



EUROPEAN COMMISSION
EMPLOYMENT AND SOCIAL AFFAIRS DG

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

Brussels, 13/06/2006

MINUTES OF THE SECTORAL SOCIAL DIALOGUE
WORKING GROUP "PRIVATE SECURITY" HELD ON 18.01.2006

Chair: Ms. Anneli SILLANPAA / Ms. Marta PRADANOS (DG EMPL/D1)

Commission representative: Ms. Anneli SILLANPAA / Ms. Marta PRADANOS (DG EMPL/D1)

In attendance:

CoESS

ARGHYROU John (CY)
COBAS URCELAY Eduardo (ES)
HAKALA Jorma (FI)
HAY Stefan (EN)
LINDSTROM Marcus (SV)
LONCKE Mieke (BE)
KALO Jozsef (HU)
PAS Ingo (SI)
RAVEZ Francis
LUTTER Riho (EE)
SARRAF Christina (AUT)
BROWN William (IRL)
JURISSON Veiko (EE)
WASCHULEWSKI Wolfgang (DE)
LANDROCK Stephan (AUT)

UNI-Europa

WARNECK Fabrice (BE)
BRAUNS Hans-Dieter (DE)
BOUTELOUX Alain (FR)
JENAL Léon (L)
GRUMBACH Jakob (AUT)
MICHELS Jacques (BE)
KNECHT Jürgen (DE)
RICHTER Gerald (DE)
SZEMES Ferenc (HU)
Mc MAHON Kevin (IRL)
LARSSON Gunnar (SV)

External Experts

MORRE Lilany
STAWSTROM Carl-Gustav

The draft agenda of the meeting is adopted, with some minor changes affecting the order of the points.

1. Cash in Transit (CIT) project

Lilany Morré (LM) delivers a PowerPoint presentation (**Annex I**) on the state of play of the CIT project. Social partners refer to the need to have the final version of the study by June 2006; therefore all the answers will need to be received by 31 March. Anneli Sillanpaa (AS) asks European organisations to be involved in reminding their affiliates to answer the questionnaire. In order to facilitate this task, LM agrees to provide European organisations with an updated list of the answers received so far.

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| <p>➤ Follow up: LM to send to European organisations list of answers received so far.</p> <p>➤ Follow up: European organisations to remind their national affiliates to answer questionnaire.</p> |
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2. TAIEX Riga

Mieke Loncke (ML) delivers a PowerPoint presentation (**Annex II**) on the preparation of this event. The purpose of the round table will be to identify potential partners and to encourage them to actively participate in the European social dialogue. ML acknowledges the help received from the EC Delegation in Riga. Social partners discuss the agenda of the Round Table and ask the Commission to ensure the attendance of a Commission representative to the event.

- Follow up: CoESS and UNI to check availability of their members
- Follow up: COMM to confirm attendance of Commission representative.

3. Presentation on Enlargement

Stephan Landrock (SL) presents the activities of the enlargement working group that has been set up. From the employers side' activities consist of monitoring harmonisation of legislation in NMS, assessment of social dialogue developments at the national level, collection of information and documents, etc. For example, there are available minutes on the exchange of views between CoESS and unions on the Services Directive (**Annex III**).

Fabrice Warneck (FW) explains that UNI has started identifying potential members in the NMS. However, the existing problems of insufficient freedom of association and undeclared work penalise unions.

Workers and employers' representatives comment briefly on the existing problems and progress achieved in their respective countries: in Hungary, a new Labour Act to be adopted in the first quarter of 2006; in Slovenia, social partners activity in some specific fields such as training, education and standards; in Estonia, difficulty to identify a representative trade union in the sector (contested by FW). Discussion also tackles problems in old member States, such as the alleged lack of fulfilment of wage agreements by one of the major companies in Germany. In this respect, both employers and employees' representatives agree that the problem exceeds national dimension and therefore concerted action would be desirable.

- Follow up: social partners to consider concerted action to tackle the problem of lack of fulfilment of wage agreements by one of the Germany top private security companies.

4. Training

ML delivers a PowerPoint presentation (**Annex IV**) on the training project. The three subgroups (airports, patrolling and alarm centres) will meet the following day. The preparatory phase will last until the end of January. Stefan Hay (SH) also explains that the project does not aim to standardisation but to harmonisation of qualifications, which is particularly relevant taking into account the mobility of the workforce.

5. Undeclared work

Social partners declare their support to the text (in French) on non-declared work. Discussion takes place about the correct translation of some expressions into English. It is finally agreed that the French version of the text (**Annex V**) is adopted and that native English speakers in the Committee will provide an English version of the text in the coming week.

☞ Follow up: native English speakers in the Committee to prepare English version in one week.

6. Work stress

FW delivers a PowerPoint presentation (**Annex VI**) comparing the sector handbook of 2004 "Preventing occupational hazards in the private security sector" (**Annex VII**) with the interprofessional Framework Agreement on Work-related Stress, adopted in October 2004 (**Annex VIII**). Even if both texts are not fully comparable due to different nature and implementation, some differences can be found in relation with definitions, factors of stress and follow-up provisions. In general, the framework agreement is more detailed, whereas the handbook is larger and has a sectoral scope. Besides, the handbook includes provisions related to post-traumatic stress. Finally, the framework agreement refers to awareness raising and foresees a follow-up, whereas the handbook aims to awareness raising and no follow-up is foreseen. FW highlights the *complementarity* of both texts.

As it concerns the questionnaire for social partners' affiliates to assess the level of knowledge of the handbook, Eduardo Cobas (EC) confirms that all CoESS members have received it. FW explains UNI's objections, in the sense that the questionnaire should be more sector-specific, and proposes to prepare some comments on the questionnaire and to discuss them at a forthcoming working group meeting.

☞ Follow up: UNI to prepare comments to the questionnaire and to send them to CoESS in order to prepare discussion at a forthcoming WG meeting.

7. Information from the European Commission

Marta Prádanos (MP) recalls that the rules of procedure are a compulsory document that all the sectoral social dialogue committees need to adopt once they are set up. It is agreed that MP will provide social partners with a non-compulsory template for the preparation of the Committee's rules of procedure, and that social partners will prepare a draft to be discussed at next working group meeting.

☞ Follow up: MP to send to social partners rules of procedure template (done – **Annex IX**)

☞ Follow up: Social partners to prepare draft to be discussed at next WG meeting.

FORTHCOMING MEETINGS: 6th September (WG), 29th November (PL)