

Abstracts

Recent Labor Conditions and Issues Surrounding Security Guards

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Although the number of security guards has remained stable up until now, it is likely to decline in the future due to the decline in the working population, making a serious shortage of security guards inevitable. Labor-saving measures such as the use of AI have become pressing issues, and major security companies are already implementing new security systems that use AI. The security industry consists of a few big companies and many small to medium-sized companies, and the number of security guards employed varies depending on the size of the company. Small security companies are not in a position to adopt AI in the short term. Security guards are mainly elderly men, but efforts are being made to increase the number of women and foreigners. However, security guards tend to have short tenure, and there are institutional issues regarding career development. In addition, there are legal restrictions such as security guard training and the obligation to assign qualified personnel, which pose many operational issues. The security guard employment system consists of both job-based and membership-based systems. Many security companies struggle to recruit new graduates, and a review of Japanese employment practices could serve the security industry. Furthermore, with the advancement of AI, the role of security guards is expected to change to that of emergency responders and operators. In August 2025, the Public-Private Security Industry Council was launched. It will be necessary to promote initiatives that improve the working environment and the image of security guards while adopting AI.

Legal Issues regarding the Labor of Security Guards

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Security guard work includes positions involving long periods of standby time for surveillance. Overnight shifts may also include rest periods, creating a tendency toward extended working hours. This paper first addresses the issue of intermittent labor as a distinctive feature of security guard working patterns. Since the enactment of the Labor Standards Act in 1947, a system has been established whereby provisions concerning working hours, rest periods, and holidays are exempted if the work is deemed to fall under Article 41, Item 3. However, even if there is a significant amount of idle time, having employees spend long hours at the office leads to concerns about the health impacts of prolonged working hours and may also hinder the ability to maintain a personal life. This paper reexamines the exemption system under Article 41 of the Labor Standards Act, taking into account the intermittent nature of work in the medical and welfare sectors. Furthermore, regarding legal issues surrounding security work, it also addresses the special treatment under the Worker Dispatch Law and the provisions of the Security Services Act that previously disqualified persons under guardianship.

Private Security Industry: A Comparative Study of Japan and the World

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1. Developed countries such as Western Europe and the United States account for the majority of the current global private security market, and the share of capital intensive security systems such as those that use machines has been expanding. However, the role played by security guards remains significant. 2. Private security in Europe and the United States has a long history. In the UK, it has been based on self-help since the feudal era, while in the US, a “people-led security system” based on the concept of “do-it-yourself” was introduced after independence from Britain. These are the basis of the private security system in both the UK and the United States. 3. After World War II, the national government in the UK and state governments in the US introduced licensing systems for security companies and security guards in response to the increase in private security services. 4. The private security industry in Japan was created in the 1960s based on the European model. Since then, sales have reached 3.5 trillion yen due to the expansion and diversification of security services. Currently, there are more than 10,000 security companies.

Japan's private security industry has a dual structure consisting of a small number of large security companies that provide capital-intensive and machine-equipped security systems on one hand and an extremely large number of small security companies that provide patrol security at facilities and traffic control security using security guards. 5. In particular, with regard to traffic control security, which has developed uniquely in Japan, over 8,000 companies are engaged in fierce competition to win security orders. This has caused serious problems such as dumping of security fees and strained wages for security guards. How to solve these issues is an urgent policy matter for the private security industry in Japan.

The Challenges of Airport Security Screening Operations and the Potential for Introducing New Technologies

Koichiro Tezuka (Nihon University)

This study examines airport security screening within the broader context of airport security operations, clarifying its legal framework, assessing workforce trends, and evaluating the impact of new technologies, particularly smart lanes, on the working environment of security screeners. Drawing on the Security Services Act and the 2021 amendment to the Civil Aeronautics Act, it outlines the statutory requirements for screening operations and recent policy developments mandating their implementation. The analysis reviews employment patterns, including changes in workforce size, age composition, and turnover, highlighting the persistent challenge of securing qualified personnel. This paper assesses the introduction of smart lanes as a technological response, identifying benefits such as reduced waiting times, lower re-inspection rates, and improved staff retention, alongside constraints including high capital costs, delays in domestic technology development, and regulatory alignment. It further presents the terminal.0 "Inspiring Security Screening Area" project at Haneda Innovation City, which applies sensory design with art and scent to reduce passenger stress and enhance workplace well-being. The findings suggest that, in the current context, such technologies serve a complementary role, improving workplace conditions rather than simply substituting labor with capital equipment, and that sustainable advancement requires integrated legal, technical, and organizational strategies.