

Private Security Services in Europe

CoESS Facts & Figures 2011

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INTRODUCTION

The present report of the Confederation of European Security Services (CoESS) entitled 'Private Security Services in Europe – CoESS Facts & Figures 2011' is an update of its 2008 analysis. It provides a comprehensive overview of the European private security services landscape and targets a wide geographical area of 34 countries, i.e. the 27 EU Member States and seven additional European countries: Bosnia & Herzegovina, Croatia, Macedonia, Norway, Serbia, Switzerland and Turkey.

The report allows for an updated and accurate outline of the private security services industry in each country focusing on the following aspects:

- Economic aspects: Private security market, private security contracts, private security companies, private security guards
- Legal aspects: Private security legislation, controls and sanctions, collective labour agreements, entrance requirements and restrictions, specific requirements, powers and competences, weapons, K9 (dogs), horses, training and related provisions

The 2011 report is the result of an intensive consultation process predominantly among CoESS' member federations at national level and other national private security organisations and European countries.

Collected information was incorporated into individual country fiches consisting of tagged information, which facilitates the consultation of facts and figures for each country and the identification of similarities and differences between the 34 targeted countries.

Methodology

The information reflected in the individual country fiches was mainly supplied by CoESS' member federations at national level and other national private security organisations and European countries. CoESS hereby warmly thanks all organisations involved for their contributions and the time and effort invested in order to achieve this successful outcome. Their continued support helps create a comprehensive and realistic representation of the European private security services industry today.

Additional pertinent information was gathered through desk research and the assistance of (local) authorities, international organisations, diplomatic and academic bodies and other relevant organisations. CoESS hereby expresses its sincere gratitude for their invaluable input.

Prior to their participation in the report, CoESS' member federations at national level and other national private security organisations and European countries received a detailed outline detailing the expected data. This outline is mirrored in the individual country fiches.

The country fiches follow a uniform structure, however, as it was decided to include all available data and given the wide variety of detailed information provided, some fiches comprise additional or more elaborate information. Where no information was received or could be collected, tags were omitted from the individual country fiches.

Structure of the report

The present report contains 34 country fiches in alphabetical order, each one representing a single country. All country fiches consist of three main sections:

- General information: Population, Gross National Income (GNI), ratio security force versus population, ratio police force versus population
- Economic aspects: Private security market, private security contracts, private security companies, private security guards
- Legal aspects: Private security legislation, controls and sanctions, collective labour agreements, entrance requirements and restrictions, specific requirements, powers and competences, weapons, K9 (dogs), horses, training and related provisions

The country fiches are followed by a statistical overview reflecting which questions within the Facts & Figures 2011 questionnaire were not or less frequently answered and which were more frequently answered. The statistical overview provides information as to why this is the case.

The conclusions section provides a consolidated overview of the facts and figures available for the 34 targeted countries.

The last part of the report, the EU legislative mapping, reflects the level of strictness of national-level private security legislations across Europe and provides an analysis of the responses to the questions within the legal aspects section of the Facts & Figures 2011 questionnaire.

For further information regarding the present report, please do not hesitate to contact the CoESS General Secretariat:

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AUSTRIA

General information

Population: 8,374,872
Gross National Income (GNI): € 274.3 billion
Ratio security force/population: 1/523
Ratio police force/population: 1/380

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 350 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 22.46%*
  - *Percentage of growth in 2005 compared to 2004: 11%*
  - *Percentage of growth in 2006 compared to 2005: 7%*
  - *Percentage of growth in 2007 compared to 2006: 4%*
  - *Percentage of growth in 2008 compared to 2007: 12%*
  - *Percentage of growth in 2009 compared to 2008: 3%*
  - *Percentage of growth in 2010 compared to 2009: 3%*
- Combined market share (2010) of the top three private security companies (market concentration): 45%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 281 million*
  - *Airport security: € 35 million*
  - *Cash-In-Transit (CIT): € 30 million*
  - *Monitoring and remote surveillance: € 4 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 270-300

Private security companies

- Licensing for private security companies is required by law
- Total number of private security companies (2010): ± 200
  - *Number of private security companies (2010) actively carrying out private security services: ± 100*
- A 'specialty principle' for private security companies[1] is not provided for in the legislation governing the private security industry
  - *Other activities performed by private security companies: Cash-In-Transit (CIT), private investigation services, airport security, private fire brigade*
  - *Percentage of single-service private security companies (only carrying out private security activities): 95%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 5%*

Private security guards

- Licensing for private security guards is not required by law
- Total number of private security guards (2010): 9,000-10,000
  - *Number of private security guards allowed to carry weapons (2010): 600*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 13 hours per day*
    - *A maximum of 60 hours per week*
    - *Overtime: 40 hours depending on the task, region and field of activity*
    - *Weekend and nights: No difference between this and regular salary*
    - *Stand-by: This type of flexibility does not exist*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,600 per month*
  - *Net[2]: € 1,540 per month*
- Average age of a private security guard working in the private security industry: 35-40
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.
2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

– *Policies and/or legislations determining the EO Policy: Regulated by paragraph 1 of the Federal Administrative Law, Article 7 (Abs 1 B-VG Art 7)*

- Annual staff turnover rate[3] in the private security industry: 80%

Legal aspects

Private security legislation

- The private security industry is not regulated by sector-specific legislation, but by general commercial law
  – *General commercial law regulating the private security industry: 'Trade, Commerce and Industry Regulation Act' (Gewerbeordnung § 129), enacted in 1994*
  – *Online information can be found here: http://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10007517*
  – *The law regulating the private security industry does not allow armed private security services unless a special licence has been granted*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Trade and commerce authority (Gewerbebehörde)
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  – *Airport security*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Trade and commerce authority (Gewerbebehörde)
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: Trade and commerce authority (Gewerbebehörde)*
  – *Penal sanctions: Trade and commerce authority (Gewerbebehörde)*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *Entrance requirements only exist at the level of the individual guard. There is a special approval procedure for staff without tertiary education. Criminal records check and reliability/conduct check are required for all staff. Proficiency in the national language and minimum training are also needed.*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies: No specific restrictions*
  – *On the background of private security personnel: Criminal records check, reliability/conduct check, proficiency in national language and minimum training*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Permission of the Ministry of Economics is needed. Uniforms must not bear any resemblance with the uniforms worn by the police, military or fire brigade.
- There are no specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: 'Jedermannsrecht' or the right to stop a person, the right to self-defense, the right to provide assistance and help in need; all these rights apply to any citizen in such circumstances
- Guards are allowed to perform a search and seizure
  – *Search and seizure is allowed in the following circumstances: Rights connected with the so-called 'Hausrecht', which means that during the course of an event a search*

3 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



and seizure can be carried out, but only if the response (search and seizure) is proportionate to the action/danger being faced
– *This constitutes a limited right to search and seizure (limited to a 'proportional' response)*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  – *Competent national authority issuing the licence: Police authority*
  – *The licence is renewable*
- A special licence is required for private security companies owning weapons
  – *The licence is renewable*
- There are no legal requirements for storing weapons after hours
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Maximum of two handguns per person

Personal level

- A special licence is required for private security guards providing armed private security services
  – *Competent national authority issuing the licence: Police authority*
  – *The licence is renewable*

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  – *This training comprises: Theory, target practice and a psychological test*

K9 (dogs)

- Dogs can be used for the provision of private security services
  – *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  – *Mobile alarm response and call-out services*
  – *In-house manned security*
  – *Critical infrastructure protection*
- Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services
  – *A special licence is not required for private security companies using horses for the provision of private security services*
- Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  – *This training programme is mandatory by law*
  – *Number of training hours: 7.5*
  – *The training is provided by the Security Academy of the Ministry of the Interior and the industry/employers association, VSÖ*
  – *The training is financed by the company*
  – *There are no compensation schemes in place for companies whose employees are following basic training*
  – *Upon successfully completing the basic training, private security guards are not issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  – *This follow-up or refresher training is organised in line with procedures pertaining to individual companies*
  – *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  – *Commercial manned guarding – duration: 7.5 hours*
  – *Beat patrol – duration: 7.5 hours*

- *– Mobile alarm response and call-out services – duration: 7.5 hours*
- *– In-house manned security – duration: 7.5 hours*
- *– Event security (crowd control) – duration: 2 hours*
- *– Door supervision (bouncing) – duration: 7.5 hours*
- *– Bodyguarding (close protection) – duration: 7.5 hours*
- *– Cash-In-Transit services (including cash handling/processing) – duration: 7.5 hours*
- *– Alarm and CCTV monitoring – duration: 7.5 hours*
- *– Aviation security – duration: 100 hours*
- *– Urban security (train/metro stations, city patrols complementing the police etc.) – duration: 7.5 hours*
- *– Critical infrastructure protection – duration: 7.5 hours*
- *– Fire prevention and protection services – duration: 7.5 hours*
- *– Receptionist/concierge services – duration: 7.5 hours*
- *– These specialised trainings are provided by the Security Training Institute*

• When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - – A psychotechnical /psychological examination
    - *This is required for guards carrying weapons*
  - – *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are: No criminal offence, no conviction, good conduct*



BELGIUM

General information

Population: 10,839,905
Gross National Income (GNI): € 373.29 billion
Ratio security force/population: 1/703
Ratio police force/population: 1/266

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 640 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 1.66%*
  - *Percentage of growth in 2005 compared to 2004: 3.12%*
  - *Percentage of growth in 2006 compared to 2005: 4.75%*
  - *Percentage of growth in 2007 compared to 2006: 6.51%*
  - *Percentage of growth in 2008 compared to 2007: 6.29%*
  - *Percentage of growth in 2009 compared to 2008: 1.18%*
  - *Percentage of growth in 2010 compared to 2009: -3.10%*
- Combined market share (2010) of the top three private security companies (market concentration): 89.71%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 420 million*
  - *Airport security: € 62 million*
  - *Maritime security: € 11.8 million*
  - *Cash-In-Transit (CIT): € 110 million*
  - *Monitoring and remote surveillance: € 22 million*
  - *Other segments: € 11.2 million*
- Number of armoured cars (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 412

Private security contracts

- Number of commercial contracts for the private market (private customers): 77%
  - *Percentage of short-term commercial contracts for the private market: 11%*
  - *Average duration of short-term commercial contracts for the private market: 10 months*
  - *Percentage of long-term commercial contracts for the private market: 89%*
  - *Average duration of long-term commercial contracts for the private market: 3 years*
- Number of commercial contracts for the public market (public customers): 23%
- Percentage of short-term commercial contracts for the public market: 8%
- Average duration of short-term commercial contracts for the public market: 10 months
- Percentage of long-term commercial contracts for the public market: 92%
- Average duration of long-term commercial contracts for the public market: 3 years
  - *Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 19,900,000 hours, which represent 11,200 man years*[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 220
  - *Number of private security companies (2010) actively carrying out private security services: 187*
- A 'specialty principle' for private security companies[2] is embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 100%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 15,411

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

  - *Number of licensed private security guards (2010): 15,411*
  - *Number of individual licence holders actively carrying out private security activities (2010): 15,261*
  - *Number of private security guards allowed to carry weapons (2010): 150*
  - *The licence fee is financed by the company in nearly all cases*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 86%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 12 hours per day*
    - *A maximum of 48 hours per week*
    - *Overtime: 65 hours per quarter*
    - *Weekend and nights: As on regular days*
    - *Stand-by: Not regulated at sectoral level at present; specific systems in place at company level in certain companies*
  - *According to national legislation*
    - *A maximum of 9 hours per day (exceptions up to 12 hours are allowed)*
    - *A maximum of 56 hours per week*
    - *Overtime: 65 hours per quarter*
    - *Weekend and nights: In principle, this is not allowed unless otherwise regulated in sector legislation or collective agreement. The maximum uninterrupted work period must not exceed 6 consecutive days. The minimum rest period after a period of 6 working days or after 60 hours is 48 hours.*
    - *Stand-by: Not regulated*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 2,064*
  - *Net[3]: € 1,541*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 2,207*
  - *Net[4]: € 1,632*
- Average age of a private security guard working in the private security industry: 35
- Percentage of men and women active in the private security industry
  - *Men: 85.2%*
  - *Women: 14.8%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: EU and national legislation*
- Annual staff turnover rate[5] in the private security industry: 21.3%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: 'Wet op de Private en Bijzondere Veiligheid' (Law on Private and Special Security), enacted in 1990*
  - *Updates and/or amendments introduced since can be found on the Vigilis website (www.vigilis.be)*
  - *Online information can be found here: www.vigilis.be (available in French and Dutch)*
  - *The law regulating the private security industry allows armed private security services, namely for Cash-In-Transit (CIT) operations and if requested by the client due to the specific nature of the assignment (NATO, military bases, embassies etc.). In these cases, a special licence is needed, issued by the Ministry of the Interior (both for the company and for the guard). In addition, specific training and legislation – general national legislation – apply.*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: The Ministry of the Interior proposes legislation. The Parliament formally introduces and votes legislation. Legislation is executed (executive acts and regulations) by Royal Decree (the King, de facto the Ministry of the Interior), by special Royal Decree (the King, de facto the Council of Ministers) or by Ministerial Decree (Minister of the Interior).
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



– *General guarding (excluding the segments listed hereafter)*
– *Airport security*
– *Maritime security*
– *Cash-In-Transit (CIT)*
– *Monitoring and remote surveillance*
– *Other segments*
  - *Bodyguarding*
  - *Mobile guarding*
  - *Control of persons*
  - *Accompanying of secured special transports*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior in cooperation with the police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: Ministry of the Interior*
  – *Penal sanctions: Penal tribunals*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 25,000
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry. Sectoral collective agreements are concluded and applied at company level. The agreements are very wide-ranging covering job classification, minimum wages, premiums, working hours (weekly, overtime and holidays), flexitime, special schedules (nights, teams, weekends), workload restrictions, job security, contracts, period of notice in case of dismissal, staff takeover scheme when a contractor changes at a site, end-of-career management, vocational training, health and safety at work, social fund, trade union rights and worker representation. Upon signature by the recognised representative social partners, the sectoral collective agreement binds the signatory parties. Nearly all sectoral collective agreements become generally binding afterwards – by Royal Decree – and are thus applicable to the whole sector.

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level*
    - *Licence to be obtained from the Ministry of the Interior*
    - *Positive advice from the Minister of Justice (information collected by State Security and judicial authorities)*
    - *Insurance requirements*
    - *At least one manager must have followed compulsory training for managers and at least one person must have followed compulsory training for the activity for which the licence is requested*
    - *Necessary infrastructure and material required for the activity for which the licence is requested*
  – *At personal level*
    - *Licence to be obtained from the Ministry of the Interior*
    - *No criminal background*
    - *Positive medical examination*
    - *Positive psychotechnical examination*
    - *Successfully completed compulsory training*
    - *Agreement with the conduction of a security check (background screening)*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies: Please refer to the section 'Entrance requirements'. Additional information can be found on the Vigilis website (www.vigilis.be).*
  – *On the background of private security personnel: Please refer to the section 'Entrance requirements'. Additional information can be found on the Vigilis website (www.vigilis.be).*
    - *Minimum age for private security guards to be able to enter the private security profession*
      • Managers: 21
      • Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  – *Over 90% of private security activities are carried out by uniformed private security guards*
  – *Uniforms are not compulsory, but if they are being used, they must be clearly distinguishable from those worn by the police, military and other public security officers*
  – *Moreover, every visible piece of the upper-body part of the uniform must have the emblem 'Vigilis' stitched onto it*
- There are specific requirements related to the identification card (ID card) of private security personnel

– *To obtain an ID card (proof of the granted individual licence), the private security guard must*
  - *Pass the medical examinations and the psychotechnical tests*
  - *Pass the training and related examinations*
  - *Meet the security requirements (security investigation by the Ministry of the Interior)*
  - *Have the nationality of one of the EU Member States*
  - *Have attained the age of 21*
– *To obtain an ID card (proof of the granted individual licence), the private security manager must*
  - *Have not been sentenced for any crime or misdemeanour involving a fine, community service or imprisonment*
  - *Meet the training requirements*
  - *Have the nationality of one of the EU Member States*
  - *Refrain from certain incompatible activities*
  - *Satisfy the condition regarding prohibition of passage*
  - *Comply with security conditions and have committed no act that was contrary to professional ethics*
  - *Have attained the age of 21*

Powers and competences

- Private security guards have the following powers and competences: In general, private security guards have no police powers. They have the same rights as any other citizen. Exceptions relate to stopping an individual who is carrying out a crime and controlling transport tickets. The use of force, however, is not allowed. In some cases, weapons can be used, but only for self-defense purposes.
- They are allowed to perform a search and seizure
  – *A search and seizure is allowed in the following cases: Private security guards are only allowed to carry out a very superficial body search. A full body search can only be carried out by the police.*
  – *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  – *Competent national authority issuing the licence: Ministry of the Interior*
  – *Duration of the licence: 5 years*
  – *The licence is renewable*
- A special licence is required for private security companies owning weapons
  – *Competent national authority issuing the licence: Ministry of the Interior*
  – *Duration of the licence: 5 years*
  – *The licence is renewable*
- There are legal requirements for storing weapons after hours: Weapons are to be stored in a safe room in the private security company or the in-house guarding department
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Only a revolver or pistol are allowed with a calibre lower than 10 mm. Weapons used are never the personal property of the private security guard, but remain the property of the private security company or the in-house guarding department.

Personal level

- A special licence is required for private security guards providing armed private security services
  – *Competent national authority issuing the licence: The Provincial Governor or the Minister of Justice if the private security guard does not reside in Belgium. It concerns a personal licence to carry a weapon.*
  – *Duration of the licence: 5 years*
  – *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  – *This training comprises*
    - *12 hours of theory (concerning legislation about the use of weapons, legal self-defense, private security legislation regarding armed activities)*
    - *6 hours of specific knowledge about weapons*
    - *12 hours of practical exercises (loading, unloading, simple dismantling of a weapon, carrying and use of a weapon on a shooting range, commanding the pin and target direction)*
    - *12 hours of actual shooting exercises plus shooting exercises every 6 months (50 bullets to be shot, 80% of target accuracy to be obtained)*
  – *Number of training hours: 42*
  – *The training is provided by certified training institutes, which are licensed by the Ministry of the Interior*



K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: Ministry of the Interior*
    - *Duration of the licence: 5 years*
    - *The licence is renewable*
- The use of dogs is strictly regulated by law (only certain dog races can be used, only in certain places etc.)
- Dogs are used in the following areas/segments of the private security industry
  - *Beat patrol*
  - *Mobile alarm response and call-out services*
  - *In-house manned security*
  - *Aviation security*
  - *Maritime security*
  - *Critical infrastructure protection*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services
  - *A special licence is required for private security companies using horses for the provision of private security services*
    - *Competent national authority issuing the licence: Ministry of the Interior*
    - *Duration of the licence: 5 years*
    - *The licence is renewable*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 127*
  - *The training is provided by certified training institutes, which are licensed by the Ministry of the Interior*
  - *In 99% of cases, the training is financed by the private security company*
  - *There are compensation schemes in place for companies whose employees are following basic training: In the majority of cases, the private security guard in question is already employed by the company and thus receives a salary*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of basic competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: For lower level management, the same training applies as for guard supervisors. For middle management, the training comprises 52 hours. For higher supervisors, the training comprises 100 hours.*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is mandatory by law and organised every 5 years; however, the training only covers legal matters. This training comprises 8 hours. A refresher training composed of non-legal modules is mandatory by sectoral collective agreement and organised every 5 years. First aid training and a refresher course are mandatory by labour law and organised each year.*
- Specialised training is foreseen for the following types of private security activities
  - *Beat patrol – duration: 40 hours*
  - *Mobile alarm response and call-out services – duration: 40 hours*
  - *In-house manned security – duration: 132 hours*
  - *Door supervision (bouncing) – duration: 32 hours*
  - *Bodyguarding (close protection) – duration: 51 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 68 hours*
  - *Alarm and CCTV monitoring – duration: 70 hours*
  - *Aviation security – duration: 80 hours*
  - *Maritime security – duration: 16 hours*
  - *Private investigation – duration: 250 hours*
  - *Private security training – duration: Depends on the private security guard's existing qualifications, seniority and experience and the post he/she is recruited for*
  - *Other area/segment, namely:*
    - *Store detective (retail) – duration: 20 hours*
    - *Ascertain material facts – duration: 24 hours*
    - *Traffic guard with security objective – duration: 20 hours*
    - *Accompanying of secured special transports – duration: 72 hours*
    - *Museum guard – duration: 72 hours*

  - *These specialised trainings are provided by certified training institutes, which are licensed by the Ministry of the Interior*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the Ministry of Justice, the judicial authorities and the Ministry of the Interior*
    - *The basic conditions for a private security guard to pass this check are: Background and criminal records check*



BOSNIA & HERZEGOVINA

General information

Population: 3,844,046
Gross National Income (GNI): € 13.53 billion
Ratio security force/population: 1/2,295
Ratio police force/population: 1/217

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 28.8 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 170%*
  - *Percentage of growth in 2005 compared to 2004: 176%*
  - *Percentage of growth in 2006 compared to 2005: 186%*
  - *Percentage of growth in 2007 compared to 2006: 135%*
  - *Percentage of growth in 2008 compared to 2007: 118%*
  - *Percentage of growth in 2009 compared to 2008: 109%*
  - *Percentage of growth in 2010 compared to 2009: 98%*
- Combined market share (2010) of the top three private security companies (market concentration): 67%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 14.3 million*
  - *Cash-In-Transit (CIT): € 4 million*
  - *Monitoring and remote surveillance: € 3.5 million*
  - *Other segments: € 7 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 120

Private security contracts

- Number of commercial contracts for the private market (private customers): 75%
  - *Percentage of short-term commercial contracts for the private market: 18%*
  - *Average duration of short-term commercial contracts for the private market: 6 months*
  - *Percentage of long-term commercial contracts for the private market: 57%*
  - *Average duration of long-term commercial contracts for the private market: 3 years*
- Number of commercial contracts for the public market (public customers): 10%
  - *Percentage of short-term commercial contracts for the public market: 20%*
  - *Average duration of short-term commercial contracts for the public market: 3 days*
  - *Percentage of long-term commercial contracts for the public market: 80%*
  - *Average duration of long-term commercial contracts for the public market: 1 year*
- Number of in-house contracts: 15%
  - *Percentage of short-term in-house contracts: 20%*
  - *Average duration of short-term in-house contracts: 1 month*
  - *Percentage of long-term in-house contracts: 80%*
  - *Average duration of in-house contracts: 1 year*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 600,000 hours, which represent 3,300 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 94
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 4,207
  - *Number of licensed private security guards (2010): 4,207*
  - *Number of individual licence holders actively carrying out private security activities (2010): 3,576*
  - *Number of private security guards allowed to carry weapons (2010): 1,075*
  - *The licence fee is financed by the company*

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

– *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 95%*

- Maximum number of working hours in the private security industry
  – *According to the collective labour agreement*
    - *A maximum of 12 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: 40 hours per month*
    - *Weekend and nights: Only as defined by law*
    - *Stand-by: This form of work does not exist*
  – *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: In case of unforeseeable circumstances (fire, earthquake, flood) or sudden increase in the volume of work, as well as in other similar cases, an employee, at the request of the employer, is obliged to work longer hours than his/her contracted hours (overtime work), up to a maximum of 10 hours weekly. In case there is a need for longer overtime working hours, the employee may give his/her consent for another 10 hours per week.*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  – *Gross: € 480*
  – *Net[3]: € 280*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  – *Gross: € 500*
  – *Net[4]: € 350*
- Average age of a private security guard working in the private security industry: 25
- Percentage of men and women active in the private security industry
  – *Men: 98%*
  – *Women: 2%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equality legislation
  – *Policies and/or legislations determining the EO Policy: Law on Gender Equality in Bosnia and Herzegovina*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

- Annual staff turnover rate[5] in the private security industry: 5%
  – *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  – *Law regulating the private security industry: Law on Agencies of Protection of People and Property, Article 4, Official Gazette, Year IX, No. 50, October 14, 2002, enacted in 2002*
  – *Updates and/or amendments introduced since: Law on Agencies and Interior Services for Security of People and Property, Official Gazette, No. 78/08, December 10, 2008, enacted in 2008*
  – *Online information can be found here:*
    - *http://www.privatesecurityregulation.net/files/FederationPrivateSecurityCompaniesLaw.pdf*
    - *http://www.fmup.gov.ba/bs/text.php?id=80*
    - *http://www.mup.vladars.net/zakoni/rs_lat/ZAKON%20O%20AGENCIJAMA%20ZA%20OBEZBJEDjENJE%20LICA%20I%20IMOVINE%20I%20PRIVATNOJ%20DETEKTIVSKOJ%20DJELATNOSTI%20(Sluzbeni%20glasnik%20RS,%20broj:%2050.02).pdf*
  – *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  – *General guarding (excluding the segments listed hereafter)*
  – *Cash-In-Transit (CIT)*
  – *Monitoring and remote surveillance*
  – *Other segments, i.e. sport events*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Regional police authorities
- Competent national authority in charge of imposing the

5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



below sanctions for the private security industry
– *Administrative sanctions: Regional police authorities*
– *Penal sanctions: Regional police authorities*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 2,556-25,500
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level*
    - *Be a legal domestic company or a Bosnian national*
    - *Those applying to establish a private security company must meet several requirements, such as*
      - Employment of a minimum of five guards possessing valid licences to perform security services
      - Possess suitable technical knowledge and equipment
      - Possess a business premises suitable for security work
  – *At personal level*
    - *Be a citizen of Bosnia and Herzegovina*
    - *Have a licence to perform security services*
    - *Be physically and mentally fit to carry out security duties*
    - *Have attained at least secondary education (persons working on technical protection must have an appropriate technical education)*
    - *Have no criminal record or proceedings in progress*
    - *Have never been disqualified by the International Police Task Force (IPTF) Commissioner*
    - *Have been discharged from military service*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies*
    - *Owners and managers are barred from the sector if they*
      - Are under criminal investigation
      - Are convicted criminals
      - Are medically unfit
      - Have been prevented from joining the police force by the IPTF Commissioner
      - Have been discharged from military service
  – *On the background of private security personnel*
    - *Employees are barred from the sector if they*
      - Are under criminal investigation
      - Are convicted criminals
      - Are medically unfit
      - Have been prevented from joining the police force by the IPTF Commissioner
      - Have been discharged from military service
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 22
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences
  – *The use of lethal force or firearms is permitted only under the following circumstances*
    - *To protect life*
    - *For reasons of self-defense*
    - *To protect the person or property, which the guard is protecting from attack*
    - *To prevent the escape of a person performing a criminal act against a property, which the guard is protecting*
    - *In case the guard is put in a critical life-threatening situation*
    - *The guard must warn before using (deadly) force*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services: A private security company that provides physical protection may possess for this purpose short-barrel firearms for not more than one fifth of its employees
  – *Competent national authority issuing the licence: Ministry of the Interior*
  – *Duration of the licence: Open-ended*

- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: Open-ended*
- There are legal requirements for storing weapons after hours: When not in use, firearms should be stored securely in fireproof safes on the company's premises. Prior to each withdrawal or return of a weapon, the employee is required to sign it in or out of a company register.
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used
  - *Shotgun (one per Cash-In-Transit vehicle)*
  - *The number of weapons used must be half of the number of guards deployed (e.g. two guards deployed means one weapon in use)*
  - *9 mm weapons (use of an automatic weapon is prohibited)*
  - *Firearms must have a barrel no longer than 20 cm*
  - *Non-lethal weapons such as batons, shock guns and gas sprays are not permitted*
  - *To carry a concealed firearm is prohibited*

Personal level

- A special licence is required for private security guards providing armed private security services, i.e. a certificate for performing security (protection) operations
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: Same duration as the guarding licence*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Theory and target practice*
  - *Number of training hours: 50*
  - *The training is provided by the police academy*

K9 (dogs)

- Dogs cannot be used for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training. Mandatory training for personnel includes: Training in the application of 'minimal use of force' as regulated by the Training Programme for Acquiring a Certificate for Physical or Technical Protection of People or Property
  - *This training programme is mandatory by law*
  - *Number of training hours: 50 (40 hours of theory and 10 hours of practice)*
  - *The training is provided by the Federal and Regional Ministries of the Interior*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 50*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year*
  - *This follow-up or refresher training is mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Beat patrol – duration: 10 hours*
  - *Bodyguarding (close protection) – duration: 10 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 10 hours*
  - *Alarm and CCTV monitoring – duration: 10 hours*
  - *Private security training – duration: 10 hours*
  - *These specialised trainings are provided by the company*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the Ministry of the Interior*
    - *The basic conditions for a private security guard to pass this check are: No past criminal offence, no ongoing criminal investigation*



BULGARIA

General information

Population: 7,563,710
Gross National Income (GNI): € 35.12 billion
Ratio security force/population: 1/132
Ratio police force/population: 1/155

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 311.22 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 16.2%*
  - *Percentage of growth in 2005 compared to 2004: 29.9%*
  - *Percentage of growth in 2006 compared to 2005: 11.9%*
  - *Percentage of growth in 2007 compared to 2006: 42.2%*
  - *Percentage of growth in 2008 compared to 2007: 19.1%*
  - *Percentage of growth in 2009 compared to 2008: - 13.8%*
  - *Percentage of growth in 2010 compared to 2009: 15.6%*
- Combined market share (2010) of the top three private security companies (market concentration): ± 11%
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 700

Private security contracts

- Number of commercial contracts for the private market (private customers)
  - *Percentage of short-term commercial contracts for the private market: ± 40%*
  - *Average duration of short-term commercial contracts for the private market: 12 months*
  - *Percentage of long-term commercial contracts for the private market: ± 60%*
  - *Average duration of long-term commercial contracts for the private market: 3 years*
- Number of commercial contracts for the public market (public customers)
  - *Percentage of short-term commercial contracts for the public market: ± 90%*
  - *Average duration of short-term commercial contracts for the public market: 12 months*
  - *Percentage of long-term commercial contracts for the public market: ± 10%*
  - *Average duration of long-term commercial contracts for the public market: 2 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: A maximum of 2,230 hours (per guard). Given the total number of 57,146 guards, the total maximum number of operational guarding hours amounts to 127,435,580 hours.

Private security companies

- Licensing for private security companies is mandatory by law
  - *Competent national authority issuing the licence: Police and the Ministry of the Interior*
- Total number of private security companies (2010): 1,200
  - *Number of private security companies (2010) actively carrying out private security services: ± 800*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: All activities are allowed by law, with the exception of financial and insurance services*
  - *Percentage of single-service private security companies (only carrying out private security activities): ± 90%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): ± 10%*

Private security guards

- Licensing for private security guards is not mandatory by law
- Total number of private security guards (2010): 57,146
  - *Number of private security guards allowed to carry weapons (2010): 37%*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: ± 80%*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: A maximum of 150 hours per year*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 178.95*
  - *Net[2]: € 140.10*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 255.63*
  - *Net[3]: € 200.92*
- Average age of a private security guard working in the private security industry: 45
- Percentage of men and women active in the private security industry
  - *Men: 87.7%*
  - *Women: 12.3%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Constitution, Labour Code, Law on the Prevention of Discrimination*
- Annual staff turnover rate[4] in the private security industry: ± 75%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on private guarding activities, enacted in 2004*
  - *Online information can be found here: http://naftso.org/language/en/uploads/files/documents__0/document__7392fcf695b3f65ed88b258ea6a92f12.pdf*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segment listed hereafter)*
  - *Cash-In-Transit (CIT)*
  - *Legislation allows armed private security services without any restrictions*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior, National Revenue Agency and Labour Inspections*
  - *Penal sanctions: Competent courts*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 51,152
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Registration in the commercial register, absence of liabilities to the state, absence of liabilities to social and health insurance funds*
  - *At personal level: No criminal record or penal and pre-trial proceedings, mental fitness*

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: No criminal record or penal and pre-trial proceedings, mental fitness*
  - *On the background of private security personnel: No criminal record or penal and pre-trial proceedings, mental fitness*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: The right to use physical force and auxiliary devices (handcuffs, rubber and plastic truncheons) in cases where it is impossible to fulfil their official duties in any other way, taking into account the concrete situation, the nature of the breach of peace and the nature of the offender
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours: Law on the control of firearms
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprises: Theory and practice*
  - *Number of training hours: Minimum of 36 hours*
  - *The training is provided by certified companies and training centres*

K9 (dogs)

- Dogs cannot be used for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 40*
  - *The training is provided by the company, training schools and certified training centres*
  - *The training is financed by the company*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists for private security

managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  – *Number of training hours: 960*
- Follow-up or refresher training exists
  – *Follow-up or refresher training is not mandatory by law, but in practice refresher training is provided every year*
- Specialised training is foreseen for the following types of private security activities
  – *Commercial manned guarding*
  – *Mobile alarm response and call-out services*
  – *Event security (crowd control)*
  – *Bodyguarding (close protection)*
  – *Cash-In-Transit services (including cash handling/processing)*
  – *Alarm and CCTV monitoring*
  – *Critical infrastructure protection*
  – *Fire prevention and protection services*
  – *These specialised trainings are provided by the company, training schools, universities and professional education centres*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A medical examination*
  – *A psychotechnical /psychological examination*
  – *A background check/security check*
    - *This background check/security check is carried out by the police authorities*
    - *The basic conditions for a private security guard to pass this check are: No criminal record, no penal and pre-trial proceedings pending*



CROATIA

General information

Population: 4,425,747
Gross National Income (GNI): € 46.46 billion
Ratio security force/population: 1/276
Ratio police force/population: 1/216

Economic aspects

Private security market

- Yearly turnover (2007) of the private security industry: € 160 million
- Market growth of the private security industry (based on yearly turnover) in recent years: 16%

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): ± 246

Private security guards

Licensing for private security guards is mandatory by law. A professional Security Agent Identity Card is delivered.

- The requirements for obtaining the licence are as follows
  - *Criminal records check*
  - *Mental and physical fitness*
  - *Training (100 hours)*
  - *The Ministry of the Interior holds examinations and issues certificates. The licence is issued when the guard starts employment/working.*
- Total number of private security guards (2010): ± 16,000
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 12 hours per day*
    - *A maximum of 50 hours per week*
    - *Overtime: 10 hours per week*
    - *Weekend and nights: Yes, possible (night and shift work premiums apply)*
    - *Stand-by: Depends on company policy*
  - *According to national legislation*
    - *A maximum of 40 hours per week*
    - *Overtime: Within a 40-hour working week, 8 hours of overtime are allowed. It is possible to extend this overtime period for a short time (e.g. tourist season) through an agreement with the employee.*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: ± € 505*
  - *Net[1]: ± € 420*
- Average age of a private security guard working in the private security industry: 35 (male) and 40 (female)
- Percentage of men and women active in the private security industry
  - *Men: 88%*
  - *Women: 12%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: General labour legislation*
- Annual staff turnover rate[2] in the private security industry: ± 15-20%

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Laws regulating the private security industry*
    - *Private Protection Act of April 22, 2003 replacing the Protection of Persons and Property Act of October 8, 1996*
    - *Minimal protection measures in operations involving cash and valuables (Cash and Valuables Act of October 31, 2003, revised in 2005)*
    - *Firearms Act, revised on June 6, 2007*
  - *Online information can be found here: http://www.hcz.hr/default.aspx?catId=38*
  - *The law regulating the private security industry allows armed private security services (Firearms Act of June 6, 2007)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry:

1 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
2 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Ministry of the Interior, Private Protective Sector Inspectorate
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segment listed hereafter)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police authority
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior or competent police authority*
  - *Penal sanctions: Ministry of the Interior or competent police authority*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 13,331
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There is a sector-specific binding collective labour agreement in place for the private security industry: A branch collective agreement was signed by the employers association, CSA, and four unions (September 30, 2008)

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Criminal records check*
    - *Minimum age of 18*
    - *Physical fitness*
    - *Proficiency in Croatian and Latin script*
    - *Minimum educational standard*
    - *Between 40-100 hours of industry training (depending on the nature of the task(s) and previous experience and education)*
  - *At personal level*
    - *Permanent address or residence permit in the Republic of Croatia*
    - *Minimum age of 18*
    - *Physical fitness*
    - *Proficiency in Croatian and Latin script*
    - *No criminal record*
    - *No offence in the last three years before employment*
    - *Equivalent work experience in the country of origin or residence*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: No criminal record, not under criminal investigation, not having been sentenced for petty offences in the last three years*
  - *On the background of private security personnel: No criminal record, not under criminal investigation, not having been sentenced for petty offences in the last three years*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *Criminal records check*
  - *Physical fitness*
  - *Training (100 hours)*

Powers and competences

- Private security guards have the following powers and competences: Powers of temporary arrest resulting from protection duties. Arrests must be reported to the police immediately and must be carried out according to police procedures.
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: Search of persons, vehicles and objects entering the premises*
  - *This search and seizure is limited to clothing and footwear*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*



– *Duration of the licence: 2 years*
– *The licence is renewable*

- A special licence is required for private security companies owning weapons
  – *Competent national authority issuing the licence: Ministry of the Interior*
- There are legal requirements for storing weapons after hours: Arms Law (III, Manner of Handling Arms and Ammunition)
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Only side arms (semi-automatic) can be used

Personal level

- A special licence is required for private security guards providing armed private security services; this concerns a personal firearms permit
  – *Competent national authority issuing the licence: Ministry of the Interior*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

K9 (dogs)

- Dogs can be used for the provision of private security services. They are viewed as a weapon. The use of dogs is regulated by law.
  – *A special licence is not required for private security companies using dogs for the provision of private security services*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  – *This training programme is mandatory by law*
  – *Number of training hours: 40*
  – *The training is provided solely by accredited training institutes, regulated by the Education, Training and Professional Examination of Private Security Agents and Guards Regulation (July 26, 2004)*
  – *The training is financed by the training institute*
  – *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists at company level
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A medical examination*
  – *A psychotechnical /psychological examination*
  – *A background check/security check*
    - *This background check/security check is carried out by the local police*
    - *The basic conditions for a private security guard to pass this check are: No criminal record or current proceedings*

CYPRUS

General information

Population: 803,147
Gross National Income (GNI): € 22.56 billion
Ratio security force/population: 1/472
Ratio police force/population: 1/156

Economic aspects

Private security market

- Yearly turnover (2007) of the private security industry: ± € 25 million

Private security companies

- Licensing for private security companies is mandatory by law: The company must be licensed by the Chief of Police
- Total number of private security companies (2010): > 60

Private security guards

- Licensing for private security guards is mandatory by law: A professional licence is required since 2009 for all guards, Cash-In-Transit personnel and technicians according to Legislation No. 125 (I) of 2007 – amended
- Total number of private security guards (2010): ± 1,700
  - *Number of licensed private security guards (2010): ± 1,700*
  - *The licence fee is financed by the individual or the company*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 60 hours per week*
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 48 hours per week*
- Starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 4.08 per hour*
  - *Net[1]: Depends on level, salary and other commitments*
- Percentage of men and women active in the private security industry
  - *Men: ± 75%*
  - *Women: ± 25%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with EU and national equal opportunities legislation

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Private Offices Security Law, enacted in 2003*
  - *Updates and/or amendments introduced since: Law No. 125 (I) of 2007 and Law 101 (I) of 2011*
  - *Online information can be found here: http://www.police.gov.cy/police/police.nsf/All/22DA1813AEAFEDE9C22578E00036784F/$file/nomos2011.pdf (Greek only)*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Cyprus House of Representatives
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Monitoring and remote surveillance*
  - *Cash-In-Transit (CIT)*
  - *Other segments, i.e. any other service that the Minister may determine by Decree published in the Official Gazette*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Office for Handling Matters related to the Private Security Industry of the Police Headquarters
- Competent national authority in charge of imposing the

1 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.



below sanctions for the private security industry
  – *Administrative sanctions: Chief of Police*
  – *Penal sanctions: Courts of Justice*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: The maximum sentence that can be imposed is 5 years while the maximum amount of a financial sanction is € 50,000[2]
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level: Every person who wishes to operate a security company must submit an application to obtain a licence to the Chief of Police*
  – *At personal level: Every person who wishes to perform guarding activities must submit an application to obtain a licence to the Chief of Police*
    - *Clean criminal record*
    - *For non-Cypriots, a period of six months' residence in Cyprus is a prerequisite*
    - *Proficiency in the national language is required*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies: Clean criminal record*
  – *On the background of private security personnel: Clean criminal record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory
- There are specific requirements related to the identification card (ID card) of private security personnel. The requirements are the following:
  – *Application submitted with all supporting documentation (identity card, passport, army certificate, alien registration certificate for non-Cypriots, 3 photos)*
  – *Application fee (€ 50)*
  – *Clear Criminal Record Certificate from Cyprus. If not Cypriot then the applicant must provide a translated police clearance certificate from his/her country of origin.*
  – *Medical certificates from a public hospital (both physical and mental health)*
  – *Issue fee for a 5-year licence (€ 350)*
  – *Issue fee for a professional guard identity card (€ 20)*
  – *Renewal fees (€ 200)*

Powers and competences

- Private security guards have the following powers and competences: Same powers as any citizen
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is not required for private security companies providing armed private security services
- A special licence is not required for private security companies owning weapons
- There are no legal requirements for storing weapons after hours
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Only category D weapons

Personal level

- It is prohibited for private security guards to hold or carry a pistol, revolver, explosive substances or ammunition without a licence issued under the Firearms Act
- Any training required is not specifically regulated by the regulation pertaining to private security services but by the Law on Obtaining, Owning, Carrying and Importing Shot Guns

K9 (dogs)

- Dogs can be used for the provision of private security services, provided that they move within an enclosed space that is being guarded and that adequate warning is given

2 Law 101 (I) of 2011

regarding the presence of dogs, through appropriate signs
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Within guarded buildings or enclosed spaces provided that sufficient notice has been given by placing a prominent warning sign*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is no obligation for private security guards to follow basic guard training, but the Chief of Police may ask candidates for a licence to undergo specialised training, in order to be able to obtain a licence (depending on their previous experience)
  - *This training programme is not mandatory by law*
  - *The training is provided by any training institute which has had the content of the training course agreed upon in advance with the Chief of Police*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*



CZECH REPUBLIC

General information

Population: 10,506,813
Gross National Income (GNI): € 135.13 billion
Ratio security force/population: 1/203
Ratio police force/population: 1/238

Economic aspects

Private security market

- Yearly turnover (2008) of the private security industry: € 692.31 million

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 5,629
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry

Private security guards

- A professional licence is not required for guards, however, state security screening can be required in some cases
- Total number of private security guards (2010): 51,542
  - *Number of private security guards allowed to carry weapons (2010): Carrying of weapons is allowed, but depends on the nature of the contract, so the number varies*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 37.5 hours per week*
    - *Overtime: 150 hours per year*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 350*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Legal aspects

Private security legislation

- The private security industry falls under the scope of general commercial law, there is no specific legislation for the industry

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of Finance/Commerce
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Commercial Courts*

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry
  - *Private security companies can conclude agreements on an individual and independent basis*

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Compliance with trade regulations (e.g. establishing a business)*
    - *Owners must be over 18 years of age*
  - *At personal level*
    - *A criminal records check is required*
    - *Individuals must have undergone state security screening (the basic requirement of this check is integrity)*
    - *Proficiency in the national language is required*
    - *Awarding authorities: Ministry of Justice and the police*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: No criminal record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: Same powers as any citizen
- They are allowed to perform a search and seizure (limited)

Weapons

The carrying and use of weapons is regulated by general gun law. Guns require a mandatory permit (issued to the individual) and basic theoretical and practical training. Guns must be registered and stored at home or on site. Their use is determined by the requirements of individual contracts.

Company level

- A special licence is required for private security companies providing armed private security services
- A special licence is required for private security companies owning weapons
- There are legal requirements for storing weapons after hours
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Handguns

Personal level

- A personal firearms permit is required for private security guards providing armed private security services
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

Training and related provisions

- There is an obligation for private security guards to complete a required period of training
  - *This training programme is mandatory by commercial law*
  - *This training is provided and financed by companies*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A psychotechnical /psychological examination (if carrying weapons)*
  - *A background check/security check*
    - *This background check/security check is carried out by the police authorities*
    - *The basic conditions for a private security guard to pass this check are: Integrity and clean criminal record*



DENMARK

General information

Population: 5,534,738
Gross National Income (GNI): € 245.67 billion
Ratio security force/population: 1/1,106
Ratio police force/population: 1/503

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 430 million
- Combined market share (2010) of the top three private security companies (market concentration): 80%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 134 million*
  - *Cash-In-Transit (CIT): € 26.9 million*
  - *Monitoring and remote surveillance: € 215 million*
  - *Other segments: € 54.1 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 150

Private security contracts

- Number of commercial contracts for the private market (private customers): 80%
  - *Percentage of long-term commercial contracts for the private market: 100%*
  - *Average duration of long-term commercial contracts for the private market: 1 year*
- Number of commercial contracts for the public market (public customers): 20%
  - *Percentage of long-term commercial contracts for the public market: 100%*
  - *Average duration of long-term commercial contracts for the public market: 3 years*

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 470
  - *Number of private security companies (2010) actively carrying out private security services: 400*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 50%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 50%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 5,000
  - *Number of licensed private security guards (2010): 5,000*
  - *Number of individual licence holders actively carrying out private security activities (2010): 4,000*
  - *Number of private security guards allowed to carry weapons (2010): None*
  - *The licence fee is financed by the guard*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 80%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 154 2/3 hours per month*
    - *Weekend and nights: 140 2/3 hours per month*
  - *According to national legislation*
    - *A maximum of 35.5 hours per week*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 2,773*
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is not in place in the private security industry beyond the general provisions of equal opportunities legislation in Denmark

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on private security (Lov nr. 266 af 22. maj 1986 om vagtvirksomhed), enacted in 1986*
  - *Updates and/or amendments introduced since: 'Lovbekendtgørelse' nr. 227 af 3. marts 2010, 'Lovbekendtgørelse' nr. 149 af 16. marts 1999, with amendments in § 21 (Lov nr. 538 af 8. juni 2006) and § 2 (Lov nr. 498 af 12. juni 2009)*
  - *Online information can be found here: https://www.retsinformation.dk*
  - *The law regulating the private security industry does not allow armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: National police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: National police*
  - *Penal sanctions: National police*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry; only the maximum work week and minimum wage are set down in collective agreements

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Fee and authorisation*
    - *Employer must not have had previous convictions for criminal offences in the* past 10 years
  - *At personal level*
    - *Authorisation*
    - *Must not have had previous convictions for criminal offences in the past 10 years*
    - *The police authority performs the check*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Authorisation*
  - *On the background of private security personnel: Authorisation and the required education*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 25
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have no special powers and competences
- They are not allowed to perform a search and seizure

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: National Police*
    - *The licence is renewable*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Mobile alarm response and call-out services*



  - *In-house manned security*
  - *Event security (crowd control)*
  - *Door supervision (bouncing)*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 100*
  - *The basic training includes training for general guarding and for specialised guarding such as Cash-In-Transit and cash handling*
  - *The training is provided by the technical school*
  - *The training is financed by the applicant guard*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training is not mandatory by law
- No specific specialised training is foreseen other than the one included in the basic training
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the national police*
    - *The basic conditions for a private security guard to pass this check are: No criminal offence*
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical/psychological examination*

ESTONIA

General information

Population: 1,340,127
Gross National Income (GNI): € 13.94 billion
Ratio security force/population: 1/289
Ratio police force/population: 1/412

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 128 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: - 0.6%*
  - *Percentage of growth in 2005 compared to 2004: 16.2%*
  - *Percentage of growth in 2006 compared to 2005: 8.8%*
  - *Percentage of growth in 2007 compared to 2006: 27.4%*
  - *Percentage of growth in 2008 compared to 2007: 9.2%*
  - *Percentage of growth in 2009 compared to 2008: - 17%*
  - *Percentage of growth in 2010 compared to 2009: - 6.3%*
- Combined market share (2010) of the top three private security companies (market concentration): 65%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segment listed hereafter): € 57 million*
  - *Other segments: € 71 million*

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 252
  - *Number of private security companies (2010) actively carrying out private security services: 252*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 81%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 19%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 4,627
  - *Number of licensed private security guards (2010): 4,627*
  - *The licence fee is financed by the guard*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: 5 hours*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 473*
  - *Net[2]: € 390*
- Average age of a private security guard working in the private security industry: 40
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
- Annual staff turnover rate[3] in the private security industry: 35%
  - *This percentage does not include transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Private security law, enacted on May 1, 2004*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

3 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



  - *Online information can be found here: https://www.riigiteataja.ee/akt/106122010010*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police and Border Guard Board
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Police and Border Guard Board*
  - *Penal sanctions: Police and Border Guard Board*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 640
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Security service licence*
  - *At personal level*
    - *Estonian citizen or permanent resident*
    - *19 years of age or over*
    - *Completed basic education*
    - *Qualified security guard*
    - *Proficiency in Estonian*
    - *Optimal physical and health condition*
    - *Reputable*
    - *Criminal records check is required*
    - *Awarding authority: Police and Border Guard Board*
    - *If the private security guard performs event security services in public places, bodyguarding services or Cash-In-Transit (CIT) services, he/she must pass the security guard training and be 21 years of age or over*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Owners must not be involved or convicted of the following:*
    - *Preparing or selling explosives, weapons, a significant part of firearm, ammunition or a laser beam*
    - *Manufacturing of guns*
    - *Provision of detective services*
    - *Performing functions relating to the defense of the country or in the police force, unless authorised by other laws*
  - *On the background of private security personnel:*
    - *Must not have been attested of being of limited legal capacity or serve a sentence for a criminal offence or a crime which is not yet deleted from the criminal register*
    - *Private security guarding duty is not compatible with the work of a private detective*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 21
      - Operational staff: 19 (or 21 see 'Entrance requirements at personal level')

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms must be easily distinguishable from those of the police force, fire and rescue service, customs officials or prison guards. Bodyguards are not required to wear a uniform. Any uniform must bear the logo of the respective security company and the words 'security guard' or 'rescue worker' as well as the guard's first and last name. The design of the uniforms must be reported to the Police and Border Guard Board.
- There are specific requirements related to the identification card (ID card) of private security personnel: The ID card must bear a photo and the employee's personal security code and company name

Powers and competences

- Private security guards have the following powers and competences: A security guard has the right to:
  - *Prevent access to the guarded object to any person who tries to enter without authorisation or any other legal grounds*
  - *Detain a person in the guarded object suspected of an offence*
  - *Apprehend the person who enters or has penetrated the guarded object without authorisation*
  - *Detained persons should be immediately handed over to the police. A guard has the right to search for and confiscate any hazardous items the intruder may have brought along, which may endanger the guard or others. Confiscated items and substances must immediately be handed over to the police.*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Police and Border Guard Board*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Police and Border Guard Board*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours: Weapons and ammunition may be stored in a person's home who has a weapons permit or licence. Weapons and ammunition must be kept in conditions which ensure their preservation and safety, and prevent unauthorised access. Firearms may only be discharged under regulated circumstances.
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: The following weapons are permitted: flat iron machine gun, rifled gun, pistol, revolver, gas gun and baton

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Police and Border Guard Board*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to carry and use weapons

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies or private security guards using dogs for the provision of private security services*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 16 hours of basic training and at least 50 hours of initial training*
  - *The training is provided by certified security training centres*
  - *The training is financed by the guard or the employing company*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)



  - *Number of training hours: 80*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year*
  - *This follow-up or refresher training is not mandatory by law*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination*
  - *A psychotechnical/psychological examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the private security company*
    - *The basic conditions for a private security guard to pass this check are: No criminal offence*

FINLAND

General information

Population: 5,399,090
Gross National Income (GNI): € 180.3 billion
Ratio security force/population: 1/899
Ratio police force/population: 1/701

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 400 million
- Combined market share (2010) of the top three private security companies (market concentration): 65%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 240 million*
  - *Cash-In-Transit (CIT): € 55 million*
  - *Other segments: € 105 million*

Private security contracts

- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 10.5 million hours, which represent 6,000 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 250
  - *Number of private security companies (2010) actively carrying out private security services: 60-100*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 12,500
  - *Number of licensed private security guards (2010): 12,500*
  - *Number of individual licence holders actively carrying out private security activities (2010): 7,000-7,500*
  - *The licence fee is financed by the company*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement (applicable to the guarding segment)*
    - *A maximum of 16 hours per day*
    - *A maximum of 48 hours per week*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,600*
- Percentage of men and women active in the private security industry
  - *Men: 75%*
  - *Women: 25%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with national equal opportunities legislation
- Annual staff turnover rate[2] in the private security industry: 25-30%
  - *This percentage includes transfers of contracts and/or other considerations such as seasonal workers*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Private Security Act, enacted in 2002*
  - *Public Order Act, enacted in 2003*
    - *Under the Public Order Act and with the permission of the police, security stewards may also be appointed to assist the police in maintaining order and security at shopping centres, on public transport or in public transport facilities. However, such assignments can be performed only by individuals who are employed by guarding services suppliers and have valid certification to act both as a security steward and guard.*
  - *Security Stewards Act, enacted in 1999*

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

2 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



- *The duty of security stewards is to maintain order and security and to prevent crime and accidents at the event or site for which they have been appointed as security stewards. Security stewards may be employed, for example, at public meetings or events organised under the Assembly Act, at hotels or restaurants under the Act on Accommodation and Food Service Operations, on campsites under the Outdoor Recreation Act and on passenger ships under the Seamen's Act.*

– *Online information can be found here*
  - *Guarding services suppliers and guards: http://www.poliisi.fi/poliisi/home.nsf/pages/AC62307EFAD84020C2256BBA003D4039?opendocument*
  - *Security steward certification: http://www.poliisi.fi/poliisi/home.nsf/pages/2B7D75C14A897094C225734B002989E1?opendocument*

– *The law regulating the private security industry allows armed private security services in limited circumstances*

- Competent national authority in charge of drafting and amending legislation regulating the private security industry: National Parliament
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  – *General guarding (excluding the segment listed hereafter)*
  – *Other segments, i.e. public order and crowd control*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Security Sector Supervision Unit of the National Police Board
  – *The provision of private security services is subject to authorisation. Licences are issued by the Security Sector Supervision Unit of the National Police Board, which is also responsible for general supervision and guidance concerning guarding services. The Security Sector Supervision Unit and police departments are responsible for supervising the operations of private security services, managers, guards and security officers within their area of jurisdiction.*
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: Ministry of the Interior*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence: Withdrawal by the local police of a guarding service licence, a manager certification and/or a guard and security officer certification

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry (applicable to the guarding segment)

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level*
    - *No criminal convictions amongst management staff*
    - *Financial viability check*
  – *At personal level*
    - *A health check must be passed*
    - *Basic training (minimum of 40 hours introductory course)*
    - *Criminal records check is required*
    - *The basic requirement is to not have criminal convictions*
    - *The police undertake the check before issuing the mandatory licence*
    - *Proficiency in the national language is required to work in the sector*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies: No criminal record*
  – *On the background of private security personnel*
    - *No criminal record*
    - *Basic training*
    - *Good medical condition*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  – *Uniforms are optional, no prior approval by the authorities is needed*
  – *The choice of uniform is made by the manager in function of the assignment or contract*
  – *Each uniform must display the name of the company*
  – *Uniforms must be the same on one site*
  – *Uniforms need to be clean and presentable*
  – *Uniforms need to be kept with care to prevent theft or unauthorised use*

  - *They must be distinct from the uniforms of public police or any other public authority*
- There are specific requirements related to the identification card (ID card) of private security personnel: A person certified as a guard, security officer or order supervision officer is issued with a plastic ID card by the licensing authority

Powers and competences

- Private security guards have the following powers and competences
  - *Private security guards and attendants may operate on private property and on property where special restrictions apply*
  - *Guards have extra powers for the removal of unauthorised persons from guarded areas and the right to security check apprehension situations*
  - *They are allowed to perform a search and seizure*
- Security stewards have the following powers and competences
  - *Entry prevention*
  - *Temporary custody (excluding Public Order Act stewards)*
  - *They are allowed to perform a seizure*

Weapons

Firearms may be carried only for personal guarding assignments, during security transport and when guarding a person or object that is significant in terms of public interest and the circumstances of the assignment render it necessary to carry firearms

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Police authorities*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Police*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are no limitations as to the type and/or number of weapons used and/or to the ammunition used. The Private Security Services Act does state, however, that "decisions concerning the carrying of firearms and gas sprays are made by managers separately for each contract".

Personal level

- A special licence is required for private security guards providing armed private security services[3]
  - *Competent national authority issuing the licence: Police authorities*
  - *Duration of the licence: 6 months*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprises: Theory, target practice and an annual test of proficiency*
  - *The training is provided once a year by the company*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services: Dog handlers and dogs need to be licensed and have mandatory training according to a special decree*

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law: Law on private security providers*
  - *Number of training hours: 100 (excluding special forcible means training)*
    - *Basic training: 40 hours (required for a 4-month temporary licence)*
    - *For a permanent licence, a further 60 hours of training are required*
  - *The training is provided by specialist schools/colleges*
  - *The training is partly financed by the company and partly*

3 Finnish police website: http://www.poliisi.fi/poliisi/home.nsf/pages/3BBB04E1F6672AB8C2256C450037D7C5?opendocument



by the state through its financial support to schools
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence: Certification prior to active employment*
- There is also an obligation for security stewards to follow basic training
  - *Number of training hours: 32 or at least four days*
  - *Security steward certification is granted for a maximum of five years by the local police department. To renew their certification, security stewards must complete an 8-hour refresher training meeting the requirements approved by the Ministry of the Interior.*
  - *In addition to basic and refresher training, security stewards may be required to undergo further special forcible means training*
    - *General section: Minimum 40 lessons*
    - *Special section relating to firearms, gas sprays and telescopic batons: Minimum 80 lessons*
  - *The training is provided by the local police, certain vocational training institutes or certified security steward trainers (www.poliisi.fi/tavy)*
  - *Participation in the basic and additional training requires that the person has passed a written test and the necessary skills tests to demonstrate professional competence in practice*
- Specialised training is foreseen for different types of private security activities
  - *Guard training is provided by specialist technical schools/colleges*
  - *Firearms trainers training is provided by police academies*
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical/psychological examination*
  - *Such an examination might take place depending on the requirements set forth by customers*

FRANCE

General information

Population: 64,714,074
Gross National Income (GNI): € 2,101.96 billion
Ratio security force/population: 1/437
Ratio police force/population: 1/271

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 5.29 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2006 compared to 2005: ± 6%*
  - *Percentage of growth in 2007 compared to 2006: ± 5.5%*
  - *Percentage of growth in 2008 compared to 2007: ± 4%*
  - *Percentage of growth in 2009 compared to 2008: ± 2.5%*
- Combined market share (2010) of the top three private security companies (market concentration): 86% of turnover is achieved by 11.5% of private security companies
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 3.67 billion*
  - *Airport security: € 365 million*
  - *Cash-In-Transit (CIT): € 5 million*
  - *Monitoring and remote surveillance: ± € 590 million*
  - *Other segments*
    - *Bodyguarding: € 50 million*
    - *Security training: € 40 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 2,096 (4 CIT companies)

Private security contracts

- Number of commercial contracts for the private market (private customers): 78%
- Number of commercial contracts for the public market (public customers): 22%

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 9,425
  - *Number of private security companies (2010) actively carrying out private security services: 3,859 companies employing at least one employee*
- A 'specialty principle' for private security companies[1] is embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 100%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%*

Private security guards

- Licensing for private security guards is mandatory by law
  - *Competent national authority issuing the licence: Department prefecture on behalf of the Ministry of the Interior*
- Total number of private security guards (2010): 147,800
  - *Number of individual licence holders actively carrying out private security activities (2010): 131,542*
  - *Number of private security guards allowed to carry weapons (2010): Carrying of weapons is only permitted for the transport of valuables*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 86% of contracts are full-time and 54% are open-ended*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 12 hours per day*
    - *A maximum of 35 hours per week*
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 48 hours per week*
    - *Overtime: 180 hours per year*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,200.51*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



- Average age of a private security guard working in the private security industry: 37.5
- Percentage of men and women active in the private security industry
  - *Men: 84%*
  - *Women: 16%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national equal opportunities legislation
  - *Policies and/or legislations determining the EO Policy: Company policy*
- Annual staff turnover rate[2] in the private security industry
  - *Hiring rate: 42%*
  - *Departure rate: 43%*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry*
    - *Law on in-house security and the protection of people and goods, enacted in 1983*
    - *Act of July 12, 1983 supplemented by Act number 2003-239 of March 18, 2003*
  - *Updates and/or amendments introduced since:*
    - *Act 2003-239 amending the 1983 legislation*
    - *Law 95-73 of January 1995 concerning the nature and the direction of security*
    - *Decree 86-1058 of September 26, 1986 concerning the administrative authorisation and the recruitment of personnel for private security companies*
    - *Decree 86-1099 of October 10, 1986 concerning the use of equipment, documents, uniforms and badges by surveillance and guarding companies, CIT companies and for the protection of persons*
    - *Decree 2002-539 of April 17, 2002 concerning distant surveillance activities*
    - *Law concerning the prevention of crime of March 7, 2007 (establishing the professional card, Art. 75-78)*
  - *Online information can be found here: www.legifrance.gouv.fr*
  - *The law regulating the private security industry allows armed private security services only for the transport of valuables*

2 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Parliament and Senate
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior*
  - *Penal sanctions: Ministry of the Interior*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: Act 2003-239 of March 18, 2003
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There is a sector-specific binding collective labour agreement in place for the private security industry: National collective agreement

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Exclusion from all other activities*
  - *At personal level*
    - *No criminal record*
    - *Successfully completed mandatory training*
    - *No criminal convictions leading to legal sanctions or a term of imprisonment*
    - *Offences against commercial law can also be taken into account*
    - *The law states that refusal of licence can result from criminal actions even if they have not led to legal sanctions*

- *Criminal background checks are carried out by the police authorities; no consent is required*
- *Individuals applying for operative duty in a private security company can be refused access to the profession if they have been convicted of any crime*

- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Exclusion from all other activities, i.e. private investigation*
  - *On the background of private security personnel*
    - *No criminal record*
    - *Successfully completed mandatory training*
    - *Criminal background investigation carried out by the police authorities without prior consent of the individual*
    - *Not have been a member of the police force for at least 5 years*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *The uniform is mandatory and must include at least two distinctive identifying features such as the company name and logo*
  - *It must be clearly distinct from the uniform worn by the police force*
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *The ID card is mandatory for private security guards*
  - *It must include a photo and registration number, name and date of birth*
  - *It must be renewed every 5 years*

Powers and competences

- Private security guards are not allowed to perform a search and seizure

Weapons

The use of weapons is only permitted for the transport of valuables

Personal level

- A special permission is required and can only be granted for duties relating to the transport of valuables
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services: Dogs must be licensed and handlers must be qualified*

Horses

- Horses can be used for the provision of private security services
  - *A special licence is not required for private security companies using horses for the provision of private security services*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 70*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence: Certification of professional qualification following a written examination certified by the regional Prefecture*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training does not exist
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the police authorities*



- *The basic conditions for a private security guard to pass this check are*
  - No criminal record
  - Successfully completed mandatory training
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*

GERMANY

General information

Population: 81,802,257
Gross National Income (GNI): € 2,655.8 billion
Ratio security force/population: 1/484
Ratio police force/population: 1/326

Economic aspects

Private security market

- Yearly turnover (2009) of the private security industry: € 4.39 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: -3.2%*
  - *Percentage of growth in 2005 compared to 2004: 5.09%*
  - *Percentage of growth in 2006 compared to 2005: 0.97%*
  - *Percentage of growth in 2007 compared to 2006: 2.88%*
  - *Percentage of growth in 2008 compared to 2007: 4.43%*
  - *Percentage of growth in 2009 compared to 2008: -2.01%*
  - *Percentage of growth in 2010 compared to 2009: 3.7%*
- Combined market share (2010) of the top three private security companies (market concentration): 21%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 2.85 billion*
  - *Airport security: € 219 million*
  - *Cash-In-Transit (CIT): € 439 million*
  - *Monitoring and remote surveillance: € 219 million*
  - *Other segment*
    - *Guarding of military units, safety of track construction: € 239 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 2,500

Private security contracts

- Number of commercial contracts for the private market (private customers): 76%
- Number of commercial contracts for the public market (public customers): 24%
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: ± 320,000,000 hours, which represent 2,600 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2009): 3,700
  - *Number of private security companies (2009) actively carrying out private security services: 3,700*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Cleaning, facilities management, receptionist services, catering*
  - *Percentage of single-service private security companies (only carrying out private security activities): 15%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 85%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 168,000
  - *Number of licensed private security guards (2010): 168,000*
  - *Number of individual licence holders actively carrying out private security activities (2010): 168,000*
  - *Number of private security guards allowed to carry weapons (2010): 15,000*
  - *Who finances the licence fee depends on the nature of the service being provided and the customer*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%*
- Maximum number of working hours in the private security industry

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



  - *According to the collective labour agreement*
    - *A maximum of 12 hours per day*
    - *A maximum of 72 hours per week*
    - *Weekend and nights: Unlimited*
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 72 hours per week*
    - *Weekend and nights: Unlimited*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,500-2,600*
  - *Net[3]: € 1,000-1,600*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,800*
  - *Net[4]: € 1,400*
  - *Germany has introduced minimum wages in the private security industry applicable in all German 'Länder' as of June 1, 2011. Different minimum wage levels apply, ranging from € 6.53 in eastern Germany to € 8.60 in western Germany. The objective is to introduce wage scales according to training levels and other criteria over the next two years and to increase the minimum wage to € 7.50.*
- Average age of a private security guard working in the private security industry: 45
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Law of August 14, 2006 on equal treatment*
- Annual staff turnover rate[5] in the private security industry: 30%
  - *This percentage does not include transfers of contracts and/or other considerations*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry*
    - *Law of February 7, 1927 amended by Law of June 16, 1998 on professional activities*
    - *Law of December 14, 1995 on private security enterprises amended by Law of July 23, 2002 on private security enterprises*
  - *Online information can be found here*
    - *http://www.gesetze-im-internet.de*
    - *http://www.berlin.de/imperia/md/content/balichtenberghohenschoenhausen/gesetze-vorschriften/bewachungsvo.pdf?start&ts=1299099362&file=bewachungsvo.pdf*
  - *The law regulating the private security industry allows armed private security services: Their use depends on the activity and is e.g. allowed for Cash-In-Transit (CIT) services and bodyguarding*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Department of Commerce
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Department of Commerce
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Department of Commerce*
  - *Penal sanctions: Department of Commerce*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 5,000
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Reliability (background screening)*
    - *80 hours of training (certified by the Chamber of Commerce)*
    - *Evidence of solvency is required*
    - *Membership of a professional body is required for companies*
  - *At personal level*
    - *Reliability (background screening)*
    - *40 hours of training (certified by the Chamber of Commerce)*
    - *A special examination is required for guarding in public areas ('Sachkundeprüfung')*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *Reliability (background screening)*
    - *80 hours of training (certified by the Chamber of Commerce)*
    - *Evidence of solvency is required*
  - *On the background of private security personnel*
    - *Reliability (background screening)*
    - *40 hours of training (certified by the Chamber of Commerce)*
    - *A special examination is required for guarding in public areas ('Sachkundeprüfung')*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: They must not create confusion with uniforms of armed or police forces
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *Operational staff have to carry an ID card containing the company name and a photo*
  - *Staff working on public sector accounts must carry an identification logo mentioning the company name in a visible place*

Powers and competences

- Private security guards have the following powers and competences: Same powers as any citizen
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: When catching a perpetrator red-handed*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Local authority*
  - *Duration of the licence: Open-ended*
  - *The licence is renewable*
  - *There are three types of licences*
    - *To buy a weapon (limited to one year)*
    - *To own a weapon (open-ended)*
    - *To carry a weapon (limited to specific weapons and to three years, can be renewed twice for another three years)*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Local authority*
- There are legal requirements for storing weapons after hours: The company stores weapons after hours according to the corresponding laws
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are no limitations as to the type and/or number of weapons used and/or to the ammunition used

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Local authority*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *The training is provided by companies, specialised training providers, technical schools, etc.*



K9 (dogs)

- Dogs can be used for the provision of private security services
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 40*
  - *The training is provided by the Chamber of Commerce*
  - *The training is financed by the guard or the company*
  - *There are compensation schemes in place for companies whose employees are following basic training: Training time is paid for like working time*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 80*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for specific types of private security activities
  - *All security activities require 40 hours of training*
  - *Specialised training is only required for aviation security (by law)*
  - *Specialised training is provided by the company or a security training institute*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the local authorities*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical/psychological examination*

GREECE

General information

Population: 11,305,118
Gross National Income (GNI): € 242 billion
Ratio security force/population: 1/376
Ratio police force/population: 1/428

Economic aspects

Private security market

- Yearly turnover (2007) of the private security industry: ± € 275 million
- Due to the difficult economic situation of recent years, more up-to-date turnover figures are hard to determine. However, reports indicate an increase in demand from private clients in 2010-2011.

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): ± 1,200
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry

Private security guards

- Licensing for private security guards is mandatory by law
  - *Competent national authority issuing the licence: Ministry of Public Order (Ministry of the Interior) and police authorities*
- Total number of private security guards (2010): ± 30,000
  - *Number of licensed private security guards (2010): ± 30,000*
  - *Number of private security guards allowed to carry weapons (2010): The use of weapons is prohibited except in special circumstances such as Cash-In-Transit (CIT) operations*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: This figure has fluctuated in recent years, but is ± 65%*
- Maximum number of working hours in the private security industry[2]
  - *According to the collective labour agreement*
    - *A maximum of 8 hours per day (5 days) or 6 hours and 40 minutes (6 days)*
    - *A maximum of 40 hours per week*
    - *Overtime*
      - 41st-43rd hour is called specific overtime
      - 3 hours per week
      - The employee has to stay on when asked and is paid 25% extra
      - From the 44th hour onwards, overtime is reimbursed at +50% of basic pay
    - *Weekend and nights*
      - Between 00h00 and 06h00 am, the employee is paid at an additional 25%
      - Sunday and official holidays are paid at +75% of basic pay
  - *According to national legislation*
    - *A maximum of 9 hours per day*
    - *A maximum of 43 hours per week*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: ± € 700*
  - *Net[3]: ± € 620*
- Average age of a private security guard working in the private security industry: 25
- Percentage of men and women active in the private security industry[4]
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equal opportunities legislation
- Annual staff turnover rate[5] in the private security industry: ± 40%
  - *This percentage includes transfers of contracts and/or other considerations*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 Ibid., 2008
3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 Ibid., 2008
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law no. 2518/1997, enacted in 1997*
  - *Updates and/or amendments introduced since: Law no. 3707/2008, enacted in 2008*
  - *The law regulating the private security industry does not allow armed private security services, except in special circumstances (e.g. Cash-In-Transit (CIT) operations)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments*
    - *Bodyguarding*
    - *Convoys*
    - *Security advice*
    - *Security design*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions*
    - *Ministry for the Development of Competitiveness and the Maritime Sector*
    - *Withdrawal or suspension of licence (20 days-2 months, 2-6 months or permanently)*
  - *Penal sanctions*
    - *Ministry of the Interior*
    - *Imprisonment and fines for non-compliance with the law*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed
  - *Up to 3 years imprisonment*
  - *A company can be fined anything from € 20,000 to € 200,000*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Greek or EU citizen*
    - *Must hold a diploma*
    - *Must not be involved in trading weapons*
    - *Must have sound mental and physical health*
    - *No drug or alcohol addictions*
    - *Employees in the sector must not have criminal convictions leading to imprisonment for more than 6 months*
  - *At personal level*
    - *A criminal records check is required*
    - *Employees in the sector must not have criminal convictions leading to imprisonment for more than 6 months*
    - *Greek or EU nationals must have completed military service*
    - *Have attained 18 years of age or over*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *Clean criminal record*
    - *Must be of legal age*
    - *Ministerial decree qualification*
  - *On the background of private security personnel*
    - *Clean criminal record*
    - *Must be of legal age*
    - *Ministerial decree qualification*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *Uniforms are mandatory*
  - *They must be approved by the Department of Defense*
  - *They must be distinctive from police uniforms*
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: Observation and reporting to the police
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: Only in airports*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: For the duration of the activity*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprises: Theory and target practice*
  - *Number of training hours: Not regulated*
  - *The training is provided by certified security training institutes*

K9 (dogs)

- Dogs cannot be used for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law: Ministerial Decree of 2009*
  - *Number of training hours: 2 semesters; diploma from the certified security training institute*
  - *The training is provided by the company or a certified security training institute*
  - *The training is financed by the company*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 4 semesters; diploma from the certified security training institute*
- Follow-up or refresher training is not regulated by law
- Specialised training is foreseen for certain types of private security activities
  - *These specialised trainings are provided by the company or a certified security training institute*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo



– *A medical examination*
– *A psychotechnical /psychological examination*
– *A background check/security check*
  - *This background check/security check is carried out by Ministry of the Interior and the police authorities*
  - *The basic conditions for a private security guard to pass this check are: No criminal convictions leading to imprisonment for more than 6 months*

HUNGARY

General information

Population: 10,014,324
Gross National Income (GNI): € 97.6 billion
Ratio security force/population: 1/125
Ratio police force/population: 1/380

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: ± € 550 million
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): ± € 220 million*
  - *Cash-In-Transit (CIT): ± € 82.5 million*
  - *Monitoring and remote surveillance: ± € 192.5 million*
  - *Other segments:* ± 55 million
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 350

Private security companies

- Licensing for private security companies is mandatory by law
  - *Competent national authority issuing the licence: Police*
- Total number of private security companies (2010): ± 11,304
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry

Private security guards

- Licensing for private security guards is mandatory by law
  - *Competent national authority issuing the licence: Police*
- Total number of private security guards (2010): 80,000
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 60 hours per week*
    - *Overtime: Maximum 12 hours a month, 144 hours a year*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Net[2]: € 250*
- Percentage of men and women active in the private security industry
  - *Men: ± 85%*
  - *Women: ± 15%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: General national equal opportunities legislation*
- Annual staff turnover rate[3] in the private security industry: ± 30%

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry*
    - *'2005. évi CXXXIII. törvény' (Act CXXXIII of 2005)*
    - *'22/2006. (IV. 25.) BM rendelet' (Minister of the Interior's Order of 2006)*
  - *European Standard applicable to the private security industry*
    - *EN 15602:2008 – Security Services – Terminology*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

3 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



– *Other segments*
  - *Protection of mobile/immobile goods*
  - *Bodyguarding*
  - *Event security*
  - *Planning, installation, operation and maintenance of security systems*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police authorities
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: Police authorities*
  – *Penal sanctions: Police authorities*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 3,844
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level: Companies are established according to company law, but private security activities may only start after having obtained the mandatory licence (according to the '2005. évi CXXXIII. törvény' (Act CXXXIII of 2005))*
    - *Conditions/requirements and procedures*
      - At least one of the members/partners of the company must have a guarding licence issued by the police
      - The company has to be registered with the professional chamber
      - The professional chamber verifies the general information pertaining to the company (e.g. the company address etc.) and issues a certificate
      - Mandatory liability insurance pertaining to private security activities (the insurable value is not determined by the Act)
  – *At personal level: According to the '2005. évi CXXXIII. törvény' (Act CXXXIII of 2005), individuals must meet the following requirements to obtain a guarding licence*
    - *Minimum age of 18*
    - *Meet minimum health requirements (attested by an examination)*
    - *Be a citizen of the European Economic Area*
    - *Be resident in the European Economic Area*
    - *Have obtained relevant qualifications*
    - *Have a clean criminal record*
    - *Have completed basic education (8 years)*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies: Clean criminal record*
  – *On the background of private security personnel: Clean criminal record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  – *Uniforms are optional*
  – *They must not bear any resemblance with uniforms worn by the state police*
  – *Company logos must be displayed in a prominent place*
- There are specific requirements related to the identification card (ID card) of private security personnel: ID cards are mandatory

Powers and competences

- Private security guards are allowed to perform a search and seizure
  – *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  – *Competent national authority issuing the licence: Police authorities*
  – *The licence is renewable*
- A special licence is required for private security companies owning weapons

– *Competent national authority issuing the licence: Police authorities*
– *The licence is renewable*

- There are legal requirements for storing weapons after hours: Safe storage of weapons is obligatory
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Handguns only

Personal level

- A special licence is required for private security guards providing armed private security services
  – *Competent national authority issuing the licence: Police authorities*
  – *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  – *This training comprises: Theory and target practice*
  – *Number of training hours: 100*
  – *The training is provided by specially licensed training institutes*

K9 (dogs)

- Dogs can be used for the provision of private security services
  – *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: Police authorities*
    - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services and for all activities with dogs in public spaces
  – *The training is regulated by Order 15/2008 of the Minister of Justice and Law Enforcement (15/2008 – 'IRM Rendelet')*
  – *Number of training hours: 400*
  – *The training is provided by* dog training schools of the police authorities

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  – *This training programme is mandatory by law according to the Order of the Minister of the Interior 16/2003 (IV. 18.)*
  – *Number of training hours: 320*
  – *The training is provided by specially licensed training institutes*
  – *The training is financed by the worker*
  – *There are no compensation schemes in place for companies whose employees are following basic training*
  – *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training is only provided at the discretion of each company and is not provided for in law
- Specialised training is foreseen for the following types of private security activities
  – *Event security (crowd control) – duration: 100 hours*
  – *Cash-In-Transit services (including cash handling/processing) – duration: 100 hours*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A medical examination (all guards)*
  – *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination*
  – *A background check/security check*
    - *This background check/security check is carried out by the police authorities*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*



IRELAND

General information

Population: 4,467,854
Gross National Income (GNI): € 147.3 billion
Ratio security force/population: 1/223
Ratio police force/population: 1/344

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 1.2 billion
- Combined market share (2010) of the top three private security companies (market concentration): 40%

Private security companies (manned guarding only)

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 280
  - *Number of private security companies (2010) actively carrying out private security services: 280*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 80% (in terms of turnover, rather than number of companies)*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 20% (in terms of turnover, rather than number of companies)*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 20,000
  - *Number of licensed private security guards (2010): 20,000*
  - *Number of private security guards allowed to carry weapons (2010): Weapons are prohibited*
  - *The licence fee is financed by a mixture of both the company and the guard*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 90%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 48 hours per week*
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 48 hours per week*
- Starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 9.27 per hour*
  - *Net[2]: Depends on the number of hours worked and whether above the threshold for individual tax-free allowance*
- Percentage of men and women active in the private security industry
  - *Men: 98%*
  - *Women: 2%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy*
    - *Employment Equality Act of 1998*
    - *Equal Status Act of 2000*
- Annual staff turnover rate[3] in the private security industry: Unknown, but accepted to be 20%
  - *This percentage does not include transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Private Security Services Act, enacted in 2004*
  - *Online information can be found here: http://www.oireachtas.ie/documents/bills28/acts/2004/a1204.pdf*
  - *The law regulating the private security industry does not allow armed private security services*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

3 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Private Security Authority
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Other segments*
    - *Alarm installation*
    - *Alarm Receiving Centres*
    - *Door security personnel*
    - *Cash-In-Transit (CIT)*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Private Security Authority
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Private Security Authority*
  - *Penal sanctions: Private Security Authority*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 3,000
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Private Security Service Contractors licence required for areas covered by regulation*
  - *At personal level*
    - *A criminal records check is required*
    - *Applicants for a licence who have spent 6 months or more in another country are required to provide a criminal record certificate from that jurisdiction in addition to completing a Garda (police) vetting form*
    - *The Authority will exercise its discretion when deciding whether to issue a licence to a person who has a criminal record*
    - *Each application will be decided according to the Authority's guidelines and a person with (a) conviction(s) will not always be prohibited from holding a licence*
    - *Awarding authority: Police authorities*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *All company directors must have their background history cleared by An Garda Siochana (National Police Force)*
  - *On the background of private security personnel*
    - *A criminal records check is required*
    - *Applicants for a licence who have spent 6 months or more in another country are required to provide a criminal record certificate from that jurisdiction in addition to completing a Garda (police) vetting form*
    - *The Authority will exercise its discretion when deciding whether to issue a licence to a person who has a criminal record*
    - *Each application will be decided according to the Authority's guidelines and a person with (a) conviction(s) will not always be prohibited from holding a licence*
    - *Awarding authority: Police authorities*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory
- There are specific requirements related to the identification card (ID card) of private security personnel: ID cards must always be displayed

Powers and competences

- Private security guards have the following powers and competences: No additional powers
- They are allowed to perform a search and seizure
  - *This constitutes a limited search and seizure*

K9 (dogs)

- Dogs can be used for the provision of private security services (in accordance with the Control of Dogs Act of 1998)
- A special licence is not required for private security companies using dogs for the provision of private security services



- Dogs are used in the following area/segment of the private security industry
  - *Commercial manned guarding*
- Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services, but it does not occur in practice

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 28*
  - *The training is provided by the Security Institute of Ireland and FAS (the Irish Employment and Training Authority) and other bodies*
  - *The training is financed by the individual*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are not issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training does not exist by law (only as provided voluntarily by companies)
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding – duration: 30 hours*
  - *Door supervision (bouncing) – duration: 21 hours*
  - *These specialised trainings are provided by certified trainers*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the police authority*
    - *The basic conditions for a private security guard to pass this check are: Must be a "fit and proper person" (criminal record is no immediate bar to obtaining a licence)*
    - *The Authority will exercise its discretion when deciding whether to issue a licence to a person who has a criminal record. Each application will be decided according to the Authority's guidelines. A person with (a) conviction(s) will not always be prohibited from holding a licence.*
- The law does not require the private security guard in question to undergo a medical or psychotechnical/psychological examination
  - *A private security guard over 65 years of age, however, must undergo a medical examination*

ITALY

General information

Population: 60,340,328
Gross National Income (GNI): € 1,569 billion
Ratio security force/population: 1/1,260
Ratio police force/population: 1/565

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 2.7 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2008 compared to 2007: 2%*
  - *Percentage of growth in 2009 compared to 2008: 0%*
  - *Percentage of growth in 2010 compared to 2009: 0%*
- Combined market share (2010) of the top three private security companies (market concentration): 13%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): 50%*
  - *Airport security: 15%*
  - *Maritime security: 5%*
  - *Cash-In-Transit (CIT): 15%*
  - *Monitoring and remote surveillance: 15%*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 1,450

Private security contracts

- Commercial contracts for the private market (private customers)
  - *Percentage of short-term commercial contracts for the private market: 70%*
  - *Percentage of long-term commercial contracts for the private market: 30%*
- Commercial contracts for the public market (public customers)
  - *Percentage of short-term commercial contracts for the public market: 0%*
  - *Percentage of long-term commercial contracts for the public market: 100%*
  - *Average duration of long-term commercial contracts for the public market: 1-3 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 155,000,000 hours, which represent 74,602 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 1,299
  - *Number of private security companies (2010) actively carrying out private security services: 913*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 15%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 85%*

Private security guards

- Licensing for private security guards is mandatory by law
  - *Competent national authority issuing the licence: Ministry of the Interior; the administration is delegated to the municipal Prefects*
- Total number of private security guards (2010): 47,858
  - *Number of licensed private security guards (2010): 47,858*
  - *Number of private security guards allowed to carry weapons (2010): 47,858 (all guards)*
  - *The licence fee is financed by the company*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 95%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 7.15 hours per day*
    - *A maximum of 48 hours per week*
    - *Overtime: 250 hours per year*

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



  - *According to national legislation*
    - *A maximum of 7.15 hours per day*
    - *A maximum of 48 hours per week*
    - *Overtime: 250 hours per year*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,750*
  - *Net[3]: € 1,250*
- Average age of a private security guard working in the private security industry: 42
- Percentage of men and women active in the private security industry
  - *Men: 91%*
  - *Women: 9%*
- An Equal Opportunities (EO) Policy is not in place in the private security industry
- Annual staff turnover rate[4] in the private security industry: 20%
  - *This percentage does not include transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: TULPS (Consolidated Act of Public Safety Laws), enacted in 1931*
  - *Updates and/or amendments introduced since: Amending regulation for the execution of TULPS of August 4, 2008 under supervision of the 'Corte dei Conti'*
  - *Online information can be found here*
    - *http://www.sanzioniamministrative.it/collegamenti/I%20Codici/TULPS/TULPS.htm*
    - *http://www.sanzioniamministrative.it/collegamenti/I%20Codici/Reg_Tulps_2/Reg_Tulps%20index.htm*
    - *http://www.federsicurezza.it/public/documenti/282201195412.pdf*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police authorities
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Administrative police*
  - *Penal sanctions: Police*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 154-3,098 or imprisonment up to 3 months
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Licence granted by the Prefecture*
    - *Criminal records check by the Ministry of Justice*
  - *At personal level*
    - *Licence granted by the Prefecture*
    - *Criminal records check by the Ministry of Justice*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: No criminal convictions (checks are carried out by the Provincial Prefect)*
  - *On the background of private security personnel: No criminal convictions (checks are carried out by the Provincial Prefect)*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

- *Minimum age for private security guards to be able to enter the private security profession*
  - Managers: 18
  - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *Uniforms must be distinguishable from those worn by the police force*
  - *They must bear the initials GPG, the name and the logo of the company*
  - *Uniforms must be approved by the Prefecture*
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences
  - *Power to order that dangerous or suspicious persons stop what they are doing*
  - *May also take from them their identity card within a specified period and show it at the request of officers or security officials*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Prefecture*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- A special licence is not required for private security companies owning weapons
- There are no legal requirements for storing weapons after hours
- There is no legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are no limitations as to the type and/or number of weapons used and/or to the ammunition used

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Prefecture*
  - *Duration of the licence: Open-ended*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *There are no national provisions on firearms training*
  - *Every Prefecture requires specific training ('Regolamento del Questore')*
  - *This training comprises: Theory and practice*
  - *The training is provided by the national training institute for the use of weapons*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Mobile alarm response and call-out services*
  - *Event security (crowd control)*
  - *Aviation security*
  - *Maritime security*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services
  - *A special licence is not required for private security companies using horses for the provision of private security services*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions



- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: Decision is pending*
  - *The training is provided by the company*
  - *The training is financed by interprofessional funds, regions, companies*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised as required*
  - *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Mobile alarm response and call-out services*
  - *Cash-In-Transit services (including cash handling/processing)*
  - *Alarm and CCTV monitoring*
  - *Aviation security*
  - *Maritime security*
  - *Fire prevention and protection services*
  - *These specialised trainings are provided by companies or technical schools*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the local Prefecture on behalf of the Ministry of Justice*
    - *The basic conditions for a private security guard to pass this check are: No criminal record and no criminal offence*

LATVIA

General information

Population: 2,248,374
Gross National Income (GNI): € 20.78 billion
Ratio security force/population: 1/105
Ratio police force/population: 1/300

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 365.93 million
- Combined market share (2010) of the top three private security companies (market concentration): 6.6%

Private security contracts

- Commercial contracts for the private market (private customers)
  - *Percentage of short-term commercial contracts for the private market: 2%*
  - *Average duration of short-term commercial contracts for the private market: < 1 week*
  - *Percentage of long-term commercial contracts for the private market: 98%*
  - *Average duration of long-term commercial contracts for the private market: Open-ended*
- Commercial contracts for the public market (public customers)
  - *Percentage of short-term commercial contracts for the public market: 1%*
  - *Average duration of short-term commercial contracts for the public market: < 1 week*
  - *Percentage of long-term commercial contracts for the public market: 99%*
  - *Average duration of long-term commercial contracts for the public market: 2 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 15,840,000 hours, which represent 7615.34 man years[1]

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

Private security companies

- Licensing for private security companies is mandatory by law
  - *There are two types of licences*
    - *Licence to design, maintain and repair technical security guard systems*
    - *Licence to provide security guard services*
- Total number of private security companies (2010): 500
  - *Number of private security companies (2010) actively carrying out private security services: 450*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Wholesale, construction*
  - *Percentage of single-service private security companies (only carrying out private security activities): 80%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 20%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 21,500
  - *Number of licensed private security guards (2010): 21,500*
  - *Number of individual licence holders actively carrying out private security activities (2010): 11,000*
  - *Number of private security guards allowed to carry weapons (2010): 1,098*
  - *The licence fee is financed by the guard*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 98%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 8 hours per day*
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: 16 hours per month*
    - *Weekend and nights: 56 hours per month*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking

2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



into account overtime, weekend, evening, night and/or other allowances)
  – *Gross: € 286.68*
  – *Net[3]: € 207.84*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  – *Gross: € 515.99*
  – *Net[4]: € 358.33*
- Average age of a private security guard working in the private security industry: 35
- Percentage of men and women active in the private security industry
  – *Men: 80%*
  – *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
- Annual staff turnover rate[5] in the private security industry: 70%
  – *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  – *Law regulating the private security industry*
    - *Security Guards Activities Law, enacted on June 13, 2006*
    - *Law on Detective Activities*
    - *Law on the Handling of Weapons, in force since January 1, 2003*
  – *Updates and/or amendments introduced since: June 1, 2008*
  – *Online information can be found here*
    - *http://www.likumi.lv/doc.php?id=136109*
    - *http://www.likumi.lv/doc.php?id=221384*
    - *http://www.likumi.lv/doc.php?id=26311*
  – *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: State Police and Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  – *General guarding (excluding the segments listed hereafter)*
  – *Monitoring and remote surveillance*
  – *Other segments, i.e. security consultancy*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: State Police, State Revenue Service and State Labour Inspectorate
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: State Police and State Labour Inspectorate*
  – *Penal sanctions: Courts*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 717 (person) and € 4,300 (company)
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level*
    - *Latvian citizen*
    - *A foreign investor (other than a member of the EU) must not hold a controlling interest in the company*
    - *Fluency in the official language as required by the Official Language Law*
    - *It is prohibited to issue a licence to companies in which management positions are held by persons about whom the State Police or State Security Institutions have information that indicates belonging to prohibited military or armed formations, to political parties or public political organisations, associations or movements that are not registered in accordance with the procedures prescribed by law as well as to organised criminal groups*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

- *It is prohibited to issue a licence to companies that have been condemned for violations such as*
  - Activities that are directed against the state and the lawful interest of the society or a person
  - Violations of or failure to comply with the requirements of this law
  - Provision of false information
  - Not systematically fulfilling tax obligations
  - Not commencing security guard activities within six months from the day the licence was issued
  - If sentence was determined by other laws or court adjudication
  - Security activities are to be provided on the basis of a written contract
  - Losses caused by fault of the security guard are to be reimbursed
- *It is prohibited to utilise technical equipment and chemical substances that are hazardous to the health or may threaten human life*

– *At personal level*
- *Mandatory training of 160 hours*
- *Certification after examination*
- *Mandatory payment of a licence fee*
- *Certificate is valid for 5 years*
- *Security personnel is liable for their activities*

- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies*
    - *No conviction of a criminal offence*
    - *No determination of mental illnesses, addiction to narcotics, toxic substances or alcohol*
  – *On the background of private security personnel*
    - *No conviction of a criminal offence*
    - *No determination of mental illnesses, addiction to narcotics, toxic substances or alcohol*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory unless otherwise required
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences
  – *The right to require that the person ceases the unlawful activities performed on the guarded site subsequently expelling them from the site should they continue*
  – *Request that personal property be returned if it belongs to the guarded site or person*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is not required for private security companies providing armed private security services
- A special licence is required for private security companies owning weapons
  – *Competent national authority issuing the licence: Police authorities*
  – *Duration of the licence: Open-ended*
- There are legal requirements for storing weapons after hours
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used
  – *Alarm activity – Category B, semi-automatic, repetitive or single-shot short barrel firearms*
  – *Security procedures – Category B*

Personal level

- A special licence is required for private security guards providing armed private security services
  – *Competent national authority issuing the licence: Police authorities*
  – *Duration of the licence: 5 years*
  – *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  – *This training comprises: Theory and practice*



K9 (dogs)

- Dogs can be used for the provision of private security services
  - *They must only be used when the handler is present*
  - *Dogs used in public places or places accessible to the public must always be on a leash*
  - *Veterinary requirements must be observed*
  - *Clearly legible warnings must be put in visible places when dogs are present in enclosed territory without their handler*
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
  - *In-house manned security*
  - *Maritime security*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprises: Theory and practice*
  - *Number of training hours: Depends on weapons*
  - *The training is provided by specialist centres*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 160*
  - *The training is provided by certified training centres*
  - *The training is financed by the guard*
  - *There are compensation schemes in place for companies whose employees are following basic training: Some companies support their employees' training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence (valid for 5 years)*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training is not mandatory by law
- Specialised training is foreseen for the following types of private security activities
  - *Aviation security – duration: 18 hours*
  - *Maritime security – duration: 9.5 hours*
  - *Critical infrastructure protection – duration: 8 hours*
  - *These specialised trainings are provided by certified training centres*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the police authorities*
    - *The basic conditions for a private security guard to pass this check are*
      - No determination of mental illnesses
      - No addiction to narcotics, toxic substances or alcohol
      - No criminal record

LITHUANIA

General information

Population: 3,244,601
Gross National Income (GNI): € 29.65 billion
Ratio security force/population: 1/294
Ratio police force/population: 1/290

Economic aspects

Private security market

- Yearly turnover (2007) of the private security industry: € 58 million

Private security companies

- Licensing for private security companies is mandatory by law
  - *Competent national authority issuing the licence: Chief of police*
- Total number of private security companies (2010): 121
- A 'specialty principle' for private security companies[1] is embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 100%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%*

Private security guards

- Licensing for private security guards is mandatory by law
  - *Competent national authority issuing the licence: Ministry of the Interior or the local police*
- Total number of private security guards (2010): 11,000
  - *Number of licensed private security guards (2010): 11,000*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 48 hours per week*
- Starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 4.08 per hour*
  - *Net[2]: ± € 3.60 per hour*
- Average age of a private security guard working in the private security industry: 30
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equal opportunities legislation

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on providing personal and property services, enacted in 2004*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior; all legislation must be approved by the Lithuanian Parliament
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior. All legislation must be adopted by the Lithuanian Parliament.
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and in-

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.



spections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior*
  - *Penal sanctions: Courts*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry: Collective agreements are reached at company level, although there have been efforts to reach a sectoral agreement

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Licence issued by the Ministry of the Interior*
  - *At personal level*
    - *Lithuanian, EU or EEA citizenship*
    - *Minimum 18 years of age*
    - *Minimum health and training requirements must be met and an examination must be passed to verify professional proficiency*
    - *Clean criminal record (issued by the relevant police department)*
    - *Proficiency in the national language is required*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Clean criminal record*
  - *On the background of private security personnel: Clean criminal record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: Same powers as any citizen
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is not required for private security companies providing armed private security services
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
- There are legal requirements for storing weapons after hours: They must be stored on a secure site

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Weapons can only be used to guard a client whose life is threatened or a guarded object during an armed attack*
  - *Competent national authority issuing the licence: Ministry of the Interior*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Theory and target practice*
  - *The training is provided by certified training institutes*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*

- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services
  - *A special licence is not required for private security companies using horses for the provision of private security services*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 52*
  - *The training is provided by certified training institutes*
  - *The training is financed by the guard or the employing company*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training is not mandatory by law
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination, namely when carrying weapons*
  - *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when carrying weapons*
  - *A background check/security check*
    - *The certificate is issued by the police*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*



LUXEMBOURG

General information

Population: 502,066
Gross National Income (GNI): € 29.19 billion
Ratio security force/population: 1/185
Ratio police force/population: 1/330

Economic aspects

Private security market

- Combined market share (2010) of the top three private security companies (market concentration): 85%
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 40

Private security contracts

- Commercial contracts for the private market (private customers)
  - *Percentage of short-term commercial contracts for the private market: 20%*
  - *Average duration of short-term commercial contracts for the private market: 15 days*
  - *Percentage of long-term commercial contracts for the private market: 80%*
  - *Average duration of long-term commercial contracts for the private market: 1.5 years*
- Commercial contracts for the public market (public customers)
  - *Percentage of short-term commercial contracts for the public market: 5%*
  - *Average duration of short-term commercial contracts for the public market: 15 days*
  - *Percentage of long-term commercial contracts for the public market: 95%*
  - *Average duration of long-term commercial contracts for the public market: 2.5 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: ± 5,000,000 hours, which represent 2,500 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
  - *Competent national authority issuing the licence: Ministry of Justice*
  - *Duration of the licence: 5 years*
  - *Permission from the Ministry of Justice is also required to hire operational staff*
- Total number of private security companies (2010): 13
  - *Number of private security companies (2010) actively carrying out private security services: 13*
- A 'specialty principle' for private security companies[2] is embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 100%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 2,700
  - *Number of licensed private security guards (2010): 2,700*
  - *Number of individual licence holders actively carrying out private security activities (2010): 2,700*
  - *Number of private security guards allowed to carry weapons (2010): ± 80*
  - *The licence fee is financed by the company*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 95%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: Classified as every hour exceeding 10 hours per day, 56 hours per week, 192 hours per month, 1,038*

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

hours per semester and the average of 40 hours per week, calculated on the basis of a legal reference period of 6 months
  - *Weekend and nights: Prohibited for Cash-In-Transit (CIT) operations between 22h00 and 06h00*
- *According to national legislation*
  - *A maximum of 8 hours per day*
  - *A maximum of 40 hours per week*
  - *Overtime: Classified as every hour exceeding 10 hours per day, 48 hours per week and the average of 40 hours per week, calculated on the basis of a legal reference period of 1 month*
  - *Weekend and nights: With authorisation*

- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 2,107.67*
  - *Net[3]: € 1,732.21*
- Average age of a private security guard working in the private security industry: 38
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Set in collective agreement*
- Annual staff turnover rate[4] in the private security industry: 15%
  - *This percentage does not include transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law of November 12, 2002 and Regulation of the Grand-Duchy of 2003 ('Loi du 12 novembre 2002' and 'Règlement Grand-Ducal du 23 août 2003'), enacted in 2002 and 2003*
  - *Online information can be found here*
    - *http://www.legilux.public.lu/leg/a/archives/2002/0131/a131.pdf#page=1*
    - *http://www.legilux.public.lu/leg/a/archives/2003/0152/a152.pdf#page=2*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments, i.e. bodyguarding*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of Justice and police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of Justice*
  - *Penal sanctions: Court of Justice*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 250,000
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Two authorisations are required, one from the Ministry of Trade and another from the Ministry of Justice*
  - *At personal level: Authorisation from the Ministry of Justice*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Being a fit and proper person*
  - *On the background of private security personnel*
    - *Being a fit and proper person*
    - *Clean criminal record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: No special powers
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Ministry of Justice*
  - *Duration of the licence: 2 years*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of Justice*
  - *Duration of the licence: 2 years*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours: They must be stored in a secure room within an armoured cupboard. Ammunition must be stored separately.
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Every weapon mentioned in the authorisation

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Ministry of Justice*
  - *Duration of the licence: 2 years*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Theory and target practice*
  - *Number of training hours: 4 training sessions per year*
  - *The training is provided by certified security trainers*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: Ministry of Justice*
    - *Duration of the licence: 5 years*
    - *The licence is renewable*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
  - *Mobile alarm response and call-out services*
  - *Event security (crowd control)*
  - *Aviation security*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services
  - *A special licence is required for private security companies using horses for the provision of private security services*

- *Competent national authority issuing the licence: Ministry of Justice*
- *Duration of the licence: 5 years*
- *The licence is renewable*

• Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions

• There is an obligation for private security guards to follow basic guard training
  – *This training programme is mandatory by law*
  – *Number of training hours: 80*
  – *The training is provided by a certified training institute*
  – *The training is financed by the company*
  – *There are no compensation schemes in place for companies whose employees are following basic training*
  – *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
• Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
• Follow-up or refresher training exists
  – *This follow-up or refresher training is organised every year*
  – *This follow-up or refresher training is mandatory by law*
• Specialised training is foreseen for the following type of private security activities
  – *Cash-In-Transit services (including cash handling/processing) – duration: 80 hours*
  – *This specialised training is provided by a certified training institute*
• When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination*
  – *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely for guards transporting valuables*
  – *A background check/security check*
    - *This background check/security check is carried out by the Ministry of Justice*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*



MACEDONIA

General information

Population: 2,052,722
Gross National Income (GNI): € 6.79 billion
Ratio security force/population: 1/410
Ratio police force/population: 1/213

Economic aspects

Private security market

- Combined market share (2010) of the top three private security companies (market concentration): 47% (5% of companies represent 80% of the market)
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 16

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 165
  - *Number of private security companies (2010) actively carrying out private security services: 139*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 4,000
  - *Number of licensed private security guards (2010): 4,000*
  - *The licence fee is financed by the guard*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week (full-time)*
    - *Overtime: A maximum of 190 hours per year*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 300*
  - *Net[2]: € 200*
- Average age of a private security guard working in the private security industry: 30
- Percentage of men and women active in the private security industry
  - *Men: 98%*
  - *Women: 2%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Labour law*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on security of people and property, enacted in 1999*
  - *Updates and/or amendments introduced since: 2007*
  - *Online information can be found here: www.obezbeduvanje.org.mk*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Area/segment of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

  - *Administrative sanctions: Ministry of the Interior*
  - *Penal sanctions: Ministry of the Interior*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 600-1,000 (guards) and € 1,500-5,000 (companies)
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Clean criminal record*
  - *On the background of private security personnel: Clean criminal record*

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: Uniforms must be distinct from those worn by the police force
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *The ID card is mandatory*
  - *The private security company applies for the ID card, which is then issued to the guard by the Ministry of the Interior (through the Chamber of the Republic of Macedonia for Security of People and Property)*

Powers and competences

- Private security guards have the following powers and competences
  - *Determine persons' identity when entering the guarded property*
  - *Warn a person to step away from the guarded property when an unauthorised individual remains at the property*
  - *Deny access to the guarded property to unauthorised individuals*
  - *Apprehend and deliver to the police individuals committing a crime*
  - *Prohibit unauthorised photography and seize unauthorised filming equipment*
  - *Fire and disaster prevention and recovery*
  - *Transport of valuables*
  - *Use of force and dogs*
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed when and where deemed necessary*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: 10 years*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: 10 years*
  - *The licence is not renewable*
- There are legal requirements for storing weapons after hours: The company must have special locked and secure storage cabinets for weapons, secure metal cabinets, racks, carts and cases for all guns
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Pistols and revolvers (in accordance with the Firearms Law and by approval of the Ministry of the Interior)

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons



- *This training comprehends: Theory and target practice*
- *Number of training hours: 10*
- *The training is provided by training institutes licensed by the Ministry of the Interior*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 40*
  - *The training is provided by the Chamber of the Republic of Macedonia for Security of People and Property*
  - *The training is financed by the guard*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training does not exist
- Specialised training is foreseen for the following types of private security activities
  - *Event security (crowd control)*
  - *Bodyguarding (close protection)*
  - *Cash-in-Transit services (including cash handling/processing)*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination*
  - *A background check/security check*

MALTA

General information

Population: 412,970
Gross National Income (GNI): € 4.37 billion
Ratio security force/population: 1/256
Ratio police force/population: 1/215

Economic aspects

Private security companies

- Licensing for private security companies is mandatory by law

Private security guards

- Licensing for private security guards is mandatory by law
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Employment regulations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry*
    - *Private Guards and Local Wardens Act of 1996*
    - *Chapter 389 of the Laws of Malta*
    - *Private Guards Regulations Legal Notice 160/1996*
    - *Private Security Wages Council Wage Regulation Order Legal Notice 264/2000*
    - *Private Guards and Local Wardens Regulations Legal Notice 115/2002*
  - *The law regulating the private security industry does not allow armed private security services*
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segment listed hereafter)*
  - *Cash-In-Transit (CIT)*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior*
  - *Penal sanctions: Courts*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed
  - *Breach of company licence conditions by the company: fine of € 23,294 or up to one year imprisonment or both*
  - *Breach of guard licence conditions by the guard or warden: fine of € 4,659 or up to six months imprisonment or both*
  - *Any other breaches: € 1,165*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Possess a licence*
    - *Employ licensed personnel*
    - *Pay annual fee*
    - *Indemnity insurance*
  - *At personal level*
    - *Uniforms are required*
    - *Training is required*
    - *Previous education (academic training or other qualifications) is required*
    - *Criminal records check*
    - *Awarding authority: police and Criminal Records Department*
    - *Proficiency in Maltese or English*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *No conviction of crimes against persons or property fined over € 2,329 or crimes against public trust and not have been convicted in the last five years*



- *No discharge from police or military service due to offence or misbehaviour*
- *Not hold public office*
- *Not have been previously declared bankrupt or be in a precarious financial situation*
- *Hold the necessary qualifications*

– *On the background of private security personnel*
- *No conviction of crimes against persons or property fined over € 2,329 or crimes against public trust and not have been convicted in the last five years*
- *No discharge from police or military service due to offence or misbehaviour*
- *Not hold public office*
- *Not have been previously declared bankrupt or be in a precarious financial situation*
- *Hold the necessary qualifications*
- *Minimum age for private security guards to be able to enter the private security profession*
  - Managers: 18
  - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: They must be approved by the Commissioner of Police
- There are specific requirements related to the identification card (ID card) of private security personnel
  – *The Commissioner of Police issues the ID cards*
  – *ID cards remain the property of the Commissioner*

Powers and competences

- Private security guards are allowed to perform a search and seizure
  – *A search and seizure is allowed in the following cases: Only with the consent of the individual*
  – *This constitutes a limited search and seizure*

K9 (dogs)

- Dogs can be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  – *This training programme is mandatory by law*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A background check/security check*
    - *This background check/security check is carried out by the police and the Criminal Records Department*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*

NORWAY

General information

Population: 4,858,199
Gross National Income (GNI): € 312.59 billion
Ratio security force/population: 1/387
Ratio police force/population: 1/567

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 934 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 45%*
  - *Percentage of growth in 2005 compared to 2004: 8%*
  - *Percentage of growth in 2006 compared to 2005: 8%*
  - *Percentage of growth in 2007 compared to 2006: 8%*
  - *Percentage of growth in 2008 compared to 2007: 8%*
  - *Percentage of growth in 2009 compared to 2008: 6%*
  - *Percentage of growth in 2010 compared to 2009: 6%*
- Combined market share (2010) of the top three private security companies (market concentration): 85%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 500 million*
  - *Airport security: € 106 million*
  - *Maritime security: € 10 million*
  - *Cash-In-Transit (CIT): € 124 million*
  - *Monitoring and remote surveillance: € 194 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: None

Private security contracts

- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 12,436,000 hours, which represent ± 7,000 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 250
  - *Number of private security companies (2010) actively carrying out private security services: ± 180*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Cleaning, maintenance, control on alcohol sale, road maintenance control*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 7,750
  - *Number of licensed private security guards (2010): 7,750*
  - *Number of individual licence holders actively carrying out private security activities (2010): 7,750*
  - *Number of private security guards allowed to carry weapons (2010): 0*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 7.5 hours per day*
    - *A maximum of 37.5 hours per week*
    - *Overtime: 200 hours per year*
  - *According to national legislation*
    - *A maximum of 7.5 hours per day*
    - *A maximum of 37.7 hours per week*
    - *Overtime: 200 hours per year*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 3,125*

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



  - *Net[3]: € 2,100*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 3,350*
  - *Net[4]: € 2,250*
- Average age of a private security guard working in the private security industry: 25
- Percentage of men and women active in the private security industry
  - *Men: 70%*
  - *Women: 30%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
- Annual staff turnover rate[5] in the private security industry: 25%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on Guarding ('Vaktvirksomhetsloven'), enacted in 2001*
  - *Updates and/or amendments introduced since: 2004 and 2011*
  - *Online information can be found here: http://www.lovdata.no/for/sf/jd/jd-20040525-0787.html*
  - *The law regulating the private security industry does not allow armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Department of Justice
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments, i.e. loss prevention*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Police*
  - *Penal sanctions: Police*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: No maximum amount
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *18 years of age*
    - *No criminal record*
    - *Citizen of an EEA Member State*
    - *Business office has to be in Norway*
    - *Manager has to be registered in the Norwegian Business Register ('Brønnøysundregisteret')*
    - *The police will also check that the applicant has a certain standard of behaviour*
    - *The licence to operate as a private security company has to be sent to the police authority in the district in which the head office is based*
  - *At personal level*
    - *Criminal records check*
    - *The basic requirement is that the criminal records check has to be satisfactory*
    - *Awarding authority: Police*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Clean police record*
  - *On the background of private security personnel: Clean police record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: They must be distinct from those worn by the police
- There are specific requirements related to the identification card (ID card) of private security personnel: According to the law of April 1, 2011

Powers and competences

- Private security guards have the following powers and competences: Same powers as any other citizen
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: Only when weapons can be hidden on the person or in a bag*
  - *This constitutes a limited search and seizure: Guards are not allowed to search under clothing*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: Police*
    - *The licence is renewable*
- Dogs can only be used as close protection for the security guard
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Mobile alarm response and call-out services*
  - *Maritime security*
  - *Private security training*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprises: Theory and practice*
  - *Guards must pass an examination*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law (April 1, 2012)*
  - *Number of training hours: 185*
  - *The training is provided by companies selected by the government*
  - *The training is financed by the company and in some cases by the guard*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training and an official examination, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every 4 years (including an official examination)*
  - *This follow-up or refresher training is mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding – included in the basic guard training*
  - *Beat patrol – included in the basic guarding training*
  - *Mobile alarm response and call-out services – included in the basic guard training*
  - *In-house manned security – included in the basic guard training*
  - *Event security (crowd control) – included in the basic guard training*
  - *Door supervision (bouncing) – included in the basic guard training*
  - *Bodyguarding (close protection) – basic guard training + specialised training*
  - *Cash-in-Transit services (including cash handling/processing) – basic guard training + specialised training*
  - *Alarm and CCTV monitoring – included in the basic guard training*
  - *Aviation security – basic guard training + specialised training*
  - *Maritime security – included in the basic guard training*
  - *Urban security (train/metro stations, city patrols complementing the police etc.) – included in the basic guard training*



– *Critical infrastructure protection – basic guard training + specialised training*
– *Fire prevention and protection services – included in the basic guard training*
– *Receptionist/concierge services – included in the basic guard training*
– *Private security training – regulated by law*
– *Other area/segment, namely: loss prevention – basic guard training + specialised training*
– *These specialised trainings are provided by the company*

- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A psychotechnical/psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when working on oil platforms*
  – *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are: No serious criminal offence (only minor traffic offences are allowed)*
    - *The background check/security check is carried out each year for all security guards*
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  – *A medical examination*
    - *However, there are specific work situations for which a private security guard must undergo a medical examination, namely when working on oil platforms*

POLAND

General information

Population: 38,167,329
Gross National Income (GNI): € 357.60 billion
Ratio security force/population: 1/190
Ratio police force/population: 1/388

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 1.5 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 3%*
  - *Percentage of growth in 2005 compared to 2004: 2%*
  - *Percentage of growth in 2006 compared to 2005: 5%*
  - *Percentage of growth in 2007 compared to 2006: 9%*
  - *Percentage of growth in 2008 compared to 2007: 5%*
  - *Percentage of growth in 2009 compared to 2008: 5%*
  - *Percentage of growth in 2010 compared to 2009: 2%*
- Combined market share (2010) of the top three private security companies (market concentration): 30%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 805.97 million*
  - *Maritime security: € 4.50 million*
  - *Cash-In-Transit (CIT): € 454.77 million*
  - *Monitoring and remote surveillance: € 198.12 million*
  - *Other segments (not included in the market value)*
    - *Technical security: € 652.98 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 500 armoured cars and 1,500 adjusted vehicles

Private security contracts

- Number of commercial contracts for the private market (private customers): 300,000
  - *Percentage of short-term commercial contracts for the private market: 10%*
  - *Average duration of short-term commercial contracts for the private market: 2 weeks*
  - *Percentage of long-term commercial contracts for the private market: 90%*
  - *Average duration of long-term commercial contracts for the private market: 4 years*
- Number of commercial contracts for the public market (public customers): 20,000
  - *Percentage of short-term commercial contracts for the public market: 1%*
  - *Average duration of short-term commercial contracts for the public market: 1 week*
  - *Percentage of long-term commercial contracts for the public market: 95%*
  - *Average duration of long-term commercial contracts for the public market: 3 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 275,000,000 hours, which represent 1,276,596 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 3,200
  - *Number of private security companies (2010) actively carrying out private security services: > 3,000*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Cleaning, fire prevention*
  - *Percentage of single-service private security companies (only carrying out private security activities): 25%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 75%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 200,000

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



- *Number of licensed private security guards (2010): 65,000*
- *Number of individual licence holders actively carrying out private security activities (2010): 58,000*
- *Number of private security guards allowed to carry weapons (2010): 35,000. Weapons are allocated to the private security companies. Security guards may carry weapons upon admission to the company. Weapons are issued by the police, but their use is restricted to certain assignments.*
- *The licence fee is financed by the company and/or guard*
- *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 55%*

- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 14 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: 8 hours*
    - *Weekend: 24 hours*
    - *Nights: 8 hours*
    - *Stand-by: 13 hours*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 312.04*
  - *Net[3]: € 232.34*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 326.44*
  - *Net[4]: € 247.66*
- Average age of a private security guard working in the private security industry: 38
- Percentage of men and women active in the private security industry
  - *Men: 95%*
  - *Women: 5%*
- An Equal Opportunities (EO) Policy is not in place in the private security industry
- Annual staff turnover rate[5] in the private security industry: 93%
  - *This percentage includes transfers of contracts and/or other considerations*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Act on the Protection of People and Property, enacted in 1997*
  - *Updates and/or amendments introduced since: Personal licence for foreigners, rationalisation of procedures regarding documentation*
  - *Online information can be found here*
    - *Act on the Protection of People and Property: http://isap.sejm.gov.pl/DetailsServlet?id=WDU19971140740*
    - *Executive legislation: http://isap.sejm.gov.pl/RelatedServlet;jsessionid=764CE3CE19AB8A8C786C3549C60FD1D7?id=WDU19971140740&type=9&isNew=true*
    - *Act on Mass Events Security: http://isap.sejm.gov.pl/DetailsServlet?id=WDU20090620504*
    - *Executive legislation: http://isap.sejm.gov.pl/RelatedServlet;jsessionid=4F057316DF6EE771BFD345D94A80F55E?id=WDU20090620504&type=9&isNew=true*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Parliament
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior and the Chief of Police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior and the Chief of Police*
  - *Penal sanctions: Courts*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed:
  - *Company: € 4.50-1,125 and other sanctions as per other generally applicable acts – maximum sentence of 2 years*

– *Employee: € 22.52-243,152.54 depending on income – maximum sentence of 5 years*

- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence
  – *The Minister of the Interior shall withdraw the licence should the entrepreneur, as a result of his/her operations, cause threat to*
    - *The interest of the national economy*
    - *State defense or security*
    - *The safety or personal property of citizens*
    - *Fail to conform to the duties specified in the Act on Personal and Property Protection*
      - Fail to notify the licensing authority of having engaged in business operations
      - Fail to keep and/or store records of such operations in compliance with the provisions of the Ordinance of the Ministry of the Interior (fail to keep and/or store documentation concerning security employees, fail to keep and/or store any agreements signed)

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry: Collective agreements are mainly concluded at company level

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level*
    - *No criminal record*
    - *No court convictions*
    - *The Director of the Permits and Licences Department of the Ministry of the Interior issues licences for private security companies upon having obtained an opinion of the Chief of Police for the relevant local authority ('voivodship')*
    - *A licence may be refused or limited in scope to an entrepreneur, who constitutes a threat to national security or the personal rights of citizens*
    - *A licence may be refused to an entrepreneur, who, in the past three years, has had a licence for such activities revoked or who has been removed from a company register because of fraudulent declarations or who declared bankruptcy*
  – *At personal level*
    - *Clean criminal record*
    - *Over 21 years of age*
    - *Must have completed secondary education*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies*
    - *No criminal record*
    - *Pose no threat to national security, public security and the security and safety of citizens*
    - *No previous licence withdrawal*
  – *On the background of private security personnel: No criminal record*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 21
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel
  – *They should be clearly distinct from the IDs and badges of public service officers and employees*

Powers and competences

- Private security guards have the following powers and competences: Within the limits of guarded areas and sites, guards have the right to
  – *Determine the right of individuals to be present or not in the guarded area or site*
  – *Check individuals' IDs in order to establish their identity*
  – *Order individuals to leave a site or area if they are unauthorised*
  – *Apprehend and deliver to the police any unauthorised individual*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  – *Competent national authority issuing the licence: Chief of Police*
  – *Duration of the licence: Open-ended*



- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Chief of Police*
  - *Duration of the licence: According to the duration of a specific assignment*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours
  - *Weapons should be stored securely on site*
  - *Storage containers should be covered with a steel sheet with a thickness of more than 2 mm and have at least two deadbolt locks*
  - *Windows should be covered with steel mesh, permanently fixed in the wall bars, made from steel rods with a diameter of at least 12 mm or flat steel of at least 8 mm x 30 mm; spacing between the bars of the grid should not exceed 120 mm x 120 mm, 80 mm horizontally and 240 mm vertically*
  - *The site must be equipped with a controlled burglar alarm*
  - *Arms and ammunition, which are not used for the tasks of protection, should be stored in steel cabinets in a warehouse*
  - *Firearms for storage should be removed from their case and disconnected from the magazine*
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Limited to pistols, revolvers, rifles, machine pistols, shotguns and electric stun guns

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Chief of Police*
  - *Duration of the licence: Depends on the duration of a specific assignment*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *Number of training hours: 240-350*
  - *The training is provided by certified security training institutes*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Mobile alarm response and call-out services*
  - *In-house manned security*
  - *Aviation security*
  - *Maritime security*
  - *Critical infrastructure protection*
  - *Private security training*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprises: Theory and practice*
  - *Number of training hours: 240-350*
  - *The training is provided by certified security training institutes*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 8*
  - *The training is provided by the company*
  - *The training is financed by the company*
  - *There are compensation schemes in place for companies whose employees are following basic training: Training is delivered during working hours (paid time)*
  - *Upon successfully completing the basic training, private security guards are not issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 350*
- Follow-up or refresher training does not exist
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding – duration: 240 hours*
  - *Event security (crowd control) – duration: 20-62 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 240 hours*
  - *Fire prevention and protection services – duration: 619 hours*

  - *These specialised trainings are provided by certified security training institutes*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination, namely before first employment; then a regular medical examination every 3 years*
  - *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely for the private licence application procedure; licence required for specific positions*
  - *A background check/security check*
    - *This background check/security check is carried out by the National Criminal Register*
    - *The basic conditions for a private security guard to pass this check are: No criminal offence, no conviction*



PORTUGAL

General information

Population: 10,637,713
Gross National Income (GNI): € 178.25 billion
Ratio security force/population: 1/275
Ratio police force/population: 1/228

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 730 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: ± 7%*
  - *Percentage of growth in 2005 compared to 2004: ± 9.4%*
  - *Percentage of growth in 2006 compared to 2005: ± 4.4%*
  - *Percentage of growth in 2007 compared to 2006: ± 5.2%*
- Combined market share (2010) of the top three private security companies (market concentration): 85%
- Repartition of yearly turnover (2008) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): 78%*
  - *Cash-In-Transit (CIT): 10%*
  - *Monitoring and remote surveillance: 12%*

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 160
  - *Number of private security companies (2010) actively carrying out private security services: 105*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): ± 38,928
  - *Number of individual licence holders actively carrying out private security activities (2009): 21,188*
  - *Number of private security guards allowed to carry weapons (2010): The use of weapons depends on specific contracts, so this figure varies*
  - *The licence fee is financed by the guard and/or the company*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: First hour is paid at an additional 50% of normal salary; further hours are paid at an additional 75%*
    - *Weekend and nights: Nights are paid at an extra 100%; holidays are paid at an extra 200%*
    - *Stand-by: Discretionary*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 600*
  - *Net[2]: € 480*
- Average age of a private security guard working in the private security industry: 42 (male) and 38 (female)
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national equal opportunities legislation
- Annual staff turnover rate[3] in the private security industry: 35%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

3 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

– *Law regulating the private security industry: Decree No. 35/2004, enacted in 2004*
– *Updates and/or amendments introduced since*
  - *Decree No.198/2005, enacted in 2005*
  - *Decree No. 38/2008, enacted in 2008*
  - *Decree No. 135/2010, enacted in 2010*
– *Online information can be found here*
  - *http://www.cnpd.pt/bin/legis/nacional/DL35-2004-VVG-SEGURANCAPRIVADA.pdf*
  - *http://translate.google.co.uk/translate?hl=en&sl=pt&u=http://segurancaprivada.mai-gov.info/legislacao/&ei=hvzETpO_CMTJhAfM15ncDQ&sa=X&oi=translate&ct=result&resnum=1&sqi=2&ved=0CCMQ7gEwAA&prev=/search%3Fq%3DDecree%2B(Despacho)%2Bn%25C2%25BA%2B6159%2B/%2B2002%2B%2Bportugu%26hl%3Den%26biw%3D1772%26bih%3D1007%26prmd%3Dimvns*
– *The law regulating the private security industry allows armed private security services. The carrying of arms by private security guards is governed by common law concerning the possession, carrying and use of weapons. For professional security purposes an additional authorisation from the employing company is required.*

- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  – *General guarding (excluding the segments listed hereafter)*
  – *Airport security*
  – *Maritime security*
  – *Cash-In-Transit (CIT)*
  – *Monitoring and remote surveillance*
  – *Other segment, i.e. bodyguarding*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: Ministry of the Interior*
  – *Penal sanctions: Ministry of the Interior*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 100-40,000
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence
  – *Temporary or definite suspension or withdrawal of the licence depending on the infraction*

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level*
    - *Adequate premises and human resources*
    - *At least 15 contracted employees*
    - *Financial guarantee up to € 45,000 given to the Ministry of the Interior*
    - *Liability insurance of minimum € 250,000 for Cash-In-Transit companies*
    - *Theft insurance of minimum € 2,000,000*
    - *Headquarters or subsidiary must be located in Portugal*
    - *A minimum share capital is required (except for companies licensed and operating in the EU with a subsidiary in Portugal)*
      • € 50,000 for monitoring and remote surveillance services
      • € 125,000 for general guarding and surveillance services
      • € 250,000 for Cash-In-Transit operations
  – *At personal level*
    - *Minimum age of 18*
    - *Minimum mandatory education (9 years)*
    - *Proof of physical and mental aptitude*
    - *Clean criminal record*
- Entrance restrictions for the private security industry
  – *On the background of owners of private security companies*
    - *Not have performed functions or duties of public control in private security for three years*
    - *No previous conviction for the last three years for serious transgressions with respect to private security legislation*
    - *Not have been dismissed from the army, information services or public security forces*
  – *On the background of private security personnel*
    - *Not have performed functions or duties of public control in private security for three years*



- *No previous conviction for the last three years for serious transgressions with respect to private security legislation*
- *Not have been dismissed from the army, information services or public security forces*
- *Minimum age for private security guards to be able to enter the private security profession*
  - Managers: 18
  - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *Mandatory ID card issued by the Ministry of the Interior*
  - *Valid for 5 years*
  - *Renewable after refresher training*

Powers and competences

- Private security guards are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases*
    - *At entrance points to sports venues, airports and port facilities*
    - *Personnel qualified to control these points may conduct personal and baggage searches using the necessary equipment*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *For professional security purposes, an additional authorisation from the employing company is required*
- A special licence is required for private security companies owning weapons
- There are legal requirements for storing weapons after hours
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used

Personal level

- A special licence is required for private security guards providing armed private security services
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *Number of training hours: 58 hours of basic training (30 additional hours for staff carrying firearms and 42 additional hours for Cash-In-Transit operations)*
  - *The training is provided by state schools and training centres approved for this purpose by the Ministry of the Interior*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: Police authorities*
    - *Duration of the licence: Only as long as authorised in writing*
    - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprises: Theory and practical exercises*
  - *The training is provided by accredited training centres*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law: Ordinance ('Portaria') No. 1325/2001 determining the duration and content of initial basic training for guards and bodyguards*
  - *Number of training hours: 58 hours of mandatory basic training for operational staff on the following terms*

- *58 hours general basic training*
- *42 hours additional training for those engaged in the transport of valuables, guarding and protection of persons, the protection of goods and guarding of buildings*
- *30 hours additional training for staff carrying firearms*
- *36 hours additional training for bouncers in pubs and clubs where guests are able to dance*
- *Staff must pass two written examinations*

– *The training is provided by state schools and training institutes approved for this purpose by the Ministry of the Interior*
– *The training is financed by the company*
– *There are no compensation schemes in place for companies whose employees are following basic training*
– *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*

• Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
• Follow-up or refresher training exists
• Specialised training is foreseen for the following types of private security activities
  – *Bodyguarding (close protection) – duration: 72 hours*
  – *Bouncing – duration: 36 hours*
  – *Cash-In-Transit services (including cash handling/processing) – duration: 42 hours*
  – *Guarding and protection of persons – duration: 42 hours*
  – *Protection of goods and guarding of buildings – duration: 42 hours*
  – *Staff carrying firearms – duration: 30 hours*
  – *These specialised trainings are provided by entities that hold a licence or specialised agencies authorised under the applicable Decrees and special regulations*
• When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination, namely for carrying weapons*
  – *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely for carrying weapons*
  – *A background check/security check*
    - *This background check/security check is carried out by the police authorities and companies*
    - *The basic conditions for a private security guard to pass this check are: No criminal conviction for fraud or other offences involving wilful intent*

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ROMANIA

General information

Population: 21,462,186
Gross National Income (GNI): € 232.42 billion
Ratio security force/population: 1/229
Ratio police force/population: 1/1,050

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 643.3 million
- Market growth of the private security industry (based on yearly turnover): ± 2.8%
- Combined market share (2010) of the top three private security companies (market concentration): 18.5%
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 1,500

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 1,282
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 107,000
  - *Number of licensed private security guards (2010): 96,500*
  - *Number of private security guards allowed to carry weapons (2010): 35,542*
  - *There is no licence fee to be paid by the company nor by the guard*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 90%*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 48 hours per week*
    - *Overtime: 8 hours*
    - *Weekend and nights: 8 hours*
    - *Stand-by: 48 hours*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 160*
  - *Net[2]: € 120*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 290*
  - *Net[3]: € 250*
- Average age of a private security guard working in the private security industry: 35
- Percentage of men and women active in the private security industry
  - *Men: 85%*
  - *Women: 15%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national provisions
  - *Policies and/or legislations determining the EO Policy: Labour Code*
- Annual staff turnover rate[4] in the private security industry: ± 35-40%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law No. 333, enacted in 2003*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

  - *Updates and/or amendments introduced since: Law No. 40, enacted in 2010*
  - *Online information can be found here*
    - *http://www.fss.org.ro*
    - *http://www.igpr.ro/ordine_publica/societati_paza.htm*
    - *http://www.apcs.ro/ro/legislatie.html*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Administration and the Interior through the General Inspectorate of the police
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments*
    - *Close protection (bodyguarding)*
    - *Installation and maintenance of alarm systems*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: General Inspectorate of the police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: General Inspectorate of the police*
  - *Penal sanctions: General Inspectorate of the police*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 2,500 or 3 years imprisonment
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Licence*
  - *At personal level*
    - *Medical examination*
    - *Basic private security training*
    - *Romanian or EU citizenship*
    - *Aged 18 years or over*
    - *No criminal record for crimes committed with intent*
    - *Have completed primary education*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *Aged 21 years or over*
    - *No medical/psychological issues, which are incompatible with working in the private security industry*
    - *No criminal record for crimes committed with intent (as stipulated in the private security legislation)*
    - *Have completed private security training*
  - *On the background of private security personnel*
    - *Proficiency in Romanian*
    - *Aged 18 years or over*
    - *No medical/psychological issues, which are incompatible with working in the private security industry*
    - *No criminal record for crimes committed with intent*
    - *Have completed private security training*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 21
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *Uniforms are different for each company*
  - *Uniforms must be approved by the General Inspectorate of the police*
  - *They must only be worn during working hours*
  - *They must not create confusion with those of the public authorities*
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *The ID card must contain the name and the surname of the guard as well as the name of the employing company*

Powers and competences

- Private security guards have the following powers and competences
  - *Check identity*



  - *Search persons, belongings and vehicles*
  - *Deny access to unauthorised individuals*
  - *Stop and apprehend individuals when committing a criminal act*
  - *Perform first responder functions in case of fire or other disasters*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: General Inspectorate of the police*
  - *Duration of the licence: Open-ended*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: General Inspectorate of the police*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours: Secure weapons room
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used
  - *Weapons for protection and security (maximum 9 mm calibre, lethal weapons category B)*
  - *Weapons for self-protection (non-lethal weapons category C)*
  - *The number of weapons used is defined in the security plan*
  - *Ammunition: 50 or 100 bullets (projectiles)*

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: General Inspectorate of the police*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Theory and practical exercises*
  - *Number of training hours: 30*
  - *The training is provided by authorised companies*

K9 (dogs)

- The use of dogs is not regulated, but they can be used if defined in the security plan
  - *The dog and the dog handler must have the necessary qualifications*
- Dogs can be used in all types of security operations with the prior approval of the police
- Private security guards are required to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *The training is provided by authorised training centres*

Horses

- The use of horses is not regulated

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 360*
  - *The training is provided by specialised companies approved by the Ministry Administration and the Interior and the National Authority of Qualifications (ANC)*
  - *The training is financed by the company or the guard. Usually, private security companies support the cost related to qualification courses of their employees.*
  - *There are compensation schemes in place for companies whose employees are following basic training: ANOFM (National Employment Agency). These schemes are valid only to train unemployed persons who are changing professions.*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year at company level*
  - *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for the following types of private security activities

- *Beat patrol*
- *Mobile alarm response and call-out services*
- *In-house manned security*
- *Event security (crowd control)*
- *Door supervision (bouncing)*
- *Bodyguarding (close protection)*
- *Cash-in-Transit services (including cash handling/processing)*
- *Alarm and CCTV monitoring*
- *Urban security (train/metro stations, city patrols complementing the police etc.)*
- *Critical infrastructure protection*
- *Fire prevention and protection services*
- *Canine (K9) services*
- *Receptionist/concierge services*
- *Private investigation*
- *Security consulting*
- *Private security training*
- *These specialised trainings are provided by specialised companies approved by the Ministry of Administration and the Interior and the National Authority for Qualifications (ANC)*

• When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination, namely when carrying weapons and/or driving cars*
  - *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when carrying weapons and/or driving cars*
  - *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are: No criminal record for crimes committed with intent*



SERBIA

General information

Population: 7,306,677
Gross National Income (GNI): € 33.62 billion
Ratio security force/population: 1/146
Ratio police force/population: 1/218

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 180 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2007 compared to 2006: 10%*
  - *Percentage of growth in 2008 compared to 2007: 12%*
  - *Percentage of growth in 2009 compared to 2008: 14%*
  - *Percentage of growth in 2010 compared to 2009: 20%*
- Combined market share (2010) of the top three private security companies (market concentration): 58%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 92 million*
  - *Airport security: € 4 million*
  - *Cash-In-Transit (CIT): € 62.5 million*
  - *Monitoring and remote surveillance: € 1.5 million*
  - *Other segments*
    - *Electronic security: € 20 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 800

Private security contracts

- Number of commercial contracts for the private market (private customers): 8,500
  - *Percentage of short-term commercial contracts for the private market: 70%*
  - *Average duration of short-term commercial contracts for the private market: 12 months*
  - *Percentage of long-term commercial contracts for the private market: 30%*
  - *Average duration of long-term commercial contracts for the private market: 3 years*
- Number of commercial contracts for the public market (public customers): 6,000
  - *Percentage of short-term commercial contracts for the public market: 85%*
  - *Average duration of short-term commercial contracts for the public market: 12 months*
  - *Percentage of long-term commercial contracts for the public market: 15%*
  - *Average duration of long-term commercial contracts for the public market: 3 years*
- Number of in-house contracts: 100
  - *Percentage of short-term in-house contracts: 10%*
  - *Average duration of short-term in-house contracts: 12 months*
  - *Percentage of long-term in-house contracts: 90%*
  - *Average duration of in-house contracts: 5 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 150,000,000 hours, which represent 100,000,000 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 797
  - *Number of private security companies (2010) actively carrying out private security services: 580*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 60%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 40%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 50,000

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

  - *Number of licensed private security guards (2010): 50,000*
  - *Number of private security guards allowed to carry weapons (2010): > 50%*
  - *The licence fee is financed jointly by the guard and the company*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 20%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 12 hours per day*
    - *A maximum of 42 hours per week*
    - *Overtime: 2 hours per day*
    - *Weekend and nights: 50%*
    - *Stand-by: 10%*
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: 2 hours per day*
    - *Weekend and nights: 50%*
    - *Stand-by: 10%*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 270*
  - *Net[3]: € 200*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 270*
  - *Net[4]: € 200*
- Average age of a private security guard working in the private security industry: 35
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is not in place in the private security industry
- Annual staff turnover rate[5] in the private security industry: 30%
  - *This percentage includes transfers of contracts and/or other considerations*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on Private Security, enacted in 2011*
  - *Online information can be found here: www.pks.rs*
  - *The law regulating the private security industry allows armed private security services (in accordance with the Law on Weapons and Ammunition)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments*
    - *Technical protection*
    - *Private investigation*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Magistrate*
  - *Penal sanctions: Court*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 10,000 (company); € 500 (guard or security manager)
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry



Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Security check*
    - *Minimum of completed secondary education*
    - *Serbian nationality*
    - *Attestation of physical and mental fitness*
    - *Minimum age of 18*
    - *At least one member of the managerial staff must also be in possession of a guard licence*
  - *At personal level*
    - *Clean criminal record*
    - *Minimum of completed secondary education*
    - *Serbian nationality*
    - *Attestation of physical and mental fitness*
    - *Minimum age of 18*
    - *Basic relevant vocational training and a completed vocational examination*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: None*
  - *On the background of private security personnel*
    - *Clean criminal record*
    - *Minimum of completed secondary education*
    - *Serbian nationality*
    - *Attestation of physical and mental fitness*
    - *Minimum age of 18*
    - *Basic relevant vocational training and a completed vocational examination*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *They must be clearly distinct from those worn by the police*
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: The law stipulates powers and competences in relation to the use of weapons, physical force, dogs and the power of restraint and sets limits to their use and exercise
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: If a crime is being committed or can be prevented*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Police*
  - *Duration of the licence: Open-ended, but can be revoked*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Police*
  - *Duration of the licence: Open-ended as long as the company is in operation*
- There are legal requirements for storing weapons after hours: In a secure storeroom at the company premises
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used
  - *9 mm calibre*
  - *No more than 50% of the total number of employees can be authorised to carry weapons*

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Police*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprises: Theory, target practice and an examination*
  - *Number of training hours: 18*
  - *The training is provided by a certified rifle range with a police representative present*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: Certified training centres*
    - *Duration of the licence: Open-ended, but can be revoked*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *In-house manned security*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprises: Theory, practice and an examination*
  - *Number of training hours: 50 hours of basic training and an additional 30 hours of specialised training depending on the work being performed*
  - *The training is provided by certified training centres*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 50*
  - *The training is provided by certified training centres*
  - *The training is financed by the company or the guard*
  - *There are compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 30*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year*
  - *This follow-up or refresher training is mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding – duration: 50 + 30 hours*
  - *Beat patrol – duration: 50 + 30 hours*
  - *Mobile alarm response and call-out services – duration: 50 + 30 hours*
  - *In-house manned security – duration: 50 + 30 hours*
  - *Event security (crowd control) – duration: 50 + 30 hours*
  - *Door supervision (bouncing) – duration: 50 + 30 hours*
  - *Bodyguarding (close protection) – duration: 50 + 30 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 50 + 30 hours*
  - *Alarm and CCTV monitoring – duration: 50 + 30 hours*
  - *Aviation security – duration: 50 + 30 hours*
  - *Critical infrastructure protection – duration: 50 + 30 hours*
  - *Fire prevention and protection services – duration: 50 + 30 hours*
  - *Receptionist/concierge services – duration: 50 + 30 hours*
  - *Private investigation – duration: 80 hours*
  - *Security consulting – duration: 80 hours*
  - *Private security training – duration: 15 hours*
  - *These specialised trainings are provided by certified training centres*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
    - *There are specific work situations for which a private security guard must undergo a medical examination, namely when using weapons*
  - *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*



SLOVAKIA

General information

Population: 5,424,925
Gross National Income (GNI): € 59.99 billion
Ratio security force/population: 1/314
Ratio police force/population: 1/251

Economic aspects

Private security companies

- Licensing for private security companies is not mandatory by law

Private security guards

- Licensing for private security guards is not mandatory by law
- Total number of private security guards (2008): ± 17,200
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: 150 hours per year*
- An Equal Opportunities (EO) Policy is in place in the private security industry

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry*
    - *Act of the National Council of the Slovak Republic No. 379/1997 on the Operation of Private Security Services*
    - *Act No. 225/2000, Act No. 440/2004, Act No. 418/2004 and Act No. 181/2004*
    - *Regulation of the Ministry of the Interior of the Slovak Republic No. 550/2001 in execution of certain provisions of Act No. 100/2004*
  - *Updates and/or amendments introduced since: Act No. 473/2005 of September 23, 2005 on the provisions of private security services and on amendments and supplements to certain laws (Private Security Act)*
  - *Online information can be found here: http://www.privatesecurityregulation.net/files/2005%20Law%20on%20Private%20Security%20Services.pdf*
  - *The law regulating the private security industry allows allow armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *The Private Security Act states "Any security service provision licence holder under this Act shall be authorised to provide all kinds of security service and technical service (…)"*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior*
  - *Penal sanctions: Ministry of the Interior*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: Up to € 33,140.05
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Minimum 21 years of age*
    - *Physically and mentally fit*

- *High school education*
- *7-day training course*

– *At personal level*
- *Criminal records check is required*
- *Physical fitness*
- *Integrity*
- *Reliability*
- *Permanent residence or reported and registered residence in the Slovak Republic*

• Entrance restrictions for the private security industry
– *On the background of owners of private security companies*
- *EU Member State, EEA, or Swiss citizen*
- *Minimum 21 years of age*
- *Unlimited legal capacity*
- *Integrity*
- *Reliability*
- *Physical fitness*
- *Required professional qualifications*

– *On the background of private security personnel*
- *EU Member State, EEA, or Swiss citizen*
- *Minimum 21 years of age*
- *Unlimited legal capacity*
- *Integrity*
- *Reliability*
- *Physical fitness*
- *Required professional qualifications*
- *Minimum age for private security guards to be able to enter the private security profession*
  • Managers: 21
  • Operational staff: 21

Specific requirements

• There are specific requirements related to the uniforms of private security personnel
– *Uniforms are optional*
– *The police must be informed about the type and design of uniforms used by a private security company*

• There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

• Private security guards have the following powers and competences
– *Hold offender until the police arrives*
– *Secure evidence*

• They are allowed to perform a search and seizure
– *A search and seizure is allowed in the following cases: If the interests protected by a security service are jeopardised or violated*
– *This constitutes a limited search and seizure*

Weapons

Company level

• A special licence is required for private security companies providing armed private security services
– *Competent national authority issuing the licence: Ministry of the Interior*

• A special licence is required for private security companies owning weapons
– *Competent national authority issuing the licence: Ministry of the Interior*

• There are legal requirements for storing weapons after hours
– *Must be stored in safes*
– *Ammunition must be stored in rooms separately from the weapons*

• There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

• There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Category A weapons

Personal level

• A special licence is required for private security guards providing armed private security services
– *Competent national authority issuing the licence: Ministry of the Interior*

• Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
– *This training comprises: Theory and target practice*

K9 (dogs)

• Dogs can be used for the provision of private security services
– *A special licence is not required for private security companies using dogs for the provision of private security services*



- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 40*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year*
  - *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Beat patrol – duration: 4 hours*
  - *Alarm and CCTV monitoring – duration: 2 hours*
  - *Fire prevention and protection services – duration: 7 hours*
  - *Receptionist/concierge services – duration: 3 hours*
  - *Other areas/segments – duration: 24 hours*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the police authorities*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*

SLOVENIA

General information

Population: 2,046,976
Gross National Income (GNI): € 36.78 billion
Ratio security force/population: 1/326
Ratio police force/population: 1/256

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 1.3 million

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 113
  - *Number of private security companies (2010) actively carrying out private security services: This number changes on a monthly basis*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 1%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 99%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 6,364
  - *Number of licensed private security guards (2010): 6,364*
  - *The licence fee is financed by the company*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 8 hours per day*
    - *A maximum of 40 hours per week*
    - *Overtime: A maximum of 20 hours per month*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 550*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 750*
- Percentage of men and women active in the private security industry
  - *Men: 95%*
  - *Women: 5%*
- An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national legislation
  - *Policies and/or legislations determining the EO Policy: Labour Code*
- Annual staff turnover rate[2] in the private security industry: 25%

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry*
    - *Private Security Act (Official Gazette No. 126/2003)*
    - *Detective Activities Act (Official Gazette No. 7/2003)*
  - *Online information can be found here: http://www.uradni-list.si/1/objava.jsp?urlid=201117&stevilka=690*
  - *The law regulating the private security industry allows armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

2 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



- *Private investigation*
- *Protection of persons (bodyguarding)*
- *Protection of property*
- *Event security*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior and the Inspectorate of Internal Affairs
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior*
  - *Penal sanctions: Courts*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 12,000 and withdrawal of the licence
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level*
    - *Entrance requirements depend on the type of licence*
    - *General conditions are as follows*
      - Criminal records check
      - Hold a valid guarding licence
      - Employ a minimum number of qualified employees
      - Business registration in Slovenia
  - *At personal level*
    - *Minimum age of 18*
    - *EU or EEA citizenship*
    - *Minimum professional training*
    - *Criminal records check*
    - *Passed physical and psychological health assessment*
    - *Proficiency in Slovenian*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *Must not perform services or tasks that are incompatible with the security function (such as persecution of a person committing a crime, enforcement of debts etc.)*
    - *Must not work for national or foreign defense, security or counterintelligence services*
  - *On the background of private security personnel*
    - *Must not perform services or tasks that are incompatible with the security function (such as persecution of a person committing a crime, enforcement of debts etc.)*
    - *Must not work for national or foreign defense, security or counterintelligence services*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18 and at least 3 years of working experience
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *They must be clearly distinguishable from those worn by the police and the army*
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *Issued by the Ministry of the Interior*

Powers and competences

- Private security guards have the following powers and competences
- In case an individual on the guarded premises threatens to endanger life, personal safety, property or public order, private security guards may
  - *Issue a warning*
  - *Request identification*
  - *Carry out a surface inspection*
  - *Deny entry or exit from a protected area*
  - *Detain a suspect*
  - *Use proportional physical force to restrain an individual*
- They are not allowed to perform a search and seizure

Weapons

Company level

- A special licence is not required for private security companies providing armed private security services
- A special licence is not required for private security companies owning weapons

- There are legal requirements for storing weapons after hours: Weapons must be handed in at the end of duty and stored on site in a secure facility
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used

Personal level

- A special licence is not required for private security guards providing armed private security services
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Theory, practice and psychomotoric performance*
  - *The training is provided by specialised training institutes licensed by the Ministry of the Interior*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
  - *In all areas, dogs need to be on a leash with a muzzle and both security guard and dog need to have followed a specific training programme set down by the Ministry of the Interior*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *Number of training hours: Defined in connection with the training programme*
  - *A new law to be passed in 2011 lays down a new training curriculum, which is currently being prepared by the Slovenian Chamber of Commerce and the Ministry of the Interior*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 94*
  - *The training is provided by specialised training institutes licensed by the Ministry of the Interior*
  - *The training is financed by the company or the guard*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 64*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every 5 years*
  - *This follow-up or refresher training is mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding*
  - *Beat patrol – duration: 15 hours*
  - *Mobile alarm response and call-out services – duration: 34 hours*
  - *Event security (crowd control) – duration: 15 hours*
  - *Bodyguarding (close protection) – duration: 152 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 15 hours*
  - *Alarm and CCTV monitoring*
  - *Receptionist/concierge services – duration: 54 hours*
  - *Other area/segment, namely handling classified information*
  - *These specialised trainings are provided by specialised training institutes licensed by the Ministry of the Interior*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*
  - *A background check/security check*
    - *This background check/security check is carried out by the Ministry of the Interior*
    - *The basic conditions for a private security guard to pass this check are: No conviction of a criminal offence*



SPAIN

General information

Population: 45,989,016
Gross National Income (GNI): € 1,129.47 billion
Ratio security force/population: 1/513
Ratio police force/population: 1/213

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 3,386 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 5.1%*
  - *Percentage of growth in 2005 compared to 2004: 6.9%*
  - *Percentage of growth in 2006 compared to 2005: 7.2%*
  - *Percentage of growth in 2007 compared to 2006: 6.9%*
  - *Percentage of growth in 2008 compared to 2007: 4.4%*
  - *Percentage of growth in 2009 compared to 2008: -5.5%*
  - *Percentage of growth in 2010 compared to 2009: -4.1%*
- Combined market share (2010) of the top three private security companies (market concentration): 46%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 1,984 million*
  - *Airport security: € 197 million*
  - *Maritime security: € 12 million*
  - *Cash-In-Transit (CIT): € 301 million*
  - *Other segments*
    - *Security systems and Alarm Receiving Centre-related activities: € 892 million*

Private security contracts

- Number of commercial contracts for the private market (private customers)
  - *There are a total of 51,783 guarding and personal protection contracts*
  - *± 75% of total guarding services are performed for private entities*
- Number of commercial contracts for the public market (public customers): ± 25% of total guarding services are performed for public entities
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 165,000 hours, which represent 89,500 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 1,494
  - *Number of private security companies (2010) actively carrying out private security services: 1,100*
- A 'specialty principle' for private security companies[2] is embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 100%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 188,018
  - *Number of licensed private security guards (2010): 188,018*
  - *Number of individual licence holders actively carrying out private security activities (2010): 89,750*
  - *Number of private security guards allowed to carry weapons (2010): 20% perform armed services*
  - *The licence fee is financed by the guard*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 82%*
- Maximum number of working hours in the private security industry
  - *According to national legislation*
    - *A maximum of 40 hours per week*
    - *Overtime: 80 hours per year*
- Starting salary of a licensed, full-time, non-armed private

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,045 per month*
  - *Net[3]: € 13,750 per year*
- Average salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,666 per month*
  - *Net[4]: € 17,500 per year*
- Average age of a private security guard working in the private security industry: 40
- Percentage of men and women active in the private security industry
  - *Men: 85%*
  - *Women: 15%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Act 3/2007*
- Annual staff turnover rate[5] in the private security industry: 24%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Act 23/1992, enacted in 1992*
  - *Updates and/or amendments introduced since: Several partial updates and amendments*
    - *RD 2/1999*
    - *Act 14/2000*
    - *RD 8/2007*
    - *Act 25/2009*
  - *Online information can be found here: http://www.boe.es/aeboe/consultas/bases_datos/doc.php?id=BOE-A-1992-18489*
  - *The law regulating the private security industry allows armed private security services (Act 23/1992 determines provisions for Cash-In-Transit services, personal protection and other specifically authorised services)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior drafts and amends implementing regulations; the Acts are approved by the Spanish Parliament
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior; Catalan and Basque police authorities in their respective regions
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of the Interior; competent regional authorities for the Basque and Catalan regions*
  - *Penal sanctions: No penal sanctions are specifically foreseen for private security activities; Courts apply normal penal sanctions*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 601,012.10
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Special checks in the specific authorisation procedures for private security activities*
  - *At personal level*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



- *Clean criminal record (no criminal convictions in the last five years)*
- *EU or EEA citizenship*
- *Not have been dismissed from armed forces or state security forces*
- *Not have been in charge of the inspection of private security companies in the two years before applying for the licence*
- *Pass the examinations (medical examinations and psychotechnical tests)*
- *Not have been condemned for improper conduct related to fundamental rights in the last five years before applying for the licence (right to honour, personal or family privacy, personal image, private communications, other fundamental rights)*
- *Between 18-55 years of age*
- *Basic compulsory education*
- *Not have held managerial positions in bodies, services or proceedings regarding private security, surveillance or investigation, nor of its staff or means, such as members of state security forces, in the two years prior to the application*

• Entrance restrictions for the private security industry
  – *On the background of owners of private security companies*
    - *Clean criminal record for administrators*
    - *Not have been in charge of the inspection of private security companies in the two years before applying for the licence*
    - *No sanctions specifically related to security issues*
  – *On the background of private security personnel*
    - *Clean criminal record (no criminal convictions in the last five years)*
    - *EU or EEA citizenship*
    - *Not have been expelled from armed forces or state security forces*
    - *Not have been in charge of the inspection of private security companies in the two years before applying for the licence*
    - *Pass the examinations (medical examinations and psychotechnical tests)*
    - *Not have been condemned for improper conduct related to fundamental rights in the last five years before applying for the licence (right to honour, personal or family privacy, personal image, private communications, other fundamental rights)*
    - *Between 18-55 years of age*
    - *Basic compulsory education*
    - *Not have held managerial positions in bodies, services or proceedings regarding private security, surveillance or investigation, nor of its staff or means, such as members of state security forces, in the two years prior to the application*
    - *Minimum age for private security guards to be able to enter the private security profession*
      • Managers: 18
      • Operational staff: 18

Specific requirements

• There are specific requirements related to the uniforms of private security personnel
  – *Uniforms are mandatory*
  – *Their use is restricted to working time*
  – *Uniforms must be clearly distinguishable from those worn by public security forces*
  – *Guards must also wear the company logo and an official identification card (ID card)*
• There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

• Private security guards have the following powers and competences
  – *Guard and protect goods and people*
  – *Control identity*
  – *Prevent criminal activities*
• They are allowed to perform a search and seizure
  – *A search and seizure is allowed in the following cases*
    - *Cooperation with public authorities (direct instructions, e.g. airports)*
    - *To prevent criminal activities when a risk for the guard exists*
  – *This constitutes a limited search and seizure*

Weapons

Company level

• A special licence is required for private security companies providing armed private security services
  – *Competent national authority issuing the licence: Ministry of the Interior*
  – *Duration of the licence: Term of employment*

- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: Term of employment*
- There are legal requirements for storing weapons after hours: Minimum requirements for storage sites
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Specific arms and weapons are allowed depending on the task being performed

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Guardia Civil; Ministry of the Interior*
  - *Duration of the licence: Term of employment*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Target practice*
  - *The training is provided on certified premises for target practice*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Beat patrol*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprises: Theory and practical exercises*
  - *Number of training hours: 10*
  - *The training is provided by certified security training institutes*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 180*
  - *The training is provided by certified security training institutes*
  - *The training is financed by the guard unless there is a specific agreement with the company*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year; a licensed guard must pass an additional 20 hours of recurrent training*
  - *This follow-up or refresher training is mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Mobile alarm response and call-out services – duration: 10 hours*
  - *Bodyguarding (close protection) – duration: 60 hours*
  - *Alarm and CCTV monitoring – duration: 10 hours*
  - *Aviation security – duration: 10 hours and specific air security provisions*
  - *Maritime security – duration: 10 hours*
  - *Canine (K9) services – duration: 10 hours*
  - *Private investigation – duration: 1,800 hours*
  - *These specialised trainings are provided by certified security training institutes*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*
    - *There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination*



– *A background check/security check*
  - *This background check/security check is carried out by the Ministry of Justice*
  - *The basic conditions for a private security guard to pass this check are*
    - Clean criminal record (no criminal convictions in the last five years)
    - Not have been condemned for improper conduct related to fundamental rights in the last five years before applying for the licence (right to honour, personal or family privacy, personal image, private communications, other fundamental rights)
    - No sanctions specifically related to serious or very serious violations relating to security in the last two or four years, respectively
    - Not have been dismissed from armed forces or state security forces
    - Not have held managerial positions in bodies, services or proceedings regarding private security, surveillance or investigation, nor of its staff or means, such as members of state security forces, in the two years prior to the application

SWEDEN

General information

Population: 9,340,682
Gross National Income (GNI): € 347.66 billion
Ratio security force/population: 1/467
Ratio police force/population: 1/522

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 840 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 5%*
  - *Percentage of growth in 2005 compared to 2004: 6%*
  - *Percentage of growth in 2006 compared to 2005: 5%*
  - *Percentage of growth in 2007 compared to 2006: 7%*
  - *Percentage of growth in 2008 compared to 2007: 7%*
  - *Percentage of growth in 2009 compared to 2008: 6%*
  - *Percentage of growth in 2010 compared to 2009: 5%*
- Combined market share (2010) of the top three private security companies (market concentration): 86%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 525 million*
  - *Airport security: € 52.5 million*
  - *Maritime security: € 10.5 million*
  - *Cash-In-Transit (CIT): € 160 million*
  - *Monitoring and remote surveillance: € 26 million*
  - *Other segments: € 66 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 200

Private security contracts

- Number of commercial contracts for the private market (private customers): 8,000
  - *Percentage of short-term commercial contracts for the private market: < 5%*
  - *Average duration of short-term commercial contracts for the private market: 12 months*
  - *Percentage of long-term commercial contracts for the private market: > 95%*
  - *Average duration of long-term commercial contracts for the private market: 3 years*
- Number of commercial contracts for the public market (public customers): 2,000
  - *Percentage of short-term commercial contracts for the public market: < 5%*
  - *Average duration of short-term commercial contracts for the public market: 12 months*
  - *Percentage of long-term commercial contracts for the public market: > 95%*
  - *Average duration of long-term commercial contracts for the public market: 3 years*
- Number of in-house contracts: 150
  - *Percentage of short-term in-house contracts: < 5%*
  - *Average duration of short-term in-house contracts: 12 months*
  - *Percentage of long-term in-house contracts: > 95%*
  - *Average duration of in-house contracts: 3 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 22,500,000 hours, which represent 1,790 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 250
  - *Number of private security companies (2010) actively carrying out private security services: 250; the regulation requires that there is activity in the security company*
- A 'specialty principle' for private security companies[2] is embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 100%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%*

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 20,000
  - *Number of licensed private security guards (2010): 20,000*
  - *Number of private security guards allowed to carry weapons (2010): 300*
  - *The licence fee is financed by the company*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 13 hours per day*
    - *A maximum of 52 hours per week*
    - *Overtime: 150 hours per year (maximum 300 hours if local agreement with the trade union)*
    - *Weekend and nights: No restrictions*
    - *Stand-by: Yes, if agreed with the individual/trade union*
  - *According to national legislation*
    - *A maximum of 40 hours per week (average)*
    - *Overtime: 50 hours per month*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,795*
  - *Net[3]: € 1,382*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 2,580*
  - *Net[4]: € 1,987*
- Average age of a private security guard working in the private security industry: 30
- Percentage of men and women active in the private security industry
  - *Men: 70%*
  - *Women: 30%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *Policies and/or legislations determining the EO Policy: Equality Act and most companies have a gender policy*
- Annual staff turnover rate[5] in the private security industry: 7% (full-time employed)
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Security Companies Act, enacted in 1974*
  - *Updates and/or amendments introduced since: None*
  - *Online information can be found here: http://www.notisum.se/rnp/sls/lag/19740191.htm*
  - *The law regulating the private security industry allows armed private security services (FAP 579-3)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Police Administrative Board regulates and the County Administrative Board supervises
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: County Administrative Board
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: County Administrative Board*
  - *Penal sanctions: County Administrative Board*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: Barred from work in the private security industry
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: No criminal convictions*
  - *At personal level*
    - *Annual criminal records check*
    - *Proficiency in the national language is mandatory to work in the industry*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: No criminal convictions*
  - *On the background of private security personnel: Annual criminal records check*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: (20) There is no minimum age, but you have to have at least 2 years of experience in the private security industry
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel (with the exception of store detectives and personal protection guards)
- There are specific requirements related to the identification card (ID card) of private security personnel

Powers and competences

- Private security guards have the following powers and competences: Same powers as any other citizen
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: Only when an individual has been arrested*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Administrative Board*
  - *Duration of the licence: Term of the contract*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Police department*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- There are legal requirements for storing weapons after hours: In secure alarmed lockers (in accordance with the Weapons Law 1996:67).
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: 9 mm semi-automatic

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Local police department*
  - *Duration of the licence: As long as the armed guard is working on the assignment*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Law, carrying and using the weapon, technical knowledge, practical training and final tests*
  - *Number of training hours: 43*
  - *The training is provided by anyone who is approved as a weapons instructor by the police department*

K9 (dogs)

- Dogs can be used for the provision of private security services
- A special licence is required for private security companies using dogs for the provision of private security services
  - *Competent national authority issuing the licence: Police department*



- *Duration of the licence: 5 years*
- *The licence is renewable*

- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Mobile alarm response and call-out services*
  - *Aviation security*
  - *Maritime security*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
  - *This training comprehends: Knowledge about the law and the dog, practical training with the dog*
  - *Number of training hours: 39*
  - *The training is provided by anyone who is licensed by the police department for these purposes*

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 288*
  - *The training is provided by certified security training institutes*
  - *The training is financed by the private security sector*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - *Number of training hours: 44*
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every fourth year*
  - *This follow-up or refresher training is mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Event security (crowd control) – duration: 110 hours*
  - *Door supervision (bouncing) – duration: 80 hours*
  - *Bodyguarding (close protection) – duration: 92 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 50 hours*
  - *Aviation security – duration: 60 hours*
  - *Maritime security – duration: 80 hours*
  - *Urban security (train/metro stations, city patrols complementing the police etc.) – duration: 80 hours*
  - *Critical infrastructure protection – duration: 308 hours*
  - *Canine (K9) services – duration: 39 hours*
  - *Some of these specialised trainings are provided by certified security training institutes; some by the police department (e.g. crowd control, bouncing and maritime security training are provided by the police department)*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *Who performs this background check/security check depends on the nature of the assignment*
    - *The basic conditions for a private security guard to pass this check are: Clean* criminal record
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
    - *However, there are specific work situations for which a private security guard must undergo a medical examination: Guards, who work most of the time during the night, are offered a medical examination by their employer*
  - *Psychotechnical/psychological examination*

SWITZERLAND

General information

Population: 7,785,806
Gross National Income (GNI): € 386.85 billion
Ratio security force/population: 1/636
Ratio police force/population: 1/463

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 678.36 million
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 3%*
  - *Percentage of growth in 2005 compared to 2004: 3%*
  - *Percentage of growth in 2006 compared to 2005: 5%*
  - *Percentage of growth in 2007 compared to 2006: 5%*
  - *Percentage of growth in 2008 compared to 2007: 10%*
  - *Percentage of growth in 2009 compared to 2008: -2%*
  - *Percentage of growth in 2010 compared to 2009: 3%*
- Combined market share (2010) of the top three private security companies (market concentration): 70%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 506.72 million*
  - *Airport security: € 49.04 million*
  - *Cash-In-Transit (CIT): € 65.39 million*
  - *Monitoring and remote surveillance: € 49.04 million*
  - *Other segment, i.e. close protection (bodyguarding): € 8.17 million*

Private security contracts

- Number of commercial contracts for the private market (private customers): 70%
  - *Percentage of short-term commercial contracts for the private market: 40%*
  - *Average duration of short-term commercial contracts for the private market: 2-3 weeks*
  - *Percentage of long-term commercial contracts for the private market: 60%*
  - *Average duration of long-term commercial contracts for the private market: 2-3 years*
- Number of commercial contracts for the public market (public customers): 30%
  - *Percentage of short-term commercial contracts for the public market: 40%*
  - *Average duration of short-term commercial contracts for the public market: 2-3 weeks*
  - *Percentage of long-term commercial contracts for the public market: 60%*
  - *Average duration of long-term commercial contracts for the public market: 2-3 years*
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 20,800,000 hours, which represent 10,400 man years[1]

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 637
  - *Number of private security companies (2010) actively carrying out private security services: 637*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Facility management, security consulting, investigation services and others*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 17,742
  - *Number of private security guards allowed to carry weapons (2010): 2,193*
  - *The licence fee is financed by the guard*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%*
- Maximum number of working hours in the private security industry

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).
2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



  - *– According to the collective labour agreement*
    - *A maximum of 14 hours per day*
    - *A maximum of 50 hours per week*
    - *Overtime: 140 hours per year*
    - *Weekend and nights: 9 hours per day*
  - *– According to national legislation*
    - *A maximum of 14 hours per day*
    - *A maximum of 50 hours per week*
    - *Overtime: 140 hours per year*
    - *Weekend and nights: 9 hours per day*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *– Gross: € 3,228.70*
  - *– Net[3]: € 2,746.44*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *– Gross: € 3,629.30*
  - *– Net[4]: € 3,089.81*
- Average age of a private security guard working in the private security industry: 35
- Percentage of men and women active in the private security industry
  - *– Men: 81%*
  - *– Women: 19%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
  - *– Policies and/or legislations determining the EO Policy: Gender Equality Act*
- Annual staff turnover rate[5] in the private security industry: 17% (full-time) and 26% (part-time)
  - *– This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *– Law regulating the private security industry: 26 different cantonal regulations*
  - *– Online information can be found here: www.vssu.org*
  - *– The law regulating the private security industry allows armed private security services (in accordance with the Firearms Act)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: 26 different cantonal Police and Justice Authorities
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *– General guarding (excluding the segments listed hereafter)*
  - *– Airport security*
  - *– Cash-In-Transit (CIT)*
  - *– Monitoring and remote surveillance*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: 26 cantonal Police and Justice Departments, 26 cantonal Work Control Offices, National Joint Supervisory Commission (PAKO – trade union and VSSU)
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *– Administrative sanctions: 26 cantonal Police and Justice Departments, 26 cantonal Work Control Offices, National Joint Supervisory Commission (PAKO – trade union and VSSU)*
  - *– Penal sanctions: 26 cantonal Police and Justice Departments, 26 cantonal Work Control Offices, National Joint Supervisory Commission (PAKO – trade union and VSSU)*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 40,869.89 (National Joint Supervisory Commission)
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry: Collective Labour Agreement for the Security Service Sector concluded between the Association of Swiss Security Service Companies (VSSU) and the UNiA trade union organisation, Berne, of September 4, 2003, valid as of January 1, 2004 – 2009 edition

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: 26 different cantonal regulations*
  - *At personal level: 26 different cantonal regulations*
    - *Impeccable reputation*
    - *Well-ordered financial situation*
    - *No previous convictions*
    - *Not have committed any criminal offences*
    - *Any such occurrences must be immediately notified to the employer without being asked*
    - *A serious offence against the Penal Code or concealed financial problems can be grounds for immediate dismissal*
    - *The loss of a licence possibly required (regulated at regional or cantonal level) to perform the work shall also be regarded as a reason for immediate dismissal*
    - *Criminal records check*
      - Request must be submitted to the Central Criminal Records by employees at the employer's request
      - The costs involved shall be carried by the employer
      - The check is performed by the federal and cantonal authorities
    - *Proficiency in the regional language is required to work in the sector (French/German/Italian)*
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: 26 different cantonal regulations*
  - *On the background of private security personnel: 26 different cantonal regulations*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 22
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel: No resemblance with police uniforms
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *Mandatory and worn in a visible place*
  - *26 different cantonal regulations*

Powers and competences

- Private security guards have the following powers and competences
  - *Same powers as any other citizen*
  - *Right of public access*
  - *The authorities shall set out whether and to what degree the security function to be performed requires the use of police control and restraint techniques and police measures in conformity with the law*
- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: Enforcement of domiciliary rights and coercive measures (delegated by the authorities)*
  - *This constitutes a search and seizure without genital search*

Weapons

Company level

- A special licence is not required for private security companies providing armed private security services
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Determined by the Firearms Act*
  - *Duration of the licence: One-time for purchasing*
  - *The licence is renewable*
- There are no legal requirements for storing weapons after hours
- There is no legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Automatic weapons, hard core or explosive ammunition

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Cantonal Police Department*
  - *Duration of the licence: 1-5 years*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons



K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is required for private security companies using dogs for the provision of private security services*
    - *Competent national authority issuing the licence: 26 different cantonal regulations*
    - *Duration of the licence: 26 different cantonal regulations*
    - *The licence is renewable*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
  - *Mobile alarm response and call-out services*
  - *In-house manned security*
  - *Event security (crowd control)*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 20*
  - *The training is provided by the company*
  - *The training is financed by the company*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is organised every year*
  - *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding – duration: 20 hours*
  - *Beat patrol – duration: 20 hours*
  - *Mobile alarm response and call-out services – duration: 20 hours*
  - *Event security (crowd control) – duration: 20 hours*
  - *Bodyguarding (close protection) – duration: 20 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 20 hours*
  - *Alarm and CCTV monitoring – duration: 20 hours*
  - *Aviation security – duration: 20 hours*
  - *Urban security (train/metro stations, city patrols complementing the police etc.) – duration: 20 hours*
  - *Critical infrastructure protection – duration: 20 hours*
  - *Canine (K9) services – duration: 20 hours*
  - *Receptionist/concierge services – duration: 20 hours*
  - *These specialised trainings are provided by companies and certified security training institutes*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the cantonal Police and Justice Departments*
    - *The basic conditions for a private security guard to pass this check are: No criminal offence*
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
    - *However, there are specific work situations for which a private security guard must undergo a medical examination, namely when working at a nuclear power plant, migration centre or other*

THE NETHERLANDS

General information

Population: 16,574,989
Gross National Income (GNI): € 612.49 billion
Ratio security force/population: 1/526
Ratio police force/population: 1/461

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 1.48 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2009 compared to 2008: -0.7%*
  - *Percentage of growth in 2010 compared to 2009: 2.8%*
- Combined market share (2010) of the top three private security companies (market concentration): 70%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 82.88 million*
  - *Airport security: € 25.16 million*
  - *Cash-In-Transit (CIT): € 14.8 million*
  - *Monitoring and remote surveillance: € 25.16 million*

Private security contracts

- Number of commercial contracts for the private market (private customers): 65%
- Number of commercial contracts for the public market (public customers): 35%

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 1,300
  - *Number of private security companies (2010) actively carrying out private security services: 400*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Fire fighting, receptionist services, selling technical solutions (safety)*
  - *Percentage of single-service private security companies (only carrying out private security activities): 90%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 10%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 31,543
  - *Number of licensed private security guards (2010): 31,543*
  - *Number of private security guards allowed to carry weapons (2010): None*
  - *The licence fee is financed by the company*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 83%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 10 hours per day*
    - *A maximum of 50 hours per 4 weeks and 45 hours per 13 weeks*
    - *Overtime: 2 hours per day and 15 hours per week*
    - *Nights: 9 hours per day and 40 hours per 13 weekends*
    - *Stand-by: 1 week*
  - *According to national legislation*
    - *A maximum of 12 hours per day*
    - *A maximum of 60 hours per week (55 hours per 4 weeks and 48 hours per 16 weeks)*
    - *Nights: 10 hours per day*
    - *Stand-by: 14 days per 4 weeks*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross: € 1,585.59*
- Average age of a private security guard working in the private security industry: 25-35

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



- Percentage of men and women active in the private security industry
  - *Men: 76%*
  - *Women: 24%*
- An Equal Opportunities (EO) Policy is not in place in the private security industry
- Annual staff turnover rate[2] (2010) in the private security industry: 0.89%

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law on private guarding organisations ('Wet Particuliere Beveiligingsorganisaties en Recherchebureaus (WPBR)'), enacted in 1999*
  - *Online information can be found here: http://www.st-ab.nl/wetten/0756_Wet_particuliere_beveiligingsorganisaties_en_recherchebureaus.htm*
  - *The law regulating the private security industry does not allow armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*
  - *Monitoring and remote surveillance*
  - *Other segments*
    - *Event security*
    - *Private investigations*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Ministry of Justice*
  - *Penal sanctions: Courts*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 12,000 and/or loss of the company licence
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: None*
  - *At personal level*
    - *No criminal record*
    - *Mandatory vocational training*
    - *A permit is required to work in the sector*
      - The permit is granted for three years then renewable if the individual does not have any criminal convictions for the last four years or any criminal convictions in the last eight years which are subject to a term of imprisonment
      - Permits are granted by the regional police
    - *Proficiency in the national language is required*
      - Language training can be obtained through language institutes
- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: No criminal record*
  - *On the background of private security personnel*
    - *No criminal record*
    - *Mandatory vocational training*
    - *A permit is required to work in the sector*
      - The permit is granted for three years then renewable if the individual does not have any criminal convictions for the last four years or any criminal convictions in the last eight years which are subject to a term of imprisonment
      - Permits are granted by the regional police
    - *Proficiency in the national language is required*
      - Language training can be obtained through language institutes
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

2 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *Uniforms are mandatory for all employees except for managerial staff*
  - *They must have visible and recognisable identification*
  - *They must be clearly distinct from the uniforms worn by the police*
- There are specific requirements related to the identification card (ID card) of private security personnel: Issued by the regional police

Powers and competences

- Private security guards have the following powers and competences: Same powers as any other citizen
- They are not allowed to perform a search and seizure

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
  - *Mobile alarm response and call-out services*
  - *Aviation security*
  - *Maritime security*
  - *Critical infrastructure protection*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 1 year of training*
  - *The training is provided by schools and companies*
  - *The training is financed by the company*
  - *There are compensation schemes in place for companies whose employees are following basic training: Subsidies are granted by the European Social Fund and through some sectoral arrangements*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training does not exist
- Specialised training is foreseen for the following types of private security activities
  - *Mobile alarm response and call-out services*
  - *Event security (crowd control)*
  - *Door supervision (bouncing)*
  - *Bodyguarding (close protection)*
  - *Cash-In-Transit services (including cash handling/processing)*
  - *Alarm and CCTV monitoring*
  - *Aviation security*
  - *Maritime security*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Canine (K9) services*
  - *Private investigation*
  - *These specialised trainings are provided by the company, certified training institutes and technical schools*
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are*
      - No conviction in the last eight years
      - A criminal offence or even 'information' about the person can be a reason to refuse the licence
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  - *A medical examination*
  - *A psychotechnical /psychological examination*



TURKEY

General information

Population: 72,561,312
Gross National Income (GNI): € 499.02 billion
Ratio security force/population: 1/4,077
Ratio police force/population: 1/220

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 2.01 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2004 compared to 2003: 12%*
  - *Percentage of growth in 2005 compared to 2004: 14%*
  - *Percentage of growth in 2006 compared to 2005: 12%*
  - *Percentage of growth in 2007 compared to 2006: 9%*
  - *Percentage of growth in 2008 compared to 2007: 14%*
  - *Percentage of growth in 2009 compared to 2008: 12%*
  - *Percentage of growth in 2010 compared to 2009: 7%*
- Combined market share (2010) of the top three private security companies (market concentration): 24%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 1.7 billion*
  - *Airport security: € 86.67 million*
  - *Maritime security: € 96.70 million*
  - *Cash-In-Transit (CIT): € 135.10 million*
  - *Monitoring and remote surveillance: € 4.03 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 600

Private security contracts

- Number of commercial contracts for the private market (private customers): 4,500
  - *Percentage of short-term commercial contracts for the private market: 80%*
  - *Average duration of short-term commercial contracts for the private market: 12 months*
  - *Percentage of long-term commercial contracts for the private market: 20%*
  - *Average duration of long-term commercial contracts for the private market: 2-3 years*
- Number of commercial contracts for the public market (public customers): 3,800
  - *Percentage of short-term commercial contracts for the public market: 85%*
  - *Average duration of short-term commercial contracts for the public market: 12 months*
  - *Percentage of long-term commercial contracts for the public market: 15%*
  - *Average duration of long-term commercial contracts for the public market: 2-3 years*
- Number of in-house contracts: 320
  - *Percentage of short-term in-house contracts: 50%*
  - *Average duration of short-term in-house contracts: 12 months*
  - *Percentage of long-term in-house contracts: 50%*
  - *Average duration of in-house contracts: 2 years*

Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2010): 1,212
  - *Number of private security companies (2010) actively carrying out private security services: 1,212*
- A 'specialty principle' for private security companies[1] is not embodied in the legislation governing the private security industry
  - *Percentage of single-service private security companies (only carrying out private security activities): 90%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 10%*

Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2010): 427,967
  - *Number of licensed private security guards (2010): 297,660*
  - *Number of individual licence holders actively carrying out private security activities (2010): 170,795*

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

- *Number of private security guards allowed to carry weapons (2010): 50,000*
- *The licence fee is financed by the guard*

- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 8 hours per day*
    - *A maximum of 45 hours per week*
    - *Overtime: 3 hours per day*
  - *According to national legislation*
    - *A maximum of 11 hours per day*
    - *A maximum of 45 hours per week*
    - *Overtime: 3 hours per day*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - *Gross:* € *375.02*
  - *Net*[2]*:* € 229.86
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - *Gross:* € *645.21*
  - *Net*[3]*:* € 362.93
- Average age of a private security guard working in the private security industry: 25
- Percentage of men and women active in the private security industry
  - *Men: 80%*
  - *Women: 20%*
- An Equal Opportunities (EO) Policy is in place in the private security industry
- Annual staff turnover rate[4] in the private security industry: 46%
  - *This percentage includes transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  - *Law regulating the private security industry: Law No. 5188 on Private Security Services, enacted in 2004*
  - *Updates and/or amendments introduced since: 2005 (Articles amended: 3, 5, 10, 11, 14 and 28) and 2008 (Articles amended: 7, 10, 19, 20, 21, 23 and 25)*
  - *Online information can be found here: http://www.ozelguvenlik.pol.tr/Mevzuat/MevzuatDefault.aspx*
  - *The law regulating the private security industry allows armed private security services (pistol, semi-automatic pistol, long-barrel rifle)*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - *General guarding (excluding the segments listed hereafter)*
  - *Airport security*
  - *Maritime security*
  - *Cash-In-Transit (CIT)*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - *Administrative sanctions: Courts*
  - *Penal sanctions: Ministry of the Interior*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed
  - *€ 2,419.90*
  - *A 2-year prison sentence*
  - *Withdrawal of the company licence*
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - *At company level: Clean criminal record*
  - *At personal level: Clean criminal record*

2 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies*
    - *Turkish citizenship*
    - *At least 8 years of education (in accordance with Article 10 a-b of Law No. 5188 on Private Security Services)*
  - *On the background of private security personnel*
    - *Turkish citizenship*
    - *Graduate of high school or an equivalent school*
    - *Minimum 18 years of age*
    - *No criminal offences*
    - *Not have been sentenced to imprisonment for more than six months or – in case pardon is granted – not have been convicted of crimes against the state or the following crimes: embezzlement, insubordination, bribery, theft, swindling, breach of confidence, falsification, fraudulent bankruptcy, smuggling, illicit public tenders and purchases, disclosing state intelligence, verbal and sexual harassment and molestation, rape, kidnapping, incitement to or acting as intermediary in prostitution, using or smuggling drugs*
    - *Enjoy full public rights*
    - *No mental or physical disabilities preventing the performance of the assignment*
    - *Have successfully completed basic private security training (in accordance with Article 10-14 of Law No. 5188 on Private Security Services)*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - *Uniforms must only be worn during working hours*
  - *Special permission can be granted not to wear uniforms for particular assignments*
  - *Uniforms and related apparel must be clearly distinguishable from those worn by the Turkish Armed Forces, police forces or private police forces (different colour and design)*
  - *Uniforms must bear the name and logo of the employing company*
- There are specific requirements related to the identification card (ID card) of private security personnel
  - *The ID card is issued by the local authority*
  - *The card must state the name and surname of the private security guard*
  - *In addition, it must mention whether the guard is licensed or not to carry a weapon*
  - *The ID card is attached to the collar of the uniform throughout the duration of the assignment (in accordance with Article 11-12 of Law No. 5188 on Private Security Services)*

Powers and competences

- Private security guards have the following powers and competences
  - *Ensure that individuals wishing to enter the guarded site pass through a metal detector*
  - *Perform a search by means of a manual metal detector*
  - *Ask individuals to pass their belongings through an X-ray machine or similar security systems*
  - *During mass events such as meetings, concerts, stage performances or similar activities, and during funeral and wedding ceremonies, guards may ask visitors or participants for identification; also in these cases, private security guards can*
    - *Ensure that individuals pass through a metal detector*
    - *Perform a search by means of a manual metal detector*
    - *Ask individuals to pass their belongings through an X-ray machine or similar security systems*
  - *In accordance with Criminal Procedures Law, Turkish Civil Law and Law No. 5188 on Private Security Services, private security guards may*
    - *Enter work places and residences at the guarded site in case of natural catastrophes (fire, earthquake etc.) or in case assistance is needed*
    - *Ask individuals for identification*
    - *Ensure that individuals pass through a metal detector at public facilities such as public transportation facilities, airports, ports, railways or other facilities*
    - *Retain objects found during a search which are hazardous, illicit or may be evidence related to a crime; in these cases, private security guards must immediately notify the police*
    - *Retain lost and found articles*
    - *Apprehend an individual in order to protect him/her from imminent and life-threatening danger or health hazards*
    - *Guard the scene of a crime and evidence related to a crime (in accordance with Article 157 of the Criminal Procedures Law)*
    - *Use force (in accordance with Article 981 of Turkish Civil Law and Article 7 of Law No. 5188 on Private Security Services)*

- They are allowed to perform a search and seizure
  - *A search and seizure is allowed in the following cases: Guards are allowed to apprehend and search – in the building or area they are guarding – individuals for whom a search warrant or arrest warrant is issued (in accordance with Article 7-d of Law No. 5188 on Private Security Services)*
  - *This constitutes a limited search and seizure*

Weapons

Company level

- A special licence is required for private security companies providing armed private security services
  - *Competent national authority issuing the licence: Police*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- A special licence is required for private security companies owning weapons
  - *Competent national authority issuing the licence: Ministry of the Interior*
  - *Duration of the licence: Open-ended*

There are legal requirements for storing weapons after hours: Weapons must be stored in a locked strongbox

- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Limited by law depending on the nature of the assignment

Personal level

- A special licence is required for private security guards providing armed private security services
  - *Competent national authority issuing the licence: Ministry of the Interior and local authorities*
  - *Duration of the licence: 5 years*
  - *The licence is renewable*
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - *This training comprehends: Theory and target practice*
  - *Number of training hours: 30*
  - *The training is provided by a certified security training institute*

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Beat patrol*
  - *Event security (crowd control)*
  - *Door supervision (bouncing)*
  - *Aviation security*
  - *Maritime security*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses cannot be used for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - *This training programme is mandatory by law*
  - *Number of training hours: 90*
  - *The training is provided by a certified security training institute*
  - *The training is financed by the guard*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training does not exist
- Specialised training is foreseen for the following types of private security activities
  - *Commercial manned guarding – duration: 30 hours*
  - *Aviation security – duration: 51 hours*
  - *Private security training – duration: 30 hours*



– *These specialised trainings are provided by a certified security training institute*

- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A medical examination*
  – *A psychotechnical /psychological examination*
  – *A background check/security check*
    - *This background check/security check is carried out by the police*
    - *The basic conditions for a private security guard to pass this check are: Clean criminal record*

UNITED KINGDOM

General information

Population: 62,008,048
Gross National Income (GNI): € 1,956.84 billion
Ratio security force/population: 1/170
Ratio police force/population: 1/382

Economic aspects

Private security market

- Yearly turnover (2010) of the private security industry: € 3.97 billion
- Market growth of the private security industry (based on yearly turnover)
  - *Percentage of growth in 2006 compared to 2005: 6.6%*
  - *Percentage of growth in 2007 compared to 2006: 5.9%*
  - *Percentage of growth in 2008 compared to 2007: 7.4%*
  - *Percentage of growth in 2009 compared to 2008: -2.7%*
- Combined market share (2010) of the top three private security companies (market concentration): 46%
- Repartition of yearly turnover (2010) by private security industry segment
  - *General guarding (excluding the segments listed hereafter): € 3 billion*
  - *Cash-In-Transit (CIT): € 1.04 billion*
  - *Other segments*
    - *Police and public services: € 903.04 million*
- Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 3,500

Private security contracts

- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 8,520,000 hours, which represent 3,120 man years[1]

Private security companies

- Licensing for private security companies is not mandatory by law
- Total number of private security companies (2010): 2,500
  - *Number of private security companies (2010) actively carrying out private security services: 2,500*
- A 'specialty principle' for private security companies[2] is not embodied in the legislation governing the private security industry
  - *Other activities performed by private security companies next to private security activities: Facility management and related services*
  - *Percentage of single-service private security companies (only carrying out private security activities): 80%*
  - *Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 20%*

Private security guards

- Licensing for private security guards is mandatory by law
  - *Licences are valid for a period of three years*
  - *A fee of € 293.86 will be charged to obtain a licence*
- Total number of private security guards (2010): 364,586
  - *Number of licensed private security guards (2010): 364,586*
  - *Number of individual licence holders actively carrying out private security activities (2010): 225,000*
  - *Number of private security guards allowed to carry weapons (2010): None*
  - *Licences are either funded by the guard, the company or costs are passed on to the security buyer*
  - *Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 2%*
- Maximum number of working hours in the private security industry
  - *According to the collective labour agreement*
    - *A maximum of 48 hours per week*
  - *According to national legislation*
    - *A maximum of 13 hours per day*
    - *A maximum of 78 hours per week*
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking

1 Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

2 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



into account overtime, weekend, evening, night and/or other allowances)
  – *Gross: € 2,181.51*
  – *Net[3]: € 1,739.19*
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  – *Gross: € 2,293.33*
  – *Net[4]: € 1,823.53*
- An Equal Opportunities (EO) Policy is not in place in the private security industry beyond the general provisions of equal opportunities legislation applicable in the United Kingdom
- Annual staff turnover rate[5] in the private security industry: 23.58%
  – *This percentage does not include transfers of contracts and/or other considerations*

Legal aspects

Private security legislation

- The private security industry is regulated by law
  – *Law regulating the private security industry: Private Security Industry Act, enacted in 2001*
  – *Updates and/or amendments introduced since: Amendment to schedule 2 in 2006*
  – *Online information can be found here: http://www.legislation.gov.uk/uksi/2007/810/contents/made*
  – *The law regulating the private security industry does not allow armed private security services*
- Competent national authority in charge of drafting and amending legislation regulating the private security industry: Security Industry Authority (SIA)
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  – *General guarding (excluding the segments listed hereafter)*
  – *Airport security*
  – *Maritime security*
  – *Cash-In-Transit (CIT)*
  – *Monitoring and remote surveillance*
  – *Other segments*
    - *Door supervisors*
    - *Close protection (bodyguarding)*

Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Security Industry Authority (SIA)
- Competent national authority in charge of imposing the below sanctions for the private security industry
  – *Administrative sanctions: Security Industry Authority (SIA)*
  – *Penal sanctions: Security Industry Authority (SIA)*
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: If convicted at Crown Court, High Court of Justice or sheriff and jury trial, an unlimited fine or imprisonment
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

- There are no sector-specific binding collective labour agreements in place for the private security industry

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  – *At company level: None*
  – *At personal level*
    - *Proof that an individual has no previous convictions*
    - *At present, to comply with BS 7858 vetting standards, prospective employers need to ask in a criminal records check for unspent convictions (as defined by the Rehabilitation of Offenders Act). These should be available from the local police station. Under the Security Industry Authority (SIA) licensing regime, all licensable workers are checked by the Criminal Record Bureau (CRB) against the 'Standard Disclosure' which includes both spent and unspent convictions. If there is a reason to get an 'Enhanced Disclosure', such as where a security guard is working with vulnerable adults or children, this will be obtained through the client (i.e. a local authority), or through a registered body.*

3 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
4 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
5 The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

- Entrance restrictions for the private security industry
  - *On the background of owners of private security companies: Completing a Criminal Record Bureau (CRB) criminal records check*
  - *On the background of private security personnel: Completing a Criminal Record Bureau (CRB) criminal records check*
    - *Minimum age for private security guards to be able to enter the private security profession*
      - Managers: 18
      - Operational staff: 18

Specific requirements

- There are no specific requirements related to the uniforms of private security personnel
- There are specific requirements related to the identification card (ID card) of private security personnel: The Security Industry Authority (SIA) licence must be displayed

Powers and competences

- Private security guards have the following powers and competences: Same as any other citizen unless accredited under the Community Safety Accreditation Scheme (CSAS)
- They are not allowed to perform a search and seizure

K9 (dogs)

- Dogs can be used for the provision of private security services
  - *Heavily regulated by a range of domestic criminal and civil laws)*
    - *Metropolitan Police Act of 1839*
    - *Town Police Clauses Act of 1847*
    - *Animals Act of 1975*
    - *Dangerous Dogs Act of 1991 (as amended)*
  - *A special licence is not required for private security companies using dogs for the provision of private security services*
- Dogs are used in the following areas/segments of the private security industry
  - *Commercial manned guarding*
  - *Beat patrol*
  - *In-house manned security*
  - *Aviation security*
  - *Maritime security*
  - *Urban security (train/metro stations, city patrols complementing the police etc.)*
  - *Critical infrastructure protection*
  - *Other area/segment, namely as search dogs*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Horses

- Horses can be used for the provision of private security services
  - *A special licence is not required for private security companies using horses for the provision of private security services*
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

Training and related provisions

- There is an obligation for private security guards to follow basic guard training. Individuals applying for a Security Industry Authority (SIA) licence must prove that they have the appropriate qualifications for the job. The qualification requirements differ depending on the type of licence that is needed.
  - *This training programme is mandatory by law*
  - *Number of training hours: 20.5*
  - *The training is provided by the company or other training providers*
  - *A mixture of funding is available to finance the training*
  - *There are no compensation schemes in place for companies whose employees are following basic training*
  - *Upon successfully completing the basic training, private security guards are not issued with a certificate of competence*
- Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
- Follow-up or refresher training exists
  - *This follow-up or refresher training is not mandatory by law*
- Specialised training is foreseen for the following types of private security activities
  - *Door supervision (bouncing) – duration: 30 hours*
  - *Bodyguarding (close protection) – duration: 145.5 hours*
  - *Cash-In-Transit services (including cash handling/processing) – duration: 21 hours*



– *Alarm and CCTV monitoring – duration: 27 hours*
– *These specialised trainings are provided by a mixture of the company, colleges and training providers*

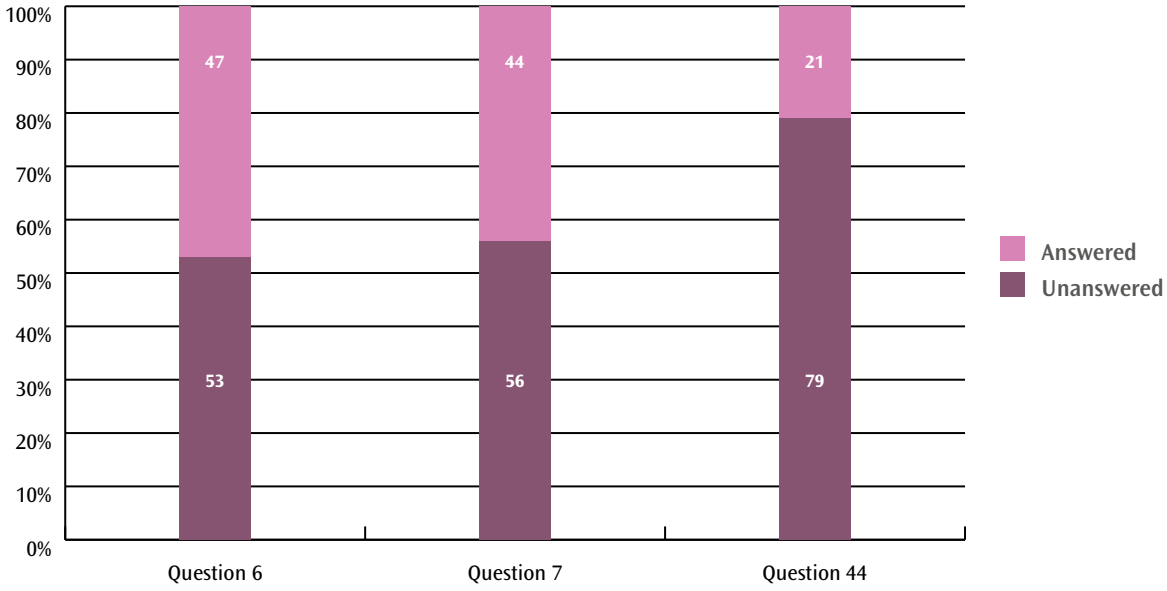
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  – *A background check/security check*
    - *This background check/security check is carried out by the Criminal Record Bureau (CRB)*
    - *The basic conditions for a private security guard to pass this check are*
      - Normally, no criminal offences committed within a set period
      - However, each case is judged individually depending on the severity of the offence committed
- When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo
  – *A medical examination*
  – *A psychotechnical /psychological examination*



STATISTICS

The present statistical overview reflects which questions within the Facts & Figures 2011 questionnaire were not or less frequently answered and which were more frequently answered. It also provides information as to why this is the case.

Questions least answered



As can be seen from the graph above, the question that was most frequently left unanswered was Question 44. This question related to the specialised and obligatory training for the use of horses in the provision of private security services. However, this question was dependent on Question 43 which asked if horses can be used in the provision of private security services in the individual countries. Question 44 should have only been answered by those countries that answered 'yes' to Question 43. Subsequently, the question was only applicable to 9 countries and of these countries only 2 did not answer.

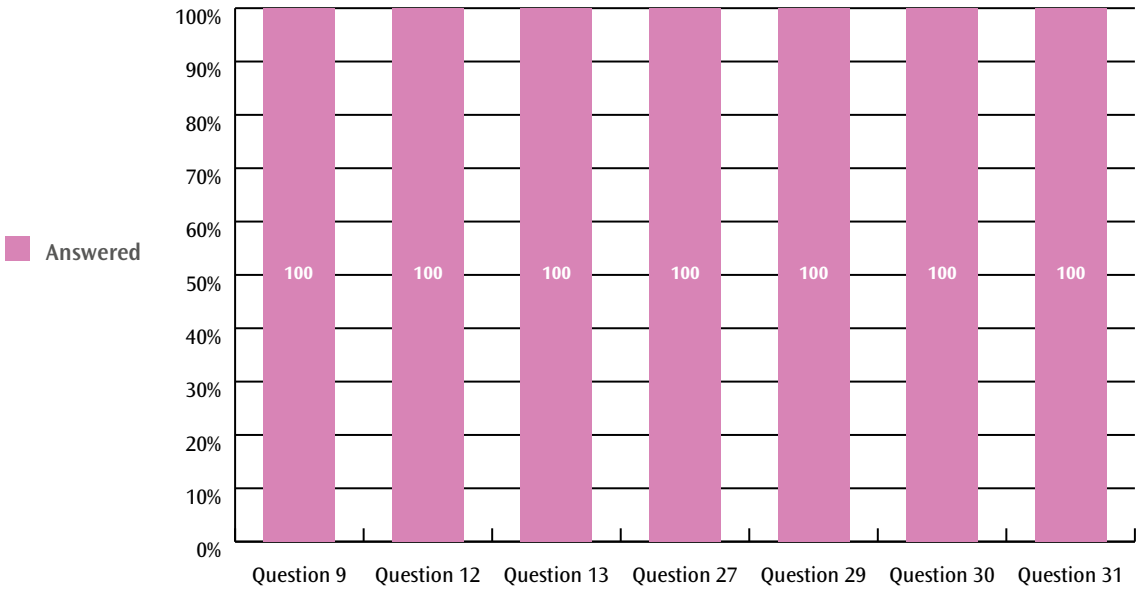
Over half of the countries did not answer Question 7. This question focused on the number of operational guarding hours performed each year in the private security services industry in the individual countries.

Question 6 was left unanswered by just over half of the respondents. This question explored the division of types of commercial contracts in the private security services industry in the individual countries. The question asked respondents to specify the number of contracts for the private market, contracts for the public market and in-house contracts. Respondents were also asked to indicate the percentage of short-term and long-term contracts for each contract type. Only 6 countries answered all the components of Question 6, and 10 countries partially answered it. Sections 6.3., 6.3.1. and 6.3.2. were the most commonly unanswered sections

of the question; these sections related to in-house contracts. A total of 18 countries did not answer any of the components of Question 6.

These questions were not frequently answered due to the fact that the data required is not collected in many countries.

Questions most frequently answered



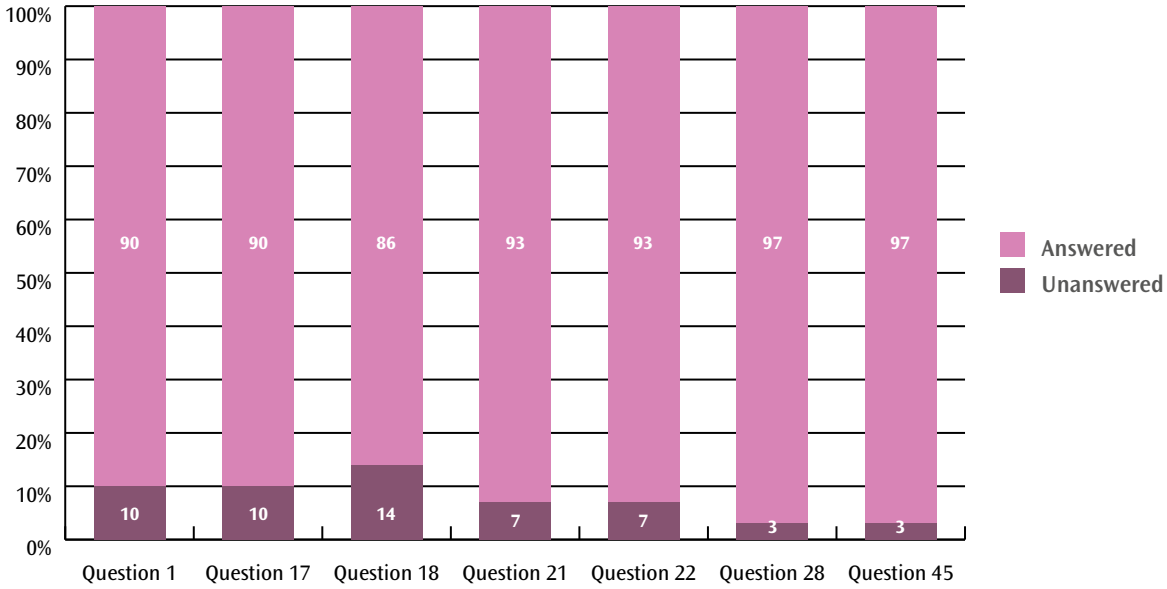
The questions that were most frequently answered are displayed above. These questions had a 100% response rate. The questions related to:

- The total number of private security companies
- The total number of private security guards
- The maximum number of working hours in the private security services industry
- The entrance restrictions on the background of owners of private security companies and private security personnel
- If there are sector-specific binding collective labour agreements in place for the private security services industry
- Specific requirements related to the uniforms of private security personnel
- Requirements related to the identification card (ID card) of private security personnel

These questions were not, however, always fully answered and subsections of these questions were left unanswered. For example, the subsection of Question 9, which related to how many of the companies actively carry out private security services, was not fully answered by 34% of respondents.

Subsections of Question 12 were also often left unanswered. In total 71% of respondents only answered this question partially. The subsection that was most frequently left unanswered was Question 12.2., which related to how many of the individual licence holders actively carry out private security services. 56% of countries did not answer this question.

Questions answered by the majority of respondents



There were also several questions that had response rates close to 100%. These questions can be seen in the graph above. These questions related to:

- The yearly turnover (2010) of the private security services industry in the individual countries
- The percentage of men and women active in the private security services industry in the countries
- If there is an Equal Opportunities (EO) Policy in place in the private security services industry in the individual countries
- The competent national authority in charge of drafting and amending legislation regulating the private security services industry in the individual countries
- The areas/segments of the private security services industry that are specifically covered by the legislation regulating the private security services industry
- The entrance requirements for the private security services industry, at company level and at personal level
- If there is an obligation for private security guards to follow basic guard training

It appears that data concerning these questions is systematically collected in most countries, but not all.



CONCLUSIONS

This section provides a consolidated overview of the facts and figures gathered for the 34 targeted countries, i.e. the 27 EU Member States and seven additional European countries: Bosnia & Herzegovina, Croatia, Macedonia, Norway, Serbia, Switzerland and Turkey.

General information

Average ratio security force/10,000 inhabitants	± 31.11
Average ratio police force/10,000 inhabitants	± 36.28

Economic aspects

Private security market

Total yearly turnover of the private security industry	± € 35 billion
Average market growth of the private security industry (based on yearly turnover) 2005-2010	± 13.30%
Average combined market share, at national level, of the top three private security companies (market concentration)	± 54.65%
Average balance of yearly turnover of general guarding services versus other industry segments	± 60.19%
Average number of armoured cars in use for Cash-In-Transit (CIT) operations	± 825

Private security contracts

Average percentage of commercial contracts for the private market (private customers)	± 73.25%
Average percentage of commercial contracts for the public market (public customers)	± 25.01%
Average percentage of in-house contracts	± 1.74%
Average number of operational guarding hours performed each year in the private security industry	± 76,246,456.67

Private security companies

Licensing for private security companies is mandatory by law	± 94%
Total number of private security companies	± 52,300
A 'specialty principle' for private security companies[1] is embodied in the legislation governing the private security industry	± 18%

1 The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Private security guards

Licensing for private security guards is mandatory by law	± 88%
Total number of private security guards	± 2,170,589
Average age of a private security guard working in the private security industry	± 35
Average percentage of men active in the private security industry	± 83%
Average percentage of women active in the private security industry	± 17%
An Equal Opportunities (EO) Policy is in place in the private security industry	± 85%
Average annual staff turnover rate in the private security industry	± 33.27%

Legal aspects

Private security legislation

The private security industry is regulated by sector-specific legislation	± 94%
Competent national authority in charge of drafting and amending legislation regulating the private security industry	• Ministry of the Interior (± 53%) • Other (± 25%) • Ministry of Justice (± 16%) • Police (± 6%)

Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry	• Police (± 41%) • Ministry of the Interior (± 38%) • Other (± 18%) • Ministry of Justice (± 3%)
Competent national authority in charge of imposing administrative sanctions	• Ministry of the Interior (± 38%) • Police (± 29%) • Other (± 18%) • Ministry of Justice/Courts (± 15%)
Competent national authority in charge of imposing penal sanctions	• Courts (± 38%) • Police (± 25%) • Ministry of the Interior (± 22%) • Other (± 15%)
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence	100%

Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry	± 62%

Entrance requirements

Entrance requirements at company level (owners)	• Clean criminal record (± 88%) • Background screening and/or testimonial of good moral character (± 87%)
Entrance requirements at personal level (operational staff)	• Clean criminal record (± 97%) • Background screening and/or testimonial of good moral character (± 97%)
Average minimum age for private security guards to be able to enter the private security profession as managers	± 19
Average minimum age for private security guards to be able to enter the private security profession as operational staff	± 18

Specific requirements

There are specific requirements related to the uniforms of private security personnel	100%
Uniforms are mandatory	± 95%
There are specific requirements related to the identification card (ID card) of private security personnel	100%
ID cards are mandatory	± 98%

Powers and competences

Private security guards have the same rights as any other citizen	± 59%
Private security guards can exercise additional powers	± 41%
Private security guards are allowed to perform a search and seizure (full or limited)	± 56%

Weapons

The use of weapons is allowed (in most cases conditional)	± 82%

Company level

A special licence is required for private security companies providing armed private security services	± 82%
There are legal requirements for storing weapons after hours	± 85%
There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register	± 92%

Personal level

A special licence is required for private security guards providing armed private security services	± 96%
Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons	± 96%

K9 (dogs)

Dogs can be used for the provision of private security services	± 91%
A special licence is required for private security companies using dogs for the provision of private security services	± 39%
Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services	± 59%

Horses

Horses can be used for the provision of private security services	± 37%
A special licence is required for private security companies using horses for the provision of private security services	± 29%
Private security guards must follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services	0%

Training and related provisions

There is an obligation for private security guards to follow basic guard training	± 97%
This training programme is mandatory by law	± 97%
Average number of training hours	± 97
Upon successfully accomplishing the basic training, private security guards are issued with a certificate of competence	± 87%
Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)	± 50%
Follow-up or refresher training exists	± 70%

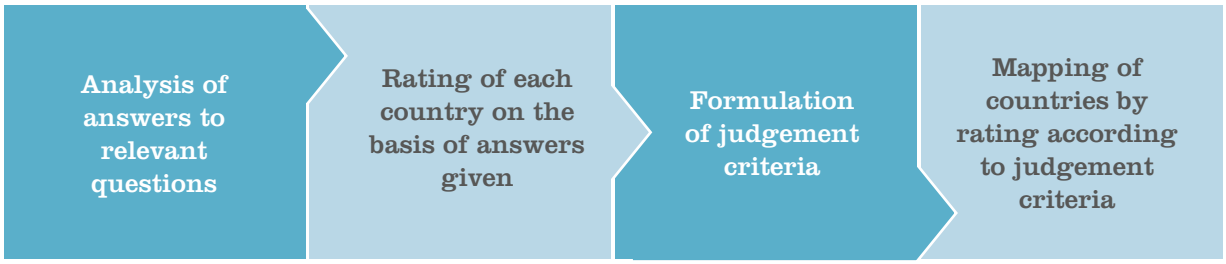
Specialised training exists for specific industry segments	• Cash-In-Transit (CIT) services (including cash handling and processing) (± 75%) • Bodyguarding (close protection) (± 63%) • Alarm and CCTV monitoring (± 54%) • Aviation security (± 46%) • Event security (crowd control) (± 46%) • Mobile alarm response and call-out services (± 42%) • Door supervision (bouncing) (± 38%) • Commercial manned guarding (± 33%) • Beat patrol (± 33%) • Critical infrastructure protection (± 33%) • Fire prevention and protection services (± 29%) • Maritime security (± 25%) • Other (± 25%) • Canine (K9) services (± 21%) • Private security training (± 21%) • Urban security (train/metro stations, city patrols complementing the police etc.) (± 21%) • Receptionist/concierge services (± 21%) • In-house manned security (± 17%) • Private investigation (± 17%)
When applying for an individual private security guard licence, the law requires the private security guard in question to undergo	• A background check/security check (100%) • A psychotechnical/psychological examination (± 71%) • A medical examination (± 66%)



EU LEGISLATIVE MAPPING

The present EU legislative mapping reflects the level of strictness of national-level private security legislations across Europe and provides an analysis of the responses to the questions within the legal aspects section of the Facts & Figures 2011 questionnaire.

Mapping process

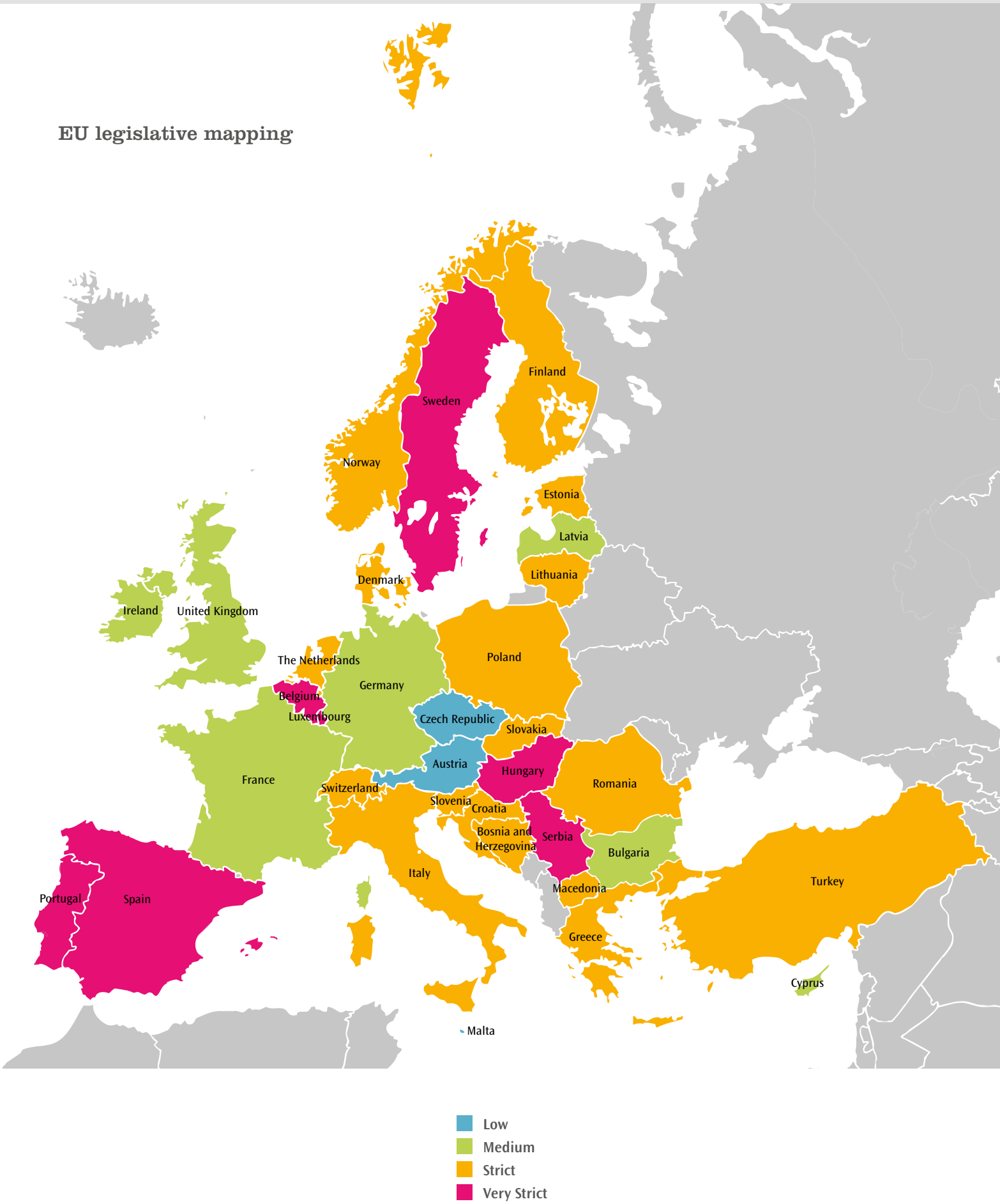


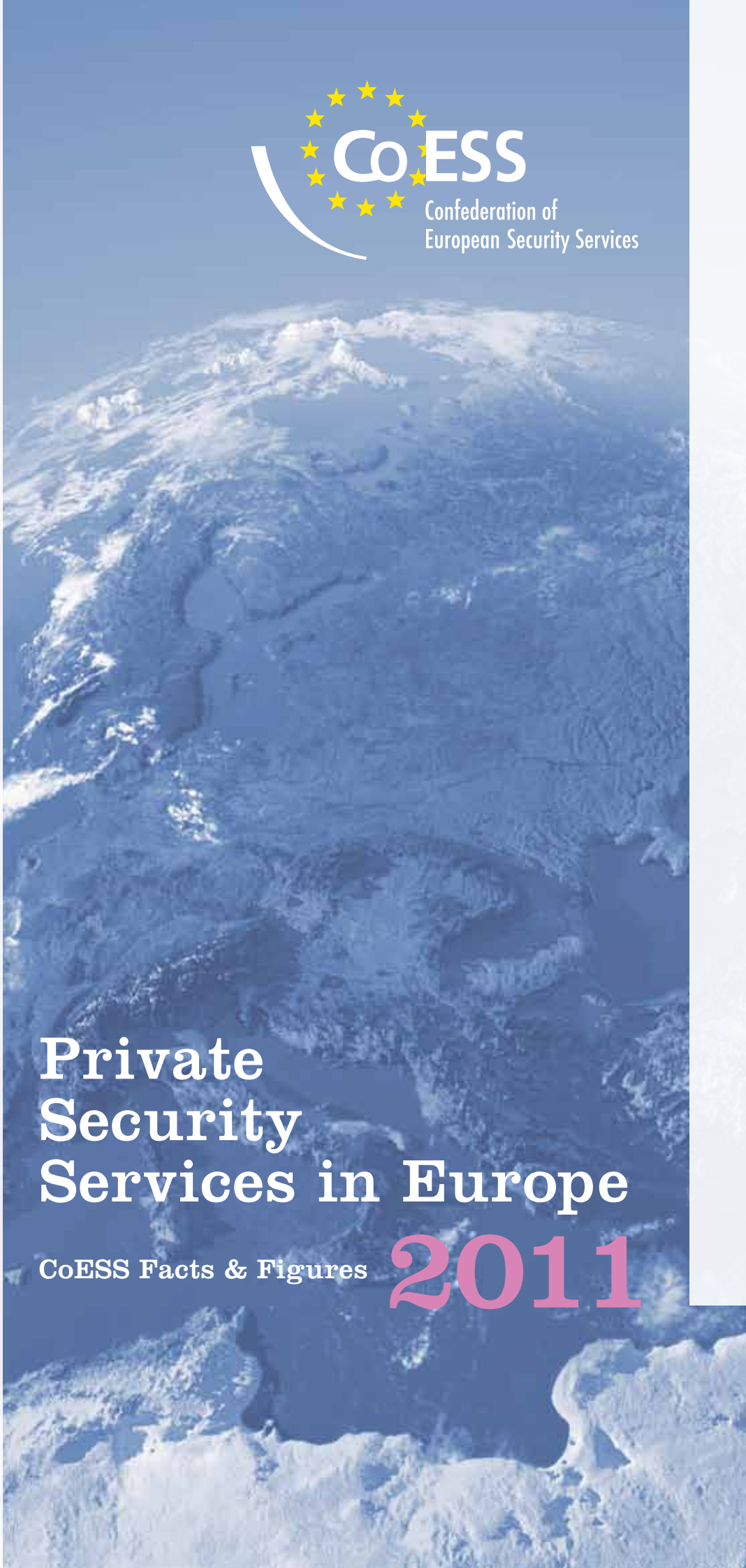
The answers provided to a number of relevant questions, i.e. answers related to private security legislation at national level, were used to produce a rating on the strictness of private security legislation for each country. A numerical value was allocated to each country on the basis of the answers given. Points were allocated to each country depending on the answer given and the value was subsequently calculated from the total number of points. Five judgement criteria were devised: very strict, strict, medium, low, weak or non-existent. These criteria were then given numerical values as can be seen below. The countries could then be assigned to different brackets and this assessment could then be transferred to a coloured map of Europe with different colours to indicate the different levels of strictness.

Rating	Category
0	Non-existent
1-5	Weak
6-13	Low
14-20	Medium
21-27	Strict
28-34	Very strict

The questions that were used to formulate a rating related to the provisions and requirements that were found within national-level legislation. For example it was key to establish if the private security services industry is regulated by law and if so, which areas of the industry are covered. Furthermore, it was necessary to determine whether sanctions are enforced and whether there are entrance requirements or restrictions in place.

EU legislative mapping





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