



European Sectoral Social Dialogue for Private Security Working Programme 2018-2019

Priority 1 – CoESS and UNI Europa award priority attention to the topics and issues mentioned under this category and will take appropriate action when and where needed

The future of private security services and the anticipation to change

UNI Europa and CoESS will continue their joint analysis of the changing nature **of private security services**, in particular the integration of services and technology, the approach to new threats and the need to respond to changes in customer demand, demography and new technologies. A particular focus will be put on the foreseeable consequences these changes will have on employment conditions in the sector.

CoESS and UNI Europa will exchange information on the situation and best practices identified at national level and will try to build common positions and possible additional actions in order to assist their members in this mid-term process. More specifically, CoESS and UNI Europa will continue to work on this area through the Anticipation of Change project; its conferences, final report and recommendations. CoESS and UNI Europa will closely follow the activities and outcomes of **project VS 2017/0020**. The committee will have a particular role in the dissemination of the conclusions of this project at both European and national level.

Best value and public procurement

As a priority concern for both employers and employees in the private security sector, UNI Europa and CoESS will continue the dissemination of their updated **joint best value manual**, and participation, at the request of their members, in the national conferences organised in order to promote the content of this relevant practical instrument.

Both organisations will continue to closely monitor the implementation at national level of the new **European Directive on public procurement**, as well as engage with the the European Commission's Public Procurement Package: 'Increasing the impact of public investment through efficient and professional procurement' and will consider the possibility of adopting common initiatives in relation to this proposals. In particular, CoESS and UNI Europa will seek to engage with the development of the updated 'Buying Social Guide'.



In relation to public procurement and change of private security provider for a given contract, the social partners will examine the respective positions of their members at national level in relation to impact of the Transfer of Undertakings Directive.

Priority 2 – UNI Europa and CoESS award special attention to the topics and issues mentioned under this category, and will consider taking appropriate action when and where needed

Undeclared work

The European social partners will be where possible closely involved in the **European Platform Against Undeclared Work**. Both organisations will coordinate the private security contribution where the priorities and timetable of the Platform allows.

UNI Europa and CoESS will explore additional joint actions in order to promote the fight against these practices, by sharing good practice at national and European level.

Regulatory issues and Standardisation

On the basis of their past joint declarations and common positions adopted by CoESS and UNI Europa at their respective levels, both organisations, if necessary, will envisage the possibility of adopting **joint positions on the main regulatory issues** of the private security industry. A particular focus will be put on possible initiatives that might have an impact on both the overall consideration of the private security activities by the European institutions and the status of the partial exemption of the sector from the European Directive on services.

CoESS and UNI Europa will report to the Committee about the **standardisation initiatives** undertaken by the CEN and ISO private security committees, insofar as these initiatives have an impact on social aspects.

Occupational health and safety issues

CoESS and UNI Europa consider **occupational health and safety issues** in the private security industry a matter of permanent concern, both at national and at European level. They will continue to share good/best practice on the topic among their respective members. The Committee shall take an active role in the coordination of the implementation of the **OSHA-OiRA online interactive risk assessment tool**, which has been developed in close collaboration with the European Agency for Safety and Health at Work (EU-OSHA) at national level.



Priority 3 – CoESS and UNI Europa carefully monitor the developments in relation to the topics and issued mentioned under this category and will consider taking appropriate action when and where needed

Social Agenda

UNI Europa and CoESS will endeavour to reach common views on specific issues included in the European Pillar of Social Rights and its subsequent legislative and non-legislative initiatives. The following issues will be examined and, if necessary, followed up in a more concrete way: investing in people, more and better jobs, new skills and the issue of mobility, the prevalence of short term and zero hours contracts, public-private partnerships.

Training

The Committee has always considered training a priority for the further development and professionalisation of the private security sector. Specific **training manuals** for several industry segments have been produced.

The Committee will assess the need to update these training manuals to comply with new legislation and to take into account socio-economic and technological changes that may have occurred in the European private security landscape. The Committee will also assess the need to identify additional areas and segments of common interest in view of developing new training manuals.

The committee will work to implement the specific recommendations around training and development produced by the anticipation of change project and final report.

Engagement & Participation

The Social partners will work to build participation and engagement within the committee, to ensure that it reflects to as large an extent as possible the realities of the private security sector across Europe

Follow-up of the enlargement.

The Committee will closely monitor the European Commission's **enlargement policy** and the progress made towards EU accession in the different Candidate EU Member States.



UNI Europa and CoESS are committed to cover all the afore-mentioned issues. Intensity of action undertaken will depend on the concrete financial means awarded by the European Commission in order to finance projects to be developed and meetings to be held.

Schedule

		First Semester 2018	Second Semester 2018	First Semester 2019	Second Semester 2019
Priority 1	Future of PSC				
	Best value and p. procurement				
Priority 2	Regulation & standardisation				
	Undeclared work				
	Health and safety				
Priority 3	European pillar social rights				
	Training				
	Enlargement				
	Engagement and participation				