









The added value of the paritarian model

Final Conference of the TANSIRC 2 project - Sofia

Giuseppe Perretti – AEIP

24/10/2024

AEIP is a Brussels-based advocacy organization, representing Social Protection Institutions established and managed by employers and trade unions on a joint basis within the framework of collective agreements.

Leading non-profit association for paritarian social protection institutions.

The Associate AEIP members are:

- Based in a European Country
- Paritarian institutions
- Non-for-profit
- Long-term institutional investors

AEIP currently has:

- 30 members
- 13 European countries
- 460 + social protection providers such as pension and healthcare funds.
- 2.8+ trillion assets under management of our members
- 118+ million citizens covered by the social protection benefits offered by our members

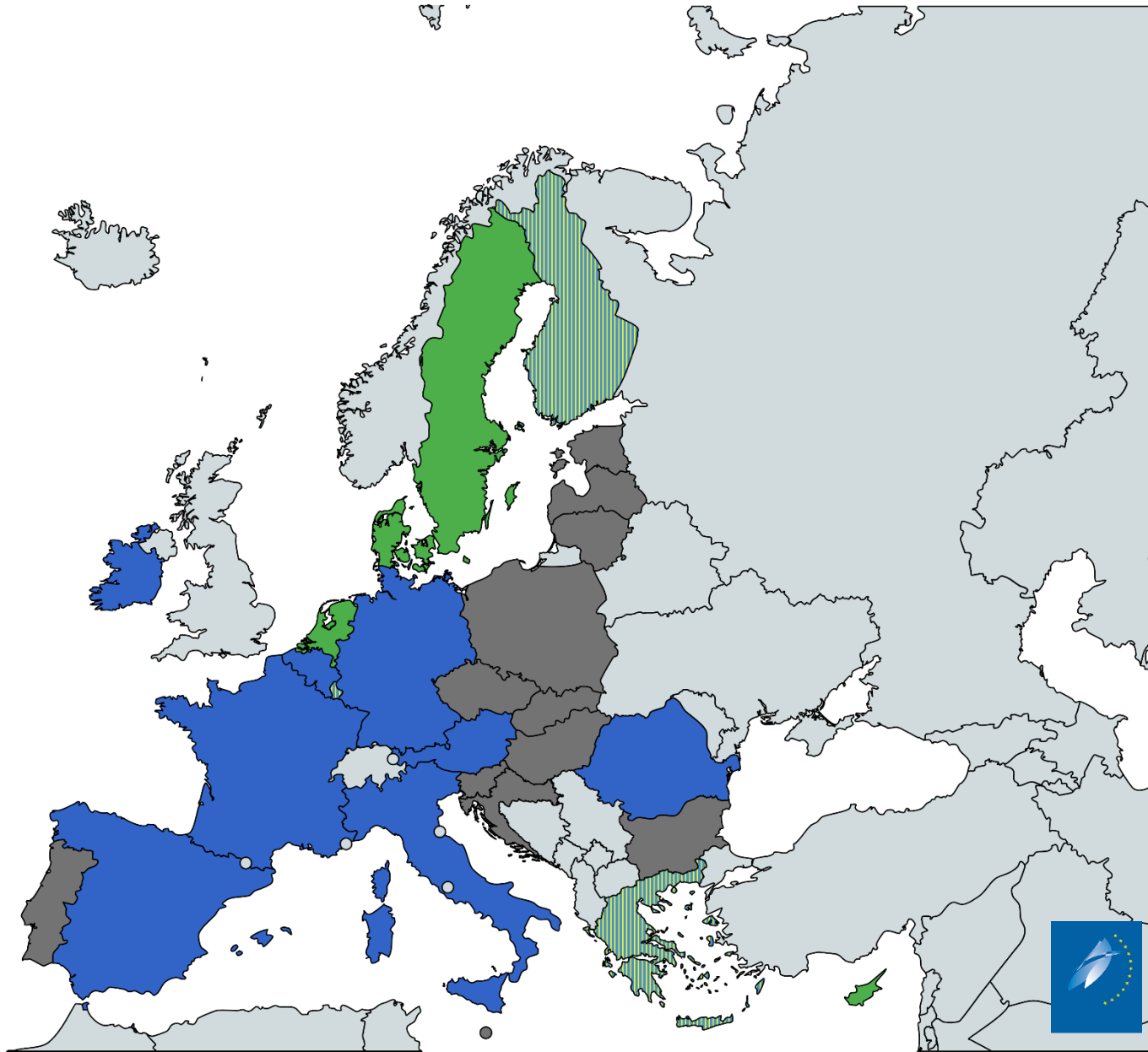


The diffusion of the paritarian model

Relatively strong social partners

Well developed industrial relations

Paritarian social funds and institutions



Paritarian Social Funds: A Pillar for a Sustainable Construction Sector

Paritarian social funds and collective bargaining are key to building a sustainable construction sector. They unite social partners, enhancing industrial relations and addressing sector challenges.

Political

- Platform for formal and informal discussions, joint agreements.
- Boosts visibility and membership for trade unions and employer federations.

Practical

- Tackles shared issues like workplace safety and vocational training (VET).
- Bridges the gap to reach SMEs and scattered workers.

Financial

- Efficient collection of contributions from companies and workers.
- Supports sustainability through shared financial responsibility.

Role of paritarian institutions in the construction sector



They complement public social security systems by offering schemes such as health insurance, retirement plans, and unemployment benefits, ensuring financial security for workers and their families.



They foster social cohesion by bringing together employers and employees in decision-making bodies, promoting dialogue, trust, and shared responsibility through collective agreements on working conditions and wages.



Paritarian institutions improve working conditions through occupational health and safety schemes, reducing accidents and ensuring compliance with industry safety standards.



They promote responsible business practices by fostering transparency, accountability, and ethical conduct, empowering workers to participate in decision-making and protecting their rights.

Services provided by paritarian institutions

Temporary Unemployment: provides supplementary unemployment benefits to address cyclical unemployment due to external factors like weather.

Paid Holiday Schemes: ensure workers can acquire and use vacation entitlements, protecting holiday pay during bankruptcies and allowing access to holidays across various employers.

Trainings: offer training programs to ensure a skilled workforce and address labour shortages in the sector.

Health and Safety: reduces occupational accidents through OSH trainings and consulting services for companies.

Health Coverage: provides comprehensive healthcare coverage, facilitating access to medical care and preventive measures against occupational hazards.

Supplementary Pension Schemes: offer additional financial support in retirement through shared contributions, enhancing stability for construction workers.

Social ID Card Schemes: manage social ID cards to certify qualifications and employment status, combating irregular work practices and ensuring workers receive entitled benefits.

AEIP | Example of cooperation betweek paritarian funds

Paritarian funds and posting of workers

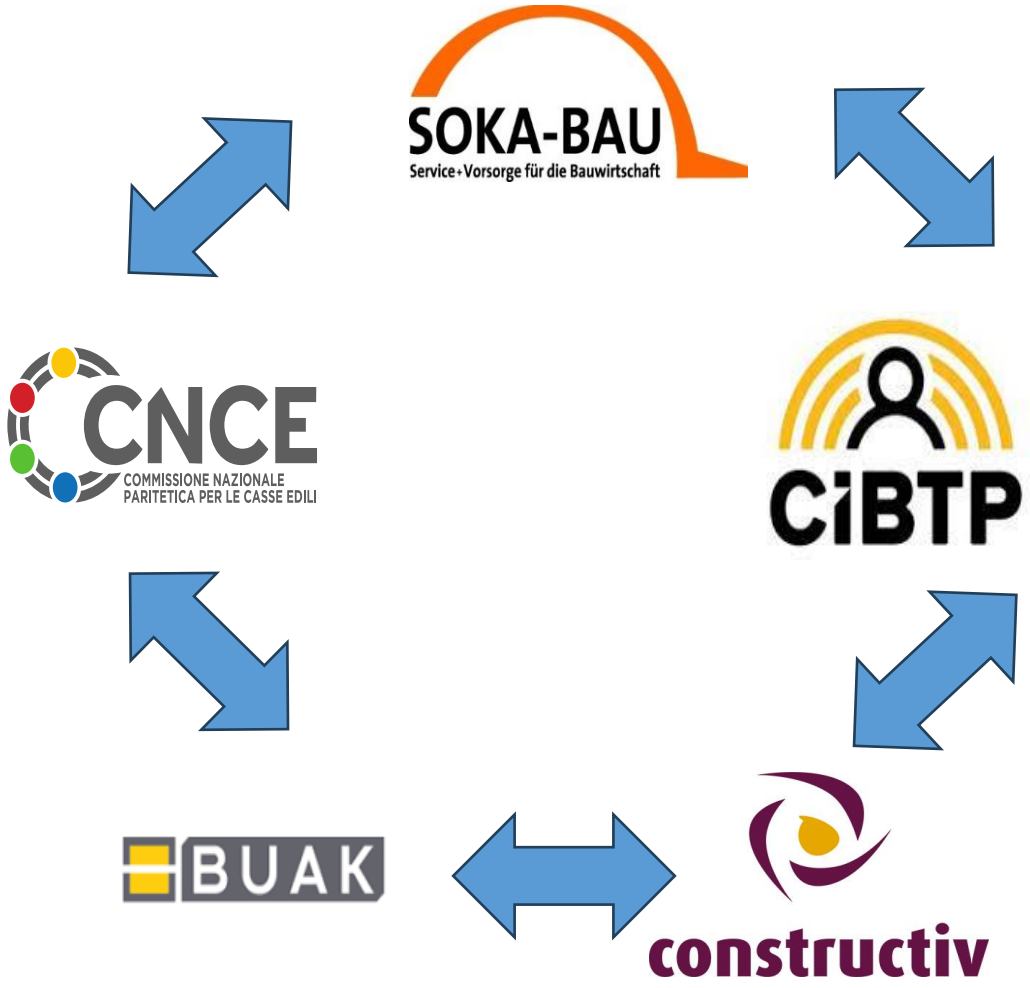
Enhancing labour mobility in the construction sector

- By law sending companies must register workers at sectoral funds as part of domestic applicable terms and conditions of employment and remuneration.

- Bilateral agreements between sectoral paritarian funds (e.g., Italy, Austria, France, Germany) provide an exception based on similar levels of payments and wages.

- Covered companies can be exempt from registering workers in the destination country, maintaining registration and payments at the origin country's fund.

- Structured cooperation between sectoral funds reduces administrative burden and prevents double payments.



Paritarian funds, capacity building & collaboration

Exchange of Best Practices	Advocacy and Policy Influence
➢ **Training and Continuous Learning Schemes:** Joint development of upskilling programs to promote health, safety, and professional development. ➢ **Social Protection Unemployment Schemes:** Collaboration to improve supplementary unemployment benefits addressing the vulnerabilities of construction workers.	Collaborating to advocate for supportive policies that address the unique needs of the construction workforce, promoting the recognition and effectiveness of paritarian models.
Data Sharing and Research	**Collaboration in EU-Funded Projects**
Collaborating to advocate for supportive policies that address the unique needs of the construction workforce, promoting the recognition and effectiveness of paritarian models.	Engaging in consortiums for EU-funded projects to pool resources, share expertise, and implement initiatives that enhance worker welfare and sector sustainability.











Thank you for your attention!

For further information:
Giuseppe.perretti@aeip.net