



## "Under Construction II"

### Improving health and safety in construction SMEs



#### DISSEMINATION PUBLICATION



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DG Employment, Social Affairs and Equal Opportunities*

Carried out by EBC

*The Voice of Construction Crafts and SMEs in Europe*

## **Foreword by the President of EBC, Andrea Marconi**

The project “Under Construction II - Improving Health and Safety in construction SMEs” is the second European project on sectoral social dialogue managed by EBC. Building on the success of Under Construction in 2007-2008, over the past 12 months we have spared no effort in organising 2 conferences and 8 twinning seminars in 10 European capitals, as well as coordinating 13 partner organisations established in 11 Member States. From this publication it will become evident that the project activities have been successful in creating platforms for the exchange of best practices between organisations from old and new Member States, involving over 100 participants, who will play their role and spread the information on how health and safety needs to be addressed and improved in construction crafts and SMEs.

Our project’s main objective was to spread the message of the European “Healthy Workplaces” campaign on risk assessment, run by the European Health and Safety Agency of Bilbao during 2008 and 2009. This was also our main engagement as campaign partner, even if it is not the first time EBC is actively involved in health and safety. Indeed in 2004 EBC signed the Bilbao Declaration and adopted the “EBC and Members' Charter for the Promotion of Health and Safety in construction SMEs”.

EBC’s involvement in this field is ever more important since the sector has a lot of work to do in order to improve health and safety. Indeed, I believe it is essential for SMEs, and as such for the whole construction sector, to improve the H&S conditions in order to increase the productivity and the reputation of our industry. To help construction companies in this regard, representative SME associations have the duty to do their part, by relaying information, providing tools, creating additional resources and improving the cooperation between employers and employees - who both must be made aware and need to bear their share of responsibility. I believe this is exactly what Under Construction II achieved.

I should like to thank DG Employment of the European Commission and the OSHA Bilbao Agency for their support, but also for their participation in our project conferences.

In conclusion, I am confident that this project fulfilled the expectations it has created, that it reached the ambitious goals we have set for it and that it will be the first of several other such experiences for EBC in the future.

Andrea Marconi  
*EBC President*

## **Foreword by the President of the OSHA Bilbao Agency, Jukka Takala**

The European Agency for Safety and Health at Work was very pleased to welcome the European Builders' Confederation on board as an official risk assessment campaign partner in 2008. This, of course, is not the first time we have worked together. Improving workplace health and safety in the construction sector has always been a priority for us in Bilbao and indeed, construction was the first and only European Week campaign we addressed to a specific sector back in 2004.

Even then, there was a commitment among a group far wider than the European Social Partners to examine how collaboration could strengthen our common aim and the so-called Bilbao Declaration was signed under the auspices of the Dutch EU presidency in November of that year. This gave birth to the European Construction Safety Forum, where representatives of workers, employers, engineers, designers and architects toiled steadily to identify problems and find solutions. The EBC was keenly involved in this work and on several occasions, its driver.

Without access to valuable networks such as that of the EBC, EU-OSHA can never hope to get the risk assessment message across to where it matters. When the EBC joined up as an official campaign partner in our new two-year campaign cycle, we were aware that we were asking a lot. In return, we have tried to continuously support and promote the good work of the EBC. This volume clearly shows how successful the EBC has been across Europe in promoting the risk assessment message. We are grateful to the EBC for the energy and dedication it has displayed throughout the partnership.

Risk assessment is the cornerstone of any sound health and safety management system. To further assist companies and in particular, micro and small companies, we are developing an interactive online risk assessment tool which we hope can be tailored to suit the needs of small enterprises both from a sectoral and national perspective. We are convinced that the tool could be of great use to the EBC affiliates and we hope to develop this with the support of the EBC and the other actors in the European Social Dialogue. Another obvious area for joint future collaboration is the Maintenance Campaign 2010-2011.

We wish EBC the very best in its endeavors to place health and safety centre stage and we look forward to strengthened partnership over the next years.

Jukka Takala  
*Director of EU-OSHA*

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Hungary - IPOSZ

United Kingdom – FMB

Malta - FOBC

Turkey – INTES

Romania – UNPR

Coordinator: EBC – European Builders Confederation

## 1 The project

The major problem that EBC has always recognised as blocking the effective improvement of standards in Health and Safety in the construction sector is to raise awareness, inform and assist millions of companies about why and how they have to assess and prevent risks. Indeed, considering the very large share and importance of craftsmen and SMEs in the European construction sector and their size (on average less than 4 employees), one of the most difficult tasks is to effectively inform the employer of his/her obligations in the field of health and safety at work, thereby helping to establish a prevention culture. Effective information and awareness raising campaigns are dependant on efforts by the professional federations representing craftsmen and SMEs of the construction sector. What must be reminded is that the construction sector is made of 2.9 million companies, 99% of which are SMEs (from 0 to 250 employees), and the total workforce represents almost 16 million people, 80% of whom are employed by SMEs.

In order for the OSHA campaign to be widespread among SMEs of the construction sector, and more generally, in order to improve health and safety in SMEs of the construction sector, this project's aims are the following:

- To contribute to the dissemination of the OSHA campaign tools in order to ensure a wide circulation among construction SMEs associations and ultimately among construction SMEs.
- To organise an exchange of good practices among construction SMEs associations about information and assistance to SMEs in the field of Health and Safety at work;
- To strengthen the sectoral social dialogue in the construction sector, through a closer cooperation between construction SMEs associations and trade unions in the field of Health and Safety at work. This is particularly needed in the new Member States and candidate countries.

This project gathers 13 construction SMEs associations, SMEs associations and trade-unions from 11 countries. 7 are from the new MS and candidate countries: Czech Republic, Hungary, Lithuania, Latvia, Romania, Malta and Turkey.

Organisation	Country	Type of Association	Social partner
1- BOUWUNIE	Belgium	Construction SMEs Association	YES
2- CAPEB	France	Construction SMEs Association	YES
3- FILCA - CISL	Italy	Construction Trade Union	YES
4- ANAEP	Italy	Construction SMEs Association	YES
5- FMB	UK	Construction SMEs Association	YES
6- SDMSZS	Czech Republic	Construction SMEs Association	NO
7- IPOSZ	Hungary	SMEs Association	YES
8- LSA	Lithuania	Construction SMEs Association	YES
9- LBA	Latvia	Construction SMEs Association	YES
10- FOBC	Malta	Construction SMEs Association	NO
11- UNPR	Romania	SMEs Association	YES
12-INTES	Turkey	Construction SMEs association	YES
13- LCA	Latvia	Construction trade union	YES
Coordinator EBC	EU	European confederation of construction SME associations	Observer status in the EC Committee
<b>Total</b>	11 countries		

In order to achieve the project goals, the core of its development consisted in twinning associations from old Member states (MS) with associations from new MS.

4 groups have been set up:

Group 1	Italy	Romania
Group 2	Belgium	Latvia / Lithuania
Group 3	France	Czech Republic / Hungary
Group 4	United Kingdom	Malta / Turkey

The stated objectives of the “twinning phase” were the following:

1. Implementation of the OSHA “Healthy workplaces” campaign;
2. Exchange of know-how, experience, and good practices between partners in the field of H&S;
3. Identify and exchange the possible patterns of social partners’ collaboration in tackling occupational H&S in construction in the long term.

The project’s events were the following:

- Start-up meeting in Brussels;
- 8 twinning seminars;
- Closing conference in London.

This document presents a detailed description of all the events and meetings organised in the framework of the project, will feature a section on the most interesting best practices highlighted during its course and will present each of the 13 partner associations.

All the presentations given during the Start-up meeting and the Twinning seminars are available for public consultation on the EBC website: [www.eubuilders.org](http://www.eubuilders.org).

## 2 What we did: events, outcome and evaluation.

### ***Start-up meeting***

40 participants, including the 13 partner organisations, several speakers and guests attended the Start-up meeting of the Under Construction II project. The conference, chaired by Andrea Marconi, EBC's newly elected president, was divided into two main parts, with a public morning session animated by 5 speakers and an afternoon partners' session.

The meeting was very useful to explain the general context of the project and the importance of the Commission's support to the strengthening of the European Sectoral Social Dialogue, also through financing of concrete actions. Indeed, Carlos Lopes, of the Social Dialogue Unit at the European Commission presented how the Commission supports the European sectoral social dialogue.

Michaela Seifert and Marta Urrutia, of the European Bilbao Agency for Occupational Health and Safety (OSHA) presented some figures concerning health and safety in construction and introduced the 2008-2009 European campaign on risk assessment bearing the title "Healthy Workplaces - Good for you - Good for Business".

Antonio Cammarota presented the European Commission work programme for 2009-2010 on Health and Safety, in his role of representative of the Health and Safety Unit at the European Commission. The point of view of the workers' representatives on the question of Health and Safety at work was presented by Rolf Gehring, of the European Federation of Building and Wood Workers EFBWW. Domenico Campogrande, Director of Social Affairs at the European Construction Industry Federation, FIEC has also been invited, following the principles of publicising the project and collaborating with relevant players in the European sectoral social dialogue arena.

The afternoon session was dedicated to the preparation of the twinning phase with project partners' presentations concerning their main activities on health and safety, their wishes and their expectations from the project. This gave the opportunity for each partner to present itself and to express its specific needs and expectations.

Event: Start-up meeting

Location: Brussels

Date: 23<sup>rd</sup> February 2009

Number of participants: 40

External speakers:

- Mr. Carlos Lopes (European Commission, DG Employment)
- Mr. Cammarota (European Commission, DG Employment)
- Mrs. Urrutia (Bilbao OSHA Agency)
- Mrs. Seifert (Bilbao OSHA Agency)
- Mr. Gehring (EFBWW)

## **Twinning Seminars**

For the 4 twinning Groups, 8 seminars have been planned (2 seminars per group). The duration of each seminar was one day. The languages were those of the 2 or 3 participating countries.

The objectives of the twinning groups meetings are threefold:

- Implementation of the OSHA “Healthy workplaces” campaign;
- Exchange of know-how, experience, and good practices between partners in the field of H&S;
- Identify and exchange the possible patterns of social partners’ collaboration in tackling occupational H&S in construction in the long term.

### **4 groups have been set up:**

Group 1	Italy	Romania
Group 2	Belgium	Latvia / Lithuania
Group 3	France	Czech Republic / Hungary
Group 4	United Kingdom	Malta / Turkey

### **Calendar of the 8 twinning meetings**

1 <sup>st</sup> meeting	20 <sup>th</sup> March 2009	ROME
2 <sup>nd</sup> meeting	21 <sup>st</sup> April 2009	VILNIUS
3 <sup>rd</sup> meeting	28 <sup>th</sup> April 2009	PRAGUE
4 <sup>th</sup> meeting	15 <sup>th</sup> May 2009	ANKARA
5 <sup>th</sup> meeting	29 <sup>th</sup> May 2009	BUCHAREST
6 <sup>th</sup> meeting	14 <sup>th</sup> July 2009	RIGA
7 <sup>th</sup> meeting	8 <sup>th</sup> September 2009	BUDAPEST
8 <sup>th</sup> meeting	2 <sup>nd</sup> October 2009	MALTA

In addition to the project partners, the hosting country partner has always managed to associate to the meeting several national actors involved in H&S. Indeed the trade-unions, the National Focal Points (OSHA network), some government representatives and officials from the labour inspection services attended and spoke as guests in all the seminars.

## ***Twinning Group 1: Romania / Italy***

### **1<sup>st</sup> seminar in Rome**

The first seminar took place in Rome, twinning the Italian construction SMEs association (ANAEPa) and the Italian construction workers trade union FILCA-Cisl with the Romanian employers association UNPR. Three delegates from the Romanian association, 2 representatives from the Italian construction trade union FILCA-Cisl and several persons from the host association ANAEPa attended the meeting. The current EU Health and safety policy was presented by EBC

The participation as project partners of the Italian construction workers trade union FILCA-Cisl, one of the main features of this twinning group, was also very important in this seminar during which the representatives of FILCA-Cisl presented several examples of their activities on health and safety training and awareness raising, also showing some videos.

The element of foreign workers was also treated, considering the very high number of Romanian workers active in the Italian construction sector. Both the Italian construction SMEs association ANAEPa and the Italian trade union FILCA-Cisl have developed tools in order to help the Italian economic activity to better deal and integrate those workers, through specific training, easier signals with more images and less words and some brochures and signs translated into Romanian – examples of this have been shown and given to the Romanian participants.

As far as public procurement is concerned, ANAEPa revealed that statistics say that 60% of fatal accidents are due to decision made before the onsite works began. Based on such assumption ANAEPa has submitted to the relevant Ministries the proposal to push for the adoption of the concept of the most advantageous bid (with a value for money approach - instead of the “lowest bidder”) so that safety costs will no longer be subject to reductions in the bidding process.

The participation by Francesca Grosso from the Italian Institute for Safety at Work (ISPESL), which is in charge of the OSHA Focal point in Italy was very interesting because it served as introduction to the seminar, providing background on the accidents at work in Italy and presented the Italian implementation strategy of the campaign.

Event: 1<sup>st</sup> twinning seminar (Romania / Italy)

Location: Rome

Date: 20<sup>th</sup> March 2009

Partners:

Italy: ANAEPa / FILCA-CISL

Romania: UNPR

Number of participants: 12

Speakers

- Mr. Bastianoni (ANAEPa)

- Mr. Ciriaco (ANAEPa)

- Mrs. Botezatu (UNPR)

- Mrs. Stancu (UNPR)

- Mrs. Cerruti (FILCA-CISL)

- Mr. Beltrame (FILCA-CISL)

- Mrs. Grosso (ISPESL – OSHA Focal point)

## ***Twinning Group 1: Romania / Italy***

### **Follow-up seminar in Bucharest**

Following the wishes expressed by the partners in Rome at the first twinning seminar, the Bucharest follow-up seminar in Rome focused on information, awareness raising and training of workers in the field of Health and safety. The seminar was attended by several interested parties from the Romanian construction sector and from the association of construction SMEs. In addition, the Romanian workers' trade unions took part in the seminar. The meeting was also given sufficient press coverage in the local media. The introductory presentation by EBC regarding the EU Health and safety legislation raised interest concerning the Romanian implementation of some points regarding risk assessment.

Mr. Bratu Dantes from the Romanian government department in charge of the OSHA Focal Point spoke about health and safety in Romania and the activities they developed in the framework of the EU-wide campaign on risk assessment. Two additional Romanian OSHA inspectors took part in the seminar, showing good interest by the Romanian public services.

According to UNPR, prevention is the starting point through which all risks must be known and stopped. Indeed, UNPR is trying to update the Romanian standards to EU regulations in the construction sector and improve the working conditions in this domain, by being actively involved in the promotion campaign for this sector. The association also informs its members about the need to train employees and keep them informed and active in safe working conditions. However existing statistics show that even nowadays there are working conditions where professional risks still exist and where a culture for the prevention of such risks is not sufficiently developed at company level.

In the construction sector, accidents are very common, but most of them could be easily avoided. Within this sector, deadly accidents are mostly happening as a consequence of falls from heights. The workers should work in a safe working environment, in security conditions and without risks of falling. If the risk of fall is not reduced to a minimum, this means that the risk assessment was not done accordingly. Preventive measures should be taken also against falling objects, through the regular use of protective helmets.

Finally, the Romanian presentation highlighted that occupational accidents have decreased in the last years, both in numbers and in importance.

Event: Follow-up twinning seminar (Romania / Italy)

Location: Bucharest

Date: 29<sup>th</sup> May 2009

Partners

Italy: ANAEP / FILCA-CISL

Romania: UNPR

Number of participants: 20

Speakers:

- Mr. Dantes (OSHA Focal Point)

- Mr. Viaggi (EBC)

- Mr. Beltrame (FILCA)

- Mr. Milut (UNPR)

## **Twinning Group 2: Latvia-Lithuania / Belgium**

### **1<sup>st</sup> seminar in Vilnius**

The second twinning seminar took place in Vilnius, Lithuania on 21 April 2009. The event was hosted by the Lithuanian Builders Association (LSA) and attended by two representatives from the Latvian Construction Trade Union (LCA), two representatives from the Belgian employers' organisation BOUWUNIE and a number of other Lithuanian participants representing construction companies, the construction workers' trade union, the state labour inspectorate, the national OSHA focal point and the press.

In Lithuania only few employers and employees are unionised, collective agreements are negotiated nearly on a company basis and the representative professional associations are weak and suffer from lack of funding. The Belgian situation is quite different and gave good examples of structures and means of financing that are operated together by the social partners. Bouwunie also has a large number of self-employed persons as members, which is a particularly difficult aspect for the Lithuanian partner.

As regards Health and Safety it appears that Lithuania has vastly decreased fatalities in the construction sector over the past years and the construction sector has slipped to second position behind the transport sector as regards fatalities. Minor and major injuries however still pose an important problem, especially when compared to the European average. Mr. Naujalis of the state labour inspectorate explained that additional problems are arising with the multiplication in Lithuania of small companies working side by side on a construction site often in a subcontracting relationship. The health and safety aspects are more easily managed under a large contractor. In addition the Mobile and Temporary Construction Sites directive (92/57/EEC) proves difficult to transpose, although its content is very relevant.

Ms. Sot presented the activities of the Lithuanian OSHA focal point emphasising its activities in the construction sector. The focal point and LSA are collaborating since the 2004 European Campaign "Safe Construction" to tackle health and safety problems via awareness raising campaigns and training, but a difficulty to engage small companies was noted, especially as they generally are not member of any professional association. The situation is even more difficult with self employed persons.

LCA gave a complete presentation about the structure and contents of health and safety regulation in Latvia. In particular there appears to be a problem with the way that European directives have been transposed in Latvia. The legislation favours the use of external health and safety consultants to discharge employers of their obligations. As a consequence high demand for the services of external consultants has lead to a situation where many checks are only made pro forma on paper and therefore ineffective. For certain aspects of specific international certification and standardisation there also appears to be a problem with languages and the translation of relevant documents (including European harmonised Standards).

Event: 1<sup>st</sup> twinning seminar (Latvia-Lithuania / Belgium)

Location: Vilnius

Date: 21<sup>st</sup> April 2009

Partners

Latvia: LBA - LCA

Lithuania: LSA

Belgium: BOUWUNIE

Number of participants: 11

Speakers:

- Mrs. Dambe (LCA)

- Mr. Naujalis (State Labour Inspectorate)

- Mrs. Sot (OSHA Focal Point)

- Mr. Sarka (LSA)

- Mr. Ramaekers (BOUWUNIE)

- Mr. Proesmans (BOUWUNIE)

## ***Twinning Group 2: Latvia-Estonia / Belgium***

### **Follow-up seminar in Riga**

Following a desire expressed at the end of the Vilnius twinning seminar by the Latvian and Lithuanian project partners, the first subject that was treated during the follow-up twinning seminar in Riga was work related stress. Thanks to the example of the European Autonomous agreement on work-related stress, a presentation combining the themes of stress at work and joint agreements was done by EBC. In addition to a presentation on the agreement contents and guidelines, the question of its national implementation was also addressed, most of all concerning the record of the participating countries of Latvia, Lithuania and Belgium. Being stress at work an important element involving Health and Safety, the partners found this subject very interesting and challenging, also thanks to the additional presentation by BOUWUNIE of a study on stress at work in the construction sector in Belgium, with several interesting findings.

This first section was carried on with an intervention by the Lithuanian construction association LSA expressing concerns about the respect of social collective agreements, which are now under pressure, also because of the economic crisis. The same concern was also expressed by the Latvian social partners (LCA for workers trade union – LBA for construction employers) who are now discussing the need to review social conditions agreed by contract because of the crisis hitting the sector.

The State Labour Inspectorate of Latvia, in charge of the OSHA Focal Point, also took part in the meeting and presented the main activity concerning Health and safety in general and the implementation of the European Risk assessment campaign.

Finally, the question of self-employed people was also addressed by some speeches and presentations. EBC introduced this topic by presenting the recent work done by the European Social Dialogue Committee in the Construction sector on this topic. A better national regulation of the status of self-employed is considered important by the Latvian and Lithuanian partners, because this segment of construction professionals does not seem to be represented in these countries, where the lack of coordination and requirements also plays a role in respect to the health and safety legislation. The discussion proved to be very interesting partly because the point of view of the Latvian and Lithuanian partners was contrary to the one of the Belgian association BOUWUNIE. The Belgian partners, indeed, defended the status of self-employed, which seems to be well regulated, well managed and profitable for the flexibility and productivity of the sector. In addition to this, BOUWUNIE brought to the discussion its long-lasting experience in dealing with this group of entrepreneur, since 2/3 of its members are self-employed.

Event: Follow-up twinning seminar (Latvia-Lithuania / Belgium)

Location: Riga

Date: 14<sup>th</sup> July 2009

Partners:

Latvia: LBA - LCA

Lithuania: LSA

Belgium: BOUWUNIE

Number of participants: 12

Speakers:

- Mr. Proesmans (BOUWUNIE)

- Mr. Zemaitis (LSA)

- Mrs. Laurynathiene (LSA)

- Mrs. Liede (LBA)

- Mrs. Dambe (LCA)

- Mrs. Maurite (OSHA Focal Point)

## **Twinning Group 3: Czech Republic - Hungary / France**

### **1<sup>st</sup> seminar in Prague**

The first seminar of this twinning group took place in Prague and was hosted by the Federation of very Small, Small and Medium Employers in the Construction Industry in the Czech Republic (SDMSZS). Two representatives from each of the other two organisations twinned in this group, CAPEB (France) and IPOSZ (Hungary) attended the meeting. From the Czech side, other participants represented the Union of Employers' Association, the Health and Safety Chamber and the national OSHA focal point.

Currently there are two different types of legislation applicable in the health and safety field: the old Czech legislation and the new legislation transposing the European directive 92/57/EEC. These two pieces of legislation are the competence of two different ministries. In addition, since the implementation of the requirement for a health and safety coordinator, employers increasingly consider that health and safety is no longer their responsibility. It is important that there is collaboration between the health and safety coordinator, the contractor(s) and the client to continuously update the health and safety plan. There is also a lack of well trained health and safety experts in the Czech Republic.

The social partners in the construction sector have also set up a specific organisation for the promotion of health and safety in the construction sector called OPPBTP. The social partners are represented in equal measures at the OPPBTP's Board and the organisation is financed via a mandatory contribution from each construction company in France. The OPPBTP engages in advice, inspection and the production of tools and materials in the field of health and safety. Over time the OPPBTP has morphed from a controlling body to an advisory body collaborating with the enterprises. More information is available in the "best practice" section of this publication.

Concerning Hungary, it appears that risk assessment procedures are often not adapted to SMEs needs with some documents ranging in length from 60 to 80 pages and need adaptation to the activity sector concerned. IPOSZ also promotes the idea of having alternative means to fines as a means to educate employers. It is indeed necessary to give companies time to integrate all the changes to the health and safety legislation that has recently been transposed in Hungary due to the European legislation.

IPOSZ also criticized the fact that the money earned by fines does not directly serve to improve health and safety but rather disappears in the common public finances. An additional hurdle for SMEs is the fact that health and safety experts in Hungary are very expensive. On the positive side however new tools are being created by public administrations and the associations have negotiated with government to cooperate with the labour inspectorate.

Event: 1<sup>st</sup> twinning seminar (Czech Republic - Hungary / France)

Location: Prague

Date: 28<sup>th</sup> April 2009

Partners:

Hungary: IPOSZ

Czech Republic: SDMSZS

France: CAPEB

Number of participants: 40

Speakers

- Mr. Stonawsky (OSHA Focal Point)

- Mr. Bellier (CAPEB)

- Mrs. Corrieu (CAPEB)

- Mr. Nadai (IPOSZ)

### **Twinning Group 3: Czech Republic - Hungary / France**

#### **Follow-up seminar in Budapest**

The second twinning seminar between CAPEB (France), IPOSZ (Hungary) and SDMSZS (Czech Republic) was hosted by IPOSZ in Budapest. Beside the project partners, representatives from the Hungarian trade union, as well as the government, the centre for social dialogue, the Hungarian national standardisation institute and the national OSHA Focal Point attended the meeting and presented their views and activities.

The meeting centred on lack of training on both employees' and employers' side. Participants repeatedly insisted on the need to train workers effectively to ensure they produce quality work in a safe manner. Furthermore participants discussed the need for training of craftsmen including self-employed and employers, regarding their obligations, in particular in the field of health and safety, such as risk assessment and on site coordination.

The French organisation CAPEB presented their Health and Safety Prevention Agency (OPPBTP) created and managed jointly by the social partners in the construction sector. In addition, CAPEB presented the 'Document Unique', a simplified Risk Assessment Form that has been implemented among construction SMEs in France. A recent survey undertaken by CAPEB indicates that the tool has found wide ranging acceptance even if more work remains to be done. It is interesting to note that once a company has filled in the risk assessment form it tends to keep it updated as required by law. From the figures it appears that there is an initial barrier that needs to be crossed in order to achieve sustainable implementation.

Furthermore CAPEB presented its Driving Learner programme, where an employee can learn to drive and obtain his drivers licence in an accompanied learner system within the construction company. The initiative has been described in detail later in this publication in the 'Best Practices' section.

Mr Krocek, speaking for the Czech partner SDMSZS, gave a detailed presentation of the context and the functioning of the innovative system for access to standardisation that will be introduced from February 2010 in the Czech Republic. Access to standards has been made cheaper and simpler by introducing a flat rate system for viewing/downloading standards. Mr. Krocek explained that such a move was mainly made possible by a decision taken at government level to dissolve the private standardisation agency and retain standardisation as part of public sector activities. Representatives from the Hungarian national standardisation institute insisted that such a system is not possible in the Hungarian context, but that cheaper standard packages are already available to SMEs and other stakeholders.

Event: Follow-up twinning seminar (Czech Republic - Hungary / France)

Location: Budapest

Date: 8<sup>th</sup> September 2009

Partners:

Hungary: IPOSZ

Italy: ANAEPA – CNA Costruzioni – FILLEA CGIL

Number of participants: 12

Speakers

- Mrs. Corrieu (CAPEB)
- Mr. Bellier (CAPEB)
- Mr. Pallagi (EFEDOSZ)
- Mr. Nadai (IPOSZ)
- Mr. Gador (OSHA Focal Point)
- Mr. Kordas (National Social Dialogue Centre)
- Mr. Krocek (SDMSZS)

## **Twinning Group 4: Turkey - Malta / United Kingdom**

### **1<sup>st</sup> seminar in Ankara**

The fourth twinning seminar took place in Ankara, Turkey and was hosted by the Turkish Employers' Association of Construction Industries (INTES). As candidate EU candidate country Turkey is currently in the process of transposing into national law the 'Acquis Communautaire'. As such the country faces important challenges and can especially benefit from the opportunity provided by European Projects and twinning seminars, such as the ones proposed in the Under Construction II project. Indeed Turkish professional organisations have a unique opportunity to learn from organisations that have long since implemented and evaluated European legislation and cooperation.

Two representatives from the British Federation of Master Builders (FMB) and the Maltese Federation of Building and Civil Engineering Contractors (FOBC) attended the meeting. From the Turkish side other participants represented the construction trade union Yol-Is, the Turkish Employers' Association (TISK) and the national OSHA focal point, which is run by the Ministry of Labour.

It appears that the crisis in Turkey also affects available budgets for health and safety training. In addition, INTES considers that health and safety is not sufficiently considered when awarding contracts and often this aspect is lacking at the planning stage. National campaigns for health and safety often only enter into play at a later stage of construction projects, which is less cost effective. Furthermore, large companies are often well structured and implementing health and safety procedures is easier. SMEs however are not sufficiently engaged on the subject and are difficult to reach.

The national OSHA focal point presented its activities and the latest evolution in Turkish health and safety legislation. The implementation of the EU health and safety framework directive 89/391/EEC has been put on hold until the new labour safety and health law has been adopted. The new law will place the responsibility for safety and health on the employer and require effective risk assessment. For large companies this will be quite technical, while for small companies a check list system might be considered.

In the UK the health and safety culture is already well established and the rules and regulations require much paperwork on the subject at planning stage. The total cost of administrative burden on companies in the UK is about £76.5 billion. In fact the FMB considers that where there is too much paperwork and administrative burden the effectiveness of the exercise is often lost. Companies have a tendency to copy and paste their health and safety documentation and clients rarely consider, nor read the documents anymore. Overall it can sometimes appear that all that paperwork is only considered when there is an accident and courts need to identify the responsible party. Thus the primary objective of prevention can be lost.

The FMB favours effective Awareness raising campaigns that are often carried out on the construction site with mobile information platforms, showing short films about best practices and interviews of construction workers that have been affected by a work accident on a long term basis. Furthermore simplified tools for construction companies, enabling to carry out effective risk assessment in the first place is essential. In addition, the FMB is also strongly involved with the Construction Skills Certification Scheme, which ensures that an identifiable record of all qualifications and trainings of construction workers is verifiable and accessible on site via the CSCS Card.

Event: 1<sup>st</sup> twinning seminar (Turkey - Malta / United Kingdom)

Location: Ankara

Date: 15<sup>th</sup> May 2009

Partners

Malta: FOBC

United Kingdom: FMB

Turkey: INTES

Number of participants: 10

Speakers

- Mr. Scicluna (FOI)

- Mr. O'Connell (FMB)

- Mrs. Karatekin (INTES)

## **Twinning Group 4: Turkey - Malta / United Kingdom**

### **Follow-up seminar in Malta**

The last of the project's twinning seminars was hosted by the Maltese Federation of Building Contractors (FOBC) in Sliema, Malta. The meeting was chaired by the EBC President and attended by representatives of the FOBC, the Malta chamber of commerce, enterprise and industry, the Malta Employer's Association, Malta's two main trade unions (General Workers Union and Union of United Workers) and the Occupational Health & Safety Authority of Malta who also houses the OSHA Focal Point.

A presentation of all attendees allowed to shape a good picture of the problems associated with health and safety in the Maltese construction sector. Overall the trade unions tended to agree with the employers' associations and the governmental authority: Insufficient training of a large part of the labour force is leading to unsatisfactory health and safety conditions.

As a result, Malta is currently looking into regulating the access to the construction profession. Mr. Xuereb, Chairman of the Federation of Building Contractors (FOBC), explained that they wished to create a license system for people wishing to work in the building industry in Malta. Only workers with a valid license would be allowed to work on Maltese construction sites. Such a system would enable employers and main contractors to be certain that workers and subcontracting companies have received minimum health and safety, as well as technical training.

The British Federation of Master Builders presented the British Construction Skills Certification Scheme. The scheme, which is described in further detail in the best practices section of this publication is voluntary and is founded on a personal CSCS card issued to workers. Every time the worker receives training (including health and safety training) the training subject is inscribed on the card. This way the qualification of each worker is known at any time.

In addition, the FMB presented how in the UK organisational competence is assessed. For the purpose of verifying the capacity of a company, two-stage tender systems have become commonplace in UK public procurement procedures. The pre-qualification stage requires the company to prove such matters as basic solvency of the company, employment policy, health and safety record, etc. The FMB explained that this lead to the establishing of a very fragmented accreditation industry. If a contractor wishes to tender for several contracts even at local or regional level, he may have to be registered with as many accreditation systems. For companies such an uncoordinated approach can result in prohibitive financial burdens and may well lead to the exclusion from the market.

Event: Follow-up twinning seminar (Turkey - Malta / United Kingdom)

Location: London

Date: 2<sup>nd</sup> October 2009

Partners

Malta: FOBC

United Kingdom: FMB

Turkey: INTES

Number of participants: 15

Speakers

- Mr. Xuereb (FOBC)
- Mr. O'Connell (FMB)
- Mr. Krögel (EBC)
- Mr. Scicluna (Malta CCEI)
- Mr. Bonello (UHM)
- Mr. Spiteri (OSHA Focal Point)
- Mr. Carabott (GWU)
- Mr. Farrugia (FOBC)

## ***Closing Conference in London (2 pages)***

### **London Closing Conference**

For the project closing conference, held on 12 and 13 November 2009, two representatives from every project partner, as well as a number of European and national officials gathered in London to discuss the project findings and consider the way forward. At the same occasion the participants were invited to tour the construction site for the London Olympics 2012 as a practical example.

High ranking officials from the British government, including the Health and Safety Executive, the Chief Inspector for Construction and the British Safety Council joined representatives of the Bilbao Agency and the European Commission to contribute their views on the progress achieved and the challenges identified during the course of the project.

The closing conference, nevertheless, attempted to go further and as an integral part of the project schedule continued the work by giving the opportunity to communicate on the European 'Healthy Workplaces' campaign. Ms Seifert from the Bilbao Agency provided some insight in the campaigns findings, achievements and highlights. Mr. Cammarota of DG Employment at the European Commission spoke about ongoing and future evolution of EU health and safety policy.

Representatives of 4 project partner associations gave presentations on selected best practice examples that were identified during the projects twinning seminars. These included the French Driving Learner Scheme, by CAPEB-IRIS, the Belgian Health and Safety Fund NAVB/CNAC, by BOUWUNIE, the political initiative on costing of health and safety in Italy, by ANAEPa and the British CSCS card, by FMB. During the afternoon the project partners were given the opportunity to share their views and evaluate their participation during the course of the project.

In addition, the specific dissemination tools created during the project course, including the project dissemination publication and the short documentary film "Health and Safety... not just words" have been presented and distributed at the conference.

Event: Closing conference

Location: London

Date: 12/13 November 2009

Number of participants: 50

External speakers

- Sir Michael Latham (Chairman Construction Skills)
- Philip White (HM Chief Inspector of Construction)
- Neal Stone (British Safety Council)
- Mr. Cammarota (European Commission)
- Mrs. Seifert (Bilbao Agency)

## Participation of the OSHA Bilbao Agency

At the beginning of 2009 the European Builders Confederation has joined the network of the European Agency for Safety and Health at Work (OSHA) as an official partner of the 'Healthy Workplaces' campaign. The main action of EBC as campaign partner was its dissemination and communication activities associated with the 'Under Construction II' project. Indeed, beside the other aims of the projects, EBC also sought to use the project activities as a platform for communicating on OSHA activities and the campaign in particular. In order to be successful in this regard EBC has worked on two levels.

On the one hand EBC has kept in contact and cooperated with the Bilbao Agency, who has attended and spoken at the start-up and closing conferences in Brussels and London, where the main campaign elements were presented and materials was distributed to the project partners but also to other attendees. EBC has attended a number of campaign events including the partnership award ceremony in Brussels, hosted by Commissioner Špidla, and the campaign Closing Conference in Bilbao, where EBC was invited to speak about its activities as a campaign partner.

The second level EBC addressed was the national level. One of the goals of the project, since its beginning, has been the involvement in every twinning seminar of the national OSHA Focal Points (FoP) of the host country. In all the eight seminars, a representative of the FoP attended and was given a platform to present its activities and contribute to the discussions. The twinning seminars generally brought several national organisations to the table, including employers' and employees' organisations, following the principle of improvement of social dialogue at the national level. In many cases, the national OSHA Focal Point is housed in a governmental entity, although the role of this entity varies (labour inspectorate, employment ministry, health and safety authority etc.).

Through its close cooperation with the European and national OSHA entities, EBC was able to create awareness on the 2008/2009 campaign and the associated national activities. In addition many of the best practice examples presented during the project are aimed precisely at improving risk assessment in construction SMEs.

Furthermore, EBC dedicated part of the shooting of the documentary film "Health and Safety... not just words" - produced as part of the project dissemination strategy - to the French painting company that received the 2008/2009 OSHA Best Practice Awards in Prague. The enterprise, *Peinture Schmitt*, that is also one of CAPEB's members, opened the doors of its exemplar headquarters to EBC to obtain footage of the company as a best practice example.

Overall the cooperation with the Bilbao Agency (OSHA) was deemed highly successful and mutually beneficial.

## **Dissemination film “Health and Safety... not just words”**

As part of the project’s dissemination strategy and efforts, EBC decided to produce and publish 500 copies of a short dissemination film, titled “Health and Safety... not just words”.

Activities for the production of this film have been carried out by the nominated film expert and the EBC project management team. Shooting of footage concerning the project has been done in several occasions: at the Prague twinning seminar and in 3 ad-hoc visits to construction sites in Belgium, France and Italy.

In addition to showing EBC involvement in the Under Construction II project, the main dimension that the film displays is the enterprises’ involvement in health and safety and more precisely in risk-assessment, which is the focus of the 2-year EU health and safety campaign of the OSHA Bilbao Agency.

To fulfil this objective, the site of a small Belgian construction company in Brussels – next to the European Parliament, a symbolic mark – has been filmed during an interview of the company manager and health and safety coordinator.

Another visit and interview was performed in France at the premises of a Peinture Schmitt, the painting company which has won the “European Good Practice Award 2008-2009” for the best European examples of prevention of risks through risk assessment by the OSHA Bilbao Agency.

The last interview was made in Italy, at the headquarters of the EBC President’s enterprises. The care and results his company achieved in health and safety – risk-assessment, H&S file, continuous training of operatives – can be deemed exemplar and also reflects his willingness to engage EBC in this domain.

The main message that this film aims to convey – and that the three interviews highlight – is that health and safety is not just words, and indeed not just papers, but a set of actions, activities and practices, which are all elements of a prevention culture supported by a necessary investment that also small companies are willing to make.

## EVALUATION

The questionnaire that has been drafted and filled out by the partners gave very useful insights on the effectiveness of the project and on the future objectives of the partners in the domain of health and safety. A unanimous positive judgment was given about the project content and organisation showing once more the interest of the partners in the project.

The twinning principle was judged very useful and appropriate to meet the project's objectives, since it allowed an exchange of information, of best practices as well as learning from mistakes and problems that occur elsewhere. Partners clearly stressed that the participation in the seminars of both old and new Member States gave the possibility of a rich interaction and wide transfer of information. Partners could indeed compare their national situations, highlighting the similarities and the differences shown during the twinning meetings. The principle of smaller groups allowed them to address more concrete topics and showed the very good cooperation between social partners. This cooperation, according to many, also increased the importance of workers involvement in the implementation of health and safety activities. In addition, the participation of national construction workers' trade unions in the twinning seminars also contributed to this.

The participation of the OSHA National Focal Point in each of the twinning seminars was noted as very useful and has pointed the need of a strong working relationship between OSHA, the employers and the employees in the future, especially at national level. According to the partners' evaluation, the support from the OSHA Bilbao Agency – participating in the project's launch and the closing events – was also considered a very important and successful element of the project.

Locally, partners also engaged in communication efforts, disseminating the project events, discussions and results. It appeared that information was received with great interest especially from entrepreneurs who seemed very concerned by the subject of health and safety. Other form of dissemination was the high rate of participation in the twinning seminars in Prague and Bucharest, with respectively 40 and 30 people, showing the increasing interest for health and safety issues, especially in the new Member States.

Some of the partners welcomed the interest of the European Commission to support sectoral social dialogue and expressed their wish to increase their opportunities to participate in EU funded projects on this topic as it was the case with Under Construction II which benefited from the financial support of the DG Employment. Health and safety training was mentioned by the partners as a practical help and guidance that SMEs require from the public bodies in order to improve health and safety. The partners also strongly valued the possibility to discuss recent labour market developments – such as the increase of self-employed in construction – and their impacts on health and safety conditions.

For future potential improvements, some of the respondents put forward the proposal of strengthening the social dialogue, through higher involvement of all social partners from each country in improving health and safety.

Last but not least, all partners expressed their willingness to participate in a similar project in the near future.

### 3 The best practices

#### Paritarian institutions

During the course of the project, several examples of social partners' cooperation were presented and discussed. Among them, one type of such cooperation is the most relevant: bilateral paritarian institutions for the improvement of health and safety in the construction sector.

These institutions are, by their name, managed jointly by the same number of representatives of the employers' and of the workers' sides with sometimes public authorities also participating. They are financed by mandatory contributions paid by the employers, as a percentage of the company's total wage mass. This gives these structures important financial resources, which are used for all sorts of information, awareness raising or dissemination campaigns, in favour of both workers and employers.

#### CNAC/NAVB – the Belgian example

In 1965 the social partners in the Belgian construction sector set up a sectoral fund (CNAC/NAVB) for the promotion of health and safety (now called well-being) in the sector. The fund is financed by all employers of the construction sector with a percentage of each company's wage mass paid to the government and redistributed to CNAC/NAVB and other paritarian funds. The Board of Directors of the fund has an equal representation of employers and employees who take the Presidency in turns. The CNAC/NAVB has a total staff of 45 persons, divided in 4 departments

- Companies - Composed of 20 advisors, visiting construction sites providing advice
- R&D - Developing knowledge tools, such as publications, newsletters, CD-ROMs, etc.
- Training
- Administration

The fund indeed provides a wide range of services and tools to companies and employees and any other actor involved in health and safety in construction. The fund's main activities include advice to companies, training organisation and coordination, site inspections (voluntary), specialised information magazines, and specialised publications on paper and CD-Rom, divided for the different construction professions. During certain campaigns CNAC/NAVB also cooperates with the labour inspectorate, in order to create a mixture of prevention and enforcement, which is believed to be very effective.

CNAC/NAVB is also involved in the training process, as far as H&S is concerned. Indeed, it cooperates with another national bilateral institution (the Belgian Construction Training Fund FFC/FVB) for the elaboration of health and safety training, which takes up to 22% of the total training hours in the Belgian construction sector.

#### OPPBTP - the French example

The French social partners in the construction sector have also set up a specific organisation for the promotion of health and safety in the construction sector called OPPBTP, a dedicated body for the improvement of working conditions in the construction sector in France (in French *Organisme Professionnel de Prévention du Bâtiment et des Travaux Publics*).

The social partners are represented in equal measures at the OPPBTP's Board:

- The representative employers' federations (CAPEB, FFB, FNTP et FNSCOP)
- The representative construction workers' trade unions (CFDT, CFTC, CGT, CGC et FO)
- A commissioner from the government

The OPPBTP is financed via a mandatory contribution from each construction company in France, calculated as 0.11% of the total wage mass of the company. This equips OPPBTP with very considerable financial resources, which allows for a well structured institution, offering service at the

proximity level, to all companies, regardless of their size and turnover. Indeed, a proximity network has been established with the following levels:

- 6 regional delegations
- 29 local agencies
- 380 full-time staff

The OPPBTP engages in advice, inspection and the production of tools and materials in the field of health and safety. Indeed, over time the OPPBTP has morphed from a controlling body to an advisory body collaborating with the enterprises, through information of legislative requirements in the field of H&S and providing assistance to construction companies for fulfilling their risk prevention actions. Finally, OPPBTP organises and manages precise training actions in the field of H&S.

## Training and qualification

### Construction Skills Certification Scheme (CSCS)

The CSCS is an industry-owned certification scheme operated by a dedicated body. The Scheme is administered by a Board of delegates from the various industry associations, including the Federation of Master Builders. The scheme issues individual cards to the workers depending on their field of competency. Currently there are over 1.4 million CSCS cardholders active in the UK construction sector.

The cards are colour-coded depending on the workers field of activity and responsibility, ranging from a red card for trainees to a black card for senior management personnel. Each level carries a number of requirements in terms of qualification, experience and proven ability. The validity of any card can be verified instantly on a web database.

Basic requirements for CSCS cards include an ongoing or finished recognised qualification, or a successful apprenticeship programme etc. All CSCS Card holders also have to pass a health and safety test, which consists of 40 multiple choice questions that need to be answered in 45 minutes. The questions are taken from an approved selection covering topics such as general responsibilities, working at heights, understanding warning signs, site hazards and noise and vibration.

The test can be taken at 151 sites across the country and implementation is supported by mobile units. The health and safety awareness test costs £ 17.50 (roughly € 19) and is supported by grants.

This scheme has advantages for both the employer and the employees, since the card allows employers, main contractors, clients, etc. to instantly verify not only that a given worker has received minimum training but also that the competence of the worker corresponds to a specific task. There are now numerous construction sites where CSCS cards are required, thus also contributing to address the problems related to undeclared work. The construction employee has the benefit that he/she has an additional selling point, since the competences are easily recognisable.

The main shortcoming of the system concerning its application and utilisation is its current limitation to larger construction sites for public procurement contracts. Indeed, the private clients, forming the domestic market where SMEs are the most active, do not currently demand CSCS cards for work undertaken in their homes. A better communication campaign on the positive elements of the CSCS card may contribute to solving this shortcoming in the future.

### Assisted driving scheme

In France, similarly to other EU countries driving licences can be obtained in different ways. One of them consists in beginning driving under a preliminary license accompanied by an experienced driver such as the parents. This permits the learner to gain practical driving experience whilst under the supervision of an experienced and responsible driver, above and beyond the driving school classes, which are generally quite expensive and limited in number. The French organisation CAPEB has recently negotiated with government to obtain approval for a similar system within the construction company.

Newest statistics in France show that the main risk for construction workers has been shifting from working at heights to traffic accidents, in particular off-site road accidents, whilst on the way from or to work and driving for the company during working hours. From this information CAPEB has established the existence of a deficiency in driving competence among construction workers, who generally do not get any training beyond the normal driving license test.

With the support of the government, partnerships have been set up between the main concerned actors: the French organisation for apprentices (CFA), the French association of driving professionals (ANPER) and CAPEB and IRIS-ST, representing construction craftsmen and employers.

In this system the parent is replaced by a senior colleague or the company manager as the experienced driver. The apprentice learns how to drive, acquiring an additional skill for the workplace,

whilst the employer can properly train him/her to drive responsibly, to load and unload the company truck in an effective way, thus also taking better care of the company's equipment.

In this way, the new learner system enables apprentices to save the money and the time required to obtain a normal driving licence. The system is also an added selling point for an apprenticeship offer and requires some investment by the employer as he will most likely need to contract adequate insurance.

Overall the advantages of this simple, yet innovative, initiative are:

- Reducing the amount of road accidents linked to the construction sector
- Added selling point for the company as regards apprentices (also medium/long term)
- Improved employability of the apprentice
- Making the apprentice more responsible
- Improving the apprentice aptitude to effective and safe loading of company vehicles

An initiation to a more economical and environmentally-friendly driving

## **Health and safety in public procurement**

ANAEPA, the Italian project partner, recently decided to tackle the question of health and safety in construction through the dimension of public procurement.

This type of approach came from the consideration of several factors. First of all, statistical data show that 60% of fatal accidents are caused by decisions taken before the beginning of the actual site works. Secondly and most importantly, considering the great importance that public procurement has on the Italian construction companies, averaging has less than 3 workers per company, ANAEPA decided to apply risk assessment to public procurement.

Basing its thinking on such assumptions ANAEPA has submitted a proposal to the relevant Ministry in order to foster prevention and reduction of accidents. Indeed, ANAEPA proposed that public procurement contracts be awarded with the adoption of the concept of the "most advantageous bid" instead of the "lowest bidder" approach. In this way, health and safety expenditures, which are usually underestimated and reduced, should be less dependent on the price-cutting policy and can be really taken into account properly.

In addition to this approach, ANAEPA also took part in the Itaca project, which is an operational tool of the Italian Conference of the regions and of the Provinces. This project also dealt with health and safety in public procurement contracts, with the aim of helping construction companies to estimate the costs of health and safety compliance measures in the contracts.

## **Tools and practical instruments for construction SMEs in H&S**

### Risk Assessment tools

Risk Assessment is the starting point to any risk prevention and often the step where the health and safety culture fails in small construction companies. As a result it is essential that risk assessment is adapted to the companies that are supposed to apply it. The ideas behind risk assessment must be conveyed in the form of a simple tool that companies can apply straight away without spending disproportionate amounts of time on it.

In France the 'Document Unique' (DU) is required since 2001 for each company. It requires the manager to fill in the types of activities he/she or his/her employers are involved in, the risks that may be associated with this activity and the measures that have or must be taken to minimise and avoid the risk. However, the French legislator does not prescribe any format for this DU, but states that it needs to be updated every year to ensure it remains relevant.

In order to make the task the easiest possible for construction crafts and small enterprises, the French partner of the project (CAPEB) has produced a simplified document that guides the employer through the process and can be filled in quickly and easily. The same kind of facilitation document can also come in the form of a software tool.

Most recently CAPEB has carried out a study on the implementation of the DU requirement in the companies. A sample of 1,300 construction companies with less than 20 employees have been questioned by an external consultant and the results have been presented by size of company (expressed as number of employees) and by type of activity. Several years after the elaboration of the simplified DU form the results are quite encouraging. The study showed that over 80% of companies employing 10 – 19 employees have produced their DU as required. For companies between 6 and 9 employees, the percentage remains close to 80. Among very small enterprises, from 1 to 5 employees, over 50% of the interviewed companies have established their DU.

A further interesting element concerns the updating of the DU. Indeed, among those companies that have established their initial DU, a large majority ensures that it is updated as required by law. Again around 80% of companies employing between 6 and 19 people have updated their risk assessment document, whilst close to 70% of companies with 1 to 5 employees have also done so.

Obviously there is work left to be done, but the figures presented in this study are encouraging and prove the effectiveness of providing tools that are adapted to small companies' day-to-day reality, as well as information campaigns. Such a success is of particular importance as the project UC II has referenced many opinions about the problematic H&S situation when small companies are concerned.

### Fact sheets and check lists

During the project, all sorts of publications and information leaflets have been mentioned and provided as examples of assistance and awareness raising for construction SMEs. Two examples have been selected for this publication: the OSHA Bilbao Agency factsheets and BOUWUNIE's factsheets and check lists.

The European Agency for Safety and Health at Work (OSHA) has produced large number of Factsheets since its creation. These information leaflets centre on a specific activity and the associated risks, a single identifiable risk, a group of professionals, a working environment or best practice guidance. The OSHA Factsheets are available in 22 European languages and can be downloaded for free on the OSHA website.

The Belgian association and project partner BOUWUNIE has established a collection of factsheets, to be used by its members - and their employees in particular - which are distributed as a full collection via CD-Rom. BOUWUNIE has decided to focus on machinery and equipment and have produced a

sheet for each type of equipment commonly used on construction sites. These sheets are drafted in Word format and need to be completed by the company in order to obtain a sheet that identifies precisely risks associated with the make and model owned by the company. The sheets need to be signed by the responsible health and safety coordinator/advisor and the health surveillance advisor.

The same CD-Rom contains a collection of check lists for specific high risk activities such as working with ladders, cherry pickers etc. The check lists should be filled out each time the company makes use or works with the concerned equipment and is therefore designed to be quick and simple to use.

Last but not least the collection contains information on the use and limitations of personal protective equipment (PPE). For each commonly used PPE a factsheet has been drawn up, containing basic information on when and how to use the equipment, but also the obligation of each party regarding the PPE.

## **The involvement of workers and their representatives in H&S**

A better involvement of workers' trade union has often been mentioned during the project. As one of the project partners, FILCA-Cisl – one of the three main construction workers' trade union in Italy – presented their range of activities in this sector, showing their interest and their belief that workers must be involved and given responsibility in implementing sound health and safety practice, starting with risk assessment.

FILCA-Cisl undertakes several direct activities in order to improve Health and safety on construction sites. These activities may involve all the workers, the workers' representatives in the company and the trade union staff which assist the workers on the ground. Being a very big trade union structure, with almost 300.000 members and 600 staff, FILCA-Cisl relies heavily on representatives at the company level.

In addition to the usual workers' representative inside the companies (RSU), there are two forms of workers representatives, which are specially dedicated to the topic of Health and Safety:

- RLS, Workers' Safety Representative
- RLST, Workers' Safety Representative at Territorial level

The RLS is an employee of the company, responsible for the safety inside the company and the company's working sites. This representative is elected within the RSU and acts at the company level.

On the other hand, the RLST is the Workers' Safety Representative at Territorial level, a special profile created to adapt to the specific of the construction sector in Italy, where the average size of the companies is extremely low (< 3 staff per company). The RLST is a person who is paid with a small cost by the employer and monitors the security of the employees and is present on the workplace. They relate to the companies and their advisers and operate at territorial level. The establishment of RLST in the different districts and areas is very important because they control if the rules for safety are applied in the construction sites and keep the relations with the workers on health and safety problems. FILCA-Cisl assures the coordination of the RLST through the dedicated body called "RLST-FILCA", which also acts as a training and updating body.

The FILCA Department Health and Safety is another major tool for the improvement of Health and safety in construction companies in Italy and is responsible for several tasks:

- Elaboration of proposals
- Preparation of training materials
- Analysis of every fact linked to health and safety in all sectors

Training for Health and safety is also offered by the trade union at all levels. For the trade union's operators, a specific course about health and safety is included in long-term courses. Regular meetings are held between the different regional and local levels to share information on new regulations and basic courses about health and safety are organized for the trade union affiliates.

## 4 The partners

### FRANCE

**CAPEB:** Confederation of Craft and Small construction companies

**CAPEB** is a professional organisation representing crafts and small builders in the construction sector in France. Established in 1946, from a grouping of trades unions at both national and 'département' levels called the Fédération Nationale Unifiée des Maîtres Artisans du Bâtiment, it has grown over the years and has become the representative body recognised by the public authorities and the social partners. Called the Fédération Nationale des Artisans du Bâtiment in 1949, it received its current name in 1963. Currently with over 100,000 members, it represents and defends the interests of the sector's 318,000 businesses.

Craft building is the predominant section of French construction. The 307,000 construction craft enterprises (which employ usually less than 20 workers), realise a global output of € 58 billion, which represents about 60% of construction turnover and employ 820,000 workers (salaried and non salaried employees) or 68% of the construction working population. We have to add to those figures 150,000 spouses involved in the business. Finally the craftsmen and the small enterprises train 87% of the construction apprentices.

Recently CAPEB has created a new organisation called **IRIS-ST\***, in order to give specific assistance and advice to small construction companies in France. While CAPEB acts at a political level, IRIS-ST\* develops tools and engages in awareness raising campaigns. Currently IRIS-ST\* is financed jointly by the French government and CAPEB. CAPEB/IRIS-ST\* have been strongly involved in creating risk assessment tools for the construction sector, including the 'Document Unique', which is a trade specific risk assessment document that must be updated annually. Other activities range from promoting safety on and off site with a focus on moving plant and driving, including a 'Learner' scheme agreed with the government. IRIS-ST\* also engages safety equipment manufacturers to create new products adapted to the needs of craft enterprises.

***Country:***

France

***Data on the construction sector:***

Number of craft companies (less than 20 employees): 356,000

Number of workers in craft companies: 941,000

***Project Partner :***

CAPEB (Confederation of Craft and Small construction companies)

Founded in: 1946

Number of affiliates: 100,000

Recognised as Social Partner

## CZECH REPUBLIC

### **SDMSZS: Federation of Very Small, Small and Medium Employers in the Construction Industry in the Czech Republic**

The Federation, created in early 2005, represents micro and SMEs of the Czech Republic and is divided into 21 different trade organisations of the construction sector. It was established to protect specific requirements and help deal with the matters of very small, small and medium employers in construction and in services and equipment associated with construction. In the Czech Republic the issues which concern small construction entrepreneurs are training, quality, undeclared work, health and safety, minimum wage.

Another aim of the Federation is to reflect the changing conditions on the Czech construction market and influence it in the direction of an improvement in the quality of provided services and greater transparency and adherence to ethical rules when assigning and implementing orders. The SDMSZS will act energetically to defend and promote the interests of very small, small and medium employers in construction and in services and equipment associated with construction.

The SDMSZS attempts to ensure an improvement in the legislative and material conditions for expert training in construction and to actively ensure the practical part of teaching and preparation of master craftsmen in construction fields. The Federation wishes to develop relations with partner professional and employer federations and chambers in the Czech Republic and from the countries of the EU and use these relations to take onboard the experience of very small, small and medium entrepreneurs in construction gained on the single European market.

The Federation wishes to become a valid member of the tripartite body and actively engage in negotiations for the conclusion of collective agreements of a higher level. Discussions towards this are under way with the Association of Buildings Entrepreneurs SPS, whose representative was present at the Prague twinning seminar and acknowledged the efforts by SDMSZS to engage in social dialogue. Obviously the relations are also evolving with the construction trade union, STAVBA, also present at the Prague twinning seminar with which discussions on mutual recognition are ongoing.

***Country:***

Czech Republic

***Data on the construction sector:***

Number of construction SMEs: 150,401

Number of construction employees: 394,000

***Project Partner:***

SDMSZS (Federation of Very Small, Small and Medium Employers in Construction Industry in the Czech Republic)

Founded in: 2005

Not yet recognised as Social Partner

## BELGIUM

### **BOUWUNIE: Flemish association of construction SMEs**

BOUWUNIE is the Flemish association of construction's SMEs. It was founded in 1959 and has now 8000 members. Bouwunie is member of UNIZO (the Flemish association of SMEs – interprofessional level) and of EBC. The structure is composed of offices in 5 provinces, with a total of 19 permanent staff. It defends the interests of its members (the employers and the independent workers in the field of construction). Thanks to its effective action at national, provincial and regional level, BOUWUNIE has become the biggest professional federation within UNIZO, the Union of independent entrepreneurs. UNIZO is the biggest inter-professional organisation grouping together Flemish self-employed and SMEs.

BOUWUNIE is the umbrella organisation of 7 professional associations, each one specialised in a specific activity of the field: craftsmen; carpenters; painters; plasterers; sanitary system and heating installers; electrical workers; workers undertaking wiring and pipe works.

The close contacts held over approximately 45 years with these associations, with other professional federations, as well as the members have contributed to a wide knowledge of the problems in the various sectors and the business. Such competencies are at the disposal of the members. BOUWUNIE has a national secretariat in Brussels and provincial secretariats in Bruges, Gent and Hasselt.

As an employers' organisation, one of its main tasks consists in the permanent defence of the entrepreneurs' interests, not to mention the provision of a wide range of services. BOUWUNIE supplies to its members information in the social, fiscal, financial, legal and economic fields and organises training courses in technical, commercial and industrial subjects. BOUWUNIE informs its members with the magazine "BOUWNIEUWS".

BOUWUNIE is a recognised social partner in Belgium and as such takes part in negotiations and discussions concerning the sector at national level. It also sits on the Board of several paritarian funds which manage training policies, pension funds and complementary funds for workers, health and safety funds. This aspect of their activity is fully presented in the "Best practices" section on page ??.

***Country:***

Belgium

***Data of the construction sector:***

Number of construction SMEs: 58,705

Number of construction employees: 245,000

***Project Partner:***

BOUWUNIE (Flemish Association of construction SMEs)

Set up in: 1959

Number of affiliates: 8,000

Recognised as Social Partner

## LATVIA

### LBA: Latvian Builders Association

The Latvian Builders Association (LBA) was founded in 1996, currently has 3 permanent staff and the national president. It counts 180 affiliated members, employing 17,111 workers. In Latvia, 5,542 companies are registered in the Construction Merchant Register and more than 100,000 employees were working in the construction industry in 2007. LBA provides several services, such as representing and defending interests of members, participation in the Construction Council and designing strategic plans for training needs and offers.

LBA is a recognised social partner and signed, in 1998, a general agreement “On wages in the construction industry” with the Latvian Trade Union of Construction Workers. In March 2007, an “Agreement regarding the situation in the labour market and wages in the construction industry” was concluded with the Latvian Trade Union of Construction Workers. This deal plans the introduction of hourly wage rates for specific groups of professions. In the 3rd quarter of 2007, the average salary of employees in the construction industry was 395 LVL (565.80 EUR).

LBA recognises the existence of factors impeding the social dialogue, such as:

- Lack of any strong desire of employers’ organisations to unite for a common social dialogue in the industry;
- The industry’s companies largely do not understand the purpose and usefulness of trade unions;
- The industry’s associations do not represent the entirety of companies working in the industry;
- The employees do not have sufficient understanding of the purpose of a trade union, while the employers do not wish to become initiators of the process;
- Strong influence of shadow economy in the industry.

### LCA: Latvian Builders Trade Union

Marija Tomsons is the only woman in Europe to be elected as the President of a construction Trade-Union. She is indeed the President of the Latvian Builders Trade Union LCA. LCA was founded in 1990. It is member of the Free Trade Union Confederation of Latvia (LBAS) and of the Building and Wood Workers’ International (BWI).

LCA’s main areas of activities cover wage (collective agreements, general agreements with employers’ organisation), health and safety and vocational education in the sector. LCA organises events in vocational schools to motivate young people and to attract them to the construction sector.

It is a recognised Social Partner and deals with these matters in negotiation with the employers’ counterpart, the Latvian Builders Association. Another arena of activity is the involvement and participation in the legislative process.

***Country:***

Latvia

***Data on the construction sector:***

Number of construction SMEs: 5,487

Number of construction employees: 100,000

***Project Partners:***

LBA (Latvian Builders Association)

LCA (Latvian Builders Trade Union)

Recognised as Social Partner

## LITHUANIA

### LSA- The Lithuanian Builders Association

The LSA has been representing the interests of 176 companies and organizations of Lithuanian construction since 1993. It is a member of the Lithuanian Industrialist Federation (LPK) and of the National Chapter of European Construction Technology Platform in Lithuania. It is the voice and partner of the Lithuanian construction industry for economic, political and technical issues. Representing only a small number of companies - out of a total of about 3500 construction companies in Lithuania – LSA represent about 50% of total turnover.

The Lithuanian Builders Association acts as a construction industry force, participating in monitoring and support a continuous process of improvement in Lithuanian Construction Industry. LSA interacts with the government and legislative authorities, participating in different committees and working groups, vocational training and high education, other construction industry associations, architects, engineers, developers, household appliance, consumers associations and other organizations related with construction industry

Concerning H&S, LSA carries out the following actions:

- Vocational training
- Organisation and implementation of management systems
- Dissemination of Best practices on improving Health and Safety in SMEs
- Preparation of projects of legal acts, prevention measures for reduction of accidents
- Assistance in occupational risks assessment and prevention

***Country:***

Lithuania

***Project Partner:***

LSA (Lithuanian Builders Association)

Number of construction companies: 3500

Number of affiliated member companies: 176

Website: <http://www.statybininkai.lt/>

Recognised as Social Partner

## ITALY

### **ANAEPA: National association of craftsmen of building and allied trades**

ANAEPA is the sectoral association and autonomous branch of Confartigianato for the construction crafts and SMEs, which it represents in Italy. The organisation was founded in 1950 and has nowadays over 76,000 member companies. Most of them are craftsmen and small enterprises, as witnessed by the number of people these enterprises employ in total: 137,000. The association is a founding member of EBC and is a recognised social partner in Italy both signing national collective agreements valid for the workers of construction crafts and SMEs and consulted by Government and Parliament as intermediary in the lawmaking process.

A major aspect that makes the association valuable to its members is the provision of services, such as training for entrepreneurs and workers, help in financing, consulting on taxation issues and the creation of consortiums and cooperatives to take part to public tenders.

In the field of Health and safety, ANAEPA is very active and supportive of its members, mainly very small construction enterprises, based on the philosophy of prevention.

ANAEPA organizes training seminars in the following fields:

- Training for the assembling of scaffolding (mandatory by law – 28 hours)
- Training for Emergency and first aid
- Training for Fire emergency management
- Training for Asbestos disposal
- Training for entrepreneurs and representatives of workers within enterprises

It also offers training for the staff responsible for the prevention and protection within individual enterprises (RSPP) and for those who design systems for the management of Safety on the workplace. The Association also offers risk assessment and regulations compliance periodical check-ups. Concerning Information, ANAEPA produces guides and books for professionals, enterprises and workers

ANAEPA has recently been appointed as the coordinator of a subcommittee charged with creating tools for enterprises, professionals and 'contracting out' organizations in the field of safety. This subcommittee has proposed specific objectives and activities:

- Definition of operational tools for the implementation of management systems for safety at work
- Self assessment of such systems
- Guidelines for the implementation in small and very small enterprises
- Implementation of such systems in aggregation of companies competing for public works

### **FILCA/CISL - Italian trade union of construction workers**

FILCA is the trade union federation representing the workers of the construction sector. It brings together the employees from the construction, lumber trade and building materials sectors. It is one of the 3 main Italian trade unions. It adheres to Cisl – The Italian Trade Union Federation – which brings together all categories of workers and retired from the Industrial, trading, agricultural, civil service and craft sectors.

FILCA has 292.837 affiliated workers (figures of 2008) and it is present in all Italian provinces with its own independent bases. It has also more than 600 full-time union organisers and it can rely upon more than 5000 representatives and activists who operate in factories and building-sites.

The aim of FILCA is to improve and safeguard the quality of life of its members and of all workers and to provide an economic and professional point of view focusing also on their health and safety. Protection and representation are provided through bargaining, contract management, individual and collective assistance, consultation with the institutions and call for tender, delivery of services through ad-hoc structures. Protection and representation also take place through informative activities like planning and management of trade union meetings, presence in thousand of territorial sections and by publishing informative materials.

***Country:***

Italy

***Data on the construction sector:***

Number of construction SMEs: 563,038

Number of construction employees: 1,748,373

***Project Partners:***

ANAEPA

FILCA-CISL

Both are recognised as Social Partners

## HUNGARY

### **IPOSZ: Hungarian Association of crafts and SMEs**

Crafts professionals have been represented in Hungary from 1880, thanks to the IPOSZ which also groups together the organisations of the construction sector. The federation totals 279 independent associations: approximately 220 are local organisations, 39 are organised according to national categories and 20 at a regional level. The category associations work beside the regional ones.

The IPOSZ has interests in the major problems of the construction sector in Hungary, with special concern for undeclared work, lack of transparency in the procurement procedures, health and safety and financing of enterprises.

The construction entrepreneurs and enterprises are direct members in the territorial craftsmen's corporations of IPOSZ. These construction SMEs number about 12,000. IPOSZ has a legally independent professional corporation which is called EKKS, the Association of Construction SMEs. EKKS is a developing, new professional corporation with few members.

***Country:***

Hungary

***Data on the construction sector***

Number of SMEs: 54,000

Number of construction employees: 250,000

***Project Partner:***

IPOSZ Construction Association

Recognised as Social Partner

## UNITED KINGDOM

### **FMB: Federation of Master Builders**

With over 13.000 members, the **FMB** is the main British association for small-sized enterprises in the building sector. Members have experience in all professional activities in the construction sector: maintenance and refurbishment, housing, commercial and industrial projects. The building sector represents, as a whole, 10% of GDP and 7% of the workforce in the United Kingdom.

The FMB was founded in 1941 with the express purpose of helping small builders, many of which were at that time losing business to larger companies. The Federation was established to uphold the integrity and professional value of small and medium-sized building firms. This core philosophy is still the watchword of its everyday work. Today, the FMB represents builders' interests within the Institutions, fosters business development and promotes high standards of work.

The FMB has over 120 branches, grouped into 11 Regional Councils. Delegates from branches are elected to Regional Councils; and elected Regional Counsellors become members of the National Council, the Federation's ruling body. By this means, every member has the opportunity to be involved and to influence, in a democratic way, the FMB's development.

FMB's services to members are numerous: help-lines (for health & safety; taxation; legal matters), training workshops, access to warranty scheme and insurance services, access to quality marks, etc. The FMB also provides a customer-oriented service to find a builder: website [www.findabuilder.co.uk](http://www.findabuilder.co.uk). Information is circulated through the MasterBuilder magazine and e-mail news bulletins.

Concerning H&S, FMB works with Health and Safety Executive and with the rest of the construction industry on improving health and safety. Indeed, even if the UK construction industry is one of the best performing in terms of H&S records, it still aims to improve. 77 fatal accidents per year is indeed a number which requires improvement, even if it constitutes a great decrease from 130 in the 80's. FMB also works with and for its members on improving health and safety through the FMB's Health and Safety Group and by producing news and leaflets to the member companies.

***Country:***

United Kingdom

Number of construction SMEs: 186,000

Number of construction employees: 1,340,000

***Project Partner:***

FMB (Federation of Master Builders)

Set up in: 1941

Number of affiliated members: 13,000 (biggest UK sectoral employers' body)

Established the BATJIC wage negotiation body with trade union UNITE

## **MALTA**

### **FOBC (Maltese Federation of Building and Civil Engineering Contractors)**

Set up in 2000, with 11 member firms, the Maltese Federation of Building and Civil Engineering Contractors represents Malta's major building contractors. It is a very young organisation without a full-time secretariat, but wants to include in the near future more companies in order to have a stronger position and representation. FOBC is affiliated to the Malta Chamber of Commerce, Enterprise and Industry since 2004.

It provides a voice to the construction industry, advancing the interests of buildings contractors, lobbying and promoting positive innovation and ensuring compliance to OHS measures. Its main objectives include the introduction of standard form of contracts and conditions, code of practice and conduct, standard method of measurement, the promotion of dispute resolution methods and the provision of training facilities in Malta.

An important piece of advancement for the Maltese construction sector, on which FOBC has been working, is the recognition of professional classifications for construction contractors to be listed in a public register of companies.

***Country:***

Malta

***Project Partner:***

FOBC (Maltese Federation of Building and Civil Engineering Contractors)  
Founded in 2000

Not recognised as Social Partner

## **TURKEY**

### **INTES – the Turkish association of construction employers**

INTES was established in 1964 and today made up of 130 members of medium and large size companies who are the leaders of the construction sector. INTES presents its members on national platform through membership to 'Confederation of Turkish Employer Association (TISK)'. INTES aims to defend and extend its members economic rights, follow the sector related developments and contribute to the implementation of policies and regulations related to the sector. It is affiliated as a national organization to be able to provide necessary information and materials at the highest level. The work program of INTES is extremely diverse covering a wide aspect of political, research, education, vocational development and social activities. All of its activities are published through its web sites.

The shortage of well trained workforce in construction sector is a fundamental issue for INTES members. In order to meet the needs of the skilled workforce, INTES has established 'Turkish Vocational Training Centre' in 2004. This centre offers a diverse range of courses in occupational sectors and one of them is industry specific trainings on 'Labour H&S'. Until today, more than 5000 workers have been trained in this Centre.

INTES was also assigned to developed professional standards for predetermined 30 occupations in construction sector. INTES has completed vocational standards of 'Labour H&S Officer'. With in this scope, necessary skills, knowledge and particular tasks have been defined in cooperation with field specialist and workers.

INTES has carried out various activities to increases the awareness of the H&S. Since 2004, INTES has been involved seven EU projects and two of them have vital importance regarding the social dialogue and the contribution of the 'Occupational Health and Safety'.

***Country:***

Turkey

***Project Partner:***

INTES – the Turkish association of construction employers

Founded in 1964

Recognised as Social Partner

Web site: <http://www.intes.org.tr>

## Romania

### UNPR – National Union of Romanian Employers

UNPR has been founded in 1991 in the aim of protecting the interests of small and medium sized entrepreneurs acting in the field of services, trade and production. It is a non-profit, organisation with 10 employers' associations in 10 regions of Romania. UNPR members are companies from the private sector, as well as professional associations from various fields of activity, representing branches of the national economy. The resources of UNPR are organised in 6 functional departments:

- for relations with Parliament, Government and Trade Unions
- for programme organisation and implementation
- for economic strategies and policies
- for relations with business and banking environments
- for communication
- for foreign relations

On December 6<sup>th</sup>, 2005, UNPR opened a representation office in Brussels. Through its permanent representative in Brussels, UNPR is first informed about all new European regulations

UNPR is actively involved in tackling Health and safety problems in the Romanian economy and most importantly in the construction sector. Prevention is the starting point through which all risks must be known and stopped. Indeed, UNPR is trying to update the Romanian standards to EU regulations in the construction sector and improve the working conditions in this domain, by being actively involved in the promotion campaign for this sector. It also informs members about the need to have the employees who are informed and safe active in safe working conditions.

***Country:***  
Romania

***Project Partner:***

UNPR (National Union of Romanian Employers)

Founded in 1991

Recognised as Social Partner

Web site: <http://www.unpr.ro/>

## COORDINATOR

### EBC European Builders Confederation

### *The voice of construction crafts and SMEs in Europe*

Six national associations representing construction crafts and SMEs in European countries joined forces and, in 1990, founded EBC, **The voice of construction crafts and SMEs in Europe**. Through its member and partner organisations, EBC represents the sector's crafts and SMEs. Via its permanent office in Brussels, EBC works in close collaboration and is member of UEAPME, the European Union of Craftsmen and SMEs, on behalf of which it chairs the Construction Forum, a discussion arena of the European construction SMEs. EBC is also member of the Office of Crafts and SMEs for Standardisation, NORMAPME.

EBC's political goal is clear: to represent, defend and promote the interests of construction crafts and SMEs, in close co-ordination with the national member organisations.

In order to elaborate common policies, EBC members meet at least four times a year at Board of Directors' meetings in Brussels and at the General Assembly. The latter is normally combined with the EBC Annual Congress, which is organised in turns by the EBC members and dedicated each year to a specific topic. Throughout the year our permanent team has the task of monitoring EU activities and keeping members informed about forthcoming legislation, projects and other issues. With its network of experts originating from the member organisations, EBC establishes its position papers, which are then validated by the national organisations and defended jointly in Brussels and before national governments.

Lobbying activities are carried out towards the European Commission, focusing in particular on certain Directorate Generals (Enterprise and Industry; Taxation; Employment and Social Affairs; Environment; Energy, etc), the European Parliament and the European Economic and Social Committee. EBC takes part in the Standing Committee on Construction, which is chaired by the European Commission and includes representatives from the governments of all Member States, and is in charge of regulating construction products' standardisation. Furthermore the added representation of EBC is also recognised by the European Commission with regard to the European Social Dialogue in the construction sector and in 2007 FIEC offered 2 observer seats to EBC within its delegation to this committee.

Communication and information is fundamental. EBC Publications are part of this activity:

- Bi-monthly information bulletin, translated into 4 languages (French, English, Spanish, Italian)
- EBC Annual Report, translated in 3 or 4 languages (French, English & a third language)
- Press releases in 2 languages (French, English)
- Position Papers in 2 languages (French and English)

All these publications are available on the EBC website: [www.eubuilders.org](http://www.eubuilders.org)

***Project coordinator:***

European Builders Confederation EBC

Founded in: 1990

Number of construction enterprises in Europe: 2,917,084

Number of member and partner associations: 19

Observer status in the employers' delegation of the sectoral Social Dialogue Committee for Construction