Protecting jobs and promoting employment

Siemens says:

“Siemens is a pioneer in its markets and actively contribute to shape the world through its innovations – this is our vision. (...) The particular strength of Siemens lies in the creative potential and commitment of its more than 343,000 employees. Decisive factors include sound framework conditions, active and motivating management and the promotion of personal and technical skills throughout their professional lives.”

(Source: Siemens website)

http://www.siemens.de/jobs/arbeiten_bei_siemens_de/entwicklung-fuehrung/seiten/home.aspx

“Only work creates real values!”

This principle remains unchanged. It is the employees – their work, their qualifications and their innovative achievements – that have made Siemens an internationally successful company.

If Siemens is to remain strong, employees will have to be involved in any changes. Secure employment and “good jobs” can only be created through interaction between the trade unions, works councils and company management.

Siemens promises all its employees high quality employment conditions in a motivating and positive working environment. However, over the last few years, thousands of employees from all over Europe have had a completely different experience. As far as they are concerned, having the right skills and a strong commitment to work does not protect them against losing their jobs due to redundancies.

A change of direction for secure employment!

We have seen that the gap continues to widen between the promises made by Siemens and the reality, which is to the detriment of its dependent employees.

We therefore expect the company to adopt a fundamental change of strategy: We call upon the management to place its employees’ work and interests on an equal footing with economic decisions. In particular, this means that social and employment-related implications of all structural changes within the group will have to be considered and discussed with the employee representatives before they come into effect.

Regular and skilled work for everyone, which is secured by collective agreements, must take priority over yield expectations and the financial interests of investors!

Our point of view

Protect jobs!

Some measures aimed at safeguarding sites or jobs are governed by legislation or collective agreements. In certain countries, these agreements are very weak. The SEC has to help so that we can arrive at a uniform level of information and consultation in Europe. Colleagues in other European countries often receive information about the actual measures and figures too late.

The SEC expects prompt and comprehensive information on employment issues and advance consultation on possible consequences and alternative solutions.

The national SEC representatives affected by these measures must be included in the above process.
**Our point of view**

**Prevent precarious working conditions!**

Fighting for regular direct employment and against the rise in temporary labour, fixed term contracts and outsourcing of the core workforce continue to be long-term challenges for the national and European employee representative bodies within the Siemens Group in 2015.

We want a European standard for all national companies with compulsory regulations for fixed term contracts, “work on demand” and the unregulated use of temporary labourers. This will have to form part of a long-term measure. Due to potential effects on jobs, any outsourcing by means of contracts awarded for work or services must also be scrutinised at all times.

In the event of changes affecting more than one country we therefore need transparency in terms of staffing issues and access to employment policy information. The SEC will launch an appropriate European initiative.

Our aim is to arrive at a transnational (European) works agreement on the management of temporary labour, based on equal pay, in order to limit precarious working conditions and create more regular, direct employment contracts.

**Promote regular employment conditions!**

Permanent jobs bound by collective agreements must take priority over short-term contracts and temporary employment. We call for systematic, forward-looking staff planning and development in all divisions, based on country-specific employment data and development trends.

**Regulate temporary labour!**

The SEC welcomes the decision made by central management to limit the amount of temporary labour, which is proliferating at individual Siemens sites. We support the current approach, which requires the national companies to provide regular information about temporary labour levels. As a result, we call for a compulsory, European regulation on how temporary labour is handled within the Siemens Group. Our aim is to introduce a European works agreement, which defines the scope, duration and wage levels for temporary labour. For this purpose, we are guided, for example, by the fixed quotas and “equal pay” principle.

We firmly believe that the national minimum statutory requirements, which apply to temporary labour in Europe, could be improved for the benefit of both employees and the company itself. We also think that this would significantly improve Siemens’ image in Europe. We urge the management to enter into the relevant negotiations with us.

**Contribute to employment and labour standards!**

We agree with the Siemens management that continuous improvement to working methods, skills and activities at all value creation levels are vital if the company is to survive and remain competitive in the future. We want that employee qualification, expertise and know-how leads to technological, structural and economic improvement.

This will require consistent, binding structures across the group and the systematic participation of stakeholders in co-determination at all levels. Progress can only be achieved with – and not without or against – the site representatives. This means that the SEC members must be allowed free access to information, employees and sites, so that they can take action at local and national level, as stated in their mandate.
保護工作和促進就業

**What we demand**

So that we can make effective use of our right to prompt and comprehensive information and consultation on employment issues, as a European employee representative body, we expect the following information from the central management, as part of a regular reporting requirement:

- Employment levels for divisions in the national European companies
- A projection of future staff planning and staff development at the various divisions
- A European action plan aimed at protecting the jobs of skilled workers and qualifications required in the medium term
- Annual activities in the field of professional training (training places that already exist or need to be created and permanent jobs for some trainees)
- Impact on employment of investments made in Europe

**Invest in initial and further training!**

Siemens uses and promotes a various forms of professional and social training, in order to meet the need for skilled workers and training in the long term. In particular, we need effective strategies, to retain skilled workers and recruit additional skilled workers from outside Siemens, by offering attractive working and pay conditions, and continuously improve employee know-how and training.

We will support and encourage European employee representatives in initiating training proposals for transnational areas of improvement.

**The need to provide training and jobs with a future is still highly relevant for Siemens.**

We believe that Siemens has a major responsibility, in terms of social welfare, society and the economy, and must continue to be active in these fields.

We recognise that Siemens makes great effort to provide young people with initial training. However in view of the huge problems, which make it difficult for young people to access training, the current initiatives are not adequate. At all Siemens sites in Europe, opportunities and initiatives aimed at integrating young people into the world of work and industry must be strengthened.

In particular, we expect on-site initiatives across Europe aimed at creating additional training places in European crisis countries with high youth unemployment.

Anyone that provides training and qualifications safeguards our ability to innovate and remain competitive in the future!