



# 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)

Germany  BAVC (employers) VCI (industry) IGBCE (trade union)  Chemie hoch 3 - the sustainability initiative:  - So.WIN platform  - Sustainability Check	<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: it comprises five milestones to be achieved by the end of 2017 and 12 guiding principles. 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>In 2016, the initiative adopted 40 indicators 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).</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> <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. <a href="http://www.chemiehoch3.de">www.chemiehoch3.de</a></p>
Belgium  Essenscia (employers)  Sustainability Report	<p>In 2017, the fifth sustainability report was presented by Essenscia. It illustrates how the innovative products of the chemical, plastics and life sciences industry play an essential role in the ongoing transition towards a better and more sustainable future. The report highlights the historical progress of the sector within three traditional pillars, "People", "Planet", "Prosperity", plus focuses on "Products". By linking its indicators to the United Nations' sustainable development goals, Essenscia shows a clear commitment to the global sustainability strategy. <a href="http://essensciaforsustainability.be/en/">http://essensciaforsustainability.be/en/</a></p>



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

<p>France UIC (employers)  Alliance «Future Industry»  ACDV – plant-based chemistry 2ACR – Alliance of Chemistry and Recycling</p>	<p>Innovative by nature, chemistry accompanies the evolution of other industries and society. With this in mind, Union of Chemical Industries (UIC) joined the Alliance "Future Industry". It brings together professional organisations, technology partners and the academic world. At national level, it coordinates initiatives for the modernisation of the French industry, in particular through digitalisation. <a href="http://allianceindustrie.wixsite.com/industrie-dufutur">http://allianceindustrie.wixsite.com/industrie-dufutur</a></p> <p>UIC is one of the key founding members of two French associations:</p> <ul style="list-style-type: none"><li>• ACDV represents players in the field of the plant-based chemistry, which works to support and accelerate the development of sustainable chemistry based on the use of plant resources in France and Europe. <a href="http://www.chimieduvegetal.com/en/">http://www.chimieduvegetal.com/en/</a></li><li>• 2ACR Alliance of Chemistry and Recycling works to make the recycling of waste a real opportunity for economic development and to optimise resources for a more "circular" economy.</li></ul> <p>Together with the French Ministry of Economy and the International Foundation of the House of Chemistry, UIC rewards the annual French innovation prize Pierre Potier. This award singles out the best innovations in the chemical industry that promote sustainable development. <a href="http://www.uic.fr/content/download/1007687/11153848/file/presentation_2017_prix_pierre-potier.pdf">http://www.uic.fr/content/download/1007687/11153848/file/presentation_2017_prix_pierre-potier.pdf</a></p>
<p>Italy Federchimica (employers)</p>	<p>Best Practices Prize: during the national HSE day, the annual event of the chemical sector set by the NCA, the Social Parties give a prize to companies engaged in sustainable development that we consider strategic for the competitiveness of the sector. 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. Knowledge, communication and transparency contribute to positive relationships among stakeholders.</p>



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

Global initiative	"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".
Responsible Care	More information here: <a href="http://www.cefic.org/Responsible-Care/">http://www.cefic.org/Responsible-Care/</a>
More than 60 countries worldwide	Their national results are organised by 18 KPIs and collected in a joint database. In central and eastern European countries in particular, the initiative is promoting capacity building.
Example of Bulgarian BCCI	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. <a href="http://www.bcci2001.com">www.bcci2001.com</a>



## Encourage age management policies (1)

Belgium Essenscia (employers) Several projects	<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, 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 sensitise pupils at primary schools (<a href="http://www.essenscia.be/nl/Newsletters/Detail/132">http://www.essenscia.be/nl/Newsletters/Detail/132</a>).</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 regarding study contents. 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). <a href="http://www.wearechemistry.be/">http://www.wearechemistry.be/</a></p>
France UIC (employers) FCE CFDT (trade union)  Chemical industries Collective agreement	Introduction of the generation contract allows for the transfer of skills between older and younger employees.
Italy Federchimica (employers)	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. 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. A specific sectorial framework agreement allows to use public funds to offer training opportunities.



## Encourage age management policies (2)

<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>Mechanisms of TV Demo In order to react flexibly to the challenges of demographic change and working life, the TV Demo allows for the 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. <a href="https://www.bavc.de/bavc/web/web.nsf/id/li_ib_06_2017_fa6.html">https://www.bavc.de/bavc/web/web.nsf/id/li_ib_06_2017_fa6.html</a></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). <a href="https://www.bavc.de/bavc/web/web.nsf/id/li_ib_07_2017_fa4.html">https://www.bavc.de/bavc/web/web.nsf/id/li_ib_07_2017_fa4.html</a></p>
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## Promote training and lifelong learning (1)

France UIC (employers) FCE CFDT (trade union)  Collective agreement 2014	<p>French social partners, UIC and FCE CFDT promote training and lifelong learning via:</p> <ul style="list-style-type: none"><li>• its collective agreement of 2014</li><li>• the introduction of personal training accounts for each employee for skills development outside of his/her job</li><li>• generation contract</li><li>• 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.</li></ul> <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: <a href="http://www.olympiades-chimie.fr/">http://www.olympiades-chimie.fr/</a></p> <p>“The chemical world tour” for university students to discover innovation via blogs and videos in companies: <a href="http://www.chemicalworldtour.fr/">http://www.chemicalworldtour.fr/</a></p> <p>More information: <a href="http://www.jetravaille danslachimie.fr/employeurs/">http://www.jetravaille danslachimie.fr/employeurs/</a></p>
Poland PIPC (employers) « ChemHR »	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. <a href="http://www.chemhr.pl">www.chemhr.pl</a>



## Promote training and lifelong learning (2)

Germany BAVC IGBCE  Benefit society of the chemical industry, UCI	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.
The Netherlands VNCI (employers)  COAST PPP	Comprehensive Analytical Science and Technology, COAST, was established as an independent foundation in 2008 and is officially recognised as the national Community of Innovation (COI) for Analytical Science and Technology in the Topsector Chemistry in 2016. As a public-private partnership, the community consists of more than 70 organisations with an interest in analytical science and technology.  Our main goal is to promote Dutch excellence in innovation by providing top-level analytical expertise and instruments. COAST sets out to boost analytical science in the Netherlands by increasing the number of students that pursue and obtain (professional) BSc and (academic) MSc degrees in this field. In addition, COAST increases the number of PhD students in analytical science through its research programme.  COAST builds a continuous career path, in which education and employment are intertwined. Students who already gained work experience in the course of their studies and are experienced analytical scientists get the opportunity to keep learning and growing in their professional career (lifelong learning). <a href="http://www.ti-coast.com/astp">www.ti-coast.com/astp</a> & <a href="http://www.ti-coast.com/mscplus">www.ti-coast.com/mscplus</a>
Bulgaria BCCI (employers) CITUB, Podkrepa (trade union)  Cooperation Pact	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, encouraging business to invest in the workforce and encouraging the workforce to obtain higher qualifications. Other topics include: competitiveness, image of the chemical industry, health and safety at the workplace. <a href="http://www.bcci2001.com">www.bcci2001.com</a>



## Stimulate Vocational Education and Training (1)

France UIC (employers) FCE CFDT (trade union)	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 : <a href="http://www.lesmetiersdelachimie.com/">http://www.lesmetiersdelachimie.com/</a> and <a href="http://emploi.docteurs-chimie.org/">http://emploi.docteurs-chimie.org/</a>
Websites for young people	Please also consult "Promote training and LLL".
Employment agreement	An employment agreement and generation contract were concluded in July 2014 with a target recruitment of 47,000 and 5,000 apprentices by 2017, and a 10% increase of young people in the branch. The generation contract allows for the facilitated entry of young people into the workforce while maintaining older workers in the workplace, via mixed teams, assistance to SMEs etc.
Generation contract	
Job fair for chemical industry	UIC organises a sector-specific job fair to disseminate job offers, training, intern and apprenticeship opportunities called "Chemistry village" in different French regions.
Italy Federchimica (employers)	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).
Italy Federchimica (employers) Italian Ministry of Education and University research	Federchimica works to attract young people and invites them to start their career in the chemical sector. It organises an annual big event 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: <a href="http://www.chimicaunabuonascelta.it">www.chimicaunabuonascelta.it</a> All further events and information are on the website: <a href="http://scuole.federchimica.it/">http://scuole.federchimica.it/</a>



## Stimulate Vocational Education and Training (2)

Finland CIF, Kemiateollisuus (employers)	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 talent to the sector. <a href="http://www.kemiateollisuus.fi/en/industrial-relations/summer-jobs/">http://www.kemiateollisuus.fi/en/industrial-relations/summer-jobs/</a>
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. <a href="mailto:praktikplads@di.dk">praktikplads@di.dk</a>
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”. <a href="https://www.bavc.de/bavc/web/web.nsf/id/pa_ausbildung_in_der_chemie.html">https://www.bavc.de/bavc/web/web.nsf/id/pa_ausbildung_in_der_chemie.html</a>
EU - European Commission, DG EMPL Drop'Pin	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. <a href="https://ec.europa.eu/eures/public/en/opportunities">https://ec.europa.eu/eures/public/en/opportunities</a>
Sweden IKEM (employers)	Swedish sectoral social partners agreed on a project to attract young people to work within the sector in 2014. It allows employers to employ young people under the age of 25 at 75% of minimum wage. During the employment time, employers provide applied introductory training at the workplace.



## Stimulate Vocational Education and Training (3)

<p>Germany + Poland + Czech Republic FAVEO  (employers + trade unions)  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"><li>- strengthen the cooperation between VET-providers and industry</li><li>- exchange good practices</li><li>- transfer of experiences with company based VET models</li></ul> <p>Project partners:</p> <ul style="list-style-type: none"><li>- 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&amp;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.</li></ul> <p><a href="http://www.adam-europe.eu/adam/project/view.htm?prj=10941#.WO4sr_mGPIU">http://www.adam-europe.eu/adam/project/view.htm?prj=10941#.WO4sr_mGPIU</a> <a href="http://qfc.de/abschluss-mit-neuem-anfang/">http://qfc.de/abschluss-mit-neuem-anfang/</a></p>
<p>Czech Republic SCHP ČR (employers) OS ECHO (trade union)  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><a href="http://sekdochoda.socdial.cz/">http://sekdochoda.socdial.cz/</a></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, stabilisation and development of cooperation with vocational schools.</p> <p>Website: <a href="http://www.mladychemik.cz">www.mladychemik.cz</a></p>



## Stimulate Vocational Education and Training (4)

Bulgaria BCCI (employers) CITUB, Podkrepa (trade unions) BIA (industry association)	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 in 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. <a href="http://www.competencemap.bg">www.competencemap.bg</a>
EU-project CASSY 2009 – 2013	



## Develop work-life balance policies

France	The Labour Act of August 2016 provides the right to disconnect 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	
Germany	Paid leave in case of severe illness of relatives
BAVC (employer) IGBCE (trade union)	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.
Basic collective agreement (MTV)	



## A diverse workforce is essential for our sector

Belgium Essenscia (employers)  'Straffe werknemers, slimme werkgevers' or 'Valuable employees, smart employers'	<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 <a href="http://www.co-vaalent.be/nl/arbeidsbeperking/#">www.co-vaalent.be/nl/arbeidsbeperking/#</a> 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>
France Chemical industries Collective agreement (employers + trade unions)	<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. <a href="http://www.uic.fr/Developpement-durable/Diversite/Handicap">http://www.uic.fr/Developpement-durable/Diversite/Handicap</a>. 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>



## Career development of older workers and OHS measures (1)

European Union EMCEF (trade union) ECEG (employers) FECCIA (trade union)  Active Ageing Strategies in the European chemical industry	<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 <a href="http://www.demographicsinchemistry.eu/fileadmin/pdf/FECCIA_Doku_engl_RZ280912web.pdf">http://www.demographicsinchemistry.eu/fileadmin/pdf/FECCIA_Doku_engl_RZ280912web.pdf</a></p> <p>Age management toolkit: <a href="http://www.demographicsinchemistry.eu/index.php?id=29&amp;L=1">http://www.demographicsinchemistry.eu/index.php?id=29&amp;L=1</a></p>
European Union EMCEF (trade union) ECEG (employers) FECCIA (trade union)  The impact of demographic change on the chemical industry in Europe, 2008-2010	<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 <a href="http://demographicsinchemistry.eu/index.php?id=20&amp;L=1">http://demographicsinchemistry.eu/index.php?id=20&amp;L=1</a></p> <p>Brochure "The Impact of Demographic Change on the Chemical Industry in Europe", by Thusnelda Tivig, Daniel Eggert, Claudia Korb, 2010. <a href="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">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</a></p>



## Career development of older workers and OHS measures (2)

Italy Federchimica (employers) Generational bridge	<p>Principle introduced in 2009: the project works to create a “bridge” between generations.</p> <p>The company hires young people according to the number of workers close to retirement age to enable them to shift from full- to part-time contracts.</p> <ul style="list-style-type: none"><li>- facilitates knowledge management for companies, in particular knowledge transfer in order to retain the wealth of experience of workers close to retirement in the workplace,</li><li>- reduces workload for older workers, values their experience,</li><li>- offers employment or training opportunities for young workers, and</li><li>- facilitates the integration of new employees.</li></ul>
Finland Kemiateollisu Seniors programme of Berner Oy	<p>The Finnish family company, Berner 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><a href="http://www.sitra.fi/en/news/working-life-prize/finnish-national-prize-innovative-practices-employment-and-social-policy">http://www.sitra.fi/en/news/working-life-prize/finnish-national-prize-innovative-practices-employment-and-social-policy</a></p>



## Recognition and validation of acquired competence (1)

France Collective agreement	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.
European Union CEDEFOP - European Centre for the Development of Vocational Training	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 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."
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	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 <a href="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">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</a> Addendum, 10/2015: <a href="http://www.eceg.org/uploads/Modules/DocumentsLibrary/20151014_eceg_addendum.pdf">http://www.eceg.org/uploads/Modules/DocumentsLibrary/20151014_eceg_addendum.pdf</a>



## Recognition and validation of acquired competence (2)

<p>EU Associated partners: industriAll Europe (trade union) ECEG (employers) BCCI (Bulgarian employers)</p> <p>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.</p> <p><a href="http://www.pile-up.eu">www.pile-up.eu</a></p> <p>Main project partners: 6 national VET entities from Bulgaria, Germany, Switzerland, Poland, Belgium, the Netherlands</p>
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## Promote voluntary mobility

EU industriAll Europe (trade union) ECEG (employers) FECCIA (trade union) VS/2015/0348, Youth Mobility Project	<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: <a href="http://www.mobilitymentoringportal.eu/">http://www.mobilitymentoringportal.eu/</a></p>
EU Associated partners: industriAll Europe (trade union) ECEG (employers) BCCI (Bulgarian employers)  Project Pile Up 2011 - 2013	See "Recognition and validation of acquired competence"



## 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	<p>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.</p> <p>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.</p> <p>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.</p> <p>Monsanto: The company provides the 'Ichange2' programme for its employees (<a href="https://ichange2.eu/web/">https://ichange2.eu/web/</a>). 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.</p> <p>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: <a href="http://www.quality-assistance.com/">http://www.quality-assistance.com/</a></p>
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## Health and well-being at work are vital for all (2)

Poland PIPC (employers) « Safe Chemistry », ("Bezpieczna Chemia")	<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.</p> <p><a href="http://www.programbezpiecznachemia.pl">www.programbezpiecznachemia.pl</a></p>
France  Collective agreements	<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>
Italy Federchimica (employers)	“Welfarechim”: this term was created 8 years ago to underline the commitment of the chemical sector in the field of welfare and is also the name of a part of its national collective agreement, a collection of principles and guidelines to promote choices of <b>Social Responsibility</b> at company level in areas that have a social relevance.



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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