



SYNTHESIS

	BELGIUM	DENMARK
Number of companies	139 (2003)	413 (2002)
Number of workers	15,000 (2002)	5,250 (2002)
Number of private security personnel/number of inhabitants	1 per 680 inhabitants	1 per 1010 inhabitants
Number of public security personnel/number of inhabitants	1 per 265 inhabitants	1 per 400 inhabitants
Percentage men/women	M : 85% - F : 15%	M : 85% - F : 15%
Average age	M : 34 years old - F : 33.5 years old	M : 37 years old - F : 32 years old
Area of operation in the field of private security	<ul style="list-style-type: none"> - Surveillance and protection of moveable goods and real property - Personal protection - Cash in transit and/or transport of valuables - Control of public - Alarm centre management 	<ul style="list-style-type: none"> - Surveillance and protection of moveable goods and real property - Personal protection - Cash in transit and/or transport of valuables - Control of public - Alarm centre management
Existence of collective agreements	Sector and/or company level agreement	Sector and/or company level agreement
Entrance qualifications required	No	Yes
Initial basic training	66 compulsory hours	<ul style="list-style-type: none"> - Either 111 hours before contract - Or 20 weeks before contract - Or trainees' contract
Training evaluation/recognition	Certificate conferred by the training body (approved by the Ministry for the Interior)	Certificate
Continuing vocational training	Minimum 32 hours every 5 years (compulsory)	Minimum 1 week after 9 months (compulsory)
Working time and maximums (excluding overtime)	38 hours / week (max. 12 hrs/day, 60 hrs/week)	37 hours / week
Overtime	Additional pay or time in lieu	Additional pay or time in lieu
Night and weekend work	Bonus	Reduction in hours to compensate
Stand by	Bonus (in addition to salary)	Negotiated amount and normal hourly rate if called in
Taking over contracts and keeping on staff (subrogation)	Retention of a minimum of 80% of staff working on the site	Not covered by sector agreements. Not compulsory, but if the new company keeps staff on, it is normal to keep 100%, on the same conditions regarding wage and time-worked with the company
Basic wage rates	10.4978 euros /hr (2003) i.e. about 1,600 euros/month	2,156.95 euros/month (2003)
Equal Opportunities	Contracting of people from «groups at risk» (Collective sector agreement)	General law against discrimination (sex, race, religion,...)

SPAIN	FRANCE	NETHERLANDS	UNITED KINGDOM
90 (2002)	1980 (2001)	391 (1999)	—
0,247 (2002)	107,400 (2001)	22,752 (1999)	220,000 (1)
per 435 inhabitants	1 per 546 inhabitants	1 per 690 inhabitants	1 per 268 inhabitants
per 215 inhabitants	1 per 240 inhabitants	1 per 330 inhabitants	1 per 290 inhabitants
: 85% - F : 15%	M : 88,5% - F : 11,5%	—	—
: 34 years old	Staff ≤ 35 or under : 62% of workers	—	—
Surveillance and protection of moveable goods, property and individuals Transport and conveyance of cash, valuables and objects of value Installation and maintenance of security systems Management and operation of alarm centres	Security for moveable goods and real property and the safety of persons directly or indirectly linked to the safeguarding of those goods. That includes manned guarding, airport security, electronic security, cash in transit operations	- Personal protection and safeguarding of moveable goods and real property - Internal company surveillance - Cash in transit and transport of valuables - Installation, maintenance and management of alarm centres - Private detective firms	- Uniformed guarding - Security for venues and events - Cash in transit and transport of valuables - Installation, maintenance and management of alarm centres - Criminal justice system support (including assistance in managing prisons and transportation of prisoners)
sector and/or company level agreement	Sector and/or company level agreement	Sector and/or company level agreement	Company level agreement (possible)
Yes	No	Yes	No
80 compulsory hours before contract	32 compulsory hours during the trial period	- Either sector-specific certificate or equivalent before contract - Or practical vocational training on a contract (min. 32 hours/week) for 1 year and theoretical course (400 hours)	Not compulsory
Security guard and security manager certificates	Training is evaluated in-house by the firm or by the training centre and has no external value)	Practical and theory exams lead to the state-recognised Security Guard certificate	No
Minimum 20 hours every year (compulsory)	Employees have right to training	Training possibilities for employees (financed by the Sector Training Fund)	On a voluntary basis
796 hours/year on a basis of 63.16 hours/month (2003) (max. 9 hrs/day)	35 hours/week (max. 48hrs/week and 12 hrs/day)	40 hours/week (max. 9 hrs/day ; 160 hrs /salary period)	48 hours/week
Additional pay Number of authorised overtime hours : 80	Additional pay Number of authorised overtime hours : 180	Additional pay or time in lieu Number of authorised overtime hours : 176	No provisions
Additional pay	Normal pay at the weekend 10% additional pay for night work	Additional pay	No provisions
No stand by	Stand by : a) if not called in, the rate is fixed by a company level or individual agreement (amendment to work contract). b) normal rate if called in	Stand by bonus. If called in, the hours worked are paid, in addition to the stand by bonus	No provisions
Normally workers with a minimum of 6 months with the company are kept on	Normally workers are kept on	The employer losing the contract must try as much as possible to maintain employment levels If staff are kept on by the new contract holder, the former employment conditions are maintained	If sub-contracting occurs, former employment conditions are maintained
12.45 to 855.96 euros/month (2003)	7.73 euros/hr i.e. 1,171.23 euros/month (2003)	1,448.01 euros/month (2003)	About 5 £/ hour (7.37 euros) (2003) i.e. about 1,400 euros/month
No specific sector provisions	General mechanism for reducing social contributions for hiring people from certain categories	General obligation to hire people from certain marginalized groups	General protection of worker against discrimination

