

## **European NOKIA Unions common declaration – 09/03/2020**

**(France-Greece-Italy-Romania-Spain)**

NOKIA is one of the three main players on the evolution and deployment of 5G networks across the globe, with 5G constituting a multibillion evolving business that is expected to radically change telecoms and everyday life. However, NOKIA is far from offering job assurance and competitive and fair wages to the employees it calls upon to implement and realize the “future of Telecoms”.

The 2020 restructuring plan is just another plan of dismissals, continuing the one announced and executed last year, in addition to the one implemented 3-years ago. This year is just another year of austerity when we talk about the frozen (and comparatively low in most occasions) wages and benefits. This year is just another year of NOKIA lacking transparency and showing disrespect to the employees whom the management calls for “engagement” and for “being at the cornerstone of the future of telecoms and technology and future of NOKIA”. This is just another year of layoffs and uncertainty when many employees are struggling with overtime and increased pressure.

The above are unacceptable policies to be performed by any company, yet alone for a company of the size and prospect of NOKIA.

NOKIA Unions are trying to repel this agenda. However, regardless of how intensively we, local unions, fight against layoffs and austerity and the small or big “wins” these struggles have, there seems to be no stop in these policies of NOKIA. There will be no ending, unless the employees and Unions of NOKIA across countries work together and act together, as NOKIA administration does.

In this attempt we need to overcome the corporate policies that cunningly encourage competition across different locations and try to divide employees. We need to break this logic and instead emphasize on solidarity across NOKIA employees regardless of the location and country they are based on.

We believe that NOKIA employees and Unions have the power and status to raise the flag of solidarity sending that message not only to our administration, but to also give courage to other workers that face the same (or even worse) problems in multinational companies in the continent and across it.

With this declaration we also send our solidarity to our ~700 colleagues in Manila that NOKIA decided to dismiss, suddenly closing entire the location.

### **We demand from the NOKIA administration to:**

- **End the layoffs announced due to the 2020 restructuring plan**
- **Proceed with transparent negotiations with all NOKIA Unions with will to eliminate any dismissals**
- **End austerity in our wages and benefits**
- **Proceed with all NOKIA Unions to Collective Bargaining agreements that offer competitive and respectful wages and benefits, according to the needs on each location, to all employees**

**We call the Labor Unions of NOKIA to join this cross-country attempt of coordination and action.**

**Let’s answer with organized and globalized labor solidarity.**

NOKIA Union France (CFDT)  
NOKIA Union France (CFE-CGC)  
NOKIA Union France (CGT)  
NOKIA Union Greece  
NOKIA Union Italy (FISTEL-CISL)

NOKIA Union Italy (SLC-CGIL)  
NOKIA Union Italy (UILCOM-UIL)  
NOKIA Union Spain (CCOO)  
NOKIA Union Spain (UGT)  
NOKIA Union Romania (Sindicatul IT Timisoara)