



Draft Agenda

Webinar: Best Practices for inclusive training, career pathways and workplaces in the Private Security Services

04 April 2022, 09.00 - 13.00 CET



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Opening (09.00-09.30)

09.00 Opening Remarks

Eduardo Cobas, Vice-President and Chair of Social Dialogue Committee, CoESS

Mark Bergfeld, Director Property Services, UNI Europa

09.15 Best Practices of European Public Employment Services to Support Gender Equality

European Commission

Session 1 (09.30-10.45)

Good Practices In Fostering Inclusive Workplaces

09.30 Good Practice #1: The LGBTQ+ Staff Network at Securitas UK

Shaun Kennedy, Country President, Securitas UK & Ireland

09.45 Good Practice #2: Workplace practices in support of diversity at Avarn Security

Karl Sandberg, HR Director, Avarn Security, Sweden

10.00 Good Practice #3: Inclusion of Women in Private Security and implementation of the equality plans negotiated between Social Partners

María Victoria Embid, Training Secretariat, FESMC UGT Trade Union, Spain

10.15 Union Recommendations to foster Workforce Diversity: LGBTI+ workers

ground-breaking UNI survey + ILO C190

Amel Selma Djemaïl, Equal Opportunities Director, Health and Safety Cross-Sectoral Officer, UNI Europa

10.30 Q&A and Discussion with INTEL Specialist Group

10.45 Break

Session 2 (11.30-13.00)

Good Practices In Promoting Inclusion through Quality Training and Social Dialogue

11.30 Quality Control In Training and Support Programmes for Vulnerable Young

People: The Excellence Initiative In Hamburg

Frank Schimmel, Chair of the Training Committee, BDSW, Germany

11.50 Inclusion of At-Risk Groups through Training

Serge Symens, Director General, FSEG-FBZB / Private Security Social Fund, Belgium

12.05 Croatian perspective on how to integrate different working groups into the sector through targeted training and activities

Sen. Representative, Croatian Security Services Association, Croatia

12.20 Inclusion and diversity clauses in UNI's global agreements

Mark Bergfeld, Director Property Services, UNI Europa

12.35 Q&A and Discussion with INTEL Specialist Group

12.50 Closing remarks

Catherine Piana, Director General, CoESS

Mark Bergfeld, Director Property Services, UNI Europa

13.00 End of the webinar