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Sectoral Unions and Employers Organisations in the Private Security Sector in the EU

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Introduction

This document is the 1st report arising out of the study commissioned from the Institut des Sciences du Travail (IST) at the Catholic University of Louvain by the European Commission services, DGV, following call for tenders No VT/2002/83. This report seeks to provide the Commission with empirical data that will facilitate an assessment of the *institutional representativeness* of European employers' and employees' organisations in the private security sector in the 15 Member States of the EU. It follows on from a series of researches that focused ie particularly on organisations recognised as 'social partners' in the intersectoral level in each EU country, organisations affiliated to the CEC[1] and to Eurocadres, and organisations that sign collective agreements in the construction, textiles, commerce sector, road haulage, agriculture, etc.

1. The context

In a Communication[2] published in 1993, the European Commission set out three criteria determining the access that employers' and employees' organisations had to the consultative process under Article 3 of the Agreement on Social Policy. According to the terms of this Article, organisations must *'1. be cross-industry or relate to specific sectors or categories and be organised at European level; 2. consist of organisations which are themselves part of Member States' social partner structures and with the capacity to negotiate agreements, and which are representative of all Member States, as far as possible; 3. have adequate resources to ensure their effective participation in the consultation process*[3]*'*.

A subsequent Communication published in 1998[4], introduced the concept of *'Sectoral Dialogue Committees'*; these were intended to replace the existing *Joint Committees* and *informal working groups* that had hitherto been the *locus* of sectoral relations between employers and employees at a European level. The role of these latter bodies at the present time is, without prejudging its future extension, essentially consultative, as happened at intersectoral level. As regards an extension to their competence, each Committee *'(a) shall… be consulted on developments at Community level having social implications, and develop and promote the social dialogue at sectoral level'*[5].

It follows that the setting up of these Committees is an extension of the process of social dialogue at European sectoral level, albeit relying on an existing system. Before the Communication from the Commission was published, there were 9 Joint Committees and 11 informal groups in existence. By 1 February 1999, 21 applications from employers' and employees' organisations had been forwarded to the Commission[6]: they came from sectors as varied as agriculture, road transport, postal services, commerce, and hotels, restaurants and cafés.

The conditions of membership for the employers' and employees' organisations that might be encouraged to join these Committees, and/or file a joint application for one to be set up, are linked, as at the intersectoral level, to the notion of representativeness, and are broadly similar to the those articulated above in the 1993 Communication. The criteria governing Social Dialogue Committees state that:

(a) they shall be related to specific sectors or categories and organised at European level;

(b) they shall consist of organisations which are themselves an integral and recognised part of Member States' social partner structures and with the capacity to negotiate agreements, and which are representative of several Member States;

(c) they shall have adequate resources to ensure their effective participation in the consultation process.

1 Confédération Européenne des Cadres.

2 COM(93) 600 final of 14 December 1993, Communication from the Commission concerning the application of the Protocol on Social Policy presented by the Commission to the Council and the European Parliament, Luxembourg, Office for Official Publications of the European Communities, §24.

3 For a more in-depth discussion of these criteria, we refer the reader to the first study, which focused on employers' and employees' organisations at an 'intersectoral' level.

4 Communication from the Commission concerning the application of the Protocol on Social Policy presented by the OM(98)-322 of 20 May 1998, Luxembourg, Office for Publications of the European Communities Annex II. Commission to the Council and the European Parliament Adapting and promoting the social dialogue at Community level C

5 Op cit §2.

6 Source: Weber T, New era in sectoral social dialogue takes shape, in EIRO online, Dublin, European Foundation for the Improvement of Living and Working Conditions, 1998 (http://www.eiro.eurofound.ie/1999/02/features/eu9902150f.html).

As may be observed, the changes focus on the disappearance of demands relating to the intersectoral nature of organisations and on the fact that they are established in all the Member States; the new rules have not been formulated in a very restrictive manner, they only require employers' and employees' organisations to represent *several* Member States. This relaxation of the implantation condition might eventually pose a demarcation problem in the sense that there is no criterion setting out a minimum number of Member States to activate it. For a more in-depth discussion of these criteria and of the problems that they may pose, we refer the reader to the first study carried out as part of this research[7].

However, we wish to make it clear that the framework of the IST report will only examine the *institutional consequences* that flow from the recognised or unrecognised representative status of members affiliated to a European organisation. Furthermore, on a theoretical plane, with regard to the various national traditions in this field, representative status – or, more accurately, *recognition of the legitimacy of a social partner organisation* to negotiate collective agreements or take part in the development of social or labour market policies – may be interpreted in any number of ways ranging from the ability to mobilise the activist grass roots effectively, through systems of mutual recognition (in the strict sense of the phrase, in which no criterion is defined), to quantitative thresholds linked to the outcomes of trade union elections.

2. The approach

In this context, therefore, the research aim as far as existing sectoral committees are concerned will be mainly to provide empirical data that will make possible an assessment of the institutional representativeness of the organisations that sit on them, and on the basis of the three afore-mentioned criteria. More specifically, this report will examine employers' and employees' organisations active in the private security sector. At a national level, in order to take account of the diversity of the various recognition mechanisms, we will only consider organisations that *participate in collective bargaining*, and which therefore one way or another have *ad hoc* recognition in the sectors referred to. The only exception to this rule concerns organisations that are affiliated to one or other of the European federations that are directly the focus of our research.

3. The research design

For the purposes of this research, a network has been established of 15 European university researchers[8] who were independent of both the European Commission and the social partners. The network was given the task of drawing up a report based on a common structure of organisations matching the above criteria in each of the Member States. Each national report issued from the expert has been submitted to the national organisations in order to enable them to make comments on collected data[9]. The IST coordinating team then collated information that had been gathered for the purposes of comparative analysis. It presented information issued from the experts reports in order to produce comparable analysis for the different countries. Ongoing collaboration is planned between the coordinating team and the national experts. The aim of the process is to carry out a simultaneous 'top-down' approach at European level and a 'bottom-up' approach at Member State level; the IST will also directly collate information about each of the European organisations. The report will be checked by the European organisations that are being studied in order to enable them to make comments on the report. These will either be included in the report or appended to it. Lastly, the report will be checked by the Commission's services, which will decide whether the appended comments (if there are any) have to be included or not, before it is approved

7 Spineux A,, Walthéry P. et al, Report on the representativeness of European social partner organisations, Report coordinated by the Institut des Sciences du Travail of the Catholic University of Louvain, for the European Commission Directorate-General for Employment, Industrial Relations and Social Affairs, Louvain-la-Neuve, 1998, pp.3-7.

8 See list above.

9 The list of national organisations contacted, and they were also invited to make comments on the expert's reports, can be found at the end of this report ("organisations consulted on the elaboration of expert's reports").

It is worth noting that the IST team with responsibility for coordinating the work and for editing the summaries and comparative analyses, and the 15 national experts wish to stress their complete independence as to the political consequences and the decisions that might be reached from this study. Their role is limited to contributing as much data as possible, with a view to both making the three criteria of representativeness defined by the European Commission intelligible and documenting them.

The structure of the report will then proceed as follows: firstly, we will give consideration to aspects of the sector, and to differences with regard to collective bargaining that might exist from one EU country to another; then, we will present characteristics of members affiliated to the two organisations being studied by examining each of them in respect of:

I. Quantitative aspects of representative status

- Employers' organisations: number of affiliated organisations; number of enterprise members; staff employed in these enterprises, and the rate of affiliation calculated on the basis of employee numbers; if necessary, the detailing of particular characteristics of the organisation and its members.
- *Employees' organisations:* number of affiliated organisations; number of employee members; rate of affiliation.

Recognition

- Does the organisation participate in collective bargaining, does it have the ability to sign collective agreements?
- Challenges to representativeness: in the event of particular developments (e.g. the emergence of new organisations that challenge those already established in the sector, or a significant fall in membership), the expert will give a brief description of what has happened, the issues and current trends.

II. National and European affiliations

- List of higher-level, national associations to which the organisation is directly or indirectly affiliated.
- List of European associations to which the organisation is directly or indirectly affiliated.
- List of international associations to which the organisation is directly or indirectly affiliated.

Lastly, in respect of each Member State, we will present a summary of the bargaining structures, the organisations established there, and a more detailed description of their characteristics.

4. General methodological observations

We wish to draw the reader's attention to the quantitative data and the wide range of sources. In addition to the figures supplied by our network of national experts, there is information provided by national and European organisations and other bodies, and estimates made by the IST on the basis of available data. These estimates need to be viewed with considerable caution, and should only be used to develop a more global view of employment, and of trade union and employers' organisations membership at sectoral level.

As far as this statistical data is concerned (and with the exception of most density calculations, which are the outcome of our own calculations), we prefer to use figures that have been sent to us by our national experts. However, when a significant difference is identified between the data notified to us by experts and by other sources such as European organisations, we refer to the alternative figures sent to us by these organisations in a footnote.

We use density as a tool to estimate the quantitative importance of trade unions and employers' associations in the sector. Density for trade unions is calculated as the total of members divided by the number of employees throughout the sector. Density for employers' organisations is calculated as the total of employees in member companies divided by the number of employees throughout the sector [*density (employees)*]. It is also calculated as the total number of member companies divided by total number of companies throughout the sector [*density (companies)*]. In the absence of data relating to the number of employees, total employment figures are used, and self-employed workers are therefore included. These figures must be used with the greatest of caution and it is recommended do refer to the national summaries for a contextualised view of the proposed data.

In some countries, density has been calculated using two methods (density by sector and density by sub-sector). The reason was to take account of the comments of experts, according to whom such a sub-sectoral density calculation provides a more reliable picture of real membership levels in the country concerned. However, the use of these calculations is not possible in most other countries, due to the lack of specific figures.

An organisation's actual importance is not necessarily directly linked to its level of membership: for example, membership is low in France, but trade unions enjoy considerable legitimacy; and the results of workers' representatives elections may be deemed more significant than the number of members (see national summaries).

Different typefaces distinguish and clarify the origins of all the data:

BOLD: data from national experts;

BOLD ITALICS: data provided by European organisations or other bodies;

ITALICS: estimates made by IST on basis of available data.

The 'employees' column to be found in all tables next to the 'country' column gives the number of employees throughout the sector. The word *employees* refers to salaried workers, except where stated otherwise in national summaries, and thereby excludes self-employed workers and working family members.

Description of the sector at European level

1. Delimitation of the sector

Among Nace classifications, section 7460: *Investigation and security activities* is the closest to the sector of private security as organised in the countries of the UE15. The private security sector covers a wide range of activities. The European actors agree that there are four sub-branches in the sector: guarding (surveillance of goods/people requiring a human presence on the spot), monitoring (surveillance using technological means), the transport of cash and valuables (e.g. Cash-In-Transit) and airport security (e.g. luggage screenings, passengers checkings and airplane surveillance).

It is important to note that this distribution into four sub-sectors, which has the advantage of covering the activities usually included in the sector among member states, does not, from the point of view of either enterprises or collective bargaining, reflect a strict division in terms of categories. In practice, an enterprise's activities often simultaneously form part of several of the sub-branches referred to above.

When comparing different countries, activities included in the sector from a collective bargaining point of view can slightly vary: for example, airport security in Luxembourg does not rely on the private security sector in any way since the one airport is guarded directly by the state through the offices of the police and the customs authorities. Similarly, in France and Belgium, organisations of employers involved in installing alarms do not participate in security collective bargaining, while in some other countries, this activity is included in the sector for industrial relations and collective bargaining purposes.

2. Socio-economic features of the sector

Generally speaking, the sector is experiencing growth. Reasons for this phenomenon include the outsourcing of security services away from the public sector to the private sector (employees in private-sector enterprises are increasingly working, for example, in centres for asylum-seekers and on the transfer of prisoners to courts), the transfer by banks and large stores of some of their activities to private-sector security firms (particular for cash processing), and increased demand for security services at airports. According to European social partners, Cash-In-Transit activities are declining as a result of the Euro and bank cards. Activities related to airport security are growing in importance.

The competitive strategies adopted by firms have so far, and with the exception of the Netherlands, centred mainly on cost. However, we may look forward to changes in this area: a programme focusing on the degree of quality of service is at an advanced stage of preparation. It is also worth noting that large enterprises do not appear to be interested in entering small market niches such as bodyguarding and security at major events.

Large companies, which is where most employees work, are mostly concentrated around big cities, while smaller ones are usually distributed throughout through the country. Most people who work in the private security sector are men, although female employment has grown substantially over these last years in some countries like the UK. The sector is characterised by a large number of precarious and part-time contracts and very high labour turnover. At the present time, it is also a low-wage, low-skill sector.

The principal issues for the sector are *professionalisation* (major efforts are being made, for example, to develop training programmes and to encourage the licensing of the companies), *modernising work organisation* (flexible working, training for security personnel, and adaptation to technological change), *harmonisation of national legislation* (for example, in the armour-plating of vehicles), *improving the sector's image*, *making the sector more attractive*, and *issues relating to European enlargement*. Another important issue is *client education*. In this context, the European social partners have mounted a campaign designed to encourage clients to take more account of the quality of services when choosing a security company.

European organisations and sectoral social dialogue at European level

1. Social dialogue

Generally speaking, the private security sector does not experience difficulty in respect of collective bargaining. Collective agreements are concluded without any major problems. Cooperation seems to be good, constructive and ongoing. Negotiating issues (e.g. wages and working) are in no way unusual. Training is becoming increasingly important in negotiations in some countries.

Although the four sub-branches referred to differentiate between types of activity in the private security sector, they do not play a structuring role from the point of view of collective bargaining. Most employers' associations bring together companies working in the various sub-sectors, and a given company may often carry out its activities in several of these sub-branches. For the most part, agreements focus on all activities in the sector, but they do not where there are exceptions that mark one of the activities: for example, in France, the employers have set up an "airport security" sub-division of the employers' federation to ensure that a specific collective agreement is only applied to airport security workers.

In most EU 15 countries, negotiations and agreements take place at sectoral level. In this respect, it is important to note the particular case of Britain where, when it does take place, collective bargaining in the private security sector occurs solely at company level.

The existence of negotiations at company level can be linked to the size of companies. For example, negotiations at company level in France only take place in large companies where different trade unions are established, whereas there are no trade unions at all in most small firms. This specific level of negotiations can also be used to make adjustments to an agreement covering a wider level. An example of this is Finland where, after concluding the sectoral collective agreement, the unions send it to the companies and to the company trade unions, which then negotiate a company agreement that applies the agreement to the needs of the company and the employees.

2. European employers' associations and trade unions

Since 1992, the representatives of the private security sector at European level – CoESS for employers and UNI-Europa for workers – have sat on a sectoral social dialogue committee under the aegis of the European Commission. The two organisations recognise each other as legitimate partners and representatives, and they have signed a reciprocal recognition agreement that sets out the objectives and resources of their dialogue.

At regular intervals, both UNI-Europa and CoESS meet in Brussels within the framework of their sectoral social dialogue committee, which is chaired by the European Commission (DG Employment and Social Affairs). These meetings can be plenary (with a full representation of most national affiliates of UNI-Europa and CoESS), restricted meetings (working parties focusing on specific issues), and secretariat meetings.

The main joint activities of the COESS and UNI-Europa are as follows:

- Vocational training in the European Security Industry (25 September 1996)
- Joint opinion of the European social partners in the Private Security Industry on the regulation and licensing (25 September 1996)
- Agreement between the CoESS and UNI-Europa with a view to setting up a Sectoral Social Dialogue Committee for the Private Security Sector (15 December 1998)
- Memorandum of CoESS and UNI-Europa on the award of contracts to private security companies in the public sector (10 June 1999)
- Joint declaration on the mutual recognition of CoESS and UNI-Europa and the social dialogue (10 June 1999)

This joint declaration on mutual recognition between the representatives of employers and those of workers involves their co-operation in achieving further progress in social dialogue in the private security sector. It guarantees the continuity of the common objectives developed in the framework of social dialogue, that is to say the need to improve working conditions, professionalism, training and the sector's image, while ensuring the ongoing expansion of the sector's activities. The declaration is not merely a declaration at European level: it also asserts mutual recognition between trade unions and employers' organisations at national level and within companies. This determination to establish a dialogue at all levels, and in particular within companies, is crucial to achieving the common objectives.

- Joint declaration of CoESS and UNI-Europa on the future enlargement of the European Union to include the Central and Eastern European Countries (11 June 1999)
- Joint declaration by CoESS and UNI-Europa on the modernisation of the organisation of work in the private security sector (11 July 2000)
- Joint declaration of CoESS and UNI-Europa on the European harmonisation of legislation governing the private security sector (13 December 2001)
- Code of conduct and ethics for the private security sector (18 July 2003)

It is important to bear in mind that there is no collective bargaining at European level in this sector, but the CoESS and UNI-Europa are keen to develop bases that they see as desirable in various countries. The CoESS and UNI-Europa are working on implementing joint declarations on a number of issues including vocational training, and the award of contracts to private security companies in the public sector. Matters of interest to the Committee's future activities are greater professionalism, modernising work organisation, harmonisation of national legislation, and improving the sector's image and attractiveness. The European social partners display no particular concern about the development of social relations in the sector.

I. Institutional characteristics of the organisations

a) CoESS (Confederation of European Security Services) [10]

General Introduction

[10] Sources: Confederation of European Security Services –Activities report. Confederation of European Security Services –Articles of Association - Confederation of European Security Services –CoESS-Member turnover list 1.5.2002.

CoESS (Confederation of European Security Services) has been founded in 1989 by a joint initiative of several national associations of private security companies belonging to EU Member States. According to the organisation, 12,564 companies are members of the CoESS (covering a total of 578,150 employees) among 14 countries in the UE15. CoESS has also affiliations (associate members) in 7 countries outside the UE15.

The Statutes

According to its statutes, the purpose of CoESS is "to ensure in Europe and throughout the world the defence of the interests of the organisations and national companies that provide security services in all their forms in the countries of the European Union and to represent these joint interests, in particular, through involvement in the work aimed at the harmonisation of national legislation concerning the activity of its members. In order to meet this objective, the European Confederation intends:

- to carry out any professional, economic, commercial, legal, social, or other research concerning the activities of its members
- to gather and distribute to its members any information concerning their sectors of activity
- to represent and to ensure the defence of its members with European and international organisations
- to define and promote the joint positions of its members as regards Community and European policy concerning their sectors of activity as with any other national or international organisations
- to increase the quality level of the entire industry, including through standardisation of regulations.

The present list is not restrictive.

The European Confederation is authorised to take any useful decisions for the realisation of its objective, in the absence of any financial spirit or quest for profit."

The implementation of the Statutes

In the past, CoESS has always worked with the objective of implementing its statutes. With this view, it has developed a series of internal and external activities.

Internal activities

Until now, CoESS has held bi-annual General Assemblies. They have allowed all members of CoESS (full members, associated members and corresponding members) to take note of achieved results, to define mandates for new actions, to exchange views and to debate on on-going issues.

CoESS is also trying to extend its membership. At present, CoESS has members in 14 out of the 15 EU Member States (except Luxemburg), Norway, Switzerland. The recent affiliation of national associations form the Czech Republic, Hungary, Slovakia and Turkey stresses the importance CoESS attached to its vocation to become a European-wide organisation. CoESS is continuing its efforts to look for membership also from other candidate countries.

CoESS is structured around working committees. The new statutes foresee in 7 working committees:

- Guarding
- Transport of valuables
- Electronic surveillance
- Airport security
- Social dialogue
- Enlargement to the candidate countries of the European Union and other European countries
- Professional training

With this structure, CoESS wants to incorporate all branches of the industry. All working committees are composed by experts in the respective fields. They deal in practice with all pending and future issues concerning these fields. The presidents of the different committees are members of the Board of Directors, ensuring thus the necessary links, exchange of information and cooperation between the Board and the work of the Working Committees.

External activities

CoESS has developed relations with other European employer's federations such as EFCI (cleaning), EuroCommerce (commerce), EBF (European Banking Federation) and with UNICE, the cross-sectoral European employers' confederation.

Resources

The CoESS is financed by means of financial contributions from the members. The financial contribution takes the form of a subscription, the amount of which is established each year by the Ordinary General Meeting. The annual subscription by State shall be calculated on the basis of the number of employees operating in this member State of the Confederation. The Confederation may call for exceptional financial contributions of its members to finance ad hoc actions decided by the General Meeting. The CoESS may also accept donations and bequests.

b) UNI-Europa[11]

General introduction

UNI-Europa is the European regional organisation of UNI (Union Network International) which brings together 1,000 trade unions in 140 countries. UNI-Europa is responsible for the social dialogue with the corresponding employers' organisations in numerous areas of activity in the service sector, including bank, insurance, telecommunications, postal services, commerce, hairdressing, temporary work agencies, the cleaning industry and the private security sector. UNI-Europa's section which includes private security is the *Property Services* section (Services of maintenance and supervision).

The members of UNI-Europa are the national trade unions which have members in those fields of activity. In the European private security sector, UNI-Europa represents about 30 trade unions and 200,000 members.

UNI-Europa's mission includes the exchange of information and co-ordination between trade unions, supporting efforts to organise and recruit workers into trade unions, social dialogue with employers' organisations at European level, facilitating contacts between trade unions and European institutions and promoting the development of social dialogue at company level through European works councils.

The priorities of UNI-Europa for the private security sector include: improving levels of unionisation, promoting solidarity between affiliated unions, supporting their collective bargaining, the improvement of working conditions, raising the standards in the industry, the development of better training standards, the improvement of health and safety standards and of career opportunities, the establishment of decent social standards, and the improved conciliation between private life and working life.

UNI-Europa has premises in the Executive Committee of the ETUC.

Structure of UNI-Europa

UNI-Europa consists of:

- a Regional Conference, the supreme decision-making authority, which is tasked with determining general policies, electing office-holders, and ratifying decisions of the Regional Executive Committee. It meets at least every four years, and is made up of delegates from member organisations based on paid-up membership[12];
- a Regional Executive Committee chaired by the President (or, in his/her absence, by the Vice-President) elected previously by members of the Executive Committee. The Regional Secretary of UNI-Europa is elected by the Regional Conference. It is the task of the Executive Committee to "manage the affairs of UNI-Europa in between Regional Conferences"[13]. The Executive Committee meets once a year;
- a Regional Management Committee appointed by the Executive Committee and from among its members; its responsibility is to "assist in the management of the region in between Regional Executive meetings"[14]. The President, the Vice-President and the Regional Secretary are *ex officio* of the Regional Management Committee.

The Executive Committee is empowered to appoint sub-committees to assist it in its work, with a member of the Regional Executive Committee acting as Chair.

11 Sources : -Confederation of European Security Services –Activities report
-contacts with UNI-EuropaUNI-Europa.

12 UNI-Europa Statutes, Articles 6 and 7.

13 UNI-Europa Statutes, Article 9.

14 UNI-Europa Statutes, Article 10.

Regional organisations may develop sectoral activities, establish working parties, and organise such meetings as are necessary to advance the sectoral interests of members. These activities may be undertaken on a single-sector basis, or carried out in cooperation with other sectors.

UNI-EuropaUNI-Europa-Property Services

UNI-Europa PROPERTY SERVICES consists of three sections: private security, cleaning and caretaking.

The President of UNI-Europa PROPERTY SERVICES is elected by member organisations at a conference of members that takes place every four years. Four Vice-Presidents are also elected at the same meeting.

UNI-Europa PROPERTY SERVICES' resources: Each organisation affiliated to UNI (and automatically to UNI-Europa) pays an affiliation fee based on membership numbers. UNI EUROPA-PROPERTY SERVICES is financed with these affiliation fees.

II. Basis of representativeness

a) Preliminary note

Activities covered by the figures included in the following tables may slightly vary from one country to an other, either because of the national specificities, or because of the level of available data in statistics used to approach the sector[1]. For this reason, we do invite the reader to take great caution and to look at national reports in order to apprehend national specificities when making comparisons.

b) Employers' organisations

Organisations affiliated to CoESS

The following table shows the different employers' organisations that belong to the CoESS from the 15 EU Member States. Certain organisations, which are not technically employers' organisations, but rather business associations, have particularly strong ties with other associations entitled to participate in collective negotiations and to sign collective agreements[2]. This allows them to enjoy indirect representation. With a view to providing an accurate portrayal of the sector, it was decided to include them in this table. They are indicated in parentheses.

1 In some countries, classifications more detailed than the 4 digits NACE classification have been adopted. However, these deeper classifications are not standardised. If some of them allow to get closer to the private security sector in terms of definition of activities, it may happen that for the same country, statistical data is only available for the NACE 7460 level. In every case where NACE classification has been used to collect data, the most precise level of available data has been chosen.

2 For example, there is close cooperation in Sweden between SWEGUARD (member of the CoESS that is not an employers' organisation, with no right to take part in collective bargaining or to sign collective agreements) and ALMEGA, which has the ability to take part in collective bargaining and to sign collective agreements.

	Organisation	Companies	Employees	Density (employees)	CB	CA	National affiliations		European affiliations		International affiliations	
	(original name)	*(number)*	*(number)*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Austria	[VSO][3]	51[4]/8[5]	8,000[6]/5,400[7]	90	No	No			COESS Euroalarm Eurosafe			
Belgium	APEG	16	13500	90	yes	yes	FEB		COESS			
Denmark	VABA	9	6,431	*49,46%*	yes	yes	HTS	DA	CoESS			
Finland	Palvelualojen Toimialaliitto	30	3500	60-70%[8]	yes	yes	TT		COESS			
France	SNES	140	ND	ND	yes	yes	UFISS	MEDEF		*COESS*		
	SYLOVAL	7	8 000	*6,75%*	yes	yes	UFISS	MEDEF		*COESS*		
	SPESSAA	14-16			yes	yes	UFISS	MEDEF		*COESS*		
	GPMSE						*UFISS*			*COESS*		
Germany	BDWS	420	100 000	50%	yes	yes	footnote[9]		CoESS			
Greece	ENEA	8	*4000*[10]	36[11]	Yes	Yes			COESS			
	EOA	n.a.	5800	n.a.	Yes	Yes			COESS			
Ireland	SFI	305[12]	n.a.	n.a.	Yes	Yes			COESS Euralarm	UEAPME	WOE	
Italy	ASSVIGILANZA	150	12,000 c.ca	23.3/(27.2)**	yes	yes	Confcommercio		Coess			
The Netherlands	VPB	80	30000	90	YES	YES	VNO-NCW		COESS			

3 The VSÖ is a business association which is not engaged in collective bargaining. It should be noted, however, that member companies of the VSÖ are represented on the AFG's collective bargaining committee, AFG having both the ability to take part in collective bargaining and to sign collective agreements.
4 Figure for the whole of the VSÖ.
5 In the private security sector.
6 Figure for the whole of the VSÖ.
7 In the private security sector.
8 % of total number of people working in the sector.
9 BHE, ASW, AWM, ZuW, EZK, DIN, FORSI.
10 It is impossible to establish the real number of workers represented, as the actual number of private security employees varies between 11,000 – 15,000 individuals. A very approximate estimate would be 36% for ENAE and the remaining 64% divided between SEEA and EOA. The figure is based on the author's own estimates.
11 It is impossible to establish the real number of workers represented, as the actual number of private security employees varies between 11,000 – 15,000 individuals. A very approximate estimate would be 36% for ENAE and the remaining 64% divided between SEEA and EOA.
12 Source: CoESS

Portugal	AES	8	17.000	70	YES	YES	CCP	NO	COESS	NO	NO	NO
Spain	APROSER	12	63,000	70	Yes	Yes	No	No	COeSS	No	No	No
Sweden	[SWEGUARD][13]	*31*	*9,000*	*53%*	*no*	*no*			*COESS*			
	Almega	110	17000	90%	yes	yes	Svenskt Näringslivs[14]	[15]	*CoESS*	UNICE		
U.K.	[BSIA][16]	500[17]	n.a.	n.a.	no	no			UNICE CoESS			

Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.

*******:* This figure refers to the rate of employees working for these companies compared to the total number of employees working for cooperatives or private companies (according to the case) in the private security sector.

*******: This figure refers to the rate of affiliated companies compared to the total number of cooperatives or private companies (according to the case) in the private security sector.

CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

From an overall point of view, members of the CoESS can be considered as the main employers' organisations in the sector. It should be noted that although some of the organisations appear to be low in density compared to the overall sector of private security, their density can actually be quite high for the particular sub-branch of private security in which they are active.

Through these organisations, the CoESS is active in 14 of the 15 EU Member States: Luxembourg is the only country without a member organisation. In some cases, within a single country, several organisations are members of the European organisation. In most countries, the organisations active in the sector are not directly associated with the CoESS, as the following table (see next page) shows:

[13] The main focus of SWEGUARD is to defend interests of the sector. It is not an employers'organisation. However, a strong collaboration takes place with ALMEGA which has the ability to take part in collective bargaining and to sign collective agreements

[14] Confederation of Swedish Enterprises

[15] Source : Secrétaire national de la CSC, base sur le nombre de primes syndicales payées par l'organisation syndicale (2000). Selon les informations récoltées à l'époque, le nombre de cols blancs de la CSC était en augmentation.

16British Security Industry Association is a trade association. Its main activities lie outside human resources, and so it is not a specialist employers'organisation. Nevertheless, it is widely seen as the employers'organisatiuonin the industry.

17 This figure is for public and private sectors, but almost the entire part of it is private sector.

Organisations not affiliated to CoESS

	Organisation	Companies	Employees	Density (employees)	CB	CA	National affiliations		European affiliations		International affiliations	
	(original name)	*(number)*	*(number)*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Austria	AFG	27698[18]	60000[19]	100[20]	yes	Yes	(WKÖ)					
	FG	5417[21]/5[22]	42615[23]	100[24]	yes	Yes	(WKÖ)		See footnote[25] See footnote[26]			
Germany	BDGW	176	9 000	5%	(yes)[27]	no	AWM		ESTA	(CoESS)[28]		
	TWSU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Greece	SEEA	n.a.	n.a.	n.a.	Yes	Yes						
Ireland	[ISIA]	48[29]	5000[30]	n.a.	Yes	No	None		None (BSIA)[31]		None	
	IBEC				Yes	Yes						
Italy	FEDERVIGILANZA	Between 70 and 80	8,000	15.5/(18.2)**	yes	yes	1st Level Association					
	UNIV	100 c.ca	N.A.	*n.a.*	yes	yes	1st Level Association					
	ANCST	Between 40 and	N.A.	*n.a.*	yes	yes	Legacoop					

18 For the whole of the AFG, which is larger than the private security sector.
19 For the whole of the AFG, which is larger than the private security sector.
20 Among the kind of companies taken care of by the AFG.
21 Figure for 1999 For the whole of the FG, which is larger than the private security sector.
22 In the private security sector
23 Figure for 1999 For the whole of the FG, which is larger than the private security sector.
24 Among the kind of companies taken care of by the FG.
25 Arbeitsgemeinschaft internationaler Straßentransportunternehmer (the Association of Austria's International Road Transporters)
26 International Road Transportation Union
27 The BDGW does not take part in consultation, but since the BDWS and the BDGW are run under shared management, the interests of the BDGW are in effect being taken into consideration. The BDGW's statute obliges affiliated members to accept collective agreements negotiated by the BDWS. This is why the category "indirect affiliation" to the CoESS has been chosen as well, which formally is not correct.
28 The BDGW does not take part in consultation, but since the BDWS and the BDGW are run under shared management, the interests of the BDGW are in effect being taken into consideration. The BDGW's statute obliges affiliated members to accept collective agreements negotiated by the BDWS. This is why the category "indirect affiliation" to the CoESS has been chosen as well, which formally is not correct.
29 Source: CoESS
30 Source: CoESS
31 The BSIA is a reciprocal associate member of the British Security Industry Association.

		50										
	Federlavoro e Servizi	50	1300	2.5/(17.6)**	yes	yes	Confcooperative					
	ANCOSEL	13	*975*	1.9/(13.2)**	yes	yes	AGCI					
	ANIVP	144	N.A.	*N.A.*	yes	Yes	Confindustria			Coess		
<u>Luxemburg</u>	FEDIL	5	2110	90-95	Yes	no[32]			UNICE		IOE	
<u>Portugal</u>	AESIRF	18	11.000	n.a.	YES	YES	NO	NO	EUROSAFE	NO	NO	NO
	ANESEL	n.a.	n.a.	n.a.	NO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<u>Spain</u>	ACAES	86	12,000	8 (13)[33]	Yes	Yes	PIMEC-SEFES	No	Euroalarm	No	No	No
	FES	104	10,000	12	Yes	Yes	CEOE-CEPYME	No	No	UNICE	No	No
	AMPES	51	6,800	10	Yes	Yes	No	No	No	No	No	No

Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.

***:* This figure refers to the rate of employees working for these companies compared to the total number of employees working for cooperatives or private companies (according to the case) in the private security sector.

***: This figure refers to the rate of affiliated companies compared to the total number of cooperatives or private companies (according to the case) in the private security sector.

CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

It is important to note that some of the associations included here have special ties with the CoESS. This is notably the case in Germany, where the BDGW, although it cannot formally be considered as a member of the European organisation, still enjoys close ties with the latter since the BDWS (member of the CoESS) and the BDGW are run under shared management.

32 FEDIL does not sign CAs itself. The only collective agreement is signed by the five companies affiliated to the FEDIL

33 Density is 13%, but since some big companies are also affiliated to APROSER, ACAES has a recognised representativeness in social dialogue of 8%.

c) Trade unions:

Organisations affiliated to UNI EUROPA

The table below shows the employees' organisations that belong to UNI-Europa within the 15 EU Member States in the private security sector.

	Organisation	Members working in the sector[34]	Density	CB	CA	National affiliations		European affiliations		International affiliations	
	(original name)	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Austria	GHTV	1,370 (37,735)	23[35]	(Yes)[36]	(Yes)[37]	ÖGB		UNI-Europa		Uni	
Belgium	CG	4744 (306466)	47,1[38]	yes	yes	FGTB		UNI-Europa		UNI	
		4585 blue collar-workers	45,5[39]								
	CCAS[40]	(212,925[41])		yes	yes	CSC		UNI-Europa		UNI	
		388[42] white-collar workers	19,1[43]								
	SETCA	807 (268649)	42[44]	yes	yes	FGTB		UNI-Europa		UNI	
Denmark	DFF-S	3,500	27%	Yes	Yes	VSL	LO	UNI-Europa		*UNI*	
Finland	PAM	2,600 (201,000)	60	yes	yes	SAK		UNI-Europa		*UNI*	
France	CGT	n.a. (685,186)	n.a.	Yes	Yes			ETUC *UNI-Europa*			
	CGT-FO	n.a. (1,000,000[45])	n.a.	Yes	Yes			ETUC *UNI-Europa*		CISL	
	CFDT	n.a. (865,528)	n.a.	Yes	Yes			ETUC *UNI-Europa*		CISL	

34 Figures in brackets refer to total number of member workers for the organization, when it has affiliates in other sectors than the private security sector

35 Estimated density. The total number of employees working in the sector that has been used excludes those working in the five companies specialized in the transport of cash and valuables with a weight of 3.5 tons and more.

36 Only the ÖGB is formally entitled to sign collective agreements. In practice, the member unions conduct bargaining and sign collective agreements on behalf of the ÖGB, although they enjoy considerable autonomy in performing this task. This situation also applies to the GHTV.

37 Only the ÖGB is formally entitled to sign collective agreements. In practice, the member unions conduct bargaining and sign collective agreements on behalf of the ÖGB, although they enjoy considerable autonomy in performing this task. This situation also applies to the GHTV.

38 Density among blue-collar workers.

39 Density among blue-collar workers

40 Centrale Chrétienne de l'Alimentation et des Services (CCAS) or CSC-Alimentation et services

41 Source: UNI-Europa

42 Source : National Secretary of the CSC, based on the number of trade union's premium paid by the trade union organisation (2000). Note that this number was raising from 2000.

43 Density among white-collar workers.

44 Density among white-collar workers.

45 This figure is judged overestimated by the community of experts. The accurate figure is believed to be 50% inferior, as suggest the results of professionals elections.

Germany	Verdi	30,000 (2,75 millions)	25%	Yes	Yes	DGB		*UNI-Europa*		ITF *UNI*	
Greece	OIYE	1500 (24,448)	n.a.[46]	Yes	Yes	GCGW[47]		UNI-Europa			
Ireland	SIPTU	6000	50%[48]	Yes	Yes	ICTU		UNI-Europa	ETUC		ICFTU UNI
Italy	FILCAMS	8,274	16%	yes	yes	CGIL			UNI-Europa - IUF		*UNI*
	FISASCAT	10,000 c.ca	19.4%	yes	yes	CISL			UNI-Europa - IUF - ILO – UNI-Europa		*UNI*
	UILTuCS	9,151	17.8%	yes	yes	UIL			UNI-Europa		*UNI*
Luxemburg	« Fédération des Services » de LCGB	N.A.	25%[49]	yes	yes			UNI-Europa		*UNI*	
	Syndicat Services et Energie de OGB-L	500 (ca. 2,500-3,000)	25-30%	yes	yes	OGB-L	CGT-L	UNI-Europa EPSU			UNI
The Netherlands	Unie MHP	4,500-5,000 (200,000)	*14,3-15,9*	yes	yes	Unie MHP		ETUC *UNI-Europa*		UNI	
	FNV Bondgenoten	2700 (491,169)	*8,57*	Yes	yes	FNV		ETUC *UNI-Europa*		UNI	
	CNV	950 (350,000)	*3*	yes	yes	CNV		ETUC *UNI-Europa*		UNI	
Portugal	SLEDA	n.a. (210)	n.a.	YES	NO	UGT	No	UNI-Europa	No	*UNI*	No
Spain	FeS-UGT	15,000 (100,000)	22	Yes	Yes	UGT	No	UNI-Europa	ETUC	*UNI*	ICFTU
	FE de AADD-CCOO	10,000 (60,000)	15	Yes	Yes	CCOO	No	UNI-Europa	ETUC	*UNI*	ICFTU
	FETA-ELA	n.a.	n.a.	No	No	ELA-STV	No	UNI-Europa	ETUC	*UNI*	ICFTU
Sweden	Svenska Transportarbetareförbundet ST	8 000 (74 000)	(65%[50])/*47%*	Yes	Yes	LO-S		ETUC via LO ETWU UNI-Europa		- UNI	

46 As no reliable data exists regarding the real memebership figures, union density cannot be estimated.
47 General Confederation of Greek workers
48 Estimate. Unionisation is 100% of workers in Cash-In-Transit sector, 50% of workers in the manned guarding sector. The alarm sector is represented by a different union (Source: CoESS).
49 For the whole of the LGCB.
50 refers to density for the specific category of workers being taken care of by the organisation

	Tjänstemannaförbundet HTF	650 (160 000)	(70%[51]) */3,8%*	Yes	Yes	TCO		ETUC via TCO ETWU NTF UNI-Europa Eurocadre via TCO		UNI	
U.K.[52]	GMB	30,000 (700,000)	n.a.	y				UNI-Europa		*UNI*	
	PCS	6000/7000 (288,000)	n.a.	y				UNI-Europa		*UNI*	
	T&GWU	n.a. (900,000)	n.a.	y				UNI-Europa		*UNI*	

***Density**: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector*

***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

From an overall point of view, members of UNI-Europa can be considered as the main trade unions in the sector. Once again, it should be noted that although some of the organisations seem to be low in density compared to the overall sector of private security, their density can be quite high for the particular type of workers they take care of, or for the sub-branch of private security in which they are active.

UNI-Europa is active in the sector in each of the 15 EU Member States via these organisations. In some cases, within a single country, several organisations are members of the European organisation. In most countries, some organisations active in the sector are not directly associated with UNI-Europa, as the following table (see next page) shows:

51 refers to density for the specific category of workers being taken care of by the organisation

52 figures for public and private sectors. Very approximate.

Organisations not affiliated to UNI EUROPA

	Organisation	Members working in the sector[53]	Density	CB	CA	National affiliations		European affiliations		International affiliations	
	(original name)	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
		744 blue-collar workers	7,4[54]								
Belgium	CGSLB	(220,000)		No	No			NA		NA	
		88 white-collar workers	4,3[55]								
Denmark	DEF	550 (30,100)	4.2%	Yes	Yes	LO					
France	CFTC	n.a (250,000)	n.a.	Yes	Yes					CMT	
	CFE-CGC	n.a. (200,000)	n.a.	Yes	Yes			CEC		CIC	
	UNSA	n.a. (360,000)	n.a.	No	No			ETUC			
	groupe des dix	n.a. (80,000)	n.a.	No	No						
	FNCR	n.a.	n.a.	Yes	Yes						
Germany	GÖD	n.a.	n.a.	Yes	Yes	CGB	n.a.	n.a.	n.a.	n.a.	n.a.
Greece	OMYPAE	5053	n.a.	yes	yes	GCGW					
Italy	UGL SICUREZZA CIVILE	5,596	10.9%	yes	yes	UGL					
	SAVIP	1,300	2.5	no	no	autonomous-	n.a-		n.a.		
Portugal	STAD	3.500 (10.000)	n.a.	Yes	Yes	CGTP-IN FEPCES	No	No	No	No	No
	FETESE	n.a.	n.a.	YES	YES	UGT					

53 Figures in brackets refer to total number of member workers for the organization, when it has affiliates in other sectors than the private security sector
54 Density among blue-collar workers
55 Density among white-collar workers.

Spain	FTSP-USO	6,000	9	Yes	Yes	USO	No	No	No	No	WCL
	CIG-Servicios	550-600 (n.a.)	0.8 (15-20% in Galicia)	Yes	No	CIG	No	No	No	No	No
Sweden	LEDARNA	300 (65 000)	(80%[56])/*1,7%*	Yes	Yes			CEC NTF		ITF via NTF	

***Density**: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector*

***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

The organisations that provided figures are usually lower in density than the trade union members of UNI-Europa.

56 refers to density for the specific category of workers being taken care of by the organisation

National summaries

AUSTRIA

1. The Sector

1.1 The Sectoral Definition

The sector includes all kinds of guarding, the transport of cash and valuables, monitoring and aviation security, the latter with the exception of air traffic control.

1.2 Socio-economic Properties

The sector is a typical case of a low-wage and low-skill sector. Special qualifications are required only for a few kind of activities such as monitoring of embassies and aviation security. Nevertheless, reliability and suitability for the respective service are required by law. In line with this, no person can be recruited without approval by the authorities.
Atypical employment is rare.
Collective bargaining is characterized by a high degree of stability. This is mainly because the responsibilities for collective bargaining are demarcated in a complementary, non-competitive way among the sector's industrial relations actors.

Table A. Contextual data in the sector[1]

COMPANIES				
Companies	% companies < 300 employees	% companies > 300 employees	% companies > 500 employees	% companies > 1000 employees
192	96.8 (186 units)	1.56 (3units)	0.52 (1 unit)	1.04 (2 units)

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
n.a.	6,000	0.2			100

*= percentage of Austria's total employment

1 The following figures are from the Wirtschaftskammer Österreich (WKÖ) (Economic Chamber of Austria). They refer to 2002 and do not include those five companies specialized in the transport of cash and valuables with a weight of 3.5 tons and more.

1.3 Social Dialogue at the Sectoral Level

As is generally the case in Austria, the principle of free collective bargaining characterizes this sector. This means the social dialogue is purely bipartite, without any state interference. As an implication, no sector-specific boards of tripartite negotiations or concertation are established.
Collective bargaining takes place exclusively at the sectoral level. As a rule, collective agreements are concluded for one year of validity. Their most important issues are wages and working time.
The parties to collective bargaining are the Gewerkschaft Handel, Transport, Verkehr (GHTV) (The Union of the Blue-Collar Workers of Commerce and Trade) on the side of labour, and the Allgemeiner Fachverband des Gewerbes (AFG) (The Federal Organization of General Craft Production) and the Fachverband für das Güterbeförderungsgewerbe (FG) (The Federal Organization of the Road Transport of Goods) on the side of business. In addition, there is another business association which is not engaged in collective bargaining. This is the Verband der Sicherheitsunternehmen Österreichs (VSÖ) (The Association of Austria's Private Security Companies).

2. The National Organizations

2. Labour: Gewerkschaft Handel, Transport, Verkehr (GHTV)(The Union of the Blue-Collar Workers of Commerce and Transport)

The GHTV's domain comprises the manual workers of whole sale, retail trade and transport. This domain includes the entire sector of private security.

According to the Labour Constitution Act a law-making function is attributed to collective agreements. In accordance with this privileged legal status the right to conclude collective agreements is contingent on certain preconditions specified by this Act.
The Act restricts the capacity to conclude collective agreements to interest associations which, whether established by statute (chambers) or on a voluntary basis, are independent on the opposing side, representative, operative above company level and in a position to wield effective bargaining power. Individual employers are entitled to conclude collective agreements only by way of exception in the case of legal persons governed by public law, major associations (such as the political parties), or specifically identified employers such as the Austrian Broadcasting Company (Österreichischer Rundfunk).
As regards the private security sector, only the AFG and the FG conduct collective bargaining on behalf of business.
As far as labour is concerned, the ÖGB Österreichischer Gewerkschaftsbund (ÖGB) (Austrian Trade Union Federation) is the only union which has got the formal capacity to conclude collective agreements. Since the Chambers of Labour have refrained from using their bargaining right, the ÖGB obtains a de facto monopoly of bargaining. If only the ÖGB is formally entitled to sign collective agreements. In practice, the member unions (in the case of private security, , GHTV) conduct bargaining and sign collective agreements on behalf of the ÖGB, although they enjoy considerable autonomy in performing this task.

2.2 Business

2.2.1 Der Allgemeine Fachverband des Gewerbes (AFG) (The Federal Organization of General Crafts)

2.2.1.1 Representativeness

The AFG is a subunit of the WKÖ. Within the framework of the WKÖ, the AFG organizes all craft companies which are not formally allotted to one of the other Federal Organizations of Crafts each of which are devised to represent certain types of crafts. In other words, the AFG is the residual organization, as far as the representation of the distinct branches of crafts are concerned. The AFG's domain includes the private security sector, with the exception of those companies which are specialized in transport of cash and valuables with a weight of 3.5 tons or more. Being a subunit of the WKÖ which is based on the principle of obligatory membership, this principle rules membership in the AFG as well. This means that density in terms of both companies and employees is 100 percent.

2.2.1.2. Recognition

The AFG concludes the collective agreements for the companies of its domain and has a de facto monopoly in this respect, since there is no competing employer association. As regards the private security sector, this means that the AFG conducts collective bargaining on behalf of almost all companies of the sector.
As a consequence of its chamber status within the framework of the WKÖ, the AFG enjoys a legally guaranteed right to be consulted by the authorities on all economic and social matters concerning its domain.

2.2.2 Der Fachverband für das Güterbeförderungsgewerbe (FG) (The Federal Organization of the Road Transport of Goods)

2.2.2.1 Representativeness

As the AFG, the FG is a subunit of the WKÖ. Accordingly, density is 100 percent in terms of companies and employees with regard to the FG's domain. This domain covers all kinds of road transport. This includes a very small part of the private security sector in that all companies licensed for the transport of cash and valuables with a weight of 3.5 tons and more belong to the domain of the FG.

2.2.2.2 Recognition

The FG has the statutory capacity to conclude collective agreements on behalf of its domain and regularly does so. As is the case of the AFG, the FG enjoys a de facto monopoly of bargaining on the side of business. Likewise, the FG has a legally guaranteed right to be consulted by the authorities on all economic and social matters concerning its membership domain.

2.2.3 Verband der Sicherheitsunternehmen Österreichs (VSÖ) (The Association of Austria's Private Security Companies)

2.2.3.1 Representativeness

The VSÖ is not an employer association (i.e. engaged in representing the labour market interests of business) but a trade association (i.e. specialized in representation of product market interests of its members). The main focus of the VSÖ is the development and promotion of quality standards concerning products of the private security sector. The VSÖ's membership domain embraces three product categories: electronical safety equipments, mechanical safety equipments and security services.
In 2002, the VSÖ recorded 51 member companies with about 8000 employees, and two affiliated associations. Eight member companies with about 5400 employees belong to the private security sector. As regards this sector, the VSÖ's density is thus 4 percent in terms of companies and about 90 percent in terms of employees covered. These figures indicate that the sector's most important firms are all members of the VSÖ. In addition, the figures also show that large firms are significantly more willing than their smaller counterparts to associate voluntarily.

2.2.3.2 Recognition

Being a pure trade association, the VSÖ does not conduct collective bargaining. Likewise, there is no participation in formal consultation regarding public policy. It should be noted, however, that member companies of the VSÖ (which are by law also members of the WKÖ and its corresponding Federal Organizations) are represented on the AFG's collective bargaining committee.

Table B. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
AFG[2]		See footnote[3]	27698[4]	60000[5]	100[6]	100[7]	yes	Yes	(WKÖ)[8] See foonote[9]					
FG[10]		See footnote[11]	5417[12]/5[13]	42615[14]	100[15]	100[16]	yes	Yes	(WKÖ)[17]		See footnote[18] See footnote[19]			
[VSO[20]][21]		[See footnote[22]]	[51[23]/8[24]]	[8000[25]/5400[26]]	[90]	[4]	[No]	[No]			[COESS] [Euroalarm] [Eurosafe]			

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of affiliated employees compared to the total number of employees in the sector.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

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2 Allgemeiner Fachverband des Gewerbes (AFG) (The Federal Organization of General Craft Production)
3 All except companies of those companies which are specialized in transport of cash and valuables with a weight of 3.5 tons or more
4 For the whole of the AFG, which is larger than the private security sector.
5 For the whole of the AFG, which is larger than the private security sector.
6 Among the kind of companies taken care of by the AFG.
7 Among the kind of companies taken care of by the AFG.
8 It would not be appropriate to say that the AFG is an affiliate of the WKÖ. This is because affiliation normally means voluntary membership that might be nullified. In contrast to this, the AFG (like all the other subunits of the WKÖ) has not the right to secede.
9 Schutzverband gegen unlauteren Wettbewerb (The Association Against Unfair Competition)
10 Fachverband für das Güterbeförderungsgewerbe (FG) (The Federal Organization of the Road Transport of Goods)
11 Companies specialized in the transport of cash and valuables with a weight of 3.5 tons and more.
12 Figure for 1999 For the whole of the FG, which is larger than the private security sector.
13 In the private security sector
14 Figure for 1999 For the whole of the FG, which is larger than the private security sector.
15 Among the kind of companies taken care of by the FG.
16 Among the kind of companies taken care of by the FG.
17 It would not be appropriate to say that the AFG is an affiliate of the WKÖ. This is because affiliation normally means voluntary membership that might be nullified. In contrast to this, the FG (like all the other subunits of the WKÖ) has not the right to secede.
18 Arbeitsgemeinschaft internationaler Straßentransportunternehmer (the Association of Austria's International Road Transporters)
19 International Road Transportation Union
20 Verband der Sicherheitsunternehmen Österreichs (VSÖ) (The Association of Austria's Private Security Companies)
21 The VSÖ is another business association which is not engaged in collective bargaining.
22 Electronical safety equipments, mechanical safety equipments and security services.
23 Figure for the whole of the VSÖ.
24 In the private security sector.
25 Figure for the whole of the VSÖ.
26 In the private security sector.

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
GHTV[27]		Manual workers	37735	1370	23[28]	(Yes)[29]	(Yes)[30]	ÖGB[31]		Uni-Europe		Uni-Network International	

Density: rate of affiliated employees compared to total number of employees in the sector.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

27 Gewerkschaft Handel, Transport, Verkehr (GHTV) (The Union of the Blue-Collar Workers of Commerce and Trade)

28 Estimated density. The total number of employees working in the sector that has been used excludes those working in the five companies specialized in the transport of cash and valuables with a weight of 3.5 tons and more.

29 Only the ÖGB is formally entitled to sign collective agreements. In practice, the member unions conduct bargaining and sign collective agreements on behalf of the ÖGB, although they enjoy considerable autonomy in performing this task. This situation also applies to the GHTV.

30 Only the ÖGB is formally entitled to sign collective agreements. In practice, the member unions conduct bargaining and sign collective agreements on behalf of the ÖGB, although they enjoy considerable autonomy in performing this task. This situation also applies to the GHTV.

31 Österreichischer Gewerkschaftsbund (ÖGB) (Austrian Trade Union Federation)

B E L G I U M

1. The sector

1.1 Demarcation of the sector

The statistical data have been collected on the basis of code NACE 74.601, which covers enterprises in the guarding and security services sector.

1.2 Socio-economic data

According to statistics from the National Office of Social Security (ONSS/2001), manual workers represent 83% of staff employed inthis sector. Of these, 1361 are women, that is to say 12% of the total workforce.

The guarding and security service sector is characterised by a small number of establishments and employers. On average, an establishment and employer employ about 95 and 168 people respectively. The 39 establishments that employ 50 people and more account for 88% of total employment in the sector. The three biggest employers in the sector employ 7 868 people, that is to say 68% of salaried employees in the sector. For several years now, the sector has also been marked by a process of concentration of activity in some large enterprises. This process derives mainly from acquisitions.

The sector has undergone continuous growth over the last few years. Turnover rose from 329.8 million euros in 1996 to almost 446.2 million euros in 2001, and between 1995 and 2003, according to the most 'optimistic' estimates, total employment climbed from 9 000 to almost 15 000: this growth in employment reflects increases in the number of employees and of self-employed workers. Some enterprises employ 'economically dependant' staff: this practice is denounced both by the employers and by the trade unions as it skews competition and puts pressure on working conditions in the sector. There are no accurate figures on how widespread the phenomenon is, but the trade unions claim that there are about 1 000 'economically dependant' staff altogether.

In 2000, according to Ministry of the Interior statistics, the most important sector was the surveillance and protection of real estate and movables, with 70.1% of turnover in guarding enterprises and 8 244 people.

1.3 Sectoral social dialogue

Social dialogue at sectoral level takes place on Joint Committee 317 for guarding services. The Committee is:

> 'competent in respect of ermployers and workers in enterprises, or divisions of enterprises, which, as their principal or secondary activity, provide active and passive guarding services for third paerties; it is also competent in respect of the associated activities of these enterprises and divisions of enterprises.'

The phrase 'guarding service' should be understood to mean 'the provision of preventive, permanent and periodical security of people and goods in all places, and particularly where public forces of law and order do not operate.'

The Committee is also competent 'in respect of enterprises that transport, or escort the transportation of, articles of value or similar documents, or enterprises that provide guarding services for the Belgian Army and foreign troops stationed in Belgium, or crossing Belgian territory under the terms of a law.'

However, it is not competent in respect of employers and workers covered by the Joint Committee dealing with ports.

Joint Committee 317 is made up of 16 full members: 8 employers' representatives and 8 workers' representatives.

31 sectoral collective labour agreements were concluded and lodged between 1999 and 2002. They focus mainly on the prepension, conditions of pay, employment and the training of at-risk groups, the status of the union delegation, the encouragement of safety, the sectoral fund, the time-credit scheme, and a reduction in part-time working.

In the last few years, negotiations have mainly sought to make pay in the sector more 'attractive' through an increase in the basic salary and bonuses linked to flexible working.

The CSC and the FGTB have tabled a joint list of demands in the context of the 2003-2004 sectoral negotiations. This list places most emphasis on demands relating to purchasing power, working hours and work organisation, and the harmonisation of white- and blue-collar statuses.

Collective bargaining is concentrated at sectoral level. The trade unions say that sectoral bargaining are exhausting current room for manoeuvre, while the employers argue that negotiations mainly focus on the adaptation of sectoral agreements to local requirements and the implementation of social plans.

Table A. Contextual data in the sector

COMPANIES[32]				
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees
1,069	90.5	2.2	3.4	1

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
NA[33]	12,124	0,38	0.2	89.3	100%

**= percentage of employees in the sector compared to total number employees in the country*

32 2001 figures.

33 The trade unions claim that there are about 1,000 'economically dependant' staff.

2. The organisations

2.1 Member organisations of Joint Committee 317

a. Employers' associations

On Joint Committee 317 for guarding services, the Professional Associa\tion of Guarding Enterprises (Association Professionnelle des Entreprises de Gardiennage/Beroepsvereniging van Bewakingsondernemingen, APEG/BVBO) holds all the mandates reserved for representatives of employers inthe sector. In practice, it is the only representative employers' association that is recognised to sit on Joint Committee 317. It is therefore the only employers' association that can conclude collectrive labour agreements at sectoral level.

Table B. Employers' organisations[34]

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
APEG		Good protection, cash and values transporttation, monitoring, bodyguarding, …	16	13500	90	22[35]	yes	yes	FEB[36]		COESS			

***Density (companies)**: rate of affiliated companies compared to the total number of companies with employees in the sector.*
***Density (employees)** : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.*
***CB**: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?*

34 Figures for 2002.
35 *rate of affiliated companies compared to the total number of companies with employees in the sector.*
36 Fédération des Entreprises de Belgique.

b. Workers' organisations

The Confederation of Christian Trade Unions (Confédération des Syndicats Chrétiens/Algemeen Christelijk Vakverbond CSC/ACV) and the Belgian General Federation of Labour (Fédération Générale du Travail de Belgique/Algemeen Belgisch Vakverbond FGTB/ABVV)): each has four full members on the Joint Committee for guarding services.

1. The CSC/ACV

The CSC/ACV mandates are held by the Christian Federation for Food and Services (Centrale Chrétienne de l'Alimentation et des Services/Christelijke Centrale Voeding en Diensten, CCAS/CCVD).

2. The FGTB

Two trade union centres represent the FGTB/ABVV on Joint Committee 317: the General Federation (Centrale Générale/Algemene Centrale, CG/AC) and the Union of White-collar, Technical and Executive Employees (Syndicat des Employés, Techniciens et Cadres/Bond der Bedienden, Technici en Kaders, SETCa/BBTK).

The General Federation has three full members on Joint Committee 317; the Union of White-Collar, Technical and Executive Employees has one.

2.2 Other organisations

In the last few years, the Federation of Guarding and Security Services has filed an application for recognition as a representative professional association of employers in the guarding services sector. The National Labour Council (Conseil National du Travail/Nationale Arbeidsraad, CNT/NAR) has entered a negative opinion to this request. The opinion was based on two arguments: 1) the number of workers employed by Federation members (about 500) was considered too small in relation to total employment in the sector; 2) the activities of the members (about 30) did not fall within the area of competence of Joint Committee 317; according to the Council, these activities really involve the installation of alarms and not guarding services.

On the workers' side, the Federation of Liberal Trade Unions of Belgium (Centrale Générale des Syndicaux Libéraux de Belgique/Algemene Centrale der Liberale Vakbonden van België, CGSLB/ACLVB) also presented an application to sit on Joint Committee 317, and this is currently being examined by the Ministry of Labour and Employment. Although there are no formal regulations in this area, custom and practice suggests that an organisation needs to represent a miniimum of 10% of workers in a sector to sit on a Joint Committee, but other considerations need to be taken into account as well.

The CGSLB/ACLVB currently enjoys observer status on Joint Committee 317.

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density[37]	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
				4585 blue collar-workers[38]	45,5[39]								
CCAS[40]		Blue/white-collar workers	212925			yes	yes	CSC[41]		UNI EUROPA		UNI	
				388 white-collar workers[42]	19,1[43]								
CG[44]		blue-collar workers	306466[45]	4744[46]	47,1[47]	yes	yes	FGTB[48]		UNI-Europa		UNI	
SETCA[49]		white-collar workers	268649[50]	807[51]	42[52]	yes	yes	FGTB		UNI EUROPA		UNI	
				744 blue-collar workers[53]	7,4[54]								
CGSLB[55]		Blue/white-collar workers	220000			No	No			NA		NA	
				88 white-collar workers[56]	4,3[57]								

Density*: number of affiliated employees divided by total number of employees in the sector.*
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements ?

37 The approach to the representativeness of trade unions has been based on union dues deducted at source, but this undoubtedly leads to an underestimate in trade union membership: firstly, for various reasons, some union members do not have their dues deducted at source, and secondly, the figures are for 2001 and 2000. However, the guarding sector is currently marked by growth in employment, and therefore in the number of trade union members: in other words, the real number of trade unionists is higher than the number of people having their dues deducted at source.
38 Figure for 2001
39 Figure for 2001. Density among blue-collar workers
40 Centrale Chrétienne de l'alimentation et des Services
41 Confédération des syndicats chrétiens
42 Figure for 2000
43 Figure for 2000. Density among white-collar workers.
44 Centrale Générale
45 Figure for 1999
46 Figure for 2001
47 Figure for 2001 Density among blue-collar workers.
48 Fédération Générale du Travail de Belgique
49 Syndicat des Employés, Techniciens et Cadres.
50 Figure for 1999.
51 Figure for 2001.
52 Density among white-collar workers. Figure for 2001.
53 Figure for 2001.
54 Figure for 2001. Density among blue-collar workers
55 Confédération Générale des syndicats Libéraux de Belgique.
56 Figure for 2000.
57 Density among white-collar workers.

DENMARK

1. Definition of private security and demarcation of the sector

Private security in the following covers the four categories mentioned in the background paper distributed in connection with this study: guarding, transport of cash and valuables, monitoring using technological means, and security in airports and buildings. The companies in the sector and their employees perform the task of specifically guarding, one way or the other, buildings, persons, VIPs, valuables or similar that could be a potential target for criminal acts, such as robbery, assault or vandalism , and that is not protected or guarded by the state police, the national security services or the armed forces. Security functions, however, that has been outsourced or privatised by the state fall inside this definition of the private security sector. After some considerations, attendants in banks, city halls, and the Parliament has been excluded from the potential employees connected to the sector of private security. The main reason is that they are most often occupied as clerks, dealing the post, for instance, or being everything from receptionist to handy men. The security tasks in the sense of this study are outsourced to security companies.

2. Socio-economic features

The relative weight of the sector compared with the whole economy is limited. Geographically the companies are spread nationally relatively proportioned. Economically the sector is characterised by many small companies, also self-employed, and a few big companies, that on the other hand represent or cover the major part of the total wage-sum being paid in the sector.

The comparison of the number of companies and workers through the years gives a pattern of sector of substantial and steady growth. There is a trend in the sector towards 10% more self-employed companies in the sector every year. Another trend is, that among the employees of the member companies of VABA there are many part-time workers with less than 10 hours, and beetween 10 and 15 hours, weekly.

Table A. Contextual data in the sector

COMPANIES					
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees	
423[58]	23%	23%	49%	5%	
WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees* (2,560,000)	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
NA[59]	13,000[60]	0.39%	0.26%[61]	54.14%	85-90%[62]

= total number of employees in the sector /total number employees in the country

3. Social dialogue in the private security sector

The only private employers' organisation in the sector is the Federation of Employers for Security Appliences and Services in Denmark (Vagt- og Alarmbranchens Arbejdsgiverforening, in the following VABA). The federation has collective agreements with the Guard and Security Employees' Trade Union (Vagt- og Sikkerhedsfunktionærernes Landssammenslutning, hereafter VSL) which is part of the Danish Federation of Salaried Employees (Dansk Funktionærforbund, Servicesektoren, DFF-S) and with the Union of Electricians in Denmark (Dansk El-Forbund, DEF). Many private security companies, not members of VABA, have separate agreements with VSL.
The collective agreements of VSL are signed as "Dansk Funktionærforbund on behalf of VSL", and a representative of Dansk Funktionærforbund and the chairman of VSL are conducting the collective bargaining.

The main actor on the employees'side, Dansk Funktionærforbund/VSL, has a wide range of agreements with public and private employers'organisations as well as with companies.
VSL is, as a member organisation of the negotiation cartel in the public sector the Association of Danish State Employees' Organisations (Statsansattes Kartel, StK), part of the state framework agreement between StK and the Ministry of Finance. Besides, VSL has organisation agreements for parking guards and office guards in the state concluded between the Ministry of Finance and Dansk Funktionærforbund/VSL.
The main agreement in the private security sector is between VSL and VABA. Besides, VSL have concluded *adoption agreements* with 22 employers outside VABA, one covering the guards at the American Embassy, for example. Further separate, individual agreements has been concluded with other 24 companies/employers, among others Copenhagen Airports LtD, Royal Scandinavia, LEGO, and Scandinavia Airlines System (SAS), which cover a large number of the employees in the sector. VSL has 3,500 members but have agreements covering more employees.

58 Source : The National Commissioner of Police. Security guards and companies must be recognised and licensed by the Danish police. The number of companies corresponds with estimations made by the president of the employees organisation VSL, Mr. John Dybart. VABA has no estimation, but does not question the figures.

59 Estimation : 97 self-employed.

60 Source : The National Commissioner of Police. According to CoESS the number was 10,000 the 1 May 2002. An increase of 3,000 seems to be correct. Presumably all registered security guards are in employment. Official statistics do not have reliable figures concerning the private security sector (Information from Statistics Denmark). The closest NACE category, 74.60 Security and investigation, gives a number of 1,798 – and even includes self-employed detectives.

61 Calculation of the employers' organisation VABA among its members concerning this (<10 employees) and the next figure (>100 employees). Compare with figures in the first line.

62 This figure is an estimation made by Mr John Dybart, VSL. It is based on the assumption that besides the coverage of VABA, VSL have concluded numerous single company or adoption agreements with other companies and the State (see also www.dff-s.dk and vsl for a list of agreements) Furthermore the 90% is is estimated as a percentage of the employees only. VABA cover 50% and the rest up to 85% should then be covered by the adoption agreements with the typically bigger companies with more employees.

Thus, the coverage of collective agreements is high, an estimated 85% (source: VSL) Most employees are covered by the agreement between VABA and VSL. A list of agreements can be seen on www.dff-s.dk/vagt og sikkerhedsfunktionærernes landssammenslutning.

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring*	*(number)*	*(number)*		%	*yes/no*	*Yes/no*	Direct *(name*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
VABA[63]	Federation of Employers for Security Appliences and Services in DK	Guarding Monotoring Cash transport Airport security	9	6,431	*49,46%*	2.2%	yes	yes	HTS[64]	DA[65]	CoESS			

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.

CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

63 Vagt- og Alarmbran-chens Arbejdsgiver-forening
64 The Danish Chamber of Commerce, Handel, Transport og Serviceerhvervene
65 The Danish Employers' Confederation, Dansk Arbejdsgiverforening

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name*	Indirect *(name)*
VSL[66]		Security guards in airports, shops, casinoes, offices, stadiums, malls, parking. Cash transports personell, shop detedtives, night watchmen, porters, personell at control centres and monitoring centres.	3,500	3,500	27%	Yes	Yes	Dansk Funktio-nærfor-bund-Service-sektoren[67]	LO[68]	UNI-Europa		*UNI*	
DEF[69]	Danish Union of Electricians	Electricians	30,100	550	4.2%	Yes	Yes	LO					

***Density**: rate of affiliated employees compared to total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?*

66 Vagtt- og Sikkerhedsfunktionærernes Landsforbund
67 Danish Federation of Salaried Employees
68 The Danish Confederation of Trade Unions, Landsorganisationen I Danmark, LO
69 Dansk El-Forbund

FINLAND

1. Description of the private security sector

The number or people working in the private security service has doubled since the middle of 1990s. In years 1995-97 about 3 000 people worked in the sector but since then almost a thousand more people have been hired yearly to work in the sector. The security sector is growing quite rapidly, when new sectors, like aviation, banking and retail sectors are growing. Also private people are increasing their security services related to the internationalisation and globalisation of the Finnish economy.

The private security services cover the following tasks: local company security, district security, alarm security, shop security, money service, value haulage service, surveillance security, personnel inspection, nuclear security, metro security, alarm central tasks, service tasks for alarm centres, extinguishing and smoke diving tasks and many other smaller areas…

The labour turnover is quite high. There are plenty of new and young people, like students, who are coming to the sector and working only temporarily and part-time. They change their jobs very often.

Table A. Contextual data in the sector

COMPANIES					
Companies	% companies without employees	% companies< 10 employees[70]	% companies from 10 to 100 employees[71]	% companies > 100 employees[72]	
(number) n.a.[74]	66 % [73]	95 %	3 %	2 %	
WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
Ca. 2,500	4,500	0.2	10 %	90 %	100 %

**= percentage of employees in the sector compared to total number employees in the country (if total number employees in the country not available, full employment or labour force)*

70 Among companies with employees
71 Among companies with employees
72 Among companies with employees
73 About 60 units
74 The administrative district authority allocates a permission for a private security company. Without the permission there is no permission to set up any security company. However, there is no information how many of these companies are really operating. An estimate in the employer's organisation is that about half are operating, which means that about 50-100 of company is active in the security business.

2. The national employers’ and employees’ organisations in the private security sector

The Association of Support Service Industries (Palvelualojen Toimialaliitto) and the Service Union United PAM (Palvelualojen ammattiliitto PAM) negotiate and conclude the collective agreement for the private service sector by undersigning it. Collective agreement covers all workers but not those foremen who are representatives of the employers in the workplace.

Table B. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Palvelualojen Toimialaliitto	The Association of Support Service Industries		30	3500	60-70%[75] 90%[76]	10-20[77] 40-50[78]	yes	yes	TT[79]		COESS			

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.

CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

75 % of total number of people working in the sector.
76 from the people employed in security companies
77 10-20% of the registered companies. Practically all of the operating companies that are actually operating are members in the employers’ organisation. Only the smallest companies are not unionised.
78 from the companies actuallly operating in the private security sector
79 Teollisuus ja työnanajat , Confederation of the Finnish Industry and Employers

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Palvelualan ammattiliitto PAM	The Service Union United PAM		201000	2600	60	yes	yes	SAK[80]		UNI-EUROPE		*UNI*	

Density*: rate of affiliated employees compared to total number of employees in the sector*
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

3. Collective agreements

The sectoral collective agreement for private security sector as well to other sectors in Finland are concluded on the basis of the incomes policy agreement negotiated between the peak organisations SAK and TT. The latest incomes policy agreement covers years 2003-2004 as well concluded sectoral collective agreements. The incomes policy agreement is a recommendation agreement. The sectoral unions have the right to reject the peak organisation's reached negotiation result and try to negotiate better agreement of their own.

In the private security sector the rejection is more like a theory and has never happened because the weakness of the negotiation power of the union. The employers do not allow anybody to deviate the agreement. The security sector is not such a key sector, which could force employers to the special agreement by a strike. Taking this into account trade unions have to use their negotiation skills in order to raise security sector salaries nearer the average wages in Finland.

Collective agreements for the private security sector have been concluded without big problems or strike threads. Cooperation has been good and constructive and continuous. The good evidence from this well-functioning cooperation is a five year intention agreement or framework agreement concluded between the social partners. The intention of the agreement is to develop working conditions in the good cooperation. The collective agreements have been agreed under the framework agreement for one, two or three years depending on the economic situation.

After concluding the sectoral collective agreement the unions will send it to the companies and to the company trade unions. They negotiate a company agreement how to apply the agreement into the needs of the company and the employees. This negotiation takes place under the labour peace regulation, which includes into any sectoral collective agreement. This means that any breach of the agreement will be solved in the Labour Court and fines will be put for the party who has breached the agreement.

80 Central Organisation of the Trade Unions SAK (Suomen Amattiliittojen Keskusjärjestö SAK)

FRANCE

1. Description of the sector at national level

Private security has been emerging as an autonomous economical sector for no more than 15 ou 20 years. Previously it was integrated as one of the functions of the companies which have since become the proper ordering companies. It is one of these typical activities like cleaning which have been externalized with the process of targeting on the core work. This externalization process generated a myriad of small firms, most of them without affiliation to an employer organisation. To-day this activity is typical of subcontracting forms of producing services. It means that the main conditions of the labour market structuring are defined by the ordering companies which are not involved in social dialogue.

1.1 Delimitation and scope of activities in the sector

Activities included in the sector from an economic point of view

The French standardised nomenclature corresponding to this sector is called "Investigation and security" (enquêtes et sécurité), NAF 746Z. It is a subsector of " business services " and includes the following activities :
surveillance, monitoring, guarding in private housing, offices, plants, construction sites, private and public premises, hotels, malls, stores, etc…public transportation and airport security, luggage screening, passengers checking, staff checking, video monitoring protection, transport of cash and valuables, security counselling for public and private buildings ; bodyguards ; private detectives. Those two last activities are dealt on a mostly self employed basis. In a small number of cases, bodyguards are picked from firm’s personnel.

Activities included in the sector from a conventional point of view

From a conventional point of view, typically self employed activities such as private detective or body guards are considered as professionals (professions libérales) and as such are not submitted to collective agreements. This is the main divergence with the standardised French nomenclatures of economic activities.

1. Socio-economic features of the sector

1.2.1 Economic structuring of the sector
The sector is structured mainly with a few large companies[81] surrounded by a large number of medium, small and very small firms. More than half are self employed companies. Only 3,5% have more than 100 employees. 5 companies accounts for 80% of the total activity and 80% of the total employees. For the recent years the trend for the sector has been towards concentration. The number of companies is slightly decreasing. Large companies get bigger through absorbing medium size business while disregarding small firms.
Large companies are spread on the national territory. Small ones have a local setting.

1.2.3 Possible subdivision of the sector in several branches and consequences for collective bargaining
There is no subdivision at the NAF level, but the employers federation covers 4 different organizations, one for general human security, one for the transport of cash (a 1983 Act forbids the same company from dealing with private security and with cash transport), (one for installing alarms and electronic surveillance devices, but this one does not participate in security collective bargaining, they participate in other industries negotiations), one for airport security. This last subdivision was created by employers in order to ensure that a specific collective agreement be applied only to airport security workers.

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[81] Euroguards is said in the expert report to account for around 2000 employees. *According to CoESS, Euroguard (Group 4 Falck) accoubts for around 7,000 salaried workers, and Securitas acoounts for around 17,500 salaried workers.*

1.2.3 Type of competing strategy mainly adopted by the firms
Acting mostly as subcontractors the security firms competing strategy is mostly focused on costs.

1.2.4 Characteristics of the sectorial labour market
The security sector is characterised by low qualifications, low wages, a lot of precarious and part time contracts (40%of new hired people are recruited with a temporary contract), a very high turn over (around 70%).

1.2.5 Evolutions and trends
Since the demand is increasing, security activities are rapidly growing (a prospective report assesses the labour needs in 2010 at 50 000 more jobs). At the same time there is a double trend of concentration on one side and more former employees becoming self-employed. The fact that collective agreements, especially those dealing with wages, are extended to all companies in the sector tends to put down small companies in this sector, owing to the fact that they cannot offer higher wages.

Table A. Contextual data in the sector[82]

COMPANIES					
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees	
3,250	56%	14.7%	25.8 %	3.5 %	
WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.1-19 employees	% employed in comp. > 100 employees	Coverage of collective agreements
2,500	118,500	0.84%	8.0%	77.5%	100%[83]

**= total number of employees in the sector /total employment.*

1.3 Social dialogue at the sectoral level

1.3.1 Basic features of collective bargaining within the sector

Social dialogue in security is rather poor. It takes place only in large companies, the only ones to give some union rights (droit syndical) to trade-union delegates. In most small firms, employees are not unionised and there are no trade-union delegate (a kind of shop-steward) and no negotiations. This is due mostly to the very high turn over and the specific French difficulty to be unionised in small firms. According to CoESS[84], "it is not exact to say that the Social Dialogue for Private Safety is relatively poor: The French legislation obliges all the companies having at least 10 employees to have a representative elected by the personnel; all companies of more than 50 employees to have staff representatives and an elected Work's council. It is these representatives who maintain the Social Dialogue within the companies and maintain Collective agreements and the agreements specific to the company".

In the security sector, the cash transport activity presents some specificity. It represents 7 companies but with two very large ones (Brinks and Valiance) which accounts for 90% of the activity, are opposed in a severe competition and dominate the social dialogue.

Another specificity of the social dialogue in this sector comes from the fact that it relies totally on subcontracting. For example, negotiating safety working conditions for cash transport employees is not really relevant since safety conditions depends mainly upon the ordering firms and the insurance companies which remain outside the social dialogue.

1.3.2 Models of social dialogue (bipartite, tripartite) and autonomy of the parties

At company level, bargaining is bipartite, but one should insist on the fact that it takes place only in large companies where different trade-unions are operating whereas there are no trade-unions in most small firms.

[82] *The CoESS proposed alternative figures for "contextual data in the sector". According to the organisation in its Sector Report (Synthèse du Rapport de Branche -édition 2003 [données2001]), at the end of 2001, the sector included 1,980 companies with more than 1 employee, representing 3,080 organisations and 2,500 self-employed workers (companies with no employees). There were 25 organisations with more than 500 employees and 455 medium sized companies with 20 to 499 employees at the end of 2001. On the 31st of December 2001, there were 107,400 salaried workers for the "prevention-Sécurité" branch, and 55% of them were working in enterprises with more than 500 employees.* However, it is important to note that the field of activities referred to in the document mentioned above is different from the one which has been selected for this particular study. The delimitation of the sector covered by the Sector Report is defined in the following manner. All French companies operating in the fields of safety, remote monitoring and follow-up are taken into account irrespective of their size or other business activities. Therefore, a system installation company will form an integral part of the study area from the moment it starts providing a monitoring, remote monitoring or follow up activity even if these are not the main business area. On the other hand, the following activities are excluded from the study, companies operating exclusively in the fields of bodyguards, system installation, training, or the transport of funds, as well as the companies whose activity does not concern safety protection and, this, even if they have an internal service dedicated to this task. This Sector Report concentrates on that of human monitoring and nor does it include data from the specific sectors of electronic security and the transport of funds.

[83] Since this sector is characterised by a lot of small companies whose a majority is not affiliated to an employer organisation, the Ministry of Labour uses its right to extend collective agreements signed in the sector to the total employees working in the same security sector. Consequently the collective agreement coverage is 100% in the sector.

[84] Source: CoESS consultation.

At branch level, bargaining is more or less tripartite. There are two negotiating groups (commissions mixtes paritaires). One for general private security. The result of the negotiation is a collective agreement. One for cash and valuable transport. The result of the negotiation is an additional clause to the transport collective agreement

As for airport security employees, the social dialogue is complicated because security measures such as searching passengers luggage are regulated by law or by decrees taken by the Home office Ministry and the Ministry of transport. In the same way, security employees working in specific airport area needs an official accreditation given by the Préfet. So negotiations related to wages or work conditions cannot afford not to take into account legal technicalities.

1.3.3 Principal topics of negotiations, subjects of tensions

The principal topics of negotiations are wages, classifications, working time (35 hours), safety conditions for cash transporters, training, social benefits. In recent years, important and long strikes in cash transport (2000) and airport security (2002) brought social partners to a new round of negotiations. For the negotiation following the strike, the employers working in the area of airport security decided to create a specific employer organisation for airport security in order to restrain the application of the agreement to airport security employees. The agreement was considered as an additional clause to the private security collective agreement), applied only to airport workers.

1.3.4 Main signed collective agreements

In 2002 : agreement on wages signed with SNES and Syloval by CFDT,CGT-FO,CGC, social benefits endorsed by all trade unions, but no agreement was reached for reduction of working time at sectorial level.

The agreement on the rehiring of personnel signed in 2002 clarified not only the preceding agreement but also brought the rehiring of personnel to 85%[85].

Agreement limiting work at night for cash transporters was signed by CFDT, CFE-CGC, FNCR with Syloval.

Specific wage agreement for airport security employees was signed, after a severe strike, by FO and CGC.

Agreement on "Undertaking" signed by FO. This agreement was the result of a negotiation engaged at employers request to clarify a previous text.

1.3.5 Levels of the collective bargaining

Sectorial collective bargaining is not easy. The negotiation of the first collective agreement lasted 15 years. Some negotiations about training and qualifications have still been going on for years yet without leading to an agreement. The branch negotiations circumbscribe minimum wages by qualifications and leave to negotiations at the company level the possibility of bettering wages.

1.3.6 Description of the players

The employer organization, UFISS, Union Fédérale des Industries et Services de Sécurité, gathers around four organizations. This organization has undergone a number of changes and restructurations. Three of them participate to the security social dialogue : SNES, Syloval, SPESSAA.

SNES[86] is the main professional organization for surveillance and guarding activities. SYLOVAL[87] (Syndicat des entreprises de logistique des valeurs) gathers cash and valuable transport companies. SPESSAA[88] gathers companies which operates in airport. GPMSE[89] represents service companies. They do not participate in security collective bargaining but in industry bargaining.

According to CoESS, SNES (human monitoring) is divided into two organisations –SNES and PROSECUR-. PROSECUR groups some big societies and represents up to now 62% of the sales turnover of SNES before the scission with 20 societies affiliated.

SYLOVAL (transport of funds) is also separated into two organisations: SYLOVAL and FEDESFI.

Nevertheless, these four trade unions remain affiliated to UFISS.

The trade-unions which participate to social dialogue are quite numerous: there are 5 confederations: CGT, CFDT, FO, CFE-CGC, CFTC Among these confederations, the players for private security are mentioned in footnotes for the table. There are also other trade-unions, not affiliated to a confederation : SUD, FNCR and UNSA[90].

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[85] this last statement was mentionned by the CoESS.

[86] Syndicat national des entreprises de sécurité

[87] Syndicat des entreprises de logistique des valeurs

[88] Syndicat professionnel des entreprises exerçant des activités de sécurité et sûreté aérienne et aéroportuaire

[89] Groupement Professionnel des Métiers de la Sécurité Electronique (Professional body of the Electronic Safety Trades)

1.3.7 Remark about quantitative elements of representativeness for trade unions

In France, the idea of representativeness for a trade-union reflects a specific situation related on one hand to the trade-union pluralism and on another hand to the chronic low number of unionized workers. Thus, the number of affiliated employees is not the criteria used to have an idea of representativeness for trade unions. Consequently, for the sake of the present study, we will refer to the criteria commonly in use to assess the degree of representativeness of French unions, i.e. the outcome for each union as they can be computed at the professional polls (élections professionnelles).

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SOURCES : INSEE ; DARES ; Ministère du Travail ; SNES 2001 Branch report ; trade-unions publications.

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90 UNSA is looking for recognition but, apart from one firm, they don't play a significative role in the professional relations within this sector, and they have been invalidated by the Court.

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	%	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
SNES		Guarding, monitoring	140	ND	ND	8,75%/*4,3%* [91] *see footnote*	yes	yes	UFISS	MEDEF[92]		*COESS*		
SYLOVAL		Transport of cash	7	8 000	*6,75%*	*../0,21%*[93] *see footnote*	yes	yes	UFISS	MEDEF		*COESS*		
SPESSAA(subset of SNES)		Airport security	14-16[94]			90%/*0,42%* [95] *see footnote*	yes	yes	UFISS	MEDEF		*COESS*		
GPMSE		*service companies*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*no*	*no*	*UFISS*	*n.a.*	*n.a.*	*COESS*	*n.a.*	*n.a.*

Density (companies): rate of affiliated companies compared to the total number of companies in the whole sector of private security.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

91 First figure refers to the rate of affiliated companies compared to the total number of companies in the corresponding subsector. Second figure refers to the rate of affiliated companies compared to the total number of companies in the whole sector.

92 The national confederation of employers federations.

93 First figure refers to the rate of affiliated companies compared to the total number of companies in the corresponding subsector. Second figure refers to the rate of affiliated companies compared to the total number of companies in the whole sector.

94 90% are also affiliated to the SNES.

95 First figure refers to the rate of affiliated companies compared to the total number of companies in the corresponding subsector. Second figure refers to the rate of affiliated companies compared to the total number of companies in the whole sector.

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers[96]	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
CGT[97]		All of them	685 186	n.a.	n.a.	yes	yes			ETUC *UNI-Europa*			
CGT-FO[98]		all of them	1 000 000[99]	n.a.	n.a.	yes	yes			ETUC *UNI-Europa*		CISL	
CFDT[100] CFTC[101] CFE-CGC[102] UNSA group of the ten FNCR		all of them all of them executives all of them all of them all of them	865 528 250 000 200 000 360 000 80 000 n.a.	n.a. n.a. n.a. n.a. n.a. n.a.	n.a. n.a. n.a. n.a. n.a. n.a.	Yes yes yes no no yes	Yes yes yes no no yes			ETUC *UNI-Europa* CEC[103] ETUC		CISL CMT CIC[104]	

***Density**: number of affiliated employees divided by total number of employees in the sector*

***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

96 There is no external verification or external validation of these figures which come from trade unions themselves.

97 -For surveillance, guarding, airport security the player is the Fédération des Commerces et services/*secteur prévention sécurité*
-For cash and valuable transport the player is the Fédération des PTT (post employees organization)

98 - For surveillance, guarding, airport security the player is the Fédération de l'équipement des transports et des services/ *secteur prévention sécurité*
- For cash and valuable transport the player is the fédération des transports

99 This figure is judged overestimated by the community of experts. The accurate figure is believed to be 50% inferior, as suggest the results of professionals elections.

100 - For surveillance, guarding, airport security the player is the Fédération des Services/branche *prévention sécurité*
-For cash and valuable transport the player is the transport federation (FGTE) and the fédération des PTT (post employees organization)

101 Fédération des commerces, services et force de vente

102 Fédération du commerce et des services

103 European Confederation of Executives and Managerial Staff

104 International Confederation of Executives and Managerial Staff

Professional elections results in the security sector (NAF 746Z) according to type of workers (colleges), 1999-2000 : summary. (for details, see complete table next page)

	Blue collar and clerks	Technicians & foremen	Middle and high management	TOTAL
C G T	28,1%	5,2%	0	24,8%
C F D T	18,2%	12,9%	0	17,0%
C G T - F O	25,4%	16,8%	0	24,3%
C F E – C G C	0	10,1%	27,2%	1,1%
C F T C	11,6%	9,1%	0	11,1%
OTHERS Among them : (CSL) (UNSA) (autonomous)	3,1% (0,8%) (0,6%)	10,2% (0,8%) (1,7%)	33,5% 0 0 (33,5)	3,8% (0,8%) (0,6%)
Non unionised	13,5%	35,8%	39,2%	17,8%

In the private security sector (as at national level) CGT is more represented among blue collars and clerks (1st college) : 28%, followed by FO, 25%, and CFDT, 18%

Professional elections results in the security sector (NAF 746Z) according to type of workers (colleges), 1999-2000: complete table.

	1er collège	2e collège	3e collège	Collège unique	Ensemble
Nb. inscrits	26 701	2 137	259	3 657	32 754
Nb. suffrages	10 818	1 054	158	1 710	13 740
CFDT	1 971	136	0	228	2 335
	18,22%	12,90	0%	13,33%	16,99%
CFTC	1 256	96	0	168	1 520
	11,61%	9,10%	0%	9,82%	11,06%
CGT	3 045	55	0	311	3 411
	28,15%	5,21%	0%	18,19%	24,83%
FO	2 749	177	0	419	3 345
	25,41%	16,80%	0%	24,50%	24,34%
CGC	0	106	43	0	149
	0%	10,06%	27,22%	0%	1,08%
Non unionised:	1 461	377	62	551	2 451
	13,50%	35,77	39,24%	32,22%	17,84%
Others trade unions	336	107	53	33	529
	3,10%	10,15%	33,54%	1,93%	3,85%
Among them :					
Autonomous	37	67	53	0	157
CSL	88	9	0	15	112
UNSA	60	18	0	0	78
DIX	21	0	0	0	21
Others	130	13	0	18	161
TOTAL	100%	100%	100%	100%	100%

Note : This table gathers the ballots in 128 establishments

Results for the 5 confederations, the non-affiliated and other trade-unions are trustworthy. The results corresponding to other trade-unions lumped together have not been checked.

GERMANY

1. Sector

1.1 Delimitation and scope of activities in the sector

In Germany, the Statistisches Bundesamt (Federal Statistical Office) has adopted the NACE classification. The Statistisches Bundesamt differentiates between K 74.60.1 (investigation) and K 74.60.2 ("Personen- und Objektschutzdienste": personal and property security services) with a list of activities belonging to K 74.60.2. Monitoring, guarding, transport of cash-and valuables, airport security can be found in K 74.60.2 while the list itself is clearly more comprehensive. In order to give an overview of the private security sector in Germany, information concerning companies classified under K 74.60.2 can be used as suitable indicators.

Anyone operating a business which provides security services must register according to § 34a Gewerbeordnung (GewO) (Industrial Code), the same being the case for employees carrying out service activities. However, only companies *specializing* in security services or with security services as their *main activity*, are classified under K 74.60.2 by the Statistisches Bundesamt No estimates can be given about the scope of the group of companies offering security services as a minor part of their activities. Its security-employees are not necessarily covered by collective agreements negotiated for the sector. Also not included are security personnel offering in-house-service for the business-company they are employed at.

1.2 Sample of regulations and norms relevant for the sector

A number of regulations structure the field of private security services in Germany. Recently, some regulatory change has been introduced and new standards have been developed.

1. Trends

The security sector is going through a phase of institutionalisation as can be seen in a series of regulatory measures. This has been accompanied by on ongoing discussion about private security personnel in public spaces and the relationship between private security services and the police. A trend toward coordination of police and private security can also be detected.

Table A. Contextual data of the sector

COMPANIES				
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees
2,632[1)]	11 [1)]	33 [1)]	41 [1)]	13 [1)]

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
data not available	186,281 [1)]	0.4	2 [1)]	80 [1)]	45-55%

*= National expert computations, using figures from the service sector statistic 2000 of the Statistisches Bundesamt (Federal Statistical Office) and figures provided by the Bundesanstalt für Arbeit (Federal Employment Service) for the number of employees subject to social insurance contributions (http://www1.arbeitsamt.de/hst/services/statistik/200112/iiia4/multijz_heftd.pdf).

1) Source: Verwaltungs-Berufsgenossenschaft (VBG) for 2002. The figures of the VBG include all employees at any point in time during the reference year in firms registered according to §34a GewO (for this reason the figures differ from the service sector statistic of the Statistisches Bundesamt). All types of contracts are included (short-term employment, employment not subject to social insurance contribution, etc.) Not included are employees in some of the companies that specialise in cash-in-transit. Most of these are insured with the Berufsgenossenschaft für Fahrzeughaltungen BGF (the occupational health and safety agency for the sector of vehicle ownership). To use the most current figures and since the Statistisches Bundesamt did not provide information on exactly the required size classifications, information from the Verwaltungs-Berufsgenossenschaft have been chosen.

2. Collective Bargaining in the Sector

Collective bargaining in the private security sector is mostly conducted at the regional/sectoral level, as is typical of most sectors in Germany. Nonetheless, there are a number of company-level agreements (*Haustarifverträge*), in which a trade union concludes an agreement with an individual employer. The exact number of company-level agreements is unknown. Overall, however, these agreements are not significant for the regulation of the sector, because multi-employer collective agreements (*Flächentarifverträge*) are often declared generally binding, that is, with the consent of the social partners within the sector, the coverage of multi-employer agreements are extended to cover those employers who are not member to an employer association and would therefore not be covered by the agreement.
One major federal-level employer association and one regional-level association engage in collective bargaining. Both cooperate in bargaining. Hence, the private security sector is not divided between various employer associations.
Two trade unions engage in collective bargaining: Depending on the region and the sub-sector, the large employer organisation BDWS either bargains with Verdi or with GÖD (Gewerkschaft Öffentlicher Dienst und Dienstleistungen). Both unions compete for the representation of workers, and we consider this competition as unusually high compared with other sectors.

3. The employers' organisations

3.1 BDWS: Bundesverband Deutscher Wach- und Sicherheitsunternehmen e.V. ("Federal Association of German Guard and Security Companies")

The BDWS is a national employers' organization entitled to negotiate collective agreements in the private security sector. For the 16 federal states, collective bargaining takes place at the state-level, with the BDWS being represented by one of its 14 state-level divisions ("Landesgruppen") in each state-level negotiation.
Affiliated companies do not include companies concentrating solely on cash-in-transit. The latter are affiliated with the BDGW while the BDWS negotiates agreements for this group as well.

The agreements negotiated by the BDWS differentiate between groups of occupations (for example in the form of distinct regulations for employees working in aviation security, cash-in-transit, static guarding etc.). Furthermore, the BDWS negotiates agreements for white-collar workers ("Angestellte") employed in its affiliated companies.
Through its memberships and affiliations the BDWS is strongly institutionalised in activities that influence the development of the sector as a whole.
The BDWS supports a trend towards quality standards with the aim of allowing its affiliated companies to equal out disadvantages following from the binding effect of collective agreements when competing against companies that can operate at lower costs through lower wages and less vocational training.

3.2 TWSU: Landesverband Thüringer Wach- und Sicherheitsunternehmen e.V. (state-level association of Thuringian guard and security companies)

The TWSU is an association for the state of Thuringia. In the most recent round of collective bargaining in the security sector in Thuringia (2002), the TWSU formed a joint committee with the BDWS.

3.3 BDGW: Bundesvereinigung Deutscher Geld- und Werttransportunternehmen e.V. („Federal Association of German Transport Companies for Money and Valuables")

176 companies specialising in cash-in-transit are affiliated to the BDGW. Strictly speaking, the BDGW is a sectoral association with no right to collective bargaining; however, as declared in its statute, the affiliated companies are to recognise as binding the collective agreements negotiated by the BDWS. The BDWS does not take part in consultation, but since the BDWS and BDGW are run under shared management, the interests of the BDGW are in effect being taken into consideration.

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations	European affiliations	International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*			*yes/no*	*Yes/no*	Direct *(name)*		Direct *(name)*	Indirect *(name)*
BDWS [1)]	Federal Association of German Guard and Security Companies	security services (except those specialising in investigation and cash-in-transit); BDWS is responsible for collective bargaining in cash-in-transit sub-sector	420 [2)]	100 000[2)]	50%[3)]	16%	yes	yes	BHE [4)] ASW [5)] AWM [6)] ZuW [7)] EZK [8)] DIN [9)] FORSI [10)]	CoESS (direct)[2)]		
BDGW [11)]	Federal Association of German Transport Companies for Money and Valuables	cash-in-transit	176 [12)]	9 000	5%[13)]	7%[13)]	(yes) [14)]	no	AWM [15)]	- CoESS (indirect) - ESTA[105]		
TWSU [16)]		state-level association for guard and security companies in Thuringia	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

105 European Security Transport Association

1) Bundesverband Deutscher Wach- und Sicherheitsunternehmen e.V.
2) Source: BDWS
3) Source: Figures for employees in affiliated companies: BDWS; Figures for all employees: Verwaltungs-Berufsgenossenschaft (VBG) and Berufsgenossenschaft für Fahrzeughaltungen (BGF)
4) Bundesverband der Hersteller- und Errichterfirmen von Sicherheitssystemen (Federal Association of the Manufacturing and Installation Companies of Security Systems)
5) Arbeitsgemeinschaft für Sicherheit in der Wirtschaft („Working Association for Security in the Economy")
6) Aktionsgemeinschaft Wirtschaftlicher Mittelstand (interest group representing associations of SMEs in the service sector)
7) Zentrale zur Bekämpfung unlauteren Wettbewerbs ZuW (Centre for Combating Unfair Competition)
8) Europäisches Zentrum für Kriminalprävention (European Centre for Crime Prevention)
9) Deutsches Institut für Normung (German Institute for Standardization)
10) Forschungsstelle Sicherheitsgewerbe (Research Centre Private Security Services)
11) Bundesvereinigung Deutscher Geld- und Werttransportunternehmen e.V.
12) Information provided by the BDGW: http://www.bdgw.de/main.html; 15 of the 176 affiliated companies are not bound by collective agreements negotiated for the sector.
13) Source: Figures for employees: BDGW
14) The BDGW does not take part in consultation, but since the BDWS and the BDGW are run under shared management, the interests of the BDGW are in effect being taken into consideration. The BDGW's statute obliges affiliated members to accept collective agreements negotiated by the BDWS. This is why the category "indirect affiliation" to the CoESS has been chosen as well, *which formally is not corrext*.
15) Aktionsgemeinschaft Wirtschaftlicher Mittelstand e.V. (interest group representing associations of SMEs in the service sector)
16) Landesverband Thüringer Wach- und Sicherheitsunternehmen. No data on the TWSU available.

4 Trade Unions

4.1 Verdi (Vereinte Diensleistungsgewerkschaft)

Verdi represents workers in the service industries. Its section 13 represents, among other workers, employees in private security. On the top of workers employed in monitoring, guarding, transport of cash-and valuables and airport security, it also represents workers employed by private detectives.

Membership differs between activities within the sector. According to Verdi, membership is as high as 80 percent for workers in nuclear power plants. Verdi also reports differences in density by types of workers, but is unable to report quantitative data: Membership among unskilled and semi-skilled workers is high; membership among white-collar workers and women is low.
Verdi has concluded collective agreements with the large employer association BDWS in a number of regions. It also concludes agreements with an unknown number of single employers.

4.2 Gewerkschaft Öffentlicher Dienst und Dienstleistungen (GÖD)

The GÖD is a Christian trade union organising workers in the public sector and private services. Among other activities, it also organises workers in private security.
The GÖD has concluded collective agreements with the large employer association BDWS in several regions. It has also concluded collective agreements with single employers.

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
Verdi[106]	United service unione	All types covered	2,75 million	30,000	25%[107]	Yes	Yes	Direct DGB	Indirect	Direct UNI Europa	Indirect (name)	Direct ITF *UNI*	Indirect (name)

106 Vereinte Dienstleistungsgewerkschaft

GÖD[108]	Trade Union for Public Services and Services	All types covered	n.a.	n.a.	n.a.	Yes	Yes	CGB	n.a.	n.a.	n.a.	n.a.	n.a.

Density: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

[107] Verdi reports to organise some 30,000 members working in the private security sector. Since the figures on the number of employers differ markedly according to the data source, estimating union density is difficult. Verdi itself argues that it has a density rate of 25 percent if the widespread employment figure of 120,000 workers in private security is assumed as denominator.

[108] Gewerkschaft Öffentlicher Dienst und Dienstleistungen

GREECE

The sector is marked by considerable growth. The number of enterprises and the volume of employment have risen sharply in the last few years. Hand in hand with this growth, the sector has also been marked by precarious employment, substantial flexibility, low coverage of collective agreements and considerable turnover. Competitiveness is particularly pronounced in prices and working conditions and is expected to intensify in view of the organisation of the 2004 Olympic games in Athens.

Table A. Contextual data in the sector

COMPANIES				
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees
450-500[109]	(percentage)	n.a;	n.a.	*2%* (60 units) Market share: 65%

WORKERS		Employees			
Workers other than employees	Employees	% of total employment	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
334	10,606 [110]	0.28	n.a.	n.a.	n.a.

[109] The official police figures report 833 licensed companies and 25,000 licensed employees, not all of which, though, are necessarily active at the given time. The number of companies –and hence of employees- varies considerably, depending on the source of information. According to the trade union organisation which signs the sectoral collective agreement OIYE, there are 450-500 companies employing approx. 10 000 employees, whilst according to the employers' organisations ENEA and EOA, there are over 700 companies employing around 15 000 individuals. (the employers' organisations take into account the number of workers and companies for which the police authorities have issued a special license, whilst the workers' federation refers to the actual number of employees currently working in the sector.

[110] The number of companies –and hence of employees- varies considerably, depending on the source of information. According to the trade union organisation which signs the sectoral collective agreement OIYE, there are 450-500 companies employing approx. 10 000 employees, whilst according to the employers' organisations ENEA and EOA, there are over 700 companies employing around 15 000 individuals. (the employers' organisations take into account the number of workers and companies for which the police authorities have issued a special license, whilst the workers' federation refers to the actual number of employees currently working in the sector.

The distribution of tasks between ENEA and EOA is clear enough. The former represents the interests of large companies and has given pride of place to the OIYE as a partner, while EOA represents the interests of small companies and has favoured OMYPAE as partner. However, both employers' associations have jointly signed three agreements with EOA. Tensions between the two organisations focus on regulation of the sector.

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
ENEA[111]		See footnote [112]	8	*4000*[113]	36[114]	*1.2-2*	Yes	Yes			COESS			
EOA[115]		Ibid.	n.a.	5800[116]	n.a.[117]	*+/- 50*	Yes	Yes			COESS			
SEEA		Ibid.	n.a.	n.a.	n.a.	n.a.	Yes	Yes						

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

111 Union of Security Companies. It represents the larger companies.
112 -surveillance and guarding of buildings and commercial/industrial outlets.
-monitoring through special electronic equipment.
-theft prevention
-transport of cash and other valuables (Cash-In-Transit)
-airport security
113 It is impossible to establish the real number of workers represented, as the actual number of private security employees varies between 11,000 – 15,000 individuals. A very approximate estimate would be 36% for ENAE and the remaining 64% divided between SEEA and EOA. The figure is based on the author's own estimates.
114 It is impossible to establish the real number of workers represented, as the actual number of private security employees varies between 11,000 – 15,000 individuals. A very approximate estimate would be 36% for ENAE and the remaining 64% divided between SEEA and EOA. .
115 Hellenic Security Federation. It represents the SMEs.
116 The figure is given by the employers'organisation EOA.
117 It is impossible to establish the real number of workers represented, as the actual number of private security employees varies between 11,000 – 15,000 individuals. A very approximate estimate would be 36% for ENAE and the remaining 64% divided between SEEA and EOA.

An intense representativity dispute broke out following the establishment of OMYPAE. This new federation contests the right of OIYE to represent the private security sector employees and claims to be the most representative workers organization. It has recently become a member of the tertiary organisation GSEE and has concluded a new sectoral collective labour agreement with the employers'organisation EOA. On the other hand, *OIYE*, has strongly contested the legitimacy of the new organisation and denounced the electoral procedures whereby it was established as illegal and the results as forged.

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
OIYE[118]		White collars	24448	1500	n.a.[119]	Yes	Yes	GCGW[120]		Uni-EUROPA		*UNI*	
OMYPAE[121]			5058[122]	5053	n.a.[123]	yes	yes	GCGW					

***Density**: rate of affiliated employees compared to total number of employees in the sector*
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

118 Greek Federation of Private Sector Employees
119 As no reliable data exists regarding the real memebership figures, union density cannot be estimated.
120 General Confederation of Greek workers
121 Greek Federation of Security Personnel
122 This figure represents the number of voting members at the election held in December 2002.
123 As no reliable data exists regarding the real memebership figures, union density cannot be estimated.

IRELAND

1. Description of the sector at national level

Delimitation and scope of activities in the sector

The security industry can be divided into a number of sub sectors[124]. Activities included in the sector are Manguarding, Cash in transit, Electronics[125] (alarms, CCTV), Manufacturing / Distribution, Locksmith, Central monitoring, Consultants, Private Investigators, « In-house » security, some of these being excluded according to the chosen source (Consultative Group on the Private Security Industry (1997), Private Security Bill 2001, Golden Pages 2004…). Aviation security is not included as a sub sector of the private security industry. Checks on hold baggage and cargo / airmail are carried out by private security contractors but all other security measures are carried out by the Irish police service, airport police or the airlines themselves. Inclusion of door supervisors is matter of discussion: most sources will quote separate estimates –one including and one excluding door supervisors-[126].

Socio-economic features of the sector

The security services branch of industry is a growing sector of the economy. Numbers employed in the sector are difficult to ascertain with precision[127]. There is a high concentration in 2 sub-sectors : locksmiths nationwide and cash in transit companies, 3 of whom employ 600 workers. The security sector is characterised by an employment spectrum ranging from branches of a few large international companies through to micro-enterprises and self-employed individuals. The use of computerised and electronic systems of surveillance may contribute to reducing employment growth in the future. An eventual decision to civilianise some routine police work could, in the future, increase employment. In the same vein, decisions by State companies to 'outsource' security services could also increase the size of the private sector. How these two trends will balance out is the subject of conjecture.

124 The precise sub division varies from the point of view of measurement by the Central Statistics Office, measurement from a legisltiave point of view, etc.

125 It should be noted that electronic security manufacturing is generally represented by other collective bargaining sectors. Some security services internal to companies are represented by the company unions

126 The door supervisor sub-sector is generally felt to be transient in nature, with many employees engaged in part-time work or casualwork only. For this reason most sources will quote separate estimates – one excluding and one including door supervisors. The figure for door supervisors is generally felt to be in the region of 10,000. Door supervisors are to be covered by the proposed new legislation which will regulate the industry. The sub-sector is disorganised and not thought to be highly unionised. However the Security Federation of Ireland represent door supervisors through the National Union of Security Employers..

127 NACE Category 61 'Security and protective service occupations' accounts for 26,700 employees. This figure includes door supervisors who are generally estimated to amount to 10,000 individuals approximately. ***The CoESS insisted on the fact that NACE Category 615 is specifically for those people who state they are employed in the security industry and numbers 11000 in Q1 of 2003. Category 619 relates to other security and protective services and numbers 1600, ie a total of 12600. Member of Coess believes that the total number of people that would list themselves as being full time employed as Door Supervisors would be negligible, if any.*** In the absence of a register of companies, employment size in the sector is based on estimates deduced from secondary sources.

Table A. Contextual data in the sector

COMPANIES

Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees
400	N.A.	N.A.	N.A.	27

WORKERS

Workers other than employees	Employees	Employees: % of total number of employees	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
N.A.	22,000[128]	1.5% (of total employment)	N.A.	36.4%[129]	N.A.[130]

The competing strategy mainly adopted by the firms is focused on the costs. At present training remains voluntary and there are no strict entry requirements in terms of qualification levels. However, the Security Institute of Ireland offers a wide range of courses from a Basic Induction course to a 2 year Diploma in Security Management. They certify 95% of courses offered within the industry, with FAS certifying 4% and DIT 1%. The total number of people trained and certified, at the various levels, per annum is now approximately 1000. At present there is no restriction on the background of the owner or managerial staff of private security firms. However, it is important to note that the private security industry in Ireland is at a crucial turning point. Security services are awaiting the enactment of a parliamentary Bill which will regulate parts of the security industry by law for the first time. Considerable preparation is being made for this new law. The law is expected to comprehensively regularise some of the larger segments of the industry and to regulate segments organised on an ad hoc or casual basis. It is anticipated that training will become more important and recruitment and screening more formal and systematic.

128 Estimate.
129 Estimate.
130 Employment Regulation Orders covers 100% of the manguarding sector. Sustaining Progress 2003 (national collective agreement) covers all unionised employees in the economy and is used as a benchmark by non-unionised employers.

2. Social dialogue at the sectoral level

Collective bargaining in Ireland is conducted on a voluntary basis in that no side is obligated by law to enter into negotiations. All workers, regardless the sector, have their pay and hours of work determined by national collective agreements resulting from bargaining taking place between employers, trade unions and the government[131]. At the sectoral level, Joint Labour Committees[132] (JLCs) provide machinery for fixing statutory minimum rates of pay and conditions of employment.

The private security industry is one of nineteen Joint Labour Committees. On the 13th February 2001 an Employment Regulation Order (ERO) was drafted for the private security industry. It allows for the minimum rate of remuneration per hour, for overtime, on Sundays and for unsocial hours. The 2001 ERO secured a 22% pay increase for those within its remit. In this respect, these workers fared better under sectoral rather than national bargaining which takes place for all sectors between the Irish Business and Employers' Confederation (IBEC), the Construction Industry Federation (CIF) and the Irish Congress of Trade Unions (ICTU) on behalf of all affiliated unions (the State is present at negotiations as employer and facilitator). The higher increases provided under the Security Industry EROs are directed at reducing the gap between the rates of pay and working hours in the private security industry and average industrial pay rates and working hours. However, the JLC and ERO cover the manguarding sector of the industry only. A draft Order has been publicly issued and will run for 18 months from October 2003 to March 2005. There is another one proposed for commencement in January 2004, with a lifespan of 15 months.

Sub-sectoral negotiations also take place between the employers organisation, Irish Business and Employers Confederation (IBEC) and the workers union, Services Industrial Professional and Technical Union (SIPTU). These negotiations cover, for example, the cash in transit sub-sector. As membership between the Irish Security Industry Association (ISIA) and the Irish Business and Employers Confederation overlaps, IBEC carry out these negotiations for them. The Security Federation of Ireland (SFI) engages in sectoral collective bargaining via some of its constituent organisations, such as the National Union of Secutity Employees (NUSE).

131 Those workers who are not in a trade union frequently find their wages fixed according to national collective agreement, minimum wage legislation, Employment Regulation Order.

132 A JLC is made up of equal numbers of employer (7) and worker representatives (7) appointed by the Labour Court and a chairperson and substitute chairperson appointed by the Minister for Enterprise, Trade and Employment. The function of a JLC is to draw up proposals for fixing minimum rates of pay and conditions of employment for the workers involved. When proposals submitted by a JLC are confirmed by the Labour Court through the making of an Employment Regulation Order (ERO) they become statutory minimum pay and conditions of employment for the workers concerned. Employers are then bound under penalty to pay wage rates and provide conditions of employment not less favourable than those prescribed.

3.The national organisations (trade unions and employers' organisations)

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
IBEC[133]	Irish Business and Employers Confederation				n.a. 36%	n.a.	Yes	Yes						
ISIA[136]	Irish Security Industry Association	Guarding (incl cash in transit); Manufacturing and Distribution; Monitoring; Electronics	48[134]	5000[135]		15%	Yes	No	None		None (BSIA)[137]		None	
SFI[138]	Security Federation of Ireland	Manguarding; Electronis; Locksmiths	305[139]	n.a.	n.a.	38.5%	Yes	Yes			CoESS Euralarm	UEAPME	WOE	

Density (companies): rate of affiliated companies compared to the total number of companies with employees in the whole sector of private security.

Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.

CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

133 The Irish Business and Employers Confederation (a national employers confederation. It sits on the Joint Labour Committee alongside other employer bodies, such as the National Union of Security Employers (NUSE).

134 Source : CoESS

135 Source : CoESS

136 Irish Security Industry Association. ISIA is primarily a trade association but represented in national collective bargaining in relation to Employment Regulation Orders. It is not recognised at European level but would like to engage with CoESS.

137 The BSIA is a reciprocal associate member of the British Security Industry Association.

138 A Federation of Associations representing different sub sectors of the security industry as trade association and employer body; includes in its membership NUSE for the Manguarding sub-sector, IISC and AAI for Electronics subsector, ALI for the Locksmiths subsector and SII for training.

139 Source : CoESS

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
SIPTU[140]	Services, Industrial, Professional, Technical Union	Blue collar	10,000	6000	50%[141]	Yes	Yes	ICTU[142]		UNI-Europa	ETUC		ICFTU

***Density**: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector*

***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

140More precisely, SIPTU, which represents services industry and professional workers in the largest union in Ireland, has a Security Services branch.
141 Estimate. Unionisation is 100% of workers in Cash-In-Transit sector, 50% of workers in the manned guarding sector. The alarm sector is represented by a different union (Source: CoESS).
142 The Irish Congress of Trade Unions

ITALY

1. Delimitation and scope of activities in the sector of Private Security

The Private Security sector in Italy is in charge, as stated by the 1931 Act of Public Security laws (*Testo Unico delle leggi di Pubblica Sicurezza*), of a private "auxiliary" activity (art.132-141). This means that private security includes the prevention and security maintenance activities *in help* of State's forces (like, for example, policemen, military forces, *Carabinieri*). The above mentioned law is still in force and provides a list of the activities of the Private Security Sector, which includes mainly monitoring and guarding (of goods), transport of cash and valuables, and airport security.
The definition of activities does not entirely corresponds to the NACE classification taken as a reference by our sectoral study on Private Security (K 74.6). As for the Italian case, definition 74.6 comprehends not only Private Guarding, but also Investigations agencies.
A distinction that has to be taken into account in the Italian case is that the Industry Wide Agreement of the Private Security covers, at the moment, those employees working as armed guards.

In the Private Security sector in Italy, though, there is an ongoing debate on a reform, which would provide for a new, clearer, definition of the activities included. According to some partners recent changes in the society - the rise of micro-criminality, the introduction of new technologies in the alarm systems and the growing demand for private guarding - have widen the range of activities of private guards. Therefore, there are two main implications on the sector: on the one hand new forms of training are needed and, on the other hand, this leads to put higher attention on health and safety measures.
Another open issue concerns public/private status of employees: private guards are not public officials, but, at the same time, they are in charge of a public service.

Private Security companies provide different kinds of services: the main cleavage is the distinction between armed guards and non-armed guards. Here are only considered guards working with weapons, which are those employees covered by the Industry wide agreement of Private security sector. The companies of the sector have recently started to diversify their activities according to the growing demand (for example monitoring through high technologies in shopping centres).

From an economic point of view the sector of Private Security is quite stable, more dynamic seems to be the internal organisation and diversification of it.

2. Socio-economic features of the sector

The majority of the companies in the sector of Private Security, 84.5%, is represented by private companies, while the rest of the market is characterised by companies with co-operative structures. Private Security companies are usually SMEs, equally distributed all over the country.

Table A. Contextual data in the sector[143]

COMPANIES				
Companies	% companies without employees	% companies< 10 employees[144]	% companies from 10 to 100 employees	% companies > 100 employees
1,132	n.a.	36.3%	53.9%	9.7%

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
2,785**	51,440	0,4%*	4.2%	52%	n.a.[145]

**= total number of employees in the sector /total number employees in the Industry and Service sectors.*

In the 1996 National Statistical Census a total number of 13,803,209 employees were registered in the Industry and Service sectors. This number represents only a part of total employment in Italy: some sectors are excluded from this specific statistics (like, for instance, the Public Service sector).

Proportion is calculated on the total number of employees of the Industry and Sector registered in 1996. So it has to be taken as an estimated data.

*** 2,785 is the official number of "Workers other than employees" provided by the National Statistical Office and it refers to 1996 Census' data. To be clearer, the number 2,785 represents the 6.2% of the total number of employees registered in the Private Security sector that year.*

The number of "Workers other than employees" is not available at the Office of the Ministry of the Interior which has provided all the other figures presented in this report. Though, the Ministry of the Interior estimates that the "Workers other than employees" can be identified with the owners of the license compulsory for each company providing private security activities, i.e. that if the Office of the Ministry of the Interior registered 1,132 companies providing Private security services, the number of the "Workers other than employees" (the owners of the license) are likely to be 1,132

Type of companies in the private security sector

Type of company	Number of companies	Numbers of Employees [146]
Private companies *	956	44,045
Co-operatives **	176	7,395
Total	1,132	51,440

Source: Ministry of the Interior, May 2003

* Private companies include single/individual firms, joint-partner companies and joint-capital companies.

** In this number we include companies and societies with co-operative structures

143 Data provided by the Ministry of the Interior updated at May 2003

144 Includes companies without employees

145 *Erga omnes* use of collective agreements implies that it is not possible to have well-specified data on the cover rate of collective agreement.

146 Figures include owners of licenses as well

3. Social dialogue at the sectoral level

Negotiations within the Private Security sector cover the usual topics of collective bargaining: qualifications levels, training, gender. The social partners involved in collective bargaining of the private security sector all seem to agree that the industrial relations and social dialogue in the sector are quite stable and co-operative.

The last industry-wide agreement has been signed on January 8th, 2002 (but in force since May 2001) and will be in force until April 2004. The agreement has been signed for the employers' side by ANIVP[147], ASSVIGILANZA[148], FEDERVIGILANZA[149], U.N.I.V.[150], ANCST-LEGACOOP[151], FEDERLAVORO e Servizi of Confcooperative[152], and AGCI Servizi Lavoro[153] and for the employees' side by FILCAMS - CGIL[154], FISASCAT - CISL[155], UILTuCS - *UIL*[156], UGL SICUREZZA CIVILE[157].

The agreement institutes a bilateral body with representatives from both employers and employees signatory associations. The main scope of it is to promote the creation of bilateral bodies at the regional level, in accordance with the national agreements, and to enhance studies, analysis and researches improving a wide range of areas concerning the working conditions in the sector of the Private Security (training, new technologies, pensions schemes, projects, etc.).

The agreement in the Private Security sector signed in May 1997, in Torino, represents a good example of this trend of widening themes and issues of collective bargaining which have already emerged in the mid '90s. The signing parties are, in this case, *ANIVP* and *ASSVIGILANZA* for the employers' side, and, for the employees *UGL - Sicurezza Civile*[158].

Cover rate. As it is well known, Italy's "*erga omnes*" use of collective agreements implies that it is not possible to have well-specified data on the cover rate of collective agreement. It is worthwhile to consider that -even if in this report we refer only to armed guards - the sector could include also companies which offer other security services like non-armed guarding and monitoring. These companies' employees, at the moment, may refer either to the same industry wide agreement of private security or to other industry wide agreements, like that of Cleaning, or that of Transports. During the interviews, representatives of the sector highlighted that some companies in Italy providing guarding and monitoring services do have a double reference in terms of collective agreements.

It must also be considered that the Private Security sector involves many co-operatives where the internal social dialogue is quite different from the one of the private companies: usually a co-operative decides to refer to the Industry Wide Agreement and then implements the rules of it through an internal regulation. Members of the co-operative are also employed in it.

147 (*Associazione Nazionale fra gli Istituti di Vigilanza Privata* - National Association of Private Guarding Companies)
148 (*Associazione Nazionale Istituti di Vigilanza Privata* - National Association of Private Guarding Companies)
149 (*Federazione Italiana fra gli Istituti di Vigilanza* - Italian Federation of Private Guarding Companies)
150 (*Unione Nazionale Istituti di Vigilanza* - National Union of Guarding Companies)
151 (*Associazione Nazionale delle Cooperative di Servizi e Turismo* - National Association of the co-operatives of Services and Tourism)
152 (Italian co-operatives Federation - Labour and Services)
153 (General Association of Italian co-operatives - Labour and Services division)
154 (*Federazione Italiana Lavoratori del Commercio, Turismo e Servizi* - Federation of the Italian Workers in Trade, Tourism and Services)
155 (Federazione Italiana Sindacati Addetti Servizi Commerciali Affini e del Turismo Servizi - Italian Federation of Unions of Commerce Services and Tourism)
156 *(Unione Italiana Lavoratori Turismo Commercio e Servizi* - Italian Union of Workers in Tourism, Commerce and Services)
157 - *(Federazione Lavoratori degli Istituti di Vigilanza e Investigazione Privata* - Civil Security - Federation of workers of Security and Private Investigations)
158 (General Union of Workers, Civil Security division).

Table B. Employers' organisations

Organisation		Sub-sector	Companies[159]	Employees	Density (employees)[160]	Density (companies)[161]	CB	CA	National affiliations Direct	National affiliations Indirect	European affiliations Direct	European affiliations Indirect	International affiliations Direct	International affiliations Indirect
ANIVP[162]-	National Association of Private Security Institutes		144	N.A.[163]	*n.a*	12.7/15	yes	Yes	Confindustria			Coess		
ASSVIGILANZA[164]	Private Security Institutes National Association		150	12,000 c.ca	23.3/27.2	13.2/15.7	yes	yes	Confcommercio		Coess			
FEDERVIGILANZA[165]	Italian Federation of Private Security Institute		Between 70 and 80[166]	8,000	15.5/18.2	6.6/7.8	yes	yes	1st Level Association					
UNIV[167]	Italian Union of Private Security Institutes		100 c.ca	N.A.	*n.a.*	8.8/10.5	yes	yes	1st Level Association					
ANCST[168]	National Association of Services and Tourism Co.operatives		Between 40 and 50[169]	N.A.	*n.a.*	4/25.5	yes	yes	Legacoop					
Federlavoro e Servizi	Work and services federation		50[170]	1300	2.5/17.6	4.4/28.4	yes	yes	Confcooperative					
ANCOSEL[171]	National Association of work services Cooperatives		13	*975*[172]	1.9/13.2	1.1/7.3	yes	yes	AGCI[173]					

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees in the whole sector of private security
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

159 *Source*: direct contacts with each organisation
160 First figure refers to the rate of employees working in the private security sector for these companies compared to total number of employees working in the private security sector. Second figure refers to the rate of employees working for these companies compared to the total number of employees working for cooperatives or private companies (according to the case) in the private security sector.
161 First figure refers to the rate of affiliated companies compared to the total number of companies in the sector. Second figure refers to the rate of affiliated companies compared to the total number of cooperatives or private companies (according to the case) in the private security sector.
162 Associazione Nazionale fra gli Istituti di Vigilanza Privata
163 (size of companies affiliated varies from 25 to 1,500 employees)
164 Associazione Nazionale Istituti di Vigilanza Privata
165 Federazione Italiana fra gli istituti di Vigilanza Privata
166 Estimated data. The number of companies of Private Security affiliated to FEDERVIGILANZA is between 70 and 80 and includes only those employing armed guards.
167 Unione Nazionale Istituti di Vigilanza Privata
168 Associazione Nazionale delle Cooperative di Servizi e Turismo
169 Estimated data. The number of co-operatives of Private Security affiliated to ANCST is between 40 and 50 and includes only those employing armed guards.
170 Data at 31/12/2001 - the number of co-operatives and employees is growing
171 Associazione Nazionale Cooperative di Servizi di lavoro
172 (Average 75 each co-operative)
173 Associazione Generale Cooperative Italiane

Table C. Trade unions[174]

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)**	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
								Direct	Indirect	Direct	Indirect	Direct	Indirect
FILCAMS[175]	Italian Federation of Workers of Commerce, Services and Tourism Sectors	Guards		8,274	16%	yes	yes	CGIL[176]			Uni euopa-IUF		*UNI*
FISASCAT[177]	Italian Federation of Unions of Commerce Services and Tourism Services	Guards		10,000 c.ca	19.4%	yes	yes	CISL[178]			Uni-europa - IUF - ILO – FIET		*UNI*
UGL SICUREZZA CIVILE[179]	UGL - Civil Security - Federation of workers of Security and private Investigations	Guards		5,596	10.9%	yes	yes	UGL[180]					
UILTuCS[181]	Italian Union of Workers in Tourism, Commerce and Services sector	Guards		9,151	17.8%	yes	yes	UIL[182]			UNI-europa		*UNI*
SAVIP[183]	Private Security Autonomous Trade union	Guards		1,300	2.5	no	no	-autonomous-	n.a-		n.a.		

Density: number of affiliated employees divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

** In the Private Security sector the type of employee mainly represented is the Private Guard. Distinctions can be made on the basis of the activity, whether the guard works armed or not, in which kind of site (airport, shopping centres, banks, etc..). Only a very small proportion (about 5%) of the employees in the sector can be categorised as white collars.

174 Source: direct contacts with each organisation
175 Federazione Italiana Lavoratori del Commercio, Servizi e Turismo
176 Confederazione Generale Italiana del Lavoro
177 Federazione Italiana Sindacati Addetti Servizi Commerciali Affini e del Turismo Servizi
178 Confederazione Italiana Sindacati Lavoratori
179 Federazione Lavoratori degli Istituti di Vigilanza e Investigazione Privata
180 Unione Generale del Lavoro
181 Unione Italiana Lavoratori Turismo Commercio e Servizi
182 - Unione Italiana Lavoratori
183 SAVIP (*Sindacato Autonomo di Vigilanza Privata* - Autonomous Trade Union of Private Security) is a smaller trade union that counts 1,300 members and aims at taking part to the next collective agreement. Of course SAVIP will need to accomplish to the requirement of a minimum representativeness of 5%.

LUXEMBOURG

Airport security in Luxembourg does not rely in any way on the private security sector. Findel International Airport is guarded directly by the state through the offices of the police and the customs authorities.

The sector is undergoing massive expansion, the number of jobs having risen by 40% between 1995 and 2000. It would appear that this growth is continuing with even greater vigour.

Basically, there are five main enterprises, and these are affiliated to the FEDIL (see below). The other companies are much smaller.

Table A. Contextual data in the sector[184]

COMPANIES				
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 60 employees
26[185]	n.a.	n.a.	n.a.	*19.2%[186]*

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
n.a.	1,433 (2,500[187])	0.55%	n.a.	n.a.	100%

**= percentage of employees in the sector compared to total number employees in the country*

Expansion in the sector has been accompanied by changes in collective bargaining content: apart from salaries, the focus is increasingly on flexibility in, and the organisation of, working time, and training associated with growing professionalisation of the work. Another dimension of collective bargaining is improved occupational health and safety. At a sectoral level, there is only one collective agreement covering all enterprises in the sector, and all workers apart from senior managers.

184 Figures for 2000
185 Figure for 2002=26
186 Estimates using the figure for 2003 for number of companies over 60 employees (5 companies affiliated to FEDIL) and figures for 2002 for total number of companies.
187 Figure for 2002= 2500 (estimates)

Table B. Employers' organisations[188]

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
FEDIL[189]		All but airport security	5	2110	90-95	N.A.	yes	no[190]			UNICE		IOE[191]	

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	*Direct (name)*	*Indirect (name)*	*Direct (name)*	*Indirect (name)*	*Direct (name)*	*Indirect (name)*
		40% white collar workers											
« Fédération des Services » de LCGB			N.A.	N.A.[192]	25%[193]	yes	yes			UNI EUROPA		*UNi*	
		60% blue-collar workers											
Syndicat Services et Energie de OGB-L		Private employees	ca. 2500-3000	500	25-30%	yes	yes	OGB-L	CGT-L	UNI EUROPA EPSU			UNI

Density: rate of affiliated employees compared to total number of employees in the whole sector of private security
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

188 Figures for 2003
189 The FEDIL is the employers' association. However, it should be noted that the FEDIL here acts more as a mouthpiece for enterprises in the sector. In practice, these enterprises have no real sectoral employers' association that is affiliated to the FEDIL. The FEDIL therefore looks after their interests during collective bargaining, and coordinates negotiations for them.
190 FEDIL does not sign CAs itself. The only collective agreement is signed by the five companies affiliated to the FEDIL
191 The International Organisation of Employers
192 The LGCB hasn't given any figure about the number of employees affiliated. However, the union says it has Employee Committee Members in the most important enterprises in the sector : it claims seven such Members at Securicor, three at Securitas, three at Pedus Security, and three at Brink's-Ziegler.
193 For the whole of the LGCB.

THE NETHERLANDS

The sector is enjoying considerable growth linked to internationalisation of the economy. The consequences take the form of higher employment levels and specialisation and professionalisation in the work performed. Competition focuses more sharply on the quality of services than on costs, and this explains the increase in salaries and the improvement in working conditions.

Table A. Contextual data in the sector

COMPANIES				
Companies	% companies without employees	% companies< 20 employees	% companies from 20 to 100 employees	% companies > 100 employees
102		*37.25*	*41.18*	*21.57*

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 20 employees	% employed in comp. > 100 employees	Coverage of collective agreements
Less than 1,000 self-employed	31,500[194]	0.43%	2.5	11.5	86

*= percentage of employees in the sector compared to total number employees in the country.That is less than 0.01 percent of the dependent labour force.

The VPB (Vereniging Particuliere Beveiligingsorganisaties, Association for Private Security) is a representative organisation. This explains the growing importance of sectoral bargaining

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
VPB[195]	Association for private security		80	30000	90	*80*	YES	YES	VNO-NCW		COESS			

Density (companies): rate of affiliated companies compared to the total number of companies with employees in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

194 Including the self-employed staff (under 1000)
195 Vereniging Particuliere Beveiligingsorganisaties (Association for private security)

Trade union density in the sector is close to the rate of trade union membership at national level. There is little history of collective disputes. The trade unions are involved in managing the social funds and vocational training funds, and provide their members with training services. Negotiations usually pass off without problems.

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Unie MHP	Trade union for Middle and Senior Personnel		200,000	4500-5000	*14,3-15,9*	yes	yes	Unie MHP *Uni-europa*		ETUC		UNI	
FNV Bondgenoten	FNV confederates		491,169	2700	*8,57*	Yes	yes	FNV *Uni-europa*		ETUC		UNI	
CNV	Christian National Trade Union Federation		350,000	950	*3*	Yes	yes	CNV *Uni-europa*		ETUC		UNI	

***Density**: rate of affiliated employees compared to total number of employees in the whole sector*
***CB**: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?*

P O R T U G A L

1. Delimitation and scope of activities in the sector

Private security sector is represented by the NACE K 74600. The legislation governing the economic activity of private security (Decree-law 231/98 of 22 July in the Diário da República (Government Gazette), I-Series-A, no. 167, of 22.07.1998, pp. 3515-3522) considers the activity:
"Services provided by private bodies, legally established for the purpose, to protect people and property and prevent crime; The organisation, by any entities, of self-protection services in order to protect people and property and prevent crime" (Article 1 (3)).

To this effect, security services include:

"Using and managing reception centres, monitoring burglar and intruder alarm systems as well as managing, maintaining and using security systems; Guarding movable and immovable property; Controlling the ingress, egress and presence of individuals; preventing arms, substances, devices and articles that are legally forbidden to use or carry from entering premises with restricted or barred public access; Escorting, defending and protecting individuals, without prejudice to the exclusive powers of the security forces in matters of personal safety; Transporting, guarding, handling and distributing cash"(Article 2 (1)).

Though the agreed or legal definition for this sector of activity does not appear to exclude air transport security services, the collective labour agreement covering the sector in Portugal has not been signed by organisations connected with air transport. Air transport security services are mainly police's responsibility (SEF – Service of Foreigners and Frontiers; PSP – Public Security Police).

According to one of the union organisations (STAD – Union of Security, Cleaning and Domestic Service Workers and Associated Professions), apart from static security services, cash transport, patrol services and electronic security services, this sector also includes "the installation of alarm systems", although it is classified at a national level with a different economic activity code (CAE 45310).

2. Spatial spreading of companies

Although there are companies of all sizes in this sector, it is the SMEs that predominate and, particularly, the micro-enterprises, which is also a general reflection of Portuguese business. Most of these companies are located in the region of the capital, or to the north of it, which, to a certain extent, again reflects the general distribution of companies in the country.
According to one of the union organisations, it is not possible to subdivide the sector, since "companies sell complimentary or customised services (…). Furthermore, the market leaders' strategy is to have all the services available (static services, cash transport, patrol services and electronic security services) (…). On the other hand, small and medium-sized enterprises generally concentrate their activity on providing static security services, which are the most common on the market and require the least initial investment".

3. Competing strategies in the sector

According to the two employers' associations in the sector and one of the union organisations, business strategies are generally focussed on low costs. Despite the existence of a legal framework which seeks to transpose European Union requirements, with particular regard to the adaptation of compulsory conditions for recruiting private security staff, one of the employers' associations maintains that not many companies worry about service quality and that not much inspection takes place in the sector.

Table A. Contextual data in the sector[196]

COMPANIES					
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees	
(number) 778	*(percentage)* 88.6%	*(percentage)* 5.1%	*(percentage)* 2.7%	*(percentage)* 3.6%	
WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
(number) 689	*(number)* 25,491	*(percentage)* 0.9%[197]	*(percentage)* 0.6%	*(percentage)* 95.2%	*(percentage)* 100%[198]

**= total number of employees in the sector /total number employees in the country*

4. Social dialogue at the sectoral level

At the collective bargaining level, there are two CCTs (Collective Labour Agreement).

On the one hand, there is a CCT that bears the following signatures: for the employers, AES (Association of Security Companies) and AESIRF (Association of Security, Theft Protection and Fire Safety Companies) and, for the trade unions, FETESE (Federation of Clerical and Service Workers' Unions) and 5 of its member-unions, the Union of Sales Staff, SINDEL (National Energy Union), SITESC (Clerical, Commercial and Service Workers' Union) and SLEDA (Union of Security, Cleaning and Domestic Service Workers and Associated Professions) – (see Appendix). The original text was written in 1993 and, since then, only the contents covering financial questions have been brought up to date, on an annual basis, with the most recent revision dating from 3 January 2003. Exceptionally, one two-year contract was signed (2001 and 2002).
The collective labour agreement covers the whole sector (100%), taking into account the issue of a PE (Ministerial Extension Order) by the Ministry of Labour, for which the publication request was signed by the four main organisations in the sector: AES, AESIRF, FETESE and SLEDA.
On the other hand, there is also a parallel agreement for the sector, signed by STAD/CGTP-IN on behalf of the unions and AES and AESIRF on behalf of the employers. This CCT has the same content and is negotiated at the same time as the CCT mentioned above, for which the union organisations that are signatories are linked to the UGT.
It should be noted that STAD also negotiates "Specific Labour Agreements" which stipulate higher wage conditions for cash transport staff than those stated in the CCT. In this respect, the company agreement with Prosegur (BTE No. 8, dated 28.02.2001) should be mentioned.
The sector-specific content in the collective bargaining is, according to one union organisation: Sunday working; occupational categories; meal allowances for workers in the sector; and accident

196 Source: National Institute of Statistics, December 2001. The sector of activity is designated as "Security and Investigation Activities" (NACE: 74.6).
197 Percentage total "personnel in service" for Portugal. (Total : 2,986,479)
198 There is total cover of the CCT (Collective Labour Agreement – a collective agreement for the sector) since there is a PE (Ministerial Extension Order).

insurance for cash transport workers.

Recourse to the Ministry of Labour in (bilateral) collective bargaining, as a means of conciliation (a legal procedure), appears to be insignificant or even non-existent, except for bilateral agreements with companies, according to STAD.

With regard to tripartite negotiations, the existence of the Private Security Council should be mentioned. Since 1998 it has taken on the character of a purely consultative body.

There are no known conflicts between the different social actors in the sector. However, STAD mentions that, up to the time of its creation in 1999, there was a lot of tension in the sector on account of meal allowances. At present there is “a focal point of tension of medium intensity” connected with its claim for the establishment of occupational categories. This union organisation states that “it is highly possible to foresee a continuation in the labour conflict between STAD and the employers organisations”, not only with regard to the collective bargaining but also “the implementation of vexatious aspects of the Labour Code” which is currently before Parliament.

ANESEL (National Association of Electronic Security Companies) was not recognised as a social partner, at least by one union organisation in the sector.

Table B Employer's organisations[199]

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
AES[200] –	Association of Private Security Companies	Guarding; the transport of cash and values; monitoring[201]	8	17.000	70	1%[202]	YES	YES	CCP[203]	NO	COESS	NO	NO	NO
AESIRF[204] –	National Association of Security, Theft Protection and Fire Safety Companies	Guarding; the transport of cash and values; monitoring[205]	18	11.000[206]	n.a.	2.3%[207]	YES	YES	NO	NO	EUROSAFE	NO	NO	NO
ANESEL[208] –[209]	National Association of Electronic Security Companies	n.a.	n.a.	n.a.	n.a.	n.a.	NO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

199 Data provided by the organisations themselves, unless otherwise indicated.
200 Associação de Empresas de Segurança Privada
201 The national team is responsible for this information.
202 Amount calculated by the national team on the basis of data available (778 companies in the sector and 8 affiliates in the AES).
203 Confederação do Comércio e Serviços de Portugal – Confederation of Portugal's Trade and Services
204 Associação Nacional de Empresas de Segurança, Roubo e Fogo
205 The national team is responsible for this information.
206 AESIRF estimate.
207 Amount calculated by the national team on the basis of data available (778 companies in the sector and 8 affiliates in the AESIRF).
208 Associação Nacional de Empresas de Segurança Electrónica
209 This organisation declared that it could not respond to the co-operation request in time. The national team is responsible for the information available.

Table C. Trade unions[210]

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
STAD[211] –	Union of Security, Cleaning and Domestic Service Workers and Associated Professions	Security guards	10.000	3.500	n.a.	Yes	Yes	CGTP-IN FEPCES	No	No	No	No	No
SLEDA[212] –[213]	Union of Security, Cleaning and Domestic Service Workers and Associated Professions	n.a.	210	n.a.	n.a.	YES	NO	UGT[214]	No	UNI-Europa	No	*UNI*	No
FETESE [215]–[216]	Federation of Clerical and Service Workers' Unions	n.a.	n.a.	n.a.	n.a.	YES	YES	UGT[217])					

Density: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

210 Data provided by the organisations themselves, unless otherwise indicated.
211 Sindicato dos Trabalhadores de Serviços de Portaria, Vigilância, Limpeza, Domésticas e Actividades Diversas
212 Sindicato dos Trabalhadores de Serviços de Portaria, Vigilância, limpezas Domésticas e Profissões Similares
213 This organisation declared that it could not respond to the co-operation request in time. The national team is responsible for the information available.
214 União Geral de Trabalhadores – General Workers Union
215 Federação dos Sindicatos de Trabalhadores de Escritórios e Serviços
216 This organisation declared that it could not respond to the co-operation request in time. The national team is responsible for the information available.
217 União Geral de Trabalhadores – General Workers Union

SPAIN

1. Delimitation of the sector

The sector roughly corresponds to NACE 74.602. The main activities are establishment or public places guard, valuables and funds transport, control by means of security video. Activities of control of security alarms and installation of different electronic services related to guard are also important.

2. Socio-economic characteristics of the sector

Since 1996, the sector has experienced a steady growth of an average 9.5% yearly. It has gone from a business turnover of 1,262 million Euros in 1997 to 1,623 million in 2001. The most important customer of the sector is the Administration itself.

Although there has been a gradual takeover of small companies by the larger company groups, from 1997 the number of companies has kept increasing. A few large companies, basically centred on the areas of Madrid and Catalonia, cover a very important market share.

Considering that private security is a field in which there is entry of unqualified people, the most important companies in the sector resort to training to be different from their competitors and, at the same time, to make their customers faithful. So lately, an attempt to go further into workers' training is taking place.

Table A. Contextual data in the sector

COMPANIES				
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees
900	0	0	94	6

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
-- (no self-employed)	68,000	0.5	0	60	95

**= total number of employees in the sector /total number employees in the country*

3. Social dialogue in the sector

Currently, the sector of private security in Spain has an only sectoral collective agreement of state scope, valid until 2004. There are not specific agreements and only the company VINSA has its own agreement which improves the collective one.

Trade unions and managers' organisations in the field of private security recognise a positive attitude for bargaining.

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	%	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
APROSER[218]	Professional Association of Private Companies for Services	All	12	63,000[219]	70	*1,5*	Yes	Yes	No	No	COeSS	No	No	No
ACAES[220]	Catalonian Association of Security Companies	All (in Catalonia)	86	12,000	8 (13)[221]	*9,5*	Yes	Yes	PIMEC-SEFES	No	EUROALARM	No	No	No
FES[222]	Spanish Security Federation	All	104	10,000	12	*11,5*	Yes	Yes	CEOE-CEPYME	No	No	UNICE	No	No

218 Asociación Profesional de Compañías Privadas de Servicios de Seguridad. It only gathers twelve associated companies, but they are the largest ones in the sector.
219 40,000 are guards.
220 Associació Catalana d'Empreses de Seguretat
221 Density is 13%, but since some big companies are also affiliated to APROSER, ACAES has a recognised representativeness in social dialogue of 8%.
222 Federación Española de Seguridad. The FES is a employers' organisation especially representative among the small and medium-sized companies.

AMPES[223]	Association of Security Companies, Professionals and Means	All	51	6,800	10	*5,5*	Yes	Yes	No	No	No	No	No	No

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

[223] Asociación de Medios, Profesionales y Empresas de Seguridad

Table C. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
FeS-UGT[224]	Services State Federation of the General Workers' Confederation	All	100,000	15,000	22	Yes	Yes	UGT	No	UNI-Europa	ETUC	*UNI*	ICFTU
FE de AADD-CCOO[225]	State Federation of Dfferent Activities of Workers' Commissions	All	60,000	10,000	15	Yes	Yes	CCOO	No	UNI-Europa	ETUC	*UNI*	ICFTU
FTSP-USO[226]	Private Security Workers' Federation of the Workers' Trade Unionist Confederation	All	6,000	6,000	9	Yes	Yes	USO[227]	No	No	No	No	WCL[228]
CIG-Servicios[229]	Galician Inter-unionist Confederation - Services	All (in Galicia)	n.a.	550-600	0.8 (15-20% in Galicia)	Yes	No	CIG[230]	No	No	No	No	No
FETA-ELA[231]	Basque Workers' Solidarity	All (in Basque Country)	n.a.	n.a.	n.a.	No	No	ELA-STV	No	UNI-Europa	ETUC	*UNI*	ICFTU

***Density**: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector*
***CB**: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?*

224 Federación Estatal de Servicios de UGT
225 Federación Estatal de Actividades Diversas de FE de CCOO
226 Federación de Trabajadores de Seguridad Privada
227 Unión Sindical Obrera
228 World Confederation of Labour
229 Confederación Intersindical Galega-Servicios
230 Confederation Intersindical Galega
231 Federación de Empleados, Técnicos y Alimentación de Eusko Langileen Alkartasuna ELA

SWEDEN

The activities of the private security sector are very diverse; they include: mobile patrol[232], protection of persons and buildings, surveillance of neighbourhoods, airport security, electronic surveillance or transport of cash and valuables.

In Sweden, this sector, highly regulated with strict requirements for authorisation and training, is expanding. Between 1993 and 2002, the number of salaried employees in the sector increased of 34%. There are now 17 000 employees in the sector (ie 0,5% of the Swedish employees) and more than 86% of them work in enterprises with more than 100 employees (Two large companies dominates the sector, namely Securitas and Falck Sverige). Around 60% of the enterprises in the sector have no salaried employees.

The employer organisation, ALMEGA Business Service Associations (Almega Tjänsteförbunden) signed with its employee organisation counterparts two collective agreements in this sector. The first agreement was concluded in October 2002 with ST, The Transport Workers' Union. This agreement is in force since January 2003 and valid for two years; The other agreement involves the ALMEGA Business Service Associations, the Salaried Employees' Union (HTF) and the Swedish association for managerial and professional staff (LEDARNA). This agreement is in force since April 2001 for three years. The two agreements cover more than 90% of the employees of the sector.

These agreements fixed general disposition for working conditions (labour contract, limitation of dismissal, working hours, overtime compensation, paid holidays etc…) and stipulate minimum wages for the sector. The agreement between Almega and ST states also that some measures must be undertaken to improve the quality of training of vigils. Bipartite organisations exist also to improve working condition in the sector.

It is also necessary to note the existence of the association called SWEGUARD, which groups the 31 larger companies in the sector (these companies employee 9,000 people on a full-time basis). SWEGUARD is an umbrella organization that aims to defend the sector's interests. To be strictly accurate it is not an employer's organization and is not entitled to sign collective agreements. However, it is significant enough to be mentioned here because of the clear collaboration that exists between SWEGUARD and ALMEGA.

232 *the CoESS asked for this to be mentioned in this report after a-national organisation had had the chance to make comments on the expert's report.*

Table A. Contextual data in the sector

COMPANIES					
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees	
750/ *300*[233]	60%	29.2%	7.9%	0.9%	
WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
460	17,000	0.5%	4.3%	85.9%	90%

**= total number of employees in the sector /total number employees in the country*

Table B. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
Almega	The Almega Business Service Associations	Private security	110	17000[234]	90%[235]	61%[236]	yes	yes	Svenskt Näringslivs [237]		*CoESS*	UNICE [238]		
[SWEGUARD][239]		*Private security*	*31*	*9,000*	*53%*	*10%*[240]	*no*	*no*			*COESS*			

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

233 According to the CoESS.
234 The 110 companies affiliated with ALMEGA employ about 17 000 employees, part-time workers included.
235 The density (employees) is well over 90%.
236 Calculated on the number of enterprises with employees.
237 Confederation of Swedish Enterprises
238 Union of Industrial and Employers' Confederations of Europe
239 The main focus of SWEGUARD is to defend interests of the sector. It is not an employers'organisation. However, a strong collaboration takes place with ALMEGA which has the ability to take part in collective bargaining and to sign collective agreements.
240 Calculated on the number of enterprises with employees

Table C. Trade unions

Organisation		*Type of employees covered (white/blue collars, executive, skilled occupations…)*	Members Workers	Members working in the sector	Density[241] (see footnote)	CB	CA	National affiliations	European affiliations	International affiliations
Svenska Transportarbetareförbundet ST	The Transport Workers´ Union	Blue collars, drivers, watchman ,security guard	74 000	8 000	65%[242]/*47%* *(see footnote)*	Yes	Yes	LO-S[243]	- ETUC[244] via LO - ETWU[245] - UNI-Europa	- FIET[246] - UNI[247]
Tjänstemannaförbundet HTF	The Salaried Employees' Union	White collars, office employees, Executives	160 000	650	70%[248]/*3,8%* *(see footnote)*	Yes	Yes	TCO[249]	- ETUC[250] via TCO - ETWU[251] - NTF[252] - UNI-Europa - Eurocadre via TCO	UNI[253]

241 FIRST FIGURE refers to density for the specific category of workers being taken care of by the organisation (see specific footnotes). SECOND FIGURE refers to the rate of affiliated employees compared to total number of employees (all activities included). in the sector of private security.

242 This Union gathers 74 000 employees of the sector of transport. 8000 of these employees work in the sector of private security (about 11% of the employees affiliated to ST).. The density in the sector of private security is about 65%.

243 Landsorganisation Sverige

244 European trade Union Confederation

245 European Transport Workers' Union

246 International Federation of Commercial, clerical, Professional and Technical Employees

247 Union Network International

248 In 2003, HTF represents 160 000 members employed in the private sectors of commerce, transport and service. They are mainly white-collar employees. 650 of these members worked in the private security sector (about 0,5%of the employees affiliated to HTF). According to HTF, the density is about 70% in the sector.

249 Tjänstemännens Centralorganisation

250 European trade Union Confederation

251 European Transport Workers' Union

252 Nordic Transport Workers' Union

253 Union Network International

LEDARNA	The Swedish association for managerial and professional staff	White collars, Executives and managerial staff	65 000	300	80%[254]/*1,7%* *(see footnote)*	Yes	Yes			- CEC[255] - NTF[256]		ITF[257] via NTF	

CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

254 In 2003, LEDARNA represents 65 000 members that are mainly working as managerial staff (foremen, overseers, executives). In the sector of private security, 300 employees are affiliated to LEDARNA (about 0,5% of the employees affiliated to LEDARNA). According to LEDARNA, the density in the sector is about 80%.

255 European Confederation of Executives and Managerial Staff

256 Nordic Transport Workers' Union

257 International Transport Workers' Union

U.K.

1. Description of the sector at national level

The security industry in Britain has grown substantially in recent years. Employment has grown from 99,000 in mid-1996 to 142,000 by September 2001. There has been a substantial shift from public to private provision as public security activities have been progressively outsourced and privatised.

It is a very diverse and fluid sector from the point of view of employment. Some activities, such as cash-in-transit (CIT), have relatively conventional employment relations in which large employers hold a prominent position, and have relatively stable workforces. In others, such as 'static guarding' (eg. property protection, security guards, watching etc.), contractual relations are comparatively fluid.

The scope of the industry is considerably blurred because of the large amount of security work undertaken 'in-house' by firms in other industries.

The private security sector has attracted a degree public concern during past decades. The Government therefore decided to provide a statutory framework. A broad regulatory framework for a large part of the private security industry in England and Wales[258] was established by the Private Security Industry Act (2001). It aims to raise standards, support the efforts of the best companies, and ensure greater consistency for the industry and set up the Security Industry Authority (SIA) with powers to oversee regulation of the sector (with the exception of aviation security compared to the sector taken in consideration by this study).

Regulation of the industry by the SIA does not extend to human resource or social dialogue functions except through the importance of training to quality standards in the industry. The Security Industry Training Organisation has a special contribution to make towards improving standards in the industry by means of training.

Beyond the SIA, there is a considerable amount of voluntary regulation within the industry. Implementing the new regulations has drawn the main unions into greater dialogue with the employers because of the close link between security standards and staff training.

Table A. Contextual data in the sector[259]

COMPANIES				
Companies	% companies without employees	% companies< 10 employees	% companies from 10 to 100 employees	% companies > 100 employees
n.a.	n.a.	n.a.	n.a.	n.a.

258 Scotland and Northern Ireland are covered by separate provisions (Scottish Executive (Great Britain) 2001).
259 Figures for public and private sector.

WORKERS		Employees			
Workers other than employees	Employees	% of total number of employees*	% employed in comp.< 10 employees	% employed in comp. > 100 employees	Coverage of collective agreements
n.a.	142,000[260]	n.a.	n.a.	n.a.	n.a.

**= percentage of employees in the sector compared to total number employees in the country (if total number employees in the country not available, full employment or labour force)*

1.1 Description of sectoral industrial relations

A key change in industrial relations within the security sector has been the movement from public to private sector employment as a result of outsourcing and privatising national and local government security activities. As a result, many employees who would have been covered by public sector forms of employee representation, which has been characterised by a form of quasi industry bargaining, are now subject to employment relations that are regulated at the company level. Employment conditions of employees transferred from the public to the private sectors is covered by TUPE[261] (legislation on the transfer to employees to other organisations). It is often difficult to transfer collective organisation. The private sector part of the industry is considerably less unionised and has a lower rate of coverage by collective bargaining than the public sector part o the industry. In the private sector, when it takes place, collective bargaining does so at the company level for specific groups workers (while it does so at the level of th relevant public service for the public sector). Despite the union presence in the industry, the dominant influence on pay and conditions remains that of company HR policies and labour market pressures to recruit and retain staff.

2. Organisations of employees and trade associations at the national level

2.1 The trade association: British Security Industry Association (BSIA)

The British Security Industry Association (BSIA) is a trade association. Its main activities lie outside human resources, and so it is not a specialist employers' organisation. Nevertheless, it is widely seen as the employers' organisation in the industry. It represents employers in the industry, but it does not bargain over pay and conditions, or indeed any other kind of collective bargaining, on their behalf.

The BSIA is split into twelve autonomous sections, covering all aspects of the security industry, both manufacture and installation of security products and the supply of security services. Its members account for 75% of the total turnover in the sector. One third of its members are small firms with an annual turnover of under £1m[262].

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260 In public and private sector. The figure includes self-employed professionals.
261 Transfer of Undertakings (Protection of Employment) 1981, which implemented EC Directive 77/187
262 It should be noted that these estimates do not include in-house security by firms outside the industry.

Table B. Employers' organisations[263]

Organisation		Sub-sector	Companies	Employees	Density (employees)	Density (companies)	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(guarding, monitoring…)*	*(number)*	*(number)*	*%*	*%*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
BSIA[264]		All	500	n.a.	n.a.	n.a.[265]	no	no			UNICE CoESS			

Density (companies): rate of affiliated companies compared to the total number of companies in the sector.
Density (employees) : rate of employees working in the private security sector for these companies compared to the total number of employees –all categories included- in the whole sector of private security.
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2.2 Organisations of employees

Employee representation within the industry is provided mainly by three large unions which all span a wide range of economic sectors: the General and Municipal and Boilermakers (GMB), which has members in a number of major firms in the security sector.; the Public & Commercial Services union (PCS), which represents members in the security industry through its Commercial Sector ; and the Transport and General Workers' Union (T&GWU), which represents workers in the aviation industry, for example, at BAA and in BA and in major UK airports, and has agreements with a number of leading employers.

Although union representation and collective bargaining have been low in the private security industry, this may change as a result of three recent pieces of legislation which may open the door more widely to collective representation.

263 Figures almost entirely for private sector.
264 British Security Industry Association is a trade association. Its main activities lie outside human resources, and so it is not a specialist employers'organisation. Nevertheless, it is widely seen as the employers'organisatiuonin the industry.
265 Its members account for 75% of the total turnover in the sector. It should be noted that this estimate does not take into account in-house security by firms outside the industry.

Table C. Trade unions[266]

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers (all sectors)	Members working in the sector (very approximate)	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
GMB[267]		See footnote[268]	700,000	30,000	n.a.	y				UNI EUROPA		*UNI*	
PCS[269]		See footnote[270]	288,000	6000/7000[271]	n.a.	y				UNI EUROPA		*UNI*	
T&GWU[272]		See footnote[273]	900,000	n.a.	n.a.	y				UNI EUROPA		*UNI*	

Density: number of affiliated employees working in the private security sector compared to total number of employees in the private security sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

266 Figures for public and private sector.
267 General and Municipal and Boilermakers
268 The occupational categories represented by the GMB are wide-ranging, including ordinary security staff, supervisors and some levels of management. In most CIT firms, the GMB represents transit staff, their supervisors and second-line managers.
269 Public & Commercial Services union
270 PCS's members in security cover a wide range of occupations, but are primarily physical site security staff and their supervisors.
271 Estimate. The rate of union membership is hard to estimate because of rapid change in the industry, and because it is harder to obtain the information once work goes to the private sector.
272 Transport and General Workers' Union
273 Employees in a wide range of occupations in the industry, including firefighters, security guards, operational support workers and CIT.

Organisations consulted on the elaboration of experts'reports

In the framework of the redaction of the study on representativeness of organisations in the **private security sector**, the national expert consulted these persons:

Austria

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Christina Sarraf	Verband der Sicherheitsunternehmen Österreichs (VSÖ)	general secretary
Karl Lewisch	Gewerkschaft Handel, Transport, Verkehr (GHTV)	central secretary
Mag. Jakob Wild	Allgemeiner Fachverband des Gewerbes (AFG)	secretary

National expert had organised validation at national level of his/her report.

Belgium

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Vincent Ancora	CSC-Alimentations et Services	Secrétaire national
Jacques Michiels	FGTB-Centrale Générale	Secrétaire fédéral
Jean-Marie Frissen	FGTB-Setca	Secrétaire responsable secteur gardiennage
Hilde De Clerk	APEG-BVBO	Secrétaire générale

National expert had organised validation at national level of his/her report.

Danemark

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
John Dybart	VSL	President
Mette De Voss	VABA	Lawyer

National expert had organised validation at national level of his/her report.

Finland

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Jaakko Leinonen	Palvelualojen Toimialaliitto, The Association of Support Service Industries	Director
Jyrki Sinkkonen	Palvelualojen ammattiliitto PAM = The Service Union United PAM	Secretary of International Affairs

National expert had organised validation at national level of his/her report.

France

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Claude LEVY	COESS- UFISS- SNES	vice president président president
Jean-Michel DUPIRE	Fédération des commerces et services CGT	délégué syndical
Marcel PLANUD	Fédération des PTT -CGT	délégué syndical
Omar KERRIOU	Fédération des Services -CFDT	délégué syndical
Patrick NOSZKOWICZ Alain BOUTELOUX	FGTE-CFDT Fédération de l'équipement, des transports et des services CGT-FO	délégué syndical délégué syndical
M.EVESQUE	Fédération des transports CGT-FO	délégué syndical
M. Jean PORRET	Fédération nationale de l'encadrement du commerce et des services CFE-CGC	Président
M.Jan-Marc FAUVET M. Gérad REGNIER	Syndicat des cadres et agents de maîtrise et Professionnels d'Aéroport de Paris CFE-CGC	délégué syndical secrétaire général
M.Alain VELFINGER	Fédération nationale de l'encadrement des transports CFE-CGC	délégué syndical
M.Michel GUYOMAR	Fédération des transports CFTC	délégué syndical
M.PERRIN	Ministère de l'Equipement et des Transports	Président de la Commission nationale paritaire du secteur des transports routiers et des activités auxiliaires des transports
M.BRETONIERE	Ministère de l'Equipement et des Transports	chargé de la réglementation des conditions de travail, hygiène et sécurité dans les transports routiers et activités auxiliaires
M. MERCURIN	Ministère des Affaires sociales, du Travail et de la Solidarité	Président de la Commission nationale paritaire du secteur prévention-sécurité

National expert had organised validation at national level of his/her report.

Germany

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Martin Hildebrandt	BDWS (Bundesverband Deutscher Wach- und Sicherheitsunternehmen - "Federal Association of German Guard and Security Companies")	specialist for labour law for the BDWS and BDGW
Harald Olschok	BDWS (Bundesverband Deutscher Wach- und Sicherheitsunternehmen - "Federal Association of German Guard and Security Companies")	chairman of the executive Board of the BDWS and BDGW
Uwe Barnewold, Lothar Breyer	TWSU (Association of guard and Secuirty companies for the state of Thuringia)	executive board

National expert had organised validation at national level of his/her report.

Greece

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Thanos Vassilopoulos	Greek Federation of Private Sector Employees (OIYE)	President
Panos Kyriacoulias	Greek Federation of Private Sector Employees (OIYE)	Scientific staff
Pantelis Kouvelis	Union of Security Companies (ENEA)	Secretary General
Costas Avramiotis	Hellenic Security Federation (EOA)	President
Georges Pliatsikouris	Greek Federation of Security Personnel (OMYPAE)	President
Evangelos Pallis	Greek Federation of Security Personnel (OMYPAE)	Secretary General

National expert had organised validation at national level of his/her report.

Ireland

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Kevin McMahon	Services, Industrial, Professional and Technical Union	Branch Secretary
Barry Brady	Irish Security Industry Association	Executive Director
Bill Brown	Security Federation of Ireland	Director
Rachel O'Flynn	Irish Business and Employers Confederation	

The national expert had organised validation of his/her report at national level.

Italy

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Menegazzi Giuseppe Mr. Caviglioli	ANIVP - Confindustria ANIVP - Confindustria	President of ANIVP Responsible for the statistical data
Anna Maria Domenici	UNIV	Secretery of the President of UNIV
Mr. Mingrone	FEDERLAVORO - Confcooperative	Responsible for the industrial relations of the Private Security Division of Confcooperative
Mr. Piseri Simonazzi Giuseppe	ANCST - Legacoop	Responsible of ANCTS - Private sec. He was in charge of the negotiations
Moro Claudio	ASSVIGILANZA - Confcommercio	President of ASSVIGILANZA
Gianluca Neri	FEDERVIGILANZA	President of ASSVIGILANZA
Renzo Collina	AGCI -	President of AGCI Private Security
Mazziotta Manlio	FILCAMS - Cgil	Responsible of negotiations for the Private Security area of FILCAMS
Giordano Pietro Proia Gloria	FISASCAT - Cisl FISASCAT - Cisl	Responsible of negotiations for the Private Security area of FISASCAT Assistant of Pietro Giordano
Mr. Stroppa	UILTUCS - Uil	Responsible of negotiations for the Private Security area of UILTUCS
Mario Gaetani	UGL Terziario e servizi - UGL	Responsible of negotiations for the Private Security area of UGL Terziario e servizi
Del Vicario Vincenzo	SAVIP	President of SAVIP
Mr. Pazzanese Mr. Acunzo	Ministry of Internal Affairs - Public Security Department	Responsible of the office of private security Responsible of the statistical data of the office of private security

National expert had organised validation at national level of his/her report.

Luxembourg

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Daniel GEORGES	LCGB	Secrétaire syndical
Léon JENAL	OGB-L	Secrétaire syndical
Marc KIEFFER	FEDIL	Conseiller juridique

National expert had organised validation at national level of his/her report.

Netherlands

National expert had organised validation at national level of his/her report.

Portugal

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Amélia Lourenço	SLEDA	General-secretary
Carlos Trindade	STAD	National coordinator
Vasco Manuel de Lucena	AES	General-secretary
(?)	AESIRF	Coordination council
Victor Hugo Sequeira	FETESE[274]	President
Alberto Filipe	ANESE[275]	President

National expert had organised validation at national level of his/her report.

Spain

Name of the person consulted	Name of the organisation consulted
F. Javier Usero	FE de CCOO AADD
Benjamin Sánchez	FeS UGT
Marciano Sánchez	FTSP-USO
Juan Carlos Polo	FETA ELA
Eduardo Cobas	APROSER
Luís García	AMPES
Vanesa Gómez	FES

National expert had organised validation at national level of his/her report.

Sweden

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Marcus Lindström	ALMEGA the Confederation of Swedish Enterprise	Employer representative, (Ombudsman)
Kent Andersson	Svenska Transportarbetareförbundet (ST) The Transport Workers' Union	Trade union representative Ombudsman
Östen Granberg	Tjänstemannaförbundet HTF: The salaried Employees' Union	Trade union representative Ombudsman
Kjell-Ove Linell	LEDARNA: the Swedish association for managerial and professional staff	Trade union representative Ombudsman

National expert had organised validation at national level of his/her report.

[274] This organisation didn't collaborate.
[275] This organisation didn't collaborate.

United Kingdom

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
John Hockenhull	GMB, Commercial Services Section	National Secretary
Colin Sambrook	PCS	National Secretary
Len McCluskey	T&GWU	National Secretary
David Dickenson	BSIA	Chief Executive

National expert had organised validation at national level of his/her report.

European organisations consulted

Name of the person consulted	Name of the organisation consulted	Function of this person in this organisation
Hilde DE CLERCK	CoESS	General-secretary
Bob RAMSAY	UNI-Europa	Property services, Head

Comments from both organisations were included in the final document.