

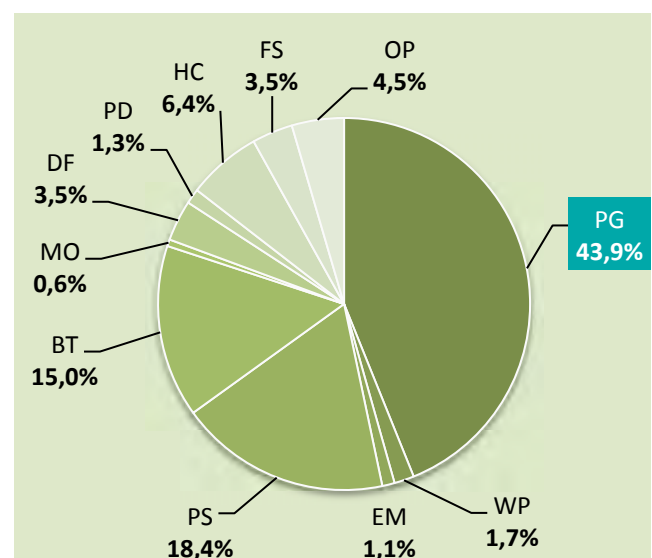
Siemens in SWEDEN



ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	1.956
Wind Power and Renewables (WP)	77
Energy Management (EM)	48
Power Generation Services (PS)	818
Building Technologies (BT)	668
Mobility (MO)	26
Digital Factory (DF)	158
Process Industries and Drives (PD)	58
Healthcare (HC)	287
Financial Services (FS)	158
Other Operations (OP)	202
TOTAL	4.456

- The company has been active in Sweden since 1893, when Siemens Tekniska Byrå was founded.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Sweden amounted to EUR 980 million, and new orders totaled almost EUR 1.28 billion. (Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	2013, officebuilding for 700 people
Sites were downsized	NO
Sites were closed	NO
Sites were restructured	NO

Our expectation for future development

Development of the site	Yes – ongoing progress
Employment	No increase
Labour standards	Same or better
Innovation & investment	Investment in new machinery
Corporate culture	Vision, Values



SEC – Member



Name: **Mikael Wiström**
 Place: **Siemens Industrial Turbomachinery AB / Finspång**
 Profession: **Buyer for all Valves (union-representative)**
 SEC-Member since **2008**
 Elected by **Unions in Sweden**
 TU-membership: **Unionen**

E-Mail: mikael.wistrom@siemens.com

Political Views and Statements from the SEC member

<p>My point of view</p>	<p>The European representation of workers' interests in the Siemens Group is important ...</p> <p><i>"it is very important that the management really listen to the employees, unions, before they decide bigger changes"</i></p>
<p>Our main subject for the European SEC-Agenda "Siemens 2020"</p> <p>➤ Strengthening employee participation and representation of interests</p>	<p>Reasons and arguments for this priority</p> <p><i>This is very important for us to make Siemens a stronger company. "A strong company is good for all employees"</i></p>
<p>Our expectations for European cooperation in the SEC</p>	<p><i>"Information, (maybe more country specific). Learn of each other. We must also talk to the management on highest level, with our demands that we in SEC being agreed on.</i></p> <p><i>"Further development of SEC. Follow up our meetings and "have a to do list" so that we really know what was done and what we have left to do."</i></p>
<p>Our currently main topic at Siemens</p>	<p><i>It's a lot of organization changes, new management etc.</i></p> <p><i>This makes it difficult to improve business and have our influence on the company.</i></p> <p><i>The Siemens way is not always the correct way.</i></p> <p><i>It's important that before we are going to implement different things, we really analyze businesses who can say what is good or bad.</i></p>

National systems and rights of employees' representation in SWEDEN

KEY FACTS

Proportion of Employees in Unions	70 %	Collective Bargaining Coverage	88 %
Trade Unions The level of union membership in Sweden is high – at 71% – although it has fallen from its peak of 86% in 1995. There are three main union confederations, LO, TCO and Saco, which are divided along occupational and educational lines in line with the traditional way in which Swedish employees are grouped, and there is considerable co-operation between them.		Workplace Representation Workplace representation for employees in Sweden is through the local union at the workplace. There is no other channel. Legislation requires the employer to inform and negotiate with the unions at the workplace before making major changes, and many of the practical arrangements for doing so, which elsewhere in Europe are fixed by law, are left in Sweden to local negotiations.	
Election/mandating for the EWC Swedish members of bodies linked to European Works Councils and the European Company are – in line with Swedish practice elsewhere – appointed by the local unions the company negotiates with.		Board-level Representation Employees are represented on the boards of almost all companies with more than 25 employees (Sweden has a single-tier board system.) There are two or three employee members and they account for around one third of board members in most companies. They are chosen by the union and are generally the key figures in a whole range of employer-union relations.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- **Unionen** (white collar workers; 600 000 members)
- **Industrifacket Metall (IF Metall)** (blue collar workers; 350 000 members)
- **Sveriges Ingenjörer** (engineers; 140 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input checked="" type="checkbox"/> inter-company	<input checked="" type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input checked="" type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input checked="" type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input checked="" type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

- **Company boards, regular meetings with our different Unions** (Unionen, Ledarna, IF Metall, Sveriges Ingenjörer)

Siemens in UNITED KINGDOM

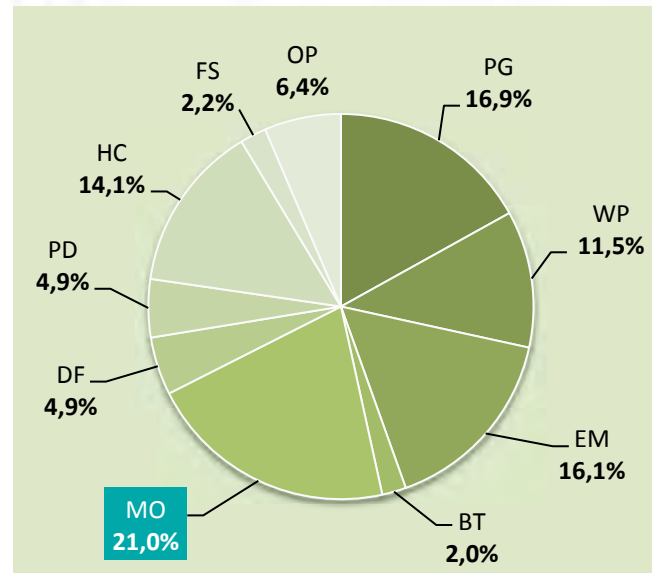


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	2.359
Wind Power and Renewables (WP)	1.600
Energy Management (EM)	2.244
Power Generation Services (PS)	-
Building Technologies (BT)	281
Mobility (MO)	2.925
Digital Factory (DF)	678
Process Industries and Drives (PD)	680
Healthcare (HC)	1.959
Financial Services (FS)	307
Other Operations (OP)	896
TOTAL	13.929

- Siemens has been operating in the UK for 170 years.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in the UK amounted to more than 4.03 billion EUR and new orders totaled almost 6.93 billion EUR

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	YES
New plants were opened	A new Service Facility (Teal Park) was opened in 2012 transferring 600 employee's
Sites were downsized	NO
Sites were closed	NO
Sites were restructured	"DX (Healthcare): Restructures completed in line with companywide initiatives."

Our expectation for future development

SEC member	Janett Morton	Russel Ede	Paul L. Gregory
Development of the site	Unchanged	More investment in renewable energy	
Employment	Currently rising slightly	Increases in the energy sector	Reduction in temporary worker numbers
Labour standards			
Innovation & investment	MT joint venture? Digitization	Investment in the Healthcare sector	
Corporate culture		Quality – long term vision, strategic planning	



SEC – Member



My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

“Employee engagement and participation is critical to the long term sustainability of the company and the workforce.”



Name **Russell Ede**

Place: **Siemens Healthcare Diagnostic Products Ltd. / Llanberis, North Wales**

Profession: **Quality Testing Manager**

SEC-Member **since 2012**

Delegated by **Siemens Healthcare Constituents**

TU-membership: **NONE**

E-Mail: russell.ede@siemens.com

SEC – Member



Name **Paul L. Gregory**

Place: **Siemens Industrial Turbomachinery Limited / Lincoln**

Profession: **Product Techniachen**

SEC-Member **since 2004**

Elected by **UK employees**

TU-membership: **Unite the Union**

E-Mail: paul.gregory@siemens.com

SEC – Member



My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

“We are a very diverse company and only through collaboration we can achieve meaningful dialogue with our management and thereby ensuring the success of our company.”



Name **Janett Morton**

Place: **Siemens PLC / Manchester**

Profession: **Project Manager / Employee representative Large Drives & Motion Control**

SEC-Member **since 2012**

Elected by **Employees from Industry and Infrastructure & cities**

TU-membership: **Unite the Union**

E-Mail: janett.morton@siemens.com

<p>Our main subject for the European SEC-Agenda "Siemens 2020"</p> <ul style="list-style-type: none"> ➤ Strengthening employee participation and representation of interests <i>(Russell Ede)</i> ➤ Designing attractive working conditions in a motivating work environment <i>(Paul L. Gregory)</i> ➤ Further development of a socially responsible and employment-sensitive corporate culture <i>(Janett Morton)</i> 	<p>Reasons and arguments for this priority</p> <p><i>"On our particular site with have a mature / aging work force, we need to be more proactive for ex / retired Siemens employees"</i> <i>(Paul L.Gregory, Lincoln)</i></p> <p><i>"Not providing the required resource for workload causes quality problems, which in turn lead to increased pressure on individuals."</i> <i>(Janett Morton, Manchester)</i></p>
<p>Our expectations for European cooperation in the SEC</p>	<p><i>"Clear information and communication across the sectors to ensure every employee know what SEC is and what SEC can do for them."</i> <i>(Russel Ede, LLanberis)</i></p> <p><i>"Invest in more out of work activities to support our loyal ex-employees ."</i> <i>(Paul L.Gregory, Lincoln)</i></p> <p><i>"Increased networking among local representatives. Agreement of the tasks as SEC member with the daily tasks. Moral support is good!"</i> <i>(Janett Morton, Manchester)</i></p>

National systems and rights of employees' representation in UNITED KINGDOM

KEY FACTS

Proportion of Employees in Unions	26 %	Collective Bargaining Coverage	29 %
<p>Trade Unions At present just over a quarter (26%) of UK employees are union members, although union density is much higher in the public sector (56%) than the private sector (14%). There is only one union confederation in the UK, the TUC, and individual unions are fully independent. Around 60% of trade unionists in the TUC are in the three largest unions, which have grown through mergers.</p>		<p>Workplace Representation There is no common structure for employee representation in the UK and in many workplaces it does not exist. Unions are the most common way that employees are represented and they can now legally compel the employer to deal with them, but only if they have sufficient support. Most non-union workplaces have no employee representation, and the regulations implementing the EU directive on information and consultation have not changed this.</p>	
<p>Election/mandating for the EWC UK representatives on most of the bodies linked to European Works Councils and the European Company are to be elected by the whole workforce, unless there is an existing body which represents and in some cases has already been elected by the whole workforce, which then has appointment rights.</p>		<p>Board-level Representation UK employees have no statutory right to representation at board level and, with a tiny handful of exceptions, this has also been the case in practice.</p>	

Source: **ETUI** For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- **Unite the Union** (1,4 Mio. members)
- **General, Municipal, Boilermakers Union** (GMB; 600 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

- | | | | | |
|--|--|--|--|--|
| <input checked="" type="checkbox"/> in-company | <input type="checkbox"/> inter-company | <input type="checkbox"/> on regional level | <input type="checkbox"/> on national level | <input type="checkbox"/> Bipartite bodies (<i>employees/employers</i>) |
|--|--|--|--|--|

Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
<p>Levels of participation</p> <p><input checked="" type="checkbox"/> Information</p> <p><input type="checkbox"/> Consulting</p> <p><input type="checkbox"/> Codetermination</p> <p><input type="checkbox"/> Approval requirement</p> <p><input type="checkbox"/> Veto-Rights</p>	<p>Levels of participation</p> <p><input checked="" type="checkbox"/> Information</p> <p><input type="checkbox"/> Consulting</p> <p><input type="checkbox"/> Codetermination</p> <p><input type="checkbox"/> Approval requirement</p> <p><input type="checkbox"/> Veto-Rights</p>	<p>Levels of participation</p> <p><input checked="" type="checkbox"/> Information</p> <p><input checked="" type="checkbox"/> Consulting</p> <p><input type="checkbox"/> Codetermination</p> <p><input type="checkbox"/> Approval requirement</p> <p><input type="checkbox"/> Veto-Rights</p>	<p>Levels of participation</p> <p><input checked="" type="checkbox"/> Information</p> <p><input type="checkbox"/> Consulting</p> <p><input type="checkbox"/> Codetermination</p> <p><input type="checkbox"/> Approval requirement</p> <p><input type="checkbox"/> Veto-Rights</p>

Instruments of participation *(e.g. committees, boards, regular meetings)*

- **Local site staff consultation groups**



SEC – Region South West Europe (SWE)

SIEMENS in the SWE Europe region:

- Manufacturing and development sites in 7 countries
- Approx. 22.100 employees (2014)
- 8 SEC representatives
- Latest turnover figure approx 7.5 billion EURO (2013)

Questions for Margherita Milite (Italy, Speaker of the SEC-region SWE)

1. What developments are currently in discussion among you?

In most countries of the South-West Region the economic instability is still a dominant factor and thus the uncertainty for many business activities is high; there is a growing focus on business opportunities in export markets (e.g. Africa). The hope is to reach a stable situation and avoid additional job cuts. But the new Siemens savings program “1 by 16” (one billion Euro reduction of cost by 2016) actually leave us with little hope.

2. Is the SEC sufficiently informed and involved? What needs to be changed from your point of view?

In most countries of the South-West Region employee’s representatives are informed and involved only when required by the local laws. The information is very often provided only after all decisions are taken and thus the involvement of the workers’ representatives is very limited. A more transparent and open dialog by means, for example, of periodic meetings would help everyone to reach sustainable decisions.

3. Which proposals and demands would you put forward, in order to protect sites, jobs and business sectors?

We need investments into innovative technologies and R&D in order to manufacture high-quality, reliable products. A culture of innovation brings immediate advantages, e.g. synergetic integration and more efficient processes and attractive working conditions. This is the only possibility for a sustainable success for Siemens and for increasing employment opportunities in all Siemens locations in Europe. Clearly to respond to transnational management strategies we also need a common European strategy for the Siemens workers’ representation.

(January 2015)

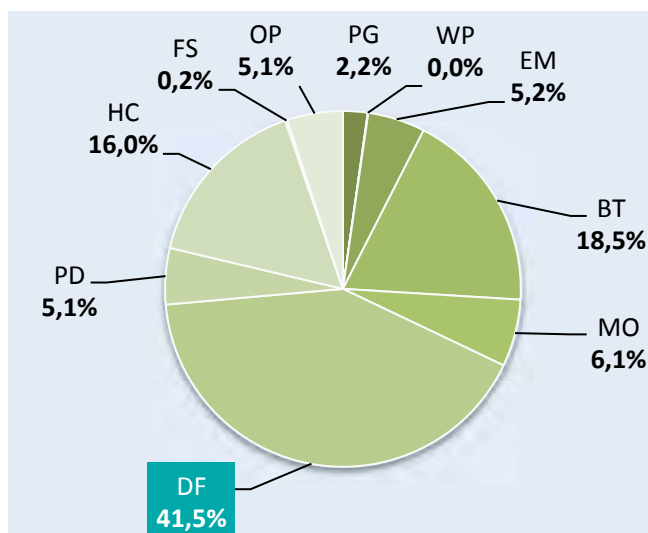


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	45
Wind Power and Renewables (WP)	1
Energy Management (EM)	105
Power Generation Services (PS)	-
Building Technologies (BT)	372
Mobility (MO)	123
Digital Factory (DF)	836
Process Industries and Drives (PD)	103
Healthcare (HC)	323
Financial Services (FS)	4
Other Operations (OP)	102
TOTAL	2.014

In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in BeLux amounted to more than EUR 1.15 billion, and new orders totaled EUR 646 million.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	New site in Mont St Guibert, but the 40 employees came from Siemens Huizingen _ Anderlecht
Sites were downsized	NO
Sites were closed	Site of Anderlecht was closed, all employees moved to the site of Huizingen or Mont St Guibert
Sites were restructured	Industry : last year (2012/13) Siemens has terminated the contract of fifteen employees

Our expectation for future development

Development of the site	Risks for activities of KAP division part of industry
Employment	Downsize risk
Labour standards	In regression
Innovation & investment	stable
Corporate culture	No changes



SEC – Member



Name: **Eric Vanackere**
 Place: **Mont-St-Guibert**
 Profession: **Sales Engineer**
 SEC-Member **since 2011**
 Elected by **Social election**
 TU-membership: **CNE**

E-Mail: eric.vanackere@siemens.com

Political Views and Statements from the SEC member

<p>My point of view</p>	<p>The European representation of workers' interests in the Siemens Group is important ... <i>“avoid internal competition. Have one centralize representation to the multinational Board”</i></p>
<p>Our main subject for the European SEC-Agenda “Siemens 2020”</p> <ul style="list-style-type: none"> ➤ Designing attractive working conditions in a motivating work environment 	<p>Reasons and arguments for this priority</p> <p><i>Work-life balance</i> <i>motivation (proud to work for Siemens)</i> <i>loyalty</i></p>
<p>Our expectations for European cooperation in the SEC</p>	<p><i>More influence to the Siemens Board (Europe First !!!). We are an European Company.</i></p>
<p>Our currently main topic at Siemens</p>	<p><i>Keep the jobs as now in Belgium</i></p>

National systems and rights of employees' representation in BELGIUM

KEY FACTS

Proportion of Employees in Unions	50 %	Collective Bargaining Coverage	96 %
Trade Unions Trade unions in Belgium are divided between competing confederations, which have clear political traditions. The two largest CSC/ACV and the FGVB/ABVV are linked to the christian and socialist movements respectively, while the smaller CGSLB/ACLVB is linked to the liberals. Despite this the unions are able to co-operate and around half the workforce is unionised – with union membership growing.		Workplace Representation Belgium has structures at workplace level representing both all employees and trade unionists, but, with only trade unions able to nominate to the works council, the key body is the union delegation. It is the union delegation which negotiates key issues with management, although the works council has extensive information and consultation rights, and although it is a joint body with an employee majority, it has decision-making powers in some areas.	
Election/mandating for the EWC The hierarchy for choosing European representatives from Belgium for European bodies is the works council, the health and safety committee and the union delegations.		Board-level Representation Employees are not represented at board level in Belgium, except in a handful of publicly-owned companies.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

Algemeen Christelijk Vakverbond/Confédération des Syndicats Chrétiens (ACV/CSC) METEA (160 000 members)
 Algemeen Belgisch Vakverbond (ABVV)-Metaal (80 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

- | | | | | |
|--|--|--|--|---|
| <input checked="" type="checkbox"/> in-company | <input type="checkbox"/> inter-company | <input type="checkbox"/> on regional level | <input type="checkbox"/> on national level | <input type="checkbox"/> Bipartite bodies (employees/employers) |
|--|--|--|--|---|

Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

- Monthly meetings
- Assistance in dismissal / temporary work

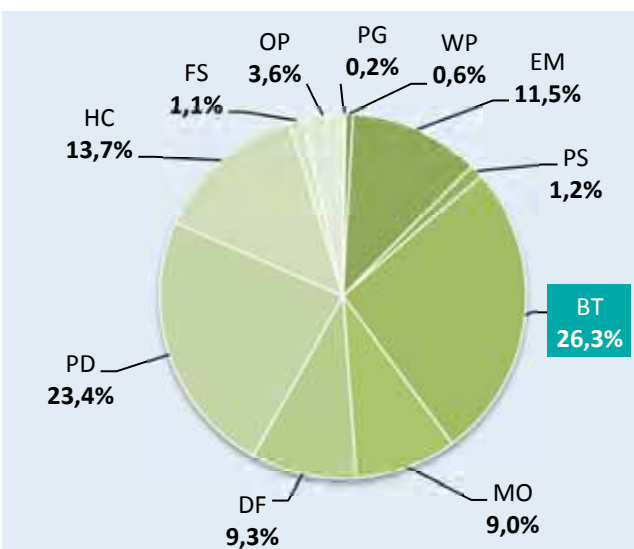


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	12
Wind Power and Renewables (WP)	43
Energy Management (EM)	788
Power Generation Services (PS)	82
Building Technologies (BT)	1.798
Mobility (MO)	615
Digital Factory (DF)	638
Process Industries and Drives (PD)	1.602
Healthcare (HC)	934
Financial Services (FS)	78
Other Operations (OP)	246
TOTAL	6.837

- Siemens has been present in France since the 1860s.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), the sales of Siemens France amounted to nearly EUR 1.78 billion, and new orders totaled almost EUR 1.87 billion.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	Haguenau (extension of production in Industry PD)
New plants were opened	NO
Sites were downsized	Grenoble (production in Energy, around 350 jobs cuts with the transfer of the major part of production in 2011). Trench : around 15 jobs cuts (2014)
Sites were closed	Saint Chamond (VAI-metal): around 250 jobs cuts in 2010 and transfer of a part of employees to Montbrison. Bussy Saint Georges (BT FS-SP sale to Vanderbilt): 22 jobs will be transferred (2014) – Montbrison (metal) with SV Mitsubishi (350 jobs cut)
Sites were restructured	Program Siemens 2014 : around 250 jobs cuts for Siemens SAS (150 for BT division); Reorganization BT 2014 with 3 AREAs in France

Our expectation for future development

Development of the site	To maintain R&D, Production and Services activities in France
Employment	We can't expect more jobs, but to stop the continuously reduction for productivity reasons. It's also necessary to increase the competences and to have apprentices.
Labour standards	To manage more working and personal time; to have more collective agreements
Innovation & investment	Investments in R&D Projects for World level and French level (specifics regulations or market demands)
Corporate culture	To increase the consultation of CE in strategic decisions



SEC – Member



Name: **Monique Ansquer**

Place: **Buc** (near Paris)

Profession: **Hypervision System Expert**

SEC-Member **since 2006**

Delegated by **CFE-CGC**

TU-membership: **CFE-CGC**

E-Mail: monique.ansquer@siemens.com

My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

“it is a mean to have more solidarity between us and to know the group strategy as soon as possible (to anticipate the positives or negatives effects and to have time to prepare the consultation in our country)”

My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

“the globalization makes that the various countries depend from each other.

It is necessary a credible European SEC to defend the interests of the collaborators.”

SEC – Member



Name: **Albert Buenavida**

Place: **Nice**

Profession: **Technique**

SEC-Member **since 2014**

Delegated by **CFE-CGC**

TU-membership: **CFE-CGC**

E-Mail: albert.buenavida@siemens.com

Our main subject for the European SEC-Agenda “Siemens 2020”

- **A balanced industrial and location policy at European level within the Siemens Group**

Reasons and arguments for this priority

“It will be necessary to maintain or to reinforce the place of Europe in the world concert. A lot of factories and R&D places are outsourced in Asia or low coast countries, but this thing decrease the quality of products and reduce the motivation of European workers (how to interest new talents?)

(Monique Ansquer)

It is necessary to have more meetings to have information on the ' strategy of the group

(Albert Buenavida)

Our expectations for European cooperation in the SEC

“We have to develop our power to propose (strength of proposals) and our solidarity for this objective.”

(Monique Ansquer)

The SEC has to have a role more active in the supervision of give economic and working conditions

(Albert Buenavida)

Our currently main topic at Siemens	<p><i>The employment, the working conditions. (Monique Ansquer)</i></p> <p><i>The knowledge of the strategy of the group to propose solutions and keep(guard) employ and working conditions on Europe (Albert Buenavida)</i></p>
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National systems and rights of employees' representation in FRANCE

KEY FACTS

Proportion of Employees in Unions	8 %	Collective Bargaining Coverage	98 %
<p>Trade Unions</p> <p>In membership terms the French trade union movement is one of the weakest in Europe with only 8% of employees in unions. It is divided into a number of rival confederations, competing for membership. (The main confederations are the CGT, CFDT, FO, CFTC and CFE-CGC.) But despite low membership and apparent division French trade unions have strong support in elections for employee representatives and are able to mobilize French workers to great effect.</p>		<p>Workplace Representation</p> <p>France has a complex system of employee representation at workplace level, through both the unions and structures directly elected by the whole of the workforce. Where trade unions are present, the key figure will be the TU delegate.</p>	
<p>Election/mandating for the EWC</p> <p>European representatives from France – for both European Works Councils and European Company bodies – are appointed by the unions.</p>		<p>Board-level Representation</p> <p>New legislation passed in 2013 has greatly extended the range of companies covered by the obligation to have employee representatives at board level. As well as state-owned and privatised companies which were previously covered, very large private companies must in future also have at least one employee representative at board level. This is in addition to representatives of employees holding shares and employee representatives who can be present at board meetings, but are not board members.</p>	

Source: ETUI For more information see: www.worker-participation.eu

<p>TRADE UNIONS - represented at SIEMENS</p> <ul style="list-style-type: none"> • Force Ouvrière (FO) Métaux (76 000 members) • Fédération des Travailleurs de la Métallurgie-Confédération Générale du Travail (FTM-CGT; 65 000 members) • Confédération française de l'encadrement-Confédération Générale des Cadres (CFE-CGC) Métallurgie (28 000 members) • Confédération Française des Travailleurs Chrétiens (CFTC) Métallurgie (14 000 members) • Confédération Française Démocratique du Travail (CFDT) <p>The main unions for Siemens : CFE-CGC and CFDT</p>
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Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company <i>CCE Siemens SAS</i>	<input type="checkbox"/> inter-company	<input checked="" type="checkbox"/> on regional level <i>CE activity</i>	<input checked="" type="checkbox"/> on national level <i>Comité groupe</i>	<input type="checkbox"/> Bipartite bodies (<i>employees/employers</i>)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
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Remarks:

- We are informed about economic affairs at least one's a year (only presentation and discussion in CE meeting)
- We are informed about personnel affairs one's a month (presentation of table and discussion in CE meeting)

Instruments of participation *(e.g. committees, boards, regular meetings)*

- Enterprise Committees (CCE), establishment committees (CE)
- Regular meetings (at less one's a month in CE, twice a year in CCE with a lot of extraordinary CCE meetings with info/consult subjects)
- Accords between company and Unions : for salary, working conditions, home office, profit sharing, etc...

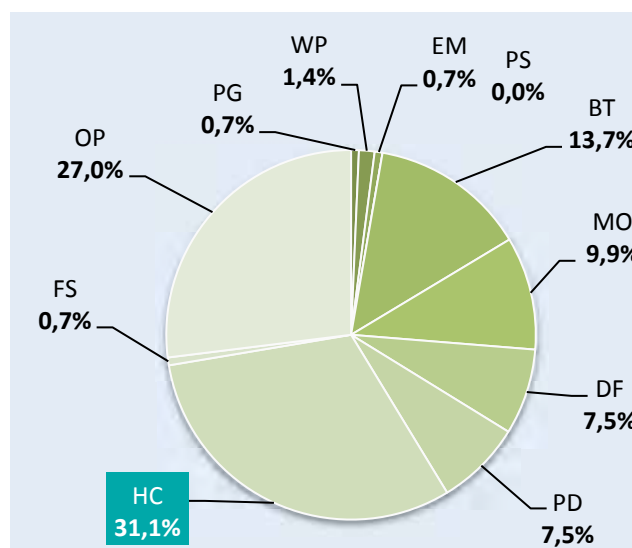


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	2
Wind Power and Renewables (WP)	4
Energy Management (EM)	2
Power Generation Services (PS)	5
Building Technologies (BT)	40
Mobility (MO)	29
Digital Factory (DF)	22
Process Industries and Drives (PD)	22
Healthcare (HC)	91
Financial Services (FS)	2
Other Operations (OP)	79
TOTAL	298

- Siemens has been active in Greece since 1900.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Greece amounted to EUR 122 million and new orders totaled EUR 97 million.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	NO
Sites were downsized	YES - The number of employees at the Athens and Thessaloniki sites is falling all the time. Both sites are under threat. No future prospects.
Sites were closed	YES – The KINTEC company has been shut down. Employees have been made redundant (120 employees according to figures on 28.02.2013)
Sites were restructured	YES – I CS, IC BT, Healthcare, Corporate functions, Legacy Ex- Com Projects (e.g. C4i, GSM-R, Healthcare projects, etc.)

Our expectation for future development

Development of the site	No development of sites
Employment	Staffing cuts
Labour standards	Deterioration of the current standards
Innovation & investment	According to the settlement agreement between SIEMENS AG, SIEMENS AE and the Greek state, new investment is under consideration (e.g. the ROSCO company). According to current information, nothing has yet been signed.
Corporate culture	Getting worse all the time. Demotivated employees.



SEC – Member



Name: **Eleni Goufa**

Place: **Athen**

Profession: **Assistant Commercial Project Manager**

SEC-Member **since 2012**

Elected by **Works Council Siemens AE**

TU-membership: **GSEE, EKA**

E-Mail: eleni.goufa@siemens.com

Political Views and Statements from the SEC member

My point of view

The European representation of workers' interests in the Siemens Group is important ...

“this is the only way that we can hope for improved information and participation, so that we can hopefully be promptly and fully informed and involved in the event of transnational restructuring in the Siemens Group.”

Our main subject for the European SEC-Agenda “Siemens 2020”

- **Strengthening employee participation and representation of interests**

Reasons and arguments for this priority

EUROPE has the expertise of its employees, as well as high standards. EUROPE is a central economic region with local customer acceptance. The European countries must pool their interests. They also need to look at things in the same way and develop a common language, in order to exert more pressure on the group’s strategic policy.

The SEC must prove that European representation works.

Our expectations for European cooperation in the SEC

Solidarity and improved information and participation for the SEC – also in the event of non-transnational changes.

Our currently main topic at Siemens

- *Safeguarding jobs*
- *No further redundancies.*
- *Draft redundancy plan with the supervisory board*

National systems and rights of employees' representation in GREECE

KEY FACTS

Proportion of Employees in Unions	25 %	Collective Bargaining Coverage	65 %
Trade Unions Between a fifth and a quarter of employees in Greece are union members, but the position is very different in the public and state-owned sector, where unions have high levels of membership, and the private sector, where unions are weak. There are only two major confederations, ADEDY covering the civil service, GSEE covering the rest – but union structures below this level are fragmented.		Workplace Representation The local 'primary level' unions are the most important form of employee representation in Greece. They have clear legal rights covering information, consultation and negotiation. The law also provides for a works council structure. But in reality, works councils are only found in a few companies, and where they exist, they work closely with the local union.	
Election/mandating for the EWC In line with the key role played by the union at workplace level in Greece, it is the local union organisation which has priority in choosing European level representatives.		Board-level Representation Employee representatives at board level in Greece are only found in some state-owned companies.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

Panellínia Omospondía Ergatón Metállou (POEM; Panhellenic Metalworkers' Federation; 11 500 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input type="checkbox"/> inter-company	<input type="checkbox"/> on regional level	<input type="checkbox"/> on national level	<input type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Other points to take influence:

- Mitbestimmung
- Veto-Recht

Instruments of participation *(e.g. committees, boards, regular meetings)*

- Regelmäßige Gespräche
- Regular meetings with local HR/CEO Management
- SEC committee

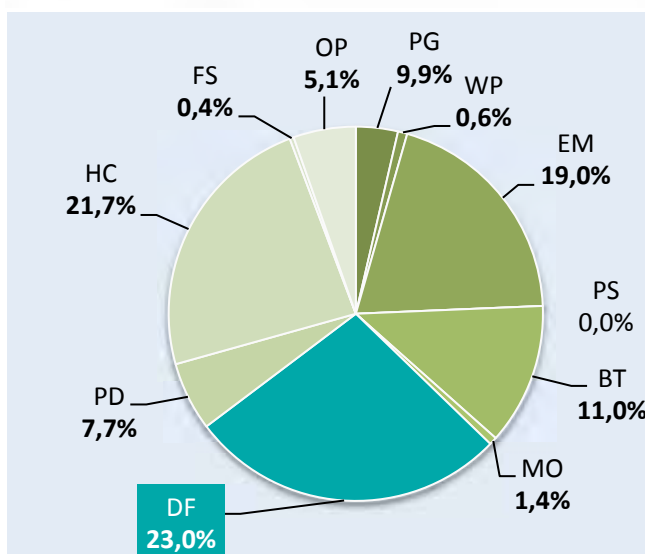


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	113
Wind Power and Renewables (WP)	25
Energy Management (EM)	620
Power Generation Services (PS)	-
Building Technologies (BT)	381
Mobility (MO)	21
Digital Factory (DF)	856
Process Industries and Drives (PD)	185
Healthcare (HC)	735
Financial Services (FS)	11
Other Operations (OP)	168
TOTAL	3.115

- The company has been active in the country since 1899.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Italy amounted to nearly EUR 1.91 billion, and new orders totaled about 2.02 EUR billion.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	NO
Sites were downsized	YES - All locations were downsized, including the few production sites active in Italy; in most cases the direct consequence has been overload for workers, more stressful working conditions, difficulty in satisfying customers' requests in due time.
Sites were closed	YES – Siemens-Nokia with over 3.000 employees
Sites were restructured	YES – Mainly offices were downsized in Milan, Padua, Bologna, Rome, Naples; effect: in some cases negative impact (less space, more noise, worse organization), in other cases positive impact.

Our expectation for future development

Development of the site	Unclear
Employment	Will decrease
Labour standards	Will worsen
Innovation & investment	No substantial investment planned
Corporate culture	Unclear



SEC – Member



Name: **Margherita Milite**

Place: **Siemens SpA / Padova**

Profession: **Scientific collaborations manager**

SEC-Member since **May 2012**

Delegated by **Siemens SpA national workers council**

TU-membership: **FIOM-CGIL**

E-Mail: **margherita.milite@siemens.com**

Political Views and Statements from the SEC member

<p>My point of view</p>	<p>The European representation of workers' interests in the Siemens Group is important ...</p> <p><i>“we want to achieve an ‘active’ role in the discussion and decisions on company investments.”</i></p>
<p>Our main subject for the European SEC-Agenda “Siemens 2020”</p> <p>➤ Investment into innovation, future technologies, new products and in research and development</p>	<p>Reasons and arguments for this priority</p> <p><i>“We need future-oriented investments into innovation, future technologies, new products and in research and development. In my opinion it is the only possibility to maintain a sustainable success for Siemens, thus increasing employment opportunities in all Siemens locations in Europe as well as worldwide. A culture of innovation brings immediate advantages e.g. for attractive working conditions or synergetic cross-border integration of systems and processes.”</i></p>
<p>Our expectations for European cooperation in the SEC</p>	<p><i>We expect a coordinated effort in sharing relevant information with all EU members and planning a common action strategy from the employees’ perspective, engaging all European Siemens workers in the discussion about the choices that will shape the company for the present and the future.”</i></p>
<p>Our currently main topic at Siemens</p>	<p><i>„Definition of new bargaining agreement at company level for improving working conditions (e.g. working hours, paid permits, etc.) for all Siemens SpA employees.</i></p> <p><i>Creation of a Siemens Group Workers’ Council to coordinate representation of employees from all Siemens affiliates”</i></p>

National systems and rights of employees' representation in ITALY

KEY FACTS

Proportion of Employees in Unions	35 %	Collective Bargaining Coverage	80 %
Trade Unions There are more trade unionists in Italy than in any other country in the EU. But with half the membership made up of pensioners, overall union density among employees is around a third. There are three main union confederations – CGIL, CISL and UIL – whose divisions were initially based on political differences, although these have become less clear over time.		Workplace Representation The main employee representative bodies in Italy – the RSUs – are essentially union bodies, even if they are elected by all employees. The unions nominate the candidates for the members directly elected by the whole workforce	
Election/mandating for the EWC Unions and the local union body at the workplace (RSU)		Board-level Representation There is no right to employee board level representation in Italy, and although new legislation proposes this could be introduced, in practice change seems unlikely.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- **Federazione Impiegati Operai Metallurgici – Confederazione Generale Italiana del Lavoro** (FIOM-CGIL; 360 000 members)
- **Federazione Italiana Metalmeccanici – Confederazione Italiana Sindacato Lavoratori** (FIM-CISL; 190 000 members)
- **Unione Italiana Lavoratori Metalmeccanici – Unione Italiana del Lavoro (UILM-UIL; 90 000 members)**

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input checked="" type="checkbox"/> inter-company	<input type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

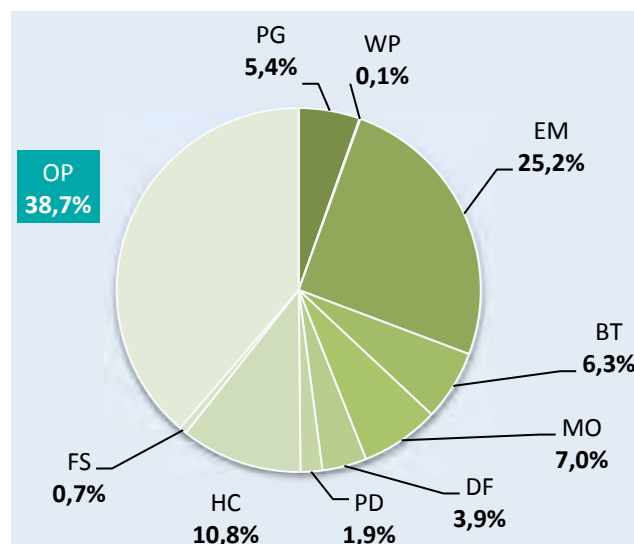
- **National workers' council members meet regularly with HR/IR representatives**



ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	73
Wind Power and Renewables (WP)	1
Energy Management (EM)	339
Power Generation Services (PS)	-
Building Technologies (BT)	84
Mobility (MO)	94
Digital Factory (DF)	53
Process Industries and Drives (PD)	26
Healthcare (HC)	145
Financial Services (FS)	9
Other Operations (OP)	520
TOTAL	1.344

- The company's footprint in Portugal dates back to 1905.
 - In fiscal 2013 (October 1, 2012 – September 30, 2013), the sales of Siemens Portugal amounted to EUR 255 million, and new orders totaled EUR 230 million.
- (Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	NO
Sites were downsized	YES - Trafo plant will be closed (Siemens Sabugo, 50 employees)
Sites were closed	NO
Sites were restructured	NO

Our expectation for future development

Development of the site	The situation remains unchanged. No changes can currently be seen.
Employment	IT Division increased to approx. 150-200
Labour standards	No changes are expected
Innovation & investment	No changes are expected
Corporate culture	No changes are expected



SEC – Member



Name: **Melanie Vidigueira**

Place: **Lissabon**

Function: **AFS specialist**

SEC-Member **since 2014**

Elected by **SIMA**

TU-membership: **SIMA**

E-Mail: melanie.vidigueira@siemens.com

Political Views and Statements from the SEC member

My point of view

The European representation of workers' interests in the Siemens Group is important ...

“so that we are increasingly better informed, general sharing of opinions with colleagues“

Our main subject for the European SEC-Agenda “Siemens 2020”

- **Strengthening employee participation and representation of interests**

Reasons and arguments for this priority

Because there is no co-determination for us. There should be more integration for employees.

Our expectations for European cooperation in the SEC

More influence on site, if necessary (even concerning country-specific issues)

Our currently main topic at Siemens

Protecting jobs and avoiding redundancies during the general economic crisis.

National systems and rights of employees' representation in PORTUGAL

KEY FACTS

Proportion of Employees in Unions	19 %	Collective Bargaining Coverage	92 %
Trade Unions Lack of precise data makes it difficult to give figures of trade union membership in Portugal and there is a large gap between the totals provided by the unions and the union density estimates of the government. There are two main trade union confederations, the CGTP-IN and the UGT, whose relationship was initially marked by conflict rather than co-operation, but has now improved. Trade union structures are complex with almost 350 autonomous individual unions.		Workplace Representation Although in theory there are two channels of workplace representation of employees for most issues – through the workplace union representatives and through an elected works council, in practice works councils are relatively rare. They normally only exist in large companies where unions are strong. The rights of both are limited to information and consultation, with no opportunity to block management decisions.	
Election/mandating for the EWC All Portuguese members of bodies concerned with European Works Councils or European Companies are chosen in the same way – appointed by agreement with the works council and the unions, or by the unions if there is no works council, and they represent sufficient employees.		Board-level Representation There are legal provisions giving Portuguese employees the right to elect representatives on the governing bodies of state-owned companies and other public bodies. However, the way that these provisions have been implemented means that they only have a consultative role. There is no employee board level representation in private companies.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- Sindicato Nacional da Indústria e da Energia (Sindel; 93 000 members)
- Sindicato das Indústrias Metalúrgicas e Afins (SIMA; 27 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

- | | | | | |
|-------------------------------------|--|--|---|---|
| <input type="checkbox"/> in-company | <input type="checkbox"/> inter-company | <input type="checkbox"/> on regional level | <input checked="" type="checkbox"/> on national level | <input type="checkbox"/> Bipartite bodies (employees/employers) |
|-------------------------------------|--|--|---|---|

Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
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Instruments of participation *(e.g. committees, boards, regular meetings)*

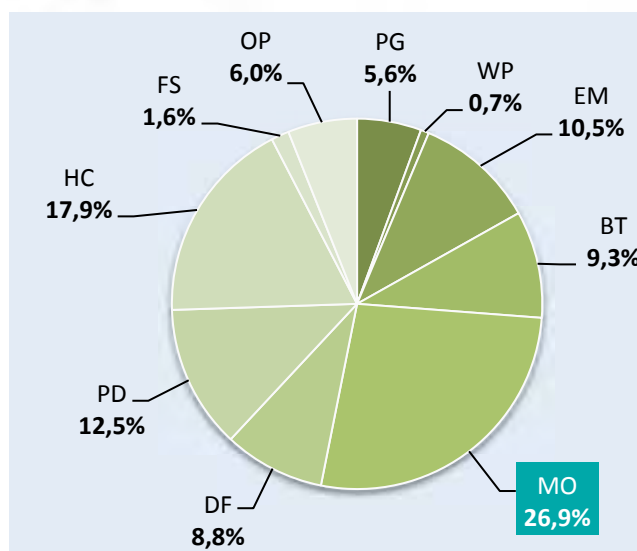
- **Gemeinsame Besprechungen** *(wenn es nötig ist, oder einmal im Monat)*



ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	180
Wind Power and Renewables (WP)	23
Energy Management (EM)	338
Power Generation Services (PS)	-
Building Technologies (BT)	300
Mobility (MO)	864
Digital Factory (DF)	283
Process Industries and Drives (PD)	402
Healthcare (HC)	575
Financial Services (FS)	50
Other Operations (OP)	194
TOTAL	3.209

- Siemens has been active in Spain since 1895.
 - In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Spain amounted to almost EUR 1.09 billion and new orders totaled EUR 954 million.
- (Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	YES - With the acquisition of Invensys: Divers places: Madrid, Barcelona, València,... approximately 750 employees.
New plants were opened	NO
Sites were downsized	YES – Loss of jobs: around 200; thereof Madrid 93, Getafe 13, Cornellà 29
Sites were closed	YES - Alacant – 7 employees; Madrid – PETNET – 6 employees
Sites were restructured	YES – see loss of jobs

Our expectation for future development

Development of the site	No substantial investments
Employment	Unclear; many risks from structural changes (e.g. healthcare)
Labour standards	Achieve better employment agreements for employees
Innovation & investment	Create a network of association union (trade union)
Corporate culture	Promote the culture of solidarity



SEC – Member



Name: **Ferran Navarro i Soriano**

Place: **València**

Function: **Fire Projects**

SEC-Member since **2007**

Elected by **Trade Union in the company**

TU-membership: **CCOO**

E-Mail: ferran.navarro@siemens.com

Political Views and Statements from the SEC member

My point of view

The European representation of workers' interests in the Siemens Group is important ...

“in front of a global company, the workers need answers and global unitary actions. The coordination of the workers is a necessary tool to improve the living conditions and of work. We have to unify strengths to achieve labour improvements. We have to forget of the international barriers and of the particular interests of each place for to do a true European Union.”

Our main subject for the European SEC-Agenda “Siemens 2020”

- **A balanced industrial and location policy at European level within the Siemens Group**

Reasons and arguments for this priority

“I think that without a hard industrial future in the company, the reduction of work and of his labour conditions it is guaranteed and, therefore, the bet for and industrialization of the company has to be one of the priorities.”

Our expectations for European cooperation in the SEC

“This is an important question! I think that the work of the SEC is important, but the majority of workers don’t know it. It is necessary that the workers know the existence of the SEC. I expect that the SEC have ones look wider to the group of workers of Siemens and for the group of the divisions of the company. The SEC has to advanced to the circumstances and not expecting to resolve the problems. The SEC can and ones to be the legal representation of the workers to European level. How I say: This is an important question!”

Our currently main topic at Siemens

“I don’t think that have only one main topic. Different fronts are open; maintenance of the places of work, worthy conditions of work, discrimination of the women, ... to say some examples.”

National systems and rights of employees' representation in SPAIN

KEY FACTS

Proportion of Employees in Unions	19 %	Collective Bargaining Coverage	70 %
Trade Unions Union density in Spain is now around 20% and the results of elections to works councils indicate that unions have much wider support. There are two dominant union confederations in Spain, CCOO and the UGT, although there are other important groupings at regional level and in the public sector.		Workplace Representation Union density in Spain is now around 20% and the results of elections to works councils indicate that unions have much wider support. There are two dominant union confederations in Spain, CCOO and the UGT, although there are other important groupings at regional level and in the public sector.	
Election/mandating for the EWC Spanish members of bodies concerned with European Works Councils and European Companies are chosen by the unions which either together or separately have majority support in the companies concerned. On European Companies, the legislation makes clear that they should be selected in line with the support that the unions have received in the works council elections.		Board-level Representation There is no overall right to employee board-level representation. However, there are a small number of employees on the boards of some public companies and savings banks.	

Source: **ETUI** For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- **Metal, Construcción y Afines-Unión General de Trabajadores (MCA-UGT;** 100 000 members)
- **Confederación Sindical de Comisiones Obreras (CCOO) de industria** (80 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input checked="" type="checkbox"/> inter-company	<input checked="" type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Remarks: Personnel affairs embedded in Collective Agreement

Instruments of participation *(e.g. committees, boards, regular meetings)*

- **Committees, regular meetings and divers commissions**

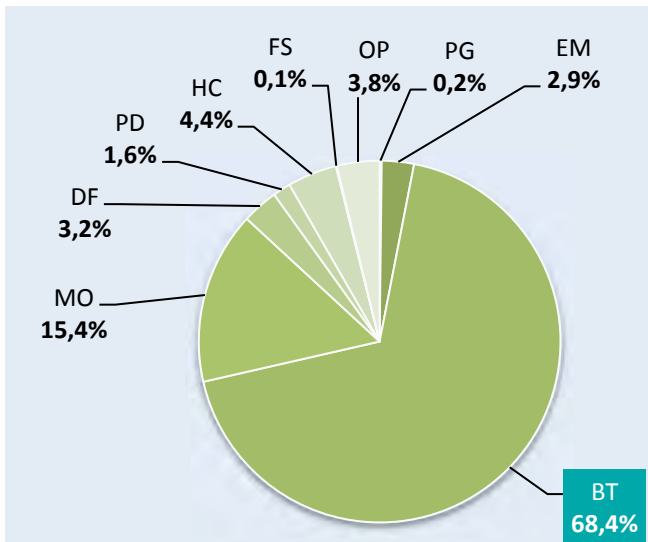


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	10
Wind Power and Renewables (WP)	-
Energy Management (EM)	156
Power Generation Services (PS)	-
Building Technologies (BT)	3.706
Mobility (MO)	837
Digital Factory (DF)	175
Process Industries and Drives (PD)	87
Healthcare (HC)	239
Financial Services (FS)	5
Other Operations (OP)	206
TOTAL	5.421

- Siemens has been active in Switzerland for 119 years.
- In fiscal 2013 (October 1, 2012 to September 30, 2013), Siemens in Switzerland reported almost EUR 1,18 billion in sales, while new orders totaled nearly EUR 1,15 billion

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	YES – Wallisellen, Mobility, + 100 employees (currently ca. 750)
New plants were opened	NO
Sites were downsized	YES – Volketswil, Loss of jobs and move to Zug
Sites were closed	YES - Basel will be closed in the mid of 2015, 32 employees
Sites were restructured	YES – LAS now an independent company; permanent small restructuring

Our expectation for future development

Development of the site	Consistently - No change
Employment	Consistently - No change
Labour standards	GAV valid until 30. June 2018
Innovation & investment	Healthcare???
Corporate culture	Siemens values are maintained!



SEC – Member



Name: **Felix Schwarzenbacher**
 Place: **Verschiedene** (in der Schweiz)
 Function: **Präsident Mitarbeitervertretung**
 SEC-Member **since 2008**
 Elected by **Mitarbeitervertretung Regionalgesellschaft, Arbeitnehmervertretung HQ BT**
 TU-membership: **Unia** (Angestellte Schweiz)

E-Mail: felix.schwarzenbacher@siemens.com

Political Views and Statements from the SEC member

My point of view

The European representation of workers' interests in the Siemens Group is important ...

Our main subject for the European SEC-Agenda "Siemens 2020"

➤ **Investment into innovation, future technologies, new products and in research and development**

Reasons and arguments for this priority

***Without innovation no future!
(Reduction of R&D Budget!)***

Our expectations for European cooperation in the SEC

Not weaken the strengths of each country.

National systems and rights of employees' representation in SWITZERLAND

KEY FACTS

Proportion of Employees in Unions	21 %	Collective Bargaining Coverage	51 %
Trade Unions In Switzerland today there are two trade union federations, which emerged from the political-religious "Richtungsgewerkschaften" (unions with particular ideological or party political links). The largest is the Swiss Federation of Trade Unions (SGB), with socialist traditions, which has 16 associations and 366,811 members. The second federation is Travail Suisse, which emerged from the Christian trade union movement, with 12 associations and 165,542 members (data as of 2012).		Workplace Representation The right to participation in the enterprise has existed only since the introduction of the Workers' Participation Act (Mitwirkungsgesetz) in 1993. This, to some extent, represents an adaptation to European law. Employees in principle have a right to information and consultation. In enterprises with at least 50 employees there is also a right to employee representation. This is independent of the trade union. As a rule, however, at least some of the employee representatives are members of a trade union and/or advised by trade unions.	
Election/mandating for the EWC Because Switzerland is not a member of either the EU or the EEA there is no obligation to adopt directives on employees' representation. There are therefore no legal provisions on the implementation of Directive 2009/38/EC on European works councils or Directive 2001/86/EC on SE works councils.		Board-level Representation There is no participation of employees at board level.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

Angestellte Schweiz

- UNIA (200 000 members)
- SYNA (60 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

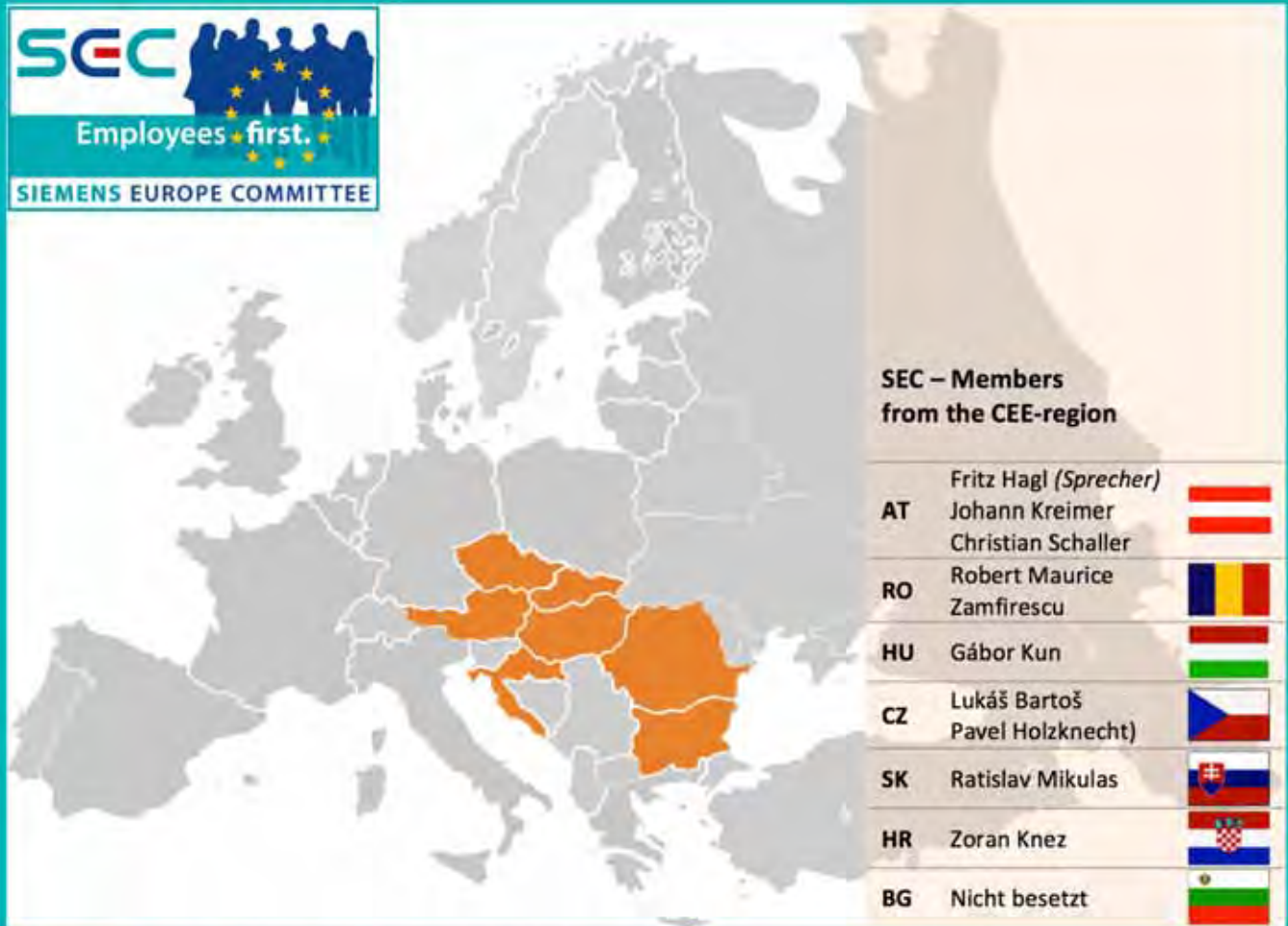
<input checked="" type="checkbox"/> in-company	<input checked="" type="checkbox"/> inter-company	<input checked="" type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input checked="" type="checkbox"/> Bipartite bodies (<i>employees/employers</i>) Pensionskasse
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation	Levels of participation	Levels of participation	Levels of participation
<input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Information
<input type="checkbox"/> Consulting	<input checked="" type="checkbox"/> Consulting	<input checked="" type="checkbox"/> Consulting	<input checked="" type="checkbox"/> Consulting
<input type="checkbox"/> Codetermination	<input type="checkbox"/> Codetermination	<input checked="" type="checkbox"/> Codetermination	<input checked="" type="checkbox"/> Codetermination
<input type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement	<input checked="" type="checkbox"/> Approval requirement	<input type="checkbox"/> Approval requirement
<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights	<input type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

- **Quarterly meetings** (employee representative body and management)
- **Wage bargaining** (employee representative body and management)
- **Foundation board meetings - pension fund** (equal representation on foundation board))



SEC – Region Central East Europe (CEE)

SIEMENS in the CEE Europe Region:

- Manufacturing and development sites in 7 countries
- Approx. 31.200 employees (2014)
- 10 SEC members
- Latest turnover figure approx. 2,5 billion EURO (2013)

Questions to Fritz Hagl on corporate restructuring (Austria, Regional Speaker CEE)

1. How will countries in the CEE region be affected by the recently announced job cuts?

Hopefully they will not be affected, as CEE has not developed any additional structures due to cluster or sector organisation.

2. Have the employee representative bodies here been given sufficient notice?

Not yet, as the SEC (except for Germany) has not yet been informed.

3. Which concrete proposals and demands do you have, in terms of protecting sites, jobs and business sectors?

Less administration and working actively with the customer – in order to generate more orders and work.

4. How can the SEC work actively in these areas?

By introducing new cross-border initiatives and emphasising the importance of Europe for Siemens once again.

5. How important are regular meetings in the CEE countries for you?

Regular discussion with the company representatives is important, when it comes to identifying a common strategy and reaching a meaningful agreement for employees.

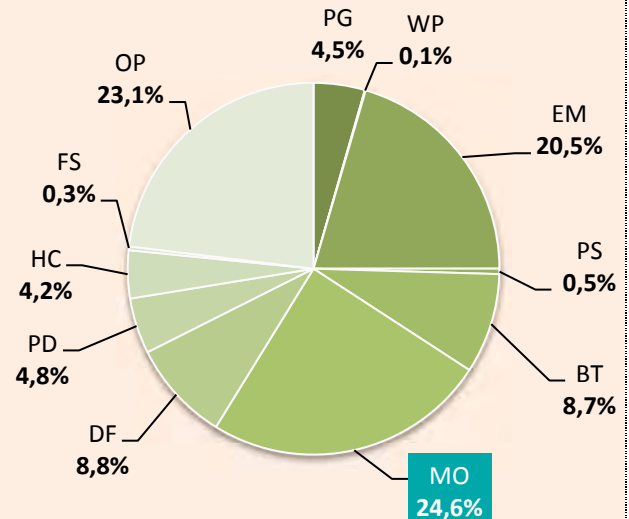
(March 2015)



ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	452
Wind Power and Renewables (WP)	8
Energy Management (EM)	2.076
Power Generation Services (PS)	48
Building Technologies (BT)	884
Mobility (MO)	2.498
Digital Factory (DF)	892
Process Industries and Drives (PD)	491
Healthcare (HC)	423
Financial Services (FS)	33
Other Operations (OP)	2.342
TOTAL	10.147

- Siemens tradition in Austria is more than 130 years.
 - In fiscal 2013 (October 1, 2012 to September 30, 2013), sales to customers in Austria amounted to around EUR 1.22 billion and new orders exceeded EUR 1.67 billion.
- (Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	NO
Sites were downsized	NO
Sites were closed	Three plants in 1030 Wien (SAGÖ), 1230 Wien (SAGÖ) and 1010 Wien (SAGÖ)
Sites were restructured	1210 Wien Siemens City / Continuing reconstruction Siemens 2014.

Our expectation for future development

SEC member	Friedrich Hagl	Johann Kreimer	Christian Schaller
Development of the site	Safeguarding	Stable	Constant
Employment	Increasing	Continuous discussion of employee numbers regardless of workload	Constant
Labour standards	Return to stability and security	Good	Increasing
Innovation & investment	Future-orientation necessary	Very laborious, lengthy decision-making processes	Decreasing
Corporate culture	More sustainability	Due to continuous discussion of staffing levels, no longer very good. Used to be superb	Must be improved



My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

“ we must protect and increase stability in terms of values and jobs at Siemens in Europe “

SEC – Member



Name: **Friedrich Hagl**

Place: **SAGÖ / Wien**

Function: **Zentralbetriebsrat - Vorsitzender**

SEC-Member **since 2002**

Elected by **Colleagues (Works council)**

Delegated by **Zentralbetriebsrat**

TU-membership: **PRO-GE (ÖGB)**

E-Mail: friedrich.hagl@siemens.com

My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

“ together, we can represent employee interests more effectively. “

SEC – Member



Name: **Johann Kreimer**

Place: **Weiz**

Function: **Betriebsratsvorsitzender**

SEC-Member **seit 2007**

Elected by **Betriebsrätekonferenz**

TU-membership: **PRO-GE (ÖGB)**

E-Mail: johann.kreimer@siemens.com

My point of view:

The European representation of workers' interests in the Siemens Group is important because ...

„we need information, joint initiatives and common strategic objectives!“

SEC – Member



Name: **Christian Schaller**

Place: **SAGÖ - Wien**

Function: **Stellv. Vorsitzender des Zentralbetriebsrats**

SEC-Member **seit 2009**

Delegated by **Colleagues Works Council**

TU-membership: **PRO=GE (ÖGB)**

E-Mail: christian.schaller@siemens.com

<p>Our main subject for the European SEC-Agenda "Siemens 2020"</p> <p>➤ Strengthening value creation in Europe</p>	<p>Reasons and arguments for this priority</p> <p><i>"Siemens must remain a large employer in Austria "</i> (Fritz Hagl)</p> <p><i>"Demotivation is terribly damaging for any location"</i> (Johann Kreimer)</p> <p><i>„Outsourcing of manufacturing plants and services to Asian countries“</i> (Christian Schaller)</p>
<p>Our expectations for European cooperation in the SEC</p>	<p><i>"Common occurrence and closed argue"</i> (Fritz Hagl)</p> <p><i>"If necessary, look at the situation at the site"</i> (Johann Kreimer)</p> <p><i>„Transnational solidarity with initiatives aimed at preventing job losses and site closures in Europe“</i> (Christian Schaller)</p>
<p>Our currently main topic at Siemens</p>	<p><i>The strength of Europe as an economic area must also be reflected in terms of jobs.</i> (Fritz Hagl)</p> <p><i>The continuous discussion of employee numbers and resulting plans to outsource, even if it makes economic sense</i></p> <p><i>No 12-hour day, protecting or creating more jobs in Europe</i> (Christian Schaller)</p>

National systems and rights of employees' representation in AUSTRIA

KEY FACTS

Proportion of Employees in Unions	28 %	Collective Bargaining Coverage	95 %
Trade Unions Austria has a single trade union confederation, the ÖGB, to which 28% of all employees belong. Not affiliated to a particular party, the ÖGB nevertheless has strong political ties through its system of political groupings.		Workplace Representation Employee representation in Austria is through the works councils, which by law can be set up in all workplaces with at least five employees, although in reality they are rare in smaller workplaces. They have important information and consultation rights, which amount to an effective veto in a few areas.	
Election/mandating for the EWC works council		Board-level Representation Employee representation at board level is widespread in Austria, with the works council choosing a third of the members of the supervisory board from its own ranks.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- **Gewerkschaft der Privatangestellten-Druck, Journalismus, Papier (GPA-DJP;** white collar workers; 270 000 members)
- **Produktionsgewerkschaft (PRO-GE;** blue collar workers; 250 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

- in-company
 inter-company
 on regional level
 on national level
 Bipartite bodies (employees/employers)

Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs (e.g. investments / R&D)	In personnel affairs (e.g. recruitment, dis-missals temporary work)	In working standards (e.g. working hours, work systems)	In qualification and further training (skills & competences)
Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation (e.g. committees, boards, regular meetings)

- **Group employee representation policy, social policy...** (working groups – statutory employee representation)
- **Committees** (company boards, employee policy committees)
- **Regular meetings with HR and executive board**
- **Divisions – regular meetings**

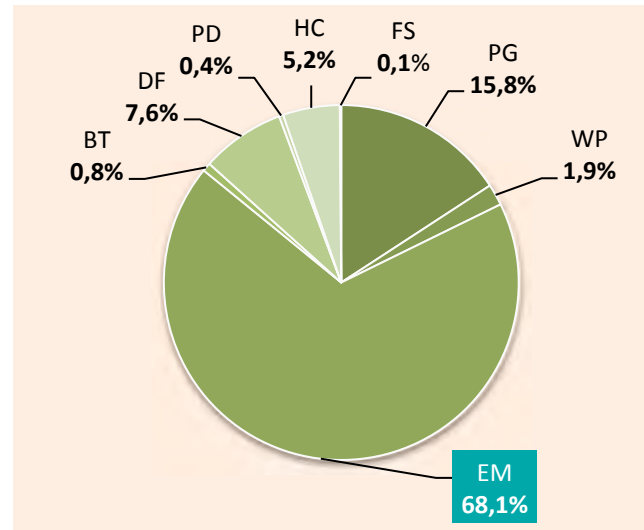


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	122
Wind Power and Renewables (WP)	15
Energy Management (EM)	526
Power Generation Services (PS)	-
Building Technologies (BT)	6
Mobility (MO)	-
Digital Factory (DF)	59
Process Industries and Drives (PD)	3
Healthcare (HC)	40
Financial Services (FS)	1
Other Operations (OP)	-
TOTAL	772

- Siemens has been active in Croatia since 1886, and has thus been present in the country where it is now the market and technology leader for 127 years.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Croatia amounted to EUR 142 million and new orders totaled approximately EUR 80 million.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	YES
New plants were opened	NO
Sites were downsized	„SIEMENS“ D.D. ZAGREB, downsized No. of workers in company
Sites were closed	NO
Sites were restructured	NO

Our expectation for future development

Development of the site	NO
Employment	NO
Labour standards	NO
Innovation & investment	YES
Corporate culture	YES



SEC – Member



Name **Zoran Knez**

Place: **Zagreb**

Profession: **Worker of workshop preparation (logistic)**

SEC-Member **since 2013**

Elected by **Delegate of Works Council**

TU-membership: **Metalworkers' Trade Union of Croatia– Industrial Union**

E-Mail: **zoran.knez@siemens.com**

Political Views and Statements from the SEC member

My point of view

The European representation of workers' interests in the Siemens Group is important ...

“Information in “SIEMENS GROUP”, it is very important to conducted of veto rights on employers decision. “

Our main subject for the European SEC-Agenda “Siemens 2020”

- **Strengthening employee participation and representation of interests**

Reasons and arguments for this priority

(Authoritles) Rights of Workers Councils and European Works Councils are not strong (powerfull) enough in relation to employers decisions.

Our expectations for European cooperation in the SEC

Realisation of all items (priorities) mentioned in SEC questionnaire.

Our currently main topic at Siemens

Implementation of Collective Agreement Rule of Labour Code and other Acts of employer

National systems and rights of employees' representation in CROATIA

KEY FACTS

Proportion of Employees in Unions	35 %	Collective Bargaining Coverage	61 %
Trade Unions Union density is well above the EU average in Croatia with more than a third of employees in unions. However, union organisation is fragmented with four major union confederations and some unions outside these larger bodies, although recent legislative changes have resulted in a significant consolidation.		Workplace Representation Workplace representation in Croatia is provided both through trade unions and works councils, although if no works council has been set up the union representative can take on almost all its duties and responsibilities, something that happens reasonably frequently.	
Election/mandating for the EWC Croatian representatives on bodies related to European Works Councils and the European Company are in most cases elected by all Croatian employees in the companies involved. The choice of an employee representative at board level in a European Company is the exception, as he or she is chosen by the works council of the European Company, in line with national practice for employee board-level representation in Croatian companies.		Board-level Representation There is employee representation at board level in larger Croatian limited companies and all Croatian public limited companies. However, this representation is limited to a single member representing employees.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

Sindikat Metalaca Hrvatske – Industrijski Sindikat (SMH-IS; Metal Workers' Trade Union of Croatia; 18 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input type="checkbox"/> inter-company	<input type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input checked="" type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

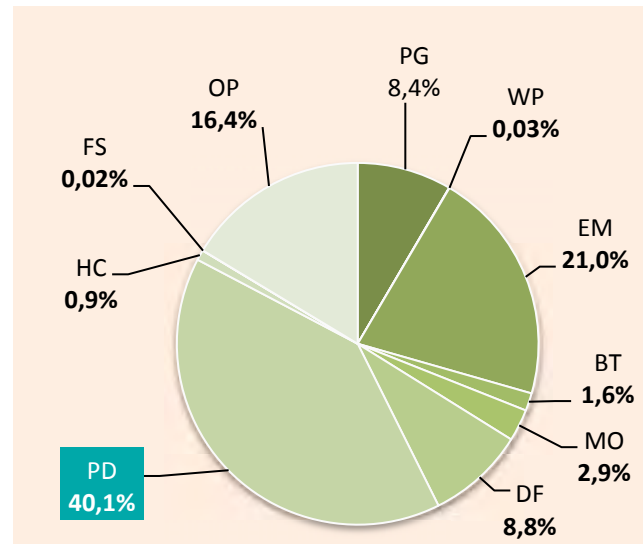
- **SUPERVISORY BOARD**
- **Regular Meetings**
- **Health and safety on work, ZERO HARM TEEM**



ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	761
Wind Power and Renewables (WP)	3
Energy Management (EM)	1.890
Power Generation Services (PS)	-
Building Technologies (BT)	143
Mobility (MO)	258
Digital Factory (DF)	790
Process Industries and Drives (PD)	3.613
Healthcare (HC)	83
Financial Services (FS)	2
Other Operations (OP)	1.476
TOTAL	9.019

• In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in the Czech Republic amounted to EUR 463 million and new orders totaled EUR 426 million.
(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	Brno – nárůst zakázek - + 25 employees (2014) Trutnov – transfer of production from Turkey – max. + 100 employees until 31.12.2014
New plants were opened	NO
Sites were downsized	NO
Sites were closed	NO
Sites were restructured	NO

Our expectation for future development

Development of the site	Maintain the current state
Employment	Unclear - not predictable
Labour standards	Maintain the current state
Innovation & investment	Unclear - not predictable
Corporate culture	No estimation



SEC – Member



Name **Pavel Holzknicht**
 Place: **Trutnov**
 Function in company: **Chairman of Trade Union**
 SEC-Member **since 2008**
 Elected by **OS KOVO**
 TU-membership: **OS KOVO**

E-Mail: pavel.holzknicht@siemens.com

My point of view

The European representation of workers' interests in the Siemens Group is important ...

" Being represented on the SEC gives us an opportunity to talk about the problems facing our colleagues with the senior management at Siemens. We have the right to be informed of planned structural changes at Siemens, so that we can prepare for the latter."

SEC – Member



Name **Lukáš Bartoš**
 Place: **Mohelnice**
 Function in company: **Technologist**
 SEC-Member **since 2012**
 Elected by **OS KOVO**
 TU-membership: **OS KOVO**

E-Mail: lukas.bartos@siemens.com

Our main subject for the European SEC-Agenda "Siemens 2020"

- **Strategic HR-planning and sustainable HR-development**

The main reason for this priority

As far as I am concerned, protecting jobs in Europe is the most important thing - both now and for the future. (Pavel Holzknicht)

Our expectations for European cooperation in the SEC

Prompt sharing of information and communication concerning all issues that affect jobs in individual countries, protecting jobs in the EU

Our currently main topic at Siemens

- *Employment*
- *employee assessment and*
- *industrial safety*

National systems and rights of employees' representation in CZECH REPUBLIC

KEY FACTS

Proportion of Employees in Unions	17 %	Collective Bargaining Coverage	38 %
Trade Unions ČMKOS is the dominant union confederation in the Czech Republic, although there are others. Overall around a sixth of all employees are union members.		Workplace Representation The local union grouping is still the main way employees are represented at the workplace. In addition, a works council, which has fewer rights, can be set up. Rules which said that a works council had to be dissolved if a local union was established were declared to be unconstitutional in 2008. In practice works councils are rare. In most cases there is either a union or nothing.	
Election/mandating for the EWC Most representatives in European bodies are chosen by joint meetings of employees' representatives – trade unionists and works council members – where they exist. But board level representatives for a European Company are chosen in the same way as for a national company – through election by the employees.		Board-level Representation Employees have a third of the seats on the supervisory board of medium and larger-sized public limited companies.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- Odborový Svaz KOVO (OS KOVO; Metalworkers' Federation in the Czech Republic; 130 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input checked="" type="checkbox"/> inter-company	<input type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input checked="" type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input checked="" type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

- **Regular meetings**
 1 per month with the company management, 1 per year for trade unions with company management (head office), 2 per year with HR manager (head office)

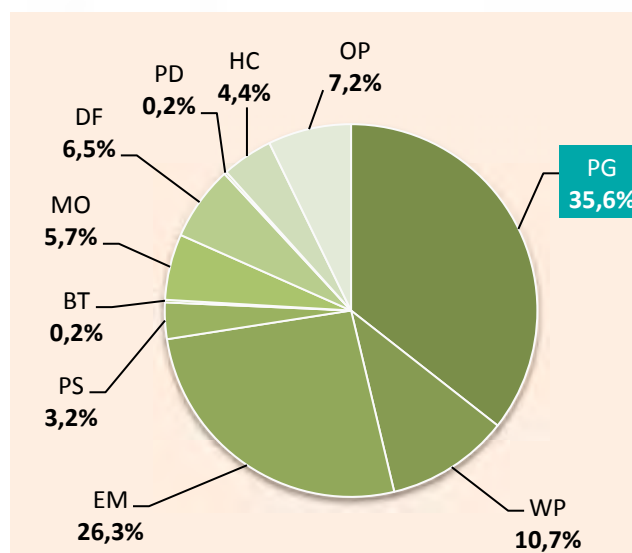


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	473
Wind Power and Renewables (WP)	142
Energy Management (EM)	349
Power Generation Services (PS)	42
Building Technologies (BT)	3
Mobility (MO)	76
Digital Factory (DF)	86
Process Industries and Drives (PD)	3
Healthcare (HC)	59
Financial Services (FS)	-
Other Operations (OP)	96
TOTAL	1.321

• In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Hungary amounted to approximately EUR 203 million and new orders totaled almost EUR 174 million.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	NO
New plants were opened	NO
Sites were downsized	NO
Sites were closed	NO
Sites were restructured	Lots of internal improvement was made to rise the effectiveness with keeping the original size of the factories. (EP SU, EN TR, Headquarter Divisions, Dual Training System)

Our expectation for future development

Development of the site	We are looking for increasing of our orders and production
Employment	For the increased numbers it is decided to increase the numbers of employees
Labour standards	-
Innovation & investment	Necessary to introduce new or modified technologies
Corporate culture	-



SEC – Member



Name **Gabor Kun**

Place: **Budapest**

Profession: **Technologist**

SEC-Member **since 2013**

Elected by **Local Works Council**

TU-membership:
**Trade Union of Power Industry
 Maintenance Employees, Budapest
 Hungary**

E-Mail **gabor.kun@siemens.com**

Political Views and Statements from the SEC member

My point of view

The European representation of workers' interests in the Siemens Group is important ...

“otherwise we would not able to share our opinions, needs, suggestion in relation of handling the employees’ problems.”

Our main subject for the European SEC-Agenda “Siemens 2020”

➤ **Investment into innovation, future technologies, new products and in research and development**

Reasons and arguments for this priority

All of the topics are important so I could select more than one. I would like to see a more stronger Siemens on the market with more satisfied employees with high level technology.

Our expectations for European cooperation in the SEC

Our company is very centralized. The decisions come from up to down and we must solve the centralized decisions on local base (we cannot do other thing). Finally we can solve the needs given by the decisions but it would be good if we can get some examples about how to do it.

Also the local Works Councils could be used to get ideas to make our company more effective and strong.

The SEC could open a forum in Europe about the employees problem and the SEC members could give solutions for that if they have.

Our currently main topic at Siemens

... to help the employees to understand the decisions makes changes in our sites, give suggestions in relation of employees problem, help the employees to solve their problems related to work.

National systems and rights of employees' representation in HUNGARY

KEY FACTS

Proportion of Employees in Unions	12 %	Collective Bargaining Coverage	33 %
Trade Unions Hungary has a relatively low level of union density—about 12%—and with six competing confederations—MSZOSZ, ASZSZ, SZEF, ÉSZT, LIGA and MOSZ—trade unionism is fragmented, although in 2013 three of them announced they planned to merge. There is currently competition between unions both in industries and in individual companies, particularly in large state-owned companies.		Workplace Representation Workplace representation in Hungary is provided by both local trade unions and elected works councils with the balance between the two varying over time. Under the new labour code, unions have negotiating rights but have lost their monitoring powers and their right to be consulted. Works councils have information and consultation rights but in practice often find it difficult to influence company decisions.	
Election/mandating for the EWC European representatives from Hungary for both European Works Councils and the European Company are chosen by the works council, or central works council, if there is one. Only the appointment of board members to a European Company is different—they are chosen by the SE representative body.		Board-level Representation Employee representatives make up one third of the members of the supervisory board in companies with more than 200 employees. But new legislation, passed in 2006, allows single tier boards for the first time, and here employee rights are much weaker.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- LIGA (100 000 members)

Employees' representation at SIEMENS: We are responsible at the following levels:

<input checked="" type="checkbox"/> in-company	<input type="checkbox"/> inter-company	<input type="checkbox"/> on regional level	<input checked="" type="checkbox"/> on national level	<input type="checkbox"/> Bipartite bodies (employees/employers)
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Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs <i>(e.g. investments / R&D)</i>	In personnel affairs <i>(e.g. recruitment, dis-missals temporary work)</i>	In working standards <i>(e.g. working hours, work systems)</i>	In qualification and further training <i>(skills & competences)</i>
Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation *(e.g. committees, boards, regular meetings)*

- Committees
- Regular meetings (bimonthly)

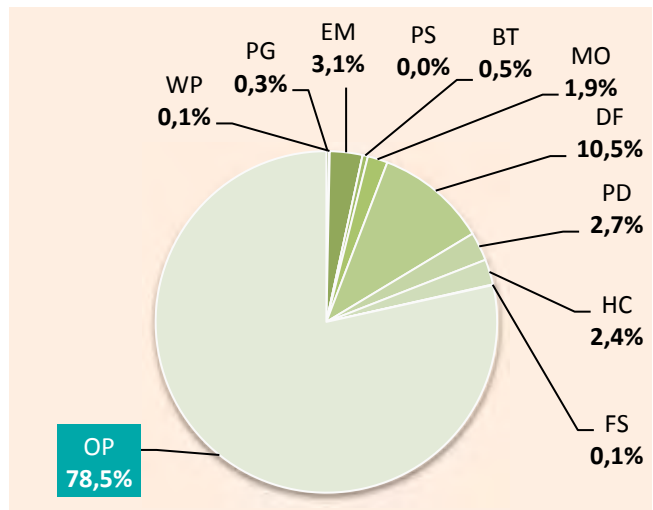


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	4
Wind Power and Renewables (WP)	1
Energy Management (EM)	49
Power Generation Services (PS)	18
Building Technologies (BT)	8
Mobility (MO)	30
Digital Factory (DF)	167
Process Industries and Drives (PD)	43
Healthcare (HC)	38
Financial Services (FS)	1
Other Operations (OP)	1.242
TOTAL	1.601

- Siemens' activities in Romania date back to 1905, when the "Romanian Power Company Siemens-Schuckert" was founded to generate high-voltage current. 110 years celebration.
- In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Romania amounted to approximately EUR 181 million, and new orders totaled EUR 151 million.

(Source: Siemens)



Structural changes at Siemens

National Developments in the last years

Existing plants were extended	CARVE-IN CT (180 employees) from PSE ; Brasov ; CT R CEE RTC RD-RO / CT-DC EU RO Software development center and research and technology
New plants were opened	SISW (former LMS) 80 employees , Brasov; I IA PL LMS
Sites were downsized	RC –RO E – P OS - aprox. 40 employees restructured in 2013 from an on site dedicated team; customer has reduced the maintenance volume due to retrofit of the refinery
Sites were closed	I-IA-CE CP aprox. 30 employees restructured in 2012 due to strategically business decision to outsource manufacturing of that components
Sites were restructured	NO

Our expectation for future development

Development of the site	SC SIEMENS SRL (in Brasov and Cluj)
Employment	Aprox 400 new employees software development; next 2 years
Labour standards	-
Innovation & investment	New location for Cluj location ; new office concept for Bucharest, implemented in 2013; Brasov location was extended in 2013
Corporate culture	-



SEC – Member



Name **Robert Maurice Zamfirescu**

Place: **Bucharest**

Profession: **Sales Manager BT S-CPS**

SEC-Member since **2012**

Elected by **Representants of Siemens s.r.l. employees**

TU-membership: **NO**

E-Mail: **robert.zamfirescu@siemens.com**

Political Views and Statements from the SEC member

<p>My point of view</p>	<p>The European representation of workers' interests in the Siemens Group is important ...</p> <p><i>“The European representation of workers' interests in the Siemens Group is important because, despite of the cultural differences, the economical and the social problems of the European employees are more or less the same.”</i></p>
<p>Our main subject for the European SEC-Agenda “Siemens 2020”</p> <p>➤ Strengthening employee participation and representation of interests</p>	<p>Reasons and arguments for this priority</p> <p><i>To make sure “Employees first” becomes reality.</i></p>
<p>Our expectations for European cooperation in the SEC</p>	<p><i>SEC is us so we should never forget why we are here. Shared successes and good practice together with the necessary coaching for the less experienced ones would be a benefit for all.</i></p>
<p>Our currently main topic at Siemens</p>	<p><i>Strengthening employee participation and representation of interests.</i></p>

National systems and rights of employees' representation in ROMANIA

KEY FACTS

Proportion of Employees in Unions	33 %	Collective Bargaining Coverage	36 %
Trade Unions Union density is relatively high in Romania with between a third and a half of all employees in unions, although the figures are very uncertain. The structures are fragmented, with five separate confederations, CNSLR-Frăția, BNS, CSDR, CNS Cartel Alfa and Meridian, each with a substantial number of affiliated federations.		Workplace Representation Employee representation at the workplace is through the unions, although legislation does provide for employee representatives to be elected if there are no union members. Workplace union structures potentially play a key role in collective bargaining but they also have significant consultation rights.	
Election/mandating for the EWC Romanian members of European bodies linked with European Works Councils and the European Company are chosen by the existing employee representatives, who, in the vast majority of cases, will be the trade union representatives at company level.		Board-level Representation Employee representatives have no right to be board members in Romania, although they can attend board meetings for some items.	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- Federația Națională Sindicală (FNS) Solidaritatea Metal – SMETAL

Employees' representation at SIEMENS: We are responsible at the following levels:

- in-company
 inter-company
 on regional level
 on national level
 Bipartite bodies (employees/employers)

Representation of interests: We have legal rights and possibilities to take influence:

In economic affairs (e.g. investments / R&D)	In personnel affairs (e.g. recruitment, dis-missals temporary work)	In working standards (e.g. working hours, work systems)	In qualification and further training (skills & competences)
Levels of participation <input checked="" type="checkbox"/> Information <input type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input checked="" type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights	Levels of participation <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Consulting <input type="checkbox"/> Codetermination <input type="checkbox"/> Approval requirement <input type="checkbox"/> Veto-Rights

Instruments of participation (e.g. committees, boards, regular meetings)

- Meetings, upon request

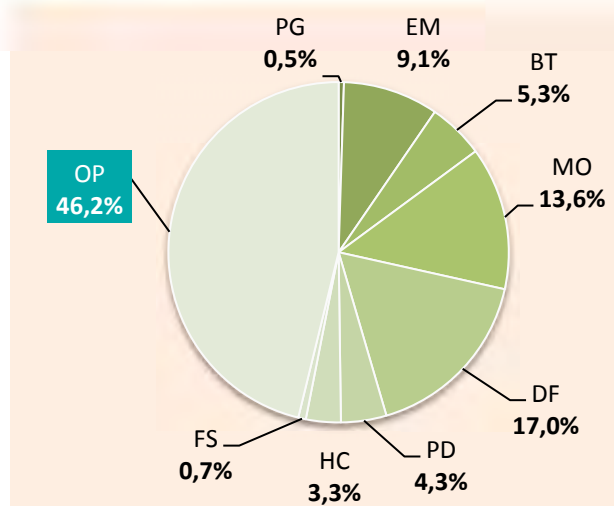


ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	7
Wind Power and Renewables (WP)	-
Energy Management (EM)	126
Power Generation Services (PS)	-
Building Technologies (BT)	74
Mobility (MO)	189
Digital Factory (DF)	236
Process Industries and Drives (PD)	60
Healthcare (HC)	46
Financial Services (FS)	10
Other Operations (OP)	642
TOTAL	1.390

• In fiscal 2013 (October 1, 2012 – September 30, 2013), Siemens' sales to customers in Slovakia amounted to EUR 239 million, and new orders totalled EUR 283 million.

(Source: Siemens)



National systems and rights of employees' representation in SLOVAK REPUBLIC

KEY FACTS

Proportion of Employees in Unions	17 %	Collective Bargaining Coverage	35 %
<p>Trade Unions</p> <p>Union density, at about a sixth of all employees, is higher in the Slovak Republic than in many other states of central and Eastern Europe. There is a single dominant union confederation, KOZ SR, although individual unions have considerable autonomy and influence.</p>		<p>Workplace Representation</p> <p>Recent years have produced major changes in legislation favouring works councils over workplace trade union organisations. Both can now exist in the same workplace and powers are divided between them, although the precise balance between the two has varied as a result of the changes recent governments have made.</p>	
<p>Election/mandating for the EWC</p> <p>Slovak members on bodies relating to European Works Councils and the European Company are generally appointed by existing employee representatives where they are present, who can be either trade union representatives and/or works council members. The one exception is Slovak representatives at board level. They are elected by all employees.</p>		<p>Board-level Representation</p> <p>Employees have a right to a third of the seats on the supervisory board of companies in the private sector with more than 50 employees, provided some other conditions are met, and to half the seats in state-owned companies.</p>	

Source: ETUI For more information see: www.worker-participation.eu

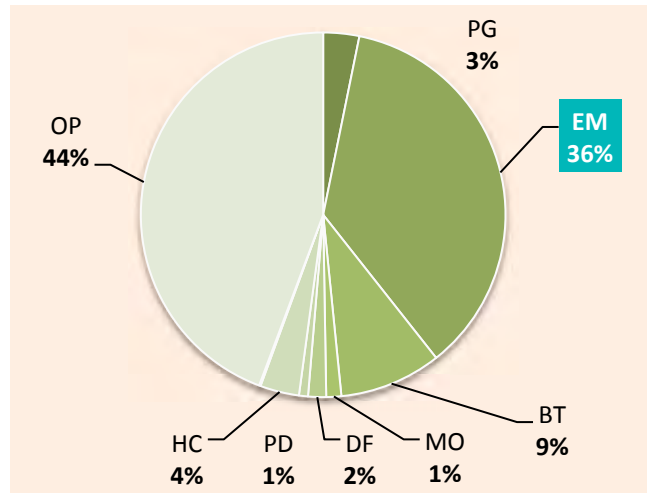
TRADE UNIONS - represented at SIEMENS

- Odborový Zväz KOVO (OZ KOVO; Metalworkers' Federation KOVO in the Slovak Republic; 43 000 members)



ACTIVITIES & EMPLOYMENT (2014)

Divisions	Number of employees
Power and Gas (PG)	24
Wind Power and Renewables (WP)	-
Energy Management (EM)	272
Power Generation Services (PS)	-
Building Technologies (BT)	68
Mobility (MO)	10
Digital Factory (DF)	12
Process Industries and Drives (PD)	6
Healthcare (HC)	26
Financial Services (FS)	1
Other Operations (OP)	333
TOTAL	752



National systems and rights of employees' representation in BULGARIA

KEY FACTS

Proportion of Employees in Unions	20 %	Collective Bargaining Coverage	30 %
<p>Trade Unions</p> <p>Around 20% of Bulgaria's employees are union members. There are two main union confederations. The larger of the two is KNSB, which emerged from the reformed official trade union movement of the communist period, while Podkrepa came out of the opposition movement. Despite this, they now work together reasonably well.</p>		<p>Workplace Representation</p> <p>There is no universal structure for employee representation in the workplace in Bulgaria. In many cases the local union is the key body, although the law also provides for the election of other representatives. Employees are also able to elect additional representatives for information and consultation but they can also choose to pass these rights to the existing union organisation or existing employee representatives..</p>	
<p>Election/mandating for the EWC</p> <p>In most cases Bulgarian members of bodies linked to European Works Councils and the European Company are elected by a general meeting of the employees, or a meeting of employee delegates, where a general meeting is not possible. But the general meeting or meeting of delegates can choose to transfer the choice either to the union or to existing employee representatives. In the case of employee representatives on a European Company board, the legislation is less precise.</p>		<p>Board-level Representation</p> <p>There is no employee participation at board level in Bulgaria, but under certain circumstances employee representatives can have a consultative role in shareholders' meetings.</p>	

Source: ETUI For more information see: www.worker-participation.eu

TRADE UNIONS - represented at SIEMENS

- KNSB (CITUB, 275.700 members)
- Podkrepa (88.300 members)

Guidelines for SEC members (Januar 2015)

The guidelines for SEC members describe the common self-image and fundamental principles for European cooperation on the SEC. These guidelines are accompanied by concrete rights and responsibilities arising from the SEC mandate within the associated framework conditions. The guidelines provide a sense of direction and should be motivating, while encouraging initiatives. They create a sense of commitment and document a shared understanding of European representation for internal and external purposes. They therefore provide a framework for the working approaches and decisions of the SEC.

Information – Planning – Taking action

Approaches and principles based on solidarity for cooperation on the SEC

Employees first.

1. We are committed to the employment, work and social interests of employees within the European Siemens Group
2. We represent European employee interests, by exercising our rights, knowing which resources are available to us and making use of them
3. We support future developments within the SIEMENS Group, which make it possible to safeguard national sites and create sustainable ways forward
4. We inform national members and employee representative bodies about developments and decisions that are relevant to Europe
5. We assume responsibilities in the national context and coordinate national/European stakeholders
6. We support the implementation of common activities at national/European level and contribute to the appropriate initiatives and campaigns
7. We complete the necessary planning in cooperation with the national employee representative bodies and trade unions

Rights – Responsibilities – Requirements for SEC members



Principles for the appointment of SEC members

- The SEC member will be supported by the Country HR
- All costs associated with the fulfilment of the SEC mandate are covered by the Country HR
- Mentoring is conducted by the Country HR

The SEC member is entitled to

- Share information to and from the SEC on country-specific themes
- Access sites
- Provide communication resources
- Regular meetings with the Country HR and Country CEO
- The refund of travel and training expenses

It is the responsibility of the SEC member to

- Attend SEC events
- Involve both deputy members in the SEC mandate
- Contribute continuously to communication and working relationships on the SEC
- Work actively as a contact person for their respective country
- Enter into discussions with the national site/trade union representatives and national management
- Share information from the SEC with the affected sites and employees at sites without an employee representative body

Requirements for the SEC mandate

- Knowledge of foreign languages: German, English (fluent)
- Networking with the country-specific employee representative bodies and trade unions

What we have achieved!

A summary of our activities and achievements

Core activities and main results

1

Intensification of Information, Exchange and Participation

- o Continuous **information** about SEC-project (goals, activities, progress)
- o Information and **PR-activities** (website Siemens.dialog / Flyer / Newsletter)
- o **European Survey** about topics and fields of interests of the **SEC-Agenda**

MEASURES AND TOOLS

- ✓ **Awareness about the project**
(national and europe-wide)
- ✓ **Continuous Information and PR-activities**
(internal/external) about progress of project
- ✓ **European SEC – Survey**
(25 participants from 22 countries)
- ✓ **Information and exchange about common objectives, tasks and methods in the SEC**

RESULTS

- SEC - Logo
- Project-Information (de/en)
- Projectflyer (de/en)
- 3 SEC-Newsletter (de/en)
- News, Reports and Materials (de/en)
on: www.siemens.lgmetall.de
- **Documentation of the main results from project implementation**
see: European Siemens Map 2015

Core activities and main results

2

Application of European standards for workers participation

- o **Providing exchange and information**, focusing on EU guidelines for employee representation in multinational companies
- o Analysis, evaluation and **conclusions for the SEC**
- o **Recommendations to adapt the SEC agreement** to the current (European and national) legal bases

MEASURES AND TOOLS

- ✓ **Information and exchange on function, rights and participation of European Works Councils (SEC)**
(discussion on Workshop 2 and SEC-Conference)
- ✓ **SEC involvement in cross-border matters “**
(forms of “information and consultation “)
- ✓ **Information and advice about actuality and adaptation of the existing SEC agreement** (Workshop 2)
- ✓ **(External) Expertise to adapt the SEC's agreement with European legal principles and standards**
(„legal opinions“)

RESULT

Recommendations for adapting the current SEC – agreement

(legal field of expertise)

Content:

- Synoptic presentation of the current regulations and recommendations for recasting pursuant European standards

Core activities and main results

3

Strengthening SEC-Structures and Transnational Cooperation

- Sharing of information, practices and strategies aimed at the representation of employee interests in the European Siemens Group
- Strengthening of transnational communication, cooperation and networking
- Elaboration of common principles for European cooperation

MEASURES AND TOOLS

- ✓ Exchange views on the current situation, needs and opportunities of the SEC members (*Workshop-discussions in Agenda-Group NWE*)
- ✓ Information on national laws and European standards of representation of interests (*Systems, structures and rights*)
- ✓ Strengthening of mutual understanding to exercise the SEC mandate (*Working groups to SEC practice*)
- ✓ Professionalisation of cooperation in the SEC (*communication, participation, working methods*)
- ✓ Consulting of common principles and rules for cooperation in the SEC

RESULTS

Guidelines for SEC members

Content:

- Requirements of the SEC mandate
- Solidarity working methods and principles of the SEC cooperation
- European representation of workers' interests
- Rights of participation for the SEC

Core activities and main results

4

SEC-Agenda "Siemens 2020"

- Collecting of information on structural, economic and employment changes
- Consultation of key topics and priority fields of action for the SEC-Agenda
- Development and consultation on guidelines for implementation

MEASURES AND TOOLS

- ✓ Implementation of a structured, European SEC-survey
- ✓ Collection of economic and employment data of Siemens in the SEC countries (*country profiles*)
- ✓ Elaboration and discussion of five (5) priority areas of action („SEC Action Programme“)
- ✓ Creating of national SEC country profiles (*SEC members and practice*)
- ✓ Overview of the national rights of participation in the SEC countries

RESULT

European Siemens Map 2015

Content:

- Summary Information "Siemens in Europe"
- 5 SEC fields of action (*action program*)
- 22 SEC Country Profiles
- Guidelines for SEC members (*work platform*)



SEC-Workshop Berlin (DE) September 2014

Core activities and main results

5

Project Events

- 3 transnational Workshops (European Project Group)
- 3 Interim-Meetings (Project Steering Group)
- European SEC Agenda - Conference (all SEC members / all EU-Countries)

WORKSHOP 1

25. – 26. May 2014, Budapest (HU)

Topics et al

- Detailed scheduling and implementation of project
- Structured exchange of information

SEC – Conference

05. – 06. Nov 2014, Valencia (ES)

Topics et al

- News from Siemens
- Actions areas of the SEC-Agenda
- European representation of interests
- Internal SEC cooperation

WORKSHOP 2

02. – 03. Sep 2014, Berlin (GE)

Topics et al

- SEC survey
- SEC action areas
- European works councils (Bascis + practice)

WORKSHOP 3

02. – 05. Feb 2015, Billund (DK)

Topics et al

- Evaluation of project
- SEC action areas and guideline
- Follow-up and next work

**SEC
PROJECT
EVENTS**



SEC-Workshop Billund (DK) February 2015

Website SEC – Project

www.dialog.igmetall.de





Views and opinions from the SEC

SEC-Conference
Valencia (ES)
November 2014

„The SEC project has made us stronger!“

Harald Kern (DE) „We have achieved our most important objectives and set benchmarks for future political orientation and cooperation on the European committee. We have a common understanding concerning how we should effectively implement our SEC mandate and work together across borders. In this context, information and communication, combined with openness, trust and mutual support, are decisive foundations for successful European representation by the SEC“

Kurt Thomsen (DK) „I have gained a better idea of the different tasks facing us and the SEC mandate. The project meetings have brought us together. There is now greater awareness of the significance of the SEC mandate. My work on the SEC is an added responsibility and calls for a special sense of commitment. The project has helped us with the actual tasks in hand, as target-based approaches were discussed. When we consider how rapidly the company is developing, we realise that we have to keep up. More communication is needed. We must make an effort to keep abreast of developments within the group“

Ron Arndts (NL) „I've been on the SEC for 2 years and I did not know, until now, what was expected of me. Now I know about the tasks facing us and how the SEC has to go about its work. I will now be far more active in terms of feeding national information back to the SEC“

Terry Kennedy (IE) „If you learn something at every meeting, this is very positive for our work. We have developed a common identity; we managed to create teams; the project meetings were an important forum for information and conversations; shared understanding and motivation have improved.“

Margherita Milite (IT) „We have gained a shared awareness, a better understanding of each other and defined shared objectives. I now have a better understanding and knowledge. Existing communication channels must be used more effectively; employees must be involved and play a greater part in discussions. What could also be improved is that we need more experience and improved expertise when it comes to dealing with the management.“

Janett Morton (UK) „I have a better routine and feel more motivated about the SEC. As there are no networks in the UK, I do more to take the initiative personally. As we have now defined basic rules for our cooperation, work can commence in a more practical way.“

Contact and Information



Siemens Europe Committee (SEC)
Harald Kern
Siemens AG / BR NBG VO
Vogelweiherstr. 1-15, D-90441 Nürnberg
Tel. +49 (0)911 433-6691
e-mail harald.kern@siemens.com



Arbeit und Leben Bielefeld e.V. (DGB|VHS)
Gisbert Brenneke
Ravensberger Park 4, D-33607 Bielefeld
Tel. +49(0)521-557772 23
e-mail gb@aulbi.de



IG Metall bei Siemens
Reinhard Hahn
IG Metall Vorstand
Wilhelm-Leuschner-Straße 79, D-60329 Frankfurt / Main
Tel. +49 (0)69 6693 2198
e-mail reinhard.hahn@igmetall.de



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