

VIENNA DECLARATION

Lifts and escalators sector

IndustriALL Global Union, Mechanical Engineering

We, trade union representatives at four multinational corporations,

- Kone
- ThyssenKrupp
- Otis
- Schindler

have come together on 12 November 2014 in Vienna, Austria upon invitation of IndustriALL Global Union to discuss our future cooperation within trade union company networks.

We 36 trade unionists from 14 countries and 16 trade unions, represent more than 200,000 workers at lift and escalator companies all over the world.

In our discussions, we have focused on the following issues:

- The shift in demand, as well as in manufacturing, from mature to emerging markets is a challenge for the companies in our sector.
- Consolidation within our industry is well advanced. At the same time, the increasing importance of after-sales and service business models imposes a growing competitive pressure on the corporations and their employees.
- There are significant opportunities in offering tailored solutions for customers, modular design of facilities, resource efficiency, as well as in the development of energy and environmental technology.

We have identified and discussed the challenges and threats in the lifts and escalators sector and have come to the following conclusions:

- The growth of sub-contracting and the continuous restructuring process in our sector has lead to employees experiencing further precarity and a deterioration of working conditions in general. Key characteristics include: a growing pressure to perform, a greater and more intense workload, and GPS tracking/observation of staff.
- The greater tendency for sub-contracting has resulted in a reduction of permanent staff and a decrease in the coverage of collective bargaining agreements.
- Competitive contracts in service and maintenance have lead to increased pressure on employees who have less time to perform maintenance and must be equipped to deal with different systems and tools.

Even today, we see the negative consequences on workers related to occupational health and safety issues, as well as increasing mental stress suffered by employees. We as trade union representatives will accompany the changes in our sector proactively and insist on playing an active role at the company level.

- We demand that employers implement measures to meet the increasing workloads and work related stress. We expect an open social dialogue on this topic.

- We demand an effective mitigation or at least regulation of subcontracting, and will jointly fight against precarious work, in line with the principle: same work, same conditions.
- We oppose any surveillance/ GPS tracking of staff, which increases the pressure on employees and is a direct threat to their safety. Additionally, this form of employee surveillance is a gross violation of their privacy.
- We demand joint initiatives to ensure a safe and healthy working environment for the employees in our industry.
- We stipulate binding rules and standards and a common (European) directive to regulate subcontracting, as well as maintenance contracts (with respect to scope, content and frequency).

From here on, as a group, we agree to:

- 1. Continue to strengthen the trade union company networks**
- 2. Integrate the existing European Works Councils (EWC) structures in our networks**
- 3. Designate contact persons for the four multinationals and organize a regular exchange of information, together with IndustriALL Global Union**
- 4. Encourage trade union organizing initiatives when requested by affiliated trade unions.**

Adopted unanimously in Vienna on November 12, 2014