

INDUSTRIALL GLOBAL UNION
WORLD CONFERENCE ON ICT, ELECTRICAL & ELECTRONICS

6-7 APRIL 2016
X(CROSS) WAVE FUCHU, TOKYO

**CREATING AND DEVELOPING TRADE UNION
NETWORKS**

UDAY MAHALE
GENERAL SECRETARY
SIEMENS EMPLOYEES FEDERATION

SIEMENS EMPLOYEES NETWORK

The Siemens Employees Network is legally registered as Siemens Employees Federation

Constituent Unions

- **Siemens Workers Union (Maharashtra)**
- **All India Siemens Employees 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 11 factories and Head Office.

1312 blue collar workers and 9 white collar employees are represented

SIEMENS Manufacturing Units



SIEMENS EMPLOYEES FEDERATION

The Federation is not recognised by Siemens Management

Current Issues before the Federation

- **All regular employees should have same retirement age**
- **Bonus and Ex-gratia payments should be equal for all workers**

Current external work before the Federation

- **Organising of precarious workers**
- **Networking with other German MNCs**



Siemens Fact Sheet

Employees	19,000
Revenue (FY 2015)	₹ 10,563 mio.
Group companies	12
Existing factories	22
Sales offices	56
Centers of competence	8
R&D centers	11
SMART products	31

ORGANISING PRECARIOUS WORKERS

A project of mapping of precarious (contract and agency) workers was undertaken of all Siemens establishments in India

Objective of this project

- **To organise precarious (contract/agency) workers**

Duration of the project

- **3 years (April 2014 to March 2018)**

Project sponsored and supported by IndustriAll Global Union and IG Metall

PRECARIOUS WORKER PROJECT – CONTD.

Mapping of contract workers was undertaken in Turbhe, Mahape, Kalwe establishments of Siemens.

This has covered around 900 precarious workers in blue collar category

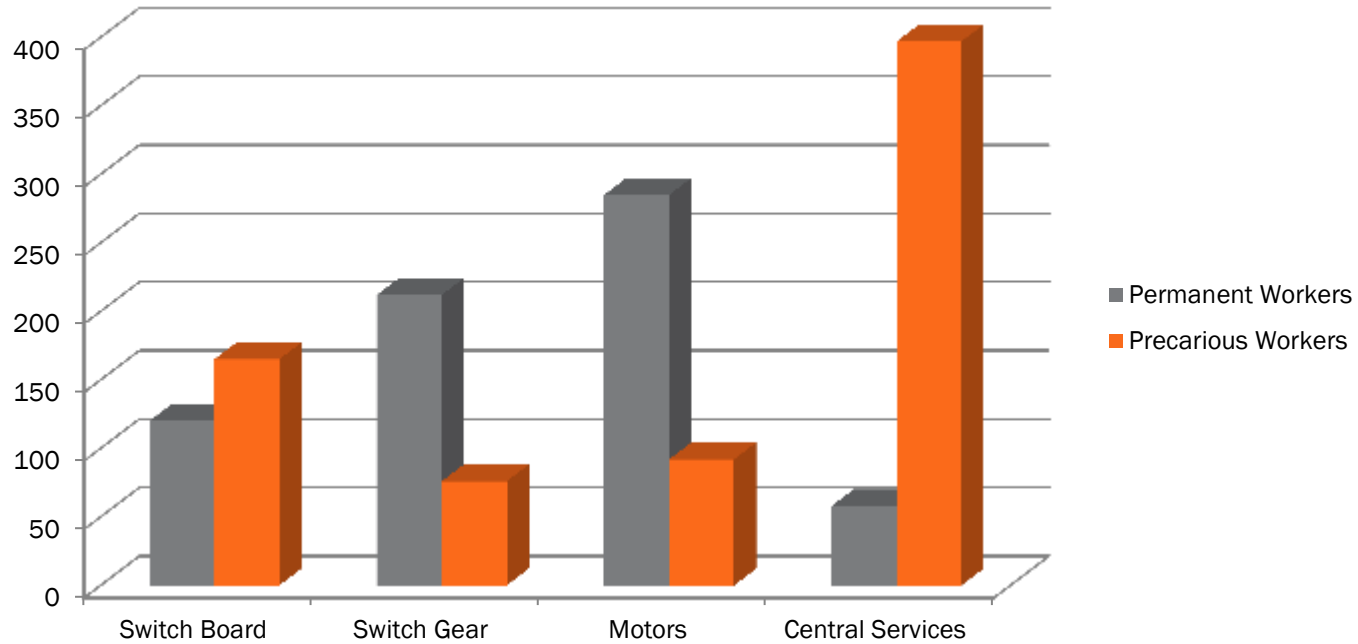
Future Work

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



FINDINGS OF PRECARIOUS WORKER PROJECT

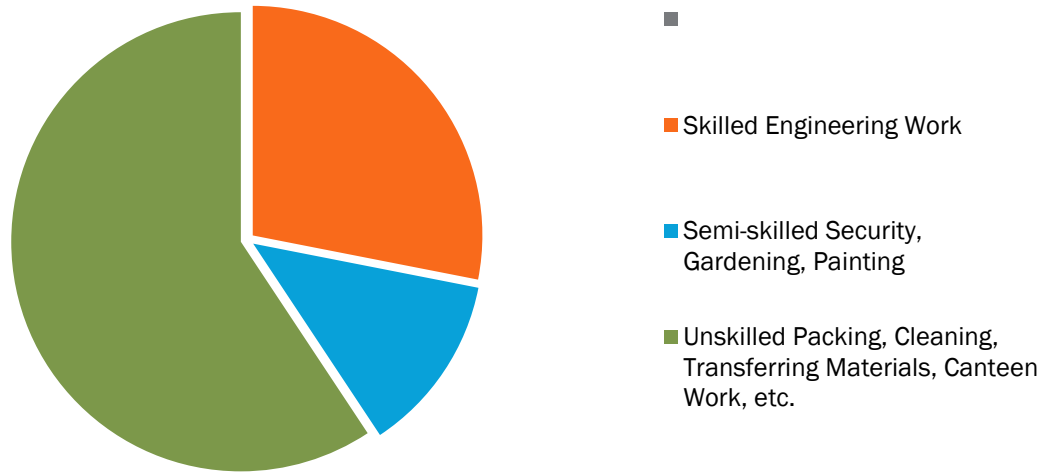
Number of precarious workers to permanent workers



FINDINGS - CONTD.

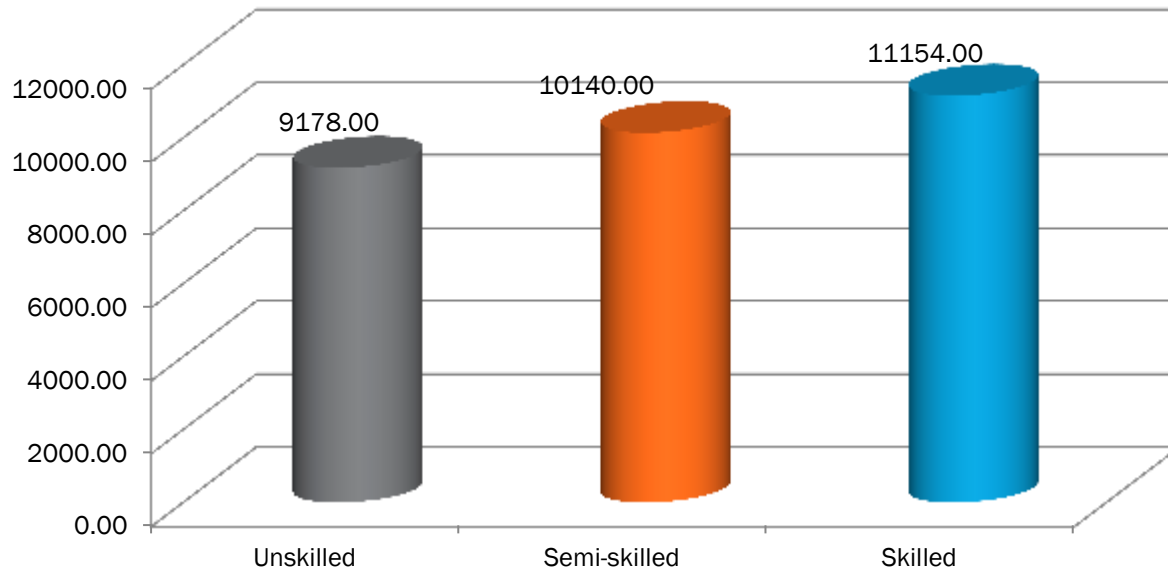
Profile of precarious workers

Number of Workers



FINDINGS - CONTD.

Wages of Precarious workers in Indian Rupees



FINDINGS - PRECARIOUS WORKER PROJECT

Some Actual photos of precarious workers



FINDINGS - PRECARIOUS WORKER PROJECT

Findings of the project : Actual photos of precarious workers family and homes




FUTURE TASKS

Organise Precarious workers by leveraging Global Framework Agreement (GFA)

The Federation and their constituent unions will organise and ensure that

- **the precarious workers are paid legal wages**
- **they get the statutory benefits like – Provident Fund, Employee State Insurance Scheme, welfare schemes under State Welfare Board, Overtime wages and Safety equipments**
- **they are educated on their rights**

FUTURE TASKS

- **Will collaborate with IG Metall initiative of mapping German Companies in Pune (Maharashtra) region**
 - **Will propose to extend the mapping it to whole of India**
 - **Propose to form co-ordinating committee with the view to communicate with TNC – HQ**
 - **Will train workers on implementing GFA in the companies**
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THANK YOU



GLOBAL FRAMEWORK AGREEMENT

RELEVANT CLAUSE

2.9 Suppliers

The principles of this agreement are reflected in the Siemens Code of Conduct for Suppliers. Thus Siemens also actively endeavors to have these principles incorporated into the business policy of its suppliers. Siemens regards the application of these principles to supplier and contractor companies as a positive prerequisite for mutual business relationships.