

On the Road to Climate Neutrality 2050 – the Role of Social Partners in the Decarbonisation of the Chemical, Pharmaceutical, Rubber and Plastics Industries

Presentation of the external experts wmp consult and Syndex
at the 2nd Workshop in Zagreb

14th and 15th June 2022

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Content

DAY ONE

1. Workshop agenda and “rules”
2. Scenarios developed in workshop 1
3. Questions for round table
4. Fields of action for companies and impact on employment, working conditions, skills

DAY TWO

1. Workshop agenda
2. How to ensure a just and successful transition?



Workshop agenda

DAY 1: Tuesday 14 June 2022	
13:30-13:45	Welcome
13:45-13:55	Scenarios developed in workshop 1
13:55-15:30	Round table/short presentation of participants
15:30-16:00	Coffee break
16:00-16:40	Fields of action for companies and impact on employment, working conditions, skills
16:40-17:25	The impact on SMEs
17:25-17:30	Short summary of the day
19:00	Joint Dinner
DAY 2: Wednesday 15 June 2022	
09:00-09:15	Welcome
09:15-10:30	How to ensure a just and successful transition?
10:30-11:00	Coffee break
11:00-12:00	Further discussion
12:00-12:30	Summary, Outlook and Feedback

Workshop „ rules“



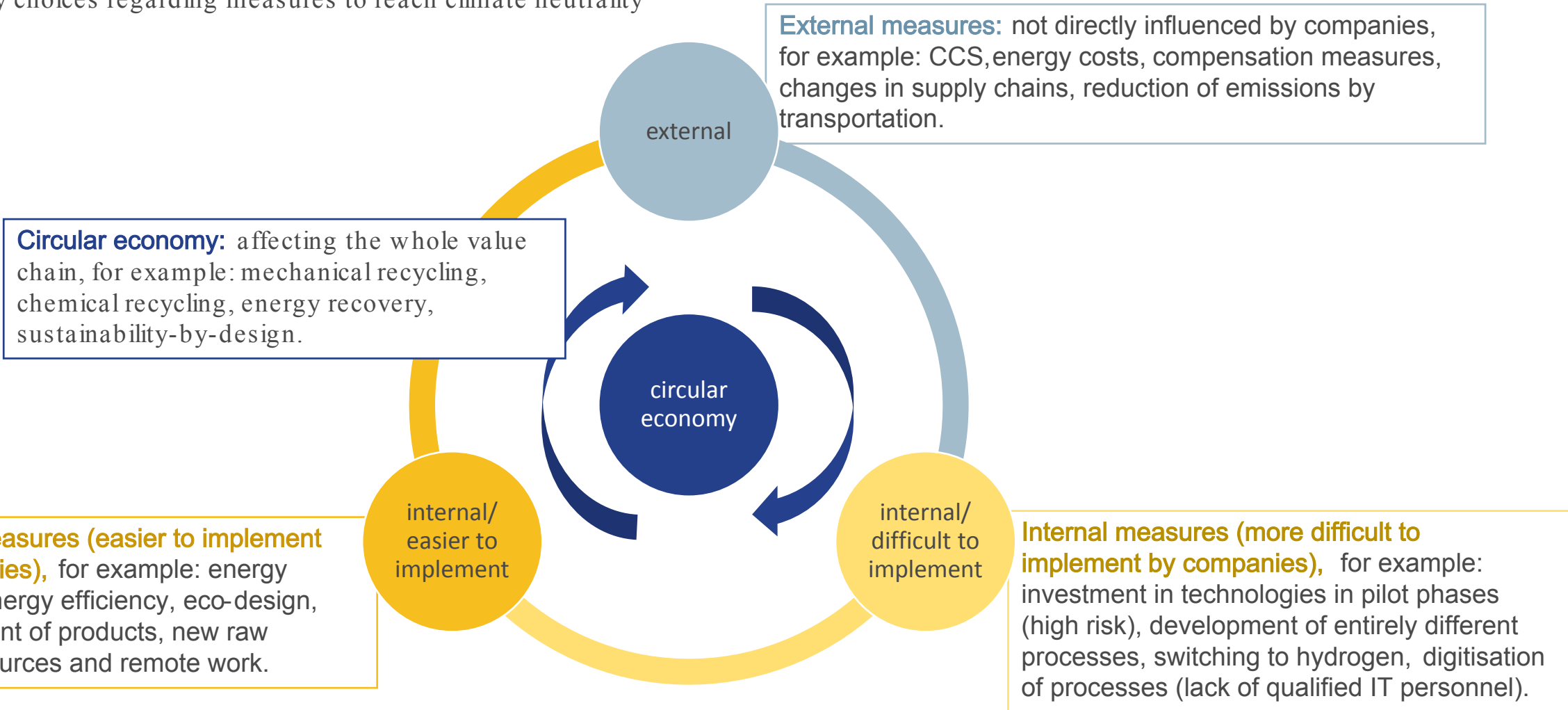
ONLY ONE IDEA PER
INTERVENTION



NOT MORE THAN 1 MINUTE
PER INTERVENTION

Scenarios developed in workshop 1

Company choices regarding measures to reach climate neutrality



Scenarios developed in workshop 1

Framework conditions influencing company choices



Electricity and energy



Research, Development & Innovation



Investment and financial support



Demand and public opinion



Cooperation

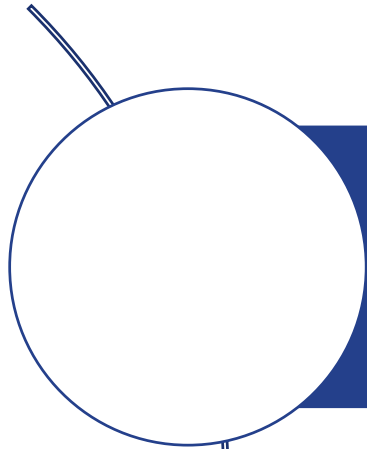


Infrastructure

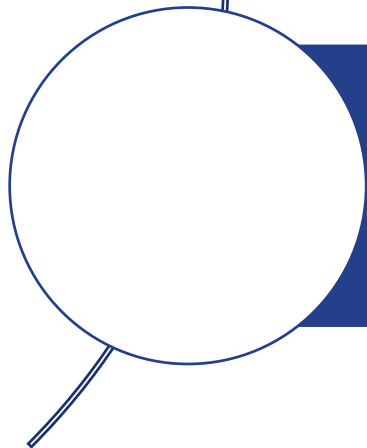


Legal framework and policies

Questions for round table



Please introduce yourself (name, country, organization, function)



Considering the introduction of technology, circular approaches etc. in order to reach climate neutrality what actions need to be taken regarding health and safety, employment, skills etc. at company level/regional level/national level/European level?

Fields of action for companies and impact on employment, working conditions, skills



Ensuring a successful transition: Fields of action for companies

-  Anticipation of change and risk management
-  Increasing cooperation and strategic partnerships
-  Promoting research and development and innovation
-  Securing access to finance and funding opportunities
-  Reorganisation and changes to working methods
-  Developing new organisational competences
-  Establishing a strategic personnel policy and strategic workforce planning
-  Involving employees

Ensuring a successful transition: A workers' perspective

Employment

- job losses due to delocalization
- job losses due to rationalization
- no negative impact on general employment levels
- structural effects for industries as well as shifts between sectors

Working conditions

- trade-off between wage increases and transformation efforts
- increasing work intensity and workload
- already high OSH standards but potential risks from increased hydrogen use, biofuels and recycling
- diminution of hard manual work, change of tasks and increased mental load due to digitalization and automatization

Skills

- change in job profiles and the emergence of new profiles
- increasing share of skilled workers and academics
- new skills and competence requirements including engineering, technical, and scientific, digital, management and monitoring and soft skills

→ assessing the impact on employment, ensuring job and social security, preventing negative effects on working conditions, skills forecasting and assessing competence needs and promoting training and education

The role of Social Partners

works council
initiatives

professional
training plans

promotion of new
training measures

monitoring of
training measures

negotiation of
agreements

information and
consultation
mechanisms

joint projects

transnational
agreements

education and
communication
campaigns

joint discourse
with politics

promotion of
impact
assessments

anticipation
strategies

skills forecasting

joint
recommendations

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DAY 2



Workshop agenda

DAY 2: Wednesday 15 June 2022

09:00-09:15	Welcome
09:15-10:30	How to ensure a just and successful transition?
10:30-11:00	Coffee break
11:00-12:00	Further discussion
12:00-12:30	Summary, Outlook and Feedback

How to ensure a just and successful transition ?

- Insert topics clustered during round table on day one here:
- Legal and political framework
- Competitiveness
- Employment
- Work organisation including Health&Safety
- Skills

What are concrete objectives regarding the topics listed on the left side?

- What would be the worst case?
- How should the future look like (best case)?


How can these objectives be reached?

- What actions should be taken by whom to prevent negative outcomes and promote positive ones?
- Please consider company, sectoral, national, European level.

Thank you very much!




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