

This report assesses wages and working conditions of workers of private security companies in Ghana. It is based on data collected in a questionnaire survey of 500 private security workers across four regions of the country. Greater Accra region and Western region were selected from the southern zone while Ashanti and Northern regions were selected from northern zone of the country. The authors believe that improving wages and conditions of service of workers in the industry could go a long way in boosting their morale in combating crime. But this should be combined with proper screening and training to ensure that miscreants are weeded out of the industry.

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Wages and Working Conditions of Private Security Workers in Ghana



Support and
Cooperation



Democracy
and Pluralism



Knowledge and
Life-Long Education

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PREFACE

This report assesses wages and working conditions of workers of private security companies in Ghana. It is based on data collected in a questionnaire survey of 500 private security workers across four regions of the country. Greater Accra region and Western region were selected from the southern zone while Ashanti and Northern regions were selected from northern zone of the country. The authors believe that improving wages and conditions of service of workers in the industry could go a long way in boosting their morale in combating crime. But this should be combined with proper screening and training to ensure that miscreants are weeded out of the industry.

The report is part of an effort by the Ghana Trades Union Congress (TUC) and the Friedrich Ebert Stiftung (FES) to improve the conditions of service of the young men and young women in the private security industry. The authors therefore wish to express their profound gratitude to the Friedrich-Ebert-Stiftung-Ghana, for supporting this study. We are equally grateful to the Ghana Trades Union Congress (TUC) for the support it has extended to the Institute to enable it to deliver on its core functions. We are particularly grateful to Bro. Kofi Asamoah, the Secretary General for his personal interest and support for the work of the Institute. Our special words of thanks also go to Dr. Anthony Yaw Baah, Deputy Secretary General of the Ghana Trades Union Congress for his technical support in the preparation of this paper. Lastly we thank our colleagues at the Labour Research and Policy Institute for their immense contribution to the preparation of this paper.

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1. BACKGROUND

Adequate and effective security is the bedrock for the socio-economic development of any society. Historically, the state has been the ultimate provider of security for citizens.

The state uses its security apparatus such as the military, police and the intelligence services in the control and prevention of crime. Security exhibits the characteristics of a public good for which reasons state provisioning has always been the norm. In recent times, however, state provisioning of security has been inadequate and ineffective.

The shift in economic policy which occurred at the beginning of the 1980s has led many governments to cut back on the provision of social services including security. Governments are now emphasising fiscal prudence leading them to withdraw from providing essential services in the singular efforts to cut expenditure and rein in deficits. This has affected the ability and willingness of the state in many countries to provide security as a public good (Badong, 2010). This has created security vacuum that is increasingly being filled by private security companies. According to Olonisakin et al (2009), the provision of security by the state in many developing countries has largely been inadequate hence the need for private security firms.

In Ghana, as in many developing countries, increasing urbanisation combined with rising joblessness has led to an increasing crime wave. A large section of the Ghanaian population has witnessed an increase in crime and the perception of crime and insecurity since 1990 (Sule, 2009). However, the increases in crime have not been met by a corresponding increase in public security provision to guarantee the safety of citizens and property. In 2010, the total staff of the Ghana police for instance stood at 24,000. This compared to an estimated population of 24.3 million projects a low capability. In its five year (2010-2014) Strategic National Policing Plan the Ghana Police admitted that the increase in armed robberies, ethnic conflicts, cyber crimes, trafficking of narcotic drugs and increasing population pressure continue to expose the inadequacy of its existing staff strength and capability to protect life and property.

According to Aning and Lartey¹, the increasing crime wave and the inadequacy in capacity of the Ghana Police Service to provide the population with adequate security are some of the reasons for the growth of private security organisations in the country. But the growing numbers of private security companies also reflect government's efforts at growing the private sector and outsourcing of previously governmental functions to the private sector.

Adequate and effective security is the bedrock for the socio-economic development of any society.

¹ Detailed note on each of the non-state actors, read Aning and Lartey (No date)-Retrieved from http://www.cic.nyu.edu/peacekeeping/security_sector/docs/aning_parliamentary.pdf

The private security industry continues to contribute to the security needs of both private individuals and businesses. The industry has also become a major source of employment particularly for young and unskilled workers. The private security personnel are commonly seen at banking premises, bonded houses, manufacturing enterprises, offices as well as residential areas. They have become custodians of lives and property. And as custodians of wealth, it is important that workers of the industry are well-trained and adequately remunerated. This will prevent the situation where security guards become a threat to lives and property entrusted to them. In recent times, some private security workers have been associated with crimes against properties they were supposed to have been guarding² .

Following this background, the remainder of the report is organised as follows: section two (2) provides a brief overview of the private security industry in Ghana. Section three (3) provides the profile of the respondents of the survey. Section four (4) and five (5) are devoted to the wages/allowances and benefits of private security workers in Ghana. The sixth section gives the summary, conclusions and policy recommendations.

² *The phenomenon of security personnel being associated with crime is not limited to the private sector. Some personnel of the national security system have in the past also been apprehended for actively aiding criminals and committing crimes themselves.*

2. OVERVIEW OF THE PRIVATE SECURITY SECTOR IN GHANA

2.1. Distinction between Private and Public Security Firms

In simple terms, security may be defined as the protection of individuals and their various complex and related physical and socio-economic needs from physical harm. The state security apparatus or the public security institutions and the emerging private security firms are the two main actors of providing citizens and businesses with security. The frontline public security institutions include the National Security Council, The Ghana Armed Forces, the Ghana Police Service, the Bureau of National Investigations (BNI), the Ghana Immigration Service (GIS), the Ghana National Fire Service (GNFS), and the Prisons Service.

These institutions are mandated to protect the country from external and internal aggression and to ensure that society is as close to crime-free as possible. These institutions have the power of arrest and the right to the use of coercive instruments available to the state. They can initiate and press criminal charges against persons and institutions whose activities are thought to hinder national security. Apart from these institutions, there are a whole body of other institutions that are linked to the national security apparatus. These include the office of the Attorney-General and the various regional and district security councils. Personnel of these institutions are also endowed with the power of arrest for prevention of crime. A cardinal principle of the provision of public security is that citizens have a crucial role to play. By providing information and collaborating with the state security agencies, citizens have an important role in national security; and indeed citizens are also endowed with the power of arrest.

However, as indicated in the introduction state provisioning of security has proven to be inadequate. This has resulted in the emergence of private security companies. Private security firms (employed in the private sector) include those actors who provide security for people and property under contract and for profit. They are limited by law to observing, reporting and deterring crime. They are not authorised to use force or make arrests. They are also not funded from public purse. Private security firms are expected to collaborate with the state security agencies in the prevention and prosecution of crime. The collaboration works through exchange of information that helps to combat criminal activities. This collaboration is important given the under-funding and under-staffing of the state security agencies. But private security firms can covertly or overtly undermine national security by recruiting miscreants and failing to train and pay their workers' living wage. Their workers can as well become active collaborators of criminal entities.

By providing information and collaborating with the state security agencies, citizens have an important role in national security; and indeed citizens are also endowed with the power of arrest.

Private security companies in Ghana operate like recruitment agencies by providing security personnel to individuals and firms.

2.2 Ghana's Private Security Sector

The Police Service Act (Act 350) defines a private security organisation as any organisation which undertakes private investigations as to facts or the character of any person, or which performs services of watching, guarding, patrolling or carriage for the purpose of providing protection against crime, but does not include the Police Service, the Prisons Service or the Armed Forces of Ghana. Section 38, Act 350 (1970) of the Ghana Police Service empowers the Minister of Interior to make regulation to control the establishment and operations of any private security organisation in the country. Legislative Instruments (L.I) 1571 (1992) and 1579 (1994).

There are two schools³ of thought on the impact of private action against crime on police work in the country. One school contends that private security organisations can support the police in their work by allowing the overburdened and under-resourced Ghanaian Police Service to concentrate on other more critical duties. On the other hand, it is argued that private action against crime has a negative effect since it can undermine public confidence in the ability of the state to provide adequate security for citizens and property. As a component of the fundamental functions and duties of the state, security should ideally not be privatised, and that private policing underlined by profit incentives is unlikely to foster the rule of law.

There are a number of non-state actors⁴, providing security services in the country. Key amongst them are private military companies and private security companies, neighbourhood watch committees, traditional security mechanism, land-guards, non-governmental organisations (NGOs) and civil society organisations involved in the security sector, 'machomen' and religious organisations⁵. Each one of these non-state actors plays an important role. For purposes of this study focus is on the activities of private security companies in the country.

Private security companies can be put into two groups. There are those that are operated by quasi public institutions such as universities and multinational organisations. These institutions recruit and train personnel whose services are retained with the same establishment. The second category, and perhaps the most visible private security operators in the country, is the profit-oriented private security agencies. These are private security entities that recruit and train personnel whose services are demanded by private individuals and business entities. For the purpose of this study, private security workers refer to the second category: those employed by profit-oriented private security agencies.

Private security companies in Ghana operate like recruitment agencies by providing security personnel to individuals and firms. The common arrangement is where the private security agency remains the employer of the private security worker. Thus, the private security agency receives service charges from the client (an individual, household or a firm), from which the worker is paid. In this kind of arrangement, payment of wages and benefits to the worker become the responsibility of the private security agency.

³ Ghana Justice Sector and the Rule of Law, A review by AfriMAP and The Open Society Initiative for West Africa and The Institute for Democratic Governance (2007)

⁴ Detailed notes on each of the non-state actors, read Aning and Lartey (No date)-Retrieved from http://www.cic.nyu.edu/peacekeeping/security_sector/docs/aning_parliamentary.pdf

⁵ The activities of some of these institutions are sanctioned by law while others are proscribed by law.

In few instances however, the worker may receive additional incentive (top up) from the client.

As of 2006, there were 438 ⁶ registered private security organisations in Ghana. Currently the Association of Private Security Organisations of Ghana (APSOG) has about 38 registered companies and Table 1 gives the details.

AKAA Security	All City Strike Force	Apex Security
Boantech Security	CIGADS	Dass Security
Delta Security	Dunamis Security	Edern Security
Embrosco Security	Essiad Security	FAKA Security
G4S Security	Ghanatta Security	Golden Panther Security
Hamberth Security	K9 Security	Kobby Security
Lion Security	Mabot Security	Media Tech Security
Panos Security	Pegasus Security	Predator Protection Ltd.
Property Protection	Secureguard Security	Security Management Co. Ltd.
Shield Security	Skones Security	Taekwon Security
Thomas Security	Universal Protection Services	Universal Utilities Services
Victory Security	Vizico Security	Westec Security
Yutees Security	Magnum Force Security Company Ltd	

Table 1: Some registered security companies with APSOG

Source: <http://www.apsog.com/pages/about-apsog.php>

The number of registered private security agencies continues to soar. This is the direct result of a rise in demand for private security services coupled with the dwindling capacity of the state to meet the security needs of the country. Badong (2010) estimated the police to population ratio in 2008 at 1:1200 compared to the UN global standard ratio of 1:500. This means that there is a huge security gap that needs to be filled. Other reasons contributing to the growth of private security companies in the country are the increasing expansion of the private sector in all sectors of the economy, coupled with the rapid urbanisation in the country.

⁶ Ghana Justice Sector and the Rule of Law, A review by AfriMAP and The Open Society Initiative for West Africa and The Institute for Democratic Governance (2007)

As the public provision of security dwindles, the importance of private security provision grows in the Ghanaian economy. Therefore, until the gap between the population's need for security and the ability of state institutions to provide it narrows, wealthier citizens and businesses would continue to turn to the private sector. The resort to private security to cater for the security needs of citizens imply that people who are not in the position to pay are denied the security they are entitled to. It actually amounts to privatising a common good.

However, as private demand for security services rise and as private security companies grow in number, private security companies and their workers assume a critical role not only in national security but more importantly in national development. They can make important contributions to the security of citizens if they recruit carefully and train their workers well. Equally important is the need to ensure that workers are adequately compensated. Private security workers may be enticed by the wealth they protect if they are not well-trained and well-paid.

3. PROFILE OF THE RESPONDENTS

3.1. Socio-demographic Findings

The proportion of males who participated in the study is approximately 83 percent (i.e. eight in ten respondents) compared to just about 17 percent females as shown in Table 2. The low female participation reflects the low representation of women generally in the security industry. Traditionally, security work in Ghana is deemed to be reserved for men. This finding is consistent with the findings of other studies. Brown (2010) argued that despite the equal opportunities for all sexes, the fact remains that on the average women make up just a small proportion of the staff in any security organisation. In the City of Toronto, for example, Brown (2010) stated that in a unit of 167 security personnel, females constitute only 19 per cent. The picture in Ghana is not different from elsewhere.

Sex	Frequency	Percent	Cumulative Percent
Male	412	82.73	82.73
Female	86	17.27	100.0
Total	498	100	

Table 2 Sex of respondents

Source: Survey data

The average age of the respondents is 37 years. The average age of male respondents (39 years) is higher than females (30 years). More than half of respondents (54%) are between the ages of 15-35 years. Thus majority of our respondents are within the age bracket nationally defined as youth. These young workers often do not have much experience; they tend to use sectors such as the security and hospitality sectors as entry points into the labour market. At this stage in their working life these young workers are often vulnerable to exploitation ⁷.

⁷ It is for this reason that the Labour Research and Policy Institute of the Ghana TUC has over the past few years concentrated on analysing the wages and working conditions of sectors that are dominated by the young people.

Age (Years)	Frequency	Percent	Cumulative Percent
Youth (15-24)	38	7.71	7.71
Young People (25-35)	230	46.65	54.36
Young Adults (36-50)	160	32.45	86.82
Adults (51-60)	50	10.14	96.96
Aged (60+)	15	3.04	100
Total	493	100	

Table 3: Age distribution of respondents
Source: Survey data

In terms of marital status, the data shows that nearly two-thirds (65%) of the respondents are married while 30 percent have never married. The proportion of security personnel that is married exceeds the proportion of the working age population that is not married. The data also shows that for both male and female respondents, the average number of dependants is approximately five (5) people.

Marital Status	Frequency	Percent
Married	322	65.18
Single	148	29.96
Divorced	20	4.05
Widowed	4	0.81
Total	494	100

Table 4: Marital status of respondents
Source: Survey data

Table 5 shows the regional breakdown of the sample data. More than half of respondents (58%) were located in the Greater Accra (29%) and the Ashanti (29%) regions. These two regions are the populous and prosperous. They receive the highest amount of investments in the country. With wealthy businesses and individuals it is hardly surprising that the two regions have greater proportion of private security personnel. The Northern and Western regions have 21 percent and 20 percent respectively of the respondents.

Further analysis of regional distribution of respondents shows that there are more female (36%) respondents located in the Greater Accra region compared to the other three regions. Among the male respondents, close to 30 percent are located in the Ashanti region.

Region	Male		Female		All	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Greater Accra	113	27.97	31	36.05	145	29.47
Ashanti	121	29.95	24	27.91	145	29.47
Northern	94	23.27	8	9.3	103	20.93
Western	76	18.81	23	26.74	99	20.12
Total	404	100	86	100	492	100

Table 5: Location/ Regional distribution

Source: Survey data

In terms of education, the data showed that nearly all respondents have some level of education, albeit low level of education. This is in contrast with the national situation where more than half (53.2%) of people eligible to work has no formal education (Otoo et al., 2009). About three-quarters of the respondents have either senior secondary education or junior secondary education.

The level of education reflects the recruitment standards among the various private security firms in the country. In most cases the nature of work and the demand by clients require that security personnel attain some level of formal education. The data also shows that educational qualification among male respondents is higher compared to their female counterparts.

Level of Education	Male		Female		All	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
JHS	125	31.17	35	41.18	161	33.06
SHS	161	40.15	43	50.59	204	41.89
Certificate/ Diploma	45	11.22	4	4.71	48	10.08
HND	7	1.75	-	-	7	1.44
Others	63	15.71	3	3.53	66	13.55
Total	401	100	85	100	487	100

*Table 6: Educational attainment of respondents
Source: Survey data*

In terms of clientele base of the private security companies, the data showed that nearly two-fifth (37.2%) of the workers are attached to the banking and finance sector while close to one-third (29.5%) is attached to the trades and commerce sectors. This may be explained by the high demand for security by these firms due to the nature of business and the protection of highly valuable products and information, (e.g. handling of cash). The rest are employed by manufacturing (7%), bonded warehouse (5%) and other firms (22%).

Nature of Work	Frequency	Percent	Cumulative Percent
Trades & Commerce	145	29.47	29.47
Banking & Finance	183	37.20	66.67
Manufacturing	34	6.91	73.58
Bonded Warehouse	24	4.88	78.46
Others	106	21.54	100
Total	492	100	

*Table 7: Nature of work of respondents
Source: Survey data*

The foregoing analysis shows that majority of people working in the private security industry in Ghana are young people. All respondents had some level of formal education but the majority (74.95%) have basic to secondary education. In addition, majority of respondents are being used in reputable firms such as banking and finance and trades and commerce. There is also a wide gender difference among respondents.

4. WAGES OF PRIVATE SECURITY WORKERS

4.1. Gross/Basic Pay

Out of 498 participants surveyed for this report, 42 percent (about 209 respondents) provided information on their gross pay. The average monthly gross pay reported is approximately GH¢150.00. Of the 209 respondents, all but six (6) receive an average pay above the national monthly minimum wage. The results in Table 8 show that about 39 percent of the respondents receive monthly gross pay slightly above the national minimum wage (i.e. within GH¢85-GH¢135). Thirty-two percent of respondents have gross pay ranging from GH¢ 136 to GH¢ 186. Just about 10 percent of respondents earn within GH¢ 238 and GH¢ 339.

Monthly gross income bracket	Frequency	Percent	Cumulative Percent
Below GH¢84	6	2.87	2.87
GH¢85 - GH¢135	82	39.23	42.11
GH¢136 - GH¢186	67	32.06	74.16
GH¢187 - GH¢237	31	14.83	89
GH¢238 - GH¢288	9	4.31	93.3
GH¢289 - GH¢339	13	6.22	99.52
GH¢340 plus	1	0.48	100
Total	209	100	

Table 8 : Respondents' gross pay
Source: Survey data

Further analysis on gross pay by sex shows that females earn higher (GH¢ 155) than males GH¢ 145. Among the male respondents, Table 9 shows that more than one-third receive gross pay ranging from GH¢136 to GH¢186. For the female respondents, it is interesting to see that approximately one-third of them earn between GH¢ 85 and GH¢ 135.

While the preponderance of low pay in the private security industry is not isolated, it also reflects, to a very large extent, the low level of education of workers in the industry. Majority of the workers have only junior and senior level of education. Though it is difficult to explain the gender pay in favour of women, one possible explanation is that women in the industry are mostly in administrative positions and work full time while their male counterparts are in the frontline security positions and often do not work full time.

Monthly Gross Income Bracket	Entitled to any allowance							
	Yes				No			
	Male		Female		Male		Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Below GH¢84	-	-	-	-	6	3.92	-	0.00
GH¢85 - GH¢135	3	13.64	1	33.33	68	44.44	10	34.48
GH¢136 - GH¢186	8	36.36		0.00	50	32.68	7	24.14
GH¢187 - GH¢237	7	31.82		0.00	18	11.76	6	20.69
GH¢238 - GH¢288	2	9.09	1	33.33	3	1.96	3	10.34
GH¢289 - GH¢339	2	9.09	1	33.33	7	4.58	3	10.34
GH¢340 plus	-	0.00		0.00	1	0.65	-	0.00
Total	22	100.00	3	100.00	153	100.00	29	100.00

Table 9: Sex/ Entitlement and monthly gross pay
Source: Survey data

Table 10 shows the relationship between average monthly gross pay and age of respondents. As shown in the table, monthly gross pay of respondents increases with their age. For the workers aged between 25 to 35 the monthly gross pay increases from GH¢ 142.00 to GH¢ 150.00. It remains at GH¢ 150.00 for those between 36-50 years but begins to fall for those aged above 50 years. The data further show that workers between the ages of 25 and 35 earn below the average monthly gross pay of all the respondents. This is consistent with the findings of previous studies (Baah, 2006; Baah & Otoo, 2007; Otoo et al, 2009), which shows that young people with limited human capital tend to earn less than adults. As workers aged in the labour market their human capital begins to deteriorate leading to a decline in earnings. This is particularly true for retired workers.

Age (Years)	Average(GH¢)	Educational Qualification	Average(GH¢)
Youth (15-24)	142	JHS	135.50
Young People (25-35)	150	SHS	150.00
Young Adults (36-50)	150	Certificate/ Diploma	165.00
Adults (51-60)	130	HND	320.00
Aged (60+)	117.6	Other	147.50
Total	150.0	Total	150.00

Table 10: Average monthly gross pay by age groups and educational attainment

Source: Survey data

Again, consistent with other studies, the analysis confirms a positive correlation between education attainment and level of earnings. Respondents with Higher National Diploma (HND) reported the highest average monthly gross pay of GH¢ 320.00 compared to the least (GH¢ 135.50) reported by those with JHS qualification. With the exception of workers with JHS qualification, all other workers surveyed receive a gross income above the reported average of GH¢ 150.00.

Average monthly gross pay also varies by region and contrary to findings of previous studies workers in the Western (GH¢ 185.00) and Ashanti (GH¢ 160.00) regions earn more than those in Accra (GH¢ 120.00). The

average monthly gross pay of workers in Accra is about GH¢30.00 below the reported average of GH¢ 150.00. Workers in the Northern region earn on average (GH¢110.00).

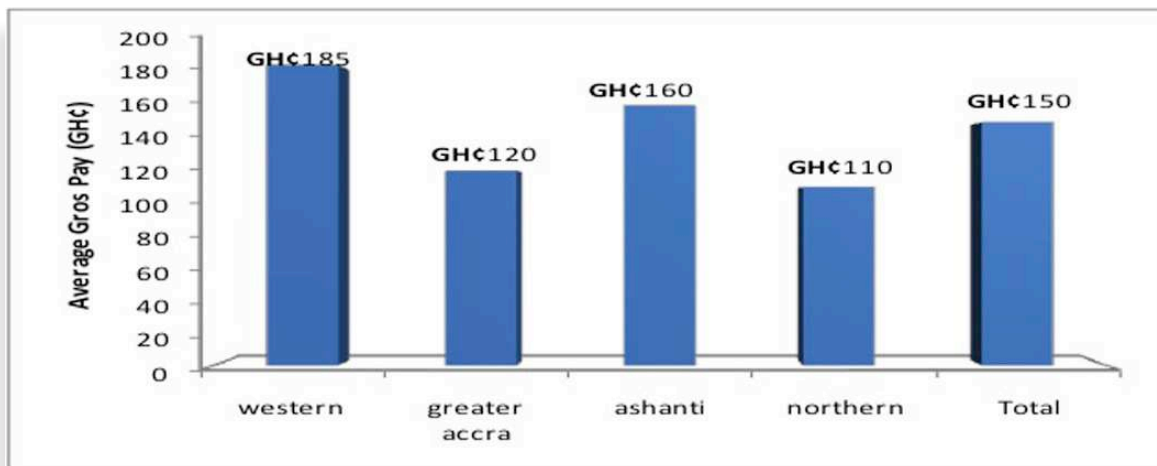


Figure 1: Average monthly gross pay based on locations
Source: Survey data

In summary the average monthly gross pay (GH¢ 150.00) reported by the respondents in this survey is almost twice the national minimum wage (GH¢ 84.00). The results also support the evidence that higher education correspond positively with earnings levels. Similarly with age, the results show that pay levels initially increases with age and falls after 60 years.

5. BENEFITS AND WORKING CONDITIONS OF PRIVATE SECURITY WORKERS

5.1. Benefits

In Ghana, as in many other countries in Africa, a significant proportion of workers' compensation come in the form of non-wage benefits. Indeed non-wage benefits provide additional income security to workers and their families, thereby enhancing peaceful industrial relations. Instead of paying workers a lump sum and expecting them to spend the money on themselves and their families, non-wage benefits ensure that workers get the benefits directly since there is no guarantee that they will spend the money on things that keep them well and raises their productivity.

The Labour Act (Act 651, 2003), the Workman's Compensation Act (PNDC Law, 1984) and the National Pensions Act (Act 766, 2008) have given legal impetus to some of these benefits. Statutory non-wage benefits in Ghana include social security contribution, paid sick leave, paid maternity leave, paid annual leave, severance pay and work injury compensation. Free/subsidised transport, meals and accommodation among others have become part of workers' non-wage benefits, although they are not statutory. They have been secured through the efforts of unions.

This section discusses the situation of non-wage benefits among private security workers in Ghana.

5.1.1. Social Security Contribution

The obligation of employers to make social security contribution on behalf of employees is provided in both the Labour Act (Act 651, 2003) and the National Pensions Act (Act 766, 2008). The National Pensions Act established a three-tier pension scheme; the first two tiers of which are mandatory basic and occupational pension schemes that require a total of 18.5 percent of employees' monthly gross salary. The contribution is shared amongst employers and employees at 13 percent and 5.5 percent respectively.

About 83 percent of respondents (412) indicated they have access to social security contribution. This was made up of 279 males (80 %) and 68 females (20%). But nearly one-fifth of private security workers are not contributing to social security. This is a blatant violation of their rights which in the long-term will compromise their retirement income security.

Free/subsidised transport, meals and accommodation among others have become part of workers' non-wage benefits, although they are not statutory.

What is most worrying is that these security companies are supposed to be operating in the formal sector where compliance with labour regulations are high.

		Do you have access to social security?					
		Yes		No		Total	
		Frequency	Percent	Frequency	Percent	Frequency	Percent
Sex	Male	279	80%	133	88%	412	83%
	Female	68	20%	18	12%	86	17%
	Total	347	100%	151	100%	498	100%

Table 11 Respondents' access to social security contribution
Source: Survey data

5.1.2. Paid Annual Leave and Paid Sick Leave

Section 20 (1) of the Labour Act stipulates that " in any undertaking every worker is entitled to not less than fifteen working days leave with full pay in any calendar year of continuous services". Section 24 adds that sick leave shall not be part of annual leave entitlements.

Notwithstanding these legal provisions nearly three-quarters (74%) of workers who participated in the study indicated that they do not have access to paid annual leave.

The proportion of respondents who do not have access to paid annual leave was the same as those without access to paid sick leave. A total of 74 percent of respondents indicated that they do not have access to paid sick leave. Again, this constitutes a violation of the labour laws of the country and also the rights of workers. However, denial of workers' rights to paid annual and sick leave is not confined to the private security companies. Data from the Ghana Living Standards Survey (GLSS V) show that more than half of the working population have no access to paid annual leave. In a survey of wages and working conditions of media workers in Ghana, Otoo and Asafu-Adjaye (2010) estimated that 74 percent of media workers in Ghana do not have access to social security.

Sex of Respondents	Do you have access to annual leave?					
	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Male	107	26%	305	74%	412	83%
Female	20	23%	66	77%	86	17%
All	127	26%	371	74%	498	100%

Table 12 : Proportion of respondents with access to paid annual leave

Source: Survey Data

Sex of Respondents	Are you entitled to paid sick leave?					
	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Male	114	28%	298	72%	412	83%
Female	16	19%	70	81%	86	17%
All	130	26%	368	74%	498	100%

Table 13: Proportion of respondents who have access to paid sick leave

Source: Survey Data

5.1.3. Maternity/Paternity Leave Entitlements

Section 57 of the Ghana Labour Act (Act 651, 2003) outlines maternity leave entitlement for women workers. The Act stipulates that a pregnant woman, on production of evidence from a medical practitioner or a midwife indicating the expected date of confinement, is entitled to at least twelve weeks of leave in addition to any period of annual leave she is entitled to after her period of confinement. Two additional weeks may be granted in the event of complications or where there are twins involved. The woman worker is also entitled to an additional leave as certified by a medical practitioner in case of illness which is due to her pregnancy.

Table 14 shows that about 26 percent of female respondents indicated they have access to paid maternity. The findings of the survey suggest that many women risk losing their jobs when they go on maternity; a situation which puts women's career development in jeopardy. The labour laws in Ghana do not recognise paternity leave. In recent times however, the debate has featured. It is however uncertain how the debate will go.

Sex of Respondents	Are you entitled to paid maternity and paternity leave?					
	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Male	4	1%	408	99%	412	83%
Female	22	26%	64	74%	86	17%
All	26	5	472	95	498	100%

Table 14 : Proportion of respondents entitled to maternity/paternity leave
Source: Survey Data

5.1.4. Medical Care

Medical care benefit is not a statutory benefit in Ghana. However, unions have managed to secure the medical benefit for their workers through collective bargaining. In some cases the benefit is accessible to all minor dependents of workers. Medical care has also become accessible to workers through the National Health Insurance Scheme (NHIS).

The Social Security and National Insurance Trust (SSNIT) makes mandatory contribution of 2.5 percent out of members' monthly social security contribution (13.5 %) on their behalf.

In spite of all these avenues to access medical care benefit, more female private security workers than males have access medical care benefit.

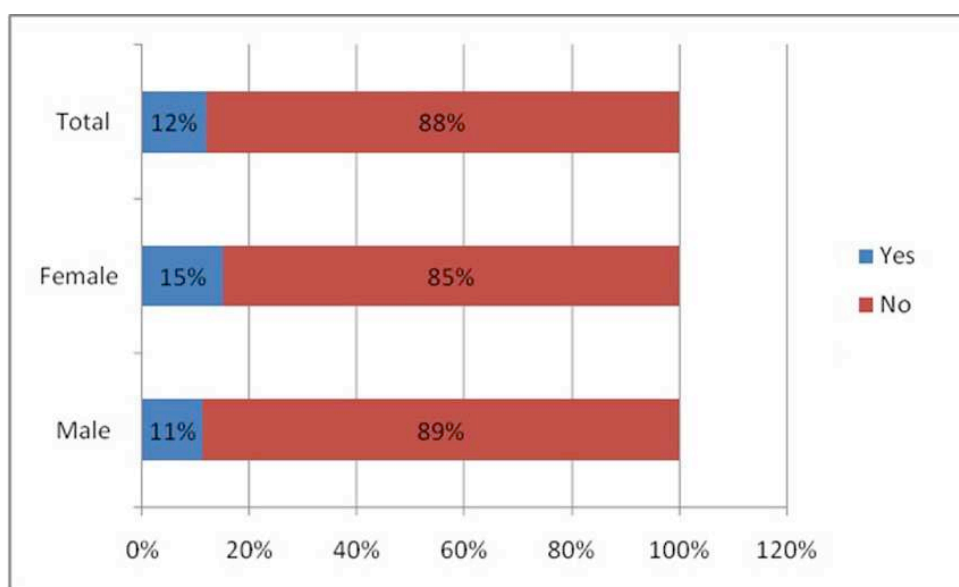


Figure 2: Proportion of respondents who have access to medical care benefit
Source: Survey Data

5.1.5. Training

A common feature of globalisation today is the continuous change in technology. To keep up with technological changes, continued education and training has become part of modern workplace. On-the-job training is particularly crucial to periodically upgrade employees' skills to improve efficiency and maximise output.

Although the field of private security work is not technologically intensive, basic training depending on the responsibilities of the worker is essential. In some enterprises, private security workers are expected to make daily entry of visitors manually or electronically. Others are expected to provide basic information on the operations of the company. Like every other work, the industry of private security work may involve health and safety measures. Thus, training is crucial to build their capacity to inculcate into workers, basic health and safety measures among others. Moreover, the level of sophistication of criminals as witnessed in cyber crimes for example demands that private security personnel receive commensurate training if they are to be useful allies in the fight against crime.

Impressively, about 90 percent of respondents indicated that they have received work-related training. Nearly all the respondents who reported having received training were sponsored by their employers as shown on Table 15.



Figure 3 : Respondents who have received work-related training
Source: Survey data

	Who paid for your training?	
	Frequency	Percent
Self	32	7%
Employer	387	89%
External Body	15	4%
Total	434	100

Table 15 : Sponsors of respondents' training
Source: Survey data

5.2. Working Conditions of Private Security Workers

The working conditions of employees contribute essentially to the level of job satisfaction. Employment status, working hours, rest periods, health and safety standards can boost employees' morale and raise productivity.

The Labour Act (Act 651, 2003), outlines the minimum standards of work to include the maximum working hours, terms of employment and rest periods among others. This section examines the working conditions of private security workers in Ghana.

5.2.1. Employment Contract and Employment Status

Section 12 (1) of the Labour Act stipulates that " the employment of a worker by an employer for a period of six months or more or for a number of working days equivalent to six months or more within a year shall be secured by a written contract of employment. Section 12 (2) further states that a contract of employment shall express in clear terms the rights and obligations of the parties.

Figure 4 shows that less than half (41%) of private security workers involved in the survey have signed employment contracts with their employers. More females (48 %) have signed employment contracts with their employers than males (40%). Again, the finding is consistent with similar studies conducted in Ghana. Otoo and Asafu-Adjaye in a survey of wages and working conditions of media workers found that 52 percent of respondents did not sign employment contracts with their employers. This shows the level of informality in so-called formal enterprises. Failure to sign a contract of employment set the stage for violation of basic labour rights. Without formal a contract of employment, it becomes difficult to enforce regulations that protect labour rights.

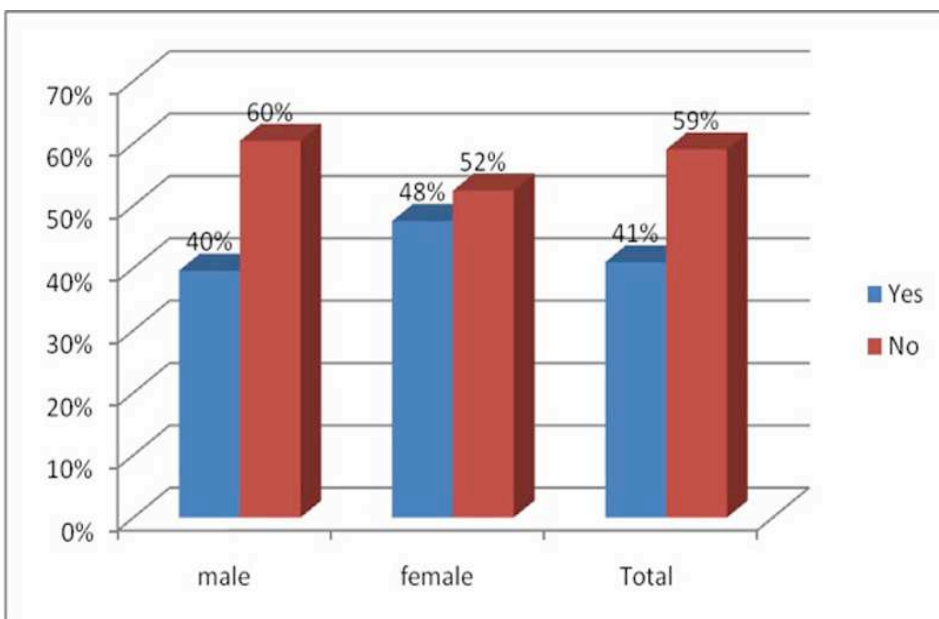


Figure 4 : Proportion of respondents who have signed employment contracts
Source: Survey data

Majority (68%) of the respondents are permanent workers with open-ended contract; followed by contract workers (25%) and casual workers (6%). For most of the workers it was not clear who their employers were: the security company or the client companies and individuals.

Level of Education	Male		Female		All	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Permanent	280	70.35	51	60	332	68.45
Contract	91	22.86	30	35.29	122	25.15
Casual	24	6.03	4	4.71	28	25.15
Part-Time	2	0.5	0	0	2	0.41
National Service/ Industrial Attachment	1	0.25	0	0	1	0.21
Total	398	100	85	100	485	β

Table 16 : The employment status of respondents

Source: Survey data

5.2.2. Hours of Work and Overtime

Section 33 of the Labour Act (2003) states that the hours of work of a worker shall be a maximum of eight hours a day or forty hours a week. Section 34 provides exceptions to Section 33 in the following areas:

- a. where shorter hours of work are fixed, the hours of work on the other days of the week may be proportionately longer than eight (8) hours but shall not exceed nine (9) hours a day of a total of 40 hours a week;
- b. where longer hours of work are fixed, the average number of hours of work reckoned over a period of four (4) weeks or less shall not exceed eight (8) hours per day or forty hours per week or;
- c. where longer hours of work are fixed, the average number of hours over the period of one year shall not exceed eight (8) hours per day or 40 hours per week, in the case of seasonal work.

In spite of this provision, only about 10 percent of respondents work up to eight (8) hours per day. Nearly eight out of ten (80%) private security workers work 12 hours per day. A greater proportion of females (33%) than males (4%) work eight hours per day. Also nearly nine out of ten males (87%) work 12 to 15 hours per day as against 48 percent of females.

The gender variation in the working hours is attributed to the fact that women in the security industry mostly work in administrative positions while men most often are in the frontline security positions. Whenever women find themselves in the field as security guards they are frequently attached to clients with shorter need for security.

Standard hours of work	Sex of respondents				Total	
	Male		Female		Frequency	Percent
	Frequency	Percent	Frequency	Percent		
6	1	0	3	4	4	1
7	1	0	8	9	9	2
8	17	4	17	20	34	7
9	5	1	7	8	12	2
10	18	5	8	9	26	5
11	2	1	1	1	3	1
12	347	87	41	48	388	80
13	4	1	0	0	4	1
14	3	1	0	0	3	1
15	1	0	0	0	1	0
Total	399		85		484	

Table 17: Standard working hours of respondents
Source: Survey data

Section 35 (1) of the Labour Act provides “where a worker in an undertaking works after the hours of work fixed by the rules of that undertaking, the additional hours done shall be regarded as overtime work”. The Act further states that a worker may not be compelled to do overtime work unless that undertaking has fixed rates of pay for overtime work. A worker shall not also be compelled to do overtime except for undertakings or enterprises which by their very nature require overtime in order to be viable or are subject to emergencies that require that workers are engaged in overtime in order to prevent or avoid threat to life and property.

The nature of security services involves the protection of lives and properties; hence security workers may be compelled to do overtime work. Consistent with the provisions, over two-third (66%) answered in the affirmative that they sometimes do overtime work; work in excess of 8 hours in a day. Males (69%) are more likely to be asked to do overtime work than females (51%).

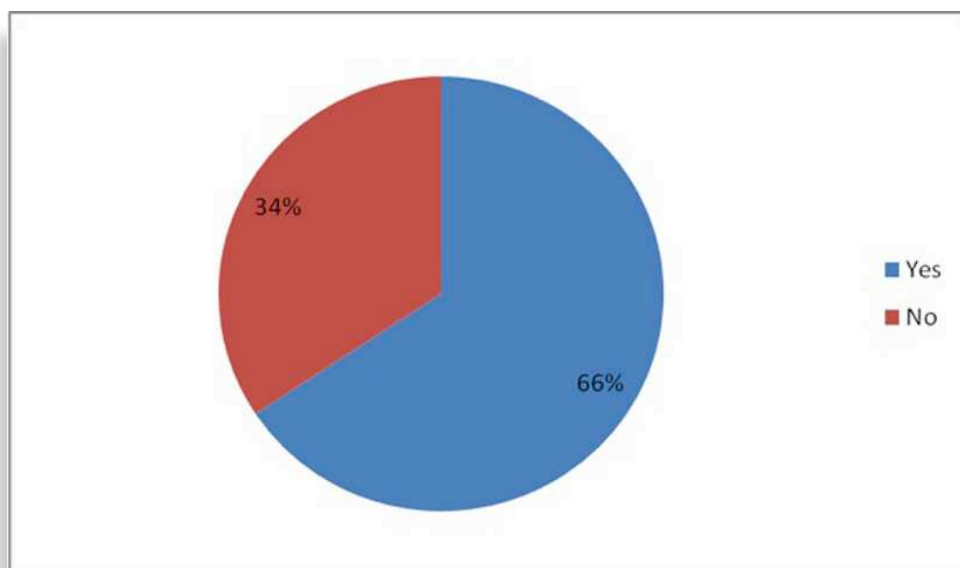


Figure 5 : Respondents who do overtime
Source: Survey data

According to the labour law, whether or not workers are compelled to do overtime work, the employers are required to compensate them for any additional time spent at work in excess of the normal 8-hour work schedule. However, over three-quarters (76%) of respondents indicated that they do not receive payment for working overtime. This constitutes a gross violation of workers’ rights, as spelt out in Act 651.

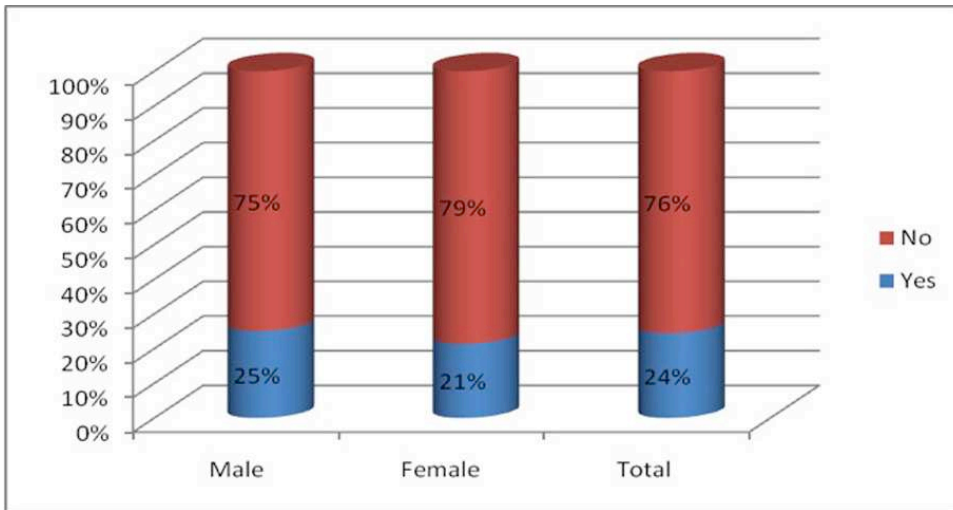


Figure 6: Respondents entitled to overtime pay

Source: Survey Data

5.2.3. Trade Union Membership

The right of every worker to form or join a trade union of their choice is enshrined in the laws of Ghana. Article 21 (e) of the 1992 Constitution guarantees “freedom of association, which shall include forming or joining trade unions or other associations, national and international, for the protection of their interest.” Article 24 (3) of the National Constitution as well as Article 79 (1) of the Labour Act (Act 651,2003) state that “every worker has a right to form or join a trade union of his choice for the promotion and protection of his/her economic and social interests”.

Section 80 of the Labour Act adds that “two or more people in the same undertaking may form a trade union”. However, clause 29 precludes managerial and supervisory staff from forming or joining a trade union. The Security and Intelligence Act of 1966 also exempts (public) military and paramilitary personnel from joining or forming trade unions.

Although private security workers like other workers in Ghana have the right to form or join a union, only 18 percent of respondents have trade unions at their workplaces. A lesser proportion (11 %) of respondents stated that they belong to the trade unions at their workplaces. At the national level trade union density is estimated at 38 percent. Low union density in the private security industry is a reflection of the fact that the industry itself is relatively new in the Ghanaian context. Trade union effort at organising workers in the industry is just getting underway. But the low unionisation in the industry also explains the huge decent work deficit enumerated throughout this report.

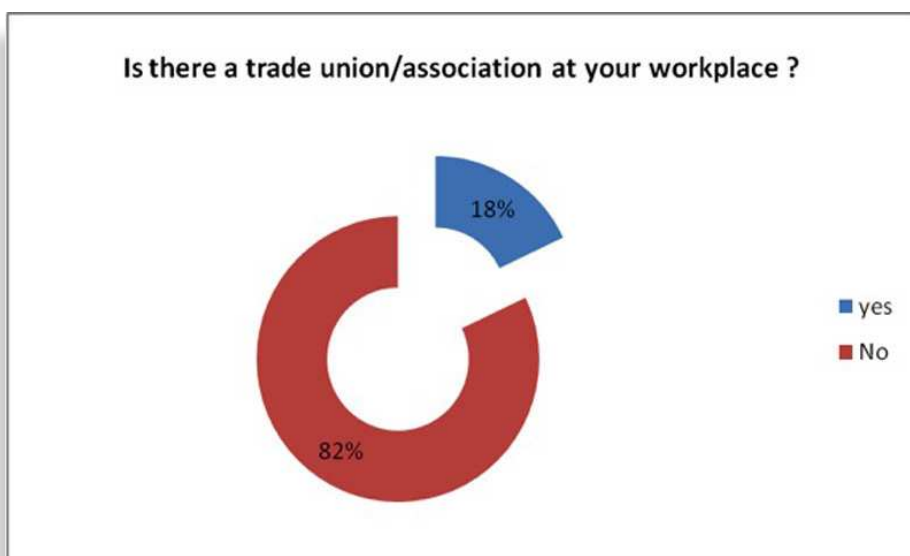


Figure 7 : Proportion of respondents who have trade unions at their workplaces

Source: Survey data

Responses	Is there a trade union at your work place?	
	Frequency	Percent
Yes	50	11%
No	400	89%
Total	450	100%

Table 18 : Proportion of private security workers who belong to trade unions
Source: Survey Data

The importance of belonging to trade unions was once again highlighted in the survey as has been evident in other surveys. The survey showed significant differences in the wages, benefits and working conditions of private security workers who belong to trade unions and those who do not.

Table 19 shows that workers who belong to trade unions on average received GH¢ 50 more than those who are not members. Also, the average gross pay of workers who belong to trade unions was GH¢50 higher compared to the overall average gross pay among respondents.

Do you belong to a trade union?		
	Responses	Average Salary (GH¢)
Gross Salary	Yes	200
	No	150
	Average	150
Net Salary	Yes	130
	No	115
	Average	117

Table 19: Trade union membership and average pay
Source: Survey data

Again, Table 20 below shows that out of the total number of 88 respondents who earn the minimum wage just three (3.75%) have trade unions at their workplace. This means that for those without unions more than nine out of ten (96%) earn below the minimum wage.

Sex	Below minimum wage, sex & trade union membership					
	Trade Union membership					
	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Male	2	2.74	71	97.26	73	83.0
Female	1	6.67	14	93.33	15	17.1
All	3	3.75	85	96.25	88	100.0

Table 20: Trade union status of respondents who earn below the national minimum wage
Source: Survey data

A similar situation is observed in terms of access to benefits. A little over one-third (34%) of respondents who have trade unions at their workplaces also have access to paid sick leave. This compares to about 26 percent of non-unionised respondents who have access to paid sick leave. Likewise, 46 percent of unionised respondents have access to paid annual leave compared to 25 percent of non-unionised respondents with access to that benefit.

Sex		Are you a member of this trade union?					
		Yes		No		Total	
		Frequency	Percent	Frequency	Percent	Frequency	Percent
Paid Sick Leave	Yes	17	34%	102	26%	120	27%
	No	33	66%	298	75%	331	73%
	Total	50	100%	400	100%	451	100%
Paid Annual Leave	Yes	23	46%	99	25%	122	27%
	No	27	54%	301	75%	329	73%
	Total	50	100%	400	100%	451	100%

Table 21 : Trade union membership and access to paid sick leave and paid annual leave

Source: Survey data

On working conditions, private security workers who are members of trade unions seem better off than those with no unions. Seventy-two percent (72 %) of private security workers who belong to trade unions have signed employment contracts compared to 38 percent of those who do not belong to trade unions. Also, 72 percent of private security workers who belong to trade unions have permanent employment status compared to 66 percent of those who are not members of trade unions.

Employment Contract	Member of trade union					
	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	36	72	148	37.76	184	41.63
No	14	28	244	62.24	258	58.37
Total	50	100	392	100	442	100

Table 22 : Membership of trade union and employment contract

Source: Survey data

Employment Status	Member of trade union					
	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Permanent	61	71.76	254	66.49	315	67.45
Contract	11	12.94	111	29.06	122	26.12
Casual	12	14.12	15	3.93	27	5.78
Part - Time	1	1.18	1	0.26	2	0.43
National Service Personnel	0	0	1	0.26	1	0.21
Total	85	100	382	100	467	100

Table 23 : Employment status and trade union status of respondents

Source: Survey data

5.2.4. Collective Agreement

Collective Agreement relates to the terms and conditions of employment of workers concluded between one or more trade unions on one hand and representatives of one or more employers or employers' organisation (Section 96, Labour Act 651) on the other. A collective agreement becomes binding on employers and all class of employees specified in the collective bargaining certificate.

Consistent with the proportion of private security workers who belong to trade unions, only 11 percent of respondents indicated that they are covered by collective agreements. The survey also interrogated the extent to which management complies with provisions of collective agreements. Over half (62%) of the respondents who stated in the affirmative that they are covered by collective agreements stated their employers' partially comply with provisions in the agreements. Almost a quarter of these respondents indicated their employers do not comply at all with the provisions in the agreement compared to 13 percent who indicated full compliance.

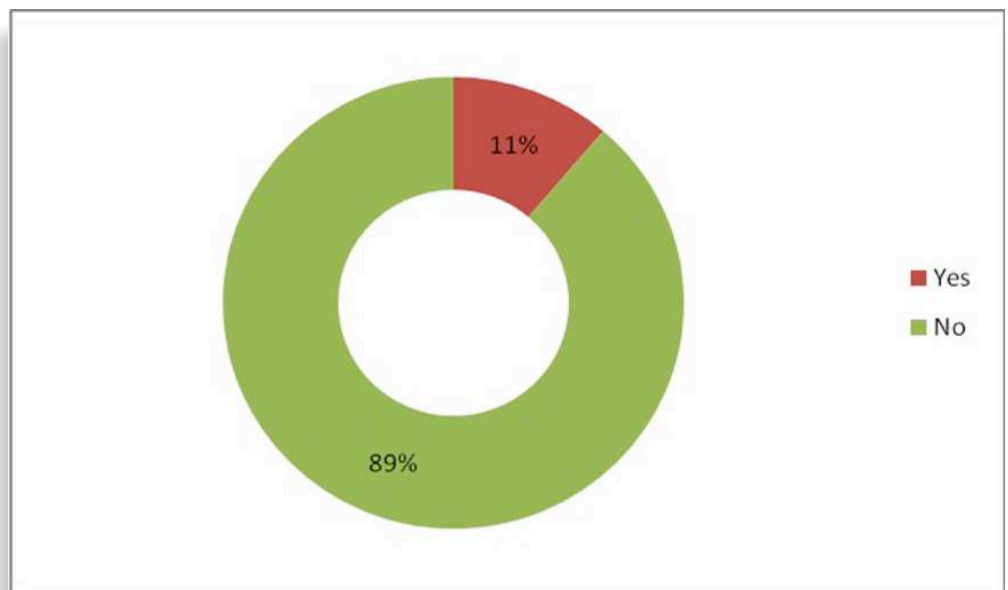


Figure 8: Respondents covered by collective agreement
Source: Survey data

Do your employers comply with the provisions in the collective agreement?		
	Frequency	Percent
Fully	6	13
Partially	28	62
Not at all	11	24
Total	45	100

Table 24 : Level of employers' compliance with collective agreement

Source: Survey Data

5.2.5 Job Satisfaction

The survey also assessed the level of job satisfaction among private security workers. Over 80 percent of respondents were either dissatisfied (55 %) or very dissatisfied (33 %) with their work. Only 1 percent was very satisfied with their work and 13 percent was satisfied as shown on Table 25. Such high level of job dissatisfaction among private security workers poses a security threat not only to lives and properties they were employed to protect but equally important, to national security. The low pay coupled with the large-scale violation of workers' rights as catalogued in this report could be responsible for the high level of dissatisfaction among the workers. A number of studies conducted in Ghana have established a strong link between low salary and job dissatisfaction⁸. About 78 percent of respondents identified low pay as one aspect of their work that most dissatisfied them. When asked whether they felt adequately compensated for their work, nearly every one of our respondents (97%) they were not adequately compensated. The difficulty of finding alternatives in an economy that grows without creating jobs compel these young workers to stay on even when they do not fancy the work. In the absence of institutionalised public support system and the breakdown of the extended family support system, the cost of remaining unemployed becomes too prohibitive for these young workers. What it means is that their commitment level will be low and they cannot be relied upon to take risks that help to secure the lives and properties entrusted to them.

⁸ Baah et al (2009) *Teacher Attrition in Ghana*; Otoo and Asafu Adjaye (June, 2010) *Wages and Working Conditions of Media Workers*.

To what extent are you satisfied with your work		
	Frequency	Percent
Very Satisfied	4	1%
Satisfied	51	11%
Dissatisfied	263	55%
Very Dissatisfied	158	33%
Total	476	100%

Table 25: Respondents' Job Satisfaction Levels
Source: Survey Data

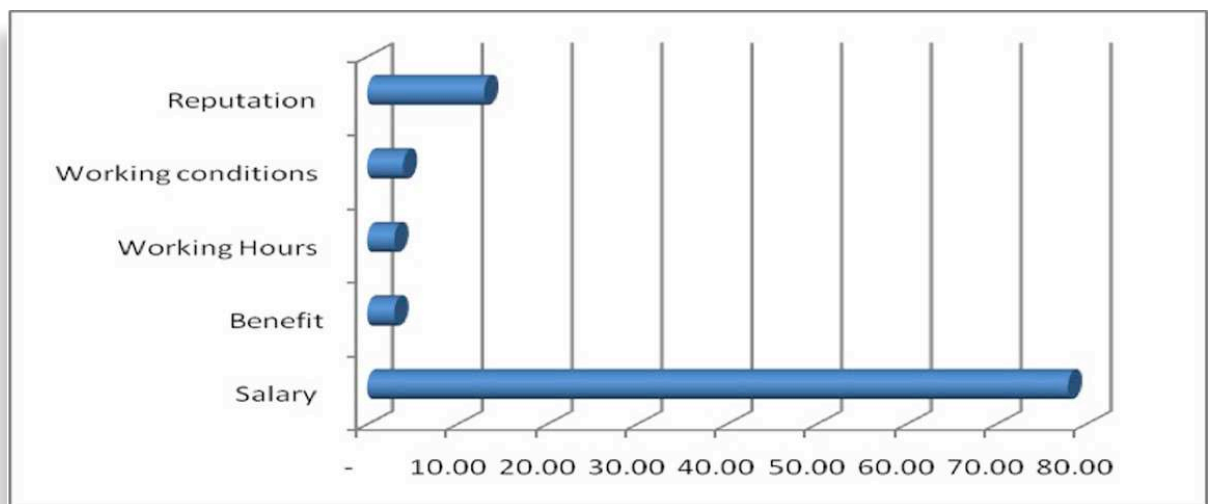


Figure 9 : Most important factor that explains respondents' dissatisfaction with their job
Source: Survey data

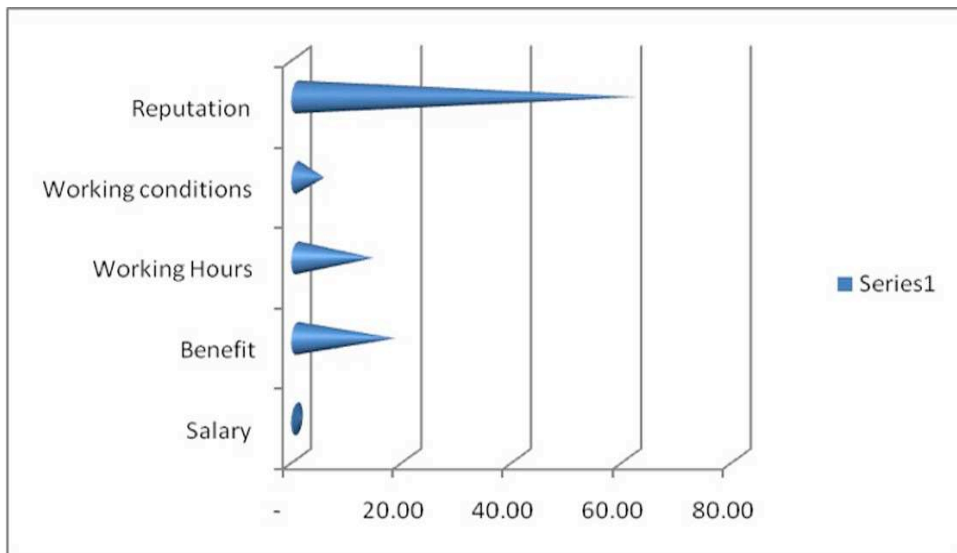


Figure 10 : Least important factor that explains their dissatisfaction with their job

Source: Survey data

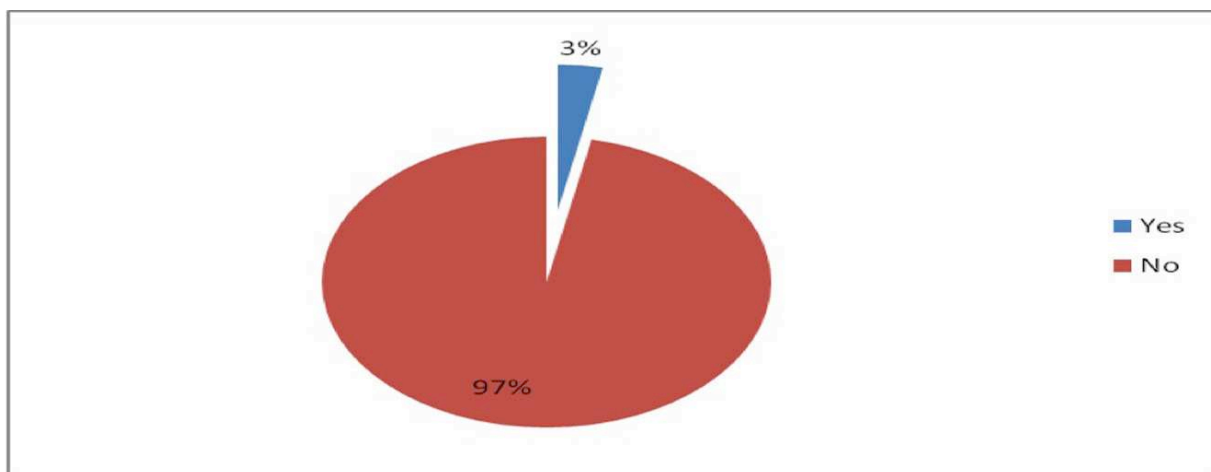


Figure 11: Proportion of respondents who stated they are not well compensated for the work they do

Source: Survey data

6. SUMMARY AND CONCLUSION

The survey examined the wages and working conditions of private security workers in Ghana. The choice of the private security industry was based on the fact that it has large contingent of young workers with limited human capital and vulnerable to labour right abuses. It is also informed by huge national security implications of the work of private security workers. As custodians of lives and property, higher levels of low pay and poor working conditions could injure professionalism while endangering the lives and properties.

The data shows that the private security workforce is a young one; the industry is dominated by young to middle aged workers (25 to 50 years) with the average age of 37 years. Consistent with the nature of security work, the industry is overwhelmingly male-dominated. The survey shows low levels of education among workers of the industry. The major users of the services of private security workers are the banking and finance sector as well as the trade and commerce industry.

On wages, the survey data shows average gross pay in the industry is GH¢ 150 which is above the statutory national minimum wage. Few of the workers (3%) earn below the national minimum wage. The number of private security workers whose gross pay falls below the minimum wage is only 2.75 percent. The data shows a positive correlation between education and earnings. Respondents who hold Higher National Diploma (HND) certificates earn over twice (GH¢ 320.00) as much as basic school certificate holders (GH¢ 135.00).

The survey also shows that private security workers have generally low access to benefits. With the exception of social security contribution (83 % access), access to most statutory benefits were below 30 percent. Majority of the workers surveyed do not have access to paid annual leave nor paid sick leave even though these two benefits are mandated by the labour law. Few of the workers have access to non-statutory benefits such as medical care. This reflects the low level of unionisation in the industry.

Non-statutory benefits such as medical care, sub-subsidised meals or transport have become part of workers' compensation in some enterprises in Ghana. Unfortunately, some of these benefits have eluded private security workers. Only 12 percent of private security workers involved in the study have access to medical care. A little more females (15%) have access to medical care than males (11%). A significant finding from the survey is the importance the security companies attached to the training of their workers. Nearly nine out of ten respondents indicated that they have benefited from a training programme paid for by their employers.

In the area of working conditions, the story of private security workers leaves much to be desired. Notwithstanding the statutory provisions in the labour laws including the national constitution, the average private security worker

The data shows that the private security workforce is a young one; the industry is dominated by young to middle aged workers (25 to 50 years) with the average age of 37 years.

The level of unionisation in the private security industry is low. But, in line with findings of previous studies, trade union membership correlates positively with pay levels and working conditions.

faces blatant violation of their labour rights. Majority of the workers have no contract of employment including those who believe they have permanent employment. For the most part, private security workers find it difficult to identify who their employers were: the security company or the client. Most private security workers work for an average of 12 hours a day and they are not paid for overtime work. Workers are made to do overtime work against their will, entailing elements of forced labour.

The level of unionisation in the private security industry is low. But, in line with findings of previous studies, trade union membership correlates positively with pay levels and working conditions. The survey shows that workers with unions at their workplaces earned about GH¢50 more than those without unions. Very few of the workers with unions earn below the minimum wage. Unionised workers have better working conditions than non-unionised workers. For instance about 72 percent of unionised private security workers have employment contract compared to 38 percent of non-unionised workers.

In terms of job satisfaction, majority of the workers are either dissatisfied (55%) or very dissatisfied (33%) with their work. Over two-thirds of private security workers cited low pay as the most important reason for their dissatisfaction. Nearly every worker (97%) felt they were not adequately compensated for the work they do.

The low pay and the accompanying poor working conditions identified in this report are not peculiar to the private security industry in Ghana. Similar studies of other sectors of the economy have also documented similar results of low pay and widespread disregard for basic labour rights. The situation of workers in the private security industry is made worse by the dominance of young people and slow pace of the industry. With a growing youth cohort and declining employment prospects, the labour market in Ghana is becoming increasingly an employers' market where exploitation of young people is the order of the day. Some workers (though few) are paid below the minimum wage, but the majority are denied access to statutory benefits. Such abusive labour practices engender low morale among workers and adversely affect the ability to protect lives and property. It has implications for national security as well.

On the basis of the above findings we recommend the following for the consideration of the private security companies, their clients, government and the trade unions.

We recommend that the security companies improve pay levels of their workers to be able to attract and retain competent and dedicated cadre of personnel. It is absolutely unacceptable for large numbers of workers in the industry to express outright dissatisfaction with their work citing reasons of poor remuneration. It makes no business sense. It is unfair to their clients that they send them personnel who exhibit such levels of dissatisfaction. Secondly, it is important for the security companies to abide by the labour laws of the country as part of their own efforts to improve the working conditions of their workers. The open disregard for national laws as outlined in this report does not put them in good standing.

For the clients of private security companies it is important that they demand from the companies the level of remuneration and conditions of the security guards who are sent to their premises and their homes. In the true sense of security, clients cannot go to sleep when those who are supposed to be

guarding their assets are so poorly paid that they cannot make ends meet. Clients have an obligation not only to themselves but also to society to press for improved remuneration and conditions of service for the security guard. A hungry security guard is a potential collaborator in crime!

For the government, it is important that laws and regulations relating to the labour markets are enforced to the letter. Enforcement secures respect for the state. In the particular case of private security companies it also ensures that the young men and women in the industry are not unduly exploited furtherance of the profit motive of companies and individuals. It helps the state security apparatus to partner private security operatives to combat crime.

The findings of the survey also challenge trade unions to do more to organise workers. Consistent with the findings of many other studies, the results of the this survey underscore the absolute importance of trade unions in addressing low pay and poor working conditions that confront workers of private security companies. Organising security guards can help boost the sagging membership of the unions while at the same time help to improve the living conditions of the workers and their families.

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GoG, National Pensions Act 2008.

GoG, Workman's Compensation Act (PNDC Law, 1984).