



Your **trusted partner**
in the **European**
chemical sector



MONTHLY NEWSLETTER

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Dear reader,

Welcome back to the ECEG's bimonthly newsletter! In this edition, we unveil the latest updates from ECEG, our member organisations, and partners, along with insights into recent initiatives from the EU institutions.

This issue covers the key developments of the ChemSkills project, including its public conference and consortium meeting in Serbia. We will also highlight important moments from the ECEG's meetings, including the launch of the European Employers' Institute (EEI), the Steering Committee of the Just Transition project and the ECEG's participation in a number of events dedicated to skills and labour shortages in Europe.

And that's not all – there is much more to discover inside!

Enjoy your read,
The ECEG's Team

ChemSkills project



From 16 to 18 September, ECEG had the pleasure of co-organising the **ChemSkills consortium meeting** at the [University of Novi Sad](#), Serbia. The three-day event brought together nearly all 33 project partners to align visions, share methodologies, and advance the roadmap for the green and digital transformations of the chemical industry.

A **public conference** was also held as part of the project, offering valuable insights into the current and future needs of Serbian companies, alongside perspectives from various EU Member States.

Our partners showcased the progress made during the first year of the ChemSkills project.

If you missed the live-streamed conference, don't worry! You can catch the [replay](#) on YouTube as well as the [recap video](#).

We extend our heartfelt thanks to the University of Novi Sad for their excellent organisation and warm hospitality, and to all our consortium members for their active participation.

Next steps

The **Future Skills Survey** closed on 27 October, marking the end of the initial research period. Over the next month, project partners will analyse the results and finalise their subsector-specific desk research. Based on these findings, the survey will be revised in preparation for a more in-depth questionnaire, set to be released in early 2025.

To stay updated on the latest news and developments of the ChemSkills project, do not forget to subscribe to our [newsletter](#), visit our website, and follow us on social media!





ECEG's Meetings

EPC's "Skills for Tomorrow" Roundtables

12-13 September, Brussels

On 13 and 23 September, ECEG participated in two roundtables organised by the European Policy Centre ([EPC](#)) as part of the "[Skills for tomorrow](#)" project.

These events focused on the challenge posed by demographic change, leading to **labour and skills shortages** across various sectors and regions in the EU. The discussions explored effective labour market policies and skills strategies that could help reduce skills mismatches, improve labour market participation, and drive growth and productivity.

Participants acknowledged that there is no one-size-fits-all solution. Instead, a range of strategies can be applied, including active labour market policies, efficient vocational education and training (VET) systems, enhanced skills intelligence, and effective labour migration policies.

ECEG contributed by providing insights into the [skills and labour shortages affecting the EU chemical industry](#).

The "JUS[T]RANS LEAD" project: II Steering Committee meeting

01-02 October, Brussels

Partners of the **JUS[T]RANS LEAD project** — [FECCIA](#), ECEG, [Lederne](#), and [Ledarna](#)— met for the second time to discuss and align on delivering the key goals and objectives, including:

- Developing sustainable leadership strategies;
- Ensuring that managers have access to resources for leading Just Transition initiatives;
- Identifying best practices.

During the meeting, Steering Committee members focused on the creation of a **joint strategic framework**. This framework aims to support employers and managers in transitioning to climate-neutral operations while promoting a fair and sustainable work environment.

Launch of the European Employers' Institute (EEI)

01 October, Brussels



On 01 October, the **European Employers' Institute** (EEI), a non-profit association based in Brussels, was established by founding members including [Ceemet](#), [ECEG](#), [EuroCommerce](#), [FIEC](#), [Geopa](#), [HOTREC](#), [WEC-Europe](#), as well as [Danish Industry](#), [Technology Industries of Finland](#), [Gesamtmetall](#), [IKEM](#), [Teknikföretagen](#), and [UIMM](#).

The EEI aims to provide in-depth research and data on key employment and social issues, ensuring that the voices of employers are well-represented in EU policymaking.

As Europe faces economic uncertainty and an ageing population, the EEI will play a vital role in supporting businesses to remain competitive in this evolving landscape.

Headquartered in Brussels, the EEI will focus on **areas** including **labour market policy**, **industrial relations**, **health and safety**, **skills development**, and the impact of **AI on jobs**. As European employers and workers express growing concerns about the risks posed by AI, the EEI will advocate for evidence-based approaches to these challenges, helping to shape effective and balanced employment policies across the EU.

Roundtable Discussion: “Skills and labour shortages in Europe: recent research evidence”

02 October, Brussels

On 2 October, ECEG participated in a roundtable discussion on “Skills and labour shortages in Europe: recent research evidence”, held in the framework of the [SkiLMeeT project](#).

The discussion focused on recent research findings and activities related to skills and labour shortages in the EU. The meeting sought to understand the expectations of employer organisations and trade unions in light of these challenges. With contributions from research institutions, the European Commission and sectoral representatives, the discussion explored how the digital and green transformation of European economies are reshaping the demand for skills.

ECEG - DG ENVI meeting

08 October, Brussels

ECEG met with DG ENVI's Social Dialogue coordinator and Unit colleagues to present them the ChemSkills project, which is also focusing on developing the skills required to produce **Safe and Sustainable by Design (SSbD)** chemicals. Moreover, the meeting addressed efforts to reduce **reporting obligations** in light of the fact that the chemical sector is expected to address 518 pieces of secondary legislation over the next five years. Discussions also covered **non-animal testing methods** and the potential shift towards **digital safety data sheets**.

Training for the Sanofi EWC

10 October, online

On 10 October, [IR Share](#) provided a training for the European Works Council (EWC) of Sanofi, focusing on the issue of **labour shortages**.

The session featured a presentation by [Eurofound](#) on recent findings, followed by the ECEG's presentation of recommendations and best practices from the sector. ECEG highlighted the need for coordinated action at various levels, involving EU and national policymakers, companies and education & training providers.

ECEG's **key recommendations** included to:

1. Promote **labour mobility** and develop a **flexible framework for legal migration**, utilising initiatives such as the [EU Talent Pool](#), "[Talent Partnerships](#)" and the implementation of EU migration rules.
2. Invest in **active labour market policies** and support **job-to-job transition**, aiming at engaging the inactive parts of the population in the labour market.
3. Enhance **sectoral attractiveness** and **retention** by focusing on upskilling and reskilling the European workforce.
4. Align **future competences** with the **operational needs** by involving social partners and promoting skills intelligence.



News from Members and Partners

Federchimica - UNIMI: “Le competenze per la twin transition - Un patto per le nuove professionalità nella transizione digitale ed ecologica”

04 October, Milan

ECEG was in Milan for the official presentation of a study conducted by our Italian member, [Federchimica](#) and the [University of Milan](#), titled “*Competences for the Twin Transition - A Pact for New Professional Roles in the Digital and Ecological Transition*” (“[Le competenze per la twin transition - Un patto per le nuove professionalità nella transizione digitale ed ecologica](#)”).

The report offers an **analysis of Italy’s chemical and pharmaceutical sectors**, focusing on the competences and emerging job roles required to succeed in the transitions.

It identifies 27 job positions across 4 professional areas: marketing, commercial and sales; production; technical services; and Health, Safety and Environment (HSE). For each role, the report evaluates the necessary level of digital and green competences.

In addition to this detailed analysis, the study outlines initiatives needed to meet the growing demand for these competences and highlights the key factors that are slowing down the transitions. A significant challenge identified is the shortage of the required skills, which remains a main obstacle to advancing both the green and digital transitions in the sectors.

[Read the study](#)



Next meetings

- **13 November 2024**, Athens
ECEG's Board & General Assembly meeting
- **14 November 2024**, Athens
ECEG's Steering Committee meeting
- **21 November 2024**, Brussels
Sectoral Social Dialogue Committee Plenary meeting
- **22 November 2024**, Brussels
ECEG's WG Education & LLL meeting

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