

# Selecting best value in the private security sector: European trade unions' position

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Marjolein Oorsprong

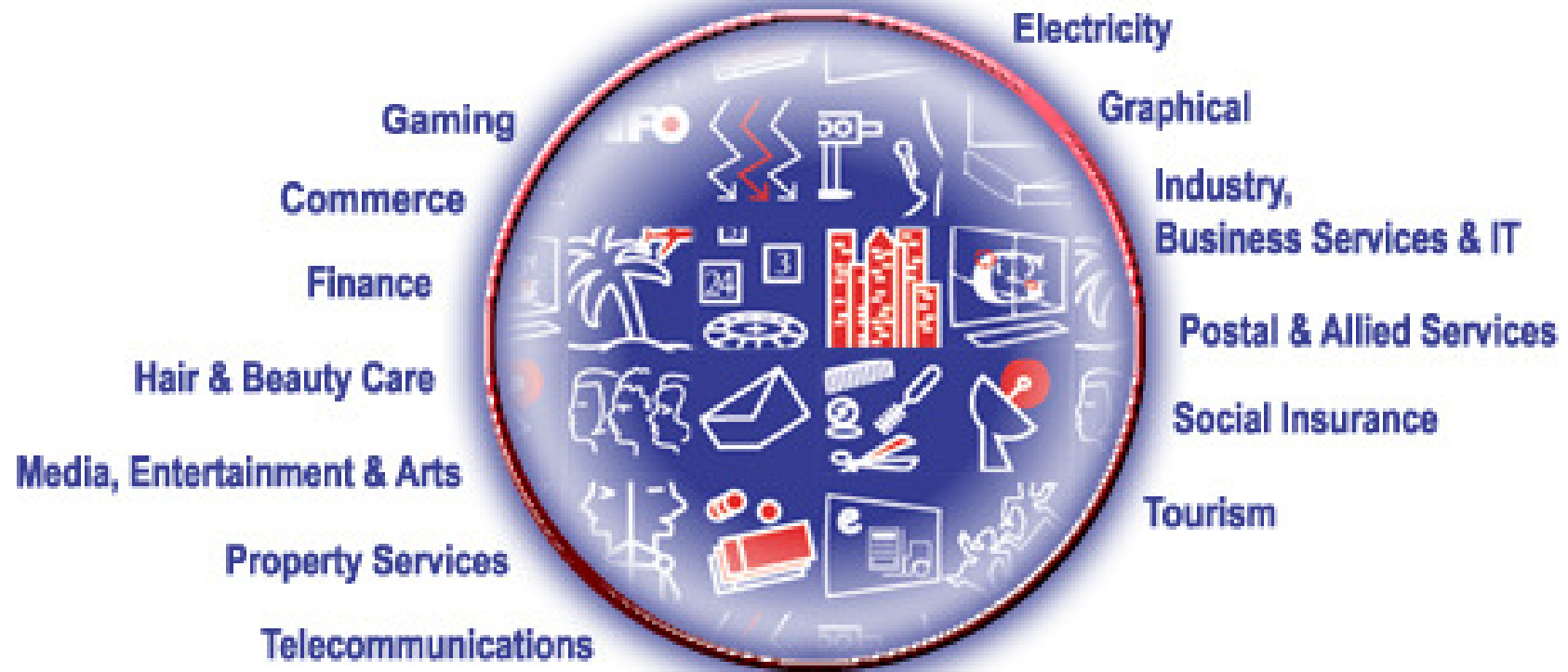
UNI-Europa

# UNI-Europa

- Regional branch of Union Network International
- Member of the ETUC
- Created by the merger of:
  - Employees in Private Services
  - Post and Telecom
  - Media and Entertainment
  - Graphical Workers
- 7 million members, 320 unions, 50 countries
- Main office in Brussels



UNI-Europa is active in  
all European countries



**Interprofessional Groups**

**Women Professional & Managerial Youth**

# Analysing difficulties

- For the user company or public authority:  
**value for money**
- For the private security company:  
**good business**
- For the workers and their representatives:  
**good working conditions**
- The win-win-win solution:  
**quality services**

# What are quality services?

- Security provided must be a reality, not just an image:  
**no security without quality**
- Security companies need fair competition, not the law of the jungle
- Quality needs skilled workers > workers need training
- Clients and providers need reliability, not absenteeism, no staff turnover
- Workers need a secure job with good working conditions

## Other sectors

Since Uni-Europa and Coess adopted their manual, other sectors have developed a best value guide based on the manual:

- Cleaning sector:      UNI-Europa    EFCI
- Catering sector:      EFFAT            FERCO
- Textile sector:      ETUF-TCL      Promptex, Euratex
- Supported and used by the EU institutions

# The guide

## Examples exclusion criteria

- Not paying social contributions
- Not adhering to the regulations on licenses
- Not adhering to European legislation, national legislation, collective agreements

## The guide (2)

### Examples selection criteria

- Financial and economic capacity
- Educational and professional qualifications
- Sub-contracting
- Employment conditions

## The guide (3)

### Examples award criteria

- Quality technical merit
- Price

# How to use the guide

- Points system
- Grading
- Examples in the guide

# The social criteria of quality

- Should the social dimension be a criteria for a bid?

**Yes**

- The security company should respect the rules, including: the national and European labour law, the collective agreement (sectoral or interprofessional level)
- Avoid social dumping: ban undeclared work, avoid subcontracting in cascade, false independent workers
- Demand/ provide skilled workers with good equipment, adapted to a changing sector

## The social criteria of quality (2)

- The rules in force are not respected:  
**need for CONTROL**