



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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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)

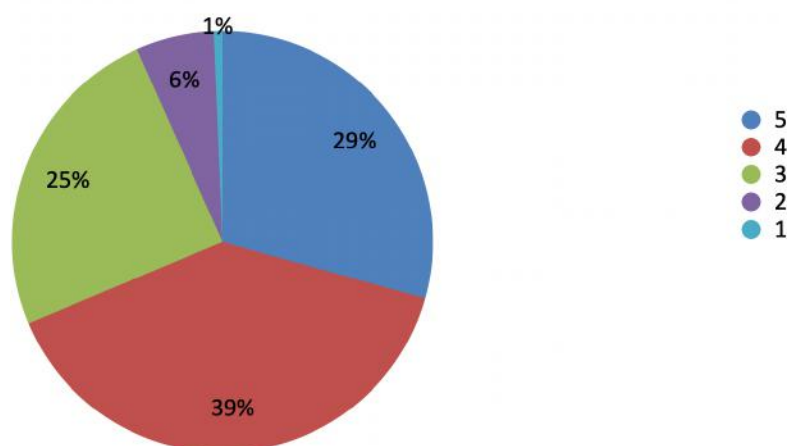
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Representation of Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

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

Communication skills



The data shows as the respondents demonstrated to have a sufficient self-confidence on communication tasks and process. Despite this general level, lacks and gaps in the communication process are clear visible especially on the topics related to:

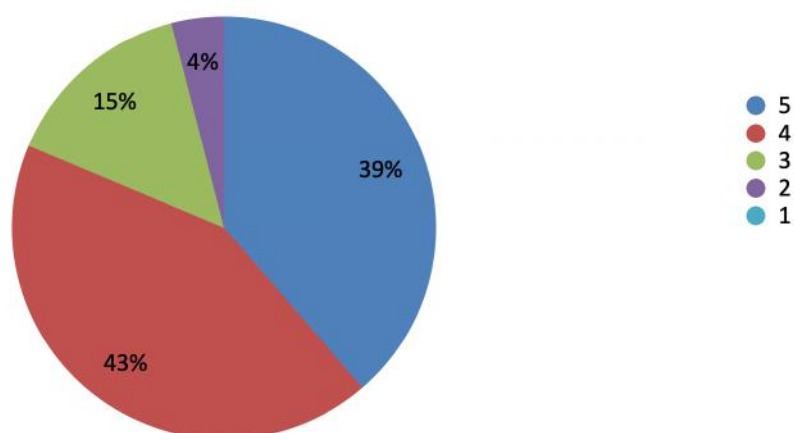
A deep and extended improvement of the level of competence in:

- knowledge of GDPR
- organizational skills for business events, meetings, etc.
- public speaking ability
- ability to communicate with external publics

A lesser improvement on the level of competence in:

- drafting communication texts for different communication channels
- on using various communication channels
- on preparation and implementation of a communication plan and/or strategy
- on ability to motivate others

Management skills



The respondents, on their self-evaluation questionnaire, demonstrated to have a high level of self-confidence and awareness on the different management process. The data acquired shows only a gap and lack on the topics related to:

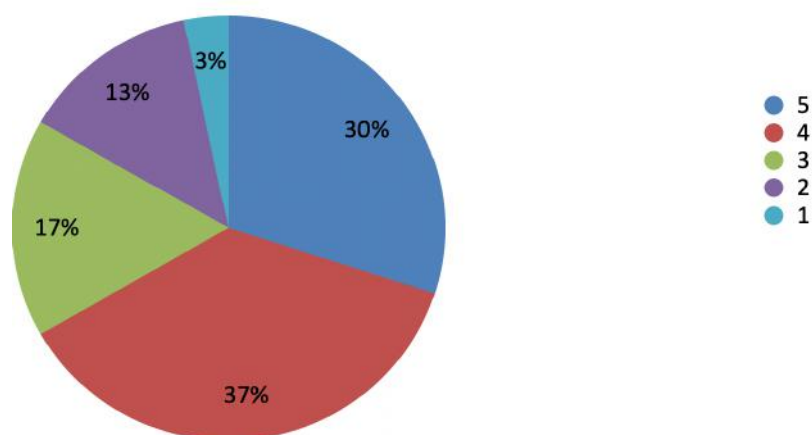
A deep and extended improvement of the level of competence in:

- ability to manage of their members' network
- knowledge of the legal framework of their sector

A lesser improvement on the level of competence in:

- time and stress management ability

Digital skills



The data shows that the respondents present lacks and gaps in the topics related to Digital skills that require a deep improvement, with particular reference to:

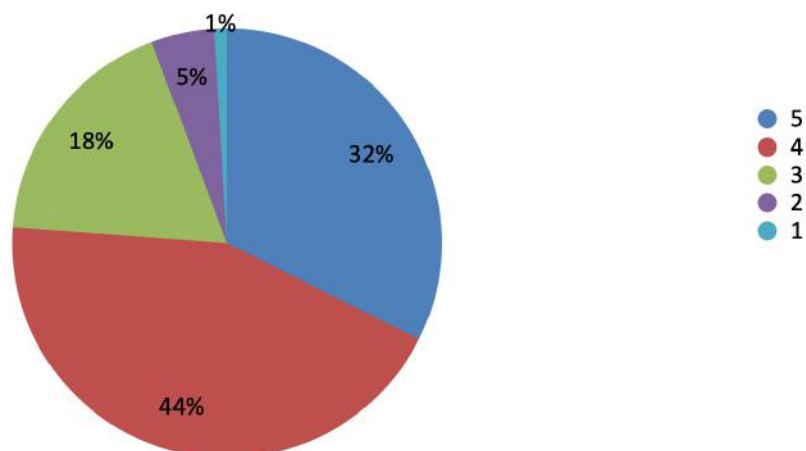
A deep and extended improvement of the level of competence in:

- social network management ability
- ability for efficient dissemination of digital media content
- ability to manage the feedback tools and collaboration tools
- ability to manage public negative posts
- ability for development of websites, networks
- ability for efficient dissemination of digital media contents
- ability to use Cloud
- digital marketing ability
- knowledge of Google Analytics and Google Ads.

A lesser improvement on the level of competence in:

- digital content management ability

Networking and Advocating



The respondents have an average good level of networking and advocating skill. The data put in evidence only their lack and gap on:

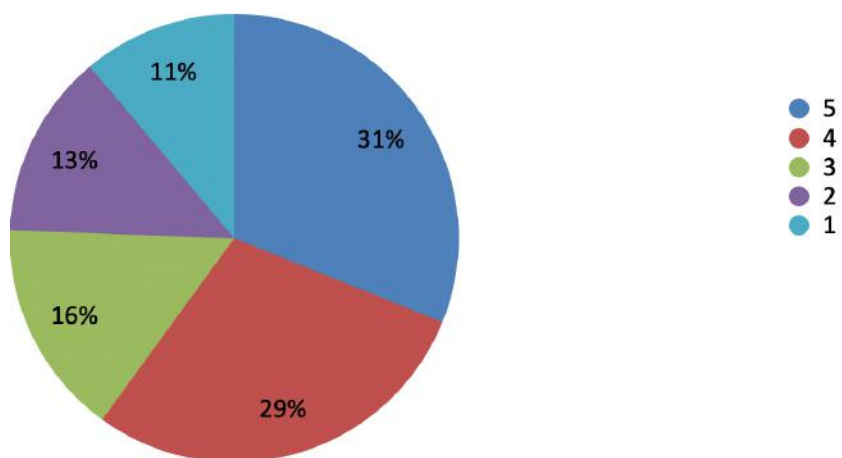
A deep and extended improvement of the level of competence in:

- knowledge about EU funding opportunities regarding SD
- ability to advocate members' opinions on SD issues.
- ability to express their stance on SD issues

A lesser improvement on the level of competence in:

- ability for conflict resolution
- ability to attract new members

Dealing with crises

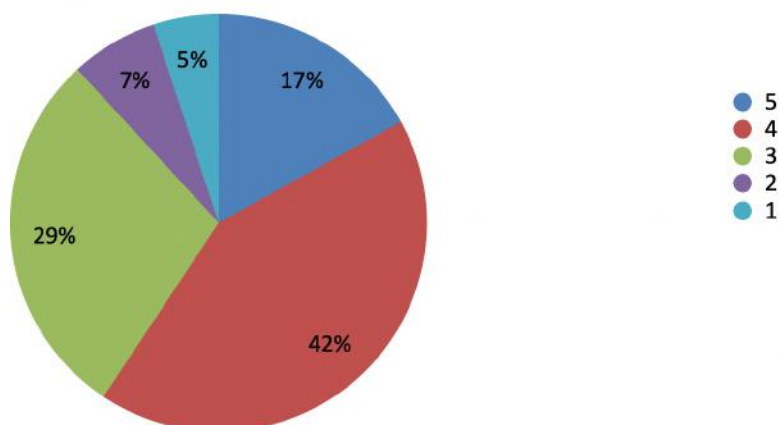


The data acquired put in evidence the need for a deep improvement of all the topics related to the knowledge and ability of the respondents to deal with crisis.

Representation of Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

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

Communication skills



The data shows how the respondents have a high knowledge and ability on the different tasks to implement a successful communication process.

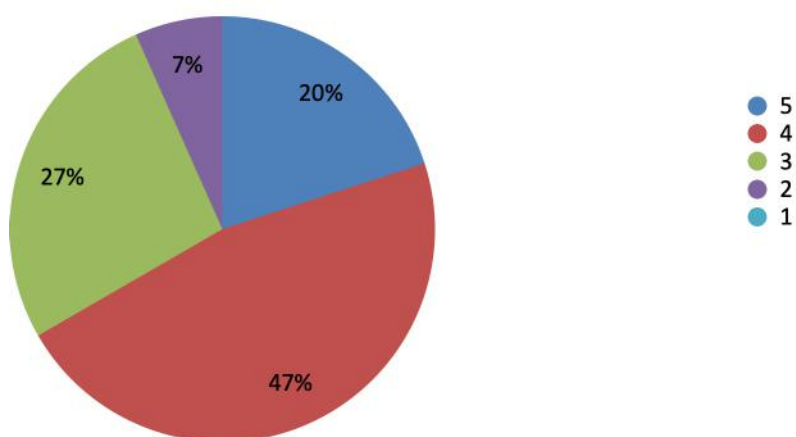
A special focus should be dedicated for the improvement of their skills on:

- their public speaking ability
- their knowledge of GDPR.

A lesser improvement on the level of competence in:

- skills for writing articles
- your ability for preparation and implementation of a communication plan and/or strategy
- drafting communication texts for different communication channels
- ability to motivate others

Management skills



The respondents, according to the answers gained, have a good knowledge on the management process and awareness on the different implications that the management process has. The data shows that an improvement should be given to:

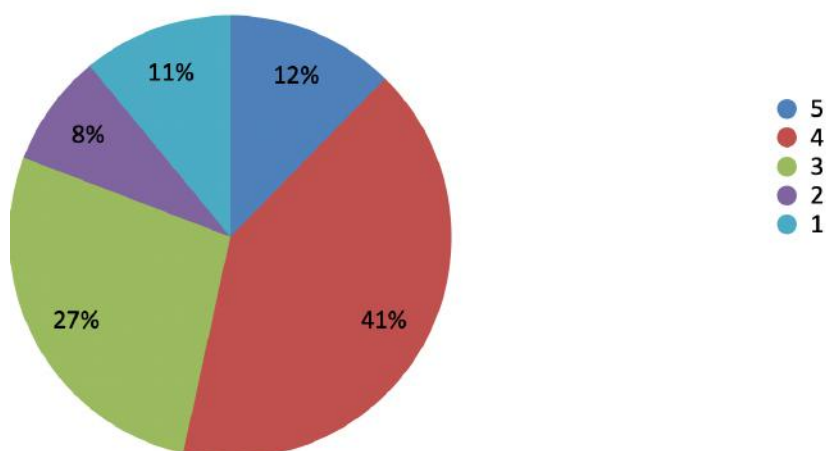
A lesser improvement on the level of competence in:

- time and stress management ability
- ability to manage of members' network.

A lesser improvement on the level of competence in:

- work planning and scheduling ability

Digital skills



The data show how the respondents, having a quite good knowledge on Digital sphere, need an attention for improvement especially on topics related to:

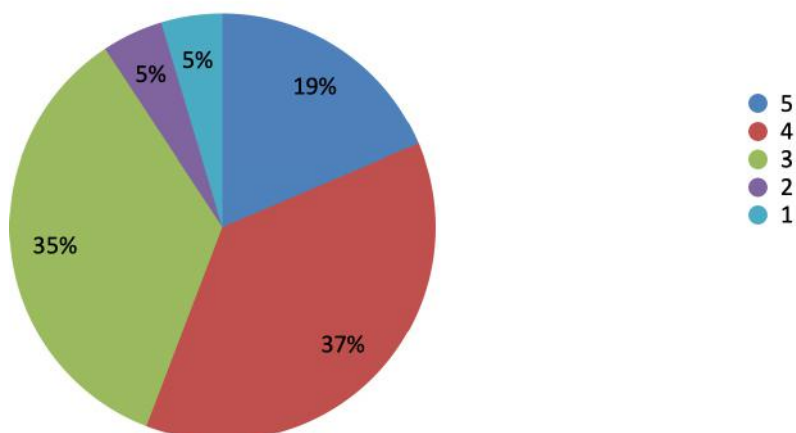
A deep and extended improvement of the level of competence in:

- digital marketing ability
- ability for efficient dissemination of digital media content
- knowledge of Google Analytics and Google Ads

A lesser improvement on the level of competence in:

- ability to manage public negative posts
- ability for development of websites, networks
- ability for creation and editing digital content in websites, social media, posts, e-newsletters.

Networking and Advocating



The analysis of the respondents' choice and answers shows an average high scores rates indicating good quality of the Network and advocating abilities of the respondents. Most emphasis for improvement should be placed on:

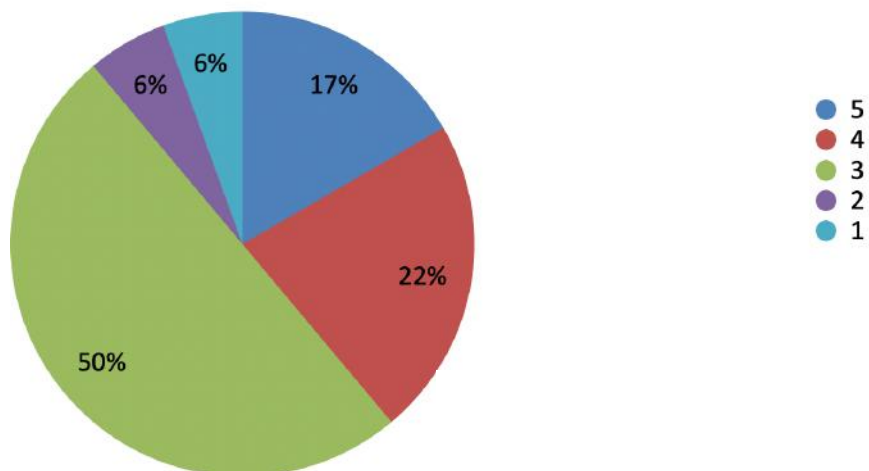
A deep and extended improvement of the level of competence in:

- ability to express their stance on SD issues
- knowledge about EU funding opportunities regarding SD.
- ability to advocate members' opinions on SD issues

A lesser improvement on the level of competence in:

- ability to attract new members
- negotiation skills

Dealing with crises



As the data reported shows, the respondents, despite having an average good ability to face and manage crisis situations, an evident lack and gap can be identified on:

A deep and extended improvement of the level of competence in:

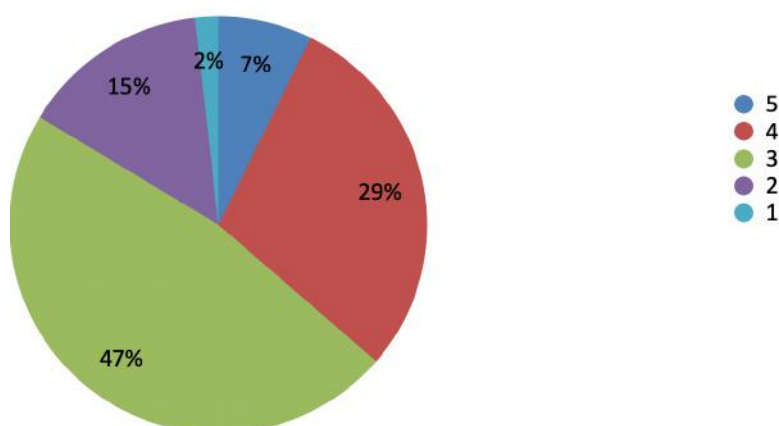
- knowledge on the legal framework regarding accidents, disasters, crises.

An improvement of the whole Topic is recommended.

Representation of Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

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

Communication skills



The data show that the respondents have a quite good level of communication with an average high score.

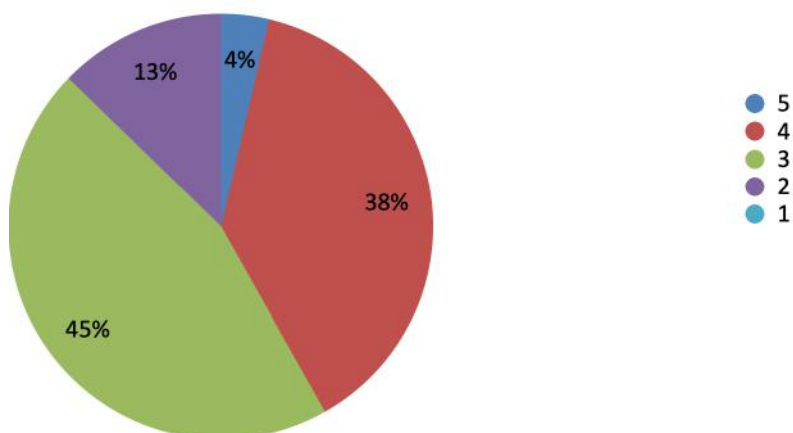
An improvement should be dedicated to the topics related to:

- drafting communication texts for different communication channels
- ability for using various communication channels
- ability for preparation and implementation of a communication plan and/or strategy
- ability to communicate with external publics
- public speaking ability
- ability to communicate with external publics
- skills for writing articles
- knowledge of GDPR

A lesser improvement on the level of competence in:

- ability for preparation and implementation of a communication plan and/or strategy
- organizational skills for business events, meetings
- knowledge of GDPR
- ability to motivate others

Management skills



The management skills of the respondents, as showed by the data, can be considered of a good level with a balanced score.

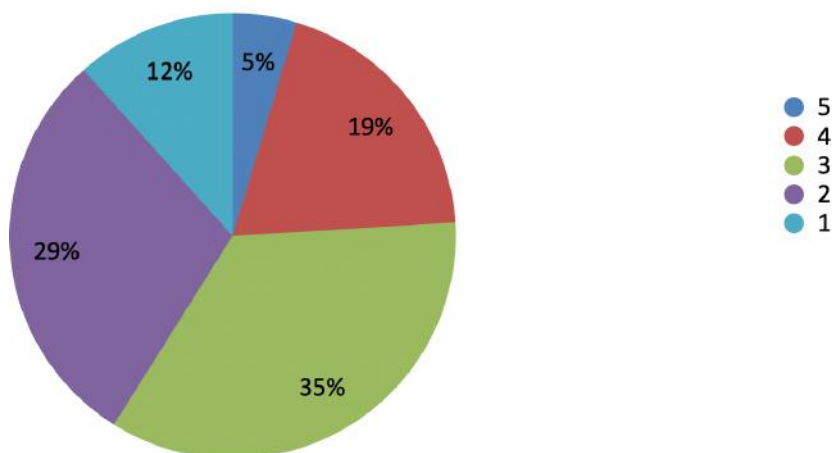
An improvement should be dedicated to the topics related to:

- ability for analytical thinking
- time and stress management ability
- ability to manage of your members' network

A lesser improvement on the level of competence in:

- knowledge of the legal framework of your sector
- work planning and scheduling ability

Digital skills



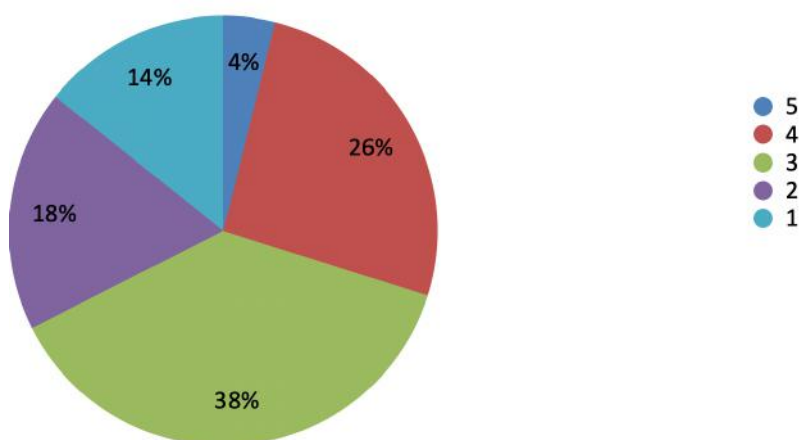
The data shows that the respondents present some gaps and lacks on the digital skills, **with particular reference for a deep and extended improvement for:**

- ability to manage public negative posts
- ability for creation and editing digital content in websites, social media, posts, e-newsletters
- knowledge on Google Analytics
- Digital marketing ability
- ability to use Cloud
- ability for efficient dissemination of digital media contents

A lesser improvement on the level of competence in:

- digital content management ability
- social network management ability
- ability to manage the feedback tools and collaboration tools
- ability for development of websites, networks

Networking and Advocating



The data manifests that the respondents have some lacks and gaps on the networking and advocating skill, with particular reference to:

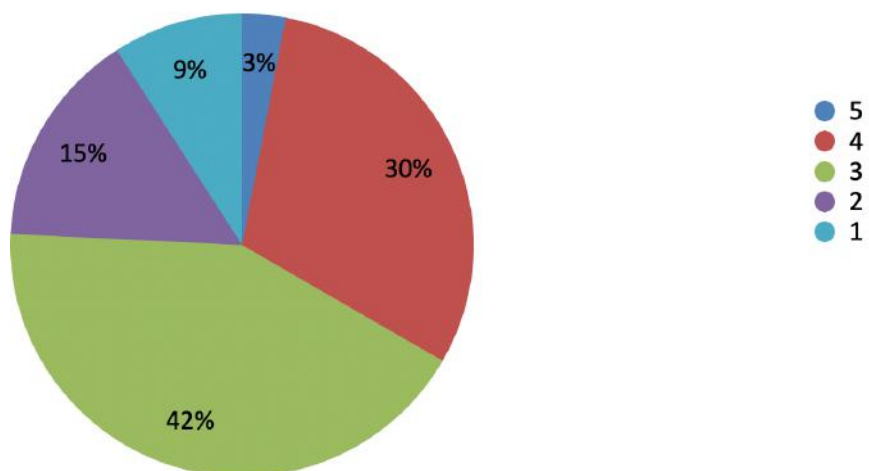
A deep and extended improvement of the level of competence in:

- ability for conflict resolution
- negotiation skills
- ability to attract new members
- knowledge about EU funding opportunities regarding SD
- ability to express their stance on SD issues
- ability to advocate members' opinions on SD issues

A lesser improvement on the level of competence in:

- ability for collaboration in Teams

Dealing with crises

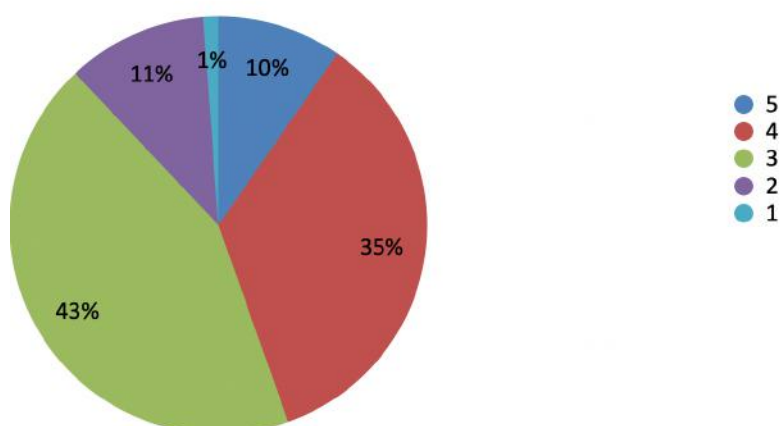


The data manifest a quite balanced capacity of the respondents to deal with crisis. An improvement is required to all topics covered by the skill.

Representation of Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

Respondents from Croatia – 8, including
Trade Unions' representatives – 6
Employers' organisations representatives – 2

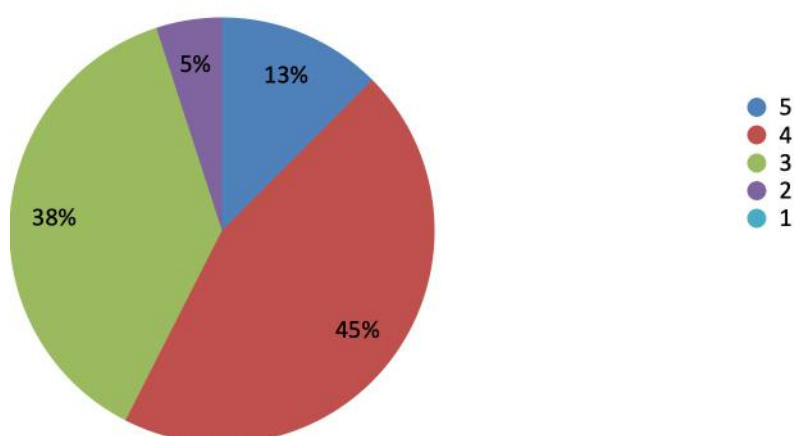
Communication skills



The answers gained show an average high level of the communication skills of the respondents, with a potential attention for improvement only on:

- knowledge of GDPR
- ability for preparation and implementation of a communication plan and/or strategy.

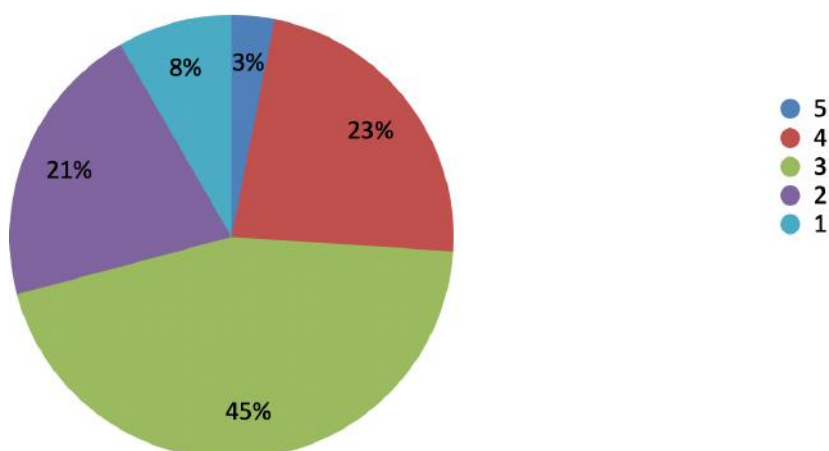
Management skills



The data manifests that the respondents have an average good profile on the different topics related to Management, showing their abilities to good perform the different management tasks. Potential action for improvement could be taken only on the level of competence in:

- time and stress management ability
- knowledge of the legal framework of their sector
- work planning and scheduling ability

Digital skills



The data shows how the respondents, having an average good level of knowledge and awareness on the different topics covered by the Digital skill, should improve their knowledge and abilities with specific reference to:

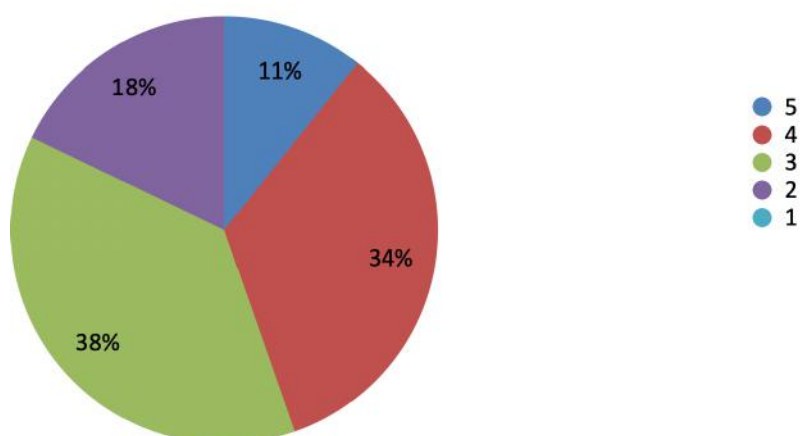
A deep and extended improvement of the level of competence in:

- digital content management ability
- ability to use Cloud,
- digital marketing ability
- knowledge of Google Analytics and Google Ads.

A lesser improvement on the level of competence in:

- ability for development of websites, networks
- ability to manage public negative posts
- ability for creation and editing digital content in websites, social media, posts, e-newsletters

Networking and Advocating

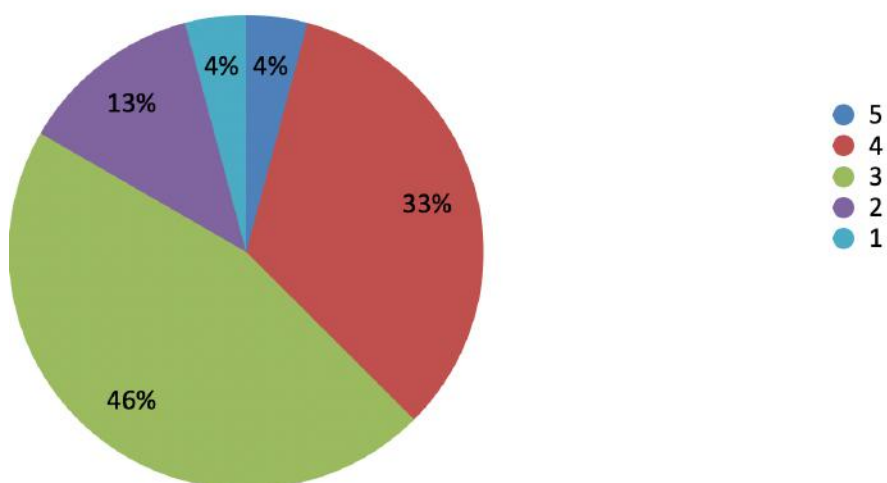


The data manifests that the respondents have an average good profile on the different topics covered by the Network and Advocating skill.

A medium improvement should be dedicated only on:

- knowledge about EU funding opportunities regarding SD
- negotiation skills
- ability to express your stance on SD issues
- ability to advocate members' opinions on SD issues
- ability for collaboration in Teams

Dealing with Crises



The answers gained show an average high level of the respondents to face and manage different situations of crisis.

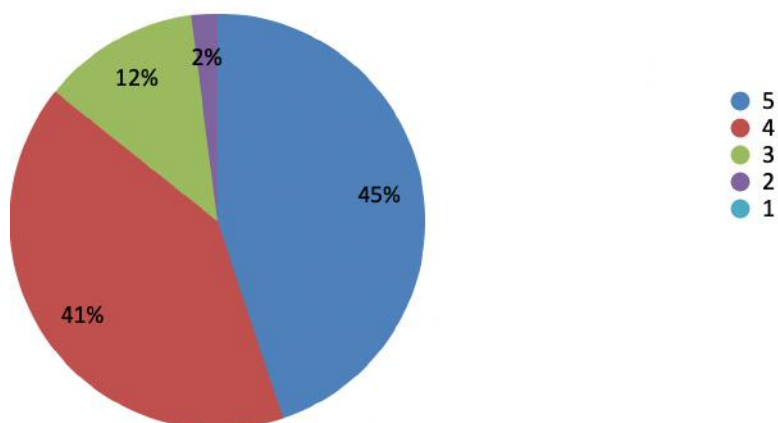
A medium improvement should be dedicated to:

- knowledge on the legal framework regarding accidents, disasters, crises

Representation of Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

Respondents from Greece – 5 Trade Unions' representatives

Communication skills

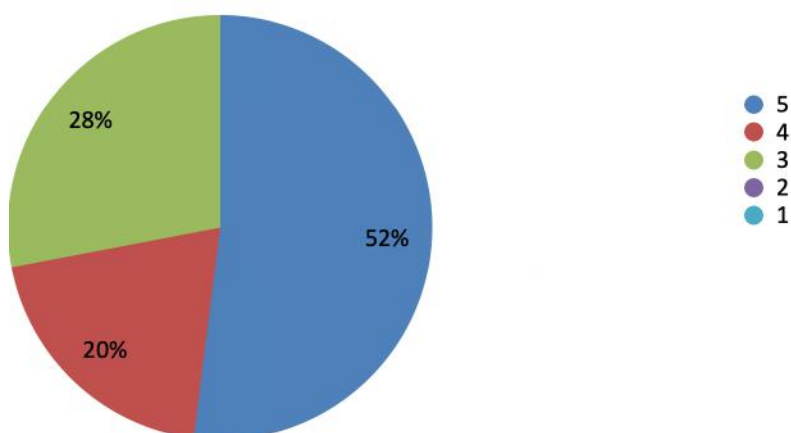


The communication competences, knowledge and abilities on the respondents, according to the data acquired, can be considered of high level.

A medium improvement should be dedicated only on:

- knowledge of GDPR
- ability for preparation and implementation of a communication plan and/or strategy

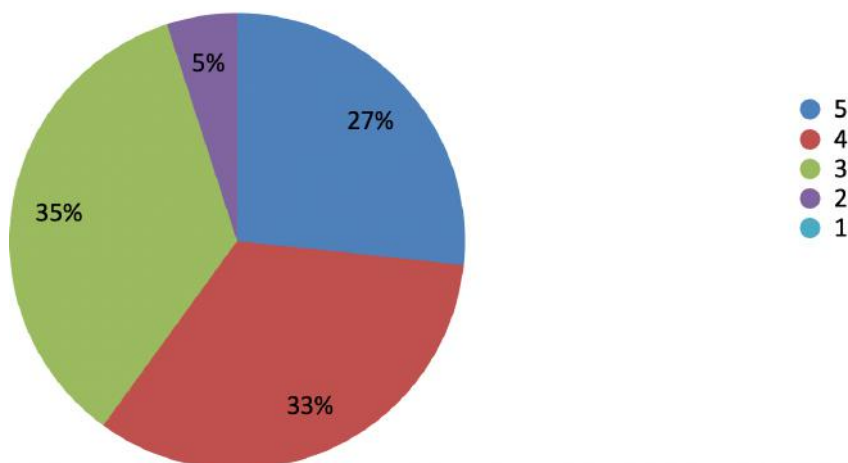
Management skills



The data acquired show how the respondents have full awareness and competence on the different tasks concerning the management process. The analysis of the data manifest that there are not topics need **to improve except a light improvement on:**

- knowledge of the legal framework of your sector
- work planning and scheduling ability

Digital skills

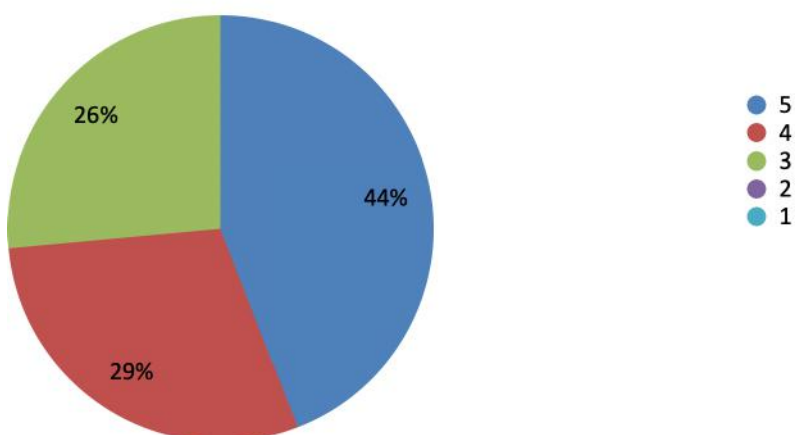


The respondents, according to the answers given, have a good profile on the transversal topics related to the Digital skills.

The data acquired suggests improvement only on the topics related to:

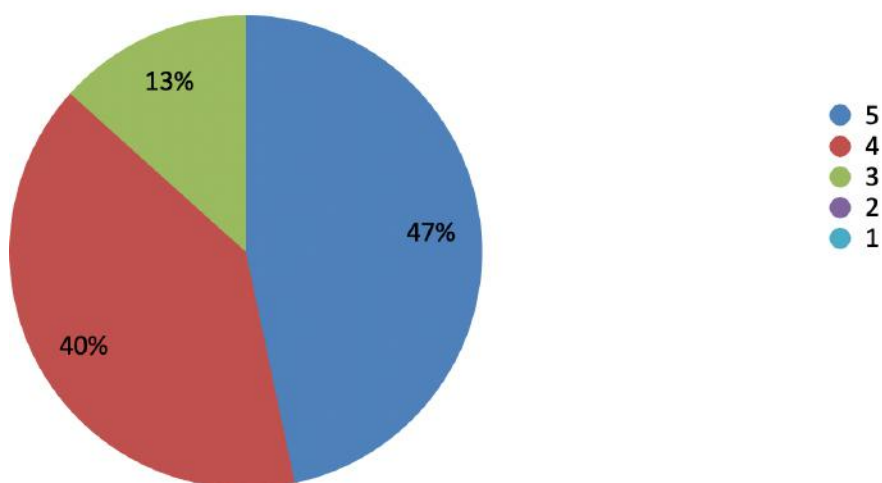
- digital content management ability
- digital marketing ability
- social network management ability
- knowledge of Google Analytics and Google Ads.

Networking and Advocating



The data acquired show how the respondents have full awareness and competence on the different tasks concerning Networking and Advocating skills. The analysis of the data manifests that a very light improvement should be dedicated to all the topics covered by the skill.

Dealing with crises



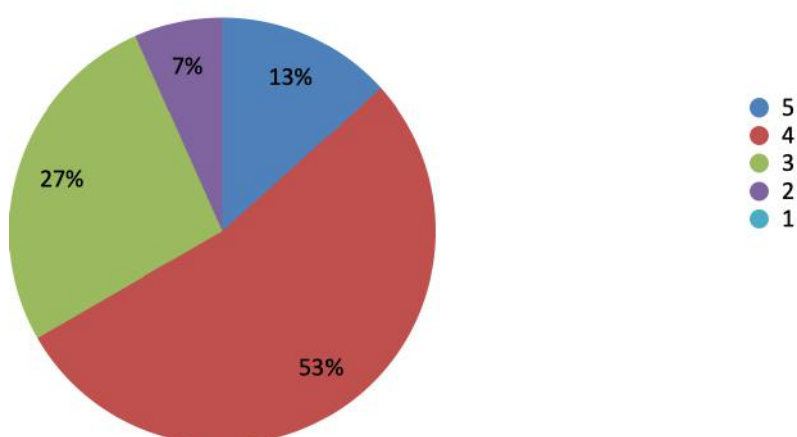
The data acquired show how the respondents have full awareness and competence on the different tasks concerning the ability of Dealing with Crisis. The analysis of the data manifest that there are not topics need **to improve except a light improvement for:**

- knowledge on the legal framework regarding accidents, disasters, crises
- capacity to act at times of crises

Representation of Respondents' Answers to SUSODCO_WP2_2.2.4 Questionnaire per Country

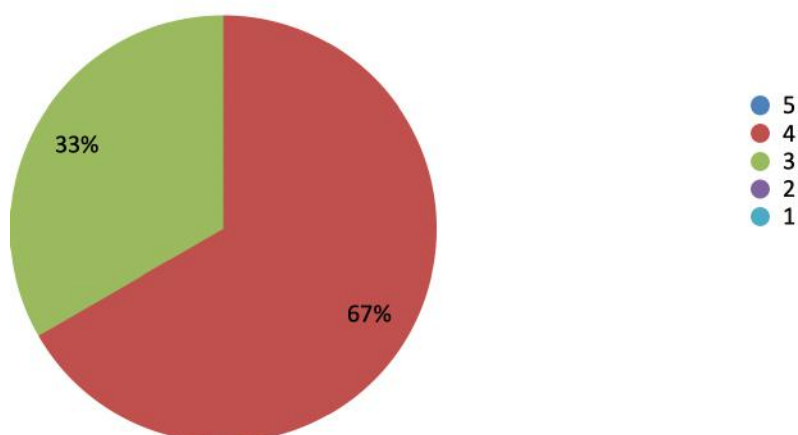
Respondents from Cyprus – 3 Employers' organisations representatives

Communication skills



The data shows an average high level of communication skills of the respondents, without any particular and specific indication or suggestion for improvement, except their knowledge of GDPR. All the other topics related to the communication skill can require a less and light improvement.

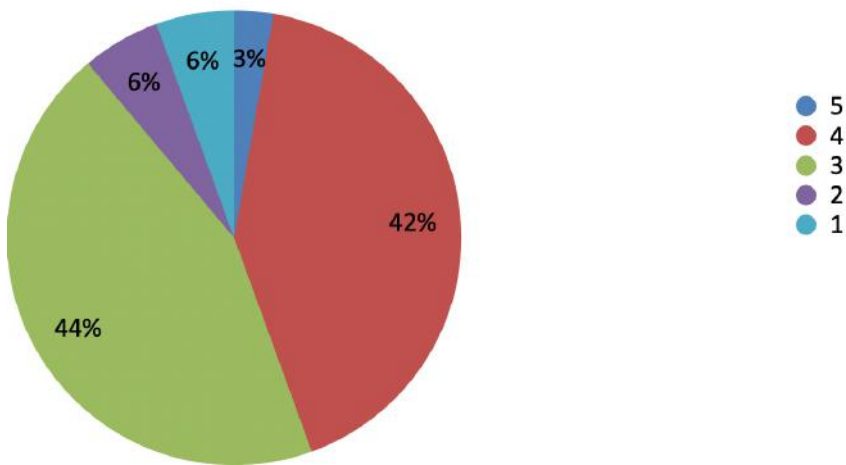
Management skills



The data shows an average good level of management skills of the respondents, without any particular and specific indication or suggestion for improvement, **except for a medium improvement for:**

- time and stress management ability
- knowledge of the legal framework of their sector
- ability to manage of your members' network

Digital skills



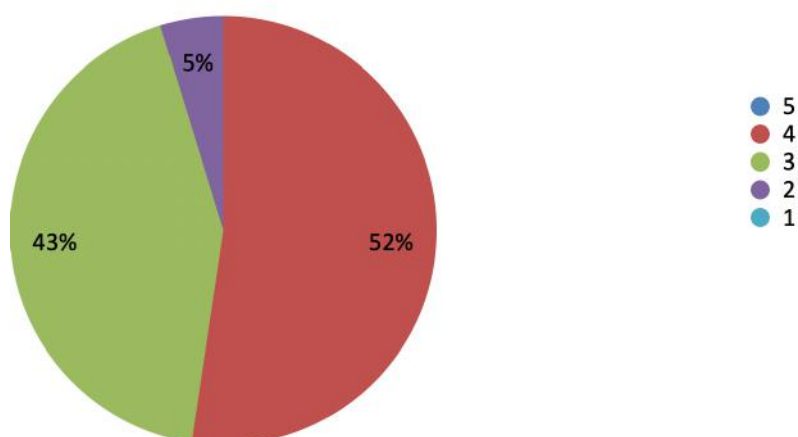
The respondents have an average good digital profile. The answers gained suggest **only an attention for improvement on:**

- ability to use Cloud
- ability for creation media content
- knowledge of Google Analytics and Google Ads.
- ability for creation media content in newspaper, press-realises

A lesser improvement on the level of competence in:

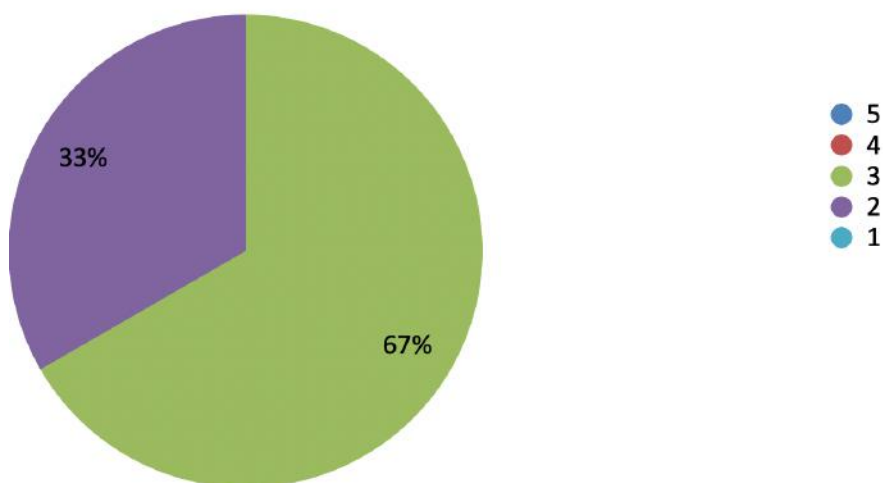
- ability to manage the feedback tools and collaboration tools
- ability to manage public negative posts
- ability for development of websites, networks
- ability for efficient dissemination of digital media content

Networking and Advocating



The data manifest that the respondents have a quite high knowledge and ability to manage the different tasks related to the process concerning Networking and advocating the members, demonstrating to have a full awareness on the topics concerned. Only a skill gap is coming from the analysis and is related to their knowledge about EU funding opportunities regarding SD that should be improved. Lesser improvement should be dedicated to all other topics covered by the skill.

Dealing with crises



The respondents have a good knowledge and ability to face and to manage the different critical situations coming from the process to deal with the different aspects of crisis. Potential improvement could be dedicated only on the update of their knowledge on the legal framework regarding accidents, disasters, crises and a less improvement to the other topics covered by the skill.



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