



Juristat

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PRIVATE SECURITY AND PUBLIC POLICING IN CANADA

Karen Swol

HIGHLIGHTS

- Private security personnel outnumbered police officers in both 1991 and 1996. In 1996, there were 59,090 police officers in Canada compared to 82,010 private security personnel: 12,230 private investigators and 69,780 security guards. As a whole, the number of private security personnel increased by 1% between 1991 and 1996, compared to a 4% drop in police officers.
- Security guards declined 4% between 1991 and 1996 at the national level, while private investigators increased 49% over the same period. Despite increases in the number of security guards between 1991 and 1996 in some provinces, the overall decrease in security guards can be attributed to the large drop seen in Quebec.
- There are no minimum education requirements for private security, while police officers must have a minimum of grade 12 education. As such, education levels were found to be higher among police officers than private security, as over 80% of police officers had attained levels higher than a high school diploma compared to 66% for private investigators and 53% for security guards.
- In terms of training, police officers are required to attend a police college or police training facility for three to six months of academic training, followed, in most cases, by six months to a year of field experience training. Training for private security is generally left up to the employer. Only two provinces, British Columbia and Newfoundland, have training requirements in order to receive a private security licence.
- Women had greater representation in private security than in policing. In 1996, 21% of private investigators and 20% of security guards were women, compared to 13% of police officers. Although the representation of women was lowest among police officers, the proportion of female officers has been growing steadily since the mid-1970's when it was less than 1%.
- Visible minorities were under-represented for both police officers and private investigators in 1996, while security guards had a higher than average representation. Visible minorities accounted for 10% of the employed labour force in Canada. This compares to 11% for security guards, but only 3% for police officers and 6% for private investigators. While visible minorities were under-represented in policing, Aboriginal persons were well-represented. In 1996, Aboriginal persons represented 3.0% of all police officers compared to 1.7% of the employed labour force.
- Employment income for police officers in Canada for 1995 was considerably higher than for private security. Police officers reported an average employment income of \$53,795, which was nearly \$20,000 more than private investigators earned and more than double the average income of security guards.



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INTRODUCTION

In recent years both the number of police officers in Canada and the crime rate have been declining. However, the rates for many workplace or white-collar crimes, such as computer crimes, employee theft, and fraud, are increasing. Public police do not always have the resources to handle these "internal" crimes. In some cases, for example, a fraud has to be in the \$100,000 range for public police to give it priority.¹ With cutbacks to police budgets occurring at the same time as the security demands of the public seem to be growing, the use of private security has been increasing.

Police officers differ considerably from private security personnel in the work they perform, the basic job requirements and training. Both police and private security play a role in society; however, the line between the two security professions is becoming less clearly defined. Police officers who walk the beat in front of commercial properties may now meet up with private security guards who have been hired by the shop keepers to patrol their storefronts as a deterrent to theft and break and enters. In general, this type of private security does not require a police presence nor does there exist a potential for danger. Some police forces have formed partnerships with private security in areas such as: secure storage of property and evidence, monitoring of alarm centres, guarding of prisoners while in lock-up or in transit, and video and audio taping of suspects being interviewed.²

This *Juristat* discusses the differences between public and private security and includes information on roles and responsibilities and minimum requirements and training. Data from the *Census of Population and Housing* provide counts and profiles of those working in the above occupations. These profiles include data on gender, age, education, salary, visible minorities and Aboriginal identity.

In this report the definition of private security personnel will include private investigators and security guards as defined in Statistic Canada's *Standard Occupational Classification* (see methodology section). It will not include persons who work in the manufacturing of alarm systems, or other such occupations that produce security devices or equipment, nor those who work for companies that monitor alarm systems.

An earlier *Juristat* titled, "Private Security and Public Policing in Canada"³, released in 1994, contained data on private investigators and security guards from the *Census of Population and Housing* for 1971, 1981 and 1991. Data from that *Juristat* are not comparable to the present data due to a change in the *Standard Occupational Classification* which affects the occupations that are included in both the private investigator and security guard categories. The 1991 Census data were classified using both the old 1980 *Standard Occupational Classification* and the new 1991 *Standard Occupational Classification*; however, the 1996 data were classified using only the new standard. This change in classification limits trend information back to 1991 only.

Roles and Responsibilities

Police

There are Police Service Acts in each of the provinces that stipulate the duties of a police officer. A typical example is the *Police Services Act*⁴ in Ontario, which outlines the duties as:

- Preserving the peace
- Preventing crimes and other offences

¹ Gerden, Robert J. *Private Security: A Canadian Perspective*. Canada: Prentice Hall, 1998.

² Stewart, Bob. "Breaking Barriers: Public Police and Private Security". *RCMP Gazette*. Vol. 59, No. 12, 1997.

³ Campbell, G. and Reingold, B. "Private Security and Public Policing in Canada". *Juristat*. Vol 14, No. 10., Canadian Centre for Justice Statistics, March 1994.

⁴ *Police Services Act*. 1990. Revised Statutes of Ontario, Chapter P.15.

- Assisting victims of crime
- Apprehending criminals
- Laying charges, prosecuting and participating in prosecutions
- Executing warrants
- Performing the lawful duties that the chief of police assigns
- Completing the prescribed training

Police officers are responsible for serving and protecting the public. Their jurisdiction includes areas that are in the public domain. Police officers have powers of search, arrest and detention and are held accountable for their actions. Through tax dollars, Canadians pay for policing. In 1996, policing costs in Canada totalled \$5.9 billion or \$195 per Canadian⁵.

Private Security

See methodology section for a definition of **Private Investigators** and **Security Guards** used in this *Juristat*.

Private security differs from the public police in a number of ways. Private security personnel work for clients who pay them for services rendered. Their jurisdiction is the protection of their client and/or their client's property and it is the interests of the client that determine the duties of private security personnel. Private security personnel have the same powers of arrest, search and detention as an ordinary citizen does and these are stipulated in section 494 of the *Criminal Code of Canada*.

The two main types of private security are security guards and private investigators. The most recognizable difference between these two groups is that security guards are required to wear uniforms, whereas private investigators are not allowed to wear them. Security guards may be authorized to carry firearms under special circumstances (e.g. armoured car personnel), while private investigators are not permitted to do so.

The work of security guards is more visible as they are often controlling public passage to an area, performing security checks, patrolling inside and outside corporate buildings and securing the transportation of valuables. Private investigators, on the other hand, are involved in more covert operations and behind-the-scenes action and, therefore, have less contact or confrontation with the public. Their work varies from making telephone calls in the office, to secretly following and recording the movements of individuals, detecting theft and fraud, gathering evidence, and court appearances.

Minimum Requirements and Training

Police

The minimum requirements for most police departments are: age 18 or older, grade 12 education or equivalency⁶, Canadian citizenship, valid driver's licence with good standing, medically and physically fit, fluency in English or French, good vision and hearing, and no criminal record. Although the minimum education requirement is grade 12 for most police forces,

preference is usually given to those with college or university degrees.

Once the applicants meet the basic requirements, the selection process generally requires that the applicants pass a series of tests that may include: aptitude, written communication, medical, psychological, physical, and driving tests.

Once the candidates meet all the requirements, they may be hired as recruits/cadets and must go to a police college or other police training facility for a period of three to six months. After successful completion of the academic training, they may be sworn in as constables and would likely go through a further six months to a year of field experience training with the police service.

Private Security

Private investigators and security guards working for a private investigation or security agency must be licensed by the province/territory. Each province/territory, with the exception of the Northwest Territories, has its own *Act* dealing with private investigators and security guards which stipulates the requirements to obtain a licence and the regulations. The basic requirements to obtain a licence are: 18 years of age or older (may vary slightly in some provinces), no criminal record for the past five years, and Canadian citizenship. There are two provinces, British Columbia and Newfoundland, which also have minimum training requirements in order to receive a licence. Licences must be renewed annually and can be revoked if the person does not comply with the requirements of the act or the regulations for a licence.

No licence is required if the private investigator or security guard is hired 'in house' which means that they are an employee of, for example, an insurance company, a court house, a law firm, or a store. The only exception to this is when private security personnel are hired by permanent commercial casinos (such as in Montreal, Hull, Niagara Falls, Rama), they must be licensed by the provincial gaming control commissions.⁷

Training for private investigators and security guards is generally the responsibility of the employer. There are some colleges in Canada that offer courses in law enforcement and security. There are also a few schools that offer specialized training for private investigators. Topics covered at these schools can include: surveillance, background investigations, domestic and child custody investigations, evidence gathering and presentation, lie detection, court appearance and testimony, missing persons, undercover operations, report writing, and others.

When compared to police officers, private security in Canada is characterized by the following: lower wages, minimum or no recruitment standards, higher percentage of part-time work, higher turnover rate, lower levels of education, and minimum or no training.⁸

⁵ Swol, Karen. *Police Personnel & Expenditures in Canada – 1996 and 1997*. Ottawa : Canadian Centre for Justice Statistics, December 1997.

⁶ Equivalency refers to successful results on a test administered by an accredited educational institute to represent equivalent to grade 12 education.

⁷ Gerden, Robert J. *Private Security: A Canadian Perspective*. Canada: Prentice Hall, 1998.

⁸ Marin, René J. *Policing in Canada*. Canada Law Book Inc., 1997, pg. 147.

Counts of Public Police and Private Security

Data are estimates from the *Census of Population and Housing*, which includes persons aged 15 years and older, who were employed (full-time or part-time) in the week prior to Census day (see Methodology section for further information).

Counts for private investigators and security guards shown in this report may differ from those using other data sources. For example, provincial/territorial registrars have data showing the number of licences issued to private investigators and security guards. These data were not used due to some methodological limitations such as: the count of licences is not the same as a person count, the fact that a licence is not a requirement if the person works "in house", and persons having a licence are not necessarily employed in the private security field.

It should be noted that counts for police officers in this *Juristat* will differ from counts found in the *Police Administration Annual Survey* (Statistics Canada), as part-time police officers are included in this *Juristat* and not in the *Police Administration Annual Survey*. See methodology for a description of the *Police Administration Annual Survey*.

Private security personnel outnumbered police officers in both 1991 and 1996. There were 59,090 police officers in Canada in 1996 compared to 82,010 private security personnel: 12,230 private investigators and 69,780 security guards (Figure 1, Table 1). As a whole, the number of private security personnel increased by 1% between 1991 and 1996, compared to a 4% drop in police officers. At the national level, the number of security guards declined 4% from 1991, whereas private investigators increased 49% over the same period.

Private security personnel tended to have higher proportions of part-time workers than police officers. In 1996, 19% of private

investigators and 33% of security guards worked part-time compared to only 7% of police officers. Unemployment rates in 1996 also differed among private security and police officers. Police officers had an unemployment rate of 2%, compared to 5% for private investigators and 9% for security guards⁹.

Some police services in Canada also have security guards as part of their civilian personnel. Between 1986 and 1996, the

Figure 1

Number of Police Officers, Private Investigators and Security Guards in Canada, 1991 and 1996



Source: *Census of Population and Housing*, 1991 and 1996, Statistics Canada.

⁹ Statistics Canada. *Census of Population and Housing*. Custom tabulation.

Table 1

	Police Officers			Private Investigators			Security Guards		
	1991	1996	% Change	1991	1996	% Change	1991	1996	% Change
Newfoundland	995	880	-11.6	85	70	-17.6	1,250	1,220	-2.4
Prince Edward Island	205	210	2.4	---	---	...	315	305	-3.2
Nova Scotia	1,675	1,595	-4.8	235	150	-36.2	2,970	2,705	-8.9
New Brunswick	1,475	1,480	0.3	145	140	-3.4	1,940	2,145	10.6
Quebec	16,415	16,315	-0.6	2,055	4,715	129.4	22,310	16,445	-26.3
Ontario	23,590	21,975	-6.8	3,335	4,455	33.6	27,920	28,845	3.3
Manitoba	2,275	2,540	11.6	340	250	-26.5	2,405	2,540	5.6
Saskatchewan	2,500	2,055	-17.8	220	205	-6.8	1,725	1,695	-1.7
Alberta	4,955	4,840	-2.3	775	825	6.5	5,305	5,990	12.9
British Columbia	6,830	6,810	-0.3	1,010	1,390	37.6	6,540	7,665	17.2
Yukon	105	120	14.3	-	15	...	70	70	0.0
Northwest Territories	255	280	9.8	---	---	...	135	155	14.8
Canada	61,280	59,090	-3.6	8,215	12,230	48.9	72,880	69,780	-4.3

¹ Counts for police officers, private investigators and security guards are estimates from the 1991 and 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day.

... figures not appropriate or not applicable

- nil or zero

--- too few cases to be shown

Totals may not add up due to random rounding to base 5 for Census data.

number of security guards employed by police services in Canada increased 86%, from 398 to 745¹⁰.

For police officers, Saskatchewan showed the largest drop in the number of officers (-18%) since 1991, followed by Newfoundland (-12%), Ontario (-7%) and Nova Scotia (-5%). Increases were noted in the Yukon (+14%), Manitoba (+12%) and the Northwest Territories (+10%).

In the case of private investigators, Quebec had the largest increase (+129%), followed by British Columbia (+38%) and Ontario (+34%). Three provinces had notable decreases: Nova Scotia (-36%), Manitoba (-27%) and Newfoundland (-18%).

The number of security guards also showed large increases in some jurisdictions since 1991: British Columbia (+17%), Northwest Territories (+15%), Alberta (+13%), and New Brunswick (+11%). Despite these increases, the large drop in the number of security guards in Quebec (-26%) led to the overall decrease at the national level. This drop, along with the large increase in the number of private investigators in Quebec (+129%), may have been due in part to some labour disputes among security guards during this period, as well as the changing nature of security requirements such as: investigations for fraud, electronic surveillance, and alarm systems.

Comparing jurisdictions, Manitoba and Quebec had the most police officers per capita in 1996 (Table 2). It should be noted that Quebec uses more "temporary" police officers than other provinces. As these are included in the Census data, the number of police officers per 100,000 population in Quebec is 12% higher

than the average for all provinces. Using police-reported data from the *Police Administration Annual Survey*, which excludes temporary officers, Quebec's rate is only 5% above the average.

Conversely, both Manitoba and Quebec showed a slightly lower than average rate of security guards per capita. Security guards were most prevalent in Nova Scotia and New Brunswick, and least prevalent in Saskatchewan. Quebec had the most private investigators per 100,000 population, while rates were generally lowest in the Atlantic provinces. Overall, Quebec, New Brunswick and Ontario had the highest rates per capita for a combined total of public and private security, while Prince Edward Island, Newfoundland, and Saskatchewan had the lowest.

More women in private security

Women had a higher representation in private security than in public policing for 1996 (Table 3). Women comprised 21% of private investigators and 20% of security guards, compared to 13% of police officers. Although the proportion of females was lowest among police officers, it should be noted that the proportion has been increasing steadily since the mid-1970's, when it was less than 1%.

Among the provinces and territories, Ontario generally had the highest representation of women for both police officers and private security, while the Atlantic provinces tended to have lower representations.

¹⁰ Statistics Canada. *Police Administration Annual Survey*. Custom tabulation.

Table 2

	Police Officers, Private Investigators and Security Guards ¹ , Showing Rates per 100,000, 1996								
	1996 Population ²	Police Officers		Private Investigators		Security Guards		Total	
		Number	Rate per 100,000	Number	Rate per 100,000	Number	Rate per 100,000	Number	Rate per 100,000
Newfoundland	569,563	880	155	70	12	1,220	214	2,170	381
Prince Edward Island	136,634	210	154	---	...	305	223	515	377
Nova Scotia	941,598	1,595	169	150	16	2,705	287	4,450	473
New Brunswick	760,780	1,480	195	140	18	2,145	282	3,765	495
Quebec	7,396,727	16,315	221	4,715	64	16,445	222	37,475	507
Ontario	11,271,834	21,975	195	4,455	40	28,845	256	55,275	490
Manitoba	1,137,297	2,540	223	250	22	2,540	223	5,330	469
Saskatchewan	1,017,452	2,055	202	205	20	1,695	167	3,955	389
Alberta	2,785,755	4,840	174	825	30	5,990	215	11,655	418
British Columbia	3,843,647	6,810	177	1,390	36	7,665	199	15,865	413
Yukon ³	31,400	120	382	15	48	70	223	205	653
Northwest Territories ³	66,771	280	419	---	...	155	232	435	651
Canada	29,959,458	59,090	197	12,230	41	69,780	233	141,100	471

¹ Counts for police officers, private investigators and security guards are from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day.

² Populations represent updated postcensal estimates for 1996 at July 1st.

³ Caution should be used when viewing rates for the territories due to the sparse populations.

... figures not appropriate or not applicable

--- too few cases to be shown

Totals may not add up due to random rounding to base 5 for the Census data.

Table 3

Police Officers, Private Investigators and Security Guards¹ by Gender, 1996

	Police Officers				Private Investigators				Security Guards			
	Male	Female	Total	% female	Male	Female	Total	% female	Male	Female	Total	% female
Newfoundland	800	80	880	9	65	10	70	14	1,080	140	1,220	11
Prince Edward Island	195	15	210	7	---	-	---	-	265	35	305	11
Nova Scotia	1,450	145	1,595	9	120	30	150	20	2,195	505	2,705	19
New Brunswick	1,385	95	1,480	6	110	30	140	21	1,810	330	2,145	15
Quebec	14,720	1,595	16,315	10	4,065	645	4,715	14	12,540	3,905	16,445	24
Ontario	18,685	3,285	21,975	15	3,370	1,085	4,455	24	22,630	6,215	28,845	22
Manitoba	2,160	375	2,540	15	220	25	250	10	2,210	325	2,540	13
Saskatchewan	1,760	295	2,055	14	145	55	205	27	1,440	260	1,695	15
Alberta	4,325	520	4,840	11	590	230	825	28	4,910	1,080	5,990	18
British Columbia	5,780	1,035	6,810	15	965	430	1,390	31	6,450	1,220	7,665	16
Yukon	100	20	120	17	15	-	15	-	55	15	70	21
Northwest Territories	240	35	280	13	---	-	---	-	125	30	155	19
Canada	51,600	7,490	59,090	13	9,680	2,550	12,230	21	55,715	14,065	69,780	20

¹ Counts for police officers, private investigators and security guards are estimates from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day.

... figures not appropriate or not applicable

- nil or zero

--- too few cases to be shown

Totals may not add up due to random rounding to base 5 for Census data.

Age differences between police officers and private security

There were considerable age differences between persons employed in private security and those employed as police officers (Figure 2, Table 4). There was a much higher percentage of private security personnel under the age of 25 and over the age of 55. Police officers were more likely to retire by the time they reached 55 years of age, which explains the low percentages in that age group. By contrast, private security work does not have an upper age limit and the work can accommodate older individuals. Further, a number of retired police officers and military personnel have taken up work in private security. The large number of persons under the age of 25 working in private security may be due to the fact that less education and training is required in that field.

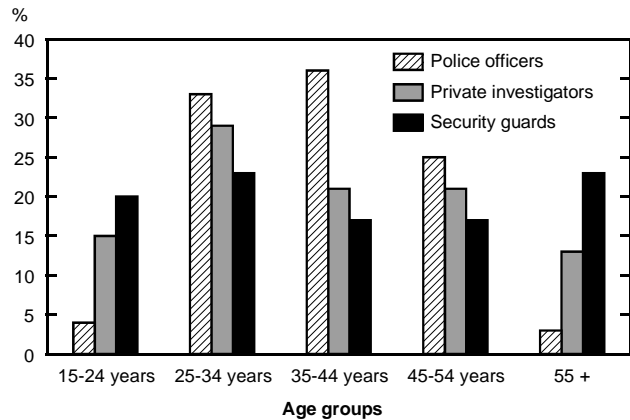
Female police officers tended to be younger than males. Over two-thirds (68%) of the women were below the age of 35, compared to only 32% of the men, which is not surprising given the recent efforts to recruit more women. Among the private investigators and security guards, the most noticeable difference between male and female representation was found in the 55 years and older age group. For both occupations, the percentage of males was much higher than for females.

Police officers have higher education levels than private security

Due to the minimum education requirements for police officers compared to private security personnel, differences in education levels are not unexpected. In 1996, 81% of police officers had attained levels of education greater than a high school diploma, compared to 66% of private investigators and 53% of security

Figure 2

Age of Police Officers, Private Investigators and Security Guards, Canada, 1996



Source: *Census of Population and Housing, 1996*, Statistics Canada.

guards (Figure 3, Table 5). Further, 14% of police officers had university degrees, compared to 10% of private investigators and 7% of security guards.

Education levels differed among the sexes for all groups. For police officers, females had generally attained higher levels of education and were nearly twice as likely as males to be university graduates. This could be due to the increased number of females who have come into policing in recent years, where preference has been given to those with university degrees.

Table 4

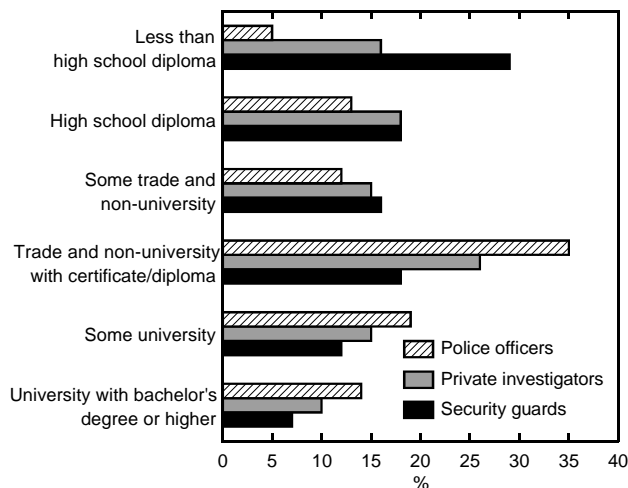
Percentage of Male and Female Police Officers, Private Investigators, and Security Guards¹ by Age, Canada, 1996

	Total All Ages	15 to 24 Years		25 to 34 Years		35 to 44 Years		45 to 54 Years		55 Years & Older		Total
		Number	All Ages %	Number	All Ages %	Number	All Ages %	Number	All Ages %	Number	All Ages %	
Police Officers												
Male	51,600	1,520	3	14,935	29	19,220	37	14,320	28	1,615	3	100
Female	7,495	825	11	4,280	57	1,845	25	490	7	55	1	100
Total	59,090	2,335	4	19,215	33	21,065	36	14,805	25	1,665	3	100
Private Investigators												
Male	9,680	1,410	15	2,735	28	1,900	20	2,160	22	1,475	15	100
Female	2,550	435	17	865	34	720	28	395	15	140	5	100
Total	12,230	1,850	15	3,600	29	2,620	21	2,550	21	1,615	13	100
Security Guards												
Male	55,715	11,160	20	13,035	23	8,345	15	9,050	16	14,120	25	100
Female	14,065	2,465	18	3,130	22	3,300	23	3,085	22	2,085	15	100
Total	69,780	13,625	20	16,165	23	11,645	17	12,135	17	16,205	23	100

¹ Counts for police officers, private investigators and security guards are estimates from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day. Totals may not add up due to random rounding to base 5 for Census data.

Figure 3

Highest Level of Education for Police Officers, Private Investigators and Security Guards, Canada, 1996



Source: *Census of Population and Housing, 1996, Statistics Canada.*

However, when age differences were controlled for, female police officers still had higher levels of education. For private investigators, females also generally had higher levels of education than their male counterparts. The reverse was true for security guards.

Visible minorities have higher representation in private security

See Methodology section for a definition of visible minorities.

In Canada, for 1996, visible minorities (not including Aboriginal persons) made up 10% of the employed labour force (Table 6). Public police fell behind the private security field when it came to employing visible minorities. Visible minorities accounted for 3% of police officers, compared to 6% of private investigators and 11% of security guards. While programs have been established in a number of police services to encourage visible minorities to apply for police officer positions, in many cases, police services have still experienced difficulty in recruiting visible minorities.

Aboriginal persons well represented in both public and private security

See Methodology section for a definition of Aboriginal persons.

Aboriginal persons made up 1.7% of those employed in Canada for 1996 (Table 7). The percentage of Aboriginal police officers (3.0%) and security guards (2.9%) exceeded the national representation, while the percentage of Aboriginal private investigators (1.3%) was below the national level. Part of the reason for the high representation among police officers is the recent trend towards self-administered First Nations Police Services (Aboriginal police officers policing in their own communities).

Table 5

Highest Level of Education for Police Officers, Private Investigators and Security Guards¹, Canada, 1996

	Police Officers			Private Investigators			Security Guards		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%			%			%		
Less than High School Diploma	6	4	5	17	14	16	28	32	29
High School Diploma	14	8	13	18	17	18	17	19	18
Some Trade & Non-University	13	8	12	15	13	15	17	14	16
Trade & Non-University with Certificate/Diploma	35	33	35	26	27	26	18	20	18
Some University	19	22	19	15	17	15	13	9	12
University with Bachelor's Degree or Higher	13	25	14	10	12	10	8	6	7
Total	100	100	100	100	100	100	100	100	100

¹ Counts for police officers, private investigators and security guards are estimates from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day. Totals may not add up due to rounding.

Table 6

Percentage of Police Officers, Private Investigators, and Security Guards¹ Who Are Visible Minorities², Canada, 1996

	Total Number	Number of Visible Minorities	Visible Minorities as a Percentage of Total
			%
Police Officers			
Male	51,600	1,435	3
Female	7,490	295	4
Total	59,090	1,725	3
Private Investigators			
Male	9,680	665	7
Female	2,550	95	4
Total	12,230	765	6
Security Guards			
Male	55,715	6,805	12
Female	14,065	1,010	7
Total	69,780	7,815	11
All Occupations ³			
Male	7,191,125	709,995	10
Female	6,127,615	610,880	10
Total	13,318,740	1,320,865	10
Canada Population 15 Years & Older ⁴			
Male	11,022,455	1,166,790	11
Female	11,606,470	1,252,350	11
Total	22,628,925	2,419,140	11

¹ Counts for police officers, private investigators and security guards are estimates from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day.

² Census Data for persons in a visible minority does not include aboriginal persons.

³ Includes those employed as police officers, private investigators, security guards and all other occupations in Canada.

⁴ Includes all persons aged 15 years and older regardless of their employment status.

Totals may not add up due to random rounding to base 5.

Table 7

Percentage of Police Officers, Private Investigators, and Security Guards¹ Who Are Aboriginal, Canada, 1996

	Total Number	Number of Aboriginal Persons	Aboriginal Persons as a Percentage of Total %
Police Officers			
Male	51,600	1,430	2.8
Female	7,490	355	4.7
Total	59,090	1,780	3.0
Private Investigators			
Male	9,680	115	1.2
Female	2,550	50	2.0
Total	12,230	160	1.3
Security Guards			
Male	55,715	1,645	3.0
Female	14,065	365	2.6
Total	69,780	2,010	2.9
All Occupations ²			
Male	7,191,125	118,700	1.7
Female	6,127,615	111,110	1.8
Total	13,318,740	229,810	1.7
Canada Population 15 Years & Older ³			
Male	11,022,455	247,385	2.2
Female	11,606,470	271,210	2.3
Total	22,628,925	518,585	2.3

¹ Counts for police officers, private investigators and security guards are estimates from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older who were employed (full-time or part-time) in the week prior to Census Day.

² Includes those employed as police officers, private investigators, security guards and all other occupations in Canada.

³ Includes all persons aged 15 years and older regardless of their employment status.

Totals may not add up due to random rounding to base 5 for Census data.

Police have significantly higher employment incomes than private security

Data in Table 8 are based on estimates of average employment income from the *Census of Population and Housing* and represent full-year, full-time workers, aged 15 years and older with employment income in 1995. Average employment income includes salary and wages, overtime, bonuses, etc.

Average employment income for police officers in Canada for 1995 was considerably higher than for those in private security. Police officers (includes all ranks) reported earning \$53,795, which was nearly \$20,000 more than private investigators and more than double the average income of security guards. In addition to the lower education and training requirements for the private security field, other reasons for lower salaries include the fact that private security must compete for contracts with other similar firms in a very competitive market, and that there is a high turnover rate among the employees.

Police officers in the territories reported the highest average employment incomes, followed by British Columbia and Ontario. Salaries in the territories were most likely higher due to the high

cost of living in the area. Prince Edward Island and Nova Scotia had the lowest average employment incomes for police officers.

Among the provinces, private investigators reported the highest average employment income in Saskatchewan, followed by Alberta, while Nova Scotia and Quebec had the lowest average incomes. Security guards earned the most in Ontario and Quebec, with the lowest average income found in Manitoba.

Wage gaps were noted between the sexes for all three sectors. Women police officers made, on average, 19% less than men. Wage scales for police officers are consistent for both sexes, however the difference in salary between males and females is driven by the greater proportion of young female officers who would tend to have less seniority and experience. In 1996, over 90% of female officers were at the constable level which is the lowest paid rank.¹¹ This difference is driven by the greater proportion of young female officers, who would tend to have less seniority and be at lower paid ranks than older officers. Private security showed a smaller wage gap between males and females. Female private investigators earned, on average, around 13% less than males, while among the security guards, females earned around 11% less than males.

¹¹ Swol, Karen. *Police Personnel and Expenditures in Canada - 1995 and 1996*. Ottawa: Canadian Centre for Justice Statistics, February 1997.

Table 8

Average Annual Employment Income¹ for Police Officers, Private Investigators, and Security Guards, 1995

	Police Officers			Private Investigators			Security Guards			Total All Occupations ²		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	\$			\$			\$			\$		
Newfoundland	51,067	47,144	50,743	---	---	---	26,358	15,004	25,104	40,064	26,353	34,142
Prince Edward Island	47,573	---	47,112	---	-	---	21,144	---	21,014	33,741	25,129	30,039
Nova Scotia	49,410	41,657	48,810	26,790	---	27,048	22,165	20,541	21,994	37,398	26,093	32,824
New Brunswick	52,295	44,463	51,927	37,390	---	36,478	22,318	22,369	22,322	37,811	25,461	32,865
Quebec	54,549	45,688	53,806	30,955	24,967	30,227	26,461	23,009	26,092	39,340	28,449	35,021
Ontario	55,470	45,462	54,098	37,459	32,823	36,516	26,807	23,976	26,403	45,477	32,645	40,281
Manitoba	52,585	38,004	50,580	31,848	---	31,823	20,742	20,408	20,714	36,630	26,260	32,564
Saskatchewan	54,575	41,829	53,272	44,084	29,053	38,709	23,329	20,260	22,944	35,289	25,227	31,402
Alberta	54,794	41,787	53,531	41,324	26,957	37,902	22,523	20,270	22,134	42,725	28,091	37,097
British Columbia	57,520	45,805	55,971	36,463	33,718	35,690	25,795	23,888	25,563	44,784	31,218	39,414
Yukon	63,869	---	62,761	---	-	---	---	-	---	47,050	37,715	42,786
Northwest Territories	67,421	---	65,321	---	-	---	31,364	---	30,963	52,144	40,037	47,108
Canada	54,946	44,734	53,795	35,047	30,382	34,193	25,573	22,829	25,223	42,488	30,130	37,556

¹ Data on average annual employment income are estimates from the 1996 *Census of Population and Housing* and represent persons aged 15 years and older with employment income, who worked full year, full-time during 1995.

² Total All Occupations includes police officers, private investigators, security guards and all other occupations in Canada.

- nil or zero

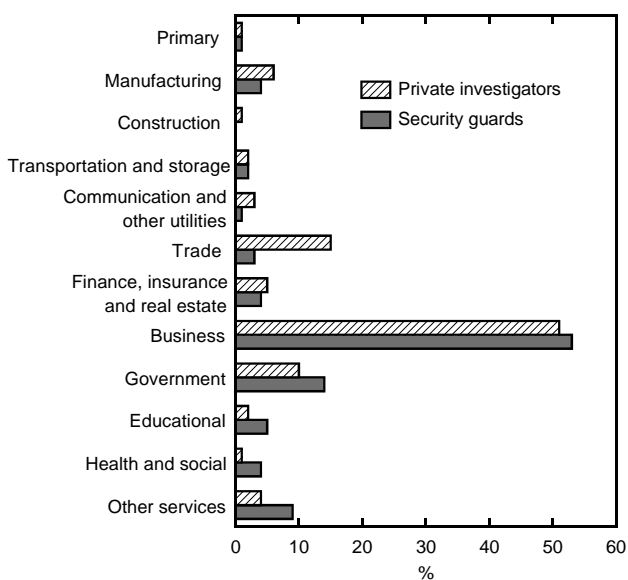
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Industry Breakdown

Data contained in Figure 4 are estimates from the *Census of Population and Housing* and represent persons aged 15 years and older, who reported being employed in the week prior to Census Day (Employed Labour Force). The data are organized according to Statistics Canada's *Standard Industrial Classification*.

Figure 4

Private Investigators and Security Guards by Industry Sector, Canada, 1996



Source: *Census of Population and Housing, 1996, Statistics Canada.*

The majority of both private investigators and security guards were found to be employed in the business services sector, which is the sector that contains the private security and security guard agencies. Within the government sector, private investigators were somewhat split between the federal, provincial/territorial and local level of government. Private investigators were also higher in the trade sector, the manufacturing sector and the finance, insurance and real estate sector. Security guards were found in the education sector and other services.

Methodology

The data source used for this *Juristat* was the *Census of Population and Housing*. The Census collects data on every person in Canada based on where he/she lives and is conducted every five years. There are two types of questionnaires that are used to collect the data: a short form and a long form. The long form goes out to one in every 5 households in Canada and represents a 20% sample, while the remaining households receive the short form. The data used for this *Juristat* are from the 20% sample which have been weighted to the national level.

The population universe used throughout this *Juristat*, with the exception of the data presented for salaries, was the "Employed Labour Force" which includes:

"persons 15 years of age and over, excluding institutional residents, who, during the week (Sunday to Saturday) prior to Census Day: a) did any work at all for pay or in self-employment; or b) were absent from their job or business for the entire week because of vacation, illness, a labour dispute at their place of work or other reasons."¹² The population universe used for

¹² Statistics Canada. *1996 Census Dictionary*. Ottawa: Industry Canada, 1997. 1996 Census of Canada. p. 49.

data on salaries included: persons aged 15 years and older, with employment income, who worked full-year, full-time in 1995.

Data from the Census for 1991 and 1996 were requested by occupational classification. A new *Standard Occupational Classification* was introduced in 1991, meaning that Census data prior to 1991 cannot be compared using the standard occupational groups, since the types of occupations included in the earlier categories and definitions have changed considerably.

In the 1991 *Standard Occupational Classification*, **Private Investigators** (G625 Other Protective Services) include occupations such as: Alarm Investigator, Corporate Security Officer, Private Detective, Private Investigator, Retail Loss Prevention Officer, Detective Agency Supervisor, Fire Prevention Officer (except firefighter), Floorwalker, Store Detective (retail). This group conducts investigations to locate missing persons, obtains information for use in civil and criminal litigation matters or other purposes, investigates unlawful acts of employees or patrons of the business, prevents shoplifting, etc.¹³

Security Guards (G631 Security Guards and Related Occupations) include occupations such as: Armoured Car Driver, Bodyguard, Plant Guard, School Crossing Guard, Automatic Teller Machine Guard, Bouncer, Commissionaire (security), Night Watchman/woman, Patrolman/woman (guard), Hand-luggage Inspector, Airport Security Guard, Vault Custodian, etc. Security guards control access to buildings, patrol assigned areas, enforce security regulations of a business, perform security checks of passengers and luggage at airports, drive and guard armoured trucks containing money or valuables, supervise and coordinate activities of other security guards.¹⁴

Visible minorities "are persons (other than Aboriginal persons), who are non-Caucasian in race or non-white in colour... (Chinese, South Asian, Black, Arab/West Asian, Filipino, South East Asian, Latin American, Japanese and Korean)"¹⁵.

Aboriginal persons refers to those "who reported identifying with at least one Aboriginal Group, i.e. North American Indian, Métis or Inuit (Eskimo) and/or those who reported being a Treaty Indian or a Registered Indian as defined by the *Indian Act* of Canada and/or who were members of an Indian Band or First Nation"¹⁶.

Another data source for police officer counts can be found in the *Police Administration Statistics Annual Survey*, Statistics Canada. All police services in Canada provide personnel and expenditure information on an annual basis. Personnel counts include the actual number of permanent, full-time (full-time equivalents) police officers and civilians who are employed by the police services on a specific date. Counts for expenditures include final operational expenditures for the year.

¹³ Statistics Canada. *Standard Occupational Classification*. Ottawa: Industry Canada, 1991.

¹⁴ Ibid.

¹⁵ Statistics Canada. *1996 Census Dictionary*. Ottawa: Industry Canada, 1997. 1996 Census of Canada, p. 5.

¹⁶ Ibid. pp. 97-98.

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