

# SUSODCO

## SUPPORT OF SOCIAL DIALOGUE FOR AN EFFECTIVE FUTURE CONSTRUCTION

European social dialogue (SD) refers to discussions, consultations, negotiations, and joint actions involving organizations representing the two sides of industry (employers and workers). **Social dialogue at all levels is a prerequisite for the functioning of Europe's social market economy and crucial to promote both competitiveness and fairness. The construction industry is the bedrock of the economy in most of our countries.** The construction sector provides 13 million direct jobs accounting for 6,1 of total employment in EU27 and contributes to about 9,5 % of the EU's GDP as per FIEC key figures 2019. The sector has multiplier effect on other economy sectors, thus creates new jobs, drives the economic growth, and provides solutions for societal, climate, and energy challenges.

### WHO WE ARE AND WHY WE JOINED

The social dialogue partners in the construction industry from Central, Southeastern, and Southern Europe (CCIS, SDGD, SGH, EVOSZ, EFEDO-SZSZ, ITPIO, BCC, FCIW PODKREPA, OSEOK, PEDEMEDE, EFBWW-umbrella organization on EU level) joined their effort in a common 2-year work program, after the preliminary research revealed common challenges and issues in the participating countries. The project SUSODCO focuses on capacity building, promotion, visibility, and mutual recognition and mutual trust of social dialogue partners in the construction industry from Central and Eastern European and the South-eastern Member States. This aim will be achieved through a series of Capacity Building Events, which will equip social dialogue partners with crucial capacities to support the industrial relations in their countries.

Realizing their lagging behind the western and northern EU countries, especially in terms of their effective and successful social dialogue in the construction sector, they decided to design a **new free tailor-made sectoral SD web platform in the field of construction**. The flexible SD web platform will present key past and ongoing SD initiatives and EU projects concepts with significant impact on the social dialogue. The platform will equip participating social partners and project target groups with valuable knowledge and insights on various SD dialogue practices. It will also offer useful free sources to support planned national initiatives and practices observation as well as an adaptation of the traditional SD exploitation.

### WHAT ARE WE DOING NOW

#### DISCUSSION OF SUSODCO WORK PROGRAMME AND SETTING THE PLAN'S DEADLINES

The partners have successfully **launched the project** in March 2020, exactly when the COVID-19 pandemic in Europe started. The consorti-

um kick-off meeting was at the end of March 2020. Three more virtual working meetings followed (16th of June, 23rd of September, and 7th of October) to enable smooth project continuation. During the meetings, we have reviewed the results and set deadlines for project milestones planned in 2020. From March till November 2020 all partners contributed to 4 joint researches – 1 field and 3 desk researches, which results in four reports addressing the social dialogue capacities. Based on the results of these studies SUSODCO partners build the agenda of the Capacity Building Events, aimed to address the skills gaps in the implementation of social dialogue nationally.

#### 1ST VIRTUAL CAPACITY BUILDING EVENT

The first Capacity Building Event (CBE) of the project is divided into two sessions – a seminar and a workshop. 1 CBE is planned virtually in ZOOM due to a lasting pandemic and limitation to travel within Europe. **The seminar is planned for 09 Dec 2020 from 9:00 am until 12:00 pm (CET), and the workshop— for 16 Dec 2020 from 9:00 am until 11:00 am (CET).**

**The seminar** will focus on the key findings of the research phase of SuSodCo project, unveiling the social dialogue challenges faced by the construction industry in Bulgaria, Croatia, Cyprus, Greece, Hungary, and Slovenia. Prominent keynote speakers from Belgium, Norway, and Finland will explain what is needed for successful SD, how can fruitful SD support the sector and empower all stakeholders and how the labor market is evolving, and which inevitable SD changes are ahead of us, waiting to addressed in near future.

**The workshop** will involve employers' and employees' representatives in an interactive session, looking at the different ways of how to integrate the European social dialogue framework in their own national multiannual social dialogue programs.

Join us on our 1st CBE event and follow our next step: <https://susodco.gzs.si/vsebina/EN/News>



#### The main objectives of the project SUSODCO:

- to reactivate national sectoral social partners.
- to build and improve their capacity for their successful and active SD cooperation referring to the next multi-annual work program for the European social dialogue for the construction industry (2020-2023) and national SD priorities of the construction industry.

#### CONTACT A REPRESENTATIVE TODAY:

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## WHAT WE HAVE ACHIEVED SO FAR

### REPORTS ON THE BASIS OF THE 4 SOCIAL DIALOGUE CAPACITY RESEARCHES

#### Report on national SD status in 6 project countries involved, covering current issues, and trends in sectoral SD and comparison with sectoral multiannual SD action plan

The report is based on the specific tailor-made desk research carried out in April - June 2020. The aim is to obtain information about the situation, national initiatives and activities with the national SD status in the 6 countries involved.

The key conclusions and results reached through the afore-mentioned survey, highlighted specific sectoral SD topics as key needs on the agenda of national negotiations, essential factors contributing to effective SD, and main thematic groups of SD priorities in line with the Multiannual Action Programme for the Sectoral European SD of the Construction Industry.

The report focuses on the SD structure in the participating countries – at the EU level, at the national level, and sectoral level. It concludes that sectoral social partners in the construction industry need some support in SD when creating measures to disseminate, promote, monitor, and evaluate European SD activities and outcomes (e.g. through European or national events, peer learning or reviews, studies, and publications), and measures to improve the coordination, functioning, and effectiveness of European SD, including through the identification and development of joint approaches by the SD.

#### Report on internal and external communication of Employers' Organizations (Eos) and Trade Unions (Tus) in participating 6 EU countries

The report is based on the data collected through desk research carried out in July and August 2020. The aim was to obtain information about the internal and external communication of employers' organizations and trade unions in the construction industry in the 6 project partner countries.

The summary report gives us a big picture of the communication process and focuses on the identified 7 groups of topics for each partner organization: Visibility, communication practices, and successful communication campaign; External Communication Plan; Methods for information toward colleagues about key SD developments; Target audience for SD; Communication channels for external communication; Communication tools for internal and external communication; Participation of representatives of the organization in Educational training in the field of PR and Communication, budget for communication purposes and other issues.

#### Report on the capacities of social partner organisations for social dialogue

This is a report on the findings of the survey conducted in July and August 2020, based on responses to a self-evaluation questionnaire on the capacity of social partners' organizations in the construction industry for SD. The covers the results gained by the respondents to the different questions related to 5 different skills, including Communication, Management, Digital, Network and Advocating, and Dealing with crisis. The report provides a complete picture for each country involved in the project that can be used to define the training path to be designed and then implemented in each participating country. Overall, each country shows to have a different profile and a different assessment of the skills needs to be improved.

#### Report about peer review on past and ongoing industrial relations and EU funded sectoral initiatives and projects

The report is drafted on a special tailor-made desk research, conducted in September and October 2020, intended to obtain information from the project partner organisations about the past and/or ongoing

key SD projects and initiatives in the construction industry, in which they participated in the 2010-2020 period or still participate, funded either by the EC (DG EMPL SD budget lines) or by decentralized (national) budget lines. The SD projects/initiatives, intended as an input for the new platform, were arranged in 3 fields of interest – social, economic & legal, and capacity building, each one including sub-categories, and some of the latter including several topics.

The results of the research among project partner countries show that the largest number of projects – totalling 29 – are in the sphere of VET and Youth within the social field, followed by 20 in the sub-category of Employment within the social field again. Only 5 projects were mentioned in the social sub-category Occupational Safety and Health (OSH), 7 – in the category Economic & Legal, and 9 – in the Capacity building category.



## WHAT ARE OUR FUTURE PLANS

### THE WEB PLATFORM DEVELOPMENT ON SD

#### Milestone 1: Design and creation of a Special SD Platform

**AIM:** It will gather past and ongoing SD sectoral EU initiatives, activities and projects. The platform will offer special tools, data, content and common strategical documents which support European and national SD social partners to further elaborate SD and prepare tailor made actions/initiatives.

The platform will be updated regularly. At the end of the project it will contain additional contents identified as useful for participating and other national social partners. Our goal is that the platform will be actual at least few years after the project ends.

### DESIGN OF ELABORATED SOCIAL DIALOGUE CAMPAIGN

#### Milestone 2: Design and implementation of 6 national sectoral Media SD initiatives (campaign) one in each (6) project EU countries

**AIM:** Awareness raising, visibility and recognition of sectoral SD organizations with the help of external PR/marketing expert, media posts-advertisement, new video produced and gadgets distributions. The National SD Media campaigns will be designed based on the gaps and need identified through the project activities.

**IMPACT:** Raise awareness on major issues towards the construction sector; Capacity building for attracting new members; Facilitate the creation of synergies and; Foster social dialogue.

### STAKEHOLDERS CAN BENEFIT FROM OUR PROJECT

During 2021 we will organize three more interlinked Capacity Building Events. They will equip social partners from the Eastern, Central, and South-eastern Europe with valuable and significant capacities for effective and efficient industrial relations. The two-days' events will focus on the following themes:

- **Apr 2021:**The importance of the Communication strategy for effective social dialogue.
- **June 2021:**The digitalization of the economy within the social dialogue agenda and digital skills.
- **September 2021:** The essence of the communication skills used for implementation of social dialogue. Polishing partners' skills gaps.

### BENEFICIARIES INVITED TO PARTICIPATE ON CBES

**1<sup>st</sup> target group:** (sectoral) social partners of the construction industry of the concerned countries

**2<sup>nd</sup> target group:** country representatives of the social dialogue committee for the construction industry

**3<sup>rd</sup> target group:** social partners' organisations also representing services, umbrella organizations.

<p><b>Lead partner:</b></p>  <p>Gospodarska zbornica Slovenije Chamber of Commerce and Industry of Slovenia</p> <p>Chamber of Construction and Building Materials Industry of Slovenia</p>	<p>Chamber of Construction and Building Materials Industry of Slovenia (CCIS CCBMIS) <b>SLOVENIA</b></p>
<p><b>Partners:</b></p>	
 <p>European Federation of Building and Woodworkers</p>	<p>The European federation of building and woodworkers (EFBWW) <b>BELGIUM</b></p>
	<p>Federation of Building, Wood and Building Material Workers' Unions (EFEDOSZSZ) <b>HUNGARY</b></p>
 <p>ÉVOSZ</p>	<p>National Federation of Hungarian Building Contractors (EVOSZ) <b>HUNGARY</b></p>
	<p>Trade union of construction industry of Croatia (SGH) <b>CROATIA</b></p>
 <p>SDGD Slovenije</p>	<p>Trade union of construction workers of Slovenia (SDGD) <b>SLOVENIA</b></p>
	<p>Institute for training of personnel in international organisations (ITPIO) <b>BULGARIA</b></p>
	<p>Construction, Industry and Water Supply Federation (FCIW Podkrepa) <b>BULGARIA</b></p>
 <p>КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ BULGARIAN CONSTRUCTION CHAMBER</p>	<p>Bulgarian construction chamber (BCC) <b>BULGARIA</b></p>
 <p>ΠΑΝΕΛΛΗΝΙΑ ΕΝΩΣΗ ΔΙΠΛΩΜΑΤΟΥΧΩΝ ΜΗΧΑΝΙΚΩΝ ΕΡΓΟΛΗΠΤΩΝ ΔΗΜΟΣΙΩΝ ΕΡΓΩΝ PANHELLENIC ASSOCIATION OF ENGINEERS CONTRACTORS OF PUBLIC WORKS</p>	<p>Panhellenic association of engineers contractors of public works (PEDMEDE) <b>GREECE</b></p>
 <p>FEDERATION OF THE BUILDING CONTRACTORS ASSOCIATIONS OF CYPRUS Ο.Σ.Ε.Ο.Κ.</p>	<p>Federation of the building contractors associations of Cyprus (OSEOK) <b>CYPRUS</b></p>

