



EUROPEAN AGREEMENT ON COMPETENCES PROFILES FOR PROCESS OPERATOR AND FIRST LINE SUPERVISOR IN THE CHEMICAL INDUSTRY

Purpose and ambition

For competitiveness reasons, to maintain high standards of health and safety, and to promote the contribution of the European chemical industry to the economic, social and environmental life of our continent, it is critical to ensure a high competence level of all workers at all levels in the sector. An effective way of delivering this, and of spreading best practice, is to promote the transparency of qualifications. Demographic change has become one of the most pressing challenges Europe is facing at the beginning of the 21st century. Ensuring best possible accessibility and integration, especially of women and young workers, is therefore essential. One of the most dramatic, and indeed imminent, consequences of our ageing society concerns the shortage of skilled workforces. The social partners in the chemical industry at European level (ECEG and EMCEF), therefore, have decided to agree on a framework concerning competence profiles for two key roles – process operator and first line supervisor.

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 is a major challenge for businesses and employees. This helps to manage industrial, economic and technological changes in the chemical industry by offering high levels of mobility and development.

As part of an open and constructive dialogue at the appropriated level, employers and employees of the chemical industry have an important role to play in tackling this challenge, including at the European level. This agreement allows us to work to support the new “Europe 2020” strategy of the EU.

As a first step, ECEG and EMCEF want to sign a European Framework Agreement on “Competence Profiles for Process Operators and First Line Supervisors in the Chemical Industry”.

Nature of the Agreement

This Framework Agreement is an autonomous initiative and the result of negotiations between European social partners as part of their social dialogue work programme.

It is in keeping with the political and policy initiatives in the European Union such as Employment Council conclusions on new skills for new jobs; establishment of European sector councils on employment and skills at EU level and other initiatives.

It commits the members of ECEG and EMCEF to take into account the guidelines of the agreement in as it affects the jobs of process operator and supervisor in accordance with the procedures and practices specific to management and labour in the Member States.

As a framework agreement, it does not intend to replace provisions taken in the same field at the national, regional or company level. It will not impact on national collective bargaining and remunerations levels in the chemical industry.

The following is agreed between the European social partners for the chemical industry: ECEG (European Chemical Employers Group), representing the employers of the chemical sector and its member organisations and EMCEF (European Mine, Chemical and Energy workers' Federation), representing the employees of the chemical sector and its member organisations.

Both organisations commit to promote the disposals defined in the present Framework Agreement through their members at European, national, sectoral, regional, local and company level.

1. Definition of minimum core competences: European reference for the occupations of Process Operator and First Line Supervisor in European Chemical Industry

- ECEG and EMCEF define minimum core competences for the occupations of Process Operator and First Line Supervisor across Europe (including short job descriptions for each role as national terminology may vary); see appendix A and B
- They include :
 - o The description of key tasks and responsibilities.
 - o The competence areas identified and required competencies for the occupations, recognisable for the chemical industry.

2. Aim of the agreement

By delivering this tool to its members, ECEG and EMCEF intend to improve the quality of guidance:

- to contribute to an equal quality and value of education and training for employability and mobility in the European chemical industry sector, and ensure the conformity of these competences inside Europe facilitating their transferability;
- to allow through these core competences benchmarks for national qualifications, national Vocational Education and Training (VET) programs and companies for their human resources

development, where recognition of existing qualifications gained through 'learning by doing' or training on the job might be part of the training;

- to favour the active support of the Social Partners in adapting and modernising VET systems at European and national levels and in-company training and lifelong learning;
- to further encourage dialogue between employers and workers in the field of job design and development.

The core competences defined in this Framework Agreement are explicitly not replacing nor overriding existing national, regional or company qualifications for the occupations or pay levels of Process Operator and First Line Supervisor.

3. Monitoring and follow-up

Member organisations will report yearly on actions based on this agreement to the Sectoral Social Dialogue Committee (SSDC) of the chemical industry.

This yearly report will also take into account the possibility to modify the present agreement by complementary provisions furthering education, training and lifelong learning in the European chemical industry.

A common evaluation of the realization of this agreement will be carried out by ECEG and EMCEF three years after the date of signature of this agreement.

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JEAN PELIN
Président
ECEG

REINHARD REIBSCH
General Secretary
EMCEF