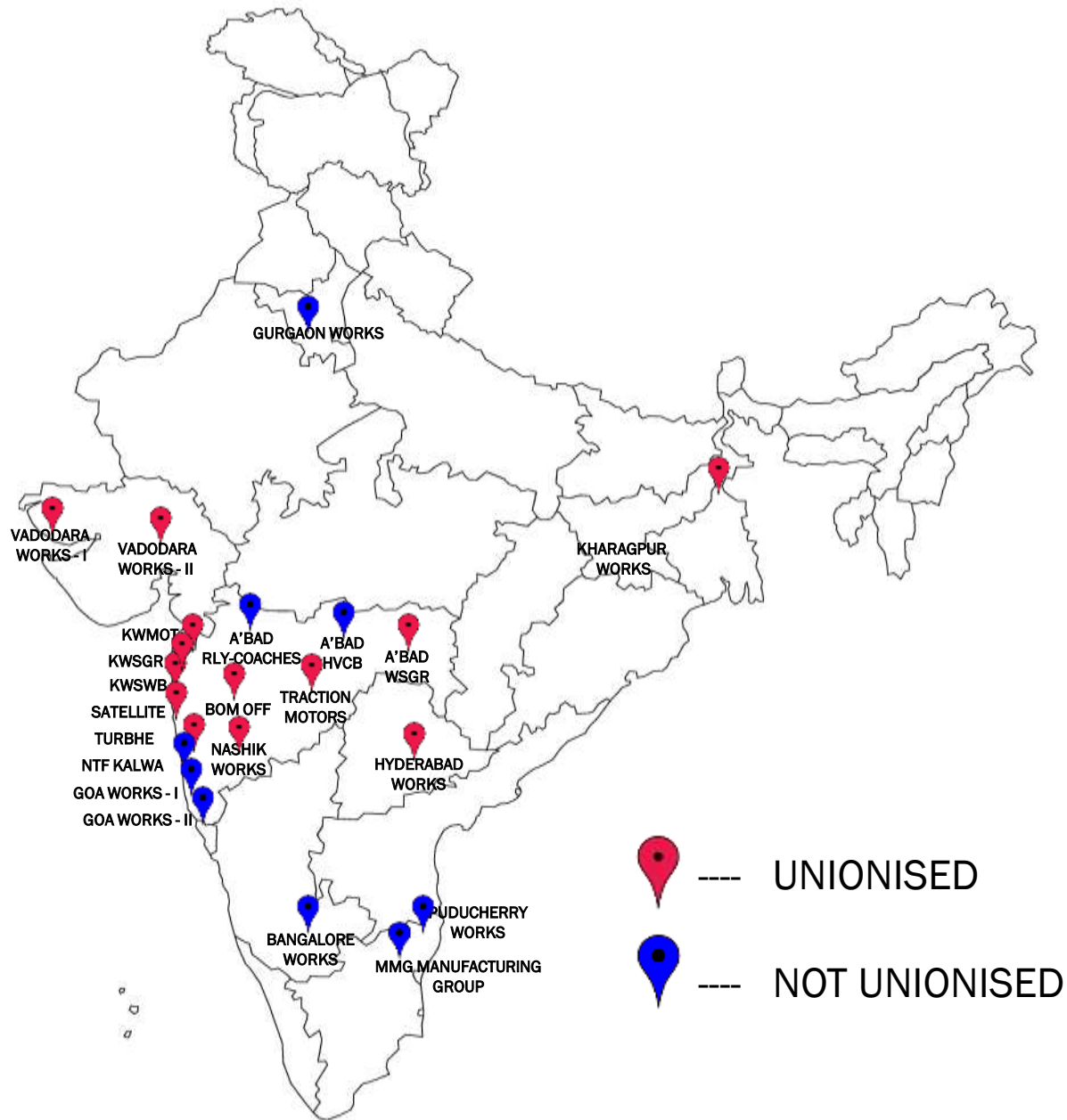


# IndustriALL Global Union World Conference on ICT, Electrical & Electronics

11-12 June 2015  
Hilton Petaling Jaya, Petaling Jaya, Malaysia

# "SIEMENS" MANUFACTURING PLANTS IN INDIA



# Siemens Fact Sheet

Employees	19,000
Revenue (FY 2014)	₹ 11,492 mio.
Group companies	12
Existing factories	23
Planned factories	4
Sales offices	56
Centers of competence	8
R&D centers	11
SMART products	30

# Siemens Employees Federation

## Constituent Unions

- Siemens Workers Union (Maharashtra)
- ABSA Union (Vadodara, Gujarat)
- Gujarat Engineering & General Kamgar Union (Gujarat)
- Siemens Employees Union (Hyderabad)
- Flender Employees Union (West Bengal)

These unions are operating in 12 factories.

1312 blue collar workers are represented

# Siemens Employees Federation

## Demands raised on the Company

- Recognise the Federation
- Health care insurance to all
- Periodical Medical check-up
- Same retirement age
- Equal Profit sharing compensation

Company has refused to recognise the Federation.

However implemented Health care insurance and Periodical Medical check-up

# Siemens Employees Federation

## Precarious Worker Project

### Objective

- To organise precarious (contract/agency) workers in the establishments of Siemens in India

### Duration

- 3 years (April 2014 to March 2018)

Sponsored and supported by IndustriAll Global Union and IG Metall

# Siemens Employees Federation

## Precarious Worker Project – contd.

### Methodology

- Identify precarious (contract / agency) workers, map them to workplaces in Siemens and understand their working condition, welfare facilities, social security and industrial relations.
- Interview Union representatives, precarious workers and agency representatives

# Siemens Employees Federation

## Precarious Worker Project – contd.

### Methodology - Mapping

- Conditions of work – Wages, working hours, leaves and holidays, proof of employment, weekly off, health and safety
- Welfare facilities – Canteen, Medical facilities, Rest rooms, washrooms
- Social Security – Provident fund, Employee State insurance
- Living conditions – Migration, Housing, dependents, Educational and health facilities, Credit facility



# Siemens Employees Federation

## Precarious Worker Project – contd.

Presently mapping has been completed in Turbhe, Mahape, Kalwe establishments of Siemens.

This has covered around 900 precarious workers in blue collar category

### Future Work

Establishments around rest of India will be covered in the next 2 years

# Siemens Employees Federation

## FUTURE PLANS

- Will collaborate with IG Metall initiative of mapping German TNCs in Pune region
- Will propose to extend it to whole of India
- Propose to form co-ordinating committee with the view to communicate with TNC – HQ
- Will train and implement GFA wherever signed