

ID CARDS for Decent Work in the Construction Industry

Romania

GENERAL INFORMATION	
Name of the organisation	Federația Generală a Sindicatelor FAMILIA / General Federation of Trade Unions FAMILIA
Type of organisation	Social Partner
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Member State	Romania
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	ID CARDS for Decent Work in the Construction Industry
Topic of the good practice	Construction
Geographical focus	Nation-wide
Duration	February 2021-April 2022
Summary of the good practice	<p>The "ID CARDS for Decent Work in the Construction Industry" is a project implemented by the General Federation of Trade Unions FAMILIA in partnership with the Romanian Federation of Employers of Construction Companies and the Norwegian United Federation of Trade Unions (<i>Fellesforbundet</i>).</p> <p>The project proposes the creation of an ID Card for construction workers that would help control access and identify employees on construction sites, facilitate registration of training and work experience, and provide information related to workers' income and contributions to</p>

	<p>the public budget. Such card would contribute to the development of a modern, universal, and non-discriminatory system to combat undeclared work and unfair competition in Romania's construction sector. Funded by the Norwegian Government under the “Social Dialogue-Decent Work” programme, the project entailed several actions including research, training about the Decent Work Agenda¹ and the development and presentation (based on consultation sessions) of a public policy proposal related to the implementation of the ID Card for construction workers in Romania.</p>
OBJECTIVES AND ACTIVITIES	
Background/context	<p>The project originated from various identified needs within the Romanian construction sector, including:</p> <ul style="list-style-type: none"> ▶ The necessity to formulate measures widely accepted by employers, employees, the government, and other pertinent stakeholders to combat undeclared work; ▶ Challenges observed in the construction sector in Romania related to low wages, envelope wages, and lack of formal employment contracts; ▶ The need to up-skill or/and re-skill the construction professionals/workers in Romania; and ▶ The need to address the unfair competition in the construction sector in what concerns the recruitment of a qualified workforce.
Objectives	<p>General Objective</p> <ul style="list-style-type: none"> ▶ To develop a public policy proposal aiming at the creation of a modern, universal and non-discriminatory system for fighting the undeclared work and the unfair competition in the Romanian construction industry, that is aligned with the Romanian legal framework, with the acknowledgement and direct involvement of social partners, and dialogue with the key actors in the sector.

¹ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-lisbon/documents/event/wcms_667247.pdf

	<p>Specific Objectives</p> <ul style="list-style-type: none"> ▶ To carry out a comparative analysis and evaluation of the effects at the European countries' level, including Norway, of a social card for the workers within the construction industry as a tool for the promotion of a decent work agenda and in the direction of fighting the social dumping. ▶ To analyse and evaluate the labour market in the construction sector in Romania in particular the estimation of the prevalence of undeclared work and the ability/capacity of construction companies to implement the decent work agenda. ▶ To increase the cooperation between the Romanian and the Norwegian partners and exchange and transfer good practices such as the training of workers in the field. ▶ To promote measures related to the decent work agenda integrating foreign and posted workers, improving vocational training and education in the construction sector.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ Comparative study on the use of social cards at the European level, 11 European countries analysed (Belgium, Finland, France, Iceland, Italy, Lithuania, Luxembourg, the Netherlands, Norway, Spain, and Sweden), developed by prof. Colin C. Williams. ▶ Diagnostic research of the problems encountered by the stakeholders in the construction industry in Romania (qualitative and quantitative analysis), developed by profs. Adrian and Ioana Horodnic. ▶ One exchange of good practices in Oslo, Norway in September 2021, carried out by a team of six people from the Romanian project Team. ▶ Design and implementation of six (3 online and 3 in-person) training sessions for 275 key people in trade unions and employers' organisations in the construction industry in Romania, employees, employers, and

	<p>representatives of public institutions. Support materials were developed to enrich the training and contribute to the consolidation by stakeholders of the defining elements (concepts and case studies) of the decent work agenda. The concept underpinning the training was “Decent Work as a Challenge of the 21st Century”.</p> <ul style="list-style-type: none"> ▶ Consultation sessions, during the development phase of the public policy proposal, with a wider panel of interested parties representing the employers and employees and vocational education and training schools, in order to ensure transparency of the public policy development process. The conclusions and proposals of these consultation sessions were the starting point in formulating the action plan for the implementation of the public policy proposal, expected deadlines, implementation costs, impact and expected results.
<p>Did you previously provide information about this particular good practice under the European Platform tackling undeclared work?</p> <p>(if yes, is it possible to provide the year and the title of good practice or a link of the good practice in ELA Virtual library)</p>	<ul style="list-style-type: none"> ▶ No information was previously provided about this project under the European Platform tackling undeclared work.
<p>Funding/organisational resources</p>	<p>The practice was fully funded by the Norwegian Government, through the Norwegian Grants 2014-2021 under the Programme “Social Dialogue- Decent Work”.</p>
<p>PARTICIPATION</p>	
<p>Stakeholders involved</p>	<ul style="list-style-type: none"> ▶ Individual Members of the Romanian Parliament and Romanian Government ▶ Vocational education and training providers ▶ Ministry of Development, Public Works and Administration ▶ Labour Commission of the Chamber of Deputies ▶ Labour Inspectorate ▶ National Agency for Fiscal Administration

	<ul style="list-style-type: none"> ▶ National Agency for Employment ▶ Organisation for Occupational Safety and Health OSH ▶ Romanian Association of Highway Builders ▶ National Union of Experts in Labour Law ▶ Sectoral Committee on Construction ▶ National Council of SMEs in Romania ▶ General Union of Romanian Industrialists ▶ Association of Specialists in Privacy and Data Protection ▶ Chamber of Commerce and Industry ▶ Builders 'Social House'
Target groups	<ul style="list-style-type: none"> ▶ Romanian Government
Final beneficiaries	<ul style="list-style-type: none"> ▶ Construction companies ▶ Construction employees ▶ Labour Inspectorate
GOOD PRACTICE CRITERIA	
<p>Achievements/ Results and outcomes (Alignment of good practice with the priorities of the Call (if not applicable, alignment with the field of EU labour mobility))</p>	<p>The tangible results of this project were as follows:</p> <ul style="list-style-type: none"> ▶ The development of a public policy, including the proposed deadlines, implementation costs, impact and expected results. One comparative study of the different social ID card schemes in Europe was carried out, and which findings contributed to the development of recommendations concerning the design of a social ID card scheme in the construction sector in Romania. The proposal of the public policy proposal can be consulted here: Propunerea-de-politica-publica.pdf (forumulconstructorilor.ro) ▶ One report on the research related to the labour market in Romania. The results of the research carried out can be consulted Piata-fortei-de-munca-in-sectorul-Constructii.pdf (forumulconstructorilor.ro). ▶ One comparative study on the use of social cards at the European level. The final study can be consulted Comparative-analysis WILIAMS.pdf (forumulconstructorilor.ro).

	<ul style="list-style-type: none"> ▶ One manual developed to support the training aiming to clarify challenges and issues related to decent work and the Decent Work Agenda. The manual can be consulted PowerPoint Presentation (forumulconstructorilor.ro). ▶ Two videos on decent work and 6 training sessions (3 in physical format, 3 online) for 8 development regions of Romania. Videos are available Rezultate - Forumul Constructorilor. ▶ The results of the project led to the conceptualisation of another project, related to the possibility of linking the ID card to the individual learning accounts. This project is still in its inception phase.
<p>Recognition (has this good practice been recognised on regional, national or EU level)</p>	<ul style="list-style-type: none"> ▶ The project has been acknowledged at national level during the implementation and follow-up phases as it was subject of negotiations with the Romanian Government regarding the promotion of the ID card concept and its development. ▶ At regional/European level, there were several workshops developed in 2022 and 2023 by Innovation Norway (the project was considered one the success projects among the ones developed under Social-Dialogue-Decent Work funding line), the European Labour Authority (ELA), the European Construction Industry Federation (FIEC), the European Federation of Building and Woodworkers (EFBWW) and the European Association of Paritarian Institutions (AEIP). ▶ At international level, the project was discussed during ILO's 110th Session of the International Labour Conference (2022) and 111th Session of the International Labour Conference (2023), and also during BWI Congress (2022 in Madrid).
<p>Cost effectiveness (the degree to which the practice was successful in reaching objectives and producing clear and measurable outcomes at the lowest possible cost)</p>	<p>The promotion of the Decent Work Agenda was already undergoing in Romania. This project created an opportunity to optimise existing resources (building on</p>

	existing knowledge, practices, skills and networks) at national level.
<p>Transferability (how the experience from this practice could be transferred to other contexts i.e. what would another Member State/group/sector need to have or put in place for this measure to be successful in their country/group/sector)</p>	<p>The experience from this project can be transferred to other countries and sectors facing similar issues related to undeclared work and low social protection. However, cultural and legal differences should be considered.</p>
<p>Sustainability (how the practice is sustainable from a social, financial or environmental perspective)</p>	<p>This project has two main sustainability elements. On one hand, the results and outcomes of this project will lead to the creation and application of the ID card system in Romania and can possibly be transferred to other Member States who wish to replicate this approach. On the other hand, the resources developed and made available to relevant stakeholders and the wider public, and the Training carried out have (and will) impact all those that have attended and will further promote the decent work agenda.</p>
<p>Innovativeness (innovative features of the good practice)</p>	<p>Two main innovative features in the context of Romania can be mentioned: on one hand, the proposed concept of the ID card which will “store” and make available employee’s relevant information and on the other, the process followed, ensuring a high-level engagement of all relevant stakeholders.</p>
<p>Digitalisation (Design, development and/or utilisation of digital tools, policies or plans for digitalisation, business processes and data digitalisation, data sharing digital initiatives, the use of digitalisation to facilitate the access to data in real time and detection of fraud and error, etc.)</p>	<p>The card is designed as a digital tool with a QR code to facilitate access to data in real-time, especially in cases of labour inspections.</p>