

EMPLOYMENT

- About 181 thousand employees refer to Chemical, Chemical-Pharmaceutical, Fibers, Abrasives, LPG and Lubricants National Collective Agreement (NCA)
- 106 thousand employees work in the specific field of chemical industry
- For each person employed in the chemical industry, 1.5 jobs are activated in the economic system (about 270 thousand workers, overall)

High professional qualification

- Graduates represent 30% of total employment, compared to an industrial average of 9%
- High level workers represent 29%

Strong investments in training

- Leading sector for investments in training: about 45% of employees participate in at least one training course every year

WAGES

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

- Value added per worker about 95% higher than in manufacturing
- Wage per employee about 50% higher than the average wage in Italy
- Average monthly wage equal to 2,597 €, contractual monthly wage equal to 2,119 € (January 2019)
- Collective performance-related pay, set by NCA and negotiated at company level, represents about 4% of total annual average wage

NATIONAL COLLECTIVE AGREEMENT

Training and participation for valuable Industrial Relations, organizational flexibility, efficiency and productivity

- Joint Committees, as contexts for participatory consultations
- Training for Social Partners planned and managed jointly with Trade Unions, to assure enterprise bargaining is oriented towards fostering firms' competitiveness
- Flexible job classification system, adjustable to enterprises' needs
- Flexible working hours, adaptable to daily and weekly necessities
- Promotion of enterprise bargaining, productivity, welfare and expertise
- Possibility to temporarily change NCA rules through company agreements
- Possibility to temporarily reduce minimum wages through company agreements, to facilitate young workers' permanent employment
- Specific rules for SMEs, with particular reference to job classification systems and collective performance-related pay
- According to foreign companies' top managers, organizational flexibility is one of the main factors of attractiveness provided by the chemical industry in Italy
- NCA also available in digital form, to promote consultation, knowledge and implementation

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

T.R.I.S. Fund (Tutelage, Retraining, Innovation, Support), to foster intergenerational turnover, active ageing, productivity and skills updates

Health and safety at work

For the National Institute for Insurance against Accidents at Work (INAIL), the chemical industry is one of the most virtuous sectors in terms of:

- low incidence of occupational diseases
- few accidents per hour worked

Workers' training programs developed jointly with Trade Unions and hours of training per worker highly exceeding minimum regulatory requirements (+55% since 2005)

Proper use of different types of employment contracts

- 95% of workers have a permanent contract
- About 63% of new workers are hired directly with a permanent contract

Hours worked

Absenteeism is below industry average:

- Incidence of non-worked hours on workable hours is about 5.4%, lower than in manufacturing (5.9%)
- Near-zero impact of non-worked hours for strike

SYSTEM OF INDUSTRIAL RELATIONS

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

Social Partners relationships are 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

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

- respond to enterprises and workers' needs, also adopting innovative solutions
- orient decisions and behaviours
- facilitate the development of constructive enterprise bargaining, in order to support change and sustain firms' competitiveness

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Industrial Relations

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