



**Addendum to the
Framework Agreement on Competence Profiles for Operators and First Line
Supervisors in the Chemical Industry**

This document is in reference to the “Framework Agreement on Competence Profiles for Operators and First Line Supervisors in the Chemical Industry”, dated 15 April 2011, signed between the European Chemical Employers Group (ECEG) and the European Federation of Mine, Chemical and Energy Workers’ Federation (EMCEF), the latter now being called industriAll European Trade Union (in short industriAll Europe) as a result of a merger in 2012. They are the Social Partners recognised by the European Commission as sole representatives for the Sectoral Social Dialogue Committee of the European Chemical Industry.

In line with the provisions of the Framework Agreement, the Social Partners carried out a joint evaluation of the outcomes of the agreement. This evaluation took place as part of the activities of project VS/2015/0033 “**European Chemical Social Partners’ Roadmap 2015 / 2020**”, with the financial support of the European Commission. The Social Partners share the opinion that competence profiles are an integral part of sectoral social dialogue and they help improving competitiveness. Therefore, based on the conclusions of this evaluation, ECEG and industriAll Europe agree on the additions that are outlined below. These additions shall be made valid as if they are included in the original Framework Agreement, and although it is a separate document, this addendum is also an integral part of the aforesaid Social Partners Roadmap.

1. The Social Partners will continue working together at a wider dissemination of the Framework Agreement at national and company level, sometimes with tailor made solutions. They will encourage members on both sides (including during meetings of their respective decision bodies) to make use of the profiles, so as to convince more countries especially in Central and Eastern Europe to join this voluntary initiative.
2. SMEs across the board will be a particular target through national associations, since Social Partners are of the opinion that the competence profiles represent a real asset to enhance their competitiveness and the skills of their workforce. The exchange of best practices is recommended as a preferred tool.

3. The scope of the Framework Agreement can be enlarged during the period 2015-2020 with additional competence profiles (such as laboratory technician for example - which affects women in a bigger proportion - or for other sectors within the jurisdiction of the Sectoral Social Dialogue Committee¹). During that period, it may also become necessary to update the profiles of operator and first line supervisor in line with upcoming changes due to technological progress, such as digitisation, in the working environment.
4. In keeping with the aim and provisions of the Framework Agreement, implementation will be monitored regularly by the Sectoral Social Dialogue Committee. A general evaluation of the Framework Agreement and of this addendum is foreseen before the end of 2020 as part of the Social Partners Roadmap.

No other terms or provisions of the Framework Agreement are negated or changed as a result of this addendum, which is henceforth to be attached to the agreement and forms an integral part of the said agreement.

Helsinki, 14 October 2015.



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¹ NACE codes 20, 21 and 22 (chemical, pharmaceutical, rubber and plastics industries)

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