



Competence
Experience
Security
Service

IG Metall
We shape the future.
Together.

ICT sector

IG Metall: We shape the future. Together.

Competence in the ICT sector

The information and communication technology sector (ICT) is in a state of dynamic change: mergers and strategic alliances, restructuring and rationalisation, in- and outsourcing. Nothing is certain here except pressure to change.

In this world of global information and communications networks, of production and services spanning the globe, trade unions are needed more

than ever. They define the sector's social face; shape its future – hand in hand with its employees.

IG Metall and its works councils are experts on the subject of work. They prove it on a daily basis – whether it's



at Siemens, IBM or Alcatel, Lucent or SAP. Also at Infineon and Hewlett Packard – and a host of other small and large ICT companies. Their competence is deployed to achieve better job security, solid vocational training and fair compensation. They see to it that workers – particularly in critical situations – are treated justly. They push for better working time and working conditions that enable women and men to balance work and life more evenly.

Experience

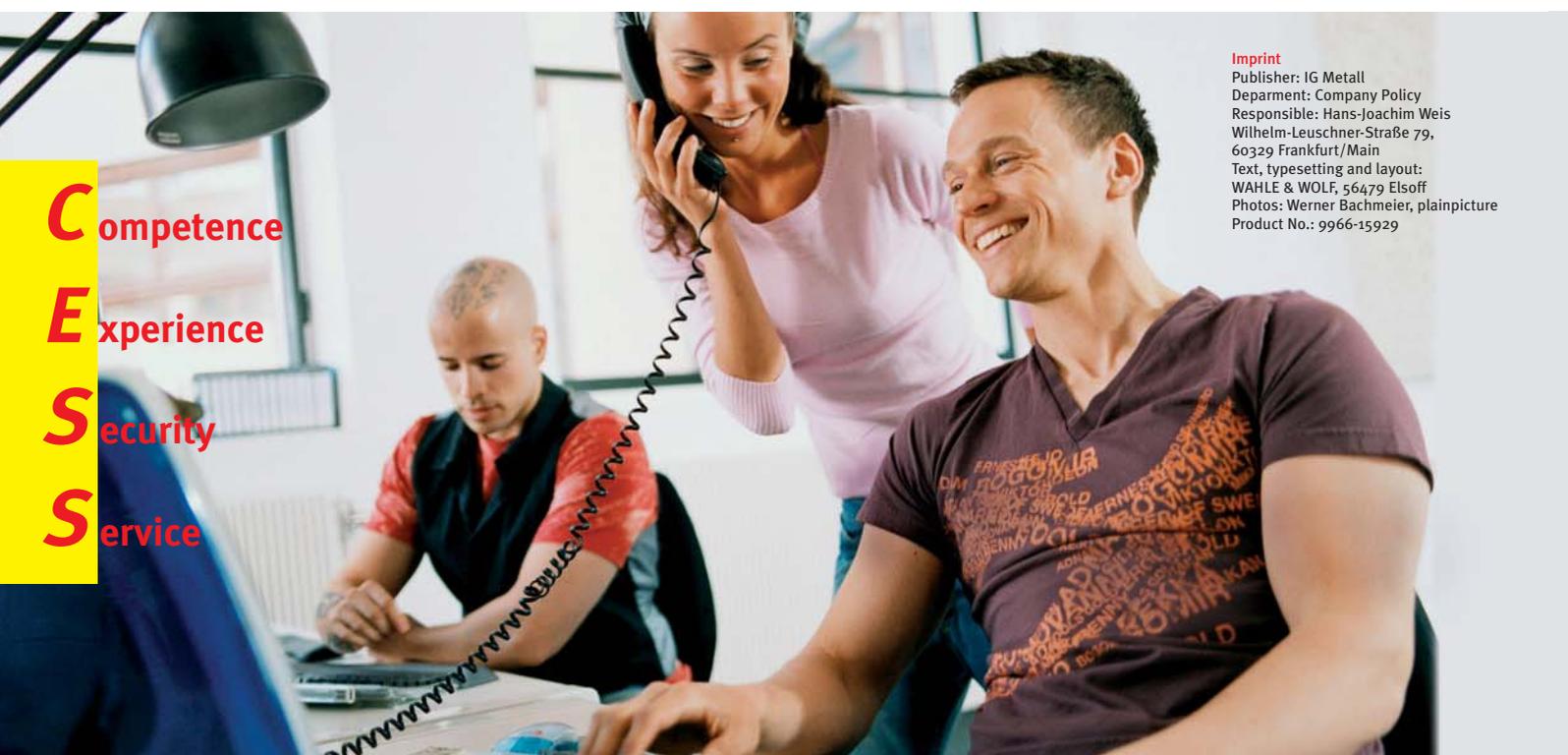
With its round about 2.4 million members, IG Metall has a huge pool of competence, experience and strength at its disposal. Its professional know-how in the world of work also benefits employees in the ICT sector. Whether they want to upgrade their skills, be paid a fair wage, look after their health at work, or keep their work-life balance in trim: IG Metall provides works councils and employees with efficient and reliable support.

Security

IG Metall has been able to implement wage bargaining agreements at many ICT companies. They strengthen employees' rights, particularly if a company is in crisis. At the same time, they are an important and reliable instrument for planning everyday work better and realising job opportunities. These standards also have a bearing on working conditions in companies that are not subject to collective agreements and have no works councils.

Service

IG Metall knows well what risks wage-earners face in a fast-changing industry such as the ICT sector. Its wide range of advisory and information services help members to solve problems at work and live freer from anxiety. It also offers them: free legal protection, attractive training courses, personal accident insurance for leisure activities. Joining IG Metall also brings membership advantages with individual further training agencies, insurance companies and other services.



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Imprint
 Publisher: IG Metall
 Department: Company Policy
 Responsible: Hans-Joachim Weis
 Wilhelm-Leuschner-Straße 79,
 60329 Frankfurt/Main
 Text, typesetting and layout:
 WAHLE & WOLF, 56479 Elsoff
 Photos: Werner Bachmeier, plainpicture
 Product No.: 9966-15929



Prospects for the sector

The ICT sector has a future. Although the boom is over, the sector remains an important generator of growth and employment. It also boasts huge potential in innovation terms. This must be harnessed for the future to make jobs safer, to promote skilled and creative work and safeguard co-workers' right to co-determination.

What is needed are impulses from the state for innovations that are socially useful. Companies, too, must more strongly exploit potential that has a positive impact on employment than they have done so far.

But above all, it is essential that working conditions should motivate employees to develop and realise their own creative ideas. To achieve this, innovative further training and employee shareholding concepts are needed, as well as individual sovereignty over working time arrangements.

IG Metall is pushing for modernisation in the ICT industry in the interests of employment – at the political level as well as in corporate supervisory boards, right down to in-company and regional activities.

Services for IG Metall members

It's worth being a member of IG Metall. The union is open to creative and critical dialogue. Each individual member is able to present their own ideas and be involved in deciding on them. There are a whole lot more services that speak for IG Metall membership too:

- legal protection on employment and social security issues
- free information service in Internet, monthly magazine "Metall", information brochures, special sectoral information
- individual counselling for work-related problems
- legal entitlement to the benefits of collective agreements
- seminars and educational opportunities
- personal accident insurance for leisure activities
- support during strikes and lockouts and in emergencies.

In many regions IG Metall members also have:

- favourable conditions with insurance companies, further training agencies and other services (travel companies, automobile club, car rental and banking service, retailers and mail order houses)
- advice on landlord-tenant law and tax matters

- additional local and regional services in cooperation with DGB educational institute, debt counselling and consumer advice centres, sports clubs and fitness studios, bookshops and art clubs.



More information in Internet: www.igmetall.de
 Special sector-related information: www.igmetall-itk.de



Membership application

Surname _____ name _____

Street/house number _____

Postcode/Town _____

Telephone _____ Date of birth _____

Email _____

Company/Employer: Name and location _____

Employed full-time/part-time male female
 Trainee until (planned)
 Salaried student (monthly contribution 2.05 Euro)

Nationality _____ Change of previous status _____

Membership fee (1% of gross monthly earnings) _____ from month _____

Recruited by (Name and company) _____

Direct debit authorisation/Bank details

Account no. _____ Bank code _____

Name of bank _____

in postcode _____ Town/Village _____

I acknowledge the data collected about my person as well as the basis (access mode) for the registration of this data. I am hereby informed that my personal information is processed by IG Metall by computer (automated) in order to fulfil its statutory responsibilities. The data needed for collection of the membership fee will be exchanged (transferred) between IG Metall and the bank – or the employer, if deducted from pay. The administrative office will inform me on request about all data stored. I hereby authorise IG Metall revocably to collect at any one time the membership fee of 1% of monthly gross earnings in line with § 5 of its constitution. This authorisation extends to the encashment method determined by the local IG Metall managing committee (§ 5 no. 5 clause 3 of the constitution) as well as the demand from my bank account, and the sum retained by my employer of the relevant amount. This includes the transmission of the relevant data to IG Metall. This order may only be rescinded in writing to the IG administrative office, giving at least six weeks notice to the end of the quarter. Any alterations or discrepancies that arise in this agreement may be settled through the IG Metall administrative office only. The aforesaid data will be collated for use in membership servicing by IG Metall and processed in line with the German federal data protection act. A further recipient of this data is the IG Metall service centre. I have taken note of the aforesaid reference to data protection.

Date and signature _____

Please hand in to IG Metall works council/union workplace representatives, IG Metall administrative office, or send to: IG Metall-Vorstand, FB Kommunikation und Medien, Ressort Werbung, 60519 Frankfurt/Main