

2020

Minimum Standards for Maximal Security

Analysis Report II:

This Report represents the final phase of EPU's monumental project and focuses on the socio-economic factors in which income (salaries, allowances, etc.) and the social security systems (including health and life insurance, retirement, worker's compensation, etc.) have a major impact on welfare, health and safety of our police officers in Europe.



ACKNOWLEDGEMENTS

First of all, I would like to express my gratitude to my dear friends from the work group for their contribution, but also tremendous support and encouragement: Jacqueline Hirt from ACP/EPU, Radka Pavlova and Radostina Yakimova from TUFEMI. I offer my sincere appreciation for the learning opportunities provided by these three colleagues.

My completion of this Research Analysis could not have been accomplished without the support of other colleagues from EPU, and all of the leaders of national and federal police trade unions of the 15 participant countries.

I convey my sincere gratitude to my former employer, the Serbian Police Union and its president Veljko Mijailovic, where I have invested nine rewarding years fighting corruption in the Serbian police force and regaining its integrity along with citizens' trust and respect for the officers of the law. I am also proud that I have had the opportunity to protect and secure rights and benefits of police officers and to promote a positive role of police profession along with improving the image of police officers all around the Europe.

Sincerely,



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About the European Police Union

The European Police Union (**EPU**) is a European federation of police officers, which unites police unions and associations from all over the Europe. First of all, it is a non-profit, non-governmental and totally independent police organization dedicated to the promotion of inner security within the Europe. As an umbrella organization of national European trade unions EPU has made it its internal goal to advance the cooperation among various police unions all over Europe. Externally, especially in the bodies of the European Union (**EU**), EPU pursues the protection and advancement of the social, professional, economic, cultural and health related interests of all employees operating in the field of internal security in European countries, as well as their further development through the social dialogue.

Members of European Police Union jointly represent over 800,000 police officials. The EPU's mission is to protect and secure their rights and benefits through effective representation and professional relationships with the national governments and EU's institutions. That calls the EPU to focus on police-specific themes which have immediate consequences for policing and the reinforcement and improvement of work-related issues, as well as the legal standing of police officials in a safer Europe.

The creation, protection and further development of the European Union as a values-based community in a space of peace, security and the rule of law is one of the outstanding achievements of the past and a major challenge for its future. Police officers in the member and candidate countries of the European Union contribute considerably to the realization of these goals with their personal commitment, in many cases even at the risk of their own health and lives. Therefore, they should be fully and equally entitled to the political solidarity and social security in order to be able to accomplish their daily difficult and risky tasks and to provide for themselves and their families.

Priorities in this are income creation and regulation, working hours and conditions, social benefits, health care and the protection in case of accidents. The European Police Union protects the interests of police officers in the whole Europe and is strongly committed to the creation and improvement of a social security in line with the living circumstances and conditions in the respective member and candidate countries of EU.

The EPU monitors processes of all of its affiliated police unions as far as work and employment conditions and the salaries are concerned. This includes developments within the police sector in Serbia, Bosnia and Herzegovina, Moldova, Ukraine, Bulgaria, Romania, Spain, Poland, Germany, the Netherlands, Austria, Lithuania, Latvia and Croatia.

European Police Union is also actively participating and following all recent research and studies in different fields concerning police work. Besides all of that, it effectively promotes the positive role of a police profession, not only in Europe, but in the whole world.

Membership to the EPU is open for all individuals and legal entities, especially for police unions (syndicates) and professional police associations as well as for partnerships with legal capacity wishing to promote internal security and safety in Europe.

Together we can accomplish a lot in the sense of better representation of the interests of all European police officers and other public servants in the security sector.

About the Project: “Minimum Standards for Maximal Security”

Background:

Due to our regulatory and unifying position, as well as continuous inputs from our members, we are perfectly aware of all security-related developments that take place in Europe as well as any concerning/relevant issues. We feel it is very important to convey our vision on this front.

Each and every day, we see, hear and experience how our society is becoming a more unwelcoming place. Civilians are protesting against the higher costs of living, cutbacks in social security, poverty and corruption in our countries, and are turning their backs on Europe - a Europe where the gap between rich and poor continues to grow.

Organized crime has (due to open borders) increased in almost all European countries. Human trafficking, trade in heavy weaponry, narcotics, fraud and internet crimes are on the rise also. More and more heavy automatic weapons are being used for criminal offences. Excessive forms of aggression and violence are increasing on a large scale. Europe is turning into an unsafe place to live, visit and to operate business in. It is also becoming more of a target for terrorists who use the most horrifying violence to reach their goals.

“Europe’s Migration Crisis” was not been handled properly and adequately. For instance, there are serious shortcomings in European screening and admission policy for refugees, which involves a general absence of funding, capacity and resources. Police forces in the Netherlands, Germany and the Balkan countries were and still are under-staffed, under-funded and under-equipped to process large flows of refugees. The European Police Union has reached these alarming conclusions after it surveyed police officers in these countries and has shared this information several times with the European institutions.

In the meantime, following this migration crisis, the poignant effects of a lack of proactive attitude and decisive action (such as a zero tolerance policy) by the national and European governments on aggressive and intimidating behavior by immigrants, often from young age, have become irreparably anchored in our society (rioting, explosive increase in stabbing incidents, people who are beaten up for nothing by large groups of young immigrants, harassment of women and young girls, assaults on the street, in public transport, in swimming pools and beaches).

People have become scared, policemen and enforcers are being scolded, spat on and beaten. Drugs, alcohol and nitrous oxide use among these young people makes the situation even more explosive. Apparently the national and European governments do not provide a solution to the problem because not much happens outside of a pointing finger. The penalties and fines are a joke. The respect among this group of immigrant youth for our residents is zero.

But it increasingly seems that governments do not want to burn their fingers on this major problem. The racism card is then quickly drawn. The call from the population is getting louder to crack down on this group of criminal rioters. The majority of immigrants who integrate well and who have a positive image and added value within our society are also seriously inadequate. And also vulnerable immigrants must be protected from recruitment for criminal acts and exploitation by this group of criminal rioters.

A number of EU countries are accused of not wanting to accept refugees. The other side of the coin is that by far the most refugees do not want to stay in these countries, because they see more opportunities for themselves in the richer Western countries that have more to offer. Therefore, we can, without any wrongdoing, question their true goal. Is it truly the natural, human survival instinct that is making them flee to safe shelter, or perhaps something else?

This year, we were all challenged by the Covid-19 pandemic. As police officers, we are required each day to face risks as we serve our communities. This virus presents a new and significant risk to all citizens, and especially for police officers who have a vital profession and are expected to fulfill their daily duties even in these uncertain and unprecedented times. As millions of people around Europe and rest of the world were ordered to shelter in place, police officers in every single country continued to perform their duties each and every day with selfless acts of service to others. For most of the world, life is lived indoors with the virus visible only through their front windows. For police officers, nothing has changed. They cannot shelter in place and wait for the pandemic to go away. Instead all of them come to work, fight crime, and protect the community, all while knowing that they are exposing themselves, and their families, to this potentially deadly disease. They do it because it's the life and profession they've chosen. Simply, they do it because they're the guardians for those they've sworn to protect.

Law enforcement officers are part of a high-risk group that is at heightened risk of contracting and spreading the Corona virus while performing their duties, especially when faced with shortage of protective equipment, which is the case with this ongoing pandemic. In its early stage, we have realized that there is an alarming shortage of capacity and personal protective equipment (PPE) within European police forces, which has led to a situation in which guaranteeing security and stability was and still is increasingly difficult.

During this uncertain time, when the world was thrust into a pandemic with no foreseeable end in sight, law enforcement officials have provided Europe with a blanket of stability, safety and security. The question is: for how long can they do it without proper PPE, especially having in mind that the "second pandemic wave" is expected in coming months?

Police personnel and civilians throughout Europe have been placed under an unacceptable amount of pressure because more and more austerity measures are being implemented in the security sector. Police officers are the first ones to encounter the consequences of these glaring shortages in staff, resources and organization. There is insufficient protection against infectious diseases, and besides that officers are not being given the training required to deal with new security challenges they are now facing. There is a serious shortage of adequately

qualified personnel. Also, extra tasks involving refugee support and anti-terror activities can only be performed effectively if the required funding is available.

All of this results the security and safety of police officers and the whole European society to be under serious threat. Understaffing and poor organisation of immigration checkpoints results in a situation where many refugees slip through the “net”, meaning that the national safety of EU’s member and candidate states is at high risk. A real risk, as witnessed by large scale terrorist attacks all over the Europe. With current staffing and resources, police-officers in Europe are unable to streamline the reception of refugees and prevent potential terrorists from travelling amongst them without being noticed.

Despite major concessions by Europe, aimed at stopping alarming developments in security-related risks, not enough initiatives are currently being taken to follow up political promises with actual actions.

Due to austerity measures and wrong decisions in the field of security, safety cannot be properly safeguarded on the streets, and at the ports and airports. Capable police officers are falling victim of cutbacks or are prematurely leaving the police force due to sub-standard and unsafe working conditions, while further investments are needed in greater detection capacity, training, weapons and equipment for police agencies and its officials.

Extreme forms of violence against police officers (including severe threats at their home address) are only increasing. In addition to this theme, we also would like to draw the attention for the violence used by police officers on behalf of governments that enforce the use of brutal force against demonstrating civilians. We are speaking about psychological violence exercised by the employer.

We have not only noticed major differences in the knowledge, expertise, attitude, bureaucracy and effectiveness of our leaders in Europe, but also that not enough is being done to acknowledge security risks within and beyond national borders.

The shocking truth is that many (member and/or candidate) countries are not suitably prepared to deal with major emergency crises. In the long-term, it is nigh on impossible to maintain a heightened terror alert throughout Europe. Police officers and their fellow service providers are reaching the end of their mental and physical capacities. This increased exhaustion will lead to decreases in alertness and vigilance. As mentioned above the shortage of police officers will also only increase in the coming years.

A great deal of research has been carried out into how to counter crime and terrorism within Europe and beyond. This pile of scientific data offers a broad and comprehensive insight into developments and trends in security over the years, which means we now have a rich source of information (academic & professional) at our disposal.

But we have noticed that many pieces of expensive and time-consuming (scientific) research is quickly consigned to libraries and is only dusted off to serve as study material for new, expensive research projects. After last attacks and the persistent threat of terror in Europe, it

became painfully apparent that many years of implementing a policy of 'see, hear and keep quiet' in the EU has caused us to pay a heavy price for our security.

For quite a few years, the EPU has attempted to highlight the failings of the 'it will be fine, no need to worry' approach adopted by our politicians. Often enough, we warned our government leaders that security could no longer be guaranteed in their perceived European utopia.

As a result, we are now experiencing the same thing happening in the fight against the Covid-19 pandemic in the field of collaboration, joining forces, sharing and adopting good practices and uniformity in recommendations, guidelines and European regulations (applicable in every EU country) to creating clarity for support among the European citizens. For example, on wearing protective equipment, traveling through Europe and enforcement of the Covid-19 measures. What we now see is that there are European citizens from “red” areas who are moving to places where the bars, beaches and restaurants are still or again accessible. For example, in the Netherlands the bars and restaurants are closed in order to counter the sustained surge in coronavirus cases, so disobedient citizens go to Belgium where restrictions have not been imposed and risk exposing themselves, contracting the virus and bringing it back with them.

In order to tackle security in a truly effective manner, Europe will have to move away from expensive investments in pseudo-security and start directly investing in security issues that really matter.

The time has now come for an 'extreme' make-over of Security in Europe. Our (member) countries urgently need a European Union with the collective strength and ability to address several key areas within the field of security. Only a well-coordinated and integrated Europe will be able to deal with the countless challenges being faced by our countries when it comes to reduced levels of security. There is no shame in not knowing something; the real shame will come if we do not (want to) learn our lessons and decide to ignore things. Requesting help from external experts is not a sign of weakness, but actually a sign of strength.

And this is another area where EPU can and wants to be of help; to improve interaction between the various players in the field of security, so a comprehensive strategy can be realized to address ambiguity in security-related issues in our (member) countries. EU's rules must be implemented in a comparable manner within member and candidate countries. The increase in cross-border criminality requires more intensive collaboration. This is only possible if norms, methods and actions have been effectively coordinated.

Labor Unions, and not just the police ones, regularly face the problem that agreements in national and European laws and regulations are not being complied with and/or are being breached. We waste a lot of energy fighting unlawful acts by governments and even human rights breaches. We believe EU must perform more proactive monitoring, and even impose sanctions, to ensure that its regulations and guidelines are actually translated into national legislation. And not just that, they also must closely and continuously monitor and make sure

that they are fully implemented at all times and no matter what. Once again, we have noticed that our core values in the field of (social) security and human rights are becoming blurred and that our national interests are at risk.

European society and national governments always expect the police force to act in a professional manner, so public order and safety can be maintained. Due to an increase in incidents involving physical violence against people of authority in Europe, it is becoming increasingly difficult to meet these expectations.

Many events have taken place which have had a major impact on the safety and sense of security of police officers. There is an increasing work-related dissatisfaction within the European police sector. Police officers are afraid to report incidents of violence and aggression fearing the reprisals. We witness in many countries that more and more police officers are choosing to call in sick because they are afraid to patrol streets. In some cases, false emergency calls are being made so that police patrols can be ambushed. If such incidents take place in areas where many conflicts are encountered (or in so-called "NO GO areas"), police officers will be less willing to risk their own health and lives in order to protect local residents.

Poor working conditions and terms of employment not only serve as a breeding ground for corruption (thus endangering the integrity of the whole police forces) but also result in a worrying increase in the number of police officers who experience severe (financial) pressure, are diagnosed with PTSD or even commit suicide. Police officers who are under physical and mental stress can form a risk to themselves and/or their immediate surroundings (colleagues and civilians). In several countries, police officers are being placed in a social program due to poor financial conditions in their work sector.

Police officers in Europe should be able to count on EU institutions which, as part of their duty of care as good employers, are able to offer the required personal care while establishing an appropriate framework for safety.

As already stated, people are losing respect for police officers and; therefore, EU will have to take measures on this front in order to restore the public's respect, trust, authority and appreciation for the police force and for those on public positions.

A step in the right direction could involve European politicians openly admitting that we are unable to guarantee basic safety to our citizens due to the stifling effect of austerity measures and heightened risk of terrorism. Politicians should stop telling people that 'everything is under control', but concede that a 100% guarantee cannot be given for security. Pseudo-solutions are being presented, which are in no way effective. If a 100% security guarantee cannot be given, let us at least do everything we can to minimize the risks and to maximize the safety of those securing us.

Aims & Goals:

The creation, protection and further development of the European Union as a values-based community in a space of peace, security and the rule of law is one of the outstanding achievements of the past and a major challenge for its future. Police officers in the member and candidate countries of the European Union contribute considerably to the achievement of these goals with their personal commitment, in many cases even at the risk of their own health and lives.

EU, now more than ever, deals with extensive problems of border-crossing criminality, a rapidly increasing flow of refugees and an intensity of aggressive extremism and violent terrorism. European integration cannot be stopped, so the establishment of full European cooperation between various national police agencies has become a necessity. But, in order for it to truly work, certain minimum standards have to be established. Police officers, who ensure our safety while risking lives and limb, deserve the very best protection and work conditions. Therefore, they should all be fully and equally entitled to the political solidarity and social security in order to be able to accomplish their daily difficult and risky tasks and to provide for themselves and their families.

The European Police Union protects the interest of police officers in the whole Europe and is strongly committed to the creation and improvement of their social security in line with the living circumstances and working conditions in the respective member and candidate countries of EU.

The goal of this project is: **to establish minimum standards for the European police officers when it comes to their Uniforms, Equipment, Training and Socio-Economic status, where priorities are: adequate income creation and regulation, working hours and conditions, social benefits, health care and the protection in case of accidents (worker's compensation).**

The project: "Minimum Standards for Maximal Security" is divided into sub-studies (phases) for the purpose of easier overseeing and further development.

The **first phase** of the research has been completed in 2017, with focus on adoption of minimum standards for uniforms, equipment, training and retraining of European police officers in patrol.

Aiming to achieve that, the European Police Union has created and conducted the specific survey in order to identify extreme differences and deviations among police forces in different European countries. Once we identified them, the next step was looking for their cause, which could have come from one of two sides:

- it is either the ***Law*** that is the problem, in which it is regulated badly or not regulated at all; or
- it can be the ***Practice***, in which the law is not implemented, or simply it is violated.

In order to do that the scientific approach was used. EPU has set up a work group (with members from various countries), which have investigated the breaches in the basic rights (and social entitlements) of police officers in Europe. The benchmarks for this research were the requirements stipulated in the European Social Charter and the National Legislations.

Step four represents the generation of the “*Analysis Report I*” and the final, fifth step, is The Collective Complaints through EU Institutions and national bargaining.

As a part of the **first phase**, we have researched/investigated the public procurement policies on the police equipment and uniforms within the countries that are members of the EPU. In connection with this, we mapped out the costs of a fully equipped police officer for each country based on the EPU minimum standards for uniforms and equipment and their quality. This has enabled us to gain insight into governments’ spending for the procurement of basic police equipment and uniform items and will be able to make a comparative analysis with all EPU affiliated countries.

Our findings from the first survey, published in the “*Analysis Report I*” were publicly presented on press conference in Berlin on November 2nd, 2017. A copy of full report and the summary of findings can be obtained on our website: <http://www.europeanpoliceunion.eu/>



Press Conference in Berlin November 2nd, 2017: (from left to right) Dr. Nikša Nikodinovic (author of the Report), Mr. Gerrit van de Kamp (Chairman of the EPU), Mr. Rainer Wendt (Federal Chairman of the German Union of Police Forces)

About the 2nd Survey: “Income and Benefits”

The **second phase** of our research project focuses on the socio-economic factors in which income (salaries, allowances etc.) and benefits (including health insurance, retirement, worker’s compensation, etc.) have a major impact on welfare, health and safety of our police officers in Europe.

This survey covers only the “regular”, uniformed police officers that work in patrol or traffic control, and it has been scientifically prepared, executed and evaluated.

It was conducted in 14 countries at the beginning of 2020, with a total number of 47 questions. They were divided by the subjects that they cover, in this order:

- 2 Informative questions
- 15 Basic employment requirements, conditions and rights questions
- 5 Income questions
- 2 Health insurance questions
- 8 Retirement questions
- 15 Additional benefits questions

Survey was aimed to get the better understanding of social security systems within European police organizations. Questions were asked about the personal income, health and life insurance, as well as information on retirement and other benefits. It also sheds the light on union organizing along with the circumstances that it is done under in different European countries and the relationship between employers and labor unions.

The Comparative Analysis and Findings

NOTE:

The data presented in this report has been collected by EPU's Survey and personal informational inputs by the leaders of their National or Federal Police Trade/Labor Unions.

BASIC WORKING CONDITIONS

Working conditions are at the core of paid work and employment relationships between an employee and employer. Generally speaking, working conditions cover a broad range of topics and issues, from working time (hours of work, rest periods, and work schedules) to remuneration, as well as the physical conditions and mental demands that exist in the workplace.

The EPU monitors trends and developments regarding working time, work organization, and work-life balance in European police organizations and analyzes key and emerging issues, in order to provide EPU constituents and policymakers with practical information and research-based policy advice grounded in knowledge. In addition to that, EPU seeks to collaborate with national and international research institutes and academic institutions to obtain the state-of-the-art knowledge needed to support workers and employers in developing and implementing balanced working time arrangements that can protect workers' health, benefit their well-being and work-life balance, and promote sustainable enterprises as well.

The EU's Working Hours Act features legislation which is regularly and structurally breached by many European police organizations. Unfortunately, 60-hour working weeks, which are not compensated (in holidays or salary), are commonplace. This also applies to 24-hour shifts and only 2 days leave per month.

The Guideline by the European Council of 12th June 1989, concerning the implementation of measures to improve the health of employees at work, is being breached or is barely being implemented, whereby the health and safety of (police) employees is not being safeguarded. The two main requirements in this guideline, which are regularly ignored, are:

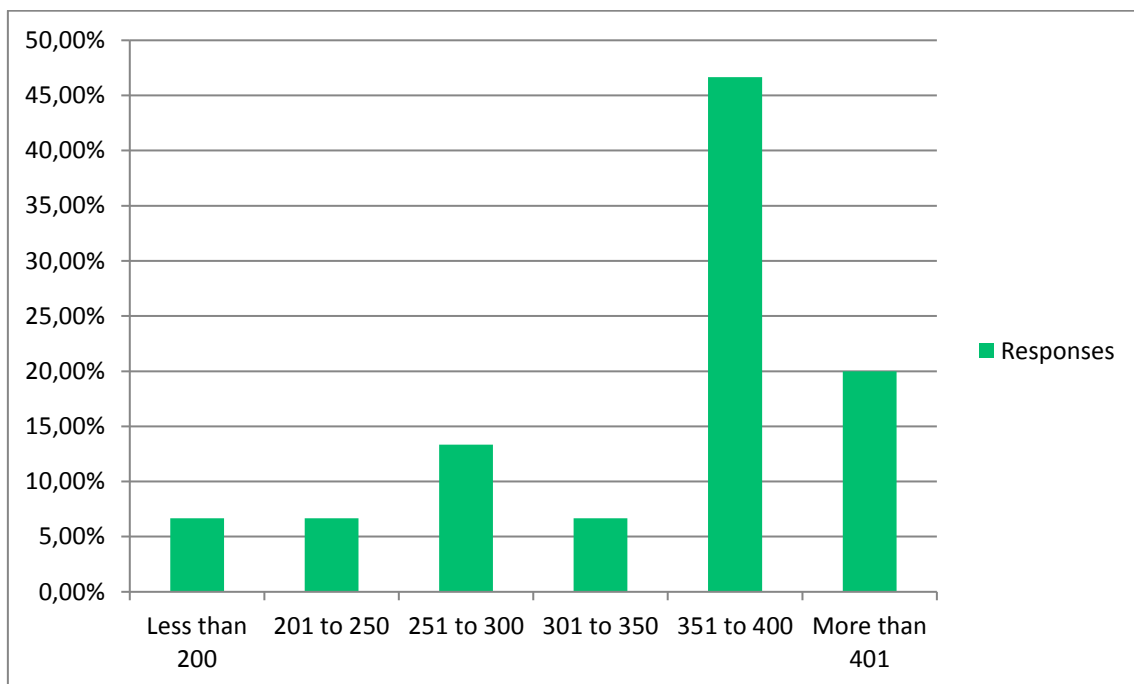
1. *Because there are still too many work-related accidents and illnesses; preventive measures must immediately be taken, or current measures must be improved, in order to protect the health and safety of employees, whereby a higher level of protection is realized;*
2. *Because, in order to safeguard a higher level of protection, employees and/or their representatives must be informed about risks to their health and safety, and about measures which must be taken to reduce or eliminate these risks; it is necessary for them - via a fair participation agreement - to contribute to national laws and/or practices so the required protective measures can be implemented.*

The right to form trade/labor unions is acknowledged in the Labor Law, which also identifies the relationship between employers and trade unions. Unfortunately, rights relating to police trade unions are still being breached, and many national governments are still trying to destabilize police unions. Here are few of real-life examples from affiliated EPU police unions:

- *Immediate stop of premiums to be automatically deducted from salaries (union encounters financial difficulties);*
- *Refusal to grant access to union offices (government owns the premises);*
- *Changes to laws and regulations, without consulting the unions;*
- *Cancellation of CLA with union x and a new stricter CLA agreed with union y.*

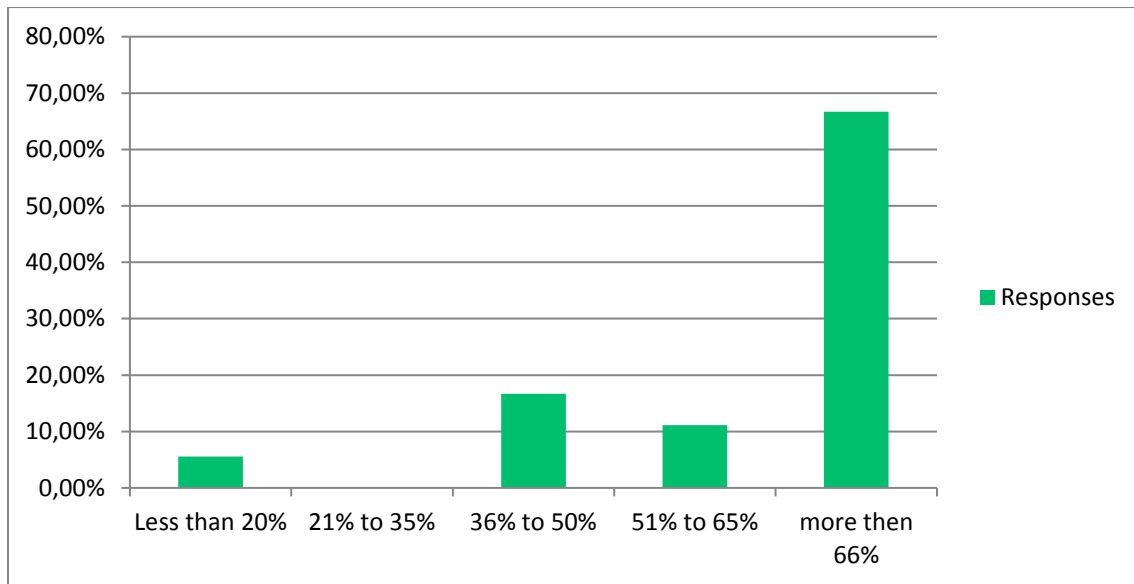
The first subject covered by 15 questions in this survey is the basic working conditions for police officers. In the following text we will present and describe our findings.

To start off we first wanted to know what the rate of police officers per 100,000 inhabitants in each of the countries is (**Graph 1**). As you can see, it very fluctuates from less than 200 to more than 400 officers in some countries. The lowest rate is in Romania, Moldova and Lithuania, while majority of countries have an average rate of more then 350 officers. The highest one is in Germany, Croatia and Ukraine.



Graph 1: The rate of police officers per 100,000 inhabitants

To get better understanding of what it means to live on a police salary in Europe we wanted to find out what percentage of it goes to a basic cost of living (basic expenses such as taxes, housing, food etc.) in each of the countries (**Graph 2**).



Graph 2: The percentual cost of living on police salary in different European countries

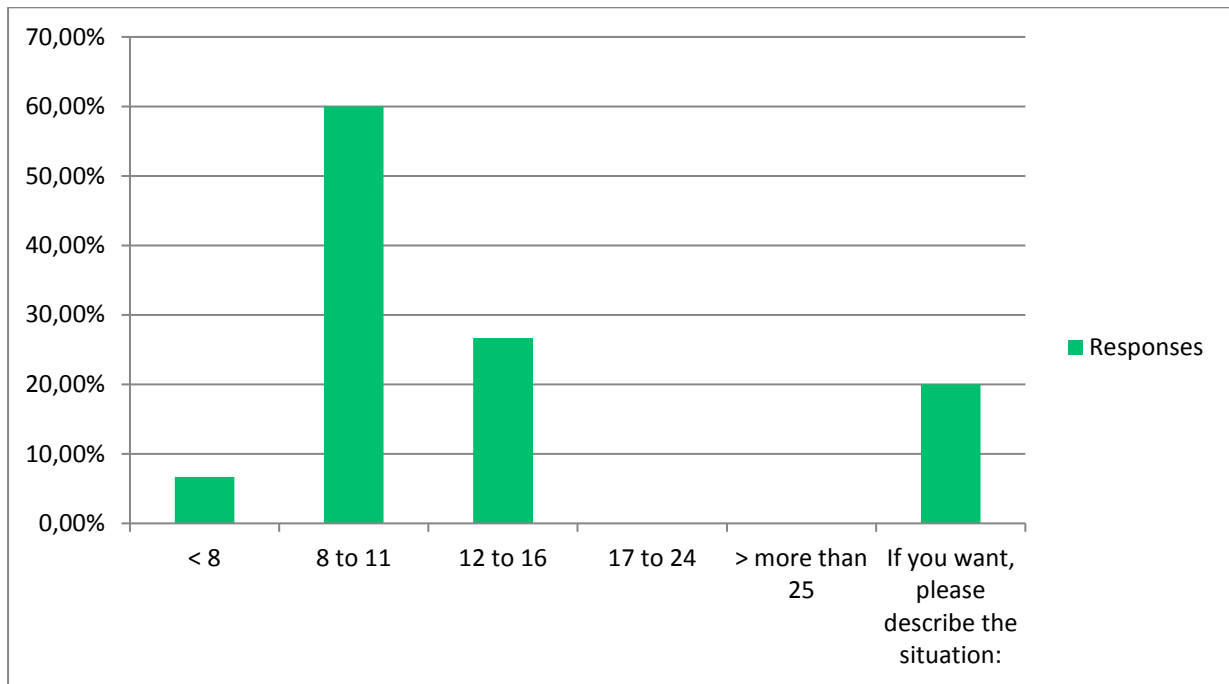
Spain is one of the four countries in which policing officials are not allowed to have a second job (**Table 1**), but also the country with the best standard for policing officials, from whose salary less than 20% goes towards basic living expenses. Germany, Lithuania and Romania are next ones with range of 36%-50%, followed by Ukraine and Austria, in which police officers must spend little over half of their salaries (51%-65%). Police officers in rest of the surveyed countries spend over 66% of their wages on the basic cost of living, leaving them with very little for other life needs.

Countries in which police officers are not allowed to have a second job:	Bulgaria, Serbia, Spain & Moldova
Countries in which police officers are allowed to have a second job:	Germany, Lithuania, Ukraine, The Netherlands & Latvia
Countries in which police officers are allowed to have a second job in a specific category with strict permission of primary employer (The Ministry of Interior)	Bosnia and Herzegovina, Romania, Croatia & Poland

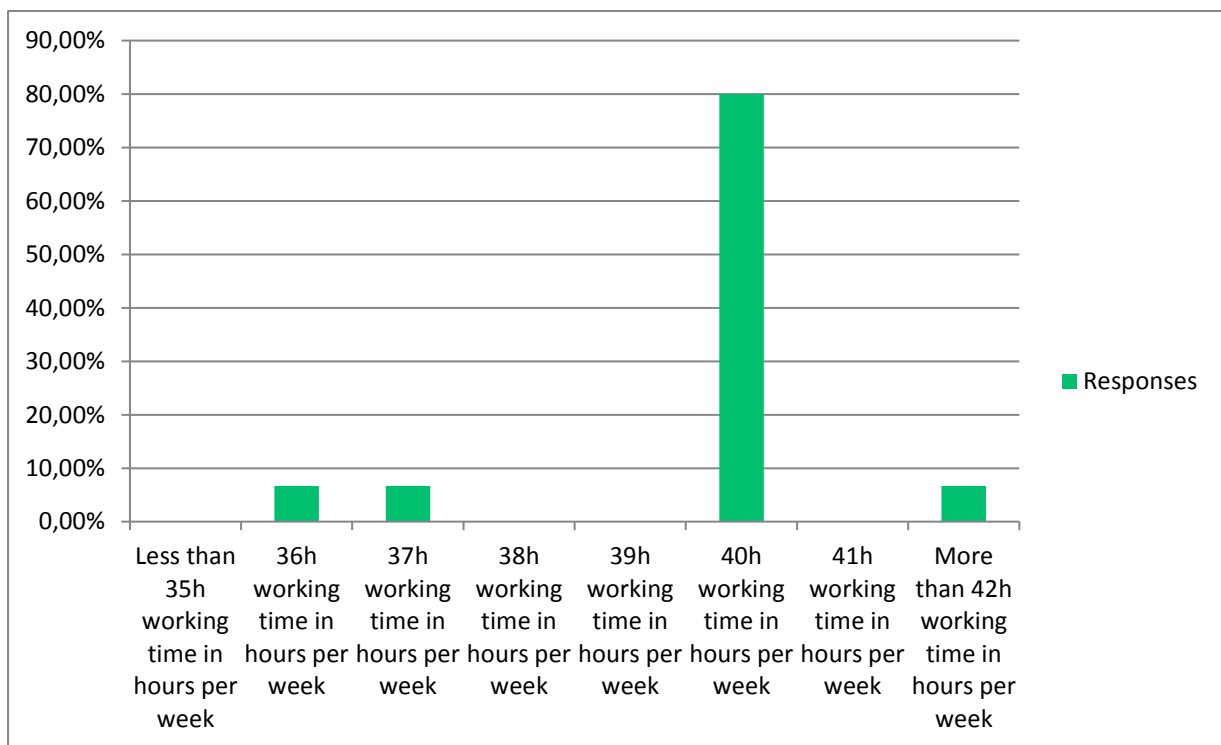
Table 1: Being allowed as a police officer to have a second job

Next set of questions in our survey focuses on working hours in each of the countries and **Table 2** shows the results. According to it, most of the police organizations tend to have 8-11 hours shifts (**Graph3**), totaling on average 40 hours of effective work time per week (**Graph4**). The longest shifts are in Bosnia and Latvia, ranging from 12 to 16 hours, while in Poland they can be that long, but usually are from 8 to 12 hours. Officers in The Netherlands

work the least per week, totaling 36 hours, followed by those in Spain that work 37 hours, while those in Latvia have the longest work time in a week, above 42 hours.



Graph 3: Hours per working shift for police officers



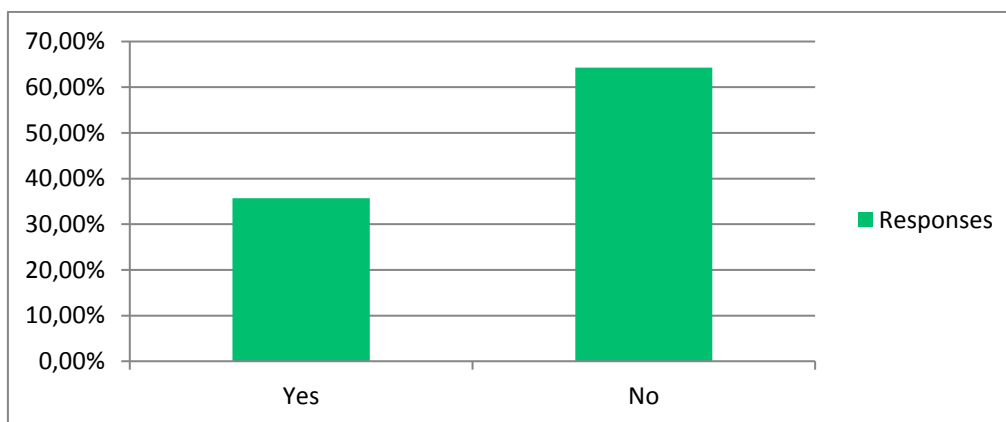
Graph 4: Hours per week for police officers

Only in Serbia, Croatia and The Netherlands both, Stand-by time and availability by phone, are considered as worktime, while in Germany only up to two hours of availability by phone are paid.

	Hours per shift	Hours per week	Stand-by time considered as Worktime	Availability by phone considered as Worktime	Implementation of the European Working Time Directive	Better working conditions than the European Working Time Directive
Bulgaria	8-11	40	No	No	Yes	No
Germany	6-12	40	Yes	Up to 2 hours	Yes	Yes
Croatia	8-11	40	Yes	Yes	Yes	No
Lithuania	8-12	40	No	No	Yes	No
Poland	8-12	40	No	No	No	No
The Netherlands	8-11	36	Yes	Yes	Yes	Yes
Romania	<8	40	No	No	No	No
Ukraine	8-11	40	No	No	Yes	No
Serbia	8-11	40	Yes	Yes	Yes	No
Spain	8-11	37	No	No	Yes	Yes
Bosnia and Herzegovina	12-16	40	No	No	Yes	No
Austria	12-13	40	Yes	No	No	No
Latvia	12-16	>42	No	No	Yes	No
Moldova	8-11	40	Yes	No	Yes	No

Table 2: Working hours

Governments of most of the countries, except Poland, Romania and Austria, are implementing the European Working Time Directive. Only three of them, Netherlands, Croatia and Spain, are even providing better conditions than those in the European Working Time Directive. In some areas, the regulations in the Netherlands are even better. But, the practical implementation of the regulations is not always complied with due to specific circumstances, such as the abuse of emergency regulations (violation of article 5).

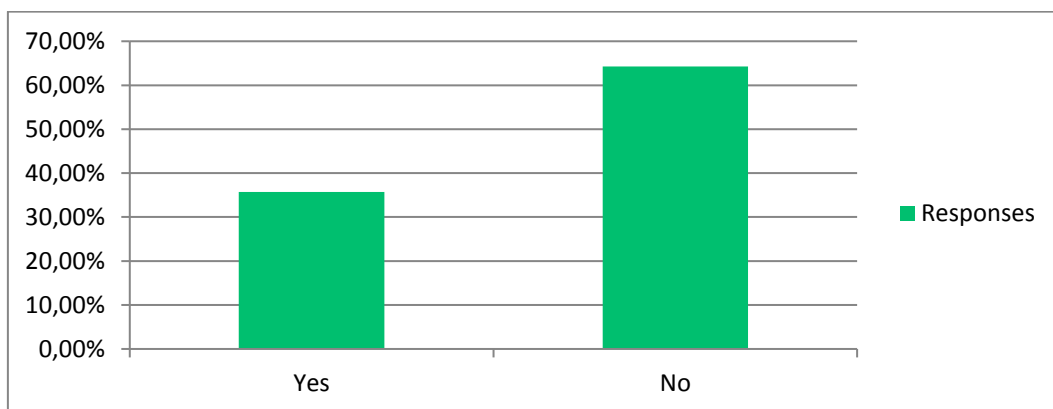


Graph 5: Countries with/without a Specific Collective Agreement for police officers

In **Table 3**, five of the most important elements of syndical activity in police organization are presented. According to answers provided by our colleagues, only 35% of countries have a specific collective agreement for police officers (**Graph 5**). The oldest one was successfully negotiated by the Serbian Police Union nine years ago. Same goes for the official meetings/negotiations between the representative unions and ministers of interior. Nine countries have them on regular basis in average every two months, while five do not have any. The ratio between those countries in which police officers have a right to strike is 35% to 65% (**Graph 6**).

	Collective Agreement?	For how long?	Regular negotiations with the Ministry of Interior?	How often do the meetings occur?	Police officers have a Right to strike?
Bulgaria	No	/	Yes	< 6 times per year	No
Germany	No	/	Yes	< 6 times per year	No
Croatia	Yes	/	Yes	> 6 times per year	Yes
Lithuania	No	/	No	/	No
Poland	No	/	No	/	No
The Netherlands	Yes	2 years	Yes	> 6 times per year	No
Romania	Yes	2 years	Yes	> 6 times per year	No
Ukraine	Yes	3 years	No	/	No
Serbia	Yes	8 years	Yes	> 6 times per year	Yes
Spain	No	/	No	/	No
Bosnia and Herzegovina	No	/	Yes	< 6 times per year	Yes
Austria	No	/	Yes	< 6 times per year	Yes
Latvia	No	/	No	/	No
Moldova	Yes	5 years	Yes	< 6 times per year	No

Table 3: Syndical rights



Graph 6: Right to a strike

Income

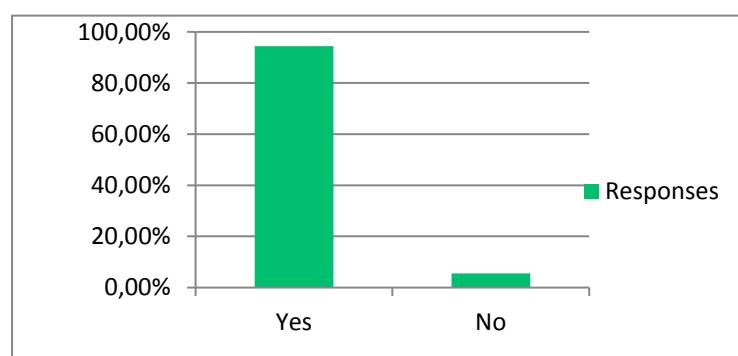
The salary is a fixed amount of money or compensation paid to an employee by an employer in return for work performed and is usually specified in an employment contract. In Europe salary is commonly paid in fixed intervals, for example, monthly payments of one-twelfth of the annual salary.

Salary is typically determined by comparing market pay rates for people performing similar work in similar industries in the same region, but it is not the case with police organizations in Europe. Not only do they differentiate but there are huge discrepancies between police salaries in different European countries. This goes for the same ranking police officers that perform exactly same job duties, such as patrolling and traffic control, have identical qualifications and amount of experience. For example, while officers in Austria, Germany and Spain make over 2,000.00 euros a month, their colleagues in Moldova, Bulgaria, Ukraine and Romania get paid five times less than them (**Images 1 & 2**).

Payment for police working experience	61.11%
Night work	72.22%
Dangerous (risky) work	55.56%
Irregular work (including working in the weekends, holidays etc.)	61.11%
Special assignments	33.33%
Additional money for food (when it is a regular payments)	38.89%
Payment for travelling (form home to work) and regular payment	55.56%

Table 4: Additional payments to the basic salary

In **Table 4** we have presented answers to the question: “Does your employer (the Ministry of Interior) provide additional payment to the basic monthly salary for specific assignments and work conditions”? From these findings we can clearly see that there are, once again, many discrepancies in police wages and the way they are calculated and adjusted in different European countries. For example, only one third of them are paid for special and hazardous (risky) assignments, while just one half gets commuting costs reimbursed etc.



Graph 7: Latvia is the only surveyed country in which police officers did not receive the salary increment in last 5 years (2014-2019).

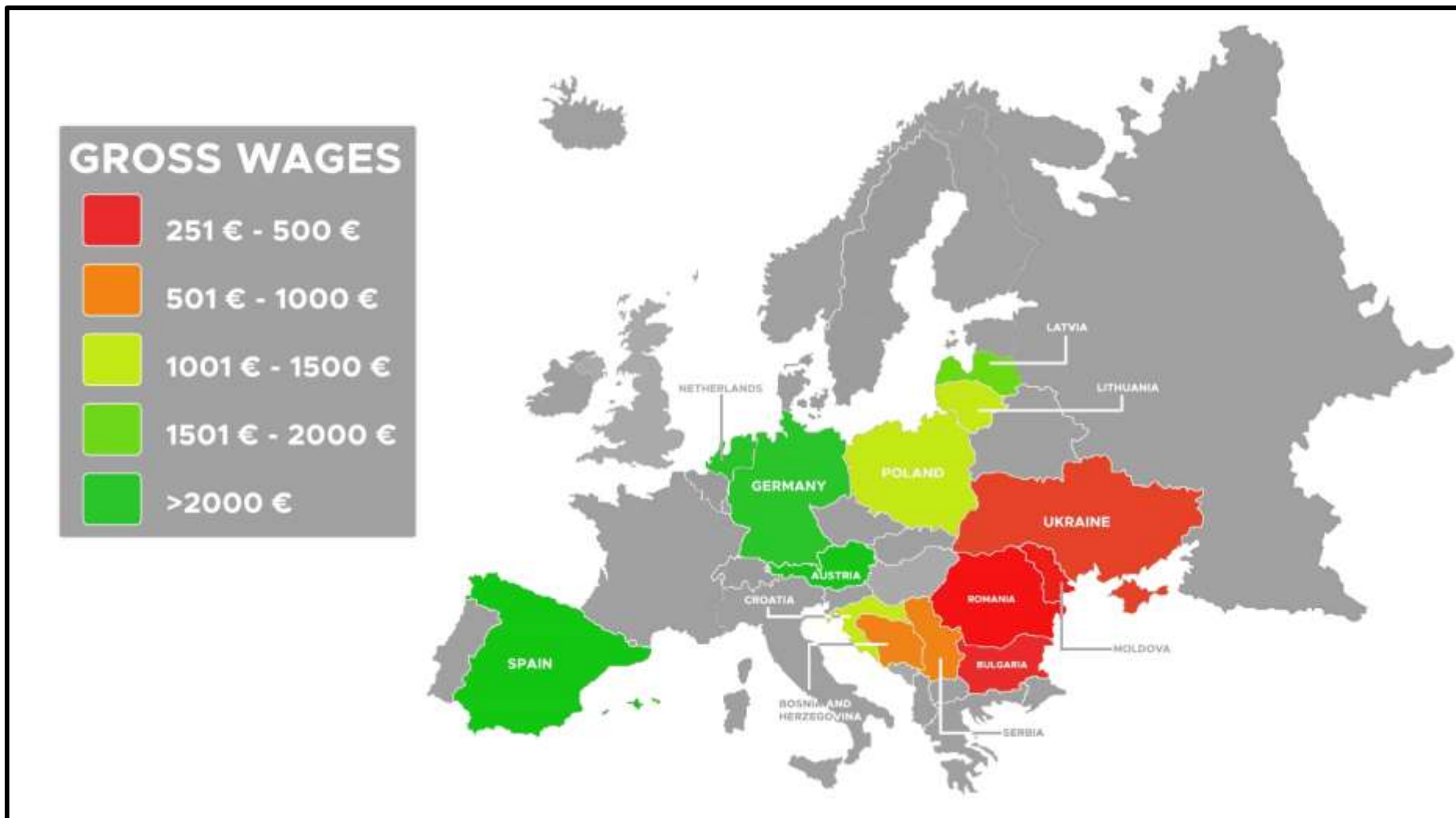


Image 1: *Gross monthly salaries for police officers in different European countries*

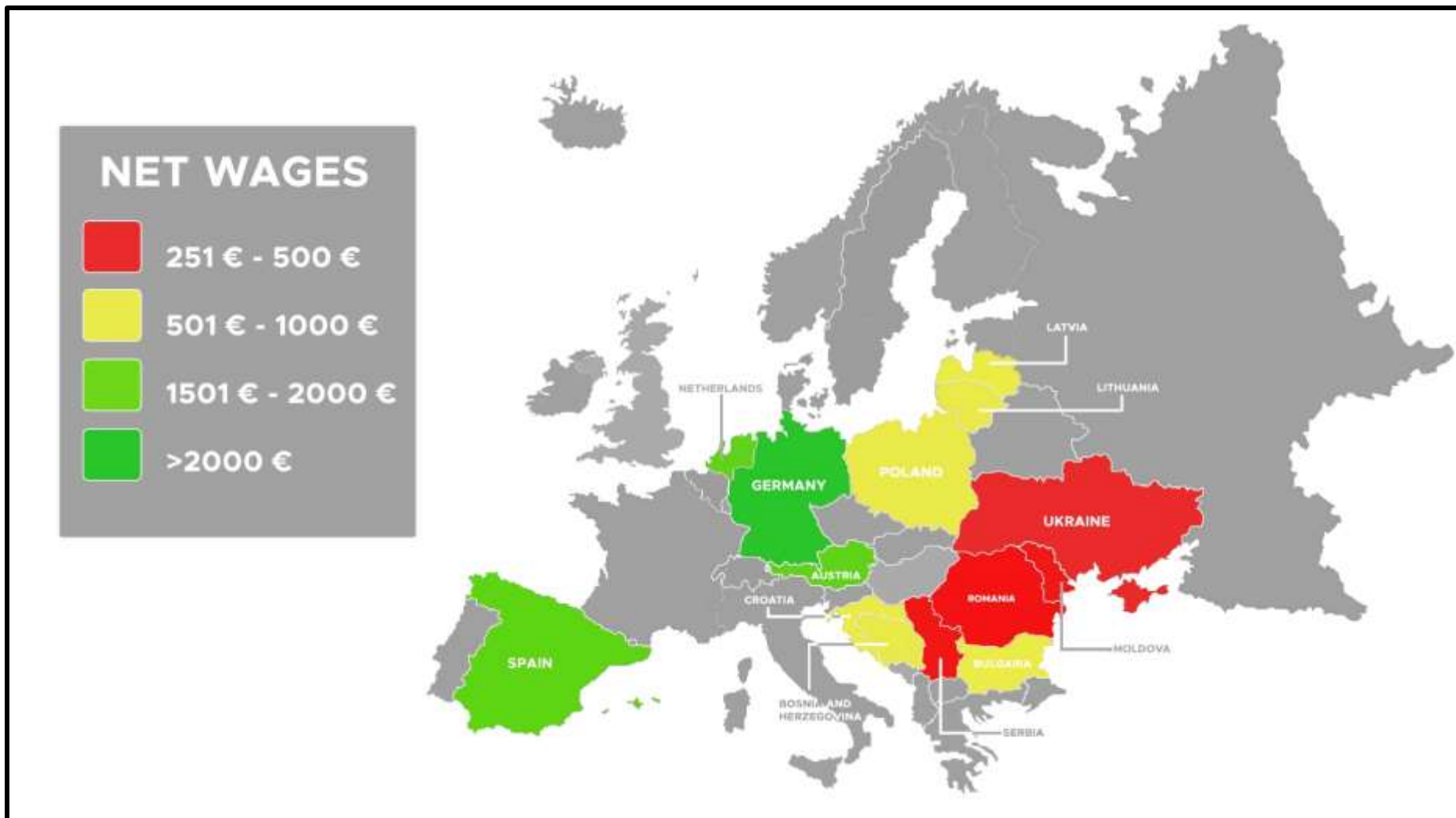
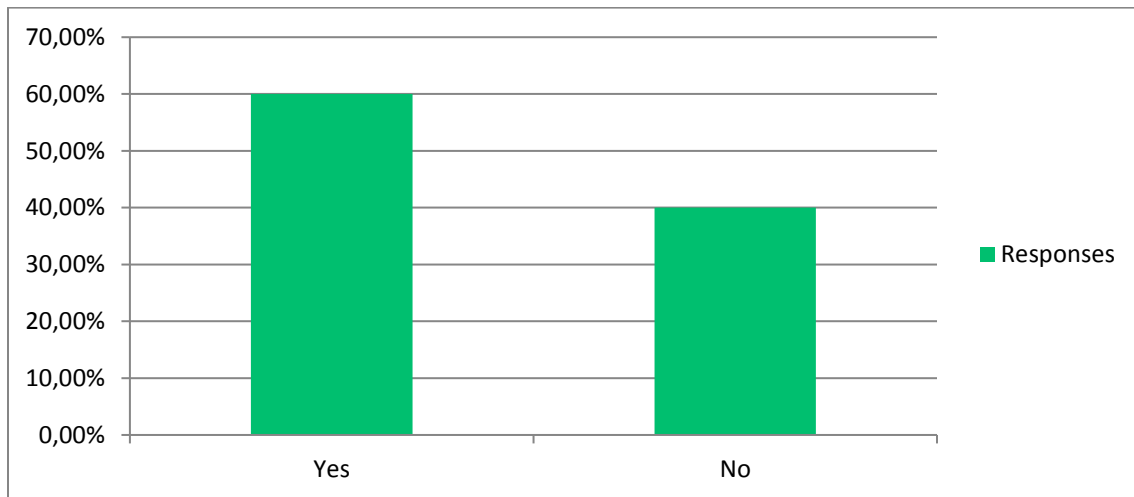


Image 2: Net monthly salaries for police officers in different European countries

Health Benefits

Health insurance is an insurance that covers the whole or a part of the risk of a person incurring medical expenses, spreading the risk over numerous persons. By estimating the overall risk of health care and health system expenses over the risk pool, an insurer can develop a routine finance structure, such as a monthly premium or payroll tax, to provide the money to pay for the health care benefits specified in the insurance agreement. In our subject of study, the benefit is administered by a central organization that is a government agency such as a Ministry of Interior. Just like in any other organization, private business, or not-for-profit entity, employees, in this case police officers, are insured. Our goal was just to find out do they receive any additional coverage due to their risky and reputable profession.



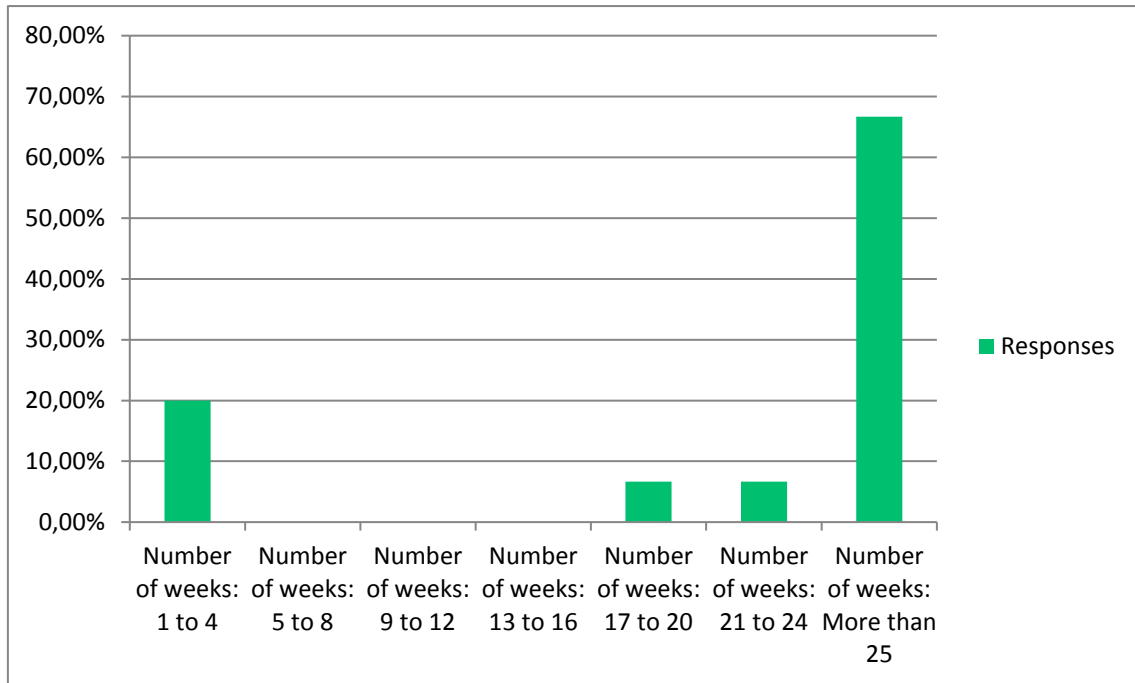
Graph 8: Government does/does not provide special health insurance for police officers

The **Graph 8** shows that in nine countries police officers are recipients of specialized health insurance benefits, while in five of them they are not. In **Table 5** we can see that employers in almost half of the surveyed countries don't offer additional coverages to their officers, while in 40% of them they do have life insurance and workers comp.

Accidental insurance (workers compensation)	40.00%
Life insurance	40.00%
Other	13.33%
No Special Insurance	46.67%

Table 5: Additional insurance

Unfortunately, in three of the surveyed countries police officers stop receiving their salary in cases of injury and illness, while in Austria they continue being paid only if their absence is caused by work related injury and/or illness. The **Graph 9** shows for how long officers get paid while absent due to injury or illness in those countries that do provide this benefit.



Graph 9: *Time period of continued payment during absence due to injury or illness*

Retirement Benefits

The retirement is the withdrawal from one's position or occupation or from one's active working life. A person may also semi-retire by reducing work hours, but in most countries for police officers it must be full retirement.

Most police officers choose to retire when they are eligible for their pension benefits, although some are forced to retire when bodily conditions no longer allow them to work any longer (by illness or accident) or as a result of legislation concerning their position. In most countries, the idea of retirement is of recent origin, being introduced during the late 19th and early 20th centuries. Previously, low life expectancy and the absence of pension arrangements meant that most workers continued to work until death. Germany was the first country to introduce retirement benefits back in 1889.

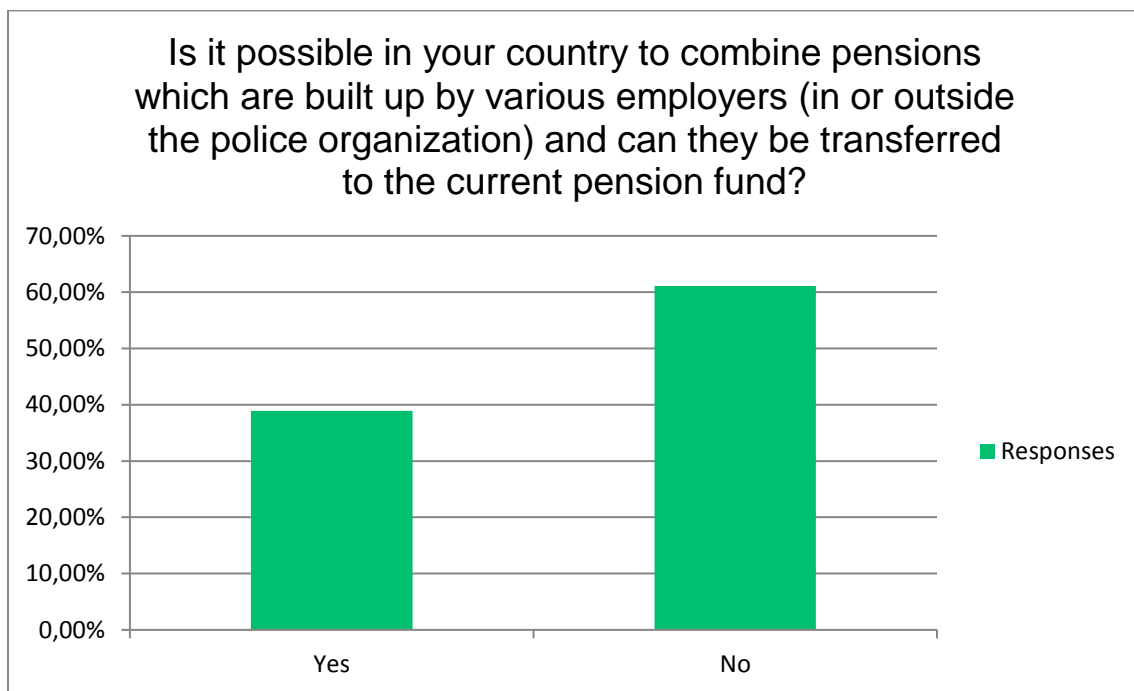
	Minimum age for retirement	Minimum years of service for retirement	Is there a special pension fund for police officers?	Do police officers retire early due to specific work?	Are there special retirement legislation?
Bulgaria	51 - 55	16 - 20	NO	YES	YES
Germany	> 61	6 – 10	YES	YES	YES
Croatia	51 - 55	11 – 15	NO	YES	YES
Lithuania	51 - 55	<5	NO	NO	YES
Poland	55 - 60	25	YES	YES	YES
The Netherlands	> 61	NONE	NO	NO	NO
Romania	46 - 50	21	NO	YES	YES
Ukraine	55 - 60	21	NO	NO	YES
Serbia	> 61	16 - 20	NO	YES	YES
Spain	65	35	YES	YES	NO
Bosnia and Herzegovina	46 - 50	30	NO	NO	YES
Austria	55 - 60	NONE	NO	YES	NO
Latvia	> 61	16 - 20	NO	YES	NO
Moldova	55 - 60	21	YES	YES	YES

Table 6: Retirement requirements for police officers

Nowadays, most developed countries have systems to provide pensions on retirement in old age, funded by employers or the state. In many poorer countries there is no support for the old, beyond that provided through the family. Today, retirement with a pension is considered a right of the worker in many societies. Hard ideological, social, cultural and political battles have been fought over whether this is a right or not. In all European countries, this is a basic

right embodied in national constitutions and our goal was to find out how it is defined for police officers.

For this part of research, we have developed eight specific questions and answers to those have been presented in **Table 6**. Clearly, police officers in almost all countries have to reach certain minimum age and years of service to qualify for retirement benefits. The only exceptions are Austria and The Netherlands, in which the minimum age requirement has to be met, but there are no minimum years of service set in order to qualify for those benefits. Most of those countries offer early retirement for their officers of the law at the average age of 50 to 55, while the minimum years of service averages around 20, being the lowest in Lithuania with surprising less than 5. Interesting fact is that most of the countries have specific legislation when it comes to retirement of police officers and yet they do not have special retirement funds for them.



Graph 10: Combining pension funds

For almost 40% of countries (Bulgaria, Netherlands, Poland and Serbia) it is possible to combine pension funds from other employers and even private sector into their current police retirement, while rest of them do not allow any combining whatsoever (**Graph 10**). Polish government allows only those officer that were hired after the 1999 to receive combined pensions.

Other Benefits

The last chapter of our analysis covers all “other benefits” that do not fall into any already discussed categories. **Table 7** visually presents which of the surveyed countries offer those specific benefits and to what extent to their police officers.

	Unemployment benefits	Social Welfare	Housing benefit	Child benefit	Education allowance	Number of vacation days per calendar year	Extra vacation days
Bulgaria	YES	YES	YES	YES	NO	>29	YES
Germany	YES	YES	YES	YES	NO	>29	YES
Croatia	YES	YES	YES	YES	YES	min 30	YES
Lithuania	YES	NO	YES	NO	NO	21-22	YES
Poland	NO	NO	NO	NO	NO	25-26	YES
The Netherlands	YES	YES	NO	NO	YES	23-24	YES
Romania	NO	NO	YES	NO	NO	>29	YES
Ukraine	YES	YES	NO	YES	YES	>29	YES
Serbia	YES	YES	NO	NO	NO	27-28	YES
Spain	NO	NO	NO	YES	YES	>22	YES
Bosnia and Herzegovina	NO	YES	NO	NO	NO	21-22	YES
Austria	NO	YES	NO	YES	NO	>29	NO
Latvia	YES	YES	NO	NO	YES	>29	NO
Moldova	YES	YES	YES	YES	YES	>29	YES

Table 7: The additional benefits

As you can see, there are many discrepancies between the countries, but most of them provide extra vacation days for police officers and those in most cases depend on the years of service, just like the length of their regular vacations. While most of employers do not offer education allowance, some of them provide free work-related seminars for their officers who are interested in career advancement and professionalization within the department.

In the next table we have compared the legal assistance, both, provided by employer and labor unions to their officers for work related issues. In only few of those countries the Ministry of Interior provides legal assistance without any costs to their employees and

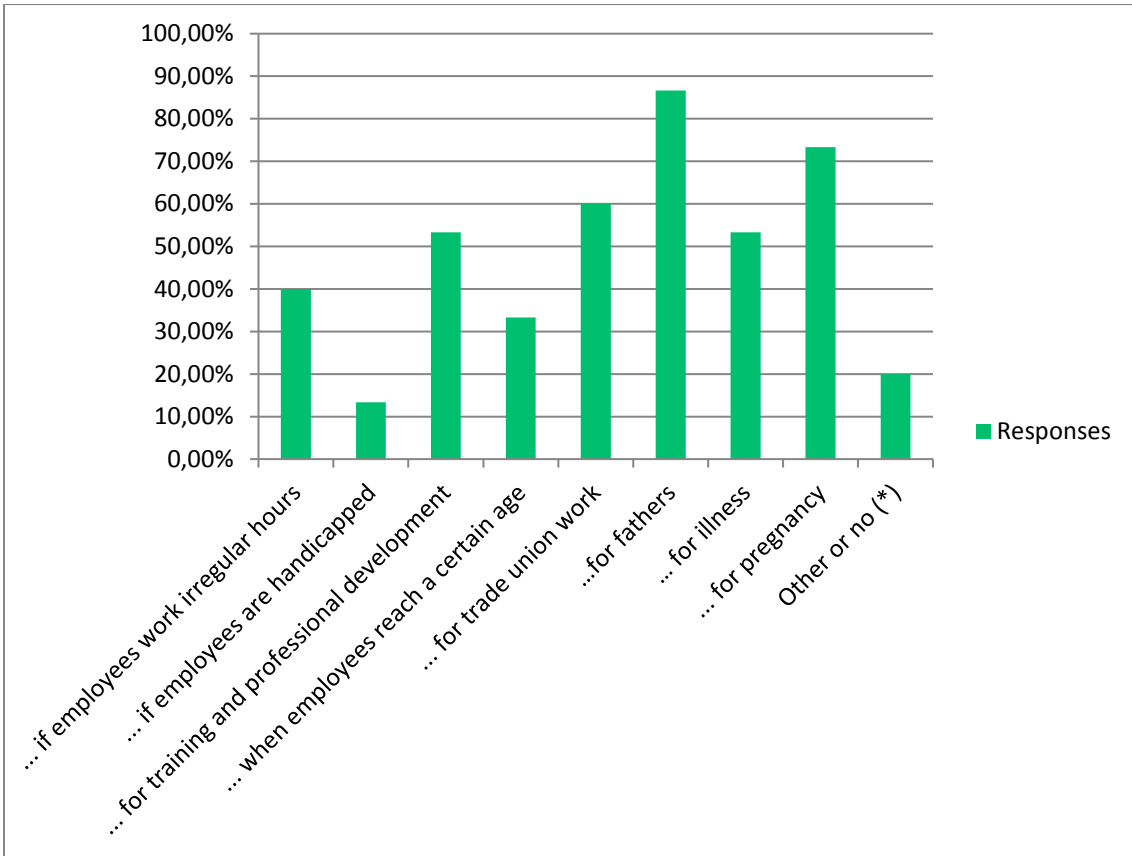
Moldova is the only country in which the labor union does not offer legal assistance to its members (**Table 8**). However, the Ministry of Interior offers in Spain offers to some extent legal assistance to police officers in legal proceedings where they are implicated as a result of their work. This is not a universal service because it must be authorized by the head of the unit in which each police officer serves.

	Legal assistance provided by employer	Do police officers bear any cost for the legal assistance provided by employer?	Legal assistance provided by trade union	Do police officers bear any cost for the legal assistance provided by trade union?
Bulgaria	NO	/	YES	NO
Germany	YES	YES	YES	YES
Croatia	YES	NO	YES	NO
Lithuania	YES	NO	YES	NO
Poland	NO	/	YES	YES
The Netherlands	YES	NO	YES	NO
Romania	NO	/	YES	YES
Ukraine	NO	/	YES	NO
Serbia	YES	NO	YES	NO
Spain	NO	/	YES	YES
Bosnia and Herzegovina	NO	/	YES	YES
Austria	NO	/	YES	YES
Latvia	NO	/	YES	NO
Moldova	YES	YES	NO	NO

Table 8: The legal assistance

The **Graph 11** shows for which life events or working conditions police officers are entitled for additional paid time off work. For example, most of the employers offer paid time-off for maternity and paternity and all other elements range in about 50%, except for employees with special needs (handicaps) which get additional paid time-off only in Romania and Croatia.

Besides the occasions listed on the graph, in few countries, law enforcement officers are also entitled for additional paid time-off in case if they work under special conditions, when they are moving or for death in family etc.



Graph 11: Additional free time entitlement

Conclusion

Same as the results of our research **Phase I** and the proposed minimum standards, findings from this **phase II** will be presented to sectoral institutions of the European Union. Based on our findings, after reading these analysis, they should be convinced of the need and urgency to perform necessary structural reforms and to make investments to implement our recommendations, not solely for the countries' security interests, but especially for bearing the responsibility and protection of our police officers and all citizens as well as visitors of Europe.

EPU will also research the correlation of police officers' salaries with the cost of living in all member countries in order to find out what income provisions are necessary for the achievement of a socially acceptable minimum income and basic social services for all European police officers.

Through regular national and European consultations (social dialogue) between all stakeholders it is possible to make policy agreements about the form and content of guaranteeing minimum standards for police officers in Europe with the aim of bringing the safety and security system for Europe to a necessary and acceptable level.

EPU pleads for a better and independent budgetary surveillance and responsibility in the financial administration and spending of the EU's money flows for the security sector. Transparency and generation of better guidance on spending patterns of the available budgets at national and EU levels is one of our primary goals.



About the Author

Dr. Nikša Nikodinovic was born in 1981 in Travnik, Bosnia and Herzegovina. In 1997, after the Bosnian War, he moved to the United States with his family. Two years later, in Phoenix, Arizona he graduated from Sunnyslope High School with the Advance Studies Diploma.

In 2004 Dr. Nikodinovic graduated with Bachelor's Degree in Criminal Justice & Criminology from Arizona State University and in 2008 he received his Master's Degree from Boston University, also in Criminal Justice & Criminology. After that, he graduated from Michigan State University with Postgraduate Specialized Studies Certificate in Homeland Security.

In 2009 Dr. Nikodinovic was awarded a full scholarship by Serbian Government for his doctoral studies at the Belgrade University. Once accepted the scholarship, he moved back to Serbia and started working for the Police Union of Serbia as a Special Advisor to its president. He has been employed by the Union until April of 2018, when he graduated from the Faculty of Political Science at Belgrade University with a Ph.D. in International Relations and European Studies. After obtaining his doctoral degree, he decided to move back to San Francisco, where he currently resides and works as a Senior Analyst at the Strategic Management Bureau of San Francisco Police Department.

During his career with the Serbian Police Union, Dr. Nikodinovic was handling its entire international relations and managing all of the research. He was also responsible for project management and the coordination of cooperation between the Serbian Police Union and the European Police Union.

He is the author of several scientific and professional publications and articles, which are published in domestic and foreign journals. Dr. Nikodinovic is the author of the book titled "**Contemporary Global Terrorism: The First Decade of the U.S. War against Terrorism**".

His work and academic experience provided him with unique experience, knowledge and skills, and exposed him to a mixed and specific working environment where it was important to produce high-quality, innovative and original work. He has strong analytical and management skills, developed primarily through his work experience.

Dr. Nikodinovic has been awarded several times in the area of labor and policing by domestic, foreign and international institutions, in particular for a comprehensive contribution to the development of social dialogue and trade unionism in the security sector in the Balkans and for his scientific research contribution. He is also an active participant in a number of international professional and scientific conferences and projects in the area of policing, security and antiterrorism.