



project: **Contemporary Challenges of Employee Participation - Opposing the Negative Results of Covid-19**

partner: **Svaz podnikatelů ve stavebnictví (SPS)**

National research (case study) Czech Republic

Status of the current level of participation of employees in the management of the company in the partner country on the project (in private and public companies)

When asked whether employees, ie their legal representatives (meaning unions), are involved in the management of the company, the answer is that they are not. The concept of corporate governance is not directly regulated by national legislation, ie the law does not impose this possibility.

Employee representatives, ie trade unions, through their competencies and authorities, which are enabled by labor law, especially the Labor Law, Law no. 262/2006 Zb, monitors compliance with labor laws, including safety and health protection.

For employers with a transnational element, there is also the opportunity to re-use their influence as employee representatives through participation in European Works Councils. This institute was established on the basis of the relevant European directive (Council of the European Union Directive 94/45 / EC establishing the European Works Council or creating another procedure for informing them) and has both an informative and a control character. In many cases, if employee representatives meet regularly with the top management of multinational corporations, corporate governance requirements may apply.

Another way to achieve some influence is to do so through employee representatives on supervisory boards. This control body then has certain competencies towards the company's boards of directors.

In the dualistic system of joint stock companies, the amendment of Company Law obliges companies that employ more than 500 employees to form a supervisory board divided into three parts. One third are then elected directly by the employees of these joint stock companies.

Looking at the union database of OS Stavba CR [Czech Republic construction], we can find out some interesting figures. The union operates directly in 141 entities (employing about 40,000 employees), some of which are contributing organizations, ie associations or cooperatives. From the point of view of companies, it operates directly in 120 companies. Of these, 62 are joint stock companies. 13 of these companies thus meet the legal size requirement for the election of one-third of the supervisory board. Of these, only 11 use a dualistic system. It should be added here that some of the so-called smaller companies (meaning with less than 500 employees) have in their statutes "voluntarily" determined one third of the representation of the employees representatives in the supervisory board.



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According to the internal statistics of OS Stavba CR, out of the total number of 62 joint stock companies under the direct jurisdiction of the trade union, 55 companies have an established supervisory board. Their statute determines the total number of members of the supervisory board in the amount of 159 (in the vast majority it is a three-member supervisory board). In 14 companies, the statute obliges employees to elect some members of the supervisory board, and union members and their highest representatives appear among the elected.

Therefore, it can be stated that in some cases a certain influence on the management of companies is applied, although very marginal.

It can be added the fact that *OS Stavba CR*, through the institute of collective bargaining at a higher level, represents a significant part of employees who are employed in companies operating in the construction industry, production of construction materials and extraction of construction raw materials. These are entities that employ about 200,000 employees.

Within the social dialogue, we can also mention the fact that *the trade union Stavba CR*, as a member of the largest trade union headquarters - the Czech-Moravian Trade Union Confederation, can achieve its influence in the dialogue at the highest level. *OS Stavba CR* is a member of the permanent delegation to the Council of Economic and Social Agreement, abbreviated "tripartite" and in a similar way as its social partner (Association of Entrepreneurs in Construction - permanent member of the delegation on the side of employers) can apply its influence in this highest platform of social dialogue.

On the issue of the Green Deal for Europe, many words were said in the highest structures, especially words of criticism. This issue is regularly discussed at all summits, both in the framework of the dialogue of the Czech Republic and in the framework of the dialogue at the European level. Employee representatives look to the future with great concern and openly ask questions such as "who will pay for it?". They are concerned about the risk of so-called "energy poverty" for ordinary citizens, employees and the elderly. They require specific analyzes of the impact on ordinary citizens, but also on individual sectors. They also share the same concerns as their social partners, ie concerns about maintaining the competitiveness of the Czech economy.

From the point of view of the sectors in which the Association of Construction Entrepreneurs and the Construction Trade Union of the Czech Republic [Odborový svaz Stavba ČR] operate, the cement industry is one of the most endangered, followed by ceramics, and lime extraction and processing can not be left aside. Efforts to extend European emission permits to road transport and buildings could have devastating consequences.



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Assessment of the state of social dialogue in the partner country on the project on economic policy issues, including climate policy and in particular the European Green Deal

Social dialogue has been going on in the Czech Republic since 1990, when unions transformed from the lever of the ruling Communist Party into a real defender of workers' rights, divided into numerous organizations and unions, and when the first private companies began to be established and interest groups of their owners and managers began to emerge. Tripartite has been established as a platform for social dialogue at the highest level (the Government of the Czech Republic is also a member). In addition, the social dialogue took place at the bipartite level, ie between employee representatives and employers. Trade unions have essentially become the only entity capable of organizing resistance to anti-social measures by right-wing governments, especially in the context of the economic crisis at the end of the first decade of the 21st century. With the arrival of the center-left governments in 2013, a number of successes were achieved. The minimum salary, which previous governments have left at an unacceptably low level compared to developed EU countries, has risen sharply, and some liberal economists have even suggested its abolishing. Working and legal conditions of employees have been improved, and safety at work has increased.

Social dialogue has intensified especially since the Czech Republic joined the European Union. This was also made possible by additional programs financed from the European Social Fund or from national sources. Social dialogue also takes place at the transnational, especially European level. The Association of Entrepreneurs in Construction (through the Institute for Education) in cooperation with the Construction Trade Union of the Czech Republic [Stavba CR] is currently implementing the national project "JOINT PROCEDURE OF SOCIAL PARTNERS FOR SOLVING KEY TOPICS IN THE SECTORS", which considers and solves key problems in construction, including environmental issues and digitization. The aim of the project is to move from the identification of problem areas and proposed measures to the status of recommendations for the implementation of selected measures, including pilot verification for selected jobs in industries according to the focus of key activities (tools to support employee adaptability, the impact of strategy 4.0 on jobs, the impact of multi-shift work and work aids on the profession and its physical load, stress, burnout, mental stress or the development of strengthening cooperation between employers and employees, support for collective bargaining, barriers to collective bargaining and other). Several thematic meetings were held at which initiatives were launched to solve these tasks. An important part of the project is finding ways to eliminate barriers / obstacles to collective bargaining and provide flexible forms of work in the public sector.

This project builds on a number of projects realized in the past, which we will mention in other parts of this material. Among them are projects related to greening of construction and digitalization of construction.



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The basis of social dialogue is collective bargaining on salaries. Collective bargaining is clearly one of the main activities of the construction trade union of the Czech Republic [OS Stavba CR]. This year, 71 company collective agreements (hereinafter CCA), amendments or annexes belonging to CCA (in 2020 = 57, in 2019 = 60) were evaluated, which were submitted for evaluation by the basic organizations of the construction trade union of the Czech Republic [OS Stavba CR]. This is a sufficiently representative number of these contractual documents for the possibility of analyzing the overall level of company collective agreements within the OS Stavba CR.

When comparing the level of company collective agreements within the comparison of 2021 with previous years, it is again possible to state a qualitative shift of levels in terms of form and content. This result is undoubtedly an expression of responsible work and appropriate attention that most officials of *OS Stavba CR*, often with the direct help of employees, pay to the whole issue. After all, collective bargaining is one of the basic and most important activities of trade unions, which thus fulfill the mission of employees' representatives in labor relations.

Another important area of cooperation between the social partners is safety and health at work. Currently, this area is significantly affected by the Covid 19 pandemic. There is an intensive dialogue on individual measures at the level of companies and stakeholders. Thanks to this dialogue, the construction sector is not significantly affected in terms of worker health. The sudden rise in the prices of construction materials and energy has a far greater impact.

National (economic and social) conditions for the implementation of the European Green Deal, ie the structure of the economy, energy sources, national climate policy and national goals in its competence, social challenges related to the implementation of the European Green Deal, and necessary activities that companies need to develop in this regard

The European Green Deal is a basic plan for the transformation of the European economy with the aim of stopping the unprecedented threat of climate change and environmental devastation. The European Union has therefore set itself the goal of making Europe the first climate-neutral continent by 2050. In the coming decades, Europe will face an unparalleled economic, social and environmental transformation in modern history. The plan is to transform the current economy into a competitive system that uses resources efficiently but prevents pollution and environmental degradation. Therefore, some compare the Green Deal for Europe with the Marshall Plan for the reconstruction of Western Europe after the Second World War.

European countries have already begun to modernize and transform their economies in order to achieve climate neutrality. Between 1990 and 2018, greenhouse gas emissions at the European level decreased by 23% (in the Czech Republic by 35%), while the economy grew by 61%. According to the existing plans of individual countries, the proposed measures should reduce emissions by a total of 55% by 2030, so the European continent could move



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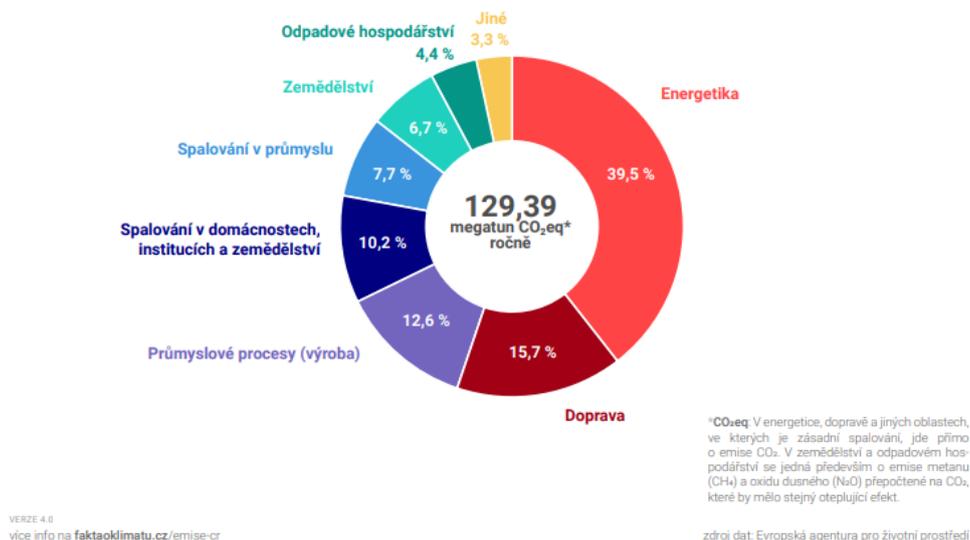
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towards climate neutrality by 2050. Each country will be able to produce only as much greenhouse gas emissions as it will be able to absorb on its own. Last year, the European Commission approved a proposal for a regulation establishing a legal framework for achieving climate neutrality (the so-called climate legal framework).

EMISE SKLENÍKOVÝCH PLYNŮ V ČR PODLE SEKTORŮ

Celkové emise ČR za rok 2018



Graph: Overview of greenhouse gas emissions in the Czech Republic by sectors in 2018

other; waste management; agriculture; sagorevanje u industriji; combustion in households, institutions and agriculture; industrial processes (production); traffic; energetics.

more information at faktaoklimatu.cz/emise-cr

CO₂eq: In energy, transport and other areas in which combustion is the basis, it is directly about CO₂ emissions. In agriculture and waste management, it is primarily about methane (CH₄) and nitrous oxide (N₂O) emissions, converted to CO₂ that has a lasting heating effect.

Izvor podataka: Evropska agencija za životnu sredinu

The construction industry also plays an important role in the Green Deal plan. Construction, use and renovation of facilities require significant amounts of energy and mineral resources, such as sand, gravel and cement. 40% of the energy consumed is used by buildings. Construction fund renovation rate in the Member States it is currently between 0.4 and 1.2%. However, in order to achieve the European Union's energy efficiency and climate goals, it will have to double at least. Renovation is becoming one of the leading programs of the Green Deal for Europe.



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The Green Deal must not economically damage the Czech economy. According to the government and other tripartite members, it is necessary to have environmental ambitions, but the transition to new technologies and a different energy mix must be gradual, compensated and based on precise calculations. The current form of the Green Deal is a complex challenge for the whole of the EU and can also pose a potential threat to industrialized countries in terms of global competitiveness. The logical interest of the Czech Republic is to maintain economic stability.



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Advantages and disadvantages, opportunities and dangers associated with achieving the objectives of the European Green Deal in each country, including a fair transition in the context of the Covid-19 pandemic. The state is understood here in a broader sense (government, employees, unions, companies)

In its proposals, the European Commission sets out the three main goals of the Green Deal and proposes a way to achieve them.

- 1) *Achieving zero net emissions* by proposing concrete strategies that can help reduce emissions in all sectors, with a strong emphasis on energy, which accounts for more than 75% of total EU-27 greenhouse gas emissions. The goal is to increase the share of renewable energy in the EU energy mix.
- 2) Second, it plans *to separate growth from resource use*. Although emissions have been reduced over the last decade, Europe remains one of the world's largest contributors to resource consumption. Achieving this goal, which is described as a "generational task", will require not only increasing technological progress, but also a rethinking of the lifestyles of communities and societies.
- 3) Third, it is necessary *to encourage an inclusive green transition and leave no one behind*, which will be supported by a fair transition mechanism that will provide 65-75 billion euros between 2021 and 2027 to mitigate the socio-economic impacts of the transition.

The Government of the Czech Republic has developed its own strategy for the implementation of this huge program and submitted it to the European Commission for approval. In its assessment of the Czech Republic's plan, the Commission stated that the Czech Republic allocated 42% of its total resources which were allocated to it for measures to support climate goals. The plan includes investments in renewable energy sources, modernization of the district heating distribution network, replacement of coal-fired boilers and improvement of energy efficiency of residential and public buildings. It also includes nature protection and water management measures, as well as investments in sustainable mobility.

In its assessment of the Czech Republic's plan, the Commission stated that the Czech Republic allocates 22% of its total resources which were allocated to it for measures to support digital transformation. The plan envisions investments in digital infrastructure, digitalization of public administration, including healthcare, justice and building permit management. It supports the digitalisation of companies and digital projects in the cultural and creative sectors. It also includes measures to improve digital skills at all levels, as part of the education system and through specialized skills development and retraining programs.

According to Czech MEP Aleksandar Vondra, the main problem for the Czech economy is energetics and cars. We are very dependent on carbon. Coal reserves are at an end, but the transformation of the energetics and heat industries will continue. The automotive industry accounts for about 10 percent of GDP. The crisis will be severe. There is no point in



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accelerating electromobility in its entirety if we are going to put energy from carbon combustion in batteries. This also applies to gas, which will replace coal in the short term. The potential of wind and water in the Czech Republic is small, we have to rehabilitate photovoltaics, but without the possibility of storing large quantities and in limited sunlight, photovoltaics are not all-powerful. For the citizens of the Czech Republic, the problem will be more expensive electricity, heating and fuel for cars.

This is already happening, and experts say that the main reasons are two: the German "Energiewende", ie the rapid shutdown of nuclear and coal-fired power plants and their replacement by unstable renewable sources, and the second, partly artificial speculative increase in emission permits due to reduced supply and energy shortages on world markets. The third factor is the increase in demand due to economic recovery, which was further accelerated by the introduction of the stock market method of energy purchase. It also contains completely irrational incentives, such as statements of politicians and various "expectations". The target of justified criticism is the "messianic" concept of the Green Deal from the aspect of the European Commission and the European Parliament, which have long refused to recognize the problems that the concept brings. Characteristic is the statement of the Vice President of the European Commission Frans Timmermans that "the Green Deal is not discussed" (!). Therefore, it is no wonder that a large part of experts and the general public understand the Green Deal as a dictate organized by fanatical climate alarmists, which leads to the profanation of the positive aspects of European strategy (see notes below). Fortunately, the European Commission and representatives of many Member States also seem to understand this problem. However, much discussion can be expected on the topic of nuclear energy, as its equality with renewable energy sources is met with stubborn opposition from non-nuclear states such as Germany and Austria.

As part of its fight against CO₂ emissions under the *Fit for 55* package, the European Union wants to ban the sale of new cars with internal combustion engines from 2035. The system of emission permits should be extended to, inter alia, heating of households and other areas not yet affected. At the same time, a so-called carbon tariff should be introduced on imports of products from countries that do not comply with the ideas of European climate strategies.

Rising prices of electricity and other energy sources, including gasoline and diesel, will simply be reflected and are already reflected in absolutely all products and services. The whole of Europe is threatened by the launching an inflation spiral. Given that economic growth in the EU has encountered other barriers (lack of primary raw materials, etc.), there is even a risk of stagflation (a combination of inflation and stagnation).

Separating economic growth from resource extraction is, in the current conditions, a pure illusion that declaratively relies on technical progress, but there are also unrealistic ideas about reducing meat consumption and similar fantastic ideas.



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Positions of the social partners on the European Green Deal, including a fair transition, with special emphasis on the postulates and recommendations on activities for the implementation of the EU climate policy project by the partner country and postulates in the context of greater employee participation in this process

The Green Deal is a framework agreement, whose details have yet to be worked out as part of a set of measures called *Fit for 55*. The Folder on the Green Deal, which was supported by the majority in the European Parliament and the Prime Minister in the European Council, is something between the Commission's program statement and the essential intention to change EU regulations. From the outset, it has faced ambiguous views stemming from different positions in the EU and the degree of economic development. Unequivocal supporters are Germany, the Netherlands and so on, France, the Visegrad Four and other countries are refrained on this issue. There are also disagreements in assessing the causes and finding solutions to the current energy crisis. The social partners in the Czech Republic generally accept the Green Deal with reservations, sometimes with open resistance. The Czech government also has reservations about it.

To illustrate, we present the titles of selected journalistic papers in the spring and summer of 2021.

- The rise in electricity and gas prices is just an introduction to the Green Deal...
- Green Deal, fear for the whole of Europe...
- Green Deal: the elite is not interested in you. You will lose weight, they don't care...
- Green Deal: a bomb ticking under European democracies...
- A fundamental problem for the European Union: how to pay for the unfeasible Green Deal ...?
- Green Deal or green penalty...?
- The Green Deal will hit hard not only car manufacturers. The Czech Republic is the most industrialized of the entire EU...
- Green Deal: Saving a planet or a crazy vision in which money is unnecessarily drowning...?

There are several reasons for such attitudes. First of all, we must mention the economic structure of the Czech Republic with many energy-intensive plants. Their owners and employees are afraid (and as recent events quite justifiably show) of more expensive inputs and reduced competitiveness. Another possible problem arising from the structure of the economy is the high dependence on the automotive industry. There are three car manufacturers and a large number of truck and bus manufacturers in the Czech Republic. Hundreds of companies involved in supply chains depend on them. In the event of a forced switch to electric car production, many of them will have to switch to another production or disappear. Other causes are related to the introduction of renewable energy sources. The Czech Republic has no sea and no wind, no sun, especially in winter. The capacity of





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electricity production from hydroelectric power plants is practically exhausted. To this we add speculation and fraud with the construction of solar power plants, supported from public sources (by constructing the price of energy). The actions of "solar barons", who took advantage of poorly set rules, naturally upset the public and reduced support for renewable energy sources.

Most experts agree that the ambitious Green Deal program is very risky, difficult to implement and complicated in terms of funding. The problem is that most of the goals are formulated authoritatively, in the form of regulations, as if there is no alternative. Individual measures are not talked about much in public, the European Commission has enough of the European Parliament, which is dominated by European federalists, who promise from the Green Deal to further strengthen integration, reduce the sovereignty of nation states, their greater dependence on Brussels. Added to this are geopolitical goals, especially to weaken Russia, which is Europe's largest supplier of conventional energy raw materials.

Another European Commission initiative, called *Farm to Fork*, recently approved by the European Parliament and about which little is known yet, could provoke no less resistance than the Green Deal. It seems that the EU intends for people to almost stop eating meat, because it will be enormously expensive. The demand to reduce the "production" of methane from livestock by 20% to 30% can not bring anything else. According to Copa-Cogec studies (*European agricultural interest group*), European agricultural production would fall significantly, the number of people facing food shortages would increase by at least 22 million, while exports and imports of agri-food products from third countries would increase. Regarding livestock production, a study by the University of Kiel shows a 20% reduction in beef production in the EU and a 17% reduction in pork production. Beef will increase in price by almost sixty percent, pork by almost 48 percent and milk by 36 percent. There will be a 12 percent increase in prices for cereals and 18 percent for oilseeds.

In addition to the critical articles, which are in the majority, there are also articles by environmental activists who, in turn, fully support the EU's climate policy and rely on the EU to "impose" it on disobedient and dubious member states..

Excluding the public from the debate on Europe's energy future is a big mistake that weakens the cohesion of the European Union and heightens skepticism. The European public understands that Europe accounts for only 8% of the world's pollution and that the Green Deal can pay off by losing its competitiveness in relation to countries and regions, where emissions reductions will be slower.

As a result of the imposition of the Green Deal from the top, without the necessary dialogue with the public, it severely limits the ability of the social partners to comment on individual measures. There is a big gap between green activists and the general public. Activists often formulate their demands in the ultimate way and, in support of them, organize actions such as blockades, which usually do not meet with a favorable response from other residents.



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Also unpopular are perpetual lawsuits against construction under various, often insignificant excuses, filed by environmental organizations against the state and construction companies.

Nuclear power plants are an important source of low-emission energy. In this respect, the European Union is roughly divided in half, depending on whether the country's nuclear resources exist or are being built. The European Parliament is dominated by MPs from non-nuclear or dormant countries, who refuse to include nuclear energy in a "clean" resource. However, at a time of energy crisis, European Commission President Ursula von der Leyen had to admit that new nuclear resources were needed. The dialogue on nuclear resources not only has an expert dimension, but also strongly reflects prejudices and emotions. People still remember the Chernobyl accident, hence other failures with minor consequences, and as a result, many are afraid and therefore reject nuclear energy. Environmentalists are dealing with problems with nuclear waste dumps and they are also raising the question of economic efficiency. It is true that the preparation and construction of nuclear units is very time-consuming, which triggers thoughts about the future. So, gas power plants have a better chance, because they can be renewed with existing coal sources. But now we are facing its shortages and high prices. Unfortunately, geopolitical contradictions with Russia, which is Europe's main supplier of gas, are also reflected in price movements. **Excessively** stubborn attempt by European politicians to compete with a "systemic competitor" in this sensitive area have been counterproductive, as there are few alternative resources and they are more expensive than Russian gas. Activists' hopes that interest in renewable energy sources will increase as a result of rising electricity and gas prices have not materialized, and low- and middle-income households face illiquidity, not only for energy bills but also for mortgage repayments.

Complex, sometimes even heated debates cannot be avoided by employers and construction employees. In addition to the problems with energy sources, there has been an increase in the prices of construction materials, which has made many constructions disproportionately more expensive and even threatens to stop them completely. However, the social partners in the Czech Republic are more or less united. Their advantage is that the construction industry has previously focused on ecology, because many investments to improve the climate and reduce energy intensity are focused on this area. Energy standards for new buildings have been tightened, leading to new technologies. The construction includes the replacement of heating media with more economical ones, as well as the creation of less harmful flue gases. The isolation of public and private buildings is also a big task, which is supported by the "*Green Savings*" subsidy program. Solar panels are installed on the roofs of production halls, public buildings and family houses and villas. Among the small constructions is the construction of rainwater pits within the "Rainwater" program.

Examples of successful cooperation of social partners in the implementation of solutions related to the objectives of the European Green Deal or in the activities carried out by companies or countries in the implementation of climate policy (eg adopted documents, strategies or specific actions)



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The Association of Construction Entrepreneurs works closely with the Construction Trade Union of the Czech Republic in the preparation and promotion of events aimed at meeting the objectives of the Green Deal. Conferences, seminars, educational events and major projects are organized, financially supported by the European Social Fund or national grant programs.

The issues of this study are mainly related to the project "Build Up Skills Czech Republic" within the program *Intelligent Energy Europe*, the project "JOINT PROCEDURE OF SOCIAL PARTNERS FOR PREPARATION OF THE SECTOR FOR CHANGES IN THE PENSION SYSTEM - phase I and II.", within the Operational Program Employment (Strengthening Social Dialogue) and the project "Strengthening bipartite dialogue in sectors" - within the Operational Program Human Resources and Employment.

Within the project "JOINT PROCEDURE OF SOCIAL PARTNERS FOR RESOLVING KEY TOPICS IN THE SECTORS", a number of problems related to the greening of the construction industry were analyzed and discussed at thematic meetings. The interviews showed a relative agreement between the representatives of employers and employees. The advantage is that environmental requirements have previously been reflected in technical standards and relevant laws. The Czech Republic has brought a significant burden on the environment since the time of industrialization and it has taken measures to reduce that burden from the beginning. Part of this process was the tightening of standards and the introduction of the EIA procedure (assessment of the impact of the construction on the environment). Since then, construction companies have become accustomed to a stricter environmental regime and emissions have been significantly reduced.

An example of an effort to reduce the energy performance of buildings is the discussion of Regulation no. 78/2013 Proceedings on the energy performance of buildings within the implementation of this project. This is a decree on the implementation of Law 406/2000, Proceedings on Energy Management. The aim of the regulation is mainly to fulfill the obligation to reduce energy performance in the construction of new buildings (tightening of conditions for buildings with almost zero energy consumption, see Law No. 406/2000 Proceedings on Energy Management), increasing the quality of energy performance certificates and bringing them closer to the general public, ensuring the comparability of the results of the calculation of energy performance of buildings and updates due to technical developments and changes in the energy mix of the Czech Republic.

The following findings emerged as part of a study of the social partners' attitudes towards reducing the energy performance of buildings. 69% of respondents believe that the pace of tightening the requirements for reducing the energy performance of buildings is in line with the requirements of European environmental programs. Only 6% of respondents want to speed up the process, the rest are unsure or this problem is not relevant to them. Satisfaction with the current situation prevails. This signals that companies are able to cope with the growing demands, they believe that the pace is reasonable. Even a small part would



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support a faster pace. This is a specific problem that not all survey participants could solve due to professional differences. This explains the relatively high percentage of "I don't know" answers.

42% of respondents believe that the tightening of standards and requirements for reducing the energy performance of buildings is an opportunity for entrepreneurs, designers and developers. However, approximately the same percentage (43%) have the opposite opinion, the rest do not know. The result of the survey is ambiguous. The answer "yes" and "no" is approximately the same in number. It can be concluded that the growing demand for new solutions is not everywhere a chance to increase the quality of work performed. It has a neutral impact on quality (ie, several other factors affect quality). This result of the social dialogue essentially confirms that the construction sector has applied new approaches and technologies in the past and does not see a current opportunity for improvement.

It is not clear how digitalization will affect the greening of construction in the form of applying the method of building information modeling (BIM-Building Information Modelling). BIM or building information modeling is the process of creating, using and managing building data during its life cycle. But it is not only a model, but also a process of construction and functioning of buildings. It is therefore of great importance for the sustainability of construction products. From the standpoint of solving climate problems, it is also about environmental protection with an emphasis on energy saving (reduction of energy performance of buildings) thanks to the possibility of simulations in the phase of project preparation and use of data in case of change of the completed construction (reconstruction) or its removal.

The Association of Entrepreneurs in Construction, independently and in cooperation with the trade union of the Czech Republic, organized a series of trainings, seminars, workshops and conferences on this topic, which relates to the program Construction 4.0. However, as researches have shown within the implementation of the project "JOINT PROCEDURE OF SOCIAL PARTNERS FOR RESOLVING KEY ISSUES IN THE SECTORS", the social partners still have a lot of work to do regarding BIM. The survey showed that slightly more than a third (exactly 36%) of companies already use the BIM method, while others either prepare (23%) or ignore the problem (41%).

The incomplete list of activities shows the attention paid by the social partners to social dialogue, including issues of sustainable development and climate change. Thanks to it, lasting social peace has been maintained in the construction sector in recent years.

Regarding climate policy and a sustainable environment, the "Building the Future" initiative should also be highlighted. This initiative has so far been implemented without the financial support of the European Union. "Building the future" is a program founded on the initiative of construction entrepreneurs, which aims to contribute to environmental protection and reduce the impact of climate change on the quality of life of Czech citizens. The program is set in connection with the projects "Horizon 2020 ingREeS" and "Horizon 2020 CraftEdu",



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which aim to train craftsmen, construction workers, architects / designers, construction managers and other experts in energy efficiency and the use of renewable energy sources in buildings.

These projects will be followed by others which, in addition to education, will focus on creating a market for renovation of buildings / facilities with zero energy to attract investors to renovate buildings and reach customers with a quality range of technologies, materials, construction works and services so that the renovation of buildings has brought not only energy savings and reduced CO₂ emissions, but also improved housing quality and health care of building users.

The "Building the Future" program has the ambition to expand to other European countries, including the countries of the Central European region, with which the SPS has established cooperation within the Build Up and Build Up Skills program.

The main goal of the program "Building the future" is sustainable construction with regard to the environment, final energy consumption in buildings, emissions of CO₂ and other greenhouse gases. It also seeks to create a basis and conditions for dialogue with the government and the public on increasing the energy performance of buildings and the use of renewable energy sources, as well as related concepts of Smart Cities and Intelligent Buildings. This dialogue will provide support to education and the market for the renovation of buildings according to the nZEB standard and the construction of new nZEBs, as well as support for related research and innovation.

Modernizing and renovating the built environment requires an integrated approach and consistency in all relevant policies, including all relevant parties and taking into account several aspects, including safety, affordability, environment and circular economy. That is why the project "Horizon 2020 GreenDeal4Building" was created. As part of the EU Horizon 2020 innovation program, this project is setting up roundtables for the implementation of the Intelligent Financing of Intelligent Buildings initiative in the Czech Republic and Slovakia. The project will result in eight roadmaps and stakeholder action plans for the development of three pillars of the initiative dedicated to residential and non-residential buildings, industrial buildings and smart urban infrastructure.

The roundtables created under the project are permanent multilateral discussion forums involving government, regional and local authorities, financial institutions, energy service providers and building owners and operators throughout the energy efficiency chain in the construction sector. These roundtables analyze the possibility of expanding existing European solutions and initiatives that have been successful in other European Union countries, develop relevant strategies, roadmaps and action plans.

The deep renewal of the construction fund in Europe depends on smart financing. If we want to achieve and maintain a higher recovery rate, financial instruments and measures to overcome market failures, a skilled workforce with the right skills and affordable housing for



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all citizens are key. In order to achieve the goals of the European Green Deal, public funding is needed, which should motivate further private investments in deep renovation of buildings. The social partners support all these programs and instruments. They talk about them in the context of social dialogue.

The "Green Savings" subsidy program is very popular, which supports the insulation of public and private buildings and provides jobs to smaller companies specializing in this type of construction work. The program will prepare 39 billion kroner by 2030. Funds will be available from national and European sources. The most basic innovations are the expansion of support for residential buildings throughout the Czech Republic and the merger with the "Rainwater" program. Support for the construction of a family house in the passive standard increased to half a million Czech crowns. Households will also improve financially when replacing heat sources for heating or purchasing photovoltaic devices, where applicants can now apply for the system that best suits their home.

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