



EUROPEAN COMMISSION  
EMPLOYMENT AND SOCIAL AFFAIRS DG

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

Brussels, 10 May 2007

**SECTORAL SOCIAL DIALOGUE COMMITTEE "PRIVATE SECURITY"**

**WORKING GROUP MEETING**

**held on 20 March 2007 in Brussels**

**DRAFT MINUTES**

**Chair:**

Mr. Dirk HADRICH (DG EMPL/F1)

**In attendance:**

BENEA	Mihnea	PATROSEC
BOUTELOUX	Alain	FEETS FO (FR)
BROWN	Bill	S.C.I.
COBAS URCELAY	Eduardo	CoESS/APROSER (ES)
HAKALA	Jorma	Association of Supportive Service Industries (FIN)
HARTL	Natascha	Gewerkschaft VIDA (AU)
HELLMOUTH	Joakim	Svenska Transportarbetare forbundet (SE)
HJELM	Aase	HTF (SE)
JENAL	Leon	OGB-L (LUX)
KALO	Jozsef	MBVMSZ (HU)
LARSSON	Gunnar	Svenska Transportarbetare forbundet (SE)
LEVY	Claude	COESS
LINDSTRÖM	Markus	ALMEGA (SE)
McMAHON	Kevin	SIPTU (IE)
OORSPRONG	Marjolein	UNI-Europa (BE)
PETRAUSKAS	Gediminas	Lithuanian service workers trade union (LT)
POSOCHOVAS	Aleksandras	Lithuanian service workers trade union (LT)
PROIETTI	Fabrizio	FEDERSICUREZZA
RICHTER	Gerald	Verdi (DE)
SARRAF	Chistina	VSOE
SVENOW	Thomas	ALMEGA (SE)
SZEMES	Ference	VSZSZ Federation of Private Security Union (HU)
VAN SAND	Leen	CoESS
WARNECK	Fabrice	UNI-Europa (BE)
WASCHULEWSKI	Wolfgang	BDWS (DE)
ZAIMOVA	Anna	GSENTU (BG)
ZAPLETAL	Radek	UPSS

The proposed draft agenda for the meeting was adopted.

The social partners asked the Commission to organise a task force on CIT. The group should be composed by Eduardo Cobas, Francis Ravez (CoESS), Fabrice Warneck (UNI-Europa) and Gunnar Larsson (UNI-Europa). The issue of negotiation will be the finalization of a draft joint declaration on the mutation and migration from Cash to other systems of payment and its economic and social consequences. Draft documents have been developed by both sides.

### **1. Implementation of social dialogue texts at national level. Debate on the basis of a draft proposal.**

Eduardo Cobas Urcelay explained a few modifications made to the previous document. CoESS would agree to the practical consequences of the approach and wanted to have an open discussion.

UNI-Europa stressed that the implementation of European SD texts would depend on the national social dialogue that should be promoted. The intention would be to make the texts live. Feedback from national level should be reported back to the European SSD Committee. UNI-Europa would like to see strong commitment to this systematic approach, to the identification of good practice and of implementation means. An annual report should be prepared for adoption in the plenary.

CoEES referred to an ongoing survey among the employers. There is indication that 55-60% of the members have used the joint documents in their daily work. CoESS members also want to be committed to the identification of good practice at national level, to the presentation of national comments and to the preparation of joint action plans for the plenary meetings. They also saw a need for more guidelines for employers such as the best value manual.

UNI-Europa had doubts if the best value manual would be good enough. Certain issues of this guide might be improved. In this SSDC experiences and good practices should be exchanged, analysed and evaluated. More work should be done between the meetings of the SSDC.

☞ Follow up: UNI-Europa to analyse and to comment on the new document prepared by CoEES. A first draft proposal on how to proceed should be developed by the secretariats.

### **2a. Health and safety: Update violence at work interprofessional agreement**

UNI-Europa informed that the negotiation would be finished. However, the document would not yet be finalised. ETUC intended to vote on the text within the next 2 days.

Dirk Hadrich added that the cross industry social partners concluded an autonomous agreement in December 06 following an Article 138 consultation. The agreement should be approved on 26 April 07. There should be a broad definition of physical, sexual and psychological violence. The plan is that companies have a zero-tolerance policy towards H/V and that they foresee procedures to deal with cases of H/V. The foreseen principles are: protection of dignity and privacy, impartiality, fair treatment, no tolerance of false accusation, help with reintegration of the victim and appropriate measures towards the perpetrator. There should also be a role for workers' representatives within the procedures. The agreement would not formally exclude cases of violence perpetrated by third parties (e.g. clients, patients, students, criminals) from its scope, however, it focuses mainly on harassment and violence exerted by managers or workers. During the negotiations, both sides agreed that violence by third parties (external to the workplace) should be best dealt with at sectoral level, because the risk and possible forms of this violence can vary depending on the type of activity. There is therefore a field for sectoral social partners, and in particular those sectors with a lot of contact to people external to the work organisation, to

complement the cross-industry agreement by deepening the discussion on external violence and maybe opening negotiations on this issue.

➤ Follow up: SP want to consider further action on this issue in accordance with the adopted work programme.

## **2b. Health and safety: Questionnaire on stress**

Social partners sent out the questionnaire to their members in January 07. Replies are under preparation before the suggested deadline of 30 April 07. UNI-Europa confirmed to have received one reply of the Danish affiliate.

➤ Follow up: National members to prepare replies.

## **3a. Best value conferences: Report on Prague's event**

Due to weather conditions on 25 January 07 the event took place only with Bulgarian participation. However, the event was more successful than expected and the Czech Ministry of social affairs confirmed its support.

## **3b. Best value conferences: Update on Warsaw and Berlin events**

The Warsaw conference was planned for 17 April. [*However, it was cancelled after the SSDC meeting on 20 March 07.*]

The Berlin conference was planned for 19 April. It should summarise the results and should create awareness for the best value manual. One issue of discussion would be the awarding of contracts done by the Deutsche Bundestag since there were doubts about the application of the manual.

## **4. European study on modernising work organisation**

UNI-Europa explained the background of a new project submitted to DG Employment for funding. It would cover the sectors 'Cleaning Industry' and 'Private Security' since they have both a triangle relation with the clients. Differences should be compared and an overview on best practice in managing change at corporate level should be established.

➤ Follow up: SP to follow the planned project.

## **5. Situation of national members**

UNI-Europa reported about major problems in Poland. Wages of 1,4 € were found and could not be sufficient for decent living conditions. Possibilities could exist for employers to escape from certain payments for extra hours especially when employees work with two ID cards. UNI-Europa wanted to explore how the SSDC could try to sort out these problems and wanted to have a small exchange of views.

CoESS remarked that a lack of government control together with a special structure in the Polish law could lead to this situation of dual contracts.

➤ Follow up: SP intend to organise themselves and want to follow this issue.

## **6. Communications from the European Commission**

Dirk Hadrich explained again certain minor changes in the rules of procedure to ensure legal conformity of the document adopted in December 06.

## **7. Miscellaneous**

Jorma Hakala reminded the members that his study on “The regulation of manned private security: a transnational survey of structure and focus” is now available for download on the CoESS website: [http://www.coess.org/pdf/article\\_on\\_regulation\\_survey.pdf](http://www.coess.org/pdf/article_on_regulation_survey.pdf).

UNI-Europa suggested for the next meeting a presentation of a DG EMPL expert on the working time Directive and its derogations.

Information from Romania was presented concerning new laws, standards, applicability and covered companies and staff.

### **FORTHCOMING MEETINGS:**

23 May 2007: CIT task force meeting

11 June 2007: Working Group

28 September 2007: Working Group

29 November 2007: Plenary