



# Role and opportunities of the paritarian funds in Austria

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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  $2 \times 0,7\%$  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

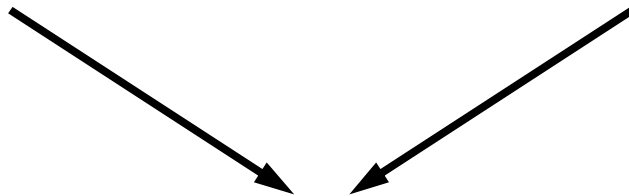


Thank you for your attention!



Vocational training supported by the  
Austrian construction federations

# Geschäftsstelle Bau

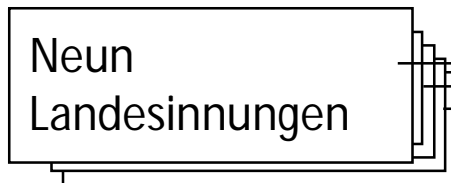


# Services provided

- **Representation of our members' interests**
- **Legal and social politics**
  - Collective agreements, opinion on new laws
- **Economic politics**
  - Competition-, Infrastructure- 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“



# BAU Akademien



# 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)



Construction Company



Lehrbauhof /  
BAU Akademie

Vocational school



„Triales System“:

Ensures an education system of high quality





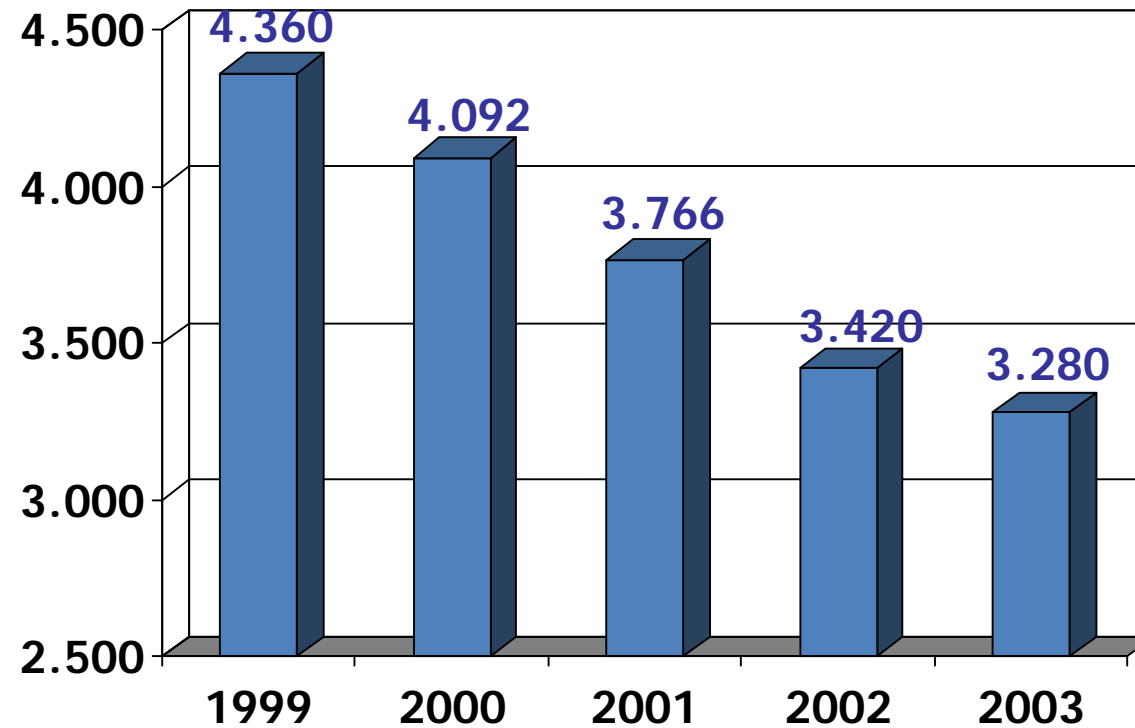
# Campaign

- **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

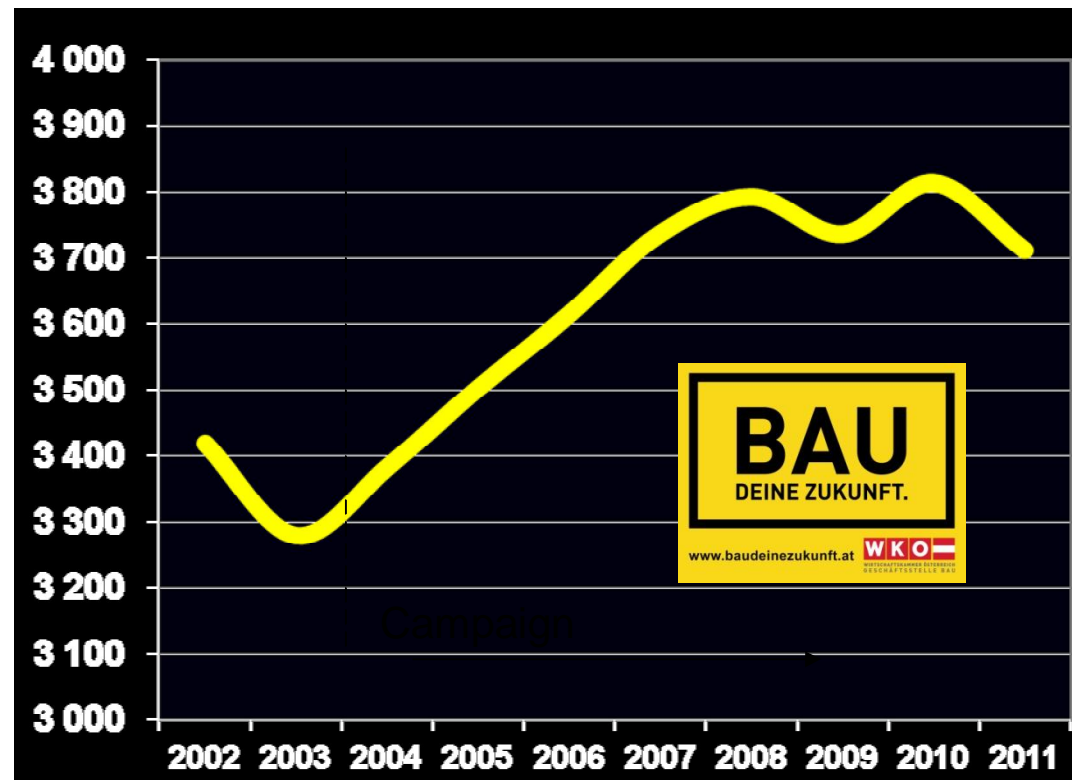


# Apprentices

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.

WIENERBERGCITY, 2005

WIEN MITTE, 2004

SALZBURGER LANDESKLINIK, 2006

## Die Baulehre. Beste Ausbildung. In jeder Hinsicht.

Eine Baulehre als Maurer, Tief- und Schalungsbauer bringt nicht nur überdurchschnittlich viel Geld und zahlreiche Jobmöglichkeiten bis hin zum Baumeister. Sondern auch eine sehr gute Ausbildung. Und das bezieht sich nicht nur auf Köpfchen, sondern auch auf deinen Körper. Sollen ruhig alle sehen, daß du ganze Arbeit geleistet hast, oder? [www.baudeinezukunft.at](http://www.baudeinezukunft.at)

**BAU AUF BAU**  
**WKO**  
WIRTSCHAFTSKAMMER ÖSTERREICH  
GESCHÄFTSSTELLE BAU

# Give Aways



# Stickers



# Magazines





## Karriere am Bau

- Die Aufstiegsmöglichkeiten für gelernte Maurer, Schalungsbauer und Tiefbauer  
Die Lehre am Bau vermittelt eine gute Basis für deine weitere Berufs-Laufbahn





# Thank you for your attention!



The information and views set out in this presentation are those of the author and do not necessarily reflect the official opinion of the European Union.