

EMPLOYMENT

- More than 189,000 employees by the Chemical, Chemical-Pharmaceutical, Fibres, Abrasives, LPG and Lubricants National Collective Labour Agreement
- 109 thousand employees are employed in chemicals in the narrow sense
- For every chemical employee, more than 1.8 jobs are created in the economic system (a total of 325 thousand employees)

High qualification

- 35% share of university graduates in the workforce compared to an industry average of 11%
- Share of middle and executive managers of 30%

Strong investment in training

- The sector that invests the most in training, involving 37% of employees each year not including compulsory training

WAGES

Above-average wages, thanks to high professional qualification and productivity:

- Value added per employee more than double the manufacturing average
- Remuneration per employee 43% higher than the Italian average
- Average monthly salary of €2,861, of which Minimum Economic Treatment (TEM) amounting to 2,324 € as of January 2024
- Variable collective remuneration (Participation bonus) averaging around 4% of annual remuneration

NATIONAL COLLECTIVE AGREEMENT

- Company observatories participatory confrontation area
- Joint Training of Social Actors with the trade unions in order to achieve a company bargaining which is functional to competitiveness
- Flexible classification system adaptable to business needs
- Working hours on an annual basis adaptable to different needs
- Absence of automatism and valorisation of professionalism, company bargaining, productivity and welfare
- Possibility, by company agreement of temporary changes to the rules of the NCLA
- Targeted Rules for SMEs on Classifications and collective performance-related pay
- According to top management of foreign companies, organisational flexibility is one of the main factors of attractiveness of the chemical industry in Italy
- Guidelines to facilitate the changes brought about by the Digital Transformation in the field of:
 - Labour
 - Industrial Relations
 - Safety, Health and Environment
- NCLA also in digital form, to promote consultation, knowledge and implementation

SOCIAL RESPONSIBILITY

Welfare

Fonchim and FASCHIM the first sector funds of complementary social security and supplementary health care

Excluding employees who are members of company funds

- 87% of employees adheres to Fonchim
- 90% of employees adheres to FASCHIM, which family members can also join to

Health and safety at work

According to the National Institute for Insurance against Accidents at Work (INAIL), among the most virtuous industrial sectors

- for lower incidence of occupational diseases
 - for fewer accidents per hour worked
- Joint training with trade union organisations for RLSSA and training hours per employee well above the mandatory minimum and increasing significantly (+70% dal 2005). Joint site with trade unions to promote safety culture

Proper use of different types of employment contracts

- 96% of workers have permanent contracts

Inclusion and Gender Equality

- In the NCLA indications aimed at promoting an increasingly inclusive enterprise

Hours worked

- Absenteeism in 2024 equal to 5.8 per cent (compared to the industry average of 6.2%)
- Strike hours almost nil

SYSTEM OF INDUSTRIAL RELATIONS

A consolidated sectoral culture built up over the years has resulted in a modern and effective Industrial Relations System, with a high degree of involvement and participation of companies in the choices made and with relations between the Parties based on:

- sense of responsibility
- pragmatic attitude in the search for agreements
- continuity of relationships and dialogue
- credibility and mutual respect

These features have allowed establishing communication based on real issues rather than on power relationships, ensuring peacefulness even in difficult situations

Role of National Collective Agreement

The NCLA has steered and governed this system and has always been an instrument:

- to grasp, also with innovative solutions, the needs of companies and workers,
- to guide choices and behaviour
- to foster at company level the development of constructive industrial relations appropriate to support change and support the competitiveness of the company



Industrial Relations

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