



OECD Guidelines for Multinational Enterprises: SPECIFIC INSTANCES CONSIDERED BY NATIONAL CONTACT POINTS

10 October 2008

This document provides an archive of specific instances that have been or are being considered by NCPs as of June 2008. This archive seeks to improve the quality of information disclosed by NCPs while protecting NCPs' flexibility – called for in the June 2000 Council Decision – in determining how they implement the Guidelines.

Discrepancies between the number of specific instances described in this table and in other reports could arise for at least two reasons. First, there may be double counting – that is, the same specific instance may be handled by more than one NCP. In such situations, the NCP with main responsibility for handling the specific instance would generally note its co-operation with other NCPs in the column “NCP concerned”. Second, the NCP might consider that it is not in the interests of effective implementation of the Guidelines to publish information about the case (note that recommendation 4.b. states that “The NCP will... make publicly available the results of these procedures unless preserving confidentiality would be in the best interests of effective implementation of the Guidelines”).

The texts in this table are submitted by the NCP. Company, NGO and trade union names are mentioned when the NCP has mentioned these names in its public statements or in its submissions to the Secretariat.

Specific Instances Considered by National Contact Points to Date

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
Argentina	The NCP received a request from the Argentine Banking Association (Asociación Bancaria Argentina) a trade union regarding an Argentine subsidiary of the Banca Nazionale del Lavoro (BNL) S.A of the banking sector	Dec 2004	Argentina	II. General Policies IV. Employment and Labour Relations	Concluded	No	The instance after the acquisition of the BNL by another multinational bank (HSBC) of 100% of the stock has not been followed up. Since last year no new presentations have been made and the NCP has closed its involvement in the case.
Argentina	The NCP received a request from the Argentine Miller's Labour Union (Unión Obrera Molinera Argentina) regarding an alleged non-observance of the OECD Guidelines by CARGILL S.A. a multinational operating in the food sector.	Nov 2006	Argentina	II. General Policies III. Disclosure IV. Employment and labour relations	Concluded	Yes	Both parties reached a solution and the agreement was formalised on 31 July 2007.
Argentina	The NCP received a request of non-observance of Guidelines recommendations on bribery and taxation by a Sweden multinational enterprise.	Nov 2007	Argentina	VI. Bribery X. Taxation	Ongoing		The NCP accepted the specific instance on 26 November 2007. Both parties involved agreed to negotiate in good faith in order to achieve a win – win solution. The negotiations are continuing in search of an agreement that reflects the consensus of the parties
Argentina	The NCP received a non-observance of labour relations and bribery by a French multinational enterprise.	Nov 2007	Argentina	II. General Policies IV Employment and labour relations VI. Bribery	ongoing		The request is being dealt with by NCP authorities.
Australia (The Australian NCP assumed)	GSL (Australia) Pty Ltd – an Australian incorporated wholly-owned subsidiary of a UK controlled multinational –	June 2005	Australia	II. General Policies VII. Consumer Interests	Concluded	Yes	The examination was successfully concluded in 8 months from the date that the specific instance was raised. All parties were satisfied

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carriage following an agreement with the UK NCP in June 2005)	Global Solutions Limited						with the outcome with a list of 34 agreed outcomes produced. The statement issued is available on the website at www.ausncp.gov.au .
Australia	Australia and New Zealand Banking Group Ltd (ANZ)	August 2006	Papua New Guinea	II. General Policies V. Environment	Concluded	Yes	The NCP concluded that there was no specific instance to answer and issued an official statement which is available on the website at www.ausncp.gov.au .
Australia	Mining activities and the resettlement and compensation of the occupants of the land.	July 2007	Colombia	II. General Policies	Ongoing	-	This instance is being jointly considered with the UK and Swiss NCPs.
Austria	Mining activities	Nov 2004	RD Congo	Various	Concluded	Yes	No consensus reached.
Austria	Textile industry	Mar 2006	Sri Lanka	IV. Employment and Industrial relations	Ongoing	-	Mediation efforts continue
Austria	Pharmaceutics	Feb 2008	Austria	IV. Employment and Industrial Relations	Ongoing	-	An initial assessment will be made.
Belgium	Marks and Spencer's announcement of closure of its stores in Belgium	May 2001	Belgium	IV. Employment and Industrial Relations	Concluded	Yes	The Belgian NCP issued a press release on 23 December 2001.
Belgium	Speciality Metals Company S.A.	Sept 2003	RD Congo	Not specified in the UN report	Concluded	Yes	The Belgian NCP issued a press release in 2004.
Belgium	Forrest Group	Sept 2003	RD Congo	Not specified in the UN report	Concluded	Yes	The case was handled in together with the NGO complaint.
Belgium	Forrest Group	Nov 2004	RD Congo	II. General Policies III. Disclosure IV. Employment V. Environment IX. Competition	Concluded	Yes	Press release in 2005.
Belgium	Tractebel-Suez	April 2004	Laos	II. General Policies III. Disclosure V. Environment	Concluded	Yes	Press release in 2005.
Belgium	KBC/DEXIA/ING	Mai 2004	Azerbaijan, Georgia and Turkey	I Concepts and Principles II. General Policies III. Disclosure V. Environment			UK NCP.
Belgium	Cogecom	Nov 2004	RD Congo	I Concepts and Principles	Ongoing	n.a.	Under consideration. There is a parallel legal proceeding.

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				II. General Policies IV. Employment			
Belgium	Belgolaise	Nov 2004	RD Congo	II. General Policies	Ongoing	n.a.	Under consideration. There is a parallel legal proceeding.
Belgium	Nami Gems	Nov 2004	RD Congo	I Concepts and Principles II. General Policies X. Taxation	Concluded	Yes	Press release in 2006
Belgium	GP Garments	June 2005	Sri Lanka	III. Disclosure IV. Employment	Concluded	Yes	Press release in 2007.
Belgium	InBev	July 2006	Montenegro	I Concepts and Principles IV. Employment		n.a	Complaint withdrawn by trade union..
Belgium	Pharmaceutical company	January 2008	Belgium	II. General Policies III. Disclosure VI. Combating bribery VII. Consumer interests IX. Competition	Ongoing		
Brazil	Workers representation in labour unions	26 Sept 2002	Brazil	Chapter IV, article 1	Ongoing	No	
Brazil	Dismissal of workers	Nov 2003	Brazil	Chapter IV, article 6	Ongoing	No	
Brazil	Construction of a dam that affected the environment and dislodged local populations	2004	Brazil	Article V	Ongoing	No	
Brazil	Dismissal of workers	December 12, 2005	Brazil	Chapter II, article 02, and Chapter IV, articles 1(a), 2(a), 4(a), 7 and 8	Ongoing	No	
Brazil	Environment and workers' health issues	8 May 2006	Brazil	Chapter V, articles 1 and 3	Concluded	Yes	After a long mediation, several meetings and contacts held with the opposing parties, on March 25 th 2008, the Brazilian NCP decided to close the complaint held against the multinational enterprise Shell through a comprehensive final Report in Portuguese.
Brazil	Dismissal of workers	26 Sept 2006	Brazil	Chapter IV, article 6	Concluded	Yes	
Brazil	Refusal to negotiate with labor	6 March ,	Brazil	Chapter IV, articles	Ongoing	No	

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	union	2007.		01 (a), 02 (a, b, c), 03 and 08			
Brazil	Dismissal of workers	7 March, 2007.	Brazil	Several articles of Chapter II and IV	Ongoing	No	
Brazil	Refusal to negotiate with labor union	19 April, 2007.	Brazil	Chapter IV, articles 01 (a), 01 (d), 02 (a), 02 (b), 02 (c), 03, 04 (a), 04 (b) and 06.	Ongoing	No	
Canada, Switzerland	The impending removal of local farmers from the land of a Zambian copper mining company owned jointly by one Canadian and one Swiss company	July 2001	Zambia	II. General Policies V. Environment	Concluded	No	With the Canadian NCP acting as a communications facilitator, a resolution was reached after the company met with groups from the affected communities. The Canadian NCP sent a final communication to the Canadian company [www.ncp-pcn.gc.ca/annual_2002-en.asp]. The Swiss company was kept informed of developments
Canada	Follow-up to allegations made in UN Experts Report on DRC	December 2002	Democratic Republic of Congo	Not specified in UN Report	Concluded	n.a.	The NCP accepted the conclusions of the UN Panel's final report and has made enquiries with the one Canadian company identified for follow-up.
Canada	Complaint from a Canadian labour organization about Canadian business activity in a non-adhering country	Nov 2002	Myanmar	Employment and Industrial Relations; Environment	Concluded	Yes	The NCP was unsuccessful in its attempts to bring the parties together for a dialogue.
Canada	Complaint from a coalition of NGOs concerning Canadian business activity in a non-adhering country	May 2005	Ecuador	I. Concepts and Principles II. General Policies III. Disclosure V. Environment	Concluded	Yes	Following extensive consultation and arrangements for setting up the dialogue, the NGOs withdrew their complaint in January 2005 in disagreement over the set terms of reference for the meeting.
Chile	Marine Harvest, Chile, a subsidiary of the multinational enterprise NUTRECO was accused of not observing certain environmental and labour recommendations. The	Oct 2002	Chile	IV. Employment and Industrial Relations; V. Environment	Concluded August 2004	Yes	The case had an important impact on the country and above all on the regions where the units of the enterprise are established. The case concluded with a dialogue process in which the parties to the

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
	NGOs Ecoceanos of Chile and Friends of the Earth of the Netherlands asked the Chilean NCP to take up the specific instance						instance and other actors participated. The parties accepted the procedure adopted by the NCP as well as most of the recommendations contained in the report of the NCP. The OECD Environmental Policy Report on Chile cites this specific instance in a positive way.
Chile	La Centrale Unitaire de Travailleurs du Chili (CUTCH) dans le cas de Unilever	June 2005	Chile	IV. Employment and Industrial Relations; V. Environment	Concluded November 2005	Yes	The parties accepted the procedure and conclusions of the NCP. See website for final report.
Chile	ISS Facility Services S.A.	April 2007	Denmark	IV. Employment and Industrial Relations	Ongoing	No	Currently being considered.
Chile	Banque du Travail du Perou	April 2007	Peru	IV. Employment and Industrial Relations	Ongoing	No	Currently being considered.
Chile	Entreprise Zaldivar, subsidiary of the Canadian firm Barrick Gold	2007	Canada	IV. Employment and Industrial Relations	Ongoing	No	Currently being considered.
Czech Republic	The right to trade union representation in the Czech subsidiary of a German-owned multinational enterprise	2001	Czech Republic	IV. Employment and Industrial Relations	Concluded	No	The parties reached agreement soon after entering into the negotiations.
Czech Republic	The labour management practices of the Czech subsidiary of a German-owned multinational enterprise	2001	Czech Republic	IV. Employment and Industrial Relations	Concluded	No	Four meetings organised by the NCP took place. At the fourth meeting it was declared that a constructive social dialogue had been launched in the company and there was no more conflict between the parties.
Czech Republic	A Swiss-owned multinational enterprise's labour management practices	April 2003	Czech Republic	IV. Employment and Industrial Relations	Concluded	No	The parties reached an agreement during the second meeting in February 2004
Czech Republic	The right to trade union representation in the Czech subsidiary of a multinational enterprise	Jan 2004	Czech Republic	IV. Employment and Industrial Relations	Closed	n.a.	An agreement between employees and the retail chain store has been reached and union contract signed.
Czech Republic	The right to trade union representation in the Czech subsidiary of a multinational enterprise	Feb 2004	Czech Republic	IV. Employment and Industrial Relations	Closed	Yes	The Czech NCP closed the specific instance at the trade union's (submitter's) request, August 2004
Denmark	Trade union representation in	Feb 2002	Malaysia	IV. Employment and	Concluded	n.a.	

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	Danish owned enterprise in Malaysia			Industrial Relations			
Denmark	Trade union representation in plantations in Latin America	April 2003	Ecuador and Belize	IV. Employment and Industrial Relations	Concluded	n.a.	Connection of entity to Denmark could not be established
Denmark	Several questions in relation to logging and trading of wood by a Danish enterprise in Cameroon, Liberia and Burma	Mar 2006	Cameroon, Liberia and Burma	Several chapters (e. g. II, IV, V and IX)	Ongoing	Not relevant at this stage	Specific instance initially assessed, specific instance raised by NGO (Nepenthes)
Finland	Finnvera plc/Botnia SA paper mill project in Uruguay	Nov 2006	Uruguay	II. General Policies III. Disclosure V. Environment VI. Bribery	Concluded	Yes	Finland's NCP concluded on 8 Nov 2006 that the request for a specific instance did not merit further examination. The nature of Finnvera Oy's special financing role and the company's position as a provider of state export guarantees (ECA) was considered.
Finland	Botnia SA paper mill project in Uruguay / Botnia SA/Metsa-Botnia Oy	Dec 2006	Uruguay	II. General Policies III. Disclosure V. Environment VI. Bribery	Concluded	Yes	Finland's NCP considered on 21 Dec 2006 that Botnia SA/Metsa-Botnia Oy had not violated the OECD Guidelines in the pulp mill project in Uruguay.
France	Forced Labour in Myanmar and ways to address this issue for French multinational enterprises investing in this country	Jan 2001	Myanmar	IV. Employment and Industrial Relations	Concluded	Yes	Adoption of recommendations for enterprises operating in Myanmar. The French NCP issued a press release in March 2002, see www.minefi.gouv.fr/directions_services/dgtpe/pcn/compcn280302.htm
France	Closing of Aspocomp, a subsidiary of OYJ (Finland) in a way that did not observe the Guidelines recommendations relating to informing employees about the company's situation	April 2002	France	III.4 Disclosure	Concluded	Yes	A press release was published in October 2003, see www.minefi.gouv.fr/directions_services/dgtpe/pcn/compcn131103.htm .
France	Marks and Spencer's announcement of closure of its stores in France	April 2001	France	IV. Employment and Industrial Relations	Concluded	Yes	The French NCP issued a press release on 13 December 2001 www.minefi.gouv.fr/directions_services/dgtpe/pcn/compcn131201.htm
France	Accusation of non-observance of Guidelines recommendations on the environment, informing	Feb 2003	France	V. Environment plus chapeau; III. Information and	Ongoing	n.a.	Currently being considered; there is a parallel legal proceeding.

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	employees and social relations			disclosure; IV. Employment and Industrial Relations			
France	Dacia – conflict in a subsidiary of Group Renault on salary increases and about disclosure of economic and financial information needed for negotiating process	Feb 2003	Romania	IV. Employment and Industrial Relations	Concluded	No	A solution was found between the parties and the collective labour agreement was finalised on 12 March 2003.
France	Accusation of non-observance of the Guidelines in the areas of environment, “contractual” and respect of human rights by a consortium in which three French companies participate in a project involving the construction and operation of an oil pipeline	Oct 2003	Turkey, Azerbaijan and Georgia	II. General Policies	Ongoing	n.a.	In consultation with parties
France	DRC/SDV Transami – Report by the expert Panel of the United Nations. Violation of the Guidelines by this transport company in the Congo, named in the third report as not having responded to the Panel's requests for information	Oct 2003	Democratic Republic of Congo	Not specified in information supplied by Panel	Concluded	No	
France	EDF – Alleged non-observance of the Guidelines in the areas of environment and respect of human rights by the NTPC (in which EDF is leader) in a hydroelectric project in Nam-Theun River, Laos	Nov 2004	Laos	II. General policies V. Environment IX. Competition	Concluded	Yes	The French NCP issued a press release on 31 March 2005 www.minefi.gouv.fr/directions_services/dgtpe/pcn/compcn010405.htm
France	Alleged non-observance of the Guidelines in the context of negotiations on employment conditions in which threats of transfer of some or all of the business unit had been made	Feb 2005	France	IV. Employment and Industrial Relations	Ongoing		
Germany	Labour conditions in a manufacturing supplier of	Sept 2002	Indonesia	II. General Policies IV. Employment and	Concluded	Yes	The German NCP has closed the specific instance and issued a

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	Adidas			Industrial Relations			statement on 24 May 2004 www.bmwi.de/go/nationale-kontaktstelle .
Germany	Employment and industrial relations in the branch of a German multinational enterprise	June 2003	Philippines	IV. Employment and Industrial Relations	Concluded	Yes	The German NCP has closed the specific instance and issued a statement on 29 June 2007 www.bmwi.de/go/nationale-kontaktstelle .
Germany	Child labour in supply chain	Oct 2004	India	II. General Policies IV. Employment and Industrial Relations	Concluded	Yes	The German NCP has closed the specific instance and issued a statement on 30 August 2007 www.bmwi.de/go/nationale-kontaktstelle .
Hungary	Personal injury occurred in the plant of Visteon Hungary Ltd. Charge injury arising from negligence.	June 2006	Hungary	IV Employment and Industrial Relations	Concluded	Yes	A joint statement was signed by the MoET and Visteon Hungary Ltd on 20 February 2007 but only released on 14 May 2007 when attempts to agree a trilateral statement were not successful.
Israel	UN Expert Panel Report – DRC	2003	Democratic Republic of Congo	Not specified in Report	Concluded	No	Following an enquiry by the NCP, the accused company stopped illegitimate sourcing from DRC
Italy- UK	Accusation of non-observance of Guidelines recommendations on human and labour rights, environment	2003	Turkey, Azerbaijan Georgia	I. Concepts and Principles II. General Policies III. Disclosure V. Environment	Ongoing	n.a.	In consultation with parties.
Italy	Accusation of non-observance of Guidelines recommendations on human and labour rights	2005	China	IV Employment and Industrial Relations	Ongoing	n/a	Undergoing further assessment.
Italy	Accusation of non-observance of Guidelines recommendations on labour rights and competition	2007	Italy	IV Employment and Industrial Relations IX. Competition	Concluded	n.a.	The instance was concluded with an agreement with involved company
Italy	Accusation of non-observance of Guidelines recommendations on labour rights	2007	Italy, India	IV Employment and Industrial Relations	Concluded	n/a	The multiparty instance was closed thanks to a successful mediation process with the Indian government led by a former representative of the Government of the other NCP involved.
Italy	Accusation of non-observance	2007	India	II. General Policies	Ongoing	n.a.	Undergoing initial assessment

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	of Guidelines recommendations on human rights, environment and contribution to host country's progress			V. Environment			
Japan	Industrial relations of an Indonesian subsidiary of a Japanese company	Feb 2003	Indonesia	IV. Employment and Industrial Relations	Concluded	No	Being the labour dispute ceased in compliance with the decision of High Court in Indonesia, the NCPs do not see any necessity to take further action.
Japan	Industrial relations of a Malaysian subsidiary of a Japanese company	March 2003	Malaysia	IV. Employment and Industrial Relations	Ongoing	n.a.	There is a parallel legal proceeding.
Japan	Industrial relations of a Philippines subsidiary of a Japanese company	March 2004	Philippines	II. General Policies IV. Employment and Industrial Relations	Ongoing	n.a.	In consultation with parties concerned. There is a parallel legal proceeding.
Japan	Industrial relations of an Indonesian subsidiary of a Japanese company	May 2005	Indonesia	II. General Policies IV. Employment and Industrial Relations	Ongoing	n.a.	There is a parallel legal proceeding.
Japan	Industrial relations of a Japanese subsidiary of a Swiss-owned multinational company	May 2006	Japan	II. General Policies III. Disclosure IV. Employment and Industrial Relations	Ongoing	n.a.	After the initial assessment was made, the Japanese NCP has consultations with parties concerned including the Swiss NCP. There is a parallel legal proceeding.
Korea (consulting with US NCP)	Korean company's business relations in Guatemala's Textile and Garment Sector	2002	Guatemala	IV. Employment and Industrial Relations	Concluded	No	A resolution was reached after the management and trade union made a collective agreement on July 2003.
Korea (consulting with Switzerland)	A Swiss-owned multinational enterprises' labour relations	2003	Korea	IV. Employment and Industrial Relations	Concluded	No	This was concluded by common consent between the interested parties in November 2003. The Swiss NCP issued an intermediate press statement: http://www.seco.admin.ch/news/00197/index.html?lang=en
Korea	Korean company's business relations in Malaysia's wire rope manufacturing sector	2003	Malaysia	IV. Employment and Industrial Relations	Concluded	n.a.	* Korea's NCP is engaged in Guidelines promotion and Specific Instances implementation in accordance with the a rule for Korea's NCP, which was established in May 2001.
Korea	Companies from guidelines	2007	Korea	III. Disclosure	Concluded	Yes	

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
	adhering countries that are present in Korea			IV. Employment and Industrial Relations			
Korea	Korean companies in non-adhering countries	2007	Philippines	I. Concepts and Principles III. Disclosure IV. Employment and Industrial Relations VI. Combating Bribery	Ongoing		
Mexico (consulting with the German NCP)	Closing of a plant	2002	Mexico	IV. Employment and Industrial relations	Concluded	n.a.	The conflict was settled on 17 Jan 2005: The at that time closed Mexican subsidiary was taken over by a joint venture between the Mexican <i>Llanti Systems</i> and a cooperative of former workers and was re-named "Corporación de Occidente". The workers have received a total of 50% in shares of the tyre factory and <i>Llanti Systems</i> bought for estimated USD 40 Mio. The other half of the factory. The German MNE will support it as technical adviser for the production. At first there are 600 jobs; this figure shall be increased after one year to up to 1000 jobs.
Netherlands	Adidas' outsourcing of footballs in India	July 2001	India	II. General Policies IV. Employment and Industrial Relations	Concluded	Yes	A resolution was negotiated and a joint statement was issued by the NCP, Adidas and the India Committee of the Netherlands on 12 December 2002 www.oecd.org/dataoecd/33/43/2489243.pdf
Netherlands	Dutch trading company selling footballs from India	July 2001	India	II. General Policies IV. Employment and Industrial Relations	Concluded	No investment nexus	After the explanation of the CIME on investment nexus it was decided that the issue did not merit further examination under the NCP.
Netherlands	IHC CALAND's activities in Myanmar to contribute to abolition of forced labour and	July 2001	Myanmar	IV Employment and Industrial Relations	Concluded	Yes	After several tripartite meetings parties agreed on common activities and a joint statement.

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	address human rights issues						Parties visited the ambassador of Myanmar in London. Statement can be found in English on www.oesorichtlijnen.nl .
Netherlands	Closure of an affiliate of a Finnish company in the Netherlands	December 2001	Netherlands	IV. Employment and Industrial Relations	Concluded	No	Labour unions withdraw their instance after successful negotiations of a social plan.
Netherlands	Labour unions requested the attention of the NCP due to a link of government aid to Dutch labour unions to help labour unions in Guatemala	March 2002	Guatemala/ Korea	IV. Employment and Industrial Relations	Concluded	Not by Dutch NCP	The specific instance was about a Korean company, the Korean NCP was already dealing with the instance. The Dutch NCP concluded by deciding that it did not merit further examination under the Dutch NCP.
Netherlands	Labour unions requested the attention of the NCP on a closure of a French affiliate in the U.S.A.	July 2002	United States	IV. Employment and Industrial Relations	Concluded	Not by Dutch NCP	The link that the labour unions made was the fact that another affiliate of this French company in the Netherlands could use the supply chain paragraph to address labour issues. The Dutch NCP concluded by deciding that the specific instance was not of concern of the Dutch NCP and did not merit further examination.
Netherlands	Treatment of employees of an affiliate of an American company in the process of the financial closure of a company	Aug 2002	Netherlands	IV. Employment and Industrial Relations	Concluded	Yes	As the Dutch affiliate went bankrupt and the management went elsewhere neither a tripartite meeting nor a joint statement could be realised. The NCP decided to draw a conclusion, based on the information gathered from bilateral consultations and courts' rulings (www.oesorichtlijnen.nl).
Netherlands (consulting with Chile)	On the effects of fish farming	Aug2002	Chile	V. Environment	Concluded	Not by Dutch NCP	The specific instance was dealt with by the Chilean NCP. The Dutch NCP acted merely as a mediator between the Dutch NGO and the Chilean NCP.
Netherlands	Chemie Pharmacie Holland BV and activities in the DRC.	July 2003	Democratic Republic of Congo	II.10. Supply chain IV Employment and Industrial Relations	Concluded	Yes	Despite the lack of an investment nexus, the NCP decided to publicise a statement on lessons

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							learned. (www.oesorichtlijnen.nl)
Netherlands	Closure of an affiliate of an American company in the Netherlands	Sept 2003	Netherlands	IV Employment and Industrial Relations	Concluded	No	Labour unions withdraw their instance after successful negotiations of a social plan.
Netherlands	Through supply chain provision address an employment issue between an American company and its trade union	Aug 2004 - April 2005	United States	IV Employment and Industrial Relations	Concluded	Not by Dutch NCP	The link that the labour unions made was that a Dutch company, though its American affiliate, could use the supply chain recommendation to address labour issues. The Dutch NCP discussed the matter with the Dutch company involved. Shortly thereafter the underlying issue between the American company and its trade union was solved.
Netherlands	Travel agencies organising tours to Myanmar	2003-2004	Netherlands	IV Employment and Industrial Relations	Concluded	Yes	Although not investment nexus, NCP decided to make a statement about discouraging policy on travel to Myanmar, see www.oesorichtlijnen.nl (in Dutch).
Netherlands	Treatment of the employees of an Irish company in the Netherlands	Oct 2004	Netherlands	IV Employment and Industrial Relations	Concluded	No	The NCP decided that the specific instance, raised by a Dutch labour union, did not merit further examination, because of the absence of a subsidiary of a multinational company from another OECD country in the Netherlands.
Netherlands	Introduction of a 40 hrs working week in an affiliate in the Netherlands of an American company	Oct 2004	Netherlands	IV Employment and Industrial Relations	Concluded	No	Legal proceedings took care of labour union's concerns.
Netherlands	Treatment of employees and trade unions in a subsidiary of a Dutch company in Chile	July 2005	Chile	IV Employment and Industrial Relations	Concluded	Not by Dutch NCP	Labour Union requested the Dutch NCP to inquire after the follow up of a Interim report of the ILO Committee on Freedom of Association on the complaint against the Government of Chile.
Netherlands	Storage facility in Brasil of a Dutch multinational and its American partner: alleged improper seeking of exceptions	July 2006	USA	II. General Policies V. Employment and Industrial Relations	Pending	N.A.	The Dutch NCP has referred the notifying NGO to the NCP in BRasil and has offered its assistance in the handling of the

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
	to local legislation and endangering the health of employees and the surrounding community.						instance.
Netherlands	Storage facilities in the Philippines of a Dutch multinational: alleged improper influencing of local decision making processes and of violating environmental and safety regulations.	May 2006	Philippines	II. General Policies III. Disclosure V. Employment and Industrial Relations VI. Combating Bribery	Pending	No	Local legal proceedings caused an on-hold status for the NCP proceedings. Continuation is expected to take place in September.
Netherlands	Request by NCP of the USA to contact Dutch parent company of an American company, with regard to an instance concerning trade union rights.	July 2006	USA	IV. Employment and Industrial Relations	Closed	N.A.	Report of the meeting between Dutch NCP and the Dutch company was sent to the NCP of the USA. In April 2007 an agreement was reached between parties.
Netherlands	Maltreatment of employees and <i>de facto</i> denial of union rights at a main garment supplier in India of a Dutch clothing company	October 2006	India	II. General Policies IV. Employment and Industrial Relations	Closed	Yes, although the statement does not go into the merits of the case.	After a successful mediatory attempt beyond NCP-level between complainants and the Indian company, the specific instance was withdrawn on February 5, 2007.
Netherlands	Abuse of local corporate law by a subsidiary of a Dutch/British multinational, in order to dismiss employees without compensation.	October 2006	India	IV. Employment and Industrial Relations	Pending before UK NCP	N.A.	Case was brought to both the Dutch and UK NCP. The instance was decided admissible for the UK NCP. Facilitating role by the Dutch NCP.
New Zealand	Activities of a financial institution	October 2007	Papua New Guinea	II General Policies V Environment	Concluded	No	An initial assessment was conducted into a complaint regarding an MNE operating in a non-adhering country. The MNE was headquartered in an adhering country, and that country's NCP had previously considered the specific instance. The NZNCP concluded that there was not a sufficient New Zealand link to the instance, so the complaint did not warrant further examination by the

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							NZNCP. Toward effective operation of the Guidelines, the NZNCP passed relevant documents to the NCP in the country where the MNE is headquartered.
Norway	Contractual obligations of a Norwegian maritime insurance company following personal injury and death cases	2002	Philippines, Indonesia	IV. Employment and Industrial Relations	Concluded	n.a.	An initial assessment by the NCP concluded that the company had not violated the Guidelines and that the issue did not merit further examination.
Norway	Human rights in relation to provision of maintenance services to a detention facility in Guantanamo Bay	2005	United States	II.2 Human Rights	Concluded	Yes	The NCP noted that provision of goods or services in such situations requires particular vigilance and urged the company to undertake a thorough assessment of the ethical issues raised by its contractual relationships.
Norway	Accusation of non-observance of Guidelines recommendations on transparency regarding financial information/environmental information. . First case where the GL has been applied to the financial sector.	2006	Uruguay		Concluded	Yes	
Poland	Violation of workers' rights in a subsidiary of a multinational enterprise	2004	Poland	IV. Employment and Industrial Relations	Ongoing	n.a.	In contact with representatives of parties involved.
Poland	Violation of workers' rights in a subsidiary of a multinational enterprise	2002	Poland	IV. Employment and Industrial Relations	Resumed	n.a.	In contact with representatives of parties involved.
Poland	Violation of women and workers' rights in a subsidiary of a multinational enterprise	2006	Poland	IV. Employment and Industrial Relations	Ongoing	n.a.	In contact with representatives of parties involved.
Portugal	Closing of a factory	2004	Portugal	IV. Employment and Industrial Relations	Concluded	No	After an initial assessment by the NCP, no grounds to invoke violation of the Guidelines were found so the process was closed in 2 months with the agreement of all parties involved.

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
Spain	Labour management practices in a Spanish owned company.	May 2004	Venezuela	IV. Employment and Industrial Relations	Concluded		
Spain	Conflict in a Spanish owned company on different salary levels.	Dec 2004	Peru	IV. Employment and Industrial Relations	Concluded		
Sweden	Two Swedish companies' (Sandvik and Atlas Copco) business relations in Ghana's gold mining sector	May 2003	Ghana	IV. Employment and Industrial Relations V. Environment	Concluded	Yes	The Swedish NCP issued a statement in June 2003 www.oecd.org/dataoecd/16/34/15595948.pdf
Sweden (consulting with Norway)	Applying the guidelines to the financial sector, liability by part-financing of construction of paper mill	2008	Uruguay	II. General Policies III. Disclosure V. Environment	Concluded	yes	The Swedish NCP issued a statement in January 2008 http://www.sweden.gov.se/content/1/c6/09/65/71/9e9e4a6b.pdf
Switzerland (consulting with Canada)	Impending removal of local farmers from the land of a Zambian copper mining company owned jointly by one Canadian and one Swiss company	2001	Zambia	II. General Policies V. Environment	Concluded	No	The specific instance was dealt with by the Canadian NCP (see information there). The Swiss company was kept informed of developments.
Switzerland (consulting with Korea)	Swiss multinational Nestlé's labour relations in a Korean subsidiary	2003	Korea	IV. Employment and Industrial Relations	Concluded	No	The specific instance was dealt with by the Korean NCP (see information there). The Swiss NCP acted as a mediator between trade unions, the enterprise and the Korean NCP. The Swiss NCP issued an intermediate press statement: http://www.seco.admin.ch/news/00197/index.html?lang=en
Switzerland	Swiss multinational's labour relations in a Swiss subsidiary	2004	Switzerland	IV. Employment and Industrial Relations	Concluded	No	In the absence of an international investment context, the Swiss NCP requested a clarification from the Investment Committee. Based on that clarification (see 2005 Annual Meeting of the NCPs, Report by the Chair, p. 16 and 66), the Swiss NCP did not follow up on the request under the specific instances procedure. However, it offered its good services outside that context, and

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							the issue was solved between the company and the trade union.
Switzerland (consulting with Austria and Germany)	Logistical support to mining operations in a conflict region	2005	Democratic Republic of Congo	Several chapters, including: II. General Policies III. Disclosure IV. Employment	Concluded	No	The Swiss NCP concluded that the issues raised were not in any relevant way related to a Swiss-based enterprise.
Switzerland (consulting with Australia and UK)	Activities of Swiss based multi-national company and co-owner of the coal mine "El Cerrejon" in Colombia	2007	Colombia	Several chapters, including: I. Concepts and Principles (incl. Human Rights) II. General Policies V. Environment VI. Combating Bribery	ongoing	n.a.	
United Kingdom	BTC; activities of consortium led by British Petroleum	2002	Azerbaijan, Georgia, Turkey	II.5 Exemption from Regulation, III.1 disclosure, V.1 environmental management, V.2a information on environmental health/safety V.2b community consultation, V.4 postponement of environmental protection measures	Ongoing	Yes, but subsequently withdrawn	Final statement was completed but complainants have requested a review under procedural grounds which UK system allows. Review is on-going.
United Kingdom	Activities of Oryx Minerals alleged in a UN Expert Panel Report	2003	Democratic Republic of Congo	This was not specified in the Panel Report	Concluded	Yes	www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	Activities of De Beers in UN Expert Panel Report	2003	Democratic Republic of Congo	This was not specified in the Panel Report	Concluded	Yes	www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	Activities of National Grid/Transco/	2004	Democratic Republic of Congo	Various	Concluded	Yes	www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United	DAS Air	2005	Democratic	II.1 achieving	Ongoing	n/a	Company is in receivership, NCP

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Kingdom			Republic of Congo	sustainable development. II.2 human rights II.10 encourage business partners, including suppliers and sub-contractors, to apply principles of corporate conduct compatible with the guidelines.			in contact with parties to agree final statement.
United Kingdom	Activities Anglo American	2005	Zambia	Various	Ongoing	Yes	Finalised May 2008 statement can be found at www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	Peugeot - Process in closing down plant - Collective bargaining - Access to information and meaningful consultation	2006	UK	IV. Employment and Industrial Relations	Ongoing	Yes	Finalised 1 February 2008, final statement at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	G4S - Contribution to economic, social and environmental progress with a view to achieving sustainable development Freedom of association and collective bargaining	2006	Mozambique Malawi Israel Uganda DRC Nepal Greece USA	II. General policies IV. Employment and Industrial Relations	On going	n/a	Initial assessment can be found at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	Unilever - Transfer of factory avoiding redundancy obligations Freedom of association and collective bargaining	2006	India	I. Concepts and principles IV. Employment and Industrial Relations	On going	n/a	Initial assessment can be found at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United	Freedom of association and	2006	Bangladesh	IV. Employment and	Ongoing	n/a	Suspended due to parallel

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
Kingdom	collective bargaining.			Industrial Relations.			proceedings
United Kingdom	Afrimex - Payment of taxes to armed group engaged in armed conflict with national Government Profiting from minerals sourced from mines which use forced labour and child labour	2007	Democratic Republic of Congo	II. General policies IV Employment and Industrial Relations VI Combating bribery	Ongoing	n/a	Initial assessment can be found at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	Unilever - Freedom of association and collective bargaining	2007	India	IV. Employment and Industrial Relations	Ongoing	n/a	Initial assessment can be found at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html
United Kingdom	Unilever - Freedom of association and collective bargaining	2007	Pakistan	IV. Employment and Industrial Relations	Suspended	n/a	Initial assessment can be found at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html Suspended waiting for outcome of talks between parties outside NCP process
United Kingdom	British American Tobacco – Freedom of association and collective bargaining	2007	Malaysia	IV. Employment and Industrial Relations	Suspended	n/a	Initial assessment can be found at: www.berr.gov.uk/sectors/sustainability/nationalcontactpoint/page45873.html Suspended waiting for outcome of 2 Judicial Reviews central to complaint
United States, consulting with French NCP	Employee representation	June 2000	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States	Employee representation	February 2001	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States	Investigate the conduct of an international ship registry	November 2001	Liberia	II. General Policies III. Information and Disclosure VI. Combating Bribery	Concluded	No	US NCP concluded in its preliminary assessment that the conduct in question was being effectively addressed through other appropriate means, including a United Nations

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
							Security Resolution
United States, consulting with French NCP	Employment and industrial relations, freedom of association and collective bargaining	July 2002	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States, multiple NCPs	Business in conflict zones, natural resource exploitation	October 2002	Democratic Republic of Congo	Numerous	Concluded	No	UN Panel Report concluded that all outstanding issues with the U.S.-based firms cited in the initial report were resolved. US NCP concluded its facilitation of communications between the UN Panel and the US companies
United States, consulting with German NCP	Employee relations in global manufacturing operations	November 2002	Global, focus on Vietnam & Indonesia	IV. Employment and Industrial Relations	Concluded	No	USNCP concluded that the issues raised were being adequately addressed through other means.
United States consulting with French NCP	Employment and industrial relations, collective bargaining	June 2003	United States	IV. Employment and Industrial Relations	Concluded	Yes	Parties reached agreement
United States, consulting with German NCP	Employment and industrial relations, collective bargaining representation	June 2003	United States	IV. Employment and Industrial Relations	Ongoing	n.a.	Ongoing
United States, consulting with Mexican NCP	Employment and industrial relations, collective bargaining, freedom of association	July 2004	Mexico	IV. Employment and Industrial Relations	Ongoing	n.a.	Ongoing
United States, consulting with Dutch NCP	Employment and industrial relations	August 2004	United States	II. General Policies IV. Employment and Industrial Relations VII. Consumer Interests	Concluded	No	Parties reached agreement
United States	Business in conflict zones, natural resource exploitation	August 2004	Democratic Republic of Congo	Numerous	Concluded	No	USNCP concluded that the UN Panel of Experts report had resolved all outstanding issues with respect to US companies involved
United States	Employment and industrial relations	August 2004	United States	IV. Employment and Industrial Relations	Ongoing	n.a.	Ongoing
United States	Employment and industrial relations	September 2004	United States	IV. Employment and Industrial Relations	Ongoing	n.a.	Ongoing
United States	Employment and industrial relations	March 2005	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States	Employment and industrial relations	May 2005	United States	IV. Employment and Industrial Relations	Ongoing	n.a.	Ongoing

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	relations		States	Industrial Relations			
United States	Employment and industrial relations	March 2006	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States, consulting with Polish NCP	Employment and industrial relations, sexual harassment	May 2006	Poland	IV. Employment and Industrial Relations	Ongoing	n.a.	Ongoing
United States	Employment and industrial relations	June 2005	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States, consulting with German NCP	Employment and industrial relations	August 2006	United States	IV. Employment and Industrial Relations	Ongoing	No	Ongoing
United States, consulting with Austrian NCP	Employment and industrial relations	November 2006	United States	IV. Employment and Industrial Relations	Ongoing	No	Ongoing

Note: n.a. = not applicable