



Demographic Change in the European Chemical Industry

EU-Project between EMCEF, ECEG
and FECCIA



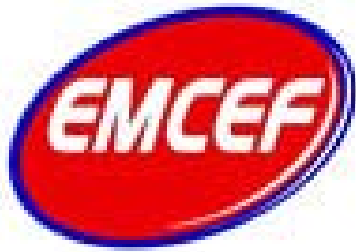
EU-Project 'Demographic Change'

Development of Strategies und Measures to overcome the
Effects of Demographic Change and the Economic Crisis
Project to promote the Employment of young Employees and
active Ageing in the Chemical Industry in Europe



Main Objectives I

- Presentation of a **scientific study** to determine the status quo of employment in the chemical industry in Europe with special regard to age, gender and migration patterns
- Compilation of **comparitive analyses** on the basis of the study of the impact of the situation of younger employees, women and elder employees in the context of demographic change
- Collection of **Good/Best Practice cases** of selected companies



Main Objectives II

- Organising an **international conference** in Berlin to present and discuss the results of study, analysis and best practice examples and to develop further strategies
- Compiling a **set of guidelines** for enterprises in the chemical industry in Europe to help soften or even overcome the effects of demographic change
- Providing **other industries** with results to maybe help them to deal with the impact of demographic change



Study

Countries:

- Germany
- France
- Italy
- Great Britain
- Spain
- Belgium
- Czech Republic

National demographic status quo:

- Structure of employees (overall)
- Structure of employees within the chemical industry (cohorts in terms of age)
- Birthrate
- Unemployment (esp. young people)
- Migration



Conference

Potsdam, 22nd September – 24th September 2010

Topics:

- **Presentation** of the study
- Strategies to increase the employment of **young employees and women** in the chemical industry
- Ways to support **Active Ageing** in companies of the chemical industry
- **Best Practice examples** on individual companies, on national legislation and on remuneration rules
- **Development of strategies:** concepts on live-long learning, human resource planning (**Diversity**), supporting additional initiatives



Conference

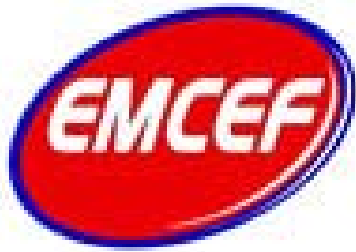
65 Participants:

- 22 nominated by ECEG
- 22 nominated by EMCEF
- 21 nominated by FECCIA



Results/Publication

- Publication of the study
- Publication of the Best Practice examples
- Building a collection of effective legislative and social partner agreements from all EU-member states which help fight the impact of demographic change
- Publication of the guidelines which are to be developed further in the sectorial social dialogue over the next years
- Internet page with download facilities and linkage to other sites
- Promotion of results by all project partners and their member organisations on the European and national levels



EU-Project 'Demographic Change'

Timespan: 14 December 2009 – 13 December 2010

- cost of the entire project:
209,194.45 EUR
- own contributions:
41,997.84 EUR
- funding by the EU:
167,196.61 EUR



Steering Committee:

- Stefan Ladeburg (FECCIA) – Project Manager
- Dr Andreas Bucker (FECCIA) – Deputy Project Manager
- Reinhard Reibsch (EMCEF) – Administrator
- Dr Andreas Ogrinz (ECEG) – Administrator
- Peter Kamb – External Advisor
- N.N. – Scientific Expert