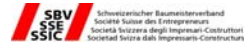


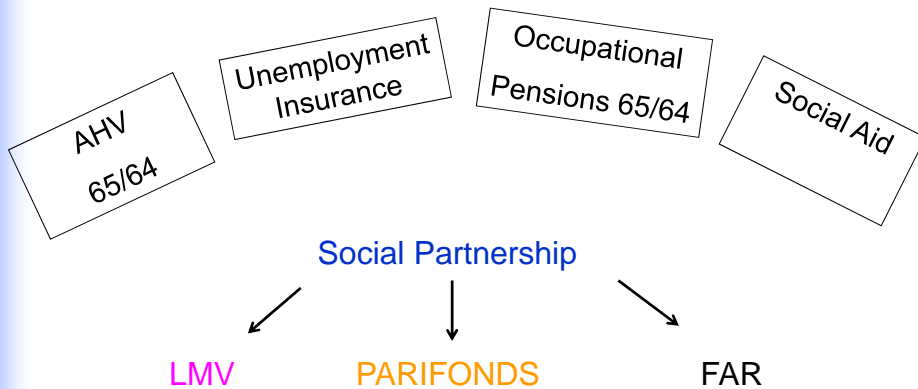
Social Partner Institutions in Switzerland (Construction Industry)

FIEC Social Dialogue Bucharest 19/20 October 2010



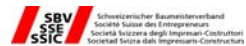
Social Partnership

Social Institutions CH



2

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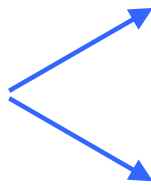


Posted Workers Act



Implement non-discrimination

Posted Workers Act



- ▶ Working hours / Safety in the workplace
- ▶ Minimum wage
- ▶ Holidays
- ▶ Equal treatment

- ▶ Parity Commission (AVE LMV)
- ▶ TPK Federation, Cantons

Social Partnership

Social Partner Institutions

- Generally binding
- Self-completed

LMV

Working conditions
Minimum wage,
Working hours,
Holidays,
Sick pay

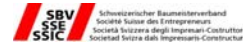
Parifonds

Financing
Completion /
Training / Safety
Contribution to
training services

FAR

Flexible retirement
age for the
construction industry

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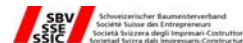


Holiday Pay



- 5 weeks, 6 weeks when over 50
- Guaranteed annual salary
 - Monthly salary: Holiday = normal pay
- Hourly pay: Holiday pay (approx. 5-10%)
 - per hour: + 10.6% (5 weeks)
 - + 13% (6 weeks)
 - paid with wages.

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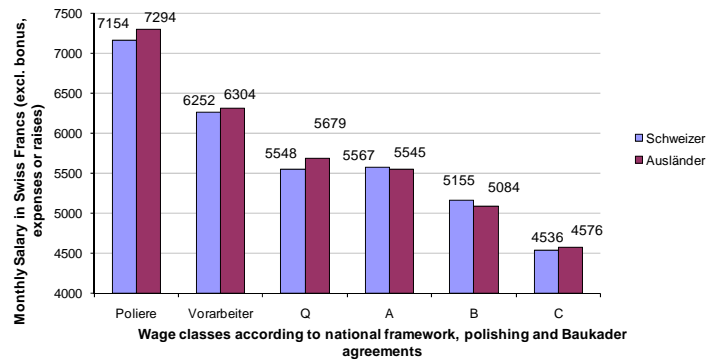


No wage discrimination in the Swiss construction industry!

Monthly Construction Industry Salaries for Swiss and Foreign Workers

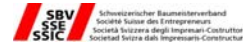
Throughout Switzerland

Source: Schweizerischer Baumeisterverband



Source: SBV Salary Survey 2008

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Parifonds

Association
(SBV, Unia, Syna)

Contributions



Employer (0.5)

Employee (0.7)

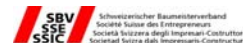


Services



- Every employer / employee must pay
- Every employer / employee receives the same services

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Parifonds Financing (1)

Training
(all levels)

- Courses at home and abroad
- Foreman training
- Regional activities
- Promotion to young people

Safety in the
workplace
(all levels)

- Compulsory safety training
- Voluntary safety courses / training

9

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Parifonds Financing (2)

Example: Crane Operator Course (4.5 days)

- 80% salary (max. EUR 197.00 / day)
- Board EUR 16.00
- Accommodation EUR 40.00
- Transport – rail costs
- Total training fees

10

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Training / Workplace Safety (1)

Parifonds

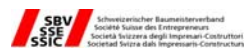
Employer (SBV) / Private

Financing

offering:

- Training courses
 - Safety courses
- (compulsory / optional)

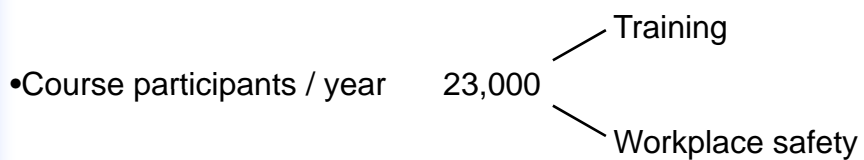
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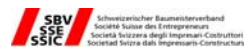
Training / Workplace Safety (2)

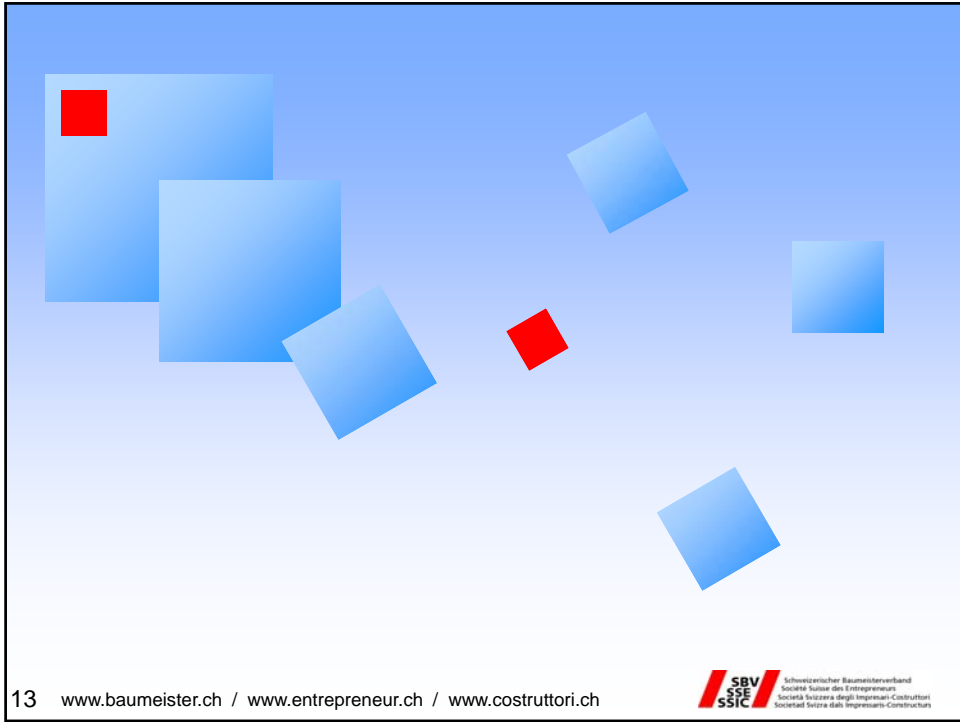
Facts and Figures

- Employees in the construction industry: approx. 100,000



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