

THE VICTORIA FALLS GLOBAL TNF DECLARATION ON INCLUSIVE GROWTH, DECENT WORK, BENEFICIATION, AND INVESTMENT PROMOTION (2026)

Adopted at the Inaugural TNF Global Summit — Victoria Falls, Zimbabwe

1. PREAMBLE

WE, the participants of the TNF Global Summit, representing governments and public institutions, organized business and employers' organizations, organized labour and trade unions, together with relevant regional and international partners, social and economic councils, research institutions and other stakeholders;

RECALLING that the inaugural TNF Global Summit in Victoria Falls was convened under the theme of ***inclusive growth, industrialization, smart investment and policy coherence***, and recognizing the relevance of these priorities across economies and regions;

REAFFIRMING the principles of social dialogue, tripartism, decent work, social justice, productive employment, inclusive economic development and sustainable development reflected in applicable national, regional and international frameworks, including the SDGs, the ILO Decent Work Agenda, relevant African Union frameworks, AfCFTA and SADC instruments where applicable;

RECOGNIZING that national and global economic systems are interconnected through trade, investment, finance, technology, energy, migration and supply chains, and that inclusive growth therefore requires cooperation beyond national borders;

RECOGNIZING the value of national Tripartite Negotiating Forums and equivalent social-dialogue institutions as mechanisms through which Governments, Business and Labour can convert dialogue into policy coherence, implementation and measurable results;

RECOGNIZING that many economies face common structural challenges, including commodity dependence, limited domestic value addition, constrained productive finance, informality, changing forms of work, skills gaps, energy insecurity, climate risks and technological disruption;

EMPHASIZING that beneficiation, local content and industrialization should be understood within a global and regional value-chain context, enabling countries to retain greater value, develop productive capabilities, participate in higher-value trade and create decent employment;

EMPHASIZING that formalization must be humane, inclusive and rights-based, consistent with ILO Recommendation No. 204, and that workers in informal, platform, gig and other non-standard forms of work should have pathways to representation, social protection and decent work;

EMPHASIZING that the green and digital transitions must be just transitions, combining productivity and investment opportunities with worker protection, enterprise adaptation, skills development and viable community livelihoods;

ACKNOWLEDGING the need for stronger cooperation among national TNFs, regional social and economic councils and international networks, including AICESIS and UCESA, for peer learning, benchmarking, policy coherence and implementation accountability;

DETERMINED to move from dialogue and consensus to commitments, implementation, results and measurement, and to establish a common global TNF framework capable of being adapted to different national and regional circumstances;

NOW THEREFORE, WE ADOPT THIS VICTORIA FALLS GLOBAL TNF DECLARATION as a common policy and implementation framework for inclusive growth, decent work, beneficiation and investment promotion.

2. GLOBAL COMMITMENTS

Pillar I — Beneficiation, Industrialization, Local Content & Global Value Chains

1. We commit to promote a transition from raw-material extraction and low-value exports toward domestic and regional processing, manufacturing, technology transfer, supplier development and higher-value exports.
2. We commit to develop, where appropriate to national resource endowments and industrial capacity, transparent mineral-specific beneficiation and value-retention frameworks, including processing thresholds and restrictions on raw-ore exports where domestic or regional processing capacity exists.
3. We commit to use local-content policies, fiscal incentives and transparent procurement mechanisms to strengthen domestic enterprises while remaining consistent with applicable national, regional and international trade obligations.
4. We commit to develop industrial parks, SEZs and cross-border industrial and logistics corridors that connect production, energy, skills, finance and markets.
5. We commit to assess investment by its contribution to productive capacity, technology transfer, local and regional supply chains, skills, innovation, decent employment and sustainable development, and not solely by capital inflows.
6. We commit to deepen African and global value-chain participation through AfCFTA, SADC and other relevant regional economic arrangements, using regional markets to achieve scale and diversification.

Pillar II — Decent Work, Social Protection & The Future of Work

7. We commit to modernize labour institutions and legal frameworks so that fundamental labour rights and appropriate protections extend to platform, gig, informal and other non-standard workers.
8. We commit to promote appropriate algorithmic transparency, human review, fair automated decision-making and accessible dispute-resolution mechanisms in employment-related digital systems, consistent with applicable law.

9. We commit to implement humane, dialogue-driven formalization strategies aligned with ILO Recommendation No. 204, linking formalization to finance, markets, services, representation and social protection rather than punitive displacement.
10. We commit to develop portable social-protection and micro-contribution mechanisms that can follow workers across jobs, enterprises, sectors and borders where bilateral, regional or multilateral arrangements permit.
11. We commit to strengthen occupational safety and health, fair recruitment, social protection, protection from violence and harassment, and other decent-work standards.
12. We commit to establish lifelong-learning, digital-literacy, AI and reskilling frameworks so workers and enterprises can adapt to technological change.
13. We commit to strengthen digital labour inspection, data governance and institutional capacity to respond to emerging forms of work.
14. We commit to expand pathways for youth and women into skills, entrepreneurship, finance, work experience and decent employment.

Pillar III — Green Growth, Energy Security, Climate Resilience & Agricultural Transformation

15. We commit to mobilize investment in diversified, reliable and affordable energy systems, including renewable energy, hydro, thermal generation where nationally relevant, storage and regional power interconnection.
16. We commit to balance investor certainty with affordability, reliability, transparency and consumer protection, recognizing energy as an enabling foundation for industrialization and decent employment.
17. We commit to promote climate-smart agriculture, irrigation, productive technologies, value-chain development, processing and market access, with measures adapted to national and regional circumstances.
18. We commit to pursue measurable agricultural productivity and resilience targets and to share practical experience on irrigation, climate finance, technology and value-chain transformation.
19. We commit to implement just-transition measures for workers, enterprises and communities affected by energy, environmental and technological transitions.
20. We commit to mobilize green and transition finance linked to measurable climate, productivity, employment and inclusion outcomes.

Pillar IV — Institutional Governance, Global TNF Cooperation & Multi-Stakeholder Inclusion

21. We commit to strengthen national TNFs and equivalent tripartite institutions as permanent mechanisms for economic and social dialogue, policy coherence, implementation monitoring and accountability, respecting each country's constitutional and statutory arrangements.
22. We commit to preserve the tripartite core of Government, Business and Labour while creating structured channels for academia, organised consumers, informal workers, youth, women and other affected constituencies to contribute evidence and implementation feedback.
23. We commit to require that every major TNF commitment has a responsible institution, supporting partners, implementation timeline, financing pathway, measurable indicator and reporting mechanism.

24. We commit to establish a Global TNF Cooperation Platform for exchange of implementation experience, policy benchmarking, peer review and coordinated responses to common economic and labour-market challenges.
25. We commit to strengthen cooperation with AICESIS, UCESA, SADC, AfCFTA institutions and other relevant regional and international bodies for evidence exchange, benchmarking, institutional learning and policy coherence.
26. We commit to use multidimensional inclusive-growth indicators covering, as appropriate, employment, wages, social protection, financial inclusion, productivity, domestic value addition, investment, climate resilience and wellbeing.

3. GLOBAL TNF IMPLEMENTATION, MONITORING & ACCOUNTABILITY

1. This Declaration shall be supported by an operational implementation framework capable of being translated into national, regional and cross-border action plans.
2. Each participating TNF or equivalent institution should establish a national implementation matrix aligned to this Declaration, with adaptation to national law, institutions, resources and development priorities.
3. A Global TNF Implementation Review shall be convened annually, with participating TNFs reporting progress, implementation constraints, measurable results and corrective actions.
4. National TNF Secretariats should coordinate data submissions from responsible ministries and agencies and structured implementation feedback from organised Business and Labour.
5. Participating TNFs should establish mechanisms for workplace and enterprise feedback, including evidence from informal, platform and other non-standard workers.
6. The Global TNF Cooperation Platform should facilitate peer review and benchmarking with AICESIS, UCESA, regional economic communities, ILO and other relevant institutions, subject to their respective mandates.
7. Commitments requiring national legislation, appropriation, regulation or administrative action shall be pursued through the competent national processes. This Declaration does not override domestic constitutional or statutory authority.
8. Implementation reporting should classify actions as completed, on track, delayed or requiring escalation, and should identify financing gaps, institutional constraints and corrective measures.

5. COUNTRY ADAPTATION AND LEGAL EFFECT

1. This Declaration is intended as a common policy framework for national, regional and international TNFs and equivalent social-dialogue institutions.
2. Each country shall determine the legal form through which commitments are implemented, including legislation, regulations, collective agreements, national development plans, budgets, sector strategies or administrative measures.
3. Where this Declaration refers to specific Zimbabwean commitments arising from the Victoria Falls Summit—such as the 3.5% agricultural total-factor productivity target by

2027 and the 50,000-acre irrigation target—these shall remain Zimbabwe-specific implementation commitments unless adopted by another participating jurisdiction.

4. The global commitments shall be applied according to national circumstances and shall not require identical thresholds, institutions or timelines across countries.
5. Nothing in this Declaration limits stronger protections or more ambitious commitments already applicable under national law, collective agreements or international obligations.

6. ADOPTION AND SIGN-OFF

ADOPTED at Victoria Falls, Zimbabwe, on this 23rd day of September 2026, by the participating representatives of Governments, Organized Business and Employers' Organizations, and Organized Labour and Trade Unions at the inaugural TNF Global Summit, as a common global framework for translating tripartite dialogue into measurable, time-bound and accountable action.

For participating Governments Authorized Representative Name: _____ Signature: _____	Date: _____ Jurisdiction / Organization: _____
For Organized Business / Employers' Organizations Authorized Representative Name: _____ Signature: _____	Date: _____ Jurisdiction / Organization: _____
For Organized Labour / Trade Unions Authorized Representative Name: _____ Signature: _____	Date: _____ Jurisdiction / Organization: _____

ANNEXURE 1: MASTER GLOBAL TNF IMPLEMENTATION MATRIX

Ref #	Strategic Commitment	Concrete Action Items	Lead Responsible Agency	Supporting Partners	Implementation Timeline	Measurable Indicator / Target
GTNF-01	Global TNF Cooperation Platform	Establish a voluntary cooperation and peer-learning mechanism linking national TNFs/equivalent institutions; maintain shared implementation register.	TNF Global Summit follow-up/participating TNF Secretariats	AICESIS; UCESA; ILO; AU; regional economic communities; social/economic councils	Within 12 months	Platform operational; participating TNFs; annual work plan and report.
GTNF-02	Dialogue-to-delivery governance	Require every major commitment to have owner, financing pathway, deadline, indicator and reporting route.	Each national TNF/equivalent institution	Government; Business; Labour	Immediate/ongoing	100% of adopted action items assigned to accountable institutions.
GTNF-03	Beneficiation and value retention	Develop national/regional beneficiation schedules; establish processing/value-retention thresholds where applicable; address raw-ore exports.	Relevant national mining/industry authorities	Business; Labour; finance authorities; regional bodies	12–24 months	Approved frameworks; compliance; processed/value-added export indicators.
GTNF-04	Local content and supplier development	Implement transparent local-content measures, fiscal incentives and supplier-development programmes consistent with applicable trade rules.	National industry/investment authorities	Procurement authorities; Business; SMEs; TNFs	12–24 months	Domestic/regional procurement share; supplier participation; technology transfer.
GTNF-05	Industrial zones and corridors	Develop strategic industrial parks, SEZs and regional value-chain/logistics corridors.	National governments/investment authorities	Private investors; development finance institutions; regional bodies	2026–2030	Operational sites/corridors; investment; jobs; value-added output.
GTNF-06	Quality of investment	Introduce investment-monitoring indicators for productive capacity, skills, technology, suppliers, decent jobs and sustainability.	Investment authorities	Industry; Labour; Business; TNFs	12 months	Investment projects reporting agreed development outcomes.
GTNF-07	Productive finance	Identify and address barriers to credit intermediation and productive investment,	Central banks / finance authorities	Banks; DFIs; Business; TNFs	60–180 days for action plans	Productive-credit measures adopted; access/intermediation trends.

		particularly for SMEs and strategic sectors.				
GTNF-08	Humane formalization	Implement ILO R204-aligned formalization through dialogue, incentives, finance, markets, services and protection.	Relevant labour/local-government authorities	MSMEs; informal-worker organizations; Business; Labour	Immediate/ongoing	Formalization participation; protection/access indicators; reduced enforcement disputes.
GTNF-09	Platform/gig work	Develop legal and institutional frameworks covering status, rights, representation, dispute resolution and social protection.	Labour authorities	Legislatures; platforms; worker organizations; regulators	12–24 months	Frameworks adopted; worker coverage.
GTNF-10	Algorithmic transparency	Establish appropriate transparency, human review and fair automated decision-making standards for employment systems.	Labour/digital regulators	Platforms; Business; Labour; data-protection authorities	12–24 months	Standards issued; compliance monitoring.
GTNF-11	Portable social protection	Develop portable contribution and benefit mechanisms for informal, self-employed and platform workers, including cross-border portability where feasible.	Social-security institutions	Labour; Finance; platforms; worker organizations; regional bodies	12–36 months	Schemes operational; contributors; portability/benefit coverage.
GTNF-12	Future-of-work skills	Create lifelong-learning, AI, digital-literacy and reskilling frameworks aligned with labour-market demand.	Education/skills authorities	Business; Labour; universities; TVET institutions	12–24 months	Frameworks adopted; participation/certification.
GTNF-13	Digital labour inspection	Modernize inspection capacity for digital/platform work and emerging employment relationships.	Labour inspectorates	ICT regulators; Business; Labour	12–24 months	Digital inspection capability operational.
GTNF-14	Youth and women	Expand entrepreneurship, finance, skills, work experience and market-access pathways.	National governments / relevant agencies	Business; finance sector; education; Labour; TNFs	Ongoing	Participation, enterprise and employment indicators.
GTNF-15	Energy security	Mobilize diversified generation, storage and regional interconnection while maintaining consumer protection.	Energy authorities	Utilities; regulators; investors; regional bodies	2026–2030	Capacity, reliability, storage, investment and affordability indicators.
GTNF-16	Climate-smart agriculture	Scale irrigation, climate-smart technologies, productivity, processing and market integration.	Agriculture authorities	Farmers; Business; Finance; research; energy authorities	Ongoing	Productivity, irrigated area, value-chain and resilience indicators.

GTNF-17	Just transition	Prepare transition plans for affected workers, enterprises and communities, including skills and livelihood measures.	Labour/Energy/Environment authorities	Business; Labour; communities; training institutions	Ongoing	Plans adopted; workers/enterprises supported; green jobs.
GTNF-18	Green finance	Develop financing instruments linked to climate, productivity, employment and inclusion outcomes.	Finance authorities / central banks	Banks; DFIs; investors; TNFs	12–24 months	Capital mobilized; outcome reporting.
GTNF-19	Inclusive-growth dashboard	Develop comparable multidimensional indicators for employment, wages, protection, inclusion, productivity, value addition and resilience.	National statistics/TNF institutions	ILO; research bodies; social partners	12–24 months	Dashboard published and annually updated.
GTNF-20	Annual Global TNF Review	Convene annual implementation review; publish progress, identify delays and agree corrective actions.	Participating TNF Secretariats / Global TNF Platform	Government; Business; Labour; AICESIS; UCESA; regional/international partners	Annually	Annual review completed; corrective actions tracked.
GTNF-21	Peer review and benchmarking	Establish voluntary peer-review missions and comparative policy studies among TNFs.	Global TNF Platform / participating TNFs	AICESIS; UCESA; ILO; regional bodies	First review within 12 months	Peer reviews completed; recommendations tracked.
GTNF-22	Regional labour mobility	Strengthen cooperation on labour migration, recognition of qualifications, OSH and portability of social protection where applicable.	National labour authorities / regional institutions	Trade unions; employers; SADC/AfCFTA and other regional bodies	Ongoing	Regional workplans; policy instruments; portability arrangements.
GTNF-23	Evidence and academia	Create structured research partnerships so TNF decisions are supported by evidence, data and comparative analysis.	TNF Secretariats	Universities; research institutes; international partners	12 months	Research agenda; commissioned studies; evidence used in policy reviews.
GTNF-24	Consumer inclusion	Create structured consumer representation on relevant tariff, service-quality and affordability issues without altering tripartite decision-making mandates.	TNF Secretariats / relevant authorities	Organized consumer bodies; regulators; Business; Government	12 months	Consultative mechanism operational; submissions incorporated.
GTNF-25	Annual public reporting	Publish implementation status, financing constraints, indicators, corrective measures and escalated issues.	TNF Secretariats	Government; Business; Labour; statistics bodies	Annually	Public implementation report issued.

