# IndustriALL Global Union STEERING COMMITTEE MEETING ICT, Electrical & Electronics 22-23 May 2017

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## Siemens Fact Sheet

Employees 18,000

Revenue (FY 2015) ₹ 10,563 mill.

Group companies 14

Existing factories 22

Sales offices 56

Source: http://www.siemens.co.in/e

#### **SIEMENS** Manufacturing Units



## Siemens Employees Federation

The Siemens Employees Federation 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.

1230 blue collar workers and 9 white collar employees are represented

## SWU– Converted wrongly designated to right one!!

- Transformer Factory- Employed worker as Trainee Technician
- Confirmed them as Executive Technician which was not in accordance with law and aimed to avoid Unionism.
- These employees became members of SWU
- Filed the Complaint before the Hon'ble Court
- Company showed willingness to discuss as the Top Management HR views changed to positive
- SWU Signed Wage Settlement for these employees declaring them as Workmen and enriched their Wages.

## Siemens Workers Union--- Making Precarious Working to Decent Working Conditions

- Company recruited Security Guards on Direct Contract
- They became members of our Union.
- Prepared for the Court Case to safeguard their jobs.
- Discussed with Management
- Management assured their jobs.
- But they are not ready to sign the Wage Settlement for them with SWU.
- However their Service Conditions has been improved e.g.
   Wage, Leave, Health Insurance etc.

## Siemens Employees Federation

- As a Constituent Union of the federation: SWU is propagating various welfare scheme of Maharashtra State Welfare Board.
- Now Management has organised one such camp.

## **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

## **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**

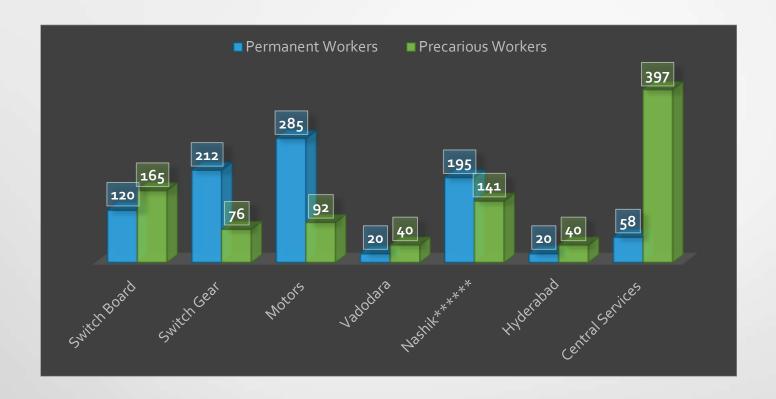
- 3 years (April 2014 to March 2018)
- Project sponsored and supported by IndustriAll Global Union and IG Metall

## Precarious Worker Project – contd.

- Mapping of contract workers was undertaken in Vadodara, Nashik, Hyderabad and 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



Number of precarious workers to permanent workers

Some Actual photos of precarious workers



Some Actual photos of precarious workers family and homes



Some Actual photos of precarious workers family and homes



## **Future Tasks**

- Will collaborate with IG Metall initiative of mapping German
   Companies in Pune (Maharashtra) region
- Will propose to extend the mapping 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

## **THANKYOU**