



## European Sectoral Social Dialogue for Private Security Working Programme 2020-2021

**Priority 1** – CoESS and UNI Europa award priority attention to the topics and issues mentioned under this category and will take appropriate action when and where needed

### Education and training

In the joint CoESS-UNI Europa and EU-financed ‘Anticipating Change’-project, education and training have been identified as one means to achieve the above-mentioned goals. Hereby, the social partners will focus on following fields 1) soft skills; 2) technology and re-upskilling; 3) conflict de-escalation; 4) Equality and diversity training.

Amongst others, the social partners foresee scope for possible action regarding mapping e-learning tools and re-evaluating previously established training manuals.

Further, the social partners will lobby the European Commission so that European trade unions and employers obtain funds for training through the ESF+ Fund, as this would strengthen social partner capacity.

### Regulatory issues and Standardisation

Social partners will follow any initiatives from the Commission, such as the public procurement framework, the sectoral administrative regulatory framework, in particular, the Directive on Services, the revision of Directive 2008/114 on European Critical Infrastructures, Council Directive 2001/23/EC – safeguarding of employees’ rights in the event of transfer of undertakings, the Green Deal, and activities related to undeclared work, skills and labour shortage and social policies in general. Possible joint actions will be sought out in order to strengthen the social dialogue.

Building on the success of the Best Value Guide, the social partners will engage in lobbying efforts that social and quality criteria, including collective bargaining, are effectively reflected in public procurement tenders.



The social partners will follow-up the implications, and possible positive impact of the forthcoming directive on to identify & mitigate human rights risks in the private security market.

This will also include the monitoring and joint work on standards in private security, including CEN TC 439 “Private Security Services”, CEN TC391 “Societal Security”, ISO TC 292 WG 6 “Protective Security” and ISO WG7 on “Guidelines for Events”.

**Priority 2** – UNI Europa and CoESS award special attention to the topics and issues mentioned under this category, and will consider taking appropriate action when and where needed

## Health and Safety

As part of the strategy to create quality jobs and services, the social partners’ commit to support the possible initiatives on Third Party Violence as well as investigate the implications of the recently ratified ILO Convention 190.

Moreover, the dissemination of the OIRA tools can contribute to a greater awareness among member states, clients, national employers and trade unions.

Lastly, the remit of health and safety will put a special focus on the area of psychosocial risks, which are defined as issues that may affect workers’ psychological response to their work and workplace conditions (including working relationships with supervisors and colleagues). The social partners will invite speakers and discuss common ways forward to address the particular psychosocial risks that security workers are subject to.

## Attractiveness/Image of the sector

Building on Business Europe’s statement on labour shortage and skills mismatches, as well as UNI Europa’s RETAIN project on high labour turnover, the social partners commit themselves to disseminating respective follow-up actions, results, findings and latest developments.



One of the ways in which the social partners can share experiences at the European level and in between countries is improving the attractiveness of the sector.

The social partners commit themselves to highlighting members' action to promote private security as an attractive career path with societal value at national level. Further discussions will include whether to launch a study of European citizens regarding the security industry.

A specific focus will be granted to address diversity, including gender, ethnicity and disabilities and the demographic change within the sector.

### Event guarding

As part of the Social Dialogue social partners will commit to hold exchanges on event security and guarding, related quality standards, lessons learned from past mass events, and challenges to future event security services such as the Olympic Games. The aim will be to build social partners capacity and common positions on event security.

**Priority 3** – CoESS and UNI Europa carefully monitor the developments in relation to the topics and issued mentioned under this category and will consider taking appropriate action when and where needed

### Strengthen Social Dialogue – Engagement and Participation

The social partners are committed to strengthening engagement and participation in the Social Dialogue – also as a follow-up to the European Commission's Representativeness Study 2019.

By building on the successes of the shared national practices, these good experiences will be shared.

Moreover, the social partners commit themselves to setting up a CIT working group/roundtable, either as part of the SD or separate meeting to grow the networks around the war on cash. Respective activities will build upon the joint statement from November 2019.

### Anticipation to change



Following the joint 'Anticipation of Change'-project, the social partners will start the analysis of the impact of environmental issues and climate change on the private security sector and security worker's jobs.

This will also involve Monitoring developments in employment growth (self-employed, part-time).

## Digitalisation & Data Rights

The social partners will exchange views on GDPR as well as good digital practices on the "right to disconnect".

This will also include a follow-up to the 'war on cash'-statement signed in 2019. The social partners will also continue to work on employment platforms. They will follow-up and try to reach common views in line with the Directive on transparent and predictable working hours.

*UNI Europa and CoESS are committed to cover all the afore-mentioned issues. Intensity of action undertaken will depend on the concrete financial means awarded by the European Commission in order to finance projects to be developed and meetings to be held.*