



FRANCE

SOCIO-ECONOMIC DATA ⁽¹⁾

GENERAL

TRAINING

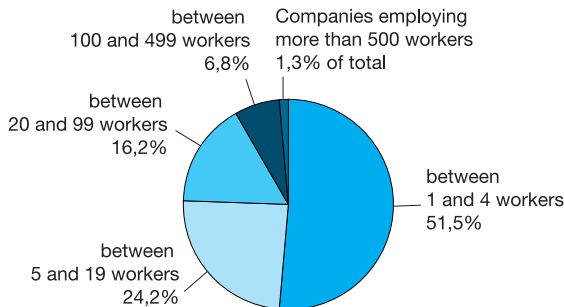
WORKING TIME

CONDITIONS OF WORK

IMPACT OF TECHNOLOGICAL INNOVATION

Economic weight

There are 1,980 companies employing more than 1 person. In addition, there are 2,500 self-employed workers (companies with 0 salaried staff).



Turnover of 2.8 billion Euros (growth of 12% in 2001 compared to 10.5% in 2000, 3/4 of turnover made by companies with more than 100 workers).

Public contracts : greater increases than orders from the private sector (21% of activity in 2001 against 20% in 2000, 18% in 1998 and 19% in 1999).

Share of activities

The overall number of operations carried out by manned guarding sector companies in 2001 remained unchanged : in general, companies offer two kinds of operation. Surveillance continues to be the most frequent activity of companies in this sector. Response comes second (offered by 42% of companies in 2000).

Surveillance-Response operations (carried out by manned guard companies) :

78% of overall activity (2.2 billion euros)

Remote surveillance (carried out by manned guard companies) :

13% of overall activity (0.36 billion euros)

Other activities carried out by manned guard companies; system installation, training, cash in transit, others :

10% of overall activity (0.27 billion euros)

Workforce

On the 31st December 2001, the Prevention-security branch had 107,400 employees (up 7.5% on 2000 and slightly below the growth in turnover for the same period).

Time with the company	Age grouping	Men	Women
less than 1 year	18-26 years old	23%	88,5%
from 1 to 4 years	26-35 years old	39%	11,5%
from 4 to 7 years	35-49 years old	28,5%	
more than 7 years	50-55 years old	7,5%	
	+ de 55 years old	2%	

Permanent contracts (at hiring): 60% of the total number of people taken on, compared to 65% in 2000.

In 2001, 5.5% of fixed term contract were changed to permanent contracts (6% in 2000).

Staff leaving companies: the principal reason for leaving the company is the end of a fixed term contract (38%) ; amongst the other reasons given, an increase in resignations was noted (27% compared to 26% in 2000).

Breakdown of different professional categories :

Professional category	Percentage
guards	91%
supervisors	3,5%
administrative staff	3,5%
management	2%

The situation is stable in comparison to previous years.

(1) Source : Synthesis of sector report – Data 2001 National Union of Security Companies. (Données 2001, Syndicat National des Entreprises de Sécurité – SNES)

Working time

Hours worked : 48-hour weeks continue to drop. 48-hour weeks did not make up more than 5% of the number of hours worked, compared to 12% a year earlier and 17% in 1999. In one year, the quantity of hours worked on working days (Monday to Friday, excluding holidays) has again increased : They represent 77% of the hours worked in 2001 (18% of the hours are worked on Saturdays and Sundays and 5% on public holidays) compared to 73% in 2000. This change has been at the expense of public holidays.

Training

1.5% of pay roll costs are allocated to training. 30% of branch staff have benefited from training expenditure.

In 2001, there was a marked increase in language and IT training : they now represent 23% of training provided, compared to 19% a year earlier. Basic initial training accounts for 31% of training provided, or 9% more than in 2000. Training based on awarding qualifications or certificates (fire, buildings for public use, high-rise buildings) continue to be most common (46% of training).

Professional relations

Stability in the number of in-company agreements : in 2000, the share of companies in the sector who concluded in-house agreements reached 15%, i.e. a comparable figure to that of a year earlier. The agreements concerned time spent at work (58%), wages and other forms of remuneration (42%). There are no figures available for 2001.

Principal regulations governing the private security sector
(Laws, Orders of extension, and Collective agreements)

Law N° 83-629 of 12th July 1983, governing private surveillance operations, guarding and cash in transit.

National collective agreement on prevention and security companies of 15th February 1985, (followed by the Order of extension of 25th July 1985).

This basic text has been modified and complemented by different protocols, company rules and procedures, national agreements, amendments, agreements on interpretation, minutes, from 1984 to the present day.

Moreover, Orders of extension have given legal force to social agreements (except for the Agreement of 14/10/1988).

For references for these texts and the provisions they make : National collective agreements. «Entreprises de prévention et de sécurité» (Surveillance and security companies) Les Editions des Journaux officiels, mai 2002, 14^e édition, <http://www.journal-officiel.gouv.fr>

Decree n°2002-1360 of 20th November 2002, which modified decree n°2000-376 of 28th April 2000, concerning cash in transit security.

Private security field of operations

Any company supplying to whomsoever, on a permanent or temporary basis, services whose aim is the safeguarding of moveable or immovable goods and the safety of persons directly or indirectly linked to the safeguarding of those goods.

A collective agreement was adopted in 1985, after lengthy joint negotiations. The agreement has since been improved/modified as a result of joint negotiations. It is normally applied to all private security activities listed in the code NAF 746 Z.

In reality, depending on the main activity carried out by the company, not all the employees are covered by this collective agreement. Nevertheless, it is almost exclusive for «manned» security service guards. It is being extended in the area of electronic surveillance and is applicable in part to cash in transit operations. Negotiations resulted in the 1/11/2002 agreement being extended to cover airport safety and security employees (nearly 7000 employees).

In fact, the collective agreement is intended for all companies listed under the NAF746 Z code (name for French operations). This has been harmonised to the European norm 746 Z (former APE), i.e. private security firms (uniformed guarding, airports, electronic surveillance and cash in transit) and included in the 1983 law.

- For manned security operations, labour law provides the only basis for social procedures.
- For electronic surveillance operations, the situation is less clear, given that companies could equally and especially be, in proportion to their main activities in terms of turnover, in sectors such as metallurgy, electronics, electricity, etc. It is believed that a third of the companies operating in the area of surveillance system installation and offering remote surveillance services voluntarily respect the «prevention and security code» of 1985.
- For airport safety, the application of the collective agreement (and a specific annex) does not present a problem.
- For cash in transit, the legal enumeration is more complex : in theory the collective agreement is applicable to all staff. However, clauses in legislation and agreements pertaining to the road transport sector also apply to «travelling personnel», in other words cash in transit guards (since they also work in vans).

Conditions for registration and authorisation of companies

Law N° 83-629 of 12th July 1983, regulates private surveillance operations, guarding and cash in transit. Authorisation from the police should allow the past history of the candidate to be checked, in addition to their French or European EU nationality.

Criteria for staff recruitment

- No criminal convictions or suspended sentences
- French or European nationality.
- The company must dismiss employees who are convicted of crimes.

Entry qualifications

Only services related to security in buildings for public use and high-rise buildings need the relevant qualification ERP/IGH (for buildings for public use/high rise buildings) Employees on these assignments must have these qualifications, which are conferred by the Ministry of the Interior or by another organisation under its responsibility.

Initial training in job role

There is a requirement under the agreement for basic initial training of 32 hours when the employee is taken on. This training is to facilitate integration into the company and to provide knowledge of the legal aspects of private security services. The training must take place during the trial period (this period lasts a maximum of 2 months and can be renewed just once for a period of one month). It is made up of 20 hours of theory and 12 hours of practical training. It is authenticated by a company certificate, but there is no official recognition.

Furthermore, there is an agreement relating to the implementation of block release training in the prevention and security professions, in addition to an agreement on setting up qualification-based vocational training for carrying out precisely specific jobs.

Continuing vocational training

The agreement on time allotted to training recognises the rights of full and part-time employees to follow training activities included in the training plan.

Training organisations

Training may be provided by specialist organisations or by companies themselves. The training centres must be officially recognised, by means of a declaration of existence lodged with the regional Directorate for Vocational Training.

There are training programmes which lead to official examinations and qualifications under the authority of the Ministry of the Interior or the Ministry of Education. These are the IGH (for high-rise buildings) and the ERP (buildings for public use) certificates, which have three levels of difficulty. There are also Cap (vocational training certificates) and Bep (technical school certificates) and a Vocational Degree from Université Paris V.

External or in-house training

Time spent training is considered and paid as hours worked.

The financing of training

Financing is provided by the company from training funds, either through the company plan, or through branch level mutual funds, under the OPCIB (Inter Branch Joint Collecting Organisation).

Training evaluation/recognition

Over and above the cases mentioned above (IGH and ERP), training is evaluated in-house by the firm or by the training centre and is not officially transferable or recognized by any and all employer.

Work schedules

France, with the aim of creating employment through job sharing, introduced the requirement to reduce the time spent at work to a basis of 35 hours a week and 1600 hours a year, starting from January 2000 for companies with more than 20 employees and from January 2002 for companies with less than 20 employees.

Time worked in addition to the 35 hours in terms of overtime (for full time work) or complementary hours (for less than 35 hours a week) is limited to 180 hours per year.

The law provides for negotiation of social agreements by professional branches, and by default, companies can also negotiate on this point.

The professional sector has no branch agreement on reform and reduction of working time. The largest companies have negotiated agreements largely based on an overall annual adjustment in working time. This allows working time to be calculated on a basis of 1600 hours, spread depending on operational activity and seasonal fluctuations. The profession has also negotiated an agreement on a cycle ; the cycle provides the possibility of setting up an adjustment of the weekly calculations of 35-hour working time over a period of 4 weeks. In this way, activity peaks are balanced out by troughs. Using this system, schedules can rise to 48 hour per week and 12 hours a day.

Companies which have not negotiated an agreement apply general labour law, without the specific adaptations which allow for company or branch agreements.

Overtime

For 2003, a quota of 180 hours' overtime exists, which can be spread over the legal duration of 1600 hours.

Within the framework of the cycle, the hours are deducted at the end of the period ; they are increased by 25% for the first 8 and by 50% over and above that.

Annual Holidays (paid)

There are 5 weeks' paid holidays a year.

Flexibility**(Working schedules, availability, stand by, response times, multi-task response)**

Adopting the work cycle according to the hours predetermined for a 4-week period allows more flexibility while limiting the use of overtime hours.

The maximum permitted duration of the working day is 12 hours with minimum rest periods of 11 hours between two work periods. The maximum working week is 48 hours, with a minimum rest period of 24 hours. Over a monthly, quarterly or annual period the average duration of the working week is 35 hours.

Night work permits an increase of 10% in the standard minimum level of hours between 9 p.m. and 6 a.m.

Being on call is when an employee, who is not at work and can therefore see to personal affairs, can be reached by the company at any time to carry out an assignment. This is also called «stand by».

The development of remote surveillance has led to greater use of stand by.

Health and Safety

The sector is not marked by frequency of particular types of accidents compared to other sectors, nor by absenteeism or illness considered to be «occupational».

Security guards respect the instructions listed according to the relevant contractual terms and conditions. They are required to work on any day of the week and at any time. Security guards wear a uniform. When working alone, the guard must be equipped with a PTI security system. (lone worker protection system)

Since 1985, the collective agreement has asked companies to provide welfare benefits for employees. The profession has decided to apply a specific, compulsory welfare scheme. The agreement on welfare, to come into effect at the start of 2003, was signed in June 2002.

This system includes payment of salaries in case of incapacity for work, invalidity, introduces «education» and «partner» allowances and a death benefit. This national scheme requires the employee to be with the branch for 6 months in order to be able to benefit. It also provides for an exemption of 31 days stoppage due to sickness in order to be applicable. However, for employees who are sick for longer than a 31-day period, the exemption will be reduced to 10 days.

Carrying firearms on cash in transport operations with specific training and shooting practice.

Career advancement, professional mobility

There is little opportunity for promotion in the profession ; there are no official stipulations regarding conditions for advancement and career development. However, employees move up the hierarchy and gain professional responsibilities based on experience.

The branch report for 2001 indicates a lower number of employees over the age of 50 : the 50-55 age bracket represents 7.5% of the total number of employees and the over 55s scarcely 2%. There are no mechanisms concerning support for employees on their retirement in the branch.

Wages

Pay is jointly negotiated ; the minimum hourly salary is 7.73 euros counting from 1st February 2003, for a duration of 35 hours a week and 152 hours a month. (i.e. 1,171.23 euros a month).

If a uniform is to be worn, according to a provision in the labour regulations, the guard receives an extra payment of 19.82 euros for clothing.

If shifts are longer than 7 hours, a food allowance known as a «panier» (basket) is also paid of 2.90 euros for each shift.

If the employee has been with the company for longer than 4,7,10,12, and 15 years a further payment respectively of 2%, 5%, 8%, 10%, 12% of the standard salary corresponding to their pay coefficient is paid.

If a public holiday is worked, double time is paid. There are 11 days' public holidays in France.

From 1st June 2002, for night work (from 9 p.m. to 6 a.m.) a 10% increase in the standard hourly rate is paid for the hours in question; moreover a 1% compensating rest is also due.

N.B. : Average guaranteed minimum wage in France : 1.163 Euro (source : Eurostat 2002).

Types of contracts

60% of employees hired are put on permanent contracts. 5.5% of fixed term contracts were changed to permanent contracts.

Staff turnover

The companies in the sector hired 72,200 employees throughout 2001, which is a hire rate of 67%.

At the same time, 64,400 employees left companies in the sector, which is a loss rate of 60%. Although this figure has been dropping structurally over the last few years, it is higher in heavily populated, urban areas.

Equal Opportunities

The percentage of women in the sector is increasing steadily and is at almost 11% of staffing levels. Women work especially in reception.

There are no branch mechanisms to promote the hiring of women or people from any other specific categories. However, on a national, inter-professional level, there are mechanisms for reductions in social security contributions for some kinds of hiring.

Job security

The Agreement of 18th October 1995 on retaining qualified personnel and conserving jobs regulates the way staff from the outgoing company are kept on by the new company.

The branch report shows a rise in importance in training linked to learning new organisational and management processes but also new detection and surveillance procedures.

Some of the employees have very real professional skills. The introduction of new technological developments in manned security operations has generated new needs and created new jobs. For example, remote surveillance and video surveillance mean on-site guard response when irregularities are detected. However, they have also meant a shift in jobs from manned security operations to electronic security, when installed systems take the place of people.

The effect on age has not been studied, although the introduction of technologies could well be seen as attractive for younger people.

The possibility of guard duty linked to remote surveillance has led to a higher incidence of personnel on stand by.

