

## **EMPLOYMENT**

- More than 190,000 employees by the Chemical, Chemical-Pharmaceutical, Fibres, Abrasives, LPG and Lubricants National Collective Labour Agreement
- 110 thousand employees are employed in chemicals in the narrow sense
- For every chemical employee, almost 2 jobs are created in the economic system (a total of 327.2 thousand employees)

### **High qualification**

- 27% share of university graduates in the workforce compared to an industry average of 15%
- Share of middle and executive managers of 34%

### **Strong investment in training**

- The sector that invests the most in training, involving 31% of employees each year not including compulsory training

## **WAGES**

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

- High productivity with added value per employee 56% higher than the manufacturing average
- Remuneration per employee 34% higher than the Italian average
- Average monthly salary of €2,900, of which Minimum Economic Treatment (TEM) amounting to 2,310 € as of January 2025
- 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 company 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 changes brought about by Digital Transformation and in the use of AI in corporate organization
- Tools to facilitate the acquisition of digital and ecological skills
- 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

- 89% 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 (+73% 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 and Guidelines aimed at promoting an increasingly inclusive workplace

### **Hours worked**

- Absenteeism in 2024 equal to 6.0 per cent (compared to the industry average of 6.4%)
- 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 the competitiveness of companies



# Industrial Relations

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