

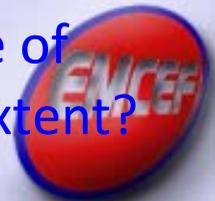
# Chemical Industry

Crisis Questionnaire



# Questions Chemical sector related

1. Developments on unemployment/employment in your country since September 2008. EMCEF sectors most impacted.
2. Closure of production lines and/or sites in your country since September 2008. EMCEF sectors most impacted.
3. Have companies used the crisis as an excuse to lay-off workers? If yes, which companies? Have they been targeted by trade unions and/or others in the local media?
4. Initiatives for stabilizing unemployment in your country (from government, trade unions, employers)
5. Recovery programmes launched/implemented in your country. Were these programmes general or sector-based?
6. In the chemical sector, has the joint declaration from the European Social Partners been implemented (acceptance of short-time work in exchange for training) and to which extent?



# 1. Employment developments since Sep 08

- Belgium: affected by temporary lay-offs for economic reasons (CSC Energie Chimie)
- Bulgaria: average 10% in the chemistry sector are dismissed - most impacted is the chemical products sector (NLF Chemistry and Industry)
- Croatia: 2,000 jobs lost (EKN)
- France: most impacted are linked to the car industry (FCE CFDT)
- Germany: Jan-Jul08 vs Jan-Jul09: employment +1.3% (IG BCE)
- Greece: -10% (PFEP PCI)
- Italy: -7% (FEMCA CISL)
- Poland: 6,000 jobs lost (FZZP)
- Romania: Unemployment from 3.9 to 6.8% (FSLCP)
- Spain: temp lay-offs 6,794 plus 1,386 jobs lost (FITEQA CCOO)



## 2. Closure of production lines/sites since Sep 08

- Belgium: Between 1 Jan and 31 Dec 09 restructuring resulted in 1001 jobs at risk in the chemical and 661 in the pharmaceutical industry. Cytec (-30% in Jan09), Smile Belgium (-58 jobs Jan09), Vitalo (-9.3%), Boréalis (-25%), Misa Eco and Nilefos Chemie (-100 Sep09), UCB (-6% ), Monsanto (-8.5%), Janssen Pharmaceutica (-13.6%), 3M (temporary closure), Gates, Bridgestone, Hercules, AGC, Vesuvius, Preiss-Daimler. (La Centrale Générale FGTB / CSC Energie Chimie)
- Bulgaria: Most impacted is the production of fertilisers (NLF Chemistry and Industry)
- Croatia: some production lines closed (EKN)



## 2.2 Closure of production lines/sites since Sep 08

- France: Continental tyres, SODEMECA, CELANAISE Chemicals, INERGIE AUTOMOTIVE, MECAPLATS, PLASTIC OMNIUM (FCE CFDT)
- Germany: Closing Continental and job cuts Henkel: indirect result crisis (IG BCE)
- Romania: Closure manufacturers of chemical fertilizers and plastics; Donau Chem Turnu Magurele - collective dismissal of 860 (on total of 1,100). Interagro Group (biggest company in petrochemical fertilizers etc): cut 6,600 jobs at end of '08. In summer '09 the group received states guarantees and recalled 6,600 salaried people. (FSLCP – UFS ATLAS)
- Spain: 60 company closures, most of them SMEs (FITEQA CCOO – FIA UGT)



### 3. Crisis excuse used to lay off workers

- Belgium: Some employers have definitely used the crisis as an opportunity to fire workers, restructure or relocate production (CSC Energie Chimie – Centrale Général FGTB)
- Bulgaria: Crisis excuse used to stop the CB and wage negotiations (NLF Chemistry and Industry)
- France: crisis speeded up corporate restructuring strategies (pharma & chemical) (FCE CFDT)
- Germany: Not for lay-offs but for the flexible use of CB instruments (IG BCE)
- Greece: decrease number of shifts & forced leave (PFEPPRCI)
- Spain: 20% of companies reviewed production and reduced workforce (FITEQA CCOO)



## 4. Initiatives for stabilizing (un)employment

- Belgium: temporary unemployment ([CSC Energie Chimie – CG FGTB](#))
  - ✓ Allowing companies to introduce a temporary reduction in working time (20 to 25%), i.e. reduction in social security payments.
  - ✓ Allowing workers to voluntarily shift from full-time to part-time work as part of a collective labour agreement or company scheme.
  - ✓ Allowing suspension of employment contract due to a lack of work.
- Bulgaria: introduce part-time work to preserve jobs till end 2009 (continued 2010?). Initiatives for flexible organisation of the work and job preserving, together with occupational training, wage growth within 2% inflation, maintaining of the social dialogue, monitoring for labour rights, initiatives for decreasing social security burden ([NLF Chemistry and Industry](#))
- Croatia: Trade union proposed law to subsidize reduced working hours, to protect jobs, together with Employer association ([EKN](#))
- France: Creation of social investment fund finance training ([FCE CFDT](#))



## 4.2 Initiatives for stabilizing (un)employment

- Germany: short-time extended, scrapping premiums, public investment. Employment security is a priority in CB, through use of working time and pay reduction, in order to safeguard sites and jobs. (IG BCE)
- Greece: Employers cut off extra benefits, government accept shifts decrease and temporary measures such as 4-day working week (PFEPPRCI)
- Netherlands: Temporary unemployment benefits. Shorter working hours plus training: employer organizes training to improve skills during those hours. (FNV Bondgenoten)
- Poland: anti-crisis package and Operational Programme 'Human Resources Development' (FZZP)
- Romania: Social Partners agreement for unemployment benefits of 3 months at 75% of base salary (+ extension). Government subventions in Agriculture & Chemical industry (FSLCP - UFS ATLAS)
- Spain: consultations – no agreement yet (FITEQA CCOO)



## 5. Recovery Programmes Chemical sector

- Belgium: Sectoral coverage was through interprofessional agreements (CSC Energie Chimie – Centrale Général FGTB)
- Bulgaria: Measures are discussed and proposed (NLF Chemistry and Industry)
- France: indirect via Car sector (FCE CFDT)
- Germany: Car sector (IG BCE)
- Italy: Car sector (FEMCA CISL)
- Netherlands: Car sector (FNV Bondgenoten)
- Poland: Research is tax deductible (FZZP)
- Spain: Car sector (FITEQA CCOO)



## 6. Joint Declaration Social Partners

- Belgium: national employers' association, Essencia, refuses to go further than the governmental measures (CSC Energie Chimie – Centrale Général FGTB)
- Bulgaria: Employers are not applying this (NLF Chemistry and Industry)
- Croatia: No (EKN)
- Denmark: provisions already exist (CO industry)
- Finland: unions make own agreement with the employers, based on the declaration (Toimihenkilöunioni)
- France: Agreement to improve temporary unemployment (FCE CFDT)



## 6.2 Joint Declaration Social Partners

- Germany: few companies have made use of the short-time work for training measures. No layoff waves in German chemical industry. Employment has been secured to date with the help of the short-time working scheme. However, number of employees decreases due to recruitment freezes. (IG BCE)
- Greece: only general measures (PFEP/PRCI)
- Hungary: Not in the Chemical sector (MOL union)
- Iceland: No (SGS)
- Italy: Yes, through Collective national agreement 2010-2012 (FEMCA CISL)



## 6.3 Joint Declaration Social Partners

- Netherlands: Temporary unemployment benefits. Shorter working hours plus training: employer has to organize training to improve skills in those hours. (FNV Bondgenoten)
- Norway: No (Fellesforbundet)
- Poland: Some companies signed relevant agreement (FZZP)
- Romania: Not implemented (FSLCP – UFS ATLAS)
- Slovakia: Measures for shorter working hours were introduced, but no training or other training possibilities were offered (ECHOZ)
- Spain: trying to negotiate a (not yet existing) joint declaration in Spain (FITEQA CCOO & FIA UGT)

