



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



MONTHLY NEWSLETTER

Newsletter No. 14

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Dear reader,

Welcome back to the ECEG's bimonthly newsletter!

As 2024 comes to a close, this special end-of-year edition invites you to reflect on ECEG's key milestones while keeping you updated on recent developments from our network and EU institutions.

- **Advancing a European STEM Strategy** – In collaboration with [Ceemet](#) and [industriAll Europe](#), we co-organised an event addressing STEM talent developments in the chemical and MET sectors. The event also launched our joint paper "[Europe needs to make its STEM strategy a reality now](#)".
- **Addressing the skills needs of the chemical industry with the ChemSkills project** – As a flagship initiative, co-funded by the European Commission, [ChemSkills project](#) saw two in-person consortium meetings, a public conference, virtual gatherings, and the launch of the *Future Skills Survey*. The survey provided crucial insights into workforce trends across the European chemical industry.
- **Joining two strategic projects:**
 - Co-founding the "[European Employers' Institute](#)" (EEI), a research-focused non-profit international association amplifying employers' voices on key employment issues and social affairs in EU policymaking.
 - the "[JUST|TRANS LEAD](#)" project, fostering sustainable leadership and Just Transition strategies for climate neutrality in the sector.
- **Publishing key position papers** – Our publications addressed pivotal challenges, including the [impact of teacher shortages on the European chemical industry](#) and the expected consequences of the [EU quality traineeship initiatives](#).

- **Signing the Antwerp Declaration** – This initiative emphasizes the need for a European Industrial Deal to align the Green Deal with economic growth and competitiveness.
- **Partnering with EU-OSHA** – ECEG proudly joined the EU-OSHA “Safe and healthy work in the digital age” (2023-25), promoting a prevention culture to address health and safety risks linked with digitalisation.

Additionally, we hosted numerous meetings, including sessions of the Board, General Assembly, Steering Committee, Working Groups on Education & LLL, Health and Safety, and Industrial Relations. Last but not least, Sectoral Social Dialogue Committee meetings.

But 2024 is not over yet! Dive into the latest updates from the past two months. Happy reading, and thank you for being part of the ECEG community.





ECEG's Meetings

ECEG's Board & GA

13 November, Athens

ECEG's Board meeting was effectively a preparation for 2025 right ahead of the start of the new Commission. We discussed **key priorities for 2025** and aligned strategies for the year ahead. The agenda focused on critical topics shaping the organisation's advocacy and collaboration efforts. Discussions centered on identifying top legislative files expected to dominate the European Parliament's agenda.

The Board reviewed insights from [Mario Draghi's Report](#), the [Mission Letters](#) of back-then-designated Commissioners, and the [Political Guidelines](#) of President Ursula

von der Leyen to map key stakeholders for lobbying activities. We discussed the possible **research articles** that the newly launched European Employers Institute could deliver, highlighting the importance of addressing social and employment related priorities in the industry from the employers' point of view.

General Assembly, amongst others, elected **new Vice-Presidents**, [Mathias Schöttke](#) and [Andrea Lavagnini](#). Congratulations and welcome aboard!

ECEG's Steering Committee

14 November 2024, Athens

ECEG held its Steering Committee meeting in Athens alongside Cefic's Chemical Convention. Key discussions focused on:

- The **new EU Commission** structure and the **ECEG's policy priorities** for the new legislature;
- The **latest updates on EU social affairs**, with spotlight sessions on:
 - The European Works Council Directive,
 - Mental health at work,
 - Quality traineeships initiatives,
 - 2024 ECEG survey results.

Findings from the 2024 survey provided valuable insights into industrial relations and collective bargaining trends across Europe.

Sectoral Social Dialogue Committee Plenary

21 November 2024, Brussels



Members of ECEG and [industriAll Europe](#) gathered to discuss key topics for the European and national social dialogue. The agenda included:

- The [European competitiveness report](#) by Mario Draghi, with a focus on its implications for the chemical industry;
- **EU Talent Pool initiative**: an update on this key program aimed at addressing skills shortages and fostering workforce mobility;
- The **green industrial deal**: discussions on aligning environmental goals with industrial growth;
- **ChemSkills project** updates: the latest developments from this flagship initiative addressing the future skills needs of the chemical sector.

ECEG's WG Education & LLL

22 November 2024, Brussels

Under the chairmanship of the WG chair, [Anni Siltanen](#), the members discussed **EU legislative developments** related to **education, skills and competences** and shared insights into **national STEM initiatives** across the different EU member states. Additionally, an exciting announcement was made regarding a potential STEM-focused event at the European Parliament, in Q1 2025.

Stay tuned for more details on this upcoming event!

ECEG's WG Industrial Relations

22 November 2024, online

We are excited to announce the **relaunch of the Industrial Relations and Employment** Working Group, which has been inactive for some time. Under the chairmanship of Ms. [Petra Lindemann](#), BAVC with her vast experience and leadership, we are confident the group will reach impactful and productive outcomes.

The working group is set to focus on several high-priority topics that are critical to our members. These include:

- Implementation of the Pay Transparency Directive,
- Initiative on Telework and the Right to Disconnect,
- Directive on European Works Councils (EWC),
- Mental Health at Work.

We encourage all IRE members to actively participate in the working group and contribute to shaping its future direction. Together, we can ensure our voice is heard on these critical issues.

FECCIA's Board & GA

13 December 2024, Paris



ECEG participated in the Board & General Assembly of [FECCIA](#), the European Federation of Managerial Staff in the Chemical and Allied Industries.

As part of the meeting, ECEG delivered a presentation on the **ChemSkills project**, sharing insights from the preliminary

results of the *Future Skills Survey*.

We exchanged on **EU legislative developments** of mutual interest to both associations. ECEG extends its thanks to our partner, FECCIA, for the invitation and for the fruitful discussion!



Projects

ChemSkills Project Update

The **Future Skills Survey** closed on 27 October. This survey is one of the key tools for collecting data for gathering critical insights into the current and future needs of the chemical industry. It offered a comprehensive analysis of existing and emerging trends in both industry-specific and generic skills. Looking ahead, a second release of the sub-sector-specific survey is scheduled for **14 February 2025**. ECEG presented the initial results during the annual Sectoral Social Dialogue Committee (SSDC) Plenary on 21 November in Brussels.

The ChemSkills consortium also organised an internal **crash course on “Safe and Sustainable by Design”** to align understanding within the group. The session was led by Emma Strömberg, project coordinator of the [IRISS project](#), who shared key definitions and insights from their ongoing work on the topic.

Stay updated on the latest ChemSkills developments by subscribing to our newsletter, visiting our website, and following us on social media!



Skill4EII – Skills Alliance for the Green, Digital and Social Transformation of the Energy Intensive Industries

ECEG is proud to join **Skill4EII initiative**, a co-EU-funded project under the Erasmus+ programme, designed to tackle skills gaps in energy-intensive industries critical to Europe's industrial base. The project aims to:

- **Identify and adapt skills gaps** at national and regional levels, addressing both **cross-sectoral** and **sector-specific needs**.
- **Develop a common framework** to continuously adjust the skills demands of the energy-intensive industries in line with evolving requirements.
- **Build on two prior projects** ESSA (skills in the steel sector) and [SPIRE-SAIS](#) (skills for industrial symbiosis), where ECEG played a key role in representing the chemical sector.
- **Establish a broader alliance** to bridge skills gaps for sector-specific needs while leveraging synergies for cross-sectoral initiatives.

The project officially kicks off on 01 January 2025, with its first meeting scheduled for 04-05 February in Brussels.



Institutions

New European Commission's structure



Credits: European Commission, 2024

On 01 December, the new **College of Commissioners** officially took office under the leadership of President Ursula von der Leyen.

ECEG looks forward to collaborating with the new Commissioners and their offices, particularly:

- **Roxana Mînzatu** - Responsible for social rights, skills, quality jobs and preparedness (DG EMPL).
- **Glenn Micallef** - Responsible for Intergenerational Fairness, Youth, Culture and Sport (DG EAC).
- **Hadja Lahbib** - Responsible for equality, preparedness and crisis management (DG ECHO).

5th stakeholder workshop on Safe and Sustainable by Design” (SSbD)

05-06 December 2024, Brussels

ECEG participated in the European Commission’s 5th stakeholder workshop on “**Safe and Sustainable by Design**” in Brussels. The workshop:

- Showcased results from the framework’s second reporting period.
- Provided updates on the [Methodological Guidance](#).
- Facilitated interactive stakeholder sessions.
- Reflected on lessons learned and explored pathways for the framework’s revision for 2025.

The recurring event, organised by the European Commission, is key to advancing the understanding, implementation, and development of SSbD principles. It provides a platform for stakeholders to collaborate, exchange ideas, and shape the EU’s approach to sustainability in materials and product design.



Next meetings

- **12 February 2025**, Brussels
ECEG’s WG Education & LLL
- **13 February 2025**, Brussels
Sectoral Social Dialogue Committee WG
- **14 February 2025**, Brussels
ECEG’s Steering Committee
- **19-21 March 2025**, Lisbon
Just Transition project conference
- **01-02 April 2025**, Brussels
ChemSkills’ project consortium meeting (project partners only)

Are you a new subscriber? Check out our [newsletter archive](#) to catch up!