

Our Future Workplace
**Digital Transformation in the
Chemical Industry**

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Trade Union Tools to adjust Digital Transformation

Legal framework:

- The National Labour Collective Agreement of the Chemical Industry (CCNL)
- Economic resources for Training (Fondimpresa)
- Government Plans (Industry 4.0)
- Trade Union Organisations

National Labour Collective Agreement of the Chemical Industry

- Non-negotiating national/company-level observatories
- Committees for the company development scenario
- Enhancement of multi-purpose and multi-functionality experiences
- Active ageing, generational turnover
- TRIS fund (Protection, Requalification, Innovation Solidarity):
Bilateral Fund for Income Support
- Social Responsibility
- Union Representative for Training and Shared Training Paths

Economic Resource for Training Interprofessional Funds FONDIMPRESA (Industry – Fondimpresa – Crafts Fund– SMEs)

- Contribution of 0.30% of the payroll through 2 channels:
 1. Training account available to the company that contributed;
 2. System account available to all enterprises, especially SMEs, through public calls for tenders for training needs of several enterprises.
- Training in support of digital and technological innovation
- The future of knowledge companies and workers in the transformation
- Competitiveness

Industria 4.0

Active since 2017

Italian Government Plan which scope is to help and accompany companies in the change towards new digital technologies linked to the Fourth Industrial Revolution.

Highlights:

- Hyper and super depreciation to encourage companies that invest in new capital goods functional to the technological and digital transformation of processes;
- Tax credit for research and development;
- Subsidised loans for the financing of new investments in capital goods;
- Administrative simplification for innovative start-ups and SMEs;

Critical issues:

After a positive year in terms of growth in orders for capital goods, increased investment in research and development, public investment in broadband, in 2019 the growth of Industria 4.0 slowed down and the market contracted. Workers have been little involved in the implementation phases of the projects.

SACADOS project - *Supporting Anticipation of Change And Development of Skills*

The CISL together with Femca (chemical sector) and Fim (metallurgic sector) participated in the *Sacados Project* where a tool kit was created and developed to involve trade union representatives in the procedures of information and consultation of training plans at the company level.

Identification of 3 priorities:

- Improving the quality of training and skills
- Making skills and qualifications more visible and compatible with company changes
- Improve information on skills to make them more attractive to the labour market

Through 7 phases:

- Preparing the ground for learning
- Training of the Training Workers Representatives
- Establishing a dialogue with workers
- Transforming training needs and experiences into union requests to employers
- Establish a dialogue with company management
- Putting workers first
- Evaluation of the training process and outcomes

**Thank you for your
attention!**

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