



International
Organization



1919-2019



3-6 Dec. **2019**
14th African Regional Meeting
Abidjan, Côte d'Ivoire

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 Africa

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 Africa

Second cycle of regional reports (2018–2021)

Copyright © International Labour Organization 2019
First published 2019

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

ISBN 978-92-2-133787-4 (print)
ISBN 978-92-2-133772-0 (web pdf)

Also available in French: *Entreprises multinationales, développement et travail décent: rapport sur la promotion et l'application de la Déclaration de principes tripartite sur les entreprises multinationales et la politique sociale en Afrique*, (ISBN 978-92-2-133789-8 (print) / ISBN 978-92-2-133774-4 (web pdf)), Geneva, 2019; in Portuguese, *Empresas multinacionais, desenvolvimento e trabalho digno: relatório sobre a promoção e a aplicação da Declaração Tripartida de Princípios sobre Empresas Multinacionais e Política Social*, (ISBN 978-92-2-133790-4 (print) / ISBN 978-92-2-133775-1 (web pdf)), Geneva, 2019; in Arabic, (ISBN 978-92-2-133788-1 (print) / ISBN 978-92-2-133773-7 (web pdf)), Geneva, 2019.

المنشآت متعددة الجنسية والتنمية والعمل اللائق – تقرير عن تعزيز وتطبيق إعلان المبادئ الثلاثي بشأن المنشآت متعددة الجنسية والسياسة الاجتماعية في أفريقيا

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

Printed in Switzerland

This publication was produced by the Document and Publications Production,
Printing and Distribution Branch (PRODOC) of the ILO.

*Graphic and typographic design, layout and composition,
printing, electronic publishing and distribution.*

PRODOC endeavours to use paper sourced from forests managed
in an environmentally sustainable and socially responsible manner.

Code: DTP-JMB-REPRO

Foreword

Regional reports on the promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) are an integral part of the regional promotion of the instrument. The MNE Declaration is the only instrument of the International Labour Organization (ILO) that provides direct guidance to enterprises (multinational and national), governments, and employers' and workers' organizations on social policy and inclusive, responsible and sustainable workplace practices.

As part of the promotional strategy of the MNE Declaration adopted by the Governing Body in 2014, a first cycle of regional reports was produced from 2014 to 2018 in preparation for the 18th American Regional Meeting (Lima, Peru, 13–16 October 2014), the 13th African Regional Meeting (Addis Ababa, Ethiopia, 30 November–3 December 2015), the 16th Asia and the Pacific Regional Meeting (Bali, Indonesia, 6–9 December 2016), and the 10th European Regional Meeting (Istanbul, Turkey, 2–5 October 2017). A global report on the main trends and findings of those four reports and the outcomes of the special sessions during these Regional Meetings was discussed in the ILO Governing Body in March 2018.

The present report is the second of a new cycle of regional reports prepared under the regional follow-up operational tool of the revised MNE Declaration (2017) as outlined in its Annex II. The first regional report of the current cycle was produced in preparation for the 19th American Regional Meeting (Panama, 2–5 October 2018). The regional follow-up mechanism comprises a regional report on the promotion and application of the MNE Declaration in the ILO member States of 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. 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.

The present report presents the inputs received from governments and employers' and workers' organizations in Africa, and elements for consideration regarding the further promotion and application of the MNE Declaration in this region. We trust that the report will foster further dialogue among governments, employers and workers, contribute to the identification of opportunities and challenges for decent work linked to foreign direct investment and the operations of multinational enterprises in the areas covered by the MNE Declaration at national and regional levels, and facilitate the exchange of experiences and lessons learned.

The Multinational Enterprises and Enterprise Engagement Unit of the Enterprises Department, responsible for the production of this report, wishes to warmly thank the governments and employers' and workers' organizations who took the time to complete and return the questionnaire. We also express our thanks to ILO staff in headquarters and field offices, particularly the Bureau for Employers' Activities and the Bureau for Workers' Activities, for their support, guidance and inputs in the different stages of the information-gathering process and development of this report.

VIC VAN VUUREN
Director
Enterprises Department

GITHA ROELANS
Head
Multinational Enterprises
and Enterprise Engagement Unit

Contents

Foreword	iii
Acknowledgements	vii
Abbreviations	viii
1. Introduction	1
2. The MNE Declaration and its promotion and application in Africa	3
2.1 Principles of the MNE Declaration	3
2.2 Operational tools	4
2.3 Regional activities for the promotion and application of the MNE Declaration	5
3. Foreign direct investment trends in Africa	8
3.1 FDI trends	8
3.2 The changing landscape of investment in Africa	10
3.3 Special economic zones	12
3.4 Rethinking investment policies and frameworks: Regional integration	12
4. Promotion of the principles of the MNE Declaration in Africa	15
4.1 Awareness of the principles of the MNE Declaration	16
4.2 Most relevant areas of the MNE Declaration and key initiatives by constituents in Africa. .	19
4.2.1 General policies.	19
4.2.2 Employment.	22
4.2.3 Training.	24
4.2.4 Conditions of work and life	25
4.2.5 Industrial relations	26
4.3 Dialogue and consultation on the activities of MNEs.	29
4.3.1 Governments	29
4.3.2 Employers' organizations.	31
4.3.3 Workers' organizations	33

4.4	Promotion of the principles of the MNE Declaration.....	35
4.4.1	Governments.....	37
4.4.2	Employers' organizations.....	38
4.4.3	Workers' organizations.....	38
4.5	Other information.....	39
5.	Final remarks.....	42
	References.....	44
	Annexes.....	48
Appendix I.	Questionnaires for governments and employers' and workers' organizations.....	48
Appendix II.	List of responding governments and employers' and workers' organizations.....	57
Appendix III.	Principles of the MNE Declaration.....	61
Appendix IV.	List of ratifications of fundamental ILO Conventions by member States of Africa.....	64
Appendix V.	List of ratifications of other Conventions referred to in the MNE Declaration by member States of Africa.....	68

FIGURES

Figure 4.1	Relevance attributed to areas of the MNE Declaration by governments, employers' organizations and workers' organizations (%)	18
Figure 4.2	Dialogue and consultation, governments	31
Figure 4.3	Dialogue and consultation, employers' organizations	32
Figure 4.4	Dialogue and consultation, workers' organizations	34
Figure 4.5	Overview of co-organized events and initiatives by governments, employers' organizations and workers' organizations	36

TABLES

Table 3.1	Top ten investing companies by source, destination and sectors in Africa in 2018.	10
Table 4.1	Comparison of response rates in 2015 and 2019	15
Table 4.2	Areas covered by the MNE Declaration.	16
Table 4.3	Relevance attributed to areas of the MNE Declaration by governments, employers' organizations and workers' organizations (%)	17
Table 4.4	Events or initiatives to promote the principles of the MNE Declaration by governments, employers' organizations and workers' organizations	35

BOXES

Box 3.1	An intra-African bilateral investment treaty referencing the MNE Declaration	13
Box 4.1	National focal points to promote the MNE Declaration at the national level	36



Acknowledgements

This report was prepared by the Multinational Enterprises and Enterprise Engagement Unit of the Enterprises Department of the International Labour Organization (ILO). Amélie Duval drafted the report and coordinated the production process under the overall supervision of Emily Sims and Githa Roelans. Josée Laporte provided technical inputs based on ILO country level assistance in the Africa region and Gildete Lima prepared the annexes. Chapter 3 on “Foreign direct investment trends in Africa” was prepared by Marva Corley-Coulibaly, Pelin Sekerler-Richiardi and Pamphile Sossa of the Research Department of the ILO. Comments from the Bureau for Employers’ Activities and the Bureau for Workers’ Activities further enriched the report. Irina Akimova provided administrative support.

The English version of the report was edited by John Dawson. Karin Barlet translated the report into French. The Portuguese version was translated by Ana Santos and reviewed by Ana Paula Rosa of the ILO Lisbon Office. The Arabic version was translated by El Hassane Sefraoui and edited and formatted by the Arabic Unit of the Official Documentation Branch.

The Document and Publications Production, Printing and Distribution Unit of the ILO provided extensive support throughout the production of the report. Priscille Latchman designed the cover.

Abbreviations

CBA	collective bargaining agreement
ECOWAS	Economic Community of West African States
EPA	economic partnership agreement
FDI	foreign direct investment
GDP	gross domestic product
ILO	International Labour Organization
MNE	multinational enterprise
MNE Declaration	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
NGO	non-governmental organization
SADC	Southern African Development Community
SEZ	special economic zone
USAID	United States Agency for International Development
WAEMU	West African Economic and Monetary Union
WAIPA	World Association of Investment Promotion Agencies

Introduction

The present report provides an overview of activities undertaken by governments and employers' and workers' organizations in the International Labour Organization (ILO) member States in the Africa region to raise awareness on and promote the application of the recommendations set forth in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

The report has been elaborated on the basis of information collected directly through a questionnaire sent to governments and employers' and workers' organizations of the 54 ILO member States of the region, which will be taking part in the 14th African Regional Meeting in Abidjan, Côte d'Ivoire, 3–6 December 2019. The questionnaire was distributed in February 2019 through various channels. Responses were accepted for inclusion in the report through May 2019.

The response rate was slightly lower than that in 2015, during the first cycle of the regional follow-up to the MNE Declaration in Africa. The number of responses received – 53 in total – representing 26 countries, and the variation in the response rates among the respondent groups – 31% of governments, 13% of employers and 31% of workers – reflects a mixed picture of the relative interest attributed by governments and employers' and workers' organizations to the guidance provided by the MNE Declaration, as well as the need for continued efforts to promote the instrument.

The contribution of foreign direct investment (FDI) to decent work and inclusive growth is particularly important for the African context. Over the last five years, both FDI inflows and outflows have declined by 2% on average. Although annual economic growth in Africa is projected to accelerate in both 2019 and 2020, over half of workers in the region are still living in extreme or moderate poverty, and this number is set to increase by at least 10 million between 2018 and 2020 (ILO, 2019a). The creation of more and better jobs is a key challenge and a motivation for many governments to look for opportunities provided by FDI and trade. This is important in the context of the ILO Centenary Declaration for the Future of Work, adopted in June 2019, which recognizes “the role of the private sector as a principal source of economic growth and job creation” and “the role of sustainable enterprises as generators of employment and promoters of innovation and decent work” (ILO, 2019b, pp. 4 and 2).

The present report on the promotion and application of the MNE Declaration in Africa is organized as follows:

- Chapter 2 provides an overview of the MNE Declaration, its principles and operational tools, and highlights ILO activities in the region in support of governments, employers and workers for the promotion and application of the instrument.
- Chapter 3 describes the main FDI trends in the region and briefly reflects on investment policies and frameworks that can boost the positive contribution of FDI and trade to economic growth and inclusive development, while limiting their possible negative impacts.

- Chapter 4 analyses the responses of governments and employers' and workers' organizations in ILO member States in Africa, as captured in the questionnaire, on how they have promoted and applied the principles of the MNE Declaration in their countries.
- Chapter 5 concludes with remarks on key issues and suggestions for the further promotion of the MNE Declaration with a view to achieving broader application of its principles in the region.

The MNE Declaration and its promotion and application in Africa

2

2.1 Principles of the MNE Declaration

The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) sets out principles in the fields of employment, training, conditions of work and life, and industrial relations, as well as general policies that governments, employers' and workers' organizations, and multinational enterprises (MNEs) are recommended to observe on a voluntary basis. As such, it is the only ILO instrument that provides direct guidance to national and multinational enterprises, and is the only global tripartite instrument on social policy that has been elaborated and adopted by governments, employers and workers around the world. First adopted in 1977, the instrument was most recently amended in March 2017 (ILO, 2017a).

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). That aim is “furthered by appropriate laws and policies, measures and actions adopted by the governments, including in the fields of labour administration and public labour inspection, and by cooperation among the governments and the employers' and the workers' organizations” (paragraph 3). The principles do not aim at introducing or maintaining inequalities of treatment between multinational and national enterprises, and reflect good practice for all enterprises.

The guidance contained in the MNE Declaration is rooted in international labour standards and reflects good practices in the above-mentioned areas. The MNE Declaration outlines the distinct roles and responsibilities that the State and business have in achieving its aim, an approach that is also taken in the *Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” framework* in the area of human rights (United Nations, 2011).

The MNE Declaration does not contain a precise legal definition of MNEs, but these include enterprises – whether fully or partially State owned or privately owned – that 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. Unless otherwise specified, the term “multinational enterprise” is used to designate the various entities (parent companies or local entities or both, or the organization as a whole) according to the degree of responsibilities among them, in the expectation that they will cooperate and provide assistance to one another as necessary to facilitate observance of the principles of the MNE Declaration. The MNE Declaration also recognizes that MNEs often operate through relationships with other enterprises as part of their overall production process, and that this can contribute to furthering the aim of the MNE Declaration.

In its “general policies” chapter, the MNE Declaration highlights that all the parties should respect the sovereign rights of States, obey the national laws and regulations, give due consideration to local practices and

respect relevant international standards. They should also honour commitments that they have freely entered into, in conformity with national law and accepted international obligations. They should respect the Universal Declaration of Human Rights (1948) and the corresponding International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights (1966), as well as the ILO Constitution and its principles, according to which freedom of expression and association are essential to sustained progress. It also states that all parties should contribute to the realization of the ILO Declaration on Fundamental Principles and Rights at Work (1998), and highlights in this regard the corporate responsibility to respect human rights and the guidance on due diligence as outlined in the United Nations Guiding Principles on Business and Human Rights. For the purpose of achieving the aims of the MNE Declaration, the due diligence process should take account of the central role of freedom of association and collective bargaining, as well as industrial relations and social dialogue, as part of the continuing process.

The “general policies” chapter also states that MNEs should take into account the general policy objectives of the countries in which they operate, and that their activities should be consistent with national law and in harmony with the development priorities and social aims and structure of those countries. To this effect, consultations should be held between MNEs, the government and, wherever appropriate, the national employers’ and workers’ organizations concerned. Governments of host countries should promote good social practice in accordance with the Declaration among MNEs operating in their territories, and governments of home countries should promote good social practice in accordance with the Declaration among their MNEs operating abroad. Both host and home country governments should be prepared to have consultations with each other whenever the need arises.

The remaining chapters of the MNE Declaration set out principles in the fields of employment (employment promotion, social security, forced and child labour, equal opportunity and security of employment); training; conditions of work and life (wages and working conditions, safety and health); and industrial relations (freedom of association, collective bargaining, consultation, access to remedy and examination of grievances, and settlement of disputes). The most recent revision strengthened the MNE Declaration by adding and reformulating principles that address specific issues related to social security, forced labour, transition from the informal to the formal economy, wages, safety and health, access to remedy and compensation of victims of labour rights abuses.

The revised MNE Declaration includes two annexes. Annex I provides a list of ILO instruments and guidance documents relevant to the MNE Declaration, and Annex II outlines a series of operational tools to stimulate the uptake of the principles of the MNE Declaration by governments, enterprises, and employers’ and workers’ organizations.

2.2 Operational tools

The operational tools in Annex II of the MNE Declaration include regional follow-up; 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 on International Labour Standards); company–union dialogue; and the procedure for the examination of disputes concerning the application of the MNE Declaration by means of interpretation of its provisions (interpretation procedure).

The 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 report informs a special session during the Regional Meetings, which provides a tripartite dialogue platform to discuss further promotional activities at the regional level.

At the national level, governments, employers and workers are encouraged to appoint national focal points on a tripartite basis (taking guidance from Convention No. 144)¹ to promote the use of the MNE Declaration and its principles, whenever appropriate and meaningful in the national context. Where similar tools or processes exist in relation to the principles of the MNE Declaration, governments are encouraged to facilitate involvement of social partners in them.

The ILO also provides technical assistance to support the promotion and application of the principles of the MNE Declaration at the national level and through the ILO Helpdesk for Business, which provides further information and guidance on the application of the principles in company operations.

The ILO, as the global authority on international labour standards, is uniquely placed to support or facilitate company–union dialogue as part of its overall strategy to promote the uptake of the principles of the MNE Declaration. Where a company and a union voluntarily agree to take advantage of the facilities of the ILO to meet and talk, the Office will provide a neutral ground for discussion on issues of mutual concern and maintain strict confidentiality of the dialogue process.

Finally, in the procedure for the examination of disputes concerning the application of the MNE Declaration, the ILO Governing Body interprets the provisions of the MNE Declaration when needed to resolve a disagreement on their meaning, arising from an actual situation, between parties to whom the Declaration is commended.

2.3 Regional activities for the promotion and application of the MNE Declaration

As part of the first cycle of the regional follow-up mechanism to the MNE Declaration, questionnaires were sent to governments and employers' and workers' organizations in Africa in 2015, requesting them to provide information on how they have promoted and applied the principles of the Declaration nationally. The results were synthesised in a report that was presented at a special session on the follow-up to the MNE Declaration at the 13th African Regional Meeting (Addis Ababa, Ethiopia, 30 November–3 December 2015). The Addis Ababa Declaration adopted by the tripartite delegates requests that the ILO "promote the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy with a strong emphasis on supporting the tripartite constituents at the country level, partnerships with other relevant actors and facilitation of the exchange of experiences" (paragraph 17).

During the session, various concrete recommendations were formulated and have since informed ILO activities in the region for the promotion and application of the MNE Declaration, notably the development of training courses and the provision of technical assistance at country level.

¹ Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

To address capacity-building needs in the region, training courses on the approach of the MNE Declaration were conducted. With the financial support of the ILO and its International Training Centre, 33 ILO constituents' representatives from 13 African countries² participated in the last four editions of the training course "Multinational enterprises, development and decent work: the approach of the MNE Declaration", organized on an annual basis in Turin, thus benefiting from an increased understanding of the MNE Declaration and its principles. Similarly, 21 representatives from investment promotion agencies of 15 African countries participated in the last four editions of the annual training course "Effective investment facilitation and sustainable development", jointly run with the World Association of Investment Promotion Agencies (WAIPA), which aims to strengthen national capacities to enhance the development impacts of FDI, particularly with regard to the creation of more and better jobs, directly and through linkages with national enterprises.

The Abidjan Declaration, adopted in May 2017 by 11 African national social dialogue institutions,³ emphasized the need to strengthen the role and impact of national social dialogue institutions for a more effective and fair economic and social governance. The Declaration called on national social dialogue institutions to consider designating tripartite-appointed focal points for the promotion of the MNE Declaration and the creation of commissions in charge of dialogue with multinational enterprises within national dialogue institutions.

A development cooperation project funded by France promoted the ILO MNE Declaration and the application of its principles in Côte d'Ivoire and in Senegal. The project organized awareness-raising and training workshops with over 400 participants (government officials, employers' and workers' organizations, and enterprise representatives) in the two countries. In the course of this project, the tripartite constituents of Senegal created a tripartite commission in charge of promoting the MNE Declaration within its national social dialogue institution. Constituents in Côte d'Ivoire designated national focal points and organized in December 2018 a Tripartite National Forum for the promotion and application of the MNE Declaration, during which the national focal points presented a national action plan for the promotion and application of the MNE Declaration.

Collaboration with the Union Economique et Monétaire Ouest Africaine (UEMOA)/West African Economic and Monetary Union (WAEMU) built on the experience of Côte d'Ivoire and Senegal to step up efforts to promote the MNE Declaration in the subregion. In December 2018, the ILO presented the MNE Declaration on the occasion of the ninth General Assembly of the UEMOA (WAEMU) Labour and Social Dialogue Council. The Labour and Social Dialogue Council subsequently dedicated the fifth meeting of its Social Dialogue Commission to the MNE Declaration (March 2019), attended by 15 experts representing the eight UEMOA (WAEMU) member States,⁴ who reflected on challenges and opportunities for the promotion of the MNE Declaration in the UEMOA (WAEMU). The Commission's meeting, organized with the support of the ILO, provided the opportunity to facilitate the exchange of experiences among the UEMOA (WAEMU) member States. National sensitization workshops are being organized by several UEMOA (WAEMU) member States with the support of the ILO.

In March 2018, during the Meeting of the Southern African Development Community (SADC) Ministers responsible for Employment and Labour and Social Partners in Cape Town, South Africa, the ILO presented the MNE Declaration and the findings of a rapid assessment on labour and employment issues related to the operations of MNEs in Botswana, Malawi, Namibia, South Africa, Zambia and Zimbabwe. The rapid assessment used the

² Cameroon, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, Ghana, Guinea, Liberia, Madagascar, Nigeria, Senegal, Sierra Leone and Zambia.

³ The national dialogue institutions were from Benin, Burkina Faso, Burundi, Cameroon, Chad, Côte d'Ivoire, Guinea, Mauritania, Niger, Senegal and Togo.

⁴ The eight member States of UEMOA (WAEMU) are Benin, Burkina Faso, Côte d'Ivoire, Guinea-Bissau, Mali, Niger, Senegal and Togo.

principles of the MNE Declaration as the framework to identify the challenges facing MNE operations in host countries as well as the key policy prescriptions for both host and home countries contained in the ILO MNE Declaration. As a result, reference to the MNE Declaration was included in the 2018 Ministerial Declaration of the SADC Ministers responsible for Employment and Labour and Social Partners, in which participants committed to promoting decent work for sustainable global supply chains and requested opportunities to strengthen the understanding of the MNE Declaration among SADC member States with the support of the ILO.

Additional capacity-building initiatives took place at the national level. In Sierra Leone, workshops were organized for government officials and workers' and employers' organizations in March 2019. Participants were introduced to the MNE Declaration and its principles and examples of initiatives taken at country and regional levels were shared with the participants to illustrate how the principles of the MNE Declaration could be translated into action. Participants discussed next steps to give effect to the principles of the MNE Declaration in Sierra Leone. This activity took place in the context of an ILO project to increase employment creation and opportunities in Sierra Leone funded by the ILO regular budget supplementary account. In 2019, following the annual training at the International Training Centre of the ILO (mentioned above), Sierra Leone designated four focal points for the promotion of the MNE Declaration – one focal point for each tripartite constituent, plus one representative of the Sierra Leone Local Content Agency. In addition, the constitution of a working group to promote the MNE Declaration in the country is planned.

In Egypt, the ILO contributed to the organization of the third Egyptian Corporate Social Responsibility Conference, which took place in Cairo in April 2017, and was invited to highlight the relevance of the MNE Declaration in the context of the new direction taken by the Federation of Egyptian Industries on corporate social responsibility.

At the request of the Angolan Chamber of Commerce and Industry, the ILO Bureau for Employers' Activities, in collaboration with the Multinational Enterprises and Enterprise Engagement Unit, initiated a series of activities to promote corporate social responsibility in Angola. A workshop facilitated by the ILO was organized in December 2016 for the members of the Social Responsibility Monitoring Committee of the Angolan Chamber of Commerce and Industry, government officials, trade union representatives and representatives of the Association of Industries of Angola.

At the suggestion of the ILO Bureau for Workers' Activities, the Multinational Enterprises and Enterprise Engagement Unit was invited to present the MNE Declaration and address a regional seminar organized by the Economic, Social and Environmental Council of Morocco in cooperation with the Arab Trade Union Confederation in the context of the Pilot Project for the Promotion of Social Dialogue in the Southern Mediterranean Neighbourhood (known as the SOLiD project), co-funded by the European Union and the International Trade Union Confederation. The project aims to promote a dynamic, inclusive and reinforced social dialogue via the development of the capacity of workers' and employers' organizations and civil society organizations, and the promotion of a civic and multipartite dialogue between the social partners in Jordan, Morocco and Tunisia.

Other training opportunities have also been offered. In 2018, the ILO Bureau for Workers' Activities and the International Training Centre conducted a training course with the participation of trade union organizations from Africa on the MNE Declaration and other international tools and their strategic use in the labour movement, building on the publication of the ILO Bureau for Workers' Activities *The ILO MNE Declaration: What's in it for workers?* (ILO, 2018).

Foreign direct investment trends in Africa

3

The MNE Declaration provides a framework to encourage the positive contribution that MNEs can make to economic and social progress and the realization of decent work for all, and to minimize and resolve the difficulties their operations may cause. This is particularly important given that foreign direct investment (FDI), driven by MNEs, remains one of the largest and most constant external sources of finance for developing economies.

This chapter provides a brief overview of the main FDI trends in the Africa region (section 3.1); the changing landscape of investment (3.2); and the development of special economic zones (SEZs) in the region (3.3). The chapter concludes with a reflection on how regional integration in Africa might open up further opportunities for better harnessing the potential of FDI to foster inclusive and sustainable business practices by MNEs in Africa (3.4).

3.1 FDI trends

In 2018, Africa accounted for 4% of world FDI inflows and 1% of world outflows.⁵ FDI flowing into Africa increased by 11%, from US\$41 billion in 2017 to US\$45 billion in 2018. However, using the larger time frame of the last five years gives a more nuanced picture wherein Africa's inflows decreased by 8% from US\$50 billion in 2013 to US\$45 billion in 2018, representing an annual average decrease of 2%.

Inward FDI in Africa was largely driven by North and West Africa, which are the primary FDI destination countries in the region. In 2018 North and West Africa attracted respectively 31% and 21% of FDI, while central Africa and southern Africa accounted for 19% and 9%, respectively.

The top five economies driving inward FDI during 2017 and 2018 were, in order, Egypt, South Africa, the Congo, Morocco and Ethiopia. A downturn in demand for commodities during this period seems to have depressed inflows to countries with large extractives sectors such as Ghana and Nigeria.

Africa's FDI outflows between 2017 and 2018 decreased by 26%. Using a five-year reference point, Africa's FDI outflows decreased by 12%, from US\$11 billion in 2013 to US\$9.8 billion in 2018, which corresponds to a 2% annual decline. Southern Africa, the largest source of outflows from Africa, reached a record high (US\$9 billion) of outflows in 2017 and accounted for 49% of African outflows in 2018. Central Africa had the lowest share of FDI outflows (2%). South Africa is the top country of origin of FDI from Africa with a 46% share of Africa's outflows, followed by Nigeria and Algeria with 14% and 9%, respectively.

⁵ Calculations are based on the UNCTAD FDI/MNE database, 2019.

Greenfield investment – FDI geared specifically towards new facilities for sales, manufacturing and other economic activities – is a key indicator of future investment activity (UNCTAD, 2018). In 2018, African countries attracted 17% of global greenfield investment, which is a decline from 2013, when the share was 19%. The five-year growth trend, however, shows an encouraging increase in greenfield investment growth of 12%, from US\$66 billion in 2013 to US\$74 billion in 2018.

Breaking down by origin, between 2013 and 2018, greenfield FDI from North America to Africa increased by 129%, from US\$4.6 billion in 2013 to US\$10.5 billion in 2018. In absolute terms however the largest greenfield investor in Africa in 2018 was the Asia and the Pacific region, which accounted for 31% of greenfield investment to the region. Over five years, inflows from the Asia and the Pacific region increased by more than double, from US\$11 billion in 2013 to US\$23 billion in 2018, mainly driven by China, followed by Singapore, Hong Kong (China) and India.

The share of intra-African greenfield investment was 16% in 2013 against 7% in 2018. In relative terms, African intraregional greenfield investment decreased by 54% from US\$12 billion in 2013 to US\$5 billion in 2018. This is largely attributable to the decline from South Africa, the largest African regional investor in Africa, which decreased greenfield FDI by more than half (57%), from US\$5 billion in 2013 to US\$2 billion in 2018.

Similar to the trend of total FDI inflows, between 2013 and 2018 Egypt was the top destination source of global greenfield FDI in Africa, receiving 27%. Nigeria and South Africa followed, receiving 10% and 8%, respectively. In terms of sectors, the manufacturing, electricity and extraction sectors were the top three major recipients of greenfield FDI investment across the region, with a 28%, 20% and 17% share of inflows respectively. In contrast, the business services sector accounted for just 3%.

Table 3.1 shows greenfield investment in 2018 disaggregated by sector, company, country of origin and destination country. Numerous studies, initiatives and frameworks have highlighted the importance of investment diversification in Africa from extractive to manufacturing and infrastructure sectors. The table shows that although the top ten companies invested specifically in the manufacturing and construction sectors, the extractive industry remains a key sector for greenfield investment. Algeria, Nigeria, Ethiopia and Mozambique attracted investors from France, Hong Kong (China), Singapore and the United States of America in their manufacturing sectors. Meanwhile, the extractive sectors in Guinea, Nigeria and Angola received investments from China, Cyprus and Italy. Nigeria attracted investors in both the manufacturing and extraction sectors.

Estimates based on the calculation of the ratio of jobs to greenfield investment also provide an indicator of the number of jobs created per dollar of investment.⁶ For example, taking into consideration all foreign firms for which data are available, the manufacturing sector creates 2.75 jobs for every US\$1 million of FDI. Measured by the same criteria, customer contact centres create 61 jobs for every US\$1 million of greenfield FDI, while the extractive sector creates 0.6 jobs for every US\$1 million of FDI. Although the indicators do not provide an indication of job quality, it is important to note that the sector that attracts the most FDI may not necessarily be the most labour intensive and create the most jobs.

⁶ Estimates by sector based on all firms in Africa extracted from fDi Intelligence, from the Financial Times Ltd 2019.

Table 3.1 Top ten investing companies by source, destination and sectors in Africa in 2018

Investing company	Source country	Destination country	Industry sector	Industry activity	FDI (\$ million)	Jobs created	Project type
CITIC Group	China, Hong Kong	Algeria	Chemicals	Manufacturing	6 000	3 000	New
Karo Resources Limited	Cyprus	Zimbabwe	Metals	Extraction	4 200	3 000	New
Fairfax Africa Fund	United States	Ethiopia	Coal, oil and gas	Manufacturing	4 000	695	New
China National Offshore Oil Corporation	China	Nigeria	Coal, oil and gas	Extraction	3 000	987	Expansion
Eni SpA (Eni)	Italy	Angola	Coal, oil and gas	Extraction	2 236	227	New
Rovuma LNG	United States	Mozambique	Coal, oil and gas	Manufacturing	1 400	144	New
Total	France	Algeria	Chemicals	Manufacturing	1 400	1 096	New
Tebian Electric Apparatus (TBEA)	China	Guinea	Metals	Extraction	1 160	1 631	New
Indorama Eleme Fertilizer and Chemicals	Singapore	Nigeria	Chemicals	Manufacturing	1 100	608	Expansion
Atraba Integrated Holding	Saudi Arabia	Egypt	Real estate	Construction	1 000	3 000	New

Source: fDi Intelligence, from the Financial Times Ltd, 2019.

3.2 The changing landscape of investment in Africa

The investment landscape in Africa is currently undergoing a number of changes. Traditional investors are taking new initiatives while new investors are emerging in the region. However, there are also increasing concerns about the effective contribution of investment and trade to the overall development of Africa.

The United States has been engaged with the African continent through a number of trade and investment arrangements and development assistance programmes. The African Growth and Opportunity Act, for instance, is a unilateral trade arrangement adopted in 2000 that provides duty-free access to the United States market for about 40 qualifying sub-Saharan African countries. However, there has been some disengagement by the United States from Africa in the past years, which can be seen in the steadily declining FDI to the continent (FDI stock was down from a peak of US\$61 billion in 2013 to US\$50 billion in 2017). In order to reverse this trend, new initiatives are emerging, such as Prosper Africa (launched in June 2019), which will operate in conjunction with the International Development Finance Corporation (National Security Council, 2018; UNCTAD, 2019a),

while in February 2019 a United States-Africa Trade and Investment Forum took place, providing a platform for African and United States businesses and government officials to engage and explore opportunities.

European Union countries together have a FDI stock of about US\$290 billion in Africa (European Commission, 2018a), with a stock of US\$64 and US\$63 billion respectively from France and the Netherlands, which are major investing countries (UNCTAD, 2019b). The European Union also has diverse trade and investment arrangements with African countries. This includes unilateral trade arrangements such as Everything but Arms, which covers over 30 least developed African countries, and the standard Generalized Scheme of Preferences, which applies to some low- and lower middle-income countries, such as the Congo, Kenya and Nigeria (European Commission, 2019a, 2019b).

The European Union has also signed a number of economic partnership agreements with African regional economic communities. For instance, the Economic Partnership Agreement between The European Union and the SADC EPA Group, signed in 2016, aims to support economic diversification in SADC EPA States, promote democracy and sustainable development, and support regional integration in southern Africa (European Commission, 2016). Another initiative is the Africa-Europe Alliance, announced in September 2018, which “deepens the economic and trade relations and goes beyond a donor-recipient approach” to create an “equals’ alliance”, with the long-term objective of a continent-to-continent free trade agreement (European Commission, 2018a; European Commission, 2018b, p. 3). Separately, in 2017 Germany announced plans for a new partnership between Africa and Europe, styled as a “Marshall Plan with Africa”, which would contribute to the development of Africa through increased private investment rather than international aid (BMZ, 2017).

With the Cotonou Agreement ending in 2020, the European Union is currently in the process of renegotiating a partnership agreement with countries of the African, Caribbean and Pacific Group of States (European Commission, 2018c). European Union negotiating directives (2018) anticipate that all parties “will ensure the uptake and adherence to the principles of corporate social responsibility and responsible business conduct, fiscal and environmental responsibility, transparency and accountability, in line with internationally recognized guidelines and principles throughout the value chain” (Council of the European Union, 2018, p. 16). The European Union-Africa partnership will focus on a number of strategic sectors conducive to sustainable and inclusive economic development and creation of decent work.

More recently, China has surpassed the United States to become the major investor and trading partner of Africa. FDI stock from China to Africa has grown from less than US\$500 million in 2003 to US\$43 billion in 2017 (UNCTAD, 2019a). While Chinese investment remains heavily focused on extractives, the launch of the Chinese Belt and Road Initiative in 2013 has resulted in large inflows to massive infrastructure projects in Africa, including an extensive network of railways, highways, maritime routes and telecommunication networks (Ehizuelen and Abdi, 2018).

Turkey has also been increasing its economic cooperation with Africa, with outward FDI reaching US\$3.6 billion in 2018, a 37% increase from 2017 (UNCTAD, 2019a, p. 46). Turkey recently signed bilateral investment agreements with various African countries, including Zambia (2018), Mali (2018), Mauritania (2018), Tunisia (2018), Chad (2017), Burundi (2017) and Mozambique (2017) (UNCTAD, 2019c). The Economic Community of West African States (ECOWAS) and Turkey signed a trade and investment cooperation agreement in 2018 (Asiedu, 2018). The Turkish Government is also encouraging Turkish businesses to invest in Sudan (Kenyon, 2018).

3.3 Special economic zones

Special economic zones (SEZs) – defined as “geographically delimited areas within which governments facilitate industrial activity through fiscal and regulatory incentives and infrastructure support” (UNCTAD, 2019a, p. 128) – could initiate a shift towards a more diversified economy, moving away from heavy investment in extractive industries. Some countries have already started doing this. Morocco has developed SEZs specialized in the automotive industry. Egypt will soon open a Russian-funded industrial zone specializing in agricultural machinery (Dalsh, 2019). Nigeria has developed SEZs for oil refining and gas processing (UNCTAD, 2019a). And garment and textiles SEZs in Ethiopia have served as a stepping stone for the country to participate in global supply chains, with plans to build 30 industrial parks by 2025 to boost manufacturing output from 5% to 20% of gross domestic product (GDP) (UNCTAD, 2019a). Across the whole region, there are an estimated 237 SEZs, including those still under construction. SEZs are found in 38 of the 54 economies of the continent, with the highest number in Kenya (UNCTAD, 2019a).

Chinese investment has been crucial for the development of many SEZs across the continent, from Algeria to Kenya to Rwanda to Zambia, with one currently being built in Djibouti (Chen and Lin, 2018; UNCTAD, 2019a). Turkey has also signed an agreement with Djibouti for the creation of a zone specifically to attract Turkish businesses (UNCTAD, 2019a).

However, overall African SEZs have been found to register “a poor performance compared to the rest of the world, both in terms of employment creation and exports” (Tao, Yuan and Li, 2016, p. 4). SEZs have created relatively few jobs in the region, except for a few countries such as Lesotho (Newman and Page, 2017). Due to the low economic performance and little connection with firms out of the zones, spillover to domestic economies have also been limited (Newman and Page, 2017; Farole and Akinci, 2011).

Additionally, many SEZs have failed to provide good-quality jobs. There are concerns about increased precarious employment, excessive hours of work and weaker occupational safety and health. The ILO also indicates that “problems persist in the protection of fundamental principles and rights at work, in particular freedom of association and collective bargaining, and gender equality” (ILO, 2017b, p. 41). Although better conditions in terms of wages and contract types can be found in some SEZs, there is a discrepancy between the standards in place in the zones and the rest of the economy (UNCTAD, 2019a). There have also been concerns about the consequences of increased FDI and SEZs on the environment (Yuan Sun, Jayaram and Kassiri, 2017; UNCTAD, 2019c).

SEZs have the potential not only to advance economic development but also to improve business practices, including compliance with international human rights and environmental standards (UNCTAD, 2019a, p. 165). Some countries in the region are consciously striving for this dual development objective. For example, in South Africa, “the Special Economic Zones Act states that the creation of decent work and other economic and social benefits, including the broadening of economic participation by promoting medium-size enterprises and cooperatives, as well as skills and technology transfer, are among the purposes of SEZ establishment” (UNCTAD, 2019a, p. 165).

3.4 Rethinking investment policies and frameworks: Regional integration

As noted above, the share of Intra-African greenfield FDI has declined in the past five years. However, intra-African trade as a percentage of total African trade grew from 10.3% in 2008 to 19.6% in 2016 (WTO, 2018).

In spite of the gains, these figures remain relatively low compared to other regions such as North America, Asia and Europe, where intraregional trade represented 47.4%, 61.1% and 67.1% of total trade, respectively (UNCTAD, 2019d, p. 20). This partly reflects weak regional supply chain linkages in Africa (UNCTAD, 2019d), which are important drivers of cross-border investment and trade.

There are a number of cross-border initiatives to support stronger investment between African countries. Of the 854 bilateral investment treaties with an African country as a signatory, 157 are intra-African (UNECA, 2016). Egypt is signatory to 30 bilateral investment treaties with other African countries, followed by Mauritius (21), South Africa (21), Morocco (16), Tunisia (15) and Algeria (15) (UNECA, 2016). Although bilateral investment treaties are primarily reciprocal investment promotion and protection agreements between two countries, an increasing number of countries use this framework to also promote sustainable development, well-being and fundamental workers' rights (ILO, 2016). Box 3.1 presents an example of an intra-African bilateral investment treaty.

Box 3.1 An intra-African bilateral investment treaty referencing the MNE Declaration

The Morocco-Nigeria Bilateral Investment Treaty, signed in 2016, is one recent example from the “new generation” of bilateral investment treaties promoting sustainable development and decent work. The treaty references the MNE Declaration (Article 24) and other relevant standards. It includes provisions on corporate social responsibility, obliging investors to undertake environmental and social impact assessments of the potential investment (Article 14), and specifying that “investors and their investments should strive to make the maximum feasible contributions to the sustainable development of the Host State” (Article 24). It also includes commitments under the ILO Declaration on Fundamental Principles and Rights at Work (and its Follow-up), 1998, among other commitments including non-derogation of labour laws to attract investment and ensuring that laws, policies and actions are consistent with the international human rights agreements to which they are party (Article 15).

Regional economic communities are another vehicle for promoting investment and trade through integration between groups of African countries, both economically and socially. There are eight recognized regional economic communities in Africa:⁷ Arab Maghreb Union (5 members), Community of Sahel-Saharan States (29), Common Market for Eastern and Southern Africa (19), East African Community (6), Economic Community of Central African States (10), Economic Community of West African States (15), Intergovernmental Authority on Development (8), and Southern African Development Community (15). Regional economic communities seek to develop customs unions, reduce tariffs and non-tariff trade barriers, harmonize rules and regulations, and promote the free movement of people (Bertelsmann Stiftung, 2017).

Some regional economic communities also emphasize cooperation and common development strategies in terms of social and environmental policies. SADC, for example, includes in its objectives the twin goals of

⁷ The African Union recognizes eight of the 14 regional economic communities as building blocks of wider African integration, which was established under the Treaty Establishing the African Economic Community (Abuja Treaty, 1991). In this respect, the regional economic communities are increasingly involved in coordinating with the African Union in the areas of peace and security, development, and governance (African Union, 2019). Countries can be members of more than one regional economic community.

economic and social prosperity, emphasizing sustainable and equitable growth and development, and the maximization of productive employment, among other goals. Recently, the Ministerial Declaration of the SADC Ministers responsible for Employment and Labour and Social Partners, 2018, made a commitment to promote decent work for sustainable global supply chains. This includes exploring the ratification and full implementation of international labour standards alongside complementary international commitments such as the ILO MNE Declaration, as well as other initiatives (Republic of South Africa Department of Labour, 2018).

Integration both within and between the different regional economic communities has been limited, and on average about 11% of exports from African regional economic communities went to other member countries of those communities, and an even smaller share went to other African countries outside the group.⁸ Some experts attribute this to structural issues in the regional economic community framework itself, such as the multiplicity of regional economic communities, the conflicting trade policies between them and overlapping membership (Mengistu, 2015; AfDB, OECD and UNDP, 2017), as well as revenue constraints and varying development levels of members (Bertelsmann Stiftung, 2017).

Stronger regional integration is a key objective of the African Union's Agenda 2063 and the recently ratified African Continental Free Trade Agreement, which aspires to bring together all 55 African countries under one pan-African agreement. The Agreement has been signed by 54 States and ratified in 27 of them. The agreement covers an economic region with a combined GDP of US\$ 3.2 trillion and a labour force of nearly 500 million workers (ILO, 2019c). It seeks to create a single market for goods and services, facilitating the movement of persons while progressively eliminating tariffs and non-tariff measures and improving the efficiency of cross-border flows of goods. It also lays the foundation for a future continental customs union, which will help to foster regional supply chain development (African Union, 2018). One challenge for the continent is that a great deal of trade in Africa takes place through informal cross-border trade, which is often estimated to be much larger than official cross-border trade (Golub, 2015, p. 187). However, if properly implemented, trade facilitation could help reduce informal cross-border trade, enhance revenue and bring more workers and enterprises into the formal economy. Further, if implemented within the overarching framework of the African Union's Agenda 2063, this presents a favourable opening to better promote sustainable development, inclusive and sustainable economic growth, and full and productive employment and decent work for all.

⁸ ILO calculation based on African Economic Outlook, 2017 (AfDB, OECD and UNDP, 2017).

Promotion of the principles of the MNE Declaration in Africa

This chapter provides an overview of responses to the questionnaire⁹ received from governments and employers' and workers' organizations in Africa. The ILO has not verified the accuracy of the information provided, and thus mention of particular laws, policies, measures and initiatives, and other comments by respondents, do not entail an endorsement by the ILO. Likewise, any failure to mention any of the above is not a sign of disapproval.

The questionnaire was distributed in February 2019 through various channels to governments and employers' and workers' organizations in the 54 member States of Africa participating in the 14th African Regional Meeting. The Office accepted replies through May 2019, after extending the initial deadline for receiving submissions.

In total, 53 responses were received from constituents in 26 of the 54 member States participating in the Regional Meeting: 31% of governments, 13% of employers and 31% of workers. The response rate from constituents in the region was slightly higher for governments, slightly lower for workers' organizations and much lower for employers' organizations compared with 2015 (table 4.1). For a complete list of respondents by country, see Appendix II.

Table 4.1 Comparison of response rates¹⁰ in 2015 and 2019

Respondents	2015	2019
Governments	26%	31% ¹¹
Employers' organizations	37%	13%
Workers' organizations	38%	31%

In the case of four countries – Côte d'Ivoire, Nigeria, Sierra Leone and Togo – replies were received from all three groups. No responses were received from any of the constituents in 28 member States.

Responses were received from all five subregions (North Africa, East Africa, Central Africa, West Africa and southern Africa). Thirteen of the countries from which responses were received were from the western sub-region, including six of the seven responses from employers. For both the northern and southern subregions,

⁹ The questionnaires that were distributed among governments, employers' organizations and workers' organizations can be found in Appendix I.

¹⁰ For each respondents' group, response rates correspond to the number of countries from which one or more response(s) were received, divided by the total number of countries in Africa (54).

¹¹ The response from the Government of Lesotho was received after the deadline for submission, so the percentage of government responses analysed in the following sections is 30%, which corresponds to 16 respondents.

answers were received from the government group only. These response rates may highlight challenges in the distribution channels of the questionnaire and further discussion on the best channels may be needed so that all groups in all ILO member States are aware of the regional follow-up of the MNE Declaration and have the opportunity to respond if they so wish.

4.1 Awareness of the principles of the MNE Declaration

“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?”

The areas covered by the MNE Declaration are shown in table 4.2.

Table 4.2 Areas covered by the MNE Declaration

Areas	
General policies	Obey national laws and regulations
	Promotion of respect for human rights and fundamental principles and rights at work
	Promotion of 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
	Access to remedy and examination of grievances
	Settlement of industrial disputes

All government respondents (100%) indicated the relevance of employment promotion, social security, and wages, benefits and conditions of work (table 4.3), and 94% cited promotion of respect for human rights, equality of opportunity and treatment, and training as relevant. The areas that received fewest mentions of relevance (69%) were elimination of forced or compulsory labour and security of employment.

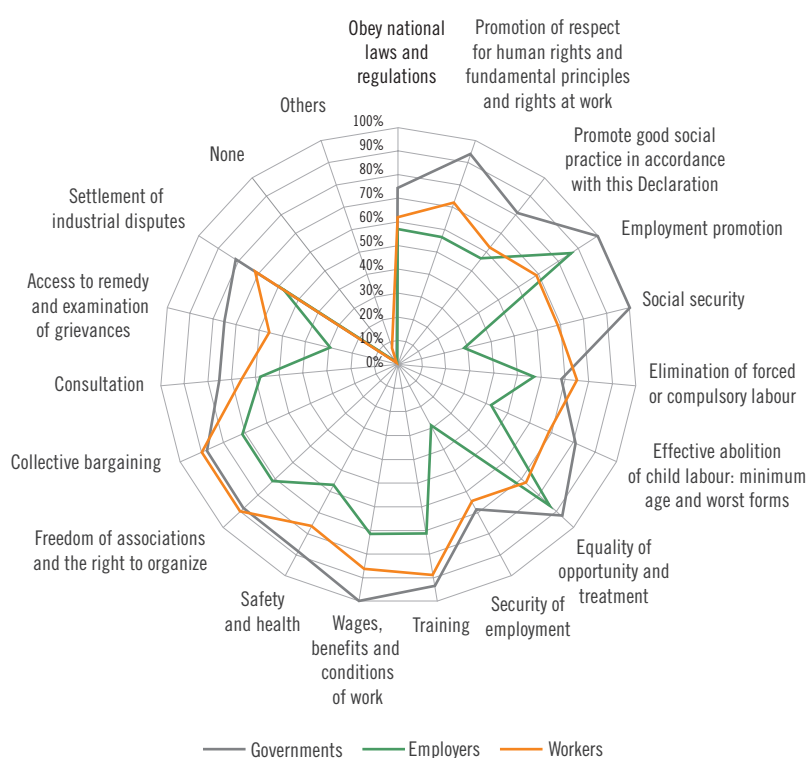
Table 4.3 Relevance attributed to areas of the MNE Declaration by governments, employers' organizations and workers' organizations (%)

Areas		Governments	Employers' organizations	Workers' organizations
General policies	Obey national laws and regulations	75	57	62
	Promotion of respect for human rights and fundamental principles and rights at work	94	57	72
	Promotion of good social practice in accordance with this Declaration	81	57	62
Employment	Employment promotion	100	86	69
	Social security	100	29	69
	Elimination of forced or compulsory labour	69	57	76
	Effective abolition of child labour: minimum age and worst forms	81	43	69
	Equality of opportunity and treatment	94	86	72
	Security of employment	69	29	66
Training	Training	94	71	90
Conditions of work and life	Wages, benefits and conditions of work	100	71	86
	Safety and health	88	57	76
Industrial relations	Freedom of association and the right to organize	88	71	90
	Collective bargaining	88	71	90
	Consultation	75	57	66
	Access to remedy and examination of grievances	75	29	55
	Settlement of industrial disputes	81	57	72
None	None	—	—	—
Others	Others	—	—	7

The areas that were most frequently cited as relevant by responding employers (86%) were employment promotion and equality of opportunity and treatment. A majority of employers' organizations (71%) also considered the following to be relevant: training; wages, benefits and conditions of work; freedom of association and the right to organize; and collective bargaining. The areas that received fewest mentions of relevance (29%) were social security, security of employment, and access to remedy and examination of grievances.

Almost all responding workers' organizations (90%) noted training, freedom of association and the right to organize, and collective bargaining as the most relevant areas of the MNE Declaration. Other areas more frequently cited as relevant included wages, benefits and conditions of work (86%); elimination of forced or compulsory labour (76%); safety and health (76%); promotion of respect for human rights and fundamental principles and rights at work (72%); equality of opportunity and treatment (72%); and settlement of industrial disputes (72%). The areas that workers' organizations noted somewhat less frequently included access to remedy and examination of grievances (55%); obey national laws and regulations (62%); and promotion of good social practice in accordance with the MNE Declaration (62%). Figure 4.1 highlights similarities and differences among the responses provided by governments and employers' and workers' organizations.

Figure 4.1 Relevance attributed to areas of the MNE Declaration by governments, employers' organizations and workers' organizations (%)



Note: Percentages have been calculated by dividing the total marks by area per constituent by the number of responses by constituent group, being 16, seven and 29 for governments, employers' organizations and workers' organizations respectively.

Training was cited by all three groups (94% for governments, 71% for employers' organizations and 90% for workers' organizations) as relevant. Likewise, wages, benefits and conditions of work was identified as a relevant area (100% for governments, 71% for employers' organizations and 86% for workers' organizations). The area of freedom of association and the right to organize was identified as a relevant area (88% for governments, 71% for employers' organizations and 90% for workers' organizations), as was the area of collective bargaining (88% for governments, 71% for employers' organizations and 90% for workers' organizations).

Discrepancies in the assessment of relevance among the respondents from the different constituents were noted, particularly concerning social security, security of employment, and access to remedy and examination of grievances. For social security, all governments considered this area as relevant (100%), whereas just over two thirds of workers' organizations (69%) and below one third of employers' organizations (29%) considered it of relevance. For security of employment, around two thirds of governments (69%) and workers' organizations (66%) considered the area as relevant, while below one third of employers considered it of relevance (29%). Regarding access to remedy and examination of grievances, a large majority of governments (75%) considered the area as relevant, whereas just above half of workers' organizations (55%) and even fewer employers' organizations (29%) considered this relevant.

Seven respondents replied to the question about other relevant areas, all of which were workers' organizations. Their answers were integrated in the other sections of the report.

4.2 Most relevant areas of the MNE Declaration and key initiatives by constituents in Africa

Building on the first question, constituents were invited to provide more information about the areas of the MNE Declaration that they regarded as the most relevant, including their opportunities and challenges, and to describe initiatives taken to address these.

"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."

"Please describe initiatives taken ... to address the areas indicated above."

The subsections below present examples of the responses received, organized in accordance with the five chapters of the MNE Declaration. In most cases, the quotes have been selected to show a prevailing view among different responding groups; in other cases, they illustrate issues that respondents highlighted as important.

4.2.1 General policies

The chapter on general policies asserts that the activities of MNEs should be consistent with national law and in harmony with development priorities of host countries; and that all parties should contribute to the

realization of the fundamental principles and rights at work. This area in particular was considered by governments as one of the most relevant of the MNE Declaration, as illustrated in figure 4.1.

In this regard, several respondents noted the positive effects that FDI and MNEs could have for host countries.

Morocco spares no effort to attract foreign direct investment, in order to strengthen its national economy and upgrade its strategy to promote full and productive employment for all. To this end, Morocco has set up a national industrial acceleration plan while taking into account the full range of fundamental rights at work and the social protection of workers, as well as health and safety conditions at work. (Ministry of Labour and Professional Integration, Morocco)

We ticked all areas of the Declaration to show the relevance of its principles and the major role of multinational enterprises in the development of the host country. (General Confederation of Enterprises of Côte d'Ivoire)

Several respondents described the limited positive or at times negative social and environmental impacts of some activities of MNEs on local communities.

Multinationals are regularly accused of contributing, through their operations, to the destruction of the environment, of depriving communities bordering their settlements, or of violating the rights of their workers and their subcontractors. (Ministry of Employment, Youth, Vocational Training, Integration and Reintegration, Gabon)

Some respondents highlighted in this context challenges related to obsolete or inadequate labour laws. In addition, several governments and workers' organizations noted challenges relating to the compliance of MNEs with national legislation, especially when they are powerful actors in the host country.

Although multinational enterprises are subject, in the same way as local companies, to strict compliance with laws and regulations concerning employment, work, safety and health at work, it should be noted that MNEs are very powerful and very often give the impression of being more powerful than the States. (Ministry of Employment, Youth, Vocational Training, Integration and Reintegration, Gabon)

We believe that all areas are relevant; our country suffers in the application of ILO instruments. (General Union of Workers of Cameroon)

Some respondents highlighted the important role of governments in ensuring the rule of law and putting in place a smart mix of legislation and policies to encourage the positive contributions that MNEs can have in host countries.

The Ministry of Manpower in cooperation with the parties involved in the production process and their representatives spares no effort to apply and elaborate the policies governing the labour in different enterprises and in particular in the MNEs, which reflects on the whole production process and accelerating the stabilization of labour relations and economic development and resilience. (Ministry of Manpower and Immigration, Egypt)

With regard to the opportunities to be harnessed, it is for the ILO constituents to ... allow the government which is driving policies and laws to draw heavily on the principles of the Declaration, to establish policies and programmes that ensure or give space to multinational companies and that promote the positive impact of their actions or activities on local populations and businesses. (General Confederation of Enterprises of Côte d'Ivoire)

Regarding labour law more specifically, a number of respondents highlighted initiatives to strengthen the legislative framework for enterprises. However, several respondents stressed that legislation alone was not

sufficient; adequate staffing and funding of the labour administration and inspection entities was key to ensuring that labour rights were upheld in MNEs.

The related services [of the labour inspectorate] do not have sufficient means to carry out efficient controls within the MNEs and the inspectors themselves are not sufficiently equipped in terms of capacity building, specialization and specificity of the MNEs to carry out effective controls. (Ministry of Work, Employment and Social Security, Togo)

Several respondents explained how the guidance to governments contained in the MNE Declaration was being put to use in their national contexts.

The MNE Declaration is a very important tool for the translation of decent work goals into action. To this end, it must serve as a catalyst for efforts to improve the internal legislation inherent in the promotion of employment, vocational training, the extension of social security coverage, [and] social dialogue. (Ministry of Public Service, Labour, Employment and Modernization of Administration, Mauritania)

The National Employment Policy Framework document developed and adopted in 2016 took into account the areas advocated in the ILO Declaration on MNEs in collaboration with the employers' and workers' organizations of the Central African Republic. ... a national policy [and] an operational action plan [were elaborated and adopted]. (Ministry of Labour, Employment and Social Protection, Central African Republic)

One workers' organization – the Federation of Autonomous Trade Unions of Côte d'Ivoire – suggested incorporating the principles of the MNE Declaration into national legislation, while two other workers' organizations made the following observations regarding the implementation and enforcement of the principles of the MNE Declaration in relation to national legislation.

Since the Declaration derives from an international consensus, the tools should have been designed to force the countries that were [not complying] to readjust. (Gabonese Trade Union Confederation, Gabon)

The Declaration takes into account the fundamental principles and rights at work that are reiterated in national laws. Nevertheless, difficulties lie in the implementation and application of the provisions contained in the texts. (Democratic Confederation of Workers of Niger)

Several respondents highlighted initiatives related to promoting and ensuring the application of ILO principles more broadly, including making use of the ILO supervisory machinery.

Requests [were] made to these employers, or from user companies to the labour administration, or referral to the Committee of Experts for the Application of Conventions and Recommendations of the ILO. (National Union of Autonomous Trade Unions of Senegal)

Some respondents stressed the importance of social dialogue as a tool to ensure the positive contribution of MNEs to economic and social development in host countries. One respondent highlighted the important role of the MNE Declaration in that regard.

The main challenge is to know how to build a fruitful and inclusive dialogue that takes into account the contribution of multinationals in the implementation of the different areas of the Declaration that are all relevant. (General Confederation of Enterprises of Côte d'Ivoire)

Respondents from the three groups highlighted the relevance of the MNE Declaration and the need to raise awareness of its provisions among constituents and MNEs. Examples include the following.

The areas of the MNE Declaration highlighted the use of communication tools to enforce the applicable national labour laws and international labour standards with the aim of better informing the relevant stakeholders on their social obligations. (Ministry of Work, Employment and Social Security, Algeria)

[The] ILO MNE Declaration provides a unique platform to position the private sector as a partner with other entities to maximize the benefits of multinational enterprises' operations in Ghana while minimizing the negative influence of their existence. In addition, the Declaration is a very useful tool to help the Ghana Employers' Association in its interaction with multinationals in an attempt to tackle issues of national interest, as well as in its effort to develop strategies that seek to affect the creation of an enabling environment to improve best business practices. (Ghana Employers' Association)

The above-mentioned areas are all important for the world of work because not only are the dimensions of the worker's development taken into account, but also the development of the enterprise, the promotion of employment and social dialogue. (Trade Union Confederation of Mali Workers)

4.2.2 Employment

The employment chapter of the MNE Declaration includes principles on 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, and security of employment. As shown in figure 4.1, a high number of respondents, especially governments and employers' organizations, highlighted the importance of employment promotion, given the high levels of unemployment in many countries, especially among young women and men.

The experience of our country shows the important role that multinational enterprises can play in the implementation of social policies benefiting the population regarding employment. (Ministry of Employment and Social Protection, Côte d'Ivoire)

The issue of the youth bulge and youth unemployment has been very high over the past few years in Ghana. ... For that matter, any policy intervention that seeks to promote creation of jobs to absorb the teeming youths, improve gender equality, and enhance health and safety is of paramount importance to both government and employers. (Ghana Employers' Association)

Several respondents from the government group provided examples of their national employment strategies. For example, the Government of Senegal described its strategy to attract FDI, create a favourable business environment and promote entrepreneurship. Related to this, the Government of Morocco highlighted the national plan to stimulate investment via the creation of "industrial ecosystems", aiming to foster closer links between MNEs and local small and medium-sized enterprises and stimulate investment, especially with other African countries, including through the negotiation of free trade agreements. The Employers' Federation of Sierra Leone highlighted initiatives to enhance the contribution of MNEs to local employment creation by providing financial support and improving the skills of producers and service providers so that they can enhance their involvement in supply chains.

Numerous respondents from governments and workers' organizations expressed concern regarding security of employment and quality of jobs, especially regarding the casualization of employment.

Nigeria has the challenge of eliminating casualization in the MNE sector. Most Nigerians are employed on the basis of contract labour and therefore don't have job security and terminal benefits. (Federal Ministry of Labour and Employment, Nigeria)

Several employers' organizations and workers' organizations highlighted their role in the promotion of employment and decent work.

[The Ghana Employers' Association] organized a workshop with the Trade Union Congress (TUC) to ascertain what unions and businesses can do to address joblessness in Ghana. (Ghana's Employers' Association, Ghana)

The [Central Organization of Trade Unions] actively participates in labour laws review to ensure that emerging issues such as casualization of labour are addressed. (Central Organization of Trade Unions, Kenya)

Others drew attention to the importance of social security (see figure 4.1) and noted a number of challenges in that regard, such as the insufficient coverage of workers – especially those in the informal sector – and the limited types of contingencies covered.

Decent work also remains a major challenge, especially with regard to the social security of workers, even more so in the informal economy. (Ministry of Labour, Social Dialogue, Professional Organizations and Relations with Institutions, Senegal)

Social security covers only occupational risks, pension and family benefits. The health insurance component is often entrusted to private companies and insurance companies. (National Council of Employers of Togo)

Two government responses – from Egypt and Togo – mentioned initiatives concerning social protection. In Togo, social protection is one of the essential pillars of the National Development Plan (2018–2022), which aims to extend coverage to all workers of the formal and informal sector, including through reviewing the Labour Code to promote universal social protection.

Several respondents highlighted challenges related to inadequate skills and labour market information. The Governments of Morocco and Egypt described initiatives to connect jobseekers and companies as employers.

The informal economy was mentioned, particularly by governments, as a challenge for decent work, social security and security of employment.

Achieving decent work in the informal sector within the supply or outward chain of MNEs is a difficult task. (Ministry of Labour and Social Protection, Kenya)

Several governments highlighted the existence of child labour in some MNEs and shared legislation, action plans and strategies to prevent child labour.

The government has introduced free quality education and is thus paying fees for millions of children who attend public schools, a strategy that would potentially help discourage child labour. (Ministry of Labour and Social Security, Sierra Leone)

In relation to equality of opportunity and treatment, the Civil Servant Union of Liberia flagged the problem of gender-based violence. The Central Organization of Trade Unions of Kenya mentioned sexual harassment in the workplace. One employers' organization elaborated on the various gender inequality issues at work.

Although several efforts have been made to bridge gender-related gaps in employment opportunities and fair treatment at work, there exists some level of inequality. Several calls have been made for the passage of an affirmative action bill into an act of law in order to increase the number of women in top managerial positions. (Ghana Employers' Association)

Respondents from governments and workers' organizations noted challenges in the treatment of locals compared to foreign employees hired by MNEs. The Federal Ministry of Labour and Employment of Nigeria highlighted the country's legislation to stimulate employment of national workers and the use of local skills and materials by MNEs.

Nigerians shall be given first consideration for employment and training in any project executed by an MNE. ... Even when foreign experts are engaged in the execution of contracts, Nigerian professionals will be attached to understudy them and eventually succeed them. ... The Nigerian Oil and Gas Industry Development Act [promotes the] use of local skills and materials, especially in the oil and gas industry. (Federal Ministry of Labour and Employment, Nigeria)

4.2.3 Training

As can be seen in figure 4.1, a high number of respondents, governments and workers in particular, highlighted the role that training and lifelong learning play in employment promotion, workforce development, and industrial transformation and entrepreneurship development.

Several respondents noted the role that MNEs can play in training the workforce, transferring skills and technology and improving productivity; two respondents however noted the absence of information regarding trainings by MNEs, while highlighting the importance of a framework for such trainings.

Training of MNE staff enables culture and technology transfer, which could impact productivity positively across other sectors. (Ministry of Labour and Social Welfare, Zimbabwe)

[MNEs] can help train haulage drivers, electricians, technicians, motor mechanics, refrigeration technicians, artisanal fishers, and growers of cash crops. (Sierra Leone Employers' Federation, Sierra Leone)

With regard to training, some enterprises are not forthcoming in supplying their employment and training plan in fulfilment of the provision of the Labour Clauses (Public Contracts) Convention, 1949 (No. 94). (Federal Ministry of Labour and Employment, Nigeria)

Without having developed and implemented integrated action frameworks, it will be almost impossible for multinational enterprises to ensure the deployment of their training activities for the benefit of the workers they employ at all levels. In all cases, if these initiatives exist, they do so without sharing or without disclosure for the greater part. (Gabonese Trade Union Confederation, Gabon)

Several respondents emphasized that the existing skills gap hampered hiring of local staff and linkages between MNEs and local enterprises. This should be addressed through improved training offers in line with the needs of the economy.

[The General Confederation of Enterprises of Côte d'Ivoire] is a major player in the ongoing reform ... to ensure the professionalization of the education and training system in line with the needs of the economy. To this end, the economy has been structured into 13 professional branches all led by the private sector. The professional branch is the ideal framework for dialogue between the school and the company with a view to addressing all common issues ... through a strong involvement of professionals in the revision of training curricula and in governance in partnership with training centres. (General Confederation of Enterprises of Côte d'Ivoire)

Several respondents provided examples of training initiatives. The Government of Togo provided an extract of a collective agreement that addresses professional training and capacity building of workers. An employers' organization described a number of training initiatives implemented through partnerships to increase productivity and gender equality and to harness the potential of the African Growth and Opportunity Act (United States, 2000).

The Chamber partnered with the International Finance Corporation to train women for higher productivity and better representation on boards. ... The Chamber also partnered with USAID and the West African Trade Hub to train workers and employers to adequately utilize the African Growth and Opportunity Act regime. (Liberia Chamber of Commerce, Liberia)

4.2.4 Conditions of work and life

This section of the MNE Declaration covers wages, benefits and conditions of work, and occupational safety and health. As can be seen in table 4.1, the area of wages, benefits and conditions of work was considered as one of the most important areas of the MNE Declaration by respondents from the three groups.

Employer respondents from Ghana and Liberia highlighted the importance of proper working conditions and safe and healthy workplaces for the workers' well-being and overall productivity.

[Wages, benefits and conditions of work] are relevant in that they contribute to and play a pivotal role in the achievement of harmony in the workplace, which serves as the rudiment for maximum productivity and efficiency in any organization. (Liberia Chamber of Commerce)

In this context, the employers' organization from Rwanda underlined the importance of business formalization to improve working conditions of workers, including in the informal economy, and enhance social dialogue in large and small businesses.

Several respondents – mostly workers' organizations – highlighted a number of issues related to the wages, working conditions, and occupational safety and health in some MNEs.

[Regarding safety and health, there is a] lack of protective equipment needed at work sites (lack of safety shoes, helmets, nose covers, etc.). ... The wage of workers in some multinational enterprises is below the [minimum wage]. The working conditions are deplorable on the sites. ... It is necessary that all multinational enterprises take appropriate measures to ... set up safety equipment at all work sites, and to offer better living and working conditions to employees. (Trade Union Confederation of Workers of Togo)

Collective agreements or settlement agreements do not take into account this very important aspect [occupational safety and health] in workers' lives. (Confederation of Autonomous Trade Unions of Benin)

The Government of Sierra Leone and the employers' organization of Ghana emphasized the need for relevant and up-to-date safety and health legislation. The Government of Sierra Leone noted that its Medium-Term National Development Plan 2019–2023 provided for the development and implementation of a national occupational safety and health policy.

The Ministry of Labour and Social Welfare of Zimbabwe and the employers' organization from Togo both highlighted the role of labour inspection in the context of enforcement of occupational safety and health legislation.

One government stressed the importance of interministerial collaboration and social dialogue for fostering a culture of prevention for occupational health and safety at work.

The government hopes that the change [of moving from a logic of reparation to a logic of prevention] will be shared by the State and social partners as well as all the organizations and actors involved in prevention. Three key issues underpin the [National Plan for Health and Safety at Work (PNSST)]: drastically reducing the number of workplace accidents and occupational diseases by developing the process of occupational risk assessment; promoting the culture of prevention in order to prevent occupational risks, workplace wear and health deterioration, as well as to maintain employment; and strengthening social dialogue and health and safety structures at work. (Ministry of Labour and Professional Integration, Morocco)

Several respondents explained in more detail the focus of their efforts on the theme of safety and health, as shown by the following examples.

[We] organized, and continue to organize, training programmes and capacity-building workshops on current trends in occupational safety and health management for member organizations. (Ghana Employers' Association)

The organization obliges all multinational enterprises to sign employment contracts with workers, to insure workers and to put safety equipment in the workplace, and even a [medical and social centre] for first aid in the event of a workplace accident. (Trade Union Confederation of Workers of Togo)

4.2.5 Industrial relations

This section covers the areas of freedom of association and the right to organize, collective bargaining, consultation, examination of grievances and access to remedy, and settlement of industrial disputes. As can be seen in figure 4.1, the areas of freedom of association and the right to organize and collective bargaining were indicated by responding workers' organizations as two of the three most relevant areas of the MNE Declaration, and they cited a number of challenges in the region.

Several workers' organizations and one employers' organization highlighted the importance of freedom of association, collective bargaining, access to remedy and consultation for harmonious labour relations and decent work.

Collective bargaining is very relevant to employers' organizations because it leads to harmonious labour relations, which is a prerequisite for sustainable growth in the private sector, and which is indispensable for increasing productivity, encouraging investment and stimulating economic and social development. It is the most effective way to prevent and manage collective disputes, and is a key factor in promoting social justice and decent work. (Private Sector Federation, Rwanda)

Industrial relations [constitute one of the most relevant areas]: a particular focus [is needed] on freedom of association, collective bargaining and the settlement of labour disputes and conflicts as only profitability matters in the face of competition. (National Union of Congolese Workers, Democratic Republic of the Congo)

Some respondents asserted that violations of freedom of association were commonplace, as highlighted by one workers' organization.

Workers' rights to join trade unions or to transfer to another more effective union are being violated. (Sierra Leone Labour Congress)

Government respondents from Ethiopia and Nigeria pinpointed the reluctance or resistance of MNEs as a contributing factor impeding full respect for workers' right to organize.

The MNEs' support in promoting freedom of association and the right to organize is also remote. ... Social dialogue and tripartism are taken as threats rather than opportunities. (Ministry of Labour and Social Affairs, Ethiopia)

The Government of Sierra Leone and the Trade Union Confederation of Mali Workers attributed this reluctance at least partially to broader factors.

The government and trade unions ... both lack the capacity and ability to check MNEs on this either as a result of the weak punitive measures of labour laws or of colluding with them for favours received behind the scenes from MNEs. (Ministry of Labour and Social Security, Sierra Leone)

Concerning collective bargaining, the National Union of Bank Employees of Angola stated that a sectoral agreement covered all workers, including local branches of MNEs. The Trade Union Confederation of Mali Workers said that agreements in themselves were not sufficient, as there were also challenges with implementation, such as non-compliance and abuse of power.

In addition, one employers' organization and two workers' organizations explained that some enterprises and employers' organizations were reluctant to take part in collective bargaining.

The employers' organization is not willing to enter into social dialogue and the large majority of employers are not ready to take their social dialogue practices to the level of negotiated collective agreements. They are more [oriented towards] business [than towards] labour issues. (Private Sector Federation, Rwanda)

Sectoral collective bargaining was encouraged whereby affiliates of Congress in related areas engaged [with] employers as a group. Picketing of premises of recalcitrant employers occurred. There were instances of warnings and full-blown strike actions to press for redressing the above situations. (Nigeria Labour Congress)

In the area of grievance mechanisms and settlement of industrial disputes, the Government of Sierra Leone noted that MNEs often failed to forward their complaints management mechanism, rules and procedures for their workers to the Ministry of Labour and Social Security for attestation.

The Government of Sierra Leone, the South Sudan Workers Trade Union Federation and the Gabonese Trade Union Confederation noted the proliferation of trade unions, the lack of representation and internal divisions as impediments to workers' organizing and participating in collective bargaining and broader social dialogue.

A high number of respondents noted the role of national legislation, institutions and other mechanisms in facilitating good industrial relations and social dialogue.

Legislation and ILO Conventions have also helped in the institutionalization of some of the practices such as collective bargaining and settlement of industrial disputes as enshrined in Nigeria's Trade Dispute Act. ... Over time, [the Nigeria Employers' Consultative Association] has championed the institutionalization of a model industrial relations system in Nigeria [and] the review of the Nigeria labour laws [which] were aimed at

updating the provisions of the laws to facilitate and guarantee rights at work and a smooth industrial relations atmosphere in general. (Nigeria Employers' Consultative Association)

The Central Trade Union Humanism of Côte d'Ivoire observed that most MNEs were not members of the employers' organization. An employers' organization elaborated on why this was a lost opportunity.

[MNEs] fail to get valuable advice/support from the employers' organization which should play an advisory and advocacy role on their behalf. The MNEs only resort to the employers' organization to solve disputes after incurring unnecessary costs/charges. (Sierra Leone Employers' Federation)

Various respondents also identified lack of capacity as an impediment to collective bargaining and broader social dialogue, with some describing action taken to improve capacity.

Since 2015, Morocco has put in place a National Plan for Promoting Collective Bargaining at regional level, with a view to promoting the conclusion of collective labour agreements. To this end, the Government of Morocco organized, in 2018 and in collaboration with the ILO, a training session for regional internal trainers in collective bargaining. (Ministry of Labour and Professional Integration, Morocco)

[Initiatives taken for collective bargaining agreements (CBAs) include]: sign the tripartite code of conduct for social dialogue and collective bargaining; capacity building for associations and companies members of [the Private Sector Federation] to comply with labour standards, including CBAs, through awareness campaigns and training workshops; in partnership with the umbrella organization of trade unions and the Ministry of Public Services and Labour, facilitate the initiation of collective bargaining in private companies. So far four CBAs have been concluded and three others are in process. (Private Sector Federation, Rwanda)

Both employers and workers noted the need to raise awareness and build capacity on ILO principles and standards, as well as negotiation skills. Several workers' organizations highlighted initiatives to build the capacity of union members, including of representatives within MNEs. The Trade Union Confederation of Workers of Togo and the Confederation of Autonomous Trade Unions of Benin noted the value of organizing meetings or trainings for representatives that included both workers and employers. Some workers' organizations described initiatives to raise awareness among workers about their rights and support them in reporting any violations.

[Trainings of members] integrate issues of labour rights, social protection, occupational safety and health among others in order to raise awareness of members about their rights and also report any violation of the same. Trade unions affiliated with COTU (K) conduct organizing campaigns targeting all workplaces including MNEs. The COTU (K) has a pool of industrial relations officers who have been trained on paralegal skills to file disputes with the Ministry of Labour or at the Industrial Court. (Central Organization of Trade Unions, Kenya)

Some respondents drew attention to the limited capacity of casual workers or workers in micro-enterprises to participate in negotiations.

More than 60% of companies are micro-enterprises with one to three staff with limited capacity to negotiate. (Private Sector Federation, Rwanda)

[Difficulties include] trade union rights and the rights of workers who operate in temporary work agencies, and the refusal of some employers to organize staff delegate elections in these temporary employment agencies. (National Union of Autonomous Trade Unions of Senegal)

Concerning consultation, two respondents noted that MNEs did not really conduct consultations. The Ministry of Labour and Social Security of Sierra Leone indicated that consultations occurred primarily during conflicts or industrial disputes, while the Gabonese Trade Union Confederation called on the government to create a consultation mechanism.

Today, the process of consultation is not actually instituted. ... [The government] must make arrangements to make the consultation of workers' representatives compulsory where necessary. (Gabonese Trade Union Confederation, Gabon)

4.3 Dialogue and consultation on the activities of MNEs

"In your country, does your organization hold any formal consultation on activities of MNEs with national government, workers', and employers' organizations or peers of other countries and foreign MNEs?"

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

4.3.1 Governments

The majority of the 16 responding governments held some form of formal consultations on activities of MNEs. Eight stated that they held formal consultations on activities of MNEs with national employers' and workers' organizations; eight stated that they held formal consultations on activities of MNEs with foreign MNEs, foreign employers' organizations or foreign workers' organizations. Five governments (Central African Republic, Egypt, Morocco, Nigeria and Sierra Leone) stated that they held formal consultations on activities of MNEs with governments of other countries. Two governments (Central African Republic and Egypt) held formal consultations with all of the three above-mentioned groups.

One government highlighted the advantages of formal consultations with MNEs.

[The] formal consultations between the State and multinational enterprises [allow for] a better angle of attack and a better harmonization of positions. (Ministry of Labour, Social Dialogue, Professional Organizations and Relations with Institutions, Senegal)

Several government respondents stressed the importance of tripartite consultations, in one case also targeting participation of MNEs and in another with the aim of leading to broader consultations with the MNEs.

The MNEs are employers; so in promoting tripartite consultations, the MNEs would potentially be encouraged to join the national employers' organizations, thus aiding in bridging the gap, if any, that exists between the foreign and national MNEs. (Ministry of Labour and Social Security, Sierra Leone)

These [tripartite] consultations will allow considering an opening on consultation of foreign MNEs with employers' and/or workers' organizations. (Ministry of Employment, Youth, Vocational Training, Integration and Reintegration, Gabon)

Several governments (Algeria, Central African Republic, Egypt, Mauritania, Morocco and Nigeria) provided information on institutions and administrations facilitating formal consultations. The Government of Algeria

highlighted the importance of regular consultations to tackle national challenges in the areas of employment, social protection and economic growth, and for the achievement of the Sustainable Development Goals.

The Government of Mauritania noted that it would be important for formal consultations to be dedicated to the MNE Declaration in order to enhance the contribution of MNEs to decent work objectives, better integrate the MNE Declaration principles in national legislation, and raise awareness of the tripartite constituents.

It remains important that a series of formal consultations be devoted to the Declaration. These can be based on the contribution of multinational enterprises to the achievement of decent work objectives in the host countries, on the contribution of the Declaration in the enrichment of domestic legislation, on the principles set out in the Declaration, on the impact of the implementation of the Declaration on national employment policies and vocational training. ... ILO constituents would benefit from imbibing the principles set out in the Declaration. In this regard, an effort to raise awareness and ownership of the content of the Declaration could be the topic of consultations. (Ministry of Public Service, Labour, Employment and Modernization of the Administration, Mauritania)

One government highlighted interministerial consultations with MNEs concerning industrial parks. Another stated that although the sector-specific ministry took part in formal consultations with MNE investors, the Ministry of Labour played a central role regarding the promotion of decent work in these MNEs.

As there is a good number of FDIs joining the industrial park zones, government institutions like the Ministry of Labour and Social Affairs, the Investment Commission, the Industrial Parks Development Corporation and other relevant institutions hold ad hoc consultations with the MNEs on domestic laws and regulation, investment policy and the like. (Ministry of Labour and Social Affairs, Ethiopia)

The Ministry of Mines and Mineral Resources, when necessary, holds formal consultations with foreign MNEs. In addition, the Ministry of Labour and Social Security does hold consultations with foreign MNEs, for instance ... when workers went on strike. (Ministry of Labour and Social Security, Sierra Leone)

The Government of Egypt noted that it did not distinguish between MNEs and national enterprises for consultations. The Government of Niger reported that although its tripartite consultations focused on broader decent work issues, it did allow for issues concerning MNE operations to be included on the agenda. In addition, the Government of Togo clarified that although it did not hold formal consultations it had taken steps to encourage enterprise-level social dialogue.

Measures have been adopted to encourage collective bargaining as a means of determining conditions of employment and work at the national level. (Ministry of Work, Employment and Social Security, Togo)

The Government of Mauritania provided information about the participation of MNEs in activities organized by the National Council for Social Dialogue and the government, such as the National Employment Forum. The Governments of Ethiopia, Kenya and Senegal each explained the value of involving local enterprises in the consultations to facilitate their integration in the supply chains of MNEs.

[The formal consultations regarded as the most important include] enterprise-based approach and country business forum. (Ministry of Labour and Social Protection, Kenya)

Concerning consultation at sectoral level, the Governments of Nigeria and Sierra Leone mentioned consultations with MNEs operating in the oil and gas, construction, telecommunications, and food and beverages

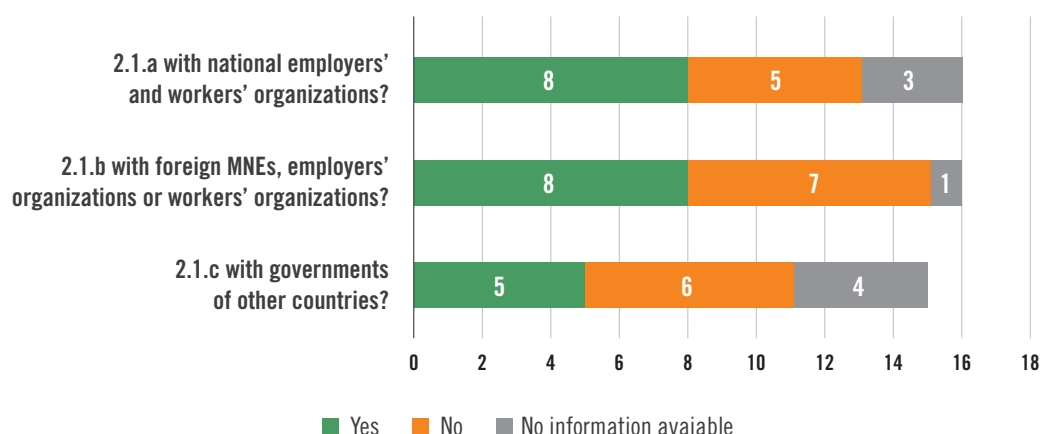
sectors. The Government of Niger cited an initiative by MNEs from the mining sector to inform the local population about their activities and the risks linked to them.

Government respondents from Egypt, Morocco, Nigeria and Sierra Leone highlighted the importance of bilateral consultations between host and home countries to promote the principles of the MNE Declaration, including in the framework of bilateral agreements.

The most important consultations are the consultations between the governments of the countries, as this frames the investment of the multinational companies emanating from the two countries, and this to promote the social responsibility of the company and the fundamental rights at work, in the framework of free trade agreements and bilateral labour agreements. (Ministry of Labour and Professional Integration, Morocco)

Figure 4.2 summarizes the results of section 2 on dialogue and consultation of the questionnaire for governments.

Figure 4.2 Dialogue and consultation, governments



4.3.2 Employers' organizations

Of the seven employers' organizations responding to the questionnaire, one (from Sierra Leone) did not reply to this question. Four stated that they held formal consultations on activities of MNEs with governments and national workers' organizations; three employers' organizations also confirmed holding formal consultations on activities of MNEs with representatives of foreign MNEs; and one responding employers' organization stated that it held formal consultations on activities of MNEs with employers' organizations of other countries. One of the responding employers' organizations (from Rwanda) held formal consultations with all of the three above-mentioned groups, and one employers' organization (from Togo) stated that it did not hold formal consultations, or have any information about consultations.

One employers' organization highlighted the importance of regular formal consultations with representatives of businesses, including MNEs.

The formal consultation we regard as the most important is the one with member companies including the MNEs. The consultation is done statutorily on a quarterly basis and also on an ongoing basis. (Nigeria Employers' Consultative Association)

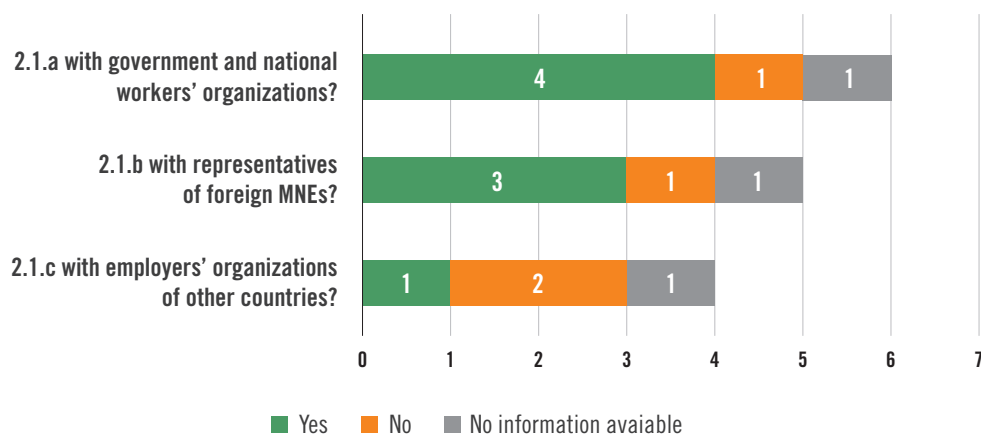
The Private Sector Federation of Rwanda noted the role of the National Labour Council in Rwanda in organizing regular formal consultations on topics such as employment, labour policies, ILO Conventions, and conducive environment for the creation of decent work. The Ghana Employers' Association underlined the importance of regular private sector dialogues as a platform to develop sector-specific policies to help align the activities of MNEs with government development objectives.

The employers' respondent from Côte d'Ivoire highlighted the role of informal consultations that took place in the framework of a tripartite working group on the promotion of the MNE Declaration in Côte d'Ivoire. Their aim was to raise awareness among both MNEs and small and medium-sized enterprises in order to foster better linkages between the two. They also provided a concrete example of a formal consultation that led to an initiative aiming to enhance the positive impact from MNE activities by integrating local small and medium-sized enterprises in their supply chains.

The working group had to carry out awareness-raising activities both for multinational enterprises and for small and medium-sized enterprises, the aim being to present the opportunities offered by the Declaration to these two actors, to build a business relationship that contributes to the development of small and medium-sized enterprises and contributes to job creation. ... [One multinational] has been able to contribute to the emergence of business relationships with small and medium-sized businesses that are now part of its supply chain. The company has also set up a training centre both for the benefit of its staff in the food trades but also to allow its SME partners to better understand its requirements for business relations. (General Confederation of Enterprises of Côte d'Ivoire)

Figure 4.3 summarizes the results of section 2 on dialogue and consultation of the questionnaire for employers' organizations.

Figure 4.3 Dialogue and consultation, employers' organizations



4.3.3 Workers' organizations

Of the 29 responding workers' organizations from 17 countries, 15 stated that they held formal consultations on activities of MNEs with government and national employers' organizations, while 17 stated that they held formal consultations on activities of MNEs with representatives of workers of foreign MNEs. Seven responding workers' organizations stated that they held formal consultations on activities of MNEs with workers' organizations of other countries.

Out of all responding workers' organizations, five indicated undertaking formal consultations with all of the three above-mentioned groups. Eight responding workers' organizations indicated that they held no formal consultations or did not have any information about consultations.

A high number of respondents highlighted a wide range of consultations they deemed important, ranging from topics such as occupational safety and health to freedom of association, reflecting many areas of the MNE Declaration. Three workers' organizations – the Central Organization of Trade Unions of Kenya, the Sierra Leone Labour Congress and the National Union of Congolese Workers – highlighted consultations and negotiations with MNEs at sectoral level.

Two workers' organizations – the Sierra Leone Labour Congress and the Confederation of Autonomous Trade Unions of Cameroon – highlighted the importance of formal consultations prior to MNE implantation in the country.

The formal consultations we consider important are at the level of the settlement of MNEs in the country – have they invested in real estate etc. and career plans? Do they provide extended training to young people in the country? Or do they finance training schools in their fields? How many expatriates work permanently in the host country? (Confederation of Autonomous Trade Unions of Cameroon)

A high number of respondents conducted consultations with representatives of workers of foreign MNEs, in a formal or informal way. Several respondents noted that they provided assistance to workers' representatives of foreign MNEs, some of which were affiliated to them.

Multinational companies recruit their workers in our countries, they are our activists and therefore we always work in the framework of social dialogue. (General Confederation of Free Trade Unions of Niger)

A few respondents conducted consultations with their peers from other countries, in some cases indicating that these consultations could take place through regional and international affiliates and networks. The Trade Union Confederation of Burkina Faso and the Central Organization of Trade Unions of Kenya indicated that they participated in consultations through regional and international union networks. The Trade Union Confederation of Workers of Togo mentioned that they had launched a network on precarious work in West and Central Africa.

Related to this, the National Union of Autonomous Trade Unions of Senegal cited the ILO African Regional Meeting in 2015 as one of the most important formal consultations.

Two respondents noted the importance of consultations seeking ways to harmonize laws and regulations across countries, and eliminate variations in the practices of the same MNE in different countries.

These consultations were important because we have diversity of laws and regulations ... from country to country. But all about seeking ways and meaning to harmonize them for the benefit of workers who are also citizens across the continent. (Liberia Labour Congress)

[The most important formal consultations are those] on the practices of MNEs in other countries, [and those] on exchanges between workers and their organizations in different countries (host and home countries) with a view to eliminating discrimination within the same MNE. (National Union of Congolese Workers, Democratic Republic of the Congo)

Three respondents noted challenges regarding consultations on or with MNEs. The Gabonese Trade Union Confederation highlighted that they had not held such consultations because of a lack of expertise, while the Trade Union Confederation of Workers of Togo noted the absence of a formal framework regarding consultations on MNEs. A third workers' organization noted that MNEs in their country belonged to free zones, which were not regulated by the government and therefore did not participate in social dialogue or in consultations.

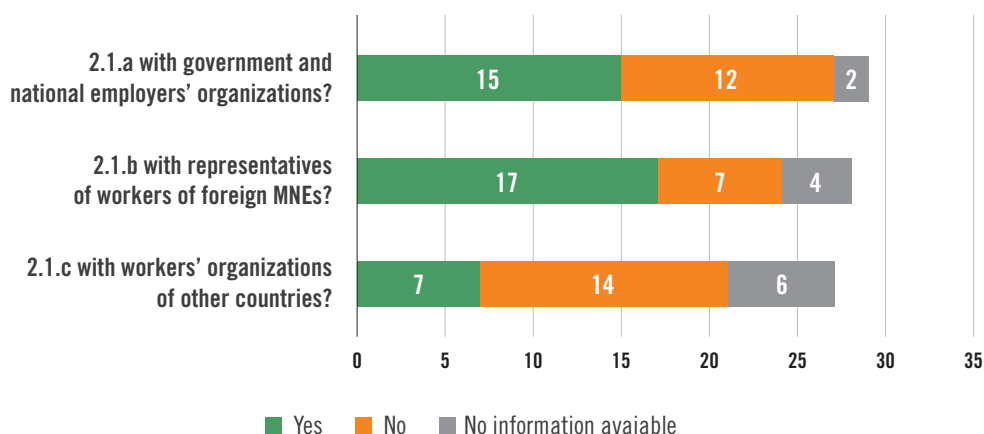
In Angola, multinational enterprises constitute free zones (export processing zones) which the government has never had the capacity to regulate and create favourable conditions for them to respect the ILO standards and national legislation. ... Dialogue and consultation have never applied to multinational enterprises. (General Centre of Independent and Free Trade Unions of Angola)

One workers' organization also mentioned collaborating with non-governmental organizations (NGOs) concerning tax evasion by MNEs.

There have [been] campaigns by the Sierra Leone Labour Congress in collaboration with NGOs on tax justice by raising the flag on the evasion of tax payment by several MNEs and a position paper on this has been delivered to government to take action. (Sierra Leone Labour Congress)

Figure 4.4 summarizes the results of section 2 on dialogue and consultation of the questionnaire for workers' organizations.

Figure 4.4 Dialogue and consultation, workers' organizations



4.4 Promotion of the principles of the MNE Declaration

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

“If so, were any of these events organized or initiatives taken (1) jointly with or including governments, employers’ organizations or workers’ organizations; (2) jointly with peers of other countries; (3) with assistance from the ILO?”

“Please give examples of such promotion activities and describe the most successful one.”

“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?”

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

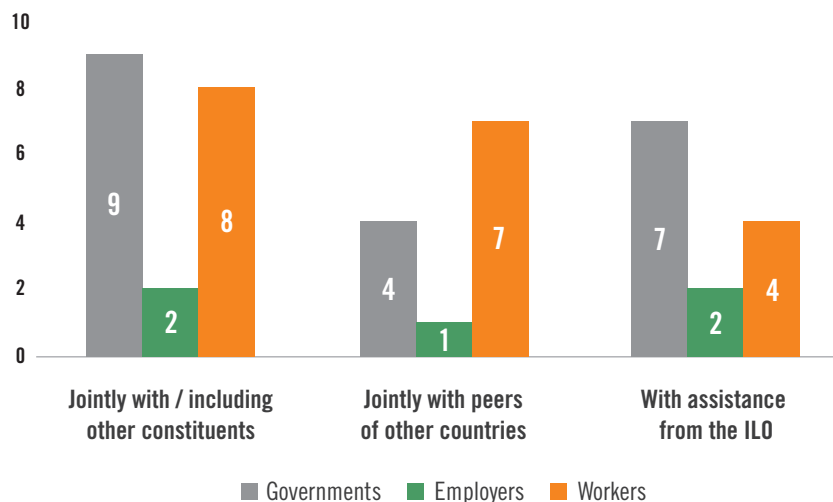
Overall, nine governments, four employers’ organizations and eleven workers’ organizations indicated that they had undertaken some sort of promotional activity (table 4.4). Almost 80% of the respondents indicated having organized such promotional activities with other parties (all governments, half of employers and over two thirds of workers), half with peer organizations from other countries and more than half with assistance from the ILO.

Table 4.4 Events or initiatives to promote the principles of the MNE Declaration by governments, employers’ organizations and workers’ organizations

Entity	Yes	No	No information
Governments	9	3	4
Employers’ organizations	4	1	1
Workers’ organizations	11	13	4

Figure 4.5 provides an overview of responses from each group that indicated having undertaken some sort of promotional activity with parties of the same country, with peers from other countries, and with assistance from the ILO. All events or initiatives taken by governments included the participation of other constituents; almost half were organized jointly with peers from other countries and three quarters were undertaken with assistance from the ILO. Half of employers organized events or took initiatives that included other groups and with assistance from the ILO, and one employers’ organization reported organizing an event or initiative jointly with peers of other countries. For workers’ organizations, eight events out of eleven were organized jointly with other groups, seven were joint events organized with peers of other countries, and four were held with the assistance of the ILO.

Figure 4.5 Overview of co-organized events and initiatives by governments, employers' organizations and workers' organizations



Four governments and three workers' organizations indicated having developed or commissioned promotional materials on the principles of the MNE Declaration. No employers' organization indicated having developed or commissioned promotional materials.

In terms of a focal point or a similar process or mechanism at the national level to promote the MNE Declaration, five governments, two employers' organizations and seven workers' organizations stated that such focal points had been established at country level (box 4.1) or that a promotional responsibility lay with a specific institution (ministry, local content agency, OECD national contact point) or with employers' and workers' organizations, or was undertaken through the decent work country programme.

Box 4.1 National focal points to promote the MNE Declaration at the national level

As part of the revised MNE Declaration, governments and employers' and workers' organizations "are encouraged to appoint national focal points on a tripartite basis (taking guidance from Convention No. 144) to promote the use of the MNE Declaration and its principles, whenever appropriate and meaningful in the national context. Where similar tools and processes exist in relation to the principles of this Declaration, governments are encouraged to facilitate involvement of the social partners in them." (MNE Declaration, 2017, Annex II).

Côte d'Ivoire, Senegal and Sierra Leone are the three African countries who have so far informed the ILO of the appointment of national focal points to promote the use of the MNE Declaration and its principles at the national level.

- Côte d'Ivoire has designated three national focal points, one for the government (located in the Ministry of Employment and Social Protection) and two representing the employers' and workers' organizations, with the focal point representing the government playing a coordinating role.

- Senegal has four national focal points, nominated by ministerial order. One is located in the Ministry of Labour, another is in the national social dialogue institution (represented by the President of the Commission for the Promotion of the ILO MNE Declaration in the High Council on Labour Relations), and the other two represent the employers' and workers' organizations.
- Sierra Leone has nominated four national focal points. One is located in the Ministry of Labour and Social Security, one is in the Sierra Leone Local Content Agency, and the other two represent the employers' and workers' organizations.

4.4.1 Governments

Nine responding governments stated that they organized events or implemented initiatives promoting the principles of the MNE Declaration. All of them indicated that the events or initiatives were organized or implemented jointly with or including employers' or workers' organizations; four with governments of other countries; and seven with assistance from the ILO.

Several governments noted the role of workshops, trainings and forums to promote the MNE Declaration and issues of relevance to the MNE Declaration, organized with or without support from the ILO. For example, the Government of Sierra Leone mentioned a three-day workshop on "Multinational enterprises, inclusive growth and decent work" organized in Freetown. The Government of Togo cited training seminars on corporate social responsibility and human rights in MNEs, as well as the Social Solidarity Forum of the Workers of Togo, while the Government of Nigeria indicated that a tripartite workshop on "Development of guidelines for dialogue in the utilities sector" was facilitated with technical assistance from the ILO.

The Governments of Côte d'Ivoire and Senegal provided information on a number of events and initiatives to promote the MNE Declaration at the national level and reinforce capacities. The Government of Senegal mentioned three workshops to promote a charter on the MNE Declaration and to develop annual work plans. Activities reported by the Government of Côte d'Ivoire included training workshops on the MNE Declaration and on a national strategy to promote the MNE Declaration; a capacity-building workshop for national focal points; and a national forum on the promotion of the Declaration.

The Governments of Niger and Togo highlighted that promotional activities had taken place at the level of the UEMOA (WAEMU).

The Government of Morocco reported organizing several promotional activities in relation to the OECD Guidelines for Multinational Enterprises, notably through a national contact point on responsible business conduct.

The Government of Mauritania indicated that the annual ILO training for tripartite constituents on the MNE Declaration in 2015 had been replicated in the country for the managers of the General Directorate of Labour.

Four governments indicated that they had developed or commissioned promotional materials on the principles of the MNE Declaration. In relation to this, the Government of Morocco said that its OECD national contact point had created flyers to promote the principles of the OECD MNE Guidelines, which reflected the principles of the MNE Declaration (particularly the chapters on employment and industrial relations).

Regarding a focal point or similar process or tool to promote the MNE Declaration at the national level, in addition to the information provided in box 4.1, the Government of Niger stated that it was considering establishing a focal point for the promotion of the MNE Declaration based on the experiences of Côte d'Ivoire and Senegal. The Government of the Central African Republic indicated that the employers' organization represented MNEs in the country. The Government of Nigeria named the Bureau of Public Procurement and the Nigerian Content Development and Monitoring Board as promoters of the MNE Declaration.

4.4.2 Employers' organizations

Four responding employers' organizations reported having organized events or implemented initiatives promoting the principles of the MNE Declaration. Of these organizations, two indicated that the events or initiatives were organized jointly with or including governments or workers' organizations; one jointly with employers' organizations of other countries; and two with assistance from the ILO.

The employers' organization from Côte d'Ivoire (General Confederation of Enterprises of Côte d'Ivoire) mentioned the development of an action plan to support the promotion of the MNE Declaration in the country, evolving out of a previous initiative on the role of MNEs in employment promotion in Côte d'Ivoire and countries of the Mano River. Two studies had been conducted on the impact of MNE activities on youth employment and local economic development and their business links with local small and medium-sized enterprises; several workshops had been conducted on the MNE Declaration and an action plan was currently being carried out.

The Liberia Chamber of Commerce and the Private Sector Federation of Rwanda highlighted a number of initiatives such as workshops, trainings, consultations, awareness-raising campaigns and high-level meetings to promote the MNE Declaration.

According to the Private Sector Federation from Rwanda, the Ministry of Public Services and Labour in Rwanda serves as the focal point for promoting the MNE Declaration, and the Decent Work Country Programme includes promotion of the MNE Declaration at the national level.

4.4.3 Workers' organizations

To promote the principles of the MNE Declaration, eleven responding workers' organizations stated that they had organized events or implemented initiatives. Of these organizations, eight indicated that the events or initiatives were organized or implemented jointly with or including governments or employers' organizations; seven events were organized with workers' organizations of other countries; and four events included assistance from the ILO.

Several workers' organizations highlighted initiatives related to the promotion of the principles of the MNE Declaration. For example, the Trade Union Confederation of Workers of Togo mentioned two activities, one on corporate social responsibility in the timber and construction sectors in West Africa, and the other on precarious work in West Africa.

The Confederation of Free Trade Unions of Côte d'Ivoire (Dignity) described its contribution to the elaboration of a national action plan, the organization of a national forum on the promotion of the MNE Declaration, the

promotion of decent work through the Enterprises and Decent Work project, and trainings of national focal points.

A number of respondents, including workers' organizations from Côte d'Ivoire (Central Trade Union Humanism) and Senegal (National Union of Autonomous Trade Unions of Senegal) noted the role of the ILO in the promotion of the MNE Declaration, through workshops and reinforcement of capacities.

ILO training: ILO/Bureau for Workers' Activities governance workshop [...] to improve the capacity of union leaders on collective bargaining and social dialogue. (Trade Union Confederation of Burkina Faso)

The Sierra Leone Labour Congress acknowledged the assistance of the ILO in promoting decent work, which led to discussions regarding MNEs in the country.

Sierra Leone with the help of the ILO successfully implemented a pilot decent work country agenda which ... has set the ball rolling ... for the promotion of decent work in the country, especially [regarding the] work of MNEs in the country. (Sierra Leone Labour Congress)

Concerning promotional material, three workers' organizations referenced materials relating to the MNE Declaration or particular topics. For example, the Sierra Leone Labour Congress mentioned brochures, stickers and banners on tax justice and on the elimination of harassment in the place of work, while the Confederation of Free Trade Unions of Côte d'Ivoire (Dignity) mentioned promotion kits.

Regarding a focal point or similar process or tool to promote the MNE Declaration at the national level, the Liberia Labour Congress highlighted the Decent Work Act of 2015 as a tool to promote the MNE Declaration. The Trade Union Congress of Ghana highlighted its efforts in using "every opportunity at every level to promote the rights of workers in MNEs".

In addition, two workers' organizations noted the role of international and regional institutions in the promotion of issues related to the principles of the MNE Declaration. The Gabonese Confederation of Free Trade Unions mentioned the support of ILO/Bureau for Workers' Activities in promoting occupational safety and health and the environment. And the Trade Union Confederation of Burkina Faso indicated the role of a focal point for the African Regional Confederation of the International Trade Union Confederation (CSI-Afrique), the Faso General Technology (FGT) enterprise, and the Danish trade union Council (Lo-FTF) on a project aiming to protect the rights of migrant and domestic workers.

4.5 Other information

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

The questionnaire gave tripartite constituents the opportunity to provide additional information related to the promotion of the MNE Declaration at the national, regional and international levels.

A number of respondents mentioned the lack of information regarding the MNE Declaration.

The lack of awareness of the Declaration [is a challenge] for developing States who have everything to gain from putting in place policies and programmes that promote the principles of the Declaration and that promote a genuine contribution of companies to economic and social development in the name of their social responsibility. (General Confederation of Enterprises of Côte d'Ivoire)

A high number of respondents highlighted the need for the ILO and its constituents to increase their efforts to promote the MNE Declaration. The Government of Ethiopia stressed the importance of ILO technical support for its constituents to promote the MNE Declaration, while the Government of Kenya called for a national tripartite and sectoral conference on the topic. Other examples include the following.

The realization of this Declaration at the level of multinational firms depends essentially on the national practice, the role of the public authorities and the initiatives of assistance taken by the International Labour Organization at national, regional and international levels. (Ministry of Work, Employment and Social Security, Algeria)

We urge regular monitoring of this important [Declaration] in countries such as Mali and especially that accompanying measures with the trade union centres be taken. (Democratic Confederation of Workers of Mali)

Several respondents highlighted the need to promote further the principles of the MNE Declaration via the nomination of national focal points.

Given the importance of the issue of multinationals in our countries, it is urgent that [the MNE Declaration] be promoted through a focal point (Ministry of Labour and Public Service, Mali)

The creation or establishment of country-level focal points is crucial to the effective promotion of the MNE Declaration in Ghana. (Ghana Employers' Association)

Related to this, respondents highlighted initiatives to promote the MNE Declaration at the regional and national levels. For instance, the Government of Nigeria highlighted the organization of programmes to promote the MNE Declaration at the national level, with technical assistance from the ILO. The National Union of Autonomous Trade Unions of Senegal indicated that it participated in a session on the MNE Declaration in March 2019, as a member of the UEMOA (WAEMU) Labour and Social Dialogue Council. Togo provides another example.

As part of the activities marking the centenary of the ILO, [the NGO Solidarity, Action and Sustainable Development] has a project to train a pool of lawyers, judges, labour inspectors and shop stewards on the MNE Declaration and printing 1000 copies of the Declaration for dissemination. (Ministry of Work, Employment and Social Security, Togo)

The Governments of Sierra Leone and Senegal, and the Trade Union Confederation of Workers of Togo, highlighted the importance of MNEs being more involved at the national and local levels by becoming members of national employers' organizations or by holding consultations at the local level.

It is necessary for MNEs, especially foreign MNEs, to be members of the national employers' organizations. ... The MNEs, prior to signing agreements with the government of their host countries, should hold consultations with the chiefs and locals in their proposed sites or areas of operations; this would help in identifying and tackling potential issues that are related to land and its use. (Ministry of Labour and Social Security, Sierra Leone)

Several workers' organizations indicated challenges regarding the respect of MNEs for international labour standards and the lack of government capacity or willingness to enforce them.

MNEs are on conquered ground in Togo and do not respect labour legislation. ... The State acts as the defence lawyer of multinationals instead of bringing them into compliance with national labour legislation. (Trade Union Confederation of Workers of Togo)

One workers' organization highlighted the importance of promoting global framework agreements, as workers in supply chains are often not aware of them.

The promotion of global framework agreements at the level of trade union organizations in developing countries is necessary because the knowledge of these agreements could be useful to the workers of the supply chain countries, where these agreements are totally ignored. (Confederation of Free Trade Unions of Côte d'Ivoire: Dignity)

The Côte d'Ivoire respondents provided more information regarding their national focal points and action plans regarding the promotion of the MNE Declaration.

Associate focal points have been designated. These associate focal points are the relays of the tripartite national focal points ... to ensure the implementation and monitoring and evaluation of the action plan for the promotion of the Declaration. (Ministry of Employment and Social Protection, Côte d'Ivoire)

Final remarks

The depth and breadth of responses received in a very short period of time are an indication of the importance that governments and employers' and workers' organizations attribute to the opportunities and challenges posed by FDI and the operations of MNEs with regard to decent work and inclusive, sustainable development in the Africa region. At the same time, the variation in the response rates among the constituents by country – 31% from governments, 13% from employers and 31% from workers – shows the continued need to promote the Declaration and the application of its principles.

All three of the respondent groups identified certain areas as relevant, including training (94% for governments, 71% for employers' organizations and 90% for workers' organizations); wages, benefits and conditions of work (100% for governments, 71% for employers' organizations and 86% for workers' organizations); freedom of association and the right to organize (88% for governments, 71% for employers' organizations and 90% for workers' organizations); and collective bargaining (88% for governments, 71% for employers' organizations, and 90% for workers' organizations).

Discrepancies in the assessment of relevance among the respondents from the different constituents were noted, particularly concerning social security, security of employment, access to remedy and examination of grievances. For social security, all governments considered this area as relevant (100%), whereas just over two thirds of workers' organizations (69%) and below one third of employers' organizations (29%) considered it of relevance. For security of employment, around two thirds of governments (69%) and workers' organizations (66%) considered the area as relevant, while below one third of employers (29%) considered it of relevance. Regarding access to remedy and examination of grievances, a large majority of governments (75%) considered the area as relevant, whereas just above half of workers' organizations (55%) and even fewer employers' organizations (29%) considered this relevant.

Many governments and employers' and workers' organizations described diverse mechanisms in place for dialogues and consultations regarding MNE operations. Half of the responding governments stated that they held formal tripartite consultations on activities of MNEs involving government officials and employers' and workers' organizations, while over half of responding employers' and workers' organizations reported conducting such consultations. In addition, more than half of responding workers' organizations (17 out of 29 organizations) stated that they held formal consultations on activities of MNEs with representatives of workers of foreign MNEs.

In terms of activities organized to promote the principles of the MNE Declaration, nine governments, four employers' organizations and eleven workers' organizations indicated that they had undertaken some sort of promotional activity. Four governments and three workers' organizations indicated having developed or commissioned promotional materials on the principles of the MNE Declaration. With regard to having a focal point or similar process or tool at the national level to promote the MNE Declaration, five governments, two employers' organizations and seven workers' organizations stated that such a process or tool was established at country level, indicating that there is significant scope for further promotion of the MNE Declaration in Africa.

Several respondents, including from governments and workers' organizations, highlighted the need for the ILO and its constituents to increase efforts to promote the MNE Declaration, and pointed to the importance of stepping up promotional efforts through awareness raising, capacity building, and the nomination of national focal points.

References

- African Development Bank (AfDB), Organisation for Economic Co-operation and Development (OECD), and United Nations Development Programme (UNDP). 2017. *African Economic Outlook 2017: Entrepreneurship and industrialisation*. Available online at https://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/AEO_2017_Report_Full_English.pdf.
- African Union. 2018. *Agreement Establishing the African Continental Free Trade Area*. Available online at <https://au.int/en/treaties/agreement-establishing-african-continental-free-trade-area>.
- . 2019. *Regional economic communities (RECs)*. Available online at <https://au.int/en/organs/recs>.
- Asiedu, J. 2018. "ECOWAS signs trade and investment agreement with Turkey", in *Ghana Financial Market*, 28 February 2018. Available online at <https://ghanafinancialmarket.wordpress.com/2018/02/28/ecowas-signs-trade-and-investment-agreement-with-turkey/>.
- Bertelsmann Stiftung. 2017. *Boosting intra-African trade: Hindrances, opportunities, and the continental free trade area*. Available online at https://www.bertelsmann-stiftung.de/fileadmin/files/BSt/Publikationen/GrauePublikationen/NW_Boosting_Intra-African_Trade.pdf.
- Chen, M.X.; Lin, C. 2018. *Foreign investment across the Belt and Road: Patterns, determinants, and effects*. Policy Research Working Paper, World Bank Group, Macroeconomics, Trade and Investment Global Practice. Available online at <http://documents.worldbank.org/curated/en/394671539175518256/pdf/WPS8607.pdf>.
- Council of the European Union. 2018. *Negotiating directives for a Partnership Agreement between the European Union and its Member States of the one part, and with countries of the African, Caribbean and Pacific Group of States of the other part*. Note. Available online at <http://data.consilium.europa.eu/doc/document/ST-8094-2018-ADD-1/en/pdf>.
- Dalsh, A.A. 2019. "Russia's industrial zone in Egypt's Suez Canal to be launched by end of 2020—early 2021", in RT, 21 February 2019. Available online at <https://www.rt.com/business/452047-russia-industrial-zone-egypt/>.
- Ehizuelen, M.; Abdi, H. 2018. "Sustaining China-Africa relations: Slotting Africa into China's One Belt, One Road initiative makes economic sense", in *Asian Journal of Comparative Politics*, Vol. 3, No. 4, pp. 285–310.
- European Commission. 2016. *Economic Partnership Agreement (EPA) between the European Union and the Southern African Development Community (SADC) EPA Group*. Available online at http://trade.ec.europa.eu/doclib/docs/2014/october/tradoc_152818.pdf.
- . 2018a. *Strengthening the EU's partnership with Africa*. Fact sheet. Available online at https://ec.europa.eu/commission/sites/beta-political/files/factsheet-africaeuropeallianceprogress-18122018_en.pdf.
- . 2018b. *Africa–Europe Alliance*. Available online at https://ec.europa.eu/commission/africaeuropealliance_en.

- . 2018c. *European Union and the African, Caribbean and Pacific Group of States commence negotiations on a new Partnership Agreement*. Press release. Available online at http://europa.eu/rapid/press-release_IP-18-5902_en.htm.
- . 2019a. *Generalised Scheme of Preferences (GSP)*. Available online at <http://ec.europa.eu/trade/policy/countries-and-regions/development/generalised-scheme-of-preferences/>.
- . 2019b. *List of GSP beneficiary countries*. Available online at http://trade.ec.europa.eu/doclib/docs/2019/may/tradoc_157889.pdf.
- Farole, T.; Akinci, G. (eds.). 2011. *Special economic zones: Progress, emerging challenges, and future directions*. Directions in Development, Trade (Washington, DC, World Bank). Available online at <https://openknowledge.worldbank.org/bitstream/handle/10986/2341/638440PUB0Exto00Box0361527B0PUBLIC0.pdf>.
- Federal Ministry for Economic Cooperation and Development (BMZ). 2017. *Africa and Europe: A new partnership for development, peace and a better future*. Available online at https://www.bmz.de/en/publications/type_of_publication/information_flyer/information_brochures/Materialie270_africa_marshallplan.pdf.
- Golub, S. 2015. "Informal cross border trade and smuggling in Africa", in O. Morrissey, R. Lopez and K. Sharma (eds.): *Handbook of trade and development*, Chapter 10 (Edward Elgar), pp. 179–209. Available online at https://www.researchgate.net/publication/277298336_Informal_Cross_Border_Trade_and_Smuggling_in_Africa.
- International Labour Office (ILO). 2016. *Assessment of labour provisions in trade and investment arrangements* (Geneva). Available online at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_498944.pdf.
- . 2017a. *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration): 5th edition (March 2017)* (Geneva). Available online at https://www.ilo.org/empent/Publications/WCMS_094386/lang--en/index.htm.
- . 2017b. *Promoting decent work and protecting fundamental principles and rights at work in export processing zones* (Geneva). Available online at http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_584474.pdf.
- . 2019a. *World Employment and Social Outlook: Trends 2019* (Geneva). Available online at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_670542.pdf.
- . 2019b. *ILO Centenary Declaration for the Future of Work adopted by the Conference at its one hundred and eighth session, Geneva, 21 June 2019* (Geneva). Available online at https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_711674.pdf.
- . 2019c. "High-level section: Visits by Heads of State and Government and other distinguished guests on the occasion of the Centenary of the International Labour Organization", in *International Labour Conference Provisional Record, 108th Session, Geneva, June 2019*. Available online at https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_712422.pdf.

- International Labour Office (ILO), Bureau for Workers' Activities. 2018. *The ILO MNE Declaration: What's in it for workers?* (Geneva). Available online at https://www.ilo.org/manila/publications/WCMS_647984/lang-en/index.htm.
- Kenyon, P. 2018. "Turkey is quietly building its presence in Africa", in *NPR*, 8 March 2019. Available online at <https://www.npr.org/sections/parallels/2018/03/08/590934127/turkey-is-quietly-building-its-presence-in-africa>.
- Mengistu, M. 2015. "Multiplicity of African regional economic communities and overlapping memberships: A challenge for African integration", in *International Journal of Economics, Finance and Management Sciences*, Vol. 3, No. 5, pp. 417–425.
- National Security Council. 2018. "Remarks by National Security Advisor Ambassador John R. Bolton on the Trump Administrations' new Africa Strategy", foreign policy remarks, the White House. Available online at <https://www.whitehouse.gov/briefings-statements/remarks-national-security-advisor-ambassador-john-r-bolton-trump-administrations-new-africa-strategy/>.
- Newman, C.; Page, J. 2017. *Industrial clusters: The case for special economic zones in Africa*. WIDER Working Paper Series 2017/015, United Nations University World Institute for Development Economic Research. Available online at <https://www.wider.unu.edu/sites/default/files/wp2017-15.pdf>.
- Republic of South Africa Department of Labour. 2018. *SADC Meeting of Ministers Responsible for Employment and Labour and Social Partners. Horizon Decent Work: Advancing Coherence, Connectivity and Inclusivity*. 26 February–2 March 2018, Cape Town International Convention Centre, South Africa.
- Tao, Y.; Yuan, Y.; Li, M. 2016. "Chinese special economic zones: Lessons for Africa", in *Africa Economic Brief*, Vol. 7, No. 6, pp. 1–16.
- United Nations. 2011. *United Nations Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" framework* (New York and Geneva, Office of the United Nations High Commissioner for Human Rights).
- United Nations Conference on Trade and Development (UNCTAD). 2018. *World Investment Report 2018: Investment and new industrial policies*. Available online at https://unctad.org/en/PublicationsLibrary/wir2018_overview_en.pdf.
- . 2019a. *World Investment Report 2019: Special economic zones*. Available online at https://unctad.org/en/PublicationsLibrary/wir2019_en.pdf.
- . 2019b. *Foreign direct investment to Africa defies global slump, rises 11%*. Available online at <https://unctad.org/en/pages/newsdetails.aspx?OriginalVersionID=2109>.
- . 2019c. *International Investment Agreements Navigator*. Available online at <https://investmentpolicy.unctad.org/international-investment-agreements>.
- . 2019d. *Economic Development in Africa Report 2019*. Available online at https://unctad.org/en/PublicationsLibrary/aldcafrica2019_en.pdf.

- United Nations Economic Commission for Africa (UNECA). 2016. *Investment policies and bilateral investment treaties in Africa: Implications for regional integration*. Available online at https://www.uneca.org/sites/default/files/PublicationFiles/eng_investment_landscaping_study.pdf.
- World Trade Organization (WTO). 2018. *World Trade Statistical Review 2018*. Available online at https://www.wto.org/english/res_e/statistics_e/wts2018_e/wts2018_e.pdf.
- Yuan Sun, I.; Jayaram, K.; Kassiri, O. 2017. *Dance of the lions and dragons: How are Africa and China engaging, and how will the partnership evolve?* McKinsey & Company report.

APPENDIX I

Questionnaires for governments and employers' and workers' organizations

Governments

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
- ☐ 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 the government to address the areas indicated above (legislation, policies, measures and actions).

2. Dialogue and consultation

2.1. In your country, does the government or a public institution hold any formal consultation on activities of MNEs with:

2.1.a National employers' and workers' organizations?

☐ yes, if so, please specify _____

☐ no

☐ no information available

2.1.b Foreign MNEs, employers' organizations or workers' organizations?

☐ yes, if so, please specify _____

☐ no

☐ no information available

2.1.c Governments of other countries?

☐ yes, if so, please specify _____

☐ no

☐ no information available

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 the government or any governmental agency 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 employers' or workers' organizations?

- ☐ yes
☐ no
☐ no information available

3.2.b Jointly with governments of other countries?

- ☐ yes
☐ no
☐ no information available

3.2.c With assistance from the ILO?

- ☐ yes
☐ no
☐ no information available

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

3.4. Has the government 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

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.

Employers' organizations

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
- ☐ 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 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

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

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

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.

Workers' organizations

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
- ☐ 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 consultation

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

2.1.a Government and national employers' organizations?

☐ yes, if so, please specify _____

☐ no

☐ no information available

2.1.b Representatives of workers of foreign MNEs?

☐ yes, if so, please specify _____

☐ no

☐ no information available

2.1.c Workers' organizations of other countries?

☐ yes, if so, please specify _____

☐ no

☐ no information available

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 employers' organizations?

☐ yes

☐ no

☐ no information available

3.2.b Jointly with workers' organizations of other countries?

☐ yes

☐ no

☐ no information available

3.2.c With assistance from the ILO?

- ☐ yes
- ☐ no
- ☐ no information available

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

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.

APPENDIX II.

List of responding governments and employers' and workers' organizations

Country	Government	Employers	Workers
Algeria	Ministry of Work, Employment and Social Security		
Angola			General Centre of Independent and Free Trade Unions of Angola (CGSILA)
			National Union of Bank Employees of Angola (SNEBA)
Benin			General Confederation of Workers of Benin (CGTB)
			National Union of Workers' Trade Unions of Benin (UNSTB)
			Confederation of Autonomous Trade Unions of Benin (CSA-Benin)
Botswana			
Burkina Faso			Trade Union of Workers of Burkina Faso (USTB)
			Trade Union Confederation of Burkina Faso (CSB)
Burundi			
Cabo Verde			
Cameroon			Confederation of Autonomous Trade Unions of Cameroon (CSAC)
			General Union of Workers of Cameroon (UGTC)
Central African Republic	Ministry of Labour, Employment and Social Protection		
Chad			
Comoros			

Country	Government	Employers	Workers
Congo			
Côte d'Ivoire	Ministry of Employment and Social Protection	General Confederation of Enterprises of Côte d'Ivoire (CGECI)	Central Trade Union Humanism (CSH)
			Federation of Autonomous Trade Unions of Côte d'Ivoire (FESACI)
			Confederation of Free Trade Unions of Côte d'Ivoire (Dignity)
Democratic Republic of the Congo			National Union of Congolese Workers (UNTC)
Djibouti			
Egypt	Ministry of Manpower		
Equatorial Guinea			
Eritrea			
Eswatini			
Ethiopia	Ministry of Labour and Social Affairs		
Gabon	Ministry of Employment, Youth, Vocational Training, Integration and Reintegration		Gabonese Confederation of Free Trade Unions (CGSL)
			Gabonese Trade Union Confederation (COSYGA)
Gambia			
Ghana		Ghana Employers' Association	Trade Union Congress of Ghana (TUC-Ghana)
Guinea			
Guinea-Bissau			
Kenya	Ministry of Labour and Social Protection		Central Organization of Trade Unions (COTU)
Lesotho	Ministry of Labour and Employment		
Liberia		Liberia Chamber of Commerce	Liberia Labour Congress
			Civil Servant Union of Liberia (CSUL)
Libya			

Country	Government	Employers	Workers
Madagascar			
Malawi			
Mali	Ministry of Labour and Public Service		Trade Union Confederation of Mali Workers (CSTM)
			Democratic Confederation of Workers of Mali (CDTM)
Mauritania	Ministry of Public Service, Labour, Employment and Modernization of Administration		
Mauritius			
Morocco	Ministry of Labour and Professional Integration		
Mozambique			
Namibia			
Niger	Ministry of Employment, Labour and Social Protection		General Confederation of Free Trade Unions of Niger (CGSL-Niger)
			Democratic Confederation of Workers of Niger (CDTN)
			Nigerien Confederation of Labour (CNT)
Nigeria	Federal Ministry of Labour and Employment	Nigeria Employers' Consultative Association	Nigeria Labour Congress (NLC)
Rwanda		Private Sector Federation	
Sao Tome and Principe			
Senegal	Ministry of Labour, Social Dialogue, Professional Organizations and Relations with Institutions		National Union of Autonomous Trade Unions of Senegal (UNSAS)
Seychelles			
Sierra Leone	Ministry of Labour and Social Security	Sierra Leone Employers' Federation	Sierra Leone Labour Congress
Somalia			
South Africa			
South Sudan			South Sudan Workers Trade Union Federation (SSWTUF)
Sudan			

Country	Government	Employers	Workers
Tanzania, United Republic of			
Togo	Ministry of Work, Employment and Social Security	National Council of Employers of Togo (CNP-Togo)	Trade Union Confederation of Workers of Togo (CSTT)
Tunisia			
Uganda			
Zambia			
Zimbabwe	Ministry of Labour and Social Welfare		

APPENDIX III.

Principles of the MNE Declaration

	Principles directed to governments	Principles directed to enterprises
General policies	• Further the aim of the Declaration by adopting appropriate laws and policies, measures and actions, including in the fields of labour administration and public labour inspection [paragraph 3] • Ensure equal treatment between multinational and national enterprises [paragraph 5] • Ratify all the fundamental Conventions [paragraph 9] • Promote good social practice in accordance with the MNE Declaration among MNEs operating in their territories and their MNEs operating abroad [paragraph 12] • Be prepared to have consultations with other governments whenever the need arises [paragraph 12]	• Respect the sovereign rights of the state and obey national laws and respect international standards [paragraph 8] • Contribute to the realization of the fundamental principles and rights at work [paragraph 9] • Carry out due diligence,¹² taking account of the central role of freedom of association and collective bargaining, industrial relations and social dialogue [paragraph 10] • Consult with governments and employers' and workers' organizations to ensure that operations are consistent with national development priorities [paragraph 11]
Employment	• Declare and pursue, as a major goal, an active policy to promote full, productive and freely chosen employment, and decent work [paragraph 13] • Develop and implement an integrated policy framework to facilitate the transition to the formal economy [paragraph 21] • Establish and maintain, as appropriate, social protection floors within a strategy to progressively ensure higher levels of social security [paragraph 22] • Take effective measures to prevent and eliminate forced labour, provide victims with access to an appropriate remedy, develop a national policy and action plan, and provide guidance and support to employers [paragraphs 23–24] • Develop a national policy designed to ensure the effective abolition of child labour, take immediate measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency, and progressively raise the minimum age of admission to employment [paragraph 26] • Pursue policies designed to promote equality of opportunity and treatment in employment, with a view to eliminating any discrimination based on race, colour, sex, religion, political opinion, national extraction or social origin [paragraph 28] • Promote equal remuneration for men and women workers for work of equal value [paragraph 29]	• Endeavour to increase employment opportunities and standards, taking the employment policies and objectives of governments into account [paragraph 16] • Before starting operations, consult the competent authorities and the national employers' and workers' organizations in order to keep employment plans, as far as practicable, in harmony with national social development policies [paragraph 17] • Give priority to the employment, occupational development, promotion and advancement of nationals of the host country [paragraph 18] • Use technologies which generate employment, both directly and indirectly; and take part in the development of appropriate technology and adapt technologies to the needs and characteristics of the host country [paragraph 19] • Build linkages with local enterprises by sourcing local inputs, promoting the local processing of raw materials and local manufacturing of parts and equipment [paragraph 20] • Contribute to the transition to the formal economy [paragraph 21] • Complement and help to stimulate further development of public social security systems [paragraph 22]

¹² For a general description of due diligence, see *Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" framework* (United Nations, 2011).

	Principles directed to governments	Principles directed to enterprises
	• Never require or encourage multinational enterprises to discriminate and provide guidance, where appropriate, on the avoidance of discrimination [paragraph 31] • Study the impact of multinational enterprises on employment in different industrial sectors [paragraph 32] • In cooperation with multinational and national enterprises, provide income protection for workers whose employment has been terminated [paragraph 36]	• Take immediate and effective measures to secure the prohibition and elimination of forced labour in their operations [paragraph 25] • Respect the minimum age of admission to employment and take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour [paragraph 27] • Be guided by the principle of non-discrimination and make qualifications, skill and experience the basis for recruitment, placement, training and advancement of staff [paragraph 30] • Endeavour to provide stable employment for workers and observe freely negotiated obligations concerning employment stability and social security; promote security of employment, providing reasonable notice of intended changes in operations and avoiding arbitrary dismissal [paragraphs 33–35]
Training	• Develop national policies for vocational training and guidance, closely linked with employment, in cooperation with all the parties concerned [paragraph 37]	• Provide training for all levels of workers employed to meet the needs of the enterprise as well as the development policies of the country [paragraph 38] • Participate in programmes aiming at encouraging skill formation, lifelong training and development, as well as providing vocational training, and make skilled resource personnel available [paragraph 39] • Afford opportunities within the enterprise for local management to broaden their experience [paragraph 40]
Conditions of work and life	• Endeavour to adopt suitable measures to ensure that lower income groups and less developed areas benefit as much as possible from the activities of multinational enterprises [paragraph 42] • Ensure that both multinational and national enterprises provide adequate safety and health standards and contribute to a preventive safety and health culture, including taking steps to combat violence at work and ensure attention to building safety; and that compensation is provided to workers who have been victims of occupational accidents or diseases [paragraph 43]	• Across their operations, provide wages, benefits and conditions of work not less favourable than those offered by comparable employers in the country concerned, taking into account the general level of wages, the cost of living, social security benefits, economic factors and levels of productivity [paragraph 41] • Maintain highest standards of safety and health at work, make known special hazards and related protective measures associates with new products and processes, provide information on good practice observed in other countries, and play a leading role in the examination of causes of industrial safety and hazards [paragraph 44] • Cooperate with international and national safety and health organizations, national authorities, workers and their organizations, and incorporate matters of safety and health in agreements with representatives of workers [paragraphs 45–46]

	Principles directed to governments	Principles directed to enterprises
Industrial relations	• Apply the principles of Convention No. 87, Article 5, in view of the importance, in relation to multinational enterprises, of permitting organizations representing such enterprises or the workers in their employment to affiliate with international organizations of employers and workers of their own choosing [paragraph 51] • Not include in their incentives to attract foreign investment any limitation of the workers' freedom of association or the right to organize and bargain collectively [paragraph 52] • Ensure through judicial, administrative, legislative or other appropriate means that workers whose rights have been violated have access to effective remedy [paragraph 64] • Ensure that voluntary conciliation and arbitration machinery is available free of charge to assist in prevention and settlement of industrial disputes [paragraph 67]	• Throughout their operations, observe standards of industrial relations [paragraph 47] • Respect freedom of association and the right to collective bargaining; provide the facilities and information required for meaningful negotiations [paragraphs 48, 57 and 61] • Support representative employers' organizations [paragraph 50] • Provide for regular consultation on matters of mutual concern [paragraph 63] • Use leverage to encourage business partners to provide effective remediation [paragraph 65] • Examine the grievances of workers, pursuant to an appropriate procedure [paragraph 66] • Seek to establish voluntary conciliation machinery jointly with representatives and organizations of workers [paragraph 68]

APPENDIX IV.

List of ratifications of fundamental ILO Conventions by member States of Africa

Country	Freedom of association and collective bargaining		Forced labour		Non-discrimination		Child labour	
	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Forced Labour Convention, 1930 (No. 29)	Abolition of Forced Labour Convention, 1957 (No. 105)	Equal Remuneration Convention, 1951 (No. 100)	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Minimum Age Convention, 1973 (No. 138)	Worst Forms of Child Labour Convention, 1999 (No. 182)
Algeria	1962	1962	1962	1969	1962	1969	1984	2001
Angola	2001	1976	1976	1976	1976	1976	2001	2001
Benin	1960	1968	1960	1961	1968	1961	2001	2001
Botswana	1997	1997	1997	1997	1997	1997	1997	2000
Burkina Faso	1960	1962	1960	1997	1969	1962	1999	2001
Burundi	1993	1997	1963	1963	1993	1993	2000	2002
Cabo Verde	1999	1979	1979	1979	1979	1979	2011	2001
Cameroon	1960	1962	1960	1962	1970	1988	2001	2002
Central African Republic	1960	1964	1960	1964	1964	1964	2000	2000
Chad	1960	1961	1960	1961	1966	1966	2005	2000
Comoros	1978	1978	1978	1978	1978	2004	2004	2004

Country	Freedom of association and collective bargaining		Forced labour		Non-discrimination		Child labour	
	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Forced Labour Convention, 1930 (No. 29)	Abolition of Forced Labour Convention, 1957 (No. 105)	Equal Remuneration Convention, 1951 (No. 100)	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Minimum Age Convention, 1973 (No. 138)	Worst Forms of Child Labour Convention, 1999 (No. 182)
Congo	1960	1999	1960	1999	1999	1999	1999	2002
Côte d'Ivoire	1960	1961	1960	1961	1961	1961	2003	2003
Democratic Republic of Congo	2001	1969	1960	2001	1969	2001	2001	2001
Djibouti	1978	1978	1978	1978	1978	2005	2005	2005
Egypt	1957	1954	1955	1958	1960	1960	1999	2002
Equatorial Guinea	2001	2001	2001	2001	1985	2001	1985	2001
Eritrea	2000	2000	2000	2000	2000	2000	2000	2019
Eswatini	1978	1978	1978	1979	1981	1981	2002	2002
Ethiopia	1963	1963	2003	1999	1999	1966	1999	2003
Gabon	1960	1961	1960	1961	1961	1961	2010	2001
Gambia	2000	2000	2000	2000	2000	2000	2000	2001
Ghana	1965	1959	1957	1958	1968	1961	2011	2000
Guinea	1959	1959	1959	1961	1967	1960	2003	2003
Guinea-Bissau	–	1977	1977	1977	1977	1977	2009	2008
Kenya	–	1964	1964	1964	2001	2001	1979	2001
Lesotho	1966	1966	1966	2001	1998	1998	2001	2001

Country	Freedom of association and collective bargaining		Forced labour		Non-discrimination		Child labour	
	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Forced Labour Convention, 1930 (No. 29)	Abolition of Forced Labour Convention, 1957 (No. 105)	Equal Remuneration Convention, 1951 (No. 100)	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Minimum Age Convention, 1973 (No. 138)	Worst Forms of Child Labour Convention, 1999 (No. 182)
Liberia	1962	1962	1931	1962	–	1959	–	2003
Libya	2000	1962	1961	1961	1962	1961	1975	2000
Madagascar	1960	1998	1960	2007	1962	1961	2000	2001
Malawi	1999	1965	1999	1999	1965	1965	1999	1999
Mali	1960	1964	1960	1962	1968	1964	2002	2000
Mauritania	1961	2001	1961	1997	2001	1963	2001	2001
Mauritius	2005	1969	1969	1969	2002	2002	1990	2000
Morocco	–	1957	1957	1966	1979	1963	2000	2001
Mozambique	1996	1996	2003	1977	1977	1977	2003	2003
Namibia	1995	1995	2000	2000	2010	2001	2000	2000
Niger	1961	1962	1961	1962	1966	1962	1978	2000
Nigeria	1960	1960	1960	1960	1974	2002	2002	2002
Rwanda	1988	1988	2001	1962	1980	1981	1981	2000
Sao Tome and Principe	1992	1992	2005	2005	1982	1982	2005	2005
Senegal	1960	1961	1960	1961	1962	1967	1999	2000
Seychelles	1978	1999	1978	1978	1999	1999	2000	1999
Sierra Leone	1961	1961	1961	1961	1968	1966	2011	2011

Country	Freedom of association and collective bargaining		Forced labour		Non-discrimination		Child labour	
	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Forced Labour Convention, 1930 (No. 29)	Abolition of Forced Labour Convention, 1957 (No. 105)	Equal Remuneration Convention, 1951 (No. 100)	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Minimum Age Convention, 1973 (No. 138)	Worst Forms of Child Labour Convention, 1999 (No. 182)
Somalia	2014	2014	1960	1961	–	1961	–	2014
South Africa	1996	1996	1997	1997	2000	1997	2000	2000
South Sudan	–	2012	2012	2012	2012	2012	2012	2012
Sudan	–	1957	1957	1970	1970	1970	2003	2003
Tanzania, United Republic of	2000	1962	1962	1962	2002	2002	1998	2001
Togo	1960	1983	1960	1999	1983	1983	1984	2000
Tunisia	1957	1957	1962	1959	1968	1959	1995	2000
Uganda	2005	1963	1963	1963	2005	2005	2003	2001
Zambia	1996	1996	1964	1965	1972	1979	1976	2001
Zimbabwe	2003	1998	1998	1998	1989	1999	2000	2000

Source: International Labour Office. Normlex: Information System on International Labour Standards. www.ilo.org/normlex.

APPENDIX V.

List of ratifications of other Conventions referred to in the MNE Declaration by member States of Africa

Country	Industrial relations		Employment promotion		Equality of treatment	Security of employment	Training	Conditions of work
	Collective Bargaining Convention, 1981 (No. 154)	Workers' Representatives Convention, 1971 (No. 135)	Employment Policy Convention, 1964 (No. 122)	Employment and Protection against Unemployment, 1988 (No. 168)				
Algeria	–	2006	1969	–	–	–	1984	–
Angola	–	–	–	–	–	–	–	–
Benin	2012	2001	–	–	–	–	–	–
Botswana	–	–	–	–	–	–	–	1997
Burkina Faso	–	1974	2009	–	–	–	2009	1999
Burundi	–	1997	–	–	–	–	–	–
Cabo Verde	–	–	–	–	–	–	–	–
Cameroon	–	1976	1970	–	–	1988	–	–
Central African Republic	–	–	2006	–	–	2006	2006	–
Chad	–	1998	2015	–	–	–	–	2000
Comoros	–	–	1978	–	–	–	–	–

Country	Industrial relations		Employment promotion		Equality of treatment	Security of employment	Training	Conditions of work
	Collective Bargaining Convention, 1981 (No. 154)	Workers' Representatives Convention, 1971 (No. 135)	Employment Policy Convention, 1964 (No. 122)	Employment and Promotion and Protection against Unemployment Convention, 1988 (No. 168)				
Congo	–	–	–	–	–	–	–	–
Côte d'Ivoire	–	1973	–	–	–	–	–	–
Democratic Republic of Congo	–	2001	–	–	–	1987	–	–
Djibouti	–	–	1978	–	–	–	–	–
Egypt	–	1982	–	–	–	–	1982	–
Equatorial Guinea	–	–	–	–	–	–	–	–
Eritrea	–	–	–	–	–	–	–	–
Eswatini	–	–	–	–	–	–	–	–
Ethiopia	–	–	–	–	1991	1991	–	–
Gabon	1988	1975	2009	–	–	1988	–	–
Gambia	–	–	–	–	–	–	–	–
Ghana	–	–	–	–	–	–	–	–
Guinea	–	1977	1966	–	1995	–	1978	–
Guinea-Bissau	–	–	–	–	–	–	–	–
Kenya	–	1979	–	–	–	–	1979	–
Lesotho	–	1998	–	–	–	2001	–	–

Country	Industrial relations		Employment promotion		Equality of treatment	Security of employment	Training	Conditions of work
	Collective Bargaining Convention, 1981 (No. 154)	Workers' Representatives Convention, 1971 (No. 135)	Employment Policy Convention, 1964 (No. 122)	Employment and Protection against Unemployment Convention, 1988 (No. 168)				
Liberia	–	–	–	–	–	–	–	–
Libya	–	–	1971	–	–	–	–	–
Madagascar	2019	–	1966	–	–	–	–	1998
Malawi	–	–	–	–	–	1986	–	–
Mali	–	1995	2016	–	–	–	–	–
Mauritania	–	–	1971	–	–	–	–	–
Mauritius	2011	–	–	–	2004	–	–	–
Morocco	2009	2002	1979	–	–	1993	–	–
Mozambique	–	–	1996	–	–	–	–	–
Namibia	–	–	2018	–	–	1996	–	–
Niger	1985	1972	2018	–	1985	1985	1993	–
Nigeria	–	–	–	–	–	–	–	–
Rwanda	2018	1988	2010	–	–	–	–	–
Sao Tome and Principe	2005	2005	–	–	–	–	–	–
Senegal	–	1976	1966	–	–	–	–	–
Seychelles	–	–	–	–	–	–	–	–
Sierra Leone	–	–	–	–	–	–	–	–

Country	Industrial relations		Employment promotion		Equality of treatment	Security of employment	Training	Conditions of work
	Collective Bargaining Convention, 1981 (No. 154)	Workers' Representatives Convention, 1971 (No. 135)	Employment Policy Convention, 1964 (No. 122)	Employment and Promotion and Protection against Unemployment, 1988 (No. 168)	Workers with Family Responsibilities Convention, 1981 (No. 156)	Termination of Employment, 1982 (No. 158)	Human Resources Development Convention, 1975 (No. 142)	Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)
Somalia	–	–	–	–	–	–	–	–
South Africa	–	–	–	–	–	–	–	–
South Sudan	–	–	–	–	–	–	–	–
Sudan	–	–	1970	–	–	–	–	–
Tanzania, United Republic of	1998	1983	–	–	–	–	1983	–
Togo	–	–	2012	–	–	–	–	–
Tunisia	2014	2007	1966	–	–	–	1989	–
Uganda	1990	–	1967	–	–	1990	–	–
Zambia	1986	1973	1979	–	–	1990	–	1998
Zimbabwe	–	1998	–	–	–	–	–	–

Country	Occupational safety and health									
	Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)	Occupational Safety and Health Convention, 1981 (No. 155)	Occupational Health Services Convention, 1985 (No. 161)	Asbestos Convention, 1986 (No. 162)	Safety and Health in Construction Convention, 1988 (No. 167)	Chemicals Convention, 1990 (No. 170)	Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	Safety and Health in Mines Convention, 1995 (No. 176)	Safety and Health in Agriculture Convention, 2001 (No. 184)	Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
Tanzania, United Republic of	1983	-	-	-	-	1999	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-	2012
Tunisia	-	-	-	-	-	-	-	-	-	-
Uganda	-	-	-	1990	-	-	-	-	-	-
Zambia	1980	2013	-	-	-	-	-	1999	-	2013
Zimbabwe	-	2003	2003	2003	-	1998	2003	2003	-	-

Country	Social protection			Governance			Indigenous and tribal peoples	Particular categories of workers	
	Social Security (Minimum Standards) Convention, 1952 (No. 102)	Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Labour Inspection Convention, 1947 (No. 81)	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)		Plantations Convention, 1958 (No. 110)	Maritime Labour Convention, 2006 (MLC, 2006) (No. 186)
Algeria	-	-	-	1962	-	1993	-	-	2016
Angola	-	-	-	1976	-	-	-	-	-
Benin	-	-	-	2001	-	2001	-	-	2011
Botswana	-	-	-	-	-	1997	-	-	-
Burkina Faso	-	-	-	1974	1974	2001	-	-	-
Burundi	-	-	-	1971	-	1997	-	-	-
Cabo Verde	-	-	-	1979	-	-	-	-	2015
Cameroon	-	-	-	1962	-	2018	-	-	-
Central African Republic	-	-	-	1964	-	2006	2010	-	-
Chad	2015	-	-	1965	-	1998	-	-	-
Comoros	-	-	-	1978	-	2014	-	-	-
Congo	-	-	-	1999	-	1999	-	-	2014
Côte d'Ivoire	-	-	-	1987	1987	1987	-	1961	-
Democratic Republic of the Congo	1987	1967	-	1968	-	2001	-	-	-
Djibouti	-	-	-	1978	-	2005	-	-	2018

Country	Social protection			Governance			Indigenous and tribal peoples	Particular categories of workers	
	Social Security (Minimum Standards) Convention, 1952 (No. 102)	Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Labour Inspection Convention, 1947 (No. 81)	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)		Plantations Convention, 1958 (No. 110)	Maritime Labour Convention, 2006 (MLC, 2006) (No. 186)
Egypt	-	-	-	1956	2003	1982	-	-	-
Equatorial Guinea	-	-	-	-	-	-	-	-	-
Eritrea	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	1981	-	1981	-	-	-
Ethiopia	-	-	-	-	-	2011	-	-	-
Gabon	-	-	-	1972	-	1988	-	-	2014
Gambia	-	-	-	-	-	-	-	-	2018
Ghana	-	-	-	1959	-	2011	-	-	2013
Guinea	-	1967	-	1959	-	1995	-	-	-
Guinea - Bissau	-	-	-	1977	-	-	-	-	-
Kenya	-	-	-	1964	1979	1990	-	-	2014
Lesotho	-	-	-	2001	-	1998	-	-	-
Liberia	-	-	-	2003	-	2003	-	1959	2006
Libya	1975	1975	1975	1971	-	-	-	-	-
Madagascar	-	-	-	1971	1971	1997	-	-	-

Country	Social protection			Governance			Indigenous and tribal peoples	Particular categories of workers	
	Social Security (Minimum Standards) Convention, 1952 (No. 102)	Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Labour Inspection Convention, 1947 (No. 81)	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)		Plantations Convention, 1958 (No. 110)	Maritime Labour Convention, 2006 (MLC, 2006) (No. 186)
Malawi	-	-	-	1965	1971	1986	-	-	-
Mali	-	-	-	1964	-	2008	-	-	-
Mauritania	1968	-	-	1963	-	-	-	-	-
Mauritius	-	-	-	1969	-	1994	-	-	2014
Morocco	-	-	-	1958	1979	2013	-	-	2012
Mozambique	-	-	-	1977	-	1996	-	-	-
Namibia	-	-	-	2018	-	1995	-	-	-
Niger	1966	-	-	1979	-	2018	-	-	-
Nigeria	-	-	-	1960	-	1994	-	-	2013
Rwanda	-	-	-	1980	-	2018	-	-	-
Sao Tome and Principe	-	-	-	1982	-	1992	-	-	-
Senegal	1962	1966	-	1962	-	2004	-	-	-
Seychelles	-	-	-	2005	-	2005	-	-	2014
Sierra Leone	-	-	-	1961	-	1985	-	-	-
Somalia	-	-	-	-	-	-	-	-	-
South Africa	-	-	-	2013	-	2003	-	-	2013

Country	Social protection				Governance			Indigenous and tribal peoples	Particular categories of workers	
	Social Security (Minimum Standards) Convention, 1952 (No. 102)	Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)	Medical Care and Sickness Benefits Convention, 1969 (No. 130)	Labour Inspection Convention, 1947 (No. 81)	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)			Plantations Convention, 1958 (No. 110)	Maritime Labour Convention, 2006 (MLC, 2006) (No. 186)
South Sudan	-	-	-	-	-	-	-	-	-	-
Sudan	-	-	-	1970	-	-	-	-	-	-
Tanzania, United Republic of	-	-	-	1962	-	1983	-	-	-	-
Togo	2013	-	-	2012	2012	1983	-	-	-	2012
Tunisia	-	-	-	1957	-	2014	-	-	-	2017
Uganda	-	-	-	1963	-	1994	-	-	-	-
Zambia	-	-	-	2013	2013	1978	-	-	-	-
Zimbabwe	-	-	-	1993	1993	1989	-	-	-	-

Source: International Labour Office. Normlex: Information System on International Labour Standards. www.ilo.org/normlex.



**Multinational Enterprises and
Enterprise Engagement Unit (MULTI)**

Enterprises Department
www.ilo.org/mnedeclaration
multi@ilo.org

ISBN 978-92-2-133787-4



9 789221 337874