



EUROPEAN COMMISSION
EMPLOYMENT AND SOCIAL AFFAIRS DG

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

Brussels, 5 February 2009

SECTORAL SOCIAL DIALOGUE COMMITTEE "PRIVATE SECURITY"

PLENARY MEETING

held on 23 November 2009 in Brussels

DRAFT MINUTES

Chair: Mr. Dirk HADRICH (DG EMPL/F1)

1. Approval of the agenda and the minutes of the working group meeting held on 25 September 2009

The proposed draft agenda was approved with items 4, 5 and 10 moved before item 3. The minutes of 25 September 2009 were approved.

2. Formal adoption of the joint CoESS/UNI europa Working Programme 2010-2011

The working programme 2010-2011 was adopted without changes.

3. European Commission White Paper on Professional Cross-Border Transportation of Euro Cash by Road between Member States in the Euro Area: possible common action – state of play

Johan Bendz (DG ECFIN) explained to the social partners the purpose of the White paper on professional cross border transportation of euro cash by road between Member States in the euro area. The possible common rules annexed to the White Paper had subsequently been discussed with representatives of Member States' administrations in an expert working group. The next and probably last meeting of the group was planned for 25 November 2009 with the view to finish the discussions. The applicable social rules needed clarification especially concerning the interpretation and application of the posting of workers Directive. A Commission proposal would be envisaged for the first quarter of 2010 and an impact assessment was under preparation. The adopted legislative proposal would follow the co-decision procedure with Council and European Parliament.

<http://www.ec.europa.eu/socialdialogue>
<http://ec.europa.eu/social/main.jsp?catId=480&langId=en&intPageId=55>

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CoESS/ESTA asked about the procedure to develop and to agree the final social rules to be applicable for posted workers and Johan Bendz explained that the intention was to clarify this issue in the Commission proposal.

It followed a discussion on some details of the envisaged Regulation (armouring of vehicles, use of weapons, IBNS, criminal records, etc).

The social partners reported on their ongoing negotiations about a CIT cross-border training module. Johan Bendz invited them to finish their negotiations before the end of the year in order to be able to take on board their agreement before adoption of the Commission proposal.

The social partners asked about the further procedure to prepare the impact assessment. Dirk Hadrich said that the social partners would be consulted according to the Commission's guidelines on impact assessment. As discussed in the Liaison Forum there should normally be a consultation period of 6-8 weeks. UNI europa found this period too short and urged DG ECFIN to conduct a fuller more detailed social impact assessment involving the social partners possibly by organising a meeting with the relevant representatives from CoESS and UNI europa. Johan Bendz considered it important to avoid delays in the procedure.

➤ Follow up:

1. Social partners to finish their negotiations on the cross-border CIT training module before the end of the year.
2. Social partners to follow the preparation of the new rules and to contribute to the impact assessment.

4. Mobility project

Tina Weber (GHK Consulting) reported on the progress of the mobility project. The intention would be to develop a practical tool to provide both private security guards and private security companies throughout the EU with highly practical information to ease the transition of private security workers from one European country All EU Member States should be covered as well as 7 other European countries. She mentioned various fields that were of particular interest such as qualifications, recruitment procedures, language requirements, collective agreements, employment conditions, standards, social security, work permits, etc. A questionnaire on these fields had been sent out in September 2009. A first deadline for replies was 16.10.09 but since only some countries (Bulgaria, Czech Republic, Denmark, Finland, Spain, UK) already completed the fiches, the members were again encouraged to reply before the end of the year. Some political questions were difficult to answer and so fair conclusions could only be drawn if there would be enough replies from both sides.

Tina Weber wanted to give a more detailed presentation in the next meeting once more replies would have been received.

➤ Follow up:

National members to reply to the questionnaire before the end of 2009.

5. Presentations on global agreements in the private security industry

Alice Dale (UNI Global Union) reported on experiences with sectoral bargaining, its standards and enforcements (annex 1).

Jenni Myles (G4S) reported on the content and phases of the ethical employment partnership between G4S and UNI Global Union(annex 2).

Birgitta Leveen (Securitas) reported on the cooperation with UNI Globan Union and the experiences with and motivation for global agreements (annex 3).

The social partners appreciated the information on global agreements that has been provided. They wanted to be better involved and to better improve the information flow concerning these activities between the European, national and company levels of dialogue

➤ Follow up:

Social partners to improve the information flow concerning global agreements and between the company to national to European levels.

6. Discussion of results from the implementation project and organisation of sectoral committee

UNI europa referred to the results of the implementation project. It would be interesting to set up a working group of 2 people per side to explore the issues in more detail and to prepare a way forward. UNI europa wanted to avoid meetings on Mondays as well as in July.

CoESS found good ideas that had been developed within the implementation project and agreed to set up a working group of 2 people per side in January-February 2010.

➤ Follow up:

Social partners to set up a working group of 2 people per side with the intention to further explore the results of the implementation project.

7. Joint analysis of the impact of the economic crisis

UNI europa reported that various different effects of the crisis would have been found in the Member States. These effects would also frequently change in some Member States. Generally, there were risks for employment standards and for social conditions, and it would be more difficult to protect assets.

CoESS referred to some employer reports on the effects of the crisis.

National affiliates reported about clients trying to reduce the costs, about introduced short time work and reduced activities in private security.

➤ Follow up:

Social partners to collect the available information and to prepare a draft joint opinion on the effects of the crisis for the next meeting.

8. Tour of Europe: Slovenian project 'European social dialogue and current national development in the new Member and Candidate countries' private security industry

Ingo Pas (ZRSZV) explained the background of the project, the expected results and the next steps (annex 4).

UNI europa expressed some concerns about the project that should give equal rights to the trade unions. The two sides of industry should respect each other fully and would need to exchange views in detail.

The Slovenian trade unions raised concerns because the situation in Slovenia is currently not satisfactory as there is no social dialogue or collective labour agreement in the private security sector since 2006. They had doubts that the project could also have a positive effect for Slovenia. It would be a pre-condition for the Slovenian trade unions to have equal rights in social dialogue and they would expect negotiations to start for a Slovenian collective agreement in the sector.

Social partners discussed the Slovenian problems and found that these would need to be solved at national level in order to make the project as successful as possible.

➤ Follow up:

Social partners to analyse and try to solve the Slovenian problems in social dialogue so that the project could be more useful to strengthen the social dialogue in the involved countries.

9. Third party violence projects

CoESS reported on the multisectoral conference 'RESPECT' that took place on 22 October 2009. It was very fruitful so that a draft commitment could have been concluded. The next meeting on third party violence is planned for 13 January 2010.

UNI europa was also happy with the conference and found it important that both clients and companies would take care of security aspects. CoESS referred to the new online tool of the Bilbao agency EU-OSHA and UNI europa referred to the toolkit of the commerce sector.

➤ Follow up:

Social partners to implement the multisectoral draft commitment and to think about further initiatives.

10. Social Considerations in Public Procurement (Best Value)

Dirk Hadrich informed that the Commission's work on the guide on social considerations in public procurement has not yet been finalised and that there would be still ongoing inter service consultations. Especially the link between the Commission's guide and the sectoral guides of the social partners would still be under discussion. Once a new text for this linking reference would be developed it could be subject to another consultation of the social partners.

➤ Follow up:

Social partners to follow the finalisation of the guide and to comment if necessary.

Social partners to update their sectoral guide if necessary.

11. Any other business

FORTHCOMING MEETINGS:

11 March 2010: Working group

6 July 2010: Working group

29 September 2010: Working group

23 November 2010: Plenary