



EUROPEAN COMMISSION
EMPLOYMENT AND SOCIAL AFFAIRS DG

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

Brussels, 15 January 2008

SECTORAL SOCIAL DIALOGUE COMMITTEE "PRIVATE SECURITY"

WORKING GROUP MEETING

held on 28 September 2007 in Brussels

DRAFT MINUTES

Chair:

Mr. Dirk HADRICH (DG EMPL/F1)

In attendance:

BENDZ	Johan	DG ECFIN
BOUTELOUX	Alain	FEETS FO
COBAS URCELAY	Eduardo	CoESS/APROSER (ES)
CORTESE	Valter	Université Libre de Bruxelles
DYBAERT	John	DFF
EBERT	Laszlo	VSZSZ (HU)
HELLMOUTH	Joakim	Svenska Transportarbetare forbundet (SE)
JENAL	Leon	OGB-L (LUX)
KALO	Jozsef	MBVMSZ (HU)
LARSSON	Gunnar	Svenska Transportarbetare forbundet (SE)
LINDSTRÖM	Markus	ALMEGA (SE)
LUNDBERG	Magnus	UNI-Europa (BE)
MARTINEZ	Esteban	Université Libre de Bruxelles
MITEVA	Nina	NAFTSO (BU)
NADAS	Mihaly	VSZSZ (HU)
PAS	Ingo	ZRSZV
POHJOLA	Arja	PAM/UNI-Europa (FI)
RAVEZ	Francis	ESTA/CoESS (BE)
RICHTER	Gerald	Verdi (DE)
SARRAF	Chistina	VSOE (AT)
SVENOW	Thomas	ALMEGA (SE)
SMITH	Derek	BSIA
TABELL	Jenniveera	PAM/UNI-Europa (FI)
THOM	Michael	DG MARKT
WARNECK	Fabrice	UNI-Europa (BE)
ZAIMOVA	Anna	GSENTU (BG)

<http://www.ec.europa.eu/socialdialogue>

http://ec.europa.eu/employment_social/social_dialogue/sectorial23_en.htm

E-mail: dirk.hadrich@ec.europa.eu

The proposed draft agenda for the meeting was adopted.

1. CIT: Discussion common declaration

Michael Thom (DG MARKT) gave a presentation providing an overview, the objectives and conclusions concerning SEPA (Single Euro Payments Area) and the Payments Services Directive (annex 1).

UNI-Europa drew the attention to unbanked people's needs for cash money and to the number of jobs in the sector that would be affected by this policy.

CoESS found the Commission's project a noble mission. However, the ECB came to different conclusions on certain aspects the recitals of the PSD would contain negative wordings and could apparently point to a hidden agenda or further initiative of the Commission.

Michael Thom rejected this understanding of the recitals whilst acknowledging that they should have differentiated small value transactions from high value. He confirmed that there would be no hidden agenda of the Commission and that they did not intend to penalize, disincentive cash usage or allow Financial institutions to do it.

The further discussion was on fraud with cards, choices for consumer between different payment methods and on studies to assess the impact on the labour market.

☞ Follow up:

Secretariats of the social partners to discuss how to proceed with this issue.

2. Implementation of social dialogue texts: "From Brussels to the workplace" European action plan

UNI-Europa explained the background of this project to analyse where and what is done at national level with the aim to improve the work of the social partners in general.

A questionnaire was sent to the national affiliates and some responses have been received.

Hungarian, Bulgarian, Slovenian and Swedish members reported about initiatives and results from their countries.

☞ Follow up:

1. Social partners want to further analyse where and what is done at national level.
2. Members shall report about concrete national initiatives.
3. Social partners should present guidelines for follow up.
4. Other members shall present national actions.
5. The result fields in the joint document are still empty and should be filled with short statements by members.

3a. Violence at work

Virwe Vimpari (DG EMPL) reported about Commission meetings with the sectoral social partners in June and September 2007. It was concluded that the issue would be an important problem to be treated, that a multisectoral approach could be useful and that a technical seminar should be organised to further develop certain elements.

The social partners confirmed their commitment to follow this issue. UNI-Europa regretted that BusinessEurope wanted to exclude third party violence at work but UNI-Europa was content that the employers would be willing to reopen the discussions on this issue. CoESS stressed the particularities of the sector, since provision of security services is linked with the existence of risk situations in society.

➤ Follow up:

Social partners to follow the issue and to participate in the technical seminar in January/February 2008.

3b. Stress at work

As agreed in the previous meeting Swedish members presented their checklist for the sector concerning 'stress at work' (annex 2).

UNI-Europa reported about 7 responses that were received to the questionnaire. Lacking education, loneliness at the workplace, lacking career opportunities, insufficient means to do the work, missing uniforms, difficult family-work-reconciliation were described. UNI-Europa saw a need to deepen the debate on this issue and was hoping to that the ULB study helps to tackle these problems.

CoESS found it important to distribute and to share the conclusions and to identify good practice cases to reduce stress at work.

➤ Follow up:

Social partners to consider further initiatives on the basis of existing information and on the basis of the ULB study.

4. TAIEX. Possible conference in Turkey

CoESS explained plans to arrange a social dialogue conference for the private security sector in Turkey in 2008.

5. Modernisation of work organisation project

ULB experts reported about their work on the project "Modernisation of work organisation" that is partially funded by DG EMPL (annex 3). As a first step a questionnaire was produced and will be sent out in October. Then bilateral contacts will be taken documents will be produced for each country. Afterwards four case studies and interviews will be launched. Finally, a workshop will be organised in September 2008 to present the results of the project.

➤ Follow up:

1. National members should send their national agreements to ULB.
2. National members should prepare replies to the questionnaire by end November 2007.

➤ Follow up: Social partners to follow the project.

6. 'Tour of Europe' of the social dialogue: Report by national members

Sectoral social dialogue initiatives from Finland, France, Bulgaria, Luxembourg and Slovenia were reported by their member organisations.

The UNI-E French affiliate raised the issue of the lack of implementation of the 2006 collective agreement on job classification. He requested COESS to contact its member on this issue in order to promote a better social dialogue in France

➤ Follow up: Social partners to follow the sectoral social dialogue developments in the member states.

7. Communications of the European Commission

The attention was drawn to the social dialogue conference in Lisbon on 29/30 November 2007.

8. Miscellaneous

The Slovenian member of the employers explained his plans for a project to promote the social dialogue in the East-European countries and in candidate countries.

FORTHCOMING MEETINGS:

28 January 2008: Plenary

6 May 2008: Working group

26 November 2008: Plenary