

REPORT OF THE POLISH NATIONAL CONTACT POINT TO THE INVESTMENT COMMITTEE

Common Framework for Annual Reporting by National Contact Points for the period June 2004-June 2005

A. Institutional Arrangements

The Polish National Contact Point is located at the Polish Information and Foreign Investment Agency (PAIiIZ). Its address is:

The Polish Information and Foreign Investment Agency
Ul. Bagatela 12
00-585 Warsaw

Poland

There have been changes in the location of the Polish National Contact Point within the structure of the Polish Information and Foreign Investment Agency. The National Contact Point has moved from the Investor Servicing Department to the Business Intelligence Department. This new location makes it possible for the NCP to receive more detailed information on activities of companies.

At the same time, it was made sure that contacts with investors serviced by the Investor Servicing Department will be maintained, among others through a training for Project Managers on the Guidelines.

The Polish NPC located in PAIiIZ reports to the Ministry of Economy and Labour (where it was located before 2001).

NCP stays in contact with social partners through correspondence and telephone calls, employee organizations (trade unions) at several companies in particular. Besides NCP keeps in touch with embassies, foreign companies and individuals.

B. Information and Promotion

The Guidelines for Multinational Companies are translated into Polish and are available in several ways. First of all, it is possible to find them on the website of the Polish Information and Foreign Investment Agency. The website has a special part for the NCP. It describes NCP's role and provides the reader with a short introduction to what the Guidelines are. The Agency has launched a new more user friendly portal at the beginning of the reporting period. Thanks to intensive promotion of the website the amount of visits on the website increased substantially (in April 2005 it received 250 thousand hits). The site is translated into several languages and therefore the information on the activities of the NCP are now available in five languages: Polish, English, French, Russian and German. It is possible to download the Guidelines in Polish and there is a link to the Guidelines in English on the OECD website.

Secondly, the Guidelines are available in printed form and have been edited as a booklet. They are displayed on a shelf with PAIiIZ publications situated near each conference room in the Agency building and are available for every potential investor visiting PAIiIZ. Thirdly, Guidelines are available from the NCP upon request in electronic and published version.

Polish NCP stays in contact with the business community and trade unions. Its informational activities are conducted according to the core criteria for the operation of NCPs. NCP

answers numerous questions from the business community and trade unions. They concern both the Guidelines and the procedures and matters connected with special instances. Co-operation with the public includes contacts with individuals such as employees of embassies and ministries, consulting firms, students of law and economics and individuals interested in the activities of the NCP and the Guidelines.

The NCP was promoting the Guidelines to individuals and people representing the business community. This kind of promotion comprised distributing the booklets with Guidelines and answering to enquiries about them and the role of the NCP. Polish NCP has received enquiries from employee organizations, companies, embassies and the public through telephone, as well as e-mails and meetings. Enquires concerned the Guidelines and the procedures and activities of the NCP. The questions asked mean that the NCP is known among the society (individuals approaching us disposed of previous knowledge about the NCP) and that there is an interest in the Guidelines.

To make sure that each investor approaching PAIiIZ is informed about the Guidelines, the NCP provided a workshop for Project Managers that is for PAIiIZ employees having direct contacts to foreign investors and the Department of Regional Cooperation, having contacts with regions. The topics included explanation on what the Guidelines are, how to implement them, what the most often asked questions about the Guidelines are and what matters are considered special instances.

C. Implementation in specific instances

A new specific instance was raised to the NCP at the end of 2004. It involved a claim by a board of trade union "Solidarity" about a situation in a foreign company from the entertainment sector. The board of the Polish subsidiary is accused of breaking the regulations of the IV chapter of the Guidelines. According to the claim, the board despite previous declaration of respect for dialogue, failed to engage in constructive negotiations to reach agreement with the representation of the trade union. Contrary to the law, the president of the trade union was dismissed. NCP is in constant contact with the representation of the employees, and has contacted the company. Despite numerous tries no answer has yet been given to the NCP.

The NCP continues also to deal with a specific instance raised in 2002 by an employee organization of a foreign company from the construction sector. The trade union in the company complains about the violation of workers rights. The board is accused of acting against the regulations of the IV chapter of the Guidelines: not respecting the right of their employees to be represented by trade unions, not engaging in constructive negotiations with a view to reaching agreements on employment conditions, not providing facilities to employee representatives as may be necessary to assist in the development of effective collective agreements, not providing information to employee representatives which is needed for meaningful negotiations on conditions of employment, not promoting consultation and co-operation between employers and employees and their representatives on matters of mutual concern, not enabling an authorized representatives of employees to negotiate on collective bargaining with representatives of management who are authorized to take decisions on these

matters, not providing reasonable notice of changes in their operations which would have a major effects upon the livelihood of their employees and not obeying the resolutions of the Labour Inspection. NCP was in contact with representatives of the trade union and the company. However the board of the company stated that none of the charges take place in the company. Therefore no reconciliation action is possible in such situation.

D. Other

In order to abide the core criteria for the operation of NCPs, whenever a claim is raised to the NCP, both sides of a conflict are continually and equally informed - about each contact from any of the parties and each issue raised by them. Besides, whenever a claim is raised at the NCP, both sides are thoroughly informed about the Guidelines and facilities associated with the NCP. The NCP responded to all legitimate requests for information and enquires and NCP conducted promotional activities aimed at making Guidelines more accessible for investors, especially by trainings for people having direct contact with investors.

As a final remark, it is worth to stress that the public expectations towards the NCP reaches much further than its range of possible activities. It is especially visible in the expectations of trade unions, who hope the NCP can exact such behaviour from the other party of the conflict which was not possible to exact by a court verdict. The fact that the Guidelines do not have a legal status enables the Guidelines to be comprehensive, but at the same time limits the possible impact of NCPs' actions. NCP had to explain Trade Unions that the Guidelines do not over-ride and are not a substitute to the Polish law.

ANNEXES

The information to be updated in Annexes 1, 3 and 4 has been taken from the 2004 Annual Report on the OECD Guidelines for Multinational Enterprises. Please make any changes in “strikeout” mode.

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Kod pola został zmieniony

Annex 1

Structure of the National Contact Points

	COMPOSITION OF THE NCP	GOVERNMENTAL LOCATION OF THE NCP	OTHER MINISTRIES AND/OR AGENCIES INVOLVED*	COMMENTS AND NOTES
Argentina	Single department	(National Direction of International Economic Negotiations (DINEI) Ministry of Foreign Affairs, International Trade and Worship		
Australia	Single department	Foreign Investment Policy Division of the Ministry of Treasury	Foreign Investment Review Board	The Australian NCP liaises with other government departments as necessary and holds bi-annual interdepartmental meetings chaired by the Australian NCP to discuss Guidelines issues. The NCP holds bi-annual community consultations with business, trade unions and other NGO representatives. In the assessment of specific instances, the NCP may establish a special advisory consultation group of interested parties, including government, members from the business community, labour federations and other NGOs and experts.
Austria	Single department	Export and Investment Policy Division, Federal Ministry of Economic Affairs and Labour	Other division of the Federal Ministry of Economic Affairs and Labour The Federal Chancellery and other Federal Ministries concerned	An Advisory Committee composed of representatives from other Federal government departments, social partners and interested NGOs supports the NCP. The Committee has its own rules of procedure, met three times over the review period and discussed all Guidelines-related business.
Belgium	Tripartite with representatives of business and labour organisations as well as with representatives of the federal government and regional governments.	Federal Public Service of Economy, PMEs, Middle Classes and Energy	Federal Public Service of Environment Federal Public Service of Labour Federal Public Service of Foreign Affairs Federal Public Service of Finance Federal Public Service of Justice Region of Brussels Flemish Region Walloon Region	

Note: * The information provided here is based on the ministries and/or government agencies explicitly mentioned in the NCP reports.

	COMPOSITION OF THE NCP	GOVERNMENTAL LOCATION OF THE NCP	OTHER MINISTRIES AND/OR AGENCIES INVOLVED*	COMMENTS AND NOTES
Brazil	Single department	Ministry of Finance	Ministry of Foreign Relations Ministry of Planning, Budget and Management Ministry of Labour and Employment Ministry of Justice Ministry of Environment Ministry of Science and Technology Ministry of Development,, Industry and Trade Brazilian Central Bank	Representatives from other government Offices can be asked to participate as well as Trade Unions, like CUT and "Força Sindical"; NGOs that deal with Ethics, like ETHOS; Industry and Trade Confederations; and other institutions like SOBEET (Brazilian Society For Trans-national Enterprises and Globalisation Studies).
Canada	Interdepartmental Committee	International Trade Canada	Foreign Affairs Canada International Trade Canada Industry Canada Human Resources Development Canada Environment Canada Natural Resources Canada Department of Finance Canadian International Development Agency	Other departments and agencies participate on an "as required" basis. E.g., Export Development Canada. Key interlocutors in the business and labour communities include the Canadian Council of International Business, the Canadian Labour Congress and the Confédération des syndicats nationaux.
Chile	Quadripartite	Ministry of Foreign Affairs, Directorate of International Economic Relations	Ministry of Economics Ministry of Labour General Secretariat of the Presidency	The NCP consults regularly with business, trade unions and other NGO representatives.
Czech Republic	Single Department	Ministry of Finance	Ministry of Labour and Social Affairs Ministry of Industry and Trade Ministry of Interior Ministry of Justice Ministry of Foreign Affairs Ministry of the Environment Czech National Bank Office for the Protection of Economic Competition Czech Statistical Office Securities Commission CzechInvest	The NCP works in co-operation with the social partners.
Denmark	Tripartite with several ministries	Ministry of Employment	Environmental Protection Agency Ministry of Economic and Business Affairs Ministry of Foreign Affairs	

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Estonia	Tripartite with several ministries	Ministry of Economic Affairs	Ministry of Social Affairs Ministry of Environment Estonian Investment Agency Estonian Export Agency Ministry of Foreign Affairs	
Finland	Quadri-partite with several ministries and civil society partners	Advisory Committee on International Investment and Multinational Enterprises (MONIKA), Ministry of Trade and Industry	Ministry of Trade and Industry Ministry of Foreign Affairs Ministry of Justice Ministry of Finance Ministry of Social Affairs and Health Ministry of Labour Ministry of Environment	<p>The Advisory Committee on International Investment and Multinational Enterprises of Finland (MONIKA), which operates under the auspices of the Ministry of Trade and Industry as a wide-scoped forum of public and private representatives for issues related to investments, acts as the Finnish NCP.</p> <p>The MONIKA Committee, which has been established by the Government Decree 335/2001, takes care of the promotion of the Guidelines as important principles of Corporate Social Responsibility and serves as an advisory forum in other issues related to the Investment Committee. The Ministry of Trade and Industry is responsible for the handling of inquiries and the implementation in Specific Instances.</p> <p>The members of the committee come from various ministries, The Bank of Finland, business and labour organisations and NGOs</p> <p>Social partners are represented in the NCP by TT - The Confederation of Finnish Industry and Employers, The Finnish Section of the International Chamber of Commerce (ICC) and the Central Organization of Finnish Trade Unions SAK. The NGOs are represented by the Service Centre for Development Cooperation KEPA.</p> <p>The committee has met several times over the review period.</p>

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France	Tripartite with several ministries	Treasury Department, Ministry of Economy and Finance	Ministry of Labour Ministry of Environment Ministry of Foreign Affairs	
Germany	Single Department	Federal Ministry of Economics and Labour	Ministry of Foreign Affairs Ministry of Justice Ministry of Finance Ministry of Economic Co-operation Ministry of Environment	The NCP works in close co-operation with the social partners. A 'Working Party on the OECD Guidelines' composed of representatives from those Federal ministries mentioned in the previous column, business organisations, employee organisations and selected NGOs meets regularly to discuss all Guidelines-related issues.
Greece	Single Department	Directorate for International Organisations and Policies, Ministry of Economy		
Hungary	Interdepartmental Office	Ministry of Economy and Transport	Ministry of Economy and Transport Ministry of Finance Ministry of Foreign Affairs	In 2002 after the election Ministry of Economic Affairs and the Ministry of Transport and Water Management were merged. The legal successor is the Ministry of Economy and Transport which was restructured and which kept the task of the Secretariat of HNCP.
Iceland	Interdepartmental Office	Ministries of Industry and Commerce		
Ireland	Single Department	Bilateral Trade Promotion Unit, Department of Enterprise, Trade and Employment		
Israel	Single department	Ministry of Trade, Industry and Labour	Ministry of Foreign Affairs Ministry of Finance Ministry of Environment Ministry of Justice	An Advisory Committee has been composed of representatives from other ministries.
Italy	Single Department	General Direction for Development and Competitiveness, Ministry of Production Activities	Ministry of Welfare Ministry of Foreign Affairs Ministry of Environment Ministry of Agriculture Ministry of Health	

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	COMPOSITION OF THE NCP	GOVERNMENTAL LOCATION OF THE NCP	OTHER MINISTRIES AND/OR AGENCIES INVOLVED*	COMMENTS AND NOTES
Japan	Interministerial body composed of three ministries.	Ministry of Foreign Affairs Ministry of Health, Labour and Welfare Ministry of Economy, Trade and Industry		The Japanese NCP was reorganised in 2002 as an inter-ministerial body composed of three ministries.
Korea	Interdepartmental Office, with regional governments and several ministries	Executive Committee on Foreign Direct Investment	Ministry of Foreign Affairs Ministry of Finance and Economy Korean Trade-Investment Promotion Agency	
Latvia	The OECD Consultative Board - Interministerial body including representatives of business & labour organisations, Bank of Latvia	EU External Economic Relations Department, Ministry of Foreign Affairs	Ministry of Economics Ministry of Environment Ministry of Finance Ministry of Welfare The Bank of Latvia Latvian Confederation of Employers Association of Free Trade Unions	The members of the OECD Consultative Board representing various ministries, the Bank of Latvia, business and labour organisations. The OECD Consultative Board holds regular consultations with the governmental institutions involved as well as social partners. The Secretariat of the OECD Consultative Board is directly responsible for the coordination of the activities related to the Investment Committee.
Lithuania	Tripartite with representatives of business and labour organisations as well as with representatives of government	Ministry of Economics	Confederation of Trade Unions Labour Federation Confederation of Business Employers Confederation of Industry	The NCP works in close co-operation with the Tripartite Council – a national body, including representatives of government agencies as well as employee and business organisations.
Luxembourg	Tripartite	Ministry of Economics	Ministry of Economics General Inspector of Finances STATEC Ministry of Finance Employment Administration Ministry of Labour and Employment 3 Employers' federations 2 Trade union federations	

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Mexico	Single Department	Ministry of Economy		
Netherlands	Interdepartmental Office	Ministry of Economic Affairs	All departments, especially: Ministry of Social Affairs Ministry of Environment Ministry of Foreign Affairs	Regular consultations with all stakeholders.
New Zealand	Single Department	Ministry of Economic Development	All departments, particularly the Ministry of Foreign Affairs and Trade, Department of Labour, Ministry for the Environment and Treasury	A Liaison Group comprising representatives of other government departments, social partners and NGOs, supports the NCP. The NCP also liaises with other government departments and agencies as necessary.
Norway	Tripartite, with several ministries	Department for Trade Policy, Environment and Resources, Ministry of Foreign Affairs	Ministry of Foreign Affairs Ministry of Industry and Trade	
Poland	Single Department	Polish Information and Foreign Investment Agency		
Portugal	Single Department	ICEP Portugal Ministry of Economy		
Slovak Republic	Single Department	Ministry of Economy		The NCP belongs as a single department to the Ministry of Economy, under the Division of Enterprise and Tourism, Department of Economic Strategy.
Slovenia	Single Department	Foreign Economic Relations Division, Ministry of the Economy	Other ministries and other parts of the Ministry of the Economy Slovenia Trade and Investment Promotion Agency Slovenia Export Credit Agency	The Advisory Committee has considered if a Single department structure is the best solution. No decision has been made, yet.
Spain	Single Department	General Secretary for External Trade, Ministry of Industry, Tourism and Trade	Ministry of Environment Ministry of Justice Ministry of Health and Consumption Ministry of Labour and Social Affairs	The NCP liaises with representatives of social partners and NGOs.

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Sweden	Tripartite, with several ministries	Department for International Trade and Policy, Ministry for Foreign Affairs	Ministry of Industry, Employment and Communications Ministry of Environment Ministry of Justice National Board of Trade	The Ministry for Foreign Affairs, Department for International Trade Policy, chairs the NCP and has the ultimate responsibility for its work and its decisions.
Switzerland	Single Department	International Investment and Multinational Enterprises Unit, State Secretariat for Economic Affairs		The Swiss NCP liaises with other government departments as necessary and has frequent contacts with business organisations, employee organisations and interested NGOs. A consultative group composed of stakeholders meets as required.
Turkey	Single Department	General Directorate of Foreign Investment, Undersecretariat of Treasury		
United Kingdom	Single Department	Trade Negotiations and Development Unit, Department of Trade and Industry	Foreign and Commonwealth Office HM Treasury Department for International development	The NCP liaises with other government departments as necessary and has regular informal contacts with business, trade union and NGO representatives.
United States	Single Department	Office of Investment Affairs, Bureau of Economic and Business Affairs, United States Department of State		The US NCP queries other agencies as needed and, when necessary, an interagency committee chaired by the Office of Investment Affairs meets to discuss Guidelines issues. Business, labour and civil society organisations are consulted regulatory via the Advisory Council on International Economic Policy or individually on an ad hoc basis.

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Annex 2

Contact Details for National Contact Points

(14 April 2005 / 14 avril 2005)

Allemagne - Germany

Bundesministerium für Wirtschaft und Arbeit
- Auslandsinvestitionen VC3
Scharnhorststrasse 34-37
D-10115 Berlin

Tel: (49-30) 2014 7577, 75 21
Fax: (49-30) 2014 5378
Email buero-vc3@bmwa.bund.de
:
Web: <http://www.bmwi.de/Navigation/Unternehmer/auslandsgeschaefte.html>
<http://www.bmwi.de/Navigation/Aussenwirtschaft-und-Europa/Finanzierung-und-Recht/Investieren-im-Ausland/oecd.html>

Argentine - Argentina

Minister Felipe Frydman
National Direction of International Economic
Negotiations (DINEI)
Ministry of Foreign Affairs, International Trade and
Worship
Esmeralda 1212, 9th floor
Buenos Aires

Tel: (54-11) 4819 7020/7568
Fax: (54-11) 4819 7566
Email fef@mrecic.gov.ar
:
igf@mrecic.gov.ar

Australie - Australia

The Executive Member
Foreign Investment Review Board
c/- The Treasury
Canberra ACT 2600

Tel: (61-2) 6263 3795
Fax: (61-2) 6263 2940
Email anfp@treasury.gov.au
:
www.ausnfp.gov.au
Web:

Autriche - Austria

Director
Export and Investment Policy Division
Federal Ministry of Economic Affairs and Labour
Abteilung C2/5
Stubenring 1
1011 Vienna

Tel: (43-1) 711 00 5180 or 5792
Fax: (43-1) 71100 15101
Email POST@C25.bmwa.gv.at
:
Web: www.oecd-leitsaetze.at

Belgique - Belgium

Service Public Fédéral Economie,

Tel: (32-2) 206 58 73

PME, Classes Moyennes & Energie
Direction générale du Potentiel Economique
Rue Général Leman 60
1040 Bruxelles

Fax: (32-2) 230 00 50
Email colette.vanstraelen@mineco.fgov.be
:

Brésil - Brazil

Mrs. Angela Semíramis de Andrade Freitas
International Affairs Secretariat
Ministry of Finance
Esplanada dos Ministérios, Bloco P – Sala 225
70048 – 900 Brasília DF

Tel: (+5561) 412 22 27 or 412 22 33
Fax: (+5561) 412 17 22
Email pcn.ocde@fazenda.gov.br
: angela.freitas@fazenda.gov.br
www.fazenda.gov.br/multinacionaispcn
Web: [n](#)

Canada

Canada's National Contact Point
Room C6-273
International Trade Canada
125 Sussex Drive
Ottawa, Ontario K1A 0G2

Tel: (1-613) 996 3324
Fax: (1-613) 944 0679
Email ncp.pcn@dfait-maeci.gc.ca
: www.ncp-pcn.gc.ca
Web:

Chili - Chile

Chef du Département OECD/DIRECON
Dirección de Relaciones Económicas Internacionales
Ministerio de Relaciones Exteriores de Chile
Teatinos 20, tercer piso,
Santiago

Tel: 56 2 565 93 25
Fax: 56 2 565 93 64
Email clojas@direcon.cl
: www.direcon.cl
Web: "compromisos multilaterales"

Corée - Korea

Director
Ministry of Commerce, Industry and Energy
1 Chungang-dong
Gwacheon-si
Kyonggi-do

Tel: 82-2-2110-5356
Fax: 82-2-503-9655
Email fdikorea@mocie.go.kr
: www.mocie.go.kr
Web:

Danemark - Denmark

Deputy Permanent Secretary of State
Labour Law and International Relations Centre
Ministry of Employment
Ved Stranden 8
DK-1061 Copenhagen K

Tel: (45) 33 92 99 59
Fax: (45) 33 12 13 78
Email eed@am.dk
: www.bm.dk/kontaktpunkt
Web:

Espagne - Spain

National Contact Point
General Secretary for International Trade
Ministry of Industry, Tourism and Trade
Paseo de la Castellana n° 162
28046 Madrid

Tel: (34-91) 91 349 38 60
Fax: (34-91) 457 2863
Email pnacional.sscc@mcx.es
: www.sgcomex/home1fra.htm
Web:

Estonie - Estonia

National Contact Point of the OECD Declaration on
International Investment and Multinational Enterprises
Foreign Trade Policy Division, Trade Department
Ministry of Economic Affairs and Communication
Harju 11
15072 Tallinn

Tel: 372-625 6399
Fax: 372-631 3660
Email hellehelena.puusepp@mkm.ee
:
Web:

Etats-Unis - United States

Director
Office of Investment Affairs
Bureau of Economic and Business Affairs
Department of State
2201 C St. NW
Washington, DC 20520

Tel: (1-202) 736 4274
Fax: (1-202) 647 0320
Email usncp@state.gov
:
Web: www.state.gov/www/issues/economic/ifd_oia.html
www.state.gov/e/eb/oeecd/

Kod pola został zmieniony

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Finlande - Finland

Secretary General, Chief Counsellor
Advisory Committee on International Investment and
Multinational Enterprises of Finland (MONIKA)
Ministry of Trade and Industry
PO Box 32
FIN- 00023 Valtioneuvosto
Helsinki

Tel: +358-9- 1606 4689
Email jorma.immonen@ktm.fi
:
Web: <http://www.ktm.fi/monika>

France

Madame Claire Waysand
Sous-directrice « Europe et Affaires Monétaires
Internationales »
Direction du Trésor
139, rue de Bercy
75572 Paris cedex 12

Tel: (33) 01 44 87 73 70
Fax: (33) 01 45 18 36 29
Email claire.waysand@dt.finances.gouv.fr
anne.muxart@dt.finances.gouv.fr
:
Web: <http://www.minefi.gouv.fr/TRESOR/pcn/pcn.htm>

Grèce - Greece

Director
Directorate for International Organisations and Policies
General Directorate for Policy Planning and
Implementation
Ministry of Economy and Finance
Ermou & Cornarou 1
GR-105 63 Athens

Tel: (30210) 328 6301 or 328 6231
Fax: (30210) 328 6309
Email nsyms@afh.forthnet.gr
:
Web: www.elke.gr

Hongrie - Hungary

Department of Economic Development Programmes
Ministry of Economy and Transport
V., Honvéd utca 13-15
H-1055 Budapest

Tel: (36-1) 374-2877
Fax: (36-1) 269-3478, 332-6154
Email: tejnora@gkm.hu
: www.gkm.hu
Web:

Irlande - Ireland

National Contact Point for the
OECD Guidelines for Multinational Enterprises
Bilateral Trade Promotion Unit
Department of Enterprise, Trade and Employment
Kildare Street
Dublin 2

Tel: (353-1) 631 2605
Fax: (353-1) 631 2560
Email: Pat.Hayden@entemp.ie
: www.entemp.ie/epst/fdi2.htm
Web:

Islande - Iceland

Director for Financial Markets and Economic Affairs
Ministry of Industry and Commerce
Arnarhvoli
150 Reykjavik

Tel: (354-1) 609 070
Fax: (354-1) 621 289

Israël - Israel

Mr. Avichai Levit
Israel's National Contact Point
Ministry of Industry, Trade and Labour
Bank Israel Street
Jerusalem

Tel: (972-2) 666 2687
Fax: (972-2) 666 2956
Email: avichai.l@moital.gov.il
: www.ncp-israel.gov.il
Web:

Italie - Italy

Ms. Loredana Gulino
Direzione Generale Sviluppo e Competitività
Ministero Attività Produttive
Via Molise 2
I-00187 Rome

Tel: (39-06) 47052988/47052475
Fax: (39-06) 47052475
Email: pcn1@attivitaproduttive.gov.it
pcn2@attivitaproduttive.gov.it
Web: www.minindustria.it

Japon - Japan

Director
Second International Organisations Division
Economic Affairs Bureau
Ministry of Foreign Affairs
2-2-1 Kasumigaseki

Tel: (81-3) 5501 8348
Fax: (81-3) 5501 8347
Web: www.mofa.go.jp/mofaj/gaiko/oced/

Chiyoda-ku
Tokyo

Director
International Affairs Division
Ministry of Health, Labour and Welfare
1-2-2 Kasumigaseki
Chiyoda-ku
Tokyo

Tel: 81-3-3595-2402
Fax: (81-3)-3502-1946
Web: www.mhlw.go.jp

Director
Trade and Investment Facilitation Division
Ministry of Economy, Trade and Industry
1-3-1 Kasumigaseki
Chiyoda-ku
Tokyo

Tel: 81-3)-3501-6623
Fax: (81-3)-3501-3638
Web: www.meti.go.jp/policy/trade_policy/oced/html/cime.html

Lettonie - Latvia

Director
EU External Economic Relations Department
Ministry of Foreign Affairs of the Republic of Latvia
36 Brīvības Bulvāris
Rīga LV - 1395

Tel: + 371 7016258
Fax: + 371 7321588
E-mail: eu.econ.dep@mfa.gov.lv
Web: <http://www.mfa.gov.lv>

Lituanie - Lithuania

Director
Company Law Division
Ministry of Economy of the Republic of Lithuania
Gedimino ave. 38/2
01104 Vilnius

Tel: 370 5 262 0582
Fax: 370 5 263 3974
E-mail: m.rucinskaite@ukmin.lt
Web: <http://www.ukmin.lt>

Luxembourg

Secrétaire du Point de Contact national
Ministère de l'Economie
Secrétariat du Comité de Conjoncture
L-2914 Luxembourg

Tel: (352) 478 - 41 73
Fax: (352) 46 04 48
marc.hostert@eco.etat.lu ou
anne-catherine.lammar@eco.etat.lu

Mexique - Mexico

Secretaría de Economía
Attn: Kenneth Smith
Alfonso Reyes # 30, Piso 18
Col. Condesa C.P. 06140
Mexico, D.F

Tel: (52-5) 5729-9146
Fax: (52-5) 5729-9352
Email: pcn-ocde@economia.gob.mx
: ksmith@economia.gob.mx
www.economia-snci.gob.mx/
Web:

Norvège - Norway

Ministry of Foreign Affairs
Department for Trade Policy, Environment and
Resources
WTO/OECD-section
PO Box 8114
N-0032 Oslo

Tel: (47) 2224 3418
Fax: (47) 2224 2784
Email s-wto@mfa.no
:
Web: [http://odin.dep.no/ud/norsk/handelspolitikk/
032061-990006/index-dok000-b-n-a.html](http://odin.dep.no/ud/norsk/handelspolitikk/032061-990006/index-dok000-b-n-a.html)

Nouvelle Zélande - New Zealand

Senior Advisor
Ministry of Economic Development
PO Box 1473
Wellington

Tel: (64-4) 474 2967
Fax: (64-4) 471 2658
Email james.dalton@med.govt.nz
:
Web: [http://oecd-
multinat.med.govt.nz](http://oecd-multinat.med.govt.nz)

Pays-Bas - Netherlands

Head of the Investment Policy and International
Organisations Division
Ministry of Economic Affairs
P.O. Box 20102
NL-2500 EC The Hague

Tel: (31-70) 379 6378
Fax: (31-70) 379 7924
Email ncp@minez.nl
:
Web: www.oesorichtlijnen.nl

Kod pola został zmieniony

Pologne - Poland

Polish Information and Foreign Investment Agency
(PAIIZ)
Ul. Bagatela 12
00-585 Warsaw

Tel: (48-22) 334-98-0075
Fax: (48-22)) 334-99-99
Email [barbara.loboda@michal.mierzeje
wski@paiz.gov.pl](mailto:barbara.loboda@michal.mierzejewski@paiz.gov.pl)
:
Web: www.paiz.gov.pl

Kod pola został zmieniony

Portugal

ICEP Portugal
Avenida 5 de Outubro, 101
1050-051 Lisbon

Tel: (351-1) 808 214 214/217 909
Fax: 351
Email (351-1) 217 909 577
:
Web: icep@icep.pt /
paula.rod@icep.pt
www.icep.pt/empresas/dirempmulti.asp

République slovaque - Slovak Republic

National Contact Point of the Slovak Republic - NKM
SR
Odbor hospodarskej strategie

Tel: 421-2-48541610
Fax: 421-2-48543613
Email aradyova@economy.gov.sk

Ministry of Economy
MH SR, Mierova 19
827 15 Bratislava

: www.economy.gov.sk
Web:

République Tchèque - Czech Republic
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Director General
International Organisations Department
Ministry of Finance
Letenská 15
118 10 Prague 1

Tel: (420-2) 5704 2133
Fax: (420-2) 5704 2795
Email lenka.loudova@mfcz.cz
: www.mfcz.cz/static/zahrvtahy/oecd.htm
Web:

Royaume-Uni - United Kingdom

UK National Contact Point
Department of Trade and Industry
Bay 357, Kingsgate House
66-74 Victoria Street
London SW1E 6SW

Tel: (44-20) 7215 4254
Fax: (44-20) 7215 4539
Email uk.ncp@dti.gsi.gov.uk
: www.dti.gov.uk/ewt/ukncp.htm
Web:

Slovenie - Slovenia

Ministry of the Economy
Foreign Economic Relations Division
Economic Multilateral Sector
Kotnikova 5
1000 Ljubljana

Tel: 00 386 2 2341035
Fax: 00 386 2 2341050
Email slonkt.mg@gov.si
: www.mg-rs.si
Web:

Kod pola został zmieniony

Suède - Sweden

Department for International Trade Policy
Ministry of Foreign Affairs
103 33 Stockholm

Tel: (46-8) 405 1000
Fax: (46-8) 723 1176
Email sofia.calltorp@foreign.ministry.se
: .se
Web: www.ud.se

Kod pola został zmieniony

Suisse - Switzerland

Point de contact national
Secteur Investissements internationaux et entreprises
multinationales
Secrétariat d'Etat à l'économie
Effingerstrasse 1
CH-3003 Berne

Tel: (41-31) 324 08 54
Fax: (41-31) 325 73 76
Email WHIN@seco.admin.ch
: www.seco.admin.ch
Web:

Turquie - Turkey

Deputy Director General
Undersecretariat of Treasury
General Directorate of Foreign Investment
Inönü Bulvarı
06510 Emek-Ankara

Tel: 903 122 1289 14-15
Fax: 903 122 1289 16
Email: zergul.ozbilgic@hazine.gov.tr
ozlem.nudrali@hazine.gov.tr
Web: www.hazine.gov.tr

Kod pola został zmieniony

**Commission européenne – European
Commission***

* The European Commission is not formally a “National Contact Point”. However, it is committed to the success of the Guidelines.

Mrs Adeline Hinderer
Directorate General for Trade
Rue de la Loi 200
B-1049 Brussels

Tel: 32-2 296 63 63
Fax: 32-2 299 24 35
Email: adeline.hinderer@cec.eu.int
Web: http://europa.eu.int/comm/trade/csr/index_en.htm

Annex 3

**The OECD Guidelines and Export Credit, Overseas Investment Guarantee
and Inward Investment Promotion Programmes**

Australia	Export credit and investment promotion	<p>Australia's Export Finance and Insurance Corporation (EFIC) promotes corporate social responsibility principles on its website, including the OECD Guidelines.</p> <p>The Australian NCP has developed a comprehensive website including access to the Guidelines, related documentation, links to related sites, procedures for lodgement and review of specific instances, a notice-board advertising coming events and a secure site offering its consultation group secure access to official Investment Committee documents.</p> <p>Many Australian government agency web sites provide links to the Australian NCP site.</p>
Canada	Export Credits	<p>The Export Development Corporation (EDC) promotes corporate responsibility principles and standards, including the recommendations of the Guidelines. EDC has linked its website with that of Canada's NCP. Guidelines brochures are distributed. Dialogue on CSR with key stakeholders is maintained.</p>
Czech Republic	Investment promotion	<p>There is a special agency called "Czech Invest" operating in the Czech Republic which provides information on the Czech business environment to foreign investors. It has prepared an information package (which includes the Guidelines) that is passed to all foreign investors considering investing within the territory of the CR. The Czech NCP (at the Ministry of Finance) cooperates closely with Czech Invest.</p>
Estonia	Investment promotion	<p>The Estonian Investment Agency has published a description of the Guidelines and added a link to the Estonian NCP website.</p>
Greece	Investment promotion	<p>The Guidelines are available electronically on the site of ELKE, the Greek investment promotion agency.</p>
Finland	Export promotion	<p>This programme, adopted in July 2001, introduces "environmental and other principles" for "export credit guarantees". It calls the "attention of guarantee applicants" to the Guidelines.</p>
France	Export credits and investment guarantees	<p>Companies applying for export credits or for investment guarantees are systematically informed about the Guidelines. This information takes the form of a letter from the organisation in charge of managing such programmes (COFACE) as well as a letter for companies to sign acknowledging that they are aware of the Guidelines ("<i>avoir pris connaissance des Principes directeurs</i>").</p>
Germany	Investment guarantees	<p>A reference to the Guidelines is included in the application form for investment guarantees by the Federal Government. The reference also provides a link to information of the Guidelines, in particular the Internet address for the German translation of the Guidelines.</p>
Israel	Investment Promotion Centre	<p>The site of Israel's Investment Promotion Centre has a direct connection to the Israeli NCP web site where the OECD Guidelines are available electronically.</p>

Japan	Trade-investment Promotion	The ASEAN-Japan Centre is an international organization which was established based on the Agreement Establishing the ASEAN Promotion Centre on Trade, Investment and Tourism signed by the governments of ASEAN and Japan. The Japanese NCPs have built up a linkage to the organisation's website in order to provide information on the Guidelines.
Latvia	Latvian Investment and Development Agency (LIDA)	The Guidelines (basic texts) are available electronically on the sites of the MFA (www.mfa.gov.lv) and Latvian Investment and Development Agency (LIDA) (www.lida.gov.lv). The Guidelines and the relevant decisions of the OECD Council have been translated in the Latvian language. The LIDA plans a seminar in order to promote information on the Guidelines and NCP.
Korea	Trade-investment promotion	The KOTRA (Korean Trade Investment Promotion Agency) and the Korean foreign exchange banks provide information on the Guidelines to multinational enterprises with inward and outward investments.
Netherlands	Export credits and investment guarantees	Applicants for these programmes or facilities receive copies of the Guidelines. In order to qualify, companies must state that they are aware of the Guidelines and that they will endeavour to comply with them to the best of their ability.
<u>Poland</u>	<u>Investment promotion</u>	<u>The Polish National Contact Point is located at the Polish Information and Foreign Investment Agency (PAIIZ), responsible for attracting foreign investors to Poland. Project Managers, servicing foreign investors provide them with information on the Guidelines.</u>
Slovenia	Investment promotion, export credits and investment guaranties	Both organisations have added links to the NCP web site. Export credits and investment guaranties (SID) call the Guidelines to the attention of outward investors.
Spain	Investment guarantees	The CESCE (Export Credit Agency) that manages investment guarantees), COFIDES (Corporation for Development Finance) and ICO (the Official Credit Institute) provide Guidelines brochures to applicants for support and investment guarantees.
Sweden	Export credits	The Swedish Export Credits Guarantee Board provides all its customers with information on the rules on bribery, the OECD GL for MNE's and the Swedish Partnership for Global Responsibility
Turkey	Investment promotion	The Turkish NCP is located within the General Directorate of Foreign Investment (Treasury) which is the authorised body for inward investment promotion. The investment promotion website provides information on the Guidelines.
United Kingdom	Export Credit	Links connect Guidelines website and export credit guarantee department's website and vice versa. The following text is now in the guarantee documentation. "The UK Government encourages all multinational companies to adopt the recommendations on responsible business conduct contained in the "OECD Guidelines for Multinational Enterprises. ECGD's internal procedures will check on the consistency of the operations of its customers (both in the UK and overseas) with these recommendations, and in particular those relating to the environment, employment, combating bribery and transparency.
United States	Export and import credits	The Export-Import Bank and the Department of Commerce co-operate with the NCP on the provision of information on the Guidelines to

	and investment guarantees	applicants for their programmes in support of US business activities abroad.
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Annex 4

Specific Instances Considered by National Contact Points to Date

This table provides an archive of specific instances that have been or are being considered by NCPs. The table 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 the number listed in section IV.a 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.

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
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.
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	Ongoing	n.a.	The NCP accepted the conclusions of the UN Panel's final report and is making enquiries with the one Canadian company identified for follow-up.

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
Canada	Complaint from a Canadian labour organization about Canadian business activity in a non-adhering country.	November 2002	Myanmar	Employment and Industrial Relations; Environment	Ongoing	n.a.	The NCP has offered to facilitate a dialogue between the parties and continues to pursue this goal. The focus of discussion would be on Employment and Industrial Relations.
Czech Republic	Czech subsidiary of a German-owned multinational enterprise involving the right to trade union representation	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	Czech subsidiary of a multinational enterprise involving the right to trade union representation	January 2004	Czech Republic	IV. Employment and Industrial Relations	Ongoing	n.a.	The NCP set it aside until results of a parallel legal procedure are available for further consideration.
Czech Republic	Czech subsidiary of a multinational enterprise involving the right to trade union representation	February 2004	Czech Republic	IV. Employment and Industrial Relations	Ongoing	n.a.	Under consideration
Denmark	Trade union representation in Danish owned enterprise in Malaysia	February 2002	Malaysia	IV. Employment and Industrial Relations	Ongoing	n.a.	Still pending
Denmark	Trade union representation in plantations in Latin America	April 2003	Ecuador and Belize	IV. Employment and Industrial Relations	Ongoing	n.a.	To be initially assessed (connection to Denmark still to be established)

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
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 Documents archive). http://www.minefi.gouv.fr/TRESOR/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.oecd.org/dataoecd/33/39/2489273.pdf
France	Accusation of non-observance of Guidelines recommendations on the environment, informing employees and social relations.	February 2003	France	V. Environment plus chapeau; III. Information and disclosure; IV. Employment and Industrial Relations	Ongoing	n.a.	Currently being considered; there is a parallel legal proceeding.
France	Dacia – conflict in a subsidiary of Group Renault on salary increases and about disclosure of economic and financial information needed for negotiating process.	February 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.	October 2003	Turkey, Azerbaijan and Georgia	II. General Principles	Ongoing	n.a.	In consultation with parties
France	DRC – Report by the expert Panel of the United Nations. Violation of the Guidelines by a transport company in the Congo, named in the third report as not having responded to the Panel's requests for information.	October 2003	Democratic Republic of Congo	No information supplied by Panel	Ongoing	n.a.	In consultation with parties

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
Germany	Labour conditions in a manufacturing supplier of Adidas	September 2002	Indonesia	II. General Policies IV. Employment and Industrial Relations	Concluded	Yes	The German NCP has closed the specific instance and issued a statement on 24 May 2004 http://www.bmwa.bund.de/Navigation/Aussenwirtschaft-und-Europa/Finanzierung-und-Recht/Investieren-im-Ausland/oecd.html (see Documents Archive).
Germany	Employment and industrial relations in the branch of a German multinational enterprise	June 2003	Philippines	IV. Employment and Industrial Relations	Ongoing	n.a.	In consultation with parties
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.	Under consideration
Japan	Industrial relations of an Indonesian subsidiary of a Japanese company	February 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.	In consultation with parties
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 a common consent between the interested parties on November 2003. Korean NCP decided, in May 2004, to specify the NCP procedures and promote the Guidelines more aggressively..
Korea	Korean company's business relations in Malaysia's wire rope manufacturing Sector	2003	Malaysia	IV. Employment and Industrial Relations	Ongoing	n.a.	Under consideration.

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
Mexico (consulting with the German NCP)	Closing of a plant	2002	Mexico	IV. Employment and Industrial relations	Ongoing	n.a.	Under consideration. There is a parallel legal proceeding. Currently, the parties are negotiating a solution.
Netherlands	Adidas' outsourcing of footballs in India	2002	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
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.
Poland	Polish subsidiary of a multinational enterprise - not engaging in constructive negotiations	2004	Poland	IV. Employment and Industrial relations	Ongoing	n.a.	Consultations
Poland	Polish subsidiary of a multinational enterprise - involving the right to trade union representation, not engaging in constructive negotiations	2002	Poland	IV. Employment and Industrial relations	Resumed	n.a.	Consultations
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.
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
Switzerland (consulting with Korea)	Industrial relations on a Korean subsidiary of a Swiss multinational enterprise	November 2003	Korea	IV. Employment and Industrial Relations	Ongoing	n.a.	While the labour dispute between the parties was resolved, some questions relating to the Guidelines procedures are still under discussion. The Swiss

							NCP issued an intermediate press statement http://www.seco.admin.ch/news/00197/index.html?lang=en
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NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
United Kingdom	Complaint from an international labour organisation over BAT activities	2003	Burma	II. General Policies IV. Employment and Industrial Relations	Concluded	No	There was previously some dialogue between the parties which had reached an impasse. The U.K. NCP acted as a communications facilitator, a dialogue resumed, the company disinvested from Burma and the complaint was withdrawn.
United Kingdom	Activities of De Beers alleged in a UN Expert Panel report.	2003	Democratic Republic of Congo	This was not specified in the UN Panel report	Concluded	Yes	The U.K. NCP issued a statement in May 2004 http://www.dti.gov.uk/ewt/debeers.doc
Lead UK NCP and Turkish NCP	Oil Pipeline across three states	April 2003	Azerbaijan, Georgia and Turkey	I, II, III, V,	Ongoing	n.a.	Coordinating with lead UK NCP; keeping relevant U.S. parties informed
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 settlement
United States (consulting with French NCP)	Employee representation	June 2000	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement
United States included among numerous NCPs and the Investment Committee, working with the UN	Conducting business in conflict zones and illegal exploitation of natural resources	October 2002	Democratic Republic of the Congo (DRC)	Numerous	Concluded	No	UN Panel Report concluded 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 U.S. companies
United States (consulting with Austrian and German NCPs)	Employee relations in global manufacturing operations	November 2002	Global, with focus on Vietnam and Indonesia	IV. Employment and Industrial Relations	Concluded	No	USNCP concluded that the issues raised were being adequately addressed through other means.
United States	Employee representation	February 2001	United States	IV. Employment and Industrial Relations	Concluded	No	Parties reached agreement

NCP concerned	Issue dealt with	Date of Notification	Host Country	Guidelines Chapter	Status	Final Statement	Comments
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 specific conduct which was the basis of the concerns raised was being effectively addressed through other appropriate means, including through a United Nations Security Resolution
United States consulting with the French NCP	Employment and industrial relations, collective bargaining	June 2003	United States	IV. Employment and Industrial Relations	Ongoing	n.a.	In consultation with parties
United States consulting with the German NCP	Employment and industrial relations, representation and collective bargaining	June 2003	United States	IV. Employment and Industrial Relations	Ongoing	n.a.	In consultation with parties

Note: n.a. = not applicable