



Social Partner Organisations' Capacities
for Implementation of Social Dialogue in
Construction Industry in Southeastern EU
Region (Bulgaria, Croatia, Cyprus, Greece,
Hungary, Slovenia).

SUPPORT OF SOCIAL DIALOGUE FOR AN EFFECTIVE FUTURE CONSTRUCTION



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Contributors: project consortium members

The SUSODCO Consortium:

The coordinator:

Chamber of Construction and Building Materials Industry of Slovenia (CCIS CCBMIS)

Partners:

The European federation of building and woodworkers (EFBWW)

Federation of Building, Wood and Building Material Workers' Unions (EFEDOSZSZ)

National Federation of Hungarian Building Contractors (EVOSZ)

Trade union of construction industry of Croatia (SGH)

Trade union of construction workers of Slovenia (SDGD)

Institute for training of personnel in international organisations (ITPIO)

Construction, Industry and Water Supply Federation (FCIW Podkrepa)

Bulgarian construction chamber (BCC)

Panhellenic association of engineers contractors of public works (PEDMEDE) Federation of the building contractors associations of Cyprus (OSEOK)

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Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

Please indicate your perception of your level of ability in each area using the following scale:

- 5 = High level of competence – extensive experience in the area
 4 = Moderately high level of competence – good experience in the area
 3 = Average level of competence – some experience in the area
 2 = Low level of competence – little experience in the area
 1 = No level of competence – no experience in the area

Competence is defined as a combination of knowledge, skills and attitudes

K = knowledge, S = skills, A = attitudes

The numbers in the columns of the “scale” indicates the total number of received responses.

Respondents from Bulgaria – 15, including
Trade Unions' representatives – 10
Employers' organisations representatives – 5

| 1. | Communication | Competence | 5 | 4 | 3 | 2 | 1 |
|-------|--|------------|---|---|---|---|---|
| 1.1. | How do you assess the level your general communication's skills? | S | 6 | 7 | 2 | | |
| 1.2. | How do you assess the level your for drafting communication texts for different communication channels? | K | 4 | 6 | 5 | | |
| 1.3. | How do you assess your ability for using various communication channels? | S | 4 | 7 | 4 | | |
| 1.4. | How do you assess your ability for preparation and implementation of a communication plan and/or strategy? | K | 4 | 6 | 4 | 1 | |
| 1.5. | How do you assess your ability to communicate with external publics? | A | 6 | 3 | 4 | 2 | |
| 1.6. | How do you assess your organizational skills for business events, meetings, etc.? | S | 5 | 6 | 3 | 1 | |
| 1.7. | How do you assess your public speaking ability? | A | 4 | 6 | 2 | 3 | |
| 1.8. | How do you assess your skills for writing articles? | S | 4 | 8 | 3 | | |
| 1.9. | How do you assess your knowledge of GDPR | K | 3 | 4 | 5 | 2 | 1 |
| 1.10. | How do you assess your ability to motivate others? | A | 4 | 6 | 5 | | |

| | | | | | | | | |
|-----------|---|---|---|---|---|---|--|--|
| 2. | Management | | | | | | | |
| 2.1. | How do you assess your ability for analytical thinking? | S | 5 | 8 | 2 | | | |
| 2.2. | How do you assess your time and stress management ability? | A | 7 | 5 | 3 | | | |
| 2.3. | How do you assess your ability to manage of your members' network? | S | 5 | 7 | 2 | 1 | | |
| 2.4. | How do you assess your knowledge of the legal framework of your sector? | K | 3 | 7 | 3 | 2 | | |
| 2.5. | How do you assess your work planning and scheduling ability? | K | 9 | 5 | 1 | | | |

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 2 = Low level of competence – little experience in the area
 1 = No level of competence – no experience in the area

| | | | | | | | | |
|-----------|--|-----|---|---|---|---|---|--|
| 3. | Digital | | | | | | | |
| 3.1. | How do you assess your digital content management ability? | S | 6 | 5 | 4 | | | |
| 3.2. | How do you assess your social network management ability? | S | 6 | 4 | 3 | 2 | | |
| 3.3. | How do you assess your ability to manage the feedback tools and collaboration tools? | S | 6 | 4 | 2 | 3 | | |
| 3.4. | How do you assess your ability to manage public negative posts? | K/S | 5 | 4 | 2 | 4 | | |
| 3.5. | How do you assess your ability for development of websites, networks, etc.? | S | 5 | 6 | 2 | 2 | | |
| 3.6. | How do you assess your ability for creation and editing digital content in websites, social media, posts, e-newsletters, etc.? | S | 4 | 6 | 2 | 3 | | |
| 3.7. | How do you assess your ability for creation media content in newspaper, press-realises, articles, brochures and other types of communication papers? | S | 3 | 8 | 4 | | | |
| 3.8. | How do you assess your ability for efficient dissemination of digital media content (using of hashtags, key words, target groups, user newsfeed, timing etc.)? | K/S | 4 | 4 | 4 | 1 | 2 | |
| 3.9. | How do you assess your ability to use Cloud? | S | 4 | 6 | 1 | 3 | 1 | |
| 3.10. | How do you assess your adherence to ethical principles? | A | 7 | 6 | 2 | | | |
| 3.11. | How do you assess your digital marketing ability? | K | 3 | 7 | 1 | 3 | 1 | |
| 3.12. | How do you assess your knowledge of Google Analytics and Google Ads or in other system for analysis of user statistic data? | K | 1 | 6 | 3 | 3 | 2 | |

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 1 = No level of competence – no experience in the area

| | | | | | | | |
|-----------|---|---|---|---|---|---|---|
| 4. | Networking and Advocating | | | | | | |
| 4.1. | How do you assess your ability for conflict resolution? | S | 5 | 5 | 5 | | |
| 4.2. | How do you assess negotiation skills? | S | 4 | 9 | 2 | | |
| 4.3. | How do you assess your ability to attract new members? | S | 2 | 9 | 3 | 1 | |
| 4.4. | How do you assess your ability for collaboration in Teams? | A | 7 | 7 | 1 | | |
| 4.5. | How do you assess your knowledge about EU funding opportunities regarding SD? | K | 5 | 6 | 2 | 1 | 1 |
| 4.6. | How do you assess your ability to express your stance on SD issues? | S | 6 | 5 | 3 | 1 | |
| 4.7. | How do you assess your ability to advocate members' opinions on SD issues? | S | 5 | 5 | 3 | 2 | |

| | | | | | | | |
|-----------|---|-------|---|---|---|---|---|
| 5. | Dealing with Crises | | | | | | |
| 5.1. | How do you assess your knowledge on the legal framework regarding accidents, disasters, crises? | K | 5 | 4 | 3 | 1 | 2 |
| 5.2. | How do you assess your capacity to act at times of crises? | K/S/A | 5 | 4 | 2 | 2 | 2 |
| 5.3. | How do you assess your capacity to prevent risks? | K/S/A | 4 | 5 | 2 | 3 | 1 |

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 3 = Average level of competence – some experience in the area
 2 = Low level of competence – little experience in the area
 1 = No level of competence – no experience in the area

**Respondents from Hungary – 6, including
Trade Unions’ representatives – 3
Employers’ organisations representatives – 3**

| 1. | Communication | Competence | 5 | 4 | 3 | 2 | 1 |
|-----------|--|-------------------|----------|----------|----------|----------|----------|
| 1.1. | How do you assess the level your general communication’s skills? | S | 1 | 3 | 2 | | |
| 1.2. | How do you assess the level your for drafting communication texts for different communication channels? | K | 2 | | 4 | | |
| 1.3. | How do you assess your ability for using various communication channels? | S | | 4 | 2 | | |
| 1.4. | How do you assess your ability for preparation and implementation of a communication plan and/or strategy? | K | 1 | 2 | 1 | 1 | 1 |
| 1.5. | How do you assess your ability to communicate with external publics? | A | 1 | 3 | 1 | 1 | |
| 1.6. | How do you assess your organizational skills for business events, meetings, etc.? | S | 3 | 1 | 1 | 1 | |
| 1.7. | How do you assess your public speaking ability? | A | 1 | 3 | 1 | | 1 |
| 1.8. | How do you assess your skills for writing articles? | S | 1 | 4 | | 1 | |
| 1.9. | How do you assess your knowledge of GDPR | K | | 2 | 2 | 1 | 1 |
| 1.10. | How do you assess your ability to motivate others? | A | | 3 | 3 | | |

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3 = Average level of competence – some experience in the area

2 = Low level of competence – little experience in the area

1 = No level of competence – no experience in the area

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|-----------|---|---|---|---|---|---|--|
| 2. | Management | | | | | | |
| 2.1. | How do you assess your ability for analytical thinking? | S | 2 | 3 | 1 | | |
| 2.2. | How do you assess your time and stress management ability? | A | 1 | 3 | 1 | 1 | |
| 2.3. | How do you assess your ability to manage of your members' network? | S | 1 | 1 | 3 | 1 | |
| 2.4. | How do you assess your knowledge of the legal framework of your sector? | K | 1 | 4 | 1 | | |
| 2.5. | How do you assess your work planning and scheduling ability? | K | 1 | 3 | 2 | | |

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 4 = Moderately high level of competence – good experience in the area
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 1 = No level of competence – no experience in the area

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|-----------|--|-----|---|---|---|---|---|
| 3. | Digital | | | | | | |
| 3.1. | How do you assess your digital content management ability? | S | | 3 | 3 | | |
| 3.2. | How do you assess your social network management ability? | S | 2 | 3 | 1 | | |
| 3.3. | How do you assess your ability to manage the feedback tools and collaboration tools? | S | | 4 | 1 | 1 | |
| 3.4. | How do you assess your ability to manage public negative posts? | K/S | 1 | 2 | 2 | 1 | |
| 3.5. | How do you assess your ability for development of websites, networks, etc.? | S | | 4 | 1 | | 1 |
| 3.6. | How do you assess your ability for creation and editing digital content in websites, social media, posts, e-newsletters, etc.? | S | 1 | 1 | 3 | | 1 |
| 3.7. | How do you assess your ability for creation media content in newspaper, press-realises, articles, brochures and other types of communication papers? | S | 1 | 3 | 1 | | 1 |
| 3.8 | How do you assess your ability for efficient dissemination of digital media content (using of hashtags, key words, target groups, user newsfeed, timing etc.)? | K/S | | 3 | 1 | 1 | 1 |
| 3.9. | How do you assess your ability to use Cloud? | S | 1 | 1 | 3 | 1 | |
| 3.10. | How do you assess your adherence to ethical principles? | A | 2 | 4 | | | |
| 3.11. | How do you assess your digital marketing ability? | K | | 1 | 3 | 1 | 2 |
| 3.12. | How do you assess your knowledge of Google Analytics and Google Ads or in other system for analysis of user statistic data? | K | 1 | 1 | 1 | 1 | 2 |

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|-----------|---|-------|---|---|---|---|---|
| 4. | Networking and Advocating | | | | | | |
| 4.1. | How do you assess your ability for conflict resolution? | S | 1 | 4 | 1 | | |
| 4.2. | How do you assess negotiation skills? | S | 2 | 2 | 3 | | |
| 4.3. | How do you assess your ability to attract new members? | S | 1 | 2 | 3 | | |
| 4.4. | How do you assess your ability for collaboration in Teams? | A | 2 | 4 | | | |
| 4.5. | How do you assess your knowledge about EU funding opportunities regarding SD? | K | | 1 | 4 | | 1 |
| 4.6. | How do you assess your ability to express your stance on SD issues? | S | 1 | 1 | 2 | 1 | 1 |
| 4.7. | How do you assess your ability to advocate members' opinions on SD issues? | S | 1 | 2 | 2 | 1 | |
| | | | | | | | |
| 5. | Dealing with Crises | | | | | | |
| 5.1. | How do you assess your knowledge on the legal framework regarding accidents, disasters, crises? | K | 1 | | 3 | 1 | 1 |
| 5.2. | How do you assess your capacity to act at times of crises? | K/S/A | 1 | 2 | 3 | | |
| 5.3. | How do you assess your capacity to prevent risks? | K/S/A | 1 | 2 | 3 | | |

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1 = No level of competence – no experience in the area

Respondents from Slovenia – 11, including
Trade Unions' representatives – 3
Employers' organisations representatives – 8

| 1. | Communication | Competence | 5 | 4 | 3 | 2 | 1 |
|-----------|--|-------------------|----------|----------|----------|----------|----------|
| 1.1. | How do you assess the level your general communication's skills? | S | 3 | 5 | 3 | | |
| 1.2. | How do you assess the level your for drafting communication texts for different communication channels? | K | 2 | 3 | 5 | 1 | |
| 1.3. | How do you assess your ability for using various communication channels? | S | | 4 | 5 | 2 | |
| 1.4. | How do you assess your ability for preparation and implementation of a communication plan and/or strategy? | K | | 1 | 7 | 3 | |
| 1.5. | How do you assess your ability to communicate with external publics? | A | | 3 | 3 | 4 | 1 |
| 1.6. | How do you assess your organizational skills for business events, meetings, etc.? | S | 2 | 3 | 5 | 1 | |
| 1.7. | How do you assess your public speaking ability? | A | 1 | 3 | 5 | 1 | 1 |
| 1.8. | How do you assess your skills for writing articles? | S | | 4 | 5 | 2 | |
| 1.9. | How do you assess your knowledge of GDPR | K | | 1 | 8 | 2 | |
| 1.10. | How do you assess your ability to motivate others? | A | | 5 | 6 | | |

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 1 = No level of competence – no experience in the area

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|-----------|---|---|---|---|---|---|--|
| 2. | Management | | | | | | |
| 2.1. | How do you assess your ability for analytical thinking? | S | 1 | 5 | 3 | 2 | |
| 2.2. | How do you assess your time and stress management ability? | A | | 3 | 5 | 3 | |
| 2.3. | How do you assess your ability to manage of your members' network? | S | | 2 | 7 | 2 | |
| 2.4. | How do you assess your knowledge of the legal framework of your sector? | K | 1 | 6 | 4 | | |
| 2.5. | How do you assess your work planning and scheduling ability? | K | | 5 | 6 | | |

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 1 = No level of competence – no experience in the area

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|-----------|--|-----|---|---|---|---|---|
| 3. | Digital | | | | | | |
| 3.1. | How do you assess your digital content management ability? | S | | 6 | 3 | 2 | |
| 3.2. | How do you assess your social network management ability? | S | | 2 | 5 | 4 | |
| 3.3. | How do you assess your ability to manage the feedback tools and collaboration tools? | S | | 2 | 4 | 5 | |
| 3.4. | How do you assess your ability to manage public negative posts? | K/S | 1 | 1 | 6 | 2 | 1 |
| 3.5. | How do you assess your ability for development of websites, networks, etc.? | S | | 2 | 4 | 5 | |
| 3.6. | How do you assess your ability for creation and editing digital content in websites, social media, posts, e-newsletters, etc.? | S | | 2 | 4 | 4 | 1 |
| 3.7. | How do you assess your ability for creation media content in newspaper, press-realises, articles, brochures and other types of communication papers? | S | 1 | 2 | 4 | 3 | 1 |
| 3.8. | How do you assess your ability for efficient dissemination of digital media content (using of hashtags, key words, target groups, user newsfeed, timing etc.)? | K/S | 1 | | 4 | 2 | 4 |
| 3.9. | How do you assess your ability to use Cloud? | S | 1 | 2 | 2 | 4 | 2 |
| 3.10. | How do you assess your adherence to ethical principles? | A | 2 | 5 | 3 | | 1 |
| 3.11. | How do you assess your digital marketing ability? | K | | 1 | 3 | 5 | 2 |
| 3.12. | How do you assess your knowledge of Google Analytics and Google Ads or in other system for analysis of user statistic data? | K | | | 3 | 5 | 3 |

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|-----------|---|-------|---|---|---|---|---|
| 4. | Networking and Advocating | | | | | | |
| 4.1. | How do you assess your ability for conflict resolution? | S | | 5 | 4 | 1 | 1 |
| 4.2. | How do you assess negotiation skills? | S | 1 | 3 | 3 | 3 | 1 |
| 4.3. | How do you assess your ability to attract new members? | S | 1 | 1 | 5 | 2 | 2 |
| 4.4. | How do you assess your ability for collaboration in Teams? | A | | 7 | 3 | | 1 |
| 4.5. | How do you assess your knowledge about EU funding opportunities regarding SD? | K | | 1 | 2 | 6 | 2 |
| 4.6. | How do you assess your ability to express your stance on SD issues? | S | | 2 | 6 | 1 | 2 |
| 4.7. | How do you assess your ability to advocate members' opinions on SD issues? | S | 1 | 1 | 6 | 1 | 2 |
| | | | | | | | |
| 5. | Dealing with Crises | | | | | | |
| 5.1. | How do you assess your knowledge on the legal framework regarding accidents, disasters, crises? | K | 1 | 1 | 5 | 3 | 1 |
| 5.2. | How do you assess your capacity to act at times of crises? | K/S/A | | 4 | 5 | 1 | 1 |
| 5.3. | How do you assess your capacity to prevent risks? | K/S/A | | 5 | 4 | 1 | 1 |

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 1 = No level of competence – no experience in the area

**Respondents from Croatia – 8, including
Trade Unions’ representatives – 7
Employers’ organisations representatives – 1**

| 1. | Communication | Competence | 5 | 4 | 3 | 2 | 1 |
|-----------|--|-------------------|----------|----------|----------|----------|----------|
| 1.1. | How do you assess the level your general communication’s skills? | S | | 4 | 4 | | |
| 1.2. | How do you assess the level your for drafting communication texts for different communication channels? | K | 2 | 2 | 3 | 1 | |
| 1.3. | How do you assess your ability for using various communication channels? | S | | 4 | 3 | 1 | |
| 1.4. | How do you assess your ability for preparation and implementation of a communication plan and/or strategy? | K | 1 | 2 | 3 | 1 | 1 |
| 1.5. | How do you assess your ability to communicate with external publics? | A | | 5 | 2 | 1 | |
| 1.6. | How do you assess your organizational skills for business events, meetings, etc.? | S | 3 | 3 | 1 | 1 | |
| 1.7. | How do you assess your public speaking ability? | A | | 2 | 6 | | |
| 1.8. | How do you assess your skills for writing articles? | S | 1 | 1 | 5 | 1 | |
| 1.9. | How do you assess your knowledge of GDPR | K | | 2 | 3 | 3 | |
| 1.10. | How do you assess your ability to motivate others? | A | 1 | 4 | 3 | | |

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4 = Moderately high level of competence – good experience in the area

3 = Average level of competence – some experience in the area

2 = Low level of competence – little experience in the area

1 = No level of competence – no experience in the area

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|-----------|---|---|---|---|---|---|--|
| 2. | Management | | | | | | |
| 2.1. | How do you assess your ability for analytical thinking? | S | 2 | 4 | 2 | | |
| 2.2. | How do you assess your time and stress management ability? | A | | 5 | 3 | | |
| 2.3. | How do you assess your ability to manage of your members' network? | S | 1 | 4 | 3 | | |
| 2.4. | How do you assess your knowledge of the legal framework of your sector? | K | 1 | 2 | 3 | 2 | |
| 2.5. | How do you assess your work planning and scheduling ability? | K | 1 | 3 | 4 | | |

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|-----------|--|-----|---|---|---|---|---|
| 3. | Digital | | | | | | |
| 3.1. | How do you assess your digital content management ability? | S | | 3 | 2 | 3 | |
| 3.2. | How do you assess your social network management ability? | S | | 2 | 6 | | |
| 3.3. | How do you assess your ability to manage the feedback tools and collaboration tools? | S | 1 | 6 | 1 | | |
| 3.4. | How do you assess your ability to manage public negative posts? | K/S | | 2 | 5 | 1 | |
| 3.5. | How do you assess your ability for development of websites, networks, etc.? | S | | | 5 | 3 | |
| 3.6. | How do you assess your ability for creation and editing digital content in websites, social media, posts, e-newsletters, etc.? | S | | 3 | 3 | 1 | 1 |
| 3.7. | How do you assess your ability for creation media content in newspaper, press-realises, articles, brochures and other types of communication papers? | S | | 4 | 2 | 2 | |
| 3.8. | How do you assess your ability for efficient dissemination of digital media content (using of hashtags, key words, target groups, user newsfeed, timing etc.)? | K/S | | 1 | 6 | 1 | |
| 3.9. | How do you assess your ability to use Cloud? | S | | | 3 | 2 | 3 |
| 3.10. | How do you assess your adherence to ethical principles? | A | 2 | 1 | 4 | 1 | |
| 3.11. | How do you assess your digital marketing ability? | K | | | 4 | 3 | 1 |
| 3.12. | How do you assess your knowledge of Google Analytics and Google Ads or in other system for analysis of user statistic data? | K | | | 2 | 3 | 3 |

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|-----------|---|-------|---|---|---|---|---|
| 4. | Networking and Advocating | | | | | | |
| 4.1. | How do you assess your ability for conflict resolution? | S | | 4 | 4 | | |
| 4.2. | How do you assess negotiation skills? | S | | 3 | 3 | 2 | |
| 4.3. | How do you assess your ability to attract new members? | S | | 5 | 3 | | |
| 4.4. | How do you assess your ability for collaboration in Teams? | A | 2 | 1 | 4 | 1 | |
| 4.5. | How do you assess your knowledge about EU funding opportunities regarding SD? | K | | | 5 | 3 | |
| 4.6. | How do you assess your ability to express your stance on SD issues? | S | 2 | 3 | 1 | 2 | |
| 4.7. | How do you assess your ability to advocate members' opinions on SD issues? | S | 2 | 3 | 1 | 2 | |
| | | | | | | | |
| 5. | Dealing with Crises | | | | | | |
| 5.1. | How do you assess your knowledge on the legal framework regarding accidents, disasters, crises? | K | | 1 | 3 | 3 | 1 |
| 5.2. | How do you assess your capacity to act at times of crises? | K/S/A | | 4 | 4 | | |
| 5.3. | How do you assess your capacity to prevent risks? | K/S/A | 1 | 3 | 4 | | |

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3 = Average level of competence – some experience in the area

2 = Low level of competence – little experience in the area

1 = No level of competence – no experience in the area

Respondents from Greece – 5 Trade Unions' representatives

| 1. | Communication | Competence | 5 | 4 | 3 | 2 | 1 |
|-----------|--|-------------------|----------|----------|----------|----------|----------|
| 1.1. | How do you assess the level your general communication's skills? | S | 3 | 2 | | | |
| 1.2. | How do you assess the level your for drafting communication texts for different communication channels? | K | 2 | 3 | | | |
| 1.3. | How do you assess your ability for using various communication channels? | S | 4 | 1 | | | |
| 1.4. | How do you assess your ability for preparation and implementation of a communication plan and/or strategy? | K | 1 | 2 | 2 | | |
| 1.5. | How do you assess your ability to communicate with external publics? | A | 3 | 2 | | | |
| 1.6. | How do you assess your organizational skills for business events, meetings, etc.? | S | 1 | 3 | 1 | | |
| 1.7. | How do you assess your public speaking ability? | A | 1 | 2 | 1 | | |
| 1.8. | How do you assess your skills for writing articles? | S | 3 | 1 | 1 | | |
| 1.9. | How do you assess your knowledge of GDPR | K | 2 | 2 | | 1 | |
| 1.10. | How do you assess your ability to motivate others? | A | 2 | 2 | 1 | | |

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1 = No level of competence – no experience in the area

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|-----------|---|---|---|---|---|--|--|
| 2. | Management | | | | | | |
| 2.1. | How do you assess your ability for analytical thinking? | S | 2 | 2 | 1 | | |
| 2.2. | How do you assess your time and stress management ability? | A | 3 | 1 | 1 | | |
| 2.3. | How do you assess your ability to manage of your members' network? | S | 2 | 2 | 1 | | |
| 2.4. | How do you assess your knowledge of the legal framework of your sector? | K | 3 | | 2 | | |
| 2.5. | How do you assess your work planning and scheduling ability? | K | 3 | | 2 | | |

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|-----------|--|-----|---|---|---|---|--|
| 3. | Digital | | | | | | |
| 3.1. | How do you assess your digital content management ability? | S | 1 | 2 | 1 | 1 | |
| 3.2. | How do you assess your social network management ability? | S | 1 | 1 | 3 | | |
| 3.3. | How do you assess your ability to manage the feedback tools and collaboration tools? | S | 1 | 1 | 3 | | |
| 3.4. | How do you assess your ability to manage public negative posts? | K/S | 2 | 2 | 1 | | |
| 3.5. | How do you assess your ability for development of websites, networks, etc.? | S | 1 | 2 | 2 | | |
| 3.6. | How do you assess your ability for creation and editing digital content in websites, social media, posts, e-newsletters, etc.? | S | 1 | 2 | 2 | | |
| 3.7. | How do you assess your ability for creation media content in newspaper, press-realises, articles, brochures and other types of communication papers? | S | 1 | 2 | 2 | | |
| 3.8. | How do you assess your ability for efficient dissemination of digital media content (using of hashtags, key words, target groups, user newsfeed, timing etc.)? | K/S | 2 | 2 | 1 | | |
| 3.9. | How do you assess your ability to use Cloud? | S | 2 | 2 | 1 | | |
| 3.10. | How do you assess your adherence to ethical principles? | A | 2 | 2 | 1 | | |
| 3.11. | How do you assess your digital marketing ability? | K | 1 | 1 | 2 | 1 | |
| 3.12. | How do you assess your knowledge of Google Analytics and Google Ads or in other system for analysis of user statistic data? | K | 1 | 1 | 2 | 1 | |

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|-----------|---|-------|---|---|---|--|--|
| 4. | Networking and Advocating | | | | | | |
| 4.1. | How do you assess your ability for conflict resolution? | S | 1 | 1 | 2 | | |
| 4.2. | How do you assess negotiation skills? | S | 2 | 1 | 2 | | |
| 4.3. | How do you assess your ability to attract new members? | S | 2 | 2 | 1 | | |
| 4.4. | How do you assess your ability for collaboration in Teams? | A | 3 | 1 | 1 | | |
| 4.5. | How do you assess your knowledge about EU funding opportunities regarding SD? | K | 2 | 2 | 1 | | |
| 4.6. | How do you assess your ability to express your stance on SD issues? | S | 2 | 2 | 1 | | |
| 4.7. | How do you assess your ability to advocate members' opinions on SD issues? | S | 3 | 1 | 1 | | |
| | | | | | | | |
| 5. | Dealing with Crises | | | | | | |
| 5.1. | How do you assess your knowledge on the legal framework regarding accidents, disasters, crises? | K | 2 | 2 | 1 | | |
| 5.2. | How do you assess your capacity to act at times of crises? | K/S/A | 2 | 2 | 1 | | |
| 5.3. | How do you assess your capacity to prevent risks? | K/S/A | 3 | 2 | | | |

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Respondents from Cyprus – 3 Employers' organisations representatives

| 1. | Communication | Competence | 5 | 4 | 3 | 2 | 1 |
|-----------|--|-------------------|----------|----------|----------|----------|----------|
| 1.1. | How do you assess the level your general communication's skills? | S | 1 | 2 | | | |
| 1.2. | How do you assess the level your for drafting communication texts for different communication channels? | K | | 2 | 1 | | |
| 1.3. | How do you assess your ability for using various communication channels? | S | | 2 | 1 | | |
| 1.4. | How do you assess your ability for preparation and implementation of a communication plan and/or strategy? | K | | 2 | 1 | | |
| 1.5. | How do you assess your ability to communicate with external publics? | A | | 2 | 1 | | |
| 1.6. | How do you assess your organizational skills for business events, meetings, etc.? | S | 2 | 1 | | | |
| 1.7. | How do you assess your public speaking ability? | A | | 2 | 1 | | |
| 1.8. | How do you assess your skills for writing articles? | S | 1 | 1 | 1 | | |
| 1.9. | How do you assess your knowledge of GDPR | K | | | 1 | 2 | |
| 1.10. | How do you assess your ability to motivate others? | A | | 2 | 1 | | |

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|-----------|---|---|--|---|---|--|--|
| 2. | Management | | | | | | |
| 2.1. | How do you assess your ability for analytical thinking? | S | | 3 | | | |
| 2.2. | How do you assess your time and stress management ability? | A | | 2 | 1 | | |
| 2.3. | How do you assess your ability to manage of your members' network? | S | | 2 | 1 | | |
| 2.4. | How do you assess your knowledge of the legal framework of your sector? | K | | 1 | 2 | | |
| 2.5. | How do you assess your work planning and scheduling ability? | K | | 2 | 1 | | |

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|-----------|--|-----|---|---|---|---|---|
| 3. | Digital | | | | | | |
| 3.1. | How do you assess your digital content management ability? | S | | 2 | 1 | | |
| 3.2. | How do you assess your social network management ability? | S | | 2 | 1 | | |
| 3.3. | How do you assess your ability to manage the feedback tools and collaboration tools? | S | | 1 | 2 | | |
| 3.4. | How do you assess your ability to manage public negative posts? | K/S | | 1 | 2 | | |
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| 3.7. | How do you assess your ability for creation media content in newspaper, press-realises, articles, brochures and other types of communication papers? | S | 1 | 1 | | 1 | |
| 3.8. | How do you assess your ability for efficient dissemination of digital media content (using of hashtags, key words, target groups, user newsfeed, timing etc.)? | K/S | | 1 | 2 | | |
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| 4.6. | How do you assess your ability to express your stance on SD issues? | S | | 1 | 2 | | |
| 4.7. | How do you assess your ability to advocate members' opinions on SD issues? | S | | 1 | 2 | | |
| | | | | | | | |
| 5. | Dealing with Crises | | | | | | |
| 5.1. | How do you assess your knowledge on the legal framework regarding accidents, disasters, crises? | K | | | | 3 | |
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Chamber of Construction
and Building Materials Industry
of Slovenia - CCBMIS



European Federation
of Building
and Woodworkers



КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER



ΠΑΝΕΛΛΗΝΙΑ ΕΝΩΣΗ ΔΙΠΛΩΜΑΤΟΥΧΩΝ
ΜΗΧΑΝΙΚΩΝ ΕΡΓΟΛΗΠΤΩΝ ΔΗΜΟΣΙΩΝ ΕΡΓΩΝ
PANHELLENIC ASSOCIATION OF ENGINEERS
CONTRACTORS OF PUBLIC WORKS



FEDERATION OF THE BUILDING
CONTRACTORS ASSOCIATIONS OF CYPRUS