

EMPLOYMENT

- 185 thousand employees refer to Chemical, Chemical-Pharmaceutical, Fibers, Abrasives, LPG and Lubricants National Collective Agreement (NCA)
- 109 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 (over 278 thousand workers, overall)

High professional qualification

- Graduates represent 35% of total employment, compared to an industrial average of 11%
- High level workers represent 28%

Strong investments in training

- Leading sector for investments in training: about 34% of employees participate in at least one training course every year (not considering compulsory training)

WAGES

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

- Value added per worker about 86% higher than in manufacturing
- Wage per employee almost 50% higher than the average wage in Italy
- Average monthly wage equal to 2,688 €, monthly minimum wage equal to 2,081 € as of January 2022
- Collective performance-related pay, set by NCA and negotiated at company level, represents about 4% of total annual average wage

NATIONAL COLLECTIVE AGREEMENT

- 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
- Specific rules for SMEs on 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
- Guidelines to facilitate the changes induced by Digital Transformation on:
 - Work
 - Industrial Relations
 - Safety, Health and Environment
- NCA also in digital form, to promote consultation, knowledge and implementation

SOCIAL RESPONSIBILITY

Welfare

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

Excluding employees enrolled in company funds:

- 82% of employees adhere to Fonchim
- 89% adhere to FASCHIM, to which family members can enroll, too

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 (+65% since 2005)

Joint website with the Trade Unions to promote safety culture

Proper use of different types of employment contracts

- 96% of workers have a permanent contract

Inclusion and Gender Equality

- In the NCA indication aimed to promote a more inclusive enterprise

Hours worked

- Incidence of non-worked hours on workable hours is 6.1% (pre-Covid 5.1% vs average in manufacturing 6.4%)
- Near-zero impact of non-worked hours for strike

SYSTEM OF INDUSTRIAL RELATIONS

A consolidated sectoral culture has determined a system of Industrial Relations innovative and effective, 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

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



Industrial Relations

October 2023