



## Cooperation of Social Partners in Construction Business

### Geschäftsstelle Bau



## Services provided

- **Representation of our members' interests**
- **Legal and social politics**
  - Collective agreements, opinion on new laws
- **Economic politics**
  - Competiton-, Infrastructur- and Finance-politics
- **Environment, Technology, Security**
  - Standards
- **Service, Information and Consulting**
  - Business administration, employment law, competition law, tax law, contract law, procurement law, environmental protection, quality management
- **Information and Communication**
  - Public relations, Communication to national and international administration, institutions and political decision makers
- **Training and advanced training**
  - BAUAkademien, colleges, „life long learning“



## BAUAkademien



Neun  
Landesinnungen

BAU Akademie  
*Bildung. Karriere. Erfolg.*

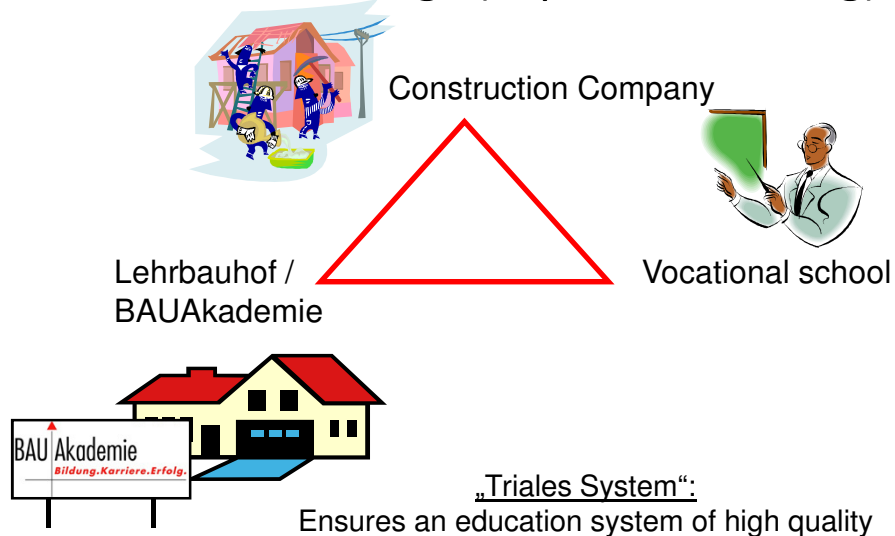


## Vocational and advanced training

- **BAU Akademie**
  - Vocational Training and Apprentice-Initiative
  - Advanced Training
- **Training for foremen and construction managers**
- **Cooperation with colleges and universities**



## „Triale Ausbildung“ (tripartite training)



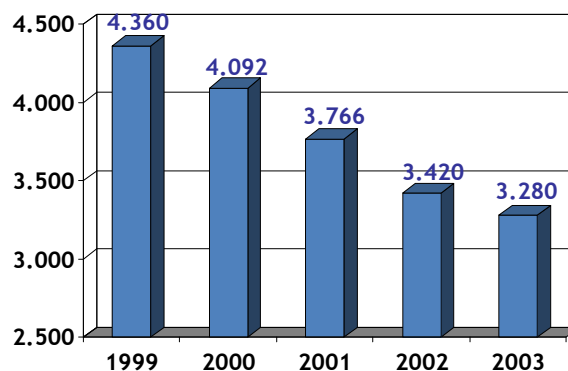
## Campaign

- **Bonus for hiring apprentices**
  - Inter-construction compensation for member companies to promote vocational training
- **Apprentice campaign**
  - Campaign for positive Image, Promotion and Consulting for companies and young people



## Initial situation

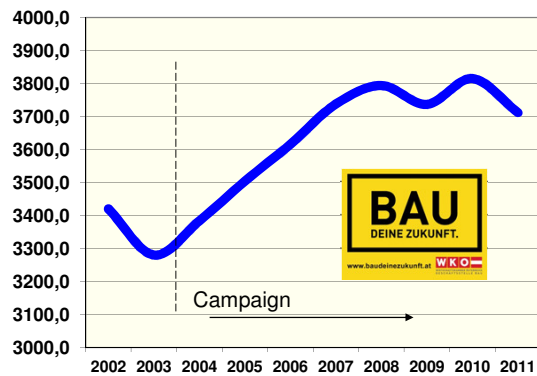
- Decline in number of apprentices until 2003



# Apprentices

Apprentices in core Construction Business  
(Maurer, Schalungsbauer, Tiefbauer)

Year	Appr.	Change
2002	3.420	-16,4%
2003	3.280	- 4,1%
2004	3.384	+ 3,2%
2005	3.504	+ 3,5%
2006	3.616	+ 3,2%
2007	3.738	+ 3,4%
2008	3.794	+ 1,5%
2009	3.737	- 1,5%
2010	3.794	+ 1,5%
2011	3.737	-1,5%



\*) Daten Österreich: Stichtag 31.12.2011  
(Quelle: Lehrlingsstatistik WKO)



# Image-Campaign

- Marketingstrategy
- Communication
- Commercials and PR
- Activities



**BAU**  
DEINE ZUKUNFT.

**BAU-KÖRPER.**

WIENERBERG CITY, 2009

WIEN MITTE, 2004

SALZBURGER LANDESKLINIK, 2004

Die Baulahre. Beste Ausbildung. In jeder Hinsicht.  
Eine Baulahre als Maurer\*, Teil und Schulungsleiter bringt nicht nur überdurchschnittlich viel  
Geld und zahlreiche Weiterbildungsmöglichkeiten bis hin zum Baumeister. Sondern auch eine sehr gute  
Ausbildung. Und das beweist sich nicht nur auf Baustellen, sondern auch auf dem Karriere-Sollten  
ruhig alle sehen, daß du ganze Arbeit geleistet hast, oder? [www.bauaufbau.at](http://www.bauaufbau.at)

BAU AUF BAU  
**WKO**  
WIRTSCHAFTSKAMMER  
ÖSTERREICH

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## Give Aways

- Yellow and black raglan t-shirt with BAU logo
- Black t-shirt with BAU logo
- Black baseball cap with BAU logo
- Black hooded jacket with BAU logo
- Yellow hard hat with BAU logo and website
- Yellow and black measuring tape with BAU logo
- Black beanie with BAU logo

## Stickers



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## Magazines



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## BUAK

- Bauarbeiter-Urlaubs- und Abfertigungskasse
- Austrian Paritarian Fund for Holiday Allowance and Severance Indemnities - jointly managed on an equal basis by the social partners
- For Companies in construction business:
- „blue collar“ workers only („Arbeiter“ -> distinction to „Angestellte“ in Austria)





## Payments

- Holiday Payments
- Severance Payments
- Benefits for Winter holidays
- Compensation for bad weather



## Handling

- Inter-company system of payment (implemented by BUAK)
- Employer has to register his employees at BUAK
- Employer pays to BUAK, BUAK pays to employees
- BUAK can collect employer's debts



## Holiday Payments

- Holiday surcharge payable by employer
- Employee has 5 weeks holiday within a period of 52 working weeks



## Severance Payments

- Payment when leaving construction business
  - with retirement
  - Or after a period of 12 months not working in construction business
- Not a special payment for construction workers but granted to all employees in Austria
- Between 2 and 12 x monthly sum of payment



## Compensation for Winter holidays

- Lump-sum-payment by BUAK to the employer for holiday days during winter period (24.12., 25.12., 26.12., 31.12., 1.1.) for costs incurred
- Financed by a surcharge between April and November



## Compensation for bad weather

- Payment of 60% of the salary (without additional payments) lost due to bad weather conditions
- Reimbursement to employer by BUAK
- Financed by a surcharge of 2 x 0,7% payed by employer and employee



## Conclusions

- Problems can (but do not necessarily have to be) solved by paritarian funds
- Setting up paritarian systems requires initial financial resources
- Special conditions of the construction sector have to be taken into account



Thank you for your attention!