



BIOGRAPHICAL NOTES SPEAKERS

(in alphabetical order)

Vincent ANCORA

Vincent Ancora is honorary National Secretary of the Belgian trade union CSC-AS.

- Graduate in economics and social sciences
- National Responsible (18 years) for the private security sector
- Member of the Round Table Guarding within the Belgian Ministry of Interior Affairs
- Member of the European Working Group "Harmonisation of Cash in Transit Services"
- Member of the Committee "Maintenance Services and Surveillance" within UNI and UNI-Europa

John ARGHYROU

President – Cyprus Association of Security Companies
Managing Director Group 4 Securitas Cyprus

Previous Employment: 1989

With the establishment of Group 4 Securitas (Cyprus) Ltd, was appointed to the post of director of the company. Has been instrumental in introducing new and diversified security and safety services. As a result, the number of staff directly engaged by the company have increased from five in 1989 to over 500 today. In all contracts irrespective of value, places considerable emphasis on customer satisfaction and error free service. As Group 4 contributes significantly to charitable events, he undertakes to organize and ensure the success of such events. Since 1989 the company has raised well over CY€400,000.

1999

Elected to the Board of the Nicosia Chamber of Commerce and Industry. Also elected as a Deputy for the Cyprus Chamber of Commerce and Industry. Is committee member for public relations and for the development of Nicosia. Re-elected as a board member and deputy for CCCI in 2003. Was instrumental in the establishment of the **Cyprus Security Association**. Was elected as **President** of the said Association in 2002 and was re-elected in 2003.

2004

"Has been acclaimed as "Volunteer of the Year 2004" for the voluntary help and services rendered to Medic Alert over the said period".

Tom BALANOFF

President SEIU Local 1 (Chicago), United States

Mr. Balanoff is the President of Local 1 Service Employees International Union, which represents 35,000 janitors, security officers, building service, industrial, and institutional workers.

After receiving his Master's Degree in Labor and Industrial Relations from the University of Illinois in 1974, Mr. Balanoff went to work immediately in the labor movement.

Tom Balanoff was employed by the International Association of Fire Fighters and the Allied Industrial Workers' Union; his work during the early 1980s with the Cement, Lime, Gypsum, and Allied Workers' Union led to his groundbreaking work on innovative labor tactics as alternatives to the strike.

Mr. Balanoff's new thinking and hard work were noticed by the former President of the Service Employees International Union (SEIU), John Sweeney, who hired him in 1988 as Research Director for the International Union. Mr. Balanoff was soon promoted to SEIU's Senior Staff as the Director of SEIU's Building Service Division, where he played a crucial role in the historic Justice for Janitors campaigns across the country.

In 1994, Mr. Balanoff came back to Chicago to become President of SEIU Local 73, where he stayed until becoming President of SEIU Local 1 in November of 2000.

Mr. Balanoff serves as Co-Chair of Chicago Jobs with Justice, a coalition of more than 50 community, religious, and labor organizations; he is a founding member of Chicago Metropolitan Sponsors and is on the Board of the Anti-Defamation League and the Coalition for Better Health Care.

Within the labor movement, Mr. Balanoff serves as President of the SEIU Illinois Council, for all SEIU locals in the Chicago area, and as a Vice President of the Service Employees International Union. Last year, Mr. Balanoff was elected President of the Property Service Section of Union Network International, representing over 40 building service unions from around the world.

Hans BENNETZEN

Divisional President Security Systems, Europe - Group 4 Securicor

Hans Bennetzen has held senior positions in the Danish security industry, being Chairman of the Employers Association. He became Group COO, Europe when Group 4 and Falck merged in 2000. He presently heads the European Security Services within Group 4 Securicor.

Thomas BERGLUND

Name: Thomas Fredrik BERGLUND

Date of birth: 18 June 1952

Nationality: Swedish

Education:

1978: Stockholm School of Economics - Bachelor of Science in Business administration and Economics

Employment history:

1993: Securitas President and CEO

1988: Securitas, Executive Vice President

1984 (Dec): Securitas

1982-1984: Swedish Management Group

1979-1982: Advisor to the Swedish Government

Allan BLACK

GMB National Officer

Allan Black has been a National Officer with the GMB, the Union for the UK Security Industry, since 1991. Before that he was for 18 years National Officer of UCATT, the UK Construction Workers Union. In the course of his work he has negotiated pay and conditions in virtually every sector of the UK economy.

Following reorganisation of the GMB in the early part of 2004 he has assumed responsibility at National level for the GMB's Security Industry Membership.

He is a graduate of the Universities of Strathclyde and Kent.

Tom BURNS MARAÑÓN

Tom Burns is Assistant to the Chairman and Director of Communications of Recoletos Grupo de Comunicaci?n, a Spanish multimedia company that is listed on Madrid's Bolsa and is 79% owned by Pearson Plc. Recoletos' publications include *Expansi?n*, Spain's leading business newspaper, and *Marca*, one of Europe's top-selling sports newspapers.

A former journalist, Tom Burns has specialised in Spanish affairs since he was posted to Madrid by *Reuters* in 1974 and covered the death of General Franco and the start of Spain's political transition. During the 1980's he was special Spain correspondent for *Newsweek* and *The Washington Post* and he was subsequently Madrid correspondent for *The Financial Times*. He has been a frequent contributor to the Spanish media as a columnist and commentator and has lectured at a number of academic and business institutions.

Tom Burns is the author of *Conversaciones sobre el Rey*, (Barcelona 1995) *Conversaciones sobre el Socialismo* (Barcelona 1996) and *Conversaciones sobre la Derecha*, (Barcelona 1997), a trilogy on Spain's transition to democracy, and of *Hispanomania*, (Barcelona 2000) a study of the romantic image of Spain created by English and

American authors in the 19th and 20th centuries. His publishers are Plaza y Janés, the Spanish arm of Bertelsmann's Random House-Mondadori group. He is currently working on a book on the Spanish Monarchy and King Juan Carlos.

He is a trustee of two prestigious Spanish academic bodies, the Fundaci?n Gregorio Marañ?n and the Fundaci?n José Ortega y Gasset and he is on the board of the Madrid-based Anglo-Spanish society, the Fundaci?n Hispano-Británica. He is a director of Demoscopia, a Spanish poll-taking company.

Tom Burns is married to Dolores Luca de Tena and they have two children. He was born in London in 1948, educated at Stonyhurst College, Lancashire and read Modern History at Oxford University. He was awarded the OBE in the 2001 New Years Honours List for services to UK-Spain cultural relations.

John BYRNE

John Byrne is Secretary General of the Security Institute of Ireland the certifying body for security training and education in Ireland; he is also Director of the Institute's training college. This Institute certifies 95% of all security courses undertaken in Ireland.

He has thirty-two years experience with the private security industry and his main area of expertise is vocational training; this includes researching training needs, course design and module development. He is the principal contributor to national vocational certification in Ireland and is credited as the designer of the vocational education and training system for the Irish industry.

He is editor of Security Skills – a manual for security officer training which is the main textbook used on all entry level courses within the industry. John is co-author of the European Vocational Training Manual for Basic Guarding, the agreed European standard for all security officers. He is also author of a range of other training manuals and textbooks on crime prevention, security, management and training of trainers.

John is an industry representative to a number of Government agencies such as the National Standards Authority and the Education Department, he is also an external examiner with the Government certifying body FETAC (Further Education and Training Awards Council). This role entails visiting colleges to test and verify the integrity of assessments and standards in training and education.

He was chairman of the industry committee responsible for developing a national standard for security companies; this is the current standard for guarding services companies in Ireland. This standard is now the principal reference source the European Committee for Standardization (CEN) in their work on developing a European standard for guarding services companies.

John is a regular speaker at major industry events and seminars the most recent presentation been to the World Association of University Campus Security Managers.

Married with two children he lives in Kildare, Ireland

Pedro Luis CALVO POCH

- Nació en Ponferrada en 1968
- Estudios de Derecho en la Universidad de Santiago de Compostela
- Presidente Nacional de Nuevas Generaciones del Partido Popular 1993-1997
- Diputado autonómico desde 1991. Portavoz del Grupo Parlamentario Popular de la Comisión de Medio Ambiente
- Presidente de la Comisión de Internet en el Senado
- Portavoz del Grupo Parlamentario Popular en la Asamblea de Madrid en 1999
- Consejero de Medio Ambiente des de 2000

- Born in 1968
- Studied Law in University of Santiago of Compostela
- National President of Popular Party New Generations - young members organisation of Popular Party (1993-1997)
- Deputy in Madrid's regional Parliament since 1991. Spokesman of Popular Party Parliamentary Commission of environment
- President of Internet Parliamentary Commission in Spanish Senate
- Spokesman of Popular Party Parliamentary Group in Madrid's Regional Parliament in 1999
- Madrid's Regional Minister of Environment (2000-2004)
- Since May 2004, *Member of the Madrid Town Council, Responsible for Security and Community Services*

Jan CAPPELLE

Director of the Department "Private Security", General Directorate "Security and Prevention Policies", Ministry of the Interior, Belgium

The Department "Private Security" is responsible for the implementation of the legislation on private security companies and internal guarding services (regulations, control mechanisms, sanctions, identification cards) and responsible for the implementation of the legislation on private detectives (licensing, control mechanisms and sanctions).

Valter CORTESE

Researcher, Center for Labour Sociology, for Employment and for Vocational Training, Institute for Sociology, Université Libre de Bruxelles (Brussels University), Belgium

Valter Cortese est licencié en Sciences psychologiques et pédagogiques de l'Université Libre de Bruxelles.

Il est responsable de diverses recherches au Centre de Sociologie du Travail, de l'Emploi et de la Formation de l'Université Libre de Bruxelles.

Parmi ses thèmes de recherche, nous pointons des études sectorielles portant sur les innovations techniques et organisationnelles, l'évolution des structures de l'emploi, des métiers, des classifications professionnelles, de l'organisation et des conditions du travail et des relations professionnelles.

À l'Institut des Sciences du Travail de l'ULB, il exerce des activités d'enseignement pour le cours de « Méthodes de recherche en sciences sociales ».

Il intervient régulièrement en tant qu'expert consultant et évaluateur auprès des instances fédérales et régionales belges ainsi que pour les services de la Commission européenne et du BIT.

Caroline COUTEREEL

Security Planning Officer at BIAC (Belgian International Airport Corporation), Belgium

Frederic DE BROUWER

Frederic de Brouwer is Head of the Legal Department of the European Banking Federation (FBE). The FBE is the representative body of European banks in Brussels. It represents the interests of approximately 4,000 banks in the 15 EU Member States and in Switzerland, Norway and Iceland, which will soon be joined by the banks of the ten candidate countries.

Frederic holds his law degree from Louvain University, Belgium and a Master of Laws (LL.M.) from the University of Chicago. After five years in private practice at the Brussels Bar, Frederic joined the European Banking Federation in 1999. He became Head of the Legal Department in 2002. His fields of activities include legal affairs, fraud, money laundering and terrorism financing issues.

David DICKINSON

David Dickinson was appointed Chief Executive of the British Security Industry Association on 1 April 2002. For the previous 14 years he held Director appointments with Group 4 in the UK. His experience covered marketing, sales, special events operations and, latterly as Director & General Manager of Group 4 Immigration Detention Services.

For more than 15 years he has been involved in policy development, and was, for many years, a leading voice in the campaign for the statutory regulation of the UK private security industry.

He is deeply interested in the concept of the wider policing family and has contributed widely, to the current debate about the concept which is one of the key policy aims of the UK government. He sits as a member of the Security Industry Authority Stakeholder Advisory Group and is a member of the reference group of HM Inspectorate of Constabulary's Thematic Inspection on the use of non-sworn police personnel.

He has contributed a great many articles and interviews on security-related subjects in written and broadcast media over the past 15 years.

Bernard DUMOULIN

President CoESS Working Committee "Cash-in-transit"

Bernard Dumoulin is Vice-President Operations for Brink's EMEA (Europe, Middle East and Africa). He has been active in the sector for 21 years (guarding and CIT activities), within Brink's. Before he was active as a civil engineer in France. He was trained as a civil engineer and also obtained an MBA at HEC (Paris-France) Bernard Dumoulin is at present also Executive Vice-President of ESTA (European Security Transport Association).

Victor GARCÍA HIDALGO

Director General de la Policía española

Nacido el 16 de noviembre de 1956 en Almendralejo (Badajoz), casado, con una hija, es Licenciado en Ciencias Políticas por la Universidad Complutense de Madrid y Master en Gestión de Recursos Humanos por el Instituto Directivos de Empresas.

Ha sido Vicepresidente Primero de las Juntas Generales de Álava, Secretario General del Tribunal Vasco de Cuencas Públicas, Director de Relaciones con la Administración de Justicia del Gobierno Vasco, Gobernador Civil de Álava y Director de Recursos Humanos de la Administración de Justicia del Gobierno Vasco. En la actualidad es parlamentario vasco por el PSOE por Álava, Secretario General del Grupo Parlamentario Socialista y Portavoz de Interior, Justicia y Administraciones Públicas y Presupuestos. Es Secretario de Libertades Públicas y Desarrollo Autónomo de la Comisión Ejecutiva del Partido Socialista de Euskadi y miembro de la Representación del PSOE en la Comisión Técnica del Pacto por las Libertades y contra el Terrorismo.

Born in 1956. Degree in Political Sciences. Master in Management of Human Resources. Vice-President of Alava's department. Secretary General of Basque Financial Supervisory Body. Director of Relationships with the Justice Administration of the Basque Government, Sub-delegate of the Spanish Government in the Basque Country, Director of Human Resources of the Basque government Justice Administration. Deputy of the Socialist Party in the Basque Parliament, General Secretary of the Socialist Party Parliamentary Group in the Basque Parliament, Spokesman of the Interior, Justice, Public Administrations and Budget Commissions of the Basque Parliament. Secretary of Basic Freedoms and Autonomic Development of the Executive Commission of the Basque Socialist Party. Representative of the Socialist Party in the Agreement in favour of Freedom and against Terrorism.

Sergejus GLOVACKAS

EDUCATION 1974-1985

Vilnius Secondary School No.: 41 (1985-1987)
Military Service (1988-1993)
Vilnius Pedagogical University, Lithuania (Major: History)

WORK EXPERIENCE

1994-2000

Organising Co-ordinator, Lithuanian Trade Union of Commercial and Co-operative Employees:

- ? Initiator of organising employees in McDonald, Statoil, Falck Security;
- ? In 1997 – Shop steward of McDonald trade union in Lithuania;
- ? Founder of the first trade union youth organisation in CEE region.

2001-present

Organising Network Co-ordinator, ICFTU CEE Unit

From 2004 – Co-ordinator of LO-TCO/EU project "Organising and Education of Workers in the Baltic States with a Special Focus on Nordic Companies"

OTHER INFORMATION

1992-present : Member of Lithuanian Social Democratic Party
1996-2000: Member of Euro-FIET Youth Committee
1999-2001: Member of ICFTU Youth Committee

LANGUAGES: Fluent in Lithuanian, English and Russian, Working knowledge of Polish

PUBLICATIONS

Case study on history of Lithuanian trade unions [2001]
Articles on trade union history, organising in multinational companies, etc.

HOBBIES: History, books.

Bernard JANSEN

Director for Adaptability, Social Dialogue and Social Rights, Directorate-General for Employment and Social Affairs of the European Commission

Bernhard Jansen was born in 1949 in Oldenburg, Germany. He is a lawyer by background and graduated at the law faculty of Freiburg University in 1972.

Bernhard Jansen joined the European Commission in 1979, where he started working with the Directorate-General for Employment and Social Affairs on issues relating to equal treatment of men and women in the employment area. In 1982, Bernhard Jansen became a member of the Commission's Legal Service where he worked on legal issues relating to the common agricultural policy and, subsequently, on issues related to competition law and mergers. From 1991 to 2001, Bernhard Jansen dealt with issues of international trade law under the GATT and the WTO, both in the Commission's Geneva delegation and in the Commission's Legal Service in Brussels.

In November 2001, Bernhard Jansen was appointed director of the directorate for "Adaptability, Social Dialogue and Social Rights" of the Commission's Directorate-General for Employment and Social Affairs. The activities of the directorate include issues such as European level negotiations and agreements between both sides of industry, European legislation on working conditions and on occupational safety and health as well as anti-discrimination legislation with regard to age, religion, race, ethnic origin or sexual orientation.

Jerzy KONIECZNY

Date of birth: August 12, 1950
Place of birth: Katowice, Poland
Marital status: married; 3 adult children

Education:

- Master of science (chemistry), Silesian University
- Master of law, Jagiellonian University
- LL.D., University of Wrocław
- Habilitated LL.D., Silesian University (1990)

Scholarships:

- Humboldt University
- Oxford University
- University of Strathclyde, Glasgow
- while in public service: numerous visits to police training centers and criminal justice centers in various countries

Academic positions:

1975 – 1993	Department of Criminalistics Silesian University
1978	Department of Forensic Medicine Silesian Medical Academy trainee
1988 – 1990	HEAD Department of Criminalistics Institute of Forensic Research, Kraków
1991 – 1994	PROFESSOR Police Academy, Szczytno
1996 – 2002	HEAD PROFESSOR Warsaw University of Law and Economy Department of Security
2002 –	HEAD PROFESSOR Academia Modreviana Cracoviensis Faculty of Law and Administration, Section of Criminalistics

Public service:

	- UNDERSECRETARY OF STATE Bureau of National Security, Warsaw
	- DEPUTY TO THE HEAD
1991 – 1996	- HEAD (1992 – 1993) State Protection Office
	- ADVISOR TO THE PRIME MINISTER
	- MINISTER OF INTERNAL AFFAIRS

Publications:

- 3 books authored
- 3 books co-authored
- about 100 papers

Topics concerning forensic science, criminalistics and related research areas.

Other qualifications:

- polygraph examination expert (practicing since 1980)
- President of the Polish Polygraph Association

Friedrich KÖTTER

Personal Information:

Name: Kötter
 First Name: Friedrich P.
 Birth date / Birth place: September 21, 1966 in Essen / Germany

Vocational education:

Study: Economics
 Final degree: MBA

Profession:

Since 1994 Managing Partner of the KÖTTER Group
 (Family owned company, founded in 1934, operating in the sectors security, cleaning and personal service; approx. 8.200 staff and 168 million € sales in 2003)

Further functions in associations:

- Member of the board of the Ligue Internationale des Sociétés de Surveillance, Bern, Switzerland (association of the security branch – worldwide operating)
- Secretary and treasurer of the European Aviation Security Association (EASA), Brussels
- President of the working group Airport Security of the Confédération Européenne des Services de Sécurité (CoESS), Brussels

Memberships of company KÖTTER in German associations:

- Bundesverband Deutscher Wach- und Sicherheitsunternehmen e.V., Bad Homburg, Germany (association of the security branch)
- Bundesvereinigung Deutscher Geld- und Wertdienste e.V., Bad Homburg (association of the transport of money & valuables branch)
- Verband für Sicherheit in der Wirtschaft e.V. (VSW) / Arbeitsgemeinschaft für Sicherheit der Wirtschaft e.V. (ASW) (association of security of the economic)

Stephan LANDROCK

Managing Director Group 4 Falck AG

PRESENT POSITION

Chief Executive of Group 4 Falck AG

HIGHLIGHTS OF WORK EXPERIENCE

Since 1993 Chief Executive of Group 4 Securitas Austria AG
 1973 - 1993 Chief Executive of Erste Wiener Wach- und Schließgesellschaft AG
 1965 Begin of professional career in the security industry

Education:

Ph.D. Graduate from Law School University of Vienna

Professional Affiliations:

- Chairman of the EU Enlargement Committee and Board Member of CoESS
- President of CoESS, 1998-2000
- President of VSÖ, Austrian Association of Security Companies
- Board Member of Kuratorium Sicheres Österreich
- Board Member of Ligue Internationale des Sociétés de Surveillance, 1982-2000
- Member of A.S.I.S., American Society for Industrial Security
- Member of IACP, International Association of Chiefs of Police

Distinctions:

- Decoration of Honour in Gold for Merits to the Republic of Austria
- Decoration of Honour in Gold for Merits to the City of Vienna

Göran LARSSON

Göran Larsson has been working in the private security business for 25 years (for Securitas all the time). He works timesharing for static guarding and CIT, but most of the time as an instructor for dog handler (K9). Since 1999 he works full time as a shop steward, and the last two-year as a union officer at The Swedish Transport workers Union (member of UNI-Europa).

Isabelle LELIEUR

Isabelle LELIEUR est chef du service juridique de l'UCCEGA-Les Aéroports Français. Diplômé d'une maîtrise en droit de l'Université de Toulouse, d'un troisième cycle de droit, d'économie et gestion du transport aérien (IFURTA) de l'Université d'Aix-en-Provence, et d'un Master en droit aérien et spatial de l'Université McGill de Montréal (IASL).

Après une expérience chez Air France, à la direction des affaires internationales, puis à la Commission européenne, à la DG-TREN, elle entre en 2002 à l'UCCEGA – les aéroports français – où elle devient chef du service juridique.

Melle LELIEUR est chargée de cours en droit à l'Université d'Aix-en-Provence (IFURTA) et à l'École Nationale de l'Aviation Civile (ENAC) à Toulouse. Elle a publié un ouvrage en août 2003 sur la propriété et le contrôle des compagnies aériennes, aux éditions Ashgate.

Isabelle LELIEUR is the head of the legal department for the French Airport Association (UCCEGA). After graduating from the Law school of Toulouse, France, she received a Master's degree in Air Transport from the University of Aix-en-Provence (IFURTA). She is also accredited with a Master's degree in Air & Space Law from McGill University, Montreal Canada.

Her previous experiences in the International Affairs Department of Air France, and in the European Commission DG-TREN, have helped propel her to the head of the Legal Department of UCCEGA.

Miss LELIEUR is a regular lecturer for two Master programmes at IFURTA in Aix-en-Provence and the National Civil Aviation School (ENAC) in Toulouse. In addition, she has published a book, entitled "Law and Policy of Substantial Ownership and Effective Control of Airlines," Ashgate, August 2003.

Claude LEVY

Studies

Studies of pharmacy
Advertising executive (diploma of State)
C.P.A.

Professional life

1953-1954	Publicité A. Rousseau	Advertising Manager
1954-1955	Publicité J.B.L.	Advertising Manager
1956-1978	Formica S.A.	Marketing and Sales Director
1979-1981	IDEX S.A.	General Manager
1981-1994	NEF Sécurité	General Manager

Associative responsibilities

1984-1990	Member of the Board of Directors of F.F.O.P.S.
1991-1992	Member of the Board of Directors of SNEPS President of F.F.O.P.S. President of SNEPS
1992-1995	President of SNES
1995-1999	Co-president of UFISS
Since 1995	President of UFISS Member of the Board of Directors of CoESS

Kevin MacMAHON

Kevin McMahon has been employed as trade union official with the Services Industrial Professional & Technical Union for the past 25 years. Since 1998 he has been responsible for representing the interests of SIPTU's 5000 members

employed in the Irish Private Security Industry. He is also a worker representative on the Irish Security Industry Joint Labour Committee and the Irish trade union representative on the European private security sector social dialogue.

Manlio MAZZIOTA

nato a Roma il 6 Aprile 1946 e residente in Via Luigi Rava, n°7 - 00149 - Roma

- Laureato in Lettere Moderne - Storia il 20 Luglio 1972.
- DAL 1° FEBBRAIO 1970 Funzionario Telecom a Roma
- Dal 1° Novembre 1971 Membro del Direttivo della Fidat-Cgil
- Dal 1° Gennaio 1978 membro della **segreteria Provinciale e Regionale della Filpt-Cgil**
- Dal 1° settembre 1980 in CGIL Regionale del Lazio nel dipartimento Organizzazione
- Dal 1° Ottobre 1981 membro della **Segreteria Regionale Confederale della Cgil Lazio** e responsabile della Formazione per la Regione Lazio della Cgil in quanto Esperto del Settore.
- Dal 20 Maggio 1988 **Segretario Generale della Filcams-CGIL del Lazio**
Nel 1991 incaricato per conto della Filcams Nazionale di un Progetto di formazione in Brasile presso il Sindacato del Commercio (CUT) Brasiliano, progetto terminato nel 1992 avente per tema la contrattazione e l'orario di lavoro in Italia nella Grande Distribuzione.
- Dal 1° gennaio 1994 alla Filcams-Cgil Nazionale **Responsabile del settore della Vigilanza Privata** ed Espert per il Settore Formazione. Con questa qualifica partecipa a molti corsi di formazione nazionali ed internazionali come Tutor.
- Da Maggio 1994 **Responsabile del settore Salute e sicurezza** (ex 626/94 e suoi collegati), nonché del settore **Sicurezza e Vigilanza Privata** con relativo incarico a partecipare alla Commissione Europea sul Dialogo Sociale nell'ambito della Direzione V.
- Dal 1999 Responsabile per la Filcams CGIL delle politiche formative nazionali ed internazionali e del settore artigianato , con relativa partecipazione alla Commissione Europea per il dialogo sociale dei servizi alla persona, nell'ambito della Direzione V della Unione Europea.
- Dal 1°Gennaio 2000 Responsabile Dipartimento Politiche internazionali della Filcams-Cgil, del settore Acconciatura ed Estetica, del Dipartimento Salute e Sicurezza sui Luoghi di Lavoro e delle politiche del Territorio e dell'ambiente.

Jaime MONTALVO CORREA

PRESIDENTE DEL CONSEJO ECONOMICO Y SOCIAL (España)

Nacido el 28 de noviembre de 1942 en Madrid, es Doctor en Derecho por la Universidad Complutense de Madrid y ha sido Catedrático de Derecho del Trabajo y de la Seguridad Social en las Universidades del País Vasco, Granada, Oviedo y Universidad a Distancia.

En 1982 fue nombrado Director General del Instituto de Estudios Laborales y de la Seguridad Social y en 1984 pasó a ocupar el puesto de Director General del Instituto Nacional de Administración Pública. Ha sido Consejero-Experto del Consejo Económico y Social y Presidente de su Comisión de Relaciones Laborales y Empleo entre 1992 y 1996, y Rector de la Universidad de las Naciones Unidas para la Paz de la Organización de las Naciones Unidas. Ha ocupado el puesto de Vicerrector de Centros Asociados de la UNED y desde 1999 desempeñaba el cargo de Rector de la Universidad Nacional de Educación a Distancia.

Presidente en diversos procesos negociadores y de reconversión. Mediador y Arbitro en diversos conflictos. Experto designado por el Gobierno en materias como la Reforma Laboral, la Contratación Temporal, la Contratación a Tiempo Parcial o el sistema Ferroviario.

PRESIDENT OF THE ECONOMIC AND SOCIAL COUNCIL (Spain)

Born in 1942 in Madrid ; Doctor in Law ; Professor of Labour and Social Security law in University of Basque Country, Granada, Oviedo and UNED.

In 1982 he was appointed as Director General of the Institute of Labour and Social Security Studies ; in 1984 he became Director General of the Public Administration National Institute. He was Expert-Councillor of the Social and Economic Council and President of the Labour Relationships and Employment Commission from 1992 to 1996, and Chancellor of the United Nations University for Peace of United Nations. He was Vice-Chancellor of Distance University Associated Centers. Since 1999 he was Chancellor of the Distance Education National University.

President in different negotiation processes. Mediator in different labour conflicts. Expert designated by the Government in Labour Reform, Temporal contracts, Part-time or Railways system.

Lilany MORRE

Lilany Morré graduated in 1984 as a Masters in Criminology (formerly known as a Licentiate in Criminology) at the Catholic University of Louvain majoring in Private Security. Since then she published several articles in this domain in various specialised magazines. She started out as an intern at the Home Office, Dep't Private Security. She is currently working as a self employed in the consultancy.

Massimo PINNA

Manager of the Office of the Administrative Police, Department of Police, Ministry for the Interior

Marc PISSENS

Belgian, born on 18.01.50

Languages : Dutch, French, English, German

Education : Engineer Industrial Constructions

EMPLOYMENT HISTORY

- 1985 Marc Pissens joins the private security industry as Director Region East at GMIC Security (today Initial Security)
- 1988 General manager Securis, a subsidiary of the AviaPartner group
- 1999 Country President Benelux Securitas AB
Group Responsible for airport and airline security
- 2004 Group Responsible for Transport – air, rail, sea – Security worldwide

ASSOCIATIONS

- 1992 – 1999 President APEG/BVBO (Belgian Association of Security Companies)
- 1998 – April 2000 Vice-president CoESS
- May 2000 - President CoESS (Confederation of European Security Services)
- June 2001 – 2002 President APEG/BVBO
- Mar 2002 - President EASA (European Aviation Security Association)
- May 2002 - Vice-president APEG/BVBO
Assoc. member of ACI Security Advisory Board

Marc Pissens graduated as building engineer in 1973 and started his career in the construction sector, which he left in 1985 in favour of the security sector.

Ever since 1988 Marc Pissens was involved in setting up standards for the profession, first as president of the Belgian Association for Security Services, later as President of the Confederation of European Security Services. After the experience of setting up a severe legislation on private security in Belgium, Marc always endeavoured, based on the Belgian example, to spread the word throughout the rest of Europe.

Marc Pissens is convinced that a private – public partnership between the government and the private sector is of primordial importance for the sector and the security as a whole. Security activities executed by the private sector within a proper legal framework and adequate control from the government are essential for excellent security services and a more secure world.

Within the Swedish Securitas group, Marc Pissens is responsible for Air, Rail and Sea security and President Benelux.

Francis RAVEZ

Francis Ravez is Secretary General of ESTA (European Security Transport Association) since February 2004.

Francis (1946) is a Belgian citizen, works in Brussels and resides in France.

After various military and academic studies, he started his professional career in the Air Force and in the Paratroops. Soon afterwards he undertook his business career in international transport, express courier and security consulting. Francis has served in numerous countries (United States, Africa, Asia, Europe) where he held senior executive positions.

He also managed Brinks in Belgium and Luxemburg (90/95).

Francis speaks French, English, Dutch, some German and Italian.

Jan RYBCZYNSKI

Vice-Director of the Department of Permits and Concessions, Ministry of Internal Affairs and Administration, Poland

- Jan Rybczynski, 53, legal adviser, long time Polish administration top civil servant
- Co-author, after the economic changes in Poland, of first legal regulations concerning the security services market, in particular the Act on the protection of persons and property, and detailed regulations.
- Published also on protection of classified documents.
- Currently taking position of the Deputy Director of the Department of Permits and Concessions, Ministry of Internal Affairs and Administration
- Taking part with above mentioned department in preparing opinions on the project of a Directive on services in the internal EU market.

Juan SANCHEZ FERNANDEZ

Secretario General de la Federación de Servicios de UGT (Fes-UGT)
Miembro del Comité Ejecutivo de UNI-EUROPA
Pertenece al Comité Confederal de UGT
Fue miembro del Consejo de Comunidades Extremeñas
Fue miembro de la Comisión Ejecutiva de la Federación Socialista Madrileña
Fue Diputado de la Asamblea de Madrid desde 1983 a 1995

Secretary General of the Services Federation of UGT
Member of the Executive Committee of UNI-EUROPA
Member of the Confederation Committee of UGT
Member of the Council of Communities of the Region of Extremadura
Former member of the Executive Commission of the Madrid's Socialist Federation
Former member of Madrid's Regional Parliament (1983-1995)

Benjamin SANCHEZ SOBRINO

Sectoral Secretary Security Services, UGT-FES, Spain

Profesional del sector desde 1985. Miembro del Comité de Empresa de Prosegur a partir de 1990. Responsable sectorial de seguridad privada en FeS-UGT-Madrid (1993-1995). Responsable nacional de seguridad privada en FeS-UGT desde 1995. Vocal de la Comisión Mixta de Coordinación de la Seguridad Privada desde su fundación. Vocal de la Comisión paritaria de formación desde 1995. Ponente en diversos Congresos y Conferencias especializadas sobre seguridad privada. Responsable español en el Diálogo Social europeo en seguridad privada.

Private security professional since 1985. Became member of Prosegur's Works Council in 1990. Private security responsible at Fes-UGT Madrid (1993-1995). Sectoral Secretary Security Services, FeS-UGT, Spain since 1995. Member of the Private Security Co-ordination Commission since its foundation. Member of the company-trade unions training Commission since 1995. Speaker in different private security specialised events. Spanish representative in private security European Social Dialogue.

Arpad SASVÁRI

Personal data

Name: Dr. Sasvári Árpád
Date and place of birth: 15. February 1967, Budapest

Previous Education

1988 College for Public Administration
1993 Eötvös Lóránd University of Science
Faculty of Law and Political Sciences
1995 Bar Exam

Work experience

From 1999 Vice director - Bank Biztonság Bizalom Rt.
1996 Vice director and chief legal advisor - Bizalom Vagyonvédelmi Szolgáltató Rt.
1993-1996 College teacher - Police Academy
1992-1993 Security officer - Military Security Office of the Hungarian Republic

Eckard SEEBOHM

EDUCATIONAL EXPERIENCE

1970-1973 Business College, Bremen, Degree in Management
1973-1976 Universities of Frankfurt and Göttingen,
Degree in Economics (Dipl.-Volkswirt)
1977-1980 Doctorate Study, University of Göttingen, F.R.G.
Doctorate in Economics

PROFESSIONAL BACKGROUND

2004-now **Head of Unit DG TREN-J2 "Aviation and Maritime Security"**

2002-2004 **Head of Unit DG TREN-F3 "Airport Policy and Security"**
(covers airport regulation, airport infrastructure development, air transport and environment and aviation security)

2000-2001 **Head of Unit DG TREN-F4 "Airport Policy"**

1997-1999 **Head of Unit DG VII-C4 "Airport Policy"**

1996-1997 **Head of Unit ff. DG VII-E1 "Analysis and Policy Development"**

1995-1996 **Policy Coordination Unit (DG VII)**
Areas of responsibility: Elaboration of basic transport policy documents (Action Programme 1995-2000, Green Paper on Citizens' Network)

1988-1995 **Transport Division / Unit (DG VII)**
Areas of responsibility: Secretary of high-level expert group on aviation ("Comité des Sages").
Involvement in establishment of Single Aviation market
2nd and 3rd aviation package
Application of Articles 92/93 in the aviation field, monitoring of the application of competition rules in the air transport field

1984-1988 **Directorate-General Competition**
Areas of responsibility: Application of Articles 92/93 EEC Treaty in the area of non-sectoral aids, treatment of individual cases and development of framework guidelines on environmental aids and R&D aids.

1983-1984 **Joined European Commission (1.11.1983)**
Statistical Office (Eurostat)
Areas of responsibility: Publications
Information, Communication

1980-1983 **Economic Advisor at Chancellor's Office, Bonn**
Areas of responsibility: European Integration with emphasis on finance, agriculture and structural change

1977-1980 **Economic Research Assistant at Göttingen University**
Research Subjects: European Economic Policy Issues (Agriculture, Finances, State Aids)

1967-1970 **Management Assistant (Deutsche Unilever, Hamburg)**

Bernadette SEGOL

Worked as assistant to the General secretary of the International Textile workers federation from 1973 to 1985, then as director of Brussels office of the international federation of employees trade unions (FIET) from 1985 to 2000.

In 2000 she was elected regional secretary of the newly formed European trade union federation of services and communication, UNI-Europa and reelected in the last UNI-Europa conference in May 2003.

Bernadette is of French nationality. She has four children. She was born in 1949 and holds a master in philosophy.

Stefano SIGNORE

EDUCATION AND TRAINING

- 2000-2004: as administrator in the European Commission attended several courses on management issues.
- 1995-2000: as administrator in the Bank of Italy, attended many courses and seminars on banking and financial issues, mainly within the framework of on-site supervisory activity.
- 1993: graduated in Law with honours from LUISS University in Rome, with a thesis in Constitutional Law on "Federalism, regionalism and distribution of public power", supervised by Prof. Giuliano Amato. Also: paper on European Communities Law on "The horizontal direct effect of community directives after the Marleasing case", with Prof. Andrea Guarino.

WORK EXPERIENCE

- *May 2000-September 2004*, employed by the European Commission as Administrator in Internal Market DG, "Public procurement policy" Directorate.
Activities: monitoring the transposition of public procurement directives in Italy; control on the application of public procurement law in Italy; preparation of infringement meetings concerning Italian cases; organisation of "package" meeting; preparation of replies to parliamentary question and petitions; assistance to Italian contracting authorities; handling of horizontal surveys and issues. Since 2003, he takes care of the coordination, for the whole Unit "Public Procurement II", of the preparation of the periodical infringements meetings of the Commission, in cooperation with the Legal Service and the SG.
- *January 1995-April 2000*: employed by the Bank of Italy as Administrator in the Banking Supervision Office - Padova Branch (where he dealt with six on-site supervisory inspections in local banks); since January 1999 in the Governor's Secretariat, Institutional Relations Division, Rome, where he undertook analysis and research of Parliamentary activities (bills, etc.) either directly or indirectly regarding the Bank's functions.
- *September 1993-July 1994*: "*Praticante procuratore legale*" (trainee lawyer) with Prof. Achille Chiappetti (Public Law, University of Rome "La Sapienza"), working especially on public procurement cases.
- *September 1993-December 1994*: assistant in Constitutional Law with Prof. Giuliano Amato at LUISS University in Rome.

TECHNICAL SKILLS AND COMPETENCIES

- Good knowledge of Windows and experience with Windows-based applications (e.g. Word, Excel);
- Experience with Intranet, Internet browsers and e-mail;
- Frequent user of the main institutional data-bases (EUR-LEX, CELEX, PRELEX, CURIA, RAPID) and of other specific tools of the European Commission (SG VISTA).

Valter SURIAN

Licencié de Philosophie en 1983 (VENISE Italie faculté des sciences humaines)

- Secrétaire du syndicat des Etudiants de la faculté de SH de 1980 à 1983
- Responsable hébergement et Directeur adjoint du Centre International de Séjour de Venise (1981/1985)
- Responsable hébergement du Centre International de Séjour de Choisy le Roi (en France) 1986/87
- Customers Manager à l'hôtel Nikko de Paris (1987/89)
- Directeur du Centre International de Séjour de Choisy le ROI (1989/1994)
- Responsable administratif chez IKEA à Paris Nord et à Toulouse de 1994/97
- Directeur de restaurant pour le groupe Elior et chargé des Affaires sociales pour une société du groupe (Eliance) de 1997 à 2001
- Responsable de la politique Internationale de la Fédération des services CFDT de 2001 à aujourd'hui.

Alfonso TOMAS HERRERO

Tecnico Superior en Seguridad y Gestión de Empresa. Más de 17 años en el sector de la seguridad privada desempeñando funciones en el area de gestión. Consejero gerente del grupo Falcon (empresa participada por el grupo *Fomento de Construcciones y Contratas*) y actualmente Presidente de Aproser.

High Expert in Security and Company Management. Working in management activities the private security sector for more than 17 years. Adviser-Managing Director of Group Falcon (company belonging to *Fomento de Construcciones y Contratas* group). Currently, President of Aproser.

Willem VAN HASSEL

Willem G. van Hassel is chairman of the VPB, the Dutch Association of Private Security Industries. In this capacity, he actively participates in governmental committees and other institutions in the field of (public and private) security.

As a lawyer, Willem van Hassel has been practising for nearly 30 years in various legal areas, amongst which company law in general, labour and insolvency law, structuring of public-private partnerships and privatisations. He has acted counsel to Dutch Parliament as well as the Dutch Accounting Office. In the early 1990's, he was president of the Netherlands Bar Association and subsequently he was head of the Dutch delegation to the CCBE (Council of European Bars) and vice-president of Sepelis (Council of the European Liberal Professions). During the last 4 years of his legal career he was chairman and managing partner of Trenité Van Doorne, at the time one of the Dutch leading law firms. Until recently he was also a Deputy Judge with the Rotterdam District Court.

He holds various board memberships with private companies as a supervisory director and chairmanships of, amongst others, the St. Francis Hospital in Rotterdam and the Kunsthal Rotterdam, a renowned art exhibition hall. As

an arbitrator, listed with the Netherlands Arbitration Institute, he is regularly involved with international commercial disputes.

Willem van Hassel is married to Irene Vanjecek and has two daughters. He was born in Rotterdam in 1946 and obtained his Law Degree at Erasmus University Rotterdam in 1964. He was awarded the Royal Order of the Dutch Lion and the Erasmus Medal from the City of Rotterdam.

Henk VAN UNNIK

Birth Date: April 7, 1942
Civil Status: Reg. Partnership
Nationality: Dutch

Position:

Port security -, crime control - and terror prevention expert especially in ISPS code related issues and education programs.

Development and Execution of Maritime Security Legal frame works, Regulatory Issues, Port Security related Operational procedures and Education / Training Programs.

Key Qualifications:

Seaport and Maritime law enforcement Operations on International Organized Crime and Terrorism, and Maritime Security in General.

Development of Legal and regulatory frame works in relation with Maritime Criminal Investigations, Maritime Security Programs, Port Security Assessments and Port Security Plans.

Bachelor degree Risk Management.

Experienced in Risk management, auditing, security- measures and equipment.

Expertise on Seaport -: structure, duties, operations and responsibilities. Cargo handling movement of persons.

Assessments / Auditing of Seaport Security Programs.

Development and execution of Maritime Security training Programs.

Educational Background and Additional Training:

Institute	Degree
Police Academy	1968 bachelor
Criminal Investigation Academy	1972 master
Criminal Investigation management	1978
Fraud course	1983
Analyses course	1987
Intelligence course	1990
Risk management	2001 bachelor

Languages: Fluent in Dutch and English (reading/writing). Speaking German

Other Skills: Experienced investigator and trainer, basic computer skills (Word 2000, Excel etc.).

Number of years of experience: 36 years.

Present positions: Managing Director Port Security Development Group Rotterdam.

Director Foreign Projects IRMAS consultants BV Rotterdam.

Contracted advisor Rotterdam Port Authority (ISPS code)

Relevant Working Experience:

From 1992 until 2002, Mr. Van Unnik headed the Maritime Criminal Investigations Department, of the Rotterdam Seaport Police.

Operating in the Maritime field of the Port of Rotterdam he especially dealt with and developed, new methods, intelligence sources and profile analyses for fighting international organized crime and terrorism.

He is one of the architects of the Rotterdam "Reliable Port Concept" and writer of the guide "Security Mainport Rotterdam". In December 1999, he received the Interagency Commission on Crime and Security in U.S. Seaports. This commission report concludes, "Rotterdam's Reliable Port concept could provide adoptable best practices and serve as a model Port".

As a maritime security Legal and Operations expert Mr. Van Unnik was send in 1998 by the Dutch Ministry of Foreign Affairs to Israel and the Palestinian territory to report on safety and security measurers for the new Gaza harbor. He also made in 1999 recommendations for the improvement of security procedures and training programs in Colombian Seaports, Santa Marta, Cartagena and Barranquilla.

In 2000 he organized and was a lecturer of eight Security workshops for the Rotterdam Port business community.

In 2000, he organized an international conference on Seaport Security in Rotterdam the Netherlands.

In 2001, he organized an International conference on Seaport Security in Oranjestad, Aruba.

In 2002, he was a lecturer at a training course for the Royal Canadian Mounted Police in Halifax, Canada.

In 2002, he was a member of a Dutch governmental delegation on a expert meeting in Willemstad, Curacao, to prevent the Ports of the Netherlands Antilles and Aruba from NBC-terrorism.

As Managing, Director of the Port Security Development Group Mr. Van Unnik is dealing with integrity issues for the Rotterdam maritime business community and implementing the IMO, International Ship and Port Facility Security code for the Port of Rotterdam. For that purpose he participated in a team, that developed the so-called Port Security Toolkit. A Web- based self-risk assessment tool related to and fitted for implementing the ISPS code and an overall Crime Control Security Management System.

Preparing the Port for Rotterdam for implementing the ISPS code he set up frameworks for Port Facility Security Assessments, Port Facility Security Plans and Port Security education and training.

As a member of a national expert and working group, he advised the Dutch Ministry of Traffic and Transportation on implementing the ISPS code.

He supplied other Dutch Ports with presentations about implementing Seaport Security related to the ISPS code.

Currently he:

- was the leader of a team that approves the 142 Port Facility Security Plans for the Port of Rotterdam,
- advised the Tanzanian Government and Port Authority how to implement the ISPS code for the Ports of Dar es salaam and Zanzibar,
- advised the Government and Port Authority of Aruba how to implement the ISPS code for there major terminals.

Mr. Van Unnik holds certificates in police and seaport police security, intelligence from Dutch, European, and International Justice and Maritime security agencies. He is the current President of the International Association of Airport and Seaport Police.

As president of the IAASP, he was invited to join the IAPH delegation on the IMO, ISWG in September 2002 in London.

He took part in a joint working group to prepare a Dutch and EU "Guidance Document on Port Security". He was also invited to join the ILO / IMO working group in July 2003 in Geneva.

Mr. Van Unnik is an international speaker on Ports related conferences and invited to speak at several conferences about Maritime security and International cooperation.

Jamaica	1997	(IAASP)
Madeira	1998	(EAASP)
Los Angeles	1999	(Port Police, training the reliable Port concept)
Jeddah	1999	(IAASP)
London	2000	(IMO presenting the IAASP)
Ivory Coast	2001	(IAPH, the need for International cooperation))
Canada	2001 + 2002	(RCMP, the need for Port Policing)
Cleveland	2002	(US Coast Guard, annual conference)
Amsterdam	2003	(CIROC) VU Amsterdam
Gibraltar	2003	(EAASP)
Brisbane	2003	(Port Security workshop)
Berlin	2004	(NATO Business conference)
Sydney	2004	(Dotars, Port Security Workshop)

Membership of Professional Organizations:

Mr. Van Unnik is an international recognized expert in seaport security and law enforcement, and based on that he is:

- President of the International Association of Airport and Seaport Police (IAASP)
- Chairman of the Port Security Program Netherlands - Colombia
- Member of the Security Platform Rotterdam Harbor
- Member of the Security Board Rotterdam Rijnmond
- Member of the Dutch Piracy Platform
- Member of the National Security Commission for Ships and Ports (NCBZH)
- Member of the national maritime expert group advising the ministry of Traffic and Transportation on implementing the ISPS code
- Member of the national working group on Seaports, products related to the implementation of the ISPS code for the Dutch Ports.

Mr. Van Unnik is a citizen of the Netherlands and based near Rotterdam.

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