

## EMPLOYMENT

- About 185 thousand employees refer to Chemical, Chemical-Pharmaceutical, Fibers, Abrasives, LPG and Lubricants National Collective Agreement (NCA)
- 108 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 277 thousand workers, overall)

### **High professional qualification**

- Graduates represent 35% of total employment, compared to an industrial average of 11%
- 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 90% higher than in manufacturing
- Wage per employee almost 50% higher than the average wage in Italy
- Average monthly wage equal to 2,630 €, contractual monthly wage equal to 2,145 € (January 2020)
- 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 84% 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 (+62% since 2005)

### **Proper use of different types of employment contracts**

- 95% of workers have a permanent contract
- About 63% of stable hirings

### **Hours worked**

*Absenteeism is below industry average:*

- Incidence of non-worked hours on workable hours is about 5.1%, lower than in manufacturing (6.1%)
- 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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