



**IndustriALL Global Union**  
**STEERING COMMITTEE MEETING**  
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**Siemens Employees Federation**

## Siemens Fact Sheet

Employees	18,000
Revenue (FY 2015)	₹ 10,563 mill.
Group companies	14
Existing factories	22
Sales offices	56

# SIEMENS Manufacturing Units

## INDIA



# 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

# FINDINGS - Precarious Worker Project



- Number of precarious workers to permanent workers

# FINDINGS - Precarious Worker Project

- Some Actual photos of precarious workers



# FINDINGS - Precarious Worker Project

- Some Actual photos of precarious workers family and homes



# FINDINGS - Precarious Worker Project

- 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



THANK YOU