



## Annual Industry Review Reports published by the Sectoral Observatory in France

**Labour shortages in private security industry are largely structural:** according to the Groupement des Entreprises de Sécurité (GES), the CoESS French member, private security companies in France currently lack roughly 18.000 security officers, i.e. 10% of the current workforce. In addition, the COVID-19 crisis exacerbated the situation as many workers in affected business segments, such as aviation and event security, have left the industry.

**The Sectoral Observatory of Social Partners:** To have a regular assessment of the situation of labour and skills shortages, the French employers and unions maintain an Observatory of Prevention and Security ([Observatoire des Métiers de la Prévention et de la Sécurité](#)). The Observatory publishes annual industry overview reports, where the state of the industry is shown from an economic and employment perspective, highlighting the key trends. The annual reports are based on company surveys, which gather data on their economic, employment and future positions.

**Reasons for recruitment problems:** Already in 2019, two-thirds of security companies had difficulties recruiting staff at the local and/or national levels. The top three reasons identified by most industry companies with recruitment problems related to working conditions (reported by 64% of companies), remuneration not matching the expectations (36%), and the number of staff available with the right qualifications (24%). Five percent of the French security companies had recruitment problems due to a lack of applications and another 5% due to the lack of motivation of the candidates.

**Consequences:** As a result, security companies in France often have to reject contracts due to a lack of workforce. The Olympic Games 2024, which will be held in Paris, are therefore perceived as a major challenge to the industry.

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