



EUROPEAN COMMISSION  
EMPLOYMENT AND SOCIAL AFFAIRS DG

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

Brussels, 12 February 2007

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

**PLENARY MEETING**

**held on 15 December 2006 in Brussels**

**DRAFT MINUTES**

**Chair:**

Mr. Dirk HADRICH (DG EMPL/F1)

**In attendance:**

ANDLOVIC	Dragica	SKVNS
ASENSIO GUERRA	Helena	Fes-UGT
ATANASOVA	Elena	GSENTU
COBAS URCELAY	Eduardo	CoESS/APROSER (ES)
DE CLERCK	Hilde	CoESS
DUMOULIN	Bernard	CoESS (FR)
DYBART	John	DFF-S
GALEA	Charlie	GWU
HAKALA	Jorma	Association of Supportive Service Industries (FIN)
HELLMOUTH	Joakim	Svenska Transportarbetare förbundet
HJELM	Aase	HTF
IVANOV	Ivan	NAFTSO
JENAL	Leon	OGB-L (LUX)
KALO	Jozsef	MBVMSZ (HU)
LARSSON	Gunnar	Svenska Transportarbetare förbundet
LINDSTRÖM	Markus	ALMEGA (SE)
PAS	Ingo	ZRSZV
POHJOLA	Arja	PAM
RAVEZ	Francis	ESTA/CoESS (BE)
RICHTER	Gerald	Verdi
SARRAF	Chistina	VSOE
SMITH	Derek	BSIA
SZEMES	Ference	VSZSZ Federation of Private Security Union (HU)
SZMUK	Aleksandra	PZFO
VANDE ZANDE	Roxanne	CoESS
WARNECK	Fabrice	UNI-Europa (BE)
WASCHULEWSKI	Wolfgang	BDWS (DE)
ZAIMOVA	Anna	GSENTU
ZAPLETAL	Radek	UPSS

The proposed draft agenda for the meeting was adopted. The CIT working group after the plenary meeting was cancelled.

Dirk Hadrich informed the group about certain priority issues of the Social Dialogue unit of DG EMPL:

- The SP consultation on flexicurity was further discussed under item 4 of the agenda together with Jos Kesters (DG EMPL).
- The Green paper Labour law was published on 22 November 2006 and there is an open consultation until end March 2007.
- Demographic changes and family life balance have been subject to Commission Communications in October 2006 and contributions of the SP are welcome.

**1. Project "Training tool kit" in mobile patrolling, alarm response centers and airport security: joint introduction and presentation of the study (Coess and Uni-Europa Secretariats)**

Eduardo Cobas Urcelay described the work of the 3 subgroups (annex 1). 7 people were involved in the development of the training tool kit. They collected and analysed all available information and had 3 meetings in May/June 2006. Issues and items of each of the 3 modules were explained. Markus Lindström chaired the mobile patrolling part and explained that they discovered different levels of basic training in different countries. As a consequence, 10 different modules have been developed. Their course content was described.

UNI-Europa found the project a good guideline and reference document that is interesting for many reasons. It may be necessary to improve the document at a later stage. French and German versions would also be necessary. One Irish quotation would have to be corrected.

The document and its introduction (annex 2) were approved by the Plenary.

☞ Follow up: SP to consider French and German versions and maybe updates at a later stage. The implementation of the tool kit should be observed.

**2a. Best Value: Report on the Budapest conference**

There was a very successful Best Value conference in Budapest on 19 October 2006 with 82 participants. The Best Value manual was published in Hungary and several articles appeared in the press to inform about the issue. The Hungarian sectoral social dialogue committee started to deal with the development of consultation procedures.

☞ Follow up: Further news could be reported from the Hungarian affiliates if appropriate.

**2b. Best value: Update on best value round tables 2007**

There will be conferences in Prague on 25 January 2007, in Warsaw on 23 March 2007 and in Berlin on 19 April 2007 (*date was corrected*).

☞ Follow up: News and reports on the conferences.

**2c. Best value: Report on joint secretariat meeting Best Value 13.9.06**

Dirk Hadrich informed that there was a joint secretariat meeting with the sectors of Cleaning, Textiles, Catering and Private Security to consider a joint promotion of best value. The intention was to introduce a joint project and to develop a joint umbrella document to create synergies and a higher value.

➤ Follow up: SP to introduce a project and to follow the initiative.

**3a. Health and Safety issue "Stress": Adoption of questionnaire for CoESS and UNI-Europa members**

Social Partners concluded on 6.9.06 to work on more concrete elements including a questionnaire. This questionnaire addressed to the affiliates had been developed (annex 3) and it was decided to send it to the affiliates in January 2007.

➤ Follow up: SP to send out the questionnaire in January 2007.

**3b. Health and Safety issue: Update interprofessional agreement Violence at work (F. Warneck, Uni-Europa)**

UNI-Europa reported that the interprofessional group met on the same day (15.12.06) to negotiate an agreement on violence at work. The issue of "third-party-violence" was controversial and the employers would hesitate to work on this issue even though many companies have already implemented measures in this area.

➤ Follow up: SP to consider more information about the outcome of the interprofessional negotiation.

**4. Flexicurity: Short presentation on the issue from the European Commission; exchange of views**

Jos Kesters (DG EMPL) presented the Commission's reflections on the issue of flexicurity. The issue is not to be seen as a new set of guidelines but it should help to implement the Lisbon strategy and to find a way out of possible deadlocks. The main question was what common principles could be discovered from the viewpoint of the different sectoral social partners. Questions were raised concerning the role of the social partners and Jos Kesters explained that the Commission hopes to receive contributions from the social partners before March 2007 so that these could be taken into account for the development of the Commission's Communication on flexicurity which is planned for June 2007. The initiative would be important regarding its win-win-character that could be increased if more and more discussions or reflections evolve. The presentation of Jos Kesters is attached as annex 4. Further details can be found in the note of Director B. Jansen of 12 July 2006.

UNI-Europa pointed to some deficiencies of the sector such as the working hours of 300 per month, the low wages of 1,5€ in certain countries, the undeclared work etc. According to UNI-Europa the workers of the sector are already very flexible and so it would be difficult to introduce more flexibility.

CoESS asked how increased flexicurity could be measured and meant. Jos Kesters replied there would not be only one measurement but several elements could be measured and conclusions could be drawn after having studied the elements. The question would be which kind of sector specific security would be needed. The Commission would try to model groups of Member States and to consider further steps starting from these model groups.

The SP discussed the risks from opening doors also for less serious or competent companies.

➤ Follow up: SP to examine the issue and to consider a joint contribution on flexicurity

## **5. Rules of procedure of the Committee**

Dirk Hadrich explained that a few minor changes in the draft document would be necessary to have the right reference to the legal basis, to possible 'initiatives' and to the new number of representatives. Mentioning objectives in the rules of procedure would not be essential. The document was adopted (annex 5).

## **6. Short presentation on the situation in Malta, Romania and Bulgaria**

There was no presentation on the situation in Romania but on the situation in Slovenia and Hungary.

Bulgarian workers explained the purposes and means of SD activities, the achievements, the current initiatives/negotiations and the correlation of men/women in Bulgaria. There would be insufficient dialogue with the employers.

Bulgarian employers added that there would be more than 5 employers and only 2 union organisations. Principally, there would be 2 options for the SD a) with trade unions or b) with representatives of employees. Correct acts and correct information communication would be very important and should be developed.

CoESS said there would be often incorrect information in certain countries and the name of CoESS should not be abused.

There was unclear information about the number and names of associations in Bulgaria.

Maltese workers explained a 2 sectors division, varied collective agreements and a substantial increase of members in Malta.

CoESS wanted to get in contact with the Maltese employer organisation.

Slovenian social partners reported from lengthy efforts to get a collective agreement in Slovenia. However, this is still not agree even though there would be only 1 employer organisation and only 1 union organisation. Probably, there was a lack of time and/or willingness.

Hungarian workers explained the very difficult social dialogue in Hungary. It would be required to really discuss issues and to find solutions to problems.

➤ Follow up: SP to verify the organisations in Bulgaria and Malta. National SPs should further report about new developments in their countries.

## **7. TAIEX future projects: Belgrade (December 2006); future prospects**

CoESS described the planned TAIEX project in Belgrade to which all known possible members are invited. The aim is to get together, to get to know each other, to get a clearer view of the social dialogue in the country and to build capacity.

UNI-Europa confirmed to have dialogue with the Serbian union organisation.

➤ Follow up: CoESS to report about the project developments

## **8. Project Cash In transit in the 25 Member States: presentation of the study**

Lilany Morr  provided general information about on the CIT survey regarding the situation in the new Member States (annex 6). In 4 countries legal CIT definitions exist but not in the 6 others. She described the access conditions for companies, HOC/Managers and employees. Furthermore, she described training, weapons, modalities for execution of CIT activities, nature of transported goods, means of communication/signalling, intelligent banknotes neutralisation systems, firearms, work of security guards, customer obligations, company obligations, working with the police, incidents follow up and control/sanctions. In conclusion, there is noticeable difference in the level of regulation and there is general absence of specific CIT regulation.

➤ Follow up: SP to consider further initiatives

## **9. Discussion and adoption Working Programme 2007-2008**

CoESS explained the draft working programme 2007-2008 and the objectives. UNI-Europa supported the draft document and found the most important issues would be the promotion of industry as well as the promotion of the working conditions and the regulation of the sector.

The draft working programme 2007-2008 was approved by the plenary (annex 7).

## **10. Follow-up and implementation of private security social dialogue activities: exchange of views**

Marjolein Oorsprong has established a draft list of all documents adopted over the last 13 years (annex 8). The intention was to create an inventory of adopted texts and to reflect on the appropriate follow up for the different issues.

➤ Follow up: CoESS to comment and to verify this draft list.

## **11. Miscellaneous**

The German 'ver.di' explained briefly the time schedule and the topics of its project with the eastern European trade unions of the private security sector. The best practice guide is one of the important issues. The first event will be in February 2007 and a joint declaration is planned for November 2007.

FORTHCOMING MEETINGS:

20 March 2007: Working Group

11 June 2007: Working Group – NEW DATE !!!

28 September 2007: Working Group

29 November 2007: Plenary

12. **The CIT working group was cancelled**