

Tell Fujitsu:

Responsible Business needs deeds not words

Fujitsu makes big claims about Responsible Business. Fujitsu is one of BITC's five Corporate Partners. It was declared Responsible Business of the Year in 2015.

Words	Deeds
Fujitsu claims it is committed to contribute positively to local communities.	Fujitsu, despite making big profits in the UK and paying 0% tax, is currently cutting 1800 UK jobs, mainly by moving them to low-wage countries.
Fujitsu claims responsible business practices are firmly embedded in business planning. Fujitsu claims Responsible Business is part of its DNA, and is at the heart of its long term strategy.	Fujitsu carried out neither an Equality Impact Assessment nor a Responsible Business Impact Assessment for the major changes it is implementing, including massive job cuts.
Fujitsu claims it is committed to promoting equal opportunities for all.	Following major equality issues in previous redundancies, Fujitsu refuses to give employee representatives data about the equality impact of its job cuts. Unite identified major inequalities in pay and benefits. Fujitsu responded by refusing to provide further information or to work together to investigate and resolve them.
Fujitsu claims it conducts business in an open, honest and ethical manner.	Fujitsu terminated its UK body for informing and consulting employees prior to the redundancies – against the wishes of over 90% of staff. Fujitsu's response when representatives raise issues has been to conceal the evidence or blame the messenger.

Support the Fujitsu National Dispute



Jobs, Union Recognition, Pay & Pensions

Unite members at IT Services giant Fujitsu across the UK started industrial action with a strike on 28th February and 3 strikes in March and strikes on 13, 20, 21, 24, 27, 28 April and 4, 5, 8, 11, 12 May. This follows twelve strike days by members in Manchester in a related dispute which has been resolved.

The profits of Fujitsu Services Limited, the main UK company, rose to £85.6m last year and one director got £1.448m, but the company paid an effective tax rate of 0%.

Fujitsu plans to cut 1800 UK jobs through offshoring, automation and outsourcing, but not before terminating the UK works council through which the company had agreed enhanced redundancy terms/protection. This leaves little more than statutory redundancy terms for the majority, removing the incentive for Fujitsu to retrain and redeploy rather than making compulsory redundancies which we are fighting to avoid.

At present, only a minority of Fujitsu employees have union recognition. We are demanding that all Unite members should be able to join the bargaining unit.

Fujitsu will benefit from a trustee decision which *retrospectively* made huge cuts to the pensions of over-60s. Yet they refuse to negotiate about compensation.

We are demanding action to tackle a 16% gender pay gap (<https://goo.gl/xZtCov>) and other pay inequalities.

Fujitsu should become an accredited Living Wage employer. This would help staff employed through subcontractors and subsidiaries, and prevent Fujitsu undercutting its own employees. In 2016 their FSESL subsidiary cut bonuses to fund Osborne's £7.20 "National Living Wage".

**We have always given and received great solidarity.
We are asking for your support now.**

Fujits-who?

Fujitsu is a giant Japan-based multinational. The main subsidiary in the UK is Fujitsu Services Limited (formerly ICL), with around 10,000 employees at over 100 locations including Basingstoke, Belfast, Bracknell, Crewe, Derry/Londonderry, London, Manchester, Solihull, Stevenage, Wakefield and Warrington.

Fujitsu provides IT services (mainly outsourcing) to many government departments and major companies.

How To Help

- ✓ www.ouruniontest.wordpress.com for info, updates and resources.
- ✓ Messages of support can be sent to support@ourunion.org.uk or Unite the Union, Fujitsu MAN34, Central Park, Northampton Road, Manchester, M40 5BP.
- ✓ Support our pickets or protests, or invite a speaker to your meeting.
- ✓ Donations payable to "Manchester IT Workers Group" can be sent c/o John Wood, 50 Brooklyn Street, Crewe, CW2 7JF. Or transfer online to Account: 00980539, Sort Code: 30-91-48 and email support@ourunion.org.uk with details.
- ✓ Follow and promote the campaign on social media using **#FujitsuFightback:**

 @unitefujitsu  /uniteatfujitsu