

European Chemical Social Partners' Roadmap 2015 / 2020

**Challenges and Opportunities for the Social Partners of the European
Chemical Industry in a Changed Industrial Landscape**

Our priorities for 2015 - 2020

- I. Competitiveness, RDI, anticipation and management of change**
- II. Occupational Health and Safety, Responsible Care**
- III. Employment and demographic change**
- IV. Education, Training and Lifelong Learning**
 - + Framework Agreement for Competence Profiles**

I. Competitiveness, RDI, anticipation and management of change

- Topic**
- Working towards a favourable climate for competitiveness and employment of the European Chemical Industry
 - Cooperation of management and workers necessary in order for companies to stay competitive in global markets
 - Research, Development & Innovation = key drivers for economic growth and jobs

- Goal**
- further support EU policies & programmes that promote innovation
 - increase investment in R&D

- Actions**
- joint statement on importance of innovation
 - focus on impact of innovation on chemical industry (digitisation, nanotechnology)
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II. Occupational Health and Safety, Responsible Care

- Topic**
- Health and Safety remain top priorities in the European chemical industry
 - Well-developed EU and national legislation – REACH, voluntary initiatives

- Goal**
- Continued focus on the topic
 - Preventive actions and zero tolerance for work related accidents and diseases

- Actions**
- Participate in EU-OSHA campaigns
 - Draft a joint, general statement on occupational health and safety
 - Draft a joint statement supporting awareness-raising activities amongst our respective members to ensure the safe use of nanotechnology and nanomaterials
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III. Employment and demographic change

Topic • The chemical industry is one of the biggest and most dynamic industries in the EU and provides direct and indirect employment to many Europeans

Goal • Increase attractiveness of the sector: youth, female workers
• Organisation of sustainable working lives due to demographic change

Actions • Prepare and implement a voluntary agreement on sustainable employment and career development in 2016, which will include chapters on youth, older workers (including adaptation to longer careers) and female workers.

IV. Education, Training and Lifelong Learning

Topic	<ul style="list-style-type: none">• Further creation of productive and efficient jobs is crucial to have a high competence level of all employees at all levels in the sector• Giving employees the ability to acquire new skills and qualifications throughout their life in order to adapt to change and possible shifts in their career
Goal	<ul style="list-style-type: none">• Support of the EU 2020 strategy: developing actions to promote education, training and lifelong learning• Special focus on youth employment and active ageing
Actions	<ul style="list-style-type: none">• Apprenticeship – type training• Sharing of best practices on apprenticeship programmes and on specific programmes for young people without school leaving certificates• Transfer of competences by elderly people

+ **Framework Agreement for Competence Profiles**



Thank you for your attention.