



Good practices of the French chemical industry federation

International conference on Mobility and
Mentoring, 7-9 September 2016, Vienna





1 Chemical Industry

French chemical industry: 6th position worldwide in 2014



	[Rang 2014]
Chine	1
Etats-Unis	2
Allemagne	3
Japon	4
Corée du sud	5
France	6

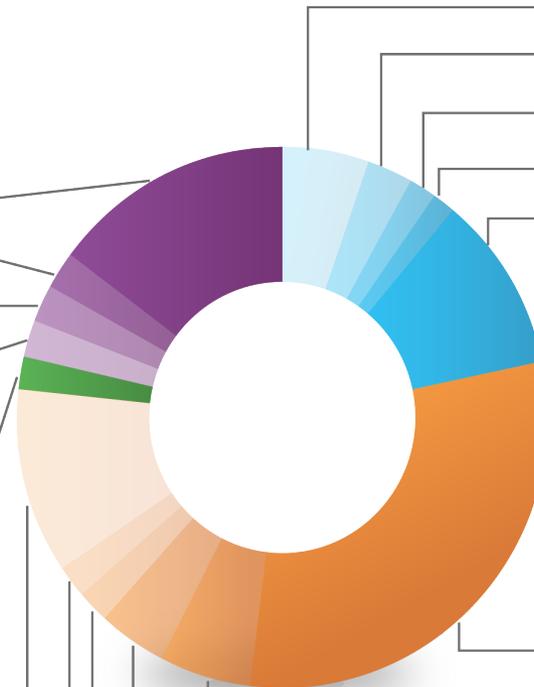
Amérique 21 %

- 14,5 % Etats-Unis
- 1,9 % Autres Amérique du Nord
- 2,2 % Autres Amérique Latine
- 2,4 % Brésil

1,3 % Reste du monde

Europe : 20,1 %

- 4,6 % Allemagne
- 2,4 % France
- 1,6 % Italie
- 1,3 % Royaume-Uni
- 10,2 % Autres Europe



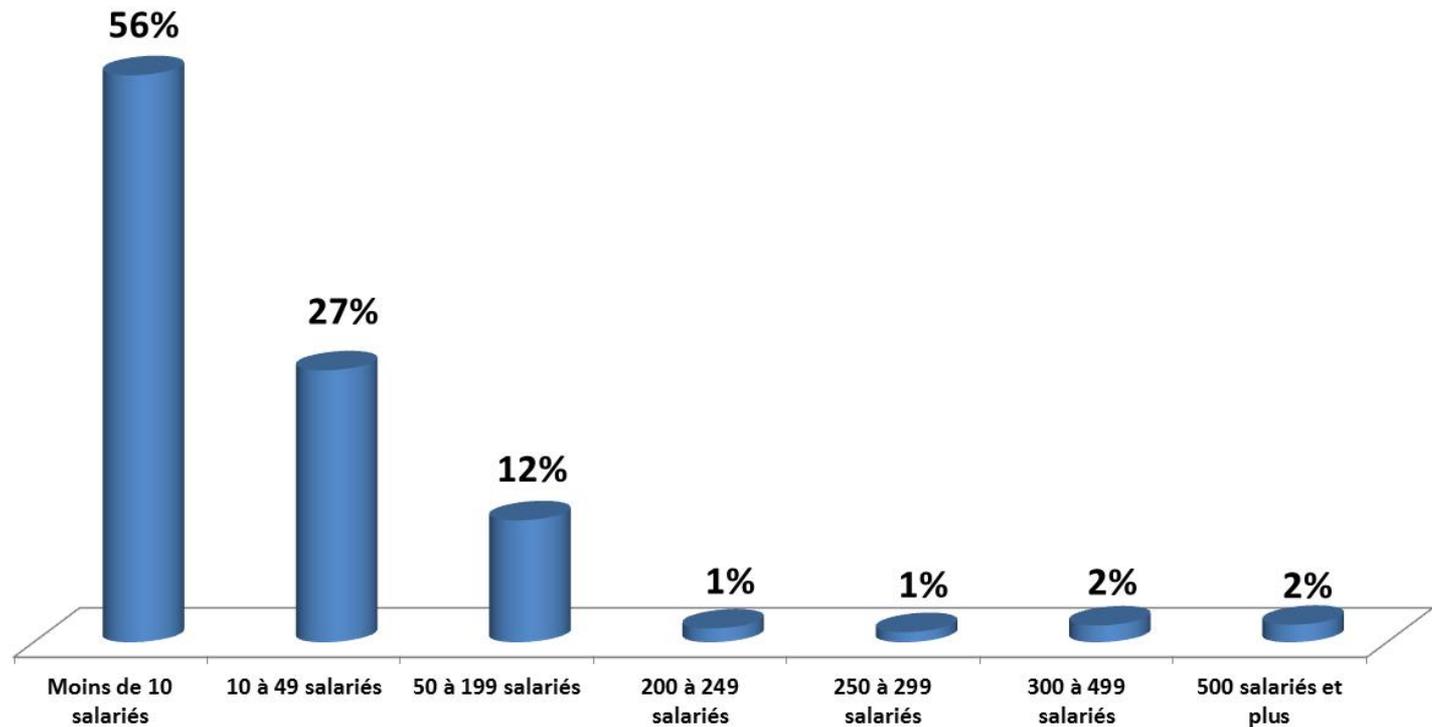
Asie : 57,6 %

- 34,4 % Chine
- 4,4 % Japon
- 3,8 % Corée du sud
- 2,2 % Taïwan
- 2,2 % Inde
- 10,6 % Autres Asie

Headcount: 201,500

Size of companies in 2014

3 335 companies : 96% are SMEs





2 Social dialogue

Agreement in the Chemical Industries related to youth

Conclusion (July 10, 2014) of an agreement on employment and the generation contract.

The agreement includes many provisions designed to encourage the integration of youth and employment:

Objectives :

- Reach 12 200 young people from 18 to 26 by 31 December 2017 (when they represented 11 100 employees in 2011);
- Develop methods for integration, training and support for young people within the company;
- Develop skills, qualifications and access to training
- Develop actions aimed at transferring skills (tutoring)
- Develop alternation and promote the integration of young people in training contracts:
 - Commitment to increase the number of young people alternately in the chemical industry; goal: 5000 young people per year by 2017
- Creating a job board (bourse à l'emploi) :

Distribution of job offers, study contracts or internships offers

Future-looking testimonies aim at underpinning the branch's reputation



3 Youth's actions

Global actions

- The occupation website (le site des métiers) : www.lesmetiersdelachimie.com
 - Our cornerstone of youth communication: in a concise manner it offers information on specific training courses, industry occupations and actions with the aim to reach out to our core target group.

The screenshot displays the website 'Les métiers de la chimie'. At the top, there is a logo with a test tube and the text 'Venez refaire le monde' and 'Les métiers de la chimie'. A navigation menu includes 'POURQUOI LA CHIMIE?', 'MÉTIERS', 'TENDANCES', 'ACTUALITÉS', 'FORUMS', and 'GENERATION C'. A search bar and a 'voir la vidéo' button are also visible. The main content area features an article titled 'BTS CHIMIE : DU NOUVEAU À LA RENTRÉE' with an illustration of two students holding signs. To the right of the article is a list of links: 'BTS chimie : du nouveau à la rentrée', 'Parcours de formation et professionnels', 'Un tableau périodique illustré', 'La chimie recrute par la voie de l'apprentissage', '“Beau travail !” - un métier pour l'environnement', and 'Rejoignez-nous sur Facebook !'. Below the article is a dropdown menu for user selection with options: 'Collégien(ne)', 'Lycéen(ne)', 'Etudiant(e)', and 'Jeune diplômé(e)'. At the bottom, there are sections for 'Communauté' and 'Actualités Facebook'.



- **The Chemical World Tour**

Idea: meet young people and involve them in the promotion of chemistry, open dialogue with companies by animating an exchange of a chemistry student and a journalism student. This is very popular among companies.

- **Olympiads in chemistry (les Olympiades de la chimie)**

Actions at the heart of educational institutions, in line with the demand of the students.

- **Joint activities with the Foundation of the House of Chemistry**
 - The Chemical World Tour
 - Mediachimie.org
 - docteur-chimie.org
 - Chemistry and Junior

- **Strategic presence in social networks: Facebook and Twitter**
 - To improve the quality of listings on google
 - To target a specific group of people which we would not reach through traditional communication channels

- **Chemical industry observatory**
www.jetravailledanslachimie.fr

Local actions

- Chemistry villages

Students meet at a single event a great variety of chemical industry professionals and get to know their local training centers.

Two forms are offered:

- a separate event
- an action linked to a local event (regional or local scale business forum)

The 12th edition of the chemistry village in Paris attracted over 300 chemical professionals (150 industrial and 150 education professionals), 30 companies and nearly 5,000 students. The lectures are broadcasted live and available online.

- Chemistry conferences

Regional action which involves JDRs (“dynamic early retirees”) from chemical industry who meet with college or high school students.

Two forms are offered:

- A conference: presentation of courses and trainings for young people
- A forum stand: presence at exhibitions allows direct contact of company representatives with students and/ or their parents