



The Private Security Social Fund in Belgium

About the Private Security Social Fund: the Belgian Sectoral Social Partners in the Private Security Services set in place a Sectoral Security Social Fund ([Fonds de Sécurité d'Existence de Gardiennage / Fonds voor Bestaanszekerheid van de Bewaking](#)). It monitors the compliance with Collective Agreements. Furthermore, it is entrusted with the following tasks for the benefit of workers and employers:

- Financing and organisation of training either for all workers or for workers belonging to at-risk groups.
- Financial aid, such as supplements to the income of workers facing a reduction in salary, end-of-year bonuses, union bonuses, early retirement aids.
- Sectoral legal protection policy for workers subject to third-party violence.
- Support in the fight against social fraud and unfair competition.
- Various other missions of assistance, studies and information to the sector.

The Fund gives the Sectoral Social Partners a large degree of autonomy to achieve the objectives they have set themselves in Collective Bargaining, while taking account of the contributing capacity of employers. It plays a key role in ensuring that the rights of all workers are respected. For employer organisations, the financing of this Social Fund is often a guarantee of social peace. In the end, this kind of Social Partner collaboration is more responsive to needs of the sector than to politics and social security at national level.

In terms of training, the Fund supplements the legal training:

- Individual training: most often basic training, such as on language skills and computer skills. 50% of the costs are borne by the worker, pro-rated according to participation and capped at 200EUR.
- Integrative training: this framework is still tested, and it addresses disadvantaged, unemployed people with the aim of integrating them in the sector. Before the mandatory training, the Fund provides language courses in a language different than the mother tongue, but also on social skills and legal training.

Special training frameworks exist for at-risk groups, defined as follows:

- Workers aged 50 or more who are working in the sector.
- Workers aged 40 or more who are working in the sector and who are threatened with dismissal.
- People who have been working for less than a year and who were unemployed at the time of their entry into service.
- People under 26 years of age.
- Workers regularly made economically unemployed during the past year.

The Fund's annual budget is +/- 400.000 € for training of workers belonging to risk groups, incl. financial compensation for the worker and employer. These training courses can be of different kinds, for example, training for retail workers to anticipate and manage aggressive customers, but focus mostly on basic soft (e.g. language) and digital skills.

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