



European Sectoral Social Dialogue for the Private Security Services Working Programme 2022-2023

UNI Europa and CoESS (“The Social Partners”) are committed to cover all priorities mentioned in this Work Programme. Intensity of action undertaken will depend on the concrete financial means awarded by the European Commission in order to support projects and meetings. Besides the exchange of best practices, monitoring, capacity-building and joint work in EU-funded projects, both Social Partners aim to continue delivering measurable outcomes on matters of joint interest based on the priorities in this Work Programme and future activities of the European Commission. The Social Partners will also set in place a framework for monitoring the impact of Social Dialogue outcomes and follow-up at national level with full respect to the autonomy of members.

Priority 1: Ensuring a Just Transition of the Private Security Services

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.

Anticipating Change in the Private Security Services

In the face of increasing demand for security services and multiple societal developments that drive a substantial transition of the sector (e.g. COVID-19, support of law enforcement for the protection of public spaces and Critical Infrastructure, demand for new services in the context of the digital transition), the Social Partners will support members in anticipating the needs for the “New Security Company” and “New Security Worker”. The key aim is to ensure qualitative working conditions, to retain and attract labour in the context of skills and labour shortages, and to accompany a just transition of the sector for both companies and workers that reflects the growing expectations of law enforcement, other public authorities and private clients towards security services.

EXPECTED OUTCOMES:

- The Social Partners will continue to implement the recommendations provided by the EU-funded Social Partner Projects conducted by the CoESS and UNI Europa, such as on [“Anticipating, Preparing, and Managing Employment Change in the Private Security Services”](#), [“INTEL: Skills Intelligence in the Private Security Services”](#), “RETAIN”, and “PROCURFAIR”.
- The Social Partners will monitor the impact of drivers of employment change (e.g. big data, predictive security, Artificial Intelligence) in the different countries and engage with public authorities, client stakeholders and technology providers.
- This includes a continuous engagement on the “War on Cash” and developments in the CiT sector, following the Joint Statement from November 2019 and two previous EU-Roundtables that were organised by the Social Partners in 2020 and 2021.

Social Partner driven Skills Strategy for the Private Security Services

The Social Partners will leverage the important funding opportunities of the European Union for the Sectoral Social Partner Projects on [“Anticipating, Preparing, and Managing Employment Change in the Private Security Services”](#), “RETAIN” and [“INTEL: Skills Intelligence in the Private Security Services”](#) to



help identify and promote re- and upskilling solutions for existing workers. Furthermore, the Social Partners will leverage policy initiatives such as the European Skills Agenda to support national Social Partners in identifying suitable skills strategies and solutions that are adapted to their national context.

EXPECTED OUTCOMES:

- The Social Partners will continue to implement the recommendations provided by the EU-funded projects “Anticipating Employment Change” and “RETAIN”, and address the matter as part of the ongoing “INTEL” project.
- As part of this process, the Social Partners will exchange best practices in VET and re-/upskilling in SSDC meetings as well as developments in the event guarding sector.
- The Social Partners will promote useful capacity-building initiatives of the European Skills Agenda, and evaluate a possible participation in the EU Pact for Skills.

Enhancing attractiveness of the sector

The Social Partners aim to strengthen the capacity of national members to find solutions to labour shortages, demographic change, and importantly the insufficient attractiveness and competitiveness of the sector.

EXPECTED OUTCOMES:

- 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 workforce diversity and barriers to such, including worker groups such as women, persons with migrant background, persons with disabilities, as well as young and older workers. A first step will be a follow-up on the Joint Statement on European Disability Strategy in 2021 and getting inspiration from what was agreed on in other sectors.

Priority 2: Regulatory Issues and Standardisation

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.

Better recognition of private security as an essential service

The Social Partners will support members in achieving a better recognition of the sector as an essential service at national level, and aim for a better recognition also among EU Institutions at top- and sub-levels.

EXPECTED OUTCOMES:

- The Social Partners will continue to support the promotion of the sector as an essential service across the EU Institutions.
- As part of SSDC meetings, Social Partners will exchange best practices on how to translate this status to address regulatory issues at national level.



Public Procurement

The Social Partners will support the professionalisation of public buyers and better implementation of public procurement practices at national level on the basis of the EU Public Procurement Directives to improve inadequate procurement practices that focus on the lowest cost instead of quality criteria and, in some cases, undermine collective bargaining.

EXPECTED OUTCOMES:

- The Social Partners will identify, collect and promote best practices in public procurement, also in the context of the EU-funded “PROCURFAIR” project.
- They will further regularly monitor the impact and follow-up of the EU-funded [Best Value Guide for the Procurement of Private Security Services](#).
- The Social Partners will engage in lobbying efforts at EU-level that social and quality criteria, including collective bargaining, are effectively reflected in public procurement tenders and provide input to guidance documents, communications and other initiatives of the European Commission that support the better implementation of the EU Public Procurement Directives. In case there are new initiatives of the European Commission in this field, the Social Partners will jointly follow-up.

Health and Safety at Work

The Social Partners aim to support national members in addressing important issues to the occupational health and safety of workers and to follow-up on important Social Dialogue outcomes.

EXPECTED OUTCOMES:

- The Social Partners will continuously monitor the impact of the COVID-19 pandemic on occupational health and safety in the sector, and promote respective guidelines of Eurofound.
- The Social Partners commit to continuously support the implementation and promotion of the Multi-sectoral Guidelines to tackle third party violence and harassment at work, of which both are signatories.
- The Social Partners 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.
- The Social Partners will further evaluate an update of the OiRA-tool for the private security services and contribute to a greater awareness among Member States, clients, national employers and trade unions.



National regulation of the sector

The Social Partners aim for an adequate sectoral regulation of the sector in all EU Member States in order to promote qualitative working conditions and services, a professionalisation of the sector in the face of change in demand, and a just transition of the private security services.

EXPECTED OUTCOMES:

- The Social Partners will continue the ongoing exchange of best practices in national regulation that foster Collective Bargaining, qualitative working conditions and services, and sustainability of the sector.

Standardisation

The Social Partners aim for the promotion of European Standards to support the implementation of best value procurement in the private security services.

EXPECTED OUTCOMES:

- The Social Partners will continue their exchange, 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”.
- The Social Partners will promote the recognition of relevant European services Standards in EU policy initiatives in the spirit of the new legislative framework.

Contribution to EU Policy Making

The Social Partners aim to foster their impact on EU policymaking in areas of joint interest, and to promote the important role of Social Dialogue among all EU Institutions.

EXPECTED OUTCOMES:

- The Social Partners will do an annual evaluation of the European Commission’s Work Programme in order to identify dossiers of common interest with the aim to strengthen Social Dialogue and improve the quality of working conditions and services. For the time period of the Work Programme, this may include current European Commission activities related to the strengthening of Social Dialogue, resilience of Critical Entities, Artificial Intelligence, Drones, Safe and Secure Truck Parking Areas, protection of public spaces, the green deal, as well as human rights due diligence, sustainable corporate governance and reporting.
- The Social Partners will further invite on a regular basis representatives of the different European Commission Directorate-Generals, the European Parliament, and the Presidencies of the European Council to EU Sectoral Social Dialogue meetings.
- The Social Partners will also continue their work in the EU Platform for Undeclared Work and support its activities when relevant to the sector.



Priority 3: Strengthening of Social Dialogue

CoESS and UNI Europa will carefully monitor the developments in relation to the topics under this category on an ongoing basis and baseline activity of the SSDC, and will consider taking appropriate action when and where needed.

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.

EXPECTED OUTCOMES:

- The Social Partners will continue to organise public online meetings on matters relevant to companies and workers on the ground. Respective activities on “The War on Cash”, skills and procurement will be continued.
- Furthermore, the Social Partners are committed to increasingly involve national members in EU-funding project activities, such as workshops at national level.

National capacity building and representativeness

With full respect to the autonomy of national Social Partners, the Social Partners will continue efforts to build capacities of Social Partners and collective bargaining at national level – also with the aim of enhancing representativeness.

EXPECTED OUTCOMES:

- The Social Partners will continue a regular exchange on trends and developments in collective bargaining at national level, including the impact of EU social policies on such.
- Further, the Social Partners will continue promoting the need for national Social Partners to obtain funds for capacity-building through the ESF+ Fund.
- In addition to the currently running EU-funded Joint Projects “RETAIN”, “INTEL” and “PROCURFAIR”, the Social Partners will continue to apply for EU-funding that can be of benefit for capacity building of national Social Partners and the strengthening of Social Dialogue.

Adopted in Brussels, 17 February 2022