

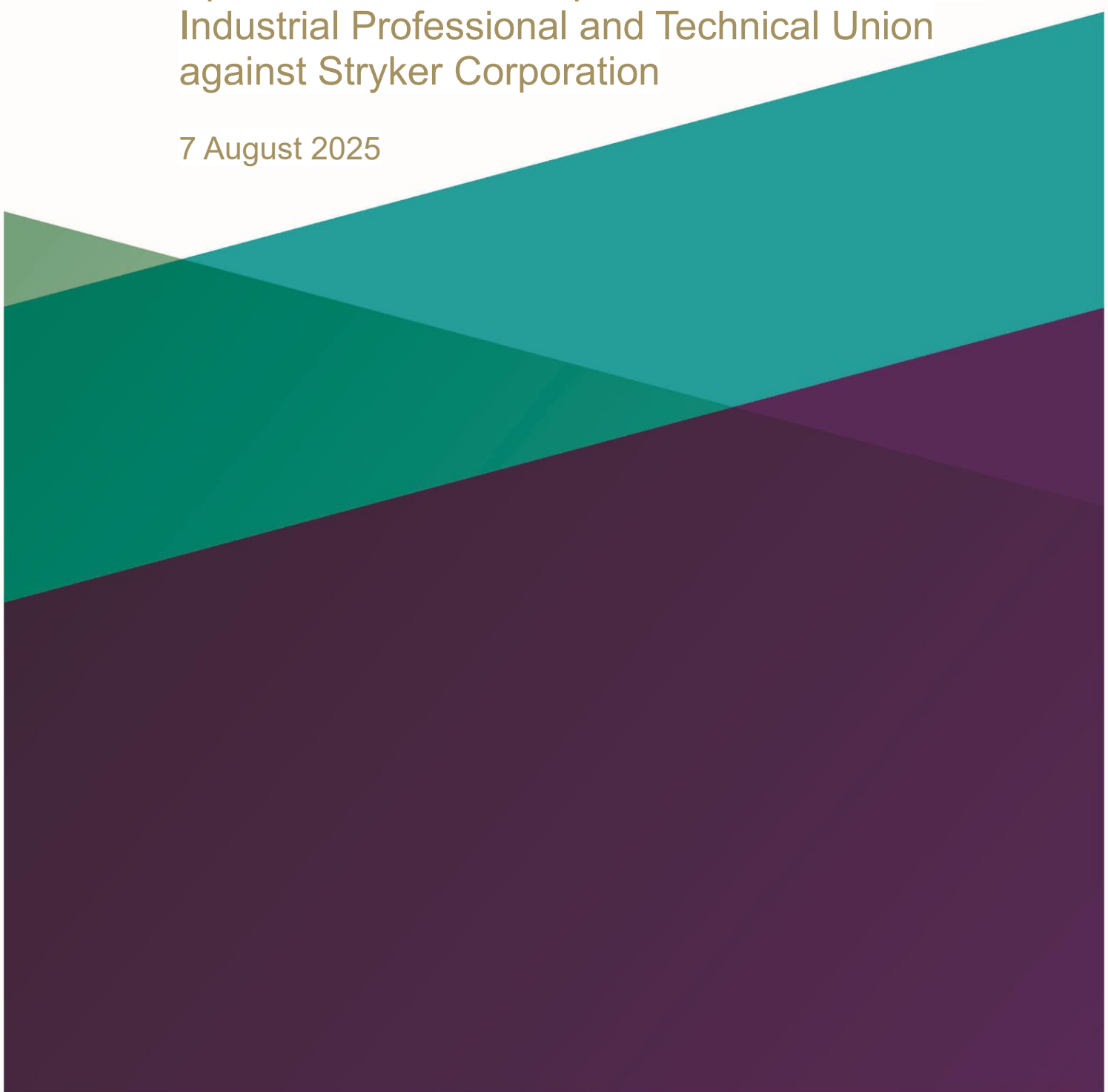


An Roinn Fiontar,
Turasóireachta agus Fostaíochta
Department of Enterprise,
Tourism and Employment

Follow-Up Statement - Ireland National Contact Point for the OECD Guidelines for Multinational Enterprises

Specific Instance Complaint from the Services
Industrial Professional and Technical Union
against Stryker Corporation

7 August 2025



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The OECD Guidelines for Multinational Enterprises are recommendations on responsible business conduct (RBC), addressed by Governments to multinational enterprises operating in or from adhering countries. They provide non-binding principles and standards for RBC in a global context consistent with applicable laws and internationally recognised standards. As an adhering country, Ireland is required to maintain a National Contact Point (NCP) to promote and raise awareness of the Guidelines and to consider complaints of alleged non-observance of the Guidelines.

The Ireland NCP is a standalone unit in the Department for Enterprise, Tourism and Employment.

Summary

1. On 3rd May 2024 the Ireland National Contact Point (NCP) published its Final Statement regarding the Specific Instance that alleged a violation of the OECD Guidelines for Multinational Enterprises by Stryker Corporation (“the Company”). The Specific Instance was submitted by the Services Industrial Professional and Technical Union (SIPTU), the largest trade union in Ireland (“the Complainant”).
2. The complaint concerned issues of workers representation at the Company’s Carrigtwohill facilities. The Complainant argued that the Company’s refusal to recognise it as the representative of workers at these facilities represented a breach of Chapter V (Employment and Industrial Relations) of the Guidelines.
3. The Ireland NCP examined the complaint and decided it merited further consideration. The Complainant accepted the NCP’s offer of good offices, while the Company declined this offer. The parties were provided an opportunity to submit further information for the Ireland NCP’s consideration before drafting the Final Statement.
4. The Ireland NCP noted the Company’s arguments that it complies with Irish employment law. The NCP acknowledged there is no constitutional or legal requirement under Irish law for enterprises to engage in collective bargaining, but enterprises can engage in collective bargaining if they so wish to. However, the NCP reaffirmed that the recommendations of the Guidelines can in some instances go beyond national law and enterprises are expected to *“seek ways to honour such principles and standards to the fullest extent which does not place them in violation of domestic law”*¹.

Final Statement Recommendations

5. In its Final Statement (Paras 29-33), the Ireland NCP recommended that:
 - a. The Company or any multinational enterprise seeking to ensure it operates responsibly in line with the recommendations of Chapter V of the Guidelines should be prepared to engage in collective bargaining with workers’ chosen representatives.
 - b. The Company consider how these arrangements (pre-existing at two other acquired facilities) can be replicated at its other facilities, so its entire Irish

¹ OECD Guidelines for Multinational Enterprises, p. 17

workforce has the same representational arrangements in place.

Conclusions of the Ireland NCP

6. The Ireland NCP noted in its Final Statement that it would follow-up with the parties one year after its publication. During June 2025 the Ireland NCP received responses from the parties. The Complainant provided copies of correspondence issued to Company officials after the publication of the Final Statement, along with the subsequent response from the Company.
7. The Ireland NCP notes in the Company's response that it will continue to honour pre-existing arrangements at two facilities and that at all other sites will continue to use its Direct Engagement Model, which complies with Irish law and which the Company states has the overwhelming support of the majority of employees employed across these sites.
8. The NCP notes the complaint remains unresolved and encourages and recommends that the parties continue to work together outside the NCP process to engage on unresolved matters.

ENDS

**Ireland National Contact Point
OECD Guidelines for Multinational Enterprises
Department of Enterprise, Tourism and Employment**