

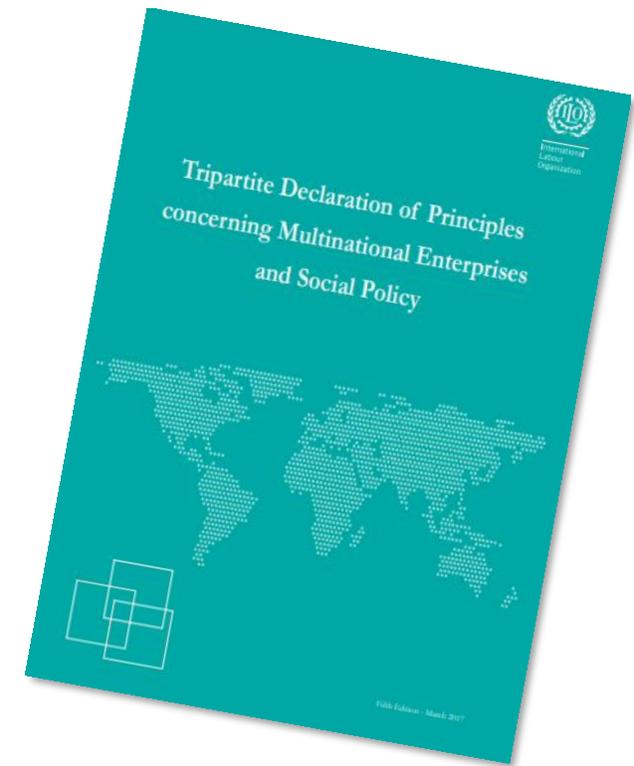
# ▶ The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

*Main measures that enterprises can implement in the context of  
the COVID-19 crisis and recovery*



# What is the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)?

- ❑ The MNE Declaration is the only ILO instrument that provides direct guidance to enterprises on inclusive, responsible and sustainable social policy and practices in the workplace.
- ❑ The principles of the MNE Declaration are directed at multinational enterprises, governments and employers' and workers' organizations and cover the areas of employment, training, conditions of work and industrial relations, as well as general policy.
- ❑ All its principles are based on international labor standards (ILO Conventions and Recommendations).
- ❑ The MNE Declaration facilitates the dissemination and understanding of the Decent Work Agenda in the private sector.



*The only global instrument in this matter prepared and adopted by governments, employers and workers around the world.*

## ▶ What is the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)?



*“The MNE Declaration provides clear guidance on how enterprises can contribute through their operations worldwide to the realization of decent work. Its recommendations rooted in international labour standards reflect good practices for all enterprises but also highlight the role of government in stimulating good corporate behaviour as well as the crucial role of social dialogue.”*

**Guy Ryder, ILO Director-General.**

## Selected principles of the MNE Declaration particularly relevant for enterprises in their response to the COVID-19 pandemic

- ❑ Contribute to the realization of the fundamental principles and rights at work [paragraph 9]
- ❑ Carry out due diligence to identify, prevent, mitigate and account for how they address their actual and potential adverse impacts on human rights [paragraph 10]
- ❑ Consult with government, employers' and workers' organizations to ensure operations are consistent with national development priorities [paragraph 11]
- ❑ Endeavour to increase employment opportunities and standards, taking the employment policies and objectives of governments into account [paragraph 16]
- ❑ Use technologies which generate employment [paragraph 19]
- ❑ Contribute to the aim of facilitating the transition to the formal economy, recognizing that decent work deficits are most pronounced in the informal economy [paragraph 21]
- ❑ Complement and help to stimulate further development of public social security systems [paragraph 22]



## Selected principles of the MNE Declaration particularly relevant for enterprises in their response to the COVID-19 pandemic

- ❑ Endeavor 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 & 34]
- ❑ Maintain highest standards of safety and health at work, provide information on good practice observed in other countries, cooperate with international and national safety and health organizations, national authorities, workers and their organizations [paragraph 44-46]
- ❑ Throughout their operations, observe standards of industrial relations [paragraph 47]
- ❑ Use leverage to encourage business partners to provide effective remediation [paragraph 65]
- ❑ Examine the grievances of worker(s), pursuant to an appropriate procedure [paragraph 66]
- ❑ Seek to establish voluntary conciliation machinery jointly with representatives and organizations of workers [paragraph 68]



## More information:

- ❑ About the MNE Declaration: [www.ilo.org/mnedeclaration](http://www.ilo.org/mnedeclaration)
- ❑ About the ILO Helpdesk for business: [www.ilo.org/business](http://www.ilo.org/business)