International Labour Organization

ILO brief

Statistical Brief

February 2022

Statistical profile
Private Security Services Sector

Executive Summary

- This statistical profile is part of the efforts of the ILO Sectoral Policies department to develop and share knowledge on emerging trends and challenges at industry level.
- It analyses the wealth of data collected by the ILO statistical department and provides a statistical description of employment patterns and recent trends in the private security sector, including data for the 2020 COVID-19 period.

Some of the key findings are highlighted below:

Employment creation potential Information about the template

In 2019, based on an analysis of data from 86 countries, it was estimated that there were over **4.8 million workers in the private security service sector,** representing 0.4 percent of total employment. * The sector has experienced **significant growth in overall employment** with a compound annual growth rate of 12 per cent. Main increases in PSS employment between 2006 and 2019 are registered in regions, such as Americas, Asia and the Pacific region and Africa. The largest number of PSS workers is in **India** (21 per cent) followed by **United States** (19 per cent) and **Brazil** (17 per cent).

The **sector is still male-dominated** and with workers aged between 25–54 years. This age group alone accounted for approximately 78 percent of the PSS workforce in 2019 and was growing at a compound rate of 12 percent annually between 2005 and 2019. In 2019, own-account workers accounted for approximately 3.6 percent and increasing by eight percent (CAGR) for the same period.

A labour market with unexpected levels of education

Despite being viewed as a low-status occupation, **PSS workers with an intermediate level of education are by far the majority** (49 per cent) followed by those with basic education (28 per cent) and advanced qualifications (17 per cent). However, **employment among workers with basic education is growing**: in 2018 it reached a pick of 1 million workers, and grew at 18 per cent between 2005 and 2019. PSS workers with basic education levels increased steadily in Europe and Central Asia. The **largest shares of PSS workers with a basic level of education are in India** (52%) and **Brazil** (13%). India has also the largest number of PSS workforce with less than a basic level of education.

* See Annex for list of countries.

Increasing number of temporary contracts, long working hours and persistent gender pay gaps

Permanent contracts in the PSS sector showed a steady decline, while temporary contracts steadily increased for the period 2010–2019. In particular in the Africa region, permanent contracts grew by 12 percent, while temporary contracts rose by 67 percent. Asia Pacific and Europe and Central Asia regions follow a similar pattern.

The **PSS sector is characterised by long working hours**. Particularly in the Africa region, the average weekly working hours are approximately 58 hours per employee, the highest in the industry. **The Asia and Pacific region witnessed an increase in working hours since 2006, with young people (15–24 years) most affected** (increase of almost 38 percent from a low of 38 hours per week in 2009 to 53 hours per week in 2019).

In general, **PSS workers on permanent contracts tend to work fewer hours than those on temporary contracts**. Globally, working hours for temporary workers have consistently been on the rise since 2006 and are above the 48 hours weekly working hours' threshold since 2014.

The 2019 adjusted hourly earnings show that **hourly earnings for female PSS workers are much lower than their male counterparts**, representing 22 per cent in the United States, and 14 per cent in Botswana.

The impact of COVID-19 on employment

Despite the limited number of countries analyzed, **the private security services sector was not spared by the impact of the Covid-19 pandemic**. The PSS sector employment experienced an overall decline, with a sustained decrease in countries such as Brazil, Costa Rica, and Switzerland. This was followed by **a general decrease in the average weekly working hours in 2020**.

Job losses were recorded in Brazil, Costa Rica, Ecuador, Georgia, Macedonia, and Switzerland, with some variations between quarters. Job losses experienced in 2020 are also reflected in the changes observed in the type of job contracts.

In some countries, **the period between 2019 and 2020 was characterized by a decline in permanent contracts and increase in temporary contracts**. In Italy, for example, in the first quarter of 2020, temporary contracts rose by 132 percent while permanent contracts only increased by six percent when compared to the first quarter of 2019.

▶ 1. Introduction

Private security services (PSS) workers are part of the security continuum who have always complimented state security efforts. This has become particularly the case in the wake of the Covid-19 global pandemic, where PSS workers have stepped up, as frontline workers, to guarantee public safety and health. The increasing security risks driven by natural and geopolitical calamities have increased the role of private security services, vis à vis state security. In this context, the ILO has prepared a statistical profile to provide an overview of employment trends in private security services.

The profile examines employment patterns disaggregated by age, sex, level of education, and type of contract. Two types of data classifications were contrasted: International Standard Classification of Occupations (ISCO-08) and International Standard Industrial Classification (ISIC). At the 2-digit level of data disaggregation, ISCO-08 does not make a distinction between public and private security services but defines protective services workers to include firefighters, police officers, prison guards, security guards, and other protective services workers not elsewhere classified (see Table 1).[1]

Since ILOSTAT only offers data at a 2-digit level, the International Standard Industrial Classification (ISIC_Rev.4) was instead used as it makes a distinction between private and public security activities at this level of disaggregation. The ISIC_Rev.4 defines private security services to include investigation and security systems services, guard and patrol services, picking up and delivering money, receipts or other valuable items with well-equipped security personnel to protect such properties while in transit and providing armoured vehicles, bodyguards, polygraph, and fingerprinting services.

▶ Table 1: The 2-digit level classification of Public and Private Security Services: ISIC Rev.4 vs ISCO_08

ISIC_Rev.4 (by activities)	ISCO-08 (by occupation)
Private Security Services Section N: Administrative and Support Service Activities 80 Security and investigation activities: 8010 Private security activities; 8020 Security systems service activities; 8030 Investigation activities.	**Public and Private Security Services** 54 Protective Services Workers: 541 Protective Services Workers: 5411 Firefighters; 5412 Police Officers; 5413 Prison Guards; 5414 Security Guards; 5419 Protective Services Workers Not Elsewhere Classified.
Public Security Services Section O: Public administration and defence; compulsory social security. 84 Public administration and defence; compulsory social security: 842 Provision of services to the community as a whole: 8421 Foreign affairs; 8422 Defence activities; 8423 Public order and safety activities.	

Source: ISIC_Rev.4; ISCO-08

But, even at this level of disaggregation, several data gaps were observed, noted and were accounted for in the analysis. For example, "Unreliable"[2] data values were discarded to improve reliability. All values and statistics are derived from the ILOSTAT harmonised microdata.

The analysis is based on 86 countries[3] from the ILOSTAT harmonized microdata distributed by region as follows: Africa (27 countries); Americas (15); Arab States (4); Asia and Pacific (21); and Europe and Central Asia (19). Unless otherwise indicated, all calculations, tables and figures are based on the 86 countries.

[1] ILO, *The International Standard Classification of Occupations: ISCO_08*, 2012; UNDESA, *International Standard Industrial Classification of All Economic Activities: Revision 4*, 2008.

[2] Unreliable data values are data values considered by ILOSTAT to have low reliability and whose publication should be displayed with a warning concerning their reliability.

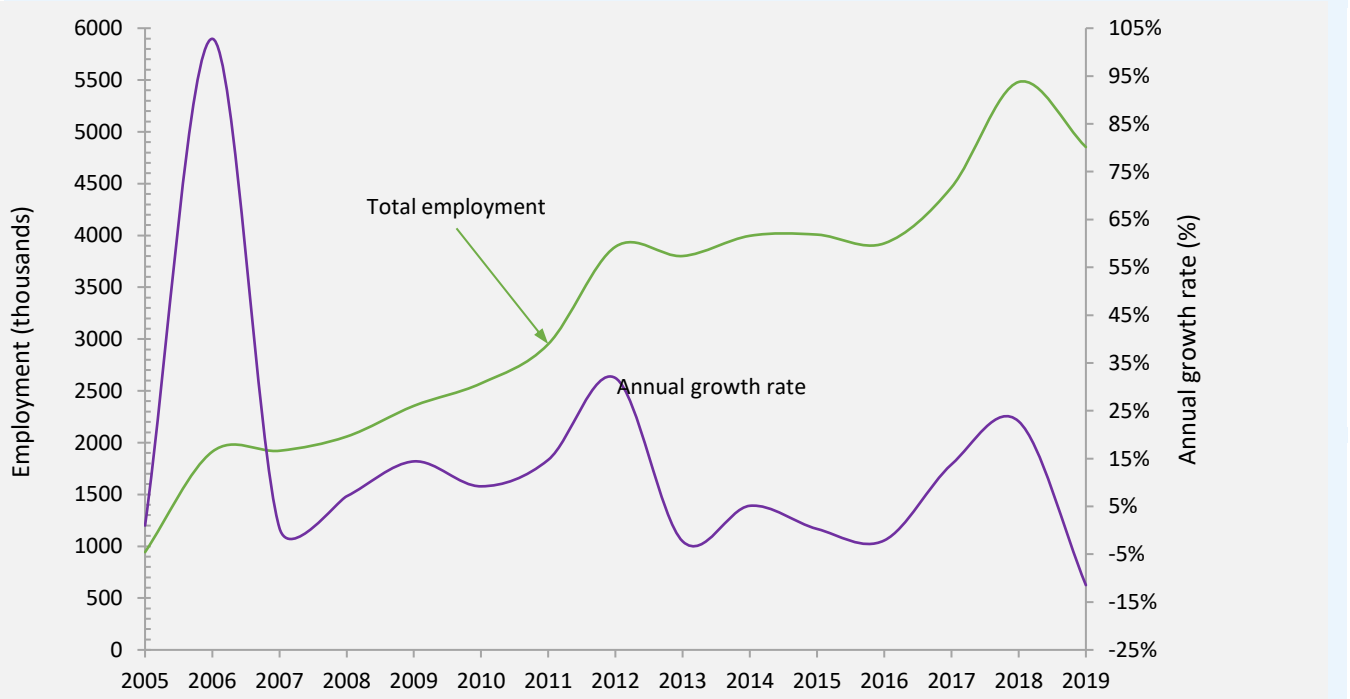
[3] See Appendix for a detailed list of countries included in the study

▶ 2. Employment patterns

2.1 General trends

The 2019 estimates from ILOSTAT show that there are over 4.8 million PSS workers, representing 0.4 percent of total employment. The sector has experienced significant growth in overall employment averaging 415 percent (from 943,194 to 4,852,941employees) between 2005 and 2019 or 12 percent compound annual growth rate (CAGR). During the 2008/2009 financial crisis, the sector remained strong and employment grew by 14 percent. Employment growth had largely been positive except in 2013, 2016 and 2019 where employment declined. However, in both cases, the sector quickly recovered to positive growth rates.

▶ **Figure 1: Employment level**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

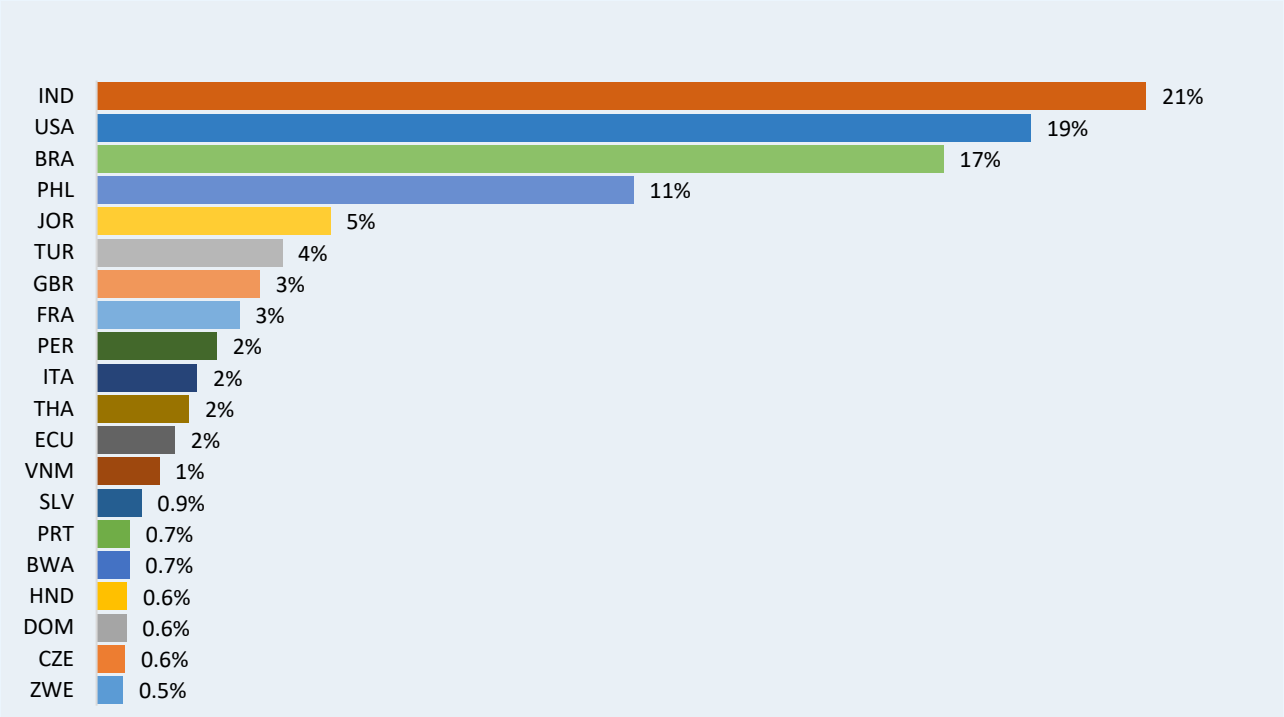
The PSS sector is largely dominated by few countries mainly from the Americas and Asia and Pacific regions. Overall, India has the largest number of PSS workers. In 2019, India accounted for 21 percent of the total PSS workforce, largely driven by manned guarding and cash-in-transit services. Between 2012 and 2019, the sector grew by nearly 84 percent or eight percent compound annual growth.

The United States follows after India and accounted for approximately 19 percent of the overall PSS employment in 2019. Between 2005 and 2019, PSS employment in the United States grew by 21 percent but the compound annual growth rate was only one percent. Brazil accounted for 17 percent of the total PSS employment but declined between 2012 and 2019 by one percent or 0.1 percent compound annual growth rate. In the Philippines, employment in the PSS sector declined by 24 percent between 2006 and 2019 or two percent per annum. The Philippines is the fourth largest PSS sector in the world contributing an estimated 11 percent to the total PSS workforce.

The rest of the countries contribute less than 10 percent and have experienced different levels of employment growth. For example, Turkey recorded the highest growth in PSS employment between 2005 and 2019, where the sector grew by

around 325 percent translating into a 10 percent growth rate, compounded annually. In 2019, Turkey accounted for only four percent of the overall PSS workforce.

▶ **Figure 2: Top 20 Countries by share of total PSS employment, 2019**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.2 Regional trends

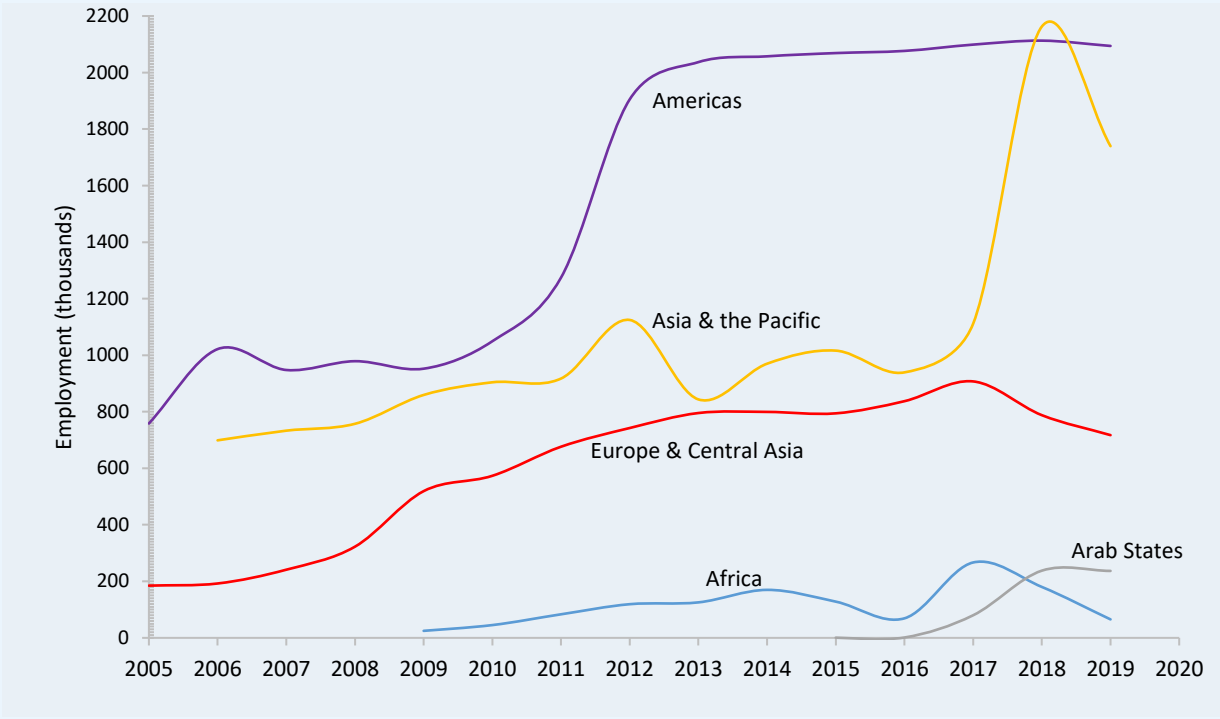
Regionally, employment in the PSS sector has been increasing led by the Americas.[4] In the Americas, employment increased substantially between 2005 and 2019 from around 758, 000 to over 2.1 million workers, representing a 177 percent increase. Nevertheless, the 2008/2009 financial crisis seem to have affected the growth, losing an estimated 26,000 jobs in the process. In 2019, the Americas accounted for 43 percent of the total workforce in the PSS sector while Asia and the Pacific region accounted for 36 percent. Overall, the PSS workforce is largely concentrated in the Americas, and Asia and the Pacific regions which collectively account for 79 percent of the total PSS workforce.

In absolute terms, employment in Asia and the Pacific region rose by 149 percent between 2006 and 2019 from approximately 698, 000 workers to over 1.7 million. The 2008/2009 financial crisis had no impact on the employment trajectory in this region; in fact, employment grew by 13 percent between 2008 and 2009. Employment was also not affected in Europe and Central Asia by the financial crisis and rose considerably accounting for 15 percent of the total PSS workforce by the end of 2019, while Africa and the Arab States accounted for one percent and five percent respectively.

However, PSS employment in both regions has been increasing in absolute terms. In Africa, PSS employment grew by 163 percent between 2009 and 2019, while in the Arab States employment grew by 196 percent between 2017 and 2019.

[4] Regional trends are calculated based on countries with available information

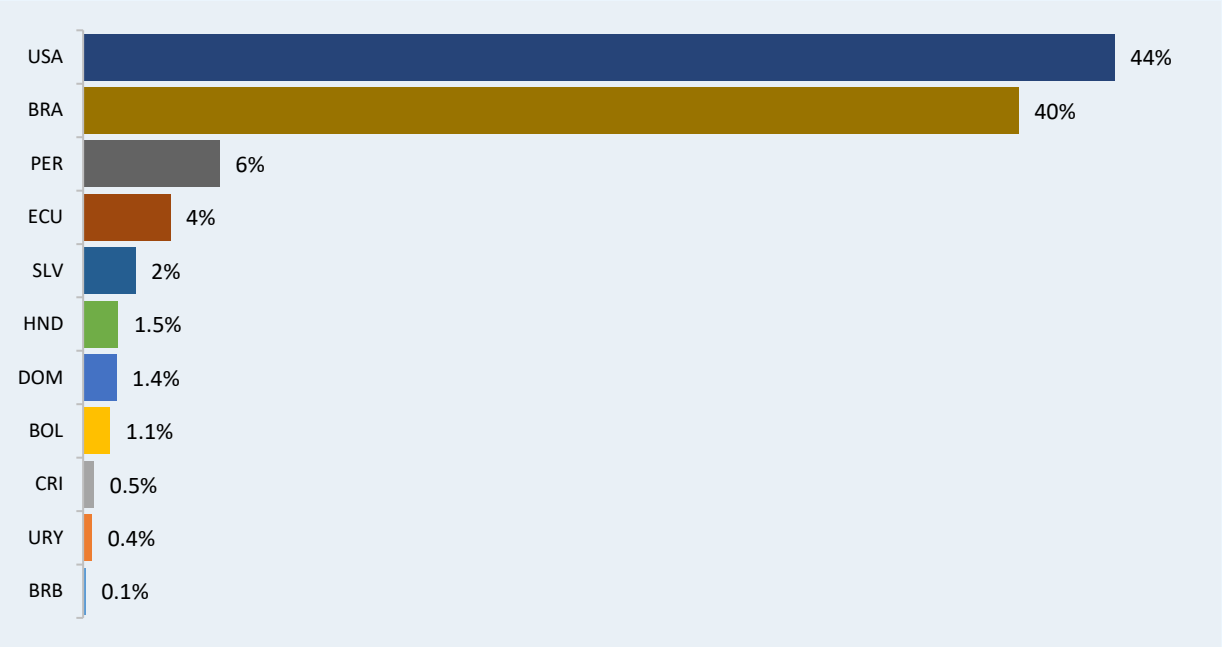
▶ **Figure 3: Regional employment levels**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

The high employment levels in the Americas can be attributed to the huge PSS workforce in the United States and Brazil. The United States account for approximately 44 percent of the total regional employment or approximately 920,000 workers followed by Brazil at 40 percent or 833,000 workers. Other countries with substantial share include Peru (6%), Ecuador (4%), El Salvador (2%), Honduras (2%), Dominican Republic (1%), and Bolivia (1%). The rest of the countries in the region with available information had less than one percent of the regional PSS workforce.

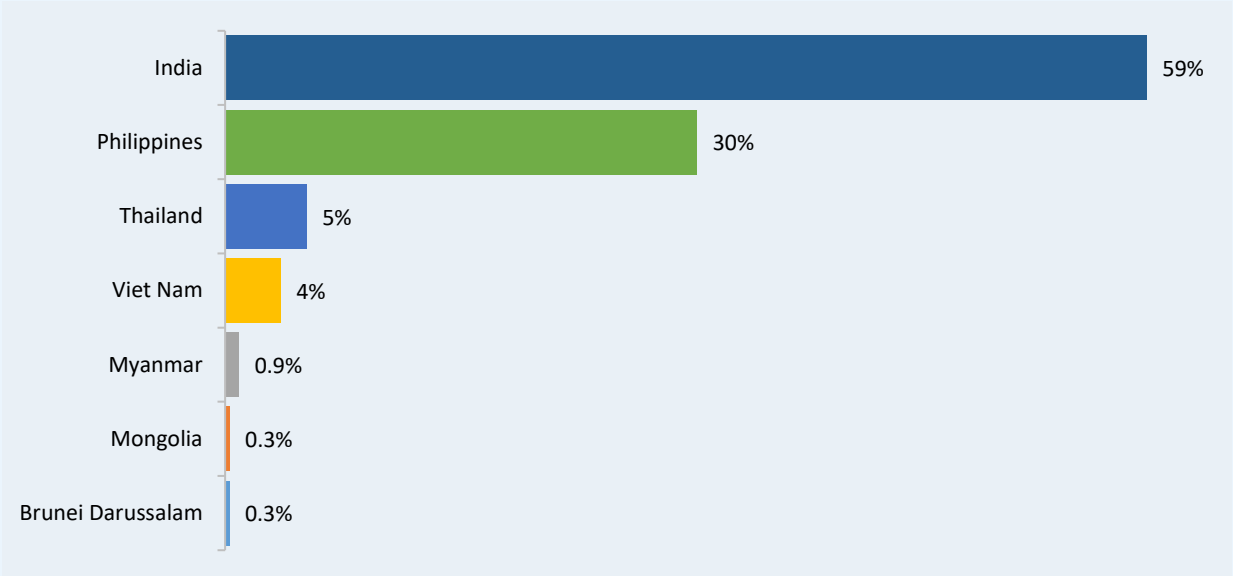
▶ **Figure 4: Share of employment, 2019: Americas (selected countries)**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In Asia and the Pacific region, India accounted for 59 percent of the total regional PSS workforce or over 1.1 million workers followed by the Philippines at 30 percent or approximately 528,000 workers. Other countries include Thailand (5%) and Vietnam (4%). The rest of the countries' contribution was less than one percent respectively.

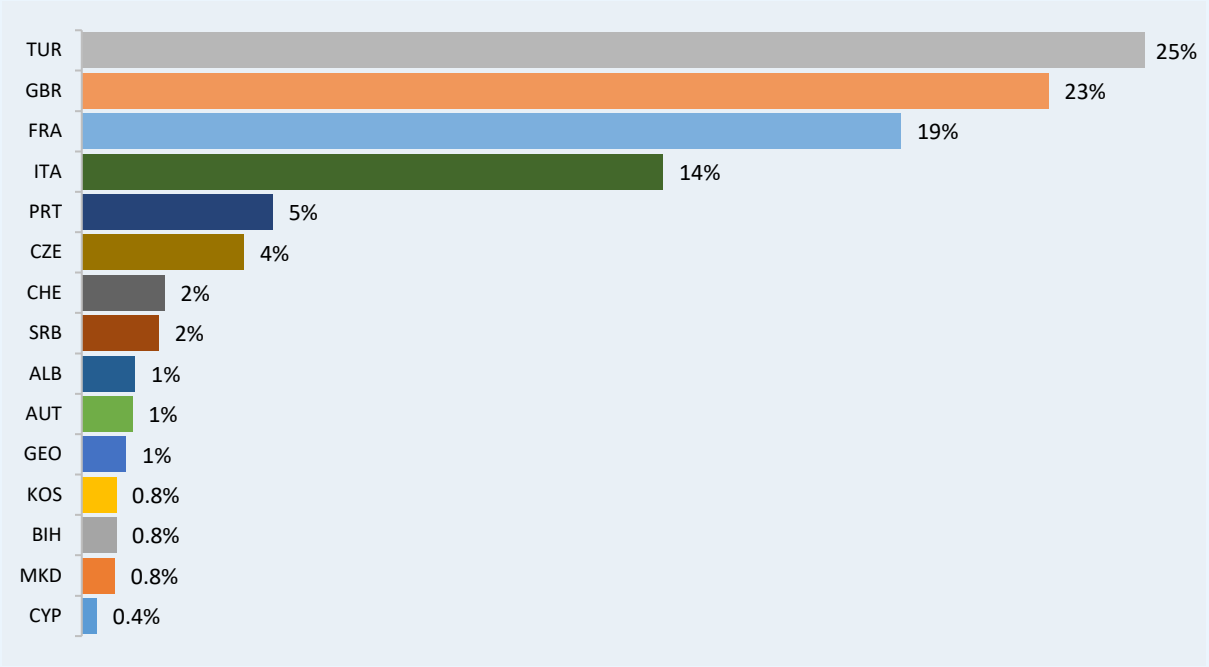
▶ **Figure 5: Share of employment, 2019: Asia & the Pacific (selected countries)**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In Europe and Central Asia, employment was fairly distributed with Turkey accounting for approximately 25 percent followed by the United Kingdom (23%), France (20%), and Italy (14%). The four countries make up 79 percent of the PSS workforce in Europe and Central Asia.

▶ **Figure 6: Share of employment, 2019: Europe & Central Asia (selected countries)**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

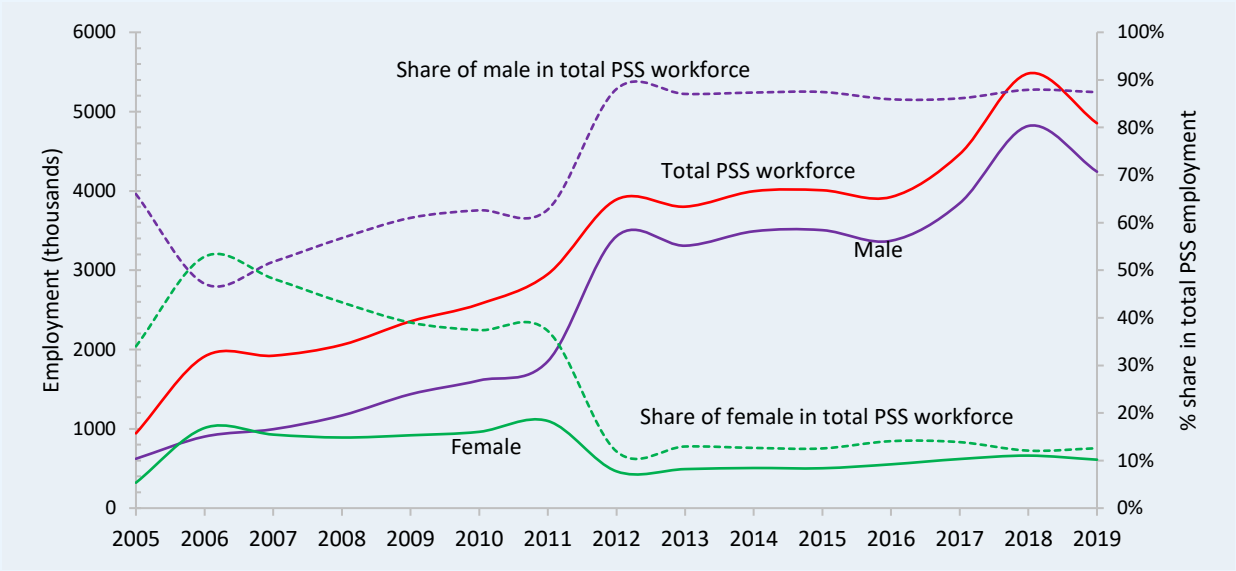
Other countries with a fairly significant PSS workforce include Portugal (5%), Czechia (4%), Switzerland (2%), and Serbia (2%). The rest of the countries account for 1 percent or less.

2.3 Employment by gender

Generally, the PSS sector is dominated by male workers. Out of more than 4.8 million PSS workers, male workers account for nearly 87 percent. The employment level among female PSS workers had been on the decline since 2007. Between 2005 and 2019, employment among female workers grew by 90 percent from around 320,000 to 610,000. However, this is a small increase compared to the growth in the male workforce of approximately 582 percent, from 622,000 to 4.2 million, over the same period).

Correspondingly, the share of female workers working in the PSS sector has been declining while that of the male workforce has substantially increased.

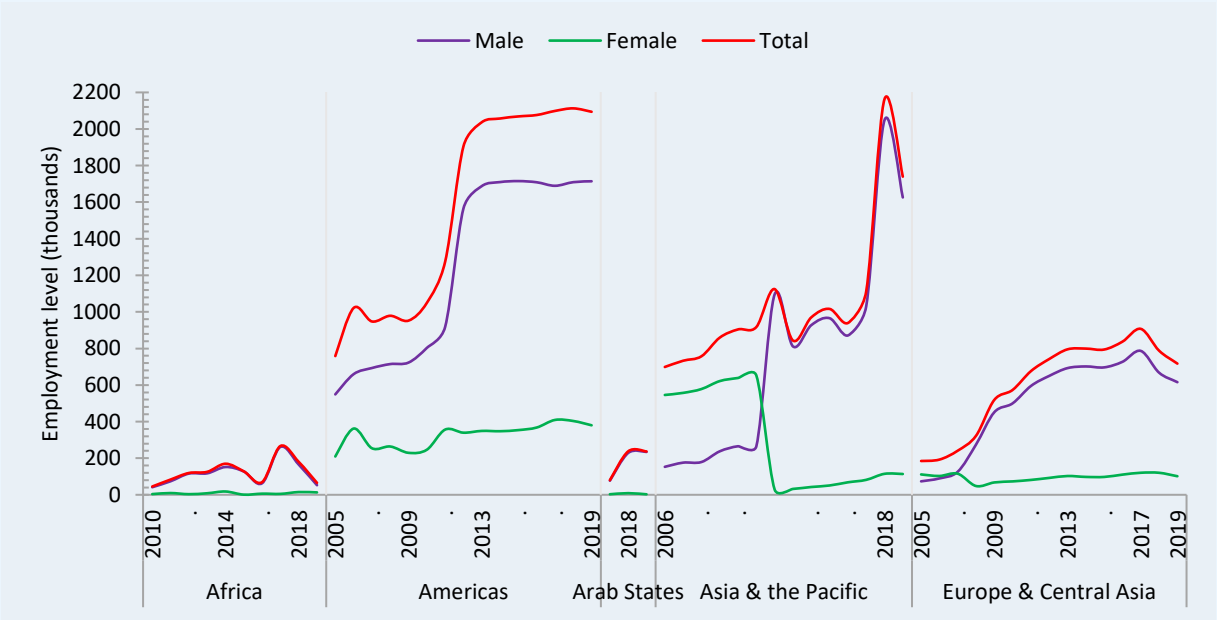
▶ Figure 7: Employment level by gender



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Regionally, the sector is characterised by huge gender disparities. Although Africa has witnessed positive growth of approximately 38 percent in the female workforce between 2010 and 2019, only one in four PSS workers is female. Employment was much higher among male workers growing by more than 42 percent between 2012 and 2018.

▶ Figure 8: Distribution of total PSS workforce by gender



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

The male-female ratio is even greater in the Arab States where one in every 32 PSS workers is female. In the Americas, the ratio is similar to that of Africa (i.e., 1 in 4 PSS workers is female) while Asia and the Pacific has one female in 14 PSS workers. Europe and Central Asia have one in six PSS workers.

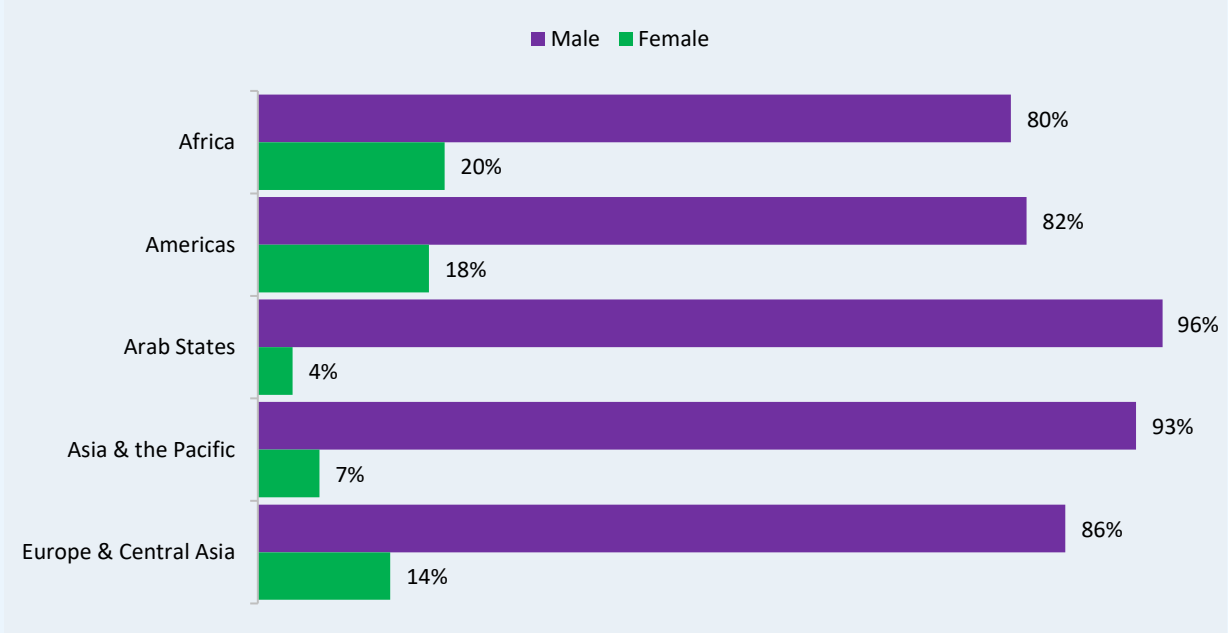
The Americas is one of the regions with a significant share of the female PSS workforce in absolute terms. The region has also experienced exponential growth in male workers especially between 2009 and 2013, after which the trend seems to have stabilised.

In Asia and the Pacific, employment in the PSS sector among women has been declining while that of men recorded an exponential increase from 2009. In Europe and Central Asia, employment among male workers also recorded an exponential increase since the financial crisis while that of women has been positive and stable.

The gender disparities are even more glaring when looking at in-region variations. For example, the 2019 figures show that, in the Arab States and Asia and Pacific regions, women accounted for four percent and seven percent respectively. This means that 96 percent and 93 percent of all PSS workers in the Arab States and the Asia and Pacific regions are men respectively.

As a share of the regional PSS workforce, Africa had more women (20%) working in the PSS sector followed by the Americas with an 18 percent female workforce and Europe and Central Asia at 14 percent.

▶ **Figure 9: Proportion of regional PSS workforce by gender, 2019**



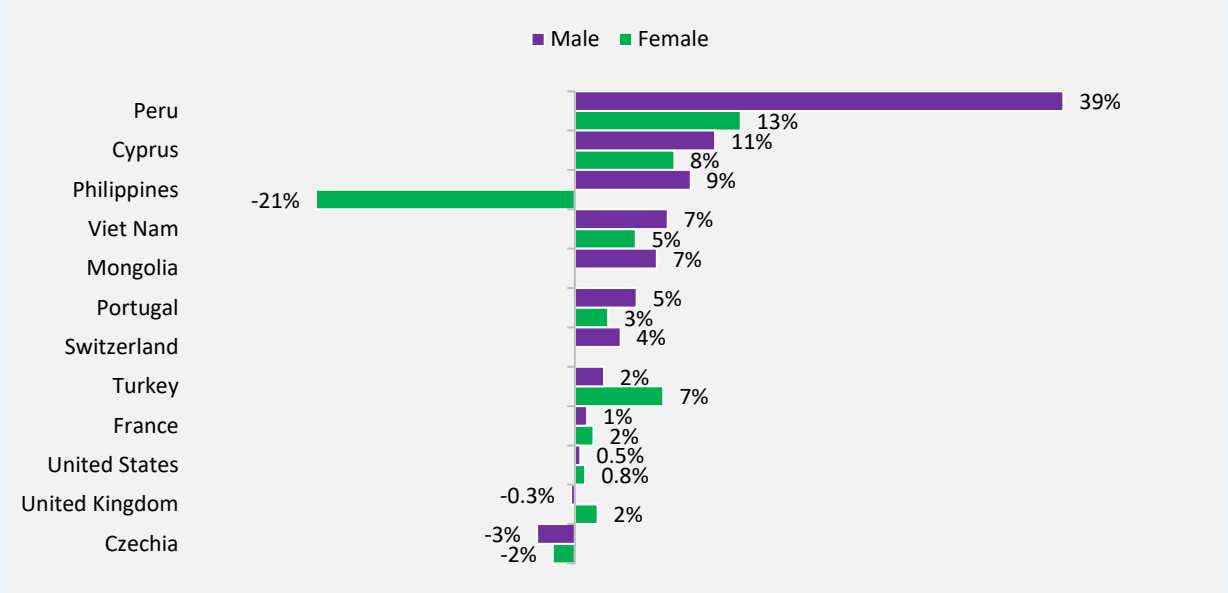
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.3.1 Selected countries

The gender-disaggregated data in selected countries show uneven variations in employment growth for the period 2009–2019. Due to data limitations, only 12 countries were included in the analysis. Using the compound annual growth rate (CAGR), Peru recorded the highest growth per year in both male (39%) and female (13%) employment. The Philippines witnessed significant growth in the male workforce (9%) but also the highest decline in female PSS workers (21%). In Cyprus, employment among the male PSS workforce rose by 11 percent and eight percent for the female PSS workers. Other notable countries which witnessed increases in the male workforce include Mongolia (7%), Viet Nam (7%), Portugal

(5%), Switzerland (4%), Turkey (2%), France (1%), and the United States (0.5%). After Peru, the highest increase of female PSS workers was recorded by Cyprus (8%), Turkey (7%), Viet Nam (5%), and Portugal (3%).

▶ **Figure 10: Compound annual growth rate in employment by gender 2009–2019 (selected countries)**



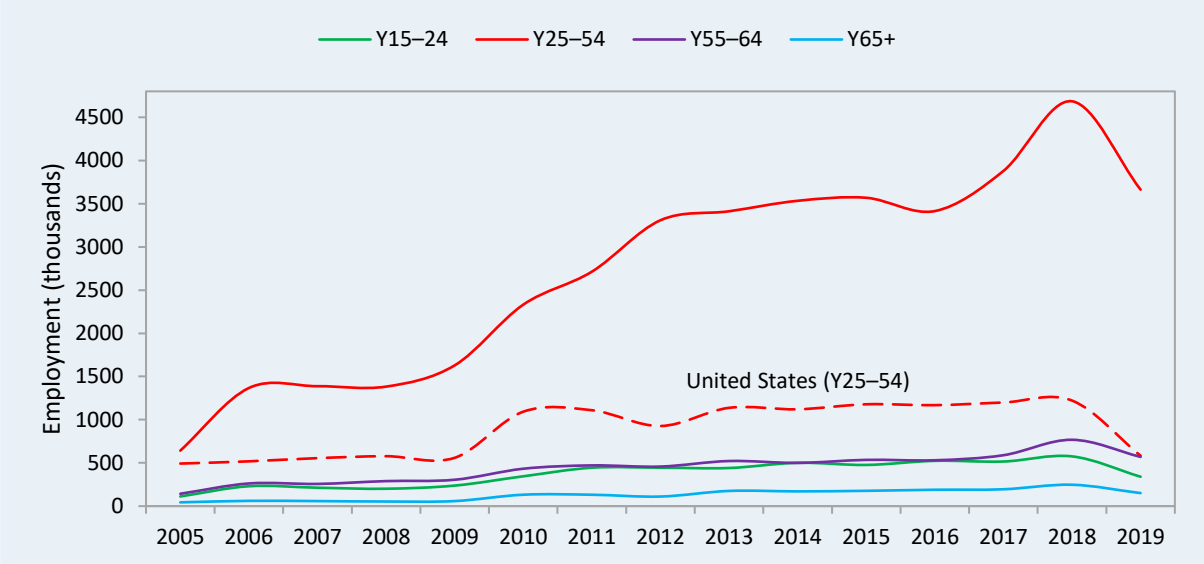
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.4 Employment by age

Generally, the PSS sector is dominated by workers aged between Y25–54 years. This age group alone accounted for approximately 78 percent of the PSS workforce in 2019 and was growing at a compound rate of 12 percent annually between 2005 and 2019. This was the highest growth rate across all age groups. However, there was a noticeable decline in employment between 2018 and 2019 among the Y25–54 age group of approximately 22 percent, which may have been driven by an estimated drop in PSS employment of 52 percent in the United States in the same age category.

The Y55–64 age group is the second-largest age group of the PSS workforce accounting for approximately 12 percent of the total workforce in 2019. Growth in employment within the age group was significant growing by 298 percent between 2005 and 2019 or at an annual compound rate of 10 percent, consecutively for 15 years. Employment growth was generally stable for most of the period under review except in 2018/2019 where a slight drop was recorded.

▶ **Figure 11: Total employment distribution by age group**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

The PSS sector continues to be perceived as a sector for adults. Employment among the youth (i.e., Y15–24 age group) was among the lowest shares of the PSS workforce accounting for just seven percent of the total workforce. Growth was also slow (i.e., 8% CAGR) compared to other age groups and the increase in employment between 2005 and 2019 was the lowest at 204 percent.

Even when the age group is extended to include young adults (i.e., Y15–34 age group), they could only account for 34 percent of the total workforce and only grew by approximately 10 percent annually, similar to the CAGR of the Y55–64 age group. This means that an estimated 66 percent of the total PSS workforce are aged above 35 years.

The 65+ year age group represents the smallest share of PSS workforce which in 2019 was estimated at three percent. Employment within this age group grew by 246 percent for the period 2005 – 2019 or nine percent compound annual growth rate, which was higher than the growth among the 15–24-year age group.

▶ **Table 2: Percentage change in total PSS employment level by age, 2005–2019**

	Y15–24	Y25–54	Y55–64
%Change (2005–2019)	204%	505%	298%
CAGR (%)	8%	13%	10%
%Share in total PSS workforce, 2019	7%	78%	12%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

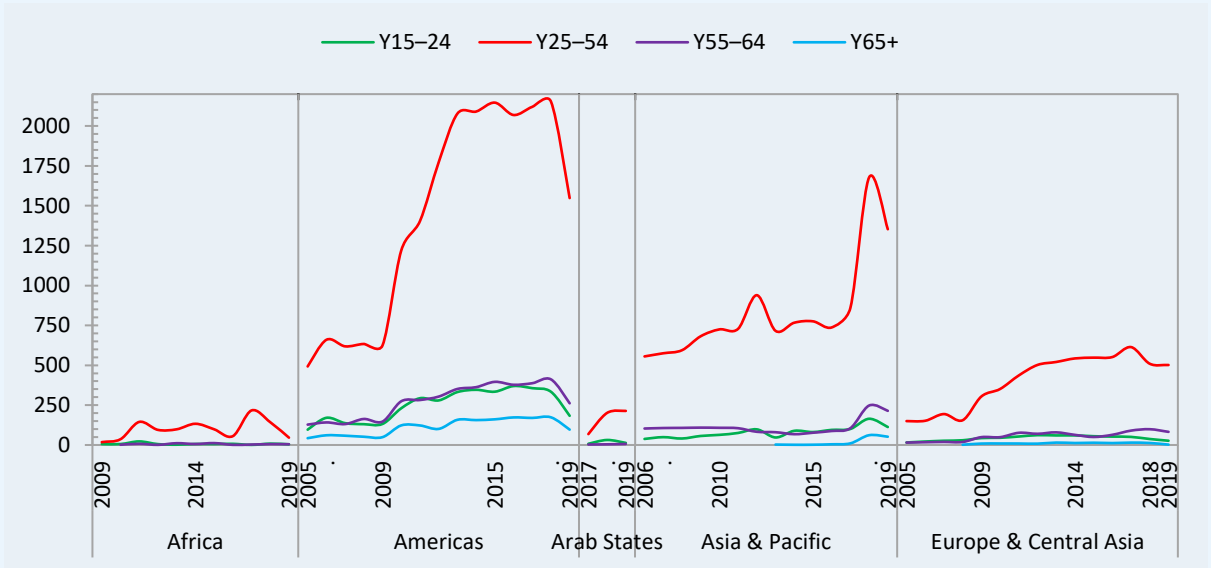
Cross-regional employment trend comparisons also show that the Y25–54 age group was the largest in all regions with an exponential growth witnessed in both the Americas and the Asia and Pacific regions.

In the Americas, the Y25–54 age group registered the highest growth rate of approximately 214 percent or eight percent compound annual growth rate for the period 2005 to 2019. Employment growth among the youth (i.e., Y15–24) was the lowest growing at an annual average of four percent over the 15 years. In the other two age groups (i.e., Y55–64 and Y65+), employment grew by more than 100 percent which was higher than the 90 percent increase recorded among the Y15–24 age group. The Y25–54 age group accounted for 74 percent of the PSS workforce in the region followed by the Y55–64 age group at 13%, Y15–24 at 9%, and the Y65+ age group at 5%.

Cross-regional employment trend comparisons also show that the Y25–54 age group was the largest in all regions with an exponential growth witnessed in both the Americas and the Asia and Pacific regions.

In the Americas, the Y25–54 age group registered the highest growth rate of approximately 214 percent or eight percent compound annual growth rate for the period 2005 to 2019. Employment growth among the youth (i.e., Y15–24) was the lowest growing at an annual average of four percent over the 15 years. In the other two age groups (i.e., Y55–64 and Y65+), employment grew by more than 100 percent which was higher than the 90 percent increase recorded among the Y15–24 age group. The Y25–54 age group accounted for 74 percent of the PSS workforce in the region followed by the Y55–64 age group at 13%, Y15–24 at 9%, and the Y65+ age group at 5%.

▶ **Figure 12: Age distribution of employment by region**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In Asia and the Pacific region, the Y25–54 age group accounted for 78 percent of the regional PSS workforce followed by the Y55–64 at 12 percent, Y15–24 at seven percent, and the Y65+ at three percent. There was an exponential increase in employment of around 95 percent between 2017 and 2019 among the Y25–54 age group largely driven by the increase in employment in India where employment rose by 62 percent. The highest increase in employment was recorded among the Y15-24 (196%) followed by the Y25–54 (144%), and the Y55–64 (108%). On an annual basis, the Y15–24 had a higher growth rate (8%) compared to both Y25–54 and Y55–64 age groups. The Y65+ was an exception, growing at an annual compound rate of 52 percent between 2006 and 2019.

In Africa, the Y25–54 age group are by far the majority of the PSS workforce followed by the Y55–64. They account for approximately 83 percent of the regional workforce. By the end of 2019, employment among the age group had increased by 153 percent or nine percent annual growth since 2009. Furthermore, the region saw a significant increase in employment among the Y65+ age group which rose by 174 percent translating into an 11 percent annual growth over the same period. This was higher than the growth witnessed among the Y25–54 age group.

The situation was not different in the Arab States where the Y25–54 age group accounts for 92 percent of the PSS workforce with employment increasing by 46 percent annually for three years.

In Europe and Central Asia, the Y25–54 age group accounts for 82 percent of the workforce followed by the Y55–64 at 13 percent. The biggest increase in employment was recorded among the Y55–64 age grew which witnessed an increase of over 440 percent or 12 percent annual growth rate. Employment among the Y25–54 grew at an annual compound rate of eight percent for the period 2005–2019.

▶ **Table 3: Changes in employment by region and age group, selected years**

Region	Statistical Measure	Y15–24	Y25–54	Y55–64	Y65+
Africa	Share in regional employment, 2019	8%	83%	9%	
	% change, 2009–2019	-24%	153%	174%	
	CAGR (%), 2009–2019	-2%	9%	11%	
Americas	Share in regional employment, 2019	9%	74%	13%	5%
	% change, 2005–2019	90%	214%	105%	126%
	CAGR (%), 2005–2019	4%	8%	5%	6%
Arab States	Share in regional employment, 2019	6%	92%	3%	
	% change, 2017–2019	72%	212%	107%	
	CAGR (%), 2017–2019	20%	46%	27%	
Asia & Pacific	Share in regional employment, 2019	7%	78%	12%	3%
	% change, 2006–2019	196%	144%	108%	
	CAGR (%), 2006–2019	8%	7%	5%	52%
Europe & Central Asia	Share in regional employment, 2019	4%	82%	13%	0.4%
	% change, 2005–2019	69%	235%	443%	61%
	CAGR (%), 2005–2019	4%	8%	12%	4%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.5 Employment by status

The International Classification by Status in Employment (ICSE) classifies employment status into six categories namely; employees, employers, own-account workers, members of producers' cooperatives, contributing family workers, and workers not classifiable by status[5]. This section focuses on the employment trends in the first three categories.

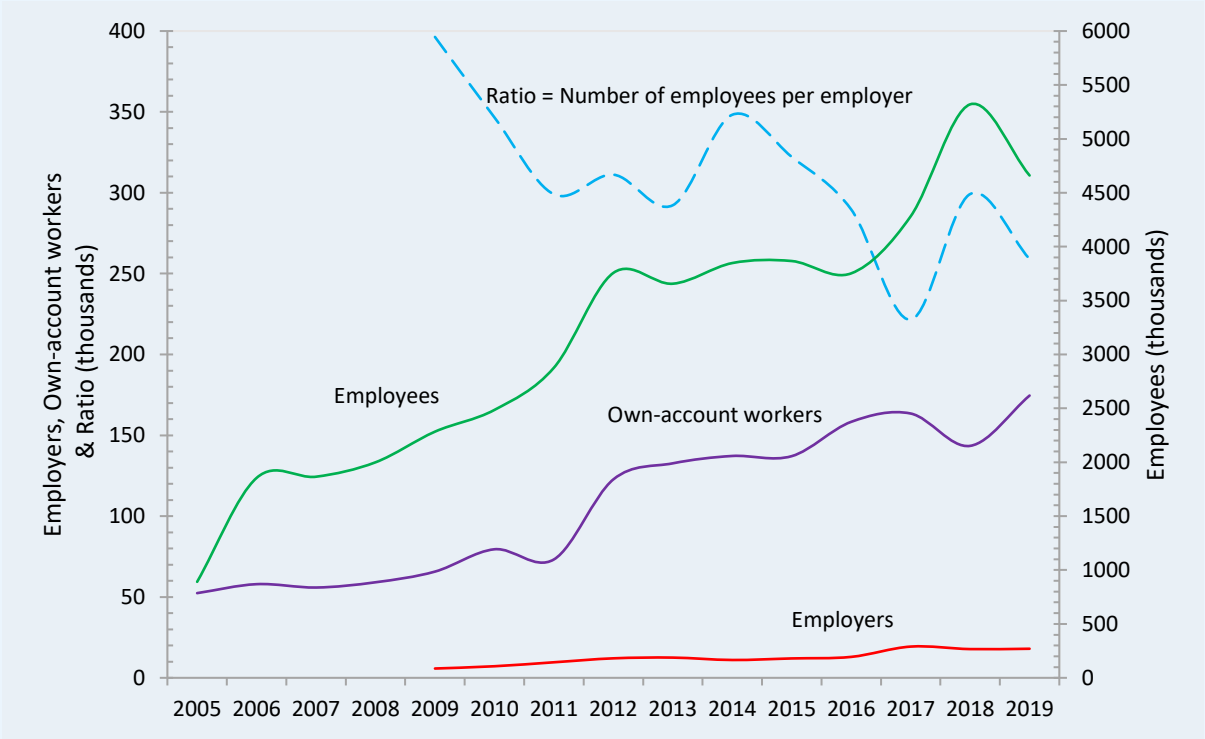
According to ICSE, employees are all PSS workers who hold paid employment jobs with an explicit or implicit contract which earns them a basic remuneration while employers are a type of PSS workers who "work on their own account or with one or a few partners, hold the type of jobs defined as a "self- employment jobs" (i.e., jobs where the remuneration is directly dependent upon the profits derived from the goods and services produced), and, in this capacity, have engaged, on a continuous basis, one or more persons to work for them as employee(s)." On the other hand, own-account workers

[5] ILO, *Key Indicators of the Labour Market*, 2016, p.62.

are PSS workers who, "working on their own account or with one or more partners hold the type of jobs defined as a "self-employment jobs", and have not engaged on a continuous basis any employees to work for them."

Contrary to the formal contractual arrangements available to employers and employees, own-account workers have a higher likelihood of not having formal work arrangements[6]. Although not in the majority, own-account workers in the PSS sector exist and employment has been on the rise (see Figure 14). In 2019, own-account workers accounted for approximately 3.6 percent and employment grew by eight percent (CAGR) for the period 2005–2019. The majority of own-account workers are male whose employment trend has been increasing at an annual rate of 37 percent (CAGR) compared to that of female own-account workers which were growing at only five percent (CAGR). By 2019, the male-female ratio among own-account workers stood at one female for every six-male own-account workers, implying that 60 percent of all own-account workers in the PSS sector are male.

▶ **Figure 13: PSS workforce by employment status**



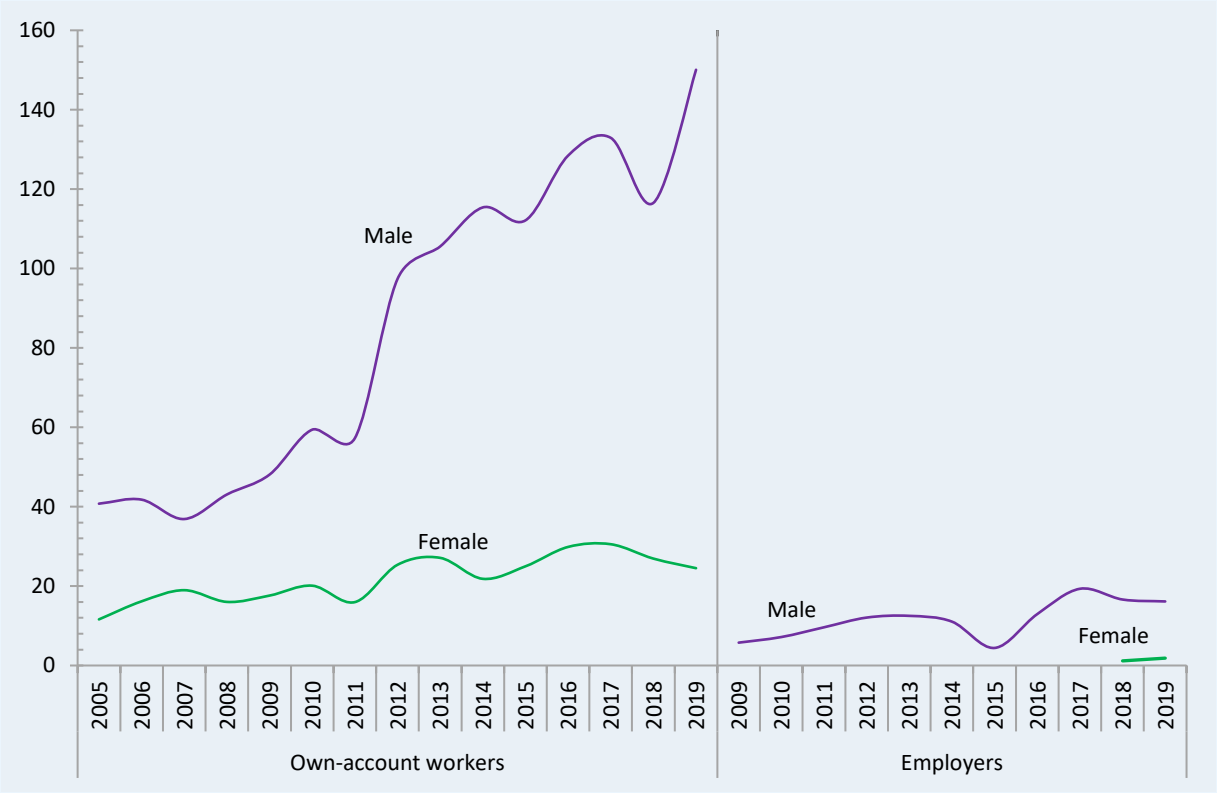
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In 2019, PSS employers accounted for 0.4 percent of the total employment or approximately 17,994 employers. However, the employer-employee ratio has been declining corresponding to the steady increase in the number of PSS employers. Between 2009 and 2019, the number of employers rose by 212 percent which represents a growth rate of 11 percent, compounded annually. Only one in nine employers are female, meaning that 90 percent of PSS employers are male. In terms of geographical distribution, PSS employers are concentrated in the Americas, and Europe and Central Asia.

As expected, the bulk of the PSS sector comprise of employees. Employees account for approximately 96 percent of the total PSS sector employment and, between 2005 and 2019, this category of employment status recorded an increase of around 423 percent or 12 percent compound annual growth rate.

[6] ILO, "Indicator description: Employment by status in employment".

▶ **Figure 14: Employment status by gender**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.6 Employment by the level of education

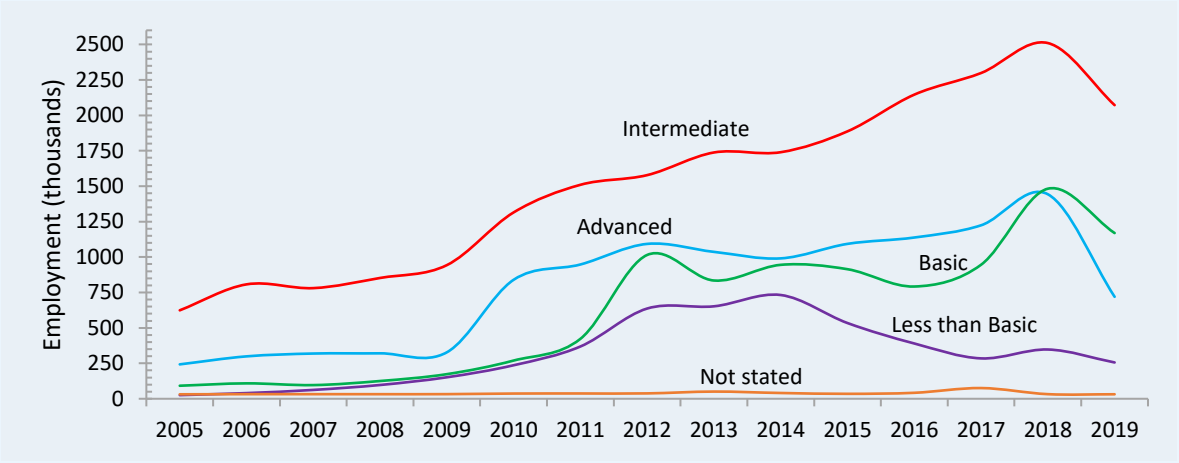
2.6.1 General trends

The section presents data on the level of employment in the PSS sector by the education level of PSS workers based on the International Standard Classification of Education (ISCED) which is a standard instrument designed by UNESCO for comparing indicators and statistics of education. The level of education is classified into five groups namely; advanced, intermediate, basic, less than basic, and not stated.[7]

The ISCED defines advanced level of education as both any first stage tertiary education (i.e., short-cycle tertiary education, bachelors or equivalent level) not directly leading to an advanced research qualification or second stage education (i.e., master's or equivalent level, doctoral or equivalent level) leading to an advanced research qualification. The Intermediate education level includes upper secondary education and post-secondary non-tertiary education while Basic education encompasses primary and lower secondary education. The less than basic education category includes workers with no form of education or those with early childhood education.

[7] ILOSTAT, Employment by education. ILO, Geneva. https://www.ilo.org/ilostat-files/Documents/description_EDU_EN.pdf

▶ **Figure 15: Total PSS employment by level of education**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Generally, PSS workers with an intermediate level of education (i.e., workers with upper secondary education or post-secondary non-tertiary education) are by far the majority (49%) followed by those with basic education (28%) and advanced qualifications (17%) (i.e., bachelor's, master's or Doctoral degrees). Until 2018, workers with advanced education levels were consistently more than those with basic education levels. The employment trend for both categories of workers has steadily been increasing since 2005 with significant fluctuations in 2008/2009 period owing to the financial crisis. Thus, despite being viewed as a low-status occupation (Thabang et al. 2013)[8], most of the PSS workers have decent education qualifications. Between 2005 and 2019, the number of PSS workers with an advanced level of education grew by 196 percent or eight percent per year while that of workers with intermediate qualifications rose by 232 percent over the same period.

Employment among workers with basic education has also been on the increase reaching a pick of 1.1 million workers in 2018 from a low of approximately 108, 000 in 2006. This represents an increase of over a thousand percent for the period 2005 to 2019. The segment also experienced the biggest compound annual growth rate of 18 percent, meaning that on average, employment among the PSS workforce with basic education level had been increasing by 18 percent per year for the 15 years under review. Thus, employment among workers with basic education was growing faster than among the other categories of education level such as Advanced and Intermediate education levels.

Between 2005 and 2019, this cohort of PSS workers grew by approximately 900 percent or 17 percent compounded annually. They account for six percent of the total PSS workforce.

▶ **Table 4: Change in total PSS employment by level of education, 2005–2019**

	Advanced	Intermediate	Basic
%Change, 2005–2019	196%	232%	1173%
CAGR (%)	8%	8%	18%
Share in total workforce, 2019	17%	49%	28%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

[8] Thabang, Sefalafala and Edward Webster, "Working as a Security Guard: The Limits of Professionalisation in a Low Status Occupation", *South African Review of Sociology*, 44, No.2 (2013): 76-97.

2.6.2 Advanced level of education across regions

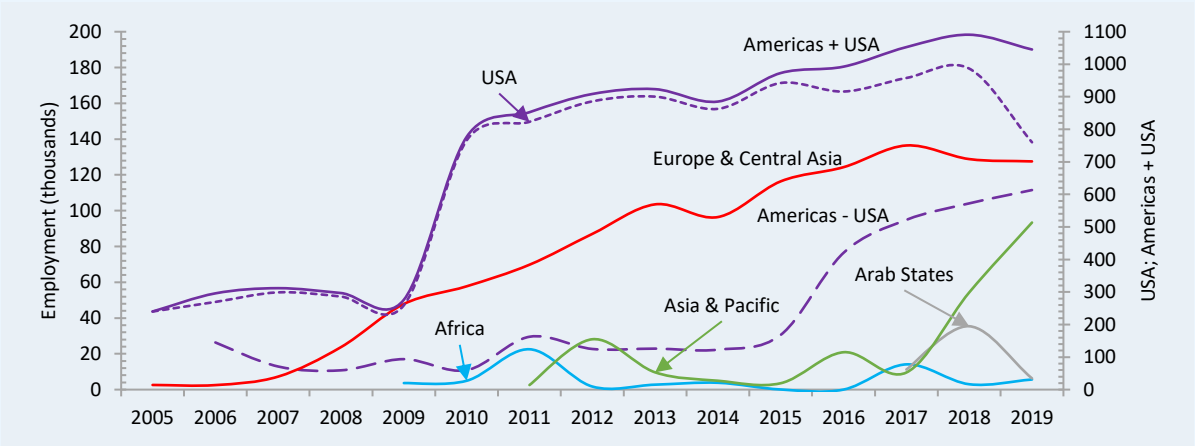
In 2019, workers with an advanced level of education accounted for 17 percent of the total PSS workforce, among which, 13 percent were men and four percent female. As a collective, PSS workforce with advanced education levels was made up of 79 percent male workers and 21 percent female.

The Americas region accounted for 49 percent of all PSS workers with an advanced level of education in 2019. However, the share was largely driven by the United States which was an outlier in the dataset. The United States alone accounted for 35 percent of the total PSS workforce with advanced level of education. After accounting for the United States, the share of the Americas region dropped to only five percent. The United States has the highest number of PSS workforce with an advanced level of education across all the regions as shown below.

If we exclude the United States from the Americas count, the Europe and Central Asia region has the highest number of PSS workforce with advanced education level (6%) followed by the Americas (5%). Both regions continue to experience an increase in absolute employment level in this group averaging 75,000 and 42,000 respectively between 2005 and 2019. Over the same period, employment among workers with advanced education level grew by 121 percent in Europe and Central Asia or eight percent compounded annually while in the Americas (excluding the United States), employment rose by 323 percent or 11 percent annual compound rate.

In the Asia and Pacific region, the number of PSS workforce with advanced education level follows below the Americas region (minus the United States). In 2019, the share of PSS workers with advanced education levels in Asia and the Pacific was four percent. Between 2011 and 2019, employment in the region grew by 347 percent or 49 percent compound annual growth rate which was the highest across all regions. This means that the number of PSS workers with advanced education levels was increasing by 49 percent each year for nine consecutive years.

▶ **Figure 16: Distribution of PSS workers with an advanced level of education by region**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Data for the Arab States was only available from 2017 to 2019 which was not adequate to explain the trend in the PSS workforce with advanced education level. Nevertheless, there was a decline in employment between 2017 and 2019 of 44 percent or approximately 18 percent annually for the three years captured in the dataset.

The Africa region has the least PSS workforce with an advanced education level of around 0.3 percent. Employment grew by 54 percent between 2009 and 2019 which was the least growth rate besides the Arab States. The compounded annual growth rate was only four percent. As a consequence, not only has the region got the least share of PSS workers with advanced education levels but that this category of workers also experienced the least compound annual growth rate compared to the rest of the regions. This trend has implications on both competence and skills levels among the PSS workers in the region.

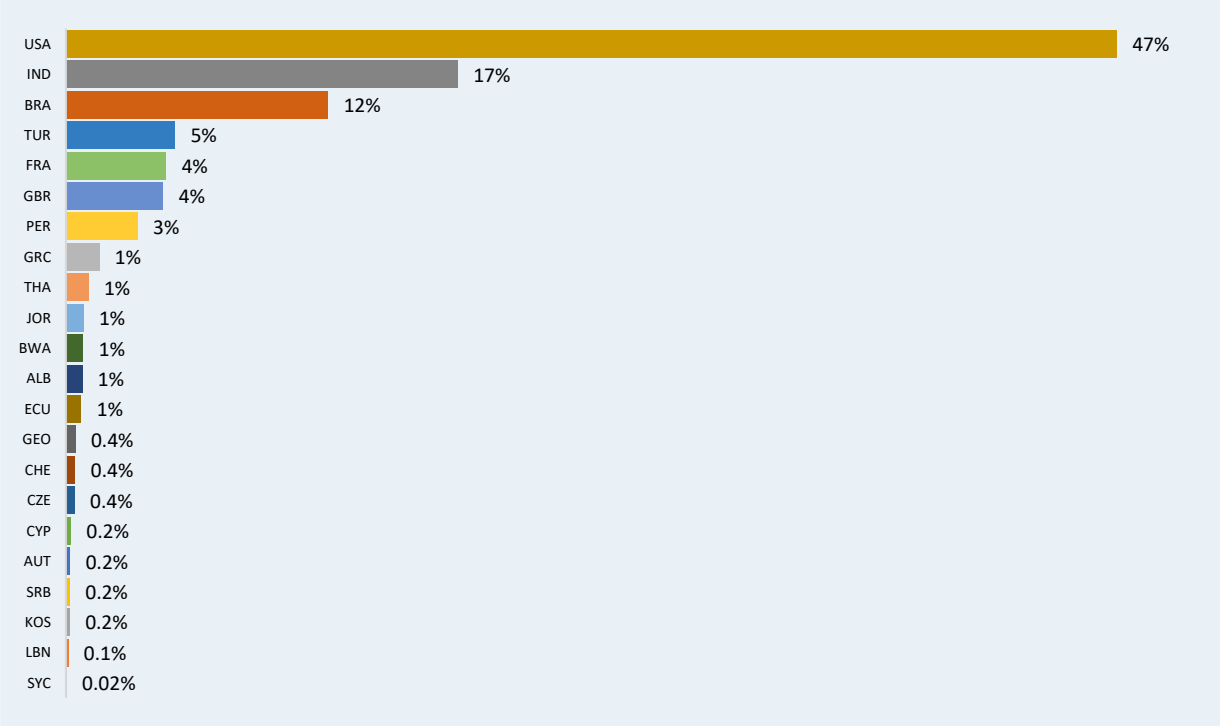
▶ **Table 5: Change in PSS workers with advanced level of education by region**

	%Change	CAGR (%)	Share in total workforce with advanced education level, 2019
Africa, 2009–2019	54%	4%	0.3%
Americas plus USA, 2005-2019	335%	10%	49%
Americas minus USA, 2006–2019	323%	11%	5%
USA, 2005–2019	217%	8%	35%
Arab States, 2017–2019	-44%	-18%	0.3%
Asia & Pacific, 2011–2019	347%	49%	4%
Europe & Central Asia, 2005–2019	121%	8%	6%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In selected countries, the United States is an outlier with 47 percent of the total PSS workforce with advanced education levels followed by India (17%) and Brazil (12%). In Europe, Turkey (5%) was the highest followed by France (4%) and the UK (4%). Others include Peru (3%), Greece, Thailand, Jordan, Botswana, Albania, and Ecuador which account for one percent each. The rest of the countries accounted for less than one percent respectively.

▶ **Figure 17: Share of PSS workforce with an advanced level of education, 2019 (selected countries)**



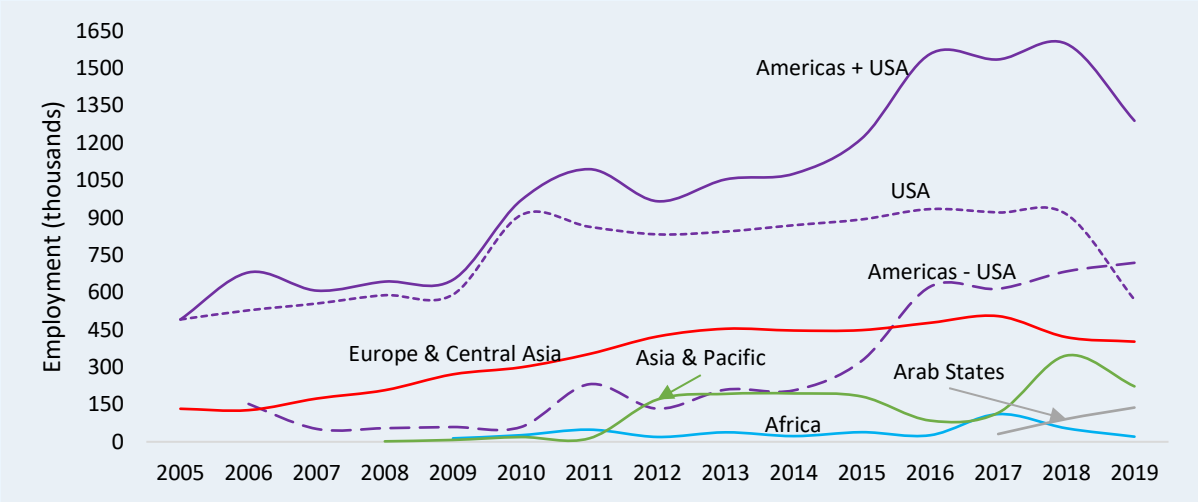
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.6.3 Intermediate level of education across regions

At 49 percent of the total PSS workforce or over 2 million in absolute terms, PSS workers with intermediate education level are the largest category in the sector with male and female workers accounting for 42 percent and seven percent respectively. Of the over 2 million workers with intermediate education levels, 87 percent are male and 13 percent female. Generally, there are more female workers with intermediate education levels (7%) than those with advanced education (4%).

The Americas region (including the United States) has the highest number of PSS workers with intermediate education levels (62%). However, without the United States, the number falls to 35 percent, trending below Europe and Central Asia region at least until 2016 when the number surpassed that of Europe and Central Asia. Just like PSS workers with advanced education levels, the United States alone has more PSS workers with intermediate education levels (28%) than the rest of the regions although the 2019 figures declined below that of the Americas region (Americas minus the United States). The region (Americas minus the United States) has recorded significant growth (372%) in the number of workers with intermediate education level from approximately 152,000 in 2006 to over 718, 000 in 2019 which translates into a 15 percent compound annual growth rate. In the United States, employment among workers with intermediate education levels grew by 16 percent between 2005 and 2019 or one percent when compounded annually.

▶ **Figure 18: Distribution of PSS workers with an intermediate level of education by region**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

By the end of 2019, Europe and Central Asia increased the PSS workforce with intermediate education level by approximately 203 percent or eight percent compound annual growth rate for the 15-year period. The region accounts for 19 percent of the total PSS workforce with an intermediate education level, just below the United States.

Asia and the Pacific region accounted for only 11 percent and a percentage increase of 31 percent in the number of PSS workers with intermediate education level, which was the lowest, on a region-by-region comparison. However, the compound annual growth rate of 49 percent was among the highest, meaning that on an annual basis, the region was adding more workers with intermediate education levels to the PSS workforce for the stated period than the rest of the regions, excluding the Arab States. In absolute terms, employment grew from a low of 1800 workers in 2008 to over 222,000 workers by the end of 2019.

▶ **Table 6: Change in PSS workers with an intermediate level of education by region**

	% change	CAGR (%)	Share in total PSS workforce with intermediate education, 2019
Africa, 2009–2019	49%	4%	1%
Americas plus USA, 2005-2019	162%	7%	62%
Americas minus USA, 2006–2019	372%	15%	35%
USA, 2005–2019	16%	1%	28%
Arab States, 2017–2019	340%	64%	7%
Asia & Pacific, 2008–2019	31%	49%	11%
Europe & Central Asia, 2005–2019	203%	8%	19%

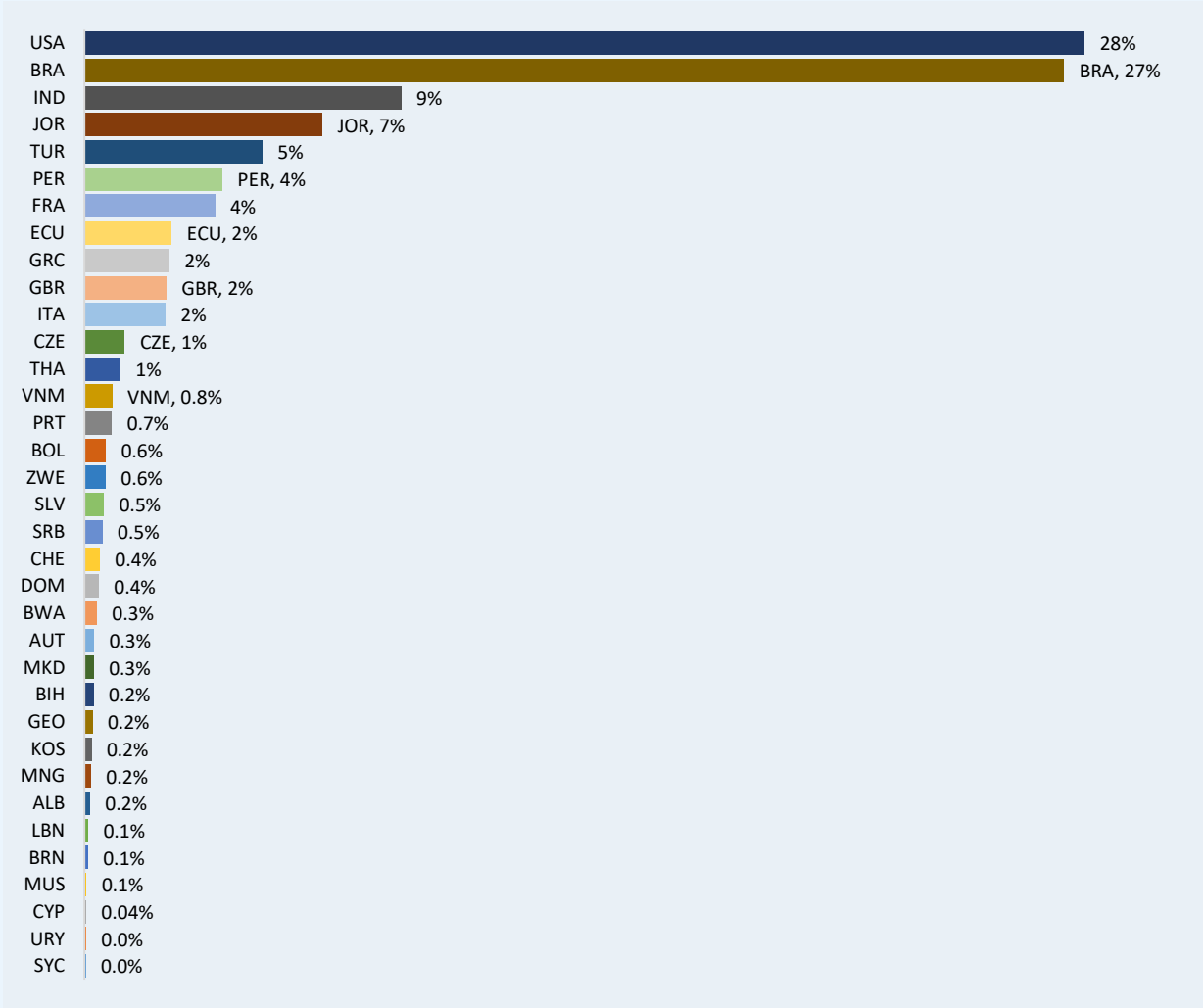
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

The Arab States accounted for seven percent of the total PSS workforce with intermediate education level in 2019 which amounted to approximately 137,000 in absolute terms. Because only data for the three-time periods were available, it is not feasible to comprehensively explain the trend in the region, suffice to state that for the years 2017 to 2019, employment among PSS workers with intermediate education levels had been on an upward trajectory from around 31,000 workers to over 137, 000 translating into a 340 percent increase or 64 percent compound annual growth rate.

The Africa region has the least number of PSS workers with intermediate education levels and accounts for only one percent of the total PSS workforce with an intermediate level of education. Nevertheless, employment rose by 49 percent between 2009 and 2019 which translates into an annual compound growth rate of four percent.

Looking at selected countries and their shares in the total PSS workforce with an intermediate level of education, the United States and Brazil had the highest number of PSS workers (i.e., 28% and 27% respectively) with intermediate education levels. India (9%) was also among the top 10 countries including Jordan (7%), Turkey (5%), Peru (4%), and France (4%). Others are Ecuador, Greece, the United Kingdom, and Italy which all contribute two percent each to the overall PSS workforce with intermediate education level.

▶ **Figure 19: Share of PSS workforce with intermediate education, 2019 (selected countries)**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Czechia and Thailand contributed one percent each while Zimbabwe and Botswana, the two countries from the Africa region, contributed 0.6 percent and 0.3 percent respectively to the total PSS workforce with intermediate education level. The contribution from the rest of the countries was also less than one percent respectively.

2.6.4 Basic level of education across regions

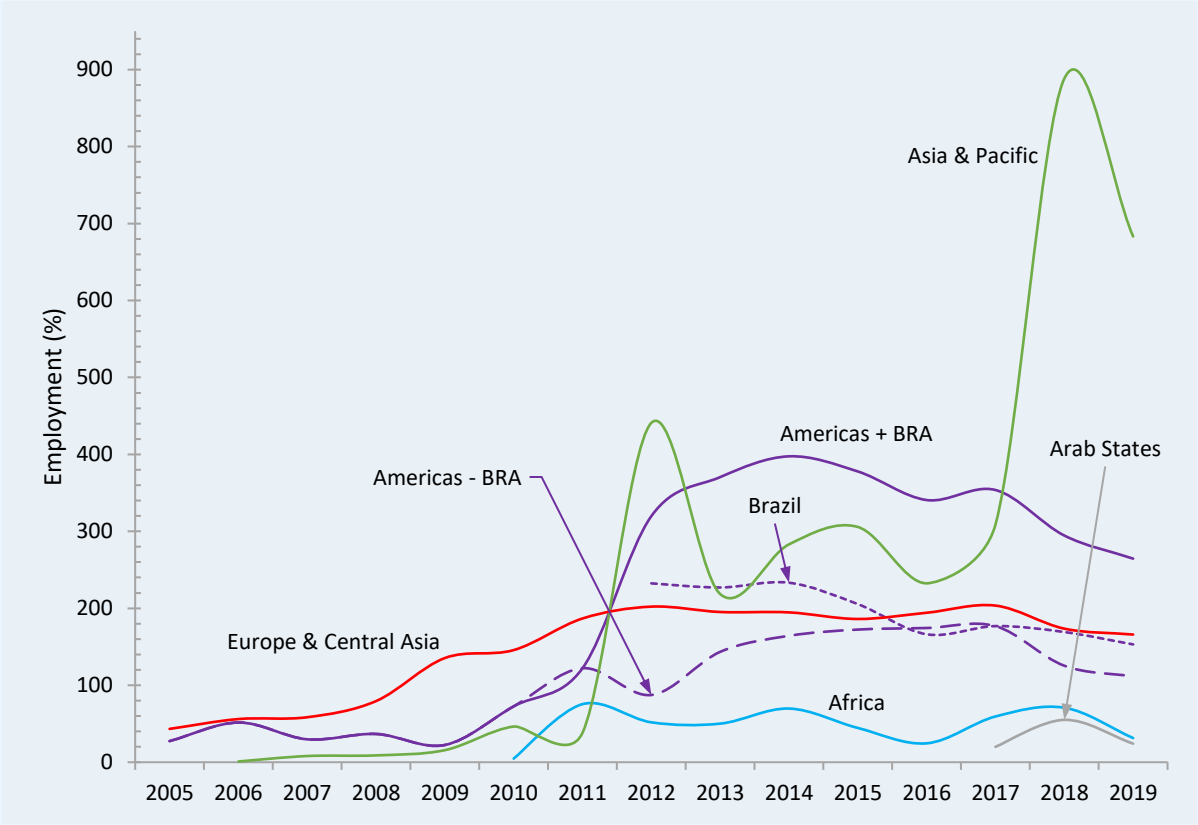
Generally, the PSS workforce with basic education level account for 28 percent or 1.2 million in absolute terms with 27 percent being male and one percent female. Of the 1.2 million workers, 97 percent are men and three percent female.

The Americas region leads in terms of absolute employment but the huge numbers are influenced by Brazil which accounts for approximately 13 percent of the region's PSS workforce with basic education level. Exclusive of Brazil, employment in the region trends behind Asia and the Pacific as well as Europe and Central Asia regions. In 2019, the region's share was 23 percent which came down to only 10 percent, exclusive of Brazil, with a percentage change of 116 percent. In Brazil, employment declined by 34 percent or a five percent compound annual rate from a high of 232,000 in 2012 to 153, 000 workers in 2019.

The Asia and Pacific region recorded substantial gains in the employment of PSS workers with basic education. However, this was largely driven by India which, in 2019, accounted for 52 percent of the total PSS workforce with basic education

levels. But even without India, employment in this category of PSS workers was higher than in Europe and Central Asia as well as the Americas (i.e., without Brazil). Inclusive of India, the region accounts for around 58 percent of the total PSS workforce with basic education level but drops considerably to only seven percent without India. This means that India alone contributes approximately 51 percent to the overall number of PSS workers with a basic level of education. Employment grew by more than 55 percent (i.e., inclusive of India) between 2012 and 2019 which translates into a six percent growth rate when compounded annually. Excluding India, employment grew by more than 900 percent or 19 percent compound annual growth rate between 2007 and 2019.

▶ **Figure 20: Distribution of PSS workers with a basic level of education by region**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In Europe and Central Asia, employment among PSS workers with basic education levels increased steadily from a low of 43, 000 workers in 2005 to over 165,000 in 2019 representing a 283 percent increment in 15 years or a nine percent compound annual growth rate. The region's contribution to the total PSS workforce was approximately 14 percent, largely driven by Italy and Turkey which accounted for five percent and four percent respectively.

▶ **Table 7: Percentage change in PSS workforce with basic education by region**

	%Change	CAGR (%)	Share in total PSS workforce with basic education, 2019
Africa, 2010–2019	566%	21%	3%
Americas plus BRA, 2005-2019	863%	16%	23%
Americas minus BRA, 2006–2019	116%	6%	10%
BRA, 2012–2019	-34%	-5%	13%

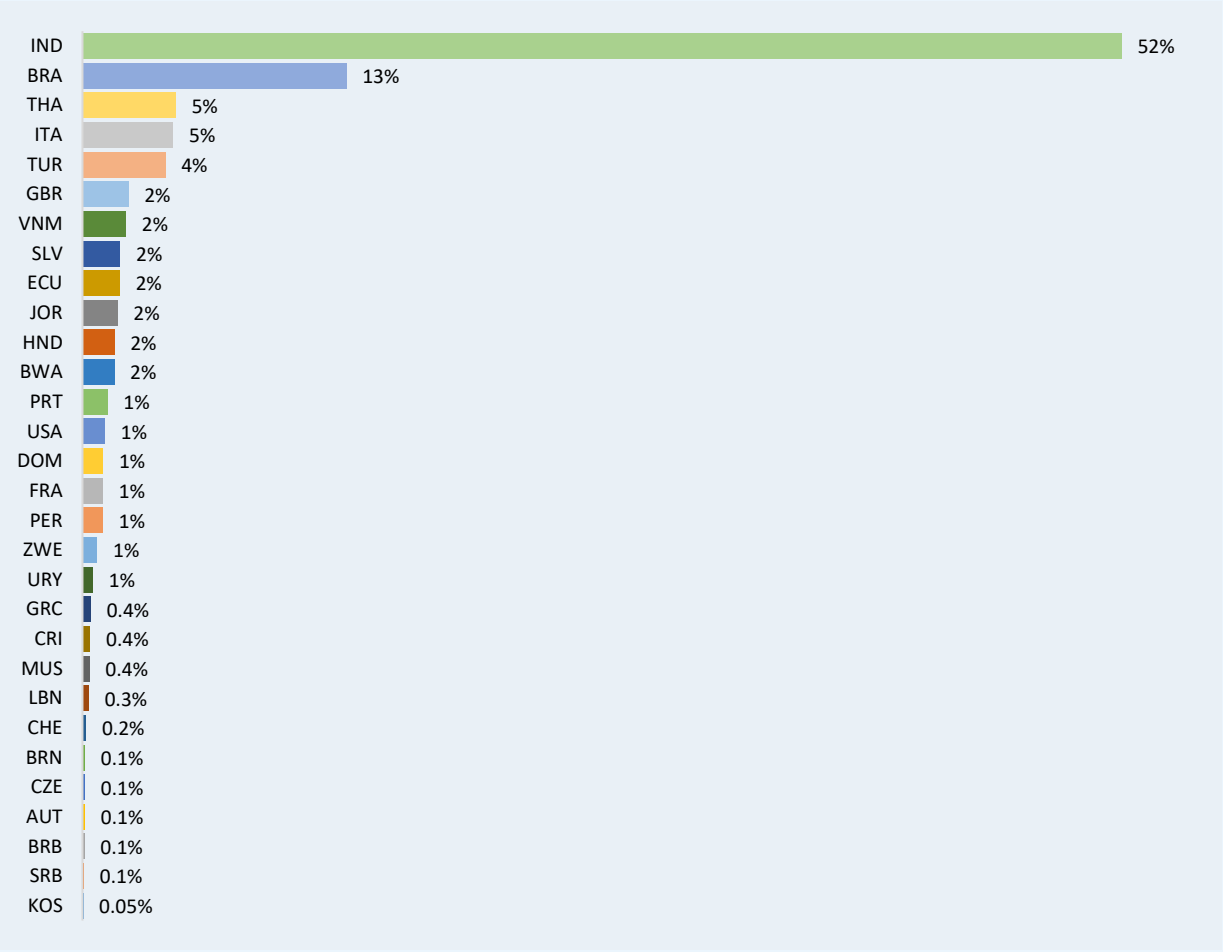
Arab States, 2017–2019	21%	6%	2%
Asia & Pacific, 2012–2019	55%	6%	58%
Asia & Pacific minus India, 2007–2019	906%	19%	7%
Europe & Central Asia, 2005–2019	283%	9%	14%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In the Africa region, employment was largely stable and increasing at a compound annual growth rate of 21 percent between 2010 and 2019. The region contributes around three percent to the total PSS workforce with basic education level. This was the region's biggest contribution to the total PSS workforce in 2019. Overall, employment grew by more than 5,000 percent rising from a low of about 5, 000 workers to over 31,000 in 10 years.

In the Arab States, changes in employment were only observable in three years, 2017 to 2019, within which employment increased by 21 percent representing a six percent compound annual growth rate. The region contributed only two percent to the total workforce.

▶ **Figure 21: Share of PSS workforce with a basic level of education, 2019 (selected countries)**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

As previously highlighted, India (52%) and Brazil (13%) have the largest share of PSS workers with a basic level of education followed by Thailand (5%), Italy (5%), and Turkey (4%). The United Kingdom, Viet Nam, Slovakia, Ecuador, Honduras, and

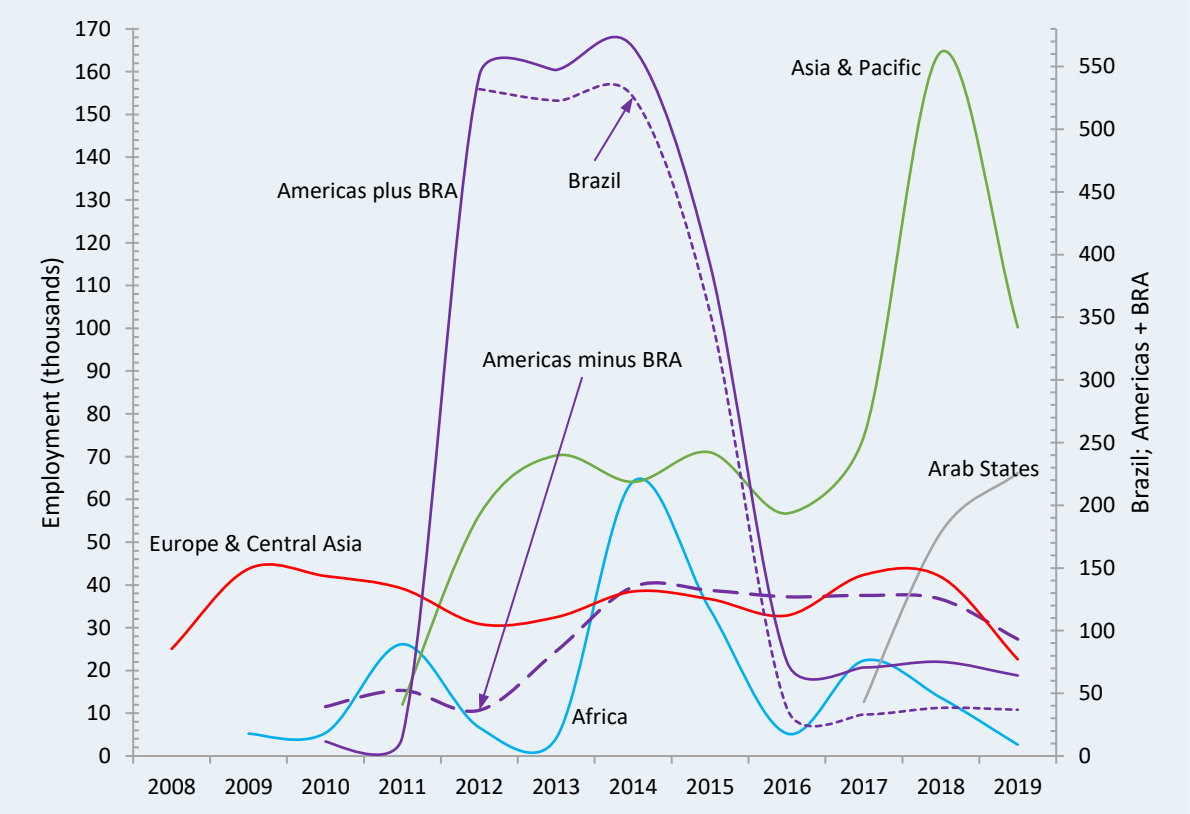
Botswana each contribute two percent to the total PSS workforce in this category. Others such as Portugal, the United States, Dominican Republic, France, Peru, Zimbabwe, and Uruguay individually account for one percent of the PSS workforce.

2.6.5 Less than a basic level of education across regions

PSS workers with less than a basic level of education accounted for approximately six percent of the overall PSS workforce in 2019. However, there was a substantial increase in employment of around 900 percent between 2005 and 2019. The majority of these workers are male who accounts for nearly 99 percent of the workforce with this level of education.

Regional comparisons show that the Americas constitute the largest number of PSS workers in this education category which are largely driven by Brazil. Data for Brazil was only available from 2012 to 2019, the same period corresponding to the dome-shape in the employment trend. In 2012, Brazil accounted for 84 percent of the overall PSS workforce with less than a basic level of education. However, in 2019, the share of Brazil dropped to 14 percent, losing an estimated 93 percent in employment or a 28 percent growth rate between 2012 and 2019. Exclusive of Brazil, employment in the Americas remained stable, increasing by 137 percent or a nine percent growth rate between 2010 and 2019.

▶ **Figure 22: Distribution of PSS workers with less than basic education level by region**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

The Asia and Pacific region grew exponentially between 2011 and 2019 by 735 percent or 27 percent compound annual growth rate. In 2019, approximately 39 percent of PSS workers with less than a basic level of education were in the Asia and Pacific region.

The Arab States accounted for 26 percent of the workforce. Employment in the region increased by 423 percent between 2017 and 2019. In Europe and Central Asia, employment among this group of PSS workers was generally stable and

marginally declined by 10 percent between 2008 and 2019. In terms of the share of the workforce with a basic level of education, the region accounted for only nine percent of the overall workforce.

Only one percent of PSS workers with a basic level of education are in Africa. Like Europe and Central Asia, employment in the Africa region declined by 49 percent between 2009 and 2019.

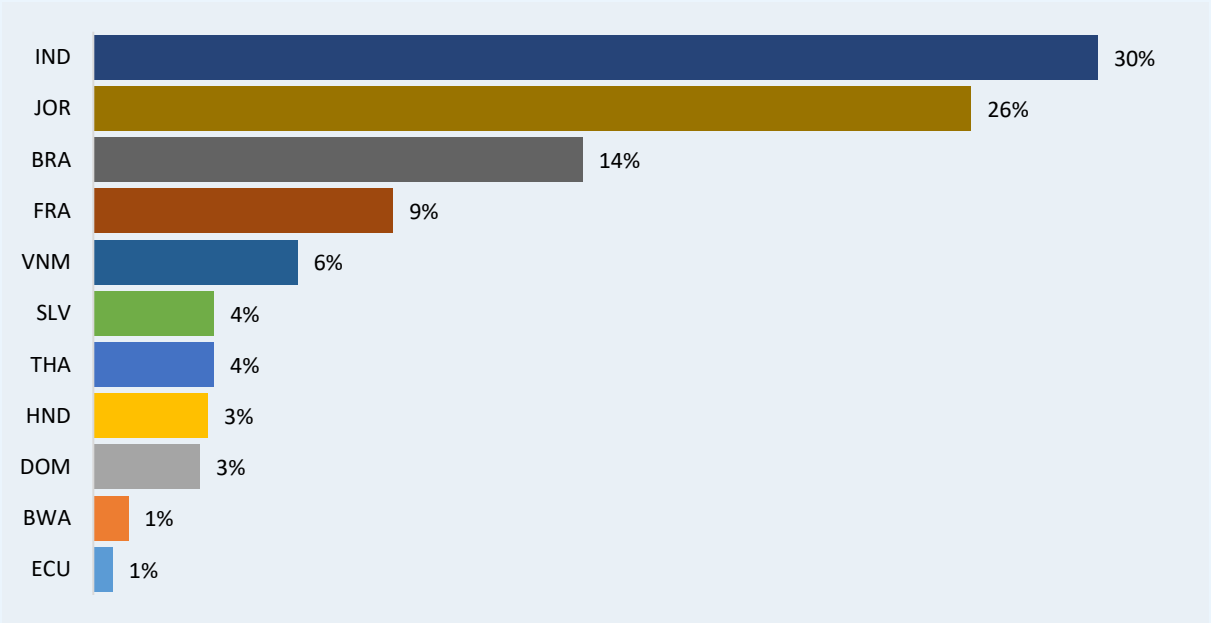
▶ **Table 8: Percentage change in PSS workforce with less than a basic education by region**

	%Change	CAGR (%)	Share in total PSS workforce with less than basic education, 2019
Africa, 2009–2019	-49%	-6%	1%
Americas plus Brazil, 2010-2019	457%	19%	25%
Americas minus Brazil, 2010–2019	137%	9%	11%
Brazil, 2012–2019	-93%	-28%	14%
Arab States, 2017–2019	423%	74%	26%
Asia & Pacific, 2011–2019	735%	27%	39%
Europe & Central Asia, 2008–2019	-10%	-1%	9%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Country-level data show that India has the largest number of PSS workforce with less than a basic level of education. The country accounted for 30 percent of the total workforce followed by Jordan (26%), Brazil (14%), France (9%), and Viet Nam (6%). Generally, the majority of PSS workers with less than a basic level of education are in countries from Asia and the Americas.

▶ **Figure 23: Share of PSS workforce with less than a basic level of education, 2019**



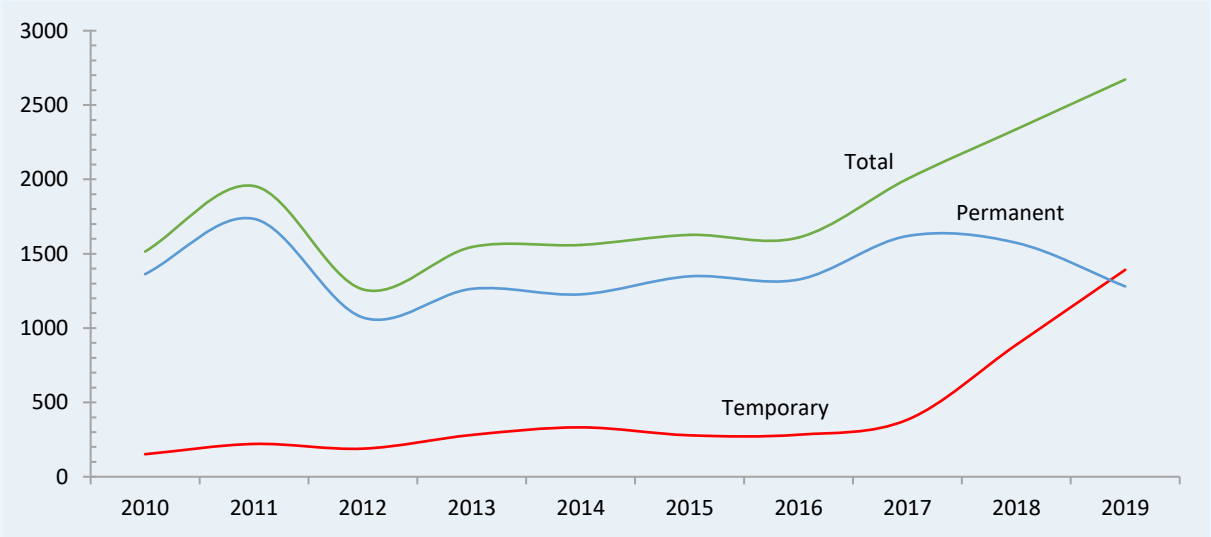
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.7 Employment by type of Contract

Data on the type of job contract included unclassified values. This could be as a result of undefined contractual arrangements or none responses in data reporting. To avoid any ambiguity, these values were excluded from the analysis. The ILOSTAT provides employment data from national sources (mostly from national Labour Force Surveys) by type of contract. The Labour Force Survey data classifies the type of job contract in terms of temporary and permanent contracts. Temporary contracts "encompasses fixed-term, project- or task-based contracts, casual work and temporary agency work"[9]. Therefore, only temporary and permanent contracts form the basis of this section.

Generally, the total number of PSS workers on both temporary and permanent contracts has been increasing for the period 2010–2019. Data also shows that the sector has more workers on permanent contracts than on temporary contracts. However, permanent contracts had been declining between 2017 and 2019. On the other hand, temporary contracts had been on a steady increase surpassing permanent contracts in 2019.

▶ **Figure 24: Number of workers by type of contracts**



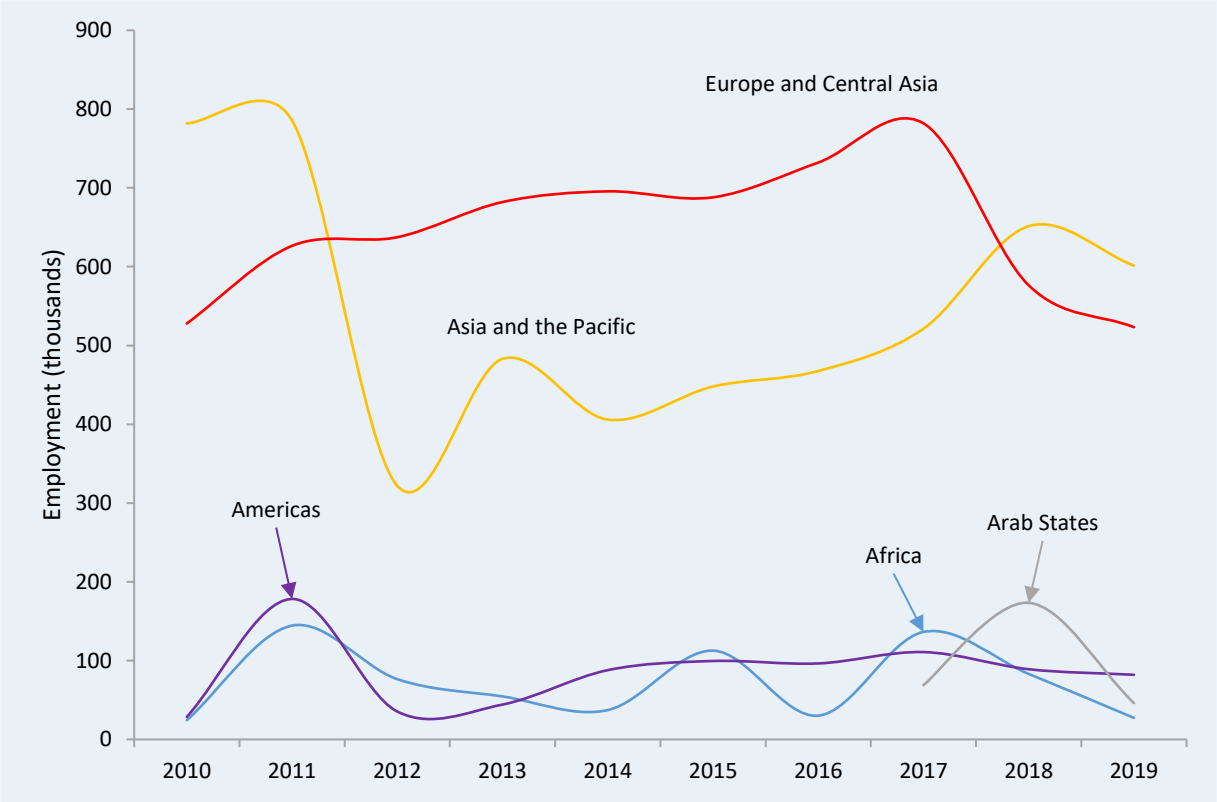
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.7.1 Permanent contracts

Regional distribution of PSS workforce on permanent contracts shows that Europe and Central Asia has the highest number of workers working on permanent contracts followed by Asia and the Pacific region. Generally, permanent contracts showed a steady increase across regions. For example, the Americas, Europe and Central Asia, and the Asia and Pacific regions recorded a sustained increase in the number of PSS workers on permanent contracts until 2017. Thereafter, the momentum dropped and all three regions witnessed a declining number of workers on permanent contracts. Africa witnessed an uneven trend.

[9] ILO, *World employment and social outlook-trends 2019*, 2019, p.50.

▶ **Figure 25: Number of workers on permanent contracts**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In Europe and Central Asia, permanent contracts dropped by 0.9 percent while in the Americas, the number rose by 187 percent for the period 2010–2019. Asia and Pacific region declined by 23 percent, while the Africa region witnessed a marginal increase of 12 percent in the number of PSS workers on permanent contracts. The Arab States saw a drop of 33 percent between 2017 and 2019.

▶ **Table 9: Percentage change in the number of workers on permanent contracts, 2010–2019**

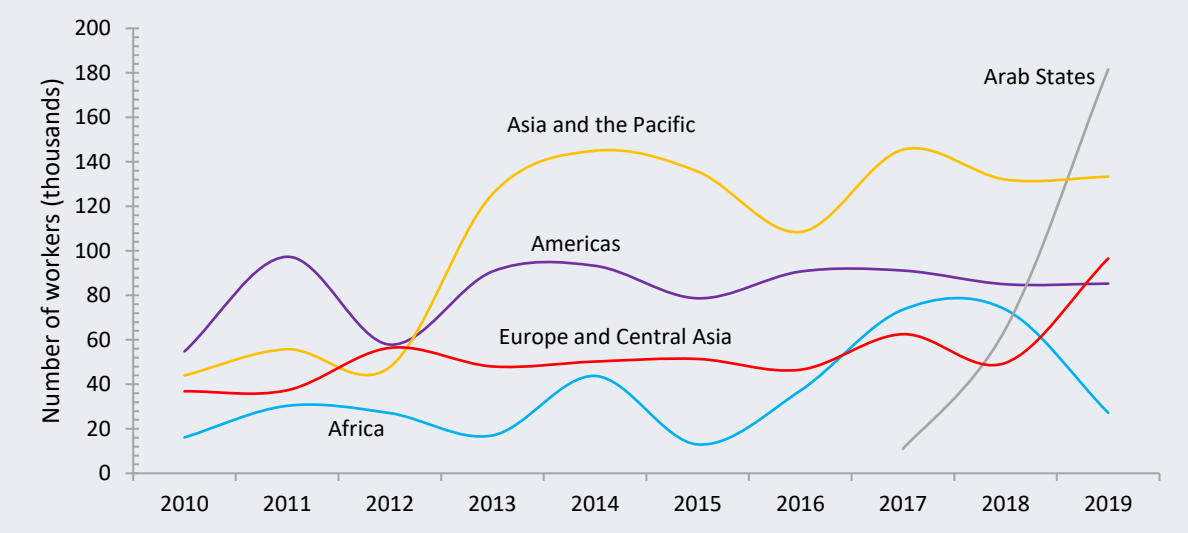
Region	Percentage Change
Africa	12%
Americas	188%
Asia and the Pacific	-23%
Europe and Central Asia	-0.9%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.7.2 Temporary contracts

Asia and the Pacific region has the highest number of PSS workforce on temporary contracts followed by the Americas region with Africa region having the lowest number. Europe and Central Asia follow after the Africa region. Overall, temporary contracts increased between 2010 and 2019 led by Asia and the Pacific region. The Arab States experienced a steep increase from 2017 to 2019 while temporary employment levels in the Africa region was uneven but generally increased.

▶ **Figure 26: PSS workers on temporary contracts**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In the Arab States, temporary contracts grew by 16 percent for the period 2017–2019. In Africa, temporary employment rose by 69 percent between 2010 and 2019. Europe and Central Asia region witnessed a consistent increase in temporary contracts, registering an overall growth of 162 percent for the period under review. Asia and the Pacific region experienced the largest increase in the number of workers on temporary contracts which rose by 2,177 percent between 2010 and 2019.

▶ **Table 10: Change in the number of workers on temporary contracts, 2010–2019**

Region	Percentage Change
Africa	69%
Americas	56%
Asia and the Pacific	2177%
Europe and Central Asia	162%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Contrasted with permanent contracts, temporary contracts in the PSS sector are growing faster than permanent contracts. While permanent contracts grew by 12 percent in the Africa region, temporary contracts rose by 67 percent, 55 percent more than the increase in permanent contracts. Only in the Americas region did permanent contracts increase more than temporary contracts. In both Asia Pacific and Europe and Central Asia regions, permanent contracts decreased while temporary contracts increased.

2.8 Regional trends in employment by type of contract

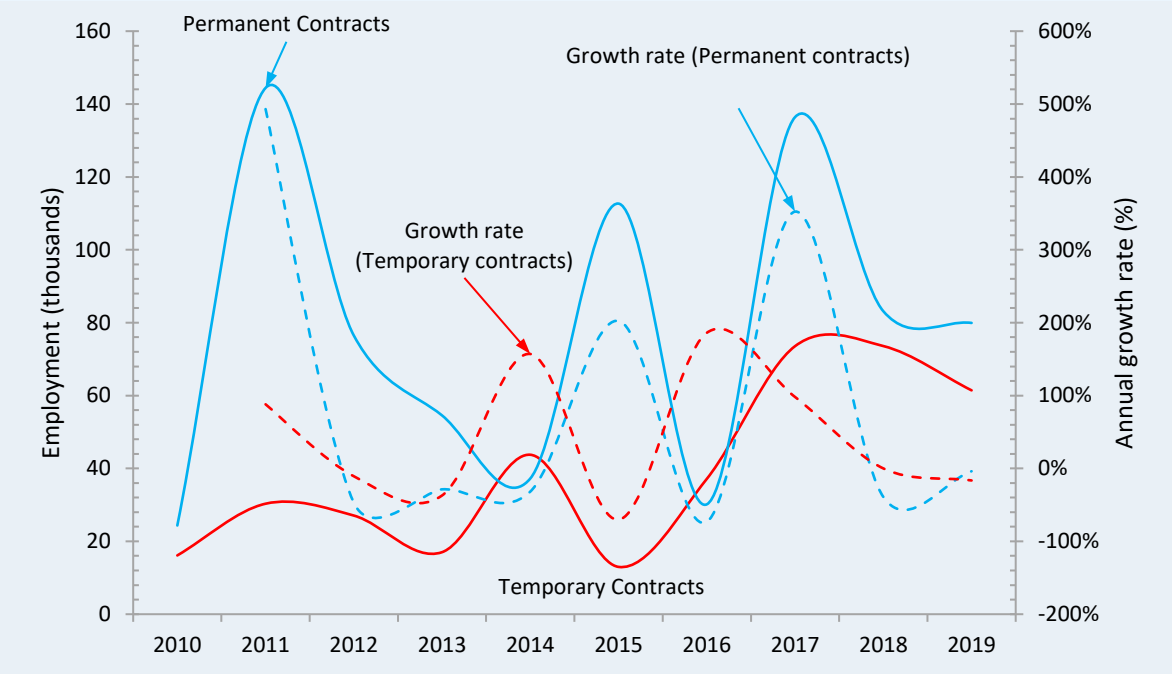
2.8.1 Africa

In general, there are more workers on permanent contracts compared to those on temporary contracts. However, permanent contracts showed a continued decline while temporary contracts steadily increased for the period 2010–2019. The overall number of workers on both permanent and temporary contracts has been going down since 2017.

Changes in the type of contract did not follow any predictable trend. Permanent contracts declined in most cases but were offset by the substantial positive swings averaging 262 percent. This resulted in a net positive increase of 12 percent in permanent contracts.

Temporary contracts also experienced positive and negative growths. Overall, the increases were substantial resulting in a net increase of 69 percent in temporary contracts. Notably, growth in temporary contracts declined between 2016 and 2019.

▶ **Figure 27: Employment level by type of job contract, 2010-2019**



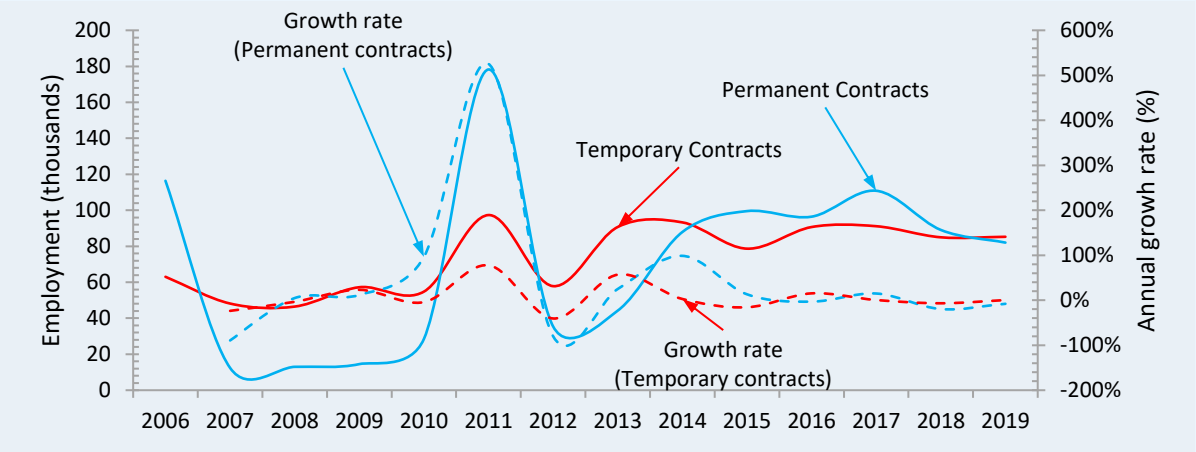
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.8.2 Americas

The overall number of workers on both temporary and permanent contracts has been increasing. Workers on permanent contracts are more than those on temporary employment but the differences are very minimal. In 2019, workers on permanent contracts almost equalled those on temporary contracts.

Growth in temporary contracts varied between 78 percent in 2011 to 0.3 percent in 2019. Overall, in absolute terms, temporary employment in PSS increased at a decreasing rate. The trend was similar for permanent contracts which also experienced decreasing growth rates from 2014 to 2019. Overall, the number of workers on permanent contracts contracted by two percent annually while workers on temporary contracts increased by two percent annually over the 14-year period.

▶ **Figure 28: Employment level by type of job contract, 2006-2019**



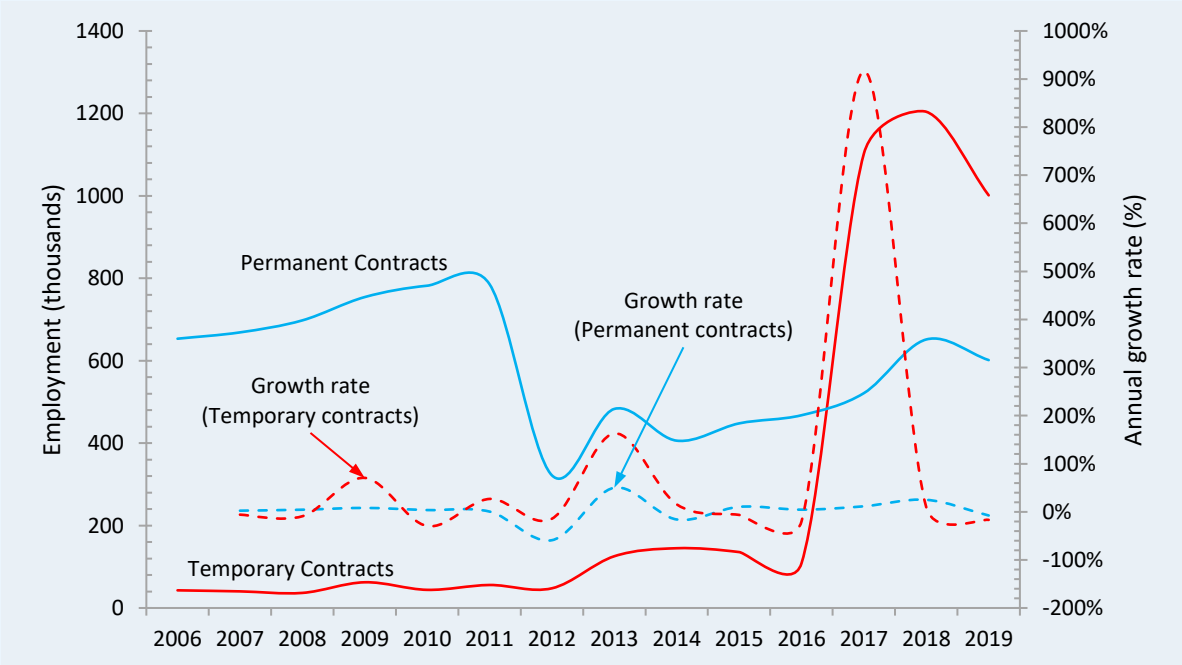
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.8.3 Asia and the Pacific

The total number of workers on permanent and temporary contracts has been increasing steadily. Without India, the region can be said to have more workers on permanent contracts than temporary workforce. India has a high prevalence of temporary contracts; there are eight workers on temporary contracts for every single worker on permanent contract. In 2019, India accounted for 56 percent of workers on temporary contracts in Asia and Pacific region, and the 2018 and 2019 spike corresponds with the years for which data on India was available.

The number of workers on temporary contracts grew at an annual compound rate of 25 percent while that of workers on permanent contracts contracted annually by one percent between 2006 and 2019.

▶ **Figure 29: Employment level by type of job contract, 2006-2019**

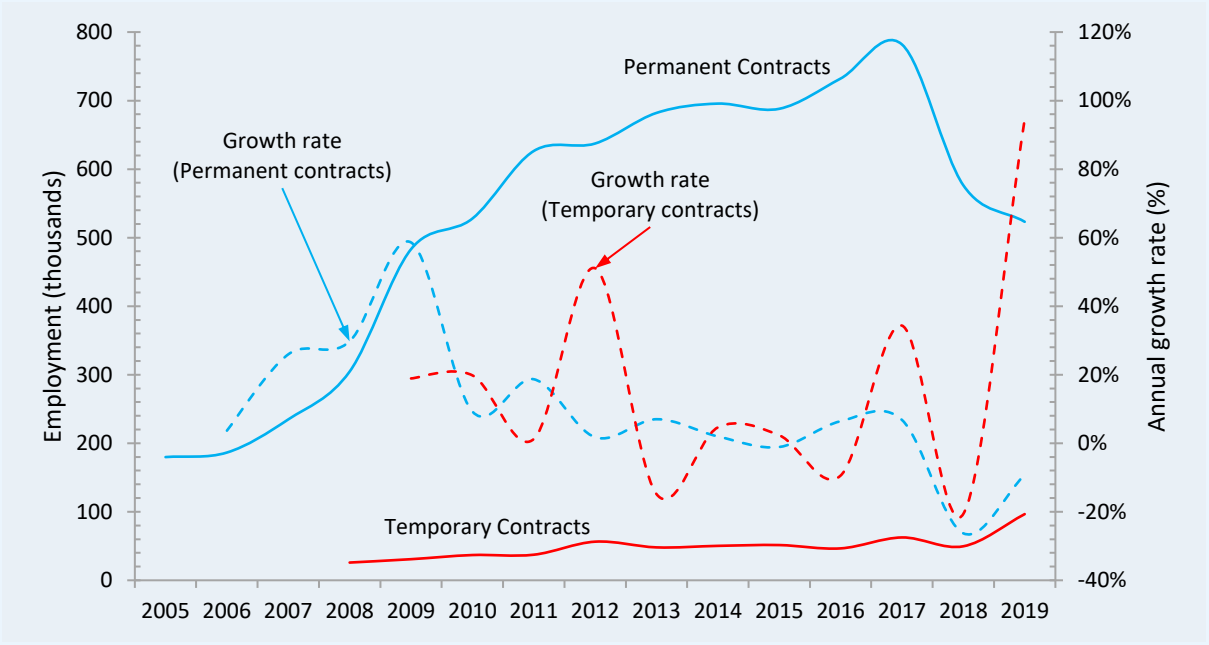


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

2.8.4 Europe and Central Asia

The number of PSS workers on permanent contracts are way more than their counterparts on temporary contracts; in 2019, the ratio stood at one worker on a temporary contract for every five workers on permanent contracts. The region witnessed a sustained increase in the total number of workers on temporary contracts at a compound annual growth rate of 12 percent which was much higher than the seven percent growth rate in the number of workers on permanent contracts. There was a noticeable contraction in the number of workers on permanent contracts beginning from 2017 which interestingly, corresponded with exponential growth in temporary contracts.

▶ **Figure 30: Annual growth rates in the type of job contract, 2010-2019**



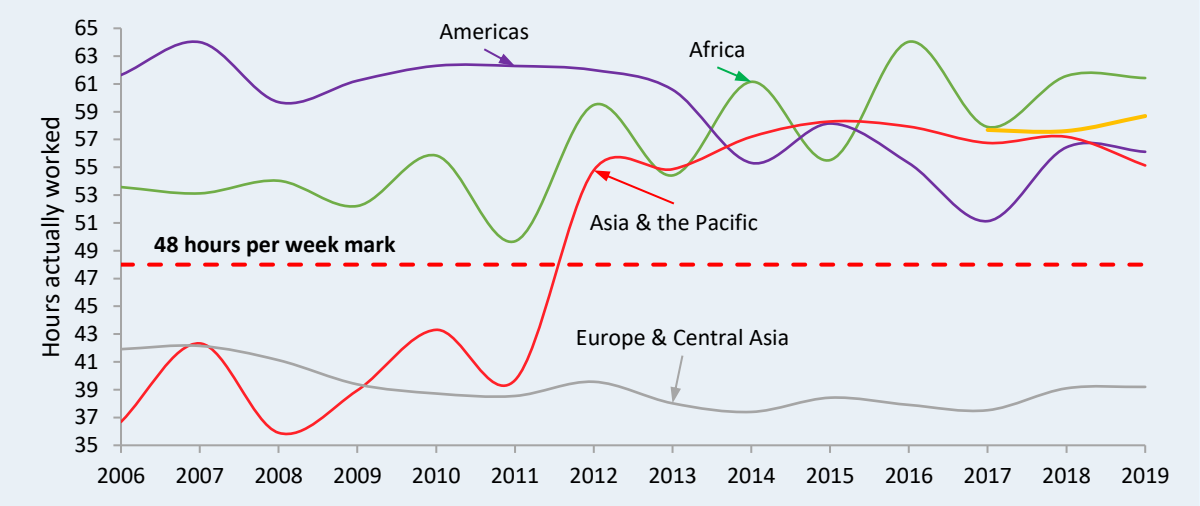
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

▶ 3. Working Hours

Generally, the PSS sector is characterised by long working hours. In Africa, the average weekly working hours per employee had been increasing since 2006, the highest being 2016 when weekly working hours reached 64 hours per employee; working hours in the region are some of the highest in the world. The average weekly working hours in the region are approximately 58 hours per employee.

In Asia and Pacific region working hours have been escalating since 2006 while in Europe and Central Asia, working hours remained stable and decreasing with minimal fluctuations. Also, working hours in the Americas had been declining.

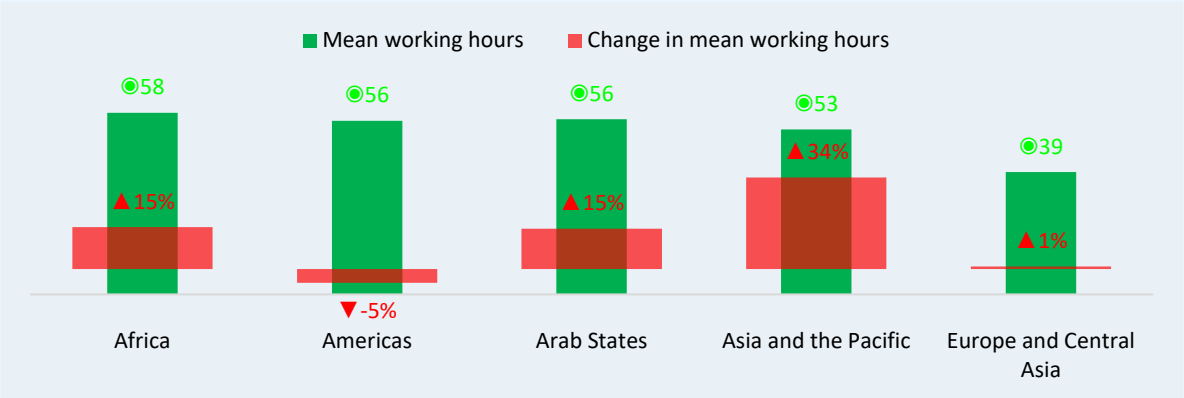
▶ **Figure 31: Mean weekly hours per employee**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Working hours in the Americas declined by five percent between 2009 and 2019 while Europe and Central Asia recorded a marginal increase of one percent in weekly working hours. Europe and Central Asia has the lowest weekly working hours in the world averaging 39 hours per week. The highest increase in working hours was recorded in Africa and the Arab States where working hours rose by 15 percent respectively between 2009 and 2019. In the Americas, working hours decreased by five percent while Europe and Central Asia region had a marginal increase of one percent.

▶ **Figure 32: Percentage change in working hours (2009–2019)**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

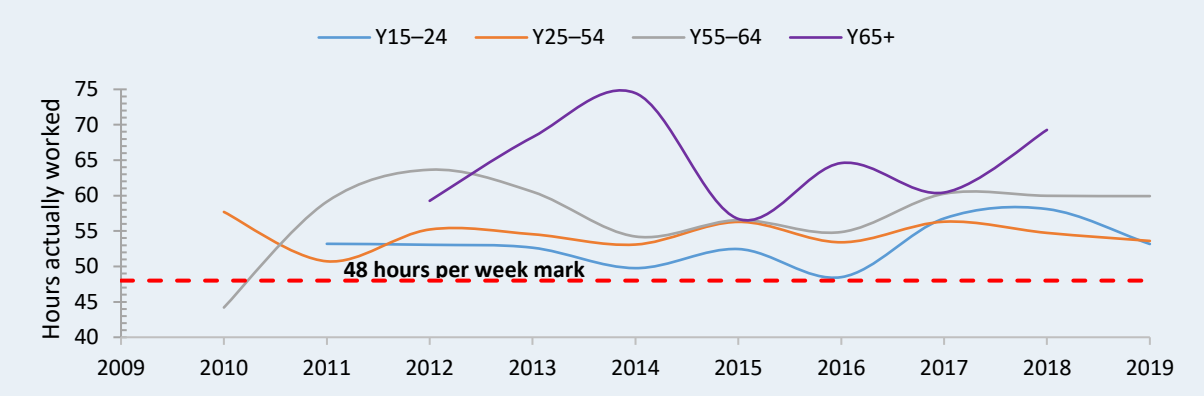
Note: The change in working hours for the Arab region was calculated for the period 2015-2019

3.1 Working hours by Age: Regional Trends

3.1.1 Africa

Average weekly working hours in the Africa region are some of the highest in the industry. All the age groups work longer than normal weekly hours led by workers aged above 64 years. The distribution of working hours seems to increase with age. The age group Y15–24 has the "least" average weekly working hours per worker and does not deviate a lot from the normal 48 hours. Then followed by the age groups 25–54-year and the 55–64-year.

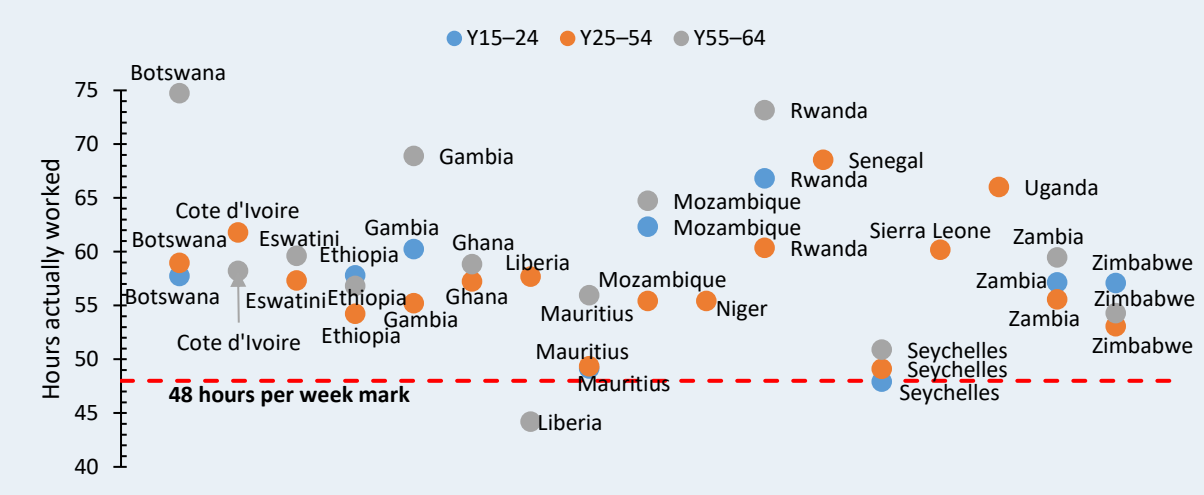
▶ **Figure 33: Mean weekly hours worked by age**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

At the country level, PSS workers work long hours in nearly all countries except for Liberia and Seychelles. In Liberia, workers aged 55–64 years work for 44 hours per week while in Seychelles, the weekly working hours for the youth (15–24 years) are 47 hours. Botswana, Rwanda, and the Gambia have some of the longest working hours for workers aged 55–64 years.

▶ **Figure 34: Mean weekly hours worked by age (selected countries)**

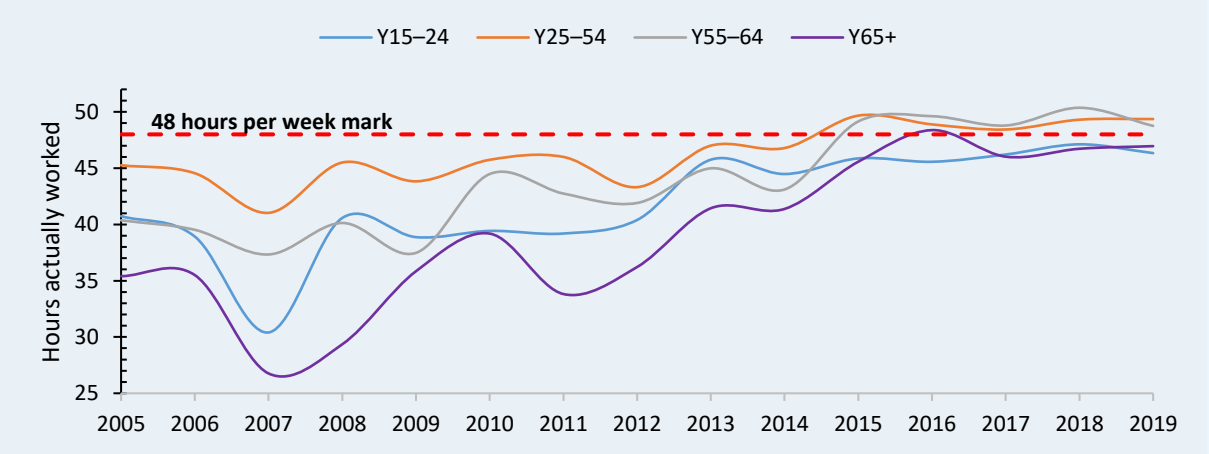


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

3.1.2 Americas

Overall, average weekly working hours in the Americas have been steadily increasing over the years with the most affected age groups being the 25–54 years and 55–64 years which both crossed the 48 hours mark in 2015. Otherwise, working hours had largely been less than 48 hours for the most part. The Americas is one of the two regions where PSS workers aged 65+ years work far fewer hours per week than the rest of the workers, the other being Europe and Central Asia.

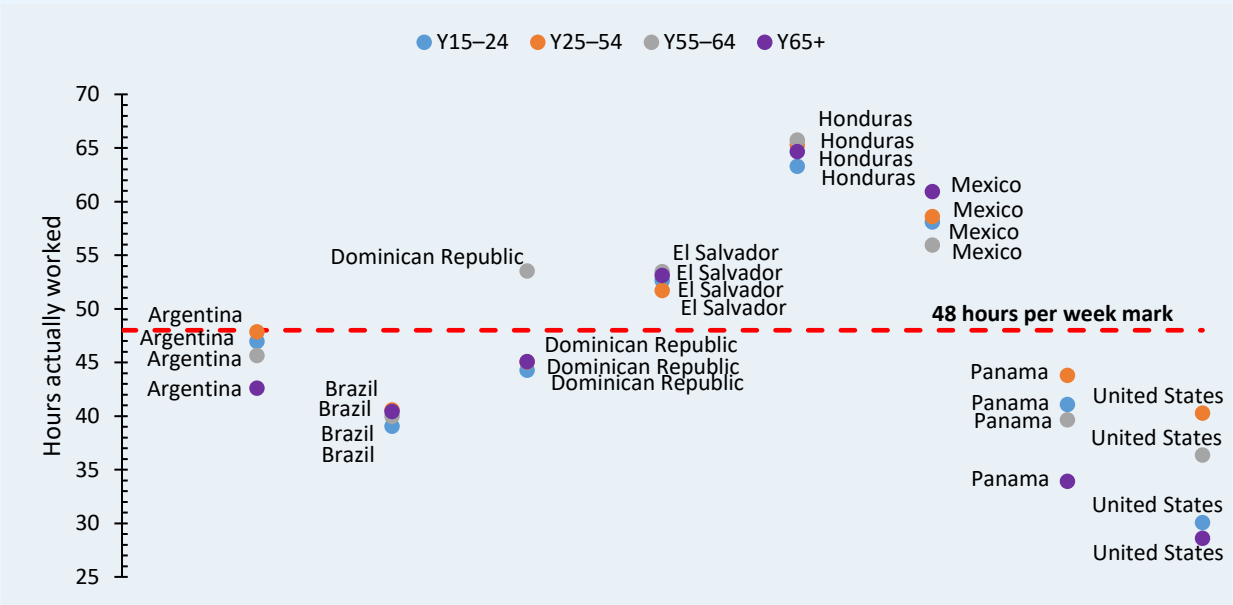
▶ **Figure 35: Mean weekly hours worked by age**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

At the country level, Honduras has some of the longest working hours across all age groups led by the 55–64-year age group followed by Mexico where workers aged 65 years and above work longer than 60 hours per week. In the Dominican Republic, only workers aged between 55–64 years work long hours of about 53 hours per week. The rest of the workers in other age groups work less than the standard 48 hours per week. Other countries with fewer working hours include Argentina, Brazil, Panama, and the United States.

▶ **Figure 36: Mean weekly hours worked by age (selected countries), 2005–2019**

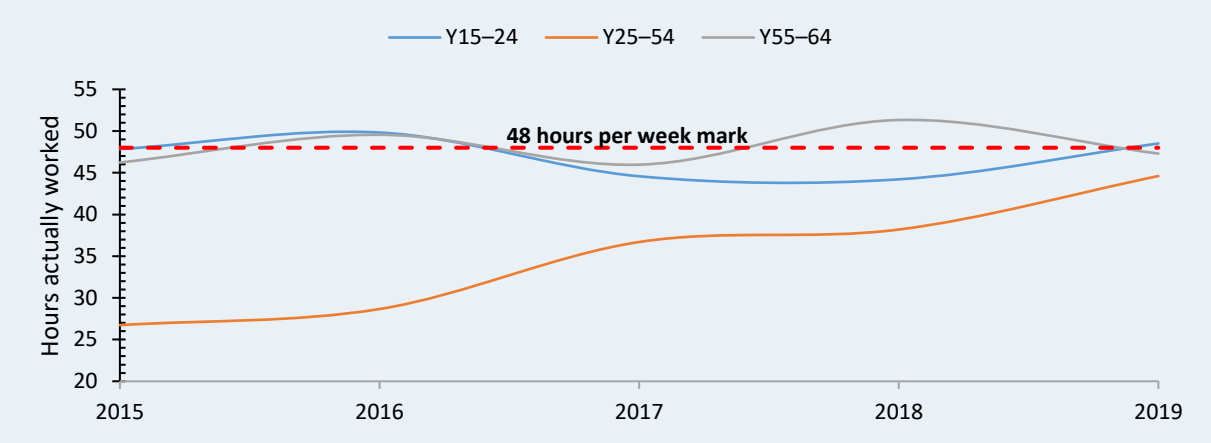


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

3.1.3 Arab States

The trend in the Arab States fluctuates around 48 hours per week for the age groups 15–24 years and 55–64 years. Working hours among workers aged between 25–54 years are the lowest but have consistently been increasing since 2015.

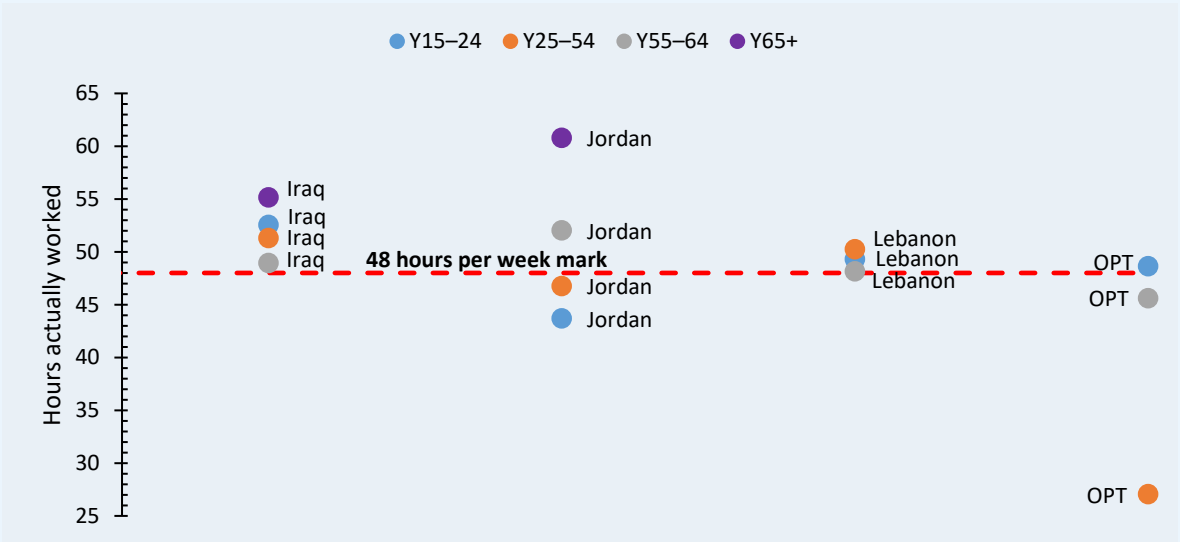
▶ **Figure 37: Mean weekly hours worked by age**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Working hours for workers aged 65 years and above are the longest in Jordan and Iraq while workers aged between 25–54 years have the lowest working hours in OPT where weekly working hours for this age group was only 27 hours. Jordan was also the only country where the youth (15–24 years) had the lowest weekly working hours of around 43 hours per week.

▶ **Figure 38: Mean weekly hours worked by age (selected countries)**

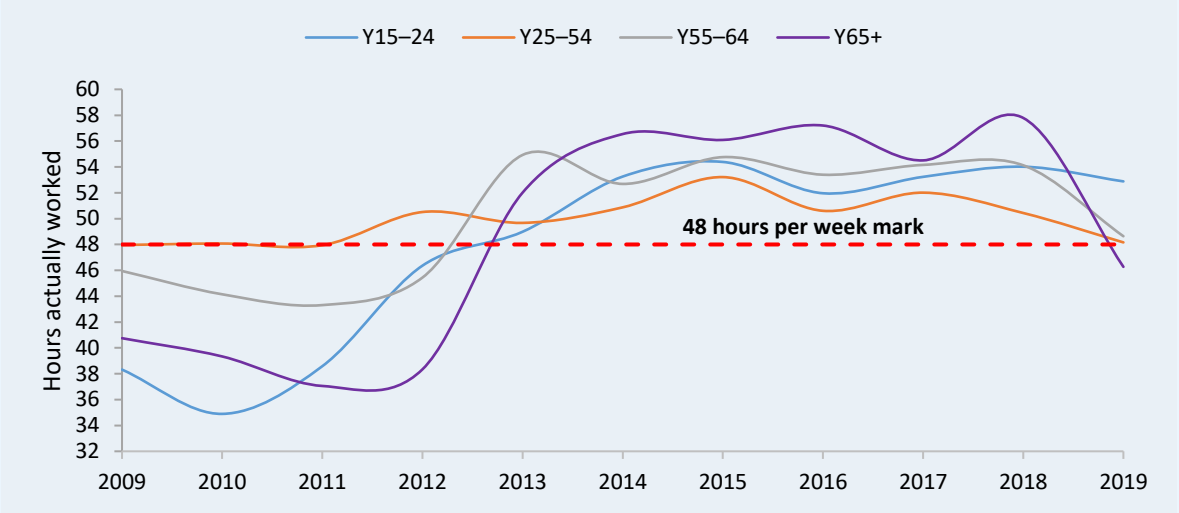


Source: ILO Harmonized Microdata, http://ilostat.ilo.org
Note: OPT=Occupied Palestinian Territory

3.1.4 Asia and the Pacific

The Asia and Pacific region witnessed a significant increase in working hours across all age groups. The most affected age group being the youth (15–24 years) whose weekly working hours increased by approximately 38 percent from a low of 38 hours per week in 2009 to 53 hours per week in 2019. While other age groups experienced significant increases in working hours (i.e., 14% for 65+ years; 6% for 55–64 years; and 0.4% for 25–54 years) between 2009 and 2019, the trend had started to decline in 2018 except for the young workers (15–24 years).

▶ **Figure 39: Mean weekly hours worked by age**

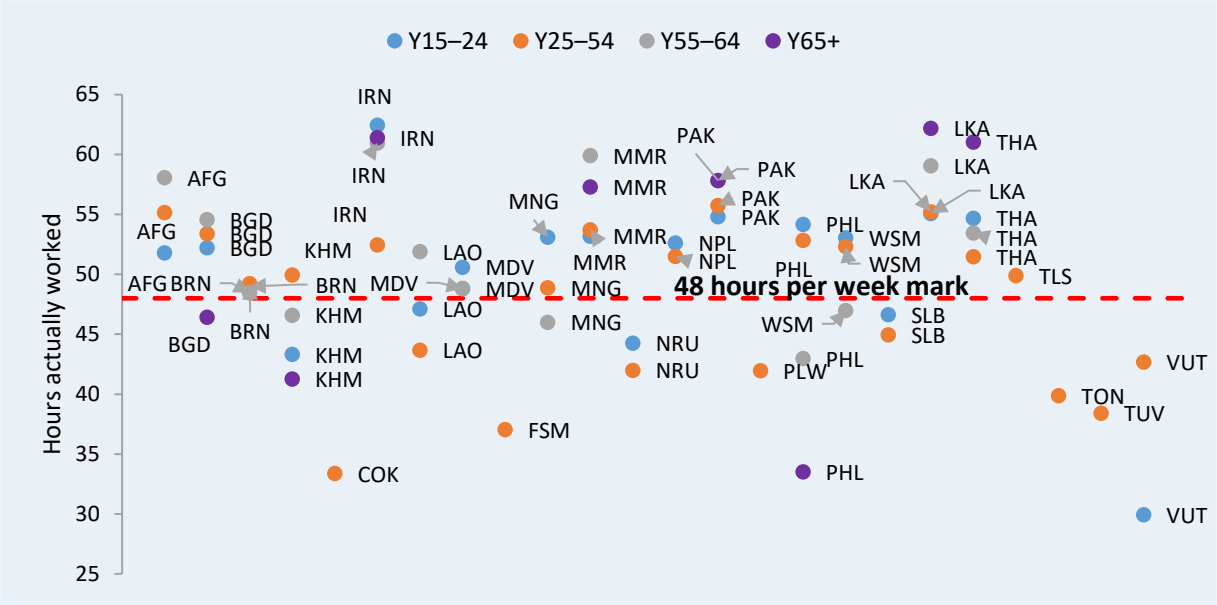


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Country level data show that Iran has the longest working hours in the region, especially the youth (15–24 years) whose average weekly working hours are estimated to be 62 hours. Sri Lanka (62 hours), Thailand (61 hours), Pakistan (57 hours), Myanmar (57 hours), and Iran (61 hours) are some of the countries in the region where PSS workers aged 65+ years have longer working hours per week. Only in the Philippines (33 hours), Cambodia (41 hours), and Bangladesh (46 hours) do workers aged 65 years and above work less than the standard weekly working hours of 48 hours.

Working hours among workers aged between25–54 years are longer in Afghanistan (55 hours), Bangladesh (53 hours), Pakistan (55 hours), Sri Lanka (55 hours), Philippines (52 hours), Nepal (51 hours), Cambodia (50 hours), Samoa (52 hours), Brunei Darussalam (49 hours), Thailand (51 hours), and Timor-Leste (50 hours) while in Nauru (41 hours), Palau (41 hours), Solomon Islands (44 hours), Cook Islands (33 hours), Micronesia (37 hours), Tonga (39 hours), Lao (43 hours), Vanuatu (42 hours), and Tuvalu (38 hours), they work less than the standard 48 hours.

▶ **Figure 40: Mean weekly hours worked by age (selected countries), 2009–2019**

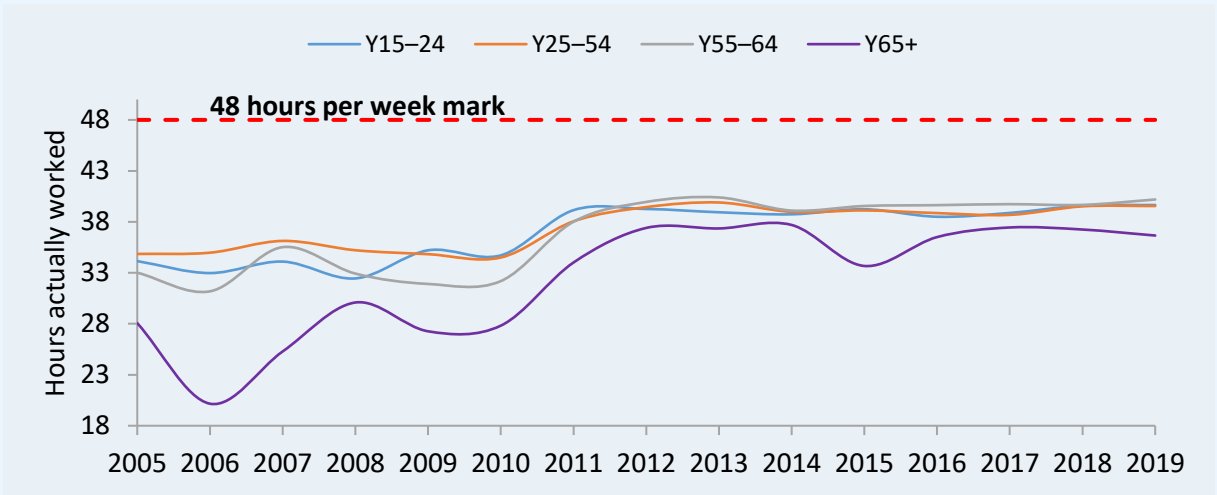


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

3.1.5 Europe and Central Asia

Europe and Central Asia have the lowest working hours in the world. Working hours have been increasing but at a very low rate. For example, working hours across all age groups had been increasing at an annual compound rate of only one percent for 15 consecutive years except for workers aged 65 years and above whose working hours increased by two percent annually.

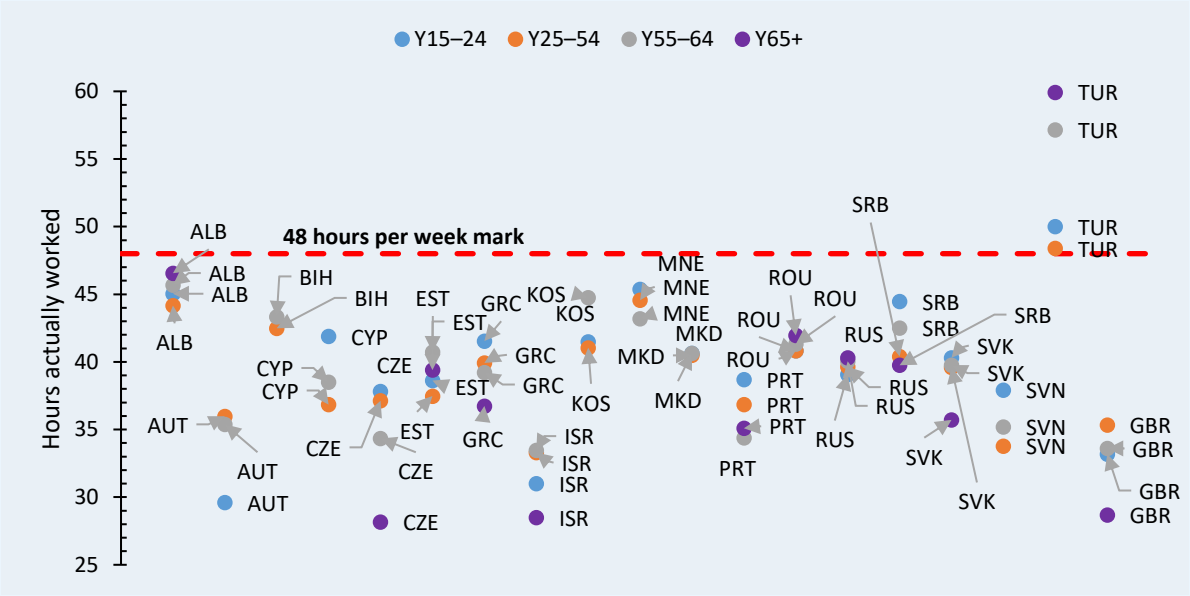
▶ **Figure 41: Mean weekly hours worked by age**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

At the country level, only in Turkey do workers in the PSS sector work longer hours, especially those aged 65 years and above who, on average, work for 59 hours per week. The working hours for the rest of the countries in the region are below 48 hours per week. The least working hours for workers aged 65 years and above are more prevalent in the United Kingdom (28 hours), Israel (28 hours), and Czechia (28 hours).

▶ **Figure 42: Mean weekly hours worked by age (selected countries)**

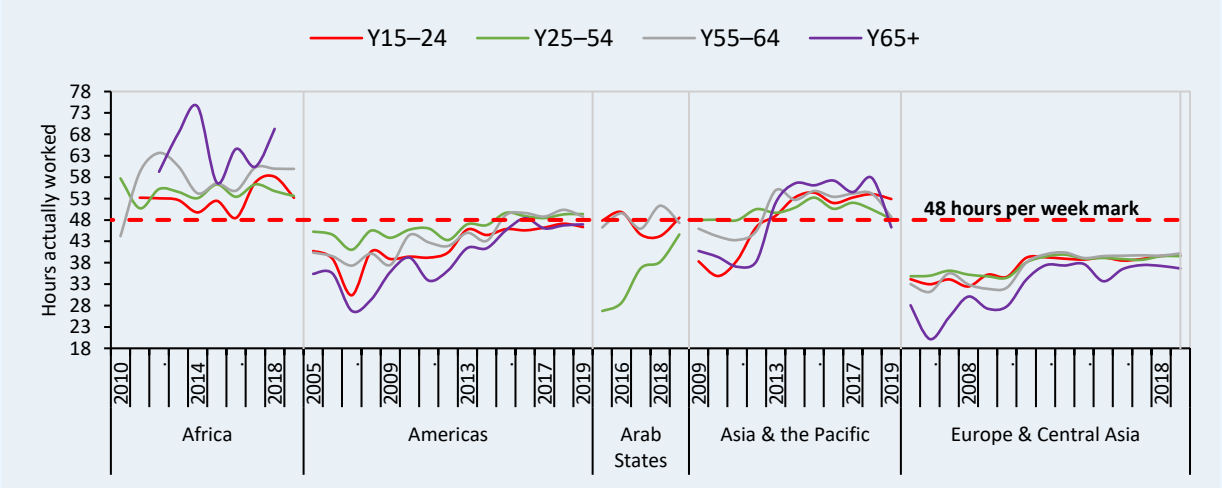


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Overall, Africa stands out as a region with longer working hours for PSS workers across all age groups while Europe and Central Asia have the shortest weekly working hours in the sector. Working hours in the Americas have been increasing and are fluctuating above the standard 48 hours per week. In the Arab States, working hours for the PSS workers aged 25–54 increased significantly from 2017 to 2019 and was catching up with the rest of the workers in other age groups who had been working longer hours.

The situation in the Asia and Pacific reason was not different. Working hours increased across age groups and had become longer than 48 hours per week in 2013 which lasted until 2019 when the trend began to be reversed.

▶ **Figure 43: Mean weekly hours worked by age across regions**

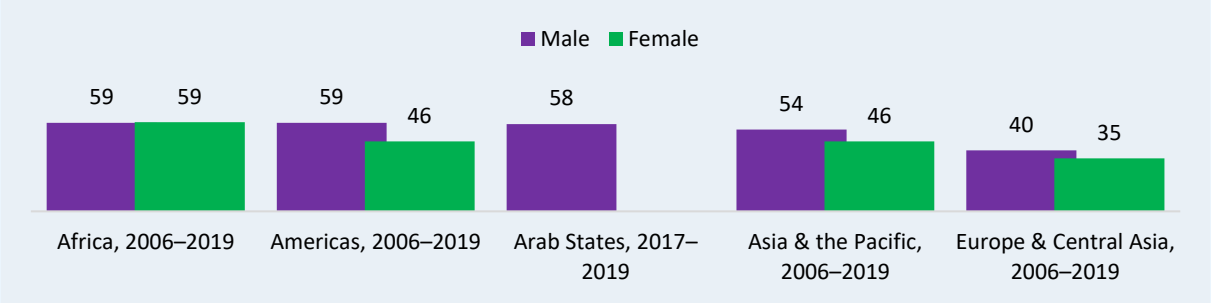


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

3.2 Working hours by sex

Data shows that, generally, female PSS workers work fewer hours than their male counterparts. In Africa, working hours for female PSS workers are almost at par with male workers (i.e., 59 hours per week). In the Americas, male workers work longer hours than female PSS workers (i.e., 59 hours vs 46 hours per week) while in the Arab States, weekly working hours for the male-dominated sector was around 58 hours per week. In Asia and the Pacific, working hours for male and female workers are slightly lower when compared to the other three regions (Africa, Americas, and the Arab States). On average, male workers work for approximately 54 hours per week and 46 hours per week for female workers. As has been observed, the average weekly working hours for male and female workers in Europe and Central Asia are the lowest across regions at 40 hours and 35 hours respectively.

▶ **Figure 44: Mean weekly hours worked by gender**

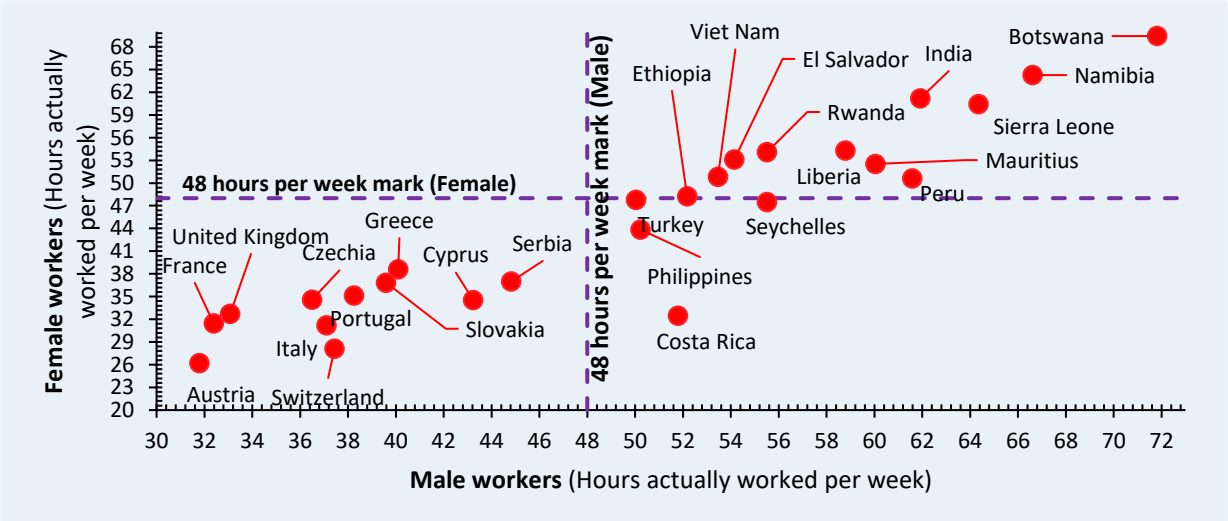


Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Country-specific analysis was only possible for 26 countries that had data on both male and female PSS workers. The weekly hours worked were calculate using the average of annual data available for each gender in a particular country for the period 2006–2019.

The data shows that weekly working hours for PSS workers are lowest in Europe where both male and female workers work less than the global average of 48 hours per week. In Turkey, Seychelles, Philippines, and Costa Rica, male PSS workers work longer hours than female workers while in Ethiopia, El Salvador, India, Rwanda, Sierra Leone, Peru, Liberia, Mauritius, Viet Nam, Botswana, Namibia, and India, both female and male workers work long hours.

▶ **Figure 45: Mean weekly hours worked by gender (selected countries), 2005–2019**



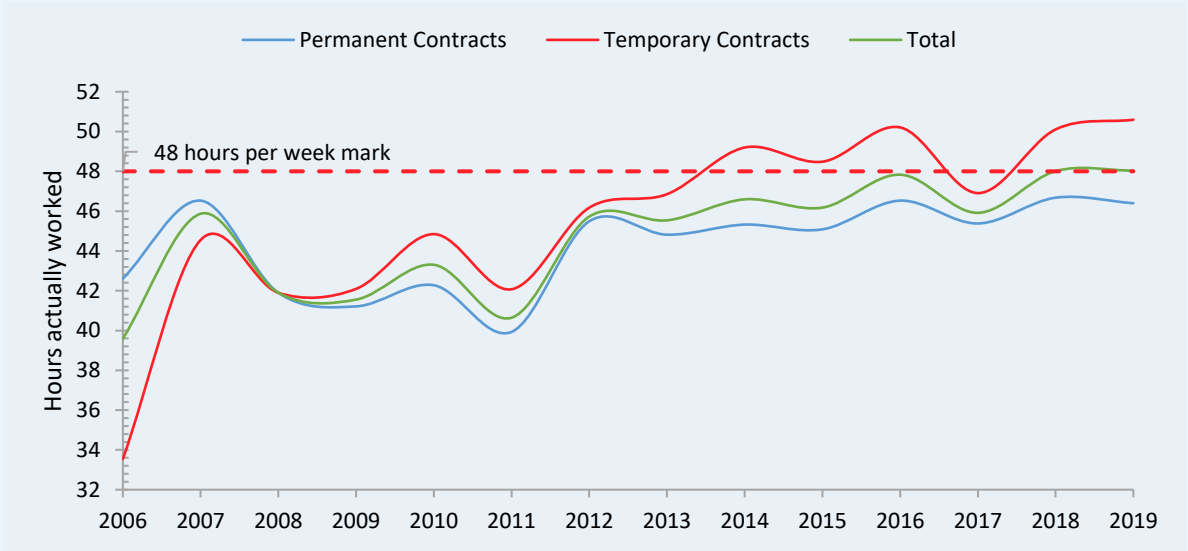
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

3.3 Working hours by type of contract

Generally, working hours have been increasing for either worker; on temporary or permanent contracts. However, average weekly working hours for workers on permanent contracts have remained below 48 hours per week per employee. Thus, in general, PSS workers on permanent contracts tend to work fewer hours than those on temporary contracts.

As earlier stated, PSS workers on temporary contracts have much longer working hours per week compared to their counterparts on permanent contracts. Working hours for temporary workers have consistently been on the rise since 2006 and broke the 48 hours weekly working hours mark in 2014. Before the 2008 financial crisis, average working hours for permanent employees used to be longer than the industry average (i.e., Total) but the situation changed after the financial crisis in 2009. Since then, the average weekly working hours per PSS worker on a permanent contract have remained below the industry average and the standard 48 hours per week.

▶ **Figure 46: Mean weekly hours worked by type of contract**



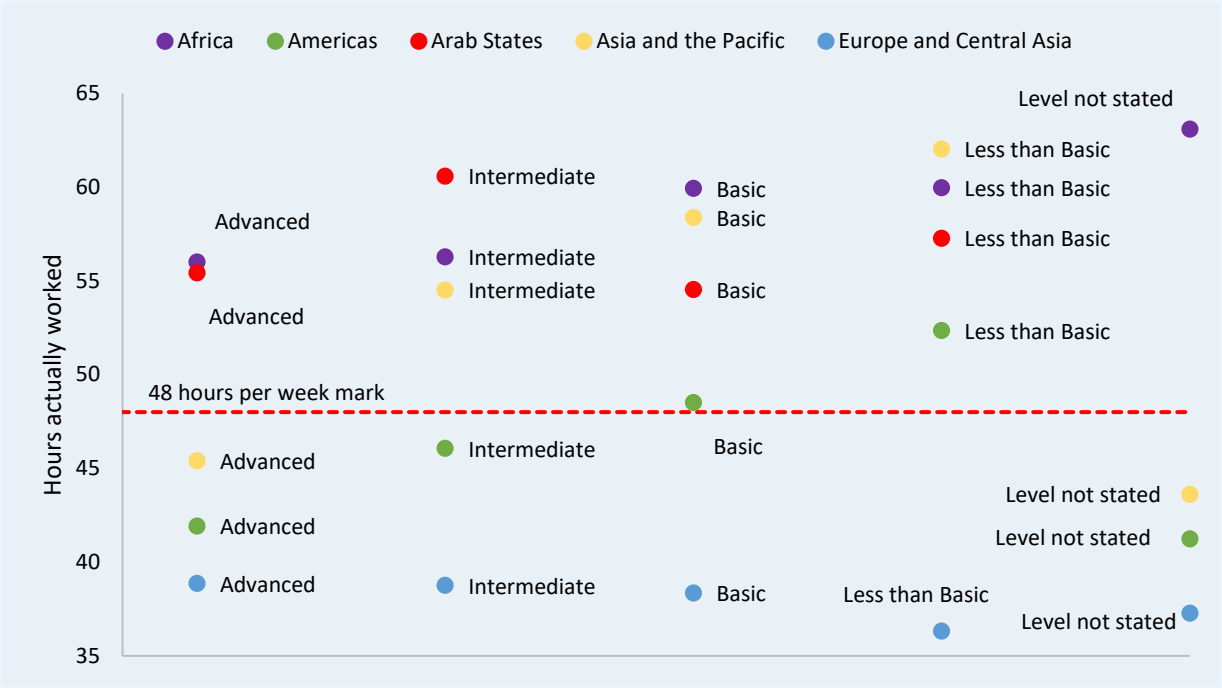
Source: ILO Harmonized Microdata, http://ilostat.ilo.org

3.4 Working hours by the level of Education

PSS workers at all levels of education in Africa work longer hours and the differences between the different education levels are marginal, but suffice to mention that workers with a basic level of education or less tend to work much longer hours than others. The same applies in Asia and the Pacific as well as in the Arab States where all workers, regardless of education level, work longer hours except for workers with an advanced level of education in Asia and the Pacific whose weekly working hours are less than 48 hours per week.

In the Americas, working hours decrease with the level of education. Workers with advanced education levels only work for 42 hours per week, followed by those with intermediate education level at 46 hours per week, the basic education level (49 hours), and less than basic (52). In Europe and Central Asia, working hours are below 40 hours per week for all workers in the sector across all education levels.

▶ **Figure 47: Mean weekly hours actually worked by level of Education**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

▶ 4 Earnings

The ILO's harmonized microdata include data on mean nominal hourly earnings. However, the number of countries with adequate data for analysis was small. Only a few countries had sufficient data that could be useful in the analysis. Given the limited sample size, it was not possible to aggregate nominal hourly earnings at the regional level. It is also not good practice to aggregate earnings by country or region when analyzing wages because of the differences in labour market conditions such as working hours (i.e., women are more likely than men to work part-time) and type of contract in respective countries. Thus, the section analyses the change in average nominal hourly earnings in selected countries disaggregated by gender. Also included are the differences in the mean gender pay gap.

The factor-weighted approach[10] was used to calculate the gender pay gap. The gender pay gap measures the difference between average hourly earnings of male and female PSS workers expressed as a percentage of male hourly earnings. Education level was used as a weighting factor because it is widely accepted in the human capital literature as one of the important determinants of earnings.[11]

[10] ILO, *Global Wage Report 2018/19: What lies behind gender pay gaps*, 2018

[11] Jacob Mincer, *Schooling, experience, and earnings*, (NBER, 1974).

▶ Box 1 Illustration: The Factor-weighted gender pay gap

The factor-weighted gender pay gap was arrived at by first selecting a "factor" which should be a strong determinant of the wage structure. In our case, we used education for which data was available. However, other factors such as "age" and "working-time-status" can be used. Using education level, we constructed subgroups based on gender. In the table, the first 4 rows show adjusted mean hourly earnings ($ppp) received by each subgroup of PSS employees by education level. The other 4 rows show the proportion of each subgroup in the total PSS workforce. For example, PSS women in Thailand with advanced education level are paid 11.2 $ppp per hour; this group represent 33% of all women in Thailand's PSS sector. However, women constitute only 10% of the total PSS workforce in Thailand. The proportions of the subgroups act as weights to calculate the weighted average of the hourly earnings for each gender across the educational levels. The weighted earnings were then used to calculate the pay gap.

Adj. Mean wages per hour ($ppp) by education level	**Ecuador**		**Thailand**	
	Women	Men	Women	Men
Advanced	8.6	10.0	11.2	13.7
Intermediate	4.8	5.3	5.1	6.5
Basic	3.9	4.0	3.7	4.2
Less than Basic	3.5	3.3	3.0	3.7
Weighted average	**5.8**	**5.2**	**6.5**	**5.1**
Proportion of employees				
Advanced	27%	5%	33%	5%
Intermediate	73%	63%	29%	22%
Basic	0%	30%	39%	62%
Less than Basic	0%	2%	0%	11%
Share in total PSS workforce	**6%**	**94%**	**10%**	**90%**
Factor-weighted Gender-Pay Gap	**-13%**		**-28%**	

A simple measure of gender pay gap shows that in both Ecuador and Thailand, men are paid 10% and 14% more than women PSS employees respectively. However, the factor-weighted gender pay gap shows a different picture, in that women get 13% and 28% more than men respectively. This is because in both Ecuador and Thailand the small number of women in the PSS sector is highly qualified compared to men, thus pushing average earnings for women upwards.

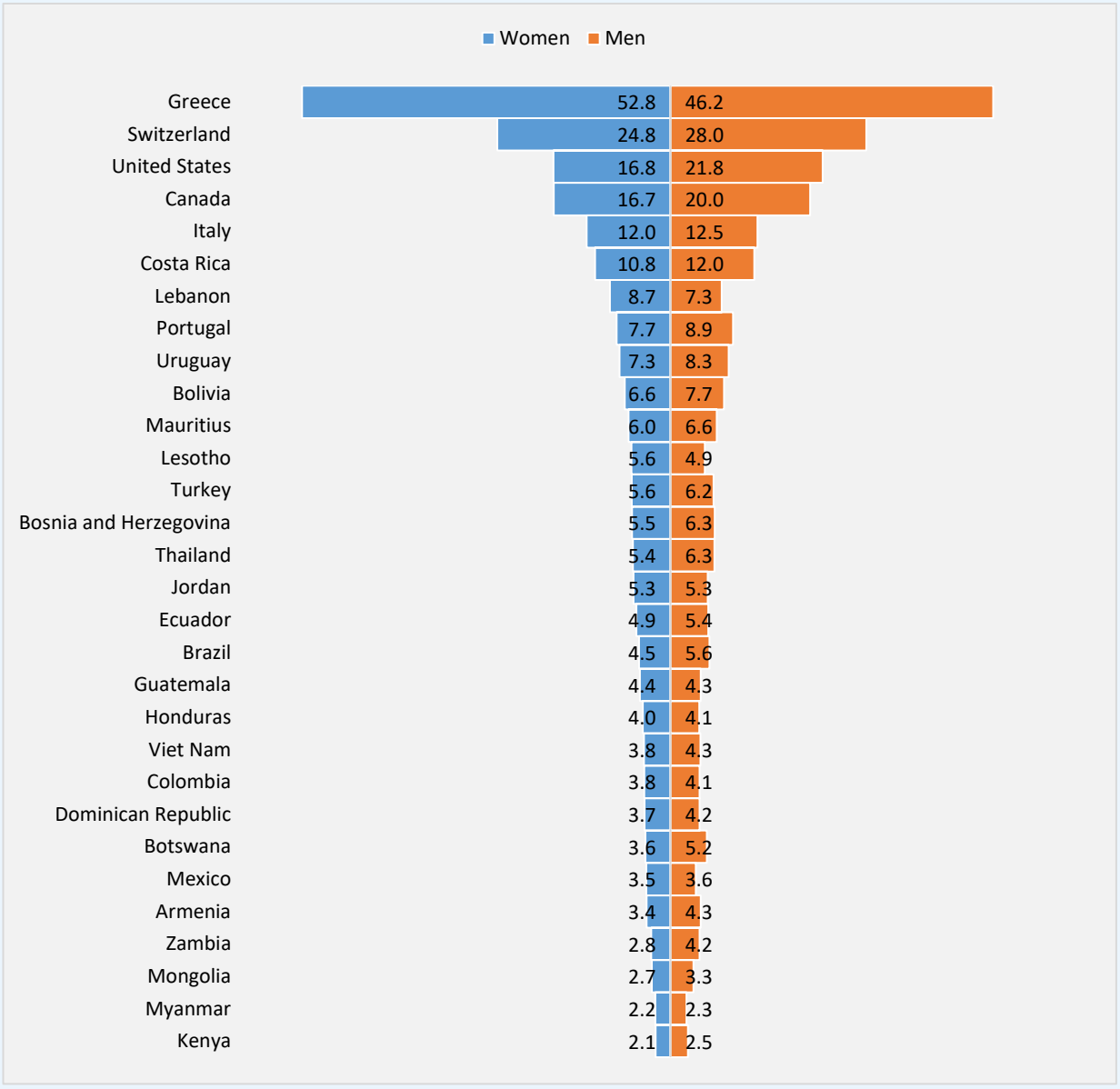
In Ecuador, women account for only 6% of the total PSS workforce and 27% of them have advanced level of education while 73% have intermediate level of education; in contrast, of the 94% of male employees, only 5% have advanced education level and 63% intermediate level, the other 32% have basic or less than basic education level. Therefore, the highly qualified women employees are pushing the hourly earnings for women upward while the proportion of male employees with lower levels of education categories are pulling down the average earnings for men resulting in a negative gender pay gap. The same applies for Thailand where women account for only 10% of the PSS workforce but 62% of them have either intermediate or advanced education level compared to only 27% of male workers in the same education category.

For easy comparison, mean nominal hourly earnings were adjusted for inflation and converted to international dollars using the purchasing power parity (PPP) conversion factor for household final expenditure[12] expressed in terms of local

[12] The World Bank defines PPP conversion factor, private consumption (LCU per international $) as "a spatial price deflator and currency converter that controls for price level differences between countries, thereby allowing volume comparisons of gross domestic product (GDP) and its expenditure components. This conversion factor is for household final consumption expenditure."

currency unit (LCU) per international dollar ($). Therefore, unless otherwise indicated, all values in this section are expressed in international dollars ($PPP).

▶ **Figure 48: Adjusted hourly earnings ($ppp) by gender, 2019**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org
Note: The figures for the United Kingdom and the United States are for 2018

Trends in earnings, nominal or real, are useful indicators of the material progress or regression of the PSS workforce, especially at the sectoral level. Changes in wage distribution provide valuable insights that are useful to social partners and policy-makers in determining and monitoring minimum wages[13] at the national and sector level.

The 2019 adjusted hourly earnings show that hourly earnings for female PSS workers are much lower than their male counterparts except in Greece, Lebanon, and Lesotho (see Figure 48). However, it is worth highlighting the limited number

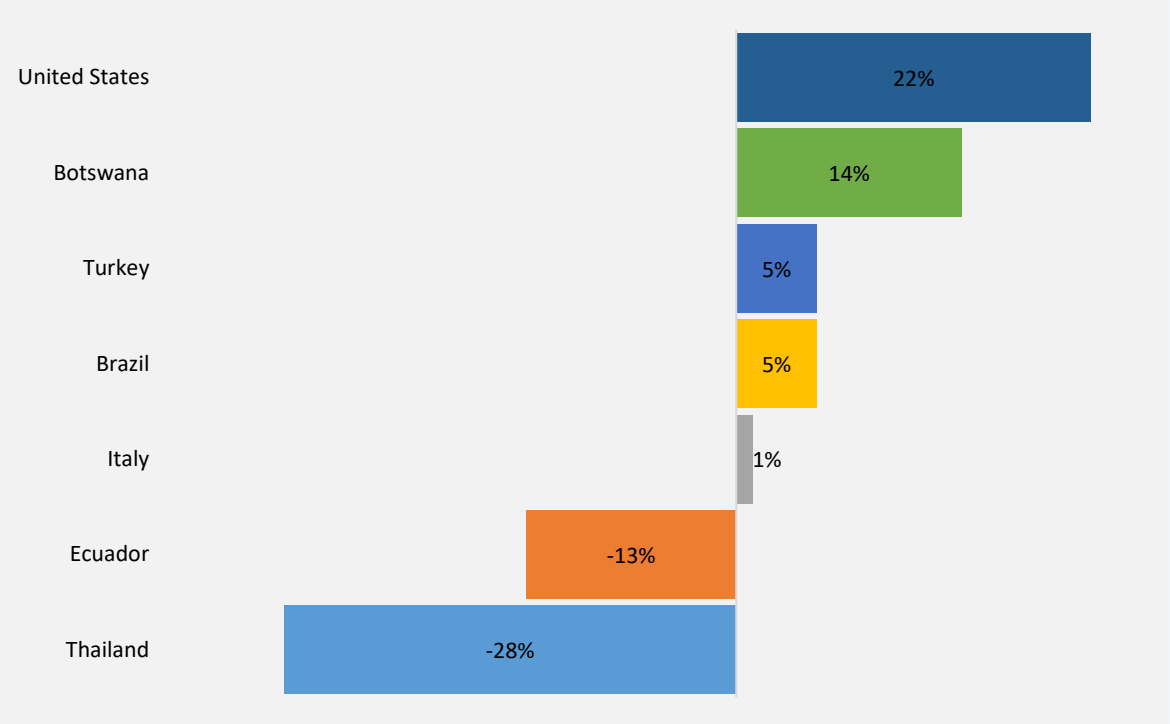
[13] The level of a minimum wage is often set in relation to a summary measure of the wage distribution, where such summary is either the mean or the median of the wage distribution. See Appendix IV of ILO, *Global Wage Report 2014/15: Wages and income inequality*, 2015.

of female employees in the sector and the seeming higher wages for women in these three countries could be as a result of a few female workers at the high end of the wage distribution pushing the hourly earnings upwards as demonstrated in Box 1 above.

The factor-weighted gender pay gap shows that the gender pay gap is prevalent in the PSS sector. Due to data limitations, the factor-weighted gender pay gap was only possible in seven countries (Botswana, Brazil, Ecuador, Italy, Thailand, Turkey, and United States). In all these countries, women account for less than 30% of the PSS workforce and are mostly well educated in comparison to male employees.

In Turkey, women account for 11% of the workforce of which 73% have either intermediate or advanced education levels. This is almost the same percentage of male employees (74%) with similar qualifications, but there are more male workers with basic education levels (62%) than women (26%). The high proportion of male employees in this lower category of education was pulling the average hourly wage for men resulting in a small percentage in gender pay gap of 5%; in reality, the pay gap may be larger. In Italy, neither male nor female employees have advanced education levels; 72% of the 11% female workforce have intermediate education level and only 28% have basic education level compared to 44% of the 89% male workforce have intermediate education level and 56% have basic education level. The higher percentage of female workers with intermediate education levels was pushing hourly wages upwards for women while a higher proportion of male workers with lower education levels was pulling men's hourly wages downwards resulting in a small factor-weighted gender pay gap of 1%. The results highlight the high prevalence of the gender pay gap in the sector.

▶ **Figure 49: Factor-weighted gender pay gap, 2019**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org
Note: For the United States, the 2018 data was used to calculate the pay gap

▶ 5 PSS Sector Performance in 2020

This section attempts to analyze the performance of the private security services sector during the Covid-19 pandemic by taking a two-time period (i.e., 2019 and 2020) ILOSTAT harmonized quarterly data to understand the year-on-year employment and working time fluctuations in the sector. Ten countries were found to have complete quarterly data for 2019 and 2020 and form the basis for this section. These include Austria, Brazil, Costa Rica, Ecuador, Georgia, Greece, Italy, North Macedonia, Switzerland, and the United Kingdom.

5.1 Employment

Generally, employment declined in 2020 except for Austria where employment increased in all four quarters. A sustained decrease can be observed in Brazil, Costa Rica, and North Macedonia while in Switzerland employment level dropped from 20,574 employees in Q2 of 2020 to approximately 15,460 in Q4 representing a 25 percent decrease.

▶ **Figure 50: Quarterly employment in selected countries, 2019–2020**

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In the United Kingdom, employment rebounded in Q1 of 2020 from a low of 156,635 employees in Q4 of 2019 to approximately 177,466 employees and 187,655 employees in Q1 and Q2 of 2020 respectively. However, the increase was short-lived and dropped in both Q3 and Q4 to approximately 186,318 employees and 181,010 employees respectively. A year-on-year comparison shows employment level increasing from three percent in Q2 to six percent and 16 percent in Q3 and Q4 respectively.

In Brazil, employment declined in Q1 (822,780 employees) of 2020 and continued on a downward trajectory in Q2 (767,976 employees), Q3 (716,115 employees), and Q4 (755,941 employees). A year-on-year comparison shows employment in the PSS sector decreasing in all four quarters of 2020 with the highest decline witnessed in Q2 (10%), Q3 (11%), and Q4 (9%) relative to 2019 quarterly employment levels.

By the end of 2020 (Q4), the year-on-year employment level was below the 2019 (Q4) level in all countries with the highest drop recorded in Georgia (65%), Costa Rica (50%), Ecuador (16%), Italy (13%), Switzerland (12%), Brazil (9%), and North Macedonia (8%).

▶ **Table 11: Year-on-Year Change in Employment, 2019/2020**

Country	2020_Q1	2020_Q2	2020_Q3	2020_Q4
Austria	25%	14%	28%	62%
United Kingdom	-3%	3%	6%	16%
North Macedonia	44%	2%	-7%	-8%
Brazil	-2%	-10%	-11%	-9%
Switzerland	19%	67%	38%	-12%
Italy	12%	-5%	14%	-13%
Costa Rica	-21%	-37%	-47%	-50%
Georgia	91%	94%	194%	-65%
Ecuador		-11%	-20%	-16%
Greece	-20%	9%	35%	

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

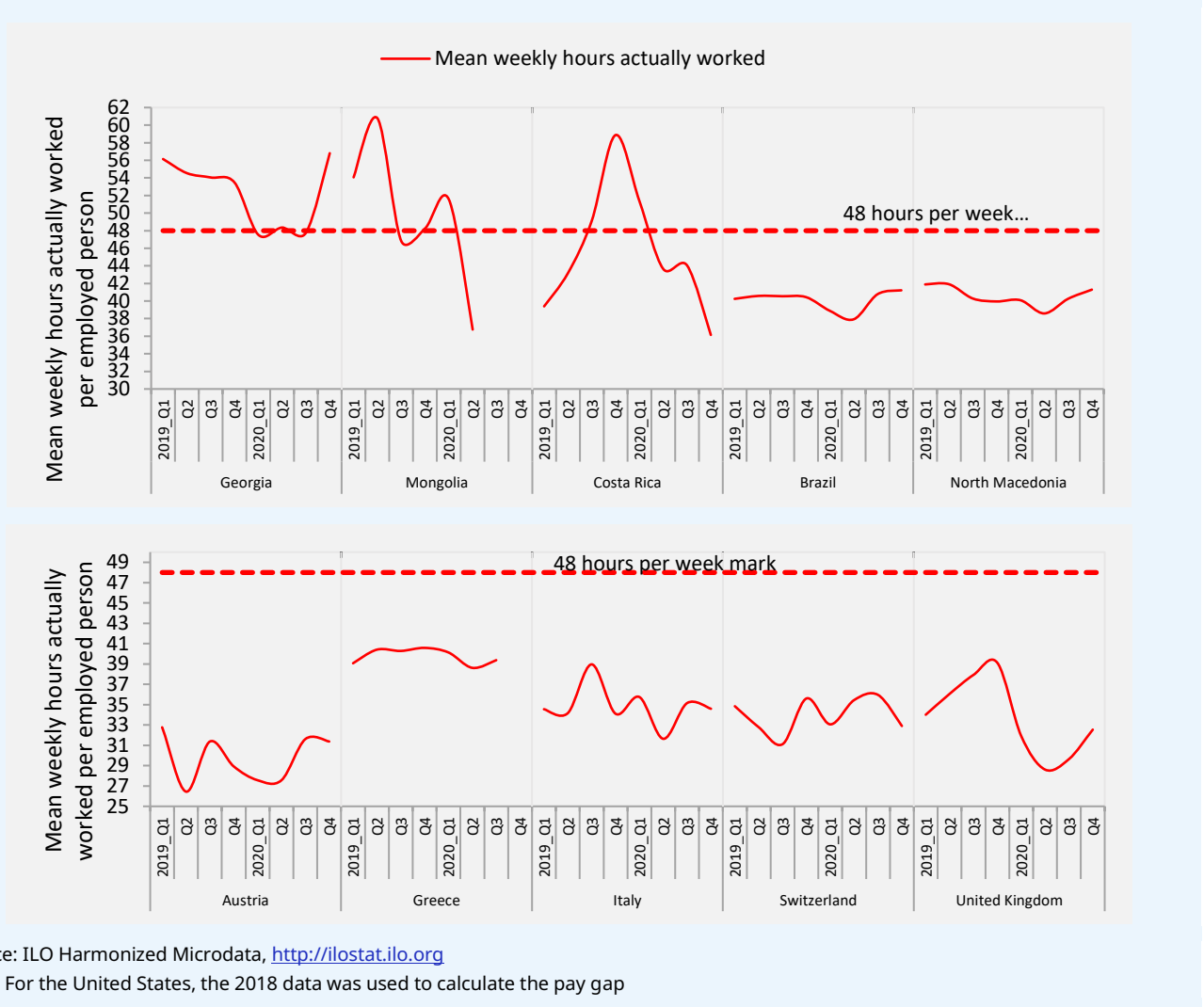
5.2 Working hours

There was a general decrease in average weekly working hours in 2020 especially in Costa Rica and the United Kingdom where the upward trend was sharply reversed. In Costa Rica, average weekly working hours were on an upward trajectory from 39 hours per week in Q1 (2019) to 59 hours in Q4 (2019) but started to decrease in 2020 to 51 hours per week in Q1(2020) down to 36 hours per week in Q4 (2020). In the United Kingdom, average working hours rose from 34 hours per week in Q1 (2019) to 39 hours per week in Q4 (2019) representing a 15% increase. However, in Q1 (2020), working hours dropped to 32 hours per week reaching a low of 29 hours in Q2 before rising to 30 hours and 33 hours per week in Q3 and Q4 respectively.

In other countries (Austria, Georgia, Mongolia, North Macedonia, and Italy), average weekly working hours were already on a downward trajectory in 2019 and only continued in this path through 2020. In Brazil, average weekly working hours dropped in both Q1 and Q2 of 2020 to approximately 39 hours and 38 hours per week respectively but rose in the subsequent quarters Q3 and Q4. In Switzerland, working hours increased in the first three quarters of 2020 but declined in Q4 by nine percent (quarter by quarter). In Greece, the Q4 data of 2020 was not available but Q3 data showed an increase in weekly working hours after witnessing a decline in both Q1 and Q2 of 2020.

Despite the limited number of countries analyzed, it is clear that the private security services sector was not spared by the impact of the Covid-19 pandemic on the labour market. The reduced weekly working hours which coincided with the breakout of the global pandemic also had implications on the observed reduction in weekly earnings for PSS workers.[14]

▶ **Figure 51: Quarterly mean working hours, 2019–2020**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org
Note: For the United States, the 2018 data was used to calculate the pay gap

The year-on-year change in average weekly working hours showed working hours increasing only in three (Costa Rica, Italy, and Greece) of the 10 countries in Q1 (2020) relative to Q1 (2019). The highest increase being in Costa Rica where weekly working hours rose from 39 hours in Q1 (2019) to 51 hours in Q1 (2020). In Q2 of 2020, weekly working hours in Costa Rica only rose by one percent, four percent in Austria, and eight percent in Switzerland, the other seven countries saw weekly working hours decline with the highest drop of 40 percent recorded in Mongolia from 60 hours per week in Q2 (2019) to 36 hours in Q2 (2020).

[14] "the implementation of strict containment measures worldwide caused working-hour losses to peak in the second quarter of 2020 [...]" See *ILO Monitor: Covid-19 and the world of work*, 25 January 2021, p.6.

▶ **Table 12: Year-on-Year change in mean weekly hours actually worked, 2019/2020**

Country	2020_Q1	2020_Q2	2020_Q3	2020_Q4
Costa Rica	30%	1%	-10%	-39%
Italy	3%	-7%	-10%	1%
Greece	3%	-4%	-2%	
Brazil	-3%	-7%	1%	2%
North Macedonia	-4%	-8%	-0.1%	3%
Mongolia	-5%	-40%		
Switzerland	-5%	8%	16%	-8%
United Kingdom	-6%	-21%	-22%	-17%
Georgia	-15%	-11%	-12%	6%
Austria	-16%	4%	1%	8%

Source: ILO Harmonized Microdata, http://ilostat.ilo.org

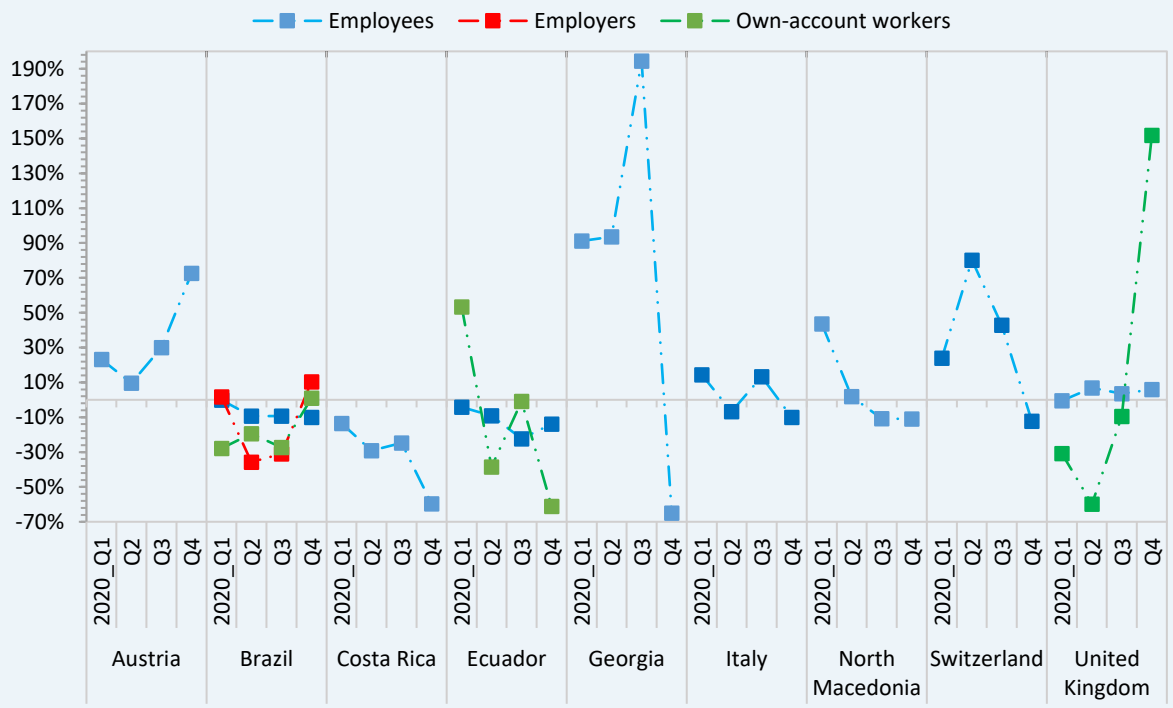
By December 2020, at least 50% of the countries (Austria, Brazil, Georgia, Italy, and North Macedonia) had recorded positive change in weekly working hours while Costa Rica, Switzerland, and the United Kingdom recorded a significant drop in working hours.

5.3 Employment status

Job losses were observed in most countries following a drastic slump in business activities caused by the Covid-19 pandemic for which the enforcement of public health and safety measures were not enough to compensate for the losses.[15] The year-on-year change in employment status reveals significant job losses among employees in Brazil, Costa Rica, Ecuador, Georgia, Macedonia, and Switzerland. In Italy, employment growth was only observed in the 1st and 3rd quarters of 2020 relative to 2019. Only in Austria was the PSS sector resilient.

[15] Confederation of European Security Services (CoESS), *The New Normal 2.0: Private Security and Covid-19 in Europe*, October 2020.

▶ **Figure 52: Year-on-year change in employment status, 2019/2020**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

In Georgia, the year-on-year change in the number of employees was on an upward trajectory for Q1 (91%), Q2 (94%), and Q3 (194%) of 2020 relative to 2019 but dropped significantly in Q4 (65%). On a quarter-by-quarter basis, the number of employees dropped from approximately 18,317 in Q3 (2020) to 3,421 in Q4 (2020), an 81 percent drop. Similar quarter-by-quarter swings in the number of employees can be observed in Switzerland and the United Kingdom. In Switzerland, the number of employees rose from 16,154 in Q4 (2019) to 18,932 in Q1 (2020) and 20,398 in Q2 (2020) but dropped to 16,455 in Q3 (2020) and 14,164 in Q4 (2020) while in the United Kingdom, the number of employees rose up to 175,901 in Q2 (2020) and then dropped to 170,393 and 156,533 in Q3 (2020) and Q4 (2020) respectively. The swings in the number of employees may have been driven by the enforcement of public health measures (i.e., lockdowns) which countries were implementing in response to the Covid-19 global pandemic and required the services of private security personnel.

Data on employers and own-account workers was scanty but in the few countries where this was possible, the number decreased on a year-on-year basis. For example, in Brazil, own-account workers reduced by 28 percent between Q1 (2019) and Q1 (2020); 19 percent between Q2 (2019) and Q2 (2020); 27 percent between Q3 (2019) and Q3 (2020); and only increased by one percent between Q4 (2019) and Q4 (2020). The same was the case in Ecuador where the number of own-account workers declined on a year-on-year basis in all four quarters. The United Kingdom recorded only recorded an increase in the number of own-account workers in the fourth quarter of 2020 relative to 2019.

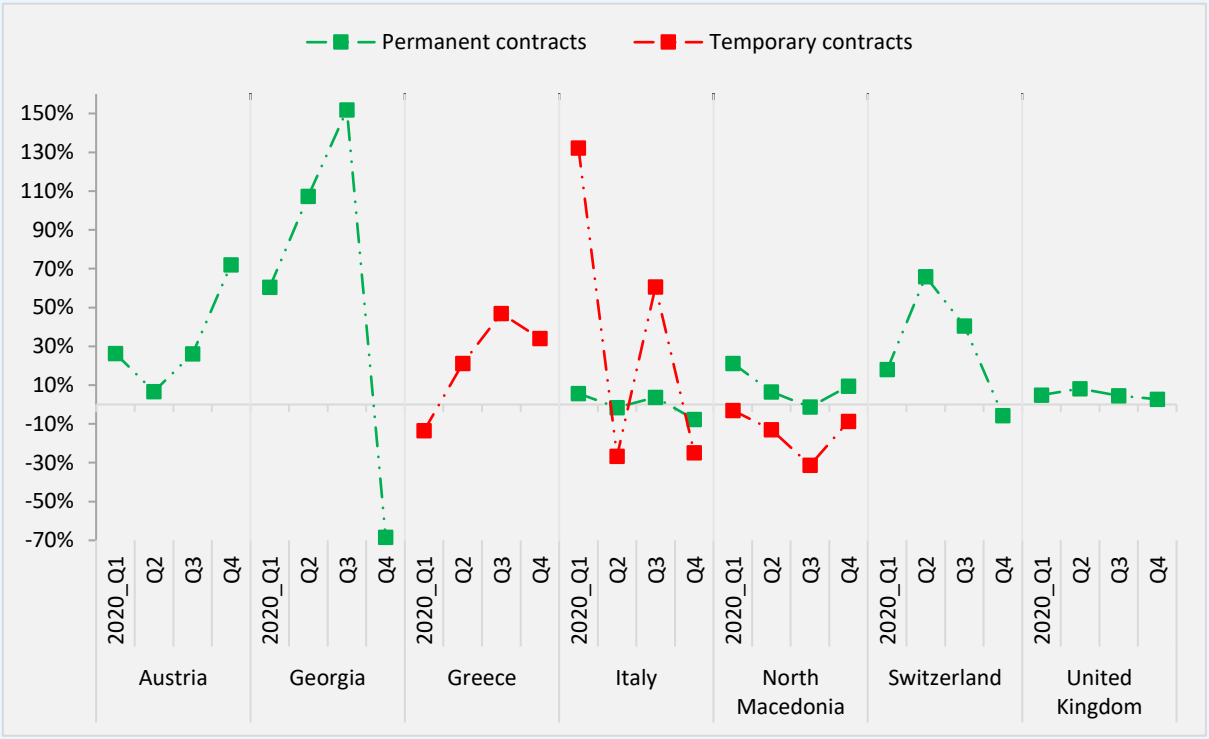
5.4 Employment by type of job contract

Job losses experienced in 2020 are also reflected in the changes observed in the type of job contracts. In the seven countries (Austria, Georgia, Greece, Italy, North Macedonia, Switzerland, and the United Kingdom) where data on the type of job contracts were available, permanent contracts declined while temporary contracts increased on a year-on-year basis between 2019 and 2020.

For example, in Italy, the quarterly increase in the number of employees, especially in Q1 and Q3 of 2020 (see Figure 52) correspond with an increase in the number of employees on temporary contracts (see Figure 53), which suggests that more private security personnel were being employed on temporary contracts than on permanent contracts in both Q1 and Q2 mainly to enforce Covid-19 public health measures. In the first quarter of 2020, temporary contracts rose by 132 percent while permanent contracts only increased by six percent when compared to the first quarter of 2019. The share of employees on temporary contracts increased from 79 percent in Q1 (2020) to 81 percent in Q4 (2020) while permanent contracts declined to 19 percent from 21 percent respectively. Greece witnessed a sustained rise in temporary contracts on a year-on-year basis from Q1 through to Q4.

In Switzerland and the United Kingdom, the number of workers on permanent contracts declined in Q2, Q3, and Q4 of 2020 relative to 2019 while in Georgia, a sharp decrease (68%) was observed in the fourth quarter. Only Austria had significant increases in the number of workers on permanent contracts.

▶ **Figure 53: Year-on-year change in employment status, 2019/2020**



Source: ILO Harmonized Microdata, http://ilostat.ilo.org

Appendix

Detailed list of countries included in the analysis

Africa	Americas	Arab States	Asia and the Pacific	Europe and Central Asia
Angola	Barbados	Jordan	Bangladesh	Albania
Botswana	Bolivia	Lebanon	Brunei Darussalam	Armenia
Burkina Faso	Brazil	OPT	Cambodia	Austria
Comoros	Costa Rica	United Arab Emirates	Fiji	Bosnia & Herzegovina
Cote d'Ivoire	Dominican Republic		India	Cyprus
Egypt	Ecuador		Indonesia	Czechia
Eswatini	El Salvador		Iran	Georgia
Ethiopia	Guatemala		Kiribati	Greece
Gambia	Guyana		Mongolia	Israel
Ghana	Honduras		Myanmar	Italy
Liberia	Panama		Nauru	Kosovo
Madagascar	Peru		Pakistan	Kyrgyzstan
Mali	Suriname		Philippines	Macedonia
Mauritania	United States		Samoa	Portugal
Mauritius	Uruguay		Solomon Islands	Serbia
Mozambique			Sri Lanka	Slovakia
Namibia			Thailand	Switzerland
Niger			Timor-Leste	Turkey
Rwanda			Tonga	United Kingdom
Seychelles			Vanuatu	
Sierra Leone			Viet Nam	
Sudan				
Tanzania				
Togo				
Uganda				
Zambia				
Zimbabwe				

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