



Digital work and co-determination in the construction industry in Germany

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The debate on digitalization: a jobless industry?



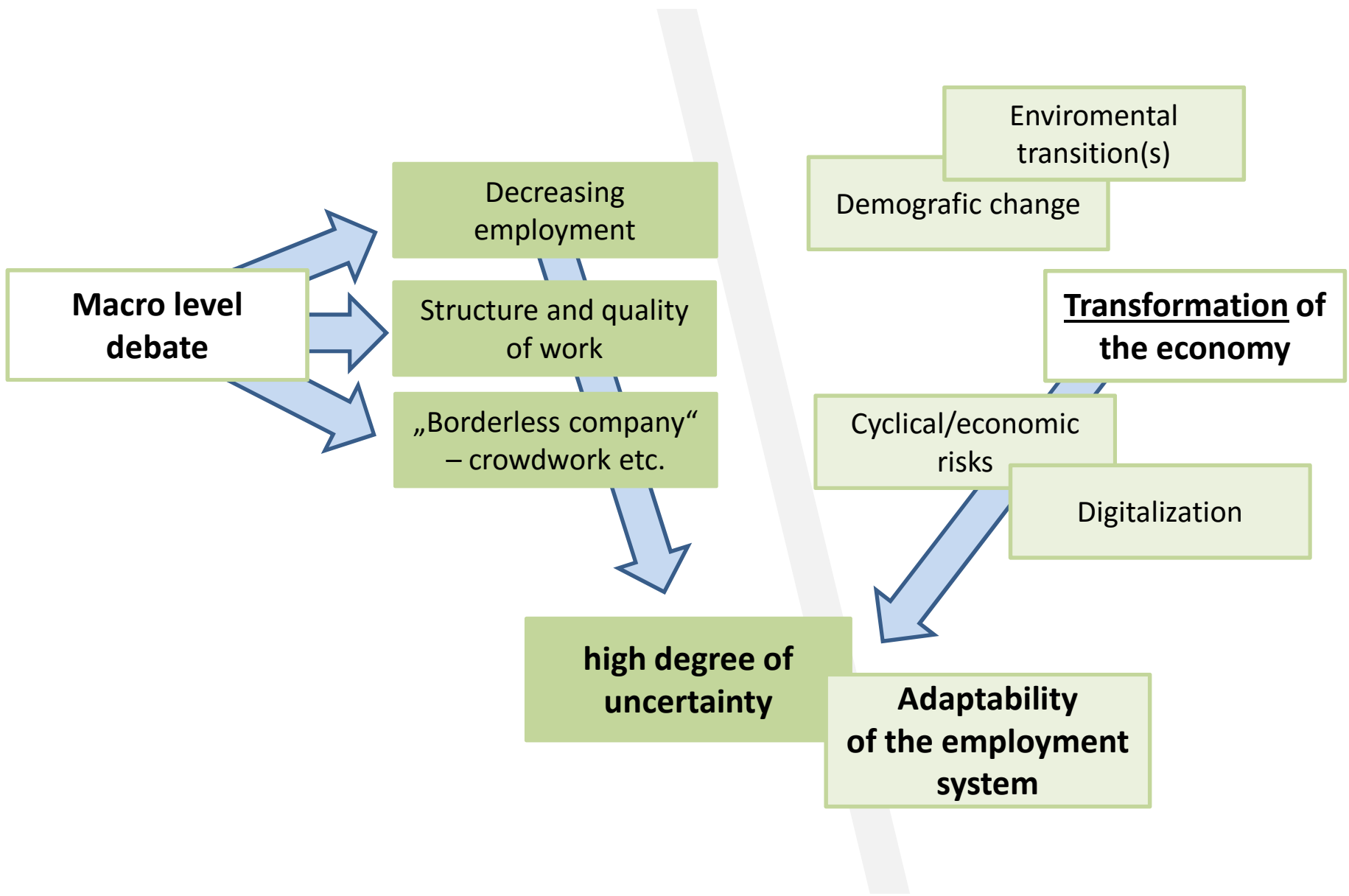
DER SPIEGEL 14/1964 (April)



DER SPIEGEL 16/1978 (April)



DER SPIEGEL 36/2016 (September)



**Macro level
debate**

Decreasing
employment

Structure and quality
of work

„Borderless company“
– crowdwork etc.

**high degree of
uncertainty**

Enviromental
transition(s)

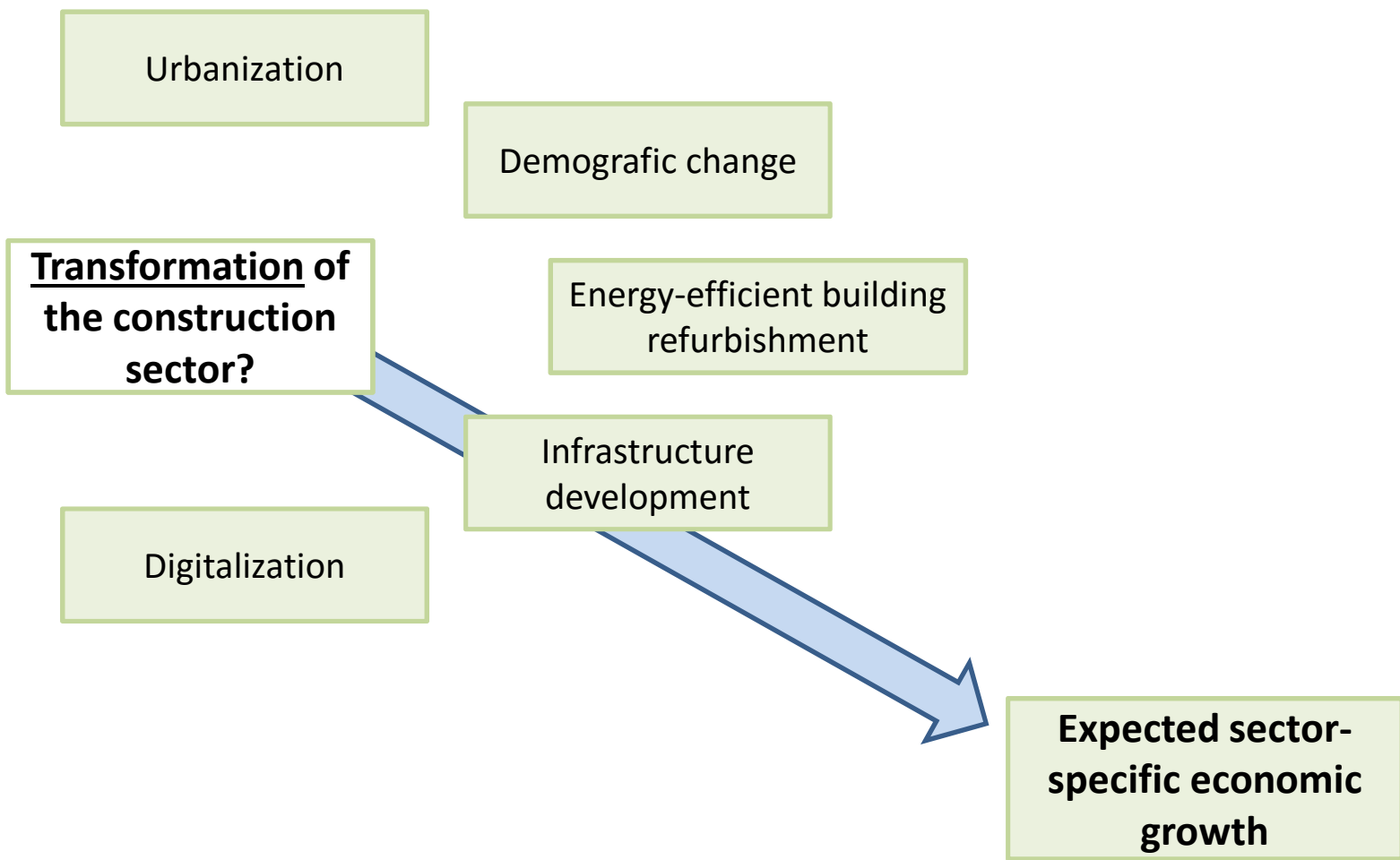
Demografic change

**Transformation of
the economy**

Cyclical/economic
risks

Digitalization

**Adaptability
of the employment
system**



Urbanization

Demographic change

Transformation of the construction sector?

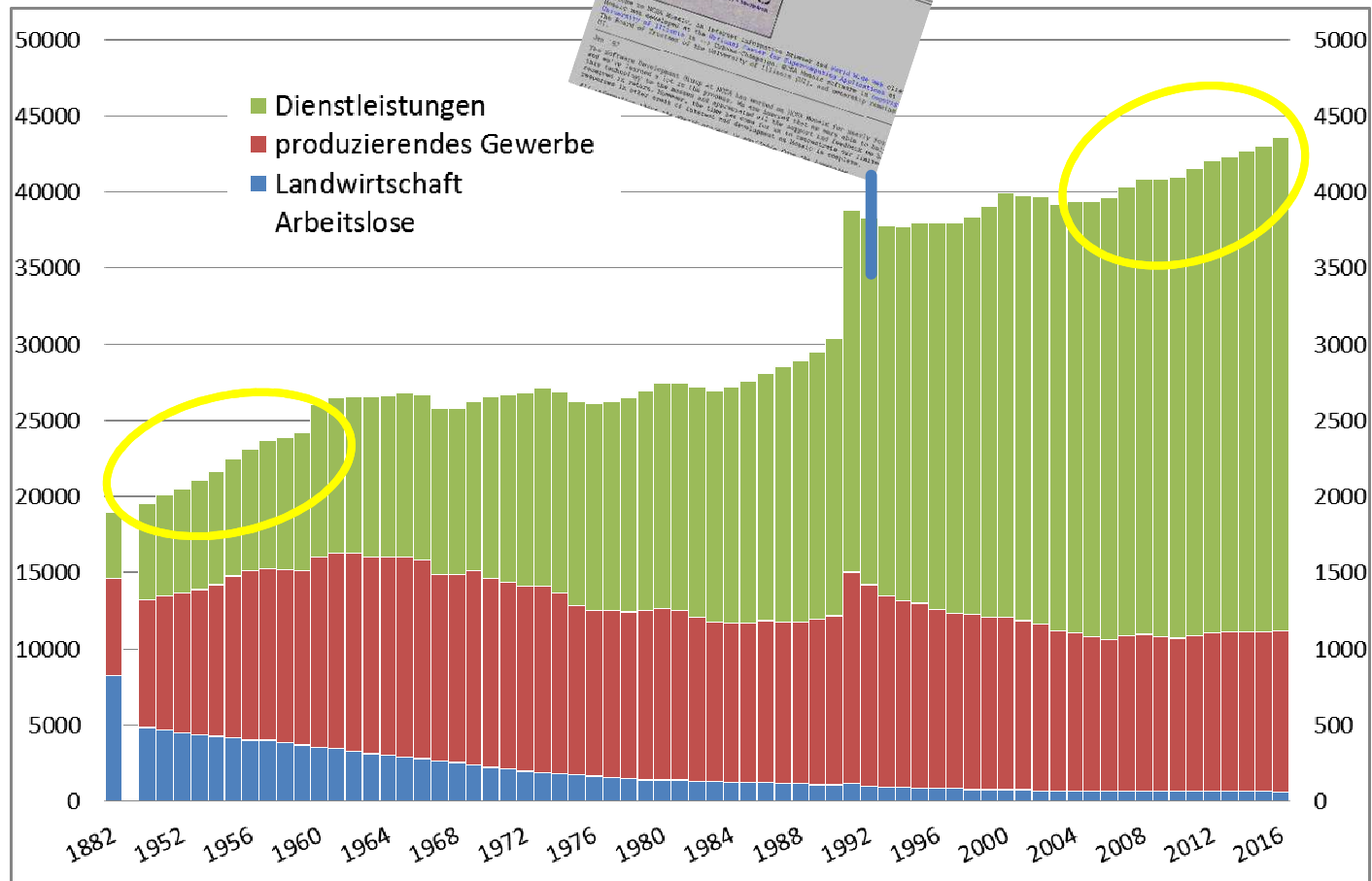
Energy-efficient building refurbishment

Infrastructure development

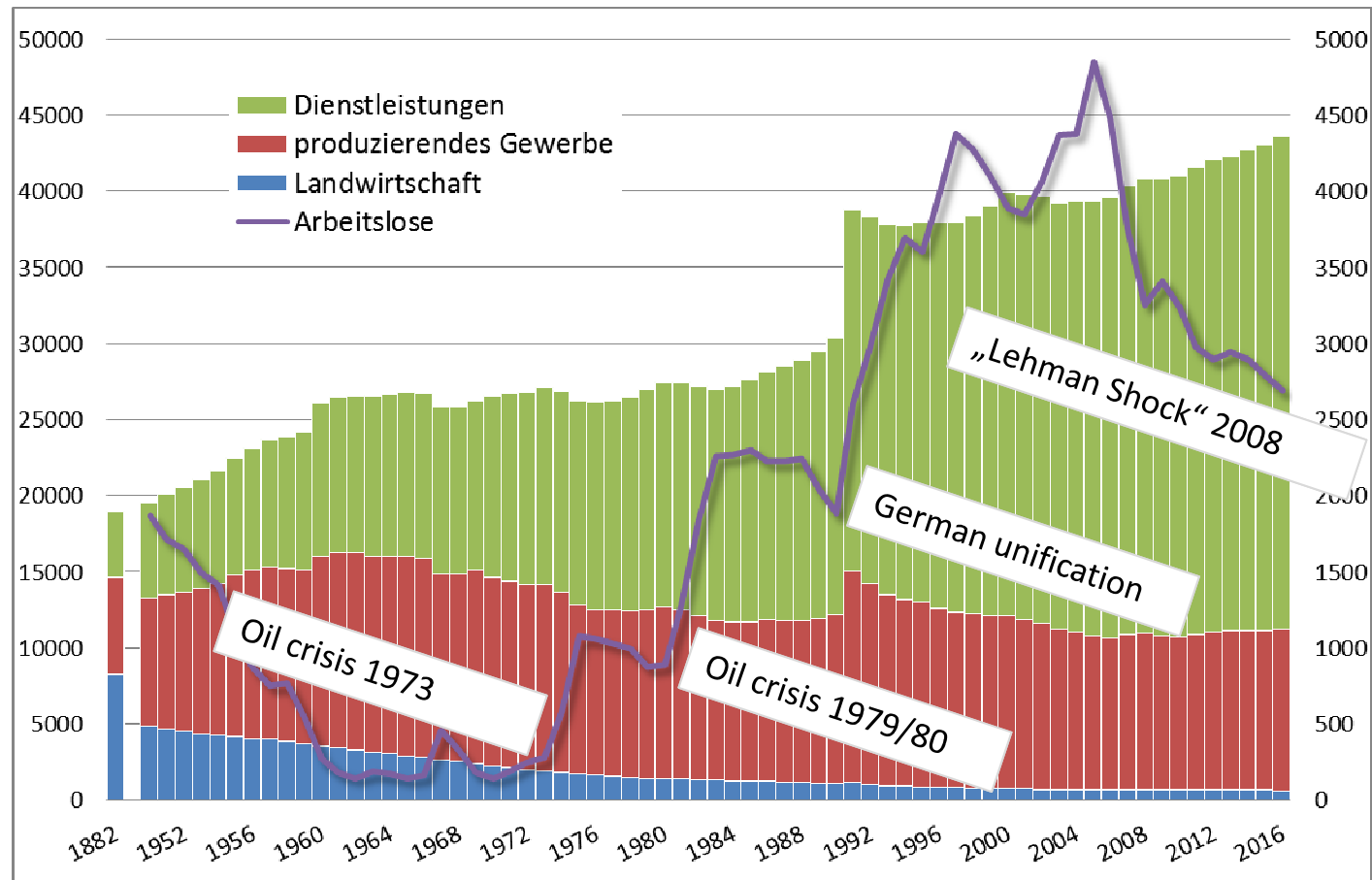
Digitalization

Expected sector-specific economic growth

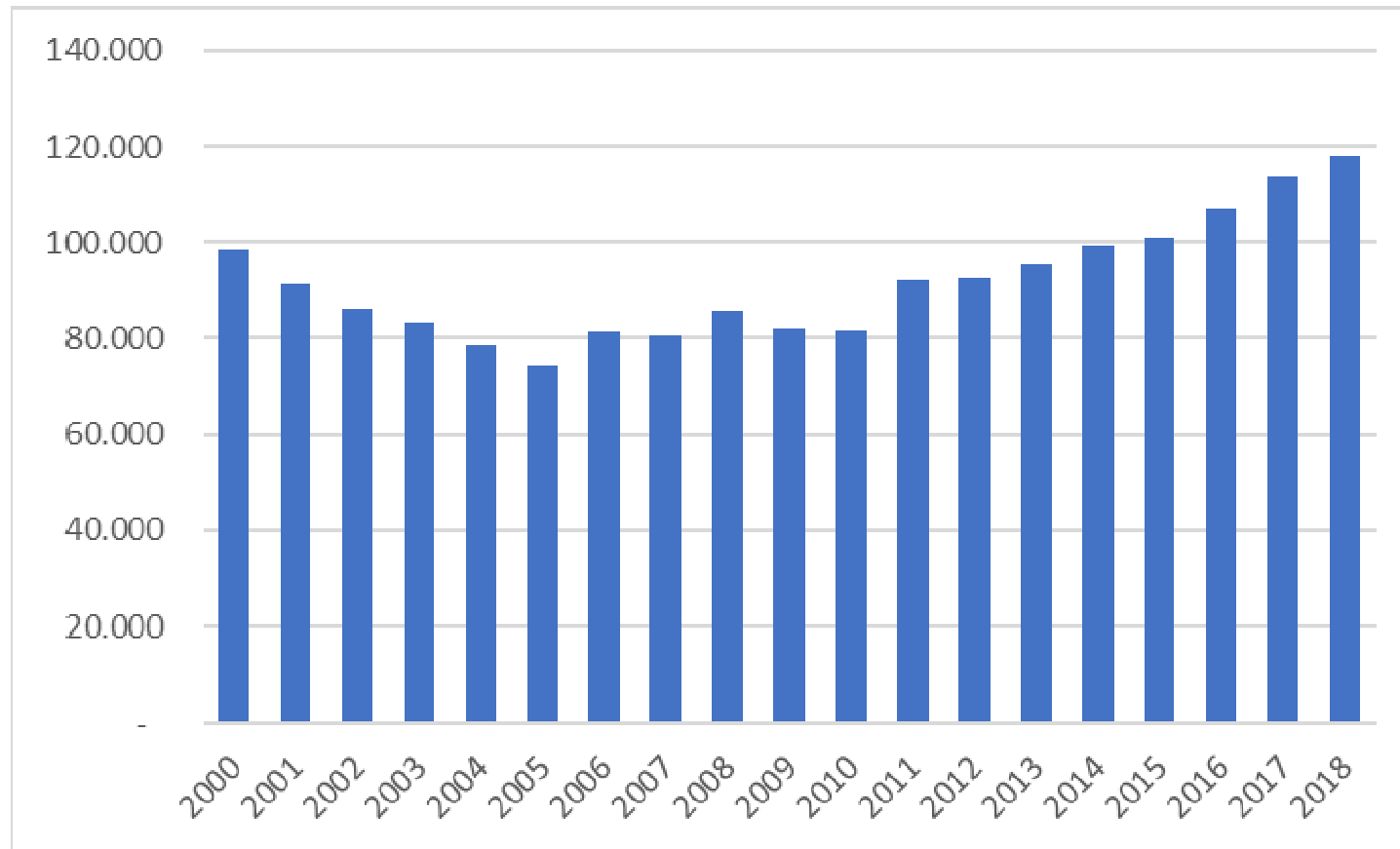
Employment by sector in Germany 1882 to 2016



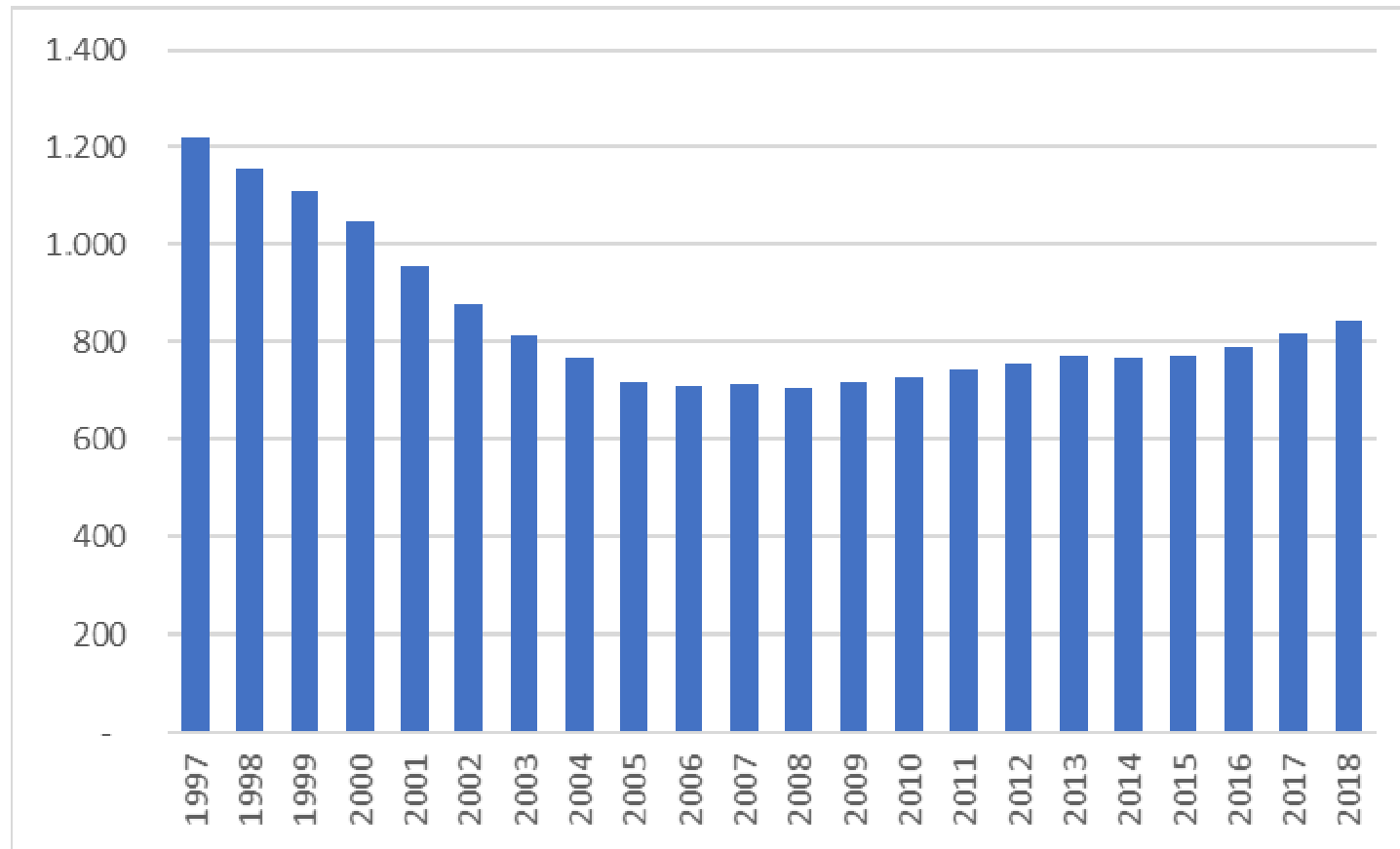
Employment by sector in Germany, 1882 to 2016



Main construction trade: **Turnover**, 2000-2018, Germany



Main construction trade: **Employment**, 2000-2018, Germany



Construction trade: A latecomer concerning digitalization?

All sectors: broad debate

Privacy /
Performance Control
by Smart Technology

Digitalization and
Competence
Development

Digitalization and
Working time

Employment
Security

Digitalization, Health
and Safety

[...]

**Digitalization at
company level**

Construction industry:

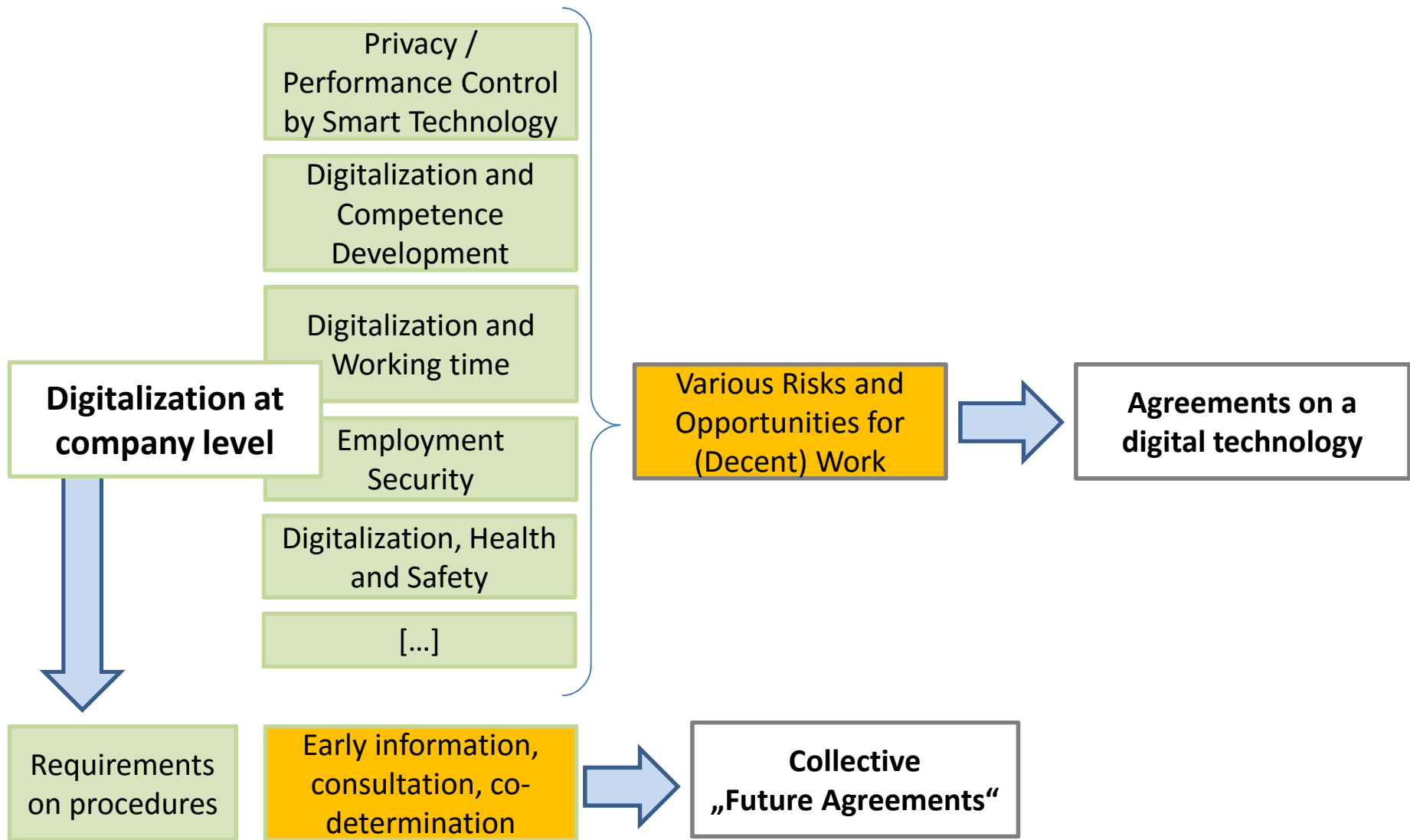
No in-depth sector-
specific debate

...apart from:
Building Information
Modeling (BIM)

**Catch-up development
concerning digitalization**

**93 % of construction experts
think that digitalization will affect
the totality of processes**

**Less than 6 % of companies
make full use of digital
planning tools**



Summary

- Construction industry: stable growth and very particular sector specific trends
- Latecomer concerning digitalization – debate is just upcoming and focused on BIM
- Debate on co-determination and social dialog in the construction sector can benefit from broad experience in other sectors

Many thanks for your attention!
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