

Present Situation of Private Sector Employees: A Study on the Working Condition and Problems of the Private Security Guard in Bangladesh.

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Abstract: There have been numerous private security organizations providing services in Bangladesh over the previous two decades. In Bangladesh, it is estimated that about 400 agencies are involved in the security services market. These companies offered their services at the level of security that the market demanded. The goal of this study is to determine the workers' working conditions and difficulties. Data was collected using an interviewing method and questionnaire procedures. The major method of data collection was a representative survey of commercial security agencies. The findings reveal that security agencies vary greatly in size and function, with the vast majority of security agencies being tiny and only offering guarding services. Private security services appear to be lacking in professionalism, and the companies' operations remain unregulated. The majority of those agencies' owners make a lot of money while paying their employees poorly. These agencies do not pay attention to the labor act 2006 (amendment2013), as a result of which they face numerous problems and live a miserable life. As a result, the owners of these agencies should provide salary and benefits in accordance with the labor act-2013, as well as increasing the accountability and trustworthiness of their services.

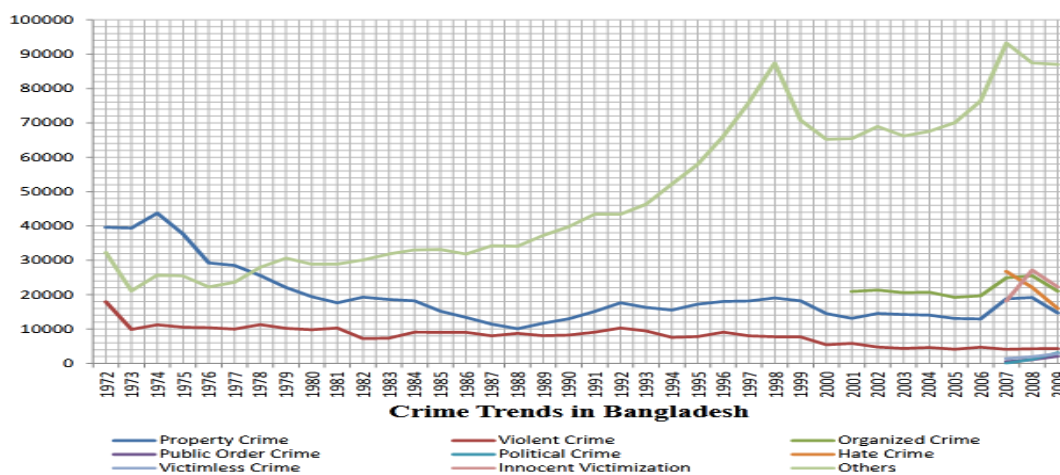
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I. Introduction

In Bangladesh, a huge number of private security agencies have formed over the previous three decades. These agencies, together with government law enforcement agencies, are offering their services in the market, which provides a wide variety of security. The privatization of security has now spread over the world. Since the beginning of the twenty-first century, there has been significant turbulence in our social and political lives, which has given rise to terrorism and a variety of other crimes previously unknown to the civilized world. Following the 9/11 attacks on the World Trade Center and the Pentagon, the necessity of private security has grown dramatically (Chowdhury-2006). Bangladesh, like many third-world countries, is regarded a high-crime society with a very concerning social situation (Islam-2005). The pattern of crime is gradually altering in response to the country's changing socioeconomic and political tendencies. The detonation of bombs across Bangladesh on August 17, 2005, clearly reveals that Bangladesh is facing a significant security danger. In the last year, the development of extremist Islamic groups and their terrorist acts has sparked widespread public fear and anxiety. The number of incidences of violence against the human body, criminality, and property has increased dramatically.



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In this situation, security is regarded as a need rather than an amenity (Rahman-2005). In this situation, citizens' awareness is expanding, which is causing us to think more carefully about all of our security arrangements, both public and private. Population security agencies such as the Police, RAB, BGB, Ansar, and other clever forces all work for the welfare of the general public. Currently, police manpower is insufficient to meet the growing demand for security in the country. According to the police headquarters, the public-police ratio in Bangladesh is 1200:1. As a result, the police alone will not be able to ensure complete security for people's lives and property. Such a condition between citizens and low-enforcement authorities has greatly expanded the country's private security business. Around 1987-1988, private security services were established in our country. Private security organizations operating in the securities market have grown in popularity in Bangladesh over the years. In 1989, a few private security firms employed approximately 500 people. The rapid growth of private agencies in Bangladesh can be attributed to increased security demands of the people, especially the rich, and increased economic activities of people (BPSSPA, Source, 2015). These agencies provide a wide spectrum of security services to commercial, industrial, and residential customers. However, one important concern about private security services has already been raised: a lack of standardization and quality control (Raid, 2000). Gaining public trust is critical for any security agency, public or private. However, evidence reveals that private security guards have been implicated in various types of criminal activity. As a result, they have lost the public's faith and confidence. A security organization must be run by people who are well-versed in security issues and have the necessary skills. Due to a lack of clear criteria, many unskilled and untrained individuals have entered this industry in the hopes of making more money, and this mentality has harmed the quality of security services. The study will first attempt to describe the current working conditions of private security guards as well as their issues. It also aims to improve the quality of services provided by private security firms and the livelihood of its employees.

II. Literature Review

Uncertain times, multiple risk, and increased responsibility for government and business have increased the demand for security services, with an increasing number of industries employing outside security specialists for both data and physical risk management. The three most prevalent safety service nightmares are as follows. These are in place to safeguard consumers and employees, secure physical assets from harm and theft, and avoid cyber/identity theft. From a physical standpoint, the enterprise's style has shifted toward licensed or licensed personnel. This makes the usage of staffing services much more appealing, as they focus specifically on security concerns. Concerns about crime and terrorism have increased the demand for trained security personnel to gain and maintain public trust in their surroundings. Natural resource-related sectors are one of our economy's fastest-growing segments. Particularly in the oil and petroleum industry, nuclear power plant shipping problems, and mining operations. They all want to keep their property and personnel safe. Offsite security, or remote monitoring, is becoming more popular, with security staff displaying cameras and records to safeguard both digital and physical assets. Securex was the first non-public security shield company to be established in 1988. In our country, the number of security guard agencies has increased to over 500, and four lacks, both male and female, are instantly involved in this field (BPSSPA). According to social scientists, there are several notable reasons for the rise in non-public security guard agencies, including

increasing private property ownership, decreasing police-people ratios day by day, property crime for large populations, a lack of norms and values, and the government's inability to implement coverage for regular people. This is why security guard services are first for our home office monitoring, supervising, controlling, and attendances at events, care of prisoners, safe guard of courier services, traffic controlling, and maintaining appropriate alarming structures, among other things (Jaap De Waad-January,1999).Bangladesh authorities are now also mentioning non-public security guards are forty three industrial sectors and are also in a position to get minimal remuneration from the owner of the business. The majority of financial agencies and notable individuals are unlawfully recruiting gun man protection guards in violation of the firearms act. Ex-officers of the defense services or other arm-related occupations who held a personal weapons license were provided by security guard companies to recruiting firms. However, according to the firearm statutes, a man or woman cannot use his own license gun to protect the property or lives of others. Because of the high cost of security guards, most financial institutions are no longer able to provide gunman security in every area. Both the shield corporation and the recruiting organization are at risk from such a gunman. They are capable of carrying out any type of fatal destruction for any reason. Both are also breaking government rules and regulations (Daily Star, 30 October 2019). In Bangladesh, minimum wage prices are set on an industrial basis. Private security guards, on the other hand, are being exploited on a daily basis. Private security guards, in particular, are no longer paid minimum salaries in accordance with wage boards' rules. Eventually, low-paid government personnel will be paid twice as much as personal security guards. As a result, their manner of earning a living is inferior to that of other employees in the region. They are unable to maintain a fashionable way of life. Their children do not attend school. The majority of them are live in a slum or undeveloped region. Both the husband and the wife must work in order to keep their living expenditures down. As a result, the teenagers' children are not receiving sufficient care from their parents. The socializing process is no longer familiar to children. As a result, there is an interchange of their adolescents becoming juvenile delinquents, which is a worrisome issue not only in Bangladesh but throughout the world. The majority of security guards are assaulted with physical violence and verbal abuse when they interact with them. The majority of the time, bodily assault is passed off as a check or surveillance. When female security personnel attempt to search, they are frequently met with sexual harassment from the general public. People have been subjected to physical assault and verbal abuse by non-public protection guards when they are monitoring things to do in public region spaces such as sleeping in public properties, collecting waste without the consent of the owner, and creating graffiti, among other things. People in Bangladesh are no longer paying attention to the security guards. They are regarded as low-status, marginalized members of society. Following the provision of services to the recruitment business enterprise for the reason of life danger, the security shield firm's owners collect a large sum of money from the recruiting business in accordance with their earnings and overtime, but do not pay minimum wages to their employees. Currently, the authorities have published a wage notification board in the Gazette. Guards have long desired to create a framework for their pay. As a result, they will be able to obtain a minimum salary and will be able to acquire it in an obvious manner. This method aids them in minimizing the feelings of violation that arise in their minds. Although a few security guard companies provide benefits to their employees, the majority of businesses do not. Security guards work 12 to 15 hours per day but are not paid overtime. Some guard's lower back to empty passed to their residence at the end of the month after completing enormous work. With the help of a recruiting firm, security guards have also suffered. If the company discovers a flaw, they will be fined and their wages will be reduced. When a security guard joins an organization, they are given 12-14 days of training but are not paid any T/A or other benefits. This is extremely pitiful. In addition, the government established a monthly compensation of 17,610 tk for them. However, the majority of the guards are paid between 5,500 and 6,000 tk. As a result, the government should take a firm stance in putting their gazette into effect. Otherwise, this region's effectiveness and reputation would be tarnished. [Retired Brigadier General Sharif Aziz

III. Objectives of the study

A total of 700 organizations employ 3-4 thousand employees as security guards at various establishments across Bangladesh, including significant offices, sports, shopping malls, banks, residential neighborhoods, and apartment buildings. Private security services companies operate without regard for standards and regulations, such as a bare trade license. As a result, businesses deprive their employees and owners of many benefits. Many problems arise as a result of miscommunication between employees and the firm, making their social lives miserable. The research's main goal is to learn about the current state of affairs and problems facing private security guards in Bangladesh. The following are the study's specific objectives in relation to the main purpose:

1. To know the present situation about private security guard in Bangladesh.
2. To know their working hour, wages. Security and safety.
3. To know about their problem.

4. To know consisting regulation for further recommendation.

IV. Methodology of the Study

The research will be exploratory in nature. The primary goal of this research is to learn more about the working conditions and recent challenges faced by private security guards in Bangladesh. The current study used triangulation methods, which are a blend of qualitative and quantitative methodologies, to address the study's topic matter. A sample survey instrument will be used for the quantitative method. Case study tools, on the other hand, are used in qualitative approaches. The research is based on an exploratory sample survey that is only conducted in Dhaka. The questionnaire was pre-tested before gathering the final data for the study. For simplicity of primary data collection, availability of mobility, and time restrictions, stratified sampling approach was utilized to gather data from 100 respondents in the (Uttara, Gulshan, Banani, Basabo, Motijeel, Old Dhaka, Dhanmondhi, and Mohammadpur) area after the questionnaire was completed. Purposeful sampling is done based on the worker's position. For the purposes of the study, each respondent was asked to choose a set of factors that influence their current financial situation. Ages, gender, education, marital status, working hours, income range, overtime, internal bonus, recruiting, national identity card, day off, compensation, and so on are all factors to consider. Workers are the primary data sources. Face- to-face interviews are used to gather information. All of these interviews took place between January and April of this year, and the responses of the respondents were compared to secondary data. In this way, the findings of the current study can be used to paint a picture of all Bangladeshi public security guards. Data was presented using Microsoft Office products such as excel, SPSS, and others to create computer-generated graphs, charts, and tables.

V. Finding of the Study

Private security guards are the most crucial precaution in our society to ensure our safety and security. Instead of the same limitations, they are doing their best to provide as much better service as possible. Maintaining such a massive undertaking makes it impossible to live a simple life. The study conclusions aim to determine their current working situation and recent problems by examining their socioeconomic data and work-related data. As a result of this information authority, policymakers and the government should take appropriate measures to ensure their well-being.

VI. Result and Discussion

6.1 Demographic profile of the private security guard

To find out the present situation and problem demographic characteristics is important from the other factor. This characteristic helps to imagine their situation deeply. For this reason it is mandatory to analysis this information badly.

Table-1.1: Demographic profile of the private security guard

Age category	18-22	23-27	28-32	33-37	38-42	43-47	48+	Total
Percentage	4	38	14	14	8	8	14	100
Education	Signature	PSC	JSC	SSC	HSC	Honors	Total	
Percentage	10	30	40	8	8	4	100	
Gender	Male			Female			Total	
Percentage	80			20			100	
Marital Status	Married			Unmarried			Total	
Percentage	78			22			100	
Salary	5000-6000	6000-7000	7000-8000	8000-9000	9000-10000	9000-10000	Total	
Percentage	40	42	7	7	4	4	100	
Family Members	2	3	4	5	6	6+	Total	
Percentage	14	7	19	40	19	1	100	
Job rank	Security guard	Part time security	Security Supervisor	Security charge	Security In charge	Security head	Total	
Percentage	49	36	11	2	2	2	100	

The demographic features of the respondents are shown in Table 1.1. We can see from the table above that the majority of the 38 percent of responses are between the ages of 22 and 27, with 14 percent being between the ages of 28 and 32, 33 and 37, and 48 and up. 8 percent of responders are between the ages of 38 and 47. 4 percent of those polled are between the ages of 18 and 22. Eighty percent of responses are 8th grade

graduates, thirty percent are 5th grade graduates, ten percent are able to sign, and eight percent are HSC and SSC graduates. Eighty percent of security guards are men and twenty percent are women. According to the data, 78 percent of respondents are married, while 22 percent are single. The majority of security guards are low-wage workers, with 40% receiving (5000-6000)tk, 42% receiving (6000-7000)tk, 7% receiving (7000-9000)tk, and 4% receiving above (9000-10000)tk. Because of their poor pay, they live with their family members. 40 percent of respondents have a family of five people, 19 percent have a family of four to six people, 14 percent have a husband and wife, and one respondent has a family of more than six people. Guards are hired for various positions in this industry based on their qualifications and expertise. The majority of responders (49%) work as ordinary security guards, while 36% work as part-time security guards who are considered overworked. 2% are both security in charge and security head, while the rest are security supervisors.

6.2 Working condition of the respondents

A private security guard is a dedicated worker who works long hours. They protect people and property by patrolling the area, monitoring surveillance equipment, checking the facility, equipment, and access points, and allowing admission. By activating alerts, he is able to obtain assistance. By reporting abnormalities, they are able to prevent losses and harm. Their working environment and conditions are unsatisfactory for performing these types of important tasks. Security guards have raised their voices for their privilege at various times. One of them is the working environment and conditions.

Table-1.2: Working condition of the respondents

Working Hours	8 hours	9-12 hours	13-15 hours	16+ hours	Total	
Percentage	20	50	6	24	100	
Labor measurement	Perfect	Hard toil	Less labor	Total		
Percentage	28	66	6	100		
Working interval of respondent	No	Yes				
	60	40				
	Measurement of interval	Half hour	1 hour	Need based	No determine	Total
	Percentage	28	20	6	46	100

Overtime	No	Yes	Total
	75	25	100
	Salary per hour(tk)		Percentage
	15-25		60
	26-35		32
	36-45		8
	Total		100

Day off	Percentage		
	Yes	No	Total
Weekly	20	80	100
Monthly	25	75	100
Yearly	70	30	100
Govt. leave	14	86	100

No of Workers	Percentage	
	Yes	No
Labor festival	70	30
Recruitment/Contractual	40	60
National Id	96	4

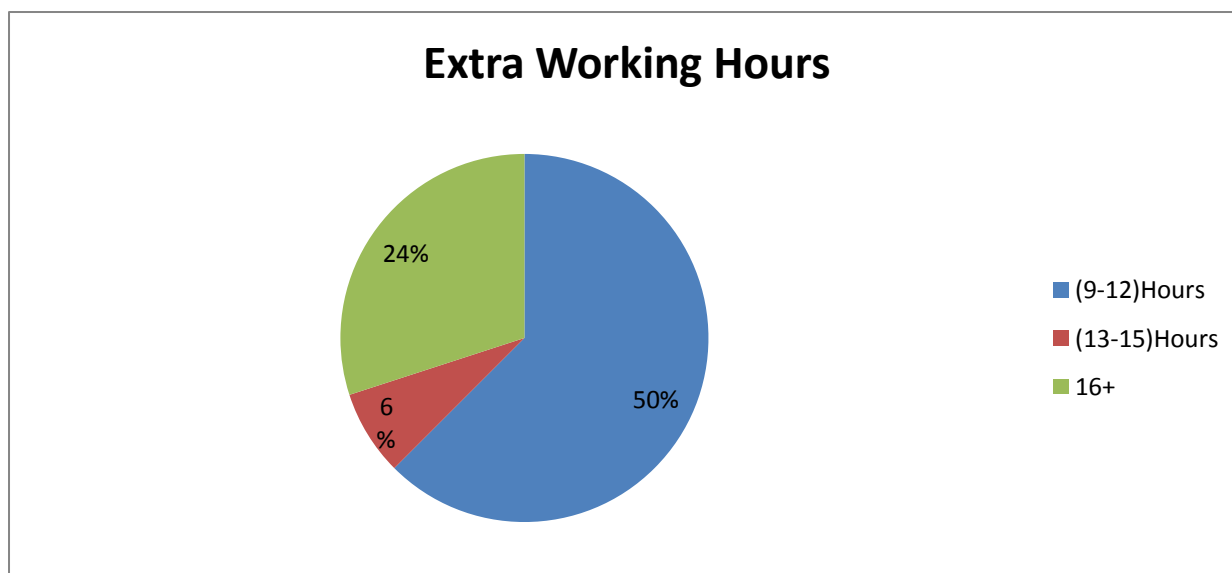
Private security personnel are on duty from dawn to dusk. Only 20% of businesses are compliant with labor regulations. A half-time employee works 9-12 hours per day. More than 16 hours are guarded by 24% of workers. They do not have an appropriate time between working gaps due to their heavy workload. 60% of workers are unable to work for an extended period of time, and the remaining 40% are unsure. Some employees are given time to launch new businesses. The majority of security guards work longer shifts than their contracted hours, however only 75% of them are paid overtime. For their overtime, the rest of them are paid poorly. The majority of workers earn between 15 and 25 tk per hour. Private security guards are also not paid on a weekly, monthly, yearly, or yearly basis by the government. Depart. 80 percent of workers are denied weekly vacations, 75 percent are denied monthly vacations, and 65 percent are denied yearly vacations. The fact that 86 percent of workers do not receive government vacations is a source of sadness. The majority of companies offer festival bonuses to their employees. Private security firms, on the other hand, do not offer festival bonuses to their employees. 70% of employees are eligible for a festival bonus. The majority of the workers are on a contract basis, with 40% of them recruiting from their agency. When workers join their agency, 96% of them give the recruiting business their national identification card.

VII. Present Problem of Private Security Guard in Bangladesh

Currently, many problems have arisen in this sector, despite the fact that security guards are continuously thinking about our safety net. If the authorities are unconcerned about this sector, it will lose its effectiveness over time. Now we are looking for any recent issues that workers are dealing with, such as-

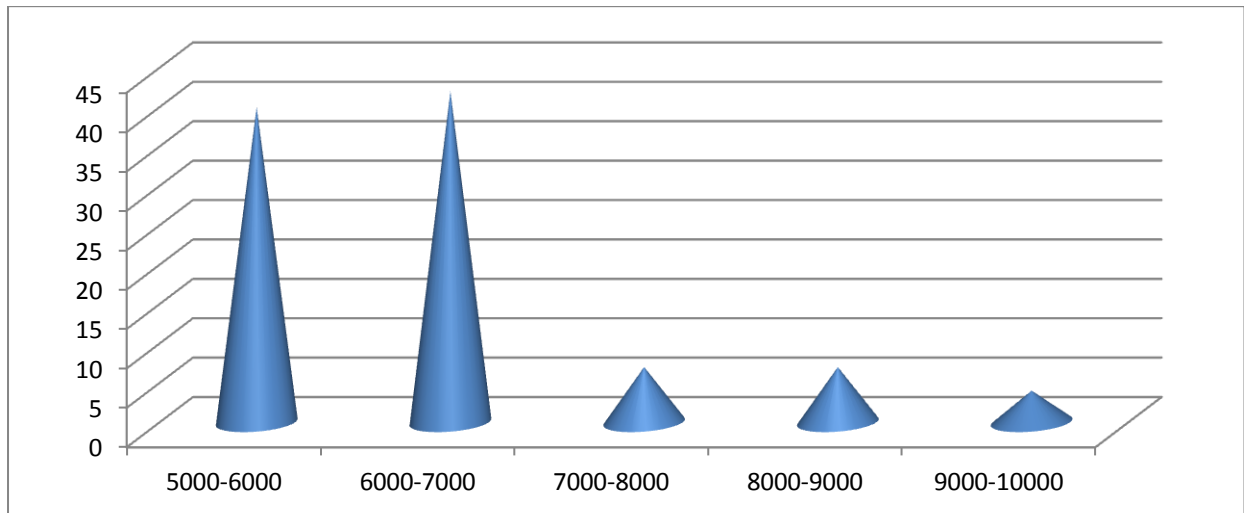
7.1 Extra Working Hours

The majority of security guards work over 10-15 hours per day. According to labor laws, this is not permitted. They are experiencing a lot of bodily problems as a result of their heavy workload. This is a hindrance to their basic existence.



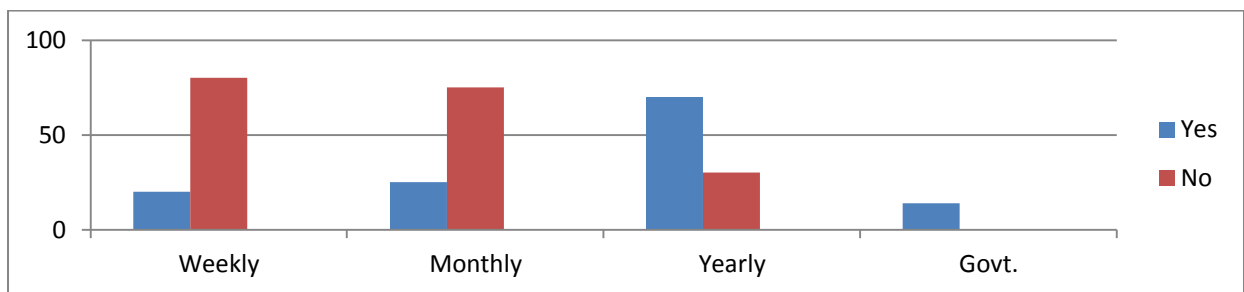
7.2 Low Wages

Private security personnel do not receive adequate compensation for their efforts. They are unable to meet their fundamental needs due to poor wages. They are slum dwellers. Their children are denied educational opportunities. To keep the family afloat, the woman must work part-time.



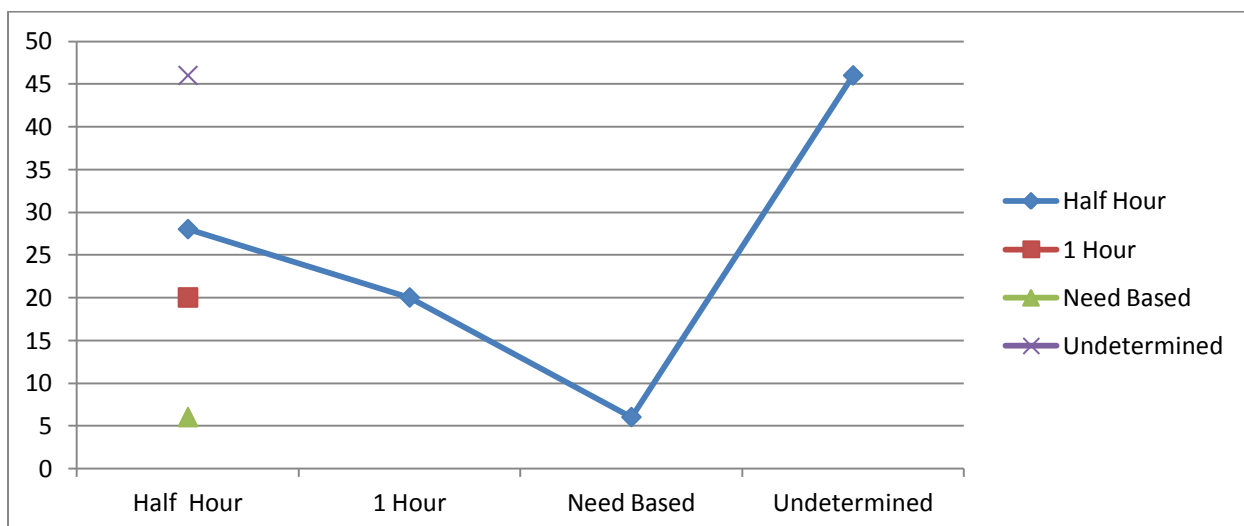
7.3 Day off

Day off is treated as though it were the most valuable commodity in the security agency. Recruiting firms overlook the importance of workers. Workers do not receive paid time off such as weekly, monthly, or yearly leave from the government. holiday. As a result, they are unable to communicate effectively with their relatives. For this action, social bonding is a shackle. The current situation of workers taking a day off is depicted in the graph.



7.4 Interval of Work

After completing a large number of tasks, a period of rest is required. Working internally enables a person to complete additional tasks without hesitation. Otherwise, the quality of the following work would suffer. We discovered from the prior data that the majority of the workers have no idea what their worker interval is. Some people receive the break, but it is insufficient for their enjoyment. We are able to manage their interval sessions from the line.



7.5 The absence of a security weapon

To work as a security guard, but the recruiting agency is unable to provide them with a weapon for crime prevention. It's as though you are going into battle without a shield. For their security, some guards are armed with indigenous weapons. The security guards, on the other hand, are impotent in the face of the criminal heavy weapon. As a result, they are sometimes harmed or killed by criminals.

7.6 There will be no Festival bonus, Provident Funds, Pension, or Security Allowance this year.

People are working not simply to cover their current living expenditures, but also to plan for the future. For these reasons, it is the responsibility of the firm to develop appropriate policies to ensure that their employees have a higher quality of life. However, not only in this sector, but in the private sector as a whole, these types of practices are uncommon. Workers are treated as machines in our country. Owners who grow richer by the day would prefer that workers live a simple life. The majority of private security firms do not offer holiday bonuses to their employees. Because most of them are hired on a contract basis, they are not eligible for a pension or a Provident Fund. If any workers are injured in an accident, the company does not compensate them with any compensation. This is why individuals are willing to work for the government and have squandered their golden years hoping for a government job. From their perspective, it is a prominent and profitable position. However, we can see a different picture of the western country. Because private employees receive the same benefits as government employees, people are less interested in working for the government.

7.7 Clothing Requirements

Some organizations may also provide recommendations for employees or a formal code of conduct that explains their business culture. These documents may require you to adhere to specific requirements when doing activities as well as when communicating with coworkers, supervisors, and external stakeholders. These rules are frequently seen in employee handbooks. The majority of firms have no idea what the security guard dress code is. Occasionally, the recruiting firm will provide them with the same uniform as the government forces. As a result, they have become a significant concern for law enforcement.

VIII. Labor Act of Bangladesh

Labor laws are those that control the relationship between employees, employers, unions, and the government. The tripartite connection between employee, employer, and union is addressed by collective labor legislation (Wikipedia). No employer shall employ any person without providing such an appointment letter, and such employed worker shall be issued with an identity card with his photograph, according to the Bangladesh Labor Law Act 2006(Amendment 2015). A worker who wishes to take a leave of absence must submit a written request to his or her employer and provide his or her address in his or her leave itinerary. No kid or teenager shall be employed or allowed to work in any occupation. No teenager or kid shall be employed in any hazardous work that the government has approved. Adolescents are not permitted to work for more than 5 hours every day. More than 30 hours per week are required. Every woman worker is entitled to maternity benefits from her employer for the eight weeks leading up to her projected delivery date and the eight weeks following her delivery date, and her employer is obligated to provide this benefit. Workers will also be entitled to paid vacation, sick leave, and yearly leave. Every factory should be well-kept and kept nice and clean. The authority ensured proper ventilation, temperature, clean water, toilet and washroom facilities, and a dustbin, among other things, while also avoiding dust and overcrowding. Furthermore, the authority takes adequate precautions in the event of a fire, such as providing an alternate stairway connecting each floor. Every organization should give a first-aid kit for their employees to use in case of an emergency. A canteen, rest room, baby care center, and residential accommodation for handicapped workers, as well as recreational and educational facilities, will be established by the authority. If a worker works more than 6 hours per day, he or she is entitled to a one-hour break or meal during that day. Every employee is entitled to a weekly vacation. If he is denied any weekly vacations, he will be given compensated vacations as quickly as possible. When employees labor for longer than the hour allotted by the statute. According to his basic income, the worker is entitled to double pay. However, no employee shall be permitted to work two shifts per day voluntarily. We can see from the preceding remark that every segment is very beneficial to the well-being of all forms of labor in our country. However, the current state of our country demonstrates that the act is merely on paper and has not been implemented. As a result, not just public security guards but also private sector employers are suffering in ways that defy comprehension. The labor force is unfamiliar with the act, and the authorities have feigned that they are unaware of it. In our modern world, people are considerably more deprived in these conditions.

IX. Data Accumulation

Case study-1(Corporate Security guard)

Personal and Family Information of the respondent

Name of the Respondent : Md. Sagor Ahmed (Anonymous)
 Father's Name : Md. Bablu Mia (Anonymous)
 Present Address : 2/3,Ananda Nagar,Merul Badda,Dhaka-1212.
 Age : 40
 Religion : Islam (Sunni)
 Educational Qualification : Able to write Down the Name
 Monthly Income : 8000tk
 Monthly Expenditure : 10,000tk
 Monthly Savings : Nothing
 Bank Account : Available
 Passport : Not Available
 Childs : One son and daughter
 Monthly Rent for Residence : 3200tk
 Number of Present Family Members : 4 Persons

Family Status:

SL No	Member's Name	Age	Relationship	Vocation	Educational Qualification	Monthly Income
1.	Md. Sagor Ahmed	40	Self	Security Guard	Able to Signature	8,000.
2.	Shaila Begum	37	Wife	House wife	Able to Signature	Nothing
3.	Md.Kabir	14	Son	Hotel boy	Class Three	2,000.
4.	Roksana	10	Daughter	Student	Student of Madrasa	Nothing

"Sagor Ahmed, 62, a security guard, came to Dhaka in 1996 from Rangpur. At first he took a job as a worker in a small garments factory in the Gazipur area, where he was satisfied with a reasonable salary and a 10-hour work shift every day. In 2010 he lost the job because of a long sickness. His good days were over. He joined a security guard company named Royal Security Guards in the capital the same year. The new job secured his life but it took away all the little pleasures that life could have offered him because he has to work an 15-hour day. At present his world is inhumanly limited to a Dutch Bangla ATM Booth in the Utrara area. Sagor Ahmed has no weekend and cannot leave the booth even for a while. "I am working here because I could not get another job. My family will suffer if I leave the job. But it is also very difficult for me to continue with it," he said. His Family consists of 4 members. In his family he had wife, one son and daughter also."

Socio-Economic Perspectives of Respondent

Despite his efforts, he barely receives Tk 8,000 every month. His wife refuses to work outside. He is unable to keep up with the cost of his Childs schooling due to his low salary. His older son, who is ten years old, has dropped out of school. He now works as a hotel boy, earning a little but enough to feed his family. Their younger daughter studies the Quran at a Madrasa. Their family;s money does not allow them to live a healthy lifestyle. They are constantly confronted with adversity in their lives. Poverty is a constant in their lives. They have no money set aside for the future. If they have a problem, they should seek assistance from their relatives or sell their valuable assets.

Social Status of the respondents

Working as a security guard is regarded as a low-status occupation in society, despite the fact that they protect our lives. They are ignored in every aspect of life. He also dealt with the rough behavior of the people around him. When he wants to rent a house, he has significant difficulties. He came home from work late every day. It appears to be bothersome to the other tenants. Their relatives eventually conceal their relationship with them. His family has a difficult time forming relationships with others. They have a horrible existence. In this situation, the government has failed to implement any effective policies to better their lives.

Case study-2(Owner Security guard)

Personal and Family Information of the respondent

Name of the Respondent : Major Amir Hossain (Anonymous)
 Father's Name : Md. Yeakub Ali (Anonymous)
 Present Address :69, Fakirapool, IslamBhaban, Dhaka-1000
 Age : 55
 Religion : Islam (Sunni)
 Educational Qualification : B.sc
 Monthly Income : 2,00,000tk (Estimated)
 Monthly Expenditure : 1,50,000tk
 Monthly Savings : 50,000tk
 Bank Account : Available
 Passport : Available
 Childs : Two Sons
 Monthly Rent for Residence : 50,000tk
 Number of Present Family Members : 4 Persons

Family Status:

SL No	Member's Name	Age	Relationship	Vocation	Educational Qualification	Monthly Income
1.	Major Amir Hossain	55	Self	Owner of Security Guard	B.sc	2,00,000
2.	Rina Begum	50	Wife	House wife	M.S.S	Nothing
3.	Md.Kabir	25	Son	Students	Study in Abroad	2,000.
4.	Rakibul Hasan	20	Son	Students	Student of Private University	Nothing

“Major Amir Hossain is a 55-year-old military officer. He was a Madaripur native. In 1991, he became a commissioned officer in the Bangladesh Army. Because of his personal woes, he left his job before the end of his pension time. After that, he worked as a managing director for a private security guard firm. He began his own security guard company a few years later. His company has grown to become a well-known provider of private protection services. He does not have a set time restriction for working at the moment, but he is under a lot of strain. His wife is a stay-at-home wife, however he does assist him with his administrative and accounting balance sheets on sometimes. He was the father of two sons who attended an English medium school”.

Socio-Economic Perspectives of Respondents

His organization now employs tens of thousands of security officers. He makes a significant contribution to resolving our country's unemployment problem. He receives a salary of 2 lakhs from the company and saves the remainder of the profit for their future and the benefit of the company's employees. He is currently a member of the Dhaka Chamber of Commerce. In his hometown, he established a free primary school in his father's name. His older son traveled abroad to further his education, while his younger son is a student at one of Bangladesh's leading private companies. For their home responsibilities, they have three servants. During such disasters, he spends a lot of money on the welfare of the local residents. He also assists the impoverished students who are clever. He awards them scholarships in various categories. He was now considered the wealthiest guy in his district.

Social Status of the Respondents

He was regarded as a respected member of society as the owner of a private security guard company. His life is full of joy and happiness in every aspect. For safety and security, their family hires personal bodyguards. He has his own car and apartment, and while living in a comfortable house as a tenant, he is the owner of other apartments in various parts of Dhaka. He travels abroad with his family to enjoy a variety of vacations. They furnished their home with high-end furnishings and materials. He lives an opulent lifestyle in society.

X. Recommendation of Policy Formulation

Even though the cost of a private security guard is modest under the labor act, the owner is unconcerned. Because of this, security guards have a hard life. To ameliorate the issue, the government and recruitment authorities should pay attention to the security guards rights, which are outlined in the Labor Act of 2006, and develop appropriate policies. As an example: Every security guard is assigned a specific amount of time to work. Job: 8 hours, additional work: 8 hours, and rest: 8 hours If the employer wants the employee to work more hours, pay a higher salary from the basic salary range. Each employee recruiting authority provides sufficient training and information to the guards in order for them to provide the best services possible. The authorities also give them with the necessary weapons for their defense. Their pay will be adjusted to reflect the current cost of living. The organization also sets up a provident fund and a pension plan for the future. If a guard is involved in an accident, both the recruitment and employment agencies are responsible. Weekly, monthly, yearly, and government reports are all available. The security guard should be required to take time off. In addition, the working agency arranges for their refreshment in between shifts. Recruitment should be based on appointment rather than agreement. A worker should not be fired without notice by a recruitment agency. If he is found to be responsible for a major flaw, he will be paid for three months. Private security guards should be permitted to obtain a uniform so that law enforcement officers will not hesitate to arrest them.

XI. Conclusion

Despite several problems and hurdles, the private security guard market in Bangladesh has seen significant growth. Though PSCs cannot completely prevent big crimes, private security guarding at homes and other locations (such as showrooms, banks, ATM booths, shopping malls, and so on) has proven to be effective in preventing some property crimes. Unemployed youth were also given a lot of work by private security firms. However, this worker, despite the difficult work and low pay, has opportunities. As a result, in accordance with the Labor Act of 20013, the government should take appropriate measures to ensure their opportunities.

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