



EUROPEAN COMMISSION
EMPLOYMENT AND SOCIAL AFFAIRS DG

Adaptability, Social Dialogue and Social Rights
F1 : Social dialogue, industrial relations

Brussels, 28 February 2008

SECTORAL SOCIAL DIALOGUE COMMITTEE "PRIVATE SECURITY"

PLENARY MEETING

held on 28 January 2008 in Brussels

DRAFT MINUTES

Chair:

Mr. Dirk HADRICH (DG EMPL/F1)

In attendance:

ASENSIO	Helena	FES-UGT
BADEA	Gabriel	CCRPSS
COBAS URCELAY	Eduardo	CoESS/APROSER (ES)
DE CLERCK	Hilde	CoESS
HAKALA	Jorma	ASSI
HARTL	Natascha	VIDA
HELLMOUTH	Joakim	SE Transport worker's union
IVANOV	Ivan	NAFTSO
JENAL	Leon	OGB-L (LUX)
KALO	Jozsef	MBVMSZ (HU)
LEFORESTIER	Adrien	CFDT
LINDGREN	Lars	SE Transport worker's union
LINDSTRÖM	Markus	ALMEGA (SE)
LUTTER	Riho	ESA
MARKS	Waldemar	BDWS
MCAHON	Kevin	SIPTU
MITEVA	Nina	NAFTSO (BU)
OLSCHOK	Harald	BDWS
OORSPRONG	Marjolein	UNI-Europa
PROIETTI	Fabrizio	Federsicurezza
RICHTER	Gerald	Verdi (DE)
SARRAF	Chistina	VSOE (AT)
SILLANPAA	Anneli	DG EMPL
SMITH	Derek	BSIA
SVENOW	Thomas	ALMEGA (SE)
TABELL	Jenniveera	PAM/UNI-Europa (FI)
ULDAL	Henrik	VÄBA/HTS-A
VAN SAND	Leen	CoESS
WARNECK	Fabrice	UNI-Europa
ZAIMOVA	Anna	GSENTU (BG)
ZELIJKO	Dobranovic	CSA

<http://www.ec.europa.eu/socialdialogue>

http://ec.europa.eu/employment_social/social_dialogue/sectorial23_en.htm

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The proposed draft agenda for the meeting was adopted with a changed order of the items.

1. Health & Safety: Stress

CoESS reported on the work that has been done since one year. Some activities have been launched in several countries, a top 10 list of most mentioned stress factors has been established and preventive measures have been identified. CoESS has prepared a draft declaration on Stress in November 2007. This has been sent to UNI-Europa with the view to agree on a joint declaration.

UNI-Europa found the draft declaration a good basis for discussion because the issue would be one of the most important problems for workers today. UNI-Europa proposed a few little changes to the wording of the draft declaration. Because stress would be very particular there would be the need for a specific legal instrument. A general legislative framework could not solve the specific problems identified in practice. Furthermore, the existing frameworks would not sufficiently be implemented at national level in some countries. UNI-Europa would also prefer to go further than only referring to best practices. It would be useful to identify and to define specific policies, to assess and to differentiate the role of each stakeholder and to deal with night work including its loneliness problem. The situation at the workplace would need to be assessed and only one officer would not be enough for this task. UNI-Europa would appreciate the development of an concrete EU tool to deal with the mentioned aspects.

CoESS asked for further clarification of the ideas of an EU tool and had doubts on the added value and on the inspirational usefulness of another tool not yet existing at national level. Debates at national level would be necessary in this respect. CoESS wanted to see UNI-Europa's concrete proposals for text changes, was ready to make something valid for EU 27, was ready to assess the role of all stakeholders and wanted to give importance to the issue at EU level.

UNI-Europa reminded on the ongoing MOWO study, the ULB questionnaire and the Swedish check list that could be useful to further develop this item.

☞ Follow up:

- 1) UNI-Europa to send concrete proposals for text changes to the draft declaration to CoESS.
- 2) Social partners to develop a special tool at EU level.
- 3) Social partners to set up a working group with experts on the subject 'stress'.

2. Strengthening Social Dialogue in the private security industry – Networking and set-up of mutual assistance in the EU's Eastern New Member and Candidate Countries

CoESS informed the group about the withdrawal of its support to this project because the internal CoESS rules had not been respected. However, CoESS would still hope that the Commission would continue to fund the project.

3. Follow up of the joint work programme 2007-8

The social partners discussed the joint work programme 2007-8 and found that all items have been addressed in the Committee's work. Therefore, no changes to the work programme would be necessary.

4. Conference on promoting best value foreseen for 18 April 2008

Anneli Sillanpää (DG EMPL) informed about the Commission's funding of a conference for the social partners to promote the concept of best value and to explain the issue to other stakeholders. A key feature of the conference would be the client that should be reached and got onboard of the concept. The conference should take place on 18 April 2008 in Brussels and the social partners are currently asked to collect names of people that should be invited.

UNI-Europa expressed its strong interest in this conference because the implementation of the guide would be very important and because the conference would be a very good opportunity for the social partners to meet with user companies, especially banks, airports and railway companies.

CoESS committed to support the conference and its interest to listen to the clients needs because the relationship with the client would be crucial for the sector.

➤ Follow up:

- 1) Social partners to contribute to the invitation lists by 8 February 2008.
- 2) Social partners to work on a joint document and programme for the conference.

5. Modernisation of work organisation project

UNI-Europa reminded the affiliates to fill the ULB questionnaire and to help to contribute and to improve social dialogue at EU level. The project aims to build an information basis for the future work of the Committee.

CoESS reported on three replies to the questionnaire that have already been received. CoESS was hoping to receive more replies during the coming weeks. A contribution would be important to get a real picture and good analysis of the sector. It would take 3 or 4 hours to fill the questionnaire.

➤ Follow up:

1. National members should send their national agreements to ULB.
2. National members should prepare replies to the questionnaire.
3. A conference should further discuss the issue in October 2008.

6. Health & Safety: Multi-sectoral conference on third party violence and harassment to be held in Brussels on 14 March 2008

Virve Vimpari (DG EMPL) explained the Commission's funding of a seminar on third party violence on 14 March 2008. The seminar will take place at "Crowne Plaza" hotel, Brussels City Centre, Rue Gineste 3.

Violence and harassment at work is high on the EU agenda. The European framework agreement on harassment and violence at work refers to violence from third parties such as clients, customers, patients and pupils, although this issue is not included in its provisions. There would therefore be scope for sectoral social partners to take action reflecting the specific needs of those concerned. The sectors Commerce, Local and regional government, Hospitals and Private Security are involved. The aim of the seminar is to explore possibilities to complement the cross-sectoral agreement from a more specific sectoral and/or multi-sectoral point of view. Practical case studies on successful measures on anticipation, response & assistance, action and partnership related to the third party violence should be presented by social partners. In addition, an open debate should take place.

CoESS preferred experts to participate in stead of social partner organisations.

➤ Follow up:
Social partners to name participants for the conference.

7. Implementation and follow up of the European social dialogue (Implementation project)

UNI-Europa explained the background of this project to analyse where and what was done at national level over the last 12 years. The project aims to improve documents, activities or the work of the social partners at EU level. Priority issues shall also be identified. A conference is planned for 15 and 16 October 2008 to discuss the future of social dialogue in the sector, to consider opportunities for possible negotiations, to develop synergies and to coordinate between EU, national and company level.

CoESS supported the programme and found it a good opportunity to reflect or to criticise the past activities.

➤ Follow up:
1. Members to analyse where and what is done at national level.
2. Members to report about concrete national initiatives.

8. Tour of Europe: Presentation of the results of the Verdi/UNI-Europa project in the new EU Member States

Verdi reported about its project on the development of industrial relations in the new countries. The idea was to promote the information exchange and to get also more members for the SSD in Brussels. Topics of the project were working conditions, health and safety, education and qualification and collective agreements.

9. Tour of Europe: Delegates to report on national social dialogue

The Hungarian social partners reported about their recent activities, experiences, concluded collective agreements, their handbook on workers protection at the workplace and their definition of undeclared work below the minimum wages.

From Croatia were decreasing wages and a need for collective agreements reported. The involvement of a Croatian workers association would need further improvement.

From Ireland were a healthy social dialogue and a project on training systems reported.

10. Enlargement of the EU: Joint TAIEX initiative in Turkey

CoESS explained plans to arrange a social dialogue conference for the private security sector in Turkey. However, this would not yet be launched in 2008. UNI-Europa asked CoESS to inform about the timeframe.

➤ Follow up: CoESS to inform about a possible timeframe for this initiative.

11. First debate on mobility in the European Union

CoESS explained ideas to explore the mobility issue together with UNI-Europa. CoESS found that free movement of placement should be a priority issue and discussions would be needed to assess the workers awareness of foreign rules, the requirements in foreign countries, the labour shortages, the access of non-EU nationals (migrants) and the training needs.

UNI-Europa asked for more clarification of the aim of this initiative. Of course the fight against social dumping should be a priority but concrete plans would be needed.

German and Irish members talked about the national principle to pay non-EU nationals the same salaries.

12. Report of the E.W.C. project of UNI-Europa

UNI-Europa reported about a lot of confusion and wrong information within the E.W.C. project covering the private security and the cleaning sector.

CoESS wanted to receive the written conclusions of this project.

➤ Follow up: UNI-Europa to send CoESS the conclusions of the project.

13. Any other business

FORTHCOMING MEETINGS:

6 May 2008: Working group

26 November 2008: Plenary