



Response to Social Partner Consultation on an EU Disability Employment Package

Brussels, 14 June 2022

With this statement, the Confederation of European Security Services (CoESS) commits to support the European Commission and Czech Presidency of the Council of the European Union in the launch of the Disability Employment Package - [as announced in our Joint Statement with our EU Sectoral Social Partner UNI Europa from December 2021](#).

We highly appreciate the consultation of Social Partners in preparation of this highly important initiative to enhance integration of persons with disabilities in the labour market, and to promote non-discrimination in the workplace.

It is the responsibility of public authorities, including training and public employment services (PES), as well as cross-industry and sectoral Social Partners to improve employment rates of people with disabilities; pro-actively include them in the open labour market; and ensure equal access to employment and qualitative working conditions in full compliance with European and national legislation. As the European Commission's Strategy for the Rights of Persons with Disabilities 2021-2030 correctly states, *“unlocking the potential and talents of persons with disabilities will be for the benefit of the individuals, the economy and cohesion of society as a whole.”*

As EU Sectoral Social Partner for the Private Security Services, CoESS will focus in its response to the Social Partner consultation on the package of actions proposed by the European Commission, and ways of sectoral Social Partners to contribute to the design and implementation of actions.

Package of Actions proposed by the European Commission

We note the European Commission's synthesis on disability equality as part of the European Semester process 2020-2021 and overall strongly support the deliverables proposed by the European Commission in the background note of this consultation - notably the following:

- **Strengthening capacities of employment and integration services:** we strongly support more focused EU action in this area, in cooperation with the PES Network, CEDEFOP and EU-OSHA. We stress that the European Commission, PES and training authorities should work closely with both cross-industry and sectoral Social Partners to promote the exchange of best practices on how to improve career guidance for persons with disabilities.



- **Promoting hiring perspectives through affirmative action and combating stereotypes:** we highly welcome the announced catalogue of best practices to be produced by the European Commission and would appreciate to be involved in this exercise.
- **Ensuring reasonable accommodation at work:** we also welcome the work announced in this area. As part of our [Joint Statement with UNI Europa](#), we for example commit to assess the adequacy of relevant Standards for the Private Security Services to effectively address the needs of persons with disabilities.

Social Partner contribution to the design and implementation of the actions

In general, we stress that the European Commission, the Czech Presidency of the EU Council, the PES Network, CEDEFOP and EU-OSHA shall work closely not only with cross-industry, but also sectoral Social Partners in the implementation of these actions - an aspect that we find is not well reflected in the shared background note to the consultation, and the entire consultation process so far.

EU and national sectoral Social Partners can provide important information on career pathways for persons with disabilities, as well as relevant aspects for qualitative working and training conditions that respond to the occupational health and safety needs of persons with disabilities in specific sectors.

They can provide an important “reality-check” for proposed actions and their effectiveness and adequacy in the different sectors, but also promote very specific hiring perspectives among PES and together combat stereotypes, driving forward mutual learning and integration in the open labour market.

EU Sectoral Social Partners can further promote mutual exchange on these topics and best practices among their members, as this is already pro-actively done in the EU Sectoral Social Dialogue Committee for the Private Security Services - contributing to the uptake of recommendations and activities in the local labour market.

Importantly, sectoral Social Partners can work with national authorities, including PES, to set in place national skills strategies that cover specific needs of persons with disabilities in diverse work environments. Also, they can address in a targeted way legal shortcomings at national level. For example, in some countries exist unjustified restrictions in the national licensing private security regulations that limit or exclude the integration of persons with disabilities in our sector.

In this context, we also remind the European Commission and Member States that it is crucial to not only work with cross-industry and sectoral Social Partners on this topic, but to strengthen Social



Dialogue and Collective Bargaining with a view to fostering equal treatment and anti-discrimination rules.

For further details on our commitment to this important matter, we refer to our [Joint Statement with our Social Partner UNI Europa](#) on the European Commission Strategy for the Rights of Persons with Disabilities from December 2021.

We look forward to closely engaging with the European Commission and Czech Presidency of the EU Council in the implementation of actions announced in the background note.

Brussels, 14.06.2022

About CoESS

CoESS acts as the voice of the private security industry, covering 23 countries in Europe and representing 2 million security officers as well as over 45,000 companies. The private security services provide a wide range of services, both for private and public clients. CoESS is recognised by the European Commission as the only European employers' organisation representative of the private security services. Representing a labour-intensive sector, CoESS is actively involved in European Sectoral Social Dialogue.

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