

# Principles of the MNE Declaration



International  
Labour  
Organization

## 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<sup>1</sup>, taking account of the central role of freedom of association and collective bargaining, industrial relations and social dialogue [paragraph 10]
  - Consult with government, employers' and workers' organizations to ensure that operations are consistent with national development priorities [paragraph 11]

<sup>1</sup> For a detailed general discussion of due diligence, see *Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework*.

## 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]
- 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]
- 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 of 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]
- 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]
- 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]



## Principles directed to Governments

### Training

- Develop national policies for vocational training and guidance, closely linked with employment in cooperation with all the parties concerned [paragraph 37]

### 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 attention to building safety; and that compensation is provided to workers who have been victims of occupational accidents or diseases [paragraph 43]

## Principles directed to Enterprises

- Provide training for all levels of workers employed to meet the needs of the enterprise as well as 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 the skilled resource personnel available [paragraph 39]
- Afford opportunities within the enterprise for local management to broaden their experience [paragraph 40]
- Across their operations, provide wages, benefits and conditions of work not less favorable 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]



## 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 worker(s), pursuant to an appropriate procedure [paragraph 66]
- Seek to establish voluntary conciliation machinery jointly with representatives and organizations of workers [paragraph 68]

