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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 2013’ is an update of its 2011 analysis. This document is the fourth edition\(^1\) and provides a comprehensive overview of the European private security services landscape and targets a wide geographical area of 34 countries, i.e. the 28 EU Member States and six additional European countries: Bosnia & Herzegovina, 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), training and related provisions, public-private cooperation, the fight against piracy on the high seas

We have included information of two new sections, i.e. public-private cooperation and the fight against piracy on the high seas. Subsequently, we will provide an overview of these issues.

The 2013 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.

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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.

It is important to stipulate that we have not received an update from the following countries: Bosnia Herzegovina, Bulgaria, Cyprus, the Czech Republic, Denmark, Estonia, Hungary, Lithuania, Portugal and Slovakia. We gathered information from public authorities and judicial information in order to update the data as accurately as possible.

**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), training and related provisions, public-private cooperation, the fight against piracy on the high seas

The country fiches are followed by a statistical overview reflecting which questions within the Facts & Figures 2013 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.

We will also present an overview of our two new sections, i.e. public-private cooperation, the fight against piracy on the high seas.

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 2013 questionnaire.
For further information regarding the present report, please do not hesitate to contact the CoESS General Secretariat:

Confederation of European Security Services (CoESS)
Jan Bogemansstraat 249 Rue Jan Bogemans
B-1780 Wemmel
Belgium

T +32 2 462 07 76
F +32 2 460 14 31
E-mail: cv@i-b-s.be
Web: www.coess.eu
Facts and Figures 2013 – Country overview

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 (2013) of the private security industry: € 500 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 (2013): ± 202
Number of private security companies (2010) actively carrying out private security services: ± 100
A ‘specialty principle’ for private security companies is not provided for in the legislation governing the private security industry

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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.
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 (2013): +/- 12 259

Number of private security guards allowed to carry weapons (2010): 600

Maximum number of working hours in the private security industry

A maximum of 12 hours per day
A maximum of 54 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: € 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

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 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

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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.
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=100075

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). They are responsible for controls and inspections as well as imposing administrative and penal sanctions.

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: salary/hour: € 7,61 - € 10,06 + extra pay during the night (€ 0,30/hour) + 100% on public holidays.

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 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

Employees need: “Full legal capacity, reliability and ability”

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

Public-Private cooperation

Public services are increasingly transferred to private security companies. As a result, public private partnerships are growing.
BELGIUM

General information

- Population: 11 161 642
- Gross National Income (GNI): € 32,67 per capita
- Ratio security force/population: 1/637 (staff of private security companies and in-house security departments)
- Ratio police force/population: 1/282 (when only looking at the number of operational staff of the federal and local police force)

Economic aspects

Private security market

- Yearly turnover (2013) of the private security industry: € 641,7 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: -0.10%
  - Percentage of growth in 2011 compared to 2010: 1.7%
  - Percentage of growth in 2012 compared to 2011: 4.4%
  - Percentage of growth in 2013 compared to 2012: 1.2%
- Combined market share (2013) of the top three private security companies (market concentration): 95%
- Repartition of yearly turnover (2013) by private security industry segment
  - General guarding (excluding the segments listed hereafter): € 355,6 million
  - Airport security: € 60,8 million
  - Maritime security: € 4,2 million
  - Cash-In-Transit (CIT): € 96,8 million
  - Monitoring and remote surveillance: € 8,4 million
  - Other segments: Governmental, European and military sites: € 115,9 million
- Most used security technology/equipment in technology or combined solutions: CCTV, telecommunications technology, remote surveillance equipment
- Future expectations for the next 5-10 years:
  - Technology solutions: positive
  - Human input solutions: positive
  - Combined solutions: positive
• Number of armoured cars (2013) in use in the private security industry for Cash-In- Transit (CIT) operations: 255
• The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0. In Belgium, there are no private security companies with a license for cross-border transportation of Euro Cash. This is because the exact content of the training for cross-border transport is not yet established. Once this is the case, private security guards will be able to follow the training for cross-border transport and private security companies will be able to request a license with the Ministry of Interior.

Private security contracts

• Number of commercial contracts for the private market (private customers): 78%
  ○ Percentage of short-term commercial contracts for the private market: N/A
  ○ Average duration of short-term commercial contracts for the private market: N/A
  ○ Percentage of long-term commercial contracts for the private market: N/A
  ○ Average duration of long-term commercial contracts for the private market: N/A
• Number of commercial contracts for the public market (public customers): 22%
  ○ Percentage of short-term commercial contracts for the public market: N/A
  ○ Average duration of short-term commercial contracts for the public market: N/A
  ○ Percentage of long-term commercial contracts for the public market: N/A
  ○ Average duration of long-term commercial contracts for the public market: N/A
• Share of public contracts: 22%
• Share of private contracts: 78%
• The number of public contracts did not increase over the last 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: 19 667 254 hours, which represent 11 466 man years\(^5\)

Private security companies

• Licensing for private security companies is mandatory by law
• Total number of private security companies (2013): 204 private guarding companies and 222 in-house guarding services.
  ○ Number of private security companies (2010) actively carrying out private security services: 187
• A ‘specialty principle’ for private security companies\(^6\) is embodied in the legislation governing the private security industry

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\(^5\) 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).

\(^6\) 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.
o Percentage of single-service private security companies (only carrying out private security activities): 100%

o 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 (2013): 18,136 in November 2013 (staff of private guarding companies as well as staff of in-house security departments and staff of safety services of public transport companies)
  o Number of licensed private security guards (2013): 18,136
  o Number of individual licence holders actively carrying out private security activities (2010): 15,261
  o Number of private security guards allowed to carry weapons (2010): 150
  o The licence fee is financed by the company in nearly all cases
  o Cost compulsory license (2013): € 20 per licence
  o Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 81%

- Maximum number of working hours in the private security industry
  o According to the collective labour agreement
    ▪ A maximum of 12 hours per day
    ▪ A maximum of 48 hours per week
    ▪ Overtime: 180 hours per month
    ▪ Weekend and nights: Maximum 28 weekends worked per year.
    ▪ Stand-by: not regulated at sectoral level at present (except for intervention after alarm), specific systems in place at company level in certain companies
  o According to national legislation
    ▪ A maximum of 8 hours per day (exceptions up to 12 hours are allowed)
    ▪ A maximum of 40 hours per week (exceptions of up to 48 hours are allowed)
    ▪ Overtime: 9 hours per day
    ▪ Weekend and nights: In principle, this is not allowed unless otherwise regulated in sector legislation or collective labour 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)
  o In average, the monthly starting salary of a full-time non-armed private security guard is 2,040.50 Euro. However, there are differences in the monthly starting salary, depending on the statutes of the personnel: For workers: €12,726.60 per hour during the first 3 months and €13,396.40 per hour after 3 months; For administrative employees: €2,046.16 (stat. - cat.1), €2,178.64 (TF/WT. - cat.1), €2,246.64 (stat.- cat.2), € 2,379.11 (TF/WT - cat.2),
€2,387,83 (stat. - cat.3), €2,520,31 (TF/WT - cat.3), €2,535,35 (stat. - cat.4), €2,667,82 (TF/WT - cat.4); For operational employees: €2,160,19 (stat. 1a - cat.1), €2,246,64 (stat.1b - cat.1), €2,379,11 (TF/WT - cat.1), €2,211,03 (stat. - cat.2), €2,343,51 (TF/WT - cat.2), €2,419,43 (stat. - cat.3), €2,551,90 (TF/WT - cat.3), €2,731,33 (stat. - cat.4), €2,863,79 (TF/WT - cat.4); For CIT: €2,463,00

- Net\(^7\): € 1,425

- 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: € 2 242
  - Net\(^8\): € 1 577

- Average age of a private security guard working in the private security industry: 40 years

- Percentage of men and women active in the private security industry
  - Men: 83%
  - Women: 17%

- An Equal Opportunities (EO) Policy is not in place in the private security industry

- Annual staff turnover rate\(^9\) in the private security industry: 19,3%

**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](http://www.vigilis.be)). The last update of the Law on private and special security dates from 13th January 2014.
  - Online information can be found here: [www.vigilis.be](http://www.vigilis.be) (available in French and Dutch), on the website of the Belgian 'Staatsblad' ([http://www.ejustice.just.fgov.be/cgi/welcome.pl](http://www.ejustice.just.fgov.be/cgi/welcome.pl)).
  - In accordance to the Royal Decree of 17th November 2006, private security activities may be performed in an armed mode upon special request by the client and after the agreement of the Minister of Interior. The Minister of Interior will only grant this permission if specific conditions are met: - The security guards may only carry weapons if this is necessary because other methods or means are not sufficient to prevent or inhibit the security risk of the private security guards or the persons protected by the private security guards. - The private security company does not perform activities of surveillance and protection of mobile goods or properties in dancing halls or bars.

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\(^7\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^8\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^9\) 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 security company has the necessary licenses to perform private security activities that intend the carrying of weapons. - The private security company is able to prove that the carrying of weapons during the performance of activities is covered by insurance. - The private security company has at least one separate weapon room. - The private security company has at least two executing staff members that meet with the requirements of training in weapons. - The private security company is not subject of a procedure of withdrawal or interruption of its license. - The private security company has met with the payment of all administration costs. When these conditions are met, the Minister of Interior is able to grant permission for a period of 5 years. In accordance with the Law of 10th April 1990 on private and special security, the surveillance and protection of vessels is always performed in an armed mode (article 13.22). The Royal Decree of 7th April 2003 on the methods of surveillance and protection with the transport of values and the technical features of the vehicles for the transport of values stipulates that the transport of values may be performed by armed private security guards when an escort of the Belgian Federal police is not possible.

- There are 2 general tracks in drafting and amending legislation regulating the private security sector. Firstly, the Minister of Interior (or any other Minister) can propose a draft of new legislation or an amendment to existing legislation. In practice, these drafts or amendments are prepared by the administration. Secondly, the Belgian Parliament can propose a draft of new legislation or an amendment to existing legislation. In both tracks, it is the Parliament that votes the legislation. Legislation is executed (executive acts and regulations) by Royal Decree (the King, de facto the Ministry of Interior), by special Royal Decree (the King, de facto the Council of Ministers) or by Ministerial Decree (Minister of 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
  - Technology and equipment only based services
  - Other segments: bodyguarding, mobile guarding, control of persons to guarantee the security on places that are or are not accessible for the public, to perform findings on the condition of goods in the public domain, accompanying of secured special transports, accompanying of groups of persons to guarantee the road safety.

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. The sectoral collective labour agreements (CLA) are concluded and signed in the Joined Labour Committee (JLC) 317. They are applicable to the members of the JLC 317 (the unions and APEG-BVBO) and to the members of these members. Secondly, the CLA are declared generally binding by Royal Decree, published in the Belgian ‘Staatsblad’. After this publication, the CLA is applicable to all employers and employees (including workers). This is the standard procedure for all CLA’s. The scope of the CLA's includes all private security companies in scope of the Law of 10th April 1990, as well as the surveillance services (companies that execute activities of permanent or temporal services to third parties, namely the conception, installation, maintance or repair of remote surveillance systems and alarm centers). The sectoral collective labour 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.

Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - At company level
    - Be a citizen of the EU
    - Having a primary residence in one of the member states of the EU
    - Meeting with the requirements on training
    - Not being a member of the Belgian police force during the last 5 years
    - Being 21 years old
    - Meeting all security requirements
    - 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
- The company may not have social or fiscal debts and the company may not have been involved in bankruptcy
  - At personal level
    - Being a citizen of a member of the EU
    - Having a primary residence in one of the member states of the EU
    - Meeting with the requirements on training, experience and psychotechnical examination
    - Being 18 years old
    - Meeting all security requirements
    - 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: No convictions for infractions that lead to a criminal or correctional sentence (except for infractions on the traffic codes); not executing at the same time the function of warder, private detective, manufacturer or dealer of arms or ammunition or any other function that may cause a threat for the security of the Belgian state; not executing at the same time a function for a private security company and for a company that provides services for a bar or dancing hall; not at the same having the actual leadership of a bar or dancing hall and working for a private security company; not being subject to a decision of the Ministry of Interior that stipulates that the person does not meet with the security requirements during the last 3 years.
  - Additional information can be found on the Vigilis website ([www.vigilis.be](http://www.vigilis.be)).
  - On the background of managers and Board of Directors: No convictions for infractions that lead to a criminal or correctional sentence (except for infractions on the traffic codes); not executing at the same time the function of warder, private detective, manufacturer or dealer of arms or ammunition or any other function that may cause a threat for the security of the Belgian state; not executing at the same time a function for a private security company and for a company that provides services for a bar or dancing hall; not at the same having the actual leadership of a bar or dancing hall and working for a private security company; not being subject to a decision of the Ministry of Interior that stipulates that the person does not meet with the security requirements during the last 3 years.
  - On the background of private security personnel: No conviction for theft, receiving stolen goods, extortion, fraud; not executing at the same time the function of warder, private detective, manufacturer or dealer of arms or ammunition or any other function that may cause a threat for the security of the Belgian state; not being a member of the Belgian police force during the last 5 years; not executing at the same time a function for a private security company and for a company that provides services for a bar or dancing hall; not being subject to a decision of the Ministry of Interior that stipulates that the person does not meet with the security requirements during the last 3 years.
not meet with the security requirements during the last 3 years. 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 18
  - 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 is not allowed. However, the private security guards working for the security services of public transport companies do have special powers. In some cases, they are allowed to use handcuffs and pepper spray.

- They are allowed to perform a search and seizure
  - In general: Private security guards are only allowed to carry out a very superficial body search. This is a superficial fondling of the clothes of the person concerned and a control of the goods or hand luggage that the person carries with him/her. The private security guards may not execute a systematic search and seizure. They are only allowed to perform a search and seizure when they have fair reasons to believe that the person concerned is carrying a weapon or a dangerous object. The search and seizure may only be performed by a private security guard of the same gender as the person concerned and may only be performed if the person concerned voluntarily undergoes the control. Exceptions: Recent modifications of the Law on private and special security (Law of 13th January 2014) stipulate that private security guards are allowed to perform a systematic search and seizure in airports, harbours and stations, within the framework of border controls or access controls.
    - In general, this constitutes a limited search and seizure. In airports, harbours and stations, the search and seizure is more extensive.

- Private security guards/officers are allowed to perform arrests or provisional holdings of persons. In general, a provisional holding of persons is only allowed to stop an individual who is carrying out a crime. However, the private security guards working for the security services of public transport companies, have more competencies in this area. They are allowed to perform a provisional holding of persons when the person concerned is carrying out a crime or an infraction on the regulations on public transport or when the person concerned refuses to identify himself or when the documents used to identify the person appear to be false. The provisional holding needs to be performed immediately after the infraction and can only be performed when the private security guard witnessed the commitment of the infraction. The police need to be informed immediately.
    - This constitutes a limited holding of persons.

- Private security guards/officers are allowed to perform other actions that go beyond the normal competences of every citizen.
  - In general, private security guards are not allowed to perform actions that go beyond the normal competences of every citizen. However, the private security guards working for the security services of public transport companies are allowed to perform these actions.
  - They are allowed to control, copy or hold identity documents of persons when the person concerned has committed a crime, when the behaviour of the person concerned is a security risk for others or for himself, or when the person concerned has committed an infraction of the regulations of the public transport company. When the identity documents are false or when the person concerned refuses to give his identity documents, the private security guards may perform a provisional holding of the person.

**Weapons**

*Company level*
• A special licence is required for private security companies providing armed private security services
  o Competent national authority issuing the licence: Ministry of the Interior
  o Duration of the licence: 5 years
  o The licence is renewable

• A special licence is required for private security companies owning weapons
  o Competent national authority issuing the licence: Ministry of the Interior
  o Duration of the licence: 5 years
  o The licence is renewable
  o This is an additional licence. Weapons 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.

• 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. According to the Royal Decree of 17th November 2006, the following objects must always be stored in a safe weapon room: the weapons, the ammunition, the identification cards of the private security guards, a list of all weapons and ammunition, the weapon register, the written agreement between the customer and the private security company. The Law of 10th April 1990 and the Royal Decree of 17th November 2006 stipulate different conditions for these safe weapon rooms: the weapon room exclusively contains objects that are the property of the company, each company can only have one weapon room. In deviation of these conditions, the weapon room may also be established with the customer, where the security company executes the armed guarding activities. In this case, the weapon room must meet with the following conditions: the weapon room is managed by a staff member of the company, the company is reasonable to fulfil all obligations, the private security guards must have access to the weapon room, the address of the weapon room is on Belgian territory or on the territory of an embassy, all obligations are part of the written agreement between the customer and the private guarding company, both the weapon room of the customer and the weapon room of the private guarding company contain a copy of the written agreement between the customer and the private guarding company.

• There is a legal obligation for a private security company providing armed private security services to keep a detailed weapon register. The Law on economical and individual activities with weapons stipulates that all arms, made in Belgium or imported in Belgium, need to be enlisted in a Central weapon register. After this enlistment, all arms receive a unique identification number. The Law on private and special security stipulates that, outside of the assignments for which a weapon needs to be used, the weapons need to be preserved in a weapon room, under the responsibility of a member of the private security company. Members of the private security company always need to enlist in a register which weapon is used by which member of the personnel for which assignment.

• There are limitations as to the type and/or number of weapons used and/or to the ammunition used: In general, the Royal Decree of 17th November 2006 stipulates that private security guards are allowed to use revolvers of a calibre lower than 10mm. They are equally allowed to use pistols of a calibre of 9mm. The ammunition for revolvers must be smaller than 10mm on 19mm and for
pistols, must be equal to 9mm on 19mm. As an exception, the Law on private and special security stipulates that for the surveillance and protection of vessels, the private security guards are allowed to use weapons of a calibre of maximum .50. As an exception on the Law on economical and individual activities with weapons, these private security guards are allowed to use automatic weapons.

- The Law on economical and individual activities with weapons stipulates that different kinds of ammunition are forbidden: probing, incendiary or exploding ammunition; ammunition for pistols and revolvers that bursts open and missiles for this ammunition.

Personal level

- A special licence is required for private security guards providing armed private security services
  - Competent national authority issuing the licence: the Minister of Interior
  - Duration of the licence: 5 years
  - The licence is renewable
  - In deviation of the Law on economical and individual activities (8th June 2006), the licence required for private security guards/officers providing armed security services is accorded by the Minister of Interior and not by the Provincial Governor. The Minister of Interior is equally competent to limit, to interrupt or to withdraw this licence.

- 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, specific knowledge about weapons, practical exercises and shooting exercises:
    - 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 (additional to the basic training for private security guards 127h)
  - 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
The use of dogs is submitted to the authorisation of the Minister of Interior in the following cases: - the dog is used by the private security company or the in-house security department for the first time; - in closed places, accessible for the public; - when the dog is used for activities of access control of persons with the objective to guarantee the security on places accessible for the public.

- 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 (preventive method)
- Mobile alarm response and call-out services (preventive method)
- In-house manned security (preventive method)
- Aviation security (detection method)
- Maritime security
- Critical infrastructure protection (preventive method)

The Royal Decree of 15th March 2010 stipulates that dogs may be used as a preventive method or to search for explosives. The dogs may never be used as a weapon or to attack. In case the dog is used for the first time or in case the dog is used in a space, closed but accessible for the public, the use of the dog is submitted to the preliminary permission of the Minister of Interior. In case a dog is used as a preventive method, only sheepdogs may be used. In case the dog is used to search for explosives, the dog may only be used in spaces not accessible to the public and as a way of prevention (not after a bomb alert). The dog must always be held on a bridle of max. 2m and must be muzzled. The muzzle may not be used as a weapon. As an exception, the Law of 13th January 2014 modifying the Law of 10th April 1990 stipulates that in airports, harbours and stations, EU-reglementation on the use of dogs is applicable.

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

Races of dogs that can be legally used for private security activities: In case the dog is used as a preventive method: sheep dogs. In case the dog is used a detection method, there are no obligations regarding the race of the dog.

There is no compulsory training or test for these dogs. No, the private security company is free to provide training for the dogs. However, there are general aggression tests for the dogs. Dogs may not be used if they don’t pass these aggression tests.

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
  o This training programme is mandatory by law
  o Number of training hours: 127
  o The training is provided by certified training institutes, which are licensed by the Ministry of the Interior
  o In 99% of cases, the training is financed by the private security company
  o 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
  o In some cases, there are compensation schemes for the companies from VDAB (the Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding) or Forem (le Service Public de l’emploi et de la formation professionnelle en Wallonie), or subsidies from certain governments/administrations. APEG-BVBO currently has a collaboration agreement with VDAB. As a consequence of this agreement, APEG-BVBO and VDAB conjointly finance the costs of the job-seekers following basic training to become a private security guard. Furthermore there is a financial incentive partly compensating the wage costs during training.
  o Upon successfully completing the basic training, private security guards are issued with a certificate of basic competence

• Basic training is not compulsory for all types of private security activities. For certain types of activities, the basic training for private security guards (127h) is not compulsory. For the activity of alarm monitoring, there is only a mandatory training of 70h. Other exceptions are: museum guards working for an in-house security department (museum guards working for a private security company are obliged to follow basic training of 127h) and guards escorting exceptional transport. In the future, guards working in the activity of CIT will no longer be obliged to follow basic training of 127h, followed by a specialised training of 70h. They will be allowed to perform this activity after having followed a mandatory 'entry level' training of 127h. This exception will be introduced by Royal Decree. There is no compulsory specialised training for activities for which a basic training is not compulsory.

• Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  o 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.
  o The mandatory specialised training for private security managers is depending on the level of the manager:
    ▪ for lower level management (level C): same training applies as for private security guards;
• for middle management (level B): mandatory specialised training of 52 hours as well as passing an exam;
• for higher supervisors (level A): mandatory specialised training of 100 hours as well as passing an exam.
• There is also a follow-up or refresher training of 16 hours on the changes in the legislation. The manager needs to follow this refresher training every 5 years. It is not obliged to pass an exam for this follow-up training.

• Follow-up or refresher training exists
  o 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.
  o According to the Legislation on private and special security and the Royal Decree on training, the private security guards need to follow a follow-up of refresher training on the Law on private and special security every 5 years. This is a training of 8 hours. However, the Collective Labour Agreement on training (CLA of 25th February 2014) stipulates that every private security guard needs to follow a refresher training of 40 hours every 5 years. The private security guards working in CIT need to follow a refresher training of 40 hours every 2 years. This CLA mainly concerns trainings that are peculiar to private security but are not mandatory by law. Finally, it is possible that the private security company takes the initiative to organise specific refresher training for its private security guards, for example because it concerns a very specific site or client.

• Specialised training is foreseen for the following types of private security activities
  o Commercial manned guarding - duration: 20 hours
  o Beat patrol – duration: 40 hours
  o Mobile alarm response and call-out services – duration: 40 hours
  o In-house manned security – duration: 132 hours
  o Door supervision (bouncing) – duration: 32 hours
  o Bodyguarding (close protection) – duration: 51 hours
  o Cash-In-Transit services (including cash handling/processing) – duration: 70 hours
  o Aviation security – duration: 88 hours
  o Maritime security – duration: 20 hours
  o Critical infrastructure protection – duration: 8 hours
  o Fire prevention and protection services – duration: 42 hours
  o Canine (K9) services – duration: 80 hours
  o Receptionist/concierge services – duration: 20 hours
  o Private investigation – duration: 250 hours
  o Other area/segment, namely:
    ▪ Statements on material facts on public roads – duration: 24 hours
    ▪ Armed activities – duration: 42 hours
• Certificate of shooting exercises: only if the private security guard performs and passes shooting exercises every 6 months after he has obtained the certificate for performing armed activities.
• For private investigation, there is not a specialised training but a separate basic training of at least 250 hours. Candidates need to follow this basic training in a period of maximum 2 years. This is stipulated by the Royal Decree of 10th February 2008 on the requirements on training for private detectives.
  o These specialised trainings are provided by certified training institutes, which are licensed by the Ministry of the Interior. In Belgium, private security guards are obliged to follow basic training of 127h (as stipulated by the Royal Decree of 21st December 2006). However, for certain activities, this basic training is not required: alarm monitoring, museum guards working for an in-house security department and guards escorting exceptional transport. In the future, CIT will also be one of these exceptions. See question and answer 53.7.1.

• When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  o A psychotechnical / psychological examination
  o 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

• Public-private cooperation

• Private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities.
  o In principle, there is a clear and strict distinction between the activities reserved to police forces and the activities of private security companies. However, during the last couple of years, some exceptions have been made. These exceptions do not concern core tasks of the police force, but concern supporting the police force. These exceptions are strictly limited. They concern the 6th activity in the Law of 10th April 1990 on private and special security (making statements regarding the immediately observable situation of goods on the public domain, as an assignment given by the public authority or by the concessionaire), the 7th activity in the Law of 10th April 1990 on private and special security (accompanying of groups of persons with the objective to guarantee the road safety), the 8th activity in the Law of 10th April 1990 on private and special security (accompanying exceptional vehicles with the objective to guarantee the road safety). Remark: as stipulated in question 40 and 41, the private security guards working for the public transport companies are allowed to carry and (in exceptional circumstances) use handcuffs and pepper spray.
  o Legal basis: Law of 10th April 1990 on private and special security

• In general, there is not an increasing trend of transfer of police competences towards private security companies. However, there are 3 strictly limited exceptions, namely the 6th, the 7th
and the 8th activity (see question 58). These exceptions do not concern the core tasks of the police force, but concern tasks to support the police force. These exceptions are strictly described by the Law of 10th April 1990 on private and special security (the 6th and the 7th activity since 2004, the 8th activity since 2010) and are strictly limited by the Law of 10th April 1990 on private and special security.

- More “public” activities for private security companies are foreseen in the following fields: Static manned guarding of public buildings and intervention after alert (mobile guarding).

- **Fight against piracy on the high seas**

  - Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels
  - This is based upon legislation: Law of January 16th 2013 concerning different measures in the fight against piracy
  - Private security companies doing this type of activities need a specific licence.
  - 1 Belgian private security company (provisional licence) and 1 foreign private security company (for the period of 1 year) hold such a license
  - There is a special training for these security guards/officers, as stipulated by the Royal Decree of 1st December 2013 on the training requirements, there is a basic training of 127h as well as a specialised training of 40 hours.
  - These private security guards/officers can use weapons in board. This is stipulated by the Law of 10th April 1990 on private and special security and by the Royal Decree of 4th September 2013 on the methods and procedures for activities of surveillance, protection and security on board of vessels, with the objective to fight piracy and on the setting of measures for maritime security teams.
  - The Law of 10th April 1990 on private and special security stipulates that private security guards of maritime security companies are allowed to use weapons of a caliber of maximum .50. In deviation with the Law of 8th June 2006 on economical and individual activities with weapons, these weapons may be automatic weapons.
  - The Royal Decree of 4th September 2013 on methods and procedures stipulates that these weapons need to be stored in a safe weapon room. The safe weapon room is one or more safe transport case. Weapons in these safe transport cases are unloaden. Only the members of the maritime security team are allowed to manipulate these weapons.
  - General remark: The Royal Decree of 2nd September 2013 stipulates that, in Belgium, different types of private security companies are allowed to protect commercial vessels under Belgian flag:
    - Belgian private security companies with a special license to protect commercial vessels under Belgian flag;
    - Belgian private security companies in cooperation with a foreign private security company and with a special license to protect commercial vessels under Belgian flag;
    - Foreign private security companies with a special license to protect commercial vessels under Belgian flag.
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

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 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
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

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10 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).

11 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.
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\(^{12}\): € 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\(^ {13} \): € 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

Annual staff turnover rate\(^ {14} \) 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:


The law regulating the private security industry allows armed private security services

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\(^{12}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{13}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{14}\) 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: 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 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 on-going 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\(^{15}\) 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%
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\(^{16}\): € 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\(^{17}\): € 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

\(^{15}\) 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.

\(^{16}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{17}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
Men: 87.7%
Women: 12.3%
An Equal Opportunities (EO) Policy is in place in the private security industry
Annual staff turnover rate\(^{18}\) 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

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**

\(^{18}\) 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.
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

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: 1/249
Ratio police force/population: 1/205

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 170 million
Percentage of growth in 2009 compared to 2008: 1,8%
Percentage of growth in 2010 compared to 2009: 0,8%
Percentage of growth in 2011 compared to 2010: 0,1%
Percentage of growth in 2012 compared to 2011: -6,4%
Percentage of growth in 2013 compared to 2014: -8,3%
Market growth of the private security industry (based on yearly turnover) in recent years: 16%
Combined market share (2013) of the top 3 biggest private security companies (market concentration): ± 42,68%
Future expectations for the next 5-10 years:
Technology solutions: positive
Combined solutions: positive
Number of armoured cars (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: more than 600
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 3
Share public contracts: 50%
Share private contracts: 50%
Amount of operational guarding hours which are performed each year: ± 30 742 hours

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): ± 353
Number of private security companies actively carrying out security services (2013): 124
There is no ‘specialty-principle’ in place for private security companies
Private security companies also perform: facility management, trading etc.
Percentage of single-service private security companies: 75%
Percentage of multi-service private security companies: 25%
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 (2013): ±32 295
Total number of licensed private security guards (2013): ±30 637
Total number of private security guards actively working (2013): ±16 053

90% of the private security officers are allowed to carry a weapon. 25% are allowed to carry weapons in banks and critical infrastructures but some. Private security guards are not allowed to carry weapons.

Cost compulsory license: €467

The license fee is financed by the company (the guard himself has to pay it off).

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended (2013): 90%

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 8 hours per day
  - 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: ±€460
- Net\(^{19}\): ±€320

Monthly starting salary of all private security guards/officers (including overtime, weekend, evening, night and/or other allowances):

- Gross: ±€460

\(^{19}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
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: ± 17%

**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](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: 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)
Airport security
Maritime security
Cash-in-Transit (CIT)
Monitoring and remote surveillance
Technology and equipment only based services

**Controls and sanctions**

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\(^2\) 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.
Competent national authority in charge of controls and inspections for the private security industry:
Police authority of the Ministry of Interior
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: € 13 000
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Collective labour agreements

There is no sector-specific binding collective labour agreement in place for the private security industry

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. Private security guards/officers can perform: identity checks, give warnings and orders, order temporary restrictions of free movement (until the police arrives), check-ups of persons, objects and vehicles, secure incident scenes, use official dogs, use of physical force, use fire arms.

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. Also, male private security guards are only allowed to perform a search and seizure on males and female private security guards are only allowed to perform a search and seizure on females.

Private security guards/officers are allowed to perform limited arrests or provisional holdings, in case of an offence.

Private security guards/officers are allowed to perform any other action that goes beyond the normal competences of every citizen: the use physical force and the use of fire arms.

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: 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 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.

Only security officers with 100 hours of training are allowed to use fire arms.

Private security guards/officers have to follow a specialized and obligatory training.

This training comprehends target practice (once a year).

Training is provided by the company in a certified facility.

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.

Areas/segments of the private security sector where dogs can be used:

- Beat patrol (preventive method)
- In-house manned security (preventive method)

Private security guards do not have 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 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 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 company or the guard.

Compensation schemes for companies whose employees are following basic training is not in place.

Upon successfully completing the basic training, private security guards are issued with a certificate of competence.

Basic training is compulsory for all types of security services.

Mandatory specialised training does not exist for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO).

Follow-up or refresher training does not exist at company level.

Specialised training is foreseen for:

- Commercial manned guarding – Duration: 100 hours.
Beat patrol – Duration: 100 hours
Mobile alarm response and call-out services – Duration: 100 hours
In-house manned security – Duration: 100 hours
Event security (crowd control) – Duration: 8 hours
Door supervision (bouncing) – Duration: 100 hours
Bodyguarding – Duration: 100 hours
Cash-in-Transit services (including cash handling/processing) – Duration: 100 hours
Aviation security – Duration: +30 hours
Maritime security – Duration: 100 hours
Urban security (tram/metro stations, city patrols complementing the police etc.) – Duration: 100 hours
Critical Infrastructure Protection – Duration: 100 hours
Fire protection and protection services
Canine (K9) services – Duration: 100 hours
Receptionist/concierge services – Duration: 40 hours
Private investigation
Specialised training (company, certified security training institute, technical school or other) is 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
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

Public-private cooperation

Private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities, i.e. airport security checks.

There is an increasing trend of transfer of police competences towards private security companies, i.e. airport security.

Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels
**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 (l) 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\textsuperscript{22}: Depends on level, salary and other commitments  
Percentage of men and women active in the private security industry  
Men: ± 75%

\textsuperscript{22} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
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
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 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\(^23\)
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

**Collective labour agreements**

\(^23\) Law 101 (I) of 2011
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 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

Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their country
Private security companies doing this type of activity need a general or specific license
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 companies24 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

Legal aspects

Private security legislation

24 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.
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 companies25 is not embodied in the legislation governing the private security industry

25 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 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

**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
Online information can be found here: [https://www.retsinformation.dk](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

**Fight against piracy on the high seas**

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their country.


Private security guards/officers can use weapons on board.
ESTONIA

General information

Population: 1 340 122
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 size security services (2012): € 127,2 million
Market size guarding companies (2012): € 54,6 million
Installation and maintenance security equipment (2012): € 43,7 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%
Percentage of growth in 2011 compared to 2010: 4.7%
Percentage of growth in 2012 compared to 2011: 8.8%
Percentage of growth in 2013 compared to 2012: 3.9%
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 (2013): 350
Number of private security companies (2010) actively carrying out private security services: 252
A 'specialty principle' for private security companies[^26] is not embodied in the legislation governing the private security industry

[^26]: 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 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 employees working in private security companies (2013): 5,894
Total number of private security guards (2013): 4,580
Number of licensed private security guards (2013): 10,670
Total number of professional certificates for security guards category I (2013): 782
Total number of professional certificates for security guards category III (2013): 25
Total number of professional certificates for system installers (2013): 196
Total number of professional certificates for system design (2013): 89
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: € 508
Net[^27]: € 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[^28] 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

[^27]: By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
[^28]: 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: Private security law, enacted on May 1, 2004
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
Security Consulting
General guarding (excluding the segments listed hereafter)
Protection of movable and real property
Personal protection
Maintaining order at an event or a guarded object
Operation of a monitoring center
Planning, installation and maintenance of security equipment
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:
Preparation 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: 50 hours of basic training and at least 16 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.

In-service training hours: 16.

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.

**Public-private cooperation**

In Estonia there are well developed pubic private partnerships.

The speed cameras are now handled by private security companies.

The pictures taken are directly transferred to the police authorities for a fee per picture.
Fight against piracy on the high seas

Maritime security is not regulated by national social security acts
FINLAND

General information

Population: 5,426,674
Gross National Income (GNI): €194,581,000,000
Ratio security force/population: 1/678
Ratio police force/population: 1/729

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: €580 million
Combined market share (2013) of the top three private security companies (market concentration): 49%
Repartition of yearly turnover (2010) by private security industry segment
General guarding (excluding the segments listed hereafter): €325 million
Cash-In-Transit (CIT): €60 million
Monitoring and remote surveillance: €30 million
Technology and equipment only based services: €150 million
Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 200
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0

Private security contracts

Share of public contracts: 20%
Share of private contracts: 80%
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 6,500 man years\(^{29}\)

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2012): 226
Number of private security companies (2012) actively carrying out private security services: approximately 60

\(^{29}\) 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).
Other activities private security companies perform: real estate 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 mandatory by law

Total number of private security guards (2013): 15,939

Number of licensed private security guards (2013): 15,939

Number of individual licence holders actively carrying out private security activities (2013): 8,000

The licence fee is financed by the company

A compulsory license for private security guards/officers exists and costs €47

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 70%

Maximum number of working hours in the private security industry

According to the collective labour agreement (applicable to the guarding segment)

A maximum of 12-16 hours per day

A maximum of 48 hours per week

Overtime: 18 hours + 50% extra compensation if the guard has worked 120 hours in three weeks.

After that there is 100% compensation

Weekends: there must be a free weekend after every fourth week; on Saturdays the guards receives 2 extra euros every hour and on Sundays or holydays there is 100% compensation

According to the national legislation

A maximum of 12 hours per day

A maximum of 40 hours per week

Overtime: over 160 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: €1,691

Net: €1,285

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: €2,350 per month

Net:\textsuperscript{30} €1,785 per month

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: 20%

Women: 80%

\textsuperscript{30} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
An Equal Opportunities (EO) Policy is in place in the private security industry in line with national equal opportunities legislation.

Annual staff turnover rate\(^{31}\) in the private security industry: 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

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.

Updates and/or amendments are to be expected in 2015

Online information can be found here:

Guarding services suppliers and guards:

Public order stewards:

Security steward certification:

The law regulating the private security industry allows armed private security services in limited circumstances, i.e. security guards can carry hand guns in some places.

Competent national authority in charge of drafting and amending legislation regulating the private security industry: National Parliament

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of 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)

Airport security

Maritime security

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\(^{31}\) 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.
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:  
Security Sector Supervision Unit of the National Police Board and local police inspections  
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 Interior can cancel the Private security Licence (46§), cancel responsible manager approval (47§, 49§) and the local police can cancel the guard and security mechanic approval (48§, 50§)  
Penal sanctions: courts can impose a fine  
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 limited search and seizure
Security guards/officers are allowed to arrest or provisional hold people, i.e. while waiting for the police. This arrest is limited
Security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen, i.e. in case of guarding services
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 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.

Guarding companies have to deliver an annual report to police which describes the number of cases where guards carried and/or used weapons.

There are limitations as to the type and/or number of weapons used and/or to the ammunition used, i.e. only handguns and gas sprays are accepted.

Personal level

A special licence is required for private security guards providing armed private security services.\(^\text{32}\)

Competent national authority issuing the licence: local police authorities.

Duration of the licence: max 5 years + annual shooting test.

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.

Number of training hours: 4 basic hours + 24 hours for using firearms + annual shooting test.

The training is provided by the Ministry of Public Order & Citizen Protection.

The police academy trains the 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: Dog handlers and dogs need to be licensed and have mandatory training according to a special decree.

Competent national authority: the police academy.

Duration of the license: 2-10 years.

Dogs are used in the following areas/segments of the private security industry:

- Commercial manned guarding (preventive and detection method).
- Beat patrol (preventive and detection method).
- Mobile alarm response and call-out services (preventive and detection method).
- Body-guarding (preventive and detection method).
- Critical infrastructure protection (preventive and detection method).

\(^{32}\) Finnish police website: [http://www.poliisi.fi/poliisi/home.nsf/pages/3BBB04E1F6672AB8C2256C450037D7C5?opendocument]
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
A certified training institute provides training
There is a compulsory training or test for these dogs, i.e. a test by the police academy

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 certified training institutes
The training is financed by the company
There are compensation schemes in plays for companies whose employees are following basic training, i.e. the government financially supports training because of the professional examination system
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
40 hours base temporary guard training: Legislation 3 hours, Guarding 6 hours, Guards action 9 hours, Police action 4 hours, Preventing 2 hours, Safety at work 3 hours, First aid 4 hours,
Engagement 6 hours, test 1 hour, arrangements 2 hours + 60 hours Guards training: Legislation 6 hours, Stewards legislation 2 hours, Guarding & Guards action 19 hours, Security Systems 4 hours, Fire & Rescue 6 hours, Firs aid 12 hours, Forcible measures 8 hours, test 2 hours, arrangements 1 hour
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 for private security guards/officers does not exist (only in case of re-training)

Specialised training is foreseen for the following types of private security activities:

- Event security (crowd control) – duration: 32 hours
- Door supervision (bouncing) – duration: 32 hours
- Urban security (train/metro stations, city patrols complementing the police etc.) - guard training + steward licence is needed

Specialised training is provided by certified training institutes.

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo a background and security check, which is performed by the local police.

Public-private cooperation

Private security companies provide services and activities that are/would normally be reserved to police forces or other public security authorities.

- Services concerned: investigations, Public Order Act Stewards (Guard training as well) assist the police to maintain Public Order and Security in listed places like Shopping Centers.

- There is specific legislation for these services and activities, i.e. public Order Act 612/2003.

- There are no ad hoc agreements with the police (national and local).

- There is no increasing trend to transfer police competences to private security companies.

Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels.

- This is based upon legislation: Private Security Act 282/2002.

- Private security companies doing this type of activities do not need a general or specific license.

- There is no special training for these security guards/officers.

- These private security guards/officers can use weapons in board, but the legislation is not 100% clear on this matter.

- They can use a handgun.
FRANCE

General information

Population: 65 578 819
Gross National Income (GNI): € 2 150, 372 billion
Ratio security force/population: 1/438
Ratio police force/population: 1/256

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 5,545 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%
Percentage of growth in 2010 compared to 2011: ± 0%
Percentage of growth in 2011 compared to 2012: ± 0,5 %
Percentage of growth in 2012 compared to 2013: ± 2.5 %
Percentage of growth in 2013 compared to 2014: ± 1,5 %
Combined market share (2013) of the top three private security companies (market concentration):
87% of the turnover is achieved by 10.5% of private security companies
Repartition of yearly turnover (2013) by private security industry segment
Airport security: € 402 million
Cash-In-Transit (CIT): € 5 million
Monitoring and remote surveillance: € 637 million
Other segments: € 456 million (bodyguarding, intervention, security systems installation, security training)
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%
Share public contracts: 24%
Share private contracts: 76%
The number of public contracts has increased over the last five years with 2%
Number of operational private security hours which is performed each year in the private security sector: 236 million

**Private security companies**

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 9 659
Number of private security companies (2013) actively carrying out private security services: 4 170 companies employing at least one employee
A ‘specialty principle’ for private security companies\(^{33}\) 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 (2013): 149 650
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: 85% of contracts are full-time and 34% 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)
Net: € 1 121.71
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: 84.5%

\(^{33}\) 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.
Women: 15,5% 

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 in the private security industry

Hiring rate: 55,5%

Departure rate: 55%

**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


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)

Code of internal security, March 12th 2012

Online information can be found here: [www.legifrance.gouv.fr](http://www.legifrance.gouv.fr)

The law regulating the private security industry allows armed private security services only for the transport of valuables.

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**

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34 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 controls and inspections for the private security industry: Ministry of the Interior and the National Council of private security activities

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior and the National Council of private security activities

Penal sanctions: Criminal courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 45 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

**Collective labour agreements**

There 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
Private security guards are not allowed to perform any kind of arrest or provisional holdings

Weapons

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

Company level
A special license is required for private security companies providing armed private security services

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
Private security guards/officers have to follow a specialised and obligatory training in order to be able to use dogs for the provision of private security services
Compulsory training or tests for these dogs exist

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: 140
Training is provided by certified security training institutes
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 exists
The frequency of this follow-up or refresher training depends on the specialty
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 no specific work situations for which a private security guard/officer must 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
Successfully completed mandatory training
GERMANY

General information

Population: 80 523 746
Gross National Income (GNI): € 4 227 103 918 967,39 (only provided up to 2012)
Ratio security force/population: 1/322,1
Ratio police force/population: 1/370 (2012)

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 5,2 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%
Percentage of growth in 2011 compared to 2010: 4.35%
Percentage of growth in 2012 compared to 2011: 4.17%
Percentage of growth in 2013 compared to 2012: 4.0%
Combined market share (2013) of the top three private security companies (market concentration): 21,04%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 3,38 billion
Airport security: € 520 million
Cash-In-Transit (CIT): € 520 million
Monitoring and remote surveillance: € 260 million
Other segment
Guarding of military units, safety of track construction: € 520 million
Share of solutions based only on technology: 5%
Future expectations for the next 5-10 years:
Technology solutions: very positive
Human input solutions: consistent
Combined solutions: positive
Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 2 490
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 10
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%
Share public contracts: 24%
Share private contracts: 76%
The number of public contracts has not increased over the last 5 years
Operational private security hours performed each year: +/- 457 million
Operational private security hours in man/years: +/- 2500 hours/p.a.

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 4 000
Number of private security companies (2013) actively carrying out private security services: 4 000
A ‘specialty principle’ for private security companies is not embodied in the legislation governing the private security industry
Other activities performed by private security companies next to private security activities: Service, cleaning, facilities management/maintenance, receptionist services, catering, gardening, event services etc.
Percentage of single-service private security companies (only carrying out private security activities): 20%
Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 80%

Private security guards

Licensing for private security guards is mandatory by law
Total number of private security guards (2013): 183 408
Number of licensed private security guards (2013): 183 408
Number of individual licence holders actively carrying out private security activities (2013): 183 408
Number of private security guards allowed to carry weapons (2013): 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
According to the collective labour agreement
A maximum of 12 hours per day
A maximum of 72 hours per week
Weekend and nights: Unlimited

35 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 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\(^{36}\): € 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\(^{37}\): € 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\(^{38}\) in the private security industry: 30%
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
Online information can be found here

\(^{36}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{37}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{38}\) 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 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
- Nuclear facilities
- Military institutions

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 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 (until the police arrives)

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
Duration of the licence: Open-ended
The licence is renewable
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 limitations as to the type and/or number of weapons used and/or to the ammunition used: they cannot use military weapons

Personal level

A special licence is required for private security guards providing armed private security services
Competent national authority issuing the licence: Local authority
Duration of the licence: Open-ended
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
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
A special license for private security companies using dogs for the provision of private security services is required
Duration of this license: 1 year
The licence is renewable
Dogs are used in the following areas/segments of the private security industry
Mobile alarm response and call-out services (detection method)
Aviation security (preventive method)
Critical infrastructure protection (detection method)
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 involves 120 hours
A certified training institute provides training
There is a compulsory training or test for these dogs

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. Training is compulsory for all types of private security activities. 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 does not exist. This follow-up or refresher training is not mandatory by law. All security activities require 40 hours of training. Specialised training is only required for aviation security (by law). Specialised training is foreseen for the following types of private security activities: Mobile alarm response and call-out services, Alarm and CCTV monitoring, Aviation security, Maritime security. 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.

Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities. Services concerned: transfer of duty for the security staff in the aviation sector. There is specific legislation for these services and activities. There are no ad hoc agreements with the police (national and local).

Fight against piracy on the high seas
Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels
This is based upon legislation: § 31 Abs. 1 GewO
Private security companies doing this type of activities need a BAFA (Federal Office of Economics and Export Control) license
Seven private security companies in Germany hold such a license
There is a special training for these security guards/officers
These private security guards/officers can use weapons in board
They can use all types of weapons, except military weapons
GREECE

General information

Population: 11 062 508
Gross National Income (GNI): € 242 billion
Ratio security force/population: 1/392
Ratio police force/population: 1/276

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: ± € 435 million
Market growth of the private security industry (based on yearly turnover)
Percentage of growth in 2006 compared to 2005: 13,6%
Percentage of growth in 2007 compared to 2006: 6,3%
Percentage of growth in 2008 compared to 2007: 9,3%
Percentage of growth in 2009 compared to 2008: 10,2%
Percentage of growth in 2010 compared to 2009: -0,1%
Percentage of growth in 2011 compared to 2010: -6%
Percentage of growth in 2012 compared to 2011: -6%
Percentage of growth in 2013 compared to 2012: -5,2%
Combined market share (2013) of the top three private security companies (market concentration): +/-30%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): ± € 282 million
Airport security: ± € 44 million
Cash-In-Transit (CIT): ± € 41 million
Monitoring and remote surveillance: ± € 108 million
Most used security technology/equipment in technology or combined solutions: CCTV
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: negative
Combined solutions: positive
Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: ±450

Private security contracts

Number of commercial contracts for the private market (private customers): 4 000
Percentage of short-term contracts for this type of commercial contract: 90%
Average duration: 10 months
Percentage of long-term contracts for this type of commercial contract: 10%
Average duration: 2 years
Number of commercial contracts for the public market (public customers): 160
Percentage of short-term contracts for this type of commercial contract: 60%
Average duration: 10 months
Percentage of long-term contracts for this type of commercial contract: 40%
Average duration: 2 years
Share public contracts vs share private contracts:
Share public contracts: 10%
Share private contracts: 90%
The number of public contracts has not increased over the last 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: ±30 891 000 hours, which represent ± 14 851 man years 39

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): ± 1 100
A ‘specialty principle’ for private security companies 40 is not embodied in the legislation governing the private security industry
Other activities private security companies have to perform: cleaning services

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 (2013): ± 60 000
Number of licensed private security guards (2013): ± 60 000/100%
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
Cost compulsory license for private security guards/officers: € 500
The private security guards/officers finances the license fee
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 41
According to the collective labour agreement

39 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).
40 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.
41 Ibid., 2008
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: no restriction for the nights - 45 weekends
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 8 hours per day
A maximum of 40 hours per week
Weekend and nights: no restriction for the nights - 45 weekends

Overtime: 3 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: ± € 586
Net42: ± € 495

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: € 750 per month
Net43: € 630 per month

Average age of a private security guard working in the private security industry: 35

Percentage of men and women active in the private security industry44
Men: 75%
Women: 25%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equal opportunities legislation (Law 3304/25.01.2005)
Annual staff turnover rate45 in the private security industry: ± 6%
This percentage includes transfers of contracts and/or other considerations

Legal aspects

Private security legislation

The private security industry is regulated by law

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42 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
43 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
44 Ibid., 2008
45 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: Law no. 2518/1997, enacted in 1997
Updates and/or amendments introduced since 1997: Law no. 3707/2008, enacted in 2008
Online information: http://nomoi.info/%CE%A6%CE%95%CE%9A-%CE%91-164-1997-%CF%83%CE%B5%CE%BB-1.html, http://www.dsant.gr/Epikairothta/Nomothesia/n3707_08.html
The law regulating the private security industry allows armed private security services (law 3707/2008)
Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Public order and citizen protection
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
Technology and equipment only based services

Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of Public order and citizen protection
Competent national authority in charge of imposing the below sanctions for the private security industry
Administrative sanctions
Ministry of Public order and citizen protection
Withdrawal or suspension of licence (20 days-2 months, 2-6 months or permanently)
Penal sanctions
Ministry of Public order and citizen protection
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 up to 50 000 euros
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
Clean criminal record
Must not be involved in trading weapons
Must have sound mental and physical health
No drug or alcohol addictions
Must have a security license
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
Must have a security license
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 must have a security license and 105 training hours within a certified by KEMEA private educational institutes
They are allowed to perform a search and seizure
A search and seizure is allowed in the following cases: Only in airports / whenever a criminal action takes place in front of them
This constitutes a limited search and seizure
Security guards/officers are allowed to arrest or provisional hold people, i.e. criminal activities. This arrest is limited
Security guards/officers are not allowed to perform any other actions that go beyond the normal competences of every citizen

**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 Public Order & Citizen Protection
Duration of the licence: one year
This license is renewable
A special licence is not 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 / weapons are stored in a certified (by the Ministry of Public Order & Citizen Protection) and locked room
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: Ministry of Public Order & Citizen Protection
Duration of the licence: 1 year
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: 40 hours
The training is provided by the Ministry of Public Order & Citizen Protection

**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: 105 hours; 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 security guards/officers
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
Basic training is compulsory for all types of private security activities
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: 360 hours; 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
Specific work situations for which a private security guard/officer must undergo a medical examination: certified occupational doctors
A psychotechnical /psychological examination
Specific work situations for which a private security guard/officer must undergo a psychotechnical/psychological examination: certified psychiatrists
A background check/security check
This background check/security check is carried out by the Ministry of Public Order & Citizen Protection in order to issue the security license
The basic conditions for a private security guard to pass this check are: No criminal offence and no convictions

Public-Private cooperation
Private security services can provide following services and activities that would normally be reserved to police forces or other public security authorities: embassies and athletic events
There is no general legislation
There is no specific legislation
There are ad-hoc agreements with the police
There is an increasing trend of transfer (totally or in support) of police competences towards private security companies in embassies and athletic events
More public activities in these sectors will be foreseen for private security companies

**Fight against piracy on the high seas**

Private security services cannot legally provide services and activities aimed at combating piracy on board of commercial vessels (private security law).
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 (2014): ± 3 000 – 3 500
Total number of private security companies according to the Hungarian Bodyguards, Property Protection and Private Detectives Association (MBVMSZ Association, 2014): ± 300
Number of private security companies (2014) actively carrying out private security services: ± 55-60
A ‘specialty principle’ for private security companies⁴⁶ 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 (2014): 22 000
Total number of licensed private security guards (2014): 69 000
Maximum number of working hours in the private security industry
According to national legislation

⁴⁶ 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.
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\(^{47}\): € 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\(^{48}\) 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
‘22/2006. (IV. 25.) BM rendelet’ (Minister of the Interior’s Order of 2006)
European Standard applicable to the private security industry
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
Other segments
Protection of mobile/immobile goods
Bodyguarding
Event security
Planning, installation, operation and maintenance of security systems

**Controls and sanctions**

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\(^{47}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{48}\) 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 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: 4 500 000
Gross National Income (GNI): € 128 billion
Ratio security force/population: 1/300
Ratio police force/population: 1/360

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 587 million
Market growth of the private security industry (based on yearly turnover)
Percentage of growth in 2009 compared to 2008: 2,8%
Percentage of growth in 2010 compared to 2009: -14,7%
Percentage of growth in 2011 compared to 2010: -6,8%
Percentage of growth in 2012 compared to 2011: 6%
Percentage of growth in 2013 compared to 2012: 1%
Combined market share (2013) of the top three private security companies (market concentration): 35%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): ± € 307 million
Cash-In-Transit (CIT): ± € 74 million
Monitoring and remote surveillance: ± € 39 million
Technology and equipment only based services: ± € 152 million
Other segments: ± € 15 million
Most used security technology/equipment in technology or combined solutions: CCTV
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: negative
Combined solutions: positive

Private security contracts

Share public contracts vs share private contracts:
Share public contracts: 30%
Share private contracts: 70%
The number of public contracts has not increased over the last 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: ±2 100 000 hours, which represent ± 1 346 man years

Private security companies (manned guarding only)

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 200
Number of private security companies (2013) actively carrying out private security services: 200
A ‘specialty principle’ for private security companies 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 (2013): 20 000
Number of licensed private security guards (2013): 14 700
Number of individual licence holders actively carrying out private security activities (2013): 14 700
Cost compulsory license for private security guards/officers: €40
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: 75%
Maximum number of working hours in the private security industry
According to the collective labour agreement
A maximum of 15 hours per day
A maximum of 48 hours per week
According to national legislation
A maximum of 12 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): €1 700 (net salary)
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): €1 800 (net salary)

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).

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: 95%
Women: 5%
An Equal Opportunities (EO) Policy is in place in the private security industry
The National Equality Act determines the EO Policy
Annual staff turnover rate 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: Private Security Services Act, enacted in 2004
Online information can be found here: http://www.oireachtas.ie/documents/bills28/acts/2004/a1204.pdf
There has been an update of the legislation in 2012:
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: 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)
Cash-In-Transit (CIT)
Monitoring and remote surveillance
Technology and equipment only based services
Other segments
Alarm installation
Alarm Receiving Centres
Door security personnel

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: courts
Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 3 000

51 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.
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: the Board
At personal level: officers
Entrance restrictions on the background of:
Owners of private security companies: none
Managers, Board of Directors: none
Private security operational personnel (private security guards/officers): FETAC Level 4

**Entrance requirements:**

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: n/a
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: ID cards must always be displayed

Powers and competences

Private security guards have no additional powers and competences
They are allowed to perform a search and seizure
This constitutes a limited search and seizure in client employee contracts of employment
Private security guards/officers are allowed to perform limited arrests or provisional holding of persons
Private security guards/officers are not allowed to perform any other actions that go beyond the normal competences of every citizen

Weapons

Weapons are not permitted under any circumstance

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 (preventive method)
Beat patrol (preventive method)
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: 100
The training is provided by certified trainers
The training is financed by the company or 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 issued with a certificate of competence
Basic compulsory training is not compulsory for all types of private security services for the following types of activities: security officers, door supervision and CCTV monitoring
There is no compulsory specialised training for activities for which basic training is not compulsory
Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
Yearly follow-up or refresher training is mandatory by law
Specialised training is foreseen for the following types of private security activities
Commercial manned guarding
Event security (crowd control)
Door supervision (bouncing)
Cash-In-Transit services (including cash handling/processing
Alarm and CCTV monitoring
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 private security 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

Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels
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\(^{52}\)

**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\(^{53}\) 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 (2013): 45 512
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
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

\(^{52}\) 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).

\(^{53}\) 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: 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 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

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

Body guarding is not allowed in Italy

Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:
Police authorities

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

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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
Collective agreement 2013-2015: both armed and non-armed, one employer association, two trade unions, low requirements for ‘contract shift’ and loyalties rewarded

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)
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.

**Public-private collaboration**

Collective agreement (Ministry of Interior & labour)
There are ad hoc agreements with the police.

**Fight against piracy on the high seas**

Private security can provide services and activities aimed at combating piracy on board of commercial vessels.

Legislation: Decree of the Ministry of Interior Affairs no. 266 (December 28th 2012) and Decree no. 349/2013

Special training for security guards/officers who execute services and activities aimed at combatting piracy on board of commercial vessels sailing under the flag of their country exists.

Private security guards/officers can use weapons on board.

Type of weapon: IMDG class 1.4s “explosives” ammunition.
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.\(^6\)

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

\(^6\) 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).
Number of private security companies (2010) actively carrying out private security services: 450

A ‘specialty principle’ for private security companies is not embodied in the legislation governing the private security industry.

Other activities performed by private security companies next to private security activities:
White, 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 into account overtime, weekend, evening, night and/or other allowances):
Gross: €286.68
Net: €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: €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:

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57 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.
58 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
59 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
Men: 80%
Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry

Annual staff turnover rate 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

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60 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 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
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 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

61 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\(^{62}\): ± € 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 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

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

**Collective labour agreements**

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\(^{62}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
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 years63

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

63 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).
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 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 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: € 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

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64 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.
65 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
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 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


Online information can be found here:

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

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66 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: 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

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: 2 114 550
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 (2011): 163
Total number of permits for private security companies (2011): 193
Total number of permits for in-house security (2011): 124
Number of private security companies (2010) actively carrying out private security services: 139
A ‘specialty principle’ for private security companies 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 (2011): 2 878
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)

67 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.
Gross: € 300
Net68: €285
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 and 2011
Online information can be found here: www.obezbeduvanje.org.mk
New law on private security: 26/12/2012
The law covers a typology of security
The law covers the establishment of a security and monitoring center
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
CIP

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: € 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

68 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
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)
There is a license for physical security and a license for technical security
There is an ID Card for physical security and an ID Card for technical security
Total number of ID Cards: 4,913
ID Cards for companies with in-house security: 1,413
ID Cards for private security companies: 3,500

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 (chamber for private security) and the Ministry of Interior.

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

**Public-private cooperation**

The Ministry of Interior formed a separate department that works exclusively with the private security sector.

The organisation of seminars and workshops for the implementation of the new law.
MALTA

General information

Population: 420 000
Gross National Income (GNI): € 4.37 billion
Ratio security force/population: 1/117
Ratio police force/population: 1/216

Economic aspects

Private security companies

Licensing for private security companies is mandatory by law
Total number is private security companies (2013): 25

Private security guards

Licensing for private security guards is mandatory by law
Total number of private security guards/officers (2013): 3 604
Total number of licensed private security guards/officers (2013): 3 604
Number of private security guards allowed to carry weapons (2013): 0
Cost compulsory license: €23,29 for the first time; afterwards €11,65 on a yearly basis
The private security guard/officer finances the license fee
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 0%
Average age of a private security guard working in the private security industry: 18
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
Private Guards and Local Wardens Act of 1996
Chapter 389 of the Laws of Malta (updates: Chapter 389.01, 389.02, 389.03, 389.04)
Private Guards Regulations Legal Notice 160/1996
Private Guards and Local Wardens Regulations Legal Notice 115/2002
Online information can be found here: http://justiceservices.gov.mt
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 the Interior and Security

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry:

- General guarding (excluding the segment listed hereafter)
- Maritime security
- Airport security
- Cash-In-Transit (CIT)
- Monitoring and remote surveillance
- Technology and equipment only based services

Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: 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: 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: search for objects (only with the consent of the individual)
This constitutes a limited search and seizure
Arrests or provisional holdings of persons are allowed. This arrest is limited (power/arrest until the police arrives)
Private security guards or officers are allowed to perform other actions that go beyond the normal competences of citizens (power/arrest until the police arrives)
**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
Number of training hours: 30
Training is provided by security academies
Training is financed by the security guard
There are no compensation schemes in place for companies whose employees are following basic training
Upon successfully completing basic training, private security guards/officers are issued with a certificate of competence
Basic training is compulsory for all types of private security activities: private guards, specialized private guards (driving), specialized private guard (non-driving), private guard at places of entertainment
Mandatory specialised training does not exist for private security managers
Follow-up or refresher training exists for private security guards/officers
This follow-up or refresher training is organized every year
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

**Fight against piracy on the high seas**

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their country
Legislation: Must be in compliance with Legal Notice 19 of 2013 and the Merchant Shipping Notice 106
Private security companies doing this type of activity need a general or specific license
Special training for security guards/officers who execute services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective country exists
Private security guards/officers can use weapons on board

**Public-private cooperation**

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities
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 (2013) of the private security industry: € 1 002 758 713,16
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%
Percentage of growth in 2011 compared to 2010: 1,2%
Percentage of growth in 2012 compared to 2011: 4,9%
Percentage of growth in 2013 compared to 2012: 2,2%
Combined market share (2013) of the top three private security companies (market concentration): 90%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 372 147 419,05
Airport security: € 112 659 490,75
Maritime security: € 6 760 411,03
Cash-In-Transit (CIT): € 103 572 088,52
Monitoring and remote surveillance: € 122 189 133,77
Technology and equipment only based services: € 108 768 027,76
Alarm Services (businesses and domestic houses): € 185 594 194,41
Share of solutions based only on technology: 13%
Share of solutions based only on manned guarding: 32%
Share of combined solutions (manned guarding – technology): 55%
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: positive
Combined solutions: positive
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 2
Number of armoured cars currently (2013) 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: 15 000 000 hours, which represent ± 7 600 man years

**Private security companies**

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 92
Number of private security companies (2013) actively carrying out private security services: ± 80
A ‘specialty principle’ for private security companies is 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 (2013): 7 600
Number of licensed private security guards (2013): 7 600
Number of individual licence holders actively carrying out private security activities (2013): 7 600
Number of private security guards allowed to carry weapons (2013): 0
Cost compulsory license: 0
The company finances the license fee
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 70%
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

69 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).
70 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.
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: € 2 907,19
Net\(^71\): € 2 029,13
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: € 3 922,98
Net\(^72\): € 2 549,94
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\(^73\) 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: Law on Guarding ('Vaktvirkomhetsloven'), enacted in 2001
Updates and/or amendments introduced since: 2004 and 2011
Online information can be found here:
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

\(^71\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
\(^72\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
\(^73\) 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.
Maritime security
Cash-In-Transit (CIT)
Monitoring and remote surveillance
Technology and equipment only based services
Other segments, i.e. loss prevention

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, the police approves all uniforms
There are specific requirements related to the identification card (ID card) of private security
personnel: According to the law of April 1, 2011, the ID card must have a picture, the staff number,
the name of the company and the year of value.

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: when there is suspicion of a concealed weapon
This constitutes a limited search and seizure: Guards are not allowed to search under clothing
(limited to the search of a weapon)
Arrests or provisional holdings of persons can be allowed when the committed crime or act can give
more than 6 months of prison. This arrest is limited. The police must be notified instantly.
Private security guards or officers are allowed to perform other actions that go beyond the normal
competences of citizens. They have owner rights and can refuse access to areas. They can also tell
people to leave areas.

Weapons

Private security guards are not allowed to carry 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: Police
Duration of the license: 2 years
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 (preventive method)
Beat control (preventive method)
Mobile alarm response and call-out services (preventive method)
Maritime security (preventive method)
Critical Infrastructure Protection (preventive method)
Private security training (preventive method)
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 & specific activities
Guards must pass an examination
Races of dogs which can be used for private security activities: Scäfer, Risensnauchser, Rottweiler
A compulsory training or test for these dogs is in place

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: 95
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
Basic training is compulsory for all types of private security activities: Conflict challenge, communication, law, risk assessment, ethics, first aid, firefighting, incident site management, industry knowledge
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. Duration: 95 hours
Beat patrol – included in the basic guarding training. Duration: 95 hours
Mobile alarm response and call-out services – included in the basic guard training. Duration: 95 hours
In-house manned security – included in the basic guard training. Duration: 95 hours
Event security (crowd control) – included in the basic guard training. Duration: 25 hours
Door supervision (bouncing) – included in the basic guard training. Duration: 25 hours
Bodyguarding (close protection) – basic guard training + specialised training. Duration: 125 hours
Cash-in-Transit services (including cash handling/processing) – basic guard training + specialised training. Duration: 125 hours
Aviation security – basic guard training + specialised training. Duration: 150 hours
Maritime security – included in the basic guard training. Duration: 95 hours
Urban security (train/metro stations, city patrols complementing the police etc.) – included in the basic guard training. Duration: 95 hours
Critical infrastructure protection – basic guard training + specialised training. Duration: 95 hours
Fire prevention and protection services – included in the basic guard training. Duration: 95 hours
Canine (K9) services. Duration: 95 hours
Private security training – regulated by law. Duration: 95 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 psychotechnical/psychological examination
There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when working in the oil or gas industry
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
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

Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities
Services concerned: Special services, embassy guarding e.g. These services must always be cleared by the police.
There are ad hoc agreements with the police (national and local)
There is no increasing trends of transfer (totally or in support of police competences towards private security companies

Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels
Legislation can be found on the following website: http://lovdata.no/dokument/SF/forskrift/2004-06-22-972?q=bev%C3%A6pnede+vakter
Private security companies doing this type of activities need a general and a specific license
Private security guards and officers can use weapons in board. Type of weapon used: small arms
POLAND

General information

Population: 38 533 299
Gross National Income (GNI): € 10315,75 GNI per capita
Ratio security force/population: 1/155
Ratio police force/population: 1/377

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 1 913 132 914,38
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%
Percentage of growth in 2011 compared to 2010: 3%
Percentage of growth in 2012 compared to 2011: 2,5%
Percentage of growth in 2013 compared to 2012: 1,5%
Combined market share (2013) of the top three private security companies (market concentration): 30%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 896 089 042,95
Airport security: € 43 598 656,69
Maritime security: € 5 893 397,86
Cash-In-Transit (CIT): € 518 470 511,99
Monitoring and remote surveillance: € 212 101 573,09
Technical and equipment only based services: € 235 662 860,71
Other segments (not included in the market value)
Share of solutions based only on technology: 13%
Share of solutions based only on manned guarding: 46%
Share of solutions based upon a combined solution (human input – technology): 41%
Growth of the technological solutions over the last 5 years: 15%
Growth of manned guarding solutions over the last 5 years: 5%
Growth of combined solutions (human input-technology) over the last 5 years: 10%
Most used security technology/equipment in technology or combined solutions: CCTV, telecommunication technology, remote surveillance equipment
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: positive
Combined solutions: positive
Armoured cars currently (2013) in use for Cash-in-Transit (CIT) operations: 490 armoured cars + 1500 adjusted vehicles
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0

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: 5%
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
Percentage of in-house private security activities/operations compared to the total value of all private security activities: 2%
Share of public contracts: 8%
Share of private contracts: 92%
The number of public contracts increased over the last 5 years with 0,2%
Operational private security hours performed each year: 500 000 000
Operational private security hours in man/years: 2080

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 4200
Number of private security companies (2013) actively carrying out private security services: 4100
A ‘specialty principle’ for private security companies is not embodied in the legislation governing the private security industry

74 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).
75 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.
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

As from 2014, licensing for private security guards is not mandatory by law (however the list of qualified employees is maintained instead. Certain assignments may be performed by listed, qualified employees only)

Total number of private security guards (2013): 250 000
Number of licensed private security guards (2013): approximately 65 000 are qualified
Number of individual licence holders actively carrying out private security activities (2013): 58 000
Number of private security guards allowed to carry weapons (2013): 38 000 (Weapons are allocated to the security companies, security guards may carry it upon admission to company weapon issued by Police, but only restricted to certain assignments).

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.

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 30%

Maximum number of working hours in the private security industry

According to national legislation
A maximum of 24 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: € 396,12
Net\textsuperscript{76}: € 291,71

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: € 436,20
Net\textsuperscript{77}: € 318,21

\textsuperscript{76} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\textsuperscript{77} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
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: 94%
Women: 6%
An Equal Opportunities (EO) Policy is not in place in the private security industry
Annual staff turnover rate\(^{78}\) in the private security industry: 58%
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 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. There was an adjustment of the law in 2014: deregulation - abolishment of employees licensing and introduction of lists of qualified security employees instead, no exams for qualified employees, airport security regulations, rationalization of procedures regularisation documentation, executive acts amendments.
Online information can be found here
Executive legislation: [http://isap.sejm.gov.pl/RelatedServlet;jsessionid=764CE3CE19AB8A8C786C3549C60FD1D7?id=WDU19971140740&type=9&isNew=true](http://isap.sejm.gov.pl/RelatedServlet;jsessionid=764CE3CE19AB8A8C786C3549C60FD1D7?id=WDU19971140740&type=9&isNew=true)
Executive legislation: [http://isap.sejm.gov.pl/RelatedServlet;jsessionid=4F057316DF6EE771BFD345D94A80F55E?id=WDU20090620504&type=9&isNew=true](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 (act on Protection of People and Property)
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)
Airport Security
Cash-In-Transit (CIT)
Monitoring and remote surveillance
Technology en equipment only based services

\(^{78}\) 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: 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: a financial sanction between €23,58 - € 254 635,91 and other sanctions, as per other generally applied acts, maximum sentence - 2 years
Employee: a financial sanction between €23,58 - € 254 635,91 and other sanctions, as per other generally applied acts, maximum sentence - 5 years

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence (regulated in the Act on Personal and Property Protection, The Minister of Home Affairs shall withdraw a licence, should the entrepreneur, as a result of his/her operations, cause threat to the interest of the national economy, state defence or security, safety or personal property of citizens; fail to conform to duties as specified in the Act, i.e.: 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 provisions of the ordinance of the Ministry of Home Affairs, i.e.: fail to keep and/or store documentation concerning security employee employed, fail to keep and/or store any agreements signed)

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
Company License
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
Opinion of the Chief of Police for the relevant voivodship. An entrepreneur recognised as a private individual shall have the right to apply for a licence upon being enrolled on the physical security or technical protection security qualified employee list. Certificate of no former court sentences is also required.
On the background of owners of private security companies:
No criminal record
Pose no threat to national defense and security and safety or personal rights of citizens threat to the public security
No record of regulated operation licence withdrawal due to submitting false statement
On the background of Managers, Board of Directors:
No criminal record
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: it must be unique for the company and the logo must be clear.
The uniform should be clearly distinct from the uniforms of public service officers and employees
There are specific requirements related to the identification card (ID card) of private security personnel. The ID must include: company name, person name, picture and position.
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: they can use physical force, handcuffs, tonfa baton and firearms.

- 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
- Apprehend persons who obviously create a direct hazard to human life or health as well as property, in order to transfer such persons to police without delay, use means of direct coercion if there is a hazard to protected property or to stop an attack against a security employee, use firearms under certain circumstances
- They are not allowed to perform a search and seizure
- Private security guards/officers are not allowed to perform any kind of arrest or provisional holding of persons.

In case of personal protection, protection of people and property, private security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen. These actions include: physical force, handcuffs, tonfa baton, fire arms.

**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

A company license, which is renewable, allows to sign a contract for security services requiring fire arms. Such a contract is required to obtain a permit for company weapons. The number of weapons depends on the number of such contracts and their specific requirements. The Chief of Police issues this licence.

A special license, which is renewable, is required for private security companies owning weapons.

The Chief of Police issues this licence. The duration of the license is undefined.

There are legal requirements for storing weapons after hours.

Weapons should be stored securely on site (unloaded and monitored with armed intervenes or guarded by armed guard).

There is a legal obligation for private security companies providing armed private security services to keep a detailed weapon register.

There are limitations to the type of weapon: up to 12,5mm

There are limitations to number of weapons used

There are limitations to the ammunition used: 4 magazines per weapon, pump action.
Machine guns can only be used for Cash-In-Transit (CIT) Weapons should be stored in the weapon storage that is a separate room in a brick building, possibly on the floor, which hinders the intrusion, be equipped with a handheld fire-fighting equipment, have special protection [including: doors covered with steel sheet with a thickness of more than 2 mm, having blockade and the closure of at least two deadbolt locks and doors certified by locked an approved, windows covered with steel mesh of mesh size 10 mm x 10 mm wire diameter 2.5 mm, and permanently fixed in the wall bars made from steel rods with a diameter of not less than 12 mm, or flat steel not smaller than 8 mm x 30 mm; spacing between the bars of the grid should not exceed the dimensions of 120 mm x 120 mm, a flat 80 mm horizontally and 240 mm in height, equipment in the burglar alarm signal, connected to the position of acting clock emergency call, or be covered by the clock armed protection, door to the room during the absence of the person responsible for running weapons storage should be closed and sealed or fitted with another "indicator entry by unauthorized persons ADMITTED: instead of mesh grilles on the windows and fixing of approved special glazing, in particular, body armour, in the appropriate class, resistant to puncture and break down, permanently mounted in the holes without the possibility of opening windows. Storage of up to 3 copies of firearms and gas and up to 10 copies of other kinds of weapons and ammunition outside the storehouse of weapons in another room in approved cabinets and safes, armoured permanently affixed to the ground, secured by burglar alarms; or certified cabinets and safes, armoured permanently attached to the floor in another room with clock armed protection. Arms and ammunition, which are not used to the tasks of protection, should be stored in steel cabinets in a warehouse. Firearms, gas, and a signal for storage should be removed from the case and discharged, disconnected from the magazine, complete, clean and preserved. Terms of storing weapons should take into account the requirements of the manufacturer. Ammunition for the weapons should be placed in boxes, bags or containers.

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: short firearms, pistols and revolvers, long guns, rifles, machine pistols and shotguns smoothbore reproducible, signal arms, means of direct coercion which are subject to separate provisions. A permit is required for weapons: weapons of gas - pistols and revolvers, hand-held gas launchers, electric stun. The number is determinated by the kind of security services.

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: there is no deadline, but there are examinations every three years - undefined
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 is part of the license training. Theory and target practice is included.
Number of training hours: 245 (license training)
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 (preventive method)
Beat patrol (preventive method)
Mobile alarm response and call-out services (preventive method)
In-house manned security (preventive method)
Event security (crowd control; preventive method)
Door supervision (bouncing; preventive method)
Body-guarding (close protection; preventive method)
Alarm and CCTV monitoring (preventive method)
Aviation security (preventive method)
Maritime security (preventive method)
Urban security (Train/metro stations, city patrols complementing the police etc.; preventive method)
Critical infrastructure protection (preventive method)
Receptionist/concierge services (preventive method)
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: 245
The training is provided by certified security training institutes
Races of dogs that can be legally used for private security activities: any guard dog
Compulsory training or tests for these dogs is not necessary

**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 hours
The training is provided by a company
The training is financed by the employee – 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 – Upon successfully completing the basic training, private security guards are not issued with a certificate of competence
Basic training is compulsory for all types of private security services. Activities which are compulsory:

Certain assignments - such as protection of critical infrastructure, CIT, personal guarding, may be performed by qualified employees only, who are enrolled on the list maintained by the Chief of Police.

Such enrolment is preceded by specialised training.

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: 245 hours

Follow-up or refresher training does exist. This Follow-up or refresher training is organised every 5 years.

Specialised training is foreseen for the following types of private security activities

Event security (crowd control) – duration: 24 hours (50 supervisor)

Body guarding: 245 hours

Cash-In-Transit services (including cash handling/processing) – duration: 245 hours

Aviation security: 64 hours

Critical infrastructure protection: 245 hours

Canine (K9) services: 245 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 no 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 no 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, good recommendations

Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

**Fight against piracy on the high seas**

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels
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 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

79 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.
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\(^80\): € 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\(^81\) 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
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

\(^{80}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{81}\) 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 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
- A psychotechnical /psychological examination
- 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

**Fight against piracy on the high seas**

Private security can provide services and activities aimed at combating piracy on board of commercial vessels
ROMANIA

General information

Population: 20 020 074
Gross National Income (GNI): € 347.8 billion PPP dollars
Ratio security force/population: 1/176.22
Ratio police force/population: 1/350

Economic aspects

Private security market

Yearly turnover (2012) of the private security industry: € 497 789 002,66
Percentage of growth in 2010 compared to 2009: - 3%
Percentage of growth in 2011 compared to 2010: 7%
Percentage of growth in 2012 compared to 2011: 2.4%
Combined market share (2013) of the top three private security companies (market concentration): 43%
Repartition of yearly turnover (2012) by private security industry segment
General guarding (excluding the segment listed hereafter): € 170 383 818,09
Monitoring and remote surveillance: € 327 438 369,39
Most used security technology/equipment in technology or combined solutions: remote surveillance equipment
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: negative
Combined solutions: positive
Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 300

Private security companies

Licensing for private security companies is mandatory by law
The fiscal criteria on relicensing the security companies were removed
Total number of private security companies (2014): 1 860
Approximately 90% of these companies actively carry out private security services
A ‘specialty principle’ for private security companies is not embodied in the legislation governing the private security industry

Private security guards

82 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.
Licensing for private security guards is mandatory by law
Total number of private security guards (2013): 121 041
Number of licensed private security guards (2013): 121 041
Number of individual licence holders actively carrying out private security activities (2010): 61 200
Number of private security guards allowed to carry weapons (2010): 18 000
Cost compulsory license for private security guards/officers: € 77,77
The licence fee is financed by the company or 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 national legislation
A maximum of 12 hours per day
A maximum of 48 hours per week
Overtime: 8 hours
Weekend and nights: 8 hours; 48 hours per weekend
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
Net⁸³: € 250
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: € 279.94
Net⁸⁴: € 233.28
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 not 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 rate⁸⁵ in the private security industry: ± 40%
This percentage does not include transfers of contracts and/or other considerations

Legal aspects

Private security legislation

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⁸³ By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
⁸⁴ By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
⁸⁵ 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 private security industry is regulated by law

Law regulating the private security industry: Law No. 333, enacted in 2003
Updates and/or amendments introduced since: Law No. 40, enacted in 2010
Online information can be found here
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 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)
Airport security
Maritime security
Cash-In-Transit (CIT)
Monitoring and remote surveillance
Technology and equipment only based services

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 and courts
Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 11 104,94 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
Directors of the security companies must be law graduated or they must follow a security management security course.

A security detail larger than 5 security posting must be supervised by a shift leader and a dedicated security supervisor.

Companies should employ regular continuous training with an authorized training supplier company.

Security companies should perform security incident revision on a monthly base.

(2013) Administrators and directors of security companies must have academic education (bachelor of law).

The CEO/General Manager must have a licence from the General Police Inspectorate, this licence is given only if the CEO/General Manager is a European Union citizen, is over 21 years old, has no criminal record and has a Certificate for Security Manager.

At personal level:

- Psychological test
- Medical examination
- Pass a basic health test
- Basic private security training
- Romanian 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 18 years or over
- Pass a basic health test
- No criminal record

On the background of private security personnel:

- Romanian citizenship or they must be citizens of the European Union
- Aged 18 years or over
- Pass a basic health test
- No criminal record
- Professionally certified

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 two types of uniforms:

Duty uniform
Protection uniform

These differ for each organisation.

Uniforms must be approved by the national police.
They must only be worn during working hours.
They must not create confusion with those of the public authorities.
The company is forbidden to have balaclavas, handcuffs and face protection.
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, his position, the name of the employing company, the serial number of the guards certificate and the company that issued the certificate.

Powers and competences

Private security guards have the following powers and competences:

- 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.

A. Key competency units

- Unit 1: Communication in the official language
- Unit 2: Communication in foreign languages
- Unit 3: Basic Skills in mathematics, science and technology
- Unit 4: Computer skills
- Unit 5: The power to learn
- Unit 6: Social and civic competences
- Unit 7: Entrepreneurial Skills
- Unit 8: The power of cultural expression

B. Units of general competence

- Unit 1: Application of health and safety rules at work place
- Unit 2: Application of environmental protection rules at work place
- Unit 3: Maintain effective working relationships

C. Units of competence specified:

- Unit 1: Management of material resources and equipment at the work place
- Unit 2: Filling-in specific documents for security services
- Unit 3: Ensuring security policy at the work place
- Unit 4: Solving security incidents at the work place
- Unit 5: Providing operational information according with the security policy at the work place

They are allowed to perform a search and seizure: if the security agent catches a criminal he can search him/her, detain any object and fill in a written report.
Security guards/officers are allowed to arrest or provisional hold people, i.e. when the agent catches a criminal it is mandatory to hold him/her until the police arrives, and than turn him/her in. This arrest is limited.
Security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen.

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: 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 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: the Board of weapons, explosives and toxic substances
The duration of the license is limitless
The licence is not 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 (training must comply with law no 295/2004)
Number of training hours: 40
The training is provided by certified companies that provide specialised and obligatory training

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 (preventive and detection method)
Beat patrol (preventive and detection method)
Mobile alarm response and call-out services (preventive and detection method)
In-house manned security (preventive and detection method)
Event security (crowd control) (preventive and detection method)
Door supervision (preventive and detection method)
Bodyguarding (close protection) (preventive and detection method)
Private investigation (preventive and detection method)
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
All dog races can be legally used for private security activities

Horses
The use of horses is not specified in the law

**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 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
Basic training is not compulsory for all types of security activities
There is no compulsory specialised training for activities for which a basic training is not compulsory
Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
Duration mandatory specialised training: 120 hours
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
There is no special training for just one activity: the training is made for all private security categories
These specialised trainings are provided by specialised companies approved 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
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
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
Customers are not allowed to employ private security unless they are performing beforehand a security risk and threats assessment on their property:
The risk exposure is calculated on a local criminality scoring provided by police
Security measures should be employed appropriately in order to cover the identified threats and risks
(2013) A risk assessment is mandatory to be completed before contracting security services
Public-Private cooperation

In general, the relation between the private security industry and police are good. However, questions remain unanswered over some partnership protocols. Also, security laws and regulation are still not consistently enforced throughout all regions of the country.

Fight against piracy on the high seas

Private security services cannot legally provide services and activities aimed at combating piracy on board of commercial vessels (private security law).
SERBIA

General information

Population: 7 186 862
Gross National Income (GNI): 32 396 756 877,85
Ratio security force/population: 1/38.000
Ratio police force/population: 1/42.000

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 153 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%
Percentage of growth in 2011 compared to 2010: 20%
Percentage of growth in 2012 compared to 2011: 21%
Percentage of growth in 2013 compared to 2012: 17%
Combined market share (2013) of the top three private security companies (market concentration): 61%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 88 million
Airport security: € 1,1 million
Cash-In- Transit (CIT): € 58.5 million
Monitoring and remote surveillance: € 1.8 million
Technology and equipment only based services: € 3,2 million
Other segments
Electronic security: € 20 million
Share of solutions based only on technology: 30%
Share of solutions based only on manned guarding: 40%
Share of solutions based upon a combined solution (human input – technology): 30%
Most used security technology/equipment in technology or combined solutions: CCTV, Remote surveillance equipment
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: negative
Combined solutions: positive
Number of armoured cars currently (2013) 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): 7 950  
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): 5 800  
Percentage of short-term commercial contracts for the public market: 84%  
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 activities: 110  
Percentage of in-house private security activities/operations compared to the total value of all private security activities: 10%  
Share of public contracts: 40%  
Share of private contracts: 60%  
The number of public contracts has not increased over the last 5 years  
Operational private security hours performed each year: 15 million  
Operational private security hours in man/years: 100 million

**Private security companies**

Licensing for private security companies is mandatory by law  
Total number of private security companies (2013): 780  
Number of private security companies (2013) actively carrying out private security services: 460  
A ‘specialty principle’ for private security companies is embodied in the legislation governing the private security industry  
Percentage of single-service private security companies (only carrying out private security activities): 70%  
Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 30%

**Private security guards**

Licensing for private security guards is mandatory by law  
Total number of private security guards (2013): 30 000

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86 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 (2013): no one, due to a fact that the Law will be fully in force since 6 of May 2014

Number of private security guards allowed to carry weapons (2013): approximately 50%

Compulsory license: licencing will start after 6 of May 2014
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\textsuperscript{87}: € 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\textsuperscript{88}: € 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\textsuperscript{89} in the private security industry: 27%
This percentage includes transfers of contracts and/or other considerations

\textbf{Legal aspects}

\textsuperscript{87} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\textsuperscript{88} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\textsuperscript{89} 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 security legislation

The private security industry is regulated by law
Law regulating the private security industry: Law on Private Security, enacted in 2014
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
Technology and equipment only based services
Other segments
Technical protection
Private investigation

Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:
Ministry of Interior Commission, with representatives from the Association of private security
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
The company has to have uniforms, a logo, a main office, storage for weapons and munition... for responsible person, a security check

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
Security check
Licence
Psychological and physical skills
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
Psychological and physical skills
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, prohibitions, directives, provisory arrest, handcuffs, 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. Private security guards/officers are allowed to perform arrests or provisional holdings of persons in the following cases: when a person enters a protected area without permission or when a person is caught in flagrante delicto. This constitutes a limited arrest. Private security guards/officers are allowed to perform actions to go beyond the normal competences of citizens in the following case: they have the right to check personal documents of people entering protected areas.

**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. The license is renewable. 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. The duration of the licence is open-ended. 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: 5 hours
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 (detection method)
Mobile alarm response and call-out services (detection method)
In-house manned security (prevention and detection method)
Event security – crowd control (preventive method and detection method)
Critical infrastructure protection (preventive method and detection method)
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
Dogs which can be legally used for private security activities: Retriever, German and Belgian sheep dog, Rottweiler
There is a compulsory training of test for these dogs

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: 60 + 40 hours
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
Upon successfully completing the basic training, private security guards are issued with a certificate of competence
Basis training is compulsory for types of private security activities
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

Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

Fight against piracy on the high seas
Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels
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
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:
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

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 € 33140.05

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: 2 058 821
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
Combined solutions: cameras, alarm, transmission of alarms to centres
Future expectations for the next 5-10 years:
Combined solutions: positive growth

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 135
Number of private security companies (2013) actively carrying out private security services: 135
A ‘specialty principle’ for private security companies\(^{90}\) is 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 (2013): 7 520
Number of licensed private security guards (2013): 7 520
Number of private security guards allowed to carry weapons (2013): 7 520
Cost compulsory license: € 696
The licence fee is financed by the company or the private security guard/officer
Maximum number of working hours in the private security industry
According to national legislation
A maximum of 8 hours per day

\(^{90}\) 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.
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: € 780
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: € 780
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\(^{91}\) 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, enacted in the year 2011
Detective Activities Act (Official Gazette No. 7/2003)
Online information can be found here: http://www.uradniliст.si/1/objava.jsp?urlid=201117&stevilka=690
The law regulating the private security industry allows armed private security services for CIT and critical infrastructure (by the decision of private security company)
Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Interior, Chamber for development of Slovenian Private Security
Regulation for establishing standards that are mandatory in the field of private security was fully adopted on a proposal of the Chamber for Development of Slovenian Private Security. They were published in the Official Gazette RS, no. 24/2012 and as such are mandatory for all private security providers in the Republic of Slovenia, dealing with technical protection.
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)

\(^{91}\) 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.
Monitoring and remote surveillance
Technology and equipment only based services
Other segments
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, Inspectorate, Chamber for development of Slovenian Private Security
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 Interior
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
Fulfilment of the conditions by the Private Security Act
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
Fulfilment of the conditions by Private Security Act
Educational degree
Work experience
Work experience in private security
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
Impunity
Fulfilment of the conditions by Private Security Act
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 the Managers or Board of Directors
Impunity
Fulfilment of the conditions by Private Security Act
On the background of private security personnel
Impunity
Fulfilment of the conditions by Private Security Act
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
Communicative, ethnicity, trusted, professional trained
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 allowed to perform a search and seizure in case of superficial examination of outerwear and luggage, if so is provided by the order recorded in secure area and if this is necessary for protection of people and property
This search and seizure is a limited one: until the police arrives or max. 2 hours
Provisional holdings or arrests can be performed if the person was caught in circumstances that indicate on officially persecuted service of offense; if the person refuses to superficial examination; if the person refuses to find out the identity; if the person ignores the verbal order of security guard
These holdings or arrests are limited: until the police arrives or max. 2 hours
Private security guards/officers are allowed to perform other actions that go beyond the normal competences of citizens: they can verbally order certain acts or omissions; if the person is aggressive they perform a superficial examination of outerwear, luggage and cars

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: regulations for record storage, testing the wearing of arms, ammunition records
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:
for short barrelled weapon

Personal level

A special licence is required for private security guards providing armed private security services
National authority issuing the license: administrative unit
This license 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, target practice and specific activities
Hours of training: 4
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 required for private security companies using dogs for the provision of private security services
This licence is renewable
Dogs are used for event security/crowd control (preventive method), aviation security (preventive method), critical infrastructure protection (preventive method), receptionist/concierge services (preventive method) and private security training (preventive method)
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
This training comprehends: theory, practice, and an exam
Number of training hours: Defined in connection with the training programme
The training is provided by a certified security training institute
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: 102
The training is provided by a certified security training institute
The training is financed by the company, the guard or the employment office
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
Basic training is compulsory for all private security activities
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 5 years
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: 45 hours
Cash-In-Transit services (including cash handling/processing) – duration: 39 hours
Other area/segment, namely handling the X-Ray device (private security guard)
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

Specific work conditions for which a private security guard must undergo a medical examination:
- Security guards handling X-Ray devices

- A psychotechnical/psychological examination

Specific work conditions for which a private security guard must undergo a psychotechnical:
- Security guards using weapons

- 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.

As a result of establishing the Institute in the Chamber and to determine the suitability and quality of the equipment and systems for technical security, whose task is also to check the quality of technical equipment, which is used in the field of private security, we decided to change the organization of the Chambers functioning and founded an Academy for private security, covering a school for private security, a unit for training and education of security personnel, an institute to determine the suitability and quality of equipment and systems for technical security and a unit for research and publishing activity and development of private security.

**Public-private cooperation**

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities.

**Fight against piracy on the high seas**

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels.
SPAIN

General information

Population: 46 704 308
Gross National Income (GNI): € 1 368,805 billion
Ratio security force/population: 1/606
Ratio police force/population: 1/189

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 3 392 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%
Percentage of growth in 2011 compared to 2010: -5.1%
Percentage of growth in 2012 compared to 2011: -6.9%
Percentage of growth in 2013 compared to 2012: -8.0%
Combined market share (2013) of the top three private security companies (market concentration): 44%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 2 159 million
Airport security: € 139 million
Maritime security: € 3 million
Cash-In-Transit (CIT): € 293 million
Other segments
Security systems and Alarm Receiving Centre-related activities: € 940 million
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: negative
Combined solutions: very positive
The amount of armoured cars used in for cash-in-transit operations: 854
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 2

Private security contracts
Number of commercial contracts for the private market (private customers): 379,950
There are a total of 51,783 guarding and personal protection contracts
± 79% of total guarding services are performed for private entities
Number of commercial contracts for the public market (public customers): ± 21% of total guarding services are performed for public entities
Share public contracts: 21%
Share private contracts: 79%
The number of public contracts has not increased over the last 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: approximately 143,500,000 hours, which represent 77,100 man years.\textsuperscript{92}

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 1,490
Number of private security companies (2013) actively carrying out private security services: 1,100
A ‘specialty principle’ for private security companies\textsuperscript{93} is 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 (2013): 223,936
Number of licensed private security guards (2013): 77,100
Number of individual licence holders actively carrying out private security activities (2013): 77,100
Number of private security guards allowed to carry weapons (2013): 20% perform armed services
Cost of a compulsory license for private security guards/officers: € 61.04
Unless a special agreement exists with the company, the licence fee is financed by the guard before he/she accesses training. The same principle applies for licensing costs.
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 84%
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 security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

\textsuperscript{92} 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).

\textsuperscript{93} 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.
Gross: € 1,045 per month € 15 781.50 per year
Net\textsuperscript{94}: € 13,400 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: € 20 000 per year
Net\textsuperscript{95}: € 17,500 per year

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: 87%
Women: 13%

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\textsuperscript{96} in the private security industry: 14%

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 5/2014, enacted in 2014

Updates and/or amendments introduced since: None

Online information can be found here:

The law regulating the private security industry allows armed private security services: CIT, explosives, antipiracy services, depending on special conditions for prisons, detention centres for foreigners, army premises and any other official premises protection and those armed services specifically authorised case by case (Act 5/2014)

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

\textsuperscript{94} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\textsuperscript{95} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\textsuperscript{96} 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:
Ministry of the Interior; Catalan, Basque and Navarra 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, Catalan and Navarra 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: € 600 000
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence (Act 23/1992)

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
Clean criminal record (no criminal convictions in the last five years; Act 23/1992 and implementing provisions)
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
(Article 39 of Act and articles 22 to 24 Annex VIII implementing Order on personnel issues)
Uniforms are mandatory
They must be approved
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
Online information can be found here: http://www.interior.gob.es/normativa-89/ordenes-int-1325/orden-int-318-2011-de-1-de-febrero-1476

Powers and competences

Private security guards have the following powers and competences (article 32 Act 5/2014)
Guard and protect goods and people
Control identity
Prevent criminal activities
Provide public forces people and items related
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.
Security guards/officers are allowed to arrest or provisional hold people, i.e. criminal activities. This arrest is limited. Security must immediately dispose the person to public authorities.
Security guards are allowed to perform identity controls.

**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, linked to the provision of services
The license 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: Term of employment
The license is renewable
There are legal requirements for storing weapons after hours: Minimum requirements for storage sites (act 5/2014)
There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register (act 23/1992)
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
There are differences for guarding and CIT activities
There are special war weapons for specific services in vessels (international environment; specifically authorised)

**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
The license 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: Target practice
Duration of training: 20 hours/year
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 (preventive method)
Door supervision (detection method)
Urban security (train/metro stations, city patrols complementing the police etc.; preventive method)
Critical infrastructure protection (preventive method)
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: Not specified
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
Basic training is not compulsory for all kinds of private security activities (not for ARCs)
Specialized training exist for activities which do not require compulsory basis training
Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO). This is only applicable for operational personnel (inspectors, basic license) and ‘JEFE DE SEGURIDAD’ (security head of companies).
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
Yearly follow-up or refresher training is mandatory by law
Specialised training is foreseen for the following types of private security activities
Bodyguarding (close protection) – duration: 60 hours
Cash-in-transit services
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.

Public-Private cooperation

Private security services can provide services and activities that would normally be reserved to police forces or other public security authorities.
These services are: To be developed. To be performed in a complementary way to the public police forces. Article 41.3 d) establishes that as long as it is established by the competent organism and by strictly following the instructions of the public police forces, we can perform services in prisons, foreign detention centers, public premises and "participate in provision of services mandated to the public security, in a complementary way to the police action".
Legal basis: Act 5/2014

Fight against piracy on the high seas
Private security services can legally provide services and activities aimed at combating piracy on board of commercial vessels (private security law). Private security companies do not require a general or specific license.

Special training exists for security guards/officers.

Private security guards/officers can use war weapons on board.
SWEDEN

General information

Population: 9 651 531
Gross National Income (GNI): € 403,69 billion
Ratio security force/population: 1/467
Ratio police force/population: 1/467

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 896 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%
Percentage of growth in 2011 compared to 2010: 2,5 %
Percentage of growth in 2012 compared to 2011: 1,5 %
Combined market share (2013) of the top three private security companies (market concentration): 86%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 551 million
Airport security: € 55.1 million
Maritime security: € 11 million
Cash-In-Transit (CIT): € 154 million
Monitoring and remote surveillance: € 44 million
Other segments: € 66,1 million
Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 9 (374 non armoured cars)

Private security contracts

Number of commercial contracts for the private market (private customers): 64 000
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): 2 800
Percentage of short-term commercial contracts for the public market: < 5%
Average duration of short-term commercial contracts for the public market: 1,5 years
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 years¹⁷

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 250
Number of private security companies (2013) actively carrying out private security services: 250; the regulation requires that there is activity in the security company
A ‘specialty principle’ for private security companies⁸ 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 (2013): 20 000
Number of licensed private security guards (2013): 20 000
Number of private security guards allowed to carry weapons (2013): 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

¹⁷ 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).

⁸ 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.
A maximum of 52 hours per week
Overtime: 200 hours per year (maximum 350 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: € 1 973
Net\(^{99}\): € 1 586
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: € 2 571
Net\(^{100}\): € 2 021
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\(^{101}\) 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: 1st of July 2006 (regarding transitional provisions)
Online information can be found here: [http://www.notisum.se/rnp/sls/lag/19740191.htm](http://www.notisum.se/rnp/sls/lag/19740191.htm)
The law regulating the private security industry allows armed private security services (FAP 694-1)
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

\(^{99}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{100}\) By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\(^{101}\) 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.
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
Crowd Control
Critical Infrastructure
Personal Protection
Training

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

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: 80 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: 8 039 060
Gross National Income (GNI): € 507 740 million
Ratio security force/population: 1/495
Ratio police force/population: 1/468

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 849 696 502,08
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%
Percentage of growth in 2011 compared to 2010: 2%
Percentage of growth in 2012 compared to 2011: 2%
Percentage of growth in 2013 compared to 2012: 2%
Combined market share (2013) of the top three private security companies (market concentration): 65%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 527 678 702,30
Airport security: N/A
Maritime security: N/A
Cash-In-Transit (CIT): € 67 425 611,96
Monitoring and remote surveillance: € 85 014 902,04
Technology and equipment only based services: N/A
Other segment: € 170 219 426,54
Share of solutions based only on technology: 45%
Share of solutions based only on manned guarding: 45%
Share of solutions based upon a combined solution (human input – technology): 10%
Growth of the technological solutions over the last 5 years: 15%
Growth of manned guarding solutions over the last 5 years: 7%
Growth of combined solutions (human input-technology) over the last 5 years: 60%
Most used security technology/equipment in technology or combined solutions: remote surveillance equipment
Future expectations for the next 5-10 years:
Technology solutions: positive
Human input solutions: positive
Combined solutions: positive
Armoured cars currently (2013) in use for Cash-in-Transit (CIT) operations: N/A
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: N/A

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
Share of public contracts: 30%
Share of private contracts: 70%
The number of public contracts increased over the last 5 years with 7%
Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 20 000 000 hours, which represent 10 000 man years\textsuperscript{102}

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 1 135
Number of private security companies (2013) actively carrying out private security services: N/A
A ‘specialty principle’ for private security companies\textsuperscript{103} 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

\textsuperscript{102} 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).

\textsuperscript{103} 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.
Licensing for private security guards is mandatory by law
Total number of private security guards (2013): 16,220
Number of private security guards allowed to carry weapons (2013): 2,058
A compulsory license exists and costs €29,35 - €293,48
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: 40%
Maximum number of working hours in the private security industry
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: €4,223,29
Net$^{104}$: €3,589,79
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: €4,804,97
Net$^{105}$: €4,087,52
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: 82%
Women: 18%
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$^{106}$ in the private security industry: 13% (full-time) and 23% (part-time)
This percentage includes transfers of contracts and/or other considerations

**Legal aspects**

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$^{104}$ By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
$^{105}$ By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
$^{106}$ 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 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 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: € 97 857,89 (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

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
Private security operational personnel: 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.

Private security guards/officers are allowed to perform any kind of arrest or provisional holding of persons in case of offenses and crimes.

These arrests or provisional holdings are limited.

Security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen in case of public delegations: prisoner transport, administrative penalty and others.

**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.

The nature, duration and provision of the training depends on the individual.

**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 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
In-house manned security - 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

Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities
Services concerned: prisoner transport, prison services, railway security, migration services
There is specific legislation for these services and activities
There are no ad hoc agreements with the police (national and local)
There is an increasing trend of transferring police competences towards private security companies, i.e. delegation of not core competences such as parking control and railway security
Fields where respondents foresee more ‘public’ activities for private security companies: traffic, prisons, patrolling, parking lots

Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels
TURKEY

General information

Population: 75 627 384
Gross National Income (GNI): € 679 408 992 506,96
Ratio security force/population: 1/0,32%
Ratio police force/population: 1/0,58%

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 2 832 317 487,88
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%
Percentage of growth in 2011 compared to 2010: 10%
Percentage of growth in 2012 compared to 2011: 12%
Percentage of growth in 2013 compared to 2012: 10%
Combined market share (2013) of the top three private security companies (market concentration): 12%
Repartition of yearly turnover (2013) by private security industry segment
General guarding (excluding the segments listed hereafter): € 1 713 719 441,77
Airport security: € 74 509 540,95
Maritime security: € 93 136 926,18
Cash-In-Transit (CIT): € 85 703 213,50
Monitoring and remote surveillance: € 22 357 360,04
Technology and equipment only based services: € 447 147 200,86
Other segments: € 5 589 506,63
Share of solutions based only on technology: 15%
Share of solutions based only on manned guarding: 83%
Share of solutions based upon a combined solution (human input – technology): 2%
Growth of the technological solutions over the last 5 years: 100%
Growth of manned guarding solutions over the last 5 years: 100%
Growth of combined solutions (human input-technology) over the last 5 years: 10%
Most used security technology/equipment in technology or combined solutions: PDA, remote video solutions, access control, alarm, monitoring, CCTV...
Future expectations for the next 5-10 years:
Technology solutions: positive, but technology should always exist under specialization
Human input solutions: negative
Combined solutions: positive
Armoured cars currently (2013) in use for Cash-in-Transit (CIT) operations: 800
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0, as mentioned in 1.3 section of the EU Regulation 1214/2011 Turkey is not sited in the scope of geographical coverage

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: 85%
Average duration of short-term commercial contracts for the private market: 12 months
Percentage of long-term commercial contracts for the private market: 15%
Average duration of long-term commercial contracts for the private market: 3 years
Number of commercial contracts for the public market (public customers): 3,800
Percentage of short-term commercial contracts for the public market: 80%
Average duration of short-term commercial contracts for the public market: 12 months
Percentage of long-term commercial contracts for the public market: 20%
Average duration of long-term commercial contracts for the public market: 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
Share of public contracts: 55%
Share of private contracts: 45%
The number of public contracts has increased over the last five years with 10%
Operational private security hours performed each year: 624 million
In man/years: 260 000

Private security companies

Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 1 303
Number of private security companies (2013) actively carrying out private security services: 293
A ‘specialty principle’ for private security companies\(^{107}\) is embodied in the legislation governing the private security industry

\(^{107}\) 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 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 (2013): 596,121
Number of licensed private security guards (2013): 245,090
Number of individual licence holders actively carrying out private security activities (2013): 35,103
Number of private security guards allowed to carry weapons (2013): 65,000
Cost compulsory license: € 354
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
Weekend and nights: 7’5 hours
Stand-by: 1 day per week
According to national legislation
A maximum of 11 hours per day
A maximum of 45 hours per week
Overtime: 3 hours per day
Weekend and nights: 7,5
Stand-by: 1 day 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: € 430,39
Net\textsuperscript{108}: € 307,42

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: € 521,23
Net\textsuperscript{109}: € 372,63

Average age of a private security guard working in the private security industry: 26 – 28 years
Percentage of men and women active in the private security industry
Men: 80%
Women: 20%

\textsuperscript{108} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
\textsuperscript{109} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
There is an equal Opportunities (EO) Policy in place in the private security industry.
Annual staff turnover rate$^{110}$ in the private security industry: 50%
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).

The law regulating the private security industry allows armed private security services (pistol, semi-automatic pistol, long-barrel rifle) Law 5188.

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior, Head of Police, Private Security Directorate.

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 Interior
- Penal sanctions: Ministry of the Interior

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: 2500 Euro, a 2-year prison sentence, the 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

$^{110}$ 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.
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

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)
Clean criminal records

On the background of the Managers & Board of Directors:
Turkish citizenship
High School Graduate
Minimum 18 years of age
Clean criminal records (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

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: 22
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
They should be approved by the Minister of Interior
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 and 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 have limited police rights (Private Security Law 5188)
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 – when the criminal incident occurs in the place of duty – 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 (only under the police observations and presence and only for weapons and at company level)
Limited provisional holdings can be performed on the place of duty (until the police arrive)
They cannot perform other actions that go beyond the normal competences of every citizen

**Weapons**

Company level
There is a special licence 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 legal 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: 90h for unarmed training + 30h for armed training
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

Races of dogs legally used for private security activities: races accredited for K9 training

There is a compulsory training or test for these dogs

**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

Basic training is compulsory for all types of private security activities

Activities which require specialized training: theoretical training and practice, first aid training, target training for armed forces

Mandatory specialised training does not exist (by law) for private security managers (the same as basic guard training)

Follow-up or refresher training exists

Every five years a follow up or refresher training is organised. This is mandatory by law.

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: 90 + 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 (general health report)
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

Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels
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\textsuperscript{111}

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

\textsuperscript{111} 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).
A ‘specialty principle’ for private security companies 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 into account overtime, weekend, evening, night and/or other allowances):
Gross: € 2 181.51
Net: € 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: € 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.

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112 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.
113 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
114 By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.
Annual staff turnover rate\textsuperscript{115} 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

\textsuperscript{115} 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.
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.

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

**Fight against piracy on the high seas**

Private security can provide services and activities aimed at combating piracy on board of commercial vessels
A general or specific license is needed
Special training for security guards/officers who execute services and activities aimed at combatting piracy on board of commercial vessels sailing under the flag of their country exists
Private security guards/officers can use weapons on board
THE NETHERLANDS

General information

Population: 16 779 575
Gross National Income (GNI): € 612.49 billion
Ratio security force/population: 1/0,0017
Ratio police force/population: 1/0,0038

Economic aspects

Private security market

Yearly turnover (2013) of the private security industry: € 1.3 billion
Market growth of the private security industry (based on yearly turnover)
  Percentage of growth in 2008 compared to 2007: 12.2%
  Percentage of growth in 2009 compared to 2008: -0.7%
  Percentage of growth in 2010 compared to 2009: 2.8%
  Percentage of growth in 2011 compared to 2010: -2.2%
  Percentage of growth in 2012 compared to 2011: -7%
  Percentage of growth in 2013 compared to 2012: -2.4%
Combined market share (2013) of the top three private security companies (market concentration): 78.44%
Repartition of yearly turnover (2013) by private security industry segment
  General guarding (excluding the segments listed hereafter): 62%
  Airport security: 16%
  Cash-In-Transit (CIT): 5%
  Monitoring and remote surveillance: 12%
  Technology and equipment only based services: 5%
Most used security technology/equipment in technology or combined solutions: CCTV and electronic access systems
Future expectations for the next 5-10 years:
  Technology solutions: positive
  Human input solutions: negative
  Combined solutions: stabile
The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 1

Private security contracts

The number of public contracts has increased over the last five years

Private security companies
Licensing for private security companies is mandatory by law
Total number of private security companies (2013): 1 168
Number of private security companies (2013) actively carrying out private security services: 681
A ‘specialty principle’ for private security companies\footnote{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.} is not embodied in the legislation governing the private security industry
Other activities performed by private security companies next to private security activities: hospitality, receptionist services, facilitating services

Private security guards

Licensing for private security guards is mandatory by law
Total number of private security guards (2013): 28 550
Number of licensed private security guards (2013): 28 550
Number of private security companies (2013) actively carrying out private security services: 28 550
Private security guards/officers are not allowed to carry weapons
The licence fee is financed by the company
Cost compulsory license: € 88
The company finances the license fee
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 39%
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
Overtime: 22 hours
Stand-by: 14 days
According to national legislation
A maximum of 13 hours per day
A maximum of 60 hours per week
Overtime: 22 hours
Stand-by: 14 days
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: € 1 789,23
Net: € 1 037,76
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: € 2 337
Net\textsuperscript{117}: € 1 355

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: 77,4%

Women: 22,6%

An Equal Opportunities (EO) Policy is not in place in the private security industry

Annual staff turnover rate\textsuperscript{118} (2010) in the private security industry: 0,05%

**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://wetten.overheid.nl/BWBR0008973/geldigheidsdatum_29-12-2014

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 Security and Justice and 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

Technology and equipment only based services

**Controls and sanctions**

Competent national authority in charge of controls and inspections for the private security industry: the Police and the Ministry of Security and Justice

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: the ‘Justis’ service of the Ministry of Security and 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

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\textsuperscript{117} By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

\textsuperscript{118} 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.
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

**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

**Public-private cooperation**

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities.

Services concerned: surveillance in public areas

There is general legislation for these services and activities, i.e. municipal laws and local authorities.

**Fight against piracy on the high seas**

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels.
Fight against piracy on the high seas – Maritime Security

This section gives a short overview of maritime security in the aforementioned 34 European countries. We briefly discuss the methodology. Subsequently, we will provide an overview of maritime security.

Methodology

As mentioned in the summary, we could not obtain data from all European countries. This overview on maritime security collects information from the questionnaires, CoESS documents on maritime security and online information (judicial information). We also contacted public authorities in order to have additional data.

We do not have information on maritime security of the following countries: Austria, Bosnia Herzegovina, Bulgaria, Hungary, Latvia, Slovakia, the Czech Republic, Luxembourg, Macedonia, Romania and Sweden. This is either due to non-response or to a lack of information from the questionnaires.

We received incomplete information from the following countries: Italy, Malta, Norway, Cyprus, Malta, Denmark, Lithuania, Portugal and the United Kingdom. This means that we cannot provide information for every section of this overview.

This overview provides information on the following issues:

- Whether or not private security companies can provide services and activities aimed at combating piracy on board of commercial vessels;
- Legislation;
- Whether or not companies need a specific license;
- Training;
- The use of weapons.

Maritime Security in Europe

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries in: Croatia, Estonia, France (not administratively authorised), Lithuania, Ireland, Serbia, Slovenia, Turkey, Portugal, Switzerland and the Netherlands.

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries in: Belgium, Finland, Italy, Germany, Cyprus, Malta, Denmark, Portugal, Norway, Spain and the United Kingdom.

This is based upon the following legislation:
Legislation for private security companies which can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries

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<tr>
<td></td>
<td>• Merchant Shipping Notice 106</td>
</tr>
<tr>
<td>Norway</td>
<td>Forskrift om sikkerhet, pirat- og terrorberedskapstiltak og bruk av maktmidler om bord på skip og flyttbare boreinnretninger (Sikkerhetsforskriften)</td>
</tr>
<tr>
<td>Poland</td>
<td>The use of PSASP is approved by Polish law. The main legal basis is “the protection of person and property act” from 22th August, 1997</td>
</tr>
<tr>
<td>Spain</td>
<td>Private Security Law</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>NA</td>
</tr>
</tbody>
</table>

Private security companies doing this type of activity need a general or specific license in: Belgium, Germany, Norway, Malta, Cyprus, the United Kingdom and Greece.

The amount of companies holding such a license:

- Belgium: one private security company holds a provisional license and one foreign private security company (period of one year).
- Germany: seven companies have a BAFA license (BAFA = Federal Economics and Export Control).
Private security companies doing this type of activity do not need a general or specific license in: Finland and Spain.

Special training for security guards/officers who execute services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries exists in: Belgium (basic training of 127 hours and specialized training of 40 hours), Germany, Italy, Spain, Malta and the United Kingdom.

Special training for security guards/officers who execute services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries does not exist in: Finland.

Private security guards/officers can use weapons on board in the following countries: Belgium, Finland (although legislation is not 100% clear on this matter), Germany, Italy, Norway, Spain, Malta, Denmark, Greece and the United Kingdom.

Type of weapons used:

- Belgium: weapons of a calibre of maximum .50.
- Finland: handguns.
- Germany: all weapons are allowed on board, except military weapons.
- Italy: IMDG class 1.4s “explosives” ammunition.
- Norway: small arms.
- Spain: war weapons.

Private security guards/officers cannot use weapons on board in the following countries: Poland (no legal ground).
Public-Private Cooperation

This section gives an overview of public-private cooperation in 34 European countries. We will briefly discuss the methodology. Subsequently, we will provide an overview of the data.

Methodology

This overview on public-private cooperation collects information from the questionnaires, CoESS documents and online information (judicial information). We also contacted public authorities in order to have additional data.

We do not have information of the following countries: Bosnia Herzegovina, Bulgaria, Cyprus, the Czech Republic, Denmark, France, Hungary, Latvia, Lithuania, Luxembourg, the Netherlands, Portugal, Slovakia, Sweden and the United Kingdom. This is either due to non-response or to a lack of information from the questionnaires.

We received information from the following countries: Austria, Belgium, Croatia, Estonia, Finland, Germany, Greece, Ireland, Italy, Macedonia, Malta, Norway, Poland, Romania, Serbia, Slovenia, Spain, Switzerland and Turkey.

Information is incomplete for the following countries: Austria, Estonia, Germany, Italy, Macedonia.

This overview provides information on the following issues:

- Whether or not private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities;
- Which services private security companies can provide;
- The legal basis of these services (general legislation – specific legislation – ad hoc agreements with the police);
- Whether or not there is an increasing trend of transfer (totally or in support) of police competences towards private security companies;
- A description of these trends;
- Fields were the respondents foresee more “public” activities for private security companies.

Public-private cooperation in Europe

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities in: Ireland, Malta, Poland, Romania, Serbia, Slovenia and Turkey.

Private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities in: Austria, Belgium, Croatia, Estonia, Italy, Finland, Germany, Greece, Norway, Spain and Switzerland.
These services are:

- Belgium: supporting police forces, making statements regarding the immediately observable situation of goods on the public domain, as an assignment given by the public authority or by the concessionaire, accompanying of groups of persons with the objective to guarantee the road safety, accompanying exceptional vehicles with the objective to guarantee the road safety.
- Croatia: airport security.
- Estonia: handling of speed cameras (the pictures are directly transferred to the police authorities for a fee per picture).
- Finland: investigations, stewards (guard training as well) assist the police to keep the public order and security in listed places like Shopping Centers (Public Order Act).
- Germany: transfer of duties for the security staff in the aviation sector.
- Greece: guarding services at embassies and athletic events.
- Norway: special services, embassy guarding. However, this must always be cleared by the police.
- Switzerland: prisoner transport, prison services, railway security, migration services.
- Spain: services in prisons, foreign detention centers, public premises and “participate in provision of services mandated to public security, in a complementary way to police activities”. However, these services are yet to be developed and must be performed in a complementary way to public police forces.

This is based upon the following legislation:

<table>
<thead>
<tr>
<th>Legal basis for private security companies which can provide services and activities that are/would normally be reserved to police forces or other public security authorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>General legislation</td>
</tr>
<tr>
<td>Specific legislation</td>
</tr>
<tr>
<td>Ad hoc agreements with the police</td>
</tr>
</tbody>
</table>

In Macedonia, the Ministry of Interior formed a separate department that works exclusively with the private security sector. They organise of seminars and workshops for the implementation of the new law.

There is an increasing trend of transferring police competences (totally or in support) towards private security companies in:

- Croatia: airport security.
- Greece: guarding services in embassies and athletic events.
• Switzerland: delegation of activities which do not belong to the core competences of police services, such as parking control and railway security.

There is no increasing trend of transferring police competences (totally or in support) towards private security companies in Finland and Norway.

Following countries foresee more “public” activities for private security companies in:

• Croatia: airport security.
• Greece: guarding services in embassies and athletic events.
• Switzerland: traffic services, prison services; patrolling and guarding parking lots.
EU Legislative Mapping

The present EU legislative mapping reflects on 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 2014 questionnaire.

The answers provided to a number or 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 judgment 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 be assigned to different brackets and this assessment could then be transferred to a graphical overview to indicate the different levels of strictness.

<table>
<thead>
<tr>
<th>Rating</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Non-existent</td>
</tr>
<tr>
<td>1-5</td>
<td>Weak</td>
</tr>
<tr>
<td>6-13</td>
<td>Low</td>
</tr>
<tr>
<td>14-20</td>
<td>Medium</td>
</tr>
<tr>
<td>21-27</td>
<td>Strict</td>
</tr>
<tr>
<td>28-34</td>
<td>Very strict</td>
</tr>
</tbody>
</table>

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.
<table>
<thead>
<tr>
<th>Low</th>
<th>Medium</th>
<th>Strict</th>
<th>Very strict</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>Ireland</td>
<td>Turkey</td>
<td>Serbia</td>
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<tr>
<td>Czech Republic</td>
<td>United Kingdom</td>
<td>Greece</td>
<td>Hungary</td>
</tr>
<tr>
<td>Poland</td>
<td>France</td>
<td>Macedonia</td>
<td>Belgium</td>
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<td></td>
<td>Germany</td>
<td>Romania</td>
<td>Sweden</td>
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<td></td>
<td>Bulgaria</td>
<td>Bosnia and Herzegovina</td>
<td>Portugal</td>
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<td>Latvia</td>
<td>Croatia</td>
<td>Spain</td>
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<td>Cyprus</td>
<td>Slovenia</td>
<td>Luxembourg</td>
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<td>Switzerland</td>
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<td>The Netherlands</td>
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<td>Lithuania</td>
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<td>Denmark</td>
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<td>Finland</td>
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<td></td>
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<td>Malta</td>
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</tbody>
</table>
CONCLUSIONS

This section provides a consolidated overview of the facts and figures gathered for the 34 targeted countries, i.e. the 28 EU Member States and six additional European countries: Bosnia & Herzegovina, Macedonia, Norway, Serbia, Switzerland and Turkey.

Economic aspects

Private security market

- Total yearly turnover of the private security industry ± € 34.572 billion
- Average combined market share, at national level, of the top three private security companies (market concentration) ± 52.93%
- Average number of armoured cars in use for Cash-In-Transit (CIT) operations ± 15 955
- Technology based solutions 119 ± 20.2%
- Solutions based on manned guarding 120 ± 40.4%
- Combined solutions 121 ± 27.6%
- Estimated growth for the next 5-10 years 122:
  - Technology: positive (±92.31%), negative (±7.69%), stable (±0%)
  - Human input: positive (± 38.46%), negative (± 53.85%), stable (±7.69%)
  - Combined solutions: positive (±92.31%), negative (±0%), stable (±7.69%)

Private security contracts

- Average percentage of commercial contracts for the private market (private customers) 123 ± 79.5%
- Average percentage of commercial contracts for the public market (public customers) 124 ± 19.6%
- Average number of operational guarding hours performed each year in the private security industry ± 1 952 184 576

Private security companies

- Licensing for private security companies is mandatory by law ± 94%
- Total number of private security companies ± 41 300

119 Response rate: 17,65%
120 Response rate: 14,71%
121 Response rate: 14,71%
122 Response rate: 38,24%
123 Response rate: 17,65%
124 Response rate: 14,71%
A ‘specialty principle’ for private security companies is embodied in the legislation governing the private security industry. 

**Private security guards**

Licensing for private security guards is mandatory by law ± 86.67%
Total number of private security guards ± 2,017,313
Average age of a private security guard working in the private security industry ± 36.04
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 ± 76.47%
Average annual staff turnover rate in the private security industry ± 32.71%

**Legal aspects**

**Private security legislation**

The private security industry is regulated by sector-specific legislation ± 79.41%
Does legislation allow armed private security services ± 73.53%
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 - 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%)

125 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.
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 ±57.58%

**Entrance requirements**

**Entrance requirements at company level**
- Clean criminal record (± 88%)
- Background screening and/or testimonial of good moral character (± 87%)

**Entrance requirements at personal level**
- 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) ± 61.77%

**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  ± 88.46%
There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register  ± 63%

**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  ± 44.44%
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  ± 57.14%

**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  ± 98.26
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)  ± 57.58%
Follow-up or refresher training exists ± 76.67%

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%)
- A background check/security check (100%)
- A psychotechnical/psychological examination (± 71%)
- A medical examination (± 66%)

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo