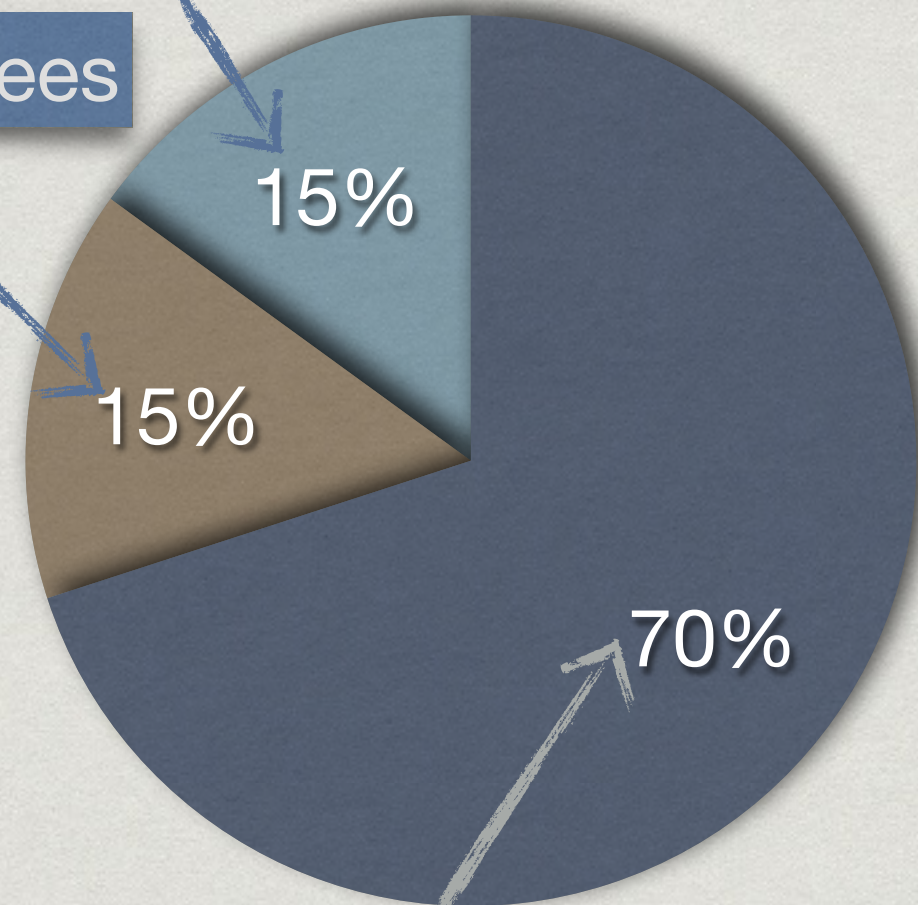


Aerospace and Defense industry in Italy

small companies with less of 100 employees

companies with more of 100 employees

- * + or - 50 mil employees
- * 43% workers Unions members
(38% Fim-Cisl, Fiom-Cgil, Uilm-Uil + 5% others)



Finmeccanica Group

DIPENDENTI DEL GRUPPO FINMECCANICA IN ITALIA : 34.117

NORD DIPENDENTI

Piemonte	4.162	12,2%
Lombardia	6.921	20,3%
Veneto	481	1,4%
Friuli Venezia Giulia	227	0,7%
Liguria	3.422	10%
Emilia Romagna	16	0,05%

CENTRO

Toscana	2.680	7,9%
Lazio	6.032	17,7%
Abruzzo	321	0,9%

SUD

Campania	6.197	18,2%
Puglia	2.690	7,9%
Basilicata	125	0,4%
Calabria	458	1,3%
Sicilia	368	1,1%
Sardegna	17	0,05%



In 7 regioni si concentra circa il 94% dell'occupazione del Gruppo in Italia

DISTRIBUZIONE GEOGRAFICA DEI DIPENDENTI DEL GRUPPO FINMECCANICA

ITALIA	34.117
FRANCIA	567
GERMANIA	292
POLONIA	3.135
UK	7.500
USA	6.984
CANADA	309
BRASILE	94
INDIA	226
AUSTRALIA	460
ALTRI PAESI	222

Tecnici specializzati 15.000



37% Laureati

43% Diplomati

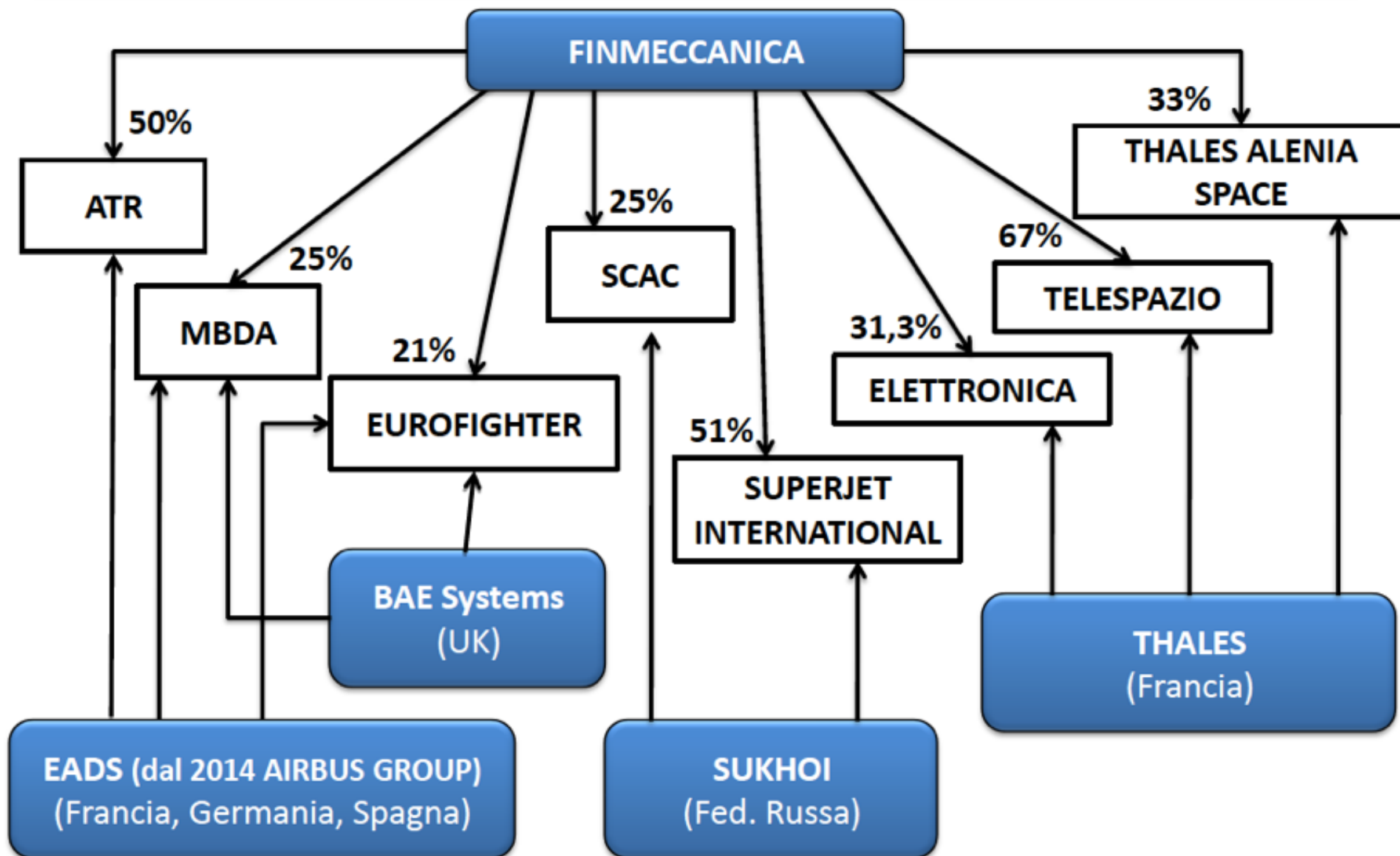


ORGANICO CONSOLIDATO - 54.380



EUROPA - 46.085

LEGAMI INTERNAZIONALI DI FINMECCANICA - 2013



Global Networks

ONE
Global Company



ONE
Global Union

1. Linking all Unions present in same transnational company
2. Building Unions where workers are not organizing
3. Building a Global Union Network
4. Negotiating a Global Framework Agreement

start negotiating the Finmeccanica Group' EWC in 2016

building the Finmeccanica Group' Global Union Network



Workers Uniting Europe

IAMAW

Nszz-Solidarnosc

Fim-Cisl, Fiom-Cgil, Uilm-Uil

12,900 members, 38% of Finmeccanica Group' employees

- **Governance:**

- Define the structure leader of coordination / leadership by the Global Union or by an affiliated key Union?
- Define the priorities, tasks and responsabilidades / commitment of resources

- **Goals:**

- Starting negotiations in order to establish and implement a Global Framework Agreement
- Strengthen the bargaining power of the national/local Unions working within the network
- Expand the area of unionization
- Build and strengthen cooperation and solidarity 'International