



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

Annex to the Framework of Action of the European Sectoral Social Partners
ECEG and industriAll Europe





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

<p>Germany</p> <p>BAVC (employers) VCI (industry) IGBCE (trade union)</p> <p>Chemie hoch 3</p> <p>Sustainability Check</p>	<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), trade union (Industriegewerkschaft Bergbau, Chemie, Energie, IG BCE) and employers’ association (Bundesarbeitgeberverband Chemie, BAVC) campaigns for sustainable development: five milestones to achieve until 2017 and 12 guiding principles are at its centre. All three associations develop information and support offers to their members in order to breathe life into the concept. For instance, the “Sustainability Guidelines For The Chemical Industry In Germany” and the “Progress report” deliver practical examples and details.</p> <p>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.</p>
<p>Belgium</p> <p>Essencia (employers)</p> <p>Sustainability Report</p>	<p>In 2015, the fourth sustainability report was presented by essencia and illustrates, on the basis of many examples, how rapidly science is evolving and being at the service of solutions that make the integration of the three most significant pillars of sustainable development possible: “People”, “Planet” and “Prosperity”. Furthermore, essencia fully subscribes to the United Nations’ global goals concerning sustainable development (Global goals www.globalgoals.org/news/goals). These goals are stated in the present report when they are related to the indicators used.</p> <p>http://essenciaforsustainability.be/en/</p>



Sustainability as part of our shared responsibility for the future of European chemical industry (2)

<p>France UIC (employers)</p> <p>Alliance «Future Industry »</p> <p>ACDV – plant-based chemistry 2ACR – Alliance of Chemistry and Recycling</p>	<p>Innovative by nature, Chemistry accompanies the evolution of other industries and the society. UIC joined the Alliance “Future Industry”. This Association brings together professional organizations, technology partners and academic organizes. At national level it coordinates initiatives for the modernization of the French industry in particular through digitalization. http://allianceindustrie.wixsite.com/industrie-dufutur</p> <p>UIC is one of the key founding member of two french associations :</p> <ul style="list-style-type: none"> • ACDV is an organisation representing players in the Plant-Based Chemistry field, which works to support and accelerate the development of sustainable chemistry based on the use of plant resources in France and in Europe. http://www.chimieduvegetal.com/en/. • 2ACR is an association for the Alliance of Chemistry and Recycling. It works to make the recycling of waste a real opportunity for economic development and to optimize our resources for more "circular" economy. <p>In collaboration with the Union of Chemical Industries and under the responsibility of the French Minister of Economy, the International Foundation of the House of Chemistry rewards each year companies which have developed a "clean" chemical product or process. The scientific and technological awards called Pierre Potier support innovation in chemistry for sustainable development. http://www.uic.fr/content/download/1007687/11153848/file/presentation_2017_prix_pierre-potier.pdf</p>
<p>Italy Federchimica (employers)</p>	<p>Best Practices Prize: during the national HSE day, the annual event of chemical sector set by the NCA, the Social Parties give a prize to companies engaged for the sustainable development that we consider strategic for the competitiveness of the sector.</p> <p>With this prize the positive role of the enterprise and its value for the region is underlined. The commitment of the sector in the field of SR is promoted and best practices are shared.</p> <p>Knowledge, communication and transparency contribute to positive relationships among stakeholders.</p>



Encourage age management policies

<p>Belgium Essenscia (employers) Several projects</p>	<p>An ageing workforce in Belgium and a high degree of replacement show the need to encourage training and lifelong learning throughout working life. Several initiatives are in place in order to support STEM (Science, Technology, Engineering and Maths) education, such as building bridges between industry and all levels of education and creating a positive brand for technical and scientific education for students. Examples: the “biggest chemistry lesson” to sensitize pupils at primary schools (http://www.essenscia.be/nl/Newsletters/Detail/132), usage of sectoral training centres by secondary schools to improve the quality of chemistry lessons, training sessions for teachers, pilot project for “dual learning” as from 2016; partnership with Technopolis Science Center, innovation camps; for tertiary education, close collaboration regarding study contents, sector specific job fair “we are chemistry”, Avogadro project: involve students of chemical process techniques in companies during their last year of training (80% of training inside the company).</p>
<p>France UIC (employers) Chemical industries Collective agreement</p>	<p>Introduction of the generation contract allows the transfer of skills between the older employee and the young employee.</p>
<p>Italy Federchimica (employers)</p>	<p>An entire chapter of the NCA is dedicated to Lifelong Learning in order to facilitate the continuous learning, the polyvalence and the employability of the workforce. LLL is supported by the bilateral chemical body for continuous training, a structure that analyses companies’ training needs, monitors courses, and reports good practices. A specific sectorial framework agreement allows to use public funds to offer training opportunities.</p>



Promote training and lifelong learning

<p>France UIC Collective agreement 2014</p> <p>Collective agreement 2015</p>	<p>UIC promotes training and lifelong learning via:</p> <ul style="list-style-type: none">• its collective agreement of 2014• the introduction of personal training accounts for each employee for skills development outside of his/her job.• generation contract• training programmes for mentors to take on modern training methods and provide excellent conditions for learners. They are financially supported by employers to develop and professionalise mentoring. <p>UIC is active in the field of skills and jobs forecasting. The collective agreement of 2015 also includes financial support for SMEs to define HR plans.</p> <p>Regional and national competition for high school students: http://www.olympiades-chimie.fr/</p> <p>« The chemical world tour » for university students to discover innovation via blogs and videos in companies: http://www.chemicalworldtour.fr/</p> <p>More information: http://www.jetravailedanslachimie.fr/employeurs/</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 the 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.</p> <p>www.chemhr.pl</p>



Stimulate Vocational Education and Training (1)

<p>France UIC</p> <p>Websites for young people</p> <p>Employment agreement</p> <p>Generation contract</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/ and http://emploi.docteurs-chimie.org/</p> <p>Please also consult “Promote training and LLL”</p> <p>An employment agreement and generation contract were concluded in July 2014 with a target of 47.000 recruitment and 5.000 apprentices by 2017, and an increase of 10% of young people in the branch. The generation contract allows the facilitated entry of young people into the workforce while maintaining older workers at the workplace, via mixed teams, assistance to SMEs etc.</p> <p>UIC organises a sector-specific job fair to disseminate job offers, training, intern and apprenticeship opportunities, called “Chemistry village” in different French regions.</p>
<p>Italy Federchimica (employers)</p>	<p>Temporary derogation from national collective agreements (reduce minimum wage for maximum 3 years by no more than 20%), professional apprenticeships (18-29 years old, from 6 months to 3 years, 80-120 hours training at the workplace, if possible).</p>
<p>Italy Federchimica (employers) Italian Ministry of Education and University research</p>	<p>Federchimica works to attract young people and invites them to start their career in the chemical sector. It organises every year a big event dedicated to high schools, during which interested students learn from young brilliant employees of different chemical companies about their experience in this sector.</p> <p>Website to promote and study chemistry: www.chimicaunabuonascelta.it</p> <p>All further events and information are on the website: http://scuole.federchimica.it/</p>



Stimulate Vocational Education and Training (2)

<p>Finland CIF, Kemianteollisuus (employers)</p>	<p>Reduced wage for apprentices, trainees and young people under the age of 18, two-week introductory employment project for pupils, summer work campaign to attract young talents to the sector. http://www.kemianteollisuus.fi/en/industrial-relations/summer-jobs/</p>
<p>Denmark DI (employers)</p>	<p>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 attracting young talents to the sector. praktikplads@di.dk</p>
<p>Germany BAVC (employers) VCI (industry)</p>	<p>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</p>
<p>EU - European Commission, DG EMPL Drop’Pin</p>	<p>Both Social Partners support the platform “Drop’pin”, where stakeholders can share their apprenticeships and training opportunities and reach out to multilingual and mobile young people across Europe, and find partners for creating common youth-oriented programmes. https://ec.europa.eu/eures/public/en/opportunities</p>
<p>Sweden IKEM (employers)</p>	<p>Swedish sectoral social partners agreed in 2014 on a project to attract young people to work within the sector. It allows employers to employ young people under the age of 25 at 75% of minimum wage. During the employment time, employers provide an applied introductory training at the workplace.</p>



Stimulate Vocational Education and Training (3)

<p>Germany + Poland + Czech Republic FAVEO</p> <p>(employers + trade unions)</p> <p>Project "TraWi" (2 year project, finalised September 2015, funded by EU budget line Leonardo da Vinci)</p>	<p>"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"</p> <p>Aims:</p> <ul style="list-style-type: none"> - strengthen the cooperation between VET-providers and industry - exchange good practices - transfer of experiences with company based VET models <p>Project partners:</p> <p>- 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.</p> <p>http://www.adam-europe.eu/adam/project/view.htm?prj=10941#.WO4sr_mGPIU http://qfc.de/abschluss-mit-neuem-anfang/</p>
<p>Czech Republic SCHP ČR (employers) OS ECHO (trade union)</p> <p>Sectoral Agreement</p>	<p>Project "Sectoral agreements as a tool of social dialogue in solving long-term problems in the area of human resource development"</p> <p>Objectives: give the young generation insight into chemistry, increasing the number of graduates of schools of chemistry and overall employment of skilled workers</p> <p>http://sekdohoda.socdial.cz/</p> <p>VET: Preparation and implementation of the competition "We look for the best young chemist of the Czech Republic", excursions in chemical plants for secondary school students, professional practice, using laboratories of universities, stabilization and development of cooperation with vocational schools.</p> <p>Website: www.mladychemik.cz</p>



Develop work-life balance policies

France	The Labour Act of August 2016 provides the right to disconnection on IT and the need for companies to lay down provisions on the subject in order to preserve the balance between professional and personal life.
Right to disconnection	



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>Idea: raise awareness of employers that support measures are available to re-employ concerned employees 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 on www.co-valent.be/nl/arbeidsbeperking/# including all kinds of useful links, such as support for companies to submit their application for support and guidance when hiring or re-employing employees with a disability. Specific case-studies show how employees with a disability can be successfully adapted to the working life at 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 of more than 20 employees) shall recruit disabled workers in a proportion of 6% of the total workforce.</p> <p>The collective agreement of 2011 promotes employment of people with disabilities. http://www.uic.fr/Developpement-durable/Diversite/Handicap It is required that the period of notice for disabled workers is twice as long as for non-disabled. Companies (of more than 300 employees) are invited to designate a responsible for disabled workers. Companies (of less than 300 employees) may consider this measure. The employee responsible ensures the preparation of the reception of the disabled worker, including staff awareness, updates the handicap file of this person and coordinates his/her integration into the workforce.</p> <p>The collective agreement promotes diversity, the principle of non-discrimination, equality of treatment, and 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 the actions.</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 analyses 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>Italy Federchimica (employers) Generational bridge</p>	<p>Principle introduced in 2009: the project works to create a “bridge” among generations. The company hires young people in exchange of the availability of workers close to retirement age to enable them to shift from full to part time contracts.</p> <ul style="list-style-type: none">- facilitates knowledge management for companies, in particular the knowledge transfer in order to keep the wealth of experience of workers close to retirement at the workplace,- reduces workload for older workers, values their experience,- offers employment or training opportunities for young workers, and- facilitates the integration of new employees.
<p>Finland Kemianteollisu Seniors programme of Berner Oy</p>	<p>The Finnish family company Berner Oy set up an innovative seniors programme to support the 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>UIC developed the CQP (certificate of professional qualification) which exists to validate competencies. There are currently around 14 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 CEDEFOP - European Centre for the Development of Vocational Training</p>	<p>European Social Partners underline the work of CEDEFOP, such as their actions regarding validation of non-formal and informal learning, promoting learning for work and understanding qualifications, which can be of an added value and inspire employers and workers alike, if the competences match the demands. The latter works to contribute to the mutual understanding of different qualifications throughout Europe, “by contributing to the concept, design, development and implementation of common European tools and principles in education and training. These are designed to help people progress through education and training at any age, to change career or move abroad for work or further education. They are also expected to lead to greater consistency in employment, education and training policy throughout Europe.”</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 and build a platform for sustainable growth. Main drivers in the negotiation of this agreement included future needs for good training and skilled workers in times of demographic changes 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>



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>Launched in January 2016, the project aims to increase the voluntary mobility of young workers who look for employment opportunities in our sector in another EU member state. Through a mentoring portal young job seekers may enter into contact with sectoral experts across Europe and, hence, reduce the first contact barrier. Please see here for further information: http://www.mobilitymentoringportal.eu/</p>



Transfer of knowledge via mentoring programmes

Italy Federchemica (employers) Generational bridge	See "Career development of older workers and OHS measures"
EU ECEG (employers) industriAll Europe (trade union) FECCIA (trade union) VS/2015/0348, Youth Mobility Project	See "Promote Voluntary Mobility"



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

Belgium
Essenscia (employers)
Various programmes

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, stopping smoking, reducing alcohol consumption, improving stress management and sense of well-being or gaining control of weight. Employees are also encouraged to participate at public sport events.

Solvay: Via WellBe, a personalised web platform, the employee can ask for support of 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 healthy diet. Participation at public sport events also stimulate the group dynamic.

BASF: The company conducts frequent health campaigns for shift workers, given the fact that their irregular hours require an appropriate 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.

The SME "Quality Assistance S.A" launched in 2014 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>Poland PIPC (employers) « Safe Chemistry », (« Bezpieczna Chemia »)</p>	<p>The aims of the project is to strengthen the awareness of the work safety in PIPC member companies and other enterprises representing chemical industry. Moreover, the project works to 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 make notifications about issues related to work safety and hygiene and technological process safety.</p> <p>www.programbezpieznachemia.pl</p>
<p>France Collective agreements</p>	<p>To prevent the effect of hardness of jobs on the health of employees, companies in 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. Companies have also to negotiate on quality of life at work.</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>Italy Federchimica (employers)</p>	<p>“Welfarechim”: this term was created 8 years ago to underline the commitment of the chemical sector in the field of Welfare and it’s also the name of a Part of its NCA, a collection of principles and guidelines to promote at company level choices of Social Responsibility in areas that have a social relevance.</p>