

An Evaluation of the Impact of Female Private Security Guards Unions in Africa: The Case of Botswana, Namibia, and South Africa

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ABSTRACT

This paper explores reasons why it has been difficult for female security guards to unionise and even when they are unionised, their associations are ineffective and are not taken seriously by both African governments and security companies' management. Specifically, this paper explores the implications of this weak unionisation and even worse non-unionisation on labour relations in Africa. Unionisation in the private security sector is major problem world over partly because of the nature of the sector itself and also because of the autonomy of company owners when it comes to issues of collective bargaining. The voice of women in a male dominated private security sector is not only weak, in a majority of cases is not heard at all mainly because of cultural beliefs and as a result of the absence of women advocacy on labour relations. Also lack of Industrial Relations regulatory bodies is yet another challenge that affects African governments on Labour relations that affect women in the private security sector compound the problem of women in the private security companies.

Key words: