



Toolbox of good practices in the European chemical, pharmaceutical, rubber and plastics industries

Annex to the Framework of Action
on Sustainable Employment and Career Development
of the European Sectoral Social Partners
ECEG and industriAll Europe





Sustainability as part of our shared responsibility for the future of the European chemical industry (1)

<p>Germany</p> <p>BAVC (employers) VCI (industry) IGBCE (trade union)</p> <p>Chemie hoch 3 - the sustainability initiative:</p> <ul style="list-style-type: none">- So.WIN platform	<p>“Chemistry to the 3” is the sustainability initiative of the German chemical industry. Since May 2013, the Alliance of chemical industry association (Verband der Chemischen Industrie e.V., VCI), the Miners', Chemical and Energy Workers’ Trade Union (Industriegewerkschaft Bergbau, Chemie, Energie, IG BCE) and the German Employers’ Federation for the Chemical Industry (Bundesarbeitgeberverband Chemie, BAVC) have advanced the sustainable development initiative.</p> <p>All three associations develop information and offer support to their members. For instance, the “Sustainability Guidelines For The Chemical Industry In Germany” and the “Progress report” deliver practical examples and details.</p> <p>40 indicators help to measure the progress of the sector as regards sustainability. The strategy for the period 2018-2022 focuses on 4 objectives (concrete progress, awareness, three dimensions of sustainability, visibility). Moreover, the alliance of BAVC, VCI and IG BCE set up a sustainability check for its members, which encourages employers to thoroughly and systematically reflect upon all three dimensions of sustainability (economic, social and environmental) and deduce risks and opportunities for their companies. The check encourages to rethink how to strategically structure company resources, understand the expectations of stakeholders, act in a transparent manner and encourage ownership among both employers and workers for the company’s actions and aims in the field of sustainability. Chemie³ also offers a wide range of guidelines for companies, such as on sustainable supply chain management or the interlinkage of vocational education and sustainability. www.chemiehoch3.de</p> <p>The social partners of the chemical industry created a special platform, “So.WIN”, to enable discussions on sustainability issues at regional level.</p>
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Sustainability as part of our shared responsibility for the future of the European chemical industry (2)

<p>Belgium Essenscia (employers)</p> <p>Sustainability Report</p>	<p>In 2019, Essenscia published its sixth sustainable development report of the Belgian chemical, life sciences and plastics industry. It analyses the activities of the chemical, plastics and life sciences industry in Belgium and illustrates how companies within the sector fulfil Essenscia's mission every day.</p> <p>Whilst a lot of Essenscia's member companies are global players operating in a global economy, this report focusses – especially through the selected indicators and the mentioned best practices examples – on the activities on the Belgian territory.</p> <p>https://essensciaforsustainability.be</p>
<p>France France Chimie (employers)</p>	<p>Together with the French Ministry of Economy and the International Foundation of the House of Chemistry, France Chimie rewards the annual French innovation prize after Pierre Potier. https://www.francechimie.fr/les-prix-pierre-potier. This award singles out the best innovations in the chemical industry that promote sustainable development. http://www.uic.fr/content/download/1007687/11153848/file/presentation_2017_prix_pierre-potier.pdf.</p> <p>France Chimie rewards each year Responsible Care Trophies: https://www.francechimie.fr/les-trophees-responsible-care.</p> <p>These awards are foreseen for remarkable and innovative approaches, actions, achievements in the areas of Health and Safety, Environment and CSR of the member companies of France Chimie.</p>



Sustainability as part of our shared responsibility for the future of the European chemical industry (3)

<p>Italy Federchimica (employers)</p> <p>National Collective Agreement</p> <p>Best Practices Prize</p>	<p>The national collective agreement commits companies and workers in the sector towards sustainable development (SD). SD is a balanced and dynamic integration of the principles of economic growth, environmental protection and social equality. These combine the needs of health and safety at work, respect for the environment, employment, development of innovation and competitiveness of businesses.</p> <p>Best Practices Prize: during the national Health, Safety and Environment (HSE) day, the annual event of the chemical sector set by the National Collective Agreement (NCA), the Social Parties give a prize to companies that are engaged in sustainable development. With this prize, the positive role of the given enterprise and its value for the region is underlined. The commitment of the sector in the field of Social Responsibility (SR) is promoted and best practices are shared.</p> <p>The NCA supports the Responsible Care (RC) program. Federchimica involved the TUs in the Steering Committee of the RC at national level and promoted their participation in the Program. This allows to share positive results achieved by members at-specific public events.</p>
<p>Global initiative</p> <p>Responsible Care</p> <p>More than 60 countries worldwide</p> <p>Example of Bulgarian BCCI</p>	<p>“Responsible Care is the global chemical industry’s unique initiative to improve health and environmental performance, enhance security, and communicate with stakeholders about products and processes”.</p> <p>More information here: http://www.cefic.org/Responsible-Care/</p> <p>National results are organised by 18 KPIs and collected in a joint database. In central and eastern European countries in particular, this initiative also promotes capacity building.</p> <p>For instance, in Bulgaria, Responsible Care encourages companies to target high standards already established in other EU Member States, to increase industry credibility and capacity building. Thanks to its RC membership since 2004, BCCI’s member companies have been exchanging good practices in chemicals safety, process safety, energy efficiency and education, training and lifelong learning on Health, Safety and Environment, new regulations and innovations. www.bcci2001.com</p>



Encourage age management policies (1)

<p>Belgium Essencia (employers) Several projects</p>	<p>An ageing workforce in Belgium and the necessity to attract young people to our industry highlights the importance of training and lifelong learning throughout working life. Several initiatives are in place in order to support STEM (Science, Technology, Engineering and Maths) education. These initiatives are building bridges between industry and at all levels of education and creating a positive brand for technical and scientific education for students. Examples: the “biggest chemistry lesson” to sensitise pupils at primary schools (http://www.essencia.be/nl/Newsletters/Detail/132).</p> <p>Moreover, the usage of sectoral training centres by secondary schools to improve the quality of chemistry lessons, training sessions for teachers and a pilot project for “dual learning” as of 2016 are some further examples. Other projects focus on the partnership with Technopolis Science Center or on innovation camps. For tertiary education, close collaboration exists on study content. Moreover, a sector-specific job fair called “we are chemistry” is organised. Avogadro project: involve students of chemical process techniques in companies during their last year of training (80% of training inside the company). http://www.wearechemistry.be/.</p>
<p>France France Chimie (employers) and trade unions</p>	<p>French social partners, France Chimie and Unions are negotiating a new agreement regarding apprenticeship. France Chimie is active in the field of skills and jobs forecasting.</p> <ul style="list-style-type: none">• Regional and national competition for high school students: http://www.olympiades-chimie.fr/• Promotion of jobs in the Chemical Industry: https://www.lesmetiersdelachimie.com/• Job boarding for the chemical industry: https://chimie.work/ <p>More information at: http://www.jetravailledanslachimie.fr/employeurs/</p>



Encourage age management policies (2)

Italy Federchimica (employers)	An entire chapter of the National Collective Agreement (NCA) is dedicated to active aging, cohabitation and generational replacement. In order to respond to the needs of workers and companies, the provisions of the national collective agreement allow to define the management of issues relating to active aging, coexistence and generational turnover, in particular using the tools during company bargaining.
National Collective Agreement	
Bridge Project	"Bridge Project" allows senior workers on voluntary basis, to switch from a full-time job to part-time job and the alongside of hiring young people in apprenticeship who can be supported senior workers as mentors.
TRIS Fund	Possibility of diversifying the duration of the annual working hours, through a company agreement, with annual work performance diversified between senior and junior workers, reduced night shift activities and identification of part-time work positions. "TRIS Fund" provided by a national agreement represents an instrument of social responsibility. It allows the creation of corporate agreements that allow workers to retire from work even 5 years before having the legal requirements for retirement, starting to receive a check pension fund, partly financed by the company, partly by the state and partly by the worker him/herself.
	Support programs and focus groups can be created at company level to foster generational coexistence, reconversion/requalification paths for the senior population, interaction and exchange of skills.

Encourage age management policies (3)

<p>Germany BAVC (employers) IGBCE (trade union)</p> <p>Collective agreement on working life and demographic change, TV DEMO</p> <p>Collective agreement on one-off payments and pension plans, TEA</p> <p>Collective agreement on supplementary long-term care insurance for the chemical industry – CareFlex Chemie</p>	<p>Mechanisms of TV Demo</p> <p>In order to react flexibly to the challenges of demographic change and working life, the TV Demo allows following mechanisms: long-term accounts, additional occupational disability insurance Chemistry (BUC), collectively agreed pension plans, flexible working-time arrangements, semi-retirement and preventive healthcare. These purposes of the TV Demo are financed by the Demography Fund. https://www.bavc.de/bavc/web/web.nsf/id/li_ib_06_2017_fa6.html</p> <p>For the development of an additional pension plan, the mechanisms of the TEA (collective agreement on one-off payments and pension plans) sponsors the fully-funded additional pension plan. The so-called “chemical model” is based on the principle of gross pay conversion. For the execution of the gross pay conversion, the employer decides on the kind of implementation path (pension pool, pension fund, direct insurance scheme, provident fund or direct commitment). https://www.bavc.de/bavc/web/web.nsf/id/li_ib_07_2017_fa4.html</p> <p>Due to demographic developments, the number of senior-people and those in need of care will continue to rise. Employees and their relatives are confronted with high financial burdens and risks in the event of long-term care. The numbers of cases where financial outlays are requested increase from year to year. The supplementary long-term care insurance CareFlex of the German Chemical Industry provides employees with additional coverage in the event of long-term care.</p>
<p>Sweden</p>	<p>In 2013, social partners of the Swedish labor market (including chemical industry) agreed to introduce a new possibility for workers that allows them to utilize a part-time retirement before the normal retirement age. The agreement is still in place as it was agreed in 2013. However, premiums that employers pay to finance have been raised in the chemical sector from 0,2% of employees’ salary/wage to almost 2%. It differs a little bit between sectors.</p>



Promote training and lifelong learning (1)

<p>Bulgaria BCCI (employers) CITUB, Podkrepa (trade union)</p> <p>Cooperation Pact</p>	<p>Bulgarian social partners of the chemical industry signed the “cooperation pact” in April 2007. Renewed in April 2015, it encourages vocational training and qualification of the present and future workforce by, inter alia, creating and maintaining contacts among social partners and institutions, training workforce for the sector. It also encourages business to invest in the workforce who, in its turn obtains higher qualifications. Other topics include: competitiveness, image of the chemical industry, health and safety at the workplace.</p> <p>www.bcci2001.com.</p>
<p>France UIC (employers) and trade unions</p>	<p>French social partners, France Chimie and Unions are negotiating a new agreement regarding apprenticeship.</p> <p>France Chimie is active in the field of skills and jobs forecasting:</p> <ul style="list-style-type: none"> • Regional and national competition for high school students: http://www.olympiades-chimie.fr/ • Promotion of jobs in the Chemical Industry: https://www.lesmetiersdelachimie.com/ • Job boarding for the chemical industry: https://chimie.work/ <p>More information: http://www.jetravailledanslachimie.fr/employeurs/.</p>
<p>Germany BAVC IGBCE</p> <p>Benefit society of the chemical industry, UCI</p>	<p>The UCI grants financial support to employees in the chemical industry under certain conditions. Participants in a training programme obtaining the qualification to start a vocational training can be granted financial support for their cost of living. In addition, to avoid personal distress, trained personnel faced with the threat of unemployment can obtain financial support under certain conditions.</p>



Promote training and lifelong learning (2)

<p>Italy Federchimica (employers)</p> <p>National Collective Agreement</p> <p>Bilateral chemical body for continuous training</p>	<p>An entire chapter of the National Collective Agreement is dedicated to lifelong learning in order to facilitate the continuous learning, polyvalence and employability of the workforce.</p> <p>Lifelong learning is supported by the bilateral chemical body for continuous training, a structure that analyses companies' training needs, monitors courses, and reports good practices.</p> <p>A specific sectoral framework agreement allows to use public funds to offer training opportunities.</p>
<p>Poland PIPC (employers) « ChemHR »</p>	<p>The programme “ChemHR” aims to strengthen cooperation between universities and chemical sector companies. It works to modify the academic curriculum for the outstanding students in light of the requirements voiced by the companies participating in the project. Moreover, it sets up a system of practices and studies designed to meet the requirements of particular PIPC member entities participating in the project. During COVID-19, most of the project activities were adjusted and implemented online. Cooperation agreements were signing directly between universities and companies in order to improve the relation and make the link more effective.</p> <p>www.chemhr.pl.</p>



Stimulate Vocational Education and Training (1)

<p>France France Chimie (employers)</p> <p>Websites for young people</p> <p>Job fair for chemical industry</p>	<p>The websites are dedicated to young people who wish to receive information on apprenticeships, training and studies in relation to the chemical sector. Studies show the importance of chemistry in sustainable development : http://www.lesmetiersdelachimie.com/. Please also consult “Promote training and LLL”.</p> <p>France Chimie organises a sector-specific job fair to disseminate job offers, training, internship and apprenticeship opportunities called “Chemistry village” in different French regions.</p>
<p>Italy Federchimica (employers)</p> <p>Federchimica and Italian Ministry of Education and University research</p>	<p>Professional apprenticeships (18-29 years old, from 6 months to 3 years, 80-120 hours training at the workplace, if possible) set by the national collective agreement.</p> <p>Federchimica works to attract young people and invites them to start their career in the chemical sector. It organises annual big events dedicated to high schools, during which interested students learn from young brilliant employees of different chemical companies about their experience in the sector. Website to promote and study chemistry: www.chimicaunabuonascelta.it All further events and information are on the website: http://scuole.federchimica.it/</p>



Stimulate Vocational Education and Training (2)

Finland CIF, Kemianteollisuus (employers)	Reduced wage for apprentices, trainees and young people under the age of 18, two-week introductory employment project for pupils, summer work campaigns to attract young talent to the sector. http://www.kemianteollisuus.fi/en/industrial-relations/summer-jobs/ .
Denmark DI (employers)	Training and apprenticeships as shared responsibility, the campaign “Operation Praktikplads” links DI consultants with DI member companies to map supply and demand of skilled workforce, to analyse recruitment practices and to help to attract young talent to the sector. praktikplads@di.dk .
Germany BAVC (employers) VCI (industry)	The sector provides financial support (around €12 million per year) to young researchers and academic teachers as well as to schools via its “Fund for the Chemical Industry”. https://www.bavc.de/bavc/web/web.nsf/id/pa_ausbildung_in_der_chemie.html .
EU - European Commission, DG EMPL Drop’Pin	Both Social Partners support the platform “Drop’pin”, where stakeholders can share their apprenticeship and training opportunities and reach out to multilingual and mobile young people across Europe to find partners for creating common youth-oriented programmes. https://ec.europa.eu/eures/public/en/opportunities .



Stimulate Vocational Education and Training (3)

Germany + Poland +
Czech Republic
FAVEO

(employers + trade
unions)

Project “TraWi”
(2-year project, finalised
September 2015, funded
by EU budget line
Leonardo da Vinci)

“TraWi - Transfer of experiences for the creation of an economy-oriented, work-based vocational education and training in the structures of school-oriented educational and training systems”

Aims:

- strengthen the cooperation between VET-providers and industry
- exchange good practices
- transfer of experiences with company-based VET models

Project partners:

- FAVEO, a German-Polish foundation for VET. The foundation was built between the 2 Polish trade unions in the chemical sector (OPZZ and Solidarnosc) and QFC, an education subsidiary of IG BCE. Project partners are the regional organisation of BAVC (Arbeitgeberverband Nordostchemie) in East Germany and several chemical companies from Poland and the Czech Republic (Anwil S.A., D&R Dispersions and Resins Sp.z.o.o., Grupa Azoty Zaklady Chemiczne “Police” S.A., Grupa Lotus S.A. and Grupa PCC) as well as the 2 unions.

http://www.adam-europe.eu/adam/project/view.htm?prj=10941#.WO4sr_mGPIU

<http://qfc.de/abschluss-mit-neuem-anfang/>



Stimulate Vocational Education and Training (4)

Bulgaria
BCCI (employers)
CITUB, Podkrepa (trade unions)
BIA (industry association)

EU-project CASSY
2009 – 2013

“My Competence”

Financed by the European Social Fund, ESF, the project “Development Competence Assessment system in Bulgaria by Sectors and Regions”, CASSY, supported Bulgarian social partners and industry association. It aimed at developing 25 competence profiles for the chemical industry. Inter alia, a sectoral skills council was set up with the objective to enhance labour market adaptability and improve the labour market’s demand and supply balance.
www.competencemap.bg

Moreover, the chemical sector in Bulgaria, together with 20 other sectors developed “Mycompetence”. This is an online platform in the field of human resources management and development. MyCompetence offers information on models of sector competences for key positions, job descriptions, assessment tools, e-learning resources and other specialised services for assessment and development of workforce competencies. The development of this platform was brought alive to tackle challenges related to mismatches between the labour supply and demand in terms of knowledge, skills and competencies.

MyCompetence’s objectives are:

- to create functional compatibility and possibilities for integrated data usage
- to generate and collect in one place information and know-how on how to manage the implementation process of the competence approach in human capital development
- to support and initiate effective measures (at sector and regional level) for employment and skills development of Bulgaria’s workforce
- to incorporate good practices from the implementation of the human resources management process
- to provide relevant materials/create a library for the support of lifelong learning
- to allow finding and storing of published documents which can be analysed in order to outline trends and recommendations.



Stimulate Vocational Education and Training (5)

Sweden
IKEM (employers)
Kemikarriär
Teknikcollege

Sectoral social partners have agreed on a concept for vocational training that schools can adopt. Teknikcollege is a network of competence centers where companies, municipalities and education providers collaborate to provide technology-oriented courses at different levels. Teknikcollege also provides schemes for the validation of competences of individuals to be hired in the chemical industry.



Develop work-life balance policies

<p>France</p> <p>Right to disconnection</p>	<p>The Labour Act of August 2016 stipulates the "right to disconnect". Companies were called upon to lay down provisions on the subject to preserve the balance between professional and personal life.</p>
<p>Germany</p> <p>BAVC (employer) IGBCE (trade union)</p> <p>Basic collective agreement (MTV)</p>	<p>Paid leave in case of severe illness of relatives</p> <p>The employee has the right to take paid leave according to §8 I. Ziff. 5 MTV in case of severe illness of relatives living in the same household and if a doctor certifies that his or her presence is necessary to provide provisional care.</p>
<p>Italy</p> <p>Federchimica (employers)</p>	<p>Specif guidelines in the NCA provide a set of measures to promote Collective agreements at company level on work-life balance policies.</p>



A diverse workforce is essential for our sector

<p>Belgium Essenscia (employers)</p> <p>‘Straffe werknemers, slimme werkgevers’ or ‘Valuable employees, smart employers’</p>	<p>The idea here is to raise awareness among employers on the availability of support measures, which focus on re-employing concerned workers without sacrificing productivity.</p> <p>Co-valent, the training fund of the sector, has launched the campaign, which is intended to inform organisations in the sector. More information can be found at www.co-valent.be/nl/arbeidsbeperking/# including all kinds of useful links, such as advice for companies submitting applications for support and guidance when hiring or re-employing employees with a disability.</p> <p>Specific case studies show how employees with a disability can be successfully adapted into working life in organisations. These practical examples are available thanks to the cooperation of companies such as Ineos, BASF and Deceuninck.</p>
<p>France Chemical industries Collective agreement (employers + trade unions)</p>	<p>By French law, employers (in companies with more than 20 employees) have a hiring quota of 6% disabled workers of the total workforce. The 2011 collective agreement promotes employment of people with disabilities. It is required that the period of notice for disabled workers is twice as long as for non-disabled workers. Companies (of more than 300 employees) are invited to designate a responsible for disabled workers. Companies (of less than 300 employees) may also consider this measure. The employee responsible ensures the preparation of the successful reception of the disabled worker, including staff awareness, updating the handicap file of this person and coordinating his/her integration into the workforce.</p> <p>The collective agreement promotes diversity, the principle of non-discrimination, equality of treatment, and the fight against stereotypes: following an analysis of the state of play, awareness-raising activities are established. A yearly follow-up at branch-level ensures practical implementation and efficiency of actions.</p> <p>Each year, there is a specific committee between employers and unions (“diversity committee”) which deals with diversity in the chemical industry, including equality between men and women.</p> <p>According to the 2020 sectoral report, the rate of disabled people employed in the chemical industry raised to 3.3%, with differences depending on company size.</p>



Career development of older workers and OHS measures (1)

<p>European Union EMCEF (trade union) ECEG (employers) FECCIA (trade union)</p> <p>Active Ageing Strategies in the European chemical industry</p>	<p>Demographic change is one of the main issues for the highly-specialised chemical industry in Europe. The age structure of employees in the chemical sector is very different from the age structure of the active working population. The study entitled 'The effects of demographic change on the chemical industry in Europe' commissioned collectively by the European social partners of chemical industry, the European Mine, Chemical and Energy Workers' Federation (EMCEF) and the European Chemical Employers Group (ECEG) together with 'Fédération Européenne des Cadres de la Chimie et des Industries annexes' (FECCIA, European Federation of Managerial Staff in the Chemical and Allied Industries) showed that there will be a serious impact on the chemical industry if it does not succeed in increasing the employment quota of older workers.</p> <p>Active Ageing in the European Chemical Industry: A survey of Age Management Practices http://www.demographicsinchemistry.eu/fileadmin/pdf/FECCIA_Doku_engl_RZ280912web.pdf.</p> <p>Age management toolkit: http://www.demographicsinchemistry.eu/index.php?id=29&L=1.</p>
<p>European Union EMCEF (trade union) ECEG (employers) FECCIA (trade union)</p> <p>The impact of demographic change on the chemical industry in Europe, 2008-2010</p>	<p>In this project, the impact of demographic change on the chemical industry in Europe is studied in seven countries: Belgium, the Czech Republic, Germany, Spain, France, Italy and the United Kingdom. The presentation starts with a demographic overview, followed by a brief analysis of both national and regional demographic developments in each of the above mentioned countries. Finally, national labour supply of the chemical industry is studied and projected onto the demographic structure in 2030.</p> <p>Project Website http://demographicsinchemistry.eu/index.php?id=20&L=1.</p> <p>Brochure "The Impact of Demographic Change on the Chemical Industry in Europe", by Thusnelda Tivig, Daniel Eggert, Claudia Korb, 2010. http://www.eceg.org/uploads/DocumentsLibrary/20-01-2011%20ECEG%20EMCEF%20FECCIA%20Report%20on%20The%20impact%20of%20Demographic%20Change%20on%20the%20Chemical%20Industry%20in%20Europe.pdf.</p>



Career development of older workers and OHS measures (2)

<p>Belgium</p> <p>Demography Fund («DemografieFondsDémographie »)</p>	<p>Social partners of the chemical industry have created the Demography Fund for employees and companies active in the sector. The objective of this Fund is to finance projects aimed at maintaining and improving employability in the context of demographic challenges and the consequences of career extension. Thanks to this Fund, each company will receive the opportunity in collaboration with workers' representatives to take new measures for sustainable work and to obtain financing of up to 0.30% of the gross payroll of the company for a maximum of 4 years.</p> <p>https://www.demografiefondsdemographie.be/fr/fonds-demographie/.</p>
<p>Italy</p> <p>Federchimica (employers)</p> <p>Bridge Project</p>	<p>See “Encourage age management policies” on page 6.</p>
<p>Finland</p> <p>Kemianteeollisu Seniors programme of Bernier Oy</p>	<p>The Finnish family company, Bernier Oy, set up an innovative seniors' programme to support wellbeing at work among older employees. As a result, the average age of retirement rose. At the age of 55, employees and their supervisors agree on a specific career plan including how to adapt their duties, working hours, working conditions etc. It also includes health checks, working ability programmes and additional leave. Retired workers have the possibility to register with the staff bank and fill in temporary vacancies. The programme ensures that knowledge is passed on and shows respect for the experience, skills, competence and commitment of older people.</p> <p>http://www.sitra.fi/en/news/working-life-prize/finnish-national-prize-innovative-practices-employment-and-social-policy.</p>



Recognition and validation of acquired competence

<p>France Collective agreement</p>	<p>France Chimie developed the CQP (certificate of professional qualification) which exists to validate competencies. There are currently around 16 CQPs in chemicals covering management, production, sales and logistics. The creation of CQP is an ongoing process to respond to the needs of companies.</p>
<p>European Union industriAll Europe (trade union) ECEG (employers) European Framework Agreement on Competence Profiles for process operators and first line supervisors in the chemical industry</p>	<p>This framework agreement on job competences and training covering the chemical sector in 27 European Union countries is the first of its type in the chemical industry and only the second across all European sectors related to training, education and lifelong learning. This is a vivid example as to how both trade unions and employers' organisations in the chemical sector have worked to help businesses and workforces through the global economic crisis to build a platform for sustainable growth. Main aspects of this agreement are future needs for good training and skilled workers in times of demographic change and ageing workforce. Anticipating demographic risks and preparing to tackle this challenge is a key issue for the future of a sustainable European chemical industry. Framework agreement, 04/2011 http://www.eceg.org/uploads/DocumentsLibrary/15-04-2011%20ECEG%20EMCEF%20European%20Framework%20Agreement%20on%20Competence%20Profiles%20for%20Process%20Operators%20and%20First%20Line%20Supervisors%20in%20the%20Chemical%20Industry.pdf Addendum, 10/2015: http://www.eceg.org/uploads/Modules/DocumentsLibrary/20151014_eceg_addendum.pdf</p>
<p>EU Associated partners: industriAll Europe (trade union) ECEG (employers) BCCI (Bulgarian employers) Project Pile Up 2011 – 2013</p>	<p>Financed by the European Commission Leonardo da Vinci programme, the Process Industry Learning Unit Project, PILE UP, developed common European units of learning outcomes, ULOs, for process operators and maintenance technicians in the chemical industry. Based on ECVET, this enables workers to “pile up” learning outcomes to reach a higher level of qualification, responding to the needs of the industry. Moreover, it updated existing profiles for the All-Round Process Operator EQF level 4 and Maintenance Technician EQF level 4. The project provides a ready-to-use tool to recognise and assess the skills and competences of all workers in Europe, thus facilitating European mobility. www.pile-up.eu Main project partners: 6 national VET entities from Bulgaria, Germany, Switzerland, Poland, Belgium, the Netherlands.</p>



Promote voluntary mobility

<p>EU industriAll Europe (trade union) ECEG (employers) FECCIA (trade union) VS/2015/0348, Youth Mobility Project</p>	<p>“Stimulating Voluntary Mobility of Young Workers in the Chemical Industry in the EU – Social Partner Mentoring-Strategies for an increased Employment of young Workers in the Chemical Industry after the Crisis”</p> <p>Run from January 2016- December 2017, the project aimed to increase the voluntary mobility of young workers who looked for employment opportunities in the chemical sector across the EU. Through a mentoring portal, young job seekers contacted sectoral experts across Europe and, hence, reduced the first contact barrier. Please see here for further information: http://www.mobilitymentoringportal.eu/.</p>
<p>EU Associated partners: industriAll Europe (trade union) ECEG (employers) BCCI (Bulgarian employers) Project Pile Up 2011 - 2013</p>	<p>See “Recognition and validation of acquired competence” on page 21</p>



Transfer of knowledge via mentoring programmes

Italy Federchemica (employers) Generational bridge	See "Career development of older workers and OHS measures" on page 19.
EU ECEG (employers) industriAll Europe (trade union) FECCIA (trade union) VS/2015/0348, Youth Mobility Project	See "Promote Voluntary Mobility" on page 22.
Sweden IKEM (employers) Kemikarriar.se	Kemikarriar.se ("chemistry career") is a website which gives the opportunity to know more about the chemical industry and helps people in pursuing a career in the sector. The website is mainly addressed to young people, but it is thought also for guidance counsellors, teachers and others interested in the chemical industry and its job opportunities. http://kemikarriar.se

Health and well-being at work are vital for all (1)

Belgium
Essenscia (employers)
Various programmes

Solvay: Via WellBe, a personalised web platform, the employee can ask for support from a virtual coach. This support ranges from maintaining your physical fitness, to keeping your weight under control, or adopting a healthier lifestyle etc., depending on personal aims. Furthermore, the company organises information campaigns on a healthy diet. Participation in public sport events also stimulates the group dynamic.

BASF: The company conducts frequent health campaigns for shift workers, given the fact that their irregular hours require an adapted lifestyle. The health project B-Fit@BASF focuses on three areas: 'sleeping in shifts', 'eating in shifts' and 'exercising in shifts'. 380 workshops were held on these subjects with 73% of the shift workers participating.

Evonik: The company launched a specific programme that focuses on preventing cardiovascular complaints. All employees have the possibility to be screened for their cardiovascular risk, including factors such as blood pressure, total cholesterol, 'good' (HDL) cholesterol, and diabetes. Participants receive advice and useful information about their health.

Monsanto: The company provides the 'Ichange2' programme for its employees (<https://ichange2.eu/web/>). It includes the possibility for employees to consult an internet coach regarding healthy lifestyle, sleeping, exercise, eating, quitting smoking, reducing alcohol consumption, improving stress management and sense of well-being or gaining control of weight. Employees are also encouraged to participate in public sport events.

In 2014, the SME "Quality Assistance S.A" launched a comprehensive HR plan for its employees. For example, a personal development plan and a monthly satisfaction survey were implemented. Moreover, the SME set up a runners club, where employees are coached by colleagues. Doing sports together has an impact on health, team cohesion and social well-being. More information: <http://www.quality-assistance.com/>



Health and well-being at work are vital for all (2)

<p>France</p> <p>Collective agreements</p>	<p>To prevent the negative impacts on the health of employees, companies in the chemical sector in France have concluded agreements or put in place action plans defining different measures to adapt workstations such as training on psychosocial risks, manual handling of loads or strainful postures or change of rotation of posts.</p> <p>In 2016, social partners signed an agreement on health, improvement of working conditions, security and safety in the chemical industry.</p> <p>In 2014, social partners set up a complementary health insurance scheme at branch level.</p>
<p>Germany</p> <p>IG BCE (trade union)</p> <p>BAVC (employers)</p>	<p>In 2014, social partners started their initiative on "Sound and healthy working in the chemical industry". The German Federation of Chemical Employers' Associations (BAVC) and the Mining, Chemical and Energy Industrial Union (IG BCE) aim to strengthen the competencies and ability of the companies' players in a total of six fields:</p> <ul style="list-style-type: none"> - Promotion of health and in particular mental health in the workplace - Development of workplace regulations as well as of preventive measures - Demonstration of ways to work-based solutions to protect against workload - Promotion of health-conscious behavior and the personal responsibility of the employees in the professional as well as in the private sphere - Expansion of cooperation between companies and external partners such as the employers' liability insurance association - Focus on work 4.0. <p>The Social Partnership Agreement on Inclusion aims to improve the equal participation of people with disabilities in companies. Awareness in companies of the importance of inclusion is to be improved and concrete offers of help are to be pointed out.</p>

Health and well-being at work are vital for all (3)

<p>Poland PIPC (employers) « Safe Chemistry », (« Bezpieczna Chemia”)</p>	<p>The aim of the project is to strengthen the awareness of work safety in PIPC member companies and other enterprises representing the chemical industry. Moreover, the project works towards the promotion of highest standards of operations in the field of safety, promotion of best available techniques (BAT), strengthening the awareness of the work safety and hygiene as well as fire protection standards and makes notifications about issues related to work safety and hygiene and technological process safety. www.programbezpiechnachemia.pl</p>
<p>Italy Federchimica (employers) Faschim</p>	<p>FASCHIM a specific health fund promoted by Federchimica and the trade unions which allows to cover health costs of the workers and their families. More information at: www.faschim.it.</p>
<p>Finland Collective agreements Working life 2020 program</p>	<p>In 2009, the Chemical Industry social partners agreed in the collective bargaining process to start promoting well-being at work. Social partners identified good management, well-functioning work community, knowledge and work engagement as elements of occupational well-being. The aims of the initiative are to:</p> <ul style="list-style-type: none"> • promote well-being • develop skills • extend working lives • reduce morbidity • increase productivity. <p>This project has intensified social dialogue and opened totally new, fruitful ways of collaboration with the social partners. With this project the social partners have been able to provide tools for companies' development projects. Occupational well-being has become an integral part of the Finnish Responsible Care Program. The project is implemented through 3 phases (2010-2016).</p>

Health and well-being at work are vital for all (4)

<p>Finland</p> <p>Collective agreements</p> <p>Working life 2020 program</p>	<p>Phase 1: Company projects (2010-2012)</p> <p>Chemical companies were invited to implement projects based on their own needs of occupational well-being. 35 companies joined with a wide variety of themes. With 13 000 people, these projects covered 40 % of the total chemical industry personnel. Besides, a large number of other companies utilized the outcomes in their own development activities.</p> <p>The projects were set out to develop working methods, working conditions, control systems, interaction and leadership. New ideas were found from other projects' good practices and interaction. The experiences were shared in several workshops with highly positive feedback.</p> <p>The company projects delivered substantial results: working lives were extended by developing the process of induction to work. Morbidity was reduced by improving the ergonomics and reorganizing work. The projects contributed to productivity by rationalizing operations, eliminating unnecessary work and improving work of supervisors.</p> <p>Phase 2: Early intervention models (2013-2014)</p> <p>Based on the outcomes from the first phase, a common model for early intervention was prepared, which included a booklet (2013). The model was launched in a workshop in 2014. Participants enthusiastically participated at the innovative workshop, with e.g. drama exercises. After its launch the booklet has been widely distributed.</p> <p>Phase 3: Leadership and work community skills (2014-2016)</p> <p>In 2014, in a new round of collective bargaining the chemical industry's social partners reinforced their will to continue developing occupational well-being. Leadership and work community skills were identified as a topical theme.</p> <p>Social partners have also developed measuring methods for occupational well-being. A self-assessment tool has been launched 2016. New ways of improving blue-collar workers' work engagement and intrinsic motivation are were studied in a sub-project with six chemical companies. In total 43 companies are were taking actively part in the third phase.</p>
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Health and well-being at work are vital for all (5)

<p>Finland</p> <p>Working life 2020 program</p>	<p>Well-being indicators developed</p> <p>From the start in 1992 the Finnish Responsible Care Program has put great emphasis on indicator development. In connection to the GM-GT -initiative, 17 RC- indicators on occupational well-being have been developed. After a two year test phase, official data on these indicators were collected from the companies. The indicators include (results 2014):</p> <ul style="list-style-type: none">• turnover of workers: 7.3% of workforce• absence due to illness: 4.2% of total working hours• average age of retirement: 62.5• surveys of working atmosphere in 76% of companies• early intervention model implemented in 91% of companies. <p>Working life 2020 program</p> <p>Finland has set a national goal to make working life the best in Europe by 2020 (www.tyoelama2020.fi/en). With the GM-GT-initiative the chemical industry is pursuing the first position in occupational well-being in Finland. With a wide variety of actions and a comprehensive set of indicators Finland is in an excellent position to achieve this goal.</p> <p>The Chemical sector will continue its persistent work towards the goal of having the best working life in Europe and reaching the top position among the Finnish industries.</p>
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Future of work

<p>Germany BAVC IGBCE Work@Industry</p>	<p>Together with managers and works councils, the chemical industry's social partners have developed three guiding principles for the chemical industry's working world 4.0: a training strategy for the industry up to 2025, guidelines for good and healthy working 4.0 and guidelines for modern leadership.</p> <p>https://work-industry40.de/</p>
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Framework of Action on Sustainable Employment and Career Development of the
European Sectoral Social Partners of Chemical Industry



For questions regarding the activities of the European social partners in the chemical industry, please contact the respective European secretariat:

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