



European Foundation for the Improvement of Living and Working Conditions

## Social Dialogue Developments

-----

### Working Conditions and Social Dialogue (construction)

*Oscar Vargas Llave*  
*Industrial Relations and Workplace Development*

*PROMOTING PARTARIAN SOCIAL FUNDS IN THE  
CONSTRUCTION INDUSTRY  
18-20 OCTOBER 2010, BUCHAREST, ROMANIA*



Eurofound

### European Foundation for the Improvement of Living and Working Conditions (Eurofound)

- A decentralised EU agency
- Administered by a Governing Board
  - ▶ composed of national representatives of the social partners and governments and the European Commission
- Generate policy-relevant research and findings which contribute to improving the quality of work and life in Europe, through:
  - ▶ Comparative research and analysis of developments affecting living and working conditions
  - ▶ Monitoring of trends in the working environment



2



## European Sectoral Social Dialogue Developments



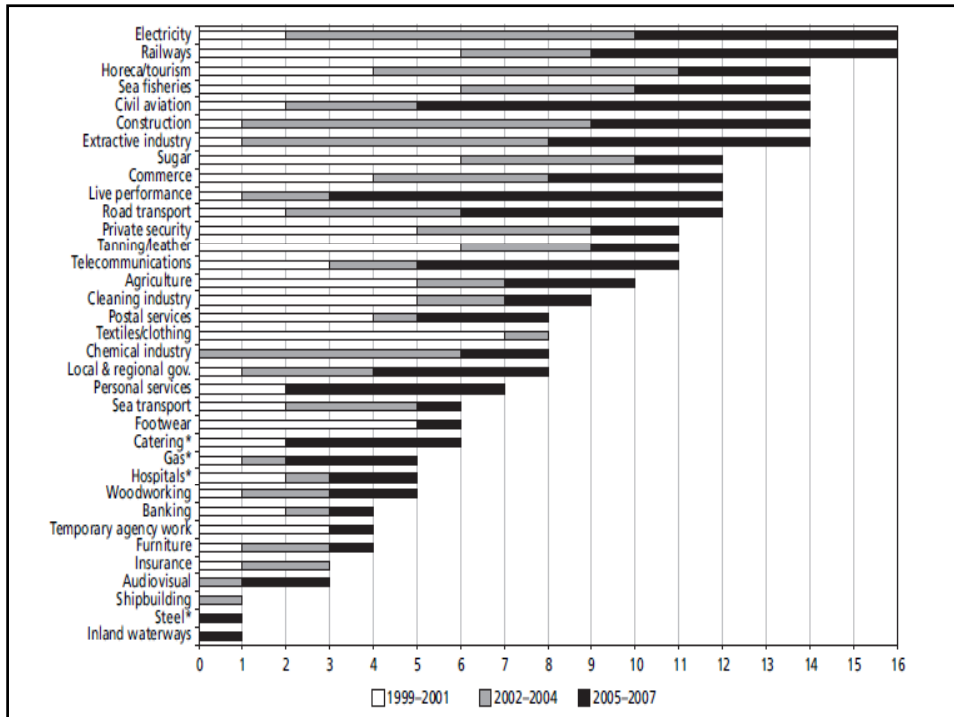
## European Sectoral Social Dialogue Developments Policy context

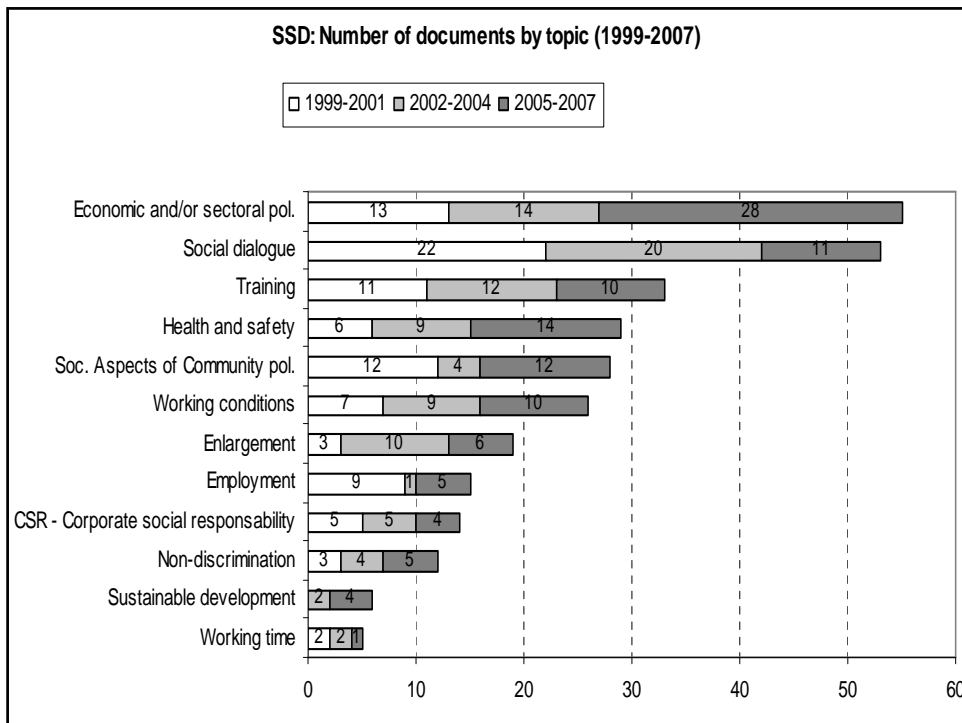
- Rooted in the creation of the EU
- Maastricht Social Agreement / Lisbon Treaty
- Sectoral Dialogue Committees
- Increasing production of joint texts\* (D6)



## European Sectoral Social Dialogue Developments Implementation

- Many range of topics (D7) / joint 'positions'
- Less than 2% with binding effect
- Less than 10% some impact at national level
- Implementation non-existent → Some translated into EU legislation
- National players' commitment / implementation (factors) <sup>5</sup>






Eurofound

## Representativeness studies (Eurofound)

- For the European Commission
- Consultation, Social Dialogue, Reach and Implement Agreements
- Identify relevant national and supranational actors

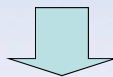
8

## **Working Conditions and Social Dialogue project Challenges in the construction sector**

- Occupational health and safety standards, particularly for SMEs
- Rather weak structures of formalised social dialogue in small companies
- Labour shortages: education, training, social benefits, work environment, especially in small companies

## **Working Conditions and Social Dialogue project Characteristics of the cases**

- Single companies, most of them in the private sector
- Sectoral or regional initiatives for SMEs



High priority: health and safety issues



## Working Conditions and Social Dialogue project Social Dialogue at company level (big companies):

- **Challenges:** high standards (eg zero accident policy) and ensure improved wc among contractors
- **Outcome of SD:** improved health and safety
- **Secondary outcomes:**
  - ▶ Satisfaction, motivation, reduction of staff fluctuation rates, responsibility among employees
  - ▶ Improvement in competencies of management, employee reps and employees
  - ▶ Improvement in the general culture and climate of work

11



## Working Conditions and Social Dialogue project Social Dialogue initiatives at sectoral / regional level

- **Aim:** to pool resources for the improvement of working conditions
- **Examples:**
  - ▶ Intersectoral agreement on social dialogue in France in the craft industry (UPA – Trade Unions in the Construction sector) (FR)
  - ▶ Labour Foundation for the Construction Industry (ES)
  - ▶ 'Sigepool' initiative (DE)
- **Outcomes of SD:**
  - ▶ Better coverage
  - ▶ Implementation
  - ▶ Awareness

12



## Working Conditions and Social Dialogue project - Construction European Sectoral Social Dialogue level

- Framework of working conditions in Europe's construction sector
- Role model for national developments at sectoral and enterprise level
  - ▶ Joint declarations / recommendations / statements

The global economic crisis (2009)  
Stress (2006)  
Parity funds (2004)  
Implementation of Directive 2001/45 (2002)  
Employment (2000)



# Thank you

Oscar Vargas Llave  
Eurofound

More info: [www.eurofound.europa.eu](http://www.eurofound.europa.eu)  
Email: [ova@eurofound.europa.eu](mailto:ova@eurofound.europa.eu)