



FEDERCHIMICA
CONFINDUSTRIA

**Bargaining on - and
connecting between – the
youngest and oldest workers
in the chemical sector**

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Federchimica

- Is the National Association of Chemical Industry
- 1400 companies associated, with about 90.000 employees
- The companies are grouped into 17 industry associations, which are further divided into 41 product groups.
- Federchimica is part of Confindustria, CEFIC and ECEG

Role of Federchimica on industrial relations

- supports companies to reach a correct way of bargaining
- defines the industrial policy as an interlocutor of the Government and other public institutions
- Social partner of trade unions in industrial relations and in the National collective agreement which is applied to the Chemical industry, chemical-pharmaceutical, and chemical fiber industries abrasives, lubricants and LPG, with about 180,000 employees.

The social responsibility in the national agreement

"The commitment of all stakeholders in the enterprise, each in relation to their role, to integrate social, ethical and environmental issues into its activities and internal and external relationships, acting responsibly, conscious of their rights and duties "

Measures taken by Social Partners

Renewal of Chemical National Agreement:

"Corporate profitability is the key to protecting jobs, the welfare of workers, wages and employment"

"Productivity, professional competence, flexibility and openness to change,... are essential for employability".

"Employability is a matter of high relevance in Social Responsibility, a term that summarizes the subjective and objective requirements useful to facilitate entry, retention and outplacement in the labour market."

Employment of young people

- To promote youth employment it is possible to derogate from all rules of the national agreement
- New apprenticeship
- “Generational bridge” project

«Generational bridge» Project

- ❑ company hires young people in exchange for the availability of workers close to retirement to make their contract from full-time to part-time.

- ❑ allow:
 - knowledge management for companies

 - Reduced workload and 'greater involvement' of older people

 - Employment opportunities (and training) for young people

Other measures taken by social partners

- ❑ **more value to professional experience**
learning projects in which companies could use older workers as tutors for new workers
- ❑ **more link between school and enterprise**
apprenticeship project with universities to support employment of chemical researchers
- ❑ **Sector Skills Council**
ECEG (European Chemical Employers Group) and IndustriaALL (European representative of many sectorial trade Unions, included the chemical Unions) decided to set up a sector Skill Council