



Final Statement
of the Hungarian National Contact Point (HNCP) on the submitted specific
instance registered on 30 May 2019

In May 2019 a specific instance was submitted to the Hungarian National Contact Point (hereinafter: HNCP) in connection with the practice of a subsidiary company of a multinational enterprise operating in Hungary. According to the complainant, the company has breached the *Employment and Industrial Relations chapter* (Chapter V.) of the OECD Guidelines for Multinational Enterprises (hereinafter: the Guidelines). By lodging a specific instance, the complainant aimed to enforce collective bargaining, to find conclusion of a collective agreement and to comply with its provisions.

Based on its specific instance procedure policy, HNCP evaluated the provided documents of the complaint during its preliminary assessment and discussed later the admissibility and possibility of handling the case. In accordance with the criteria set out in specific instance procedure policy, HNCP accepted to handle the specific instance in its session held on 3 September, 2019. It considered the case to be in good faith and relevant to the application of the Guidelines and found a satisfactory/credible link between the encountered problem and the activities of the multinational enterprise. The specific instance also complied formally with HNCP's specific instance procedure policy.

HNCP held personal consultations with both parties offering its good offices, including the opportunity of mediation. After a subsequent written consultation, HNCP reiterated this offer and made further efforts within the existing framework. In the session of June 2020, HNCP concluded that these mediation attempts had failed.

The Hungarian National Contact Point hereby declares the procedure closed. Nonetheless, it calls on both parties to read the Guidelines in depth and to comply with it, particularly with *Chapter V. Employment and Industrial Relations* of the OECD Guidelines for Multinational

Enterprises. HNCP also draws the attention of the parties to the principles of good faith and fairness and to the obligation of cooperation in the world of work, including the exercise of collective labour rights and the fulfilment of obligations. It alerts both parties to refrain from any conduct or action that may harm the other party's interests.

9 September, 2020

Budapest - Hungary

Contact information:

Hungarian National Contact Point
Ministry of Finance
Strategy Department for EU Affairs
1051 Budapest, József nádor tér 2-4.
Email: nkp@pm.gov.hu