

PRIVATE SECURITY

Workers' representatives	UNI-Europa – Cleaning/Security Services (formerly Euro-FIET) (2000) UNI-Europa Regional Office http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec_20081016_gbg7En property@union-network.org
Employers' representatives	Confederation of European Security Services (CoESS) (1989) http://www.coess.org apeg-bvbo@i-b-s.be

Sectoral Social Dialogue Committee (SSDC)

Informal working group:	1992
SSDC:	1999
Internal Rules:	15 December 1998; 10 June 1999; 15 December 2006
Work Programme:	2007-2008-2009-2010

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GENERAL OVERVIEW OF SECTOR

The private security sector covers a wide array of activities, ranging from the surveillance of personal assets and property to the transport of valuables, via personal protection, access control and even the design, installation and management of alarm systems. It comprises some large multinational corporations, such as Group 4 Securicor, Securitas, Prosegur and Brink's, in addition to numerous smaller companies.

In 2008 this [sector](#) encompassed 50,000 companies and had a turnover of €15 billion, compared with 33,000 companies in the EU-27 in 2006. Growth has been particularly robust in the new Member States. Total employment in the surveillance of persons and the transport of valuables has been estimated at 1.7 million workers (as against 1.4 million in 2006), the vast majority of them men (80%). There are approximately 237 private security agents for every 100,000 Europeans on average. In 2006 three countries accounted for almost half of all private security jobs in Europe: the United Kingdom (22%), Germany (12%) and Poland (12%).

Approaches vary markedly from one EU Member State to another as concerns legislation, supervision by the public authorities, conditions for entering the profession and levels of employee training. The range of activities performed by this sector differs too: in Sweden, for example, it includes ambulance services and fire-fighting; in the United Kingdom it even extends to prisoner transfers and the management of prisons.

The sector has expanded considerably throughout Europe in recent years. This can be explained partly by the development of new types of private space (shopping centres, cultural facilities, sporting arenas, leisure parks, etc.) serving the general public. But other explanatory factors have to do with the added burden on the public police service, owing to an increasing social demand for security, and with the fiscal situation of governments: funding shortages are compelling the public authorities to refocus their activities on core police work (those involving the judicial system) and to outsource a certain number of police activities such as static guarding and the patrolling of public thoroughfares. Finally, the terrorist attacks of 11 September 2001 helped to raise the profile of this sector.

This general trend poses the problem of the linkage between the public and private sectors with regard to security, and the EU Member States have responded in very different ways. It also raises the question of how the sector needs to change to adapt to these new circumstances. In actual fact, private security is faced with several difficulties: fierce competition between firms can lead to practices that are harmful to employees and impede smooth market operation (dumping, recourse to pseudo-self-employment in order to circumvent labour legislation, and reverse auctions whereby contracts are awarded to the lowest bidder). Moreover, the profession is deemed unattractive and has difficulty in retaining its workforce, owing to both the nature of the work and working conditions (stress, isolation, night and weekend work), poor job prospects and low wages. Hence the sector is seeking to bolster its image by

improving working conditions (especially as concerns stress) and through vocational training.

Governments, for their part, play an ambiguous role in respect of this sector. On the one hand they attempt to “clean up” the profession, but on the other – as clients – they drive down prices, which contributes to preserving the dubious practices operating in the sector.

PARTICIPANTS AND CHALLENGES

European social dialogue in the private security sector began in an informal working group in 1992. The Sectoral Social Dialogue Committee (SSDC) was established in 1999. The employers are represented on the Committee by [CoESS](#) (the Confederation of European Security Services), formed in 1989, and the workers by the Cleaning/Security section of [UNI-Europa](#).

The stated aim of European social dialogue in the private security sector is to enhance professionalism in the sector through training, modernising work organisation, developing healthy and fair competition, and improving the various Member States' legislation governing the sector by means of harmonisation. CoESS and UNI-Europa wish to improve the (often poor) image of the sector and make it more attractive.

They believe that action at European (rather than national) level needs to be taken to this end, in order to consolidate a "European model of private security services", the main characteristics of which are set out in a Code of conduct and ethics adopted in 2003. The Code makes recommendations in various social spheres (e.g. training, health and safety, pay, non-discrimination, work organisation), but also covers relations with clients, with the police and with other private security companies. Its first four points concern compliance with regulations, transparency of procedures, permits and authorisations, and selection and recruitment.

These overall guidelines for social dialogue have led to the production of a number of tools: in 1999 a memorandum on the award of contracts, aimed at helping purchasers to assess the quality/price ratio of the services offered to them; in 2004 a training manual on preventing occupational hazards; and in 2006 a European educational "toolkit" for three private security activities/profiles (mobile patrolling, alarm response centres and airport security).

EU enlargement has been a particularly sensitive matter in this sector, in relation to the social partners' aim of improving its brand image. At the time of the 2004 and 2007 enlargements, private security was in fact largely unregulated in the central and eastern European countries, and the trade union presence there was minimal. It was difficult to expand European social dialogue in those countries in the absence of well-established national social partners, yet laying down convergent or common standards and regulations was a vital prerequisite for establishing fair competition between firms from different EU Member States.

The sector also engages in lobbying the European institutions: it has done so by adopting joint opinions on regulation and licensing (1996), on the European harmonisation of legislation (2001), on the "services" directive (2004), and on the cross-border transport of funds (2009) (see below).

As far as working conditions are concerned, the European social partners have managed to reach agreements on work-related stress (in this case they implemented

the European cross-industry agreement), on preventing occupational hazards, and on combating undeclared work. The SSDC has likewise explored the subject of cash in transit. These deliberations resulted, in 2009, in the adoption of a joint opinion on the cross-border transport of euro cash. The main points at issue here revolve around jobs, the status of “posted” workers and the legislation applying to them, and workers’ training. For instance, a variety of national practices had come to light regarding the carrying of weapons on cash-in-transit operations.

It is worth noting, last of all, that some cooperation has taken place with the cleaning, Horeca and textile sectors on the subject of public procurement. This work resulted, in April 2008, in the adoption of a joint cross-sectoral declaration (UNI-Europa, EFFAT, ETUF-TCL, CoEss, FERCO, EFCI and EURATEX) entitled “Towards responsible awarding of contracts”.

OUTCOMES

The European Social Observatory classifies the private security sector in the category of sectors seeking to build a European dimension in their field of operations (along with other sectors: industrial cleaning, personal services, live performance, temporary agency work, audiovisual and Horeca). What these sectors have in common is that they have little exposure to international competition and are scarcely affected by Community policies, which means that the European social dimension is not so much imposed on the participants as actively shaped by them.

As in other sectors within this category, the employers play a very proactive role in the social dialogue and in constructing a European agenda, whereas the trade unions initially had more difficulty in fashioning a European strategy, given that the sector is locally based for the most part and, with the exception of cross-border cash in transit and other very specific activities, there is little direct competition between countries.

Nonetheless, according to a UNI-Europa spokesperson, European social dialogue has proved to be a useful tool of cross-border cooperation among trade unions. For instance, a conference attended by the Nordic and Baltic unions was held in 2002, and another was organised for the central and eastern European countries in 2005, leading to closer ties among union organisations. These links made it possible to embark on the negotiation of Lithuania's first ever sectoral collective agreement. Then, in 2006, the Baltic countries' trade unions issued a joint text as part of the European social dialogue.

As for the topics addressed, this social dialogue focuses in particular on regulation of the sector, its brand image, vocational training, and on improving service quality, working conditions and public procurement. The aim is to harmonise or align legislation in the different countries so as to create the conditions for healthy, fair competition.

Even though the social partners in this sector have not yet signed any legally binding documents (of the "framework agreement" type), they have demonstrated a distinct willingness to follow up, and assess the effectiveness of, their joint texts. However, apart from the training tools and the "Selecting best value" manual, it would still seem difficult to assess the full impact of documents such as the 2003 Code of conduct and ethics.

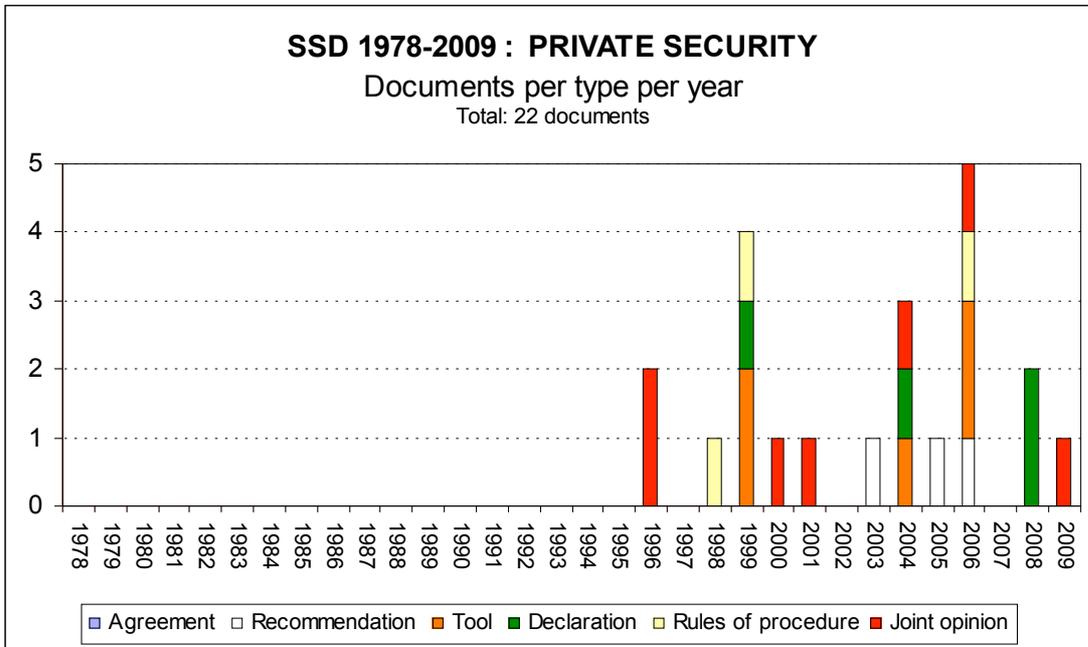
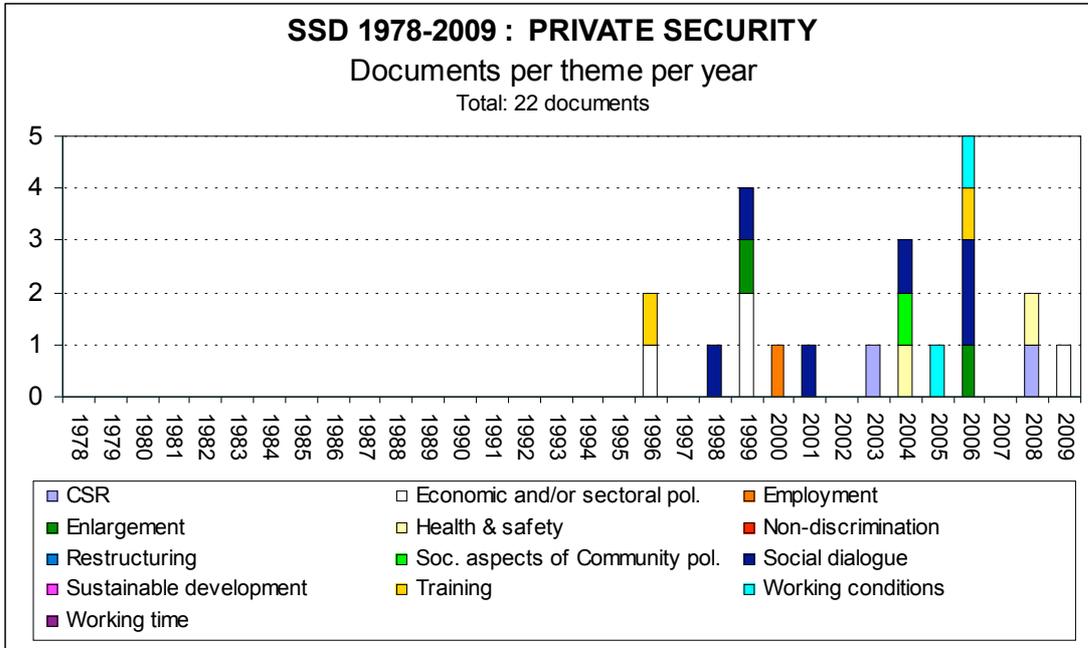
The sectoral social partners have in fact put this issue of how to implement their social dialogue outcomes and how to follow up their joint texts on the agenda of their 2009-2010 work programme. The programme comprises the following priorities:

- regulation of the sector and monitoring of Community legislation;
- organisation and modernisation of work in a European context;
- health and safety issues;
- matters related to public procurement;

- specific issues related to the European social agenda (investing in people, creating more and better jobs, new skills, etc.);
- vocational training;
- implementation of social dialogue outcomes;
- monitoring of the enlargement process and the integration of companies in the new Member States into the sector.

JOINT TEXTS

The “private security” sectoral social dialogue has resulted, since 1996, in the adoption of 22 joint texts.



Date	Title	Theme	Type	Addressee
28/09/2009	Private Security European Sectoral Social Partners statement to Expert Group on cross border transport of the euro cash	Economic and/or sectoral policies	Joint opinion	European institutions
09/06/2008	Joint declaration by CoESS and UNI-Europa on work-related stress	Health and safety	Declaration	European social partners
18/04/2008	Joint declaration of UNI-Europa, EFFAT, ETUF-TCL and COESS, FERCO, EFCI and EURATEX "Towards responsible awarding of contracts"	Corporate social responsibility	Declaration	European social partners
15/12/2006	Rules of procedure	Social dialogue	Rules of procedure	European social partners
25/08/2006	Overview of the legislations governing cash in transit (private security) in 10 new EU Member States who joined EU on 1 st May 2004 – Scope of analysis in view of the comparative study of cash in transit legislation within 25 EU Member States	Enlargement	Tool	European social partners
01/08/2006	Development of a European educational toolkit for three private security activities/profiles	Training	Tool	European social partners
06/04/2006	UNI-Europa and CoESS joint position against undeclared work in the private security sector	Working conditions	Recommendation	Enterprises
22/03/2006	Appeal of social partners in the security sector of the Baltic States to the National Administrations of Estonia, Latvia and Lithuania responsible for private security issues	Social dialogue	Joint opinion	National public authorities
14/11/2005	UNI-Europa and CoESS joint position against undeclared work in the private security sector	Working conditions	Recommendation	Enterprises
15/10/2004	CoESS and UNI-Europa Joint declaration: Towards a European Model of Private Security	Social dialogue	Declaration	European social partners
06/10/2004	CoESS and UNI-Europa position paper concerning the Commission's proposal for a directive on services in the internal market	Social aspects of Community policies	Joint opinion	European institutions
01/09/2004	Preventing occupational hazards in the private security sector (manned guarding and surveillance services). European training manual	Health and safety	Tool	National organisations
18/07/2003	Code of conduct and ethics for the private security sector	Corporate social responsibility	Recommendation	National organisations
13/12/2001	Joint declaration of CoESS and UNI-Europa on the European harmonisation of	Social dialogue	Joint opinion	European institutions

	legislation governing the private security sector			
11/07/2000	Modernising of organisation of work in the private security sector. Joint declaration by CoESS and UNI-Europa	Employment	Joint opinion	European institutions
11/06/1999	Joint declaration of CoESS and Euro-FIET on the future enlargement of the European Union to include the Central and Eastern European Countries	Enlargement	Declaration	National organisations
10/06/1999	Selecting best value - A manual for organisations awarding contracts for private guarding services (paper version 28 p)	Economic and/or sectoral policies	Tool	National public authorities
10/06/1999	Joint declaration on the mutual recognition of CoESS and Euro-FIET and the social dialogue	Social dialogue	Rules of procedure	European social partners
10/06/1999	Memorandum of CoESS and Euro-FIET on the award of contracts to private security companies in the public sector	Economic and/or sectoral policies	Tool	National public authorities
15/12/1998	Rules of procedure	Social dialogue	Rules of procedure	European social partners
24/09/1996	Joint Opinion of the European Social Partners in the Private Security Industry on Regulation and Licensing	Economic and/or sectoral policies	Joint opinion	European institutions
24/09/1996	Vocational Training in the European Security Industry	Training	Joint opinion	National organisations