



# DISCUS

## Digital Transformation in the Construction Sector: Challenges and Opportunities

Transnational conference  
Online event, March 5, 2021

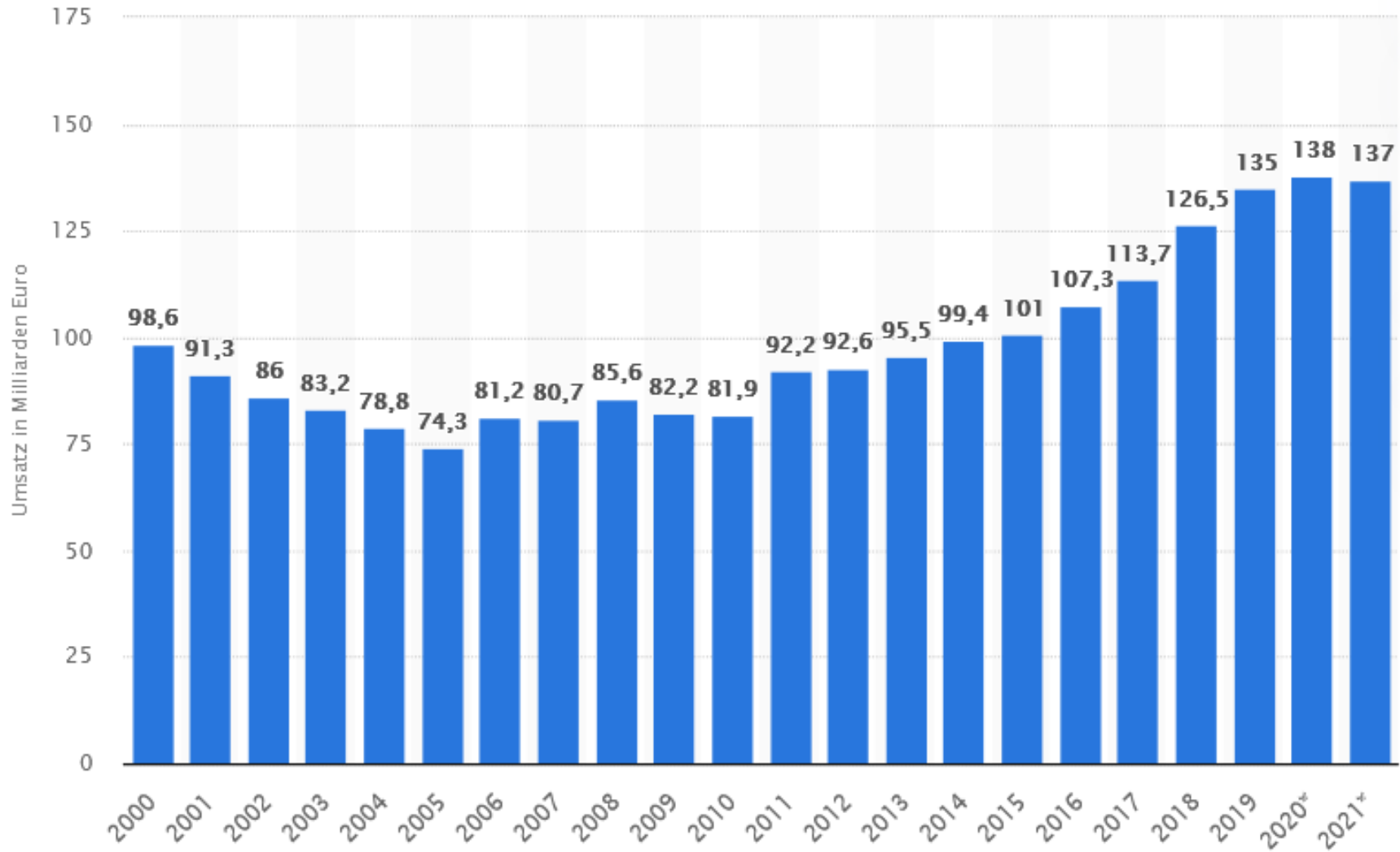
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AT e.V. / 8Punkt-Institut für Kultur- und Arbeitsmarktforschung

# Trade unions and worker's participation

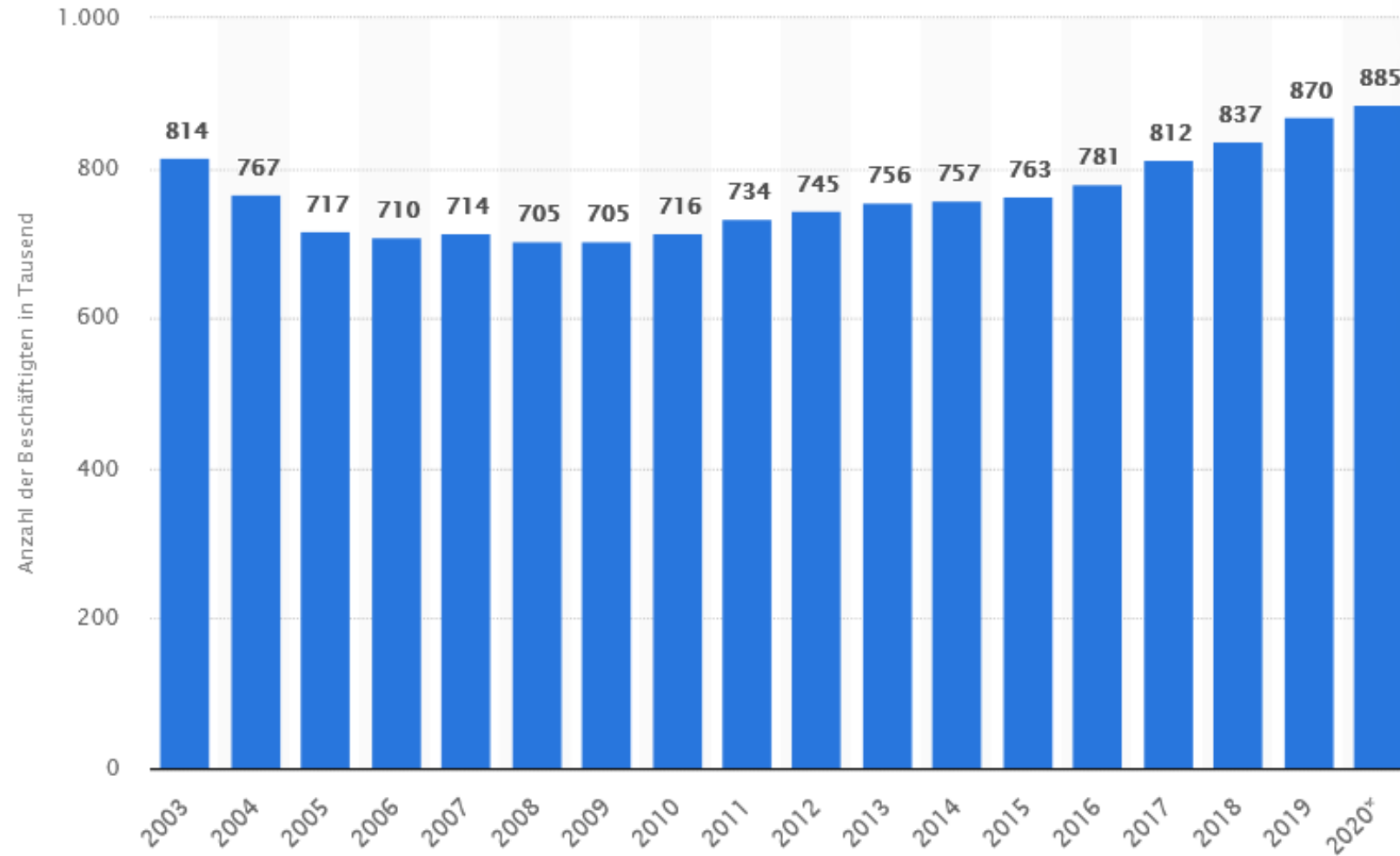
- Development of the construction sector
- Collective bargaining coverage and works councils
- Main challenges (related to digitalization) for trade unions and works councils
- Trade union initiative “Work 2020”

**Data on the construction sector, collective bargaining coverage and works councils**

# Main construction trade: Turnover, 2000-2021, Germany



## Main construction trade: **Employment**, 2000-2020, Germany



# Data on collective bargaining coverage and works councils



## Employees covered by collective agreements in their company - with and without works council, 2019

Percentage shares

	Westgermany				Eastgermany			
	Total	Manufacturing	Construction sector	Service sector	Total	Manufacturing	Construction sector	Service sector
Works council <b>and</b> collective agreement (sectoral)	24	43	9	21	14	14	9	16
Works council <b>and</b> collective agreement (company level)	6	10	1	5	10	13	1	10
Works council and <b>no</b> collective agreement	10	13	5	8	12	21	1	12
<b>No</b> Works council and collective agreement (sectoral)	18	6	59	22	15	5	47	18
<b>No</b> Works council and collective agreement (company level)	1	1	0	1	2	1	0	2
<b>No</b> Works council and <b>no</b> collective agreement	40	27	26	42	48	46	42	41
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Employees in companies with an collective agreement (sectoral)	42	50	68	43	29	19	56	34
Employees in companies with Works council	41	66	15	35	36	48	11	38

Quelle: IAB-Betriebspanel 2019, own illustration. © IAB

# Data on collective bargaining coverage and works councils



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# Social partners in the construction sector

- Employers' associations



- Trade union



# Main challenges for trade unions and works councils

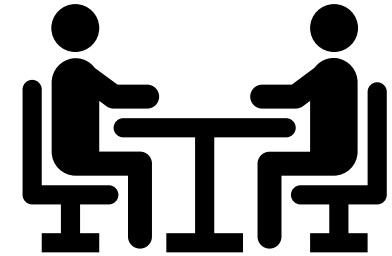
# Trade unions



## Challenges

- Recent collective agreement on minimum wages
- Negotiations on collective agreements (conflict: working hours; Employers want to extend)
- Reorganization of the job profiles
  
- Digitalization: lack of BIM standard, industry is lagging behind, advances by the federal government (step-by-step plan) rather skeptical -> this will not work out
- Qualification/training/digital skills is a major issue - small companies have a (too) high investment
- Digitalization has not really reached the works councils yet

# Digitalization and Co-determination



Challenges:

*“Digitization is seen as new and chic, but the effects are misjudged. We from the trade union try to sensitize the works councils to this, then they realize that this is also subject to co-determination.”*

(Interviewee – IG BAU)

- Data protection
- Performance and behavior monitoring
- Permanent availability (->Delimitation of work)
- Health and safety

-> High demand for training for works councils

- Recording of working time
- Working hours - many employment contracts have ineffective overtime clauses
- Salary (classification of employees in the collective agreement)

# The trade union Initiative „Work2020“



- Campaign of IG Metall plus IG BCE, NGG, **IG BAU**, DGB in North Rhine-Westphalia
- Operational focus from the beginning: Strengthening the works council to deal with Digitalization
- Center of the initiative: "Company map"
- Assessment: Status of digitalization and the impact on working (conditions) in the company
- Workshops on the digitalization in all areas of the company



# The trade union Initiative „Work2020“



- Center of the initiative: " Company map "
- Concluding a "future agreement" with the employer



**Many thanks for your attention!**

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