



Generating a climate of mutual co-operation



The Italian glass industry comprises more than 1000 companies and 23,000 employees, 96.2% of whom are on permanent contracts. These were among the facts highlighted at a recent meeting of the National Monitoring Centre for the glass industry's National Collective Employment Contract, as the following contribution from Assovetro explains.



Graziano Marcovecchio, President of Assovetro.

The Italian glass industry is highly important both economically and socially and one that has long made the circular economy its brand. This is the 'Made in Italy' glass industry, which overall accounts for over 1000 companies, 23,000 employees and almost uniquely in Italy, has 96.2% of employees on permanent contracts. According to ISTAT, the average for Italian manufacturing industry is 86.5%.

This identikit for the Italian glass industry was spelt out in the course of the normal meeting of the National Monitoring Centre, an important opportunity for sharing the glass industry's economic and social situation and attended by Assovetro, the Italian industry's umbrella organisation; representatives of national, regional and provincial trade unions (Filctem-CGIL, Femca-CISL and Uiltec-UIL); companies working in every field of glass; and this year as guest of honour, Edo Ronchi, former Minister for the Environment and current Chairman of the Foundation for Sustainable Development.

"This high percentage of employees on permanent contracts" – as highlighted by Graziano Marcovecchio, the Chairman of Assovetro – "although on one hand an indicator of the stability of our industrial sector, is on the other an expression of the need for consolidated professionalism in



running our production processes; further evidence of our entrepreneurs' commitment to the most harmonious industrial relations with our partners in work. A stable working relationship, which raises the quality of work and further strengthens that through training, is in fact a key prerequisite to achieving the necessary climate of mutual co-operation within companies."

Looking in detail at the sector overall, it is apparent that of the companies, 32 are involved in the production sector with over 13,500 employees, while 1000 companies are involved in processing glass, accounting for more than 8500 employees.

In his speech, Edo Ronchi emphasised the circular nature of the glass container business – a durable material that can be infinitely recycled, is economically beneficial through saving not only virgin raw materials but also energy and is capable of producing containers of the same quality as those properly recycled through segregated collection. There is one issue, however: The quality of

segregated collection is not taking off, mainly because in some regions the increased quantities collected resulted in rejects rising from 7% in 2013 to 12% in 2017.

"Re-use and recycling chains", explained Edo Ronchi "that will align with the new targets set by European directives could generate major economic and employment benefits in the next five years: a 20.1million increase in output, added value of 6.6 million and 171,000 new jobs over the five year period."

On reaching its 15th anniversary, the National Monitoring Centre – provided for in the National Collective Employment Contract – has as its goal the sustaining and strengthening of responsible and highly developed social dialogue within companies, a strong point in the tradition of industrial relations in the glass industry. ●

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