

Agreement between the CoESS and Euro-FIET with a view to setting up : Sectoral Social Dialogue Committee for the private security sector

Preamble

The European social partners of the private security sector, the CoESS and Euro-FIET, representing the interest of European employers and employees in the private security sector, wish to express, by the present agreement, their desire to continue, develop and deepen the work undertaken since 1992 within the framework of the European social dialogue, by setting up a Sectoral Social Dialogue Committee.

Article 1. Obligations of the parties

The CoESS shall recognize Euro-FIET as a legitimate and characteristic representative of the interests of employees of the private security sector within the EU, in accordance with annex I to the European Commission's Communication COM(98) 322.

Euro-FIET shall recognize the CoESS as a legitimate and characteristic representative of the interests of employers of the private security sector within the EU, in accordance with Annex I to the European Commission's Communication COM(98) 322.

Euro-FIET and the CoESS, together with their respective members, shall recognize each other mutually at all levels of their activity. In the near future, they intend adopting a joint declaration which shall enable the CoESS, its members, Euro-FIET and its affiliated members to formalize this mutual recognition at European national and local levels.

The two parties shall work with the aim of collaborating in a constructive manner to support and promote jointly the interests of employers and employees of the private security sector in Europe. In relation to the commitment made to work within the Sectoral Social Dialogue Committee, the two organizations shall retain complete autonomy in terms of organization and internal and external decision-making.

Article 2. Form of the social dialogue

The CoESS and Euro-FIET shall jointly establish the working rules of the Sectoral Social Dialogue Committee according to the methods defined by the European Commission's Decision of 20 May 1998. These rules are intended to clarify the working methods acquired previously within the informal sectoral social dialogue group.

The CoESS and Euro-FIET consider that their social dialogue requires the European Commission to organize the following meetings:

- at least one annual plenary meeting for social dialogue enabling the social partners of the 15 countries of the European Union to be represented,
- several meetings each year of working parties set up in order to make progress on specific themes.
- several meetings each year of secretariats and extended secretariats.

The CoESS and Euro-FIET insist that the interpretation and translated documents available during these meetings allow the active participation of all the members present.

Sharing the same strong desire to establish a European frame of reference allowing real aspects of the sector, companies and workers to be influenced in concrete terms, the CoESS and Euro-FIET shall develop their working methods with a view to establishing conditions which enable their social dialogue to be deepened.

In concrete terms, their work shall involve:

- exchanging information,
- setting up joint projects,
- promoting joint initiatives *vis-à-vis* European institutions,
- drafting joint declarations and positions,
- joint consultations within the framework of the consultation procedure of European social partners, established in application of the Agreement on Social Policy (article 118 A of the Treaty)

The CoESS and Euro-FIET shall satisfy the criteria of the Commission's Communication of December 1993 relating to the application of the protocol on social policy. In particular, they shall be made up of organizations themselves recognized as being an integral part of the structures of the social partners of the Member States having the ability to negotiate collective agreements at national level.

Wishing to progress in their desire for action, the CoESS and Euro-FIET declare themselves ready to use the provisions laid down in the European Union Treaty which provides for the possibility of social partners entering into agreements which may apply in each country, either through an autonomous follow-up action on the part of the national social partners or by a decision of the Council.

Decisions within the Sectoral Social Dialogue Committee shall be taken solely by consensus.

Article 3. Objectives and content of the social dialogue

3.1 To continue and develop their work effectively, the CoESS and Euro-FIET shall ensure that:

- there is added coherence and continuity between the subjects dealt with at European level and those dealt with at national and local level. In this respect, the CoESS and Euro-FIET shall endeavour to improve communication between the national work and that carried out at European level;
- the discussions and results of the social dialogue are always centered on the key themes of sectoral interest.

3.2 In the light of the results obtained and the advances made over the years, the social partners of the private security sector feel that, among the objectives to be pursued within the framework of their social dialogue, the following themes constitute priorities for joint discussion and action:

- continuation and development of actions intended to improve the professionalism, image and attractiveness of the sector;
- continuation and deepening of studies and analyses of situations and developments in the sector in economic, social and regulatory terms enabling the social partners to better target the actions to be implemented;
- continuation and enrichment of promotion work for vocational/in-house training within the sector with a view to improving the level of qualification of salaried employees, the quality of services provided and developing the career possibilities for workers;
- development of social dialogue on the constraints and developments in labour organization and flexibility of working time, starting from specific problems within the sector;

- promotion of a sustainable frame of reference for the development of a competitive private security sector which permits the creation of healthy competition between companies and equitable working conditions for all salaried employees within the sector in Europe (procurement contracts, regulatory standards, compliance with legislation and conventions, etc.);
- with a view to improving the integration of salaried employees within the sector, action should be undertaken in the following areas: communication, behaviour, stress at work, ergonomic, health and safety, knowledge of the world of work, rights and duties of the parties within the framework of a working relationship, reconciliation between professional and private life;
- establishment of contacts and exchange of information with sectoral social partner of central and eastern Europe.

Article 4. Duration of the agreement

The present agreement is entered into for an unspecified duration.

Each party may nevertheless terminate this agreement giving six months' written notice.

This agreement may be amended at any time by joint decision of the two parties.

Done at Brussels, 15th December 1998

For the CoESS
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