

THOMAS ADEWUMI UNIVERSITY, OKO-IRESE

Faculty	Management and Social Sciences
Department	Sociology
Course Title	Management of Private Security Organization
Course Code	CSS 404
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COURSE OUTLINES

A. INTRODUCTION TO SECURITY MANAGEMENT

- ✓ Concept of Security
- ✓ Types of Security
- ✓ General discussion on nature of insecurity, need for security.....

B. UNDERSTANDING PRIVATE SECURITY ORGANIZATIONS

- ✓ Definition of Private Security Organization
- ✓ Scope of Private Security Organizations
- ✓ The Roles and Importance of Private Security Organizations
- ✓ Types of Private Security Organizations in Nigeria
- ✓ Differentiation Between Private Security Organizations and Public Security Organizations

C. MANAGEMENT PRINCIPLES IN PRIVATE SECURITY

- ✓ Definition of Management
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- ✓ Private Guard Companies Act of 1986
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- ✓ Categories of Private Security Organization Licenses in Nigeria
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I. PRIVATE SECURITY ORGANIZATION AND LAW ENFORCEMENT

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- ✓ Nigeria Security and Civil Defence Corps (NSCDC)
- ✓ State Security Services (SSS)
- ✓ Federal Road Safety Corps (FRSC)
- ✓ Local Government Authorities

A. INTRODUCTION TO SECURITY MANAGEMENT

Defining the concept Security

Security entails a broad range of measures designed to protect individuals, assets, and information from various threats and risks (Fennelly, 2017). In the context of private security organizations, it involves implementing strategies and systems to safeguard clients, premises, and valuable assets.

Security can be categorized into several types, including:

- ✓ Physical Security: Involves measures such as access control, surveillance, and perimeter protection to safeguard physical assets and facilities.
- ✓ Cybersecurity: Focuses on protecting digital systems, networks, and data from unauthorized access, cyberattacks, and data breaches.
- ✓ Personnel Security: Addresses the screening, training, and management of personnel to mitigate internal threats and ensure organizational security.

Types of Security

Within each of these categories, there are various specialized areas of security, such as:

- ✓ Asset Protection: Securing tangible and intangible assets, including property, equipment, intellectual property, and proprietary information.
- ✓ Event Security: Providing security services for events, gatherings, and public functions to ensure the safety of attendees and prevent disruptions.
- ✓ Executive Protection: Protecting high-profile individuals, VIPs, and corporate executives from physical harm, harassment, or kidnapping.
- ✓ Information Security: Safeguarding sensitive information, data, and communications from unauthorized access, theft, or manipulation.

B. UNDERSTANDING PRIVATE SECURITY ORGANIZATIONS

Definition of Private Security Organization

Private security organizations are entities that provide security-related services to individuals, businesses, government agencies, and other organizations on a contractual basis (Albrecht et al., 2016). Unlike public law enforcement agencies, which are funded and operated by the government, private security firms operate as independent businesses or entities.

- ✓ According to Albrecht et al., (2016), private security organizations are entities that provide a range of security-related services to clients on a contractual basis, including but not limited to security guard services, surveillance, risk assessment, and executive protection.
- ✓ According to Ortmeir (2016), private security organizations encompass businesses and agencies that offer protective services and solutions to individuals, corporations, and government entities, aiming to safeguard assets, property, and people from various threats and risks.
- ✓ According to Bullock et al., (2017), private security organizations are independent firms or entities that specialize in delivering security solutions, such as access control, investigations, and crisis management, to meet the unique needs of clients across different sectors and industries.
- ✓ Private security organizations refer to companies and agencies that employ trained personnel and utilize advanced technologies to provide comprehensive security services, including security consulting, event security, and cyber defense, tailored to the specific requirements of their clients (Whitman & Mattord, 2016).
- ✓ Private security organizations are professional entities tasked with protecting individuals, properties, and assets through a variety of means, such as physical security measures, surveillance systems, and security risk assessments, to mitigate threats and ensure safety (Vacca, 2013).

Scope of Private Security Organizations

The scope of private security organizations entails a wide range of services aimed at protecting people, property, and assets. This includes but is not limited to:

1. Providing trained personnel to monitor premises, control access, and respond to security incidents.
2. Utilizing technology such as CCTV cameras, alarm systems, and sensors to detect and deter threats.
3. Evaluating vulnerabilities and developing strategies to mitigate risks and enhance security.
4. Offering expertise and guidance on security policies, procedures, and best practices.
5. Providing personal security detail for high-profile individuals, executives, and dignitaries.
6. Conducting inquiries into security breaches, thefts, fraud, and other incidents to gather evidence and identify perpetrators.

Origin of Private Security Organization in Nigeria

In Nigeria, the origin and development of private security organizations are closely intertwined with the country's historical, socio-economic, and security landscape. Like in many other parts of the world, the roots of private security in Nigeria can be traced back to traditional practices of communal protection and the need for individual and communal safety. Historically, various ethnic groups in Nigeria employed local security arrangements to protect their communities, properties, and trade routes (Alemika & Chukwuma, 2001). These arrangements often involved the establishment of informal security structures comprising community members tasked with surveillance, conflict resolution, and defense against external threats. During the colonial era, particularly in the late 19th and early 20th centuries, the British colonial administration introduced modern policing systems in Nigeria. However, these systems primarily served the interests of the colonial authorities and were limited in their coverage, leaving gaps in security provision, especially in rural areas and among non-British communities (Alemika & Chukwuma, 2001).

The post-independence period saw significant socio-political changes in Nigeria, including rapid urbanization, population growth, and economic development. These changes brought about new security challenges, such as rising crime rates, civil unrest, and communal conflicts (Olutola,

2008). In response to these challenges, private individuals, businesses, and communities began to organize and establish their security arrangements to supplement the efforts of public law enforcement agencies. The formalization of private security in Nigeria gained momentum in the late 20th century, driven by factors such as increased demand for security services, the liberalization of the economy, and the proliferation of private businesses (Ume, 2015). Private security companies began to emerge, offering a range of services including guard services, electronic security systems, risk assessment, and consultancy.

Today, the private security industry in Nigeria has grown into a significant sector, employing a large number of personnel and providing services to a diverse clientele including government institutions, businesses, residential estates, and multinational corporations (Igbinedion, 2013). The industry is regulated by government agencies such as the Nigerian Security and Civil Defence Corps (NSCDC) and the Private Guard Companies Act, which provide guidelines for the registration, licensing, and operation of private security firms (Ajayi & Ekore, 2018). However, the private security industry in Nigeria also faces challenges such as regulatory gaps, inadequate training and professionalism, proliferation of unlicensed operators, and human rights abuses (Ojo, 2016). Addressing these challenges requires concerted efforts from government regulators, industry stakeholders, and civil society to ensure that private security organizations operate ethically, effectively, and in compliance with the law.

In summary, the origin and development of private security organizations in Nigeria reflect the country's historical, socio-economic, and security context. From traditional communal arrangements to modern private security firms, the sector has evolved to meet the evolving security needs of Nigerian society.

The Roles and Importance of Private Security Organizations

Private security organizations play diverse and crucial roles in contemporary societies, contributing to various aspects of security and safety. Their importance stems from their ability to complement and supplement the efforts of public law enforcement agencies, provide specialized protective services tailored to the needs of clients, and contribute to the overall resilience of communities and industries.

1. Complementary Role to Public Law Enforcement
2. Specialized Protective Services
3. Protection of Critical Infrastructure
4. Contributions to Economic Development
5. Support for Risk Management and Compliance

1. **Complementary Role to Public Law Enforcement:** Private security organizations serve as an additional layer of protection alongside public law enforcement agencies (Albrecht et al., 2016). While public agencies have a primary responsibility for maintaining law and order, private security firms offer supplementary services to fill gaps in coverage or provide specialized expertise. For example, in large urban areas or at major events, private security personnel may assist with crowd management, access control, and surveillance, thereby relieving some of the burden on public law enforcement.
2. **Specialized Protective Services:** Private security organizations offer a wide range of specialized services tailored to the specific needs of their clients (Ortmeier, 2016). These services may include but are not limited to surveillance, access control, alarm monitoring, risk assessment, executive protection, and cybersecurity. By customizing security solutions to meet the unique requirements of individuals, businesses, and institutions, private security firms enhance their clients' safety and protect their assets from various threats, such as theft, vandalism, terrorism, and corporate espionage.
3. **Protection of Critical Infrastructure:** Private security organizations play a vital role in safeguarding critical infrastructure, including transportation networks, energy facilities, communication systems, and financial institutions (Bullock et al., 2017). By deploying advanced security measures and personnel trained in threat detection and response, these organizations help prevent disruptions to essential services and mitigate the impact of potential attacks or incidents. Their proactive efforts contribute to the resilience of critical infrastructure and the continuity of operations in the face of emerging threats.
4. **Contributions to Economic Development:** Private security organizations stimulate economic development by offering specialized security services that enable businesses to operate safely and securely (Whitman & Mattord, 2016). Industries such as banking, retail, hospitality, healthcare, and entertainment rely on private security firms to protect their assets, customers,

and employees from various risks. Moreover, the presence of reliable security services enhances consumer confidence, encourages investment, and fosters growth in both the public and private sectors.

5. **Support for Risk Management and Compliance:** Private security organizations assist clients in identifying, assessing, and mitigating risks associated with their operations. Through comprehensive risk assessments, security audits, and the implementation of preventive measures, these organizations help minimize vulnerabilities and ensure compliance with relevant regulations and industry standards. By proactively addressing security concerns, private security firms help prevent costly incidents, litigation, and reputational damage for their clients.

Types of Private Security Organizations in Nigeria

In Nigeria, private security organizations encompass a variety of entities offering specialized security services to individuals, businesses, and institutions. These organizations can be classified into several types based on their scope of operations, areas of expertise, and clientele. Here are some types of private security organizations in Nigeria along with examples:

1. Security Guard Companies:
2. Executive Protection Firms:
3. Electronic Security Companies:
4. Cybersecurity Firms:
5. Event Security Companies:

1. **Security Guard Companies:** Security guard companies provide trained security personnel to clients for various purposes, including access control, surveillance, patrol duties, and crowd management. They typically offer uniformed guards who are stationed at specific locations or deployed for mobile patrols to deter unauthorized activities and respond to security incidents. *Examples:* Halogen Security Company Limited, Bemil Nigeria Limited, Kings Guards Nigeria Limited.
2. **Executive Protection Firms:** Executive protection firms specialize in providing personalized security services to high-profile individuals, corporate executives, diplomats, and VIPs. These

services may include close protection, threat assessment, secure transportation, and risk mitigation strategies tailored to the unique security needs and lifestyle of the client. *Examples:* Shield Group, Executive Guards Limited, Topwide Ventures.

- 3. Electronic Security Companies:** Electronic security companies offer advanced technological solutions to enhance physical security measures and protect assets. They provide services such as installation and monitoring of CCTV cameras, access control systems, alarm systems, biometric identification systems, and perimeter security solutions to deter intruders and detect unauthorized activities. *Examples:* Securimax Limited, Deep Blue Energy Services Limited, Choice Technologies Limited.
- 4. Cybersecurity Firms:** Cybersecurity firms specialize in safeguarding digital assets, networks, and information systems from cyber threats, data breaches, and malicious activities. They offer services such as vulnerability assessments, penetration testing, threat intelligence, incident response, and security awareness training to mitigate cyber risks and ensure the integrity, confidentiality, and availability of data. *Examples:* Cyberspace Network Limited, Digital Encode Limited, MainOne.
- 5. Event Security Companies:** Event security companies provide comprehensive security solutions for public gatherings, conferences, concerts, sports events, and other special occasions. They deploy trained personnel and coordinate with event organizers, venue management, and local authorities to ensure crowd control, emergency response readiness, and the overall safety and security of attendees. *Examples:* Securedax, Vortex Security, Event Security Services Nigeria Limited

These are just a few examples of the types of private security organizations operating in Nigeria. Each type serves distinct security needs and employs specialized strategies and resources to protect clients and assets in diverse environments and circumstances.

Differentiation Between Private Security Organizations and Public Security Organizations

S/N	Aspect	Private Security Organizations	Public Security Organizations
1.	Ownership	Owned and operated by private individuals, corporations, or entities	Government-owned and operated
2.	Source of Funding	Revenue from clients or service fees	Taxpayer funding through government budgets
3.	Legal Authority	Limited legal authority, typically contractual agreements with clients	Granted legal authority by legislation and government agencies
4.	Scope of Operations	Provide services to specific clients or sectors based on contracts	Responsible for enforcing laws and maintaining public safety for all citizens
5.	Services Provided	Diverse range of security services tailored to client needs	Law enforcement, crime prevention, emergency response, public safety
6.	Accountability and Oversight	Subject to industry regulations, standards, and client agreements	Oversight by government agencies, regulatory bodies, and legislative bodies
7.	Training and Qualifications	Training requirements set by individual companies or associations	Standardized training and certification through government agencies
8.	Response to Incidents	Limited authority to intervene in criminal activities	Authorized to enforce laws, make arrests, and investigate crimes
9.	Jurisdictional Limitations	Operate within contractual agreements and legal boundaries	Authority extends across jurisdictional boundaries and territories
10.	Collaboration with Public Sector	Collaboration may occur in certain circumstances or projects	Collaboration with other public agencies and law enforcement is essential

C. MANAGEMENT PRINCIPLES IN PRIVATE SECURITY

Definition of Management

Management can be defined as the process of planning, organizing, leading, and controlling resources (such as human, financial, technological, and physical) within an organization to achieve predetermined goals and objectives efficiently and effectively (Daft & Marcic, 2016). It involves coordinating the efforts of individuals and groups to accomplish common objectives and ensure the organization's sustainability and success. Management comprises of activities and responsibilities, including decision-making, problem-solving, communication, delegation, and resource allocation. Managers at different levels of the organizational hierarchy undertake various managerial functions to ensure the smooth operation and performance of the organization. Moreover, management involves the development and implementation of strategies, policies, and procedures to guide the organization toward its desired outcomes and adapt to changing internal and external environments (Robbins & Coulter, 2019). It also entails fostering a conducive work environment, promoting teamwork and collaboration, and motivating employees to achieve their full potential and contribute effectively to the organization's success.

Context of Management in Private Security Organization

The context of management in private security organizations within Nigeria is shaped by various factors, including the country's socio-political environment, regulatory framework, and security landscape. Private security firms operate within a dynamic and often challenging context characterized by diverse security threats, such as crime, terrorism, and civil unrest. In response to these challenges, security managers must navigate complex regulatory requirements, ensure compliance with relevant laws and standards, and adapt their strategies and operations to address emerging security risks effectively. Moreover, the management of private security organizations in Nigeria is influenced by the need to balance client demands for cost-effective security solutions with the imperative of maintaining high standards of professionalism, integrity, and ethical conduct among security personnel. Overall, the context of management in private security organizations in Nigeria underscores the importance of agility, adaptability, and collaboration in delivering effective security services and safeguarding client interests in a dynamic security environment.

Basics of Management Theory in Security Organizations

Management theory provides a framework for understanding and applying principles of organization and leadership within security organizations. One prominent theory is Henri Fayol's Administrative Management Theory, which emphasizes the functions of management and the principles of organizational structure (Fayol, 1949).

According to Fayol, there are five primary functions of management:

1. **Planning:** Involves setting goals, defining strategies, and developing action plans to achieve objectives.
2. **Organizing:** Involves arranging resources, assigning responsibilities, and establishing structures to facilitate coordination and collaboration.
3. **Leading:** Involves inspiring, motivating, and guiding individuals and teams to accomplish tasks and fulfill organizational goals.
4. **Controlling:** Involves monitoring performance, evaluating results, and taking corrective actions as necessary to ensure adherence to standards and achievement of objectives.
5. **Coordinating:** Involves harmonizing activities and efforts across different functions and departments to achieve synergy and maximize efficiency.

Application of Management Theory to Private Security Organization

Following the five basic functions of management highlighted by Frayol above, the Management theory will be used to explain the management of private security organization.



- A. **Planning:** The security manager conducts comprehensive risk assessments to identify potential threats and vulnerabilities faced by clients and their assets. Based on this assessment, the manager develops customized security plans tailored to the specific needs and risks of each client, outlining strategies for threat mitigation, emergency response, and crisis management.
- B. **Organizing:** The security organization structures its personnel and resources efficiently to ensure optimal coverage and response capabilities. This involves assigning security personnel to client sites based on factors such as location, size, and risk profile. Additionally, the organization establishes clear lines of communication and reporting to facilitate coordination and collaboration among security teams.
- C. **Leading:** The security manager provides effective leadership to inspire and motivate security personnel, fostering a culture of professionalism, integrity, and teamwork. Through ongoing training programs, the manager ensures that security personnel are equipped with the necessary skills, knowledge, and competencies to perform their duties effectively and handle diverse security challenges.
- D. **Controlling:** The security organization implements robust control mechanisms to monitor the performance of security personnel and the effectiveness of security measures. This includes conducting regular patrols, reviewing security logs and incident reports, and utilizing technology such as surveillance cameras and access control systems to monitor

activities. Based on performance evaluations and feedback, the organization identifies areas for improvement and implements corrective actions to enhance security outcomes.

- E. **Coordinating:** The security organization collaborates closely with clients, law enforcement agencies, government authorities, and other stakeholders to enhance security coordination and effectiveness. This involves participating in joint security initiatives, sharing relevant intelligence and information, and coordinating responses to security incidents. By fostering strong partnerships and networks, the organization strengthens its ability to address security challenges and protect client interests effectively.

By applying the functions of management theory, a private security organization in Nigeria can effectively plan, organize, lead, control, and coordinate its operations to deliver high-quality security services and meet the needs of its clients in a dynamic and challenging security environment.

D. COMPLIANCE, REGULATIONS, AND LEGAL OBLIGATIONS GOVERNING PRIVATE SECURITY OPERATIONS IN NIGERIA

1. Private Guard Companies Act of 1986
2. Other Laws and Regulations Governing Private Security Operations in Nigeria
3. Ethical Standards and Human Rights

1. Private Guard Companies Act Of 1986

The Private Guard Companies Act of 1986 is a foundational piece of legislation in Nigeria that governs the registration, licensing, and regulation of private security firms operating within the country. The act establishes a legal framework aimed at ensuring the professionalism, integrity, and accountability of private security organizations, while also safeguarding the rights and interests of clients, employees, and the public.

Key Provisions of the Private Guard Companies Act:

1. The act mandates that all private security companies operating in Nigeria must register with the appropriate regulatory authority, which is the Nigerian Security and Civil Defence Corps (NSCDC). Registration entails providing detailed information about the company,

its ownership structure, management personnel, and operational scope. Upon registration, private security firms are issued licenses by the NSCDC, indicating their authorization to provide security services within the country.

2. Private security companies must meet specific criteria stipulated by the act to qualify for registration and licensing. These criteria typically include requirements related to the integrity and competence of company owners and management personnel, the training and certification of security personnel, the adequacy of resources and equipment, and compliance with prescribed standards of conduct and professionalism.
3. The act empowers the NSCDC to exercise regulatory oversight over private security operations in Nigeria. The NSCDC is responsible for monitoring the activities of private security firms, ensuring compliance with regulatory requirements, and taking enforcement actions against violators. This includes conducting inspections, investigations, and audits to assess compliance and address any violations or deficiencies identified.
4. Private security companies that fail to comply with the provisions of the act or violate regulatory requirements are subject to penalties and sanctions. These may include fines, suspension or revocation of licenses, and other administrative or legal actions deemed necessary to enforce compliance and uphold the integrity of the private security industry.
5. The act includes provisions aimed at protecting the rights and interests of clients, employees, and the public engaged with private security organizations. This includes requirements related to the confidentiality and privacy of client information, the fair treatment and welfare of security personnel, and mechanisms for addressing complaints, grievances, and disputes in a transparent and accountable manner.

In summary, the Private Guard Companies Act of 1986 establishes a robust legal framework for the regulation of private security operations in Nigeria, ensuring the professionalism, accountability, and integrity of private security firms while promoting the safety, security, and rights of all stakeholders involved.

2. Other Laws and Regulations Governing Private Security Operations in Nigeria

- i. Labor Laws
- ii. Tax Laws
- iii. Industry-Specific Regulations

1. Labor Laws: Labor laws in Nigeria establish the legal framework for employment relationships, working conditions, and employee rights within private security organizations. These laws include the Labor Act, the Employee Compensation Act, and the National Industrial Court Act, among others. They govern various aspects of employment, such as recruitment, contracts, wages, working hours, occupational health and safety, and dispute resolution (Ibietan, 2014). Compliance with labor laws is essential for private security firms to ensure fair treatment of employees, promote workplace safety, and avoid legal liabilities related to labor disputes and violations.

2. Tax Laws: Tax laws in Nigeria regulate financial transactions and obligations, including taxation of income, profits, and assets generated by private security organizations. Key tax laws applicable to private security firms include the Companies Income Tax Act, the Personal Income Tax Act, and the Value Added Tax Act. These laws impose tax liabilities on business income, salaries, and goods and services provided by private security companies, and prescribe procedures for tax registration, filing, and compliance (Babatunde & Omoye, 2017). Compliance with tax laws is essential for private security organizations to fulfill their fiscal obligations to the government and avoid penalties for tax evasion or non-compliance.

3. Industry-Specific Regulations: Industry-specific regulations govern various aspects of private security operations, including the use of firearms, electronic security systems, and surveillance equipment. These regulations aim to ensure the safety, security, and proper handling of security equipment and technologies, as well as the licensing and certification of security personnel. For example, the Firearms Act regulates the possession, acquisition, and use of firearms by private security guards, while the Private Security and Guarding Services Regulations prescribe standards and requirements for the training, certification, and conduct of security personnel (Ajayi & Ekore, 2018). Compliance with industry-specific regulations is crucial for private security organizations

to maintain operational readiness, uphold professional standards, and protect public safety and security.

In summary, adherence to labor laws, tax laws, and industry-specific regulations is essential for private security organizations in Nigeria to ensure legal compliance, protect the rights and welfare of employees, fulfill fiscal obligations, and maintain professional standards in their operations.

3. Ethical Standards and Human Rights

Ethical standards and human rights considerations are paramount in the operations of private security organizations in Nigeria. Upholding ethical principles and respecting human rights not only ensures the integrity and professionalism of security firms but also safeguards the rights and dignity of individuals affected by security operations (Alemika & Chukwuma, 2001).

- i. **Ethical Standards:** Private security organizations in Nigeria are expected to adhere to high ethical standards in their conduct and interactions with clients, employees, and the public. This includes maintaining integrity, honesty, and transparency in all aspects of their operations, from recruitment and training to service delivery and client relations. Ethical standards encompass principles such as:
 - a. Professionalism
 - b. Integrity
 - c. Compliance
- ii. **Human Rights:** Respecting human rights is essential for private security organizations to uphold the dignity, safety, and well-being of individuals affected by their operations. Human rights considerations encompass:
 - a. Right to Dignity
 - b. Right to Privacy
 - c. Right to Due Process

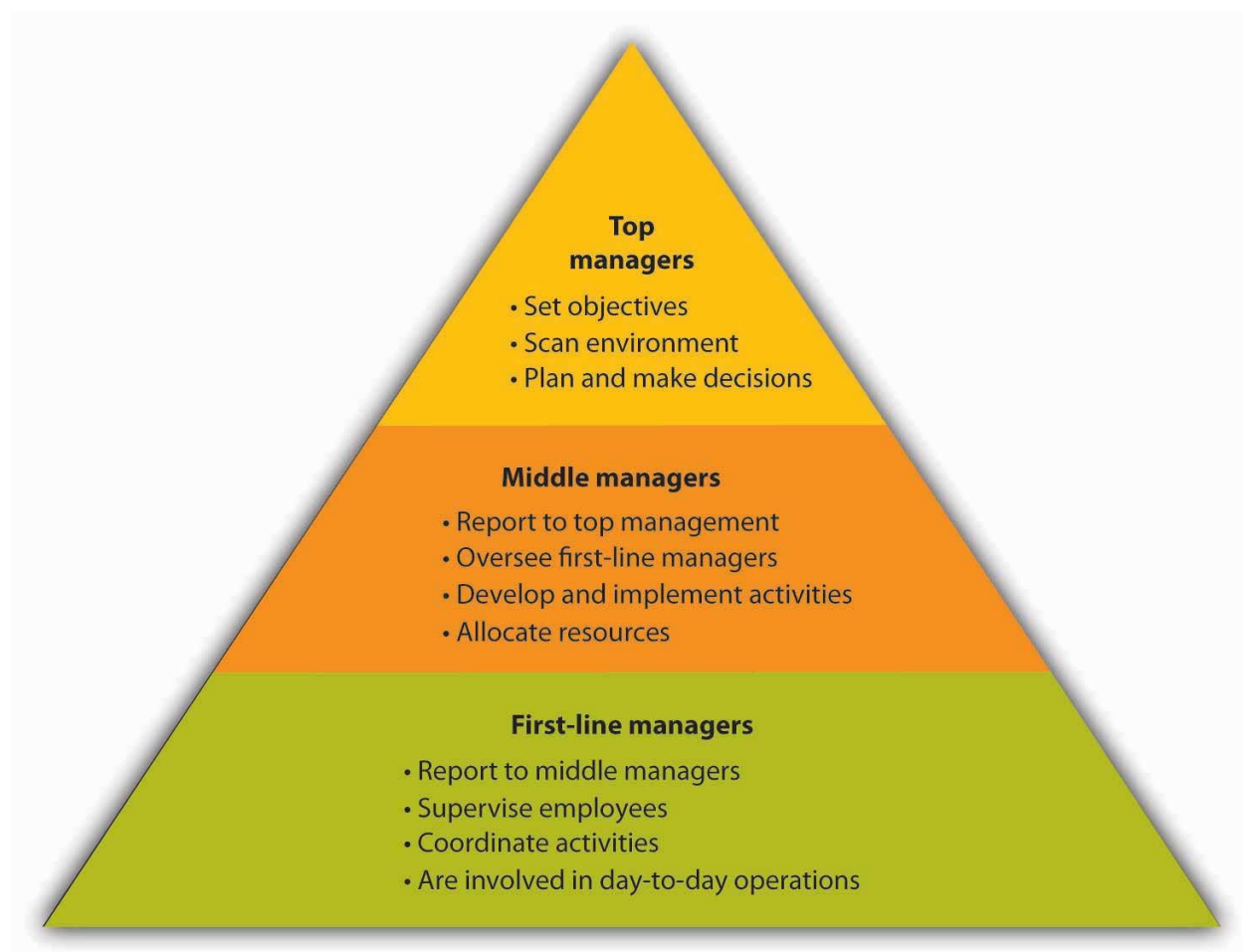
In summary, ethical standards and human rights considerations are fundamental aspects of private security operations in Nigeria, guiding the behavior and actions of security organizations and personnel to ensure integrity, professionalism, and respect for human dignity and rights.

E. ORGANIZATION OF PRIVATE SECURITY ORGANIZATIONS IN NIGERIA

In Nigeria, private security organizations typically adopt hierarchical structures and divisions of labor that reflect the organizational hierarchy, roles, and responsibilities within the company. These structures are designed to facilitate effective coordination, supervision, and management of security operations, ensuring optimal performance and service delivery to clients (Ajayi & Ekore, 2018).

- Hierarchical Structures of Private Security Organization
- Divisions of Labor

Hierarchical Structures of Private Security Organization in Nigeria



- ❖ **Top Management:** At the top of the hierarchy are top management executives, including the Chief Executive Officer (CEO), Managing Director, or Director-General, who are responsible for overall strategic direction, policy formulation, and decision-making within the organization. They oversee the implementation of corporate goals and objectives, monitor organizational performance, and liaise with stakeholders, regulatory authorities, and clients.
- ❖ **Middle Management:** Middle management comprises departmental heads, managers, and supervisors who oversee specific functional areas or units within the organization, such as operations, administration, human resources, and finance. They are responsible for translating strategic directives into operational plans, coordinating day-to-day activities, managing resources, and supervising staff to ensure adherence to policies and procedures.
- ❖ **Frontline Management/Operational Staff:** Operational staff members form the frontline workforce of the organization and include security guards, patrol officers, surveillance operators, and response teams deployed to client sites and locations (Ajayi & Ekore, 2018). They are responsible for implementing security measures, conducting patrols, monitoring premises, responding to incidents, and providing various security services as required by clients.

Division of Labor



The organization of private security organizations in Nigeria typically follows distinct divisions of labor to facilitate efficient management, coordination, and delivery of security services to clients. These divisions are grouped into three:

- i. Operations division
- ii. Administration division
- iii. Quality assurance division

- i. Operations Division:** The operations division is responsible for executing security operations and delivering services to clients. It includes frontline security personnel deployed to client sites, patrol teams, surveillance operators, and rapid response units tasked with ensuring the safety and security of clients' assets, properties, and personnel.
- ii. Administration Division:** The administration division oversees administrative functions such as human resources, finance, procurement, and logistics. It manages recruitment and training of security personnel, payroll administration, budgeting, financial management, procurement of equipment and supplies, and general administrative support to facilitate smooth operations.
- iii. Quality Assurance Division:** Some private security organizations have a quality assurance division responsible for monitoring and evaluating the quality and effectiveness of security services delivered to clients. This division conducts regular inspections, audits, and performance reviews to assess compliance with standards, identify areas for improvement, and ensure client satisfaction.

F. CHALLENGES IN PRIVATE SECURITY ORGANIZATIONS

Private security organizations in Nigeria face a range of challenges that impact their operations, effectiveness, and ability to provide quality services to clients. These challenges stem from various factors, including regulatory issues, socio-economic conditions, and security threats. Here are some of the key challenges faced by private security organizations in Nigeria:

- a) Regulatory Compliance
- b) Training and Professionalism
- c) Security Threats
- d) Resource Constraints

- e) Adherence to codes of conduct, ethical guidelines, and human rights principles
- f) Public Perception

G. CONFLICT MANAGEMENT: STRATEGIES FOR RESOLVING CONFLICTS WITHIN THE PRIVATE SECURITY ORGANIZATION AND WITH EXTERNAL STAKEHOLDERS

What is Conflict?

Conflict is defined as "a process that begins when one party perceives that another party has negatively affected, or is about to negatively affect, something that the first party cares about" (Folger, Poole, & Stutman, 2013, p. 5). This definition emphasizes the subjective perception of conflict as arising from perceived interference with one's interests or goals by another party.

Conflict is described as "a state of discord caused by the actual or perceived opposition of needs, values, and interests between individuals or groups within an organization" (Robbins & Judge, 2019, p. 421). This definition highlights the role of conflicting needs, values, and interests in generating tensions and disagreements within organizational contexts.

Conflict is conceptualized as "a struggle over values and claims to scarce status, power, and resources, in which the aims of the conflicting parties are to neutralize, injure, or eliminate rivals" (Coser, 1956, p. 8). This definition emphasizes the structural and power dynamics underlying conflicts, including competition for limited resources and the pursuit of conflicting interests.

Conflict is defined as "a state of discord between individuals, groups, nations, or other parties characterized by the use of force, aggression, or hostile actions to assert dominance or achieve objectives" (Kegley & Wittkopf, 2019, p. 24). This definition focuses on conflicts at the international level and highlights the use of violence or coercion to resolve disputes or advance interests.

Conflict is understood as "a disagreement or dispute between parties that arises from opposing legal rights or interests and requires resolution through legal processes or mechanisms" (Cornell Law School, n.d.). This definition emphasizes conflicts within the legal domain, where

disagreements over rights, obligations, or interpretations of the law necessitate formal adjudication or resolution.

What is Conflict Management

Conflict management refers to the process of identifying, addressing, and resolving conflicts in a constructive and effective manner to achieve mutually satisfactory outcomes and maintain positive relationships among parties involved. It involves employing various strategies, techniques, and approaches to understand the root causes of conflict, manage emotions, facilitate communication, negotiate solutions, and promote reconciliation or compromise. Conflict management aims to minimize the negative impacts of conflict, such as stress, tension, and damage to relationships, while maximizing opportunities for learning, growth, and collaboration. It entails both proactive measures to prevent conflicts from escalating and reactive interventions to address conflicts that arise. Overall, conflict management seeks to promote understanding, cooperation, and conflict resolution in interpersonal, organizational, community, and international contexts.

Types Of Conflicts in Private Security Organization

In private security organizations in Nigeria, various types of conflicts can arise due to diverse factors, including organizational structure, operational challenges, interpersonal dynamics, and external pressures. Here are some common types of conflicts observed in such organizations:

- a) **Interpersonal Conflicts:** These conflicts occur between individuals within the organization, such as security guards, supervisors, or managers. They may arise due to differences in personality, communication styles, work habits, or conflicting interests. Interpersonal conflicts can disrupt teamwork, decrease morale, and affect overall organizational performance.
- b) **Operational Conflicts:** Operational conflicts stem from disagreements or disputes related to the execution of security operations, procedures, or protocols. These conflicts may arise from conflicting priorities, resource allocation issues, role ambiguity, or deviations from established standards or guidelines. Operational conflicts can impede efficiency, coordination, and the ability to respond effectively to security threats.
- c) **Leadership Conflicts:** Leadership conflicts occur when there are disagreements or power struggles among leaders or managers within the organization. These conflicts may arise from

differences in leadership styles, decision-making processes, or strategic priorities. Leadership conflicts can lead to confusion, uncertainty, and a lack of direction, undermining organizational cohesion and effectiveness.

- d) **Ethical Conflicts:** Ethical conflicts arise when there are discrepancies between the organization's ethical principles, values, or codes of conduct and the actions or decisions of individuals or groups within the organization. These conflicts may involve issues such as integrity, honesty, confidentiality, or respect for human rights. Ethical conflicts can erode trust, damage reputation, and lead to moral dilemmas for employees and stakeholders.
- e) **Client Conflicts:** Client conflicts arise from disagreements or disputes between private security organizations and their clients. These conflicts may stem from issues such as service quality, contract terms, billing disputes, or breaches of trust. Client conflicts can damage relationships, tarnish the reputation of the organization, and result in financial or legal repercussions.
- f) **Regulatory Conflicts:** Regulatory conflicts arise from challenges or disagreements related to compliance with regulatory requirements, licensing procedures, or legal obligations governing private security operations in Nigeria. These conflicts may result from interpretation differences, enforcement issues, or changes in regulatory frameworks. Regulatory conflicts can pose risks to the legitimacy, integrity, and sustainability of the organization.

Strategies for Resolving Conflicts within the Private Security Organization

Resolving conflicts within private security organizations in Nigeria requires a systematic approach that addresses the root causes of conflict, promotes open communication, and fosters collaboration among stakeholders. Here are some strategies for resolving conflicts effectively:

- a. Open Communication
- b. Mediation and Facilitation
- c. Conflict Resolution Training
- d. Clear Policies and Procedures

- e. Collaborative Problem-Solving
- f. Leadership Engagement:
- g. Conflict Prevention Strategies
- h. Feedback and Evaluation

Resolving conflicts within private security organizations in Nigeria is essential for maintaining operational efficiency, promoting teamwork, and ensuring the delivery of quality services to clients. One effective strategy for conflict resolution is to foster open communication channels where employees feel empowered to express their concerns and perspectives. According to Folger, Poole, and Stutman (2013), creating opportunities for dialogue and feedback sessions enables parties in conflict to share their viewpoints, clarify misunderstandings, and work towards mutually acceptable solutions. By encouraging open communication, private security organizations can address conflicts in a transparent and collaborative manner, fostering a culture of trust and mutual respect among employees.

Additionally, mediation and facilitation techniques can be valuable tools for resolving conflicts within private security organizations. Trained mediators or facilitators can help parties explore underlying issues, manage emotions, and negotiate agreements in a neutral and impartial manner. According to Rahim (2011), mediation fosters a cooperative atmosphere where conflicting parties are empowered to generate creative solutions and reach mutually beneficial outcomes. By engaging in mediation processes, private security organizations can facilitate constructive dialogue, build consensus, and resolve conflicts effectively while preserving relationships and promoting organizational cohesion.

Conflict resolution training and skills development programs are also critical for equipping employees with the necessary tools and techniques to address conflicts proactively. By providing training in conflict management, negotiation skills, and collaborative problem-solving, organizations can empower employees to handle conflicts effectively at all levels of the organization. As emphasized by Rahim (2011), investing in conflict resolution training enhances employees' abilities to communicate assertively, manage interpersonal dynamics, and navigate complex situations with confidence and professionalism. By fostering a culture of continuous

learning and development, private security organizations can build a skilled workforce capable of managing conflicts and promoting organizational resilience.

Furthermore, establishing clear policies, procedures, and guidelines for conflict resolution helps streamline the process and ensure consistency and fairness in handling conflicts. By defining roles, responsibilities, and escalation pathways, organizations provide employees with clarity and guidance on how to address conflicts effectively. According to Folger, Poole, and Stutman (2013), clear policies and procedures help mitigate potential misunderstandings, reduce ambiguity, and promote accountability throughout the conflict resolution process. By adhering to established protocols, private security organizations can maintain transparency, uphold standards of fairness, and promote trust and confidence among employees and stakeholders.

In conclusion, effective conflict resolution strategies are essential for promoting a positive work environment, enhancing organizational effectiveness, and fostering collaboration within private security organizations in Nigeria. By fostering open communication, utilizing mediation and facilitation techniques, providing conflict resolution training, and establishing clear policies and procedures, organizations can address conflicts proactively and constructively. By investing in conflict resolution efforts, private security organizations can cultivate a culture of collaboration, innovation, and resilience, enabling them to thrive in a dynamic and challenging operating environment.

H. LICENSING IN PRIVATE SECURITY ORGANIZATION

What is License?

A license, in the context of regulatory frameworks and legal systems, refers to a formal authorization or permission granted by a governing authority to an individual, organization, or entity, allowing them to engage in certain activities, operate specific businesses, or use particular resources within a defined jurisdiction (Black's Law Dictionary, 2019). Licenses are typically issued in accordance with established laws, regulations, and administrative procedures, and they serve as a means of regulating and controlling various aspects of social, economic, and professional activities.

Licenses may take various forms depending on the nature of the activity or operation being regulated and the regulatory framework in place. They can range from permits and certificates to registrations and authorizations, each tailored to address specific requirements and compliance standards set forth by the relevant regulatory authorities. The issuance of licenses often involves a thorough evaluation of the applicant's qualifications, credentials, and adherence to regulatory criteria, aimed at ensuring competence, accountability, and public safety.

In essence, a license represents a formal acknowledgment of the legal authority granted to an individual or entity to undertake certain actions or conduct specific operations within the bounds of applicable laws and regulations. It signifies compliance with regulatory requirements, adherence to established standards, and accountability for the consequences of one's actions or business activities (Duhaime's Law Dictionary, 2021).

Necessary Licenses Required to Establish Private Security Organization in Nigeria

To establish a private security organization in Nigeria, several licenses and permits are typically required to ensure compliance with regulatory requirements and legal obligations. These licenses may vary depending on the specific jurisdiction and the nature of the security services being provided. Here are some of the necessary licenses commonly required:

1. Private Guard Company License
2. Business Registration and Incorporation:
3. Tax Identification Number (TIN)
4. Operational Permit from State Security Agencies:
5. Training Certification
6. Firearms License

1. **Private Guard Company License:** The most fundamental license required is the Private Guard Company License issued by the Nigerian Police Force (NPF) under the provisions of the Private Guard Companies Act of 1986. This license authorizes the private security organization to provide security services within Nigeria and is essential for legally operating in the industry.
2. **Business Registration and Incorporation:** Private security organizations are required to register their business with the Corporate Affairs Commission (CAC) and obtain a Certificate of

Incorporation. This license establishes the legal entity of the organization and ensures compliance with corporate governance standards.

3. **Tax Identification Number (TIN):** Obtaining a Tax Identification Number (TIN) from the Federal Inland Revenue Service (FIRS) is necessary for tax compliance purposes. Private security organizations are required to register for tax purposes and fulfill their tax obligations to the government.
4. **Operational Permit from State Security Agencies:** Depending on the state where the private security organization operates, additional operational permits or clearances may be required from state security agencies or local government authorities. These permits may vary in terms of application procedures and requirements.
5. **Firearms License (if applicable):** Private security organizations that intend to arm their personnel with firearms must obtain firearms licenses from the appropriate authorities. This typically involves meeting stringent requirements related to security measures, training standards, and background checks for armed personnel.
6. **Training Certification:** Private security organizations are often required to obtain certification or accreditation from recognized training institutions or regulatory bodies to ensure that their personnel meet the necessary training standards and qualifications.
7. **Compliance Certificates:** Private security organizations may need to obtain various compliance certificates, such as health and safety certificates, environmental compliance certificates, and insurance certificates, depending on the nature of their operations and regulatory requirements.

Note: It's important for private security organizations to consult with legal advisors and regulatory authorities to ensure that they obtain all necessary licenses and permits before commencing operations. Failure to obtain the required licenses may result in legal sanctions, fines, or closure of the business by regulatory authorities.

Categories of Private Security Organization Licenses in Nigeria

In Nigeria, private security organizations require various categories of licenses to operate legally and provide security services within the country. These licenses are typically issued by regulatory authorities and government agencies responsible for overseeing the private security industry. The categories of licenses for private security organizations in Nigeria may include:

1. Private Guard Company License
2. Armed Guard Company License
3. Security Training School License
4. Event Security License
5. Consultancy and Advisory Services License
6. Specialized Security Services License
7. Mobile Patrol Services License

- 1) **Private Guard Company License:** The Private Guard Company License is the primary license required for establishing and operating a private security organization in Nigeria. Issued by the Nigerian Police Force (NPF) under the provisions of the Private Guard Companies Act of 1986, this license authorizes the organization to provide security services, deploy security personnel, and undertake security-related activities within the country.
- 2) **Armed Guard Company License:** Private security organizations that intend to arm their personnel with firearms must obtain an Armed Guard Company License. This license allows the organization to provide armed security services and deploy armed guards to protect clients, premises, or assets. It is subject to strict regulatory requirements, including firearm licensing and training standards.
- 3) **Security Training School License:** Security Training School License is required for private security organizations that provide training and certification programs for security personnel. This license authorizes the organization to conduct security training courses, certify security professionals, and issue training certificates in compliance with industry standards and regulatory requirements.
- 4) **Event Security License:** Private security organizations that specialize in providing security services for events, such as concerts, conferences, or festivals, may require an Event Security License. This license allows the organization to provide security personnel, crowd management services, access control, and emergency response support for various types of events.
- 5) **Consultancy and Advisory Services License:** Private security organizations that offer consultancy and advisory services in security risk assessment, security planning, and security management may obtain a Consultancy and Advisory Services License. This license permits the

organization to provide expert advice, strategic guidance, and security solutions to clients in various sectors.

- 6) **Specialized Security Services License:** Some private security organizations may specialize in providing specialized security services, such as cybersecurity, executive protection, maritime security, or transportation security. These organizations may require specialized licenses or permits tailored to their specific areas of expertise and operations.
- 7) **Mobile Patrol Services License:** Private security organizations that offer mobile patrol services, including surveillance, patrol, and response to security incidents, may obtain a Mobile Patrol Services License. This license enables the organization to deploy mobile patrol units equipped with vehicles and security personnel to monitor designated areas and respond to security threats.

These are some of the main categories of licenses for private security organizations in Nigeria. Each category of license may have specific requirements, application procedures, and regulatory standards that must be met for issuance. It's essential for private security organizations to ensure compliance with all applicable licensing requirements and regulations to operate legally and maintain the integrity and professionalism of the industry.

Agencies and Authorities that Issues Licenses to Private Security Organizations

S/N	Authority	Licenses/Permits/Registrations
1	Corporate Affairs Commission (CAC)	Business Registration and Incorporation
2	Federal Inland Revenue Service (FIRS)	Tax Identification Number (TIN)
3	Local Government Authorities	Operational Permits
4	Firearms Licensing Authorities	Firearms License
5	Health and Safety Agencies	Health and Safety Certificates
6	Environmental Regulatory Agencies	Environmental Compliance Certificates

7	Insurance Regulatory Bodies	Insurance Certificates
8	Nigerian Police Force (NPF)	<ul style="list-style-type: none"> i. Private Guard Company License ii. Armed Guard Company License iii. Event Security License iv. Mobile Patrol Services License v. Firearms License
9	Relevant Regulatory Bodies or Authorities	Security Training School License
10	Nigerian Maritime Administration and Safety Agency (NIMASA) or other relevant agencies	Specialized Security Services License

Processes involved in obtaining Licenses in Private Security Organization

In Nigeria, the licensing of private security organizations is regulated by the Private Guard Companies Act of 1986, as amended in 2004. This legislation provides the legal framework for the establishment, operation, and regulation of private security firms in the country. Under the Private Guard Companies Act, private security organizations are required to obtain licenses from the Nigerian Police Force (NPF) before engaging in security-related operations. The licensing process involves several steps and criteria to ensure that private security firms meet specific standards and requirements set forth by the regulatory authorities.

Key aspects of licensing in private security organizations in Nigeria include:

- STEP 1: Application Process:
- STEP 2: Requirements and Standards:
- STEP 3: Inspection and Assessment:
- STEP 4: Granting of License:
- STEP 5: Compliance and Monitoring:

- a) **Application Process:** Private security firms seeking to operate in Nigeria must submit an application for a license to the Inspector-General of Police or any officer designated by the Inspector-General for that purpose. The application typically includes details about the company's ownership, management structure, business operations, and proposed security services.
- b) **Requirements and Standards:** The Private Guard Companies Act and associated regulations prescribe certain requirements and standards that private security organizations must meet to qualify for a license. These requirements may include criteria related to the company's financial stability, operational capacity, training programs for security personnel, equipment standards, and compliance with legal and regulatory obligations.
- c) **Inspection and Assessment:** Upon receipt of an application, the Nigerian Police Force conducts inspections and assessments of the private security organization's premises, facilities, and operations to ensure compliance with licensing requirements. Inspections may involve verifying the company's compliance with security standards, assessing the adequacy of training programs, and evaluating the suitability of personnel.
- d) **Granting of License:** If the private security organization meets all the necessary requirements and standards, the Inspector-General of Police or the designated officer may grant a license authorizing the firm to provide security services within Nigeria. The license is typically issued for a specified period and may be subject to renewal upon expiration, contingent upon continued compliance with regulatory requirements.
- e) **Compliance and Monitoring:** Licensed private security organizations are required to comply with the conditions and obligations stipulated in their license, as well as relevant laws, regulations, and industry standards. The Nigerian Police Force may conduct regular monitoring, inspections, and audits of licensed firms to ensure ongoing compliance and adherence to licensing requirements.

Note: Failure to obtain a license or comply with licensing conditions may result in penalties, sanctions, or the revocation of the license by the regulatory authorities. Therefore, licensing is a crucial aspect of regulatory oversight in the private security industry in Nigeria, aimed at promoting professionalism, accountability, and standards of service delivery within the sector.

I. PRIVATE SECURITY ORGANIZATION AND LAW ENFORCEMENT

Collaboration with law enforcement agencies is crucial for private security organizations in Nigeria to enhance public safety, combat crime, and protect the interests of clients and communities. Establishing effective partnerships with law enforcement agencies requires proactive engagement, clear communication, and mutual cooperation.

- A. Nigerian Police Force (NPF)
- B. Nigeria Security and Civil Defence Corps (NSCDC)
- C. State Security Services (SSS)
- D. Federal Road Safety Corps (FRSC)
- E. Local Government Authorities

A. Private Security Organization and Nigerian Police Force

In Nigeria, the legal relationship between private security organizations and the Nigerian Police Force (NPF) is governed by various laws, regulations, and guidelines that outline their respective roles, responsibilities, and interactions. One of the key legal references that govern this relationship is the Private Guard Companies Act of 1986.

The Private Guard Companies Act of 1986 provides the legal framework for the regulation and operation of private security organizations in Nigeria. Under this Act, private security companies are required to obtain licenses from the Nigerian Police Force before engaging in security operations. Section 4 of the Act stipulates that no person shall establish or operate a private guard company without first obtaining a license from the Inspector-General of Police or any officer designated by him for that purpose.

Additionally, the Act empowers the Nigerian Police Force to regulate the activities of private security organizations, including conducting inspections, issuing licenses, and setting standards for training and equipment. Section 10 of the Act gives the Inspector-General of Police the authority to make regulations prescribing the conditions for the grant and renewal of licenses, as well as the qualifications and training requirements for personnel employed by private security companies.

Furthermore, the Act establishes the Private Guard Company Board, which is responsible for advising the Inspector-General of Police on matters relating to the regulation and supervision of private security organizations. Section 6 of the Act outlines the composition and functions of the Board, which includes representatives from the Nigerian Police Force, private security industry, and relevant government agencies.

In summary, the Private Guard Companies Act of 1986 defines the legal relationship between private security organizations and the Nigerian Police Force in Nigeria. This Act regulates the establishment, licensing, and operation of private guard companies, while empowering the Nigerian Police Force to oversee and enforce compliance with the provisions of the law.

B. Private Security Organization and Nigeria Security and Civil Defence Corps (NSCDC)

In Nigeria, the legal relationship between private security organizations and the Nigeria Security and Civil Defence Corps (NSCDC) is governed by various laws, regulations, and guidelines that define their respective roles, responsibilities, and interactions. One of the key legal references that govern this relationship is the Nigeria Security and Civil Defence Corps Act of 2003.

The Nigeria Security and Civil Defence Corps Act of 2003 provides the legal framework for the establishment, organization, and functions of the NSCDC. While the primary mandate of the NSCDC is to protect critical national assets, infrastructure, and facilities, the Corps also collaborates with private security organizations in various capacities to enhance public safety and security.

Section 3(1)(b) of the Nigeria Security and Civil Defence Corps Act empowers the NSCDC to collaborate with other government agencies, private sector organizations, and individuals in carrying out its functions. This provision allows the NSCDC to engage with private security organizations in areas such as infrastructure protection, crowd control, disaster response, and other security-related activities.

Additionally, the NSCDC Act authorizes the Corps to provide training, advisory, and consultancy services to private sector entities, including private security organizations, on matters relating to security and safety. Section 3(1)(f) of the Act specifically mentions the provision of security

services as one of the functions of the NSCDC, indicating its potential role in supporting and collaborating with private security firms.

Furthermore, the NSCDC Act empowers the Corps to regulate and monitor the activities of private security organizations to ensure compliance with relevant laws, regulations, and standards. Section 3(1)(j) of the Act gives the NSCDC the authority to supervise, monitor, and regulate the activities of private security outfits, including licensing, training, and enforcement of standards.

In summary, the Nigeria Security and Civil Defence Corps Act of 2003 provide the legal basis for the relationship between private security organizations and the NSCDC in Nigeria. While the Act does not specifically outline the nature and scope of collaboration between the NSCDC and private security firms, it empowers the Corps to engage with and regulate the activities of such organizations in support of its mandate to ensure public safety and security.

C. Private Security Organization and State Security Service (SSS)

In Nigeria, the legal relationship between private security organizations and the State Security Service (SSS), also known as the Department of State Services (DSS), is primarily governed by the National Security Agencies Act of 1986, as amended in 1999.

The National Security Agencies Act of 1986, as amended, provides the legal framework for the establishment, organization, and functions of various national security agencies in Nigeria, including the State Security Service. While the Act primarily focuses on the mandate and operations of the SSS, it also outlines the agency's interactions with other entities, including private security organizations.

Section 2(3)(c) of the National Security Agencies Act empowers the State Security Service to collaborate with other security agencies, government departments, and private sector organizations in the performance of its functions. This provision allows the SSS to engage with private security organizations in matters relating to national security, intelligence gathering, and protection of critical assets and interests.

Additionally, the National Security Agencies Act authorizes the State Security Service to provide advisory, consultancy, and support services to private sector entities, including private security organizations, on security-related matters. Section 2(3)(d) of the Act mentions the provision of

security services as one of the functions of the SSS, indicating its potential role in supporting and collaborating with private security firms.

Furthermore, while the National Security Agencies Act does not specifically address the regulatory aspects of the relationship between the SSS and private security organizations, the agency may exercise regulatory oversight in matters related to national security, intelligence gathering, and counterintelligence operations.

In summary, the National Security Agencies Act of 1986, as amended, provides the legal basis for the relationship between private security organizations and the State Security Service in Nigeria. While the Act primarily focuses on the mandate and operations of the SSS, it empowers the agency to collaborate with and provide support to private security firms in matters relating to national security and intelligence.

D. Private Security Organization and Federal Road Safety Corps (FRSC)

In Nigeria, the legal relationship between private security organizations and the Federal Road Safety Corps (FRSC) is primarily governed by the Federal Road Safety Commission (Establishment) Act of 2007. The Federal Road Safety Commission (Establishment) Act of 2007 provides the legal framework for the establishment, organization, and functions of the Federal Road Safety Corps. While the Act primarily focuses on the mandate and operations of the FRSC, it also outlines the agency's interactions with other entities, including private security organizations.

Section 3(1)(d) of the Federal Road Safety Commission (Establishment) Act empowers the FRSC to collaborate with other agencies, organizations, and individuals in carrying out its functions. This provision allows the FRSC to engage with private security organizations in areas such as traffic management, accident prevention, and enforcement of road safety laws.

Additionally, the Act authorizes the FRSC to provide training, advisory, and consultancy services to private sector entities, including private security organizations, on matters relating to road safety. Section 3(1)(h) of the Act mentions the provision of road safety services as one of the functions of the FRSC, indicating its potential role in supporting and collaborating with private security firms.

Furthermore, the Federal Road Safety Commission (Establishment) Act empowers the FRSC to regulate and monitor the activities of private security organizations that are involved in traffic management or road safety-related services. Section 3(1)(n) of the Act gives the FRSC the authority to supervise, monitor, and regulate the activities of such organizations to ensure compliance with relevant laws, regulations, and standards.

In summary, the Federal Road Safety Commission (Establishment) Act of 2007 provides the legal basis for the relationship between private security organizations and the Federal Road Safety Corps in Nigeria. While the Act primarily focuses on the mandate and operations of the FRSC, it empowers the agency to collaborate with and regulate the activities of private security firms in matters relating to road safety and traffic management.

E. Private Security Organization and Local Government Authorities

In Nigeria, the legal relationship between private security organizations and local government authorities is governed by various laws, regulations, and guidelines at the federal and state levels. While there may not be specific national legislation that addresses this relationship comprehensively, the legal framework is largely established through local government laws, regulations, and policies enacted by state governments.

- a. **Local Government Laws and Regulations:** Local government laws and regulations, enacted by state governments, define the powers, functions, and responsibilities of local government authorities in Nigeria. These laws often include provisions related to public safety, security, and community policing, which may impact the relationship between private security organizations and local government authorities. For example, local government by-laws may regulate the licensing, operation, and supervision of private security firms within their jurisdictions.
- b. **Community Policing Initiatives:** Many local government authorities in Nigeria are actively involved in community policing initiatives aimed at enhancing public safety and security at the grassroots level. Private security organizations often collaborate with local government authorities in implementing community-based security programs, such as neighborhood watch schemes, crime prevention campaigns, and community engagement activities. These collaborations are typically facilitated through formal partnerships or

memoranda of understanding between private security firms and local government agencies.

- c. **Regulation of Public Gatherings and Events:** Local government authorities have the responsibility to regulate public gatherings, events, and activities within their jurisdictions to ensure public safety and order. Private security organizations may be required to obtain permits or approvals from local government authorities for providing security services at public events, festivals, or gatherings. Local government regulations may specify requirements for crowd control, security arrangements, and coordination with law enforcement agencies to maintain peace and security during such events.
- d. **Infrastructure Protection and Maintenance:** Local government authorities are responsible for the maintenance and protection of public infrastructure, facilities, and assets within their areas of jurisdiction. Private security organizations may collaborate with local government agencies in safeguarding critical infrastructure, such as markets, parks, transportation terminals, and government buildings, against vandalism, theft, or other security threats. These collaborations may involve the deployment of security personnel, installation of surveillance systems, or implementation of access control measures to enhance security and deter criminal activities.

While there may not be specific legal references at the national level governing the relationship between private security organizations and local government authorities in Nigeria, the legal framework is established through a combination of local government laws, regulations, and policies enacted by state governments. Private security firms are typically required to comply with local government regulations and collaborate with local authorities to ensure public safety, security, and compliance with applicable laws and standards within their respective jurisdictions.

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