

FECCIA
Professional Federations

A M P S

Association of Management and Professional Staffs
CITROEN House, Borough Road, Wakefield
West Yorks, WF1 3AZ
United Kingdom
tel: 44(0)1 924 371 765
fax: 44(0)1 924 290 327

F C C

Fédération Nationale CFE-CGC du Personnel
d'Encadrement des Industries Chimiques
56, rue des Batignolles, F - 75 017 PARIS
France
tel: 33-1 42 28 28 05
fax: 33-1 42 28 12 99

F E Q U I C C

Federación Química de la Confederación de Cuadros
c/ Provenza, 197-199, 3º- 4º, E - 08008 Barcelona
España
tel: 34 93 773 4431/ 4900
fax: 34 93 4674512

FEDERMANAGER

Federazione Nazionale Dirigenti Aziende Industriali
Via Ravenna 14, I - 00161 ROMA
Italia
tel: 39-06 44 04041
fax: 39-06 4403421

V A A

Verband Angestellter Akademiker und Leitender
Angestellter der Chemischen Industrie
Mohrenstrasse 11-17, D - 50670 Köln
Deutschland
tel: 49- 221 16 00 10
fax: 49- 221 16 00 16

FECCIA
Steering committee

President: François VINCENT

5, Av des Pyramides
F-77 420 CHAMPS SUR MARNE
tel : +33-6 07 34 29 89
fax : +33-1 42 28 12 99

Vice-President: Thomas FISCHER

Bayer MaterialsScience AG
Technology-Services-Projects
Director Process- & Plant-Safety
D-Dormagen, B 19, Raum 816
tél: +49 2133 51 8965
fax: +49 2133 51 9688965

Vice-President: Gianluigi POSSANZINI

FEDERMANAGER
Via Angelo Moro, 7
I - 20 097 San Milano Milanese (MI)
Tel: +39 02 36 56 63 57

Secretary General: Stefan Ladeburg

VAA Büro Berlin
Postfach 191331, D - 14003 Berlin
tel: +49 30 3069840
fax: +49 30 30698420

Deputy Secretary General: Joël GREBIL

CFE-CGC Chimie
56, rue des Batignolles, F - 75017 PARIS
tél: 33-1 42 28 28 05
fax: 33-1 42 28 12 99

Treasurer: John WILLIAMS

Syngenta UK Ltd - Scoping Chemistry
Jealotts Hill - Bracknell, GB-RG42 6EY
tel : +44(0)1 344 41 42 24

CEC European office:

Rue de la Loi, 81A
B-1040 Bruxelles
Tel : +32 2 420 07 44



**Fédération Européenne
des Cadres de la Chimie
et Industries Annexes**

**European Federation
of Managerial Staff
in the Chemical
and Allied Industries**

F.E.C.C.I.A.

Office:
FECCIA c/o CFE-CGC Chimie
56, rue des Batignolles,
F-75017 PARIS
tel: +33-1 42 28 28 05
fax: +33-1 42 28 12 99

Email : f.vincent@feccia.org

Web : <http://www.feccia.org>

STATUTES

FICCIA (International Federation of Managers in the Chemical and Allied Industries) was created on 8 June 1956 and has an observer status with the ILO (International Labour Office).

FECCIA, in accordance with the aims followed by CEC (European Confederation of Managerial Staff, 1989), has these objectives :

- a/ study and defence of common professional interest ;
- b/ improvement, by all appropriate measures, of the economic and living conditions of its members, and the safeguarding of their general interest ;
- c/ development, wherever possible, of professional training and good managerial practices in a spirit of European collaboration ;
- d/ representation of interests of member associations and their members in all European Organisations in the geographical area where FECCIA has members and where the profession is concerned.

Reports of FECCIA's Congress

1989: The Chemical Industry faced with its environment

1991: The European Company : Communication and efficiency

1994: The Representation of Managerial Staff in European Enterprises

1997: Restructuring in the Major Chemical Groups in Europe

2000 : Social systems in Europe

2004 : European social dialogue

2006 : Financial participation of employees

Legal definition of "Manager"

Gil-Roblès Resolution of the European Parliament

The Gil-Roblès resolution of the European Parliament of 25 June 1993 adopts a non-prescriptive position on the "right of managers to information, to consultation and to **autonomous representation**, in existing or future dialogue forums",

The Gil-Roblès resolution asks also that the Commission takes, if necessary, appropriate initiatives to guarantee, in undertakings and Community-scale groups, the right of managers to information and consultation, as well as to **representation allowing them to sit and to act in an effective manner** inside existing or future dialogue forums for all the employees, notably in the framework of the status of a European Company.

Definition of the International Labour Office.

The "collection of principles and good practices concerning conditions of jobs and work of the intellectual employees" adopted in 1978 by the board of directors of the ILO led to a definition of intellectual employee (or manager) : everyone who :

- a) has completed an academic and a professional training at a superior level or who possesses recognized equal experience in a scientific, technical or administrative area and
- b) carries out functions of predominantly intellectual character, comprising the application of a high degree of ability of judgement and of initiative and implying a relatively high level of responsibility.

This notion includes equally all persons meeting characteristics a) and b) above who hold, by delegation of the employer and under its authority, the responsibility to anticipate, direct, control and coordinate the activities of a part of undertaking or of an organization, corresponding power of command but excludes senior executives responsible directly to the employer.

Definition in Member States : the category of "managerial staff" is sometimes defined by law and/or by collective agreement; there is no homogeneity of definition in all Member States.

Summary of activity

FECCIA actively participates in **activities of the CEC**, as Vice-President of CEC and representation of European professional Federations.

FECCIA participates both formally and informally in **the European social dialogue** in Chemical sector.

Contacts occurred at several levels :

- with the **European Commission**, especially the DG "Employment and Social Affairs".
- with **head offices of enterprises**, particularly in France, with signatures of agreements on setting-up and renewal of European Works Council (Total, Rhodia, Sanofi-Aventis, L'Oréal, Saint-Gobain, Alcan) or in consulting alongside CFE-CGC representatives (Novartis, Toray, amec spie, Unilever, France Telecom, Dexia, Axa, Danone, American Home Product, Veolia Environnement, etc.), but also in Belgium (Solvay), in Germany (Bayer, BASF, Degussa), in Great Britain (ICI, AstraZeneca, Syngenta, GlaxoSmithKline) through the intermediary of the national Federations.
- FECCIA signed two agreements with TOTAL-Group (France) on European social platform and equal professional opportunities.
- with **representatives of Federations of ETUC** (European Trade Union Confederation) and especially in the Chemicals, with the President and the General Secretary of **EMCEF**.
- with **management of CEFIC** : European Council of Chemical Industry and steering committee of **ECEG** (European Chemical Employers Group).

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