

Credibility through Social Dialogues

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Understanding of social dialogues

- Labour relations in EMCEF sectors on company and national levels are usually well developed, even if there is still space for improvement
- Different roles of employers and trade unions are mutually understood and recognised
- High awareness that social partners jointly could help to find solutions for challenges the sector is faced with
- Not just social issues are on the agendas
- Sector social dialogues are understood as way and part of European labour relations



Sector Social Dialogue Chemical sector (1)

- Social dialogues on sector level are one of EMCEF's priorities
- SD in chemical industry was on the agenda of EMCEF since the 90ies
- Exchange with employers on national level has prepared the ground for SD
- ECEG was founded in 2003 and application was submitted in 2004
- Official recognition was granted in December 2004



Sector Social Dialogue Chemical sector (2)

- 3 items have been on the agenda of the biannual working programs:
 - ✓ Industrial policy/employment/competiveness
 - ✓ Health and safety/Responsible Care
 - ✓ Qualification/life long learning/demographic change
- Details have changed over the years
- EMCEF is involved in Responsible Care since 2003 when the “memorandum of understanding on RC” was signed by CEFIC, ECEG and EMCEF



National Sector SDs

- In addition to collective bargaining, which is taking place on different levels, other issues are discussed and agreed between social partners as well
 - ✓ Industrial development, including R&D
 - ✓ Training and qualification, demographic challenges,
 - ✓ Health and Safety – environment
 - ✓ CSR and business ethics
- These issues have of course an important impact on social conditions and are understood as contributions to sustainability



Responsible Care activities (1)

- Workers in chemical industry are the first to be affected by dangerous situations at the work place – they are interested in production in a healthy and safe environment
- Health and safety, protection at the work place, prevention of accidents and the reduction of occupational risks has therefore been one of the priorities of trade unions and workers representatives for a long time
- Downstream users and contractors are intended to be involved in these exercises as well



Responsible Care activities (2)

- Information, training and qualification are important tools to achieve good results
- In many EU countries information and special training to raise awareness for risks is part of national SDs and even agreements
- This is also important to attract talents for chemical industry in light of demographic change
- Common activities in SDs can help to improve credibility of the sector, but contribute also in a substantial way to a sustainable industrial production



Responsible Care activities (3)

- RC is one of the most important issues on the agenda of the EU sector social dialogue
- Coordination of national activities, exchange of good practices are main initiatives including activities with social partners in downstream sectors
- First project on H&S with Social Partners from agricultural sector was finalised in 2008
- There are more initiatives on the way – Prisme 2 is another example addressed to SMEs

