



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Brussels, 25 November 2011

**PRIVATE SECURITY, PLENARY SESSION,
WEDNESDAY 23/11/2011
MINUTES**

Those present:

Employers' representatives:

1. Mr Martin Altorfer, VSSU, Switzerland
2. Mr Bill Brown, SCI, Ireland
3. Mr Eduardo Cobas Urcelay, APROSER, Spain
4. Mr Dusan Davidovic, NCPSC, Serbia
5. Mr Claude Lévy, SNES, France
6. Mr Marcus Lindstrom, ALMEGA, Sweden
7. Mr Francis Ravez, ESTA, Belgium
8. Ms Christina Sarraf, VSO, Austria
9. Ms Leen Van Sand, COESS, Belgium

Trade union representatives:

1. Mr Stefan Andreasson, Swedish Transport Workers' Union, Sweden
2. Mr Jesus Arroyo, FeS-UGT, Spain
3. Mr Ron Boltong, FNV Bondgenoten, The Netherlands
4. Ms Maya Braeckman, ABVV, Belgium,
5. Ms Laila Castaldo, Secretariat UNI Europa
6. Mr John Dybart, Serviceforbundet, Denmark
7. Mr David Gigg, GMB, UK
8. Mr Arno KARU, TAU, Estonia
9. Mr Pal Kövago, VSZSZ, Hungary
10. Mr Leonardo Menegotto, FILCAMS-CGIL, Italy
11. Mr Ton Neijenhuijs, FNV Bondgenoten, The Netherlands
12. Mr Owen Reidy, SUPTU, Ireland
13. Ms Yolanda Reus, FNV Bondgenoten, The Netherlands
14. Mr Sándor Szabo, VSZSZ, Hungary

European Commission/DG EMPL:

Ms Nataša Kokić
Mr Norbert Schöbel

The proposed draft agenda for the meeting was approved with minor modifications (the order of items had been rescheduled). The draft minutes from the last meeting were approved.

1. European Commission Regulation on Professional Cross-Border Transportation of Euro Cash by Road between Member States in the Euro Area – State of play

The Regulation has been adopted and is therefore legally binding in all Member States¹. Due to the short notice, representatives from DG ECFIN could not attend this plenary session. Social partners expressed their regret that none from DG ECFIN was present.

Conclusion: If UNI Europa and CoESS have precise questions, related to this Regulation, DG EMPL will consult DG ECFIN and report back to social partners.

2. IBNS: Health and safety-related issues – Information from Scandinavian countries

Mr John Dybart (Denmark) presented the state of play as regards health and safety-related issues in Denmark. A number of studies were carried out in Sweden and Denmark showing the potential harmful effects on workers' health when they are exposed to the ink that is used in money bags to destroy money in case of attack or robbery when carrying out CIT services. In order to assess whether other European countries where an IBNS system is used have the same concerns an investigation at European level could be useful.

Francis Ravez (Belgium) explained the situation of the cash degradation system. It is widely used by the industry: It can be used on voluntary basis or it is compulsory (as in Sweden and Belgium). There are 2 major types of ink – one is produced by a manufacturer from Sweden (SQS) and does not represent a problem; the other one that is widely used is made by SICPA (Swiss company) where one of the components is 'MMP'. Since that component has been classified as toxic in 2005, the supplier SICPA replaced it by another component. .

Conclusion: Given that social partner's views were somewhat divergent on this issue, no joint initiatives will be followed up by both sides (UNI Europa and COESS).

3. Work programme for 2012/2013

Main items for the work programme have been agreed during the Enlarged Secretariat Meeting (26 October 2011). CoESS prepared a draft, UNI Europa made comments which were explained by Laila Castaldo (UNI Europa). She suggested some modifications in relation to the given priorities. COESS agreed mostly with UNI Europa's suggestions, but suggested to give the topic of particle pollution at the airports priority 3 as it overlaps with other sectors' responsibilities and do not constitute a core business for the industry. There has also been a discussion on the meaning of the different priorities. As for DG EMPL, the Social Agenda and the capacity-building in particular in New Member States were mentioned as priority.

Upon request of UNI Europa, DG EMPL gave an explanation regarding the state of play of European Skills Council whose main objective is to anticipate skills and qualification needs.

Conclusion: A new version of the work programme will be sent out in a week taking into account all comments raised. DG EMPL will report back regarding the European Skills Council conference organised by the Textile sector (6 December 2011).

¹ http://ec.europa.eu/eu_law/introduction/what_regulation_en.htm

4. Third Party Violence multi-sectoral project (RESPECT)

COESS explained briefly this project jointly developed with other sectors (education, health, public administration and commerce) with the aim to tackle the problem of third party violence.

Three regional conferences were organised during 2011 - in London, Rome and Prague. The final conference was organised in Warsaw on 27 October 2011 where COESS made an introduction and UNI Europa the conclusions. The following points were highlighted: training, worker involvement, risk assessment, raising awareness, having good reporting and investigation system, reliable statistics, understanding of the size of the problem, cooperation with other companies in terms of health and safety standards, having legal and psychological assistance in case of third party violence.

The on-line risk assessment tool was considered to be a concrete example of a dissemination results.

Conclusion: Dissemination via the on-line risk assessment tool will continue – Social partners were considering presenting this tool as a project for co-financing.

5. Health and safety – OSHA-OiRA (Online interactive Risk Assessment) tool

COESS presented the online interactive Risk Assessment tool which is financed by the European Agency for Safety and Health at Work. This tool is a practical instrument, especially for SMEs. Experts from UNI Europa and from COESS took an active part in its creation. A small working group had been created by social partners in Spain (workers and employers' representatives). The tool is currently quite well developed. It is now the moment to come up with suggestions, ideas, comments, criticism so that the tool can be finalised during the next year. The risk assessment tool is developed at the European level and could be applied at national level on a voluntary basis.

Members of UNI Europa and members of COESS from Finland, Sweden and the Netherlands contributed significantly to the development of this tool. British members of UNI Europa would send their inputs too within the set deadline

Conclusion: All members were asked to make comments on the pdf version that produced and was sent out to UNI Europa and CoESS health and safety experts in order to facilitate their tasks. Remaining comments and the photographs are to be sent by the end of 2011. This tool is expected to be ready next year in April-May (tbc).

6. Revision of EU public procurement directive

The revised Public procurement Directives should be adopted before the end of the year. Social partners have for long been advocating for the principle of the best quality and best value in public procurement and would like to see this principle incorporated in the new legislation.

UNI Europa, in cooperation with the trade union and NGOs network on social responsible public procurement which has also UNI Europa as a member will engage in active lobbying activities in the direction of the EP and EC.

Conclusion: EC/DG EMPL will check the date of adoption and will invite a representative from DG MARKT for the next meeting.

UNI Europa and CoESS may develop some joint lobbying activities or joint position on the proposed directives.

7. Issue of bogus self-employment

Social partners started tackling the problem of bogus self-employment by distributing a questionnaire to their members. They wanted to assess the size of the problem and understand if this was a general problem in Europe or a particular in specific countries only. UNI Europa's sees a clear problem in Malta, the Czech Republic and Poland.

COESS received feedback from several countries where it is a problem, while in some countries like in Germany, Ireland or Spain, the problem decreased.

The following segments were of particular concern:

- Basic static guarding;
- Event security;
- Mobile patrolling;
- Close protection or body guarding;
- Commercial manned guarding;
- Installation of alarm systems;
- Consulting services.

Details can be found in the COESS document attached.

Mr Dusan Davidovic from Serbia (COESS) gave a presentation on state of play of bogus self-employment in his country where he saw a serious and widespread problem. Due to low wages, approximately 40% of workers are under false employment contracts. Mr Davidovic underlined that social dialogue is not well developed in Serbia and raised the need to develop projects together with UNI Europa and to organise a Round Table discussion on bogus self-employment in Serbia (with COESS and UNI Europa's help).

Laila Castaldo (UNI Europa) underlined that it would be difficult to implement any joint social partners' project in Serbia since UNI Europa does not have any member in this country.

Conclusion: Problems related to the bogus self-employment exist in a number of countries.

8. Representativeness study by EUROFOUND

DG EMPL confirmed that the draft Representativeness study will be presented on 15 December in Brussels. Social partners still have time for the feedback.

UNI Europa was quite disappointed with the quality of some national reports and underlined that their Maltese affiliated organisation GWU, which has a bargaining mandate to negotiate for employees in the private security sector, has not been contacted for the study.

COESS's comments sent for the national reports have not been taken into account. COESS also expressed its disappointment as to the quality of the reports produced (e.g. for the first time, it is stated that APROSER, the Spanish private security employers' association, does not have 50% of representativeness in the sector, which is incorrect). Furthermore, there is a clear issue with NACE code. Private security should be 80.1. and not 80 as it is in the representativeness study.

Conclusion: Both sides will send comments for the discussion on 15 December. Comments will also be sent to DG EMPL for their internal discussions with Eurofound.

9. Next meeting dates – confirmation for 2012 dates

Meetings for 2012 have been confirmed as follows:

- 6 March (Tuesday) - working group
- 25 May (Friday) - working group
- 13 November (Tuesday) - plenary session.