



EUROPEAN COMMISSION
EMPLOYMENT AND SOCIAL AFFAIRS DG

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

Brussels, 3 August 2009

SECTORAL SOCIAL DIALOGUE COMMITTEE "PRIVATE SECURITY"
WORKING GROUP MEETING

held on 6 July 2009 in Brussels

DRAFT MINUTES

Chair: Mr. Dirk HADRICH (DG EMPL/F1)
In attendance: see participants list (annex 1)

1. Agenda for the meeting

The proposed draft agenda for the meeting was approved.

2. Minutes of the Plenary meeting held on 26 November 2008

The minutes of the last meeting on 26.11.08 were approved.

3. Training (cross-border CIT)

UNI europa explained that it would like to open negotiations with the employers on binding rules through a possible European Agreement on training of workers doing cross-border transportation of euro cash by road. The employers agreed to open negotiations in this respect. The scope of these negotiations will be discussed in the next meeting on 25 September 2009. With a view to facilitate the negotiations for which interpretation would be necessary, it was also agreed to prepare a proposal for a project co-financed by the European Commission. Furthermore, the legal background of these negotiations as well as the rules on posting of workers should be discussed with the Commission in another meeting.

🚩 Follow up:

1. Social partners to prepare a proposal for a project of negotiations on CIT training.
2. Social partners to discuss with the Commission the legal background and the rules on posting of CIT workers.

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

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3. Social partners to prepare themselves for discussing the scope of their negotiations on 25 September.

4. European Commission White Paper on Professional Cross-Border Transportation of Euro Cash by Road between Member States in the Euro Area

UNI europa wanted to finalise with the employers the joint text of comments on the White Paper. It would be important to ensure no reduction of the security level as well as no competition on wages, which would lead to social dumping.

ESTA insisted on the three major principles: 1. to keep the level of security, 2. to avoid social dumping and 3. to establish a level playing field for the sector.

The representative of the Belgian workers found there would be serious threats for the Belgian companies and to Belgian workers in the CIT sector.

Social partners discussed the issues of point-to-point deliveries, cabotage services, IBNS and the level of remuneration if work is performed in several Member States.

➤ Follow up:

Social partners to finalise their joint comments on the White Paper before end July.

5. Provisional joint CoESS/UNI europa Working Programme 2009-2010

CoESS suggested amending the working programme 2009-2010 with a statement of intent by the social partners to start negotiations for a European (Framework) Agreement under Art 139 of the EC Treaty, clarification about the social partners intent to develop a practical guide to facilitate the integration of workers relating to the mobility project, possible updating of the best value guide, and the new situation with regards to the economic crisis (annex 2).

UNI europa agreed to amend the working programme in this way. UNI europa also proposed an amendment regarding the inclusion of a clause in the Work Programme stating that the social partners would undertake to evaluate on a regular basis the impact of their work, if possible on a yearly basis. CoeSS agreed on this language.

➤ Follow up:

Social partners to finally approve the amended working programme in the next Plenary meeting on 23.11.2009.

6. Mobility project

CoESS presented the purpose, scope, timeline and details of the project "Practical guidelines for the movement of private security guards within the EU and between the EU and third countries" (annex 3). Taking into account national specificities and requirements the ideas are to investigate how increased mobility could be achieved and to develop a practical and easy-to-use cross-reference tool kit. The tool kit should help to solve practical problems and provide information for contacts and certification questions.

UNI europa found links to certain basic collective agreements and information on the exact wages useful to avoid exploitation. UNI europa proposed a range of additional information to be included within the Country model factsheet such as, information on laws surrounding maximum working hours, average wages for private security workers, national minimum wage, benefits and training provided by employers, average national cost of living.

A final conference is planned for April/May 2010.

➤ Follow up:

UNI europa and CoESS to agree on proposed changes to model country factsheet.
Social partners to follow the project.

7. Outcomes of the joint UNI europa/CoESS 5th Private Security Conference – ‘From Brussels to the Workplace’ (Social Dialogue implementation project)

UNI europa reported on the background of the implementation project (annex 4). With the intention to develop future actions for European social dialogue an assessment of the existing work since 1998 has been done. It showed that many actions have been taken at national level but the EU level was sometimes not aware of the details. Possible conclusions and policy proposals have been developed for the future of EU social dialogue. In general, follow up clauses should be included in all future documents.

Social partners discussed what they found as most important issues for the future, such as the crisis, training, health and safety, quality of life, CIT, integration of new Member States and stronger cooperation between workers and employers.

Social partners decided to set up a working group of 2 representatives per side. This group should conclude on the future priorities and work of the Committee.

➤ Follow up:

Social partners to set up a working group of 2 representatives per side with the intention to propose future priorities for the work of the Committee

8. Modernisation of Work Organisation project (MOWO)

Social partners discussed the outcome of the MOWO project and the results of the ULB report that was found to be very limited. The recruitment problems that had been identified could be addressed by the new mobility project. As further key challenges for the sector were mentioned: the high amount of overtime hours, the considerable number of indefinite contracts and the image of the sector.

➤ Follow up:

Social partners to decide on how to continue on the basis of the MOWO project.

9. Third Party Violence projects – state of play

UNI europa reported on the state of play of the third party violence project of UNI europa and EPSU. Subjects are different faces of violence threats at the workplace. A working group on 1 July looked at four points that could be basic and applicable to other sectors. A questionnaire brought 33 replies of 24 Member States. UNI europa regretted insufficient replies from the workers side. The final conference should be on 22/23 October 2009 in Brussels.

CoESS underlined the strategy to raise awareness, to have prevention methods and to develop measures against third party violence at work. There is the intention to prepare a joint declaration by 25 September.

➤ Follow up:

Members should reply to the questionnaire. Social partners should prepare a joint declaration by 25 September.

10. Social Considerations in Public Procurement (Best Value)

Social partners complained about the Commission’s intransparent work to produce a guide on “Social considerations in public procurement”. They stressed that detailed comments on the draft guide had been sent on 27 May and they were surprised on the legal compatibility problems that were raised recently by the Commission.

Social partners discussed several options for the way how the Commission guide should refer to the social partner guides. Finally, they decided to send another joint letter to the Commission drawing the attention to the importance of the guides and to the appropriate reference.

➤ Follow up:

Social partners to send another joint letter to the Commission drawing the attention to the importance of the guides and to the appropriate reference.

11. Tour of Europe: Slovenian project ‘European Social Dialogue and Current National Development in the New Member and Candidate Countries’

Ingo Pas (ZRSZV) reported on the outcome of the finished project “European Social Dialogue and Current National Development in the New Member and Candidate Countries” (annex 5). The development of social dialogue has been found to be at quite different levels in the various countries. Some new organisations have been involved in European social dialogue for the first time. In certain countries progress in the area of social dialogue was found but in others problems have been identified. A follow up project was suggested to ensure the lasting impact and to achieve long term developments. For this follow up project 6 meetings in different countries could be envisaged.

UNI europa would prefer to involve fewer countries during the follow up project so that more concrete ideas and improvements could be achieved. There should be a focus on the case studies. In any case, the representativeness of those countries would need to be improved and the freedom of association should be fully respected there.

The Bulgarian representative of the workers reported no progress concerning the situation of social dialogue in Bulgaria. The rights of the trade unions are not being fully respected, the economic market is changing extensively and progress would depend on good relations with the political parties.

➤ Follow up:

UNI europa to contribute to the plans of the Slovenian follow up project.

12. Communications from the European Commission

Dirk Hadrich pointed to the ongoing work concerning the review of the functioning of sectoral social dialogue. Following the Liaison Forum some more concrete ideas have been developed to address recent developments and they should be discussed again with the social partners on the basis of a working document before the Commission’s Communication could be presented.

13. Any other business

FORTHCOMING MEETINGS:

25 September 2009: Working group

23 November 2009: Plenary