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Policy Development Section

POL

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Promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and responsible business conduct

Purpose of the document

This document provides an overview of the current activities to promote the MNE Declaration in response to an increasing number of constituent requests, and the Office support provided thanks to a growing portfolio of development cooperation projects. It highlights further promotional opportunities and seeks Governing Body approval to expand its outreach, leveraging several global agendas, the ILO's own priorities and the upcoming 50th anniversary of the instrument (see the draft decision in paragraph 27).

Relevant strategic objective: All.

Main relevant outcome: Outcome 4 of the Programme and Budget for 2026–27.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: In accordance with the decision in paragraph 27.

Author unit: Department of Sustainable Enterprises, Productivity and Just Transition (ENTERPRISES).

Related documents: [GB.350/POL/5](#).

► Introduction

1. The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as amended in 2022 (MNE Declaration), aims to encourage the positive contribution that multinational enterprises (MNEs) 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. The Declaration offers voluntary guidance to MNEs, governments, employer and business membership organizations (EBMOs) and workers' organizations, founded on principles contained in international labour standards, as well as the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022. The principles reflect good practice for all enterprises. The MNE Declaration therefore also plays a key role in how the ILO promotes sustainable enterprises and responsible business conduct (RBC) to achieve decent work. This includes in the context of supply chains, investment and trade; as well as the business contribution to sustainable development and social justice more broadly.¹
2. The Governing Body has invited governments of ILO Member States, the EBMOs and workers' organizations concerned and the MNEs operating in their territories to observe the principles of the MNE Declaration. It directly guides the Office's support to constituents and enterprises to make better use of the Declaration, including its operational tools.² The Governing Body last reviewed the full set of promotional activities at its 350th Session³ and provided further guidance in several subsequent policy discussions.⁴ The MNE Declaration has therefore been included and mainstreamed in many ILO policy areas and its promotion is an Office-wide effort.
3. The present document provides an overview of the current promotional activities in response to an increasing number of constituents' requests and how a growing portfolio of development cooperation projects has led to an increased uptake by ILO constituents and enterprises of the Declaration's guidance and tools. The paper further highlights opportunities to expand its outreach, leveraging several global agendas, the ILO's own priorities and the upcoming 50th anniversary of the instrument in 2027.

¹ For a short introductory video on the MNE Declaration see [How can enterprises contribute to decent work? The approach of the MNE Declaration](#).

² The operational tools of the MNE Declaration are outlined in Annex II.

³ See [GB.350/PV](#).

⁴ For example, [Progress report on the implementation of the ILO strategy on decent work in supply chains](#); [Update on the Global Coalition for Social Justice](#). Several recent documents also highlight broader consensus on the MNE Declaration's relevance in stimulating the contribution of the private sector to inclusive growth and social justice, based on internationally agreed standards. See [Sevilla Commitment](#) section on Domestic and international private business and finance; and the [Doha Political Declaration of the "World Social Summit" under the title "the Second World Summit for Social Development"](#), para. 30(f).

► Promotion of the principles of the MNE Declaration

4. The Declaration contains principles derived primarily from international labour standards in the areas of employment, training, conditions of work and life, and industrial relations, as well as general principles. Constituents include the guidance of the MNE Declaration in tripartite agreed policy documents. The Office widely uses and promotes the guidance across various policy objectives as an integral part of the ILO's work, as illustrated below.
5. The Office **promotes consultations between governments, EBMOs and workers' organizations**. Examples include:
 - (a) The [Conclusions](#) of the Tripartite Technical Meeting on Access to Labour Justice for All: Prevention and resolution of labour disputes call on the ILO to support governments, EBMOs and workers' organizations, as well as multinational and national enterprises, in taking concrete steps to ensure access to effective remedy for workers and to promote effective grievance procedures in line with the MNE Declaration.
 - (b) The [Social Dialogue Report 2024: Peak-level social dialogue for economic development and social progress](#) highlighted the role of international policy frameworks and the MNE Declaration in promoting consultations between governments and employers' and workers' organizations to align investment policies and business practices with national laws, development priorities and social objectives.
 - (c) The [plan of action on addressing informality and promoting the transition to formality for decent work for 2026–31](#) encourages leveraging the influence of MNEs to promote formalization in their countries of operation and supply chains, jointly with governments and employers' and workers' organizations.
6. The ILO [Decent Work in Supply Chains Evidence Hub](#) supports evidence-based policymaking by facilitating access to ILO research on RBC and human rights due diligence (HRDD) based on the guidance of the MNE Declaration.
7. The Office **supports tripartite constituents at national level in engaging in constructive dialogue with MNEs on issues of mutual concern**. Such dialogues contributed to the introduction of the national [unemployment insurance scheme in Indonesia](#); complementing public benefits with voluntary contributions in [Bangladesh](#) and [Pakistan](#); improving access to health protection in [Cambodia](#), [Kenya](#), [Côte d'Ivoire](#), and Democratic Republic of the Congo; and building a culture of social protection in [Cambodia](#) and [Mexico](#).
8. The Office **supports enterprises in enhancing their contribution to decent work**. Examples in relation to the fundamental principles and rights at work include:
 - (a) The ILO/International Organisation of Employers (IOE) publication [Combating Forced Labour: A handbook for employers and business](#) supports companies conducting HRDD on forced labour. The [ILO Global Business Network on Forced Labour](#) co-organized seminars on forced labour and fair recruitment with the RBC in Latin America and the Caribbean (RBCLAC) project.
 - (b) The [Child Labour Platform](#) annual meeting in India convened over 125 representatives from companies and governments; launched initiatives in India and Mexico in the agriculture supply chain; and provided training in Honduras, India and Uganda and [technical support](#) in Côte d'Ivoire, the Democratic Republic of the Congo, Madagascar and Uganda.

- (c) On [gender equality](#), the ILO developed policy briefs highlighting the roles of governments, social partners and enterprises, and an annual training course on RBC, gender equality and HRDD.
 - (d) The [Strategy 2024–2028](#) of the Vision Zero Fund includes the goal to “mainstream the ILO MNE Declaration” as part of strengthening legal and policy frameworks on occupational safety and health in supply chains.⁵ The Office is currently developing a self-assessment tool for enterprises on a safe and healthy working environment, complementing the ILO-IOE Self-assessment tool for enterprises based on the MNE Declaration. The ILO and the United Nations (UN) Global Compact published [Nine Business Practices for Improving Safety and Health through Supply Chains and Building a Culture of Prevention and Protection](#). The Office also developed two guides for employers on addressing violence and harassment at work.⁶
 - (e) On industrial relations, the [ILO repository on cross-border social dialogue](#) presented examples of cross-border consultations and frameworks, including 428 transnational company agreements and initiatives; the [Summer school on Social Dialogue, Industrial Relations and Human Rights Due Diligence](#) included sessions on the MNE Declaration and the role of social dialogue in achieving decent work; and a joint [ILO–GIZ project](#) supported Serbian enterprises in strengthening their enterprise-level grievance mechanisms.
9. Examples of how other principles of the MNE Declaration are promoted across outcomes to achieve decent work include:
- (a) The [Skills Development and RBC for Transition](#) project produced the [Skills development and RBC: fundamental principles and rights at work, skills for digital transformation, and skills for environmental sustainability: training manual for trainers](#) to guide the environmental and digital transformations currently impacting the world of work.
 - (b) The ILO collaborates with the UN Global Compact on living wage principles aligned with the [Conclusions of the Meeting of experts on wage policies, including living wages](#), which call for the Office to promote the uptake of the principles of the MNE Declaration in its support toward strengthening wage-setting processes. Collaboration includes the UN Global Compact’s [Think Lab on Living Wage](#), [Living Wage Analysis Tool](#), country roundtables and [peer learning groups](#).
 - (c) [Better Work](#) has developed global tools on respect for national law and the fundamental principles and rights at work, and improving working conditions and productivity at factory level.⁷ It has also promoted the MNE Declaration and its operational tools to 50 MNEs with which it has public–private partnership agreements and in various forums in Africa, Asia, Europe and North America.
 - (d) The [Sustaining Competitive and Responsible Enterprises \(SCORE\) Programme](#) has strengthened the capacity of the managers and workers in small and medium-sized enterprises (SMEs) to improve working conditions, productivity and occupational safety and health, supporting the integration of SMEs into supply chains governed by RBC and

⁵ See [Vision Zero Fund](#) Review and Annual Progress Reports.

⁶ See ILO, [Preventing and addressing violence and harassment in the world of work through occupational safety and health measures](#), 2024 and [Violence and harassment at work: a practical guide for employers](#), 2022.

⁷ See [Better Work’s compliance assessment tool](#) as well as Modules on workplace cooperation and social dialogue systems and Management Systems (occupational safety and health, grievances, human resource management and wages) available on its [website](#).

HRDD frameworks. In China, Egypt and Ethiopia, including through collaboration with Better Work, SCORE has been applied to reinforce labour standards and workplace cooperation in line with the principles of the Declaration to enable access to international markets.

- (e) Projects such as [Support to the cooperative movement in the artisanal fisheries subsector in the Co-operative Republic of Guyana to promote decent work and food security](#), [New skills for business growth for Suriname's agro-cooperatives](#), [Reinforcing occupational safety and health: The ILO deploys an innovative tool for agricultural cooperatives in Côte d'Ivoire](#) support cooperatives and the social and solidarity economy in promoting the principles of the Declaration to strengthen their decent work and sustainability strategies.
- (f) At the sectoral level, multiple tripartite sectoral meetings included provisions on the role of RBC and HRDD, citing the MNE Declaration. ⁸The Office developed a self-guided module on "Promoting sustainable business practices to advance decent work in the digitalizing retail sector".
- (g) EBMOs in 12 countries have been supported in developing sustainable training and advisory services for their members on [environmental, social and governance](#) issues with more than 400 enterprises already receiving training.

► Promoting and strengthening the operational tools of the MNE Declaration

10. The Governing Body adopted a set of operational tools to stimulate the uptake of the MNE Declaration by all parties and enhance their capacity to implement its principles; and has subsequently called for the further strengthening of these tools. ⁹ They are key components to raise awareness, build capacity of constituents at the country level and facilitate exchanges and dialogues among constituents as well as enterprises and workers.
11. In line with the Governing Body decision, ¹⁰ the Office launched the regional follow-up to collect information from tripartite constituents in the Americas on the promotion and application of the MNE Declaration in the region. Considering the new format of ILO regional meetings during the trial period, tripartite constituents from the Americas region requested the Office to organize in December 2025 a webinar to discuss the findings of the information gathering and further promotional activities within the priorities spelled out in the Punta Cana Declaration for democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice. However, due to the budget cuts in 2025, the Office had to condense the survey findings into a [shorter brief](#) and cancel the tripartite webinar. The next regional follow-up will await the outcome of discussions on the ILO

⁸ Technical Meeting on the Promotion of Decent Work and a Just Transition in the Building Materials Industry, including Cement; Technical Meeting on the Promotion of Decent Work and a Just Transition including Skills and Lifelong Learning, in the Food and Beverages Industry; Technical Meeting on Decent Work in the Railways Sector; *Code of practice on safety and health in forestry work*; *Policy guidelines for the promotion of decent work in recycling*; *Guidelines for fair labour market services for migrant fishers*.

⁹ See [GB.346/PV](#), para. 821.

¹⁰ [GB.350/POL/5](#), para. 41, as amended by the Governing Body.

in a changing multilateral environment: Towards better effectiveness and efficiency (document GB.356/INS/7).

12. The [ILO Helpdesk for Business](#), established by the Governing Body as the ILO's one-stop shop for companies seeking guidance on the realization of international labour standards and the MNE Declaration, is also a key tool for helping enterprises undertaking HRDD to better understand labour issues and the principles of international labour standards. It consists of an individual and confidential expert service and comprehensive website and is widely promoted, including at the country level through development cooperation projects. During the period January 2024–December 2025, the Helpdesk expert service answered 381 requests, coming overwhelmingly from MNEs (77 per cent), followed by governmental and intergovernmental organizations, industry and multi-stakeholder initiatives and trade unions.¹¹ The top issues raised in the questions included hours of work, a safe and healthy working environment, non-discrimination, forced labour and wages (mainly the ILO's approach to living wages). The Helpdesk also received a growing number of requests for presentations – 53 during 2024–2025. The Helpdesk website users were in Asia (37.8 per cent), the Americas (30.8 per cent), Europe (25.8 per cent), Africa (3.9 per cent) and Oceania (1.7 per cent). The most visited pages concerned ILO codes of practice, working time, non-discrimination and due diligence. New tools and topical pages were added on due diligence, a just transition, labour migration, and violence and harassment. The Office piloted a Helpdesk AI assistant to enhance user experience and support the Helpdesk manager in preparing replies based on ILO sources. The pilot demonstrated some potential but was not sufficiently accurate; further development was put on hold pending the 2026–2027 budget situation.
13. ILO constituents increasingly make use of the Declaration to advance decent work through trade, investment, supply chains and business operations. An additional 11 Member States appointed [national focal points for the promotion of the Declaration](#), bringing the total number to 23 (Argentina, Botswana, Brazil, Cabo Verde, Cameroon, Côte d'Ivoire, Ghana, Jamaica, Lesotho, Madagascar, Mozambique, Namibia, Nepal, Nigeria, Norway, Pakistan, Peru, Portugal, Senegal, Sierra Leone, South Africa, Togo and Türkiye). Their set-up and activities differ according to the national context and decent work priorities, with some including the investment promotion agency, local content agency or the social dialogue institution. Having such focal points carries the potential for greater leverage for ILO constituents on the social dimension of investment, trade, productivity and industrial policies, and thus for greater policy coherence. Responding to the increased demand from Member States for technical support to the national focal points, the Office organized [a first webinar](#) for national focal points as well as other interested constituents to [share experiences](#) and explore potential for home-host country dialogues and exchanges between focal points for the promotion of the MNE Declaration, Organisation for Economic Co-operation and Development (OECD) national contact points and bodies implementing national action plans on business and human rights.¹² Based on the high interest expressed during this webinar, the Office will identify more opportunities to support regular exchanges among Member States, alongside country-level support, and document and assess the impact of these efforts.
14. Thanks especially to development cooperation partners and their funding, the Office was able to substantially increase its support to meet demands from national-level constituents on how to apply the guidance of the MNE Declaration through enhanced [capacity-building](#) and the

¹¹ For the yearly reports of the ILO Helpdesk for Business 2024 and 2025, see [About the Helpdesk](#).

¹² [References made to the MNE Declaration in National Action Plans on Business and Human Rights](#).

development of tools, by supporting national dialogues to advance decent work in business operations through collective action, and through strengthened policy coherence at the national level. Examples include:

- (a) [Trade for Decent Work](#) funded an open course *The Labour Dimension of Business-Related Human Rights Policies and National Action Plans*, which reached more than 900 participants and generated a [self-guided module](#) and [video materials](#) for roll-out at country level. It also supported national tripartite exchanges based on the promotion of the Declaration.¹³
- (b) The [RBCLAC](#) project supported constituents in [developing national sectoral road maps for agriculture and mining](#) in Argentina, Chile, Costa Rica, Mexico and Peru, and trained over 200 companies in Argentina, Brazil, Chile, Costa Rica, Mexico and Peru. Chile, Colombia and Brazil renewed national action plans on business and human rights and similar regulatory initiatives. Trade unions in the region have deepened their understanding of due diligence. Importantly, the project facilitates deeper collaboration with the OECD and the Office of the UN High Commissioner for Human Rights (OHCHR), strengthening the [complementarity between instruments](#). The upcoming RBC Africa project will bring together the ILO, the International Trade Centre, the OECD, the OHCHR and the UN Development Programme (UNDP).
- (c) [Entr'Alliance](#) supported the convening of a national dialogue in [Côte d'Ivoire](#) and [Nigeria](#) guided by the approach of the MNE Declaration and the sensitization of enterprises on international RBC frameworks. Capacity-building in Nigeria led to the appointment of national focal points. The project also supported capacity-building and experience-sharing among ILO constituents from the West African Economic and Monetary Union, notably through the organization of a [transnational dialogue](#).
- (d) Sustaining Green and Inclusive Agricultural Supply Chains in Guatemala ([VER CRECER](#)) supported the Ministry of Labour and Social Welfare in Guatemala in adopting an action plan to strengthen labour inspection, inter-institutional coordination and the promotion of corporate HRDD principles.
- (e) Human Rights Due Diligence in support of Decent Work ([HRDD4DW](#)) organized a massive open online course (MOOC) on HRDD for decent work, which attracted over 5,600 participants from all regions; it developed training materials for EBMOs, with a similar approach in preparation for workers' organizations; and it catalogued existing ILO tools and training sessions relevant to HRDD.
- (f) Sustainable Trade and Investment in Southern Africa ([SUSTAIN](#)) supports tripartite constituents in harnessing trade and investment to advance decent work in Southern Africa through responsible and sustainable business practices. Botswana, Lesotho, Namibia and South Africa appointed national focal points for the promotion of the Declaration as the institutional framework.
- (g) [Building Responsible Value Chains in Asia through the Promotion of Decent Work in Business Operations \(Phase II\)](#) supported constituents in Malaysia in developing a [national road map to promote RBC for the realization of decent work](#) based on the MNE

¹³ For example, ILO, "Tripartite representatives from the nine CPLP member states convened in Lisbon to discuss business, trade, investment and decent work", 28 October 2024.

Declaration. Malaysia adopted a [national action plan](#) that references international labour standards and the MNE Declaration and lists labour as one of its thematic priorities.¹⁴

- (h) [Resilient, Inclusive and Sustainable Supply Chains Asia \(RISSC\)](#) supported the development of tools and the convening of national dialogues for aquaculture in the Philippines, the Thai auto-industry and the electronics sector in Indonesia (in partnership with the Skills Development and RBC for Transition project), based on the guidance and approach of the MNE Declaration.
 - (i) [Productivity ecosystem approaches for decent work](#) in Africa, Asia and the Middle East have provided an entry point to promote the MNE Declaration among micro, small and medium-sized enterprises integrated into supply chains. In [Ghana](#), in the shea and garment manufacturing sectors, targeted training on compliance has reached approximately 300 micro, small and medium-sized enterprises annually, alongside other measures such as the revision of the Labour Code, the development of a new occupational safety and health policy, and the strengthening of representative EBMOs and workers' organizations. Together, these measures have contributed to the attraction of three foreign direct investment factories in Ghana, with the expected creation of approximately 7,000 jobs, in line with the objectives of the road map of the national focal points for the promotion of the MNE Declaration in Ghana, which includes the Ghana Investment Promotion Centre.
 - (j) The ILO-UNDP [Circular Transition and RBC in Montenegro](#) project is training SMEs on RBC and HRDD in the context of a just transition and productivity enhancement.
 - (k) The One-UN response on sustainable value chains brings together nine UN agencies to enhance coordination, coherence and resource mobilization on supply chains. RBC is a key entry point for UN action, and the ILO leverages the MNE Declaration to promote decent work within supply chains.
15. The [company-union dialogue](#) supports joint MNE-union requests to facilitate dialogue on issues of common concern. It is promoted through the ILO Helpdesk for Business, ILO constituents and the Office more broadly as the [ILO strategy on decent work in supply chains](#) calls for the active promotion of the company-union dialogue within the broader focus on grievance mechanisms (output 9). Since 2017, the Office has facilitated eight dialogues, all concerning industrial relations.

► Relevant developments outside the ILO

16. Global policy discussions and initiatives that aim to enhance the role of the private sector in sustainable development and inclusive growth, as recognized in 2025 in the Doha Political Declaration of the "World Social Summit" under the title "the Second World Summit for Social Development", and the Sevilla Commitment, the outcome document of the Fourth International Conference on Financing for Development, offer an important opportunity for the ILO and its constituents to leverage the MNE Declaration to advance decent work outcomes. These strategic opportunities are also seized through the Office's active

¹⁴ ILO, "ILO welcomes Malaysia's first National Action Plan on Business and Human Rights and the country's commitment to promote decent work", 19 August 2025.

engagement with relevant international organizations and the continued alignment of the three international instruments on RBC.

Responsible business conduct and human rights due diligence

17. The number of HRDD policy initiatives – public, private, multi-stakeholder – continues to increase as a central component of RBC. Based on the guidance of the MNE Declaration, the ILO engages with the following international organizations on this agenda:
 - The OECD developed [guidance documents on HRDD for RBC](#), facilitated sectoral policy dialogues,¹⁵ and also facilitated dialogues on the impact of public HRDD regulations and policies on trade partners and producing countries.¹⁶ The ILO and the OECD closely coordinate on HRDD in these policy discussions and undertake joint projects. The ILO conducted capacity-building of [OECD national contact points](#) to stimulate policy coherence on the labour dimension of RBC in their promotional work, handling of specific instances and policy support.
 - The OHCHR leads the business and human rights agenda based on the UN Guiding Principles on Business and Human Rights and supports the UN Working Group on Business and Human Rights.¹⁷ The ILO participates in UN forums on business and human rights, provides technical inputs to thematic reports of the UN Working Group and supports constituents in participating in the development and/or implementation of national action plans on business and human rights.¹⁸ The UNDP is also expanding its portfolio on business and human rights as part of its broader agenda [UN Rule of Law, Human Rights, Justice and Security](#).
 - The ILO is one of the core agencies of the [UN Global Compact](#), the world's largest corporate sustainability initiative. The ILO supports participating enterprises on the labour principles and decent work more broadly through initiatives such as the [Business & Human Rights Accelerator](#), the [Think Lab on Human Rights in Supply Chains](#), and [Forward Faster](#). The UN Global Compact is a partner in the Global Coalition for Social Justice. Leveraging the UN Global Compact's 25th anniversary, the ILO and the other core agencies advocated for a revision of the Ten Principles to realign with the underlying international standards, meaning for the labour principles all fundamental principles and rights at work. Such revision is, however, not included in the [UN Global Compact Strategy 2026–2030](#) recently endorsed by the [UN Global Compact Board](#), of which the IOE and the International Trade Union Confederation (ITUC) are members. The UN Global Compact's report on [Communication on Progress](#) does indicate that most participating companies already have a policy in place on a safe and healthy working environment due to the high materiality of the topic.

¹⁵ See OECD, [“Responsible agriculture supply chains”](#); [“RBC in the financial sector”](#); [“Responsible garment and footwear supply chains”](#); [“Responsible mineral supply chains”](#).

¹⁶ See OECD, [“Inclusive Platform on Due Diligence Policy Co-operation”](#).

¹⁷ See OHCHR, [“OHCHR and business and human rights”](#).

¹⁸ See ILO, [“The MNE Declaration and the Business and Human Rights agenda”](#), 28 March 2024.

Supporting trade, investment flows and MNEs in delivering on more and better jobs

18. Trade, investment and the operations and governance of multinational enterprises can be important levers for inclusive economic growth but need an enabling policy environment. The Office has established partnerships with international organizations, responding to increased expectations on sustainable trade and investment, and using the guidance of the Declaration as an entry point.
19. UN Trade and Development (UNCTAD) promotes investment agreements based on its 2015 Investment Policy Framework for Sustainable Development. An increasing number of trade and investment agreements reference international labour standards, the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Declaration on Social Justice for a Fair Globalization and the MNE Declaration,¹⁹ providing important entry points for the promotion of decent work.
20. Since 2016, the ILO and the World Association of Investment Promotion Agencies (WAIPA) have supported investment promotion agencies in facilitating foreign direct investment for more and better jobs. In addition to masterclasses and sessions during the World Investment Conferences and the annual investment promotion agency training at the International Training Centre of the ILO,²⁰ the partnership was scaled up through [the recently launched ILO-WAIPA Community of Practice](#). This collaborative space will allow the collection of good practices on how investment promotion agencies are using key performance indicators to steer foreign direct investment towards national development objectives, including job creation, skills development, and local linkages between MNEs and national enterprises, especially SMEs. The partnership also provides for collaboration at the subregional level with regional economic communities to achieve harmonized approaches for investment that contributes to decent work, such as the collaboration between the ILO and the Commission of the West African Economic and Monetary Union (WAEMU).²¹

Sustainable finance and environmental, social and governance issues

21. Paying growing attention to the social component of sustainable finance provides an opportunity to further advance decent work with financial institutions, guided by the MNE Declaration. In 2023, the ILO Director-General and the Managing Director of the International Finance Corporation (IFC) initiated a [partnership](#) to scale up collaboration at country level to enhance the decent work impacts of IFC projects and facilitate early detection of labour-related issues in IFC client operations. The pilot countries include Côte d'Ivoire, Egypt and Madagascar and have generated promising initial outcomes for scaling-up.
22. The ILO collaborated with the UN Environment Programme Finance Initiative to develop [Banking for Decent Work: A pathway to impact](#), which provides guidance on how banks can contribute to decent work and inclusive economic growth. The MNE Declaration served as the basis for the guidance on the four pillars of decent work. The ILO also contributed technically

¹⁹ See ILO, ["References made to the MNE Declaration in trade and investment agreements"](#), 7 August 2025.

²⁰ See ILO, ["Investment promotion agencies recognize the need for quality investment that leads to more and better jobs"](#), 31 May 2025.

²¹ See ILO, [Les agences de promotion des investissements s'unissent pour des investissements responsables](#), 18 November 2025.

to the [Sustainable Stock Exchanges Initiative Model Guidance on Preventing and Addressing Modern Slavery](#).

23. The UN Global Compact has identified [sustainable finance](#) as one of its priority areas in response to a request from the UN Secretary-General to direct private investment flows towards the realization of the Sustainable Development Goals.

Just transition towards environmentally sustainable enterprises and societies

24. Further to the International Labour Conference 2023 [resolution concerning a just transition towards environmentally sustainable economies and societies for all](#) the Office produced a [video](#) and a technical guidance note [Unlocking more and better jobs: Integrating sustainable enterprises for a just transition in Nationally Determined Contributions](#) in support of the engagement of constituents in the development of nationally determined contributions, leveraging RBC based on the MNE Declaration. Capacity-building was delivered at the [PAGE Regional Academy For Africa in Morocco: Financing a just transition to green and circular economies](#), the Regional knowledge-sharing Meeting [Integrating Just Transition Policies in Nationally Determined Contributions through Social Dialogue](#), the international workshop on [Addressing just transition in NDCs: Learning, leading and looking ahead](#), and national workshops in Azerbaijan, Cambodia, Costa Rica, Mexico, Morocco, Mozambique and Nigeria. Also, the Office contribution to the IFC Just Transition Accelerator for infrastructure companies highlighted the relevance of the MNE Declaration in designing and operationalizing just transition commitments.

► The way forward

25. The importance of RBC and sustainable enterprises in trade and investment continues to expand, presenting further opportunities to advance decent work. This is reflected in the increased demand for support from constituents and enterprises on making better use of the guidance provided in the MNE Declaration and its operational tools in the national context and global policy discussions.
26. To this end, the Office will continue seeking opportunities to support the capacity-building of ILO constituents and further cultivating strategic partnerships with relevant international organizations. The upcoming 50th anniversary of the MNE Declaration in 2027 provides an opportunity to highlight the Declaration's continued relevance to achieving the ILO's mandate and renew the ILO's commitment to promoting the instrument, as was done for the 30th ²² and 40th anniversaries. ²³ The Governing Body may wish to guide the Office in exploring options to leverage ongoing developments and the 50th anniversary while taking into account the resource-constrained environment.

²² See ILO, "[ILO Forum to mark 30th Anniversary of ILO's Tripartite Declaration on Multinational Enterprises and Social Policy](#)", 12 November 2007.

²³ See [Decision on the seventh item on the agenda: Recommendations of the tripartite ad hoc working group concerning the review of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy text, annex and addenda and the interpretation procedure](#).

► Draft decision

27. The Governing Body:

- (a) recognized the integral role of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, as amended in 2022 (MNE Declaration), for the delivery of the ILO's core mandate and appreciated the progress made in supporting constituents and enterprises in making better use of its guidance and tools to advance decent work;**
- (b) requested the Director-General to take into account the Governing Body's guidance on:**
 - (i) the continued promotional activities to support constituents and enterprises in making better use of the MNE Declaration, within the ongoing ILO reform process;**
 - (ii) further strengthening the strategic partnerships on responsible business conduct and sustainable investment, including the opportunity presented with the 50th anniversary of the MNE Declaration;**
- (c) requested the Office to provide a progress report on the promotion of the MNE Declaration on a regular basis.**