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# newsletter

winter 2004 - n°13

EDITORIAL

**Main actions**  
CoESS should try to do over the coming years :

**Promote** coherent competition rules;

**Support** innovation;

**Ensure** a better balance between the interests of the clients and the providers of private security services;

**Promote** the specificity of employment in private security;

**Defend** the interests of private security within the social dialogue;

**Foster** ethical private security;

**Support EU policies** based on legal certainty, scientific and economic objectivity and fair sharing of responsibilities;

**Focus attention** on the integration of the new EU Member States (social integration, working conditions, quality of service, ...);

**Establish** a European Private Security Industry Standard (some of the countries have already started this up).

See inside on page 4 the fully developed Editorial of Marc Pissens, President

## SOCIAL DIALOGUE

BY SABINE HANCIAUX, EUROPEAN COMMISSION ADMINISTRATOR OF THE PRIVATE SECURITY SOCIAL DIALOGUE

### Towards a new evolution based on a *solid partnership for progress* continued on p.2

*Especially for the "CoESS Newsletter", Sabine Hanciaux, new major EC interlocutor for the private security sector (as Administrator at the European Commission, attached to the Unit "Social Dialogue - Industrial Relations - Adaptation to Change", in charge with sectoral social dialogue, see "on the move" last page) highlights seven main elements of the EU Social Dialogue : the key historical stages; the provisions for social dialogue in the Treaty, namely articles 138 and 139 ECT ; the outcome of the social dialogue up to now; the functioning of the sectoral social dialogue committees; the liaison forum; the social dialogue in the sector of private security and -last but not least- the challenge of enlargement to European social dialogue. A short but very*

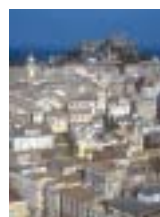


Bernadette Tesch-Ségol, Secretary Regional UNI-Europa and Marc Pissens, CoESS President

*complete and indispensable presentation of one of the essential fields of action of CoESS.*

## Ethics

*A large step ahead with the publication of "The Code of Conduct for the Private Security Sector"* page 3



**General Assembly - CORFU (Greece)**  
25 & 26 September 2003

*A very busy but also pleasant meeting on the wonderful greek island*

*Welcome to four new member federations (from Cyprus, Estonia, Poland, and Czech Republic); detailed overview of the activities of all the Working Committees ; presentation of the very first results of the CoESS questionnaire and introduction of the first CoESS Annual Report (2003)... The meeting held in Corfu in late September was especially busy and it is one of the reasons why it was decided to organize an additional meeting in Brussels on January 2004 on the final budget decisions.* continued on p.5

## summary

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**POLAND : PZFO succeed as CoESS member to Securitas Polska**



## Towards a new evolution based on a *solid partnership for progress*

continued from p.1

### The Key stages in the European social dialogue

This first step towards a constructive social dialogue is referred to as the "Val Duchesse process". This concept refers to the invitation launched in 1985 by Jacques DELORS to the European social partners to cooperate with a view to improving growth and employment.

In 1992, the Treaty of Maastricht adopted the "Protocol on social policy", stipulating that the social partners must be consulted on social questions and may negotiate framework agreements between themselves. The Protocol was signed by all EU member states apart from the UK.

In 1997, the Treaty of Amsterdam confirmed the fundamental role of the social partners and provided appropriate legal basis for the social dialogue.

Today, Part I of the Treaty which is discussed in the Intergovernmental Conference lays down the basic objectives and principles of Union membership and recognises social dialogue as a principle of the Union, hence raising its status and visibility and enshrining the promotion of open, transparent and regular dialogue with the social partners and civil society. This at least is one part of the Treaty which did not lead to disagreement at the December 2003 European Council.

### Outcome of the social dialogue

The European social partners have adopted more than 230 joint sectoral texts and around 40 cross-industry texts (joint opinions, declarations, recommendations). At the interprofessional level, European

negotiations have resulted in agreements on parental leave, part-time work, fixed-term contracts and telework. The first three agreements have been translated in directives according to article 139 of the EC Treaty.

However, in the past, most of these texts have not contained any provision to ensure their implementation and follow-up. These agreements therefore remain unknown, with very little dissemination at national level and with their effectiveness subject to caution.

In recent years, the social partners have turned towards the adoption of "new generation" texts (charter, codes, agreements) containing commitments to implementation in the longer term.

### The sectorial social dialogue Committees

The sectorial social dialogue committees are established with respect for the autonomy of the social partners, whose organisations jointly present to the European Commission a request to take part in a social dialogue at European level. The European organisations representing employers and workers must meet the following three criteria :

- 1- belong to specific sectors or categories and be organised at European level;
- 2- comprise organisations which are themselves recognised as an integral part of the social partner structures in the Member States, and have the capacity to negotiate agreements and be representative in a number of Member States;
- 3- have appropriate structures enabling them to participate effectively in the consultation process.



Employment and Social Affairs Commissioner : Anna DIAMANTOPOULOU

Photo : Médiathèque Commission Européenne

The question of representativity is scrutinised in ongoing studies which are subcontracted to the Université Catholique de Louvain-la-Neuve. In 2003, a study has been carried out on the representativity of UNI-Europa and the COESS in the EU-15.

Following the Decision of May 1998 establishing the sectorial social dialogue committees, 30 committees have been set up at the request of the social partners in the sectors concerned. Those 30 committees represent 52% of EU employment.

### Liaison Forum

The various social partners at sectoral and cross-industry level meet several times per year at the initiative of the Commission within the liaison forum, where they are informed and consulted on the main social policy initiatives. This also provides a place to exchange experience on themes of common interest to all sectors. The next liaison forum will be held on 10/02/04.

### Social dialogue in the sector of private industry

In the EU, the private security is taking an important place. More than 600,000 people work in almost 10,000 companies which specialise in the surveillance of industrial sites, office buildings, public buildings, the transport of cash and valuables, personal protection or the protection of homes, electronic surveillance, airport and maritime harbour security,

theft prevention, etc.

At informal meetings in 1993, the private security social partners asked the Commission for permission to meet regularly in the context of a structured social dialogue.



The social dialogue committee was established in 1999. The COESS and UNI-Europa have drawn up a number of major agreements, studies and conferences:

- common opinions concerning licensing for companies in the security industry;
- common opinions on vocational training together with a European vocational training manual for basic guarding;
- the publication of a manual on the selection of best value in public procurements of guarding services;
- the publication of a handbook on the challenges and results of the social dialogue in the private security;
- a joint declaration on the harmonisation of legislation governing the sector together with the publication of a study on the legislative framework related to the work organisation of the private security sector in several EU countries;
- a code of conduct and ethics.

Discussions and/or studies are carried out on major issues such as : greater professionalism, modernisation of the

#### ARTICLE 138 & 139 OF THE EC TREATY

*Under article 138 of the EC Treaty, the Commission has the duty to consult the social partners before undertaking an initiative in the field of social policy.*

*Article 138 provides for a compulsory two-stage consultation procedure:*

- at the first stage, the Commission consults the social partners on the possible direction of an initiative;
- whilst at the second stage, the focus is on the content of an initiative.

*At either stage of the consultation, the organisations may submit an opinion or a recommendation to the Commission, or may inform the Commission of their intention to open negotiations on the subject covered in the consultation exercise.*

*The European social partners can negotiate and conclude agreements and ask for them to be implemented by way of Community legislation, or decide to implement them voluntarily under their own procedures (article 139 of the EC Treaty).*

*If neither stage of the consultation results in a decision by the social partners to negotiate but the Commission still considers that Community action is desirable, the Commission will undertake the preparation of a Community initiative.*

organisation of work, improvement of the sector's image and attractiveness, health and safety at the work place, cash in transit legislation, enlargement....

After the successful 1996 London, 1999 Berlin and 2002 Brussels conferences, a 4th European conference on private security services is in preparation: "towards a European model for private security".



## The challenge of enlargement

The social dialogue forms part of the institutional acquis since the process of autonomous social dialogue is guaranteed by the Treaty. This has defined new responsibilities for the social partners in the context of employment policy with their participation in the European employment strategy.

Even if the acceding countries have achieved a lot of progress in the integration of this acquis, significant weaknesses remain. Most of them have organised consultations between the State and the social partners within tripartite structures which have helped to maintain

a degree of social consensus, concerning the reforms carried out during the first years of transition. However, this tripartite dialogue has not always proved very effective and has not led to large-scale participation of the social partners. Another important difficulty is the identification of representative and autonomous social partners.

The absence of social dialogue and social partners at sectoral level could become a problem in the light of enlargement: not only does it restrict the scope of collective bargaining, but it could also hinder the necessary participation by the partners from the acceding countries in the social dialogue at Community level. The latter must prepare for the sectoral social dialogue machinery at European level.

In reality, the social dialogue cannot be effective and improve the implementation at local level of national and Community provisions without a proper link between its development at the different levels: sectoral, undertaking, national and regional.

According to employment and social affairs Commissioner Anna DIAMANTOPOULOU: "History has shown what social partners and their representatives can achieve through strong partnership. Over twenty years ago, the struggle against totalitarianism started in the Gdansk shipyards. Labour unions united workers and paved the way for some of the most significant events in European and world history. Now we need a new revolution. We need a revolution in our ways of thinking about the governance of our economies. And it must be a revolution which is based not on conflict, but on a solid partnership for progress".

BY SABINE HANCIAUX, EUROPEAN COMMISSION ADMINISTRATOR OF THE PRIVATE SECURITY SOCIAL DIALOGUE

## Ethics

### A large step ahead with the publication of "The Code of Conduct for the Private Security Sector"

Signed, on July 2003 by CoESS and UNI-Europa after almost two years of common work, the "Code of Conduct and Ethics for the Private Security Sector" was presented in September 2003 in Brussels at the



"EC Forum Liaison of the sectoral social Dialogue". Aimed at raising standards and guaranteeing a high level of professional ethics in private security firms across the European Union, including the new Member States, "This Code is a clear sign that sector social partners are willing to address the challenges in a proactive way, in particular with a view to EU enlargement" explains Bernhard Jansen, Director at the Commission's DG for Employment and Social Affairs, hailing the signing.

The code contains a set of basic standards of professionalism and quality which must be applied by all employers and employees in the sector. All

firms must meet the basic conditions imposed by national legislation, complying strictly with both the spirit and the letter. Under the code, where there are gaps in national rules, employers and employees must

work to improve them. The code covers a wide range of areas, ranging from the selection and recruitment of workers and vocational training to health and safety at work and it includes non-discrimination and relations with clients, the police and other security firms.

CoESS and UNI-Europa agreed to ensure the regular follow-up of the code, including monitoring and evaluation at company, national and EU level. They stressed that national employer and trade union organisations must promote the code and its application as widely and as fully as possible.

The text and the agreement of the Code are available in the section "Documents" of the CoESS web site [www.coess.org](http://www.coess.org)

## 2004/2005 Private Security Social Dialogue :

### continuing, new actions and projects

- Code of conduct and ethics (read details in special box underneath)
- Project "SPOT" : Modernization of the work organization. After 6 first countries, the study probably will be extended to 6 new more in 2004
- Health / Safety. A report of the study has been presented late December. Now the objective is to elaborate a practical manual to help companies to adopt the good practices
- Manual on basic guarding. Next May, new translations will be published in Dutch, Danish, Swedish, Finnish, Greek Portuguese and Lithuanian
- Enlargement. After having participated to a first meeting in Lithuania with UNI-Europa, CoESS was also present in Slovenia the 9 and 10 January 2004 in Ljubljana at a large EC conference on Social Dialogue in an Enlarged Europe on the theme of "Partnership for Progress". COESS will undertake, in 2004, the organization of a new specific operation towards Czech Republic, Hungary, Poland and Slovakia that may take place in Budapest.
- Cash-in-transit. Launch of a synthesis comparative study of the various legislations concerning the transport of values in the countries of the European Union.
- Conference of Madrid : "Towards a European model for the private Security Industry", 14th and 15th of October, see first details page 8.
- "Harmonisation of Human guarding Legislation". Many legislative changes concerning human guarding have appeared in several countries. It will be necessary to engage an actualization of the initial study published in 2001.
- Need of global Statistics on the European sector. The necessity of having a full and reliable report on economic data about the private security sector is appearing more and more urgent and useful. This project will be very closely studied. From the first results, a specific report will be engaged on high risk security functions especially on port and airport sector in the aim to publish a practical manual dedicated to guards working in those particular and risky areas.

# Development of CoESS :

*“Let us apply the successful principles of our industry”*

The last CoESS general meetings, which took place in Corfu on 25 and 26 September 2003 (see page 5), were marked by the continuation of the discussions on fundamental issues for CoESS such as its future strategy and the resources, both in human and financial terms, necessary to reach those objectives. The positive outcome of these discussions was that a large majority of our member federations believe that an increase in budget, and therefore in annual contributions, is a much needed but nevertheless a very serious matter which they felt first required in depth reflexion at national level.

Also within the CoESS Board of Directors, discussions on this matter have taken place and I equally had talks with some of the member federations and some CEO's of the leading companies. It became clear, from these discussions, that priority must be given to the internal functioning of CoESS and to lobbying through its own structures, keeping the external support for lobbying and other projects at a lower level. And it is with pleasure that I can announce that some of the major national federations have already expressed their full support to a substantial increase of the CoESS resources.

Despite a lot of efforts already obtained (regular newsletters, meetings, creation of a website, studies and enquiries, ...) there is still a huge amount of work to be done at the national level to inform both the members of our national federations and the national political decision makers on the activities, actions and results by CoESS: how it contributes to job creation, to the quality of jobs and of services, to professionalism of the industry, to a fairer competition and a safer society.

A general atmosphere of political, religious and cultural tension build-



Photo : Mediatheque Commission Europeenne

ing leads to more terrorist and criminal attacks and endangers the survival of our industry in the long run. Governments are forced to take action which compromise the growth of our industry and lead, amongst others, to non insurability or premiums that are totally unbalanced with the services our companies provide. In order to safeguard our future, we must work in close partnership with the national and the European authorities and define, together with these authorities, clear responsibilities and liabilities to be carried by our industry in a balance with our contribution to the security climate in general, in particular for the high risk areas.

It is important to underline that these discussions take place within a framework and that they have strong objectives. I would like therefore to briefly explain what future should lay ahead for CoESS.

## What CoESS should try to do over the coming years is the following:

- To promote coherent competition rules;
- To support innovation;

- To ensure a better balance between the interests of the clients and the providers of private security services;
- To promote the specificity of employment in private security;
- To defend the interests of private security within the social dialogue;
- To foster ethical private security;
- To support EU policies based on legal certainty, scientific and economic objectivity and fair sharing of responsibilities;
- To focus attention on the integration of the new EU Member States (social integration, working conditions, quality of service, ...);
- To establish a European Private Security Industry Standard (some of the countries have already started this up).

It goes without saying that CoESS, in order to work towards these objectives, should have a strong basis and the necessary means.

As far as its basis is concerned, it will be necessary to develop and deepen the engagement of all the national associations, the engagement of the multinational players – direct or indirect through national associations, the cooperation with other European trade organisations (cleaning, temporary labour, ...), the closer linkage with

organisations which are sharing with CoESS similar goals and interests, such as Euralarm, ESTA, EASA, the Ligue, and, last but not least, the permanent and constructive sharing of information between all players in our industry. It is the task of CoESS to define a platform of common interest with our clients and their trade associations: airports, seaports, insurance companies, nuclear industry, IT sector, communication sector, banking sector, transport sector, ....

The means which should allow this ambitious but very necessary programme must be both internal and external. At the internal level, a permanent and well equipped secretariat must be able to function in an efficient way. National associations and the secretariat must make the right efforts in order to guarantee that time and travel costs of the members of the working committees are being covered. At the external level, focus should be placed on monitoring and intelligence gathering, and on positioning and contact building programmes.

Over the last years, we have chosen to give CoESS a new direction. As the European and international environment put more and more pressure on our businesses and demand more and more input from our sector, there is no way back. The road to take is still not clear and we will sure meet a lot of obstacles along the way. Our industry has always shown that it is an inventive, creative and flexible one. Let us apply the same principles to the development of CoESS.



Marc Pissens  
President



# CoESS general assembly

Corfu (Greece), 25 - 26 September 2003

## *Budget increase : final decisions to be taken in January in Brussels*



CoESS has been very privileged to have been able to hold its last general meetings on the beautiful island of Corfu. Also the good preparation of the meetings by our Greek hosts and the interesting discussions which took place inside and outside the meeting room will make these meetings not easy to forget.

As far as the work of the general meeting is concerned, which took place on 25 September 2003, four new member federations have been welcomed: the Cyprus Association of Security Companies, the Estonian Security Association, Securitas Polska and the Security Club of the Czech Republic.

A detailed overview of the activities of all the Working Committees has been given, as well as an overview of the activities from the Secretariat, a presentation of the very first results of the CoESS questionnaire and the presentation of the first CoESS Annual Report (2003).

The general meeting also approved the accounts and the financial statement of 2002 as well as the interim financial report (1st January – 31 August 2003).

With regards to the budget and annual contributions 2004, the CoESS Board of Directors proposed

for 2004 a substantial increase of the CoESS budget and hence of the annual fees. The majority of the member federations, although agreeing with the basic principle of it, believed such an increase is a very serious matter which must first be discussed in depth at national level. They therefore decided not to take any firm decisions in Corfu, and to first hold internal discussions in order to explain the reasoning behind this proposal. Several members also suggest that external means of financing must be sought.

In order to be able to determine a final budget for 2004, it was decided to hold in Brussels on 29 January 2004 an additional General Meeting.

On the next day, 26 September 2004, an extraordinary general meeting adopted some changes to the CoESS statutes\*.

Corfu was also the occasion to thank two CoESS "personalities"



On the behalf of CoESS, Marc Pissens warmly thanked Angel Vizcaino Ocariz and Robert Leliveld, leaving the association after a long term implication

who said farewell to their activities within CoESS but not to the industry. On behalf of CoESS, Marc Pissens, President, offered a gift as a sign of sincere thanks for all their past efforts and investments

to both Angel Vizcaino Ocariz, Board member and President of the Working Committee Guarding and to Robert Leliveld, Member of the Executive Committee and Treasurer.



## movement



Claude Lévy, from UFISS, France, holds, on an interim basis, the function of Treasurer precedently held by Robert Leliveld

\* The full text of these modified Statutes is available on [www.coess.org](http://www.coess.org)  
For a detailed report of the Corfu general meetings, please see on [www.coess.org](http://www.coess.org) at the "Members Only" section.

## Switzerland



### VSSU : full member of CoESS



Since January 1st 2004, the Swiss Federation VSSU (ASSC – Association of Swiss Security Service Companies) has become a full member of CoESS. Since the modification of the CoESS Statutes at the General Meeting which took place in Corfu on 25 and 26 September 2003, federations of European countries not belonging to the European Union now

have the possibility to become active CoESS Members. The VSSU, one of the main promoters of this important change in the Statutes, has therefore immediately used this new possibility and requested and obtained active membership. CoESS is pleased with this initiative and hopes that other federations will follow.

For more information about VSSU: [www.vssu.org](http://www.vssu.org) ■

## Turkey



SECURITY SYSTEMS AND MONITORING ORGANIZATION'S ASSOCIATION

### GÜSOD willing to become an active member

GÜSOD, Turkish federation and currently associated CoESS member, has requested active membership and submitted to the Board of Directors a full and exhaustive application file. After the formal positive decision by the Board, CoESS will welcome, with Switzerland (see up left), a second active member federation from a country which is not an EU Member State.

For more information about GÜSOD: [www.gusod.com](http://www.gusod.com) ■



## Germany

### Project of creating a European CEN-Norm for security services



The German Association BDWS will face two major projects in 2004. One is an educational matter once again, the other is to start the process of developing a European CEN-Norm out of the German DIN-Norm.

After its start in summer 2002 the recognized professional training is beginning to become a success. About 700 industrial trainees already started their education as "Fachkraft für Schutz und

Sicherheit". In spite of this development the industry in Germany needs a vocational training meeting a lower standard for present and future employees. Especially elder people formerly working in other branches will not be willing and able to pass the high level examination "F.S.S.". The current examination "Werkschutzfachkraft" will be set out of power in 2005.

The first attempt to close the gap between the compulsory minimum training for private security agents and the professional training "F. S.S." was made by the Chamber of Commerce and Industry Düsseldorf. Unfortunately this concept cannot satisfy the needs of the industry for several reasons. The demands of this examination called "Certified Security Officer (CCI)" are too high for the sake of formality. That's why the BDWS has

started to work out a concept that is established below the professional training quite some time ago.

In cooperation with the several regional VSW (Associations for Industrial Security) it will be one of the most important projects for the BDWS in 2004 to finish this concept. Its centerpiece will be an examination for qualified static guarding. To reach common standards for educational establishments the BDWS already started in 2002 with a project called "Quality-Rings".

Furtheron, the BDWS continues to work on the standardization process. With the DIN 77 200, presented in June 2002, there is for the first time the chance to value the quality of a security service. Whereas it was highly recognized by specialists, the DIN did not yet reach the

## Hungary

### MBVMSZ : legal successor of the BNSZ



Photo : Mediatheque Commission Européenne

In 2003, the BNSZ, associated member of CoESS, decided to work towards an increase of the number of its members. It was also restructured into a new association, called the MBVMSZ (Employers' Association of Hungarian Security Companies). At present 49 companies are a member of the MBVMSZ and many more have already expressed an interest to become a member. All members of the former BNSZ have become members

of the MBVMSZ which can therefore be considered as the legal successor of the BNSZ. As of 31st December 2003, the BNSZ has ceased all activities and MBVMSZ is now the Hungarian associated CoESS Member. ■

## Czech Republic



Photo : Mediatheque Commission Européenne



### Towards a joint national delegation

The representatives of the Association of Private Security Services of the Czech Republic and the Security Club,

both members of CoESS, met twice during the autumn 2003. The purpose of their meetings was to establish a joint national delegation of private security business. The discussion resulted in a decision to form a working committee for founding an integrated body.

For more information visit [www.asbs.cz](http://www.asbs.cz) and [www.securityclub.cz](http://www.securityclub.cz) ■

attempted significance in practice. This fact is not only caused by the general negative economic situation of the customers but also by the growing significance of international contracts and therefore the need of international standards. Under these circumstances the importance of a German DIN is fading.

For this reason Germany is intending to initiate an international standardization process in 2004. The aim is to create a European CEN-Norm for security services. The application will be filled in the nearer future, the decision will be passed some months from now. ■

For more information, visit [www.bdws.de](http://www.bdws.de)

## Poland

Thanks to the efforts of Securitas Polska, PZFO, the Polish Security Companies Association, will be our Polish member federation

Our present CoESS associated member from Poland, the company Securitas Polska, has succeeded in establishing a Polish federation of private security companies. The National Polish Registration Court has officially proclaimed the registration of the "Polish Security Companies Association - PZFO". PZFO will therefore replace Securitas Polska as the CoESS associated member from Poland and will from now on guarantee the continuation of the actions engaged by Securitas Polska. When Securitas Polska became a member of CoESS in 2003, was, according to the CoESS Statutes, entrusted with the mission of establishing a security employers association. It fulfilled this first part of this important task in a remarkably speedy and efficient way. In a very short period of time, the organisation associating most of the largest capital groups in the security industry in Poland, represented by 24 companies with total market share estimated at around 20 %, was established. These 24 legal entities represent now about 25.000 employees. The second part of the task is now to work towards a proven representativity status. The PZFO intentions are to achievement not less than 50% of the total outsourced security market share. The very successful initiatives already undertaken by the initiative of the Securitas Polska President predict further successes in 2004.



In the second half of February the first General Meeting of the PZFO shall be held and probably the most important document Code of Ethics and Rules of Conduct for associated members shall be approved. A press conference announcing the official launch of the Association is also scheduled for February.

With a view to the forthcoming enlargement of European Union, the Polish security employers who have founded the PZFO have accurately identified the need to consolidate the security industry in Poland, to create a common platform for dialogue and co-operation with the trade union, and to prepare for joining the highly competitive European market. While supporting the process of integration in the European Union, the PZFO will set its priorities in the fields of influencing the business environment, encouraging entrepreneurship, and shaping social policy and legislation related to employers rights and obligations. Pawel Rafalski, already the CoESS representative for Poland, is the first President of PZFO. Welcome and long life to the "renewed" CoESS associated member from Poland and, above all, very warm thanks to Securitas Polska for all its efforts and previous action.

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tel. (+48 22) 457 07 80 - fax (+48 22) 457 07 05 ■



## EASA

European Aviation Security Association becomes corresponding member

EASA, the European Aviation Security Association, has become a CoESS corresponding member. EASA and CoESS have already been working closely together in the area of airport security and the CoESS Working Committee dealing with this area holds its meetings together with EASA. The fact that EASA is now also a CoESS member can only benefit to this already active cooperation.

Founded in June 2002, gathering the leading companies (Group4Falck, ICTS, Kötter, Prosecur, Securicor, Securitas) in the businesses carrying out civil aviation surveillance and protective activities for aviation industry, airlines and airports, EASA defends the interests of corporate bodies and natural persons involved in particular in the inspection of individuals, luggage, cargo as well as any security measures.

The members of the association have agreed to apply common standards, quality management systems review, recruitment and selection criteria, initial training itinerary for agents, supervisor, test and verification of know-how and vigilance... All measures that focus on the strategic objective to establish a high level of protection that requires the setting up at European level of standards taking into account all aspects of aviation security services. ■

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Photo : Misdathèque Commission Européenne

# coess working committees

## Towards a CoESS position paper

Last year it was decided that all the Working Committees should start elaborating a Position Paper. The purpose of such a paper is to present the activities of each Working Committee and to indicate what the stand of CoESS is on the specific field of the industry that each Working Committee is responsible for. The position paper must also dress a list of already achieved actions and propose future actions and strategies.

All Working Committees have now nearly finished their position papers. After discussion, comments and input by both the CoESS general meeting and the board of directors, the papers will be finalised and integrated into one general CoESS Position Paper. This document has the objective to become for the years ahead a kind of CoESS basic manifesto from which all future activities will be drawn and developed.

## CHANGE OF MANDATES



The Working Committee Guarding is being presided, on an interim basis, by

Luis Posadas Herrero,  
from  (Spain).

The Working Committee Electronic Surveillance is being presided, on an interim basis, by

Peter Henhagl,  
from  (Austria).



HUMAN GUARDING, President : Luis Posadas Herrero (Spain) / CASH-IN-TRANSIT, President : Raffaele MADDALONE (Italy) , Vice-President : Bernard DUMOULIN (Belgium) / ELECTRONIC SURVEILLANCE, President : Peter Henhagl (Austria) AIRPORT SECURITY, President : Friedrich P. KÖTTER (Germany) / SOCIAL DIALOGUE, President : Claude LÉVY (France) / TRAINING, President : David DICKINSON (United Kingdom) / ENLARGEMENT, President : Stephan LANDROCK (Austria)

## October 2004, Madrid

### 4<sup>th</sup> "European Conference on Private Security Services" Towards a European Model of Private Security

After London, Berlin and Brussels, the 4<sup>th</sup> "European Conference on Private Security Services" will finally take place in Madrid, capital of Spain, instead of Barcelona. It will be held on 14th and 15th of October 2004 under the heading "Towards a European Model of Private Security". Jointly organised by CoESS and UNI-Europa, with the active and financial support of the European Commission, the major general event of the private security industry is a professional "rendez-vous" that you must not miss. Book the dates on your diary now !



CoESS is preparing for it. A steering committee -composed by CoESS, UNI-Europa, Aproser (CoESS member), the Spanish Trade Unions and the General Secretary- is already working on ideas concerning programme, speakers, documents, etc. More news in next issues. ■

## CoESS diary

**Board meeting :**  
28/01/2004 (Brussels)

**Additional General Assembly :**  
29/01/04 (Brussels)

**Working Committees :**

- **Airport Security :**  
28/01/04 (with EASA)
- **Electronic Surveillance :**  
5/02/04 (with EURALARM)



**Plenary Social Dialogue Session :**  
30/01/04 (with UNI-Europa)

**Social Dialogue Meeting extended secretariats :**  
13/02/04

**Ordinary General Assembly :**  
13/10/04 (Madrid) *to be confirmed*



## 16/18 May 2004, Vienna ESTA Conference and Exhibition on CIT



CoESS corresponding member ESTA, European Security Transport Association, will organize its next annual Conference 2004 in Vienna on May. Extraordinary and Ordinary General Assemblies will show that the CIT association is, as CoESS, moving forward.

Actually, new statutes, structures and working methods are discussed at the Board to allow the ESTA to fully fulfil its role and to defend the interests and activities of the security transport industry within the EU.

The new statutes will be submitted for adoption to the Extraordinary General Meeting in Vienna. As usual, ESTA will also hold in Vienna an exhibition to help understand the latest industry developments, technologies and services. The preview program, practical details and registration forms will be issued on February 2004. ■

Conference Coordinator : ESTA - Secretariat : Tel. +32 2 758 13 90 - Fax +32 2 759 43 70

## 2003 : First CoESS Annual Report

Issued last September, the first CoESS Annual Report is a very useful and exhaustive document that each year from 2003 will sum up all the actions engaged by the Confederation of European Security Services. If you wish to receive the 2003 paper edition, contact our General Secretariat in Brussels or more easily and quick load its pdf version from CoESS website : [www.coess.org](http://www.coess.org) ■



### CoESS Newsletter

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## on the move



### EUROPEAN COMMISSION, DG EMPLOYMENT AND SOCIAL AFFAIRS, Sabine HANCIAUX replaces Rudi Delarue

UNIT "SOCIAL DIALOGUE -  
INDUSTRIAL RELATION- ADAPTATION TO CHANGE"

Previously Head of the Cabinet of the Belgian Deputy Prime Minister, Minister of Budget and Public Enterprises in charge with public enterprises, Sabine HANCIAUX has replaced since November 2003, Rudi Delarue as CoESS main interlocutor at the European Commission.

As new President of the Committee on social dialogue for the sector of Private Security, that young and sportive professional Administrator at the European Commission, attached to the Unit "Social Dialogue - Industrial Relations - Adaptation to Change", is also in charge with sectoral social dialogue related to trade, temporary work and industrial cleaning. More, she assumes the following of the social dialogue in Slovenia and the Republic of Serbia-Montenegro, financial aspects of Corporate Social Responsibility, fair and ethical trade labelling, representativity studies and sectoral socio-economic analysis. Rudi Delarue who held the same job since January 2001 is now working in the same DG but the Unit in charge of enlargement and international affairs. CoESS wish both best luck in their new positions.

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