Chambers of Mexico, CONCAMIN), while workers' organizations underlined that resistance to independent unions persists (National Federation of Autonomous Trade Union Associations, FENASA, Mexico).

Countries further described institutional reforms and dispute resolution mechanisms to support more effective and inclusive industrial relations. Mexico reported reforms that have strengthened labour justice through new courts, conciliation mechanisms, democratic union practices, and tighter outsourcing rules (FENASA, Mexico). Brazil described efforts to deepen tripartite dialogue and expand alternative dispute-resolution mechanisms, including joint commissions, mediation, and arbitration, with expectations that MNEs manage conflicts proactively, honour collective agreements, and cooperate with authorities (Brazil, Ministry of Labour and Employment). Guatemala reported the adoption of guidelines to consolidate tripartite dialogue, integrate gender perspectives to narrow wage gaps and raise women's participation in high-growth sectors, and align technical training with labour-market demand (Guatemala, MINTRAB).

3.6 Others

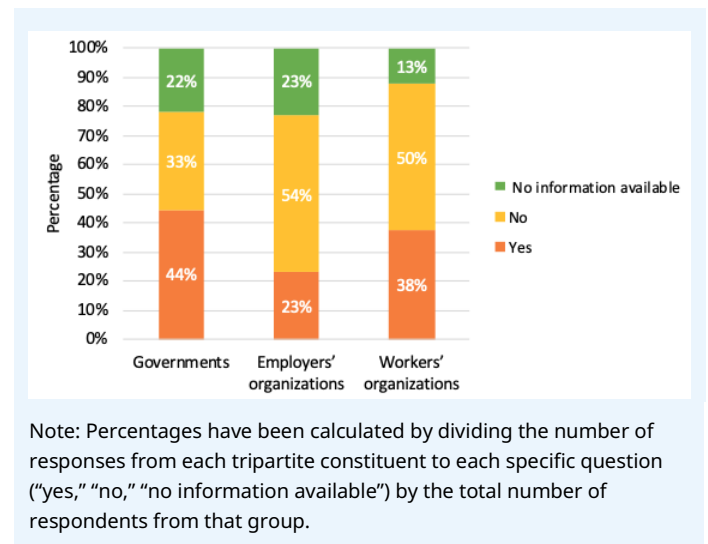
Other topics relevant to MNE operations were flagged by some governments. El Salvador identified the importance of responsible production and consumption and anti-

corruption and business-integrity mechanisms (El Salvador, Ministry of Labour and Social Security). In Guatemala, persistent challenges in monitoring the minimum wage were noted (Guatemala, Ministry of Labour and Social Security). And Suriname noted challenges in securing compliance with decisions of the Court of Justice, National Labour Mediation, and Labour Inspection (Suriname, Ministry of Labour, Employment Opportunity and Youth Affairs).

4. Dialogue and consultation on the activities of MNEs

The MNE Declaration underscores that dialogue and consultation among governments, employers and workers at workplace, sectoral, national and international levels are essential to guide, in a coherent and systematic way, the activities of MNEs and support the implementation of its principles. 44% of government respondents reported conducting formal consultations on MNE activities with national and foreign social partners and with MNEs, compared with 23% of employers' organizations and 38% of workers' organizations (Figure 2).

► Figure 2 Dialogue and consultation



Several countries described formal tripartite and social dialogue structures addressing issues related to MNEs. Brazil reported that it has a tripartite consultation system on labour and MNE-related issues, centred on the National Labour Council (CNT) and complemented by several formal bodies such as CONATRAE and COETRAEs (forced labour), CONAETI (child labour), CONARE and CNIg (migration), Conatrap (trafficking in persons), the CTPP (OSH norms),

and the Participa + Brasil public consultation platform (Brazil, Ministry of Labour and Employment). Argentina noted that MNEs are generally associated with chambers that negotiate with workers, or dialogue takes place directly between workers and enterprises (Argentina, Ministry of Labour, Employment and Social Security). In Guatemala, tripartite structures such as the National Wage Council and sectoral platforms on eradicating child labour involve MNEs through their membership in Employer and Business Membership Organizations (Guatemala, MINTRAB). In Uruguay, MNEs can participate in tripartite social dialogue, including wage setting, which occurs at national and decentralized levels, often via employers' associations (Uruguay, Ministry of Labour and Social Security).

Several respondents also highlighted cross-ministerial and multi-stakeholder mechanisms. In Suriname, a multi-ministerial group coordinates engagement with MNEs in the gold sector on labour, environmental, taxation and community issues, with two bipartite OSH commissions whose effectiveness needs improvement (Suriname, Ministry of Labour, Employment Opportunity and Youth Affairs). In Costa Rica, the OECD National Contact Point for RBC (NCP) coordinates RBC across public institutions and handles specific instances under the OECD Guidelines for Multinational Enterprises on RBC. The NCP is housed in the Ministry of Foreign Trade (Costa Rica, MTSS). The National Federation of Autonomous Trade Union Associations (FENASA) in Mexico highlighted formal mechanisms such as the National Trade Facilitation Committee (COFAC), the Secretariat of Labor and Social Welfare (STPS) Consultative Council on Labour Social Responsibility, and multi-stakeholder processes with the OECD and ILO, including Mexico's OECD National Contact Point for RBC, to align investment practices with labour standards and address cases.

4.1 Opportunities and challenges in social dialogue

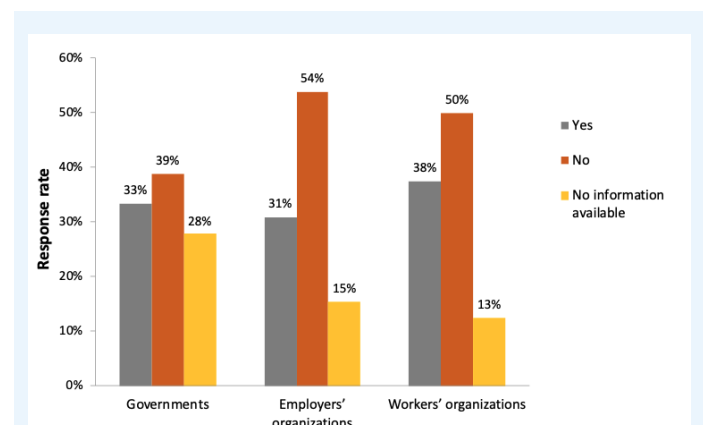
Several respondents mentioned opportunities to develop or strengthen social dialogue. Antigua and Barbuda highlighted better-informed decisions, innovation, and market access, alongside barriers related to culture, language, time and costs, and conflicting interests (Employers' Federation). Brazil has coordinated national and regional roundtables in the coffee sector that promote decent work and due diligence, which has led to sectoral

pacts including the National Pact for Decent Work in Rural Areas, with the fruit-picking sector joining in October 2024 through a National Fruit-Picking Board (Ministry of Labour and Employment, Brazil), and dialogue with MNEs supports development and skills; however, regulatory harmonization and competitiveness remain challenges (National Confederation of Industry, Brazil). In Trinidad and Tobago, formal consultations on MNE activities are not currently conducted but could be established (Ministry of Labour, Small and Micro Enterprise Development, Trinidad and Tobago). In Costa Rica, although difficulties persist for creating dialogue spaces and coordinating institutions, employers participate in national bodies on employment, wages, OSH, and social security (MTSS, Costa Rica; UCCAEP, Costa Rica).

5. Promotion of the principles of the MNE Declaration

Among respondents, 33% of governments, 31% of employers' organizations, and 38% of workers' organizations reported organising events or initiatives to promote the MNE Declaration (Figure 3).

► **Figure 3 Events or initiatives to promote the principles of the MNE Declaration by governments and employers' and workers' organizations**



Note: Percentages have been calculated by dividing the number of responses to each specific question ("yes", "no", "no information available") per constituent by the total number of responses per constituent.

Recent activities reported include:

- **Panama:** 2024 Panama Sustainable Action Forum on corporate social responsibility in education, health, environment, and inclusion, organized by the Ministry of Commerce and Industry and the Chamber of

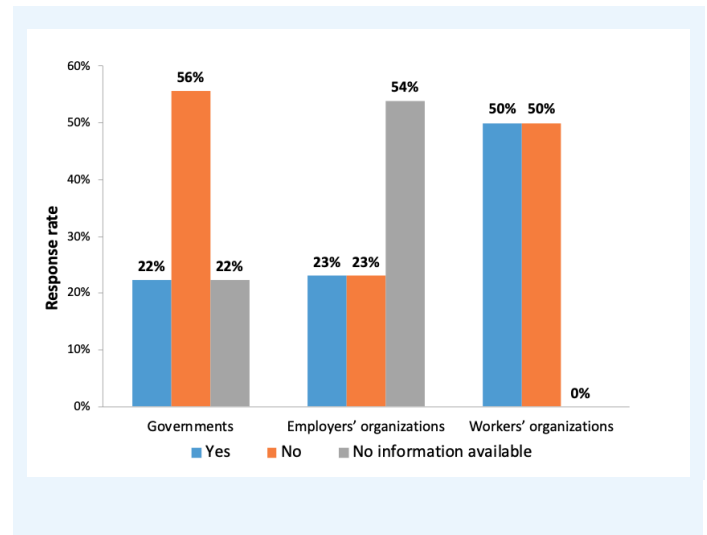
Multinational Enterprise Headquarters (CASEM) (Ministry of Labour and Workforce Development).

- **Costa Rica:** 2023 Business Training Programme and 2024 course on Sustainability Management for Small and Medium Enterprises (SMEs), plus an SME RBC Guide with a self-assessment tool developed with the ILO (MTSS; CERPME).
- **Brazil:** Sustainable Work Programme meetings, seminars, and workshops on due diligence and decent work, and tools such as a Labour Self-Assessment and an Agricultural Rural Labour Risk Management Programme (Ministry of Labour and Employment).
- **Ecuador:** Training for public officials on the MNE Declaration and due diligence in priority supply chains, with courses under development for workers and employers with the support of the ILO (Ministry of Labour).
- **Argentina:** ILO-supported work in the automotive industry focused on more and better jobs for youth (CGTRA).
- **Guyana:** The Ministry of Labour convened social-partner meetings on skills, just transition, platform work, and digitalisation, plus OSH seminars and symposia (Consultative Association of Guyanese Industry).
- **Saint Lucia:** Member sessions on minimum wage, gender inclusion, vulnerable youth, workplace security, and universal health coverage (Saint Lucia Employers Federation).

5.1 MNE Declaration focal points, similar processes or tools

According to survey responses, 22% of governments, 23% of employers' organizations, and 50% of workers' organizations indicated the existence of a national focal point or similar mechanism to promote the MNE Declaration (Figure 4). In 2025 to date, Argentina, Brazil, and Peru have informed the ILO that they had appointed national focal points in the ministry with processes underway to engage employers' and workers' representatives and set priorities; Brazil is preparing a strategic plan of complementary measures (Ministry of Labour, Employment and Social Security, Argentina; Ministry of Labour and Employment, Brazil; MTPE, Peru).

► **Figure 4 MNE Declaration focal points, similar processes or tools**



Several countries rely on de facto arrangements. In Uruguay, the national export and investment promotion agency serves as the focal point for RBC and MNE Declaration issues (Uruguay, Ministry of Labour and Social Security). In Saint Lucia, the Department of Labour acts as the focal point (Saint Lucia Employers' Federation). A technical unit in the Ministry of Labour fills this role in the Dominican Republic (CNUS). In Mexico, FENASA noted that multiple public institutions, including the Ministry of Foreign Affairs and the Ministry of Labour and Social Welfare, promote the MNE Declaration on migration, fair recruitment, and labour issues. Costa Rica uses its OECD National Contact Point for RBC as the main structure and has a Sustainability Advisory Council for their National Policy on Social Responsibility (MTSS, Costa Rica). Sectoral focal points exist in energy and lithium within the Federal Labour Council in Argentina (Argentina, CGTRA).

6. Other information

Other inputs highlighted national, regional, and international actions to promote the MNE Declaration. Colombia (Ministry of Labour) reported that its National Development Plan 2022-2026 mainstreams human rights, advances the UN Guiding Principles on Business and Human Rights and the Escazú Agreement, and prioritizes sustainable production, decarbonization, and knowledge-transfer FDI, while the NCP established under the OECD Guidelines for Multinational Enterprises convenes a 16-agency RBC roundtable to enhance policy coherence. Guatemala (MINTRAB), Mexico (STPS), and Suriname

(Ministry of Labour, Employment Opportunity and Youth Affairs) call for stronger national awareness-raising efforts on the MNE Declaration, with Suriname also urging greater ILO regional promotion and the embedding of the MNE Declaration in tripartite settings.

Mexico (STPS) reported that it promotes business models that prevent social dumping, recognizes socially responsible companies through CEMEFI (Mexican Center for Philanthropy) and ALIARSE (Alliance for Corporate Social Responsibility), and seeks to integrate the MNE Declaration's principles into the "Made in Mexico" initiative. Workers' organizations in Argentina (CGTRA) and Ecuador (CEOSL) emphasized the need for capacity building on business and human rights for employers, workers, and public authorities. The Dominican Republic highlighted that promoting the MNE Declaration is central to advancing decent work and responsible business, through national awareness-raising and training, regional union coordination and participation in ILO forums, and international engagement on due diligence, accountability, and access to information for workers and affected communities (Dominican Republic, CNUS).

7. Conclusion

The third cycle of the Americas follow-up confirmed broad tripartite convergence on the relevance of core areas of the MNE Declaration for the region, including compliance with national law, equality of opportunity and treatment, wages and working conditions, OSH, training, and respect for

fundamental principles and rights at work. At the same time, significant divergences persist on freedom of association and collective bargaining, alongside implementation gaps in enforcement, human rights due diligence, and engagement with workers and Indigenous Peoples.

Dialogue mechanisms exist in several countries, and several have recently designated or strengthened them, but relatively few have appointed national focal points. Across the region, constituents highlighted the potential of FDI to foster more and better jobs when policy coherence improves, linkages between MNEs and SMEs are strengthened, skills development and transfer are prioritized, and formalization of local MSMEs is supported. It is clear that several chapters of the MNE Declaration are highly relevant in the region, as identified by the tripartite constituents and referenced in the 2025 Punta Cana Declaration adopted at the 20th Americas Regional Meeting.¹⁰ This underscores the importance of supporting countries in promoting the MNE Declaration to advance decent work through business operations. It also highlights an opportunity to continue strengthening the capacity of tripartite constituents and enterprises to make better use of the instrument. Together, these findings provide a foundation for continued dialogue and targeted action to further strengthen policy coherence and advance the implementation of the MNE Declaration across the region.

¹⁰ Punta Cana Declaration for democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice (2025), <https://www.ilo.org/sites/default/files/2025-10/AMRM-20-D2-EN.pdf>.