

DENMARK

SOCIO-ECONOMIC DATA

GENERAL

TRAINING

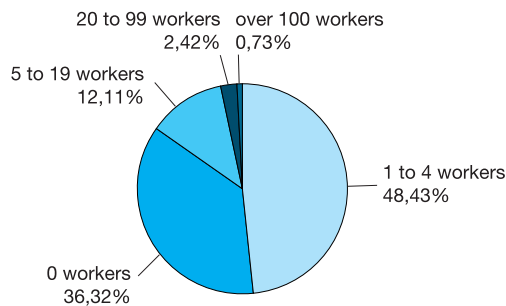
WORKING TIME

CONDITIONS OF WORK

IMPACT OF TECHNOLOGICAL INNOVATION

Economic weight

Total number of enterprises : 413 registered companies (1/8/02).



Share of activities

No statistical data available, but the private security field is in constant development. The number of companies serving in the field may tend to be increasing, in spite of the ever ongoing tendency of take overs from the 3 leading companies in the Danish market.

Market

Public market is approximatively 15% and private 85%. Constant over the past three years.

Subcontracting

Among the big companies subcontracting on average is between 20 and 60%.

Workforce

Total number of salaried employees: 5.250 (June 2002).

| | | |
|------------|--------------------|----|
| 85% male | Average age male | 37 |
| 15% female | Average age female | 32 |

95% Danes, 5% others

Duration of employment average:

| | |
|-------------|-----|
| 0-18 months | 26% |
| 1,5-3 years | 18% |
| 3-6 years | 28% |
| >6 years | 28% |

Long-term contracts: 45% (2001), 40% (2000).

12% of short term contract wich were changed into long-term contract (2001).

Share of temporary work contracts approx 5%.

The number of workers in the field will continue to rise.

Turnover

Reasons of departure :

| | |
|----------------------------|--------------|
| End of short term contract | 40% (approx) |
| Resignation | 60% (approx) |

Professional categories

| | |
|----------------------|--------------|
| Guardsmen | 75% (approx) |
| Administrative staff | 15% (approx) |
| Managerial staff | 10% (approx) |

Working time

| | |
|--|--------------|
| Overtime | approx. 2-5% |
| Ratio work on weekends and legal holidays / work on weekdays | 30/70 |
| Ratio full-time / part-time workers | 60/40 |

Training

| | |
|----------------------------------|------|
| % of payroll devoted to training | 2-4% |
|----------------------------------|------|

Professional relations

Apart from the sectorial collective agreements, 4 agreements at the enterprise level.

Themes of these agreements: job description, responsibilities, benefits, terms of notice,...

Principal legislation and collective agreements in the sector

Legal basis for the private security sector is Law on Security Services (No. 266 of 22.5.1986) and Regulation 963 of 23.12.1986 (latest amendment of 22.6.2000 no 611).

The law covers and regulates all private, commercial, independent undertaking, active in surveilling:

- private areas or areas to which there is public admittance
- cash in transit and the transportation of valuables
- guarding of persons
- operation of technical alarm systems.

Apart from the regulation laid down in the above law, the job as a guardsman is also indirectly influenced by the general legislation such as the Penal Code, Law of Administration of Justice, Law of Arms, Law of Discrimination, Law for Restaurants, Law of Field- and Domestic Peace.

The private security market is regulated by collective agreements between the social partners. The agreements regulate all matters of wages, holidays, working hours, pension, clothing, matters of employment and notice (further to this below). Individual contracts between an employee and employer is therefore not possible.

Conditions governing the operation of companies

Execution of the job as a guardsman requires police authorisation. Persons employed in authorised companies, but not performing guarding duties, are also required to obtain police authorisation.

An authorisation is valid for a 5 year period; after that period it must be renewed. The police-authorities have the right to conduct a check on the operation of the private security company at any time. The authorisation may be revoked by the police. An entrance fee to establish a private security business with authorisation is 5000,- dkr. (673,25 euros).

The law lays down regulations for the age and education of the employees as well as the matter of wearing of uniform. Special demands are applicable for the uniform among others a visible sign/mark on the uniform saying «guard». The guard may not carry any weapons.

Guardsmen must be at least 25 years of age. Danish citizenship is required. They should have no criminal record and must not be in bankruptcy or indebted to the public for an amount exceeding dkr. 50.000,- (6.732,50 euros)

Managerial personnel employed in private security companies must be minimum 18 years of age. In practice, however, the minimum age tends to be 22.

The law sets up regulations as to an obligatory vocational education of 111 hours (basic training) – or demands the participant to have attended 20 weeks of the Security Guard vocational education (out of total 45 weeks total for the full theoretical education).

Employment in authorised security companies demands police approval of each individual prior to the beginning of the work.

Substitutes (in cases of sickness or confinement) will be subject to the same rules and regulations as the normal employed person.

The law sets up regulations as to the upbringing and use of dogs.

Initial training in job role

Presently there are 2 vocational training courses:

According to Law on Security Services any guardsman must have passed the obligatory 111 hrs. vocational training to obtain the needed authorisation.

As from 2000 a new vocational training with a duration of up to 2 years has been established.

Under certain conditions the period may be reduced. The education consists of 45 weeks theoretical school-based education and 40 weeks practical training in the company in which the apprentice is employed.

The above education applies for all groupings of functions the guardsman will undertake (mentioned above). Further specialization is possible via continuing education (courses in: circulating and stationary guard, crowd control, communication and handling of conflicts by uniformed personnel).

Admittance to these vocational trainings requires a clean criminal record.

Education is subsidised by the State and therefore free for the employees.

Theoretical education takes place in State Schools (AMU – centres).

All education ends up with a certificate which serves as the proof for obtaining authorisation.

The individual security companies provide for internal training

according to estimated need.

Trainers employed in teaching the students have had practical training and experience in the subjects and themes in which they teach. They are selected and employed by the schools. The schools may choose to use external lecturers in specific subjects.

Continuing training

The collective agreement provides for the right of min. 1 week of further education after 9 months of uninterrupted employment.

The collective agreement includes regulations for the apprentices who take part in the vocational training programme for Security Guard.

Working hrs.: – as agreed in the collective agreement in general – a full school week is 35,6 hrs.

When off school during holiday periods, the apprentice must work in the company, provided the company is working during this period.

The remuneration for the apprentice is based on a working time of 154 hours per month.

Grown up apprentices (> 25 years) receive the same wages in the practice period as colleagues working in similar functions.

Hours of work

Generally the working hours are 37 hrs/week (inter-professional norm).

The collective agreements for the private security market stipulates:

Monthly working hours - norm - 154 hrs

If employed for evening-, night- or holiday-work the monthly working hours are 140 2/3 hrs

Part time employment is possible acc. to the existing EU regulations as far as min. Number of working hours are concerned. Flexible working hours and workplaces are possible, and may be individually agreed upon. Those employed under such conditions are subject to the same legal and pay regulations as the fixed time workers.

Each employee has the right to 1 hour daily for lunchbreak (if time of daily duty exceeds 4 hrs.).

Within the validity period of the present collective agreement (1.3.2000 – 1.3.2003) the wages are regulated as follows:

| Group A | dkr | euros |
|-----------------------------|----------------|----------|
| (up to 18 months seniority) | from 16.019,00 | 2.156,95 |
| | to 17.178,20 | 2.313,04 |
| Group B | | |
| (over 18 months seniority) | from 16.509,25 | 2.222,97 |
| | to 17.700,65 | 2.383,39 |

Overtime work

Overtime (time exceeding the normtime) is paid for with 50% per hr. of the basic salary.

Overtime may be foregone – in some cases can be paid for in cash – and must be foregone within the same salary period in which it has been accumulated.

A general work market pension is established, of which the employer pays a part and the employee pays a part. The division of these portions will in 2003 end up with 6% from the employer and 3% from the employee.

Annual holidays

The holidays are regulated in The Holiday Act as per which each worker accumulates 2 days per month employed in a year. The holiday allowance amounts to 12% of the salary.

Further to the above – during the present agreement period (2000-2004) a further 5 days of holiday is accumulated, adding up to a 6th holidayweek as from 2004.

Flexible work (hours of work, stand-by)

A local agreement is made between the employee and the employer entailing salary and number of hours he should be reachable. He will receive a certain disposition amount – and when called upon – he receives normal salary per hour.

By Law of Managerial Staff all employees must receive a written confirmation of employment 1 month after beginning the job – at the latest. This agreement includes all questions of wages, rules of notice, job description, responsibilities and competencies, working hours and work places.

Working conditions are generally regulated via Law of Working Environment no 784 of 11 oct. 1999. According to this, it is compulsory for all companies with over 5 employees to form a safety organisation which is led by one responsible person elected by the employees. The safety-responsible person must attend a safety course of 37 hrs. If there are more than 20 employees in a company, a safety committee must be established with equal representatives from the employer and the employees.

No arm possession.

All companies must perform a work place evaluation for all workplaces in the company with relation to working environment at each specific workplace.

The social partners have prepared a guidance for the working environment of the security guards («vagters Arbejds miljø») - all functions – which is setting up proposals for preventive measures in different environmental situations like: correct clothing (footwear), lifting of heavy loads, arrangement of the seats of vehicles, correct chairs, technical equipment, organisation of work, measures against stress and prevention of work accidents, etc.

Functions and professional categories

Guardassistant (controlcentres)
 Guardsman
 Guardmanager
 Dept/division manager
 Regional manager.

Wages

Per hour 132,72 dkr (17,87 euros).

Turnover

Statistics rather weak, probably approx 40-50% higher.

It is a normal practice for a company who has won a contract from a competitor to take over the workforce – on the same conditions as it was previously employed.

Equal opportunities

By Law no 459 of 12.6.1996 it is illegal for an employer to discriminate applicants or employees because of race, skin colour, gender, religion, political views or sexual orientation in matters of promotions, transfer, dismissal or employment, wages and working conditions.

In some cases and for some types of jobs the recruitment of women is promoted.

The impact of technological development in general is considered by the social partners to be very important in the area of vocational training, professionalisation and rationalisation, whereas it has less impact on the number of

employees in the field and on the age- distribution of employees. It is considered that working hours are not affected by technological development.

