

ECEG / EMCEF SD conference

8th and 9th November 2007, Lisbon, Portugal

- Introduction
 - Erik MACAK, international secretary, OZ Chémia SR, Slovak republic
- Speech content
 - Title : as of program
- Task
 - To deliver what the title is supposed to deliver

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- **Report on findings of TU working group**
 - Stage as of discussion in Prague,
 - 26th and 27th September 2007
 - **Workshop 2 “Restructuring, Managing Change, Competitiveness and Employment”**

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Structure of my intervention in general :

- My approach : clarify my expectations / ambitions / disclaimer
- CE chemical industry present and past : restructuring / examples – TU lessons
- Productions lines inballance (value added)
- Unique situation of TU / CE countries
- **Impatcs**
- Our (TU) goals / interests
- Social dialogue : principles / preconditions / prerequisites
- Practice

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- My approach :
 - clarify my expectations
 - Ambitions : to be as clear as possible,
 - to deliver findings of Prague
- Disclaimer
 - I am certainly not expecting this report to satisfy everybody

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- CE chemical industry present and past : restructuring / examples – TU lessons
 - Competitiveness – new investment – redundancies
 - Not always in socially proper manner
- Productions lines imbalance (value added)
 - Still a certain structural disadvantages – basic productions lines
 - A very few special chemicals

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- Unique situation of TU / CE countries
 - The situation in new 10 EU member states differs from the situation in old EU15 countries
 - Not only that there are substantial differences also within the region of new EU10 and last EU 2

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- **Impacts**

- The impacts of restructuring / transition are different in the details in the CE region countries
- General it is the restructuring of the chemical industry not alone
 - But the fact that it is going hand in hand with social transformation
 - health services,
 - education system,
 - pension system reform
 - Bank system – impact on the loans (mortgage) availability

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- Our (TU) goals / interests
 - Decent life also for families and communities
 - Secure jobs
 - Occupational Health and safety
 - Individual worker's human dignity
 - Sustainable development (LLL, training,)

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Social dialogue *is one of our tools*

- Social dialogue :
 - **Principles** : mutual recognition, mutual respect, understanding of general situation of the chemical industry
 - **Preconditions** :
 - mutual understanding of the social partner different interest
 - and different roles,
 - **Prerequisites** :
 - Formal : TU national chemical branche, Employers' Associations
 - Informal : rather individual (depending on personal relations)
 - Proper communication (with mediation procedures as one of last option)

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Practice 1

- Very different from country to country due to the traditions, development, starting point at the time of beginning of transition in the chemical industry
- Some of the countries has experienced a bad need and solution has proven to be a joint approach towards communities, educations institutions, labour offices, state institution, government
- It seems that in the countries within the region which are a bit better off then the other countries it were the social partners which have been more successful when approaching state (institutions) and proposing joint programmes
- ***But it was for some of them agonizing experience and a long way to go***

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Practice 2 (cont.)

- Being here in Lisbon I am happy to use the term ***Lisbon strategy***
 - In my opinion we shall request our EU member states governments to deliver their part of the responsibilities / programmes
 - LLL,
 - Institutional reforms
 - To support the sustainable development of industry and the development of labour force (training, qualification with tools in government powers as tax incentives, ...)
- ***But it was for some of them agonizing experience to some of us in the past we can expect that this is going to be bitter procedure also for governments and the state servants and a long way to go***

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Re-cap / visa / resume

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- Thank You for Your kind attention
 - Hoping not to exhaust You to much
- Should there be any questions I will be happy to address them
 - but I hope that I was able to express the relevant findings clearly enough thereby making any relevant additional questions obsolete / pointless / superfluous