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Abstract:

The private security personnel in India have become most common in the present day. The demand for private security personnel is coming from various establishments as ‘industry’, ‘hospitals’, ‘educational institutions’ ‘commercial malls’ and other. The globalization and urbanization has promoted the private security industry in India. There has been increasing number of registration of public security agency across India. The states as ‘Maharashtra’, ‘Gujarat’ and ‘Karnataka’ have highest registration of public security agencies. There is close link between urbanization and rise of demand for private security personnel. This paper has analyzed the structure of private security personnel and the state-wise belonging of these personnel.

Keywords: private security industry, private security personnel, globalization, urbanization, demand for private security guards

1. Introduction:

The private security industry has occupied an important place in Indian economy, since this industry has been providing most essential service required for security and safety of person and property. Private security services are also responsible in protecting the private and public property. The private security personnel could be found at every establishment in India. They could be seen at industrial establishment, hospitals, educational establishments, commercial malls and other various establishments. The private security industry in India and in the world has been growing over the years. The globalization and urbanization has promoted several economic activities in India, especially in metro cities. As a result of this, there has been increasing demand for private security services. The private security industry also has been extending its supply to meet the increasing demand. However, there has been higher potential growth in the demand for private security services in India. The Federation of Indian Chambers of Commerce & Industry Central (FICCI) Report (2018) has pointed out that, “the private service market has grown tremendously. The demand for private security services has been increasing in both commercial sector and residential sectors. In coming years, as the economic activities get expanded in the metro cities, the private security industry has greater potential to growth”.

The Private Security Agency Regulation Act-2005 and The Private Security Agencies (Regulation) Act, 2015 (Act No. IX Of 2015) have given the meaning of private security services and related terminologies in terms of law. These can be discussed as below-

The Act defines the “private security” as the security provided by a person, other than a public servant, to protect or guard any person or property or both and includes provision of armoured car service. The “private security guard” indicates that, the security with or without arms to another person or property or both and includes a supervisor.

2. Objective of the Study

- 2.1 To analyze the nature of private security personnel in India
- 2.2 To explore the state-wise classification of private security personnel in India
- 2.2 To give an overview to the structure of private security personnel in India

3. Hypothesis of the Study:

- 3.1 The private security personnel are professionally classified
- 3.2 The large majority of the private security personnel are belonging to North India
- 3.3 The large portion of private security personnel are belonging to manned guarding

4. Review of Literature:

George Rigakos (1999) has analyzed the private security in United States of America. The author has argued that, the neo-liberal states of America have promoted private security police. The private security has grown along with the technical developments. Aldrie Henry-Lee, (2002) has studied the economic deprivation of security guards in Jamaica. The study has explored the condition of security guards in social and economic perspectives. The author found that, there was high rate of economic deprivation in the security guards services. The wage was influenced by social factors. Bhavana Verma (2007) has studied the domestic workers and their social security. The researcher has stated that, the domestic workers were lacking social security measures at significant level. Nagaraj Vijay (2012) has analyzed the political economy of private security industry in India. According to the author, the private security industry is profitable and growing business. The size of the business also has been higher. Grant Thornton (2015) has conducted a study on 'Private security services in India', which explores the changing situation of this industry over the years. According to this report, There has been increasing trend in urbanization in India and across the globe. This has led rise in creation of job in the private security industry. This trend could be found in India and China, where high number of job creation in the private security services sector

5. Methodology:

The study is based on secondary data, which includes various reports published by government and non-government authorities. The reports Federation of Indian Chambers of Commerce & Industry, National Skill Development Corporation and Ministry of Skill Development and Entrepreneurship have published the reports on private security services. The researcher has referred these reports and after processing the data, the analysis has been given.

6. Results and Discussion:

The private security industry has been playing a significant role in general in Indian economy. The employment opportunities available in this sector have been increasing over the years. This sector has been source of employment for both skilled and unskilled labour force. The rise in urbanization and commercialization in India has promoted the demand for private sector personnel. The private security industry needs different types of security personnel. Grant Thornton Report (2015) has given the details about the classification of security personnel.

The private security industry can be broadly classified into three categories namely- 'Security Services Segments', 'Security Systems Segments' and 'Other Security Segment'.

'Security Service Segment' is the basic segment of this industry, which includes 'Manned Security Services' or 'Manned Guarding'. This segment dominates the security industry in India. It has been in practice long back from the year 1960 and even in the present period, this seems to be an important type of private security industry. 'Manned Guarding' includes providing security services to the clients in the residential premises against unauthorized access and property damage. Manned security services accounts the largest share (around 70 per cent) in the total private security service market. The manned guarding segment was functional on unorganized structure, however in the year 2020 and thereafter, the manned guarding services have been working in organized way. There is still, large section of this segment is unorganized, which does not provide safeguards provision to security personnel. Almost half of the security service industry players are following the regulations of the government defined as per the Act. They are 'minimum wage regulations', 'provident fund regulations', 'gratuity', 'insurance' and other. As a result of the strict enforcement of regulation in private security industry, there has been increasing flow of labour force.

The security system segment includes all types of security provided through electronic devices. This includes alarms, system integrators, CCTVs, intrusion detectors, door intercoms and access control. In this field, the highly advanced technical companies, especially foreign companies are being operated. The second type of security system segment is 'Cash Services'. This type of security service is increasing in the recent years. The banking network has been using this type of services. The cash services are provided to the banks for safe transit. Such service is also available to

large companies to collect the cash and valuable utilities. The share of this service in the total private security industry is small, but it has been growing very fast. This service segment is more organized and more professional monitored by the professional companies. The activities carried by this service segment includes ‘security service at ATM’, ‘Cash in transit’ as movement of cash and high value items within a bank's branch network and ‘Cash pickup and delivery’ service for big companies.

There has been a new segment arrived and growing gradually in private security industry, which is named as ‘Other security service segment’. This segment provides the sophisticated intelligence and investigation services to the clients. Although, these type of services are not common in India, but it has to be recognized as one of the segment of private security service industry.

Government of India has taken responsibilities of regulating the private security agencies in India. In order to have proper regulation and smooth functioning of the private security agencies, the Government of India has enacted the ‘Private Security Agencies (Regulation) Act, 2005’ (henceforth PSAR Act). This Act was come into force from 15th March 2006. Besides that, the Ministry of Home Affairs (henceforth MHA) (under Government of India) also has notified model rules as ‘Private Security Agencies Central Model Rules, 2020’. In case of cash transportation activities, the MHA has notified the ‘Private Security Agencies (Private Security to Cash Transportation Activities) Rules, 2018’. Besides these, the state government also has notified their own rules by adopting the model rules of the MHA. The notifications of the state government about the regulation of private agencies have been framed as per the section 25 of the PSAR Act, 2005.

Since all of the states of India also have notified the rule for private security agencies, there was lack of uniformity of rules. Therefore, there was a need to define the standardised model of rules across PAN-India. The MHA introduced uniform standardized software across India. The ministry has given responsibility of software to ‘National Informatics Centre’ (N.I.C.). Thus, there is availability of ‘Private Security Agency Licensing Portal’, which can provide the PSARA licence to the agencies. The main intention of the PSARA Act is to regulate the private security agencies across India. PSARA shall be helpful to implement the government policies regarding private agencies. This shall bring a transparency between the government authorities and private security agencies. The government of India has a mission to bring all the private security agencies of all the states and Union Territories under PSARA licence. The introduction of digital technology and the functioning of N.I.C. has been best initiative brought out by the government of India. The PSARA also has been providing training programme to the directors and proprietors of private security agencies across India. The PSARA also has provided the platform of addressing the grievances. As a whole, PSARA has made all its efforts to regulate the private security agencies in India and promote the smooth and transparent operations within the agencies.

The number of registered private security agencies in different states differs from each other. It is obvious that, the size of state, the rate of urbanization and the rate of industrialization differs from state to state, which result into lack of uniform growth of private security agencies in these state. According to PSARA (2023), the total registered private security agencies (PSA henceforth) in India were 40,253. The highest number of PSA were registered in Maharashtra State (6004) followed by Gujarat State (5992). Both the states are industrially well developed; hence there was significant rise in the number of registration of PSA. The high number of registered PSA also can be related to rate of urbanization. The rate of urbanization in Maharashtra was 45.5 per cent and in Gujarat 42.6 per cent in the year 2011. The Census of India (2011) has given the data that; the highest rate urbanization was found in Goa (62.17 per cent) followed Mizoram (51.51 per cent), Tamil Nadu (48.39 per cent) and Kerala (47.70 per cent). These urbanization was higher than ‘Maharashtra’ and ‘Gujarat’ state. However, the higher urbanized states as stated above were comparatively lower industrialized than ‘Maharashtra’ and ‘Gujarat’. Therefore, the urbanization, industrialization and metro cities are responsible for the high registration of PSA in ‘Maharashtra’ and ‘Gujarat’. In the state of Karnataka, Rajasthan and Uttar Pradesh, the total number of PSA registered were 3732, 3275 and 3151 respectively. The urbanization in these states was recorded as 38.6 per cent, 24.9 per cent and 22.3 per cent respectively. (See Table No. 1)

Table No. 1

Registered Private Security Agency in Selected States of India (2022)

State	No. of Private Security Agency Issued Licence#	Urbanization (%) (2011 Census)*
Gujarat	5992	42.6
Karnataka	3732	38.6
Haryana	2236	34.8
Maharashtra	6004	45.5
Punjab	1867	37.5
Rajasthan	3275	24.9
Uttar Pradesh	3151	22.3
All States (India)	40253	34.0

Source:# <https://psara.gov.in/> *<https://www.census2011.co.in/city.php>

7. Conclusion:

The urbanization and globalization in India has promoted private security services. In the recent times, crimes are rising, which has created huge question of safety and security. The increasing demand and supply of security personnel, has expanded the market of this industry. The security agencies in India must be addressed in technical approach. This sector is helping to rural people since it is providing employment opportunities for large people. The private security services must be promoted by government through flexible policies. The globalization and urbanization has helped to increase several economic activities in India. The metro cities have been busy with several developmental economic activities. Every activity are part of establishment hence as a result of this, there has been increasing demand for private security services.

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