



## Governing Body

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GB.317/POL/8

Policy Development Section  
MNE Segment

POL

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### EIGHTH ITEM ON THE AGENDA

## Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration): Operational plan for promotional activities and proposal for the new survey

#### Purpose of the document

The Governing Body is invited to endorse the operational plan for promoting the MNE Declaration; to adopt the recommendations of the Ad Hoc Working Group concerning the survey (paragraphs 16–22) and resume surveys on the effect given to the MNE Declaration; to approve the draft questionnaires and request the Office to conduct the Ninth Survey; and to decide on financial arrangements for this purpose (see the draft decision in paragraph 20).

**Relevant strategic objective:** All four strategic objectives.

**Policy implications:** None.

**Legal implications:** Decision to resume the monitoring of the effect given to the MNE Declaration through a periodic survey.

**Financial implications:** See paragraphs 14–17.

**Follow-up action required:** Conduct the Ninth Survey of the effect given to the MNE Declaration and submit an analysis of the replies to the Governing Body by its 323rd Session (March 2015).

**Author unit:** Multinational Enterprises Programme (EMP/MULTI).

**Related documents:** GB.313/POL/9(Rev.); GB.313/PV; GB.258/10/21; GB.301/PV; GB.316/PV.



## Introduction

1. In November 2010, the Governing Body established a Tripartite Ad Hoc Working Group on the Follow-up Mechanism of the MNE Declaration to develop promotional options for consideration by the Governing Body.<sup>1</sup> The Working Group drew up recommendations that consisted of promotional activities to be undertaken by the Office and recommendations on how to improve the survey, including seeking further assistance on its design from an independent research institute.<sup>2</sup> The Governing Body discussed the Working Group's recommendations in March 2012 and requested the Office to prepare, in consultation with the tripartite constituents, a proposed operational plan for both the promotional activities and the survey.<sup>3</sup>

### A. Operational plan for undertaking the promotional activities

2. The operational plan complements the current work undertaken by the Office on the MNE Declaration along the previously approved strategic approach, namely: (a) ensuring policy coherence at the international level as related to intergovernmental initiatives providing guidance to business, especially the UN Global Compact, OECD Guidelines for Multinational Enterprises and UN Business and Human Rights Framework and Guiding Principles; (b) providing assistance to company managers and workers who want to align their policies and practices with the principles of the MNE Declaration through the ILO Helpdesk for Business on International Labour Standards (assistance service and website);<sup>4</sup> and (c) undertaking country-level activities on the MNE Declaration, as set out in the Strategic Policy Framework 2010–15 and in the country priority outcomes in the Programme and Budget for 2012–13.
3. The Office proposes the following activities to operationalize the Working Group's recommendations for promotion of the MNE Declaration.

Recommendations by the Working Group	Office action
1. <i>MNE Declaration focal points</i>	<i>(Subject to the outcome of the reform process)</i>
Requests the Office to further mainstream the MNE Declaration in the work of the technical departments.	<ul style="list-style-type: none"> <li>– The Office has set up an Office-wide network of representatives from the different technical units to discuss issues related to broader ILO engagement with multinational enterprises (MNEs). This network meets on a regular basis to exchange information on country-level activities and technical cooperation projects.</li> <li>– The Office will continue to further mainstream the MNE Declaration through increased collaboration among technical units.</li> </ul>
Requests the Office to ensure an effective means, such as the appointment of focal points	<ul style="list-style-type: none"> <li>– The Office will set up a <b>formal</b> network of MNE focal points in the Regional Offices and Decent Work Technical Support</li> </ul>

<sup>1</sup> GB.309/PV, para. 311 and GB.311/PV, para. 100.

<sup>2</sup> GB.313/POL/9(Rev.), appendix.

<sup>3</sup> GB.313/PV, para. 436.

<sup>4</sup> [www.ilo.org/business](http://www.ilo.org/business).

Recommendations by the Working Group	Office action
<p>in the ILO Regional Offices and Decent Work Technical Support Teams, to actively promote the MNE Declaration and, when requested by constituents, facilitate a dialogue among the tripartite constituents on the MNE Declaration.</p> <p>Suggests that national constituents – governments, employers and workers – 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, and inform the Office of these focal points.</p>	<p>Teams, in addition to the current and ongoing collaboration with field specialists, mainly in the areas of standards, enterprise and employment, ACTRAV and ACT/EMP, and country directors.</p> <ul style="list-style-type: none"> <li>– The Office will put in place tools and capacity-building activities to provide these ILO focal points with the technical skills needed to respond to the needs of tripartite constituents related to the recommendations on the MNE Declaration.</li> <li>– The Office, in collaboration with field offices, has increased the number of languages in which the revised MNE Declaration (2006 version) is available <sup>5</sup> (English, French, Spanish, Arabic, Chinese, Russian, German, Italian, Bahasa Indonesia, Japanese and Portuguese) and will make the Declaration available in other languages, upon request by field offices or constituents. Moreover, some constituents have translated the Declaration into local languages as part of their Decent Work Country Programmes (DWCPs), e.g. Azerbaijan.</li> <li>– The Office, through the Bureau for Workers' Activities, has produced the booklet "The ILO MNE Declaration: What's in it for workers?", also available in English, French, Spanish, Arabic, Chinese and Russian. <sup>6</sup></li> </ul>
<p><i>2. Integration of the MNE Declaration into Decent Work Country Programmes</i></p>	
<p>Requests the Office, as part of the new ILO knowledge-management system established to improve the gathering of statistical, legal and policy data at the country level (e.g. via Decent Work Country Scans and Profiles, or other forms of ILO-directed research), to collect factual aggregated national and sectoral data on MNE activity and foreign direct investment in the country.</p> <p>Requests the Office to make this information available to the national constituents so that it can inform tripartite social dialogue at the national level when considering priorities for a DWCP.</p> <p>Requests the Office, including the Bureaux for Employers' and Workers' Activities, to further build the capacity of national employers' and workers' organizations, at their request, to promote practical engagement in reference to the MNE Declaration and its principles</p>	<ul style="list-style-type: none"> <li>– The Office will put in place modalities to incorporate this information into the new ILO knowledge-management system.</li> <li>– The Office will make this information available as part of the DWCP development process in order to further an informed tripartite dialogue when setting priorities for DWCPs.</li> <li>– The Office, including the Bureaux for Employers' and Workers' Activities, will review its existing capacity-building activities with the International Training Centre (ITC) to ensure that they meet the objectives of the social partners and will develop new tools, such as an e-learning module on the MNE Declaration for constituents.</li> <li>– The ITC has scheduled a tripartite course on promoting labour</li> </ul>

<sup>5</sup> [http://www.ilo.org/empent/Publications/WCMS\\_094386/lang--en/index.htm](http://www.ilo.org/empent/Publications/WCMS_094386/lang--en/index.htm).

<sup>6</sup> [http://www.ilo.org/actrav/what/pubs/WCMS\\_152797/lang--en/index.htm](http://www.ilo.org/actrav/what/pubs/WCMS_152797/lang--en/index.htm).

Recommendations by the Working Group	Office action
	<p>standards through corporate social responsibility (CSR) for April 2013.</p> <ul style="list-style-type: none"> <li>– Capacity building is an essential component of country-level activities on the MNE Declaration that the Office, including the Bureaux for Employers' and Workers' Activities, is currently undertaking as part of the Country Priority Outcomes in the Programme and Budget for 2012–13, including for Azerbaijan, Côte d'Ivoire, Mauritius, South Africa and the Southern Cone.</li> </ul>
<b>3. ILO Regional Meetings</b>	
<p>Recommends consideration of the inclusion of topics related to the MNE Declaration in the Governing Body's agenda-setting for Regional Meetings and in the Report of the Director-General, including giving visibility to country activities related to the MNE Declaration that can serve as good practice examples for other countries.</p>	<ul style="list-style-type: none"> <li>– The Office organized side events on the MNE Declaration during the 12th African Regional Meeting (2011) and the 15th Asia and the Pacific Regional Meeting (2011), with the active participation of the constituents.</li> <li>– The Office included information on MNEs and CSR in the draft Report of the Director-General for the 9th European Regional Meeting (2013).</li> <li>– The Office will continue to recommend consideration of the inclusion of topics related to the MNE Declaration in the Governing Body's agenda-setting for Regional Meetings – such as the American Regional Meeting to be held in 2014 and subsequent meetings approved by the Governing Body – and in the Report of the Director-General.</li> </ul>
<b>4. Public–private partnerships and technical cooperation</b>	
<p>Requests that, in dialogues with private sector actors, the Office actively promote the MNE Declaration in public–private partnerships (PPPs) and in all relevant technical cooperation projects.</p>	<ul style="list-style-type: none"> <li>– In its paper for the 316th Session of the Governing Body,<sup>7</sup> the Office referred to the decision taken by the Governing Body at its 313th Session requesting the Office to actively promote the MNE Declaration in PPPs and in all relevant technical cooperation projects, working in dialogue with the private sector.</li> <li>– The Office will build on Governing Body decisions in respect of PPPs<sup>8</sup> to actively promote the MNE Declaration, in consultation with the constituents.</li> </ul>
<b>5. Sectoral activities</b>	
<p>Continue and improve the promotion of the principles of the MNE Declaration in the ILO's sectoral activities, as recommended by the sectoral advisory bodies.</p>	<ul style="list-style-type: none"> <li>– The Office, when requested by the tripartite constituents as the outcome of global sectoral dialogues, will conduct awareness-raising activities and provide technical assistance, based on the recommendations on the MNE Declaration, in the selected economic sectors at global and country level.</li> <li>– The Office has included reference to the MNE Declaration in its report on the 2013 and 2014 sectoral dialogues.<sup>9</sup></li> </ul>
<b>6. Company/union dialogue</b>	
<p>Dialogue lies at the heart of the MNE Declaration. Where a company and a union</p>	<ul style="list-style-type: none"> <li>– The Office, including the Bureaux for Employers' and Workers' Activities, is developing the text that will be posted on the</li> </ul>

<sup>7</sup> GB.316/POL/6.

<sup>8</sup> The Governing Body will discuss PPP strategy further at this session (see GB.317/INS/5).

<sup>9</sup> See GB.317/POL/4.

Recommendations by the Working Group	Office action
voluntarily agree to take advantage of using the facilities of the ILO to meet and talk, without prejudice, under a chairperson agreed upon by the secretariats of the Workers' and Employers' groups, such a meeting would be organized with their support. This service would be promoted both through the ILO Helpdesk for Business on International Labour Standards and by workers' and employers' organizations.	website of the ILO Helpdesk for Business.

## B. Operational plan for undertaking the survey on the effect given to the MNE Declaration

4. The report submitted to the Working Group by the independent research institute identified the following limitations of previous surveys, among others: objectives were vague and contradictory (gathering data on the use of the MNE Declaration while trying to promote it); there were no documented procedures with respect to survey methodology approach; questionnaires were not standardized, which made it impossible to compare results over time; questionnaires tried to capture too many topics; specific questions were often multidimensional and difficult to comprehend; much of the data being sought was unavailable; most questions encouraged narrative reporting, which limited the comparability of answers; and filling in questionnaires imposed a high demand on respondents' time.
5. The Working Group endorsed several changes aimed at strengthening the survey results: the survey questionnaire should have a stable set of core questions and a thematic module that would rotate over time; each module would contain questions seeking more in-depth information on a single topic. Thematic modules could be selected to coincide with other discussions, such as the recurrent discussions of the International Labour Conference. In addition, the Working Group recommended that the Office should engage an independent research institute to prepare the survey design (see Appendix I, paragraph 22).
6. In accordance with the Governing Body's request, the Office, in consultation with the tripartite constituents, prepared a proposed operational plan with an estimate of the costs entailed in carrying out the survey, based on a rigorous methodology. The Office engaged specialists in the design and testing of the questionnaire, the preparation of the operational plan for conducting the survey with the characteristics recommended by the Working Group, and the preparation of cost estimates. Their full report will be made available on the Internet (GB.317/POL/8/REF).
7. The operational plan follows a rigorous methodology and aims to obtain the largest possible number of responses that provide a sufficiently high level of data quality (see Appendix II). The basic parameters of the proposed methodology for conducting the survey are as follows: (1) coverage and sampling: the survey is a census of all representatives of governments, employers' organizations and workers' organizations of the 185 ILO member States, totalling 555 respondents. Multinational enterprises are not part of the sample; (2) contact strategy: before the questionnaires are sent to target respondents, all contact details are verified and a complete list of target respondents is compiled. The contact strategy employs the full range of available survey methods, utilizing postal mail, email and telephone to achieve the maximum response rate (for example, pre-notification letters, several reminders including resending the questionnaire, and so on); (3) data collection: the questionnaires will be available in multiple languages, in both a paper version and an electronic format (web format and Word document).

8. In developing the questionnaire framework, the tripartite constituents were consulted on the preferred target length of time for responding to the questionnaire, with discussions eventually settling on a target of around three days. The Office asked the constituents about their preferred focus for the first thematic module. Based on their feedback, employment promotion and employment security are proposed as the topic for the first thematic module.
9. Once the framework for the questionnaire had been developed, a tripartite consultation was held in September 2012, including the Geneva-based consultative group. Based on feedback from this consultation, draft core and thematic questionnaires were developed for governments and workers' and employers' organizations.
10. The draft questionnaires were tested by tripartite constituents in a pilot study, which also produced additional information on the process of data collection and the quality of the questions. The Workers' and Employers' groups each nominated five member organizations, one from each region, and responses were received from three trade union confederations and two employers' confederations. The regional coordinators were also invited to nominate a government participant from each region. The Office did not receive any nominations, but subsequently identified volunteers from two member countries to participate in the pilot and received informal feedback from a third government.
11. The proposed core and thematic questionnaires were developed based on results from the pilot. The answers received were very valuable, in that they revealed some limitations and provided the basis for changes and cuts in the questionnaire. Responses indicated that questions requesting quantitative data on employment and the economic importance of MNEs might be too complex; the questions have therefore been adjusted to seek rough estimates, based on perceptions, in cases where data is not available. Data disaggregated by sector were not available, so these questions were dropped from the revised version of the questionnaire. In addition, as one respondent pointed out, "in order to obtain the information sought, a primary survey of MNEs themselves would be required". However, this option has already been ruled out by the Working Group because of the high costs involved in a global survey of MNEs. This will remain a limitation of the survey.
12. The proposed core questionnaire consists of 15 closed and 14 open-ended questions. The proposed employment promotion and employment security questionnaire consists of 18 closed and 12 open-ended questions. The questionnaires are contained in Appendix III.<sup>10</sup> The core module is relatively short, confined to questions of general importance, and would remain the same in future surveys. Participating constituents suggested that the core module should include questions on the following topics: awareness of the MNE Declaration; consultations with constituents on MNE activities; general assessment of MNE activity and spill-over effects on the national economy; laws regulating MNE activity; activities undertaken by constituents to promote use of the MNE Declaration; and constituents' requests to the Office concerning promotion of the MNE Declaration.
13. Following the above consultations, it is proposed that the thematic module on employment promotion and employment security should include questions concerning: general effects of MNEs on employment opportunities and quality of employment; issues of employment security; consultation with MNEs on employment-related issues, including employment security; legal requirements to give priority to hiring nationals and the representation of

<sup>10</sup> Note: to save pages in this Governing Body paper, the separate questionnaires for governments and employers' and workers' organizations have been condensed into one text.

nationals in MNEs; the impact of technologies used by MNEs on employment; and linkages with national companies and spill-over effects.

14. In order to estimate the cost of carrying out field work using the methodology proposed, informal bids from professional companies were collected. The ILO Procurement Bureau checked and signed the request for information and sent it to 24 companies, including the global top ten companies in survey research. The cost is estimated to be some US\$530,000, based on estimates provided by four survey companies.

**Table 2. Estimate of cost structure for conducting the survey (US dollars)**

<b>Cost element</b>	<b>Estimated required budget</b>
Project set-up <sup>1</sup>	56 000
Translation of questionnaire <sup>2</sup>	11 000
Translation of answers <sup>3</sup>	188 000
Field work <sup>4</sup>	141 000
Data analysis, report <sup>5</sup>	41 000
Other costs <sup>6</sup>	8 000
<b>Total bids</b>	<b>445 000</b>
Contingencies <sup>7</sup>	85 000
<b>Total</b>	<b>530 000</b>

<sup>1</sup> Project set-up and administration (e.g. programming for web-based survey and layout of paper-based survey, development and production of written communication for invitation letters, reminders).

<sup>2</sup> Translation costs for the questionnaire and communications. Estimates based on an assumed 60 per cent response rate and an average of 3,080 words per questionnaire submitted.

<sup>3</sup> Costs for translating answers to open questions into English, to allow for an analysis of narrative responses, and other translation (e.g. in written communication).

<sup>4</sup> Field work (e.g. setting up the sample, gathering contact information, data collection, paper mail-out of invitations, follow-ups and reminders, handling of inquiries, postage, etc.).

<sup>5</sup> Data analysis and preparation of a written report in English.

<sup>6</sup> Other costs include e.g. travel and accommodation.

<sup>7</sup> As per recommendations of survey companies, to cover unanticipated costs.

15. The estimated cost of conducting the survey with the core questionnaire only is estimated to be US\$390,000.
16. The Working Group noted that previous surveys undertaken by the Office presented limitations such as low response rates,<sup>11</sup> poor response quality and excessive burden on respondents. In order to achieve the main goal of the operational plan (better data quality and higher response rates), high-quality field work is very important. Given the particular nature of the field work for this type of survey, the Office will engage a professional company for the first iteration of the new survey. The above cost estimates do not include supplemental desk research, as needed, which would also require staff time but would be absorbed within existing resources.
17. The Programme and Budget for 2012–13 contains no provision for resuming survey activities. Should the Governing Body decide to endorse the operational plan, financial arrangements would have to be made to cover the above costs. It is proposed that the costs expected to be incurred in conducting the survey would in the first instance be financed

<sup>11</sup> At most, replies were received from constituents across 100 countries (GB.280/MNE/1/1 and GB.280/MNE/1/2).

from savings that might arise under Part I of the budget or, failing that, through the use of the Provision for Unforeseen Expenditure, Part II.

18. The time needed to complete the project is estimated at 18–20 months. The earliest date possible for delivery of the report to the Governing Body would be November 2014, but it may not be available until March 2015.
19. The Eighth Survey, which was the last one completed before the Governing Body suspended the survey process, covered the years 2000–03.<sup>12</sup> It is not practical for the survey to cover the intervening nine years. It is therefore proposed that the Ninth Survey should cover either the last three years, from 2009 to 2012, or some other period that the Governing Body determines desirable.

### **Draft decision**

#### **20. The Governing Body:**

- (a) *endorses the operational plan for the promotional activities recommended by the Working Group;*
- (b) *adopts the recommendations of the Working Group concerning the survey (paragraphs 16–22, contained in Appendix I);*
- (c) *decides to resume the conduct of periodic surveys, initially every three years, on the effect given to the MNE Declaration, in accordance with the Working Group's recommendations;*
- (d) *requests the Office to conduct the Ninth Survey of the effect given to the MNE Declaration covering the last three years, from 2009 to 2012, and to provide an analysis of the replies received to the Governing Body by its 323rd Session in March 2015;*
- (e) *approves the questionnaire set out in Appendix III, containing core questions and a thematic module on employment promotion and employment security, for use in the Ninth Survey; and*
- (f) *decides that the cost of completing the Ninth Survey, which is estimated at \$530,000, be financed in the first instance from savings that might arise under Part I of the budget in 2012–13 or, failing that, through the use of the Provision for Unforeseen Expenditure, Part II, contained in the budget for 2012–13.*

<sup>12</sup> GB.294/MNE/1/1 and GB.294/MNE/1/2.



## Appendix I

### Paragraphs 16–22 of Working Group recommendations (excerpt from GB.313/POL/9(Rev.))

#### B. Reporting on the effect given to the MNE Declaration

16. The objective of this component of the follow-up mechanism would be to gather data in respect of the principles of the MNE Declaration through an empirical survey.
17. The data gathered would be used by the Governing Body to identify lessons learned and good practices and to assess the effectiveness of promotional activities undertaken during the reporting period in order to inform ILO policy.
18. The survey would be universal, including all member States. Information would be collected from governments, and employers' and workers' organizations about their own efforts to give effect to the MNE Declaration, as well as on respect by multinational enterprises of the principles of the MNE Declaration. The information gathered could be complemented with other information sources, such as desk research.
19. The proposal seeks to improve the quantity and quality of responses within a reasonable budget. The survey would consist of:
  - (a) a limited set of questions (core) which would remain stable over time;
  - (b) a thematic module(s) which would alternate over time; each module would contain questions seeking more in-depth information on a single topic.
20. The thematic modules could be selected to coincide with other discussions, such as the ILC recurrent discussions.
21. The survey would be undertaken at least every three years (subject to review after the initial survey).
22. The survey design should be undertaken by an independent research institute under the supervision of the Office, in line with the guidance provided by the Governing Body.

## Appendix II

### Summary of the methodology proposed by the research institute

The pre-survey phase (referred to as phase 1) consists of the following steps:

1. **Confirming and identifying the persons who are responsible for completing the questionnaire:** The pre-survey phase has the goal of achieving commitment to completing the survey among participating organizations. To identify the responsible target persons for the sample, the contractor will need to use letters, emails and, in rare cases, personal telephone follow-up calls by a survey manager (not via a call centre). Target persons should be able to register themselves using an online form (preferred method) or by mail. The resulting database of contact details for target persons will constitute the sample.
2. **Multi-mode support:** To help monitor the process during data collection and speed up return rates, the survey should take advantage of available technology. This means that participation should be possible by means of a web-based survey and a paper-and-pencil questionnaire. Support in case of inquiries should be available by email, telephone and mail.
3. **Contact strategy:** As soon as a target subsample is complete, the survey phase (also referred to as phase 2) can start. The contact strategy employed should include an escalation plan for contacting participants. This would usually involve the steps enumerated below. All participants are included in the first two steps. Further contacts are made with non-respondents, changing the contact mode and including an escalation to a superior or the initial contact in order to identify a new target respondent. In view of the size and duration of the survey project, it is likely that in some cases the target person initially identified will no longer be available (because they have changed jobs, or for other reasons), in which case a new target person has to be identified and their commitment to the survey has to be acquired. The contact strategy should include, but is not limited to, the following steps:
  1. Send pre-notification letter to target participants.
  2. Send invitation, including questionnaire and Internet link to online survey.
  3. Send reminder by e-mail.
  4. Send reminder by postal mail.
  5. Remind with a telephone call.
  6. Send replacement questionnaire (questionnaire by express mail).
  7. Send letter to head of organization.
  8. Send replacement questionnaire to head of organization.
  9. Follow up with a telephone call to head of organization.
  10. If necessary, identify a new target person and begin again.

The procedure may be adjusted to the different groups in the sample.

4. **Data collection procedure:** Target persons should be able to complete and return the questionnaire using a web- or paper-based survey. Data collection must be accommodated to the specific situations in which the questionnaire is to be completed. For the web-based survey, this means that: (a) participation must be possible from different computers; (b) supervisors and respondents would need to

take a look at the questionnaire in advance and at a preliminary version of the responses; (c) navigation across questions must be possible with the ability to complete some questions now and others later; and (d) after submitting a final version the target person receives a copy of his or her responses. The paper-based survey can be returned by fax or mail.

Three main measures in the survey process seek to enhance data quality. First, the contact strategy outlined above should help to maintain the time frame and avoid late questionnaire returns. Second, two central phases are introduced to separate setting up the sample and identifying target persons (phase 1) from actual data collection (phase 2). This will help to maximize the response rate and serves the purpose of being able to identify the status of each questionnaire (either in phase 1 or phase 2). Third, a hotline for inquiries from participating organizations needs to be available.

## Appendix III

### Proposed questionnaires

MNE Declaration follow-up  
Core questionnaire  
covering the period 2009–12  
G: Governments  
E: Employers' organizations  
W: Workers' organizations

Country: \_\_\_\_\_

The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) was adopted by the Governing Body of the ILO in 1977 and amended in 2000 and 2006. The aim of the MNE Declaration is “to encourage the positive contribution which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise” (paragraph 2). As such it sets out “principles in the fields of employment, training, conditions of work and life and industrial relations which governments, employers’ and workers’ organizations and multinational enterprises are recommended to observe on a voluntary basis” (paragraph 7).

As defined in paragraph 6 of the MNE Declaration “Multinational enterprises include enterprises, whether they are of public, mixed or private ownership, which own or control production, distribution, services or other facilities outside the country in which they are based”. With the term “foreign MNE” we refer to specific MNEs operating outside their home country. In turn, “domestic MNE” refers to specific MNEs operating in their home country.

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Please contact:

ILO Multinational Enterprises Programme

MULTI@ilo.org

**1. Awareness of MNE Declaration**

**We would like to begin with some general questions on the awareness of the MNE Declaration and its goals among constituents in all member countries.**

- 1.1 Are there any legal documents that include an explicit reference to the MNE Declaration? Please specify these documents.

<sup>8</sup>  no such documents

<sup>9</sup>  no information available

- 1.2 Are there any policy documents that include an explicit reference to the MNE Declaration? Please specify these documents.

<sup>8</sup>  no such documents

<sup>9</sup>  no information available

1.3 Taking into account the political and economic situation: Which aspects of the MNE Declaration are the most relevant in your country?

- Employment promotion
- Equality of opportunity and treatment
- Security of employment
- Training
- Wages, benefits and conditions of work
- Minimum age
- Safety and health
- Freedom of association and the right to organize
- Collective bargaining
- Consultation
- Examination of grievances
- Settlement of industrial disputes
- none

1.4 Should any of the above aspects be covered in more detail in the MNE Declaration? Please explain.

no

## 2. Social Dialogue and Consultation

**The following questions ask about social dialogue and consultations between governments, employers' and workers' organizations, and foreign MNEs.**

2.1 In your country, during the period in question, has [G: the government | E: your organization | W: your organization] had an official representative or an office to serve as a contact point for ...

- a ... enterprises that are interested in investing in your country?
- yes
  - no
  - no information available

b	... foreign MNEs which are already established in your country?	1 <input type="checkbox"/> yes
		2 <input type="checkbox"/> no
		9 <input type="checkbox"/> no information available
c	... representatives of workers of foreign MNEs?	1 <input type="checkbox"/> yes
		2 <input type="checkbox"/> no
		9 <input type="checkbox"/> no information available
d	... [G: governments   E: employers' organizations   W: workers' organizations] of other countries regarding the conduct of MNEs?	1 <input type="checkbox"/> yes
		2 <input type="checkbox"/> no
		9 <input type="checkbox"/> no information available
2.2	In your country, does [G: the government   E: your organization   W: your organization] hold any institutional consultations on MNE activity with foreign MNEs, [G: employers' organizations or workers' organizations   E: the government or workers' organizations   W: the government or employers' organizations]?	1 <input type="checkbox"/> yes
		2 <input type="checkbox"/> no
		9 <input type="checkbox"/> no information available
2.3	In addition to these institutional consultations has [G: the government   E: your organization   W: your organization] in the period since 2006 organized any other events dealing specifically with MNE activity?	1 <input type="checkbox"/> yes
		2 <input type="checkbox"/> no
		9 <input type="checkbox"/> no information available
2.4	Please describe the event or institutional consultation that you regard as the most important one.	
	8 <input type="checkbox"/> no such consultations or events	
	9 <input type="checkbox"/> no information available	

### 3. Effect of MNE activities

The following questions deal with the effect of activities of foreign MNEs on the national economy. Please use the best information available and tick which option forms the basis of your answer.

3.1 As of 2009, [G: do the government or governmental agencies | E: does your organization | W: does your organization] collect economic data that differentiates between foreign MNEs and other enterprises?

<sup>1</sup> yes → continue with next question

<sup>2</sup> no → continue with 3.3

<sup>9</sup> no information available

3.2 What is the source and type of this data? Please describe briefly.

3.3 What share of the *total sales* in your country can be directly attributed to foreign MNEs in 2009?

\_\_\_ % of total sales

What is the basis for your answer?

<sup>1</sup> estimate from economic data

<sup>2</sup> directly collected economic data

<sup>9</sup> no information available

3.4 What was the direct importance of foreign MNEs for the economy of your country for the period since 2006? If there is no data available, please give an estimate based on your general impression.

<sup>1</sup> very important

<sup>2</sup> important

<sup>3</sup> neither important nor unimportant

<sup>4</sup> unimportant

<sup>5</sup> very unimportant

<sup>9</sup> no information available

3.5 Considering the development since the last survey in 2006, how does [G: the government | E: your organization | W: your organization] assess the impact of foreign MNE activity on the national economy?

- 1 very positive  
 2 positive  
 3 neither positive nor negative  
 4 negative  
 5 very negative  
 9 no information available

3.6 Please give examples of positive or negative direct effects of foreign MNE activity on the economy of your country.

9 no information available

3.7 Foreign MNEs may also have indirect effects on the economy. Please give positive or negative examples of such effects in your country.

9 no information available

#### 4. Legal regulations

The following questions ask about legal regulations in your country that concern policies covered by the MNE Declaration.

4.1 Are there any domestic legal regulations that specifically apply to foreign MNEs in your country? Please provide references for these legal regulations.

no such regulations

no information available

4.2 Are there any domestic legal regulations originating from your country that govern the conduct of MNEs from your country in foreign countries? Please provide references for these legal regulations.

no such regulations

no information available

4.3 Considering the general economic and administrative environment: Are there any benefits or constraints that specifically apply to foreign MNEs in your country? Please give examples.

no such constraints or benefits

no information available

### 5. Promotion of the MNE Declaration

**The following questions assess the activities that promote the MNE Declaration and its goals.**

5.1 Did [G: the government or governmental agencies | E: your organization | W: your organization] organize any events that sought to promote the MNE Declaration in the period since 2006?

<sup>1</sup>  yes

<sup>2</sup>  no

<sup>9</sup>  no information available

5.2 *IF YES:* Were any of these events organized ...

a ... jointly with, or include, [G: employers' or workers' organizations | E: the government or workers' organizations | W: the government or employers' organizations]? <sup>1</sup>  yes  
<sup>2</sup>  no  
<sup>9</sup>  no information available

b ... jointly with the ILO? <sup>1</sup>  yes  
<sup>2</sup>  no  
<sup>9</sup>  no information available

c ... jointly with [G: governments | E: employers' organizations | W: workers' organizations] of other countries? <sup>1</sup>  yes  
<sup>2</sup>  no  
<sup>9</sup>  no information available

5.3 Please give examples of such promotional activities and describe the most successful one.

<sup>8</sup>  no promotional activities

<sup>9</sup>  no information available

5.4 [G: Have the government or governmental agencies | E: Has your organization | W: Has your organization] commissioned any promotional materials on the MNE Declaration, which are available to the public in languages spoken in your country? Please give examples of the types of material that are on offer.

<sup>8</sup>  no promotional material

<sup>9</sup>  no information available

5.5 Has [G: the government | E: your organization | W: your organization] been aware of any promotional activities on the MNE Declaration by the ILO during the period since 2006? Please give examples of these.

<sup>8</sup>  no

<sup>9</sup>  no information available

**6. Wishes and expectations to the ILO**

6.1 Does [G: the government | E: your organization | W: your organization] want to express any wishes or expectations to the ILO on the topic of multinational enterprises?

<sup>8</sup>  no

**MNE Declaration follow-up**  
**Employment promotion and security of**  
**employment questionnaire**  
**covering the period 2009–12**  
**G: Governments**  
**E: Employers’ organizations**  
**W: Workers’ organizations**

Country: \_\_\_\_\_

The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) was adopted by the Governing Body of the ILO in 1977 and amended in 2000 and 2006. The aim of the MNE Declaration is “to encourage the positive contribution which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise” (paragraph 2). As such it sets out “principles in the fields of employment, training, conditions of work and life and industrial relations which governments, employers’ and workers’ organizations and multinational enterprises are recommended to observe on a voluntary basis” (paragraph 7).

As defined in paragraph 6 of the MNE Declaration “Multinational enterprises include enterprises, whether they are of public, mixed or private ownership, which own or control production, distribution, services or other facilities outside the country in which they are based”. With the term “foreign MNE” we refer to specific MNEs operating outside their home country).

The following questionnaire focuses on a specific aspect of the MNE Declaration: Employment promotion (paragraphs 13 to 20 of the MNE Declaration), and security of employment (paragraphs 24 to 28).

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Please contact:

ILO Multinational Enterprises Programme

MULTI@ilo.org

### 7. Employment promotion

This part begins with a few questions on the role of MNEs in promoting formal employment. Please use the best information source available and give the basis for your answer.

7.1 Does [G: the government | E: your organization | W: your organization] collect data on employment that differentiate between foreign MNEs and other enterprises?

<sup>1</sup>  yes → continue with next question

<sup>2</sup>  no → continue with 7.3

<sup>9</sup>  no information available

7.2 What is the source and type of this data? Please describe briefly.

7.3 In your country, what percentage of *wage and salaried workers* were employed directly by foreign MNEs in 2009?

\_\_\_ \_\_\_ % of total employment      What is the basis for your answer?

<sup>1</sup>  estimate from labour market data → continue with 7.5

<sup>2</sup>  directly collected labour market data → continue with 7.5

<sup>9</sup>  no information available

7.4 If there is no data available, please give an estimate based on your general impression on the share of *wage and salaried workers* who were employed directly by foreign MNEs in 2009.

We estimate it to be about \_\_\_ \_\_\_ % of total employment.

7.5 Since the last survey in 2006, how have the employment opportunities that were directly provided by foreign MNEs changed? Has the development been positive, suggesting more jobs, or negative, suggesting fewer jobs than before?

- 1 very positive
- 2 positive
- 3 neither positive nor negative
- 4 negative
- 5 very negative

What is the basis for your answer?

- 1 estimate based on general impression
- 2 estimate from labour market data
- 3 directly collected labour market data
- 9 no information available

7.6 [G: Have the government or governmental agencies | E: Has your organization | W: Has your organization] commissioned any studies on the impact of foreign MNEs on employment since the last survey in 2006? Please provide references for these studies.

- 8 no such studies
- 9 no information available

### 8. Employment standards

The following questions focus on the average employment standards of foreign MNEs and domestic enterprises for the period since 2006.

8.1 On average, do foreign MNEs provide higher or lower *hourly payment* for the same type of work than domestic enterprises?

<sup>1</sup> much higher

<sup>2</sup> higher

<sup>3</sup> equal

<sup>4</sup> lower

<sup>5</sup> much lower

What is the basis for your answer?

<sup>1</sup> estimate based on general impression

<sup>2</sup> estimate from labour market data

<sup>3</sup> directly collected labour market data

<sup>9</sup> no information available

8.2 On average, do foreign MNEs require higher or lower *average weekly working hours* than domestic enterprises?

<sup>1</sup> much higher

<sup>2</sup> higher

<sup>3</sup> equal

<sup>4</sup> lower

<sup>5</sup> much lower

What is the basis for your answer?

<sup>1</sup> estimate based on general impression

<sup>2</sup> estimate from labour market data

<sup>3</sup> directly collected labour market data

<sup>9</sup> no information available

8.3 On average, do foreign MNEs have stricter or less strict guidelines with regard to the *occupational safety* of their workers than domestic enterprises?

- 1 much stricter  
 2 stricter  
 3 equal  
 4 less strict  
 5 much less strict

What is the basis for your answer?

- 1 estimate based on general impression  
 2 estimate from labour market data  
 3 directly collected labour market data  
 9 no information available

8.4 On average, are foreign MNEs more or less likely than domestic enterprises to provide a system for *verifying minimum age* of their workers?

- 1 much more likely  
 2 more likely  
 3 equal  
 4 less likely  
 5 much less likely

What is the basis for your answer?

- 1 estimate based on general impression  
 2 estimate from labour market data  
 3 directly collected labour market data  
 9 no information available

8.5 In the past, have the employment standards applied by foreign MNEs in any way affected those of domestic enterprises? Please give examples, whether positive or negative.

- 8 no such effects  
 9 no information available

**9. Employment security**

**The following questions assess how foreign MNEs compare with domestic enterprises with regard to employment security for the period since 2006.**

9.1 On average, is the *duration of contracts* in foreign MNEs longer or shorter than those offered by domestic enterprises?

- 1 much longer
- 2 longer
- 3 equal
- 4 shorter
- 5 much shorter

What is the basis for your answer?

- 1 estimate based on general impression
- 2 estimate from labour market data
- 3 directly collected labour market data
- 9 no information available

9.2 On average, do foreign MNEs provide a lower or higher *income protection on termination of employment* than domestic enterprises?

- 1 much higher
- 2 higher
- 3 equal
- 4 lower
- 5 much lower

What is the basis for your answer?

- 1 estimate based on general impression
- 2 estimate from labour market data
- 3 directly collected labour market data
- 9 no information available



b ... training	<input type="checkbox"/> <sup>1</sup> yes <input type="checkbox"/> <sup>2</sup> no <input type="checkbox"/> <sup>9</sup> no information available
c ... national employment policies	<input type="checkbox"/> <sup>1</sup> yes <input type="checkbox"/> <sup>2</sup> no <input type="checkbox"/> <sup>9</sup> no information available
d ... employment effects of technology use?	<input type="checkbox"/> <sup>1</sup> yes <input type="checkbox"/> <sup>2</sup> no <input type="checkbox"/> <sup>9</sup> no information available
<p>10.3 In addition to the consultations discussed above, did [G: the government   E: your organization   W: your organization] organize any other events dealing specifically with foreign MNEs, employment and employment standards in the period since 2006? Please give examples.</p> <div data-bbox="236 819 1339 1160" style="border: 1px solid black; height: 150px; margin: 10px 0;"></div> <p><input type="checkbox"/> <sup>8</sup> no such events</p> <p><input type="checkbox"/> <sup>9</sup> no information available</p>	
<p><b>11. Employment policies</b></p> <p><b>The following questions assess the situation in your country with respect to employment policies of foreign MNEs.</b></p>	
<p>11.1 In your country, are there any binding or non-binding policies that ask foreign enterprises to give priority to nationals of your country? Please describe and provide references.</p> <div data-bbox="236 1514 1319 1854" style="border: 1px solid black; height: 150px; margin: 10px 0;"></div> <p><input type="checkbox"/> <sup>8</sup> no such policies</p> <p><input type="checkbox"/> <sup>9</sup> no information available</p>	

11.2 How large is the share of permanent residents and nationals of *skilled workers* in foreign MNEs?

\_\_\_ \_\_\_ % of skilled workers in foreign MNEs staff are permanent residents and nationals

What is the basis for your answer?

- 1 estimate based on general impression  
 2 estimate from official data  
 3 officially collected data  
 9 no information available

## 12. Employment and technology

**The following questions focus on the effect of technology used by foreign MNEs in your country.**

12.1 In your country, do foreign MNEs use more or less advanced technologies than domestic enterprises?

- 1 much more advanced  
 2 more advanced  
 3 equal  
 4 less advanced  
 5 much less advanced  
 9 no information available

12.2 Please give examples of differences in the level of technology used by foreign MNEs and domestic enterprises.

- 8 no such differences  
 9 no information available

12.3 Please give examples of how the introduction of new technology by foreign MNEs has affected the labour market in the period since 2006.

<sup>8</sup>  no such changes

<sup>9</sup>  no information available

12.4 Have foreign MNEs established any research facilities in your country? Please give examples.

<sup>8</sup>  no

<sup>9</sup>  no information available

### 13. Linkages

**The following questions concern linkages between foreign MNEs and domestic enterprises.**

13.1 What percentage of foreign MNEs have contractual relationships with domestic suppliers of *raw materials*?

\_\_\_ \_\_\_ %

What is the basis for your answer?

<sup>1</sup>  estimate based on general impression

<sup>2</sup>  estimate from official data

<sup>3</sup>  officially collected data

<sup>9</sup>  no information available

13.2 Are there any binding or non-binding policies that require foreign MNEs to collaborate with domestic enterprises? Please give examples.

<sup>8</sup> no

<sup>9</sup> no information available

13.3 Have foreign MNEs led to the establishment of new small and medium-sized domestic enterprises? Please give examples.

<sup>8</sup> no

<sup>9</sup> no information available

#### **14. Wishes and expectations to the ILO regarding employment**

14.1 Does [G: the government | E: your organization | W: your organization] want to express any wishes or expectations to the ILO on the topic of employment and MNEs?

<sup>8</sup> no