

## About the International Labour Organization (ILO)

The ILO is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security, and human dignity.

As the only tripartite UN agency, the ILO brings together governments, employers and workers of its 181 member states to draw up and oversee international labour standards.

## “ Translating labour principles into practice ”

### The ILO Programme on Multinational Enterprises and Social Policy:

- Helps companies refer to the principles underlying international labour standards in their operations.
- Promotes the effective use of the ILO Declaration on Multinational Enterprises and Social Policy in the world of work in cooperation with employers' and workers' organizations.
- Provides guidance to governments seeking to attract more investment and increase trade without compromising protection of workers' rights.

To learn more, please visit <http://www.ilo.org/multi> to find:

- The Tripartite Declaration on Multinational Enterprises and Social Policy  
*Full text and summary*
- Effective practices  
*Examples of how labour standards and principles can be translated into practice*
- Publications
- Useful contacts and links

### Contact us:

**Multinational Enterprises Programme**  
Employment Sector  
International Labour Office

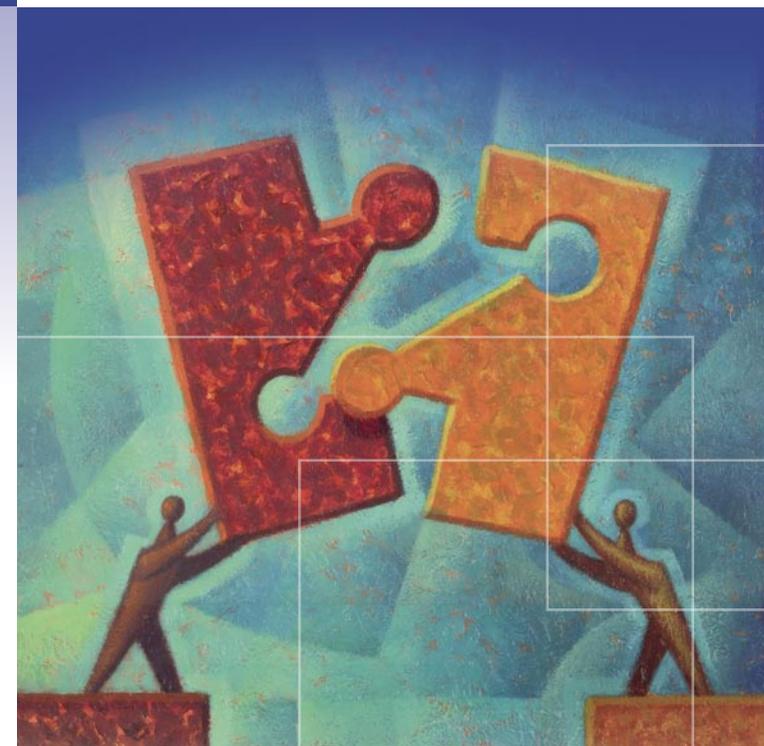
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# Tripartite Declaration on Multinational Enterprises and Social Policy

## Translating labour principles into practice

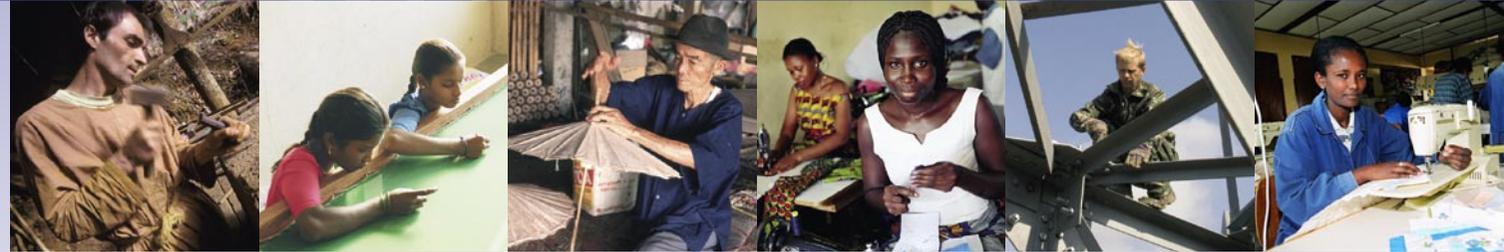


# The essential role of business in promoting social and economic progress



“ I strongly believe that the ILO Tripartite Declaration on Multinational Enterprises has considerably contributed to the promotion of decent working conditions around the world. It has formed an excellent basis in further detailing guidance for our international operations. ”

Mr. Herbert Hainer - Chief Executive Officer, Adidas Group



**M**ultinational enterprises are the principal drivers of globalization and through their operations influence the working and living conditions of millions of people worldwide. Therefore, they have a vital role to play in promoting economic and social progress.

Today, businesses increasingly realize the benefits of referring to internationally-accepted labour standards and principles in their operations. They set the stage for sustainable growth and development. Moreover, they are a foundation on which to expand productivity and business success in the enterprise itself.

Experience shows that partnership and social dialogue among employers, workers, and governments can help create decent jobs, point the way to genuine labour and social progress and – at the same time – enhance enterprise competitiveness.

## Inspiring effective practices through partnership and dialogue

The ILO’s key tool for promoting labour standards and principles in the corporate world is the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (“MNE Declaration”).

This global declaration, adopted in 1977 and last revised in 2006, is aimed at inspiring effective, socially responsible labour relations policies and practices in the world of work.

## Rooted in social dialogue at the international and national levels, the MNE Declaration:

- Is the only international instrument on socially responsible business practices that has been agreed to by governments and representatives of workers’ and employers’ organizations.
- Sets core labour principles and promotes effective practices for both multinational and domestic enterprises in the areas of employment, skills training, conditions of work and life, and industrial relations.
- Recognises the responsibility of governments in promoting good social practices.

“ Creation of sustainable enterprises is a key element to achieving decent work. Sustainable enterprises integrate economic, social and environmental dimensions in their operations. ”

2007 International Labour Conference

“ We are convinced of the importance of the ILO Tripartite Declaration on Multinational Enterprises not only because it provides essential guidelines in the field of labour and social policies, but also for its special focus on encouraging enterprises to work in partnership with public authorities and the social partners. ”

Ms. Cecilia Donaggio

Undersecretary of State, Italian Ministry of Social Solidarity

“ The ILO Tripartite Declaration on Multinational Enterprises is a unique reference for developing fair and sustainable business practices based on quality industrial relations where the skills, the contribution and rights of workers are respected in safe workplaces. ”

Ms. Sharan Burrow

President, International Trade Union Confederation (ITUC)