

# Principles of the MNE Declaration



International  
Labour  
Organization

## General Policies

### Principles directed to Governments

- Ratify all the Fundamental Conventions and apply to the greatest extent possible, through their national policies, the principles embodied therein;
- Promote good social practice in accordance with the MNE Declaration and be prepared to have consultations with other governments whenever the need arises.

## Employment

- Declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment;
- 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;
- Never require or encourage multinational enterprises to discriminate and provide guidance, where appropriate, on the avoidance of discrimination;
- Study the impact of multinational enterprises on employment in different industrial sectors;
- In cooperation with multinational and national enterprises, provide income protection for workers whose employment has been terminated.

### Principles directed to Enterprises

- Obey national laws and respect international standards;
- Contribute to the realization of the fundamental principles and rights at work;
- Consult with government, employers' and workers' organizations to ensure that operations are consistent with national development priorities.
- Endeavour to increase employment opportunities and standards, taking the employment policies and objectives of governments into account;
- Give priority to the employment, occupational development, promotion and advancement of nationals of the host country;
- Use technologies which generate employment, both directly and indirectly;
- Build linkages with local enterprises by sourcing local inputs, promoting the local processing of raw materials and local manufacturing of parts and equipment;
- Extend equality of opportunity and treatment in employment;
- Promote security of employment, providing reasonable notice of intended changes in operations and avoiding arbitrary dismissal.

## Training

### Principles directed to Governments

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

## 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;
- Ensure that both multinational and national enterprises provide adequate safety and health standards for their employees.

## 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;
- 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.

### Principles directed to Enterprises

- Provide training for all levels of employees to meet needs of enterprises as well as development policies of the country;
- Participate in programs to encourage skill formation and development;
- Afford opportunities within MNE for local management to broaden their experience.
- Provide wages, benefits and conditions of work not less favorable than those offered by comparable employers in the country concerned;
- Provide the best possible wages, benefits and conditions of work, within the framework of government policies, to meet basic needs of employees and their families;
- Respect the minimum age for admission to employment;
- Maintain highest standards of safety and health at work;
- Examine the causes of industrial safety and health hazards, provide information on good practice observed in other countries, and effect necessary improvements.
- Observe industrial relations no less favorable than those observed by comparable employers;
- Respect freedom of association and the right to collective bargaining, providing the facilities and information required for meaningful negotiations;
- Support representative employers' organizations;
- Provide for regular consultation on matters of mutual concern;
- Examine the grievances of worker(s), pursuant to an appropriate procedure.

