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Discus project

Digital Transformation in the construction sector THE BELGIAN CASE

Rome Workshop – January 23, 2020

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This action has received
funding from the European
Union (DG Employment, Social
Affairs and Inclusion)

INTRODUCTION

Written in
December 2019

Data based on

Litterature review

8 interviews

2 union representatives

2 employer representatives

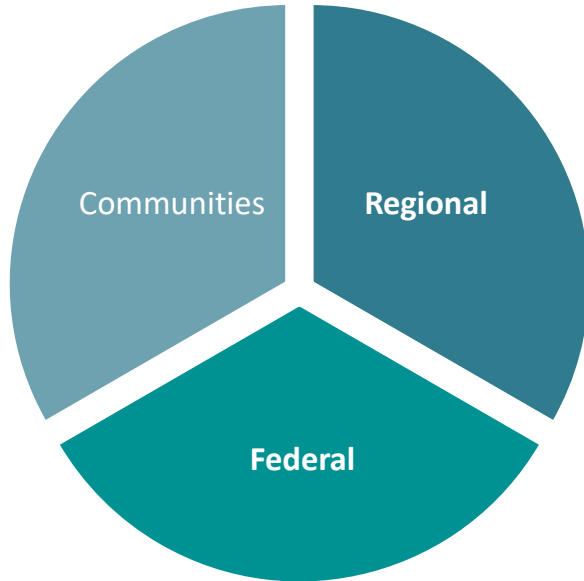
2 Training fund representatives

1 sectoral research center representative

1 Regional public service representative

INSTITUTIONS

Belgium is a federal state whose competencies are divided between



REGIONS

Brussels

Flanders

Wallonia

INITIATIVES



digital
wallonia
.be

construction
4.0

INSTITUTIONS



Service public fédéral
Emploi, Travail et
Concertation sociale



economie

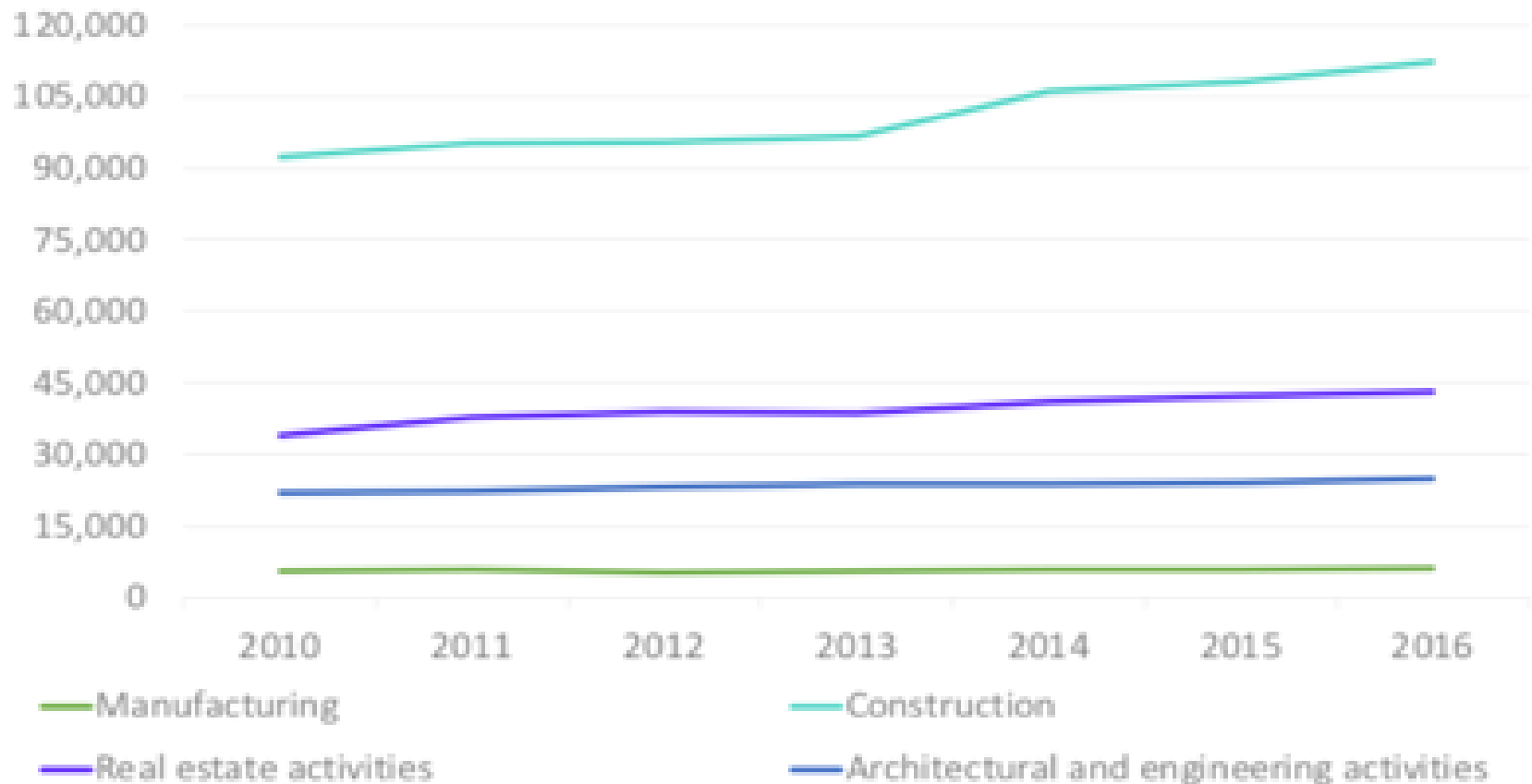
INITIATIVES

DIGITAL
Belgium

MAJOR TRENDS

ECONOMIC AND EMPLOYMENT TRENDS

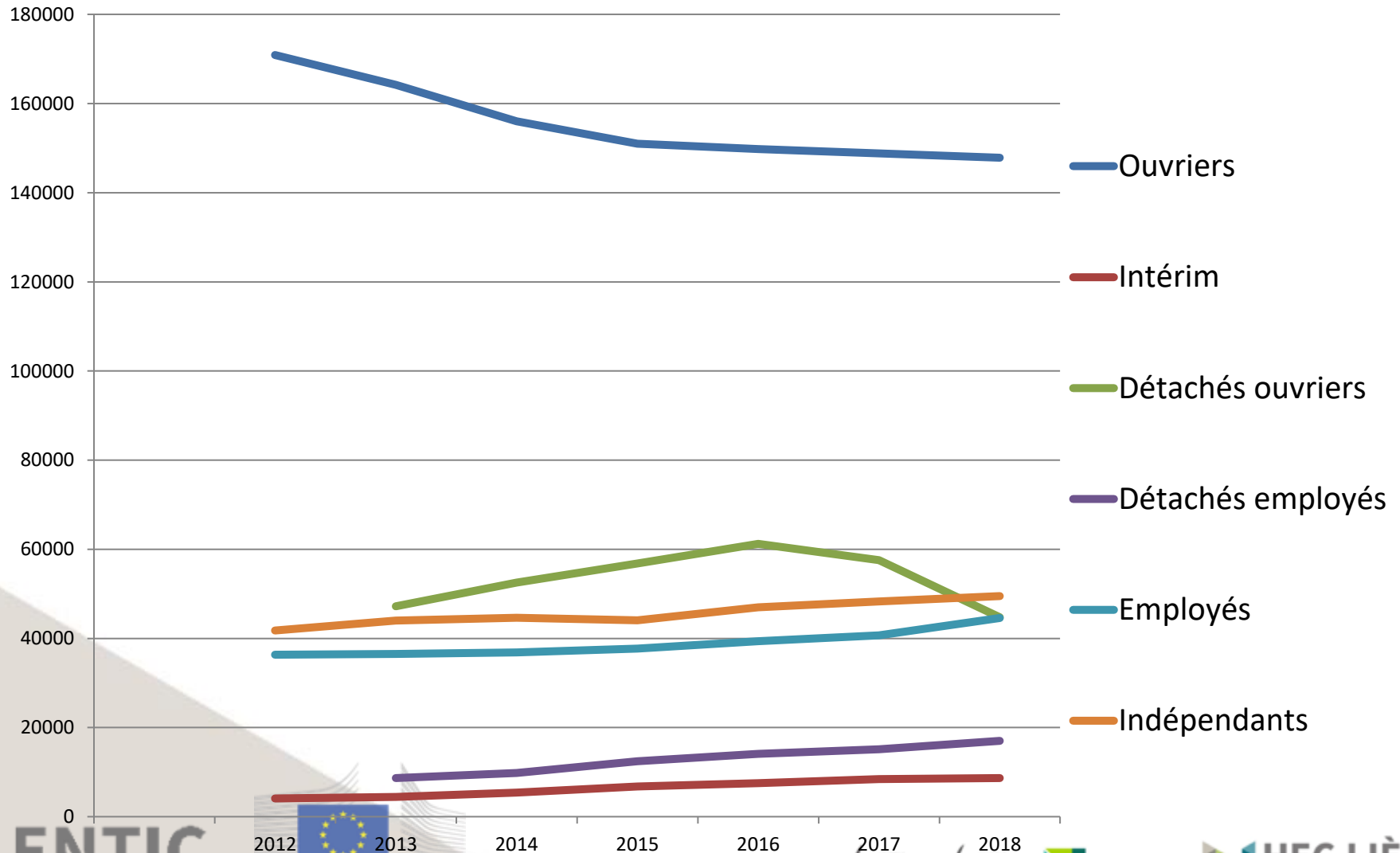
Figure 1: Number of enterprises in the construction sector in Belgium between 2010-2016



Source: Eurostat, 2017.

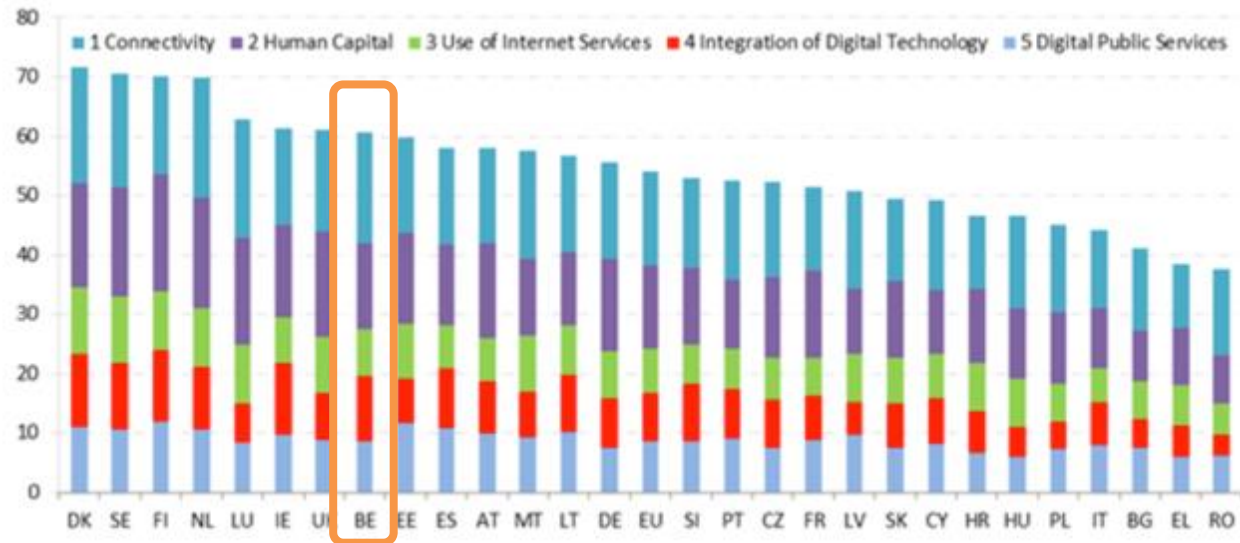
ECONOMIC AND EMPLOYMENT TRENDS

Evolution of employment in the construction sector



DIGITAL INNOVATIONS

Digital Economy and Society Index (DESI) 2018 ranking



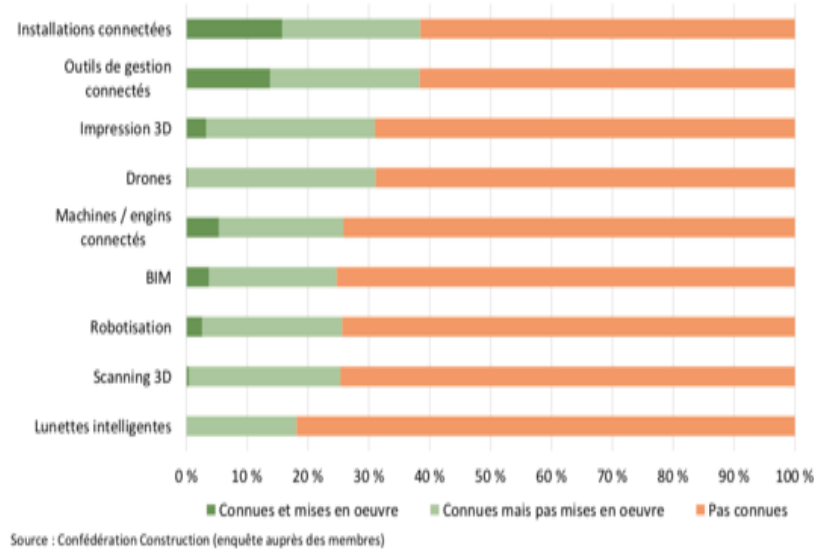
Knowledge and application of numerical technologies for construction (BE, 2016)

90% consider digitalisation as unavoidable

30% are aware of digital tools

5% embarked in digital transformations

2016 survey, filled in by 272 companies from the construction sector



IMPACT ON JOBS

- Few impacts until now
 - Mainly in large companies and in the preconstruction phase.
- Few destructions of jobs
- Creation of new functions (ex. BIM experts, Drone pilots)
- Mainly transformation of jobs
 - Need of new digital skills
- Ambivalent impact on working conditions
 - Improve security, well being and autonomy
 - Increase control and psychosocial risks

INDUSTRIAL RELATIONS & SOCIAL DIALOGUE

ACTORS

NATIONAL AND REGIONAL

EMPLOYERS REPRESENTATIVES



UNIONS



CONSTRUCTION INDUSTRY

EMPLOYERS REPRESENTATIVES



JOINT BODIES



ROLE OF SOCIAL DIALOGUE IN SUPPORT OF DIGITALISATION AND INNOVATION

- **At national level (cross-sectors)**
 - Biannual Interprofessional Agreement states that digitalisation is a challenge to be actively tackled by social partners through several activities :
 - Diagnosis of the national situation
 - Workshops with experts
 - Joint statements
 - Union and employer workshops to investigate the digital transformation
 - Intersectoral CLA n°39 impose collective bargaining over social consequences of new technologies since ...1983!

ROLE OF SOCIAL DIALOGUE IN SUPPORT OF DIGITALISATION AND INNOVATION

- **At sectoral level**

- Employer analysis : National Report and annual forums on the topic of digitalisation
- Union side: /
- Collective agreements : ex. Digital badging system to secure worker site access
- Sectoral fund :
 - to increase awareness ex. *Building heroes project for children*
 - to monitor training needs
- Sectoral research center :
 - to promote transversal protocols (ex. BIM)
 - to monitor technical evolutions and to inform public authorities (lobbying)

KEY FINDINGS

Mainly traditional SMEs → Early stage of digitalisation

Janus face of the digitalisation impact on jobs

Social dialogue well developed... but digitalisation is still not a topic

THANK YOU !

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