

EMPLOYMENT

- About 178 thousands employees refer to Chemical, Chemical-Pharmaceutical, Fibers, Abrasives, LPG and Lubricants National Collective Agreement (NCA)
- 104 thousands employees work in the specific field of chemical industry
- For each chemical worker, more than two jobs are activated in the economic system (about 350 thousands employees)

High professional qualification

- Graduates represent 30% of total employment, compared to an industrial average of 11%
- High level workers represent 29%

High investments in training

- The sector which invests most in training, every year about 45% of employees participate in at least one training course

WAGES

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

- Value added per worker more than 90% higher than manufacturing average
- Wage per employee about 30% higher than manufacturing average
- Average monthly wage equal to 2,555 € , contractual wage equal to 2,057 € (in January 2018)
- Collective performance-related pay, set by NCA and negotiated at company level, is equal to 4% of the total annual wage

NATIONAL COLLECTIVE AGREEMENT

Training and participation for Industrial Relation quality, organizational flexibility, efficiency and productivity

- Joint Committees, as fields of social dialogue
- Joint training for Social Parts planned and managed jointly with Trade Unions to assure an enterprise bargaining functional to competitiveness
- Job classification system and working hours flexible and adaptable to the enterprises needs
- Support to bargaining at company level, productivity and welfare
- Possibility to temporarily change NCA rules, through company agreement
- Possibility to temporarily reduce the minimum wage in order to facilitate the permanent employment for young workers, through company agreement
- Specific rules for SMEs, in particular in terms of job classification system and collective performance-related pay
- According to the top managers of foreign companies, organizational flexibility is one of the main factors of attractiveness of chemical industry in Italy

Welfare and Social Responsibility

Fonchim and FASCHIM: *the first sector funds for supplementary pensions and health insurance*

Excluding employees enrolled in company funds

- about 79% of employees adhere to Fonchim
- about 82% adhere to FASCHIM, to which family members can enroll too

Health and safety at work

According to the National Institute for Insurance against Accidents at work (INAIL), chemical industry is one of the most virtuous sectors in terms of

- lower incidence of occupational diseases
- fewer accidents per hour worked

Training hours per worker, also through specific courses planned and managed jointly with Trade Unions and focused on "Health, Safety and Environment", greatly excide regulatory required minimum and have increased by 46% since 2005

Proper use of different types of employment contracts

- 96% of workers have a permanent labour contract
- About 62% of new workers are immediately hired with a permanent contract or stabilized within a year

Actually worked hours

Absenteeism is below industry average:

- Incidence of not worked hours on workable is about 5.3%, lower than industry average (6.2%)
- Near-zero impact of not worked hours for strike

SYSTEM OF INDUSTRIAL RELATIONS

An innovative and effective system of Industrial Relations, built up over the years with an high level of involvement of the enterprises

Social Parts relationships are characterized by:

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

These features have allowed a social dialogue based on real issues rather than on power-based relations, ensuring peacefulness even in difficult situations

Role of National Collective Agreement

Sectorial NCA has always steered this system, representing a tool to:

- respond to the needs of enterprises and workers, also using innovative solutions
- direct choices and behaviours
- facilitate the development of constructive Industrial Relations at company level, in order to support change and sustain company competitiveness

FEDERCHIMICA
20149 Milano
Via Giovanni da Procida 11
Phone +39 02 34565.286
federchimica.it



Industrial Relations

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