



## **PROGRAMME OF PROMOTION OF LOCAL SECURITY THROUGH THE DEVELOPMENT OF SECURITY GUARD COOPERATIVE SOCIETIES BY YOUNG UNEMPLOYED GRADUATES**

Nowadays youth unemployment remains a concern because of the large number of graduates who complete their training in the vocational schools and faculties of public and private universities in Africa.

Despite the relatively large number of enterprises in Africa, job opportunities remain limited.

In the specific field of security, guarding and protection:

- ✚ The analysis of the relationship between agents and managers of companies in this field shows that in many cases there is no appropriate training of the agents in the security profession so much so that some customers do not obtain the expected level of satisfaction from the services delivered. On the side of company officials, there is no forum for dialogue with the agents (guards) who are the source of the company's income and consequently are responsible for their viability. Furthermore, the wages paid to agents are far below the charges for services rendered paid by customers. In some cases, the total wages paid to the guards posted to work at the customer are not even up to half the charges for services rendered received. Such a situation can be likened to the exploitation of workers against which, unfortunately there is no recourse. Agents are rarely registered at the social security services and sometimes do not have any organization that is authorised to defend their interests with their employer.
- ✚ Apart from the security guard companies, the classical formula used is the direct recruitment of the agents by the beneficiary of the services. This method is characterised by the absence of a written employment contract. This situation strengthens the informal relationships. Remuneration is often low or irregular. It often depends on the employer. Job security is not guaranteed. The worker does not have



time to rest. He is expected to be at his workplace 24 hours a day. There is no forum in which he can dialogue with the employer about the working conditions.

- ✚ In all cases, whether we are dealing with the system of direct recruitment of agents by the beneficiaries of their services or with security companies, the clarification that should be made is that the companies often desire to rotate the agents alternatively for the day or night. However, the common feature of these systems is that they attribute no importance to the employee especially in an environment where unemployment is increasing.
- ✚ It is against this bleak picture that the cooperative model is emerging as a third alternative for providing security guard services in an environment marked by the resurgence of cases of banditry in our cities and rural areas but also for helping young people to achieve self-employment by creating their own security companies.
- ✚ The member countries of the PCC need to support this initiative because it has three sure advantages from the point of view of the State:
  - Firstly, it is a contribution to improving the accessibility of local security services because of the interesting pricing policy that the cooperative will adopt compared to security companies. Thus, it shall contribute to greater peace for people living in cities and their suburbs;
  - Secondly, the system of initial training on the security guard profession that the project intends to develop will not only strengthen the security of the agents themselves but also and especially the quality of their services. The professionalism that will result from the setting up of cooperative enterprises will make it possible to properly clean up the sector;
  - Thirdly, the direct employment that will be generated by the project for youths who are holders of the GCE ordinary Level or its equivalent undoubtedly remains a contribution to solving youth unemployment problems.



**Overall objective of the project:**

To contribute to solving the problems of youth unemployment through the promotion of cooperative self-employment especially in the field of security, surveillance and protection of persons and property in the main cities of member States and their suburbs