

**ECONOMIC CONDITIONS OF SECURITY
GUARDS:
WITH SPECIAL REFERENCE TO PUNE CITY**

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December, 2014

DECLARATION

I hereby declare that I have made this dissertation “**Economic Conditions of Security Guards: With Special Reference to Pune City**” on the basis of the relevant source material and the field work that I carried out in Pune city.

This research is not a part of the dissertation as been presented earlier for any degree, diploma or similar title of any other university.

Date: 22nd December, 2014

Place: Pune

Nilima Gavade

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Chapter 1

INTRODUCTION

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1.1 Introduction

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Chapter 1

INTRODUCTION

1.1 Introduction

After independence in 1947, one of the important goals of the India was to achieve economic development. India followed the path of development through planning. In 1991, India adopted the neo-liberal path of economic reforms. This caused the Gross Domestic Product (GDP) to rise as compared to it in the years immediately after India achieved independence. But at the same time, we can also witness that people have not really progressed during these years. Economic development, to use Dr. Arjun Sengupta's argument, means much more than just growth in per capita national income. Economic development should be related more to the expansion of opportunities of the majority of people for enjoying a fulfilling quality of life. It should mean a steady reduction of poverty, illiteracy, malnutrition and deprivation. Education, health and basic needs must be available to all (Sengupta, 1995).¹ One third population of India was living below poverty line after forty years of planning and after fourteen years of economic reforms, the National Commission for Enterprises in the Unorganized Sector (NCEUS, 2004-05) Report concludes that 77% of India's population lived on or below Rs. 20/- per day.²

Who are these people? What kinds of jobs do they perform in India's informal economy? What is their contribution and what do they receive in return of their labour? What are their working and living conditions? In the present study, researcher has tried to put forth these questions to understand the nature of the informal economy and its workers in one

particular city in India. The research explores working conditions of the security guards in Pune city. Security guards are largely part of the urban informal industry, part of unorganized/informal economy. This study attempts to understand the socio-economic conditions of security guards and economic discrimination and exploitation faced by them. Also, through this research, researcher attempt to refute the claims made by neo-liberal economic theories that economic reforms are necessary for development of a nation.

1.2 Labour in Unorganized/informal sector

“The First National Commission on Labour (1969) stated that unorganized labour is a group of workers who cannot be identified by a definition but could be described as those who have not been able to organize in pursuit of a common objective because of constraints such as

a) Casual nature of employment, b) ignorance and illiteracy, c) small size of establishment with low capital investment per person employed, d) scattered nature of establishments and e) superior strength of the employer operating singly or in combination”.³

The unorganized sector workers suffer from cycles of excessive seasonality of employment, lack of formal employer – employee relationship and absence of social security protection. Therefore they are extremely vulnerable to exogenous shocks.

Accounting the final report of the National Commission for Enterprises in the Unorganized Sector (NCEUS) released in April 2009, workers in unorganized or informal sector constitute more than 93 percent of the total workforce in India. The

informal sector in India, as elsewhere may be increasing due to liberalization policies including downsizing of government and privatization of public sector enterprises. New economic policy forced to reduce the public sector in India. Many companies accepted the policy of compulsory Voluntary Retirement Scheme (VRS). Some companies were closed in last two decades and some companies are giving lay off frequently. Small workshops depends on these companies were closed. Therefore increasing unemployment becomes a part of unorganized/informal labour.

“The origins of the term & the concept ‘informal sector’ have been very lucidly traced by an ILO paper. The term was first said to have been used in a Ghana Study & later followed up in the report of ILO employment mission to Kenya. The concept later appears to have caught up particularly with the ILO staff.”⁴

The current official definition of ‘informal sector’ was adopted by the 1993 International Conference of Labour Statisticians based on characterizing an enterprise as formal. In 2003 guidelines were introduced to expand the definition to include informal employment outside formal enterprises, with an appropriate definition of the former. Under this new definition the informal economy is comprised of all forms of ‘informal employment’ that is, employment without labour or social protection – outside & inside informal enterprises, including both in self employment in small unorganized enterprises & wage employment in unprotected jobs.

Growing scenario of this informal economy there is a link between formal & informal sector. It is not fully separated from each other. For instance, many informal enterprises have production or distribution relations with formal enterprises, supplying finishing

goods inputs, services either through direct transaction or sub-contracting arrangements. Also many formal enterprises hire wage workers under informal employment relations. For example, many part time workers, temporary workers & home workers work for informal enterprises through contracting or sub contracting arrangements.

Broadly speaking, informal activities are those that are beyond the purview of the state. This was central in the conceptualization of the originator of the concept, Keith Hart (1973).⁵ The precise meaning of this term has remained open to controversy even today.

1.3 Economic reforms and labour

Dr. Arjun Sengupta (1995), who was a member of Planning Commission, delivered a lecture at Hyderabad in 1995. In his speech, he shared the experiences of other developing countries that have completed economic reforms. These countries experienced increase in their per capita income. Dr. Sengupta pointed out that it is quite possible to have a high growth of income with not only increased inequality but also increased poverty and deprivation for large section of population.

Result of 2009-10 National Sample Survey (NSS) pointed out the trend of 'jobless growth' which shows an overall employment generation at around only 1% per annum.⁶ Whatever jobs have been created in economy are mostly in informal sector, with low paid employment or self employment. According to latest data of NSSO, nearly three out of four people working in the non agriculture sector in India are in informal jobs. Eighty percent of these informal sector employees do not have written contract and 72% do not get social security benefits. Nearly all of the self employed, the largest component of the workforce are in informal jobs, while over 40% of those in regular or salaried jobs are

also in informal work arrangements. Informal sector employee earned Rs. 225/- a day while regular salaried employees earned Rs. 401/- per day. (Rukmini S 2014)⁷

Overall the trend of job structure of Indian economy has changed specially after the economic reforms. “The trend in rural areas is clearly that of a decline in self employment and an increase in casual work for both male and female, except for the 61st round of NSS. For urban males, the trend suggests a secular decline in regular workers and increase in the self employed and casual workers. For urban females, however, the trend is increasing regular employment and declining self employment and casual labour. And concern with industrial distribution there is secular decline in agricultural employment for both males and females in rural areas. For urban areas, it is also accompanied by a decline in secondary sector employment for urban males, although this is less clear in the case of females. For both males and females in urban areas, tertiary sector employment has increased over the years.” (Himanshu, 2011).⁸

1.4 Rise in service sector

Several studies have established this fact that service sector of Indian economy has been growing rapidly after implementation of New Economic Policy. Manufacturing sector has reduced significantly. The share of service sector in GDP of India is 60% in 2008-09. The share of agriculture is 17% and the share of industry in GDP of India is 25% in 2008-09. (Jeemol Unni, Ravikiran Naik, 2012)⁹. The fact related to employment is that the agriculture sector has a large share of employment with low share of income, and service sector has 60 percent share in GDP but it is employing only quarter of the workforce in India.

(Table: 1.1 GDP of India in Rupees by Industry of Origin at 1999-2000 prices (Rupees in Crore))¹⁰

Period	Agriculture	Industry	Service	Total	Error
1950-51	123884(55.11)	23865(10.62)	76349(33.95)	224786	0.32
1969-70	195946(43.40)	71138(15.98)	183108(40.56)	451496	0.06
1970-71	209843(44.26)	73235(15.45)	190513(40.18)	474131	0.11
1979-80	215630(36.00)	109864(18.34)	271309(45.30)	598974	0.36
1980-81	243421(37.92)	112002(17.45)	286499(44.63)	641921	0
1993-94	367231(30.00)	237376(19.40)	619209(50.60)	1223816	0
1994-95	384549(29.53)	262164(20.13)	655363(50.34)	1302076	0
2007-08	557122(17.80)	602032(19.24)	1970563(62.96)	3129717	0

Source – Reserve Bank of India (2009): Handbook of Statistics on the Indian Economy 2008-09, Department of Economic Analysis and Policy.

(Figures in the parentheses indicate percentage to the corresponding row total.)

Investments targeted urban centers in all over India, particularly the service sector. IT sector and enabled services including call centers, software design and business process outsourcing sectors got the priority for the investment. Investment is also seen in chains of restaurants, three star, five star hotels, corporate offices, different types of malls like Big bazaar, big showrooms of cars, banking, insurance sector and so on. According to the National Association of Software and Services Companies (NASSCOM), the IT business process outsourcing (BPO) sector contributed 6.4% of GDP, 14% of India's export and 10% of all service sector revenues in 2011-12 (Chandrashekhar 2003).¹¹ Jobs created by this investment are not only skilled jobs like software engineers, software developers, or managerial level jobs, but also unskilled jobs like housekeeping, security, driving, canteen, hospitality and so on. All these newly introduced jobs are representation of the new face of unorganized sector which is highlighted after 1991 in India.

Labour in service sector

Mostly, for the urban service sector, labour contractors supply labour. They primarily come from villages. Migration from rural to urban area has increased manifold in last two decades. These workers work in poor quality of employment. These workers are highly vulnerable on account of their lack of physical assets and human capabilities coupled with their initial conditions of extreme poverty and low social status. Migrant workers face adverse working conditions such as longer working hours, social isolation, lower wages and inadequate access to basic amenities. Migrant women faces more insecurity related to odd working hours, they are exploited in terms of adverse working conditions, lower wages and even sexual harassment. Living conditions of migrant workers are extremely worst. They live in temporary hutments located at the worksite as in the construction industry, or in slums, or even on pavements, railway stations and parks in the cities. Sometimes temporary migrants look for 24 hours job, because then they do not have to face the problem shelter.

1.5 Terms used in this study

Security agency

“Security agency or agent in relation to a security guard, means an individual or body of individuals or a body of corporate, who or which employees Security Guards in his or its employment on wages and undertakes to execute any security work or watch and ward work on contract, for any factory or establishment by engaging the security guards in his or its employment, but does not include a sub-agency or sub-agent or the Board.”¹²

Principal Employer

“In relation to any class or classes of Security Guards deployed in a factory or establishment by the agency or agent or Board, means the person who has ultimate control over the affairs of the factory or establishment and includes any other person to whom the affairs of such factory or establishment are entrusted whether such person is called Authorized Representative, Manager or by any other name prevailing in the factory or establishment.”¹³

Security Guard

“Security Guard or Private Security Guard means a person who is engaged through any agency or agent or Board to do security work or watch and ward work in any factory or establishment but does not include the members of any principal employer’s family or any person who is direct employee of the principal employer”¹⁴

Security Guard Board

Security Guard Board was established under The Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981. This Act for regulating the employment of Private Security Guards employed in factories and establishments in the State of Maharashtra and for making better provisions for their terms and conditions of employment and welfare, through the establishment of a Board therefore, and for matters connected therewith.”¹⁵

Social security

Social security is a system of proper distribution of income and also a right mechanism of wage fixation. Social security is an essential ingredient in the protection, development and full utilization of human resources.

The concept of social security aims to provide a safety mechanism against stoppage or substantial reduction of earning resulting from sickness, maternity, employment injury, occupational distress, unemployment, invalidity and old age. It is necessary to ensure living wages, distinct from the concept of the minimum wages, which can guarantee the workers a decent life.

The existing social security system in India exhibits diverse characteristics. There are a large number of schemes floating around, under administration of different agencies. Still a large population is uncovered under any scheme.

Currently, there are contributory and non contributory social security laws in India. The contributory laws are those which provide for financing of the social security programs by contributions paid by workers and employers and in some cases supplemented by contributions/grants from the government. For example, Employees State Insurance Act, 1948 and the Provident Fund, Pension and Deposit-linked Insurance schemes framed under Employees Provident Funds and Miscellaneous Provisions Act, 1952. The major non-contributory social security measures are provided for under the Workmen's Compensation Act, 1923, Maternity Benefit Act, 1961, and the payment of Gratuity Act, 1972.

The organized sector already has a structure through which social security benefits are extended to their workers. Some of them such as provident fund, pension, insurance, medical and sickness benefits are contribute by workers alone, or workers and employers, sometimes supported by the State. Others like employment injury benefits, gratuity, and maternity benefit are met by the employers alone. Most workers under organized are covered under the institutional social security provided through Employees' Provident Fund Organization (EPFO), and the Employees State Insurance Corporation (ESIC).

NCEUS was set up by the Government of India on September 20, 2004, to “review the status of unorganized/informal sector in India including the nature of enterprises, their size, spread and scope, and magnitude of employment.” NCEUS prepared and number of reports submitted to the Government, before submitting its final report in 2009. One report on Social Security for Unorganized Workers was submitted in May, 2006. While deliberating on the issue of social security for informal workers, NCEUS recommended a universal social security for all workers and suggested a social security Act as a right. This bill was introduced in Parliament and the final result was an Unorganized Workers Social Security Act, 2008.

Final report of NCEUS analyzed, employees with the informal jobs generally did not enjoy employment security (no protection against arbitrary dismissal), work security (no protection against accidents and illness at the work place) and social security (maternity and healthcare benefits, pension etc.). In terms of quality and quantity of employment the poor and vulnerable groups had been lagging far behind the others during the period of rapid economic growth. One important conclusion of the report is, to improve the quantity and quality of employment in the unorganized sector would require a new

approach to economic planning in India. The objective of planning process should be maximizing employment, in terms of quantity and quality and social development.

Economic Discrimination

In employment relationship this is the unequal treatment of individuals, through hiring or employment rules or through difference in the conditions of employment, based on prejudice against their race, sex, religion, age, caste or marital status as well as region.

According to Adam Smith (1723-1790)¹⁶ material goods which needed in day to day life is a wealth of nation. He gave an importance to division of labour and liberal policy. He opposed to monopoly and was in favored of perfect competition. He believed that when there is monopoly, price discrimination will be started. Also he was aware about discrimination in distribution. According to him wage and profit has an inverse relationship. Therefore he believed that social interest is opposite to the interest of capitalist. Because in the process of social prosperous profit will be decrease.

According to Ricardo (1772-1823)¹⁷ in the capitalist economy labour can get the livelihood wage, this is fare because according to Malthus theory of population there will be a competitive labour market in the society. Therefore labour will always ready to work on livelihood wage. In this situation, capitalist have not worried about the responsibility of labour.

Frederick List (1789-1846)¹⁸ was a capitalist economist and nationalist thinker. He was talking about discrimination in international trade. According to him international trade between developing and developed economies, all benefits goes to developed economy.

Therefore developing economy has to accept the way of industrial security to develop their economy first and then participate in the international trade.

In 19th century Marx (1818-1883)¹⁹ wrote that discrimination can not be separated from capitalist economy. Difference between value of production and wage is a surplus value of labour, which goes to capitalist hand. This is the discrimination in distribution of wealth and it will destroy in the socialist economy. Workers make their unions to improve their working conditions and increase the wage in capitalist economy. Disunity among workers and to destroy their struggle is the challenge for employer. "This insight is central to the Marxist analysis of racism, which focuses on attempts by capitalists to divide black and white workers. If white workers identify primarily as whites, rather than as workers, they will not act in their common class interests with black workers. The way to end racial oppression and class exploitation is an interracial and united working class."²⁰

But the neo classical economist denied the theory of value of labour in production. They emerged new concept of utility and marginal utility for the value of goods. In the theory of distribution they introduced the concept of marginal productivity. According to them labour should get the wage according to his marginal productivity. They did not challenge the capitalist economy. Within the capitalism they were thinking about the solution for increasing inequality in the economy. In 20th century Alfred Marshall (1842-1924), Pigou (1877-1959) were thinking about the minimization of discrimination, inequality in the society. According to them with the help of limited interference of Government discrimination and inequality will be minimized.

Keynes (1883-1946)²¹ was a capitalist economist but he opposed inequality in capitalism for the development of capitalism. According to him interference of state is needed in correct direction and when it is required only. To develop the capitalism he focused on to increase the purchasing power of people. To maintain the effective demand he suggested the progressive taxation. Through the interference of state in economy, Keynes was trying to control the exploitation, discrimination in the capitalist economy.

After Second World War there was no controversy between developed economies to develop the less developed countries. To guide the less developed countries and develop them in short period was a challenge for economist. On this way numbers of institutions were established like, International Monetary Fund, World Bank, World Trade Organization and so on. This process is growing towards Neo Liberal path of the world economy.

Gary Becker's theory of Discrimination (1959)²² often included a variable of taste for discrimination in explaining behavior. Aspects of Beckers theory is, white employers who exercise their taste for discrimination against African American workers. Why do employers discriminate? Employers taste for discrimination are based on the idea on the idea that they and their employees want to maintain a physical or social distance from certain groups; for example, white employers and their workers may not want to associate with African-American workers. These employers may than choose not to hire African – American workers because they and their employees do not want to work alongside them.

Gary Becker believes that people often mentally increase the cost of a transaction if it is with a minority against which they discriminate. His theory held that competition decreases discrimination.

Discrimination as defined by Kenneth Arrow (1971)²³ is "the valuation in the market place of personal characteristics of the worker that are unrelated to worker productivity." Personal characteristics can be physical features such as sex or race, or other characteristics such as a person's religion, caste, or national origin.

1.6 Rationale of the study

While workers in the informal sector contribute a considerable amount of output to the country's GDP, the conditions under which they labour are usually deplorable. Although precise data is not available, we can safely say that nearly all workers in the informal sector lack any form of social security. Today, due to politics of globalization, and facilitated by advances in technology, labour is losing its formal and organized character. Workers are divided into two groups, those who are employed and those who are in the reserve army of labour, willing to do anything to obtain employment.

More than 70 percent of the nonagricultural labour force is in informal employment. If we include agriculture into this, it will be over 90 percent. Work in the informal sector is so common today that it is almost a norm. In spite of this, there is lack of enough empirical research in India on the subject. Although informal workers are often featured in passing in the recent globalization literature, studies on the working lives of informal workers are scarce. This is a small attempt on my part to get detailed information on the

discriminatory and exploitative conditions in which 'India's common people', i.e. the informal workers, work.

1.7 Summary

Neo-liberal policy makers considered the mixed, planning based economy to be responsible for slow rate of employment growth. They believed that liberalization of the economy and market reforms with foreign investment will encourage exports, and will generate more employment. However, after nearly two decades of these reforms, we see that we have not achieved the desired effects. The Indian labour market is becoming increasingly informal as a result of globalization which has led to greater fragmentation and exploitation of the labour force. Therefore, there is an urgent need to have more and more empirical and in-depth studies on the subject of labour in informal sector.

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Chapter 2

RESEARCH DESIGN

Content

2.1 Introduction

2.2 Significance of the study

2.3 Statement of the problem

2.4 Objectives of the study

2.5 Hypothesis of the study

2.6 Theoretical background

2.7 Review of literature

2.8 Methodology of research

2.9 Limitations of the study

2.10 Chapter scheme

Chapter 2

RESEARCH DESIGN

2.1 Introduction

This chapter contains statement of the problem and objectives, hypothesis and limitations of the study. Review of theoretical and research work done on concerning issues of the study are also included.

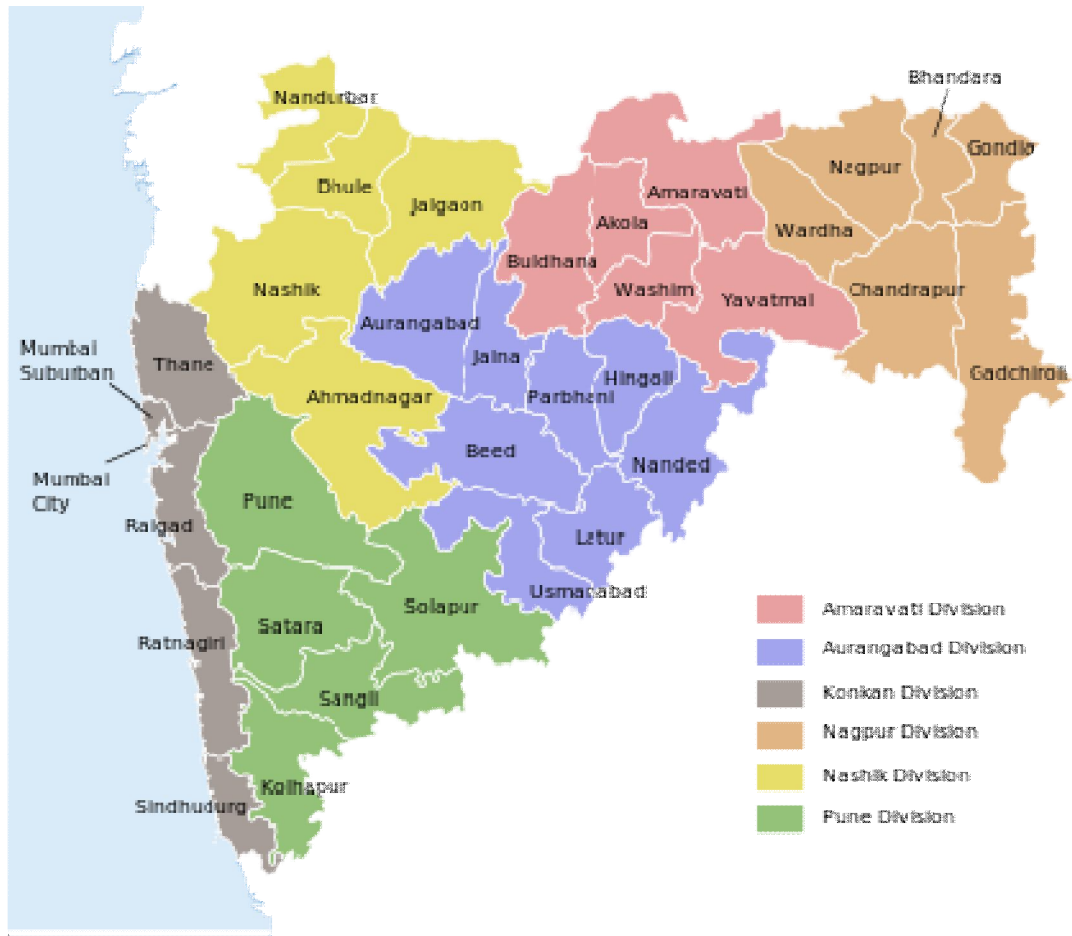
2.2 Significance of the study:

As rapid economic expansion creates a booming market for private security services, small and medium-sized companies in the sector are seeking risk capital infusion to further their expansion plans. Growing public infrastructure in the form of roads, airports, shopping malls and commercial complexes has triggered a boom in the market for security services that is expected to grow five-fold to reach a size of 30,000 crore by 2015.¹

In all over India, 6 million security personnel are engaged by thousands of private security firms operating in various parts of the country.² Even then this is an unorganized sector. Researcher observed that in spite of being an unorganized sector, it is very well managed by the private security agencies. Review of literature in the field revealed that this sector has not received sufficient scholarly attention. Present study attempts to fill this gap and tries to look closely at the workings of private security agencies and their employees in the Pune city.

(Map No. 1)

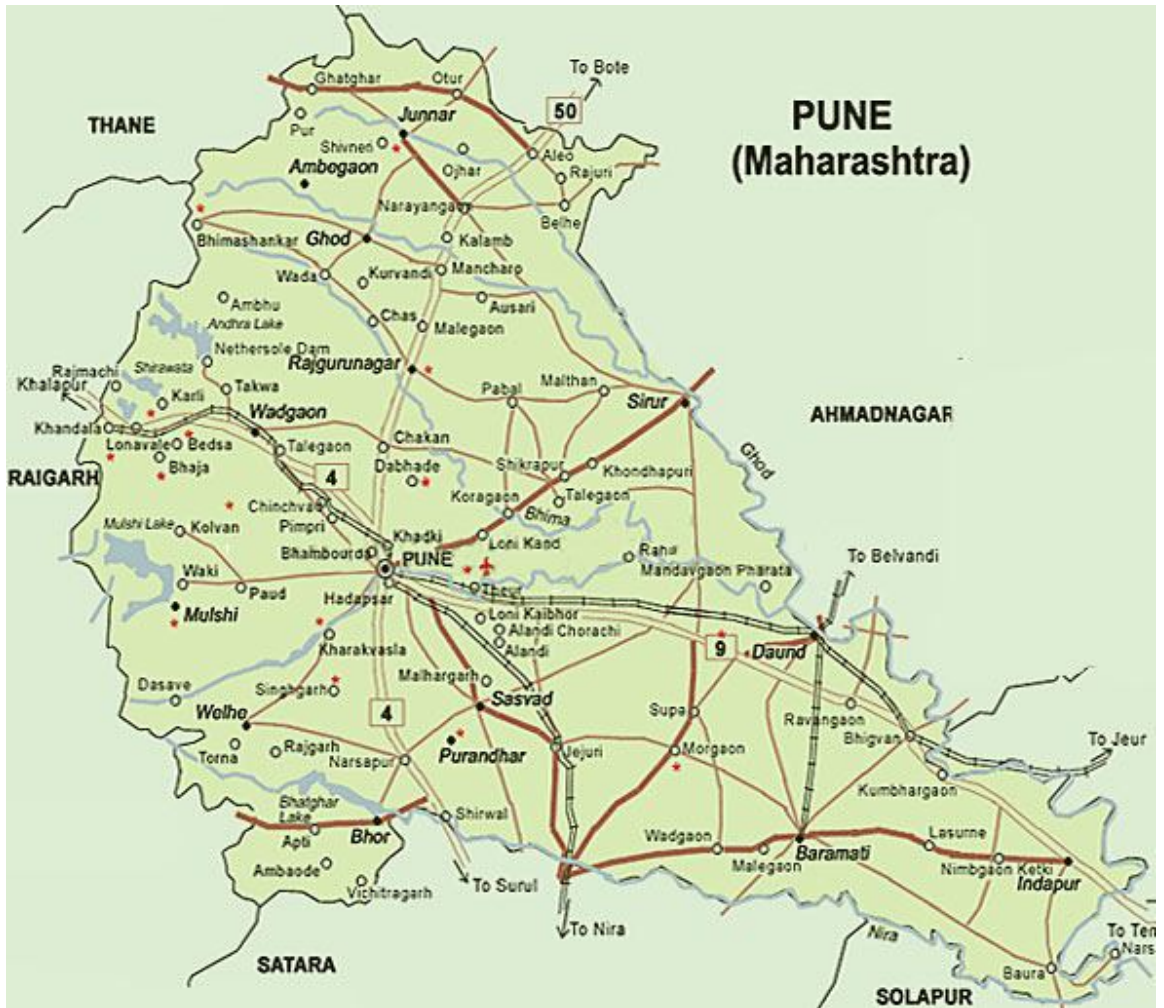
DISTRICTS OF MAHARASHTRA



Source: [www.mapsofindia.com](http://www.mapsofindia.com/maps/maharashtramap) /maps/maharashtramap

(Map No. 2)

PUNE CITY



Source: www.mapsofindia.com/maps/pune

2.3 Statement of the problem:

Employment and social security issues of labour, especially, the unorganized, have not received adequate attention by disciplines like Economics. The security personnel engaged by thousands of private security agencies have also not yet got the adequate attention of the scholars especially in the context of India. Thereby, this study is trying to find out the problems related to economic and working conditions and social security of security guards who are working with different private security agencies in Pune city.

2.4 Objectives of the study:

1. To understand the socio-economic conditions of security guards who are working with the private security agencies.
2. To find out the economic discrimination of security guards.
3. To suggest suitable legal and social security measures for safeguarding interests of private security guards.

2.5 Hypothesis of the study:

1. Majority security guards are migrants from out of Maharashtra.
2. Attrition rate of private security guards is high.
3. Security guards are economically discriminated.

2.6 Theoretical background

In 19th century Marx (1818-1883) wrote that discrimination cannot be separated from capitalist economy. Difference between value of production and wage is a surplus value of labour, which goes in the hands of capitalist. This discrimination leads to unequal distribution of wealth. Workers make unions to improve their working conditions and to

increase their wages in the capitalist economy. To break this unity and to destroy the workers struggle is the crucial challenge for any employer.

After Second World War there was no controversy between developed economies to develop the less developed countries. To guide the less developed countries and develop them in short period was a challenge for economists. To actualize this, number of institutions was established like, International Monetary Fund, World Bank, World Trade Organization and so on. This process is growing towards Neo Liberal path of the world economy.

In this era of imperialism in the world, majority third world countries have accepted economic reforms to strengthen their economy. Neo liberal policies of free market create competition and this competition leads to economic development of their country. This development will eventually trickle down to the lower rungs of a society. With this theoretical background, this study attempts to understand whether trickledown theory stands valid in a metropolitan city like Pune.

On the background of Neo liberal path Gary Becker's theory of Discrimination (1959) gives one supportive conclusion that competition decreases discrimination for economic reforms of developing economy. So this research will also study if competition decreases discrimination. Researcher does this with the case of security guards working in Pune city.

According to Kenneth Arrow (1971) personal characteristics like physical features such as sex or race, or other characteristics such as a person's religion, caste, or national origin of the worker are unrelated to worker's productivity. Arrow relates productivity and

personal characteristics of worker in his theory. But in present study researcher is trying to relate the personal characters of worker to this security sector. Are personal characters of worker affecting the security sector of Pune city or not?

2.7 Review of literature

Along with literature survey of work on security guards, which is quite meager, researcher, has also reviewed literature related to the unorganized sector in India and issues related to unorganized sector all over the world.

Drivers, watchmen, street hawkers, florists, domestic workers, contract workers and so on are the part of unorganized sector, which is insecure and they do not have any legal protection. Informal workers do not get benefits like provident fund, gratuity, leaves etc like in formal sector.

There are some research works which are carried out among unorganized sector in Pune city. Research studies demonstrate that there are strong parallels between growth of Pune city, its development processes and the growth of unorganized sector in the city.

Prof. Shashikant B. Sawant (1978)³ has focused on urban geography of Pune city in his research. He took a review of Poona city in post independent era. It gives cultural, historical background of the city. From this study reader can understand the process of development of one city. It takes overview on the industrial development of the city since post independent era and relates this process to the changing scenario of the city on the socio-economic and cultural background with the aspects of urban geography. In the process of urbanization investments largely get centralized in the city. City expands slowly and there is a trend of rural to urban migration. In short, investments motivate

labour to leave their land and work in factories. Long term impact of this process is contract labour, unorganized sector increases in the city which is not legally protected.

Some researchers have explored problems related to the unorganized sector. Verma Bhavana's (2007)⁴ study has focused on the issues of social security of domestic workers. What is social security? How are the measures of social security implemented? And what is its nature? This study tried to formulate a suitable and feasible scheme of social protection for the domestic workers in Pune city. This study evaluates various initiatives taken up by the central and state government. This work addresses the social security needs of a set of domestic workers in Pune, through a primary data collection.

Development of any country is related to the global economy. Third world countries are always a market for developed countries. Implementation of New Economic Policy in third world countries is a way of imperialism. India accepted this policy in 1991, to develop the economy. Dr. Arjun Sengupta (1995)⁵ was a member of Planning Commission and formally India's Ambassador to the European Community and one of the Executive Director of the IMF, representing India. He defined economic development and spoke New Economic Policy is a tool to achieve the economic development. But if the use of this tool is not done properly then the economy has to suffer. Implementation of this policy can increase the inequality, poverty, deprivation for most of the population this threat also he mentioned in his speech. He concluded that political will is more important factor in transforming economy.

Caste is birth based discrimination in India. It is a major drawback of Indian society. Caste and class usually go together in India. It is a major hindrance to development of

any kind. With the development, it has been observed that inequality and discrimination between castes has also increased.

In unorganized sector majority labour is from lower caste. Sukhadeo Thorat (1999)⁶ has done study on social security in unorganized sector with respect to Scheduled Castes. Majority of Scheduled Caste workers are engaged in unorganized sector, like rural nonfarm and urban industrial sector. The main social security cover for workers in these sectors is in the form of some targeted programmes, which provide capital and other productive assets including agricultural land, supplementary wage, employment and education and skill development to take self or wage employment. This paper analyzed the impact of these social security measures with particular reference to Scheduled Castes at the macro level. The impact of these social security measures is examined by evaluating the current status with respect to occupational pattern, unemployment and poverty in rural and urban area.

K.C. Bebarta (2000)⁷ also focused on social security with the respect of forest sector in India. This study shows that among the 92% unorganized sector 3% (9 million) constitute in forestry. This is a largest unorganized sector after agriculture. In these forestry activities basically comprise planting, harvesting (wood products and non wood products) timber depot work, loading and unloading of timber logs, construction of forest area. However, works in the organized sector, these forest workers do not have either secure and steady employment, or sustainable incomes. These workers are not properly covered by social security protection measures. This paper concludes that, the considerations on which security programmes are evolved should keep pace with changing concept of social justice in the developing society. The growing demands of unorganized forest

workers and their attempts to empower and organize themselves can be facilitated by inducing social security system based on decentralization and participation. The forest sector, on accounts of its ecological security value, should continue to be under strong Government control. Therefore, it is imperative on the part of Central and State Government to take major initiatives like World Food Programme to bring the poor forest workers under the social security umbrella should also be incorporated into the programme.

Neoliberal policy has impact on every sector of the economy. It affects investment, culture of urban as well as rural economy. This changed the employment trends in Indian economy. Himanshu (2011)⁸ presents this trend of Indian economy in his research paper. This paper re-examines the trends in employment and unemployment as thrown up by successive National Sample Survey from the mid-1970s. The analysis suggests that the euphoria about high employment growth during 1999-2004 was not justified nor does the concern about jobless growth in the subsequent years capture the changes in employment structure. A long term analysis of employment trends reveals that changes in the employment pattern and workforce structure have been sluggish and do not conform to the standard employment output relationship. Large fluctuations seen after 1993-94 appear to be a result of the movement in and out of labour force of a substantial section of the population which is vulnerable and in informal sector in a phase of rising overall rates of economic growth. This paper concludes with a brief discussion of the results of the survey of National Sample Survey 2009-10.

The article of Maratha Alter Chen and G Raveendran (2006)⁹ explained the trends in employment in India, with focus on urban informal employment. This trend in India,

summarized in this article, defy predictions and stereotypes. Rather than being increasingly absorbed into modern formal wage employment, the urban workforce in India is becoming increasingly informal. Nearly half of the urban workforce is self employed. Wage employment is becoming increasingly informal. Although India is often referred to as the 'office of the world', in the contrast to China which is known as the 'factory of the world', the office share of the urban workforce in India is small. But as of 2009-10, only 15% of the urban workforce in India was finally employed in non trade services, including the Information Technology (IT) sector. Only 1/3 of the urban workforce in India worked in a formal factory or firm. Another third worked in informal shops or workshops. The remaining third was employed in homes (as domestic workers or home based workers) or open public places (as street vendors or waste pickers). In some recent estimates suggest that the urban workforce in India today is comprised a small formal salaried workforce (20%), of which around 2/3 work in formal office and factories, a large informal workforce (40%) of which around 15% work in formal offices and factories, and a large informal self employed workforce (40%) of which around half work at home or in open public places. Domestic workers, home based workers, street vendors and waste pickers – who together represent one third of urban employment in India today, are the bottom of the economic pyramid.

After accepting the New Economic Policy various changes in laws and regulations have taken place in Indian economy. K. Mariappan (2011)¹⁰ took review of employment policy and labour welfare in India in his book. This book provides a comprehensive account of employment and labour related policies and issues in India. It covers demographic trends, unemployment estimates, employment policies and programmes, labour laws, social

security, unorganized sector workers, agriculture workers and forced bonded labourers, women workers and child labours, industrial sickness and industrial relations and Indian labour in relation to ILO, WTO and globalization. These changes are in favor of informalisation of labour.

Anushree Sinha and Ravi Kabnur (2012)¹¹ introduced concept of informality in their research. Informal activities are those that are beyond the purview of the state. This was central in the conceptualization of the originator of the concept, Keith Hart (1973). The precise meaning of this term has remained open to controversy even today looking back on his work, Hart comments as follows: “Following Weber, I argued that the ability to stabilize economic activity within a bureaucratic form made returns more calculable and regular for the workers as well as their bosses. That stability was in turn guaranteed by the state’s laws, which only extended so far into the depths of Ghana’s economy ‘formal’ incomes came from regulated economic activities & ‘informal’ incomes, both legal & illegal, lay beyond the scope of regulation.” (Hart, 2006, pg. 25)

Harris-White & Sinha (2007) characterize the informal sector broadly as consisting of units engaged in the production of goods or services operating typically at low level of organization, with little or no division between labour & capital as factors of production. They state that labour relations, where they exist, are based mostly on casual arrangements with formal guarantees. It is also important to note that the owners of these production units have to raise the necessary finance at their own risk & are personally liable, without limit, for any debts or obligation incurred in production.”

Activities performed by firms in the informal sector are not necessarily performed with the deliberate intention of evading the payment of taxes or social security contribution or infringing labour or other legislation or administrative provisions.

Service sector is a main source of informalisation of labour and work. So increasing service sector is an important part of study when we talking about unorganized sector. Archana Aggarwal (2012)¹² did research on Indian service sector. This article gives three problems of the development of India. 1) “The sectoral shift of GDP in favor of services has not been matched by concomitant changes in employment pattern. 2) The service sector has exhibited a dualism where in the fastest growing services are the high productivity, low employment generating services, 3) the growth in service sector as necessitated the transfer of resources to the private corporate sector and destruction of livelihood of people dependent on such resources.”

By giving meaningful strong facts this article has proven that growth led by service sector in India is harmful to the real meaning of development.

S.N Tripathi (2012),¹³ concentrated on different social security measures for unorganized workers, which is based on secondary data of resources. Study took review of the all social security which is the need of informal labour. This paper attempted to understand the nature of economic growth, unorganized workers. And highlight the needs of informal labourers on social security aspects. It also mentioned the unorganized workers would expand further due to globalization and extremely limited availability of employment in the formal sector. This paper criticizes State that it has been concerned more with the problems of industrial and organized workforce and has neglected the rural

and unorganized labour force on social security matters to a greater extent, till recent past. Author suggests that India has needed a holistic, comprehensive, universal and integrated social security system for the unorganized workers in India.

In the era of liberalization informal jobs have been increasing all over the economy. Private investments attract the security. Privatization of the economy increased the security sector. One article of Robert D. McCrie¹⁴ is on how security industry developed in United States. This article took review of development of alarm monitoring and servicing methods. Total North American security industry revenues from the commercial, industrial and integrated systems market segments were approximately \$4 billion in 1986, with a predicted growth to \$7 billion by 1990. Crime control was a challenge in the mid-eighteenth century. The pioneer in guard organization in the U.S was Allan Pinkerton, in 1855. Pinkerton opened his investigation agency. His firm provided intelligence and counter intelligence services to the north during the civil war. He developed his first independent crime laboratory and used analytical methods in their cases.

The knights of labour faced the knight of capitalism “the watershed of Pinkerton labour activities come during the company’s strike services for the Carnegie, Phipps Steel Company, managed by Henry Clay Frick. Frick feared a strike at the Homestead, Pennsylvania, plant and by passed local enforcement to obtain security. He hired 376 Pinkerton guards and moved them secretly into the strike site, where a sit-in was taking place.

By the decade 1960-70, the nation had thousands of investigators and private security companies. One report shows some problems in security industries. For example, lack of adequate training for guards, persons hired in the industry had limited education. Pre-employment screening was weak and there was lack of meaningful licensing standards etc.

According to comprehensive study of security industry, private security sector employment in 1988 was estimated at 1.1 million. This exceeded the employment in local state and federal law enforcement of roughly 650,000. The industry is highly competitive, with no single company controlling as much as 10% of the market. The top 30 firms represent about 50% of the entire market. [Robert D. McCrie, Ed. Security letter Source Book, 1987-1980(Stoneham, M.A Butter Worths, 1987) pg. 141]

Private security agencies are one of the most important parts of security industries. Aldrie Henry-Lee, (2002)¹⁵ studied on how security guards are deprived in economy of Jamaica. This socio-economic study based on quantitative and qualitative data. This study examined the assets ownership and private adjustment of the security guards in Jamaica. This paper finds out the economic deprivation of security guards and how security guards have adjusted with this deprivation? How they live their life? What are the problems faced by security guards on work place? For quantitative data, result from the Jamaica Survey of Living conditions 1997 revealed that the assets ownership of the security guard is fairly reasonable which used in this study. Quantitative data highlighted the vulnerability of security guards inadequacy of the wages, work conditions were unpleasant. Male-female both have same work related problem. This data also confirms that the quality of household relations was questionable because of economic deprivation.

Some facts from this research match with the present study of security guards in Pune city. Majority, 91.7% security guards of Jamaica have their own land and 81% security guards have their own house. But the conditions of these houses are not very good. In study of Pune also shows most of the security guards have their own land and house.

This study criticizes the poverty reduction programme in Jamaica. Also suggests some recommendations to improve the situation of security guards.

How the labour market changes in new face of liberalization is very important factor of study. Anibel Ferus-Comelo¹⁶ explores the political-economic conditions that give the rise to their precarious employment, highlighting the prevalent practice of subcontracting and the associated lax regulation, which render workers vulnerable to exploitation. This research illustrates the power that the state wields, not only in regulation and law enforcement but also as a principal employer.

2.8 Methodology of research

Selection of the city-

Pune is selected by purposive sampling method. Pune is among the top ten best cities in India. It is the second largest city of Maharashtra, and it contributes a GDP of \$48 billion.¹⁷ According to the economic survey of Maharashtra, Pune ranks second in terms of per capita income in the state. The growth of service sector gives a new turn to the development of the city. Establishment of SEZs makes an important role to increase the unemployment in rural agricultural labour near to Pune city. In last decade lots of small big workshop and companies closed in Pune. It helps to increase unemployment. And

migration takes place not only within Maharashtra but out of Maharashtra and also from rural areas.

Selection of method-

Researcher has selected interview survey method using the schedule to collect the primary data. The interview is an alternative method of collective survey data. Also, the selected sample, not being literate; and being from various states of India, the researcher thought interview survey method was the best method for this study.

Variables of analysis-

Age, marital status, caste, religion, and native place, and family background, dependents from family and migration, income of guards, expenditure of their family, their land holding details are some of the variables to understand the socio economic conditions of respondents. Migration details help to test the first hypothesis of the study which is related to migration in this sector.

To understand the attrition rate study calculate the working period of security guard with the same agency.

For understanding the economic discrimination researcher has studied the working hours and wages of security guards with comparison to the minimum wage. It also studies, if the wages they earn are sufficient to meet their necessities. Researcher has taken average wage rate of security guard compared to the average monthly expenditure of security guard. Also she has looked into the weekly off and social security measures in the security sector.

Sample Technique-

Data for this study has been collected from primary and secondary sources. The primary data has been collected through interviews using the structured questionnaire. For the selection of security agencies researcher has followed the stratified random sampling and for security guards researcher has followed the random sampling method. The secondary data has been collected from available literature in the relevant field, including internet.

The Private Security Agencies (Regulation) Bill was passed by the Rajya Sabha on 10th May, 2005, and by Lok Sabha on 12th May, 2005, and received the assent of President on 23rd June, 2005. It came into force from 15.3.2006 vide S.O. 317(E), dated 14.3.2006¹⁸. According to the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, every private security provider agency should get license from authorized body. So every private security agency has to register under Pune Police Commissioner Office for getting license. Pune District Security Guard Board was constituted on October, 2003, for regulating the services of the private security guards working in various factories and establishments through the private agencies. Pune District Security Guard Board is working as a supervising body on private security agencies. So in a way, it becomes necessary for private security agencies to register under Pune District Security Guard Board. So, in the present study, researcher has considered both registrations as criteria for selection of the sample.

From 2007 to 2013 there are 279 registered private security agencies in Pune city (see the list of registered private security agencies under Pune Police Commissioner)¹⁹ This means they have got license from Pune Police Commissioner Office to work as a private

security service provider. From these 279 private security agencies, only 34 were registered with Pune District Security Guard Board (PDSGB) ²⁰. For the present study, we have selected those agencies which are registered with both the institutions, Pune Police Commissioner Office as well as PDSGB. Private security agencies selected are located in Pune city only. According to these criteria we chose eleven private security agencies from the list of registered agencies with Pune Police Commission and the list of registered agencies with PDSGB. Also we have excluded those agencies which preferred only military retired or ex-servicemen. This is because ex-servicemen security guards get pensions and better salary compared to normal civil security guard. So economic discrimination of ex-serviceman security guard and civil security it should be different comparative study. This study has focus on the economic discrimination of civil security guards who are working with private security agencies. While collecting the sample researcher come across few ex-servicemen. Researcher has interviewed them. These selected agencies have ex-serviceman guard. But the number of ex-serviceman is very small compared to civilians. According to this criteria researcher selected eight private security agencies, and 15% sample from their registered labour size under Pune District Security Guard Board. Total labour size of eight selected agencies is 940 which registered under Pune District Security Guard Board. Fifteen percent of 940 labour is 140.85 which round figure is 141 labour. Researcher has collected 140 samples according to chosen criteria. To analyze the collected data researcher used the excel software.

Table No 2.1: Name of the selected agencies, size of labour and selected sample size are given

below:

Sr. No.	Name of the agency	Location	Size of labour	Selected Sample (15% of the size of labour)
1	Checkmate Industrial Services Pvt. Ltd.	H-1, B Wing Parmar Park, Wanawadi, Pune	197	30
2	Great Wall Security & Labour Services Pvt. Ltd.	Savitri Apt., 33/8 Mohanwadi, Pune-Alandi Rd., Vishrantwadi, Pune 15	60	09
3	Rediant Security & Personal Services	Office No. 1/4Siver Stone, Sr. No. 40/5, Kondwa(K), Pune 48	163	24
4	Sharma Security & Fire Services Pvt. Ltd.	Shri. Barsana, 1 st Floor, Plot No. 18, Nanak Soc., Salunke Vihar, Pune	121	18
5	Security & Intelligence Services India Ltd.	508, Sterling Centre, M.G. Rd., Pune 1	91	14
6	Ansec Human Resource Services Pvt. Ltd.	Sr. No. 111/1,7A, Ashish Kunj, Porwal Park, Yerawada, Pune 411006.	101	15
7	Vigilance Security Consultancy & Alide Services	Y-804, Secret Hard Town, Wanwadi, Pune 411040.	46	06
8	Egis Protection Pvt. Ltd.	12/24 Everjoy Spc., Behind NIBM, Kondwa, Pune.	161	24
		Total	940	140

Source – list of registered agencies with Pune Police Commissioner and PDSGB.

2.9 Limitations of the study:

This study has used quantitative data, based on the interview survey method. To study the attitudes and behaviors of respondents, to examine the social process of changes in life of respondents is not possible in quantitative based studies. In depth study of changing socio-economic life of respondents needs qualitative methodology. Therefore this study does not give you in depth understanding of the problem. But it introduces you to their vulnerable condition. This study is not a representation of all over security industry in Indian economy. Research area of the study is limited to Pune city only. We can say, this study is a representation of security industry in Pune city and it is an attempt to understand the problems faced by security guards.

2.10 Chapter scheme

Chapter 1 – Introduction, this chapter introduces the wide area of this research. Like introduction of unorganized sector, Informalisation of labour and relation between economic reforms and labour. Reforms increased investments and these investments increased numbers of jobs. This chapter introduced you about the nature of these jobs. Also gives idea about the terms used in the study.

Chapter 2 – Research Design, this chapter introduces the research methodology, objective and hypothesis of the study. And it gives the overview of review of literature.

Chapter 3 – Profile of Pune city and its security industry, this chapter introduces the development of Pune city with reference of the socio economic profile of security guards working in the city.

Chapter 4 – Data Analysis, this chapter analyzes all questions which are in the questionnaire like social security benefits, income and expenditure of security guards, discrimination and exploitation and so on.

Chapter 5 – Conclusion and Recommendation, this chapter introduced the major findings of the study and suggests some recommendations.

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Chapter 3

PROFILE OF PUNE CITY AND ITS SECURITY INDUSTRY

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Chapter 3

PROFILE OF PUNE CITY AND ITS SECURITY INDUSTRY

3.1 Profile of Pune city

Pune has grown as a top ten best city in India. Pune, the second largest city of Maharashtra, contributes a GDP of \$48 billion. GDP of the city is continuously growing at the rate of eight percent.¹ Pune ranks second in terms of per capita income in the state, second only to Mumbai according to the economic survey of Maharashtra. “In the Gross State Domestic Product (GSDP) of Maharashtra the share of Mumbai, Pune and Thane district is 47 percent. Per capita income of Mumbai, Nagpur, Thane, Pune, Raigad and Kolhapur district is more than one lakh rupee. In the total income of the state Pune contributes 11.3% share of income.”²

Pune is known as a cultural city of Maharashtra. Pune, popularly known as the Oxford of the East, is known for its educational institutions including Commerce and Engineering colleges, Polytechnic and Technical High schools, ITI. These institutions have provided skilled and supervisory personnel required for the factory work. Not only Savitribai Phule University of Pune but international universities are also interested to invest in Pune. Other known institutions like National Defense Academy (NDA), National Chemical Laboratory (NCL) and so on have been established in the city.

3.2 Industrial development of Pune

Industrialization plays an important role in the growth of a city. Growth of industries is supported by a fast grown network of intra urban transport. National highways, express

ways, railways have linked small and big industrial cities to Pune. City developed its manufacturing, glass, sugar and forging industries. Maharashtra Industrial Development Corporation (MIDC) plays an important role in the industrial development of the city.

“The installation of defense industries near Poona and the setting up of some units by local entrepreneurs to cater to the local market and supply defense stores, during the second world war, helped the creation of an industrial atmosphere in this region.”³

Industries like Kirloskar Oil Engine, Tata-Telco, Tata Motors, Bharat Forge, Mahindra and Mahindra give an industrial identity to the city. “The development of an industrial estate of Hadapsar by Pune Municipal Corporation in 1956 coupled with the octroi concessions, attracted industries to it, with the establishment of Hindustan Antibiotic Ltd. In the public sector of Pimpri, rapid industrial development took place around the factory in the area on either side of Mumbai – Poona rail road axis. The MIDC acquired and developed a large industrial area from the villages of Bhosari, Pimpri, Chinchwad and Aakurdi to provide the necessary infrastructure facility for the establishment of factories. The efforts of the MIDC have been attracting further industries in that area.”⁴

Industrial growth in information technology and the coming of multinational companies has attracted talent in Pune which is one reason for the growth in population, as per Anant Sardeshmukh, executive director-general of the Maratha Chamber of Commerce Industries and Agriculture (MCCIA).⁵

An urban agglomeration is the continuous urban spread constituting a town and its adjoining outgrowths, or two or more physically contiguous towns together with or without outgrowths. Pune's urban agglomeration includes the city as well as neighbouring

Pimpri Chinchwad and the city's fringe areas which are in the municipal limits. All these factors lead to increase the population of Pune city.

"The population increase is not due to natural growth, but due to the migration of people in large numbers. Pune has good job opportunities, the IT sector has grown here and there are several multinational companies. It is well-connected to Mumbai, the weather is good and various resources are easily available here," as per Sanjeevani Mulay, a population studies' expert from Gokhale Institute of Politics and Economics.⁶

3.3 Growth of service sector in Pune after 1991

After 1991, the New Economic Policy laid a new path of development. This had impact on the development of Pune city. More than 200 software companies and numerous IT parks have been established in Pune. It becomes a hotspot for the BPO industry. Companies like Convergys, WNS, EXL and so on have set up business units in Pune and created job opportunities. May be the coming new introduction of the city is third largest exporter of IT and BPOs. Hotel industry, banking sector, malls also put their contribution in the development of the city.

Not even IT industries but city has a big investment in financial services, legal services and infrastructural management services also, which created a different set of job opportunities. This growth boom after 1991 has placed the city among the top Tier 2 and top Tier 3 cities, the growth drivers of the city. (Tier- A relative position or degree of value in a graded group. Tier I, II, III is various criteria such as Real Estate, Infrastructural Development, Size of population, Income of population etc.). This growth is reflected in the changing scenario of the city. Many high – rise apartments replacing

the old style wada structure of the city. The sector of Real Estate is booming. Many industries have chosen to establish base here because of the availability of trained manpower and cardinal labour. Now a days growing number of automotive dealership are springing up all over the city. Plants of MNCs General Motors, Land Rover, Jaguar, Renault, and Volkswagen are established near by Pune. Hinjewadi IT Park is needs an area about 2,800 acres, estimated investment in the project is six billion rupees. Therefore the need to development of wide range of the roads, metro rail, airport and an international industrial exhibition centre has been attracted the investment in Pune. This type of financial investment adds a star to the introduction of the city.

The increase in level of employment has raised the level of disposable incomes among consumers in the city as well as standard of living also. This reflected in the increase in high end stores, malls, multiplexes and hotels, restaurants in the city.

3.4 Unorganized Labour in Pune city

In the process of growth of the city, service industry gave rise to plenty of job opportunities. This has led to large scale migration from other parts of the country. But hardly any thought is paid to the issues of migrated people. This is a major part of unorganized labour of the city. Anil Awachat, a well known writer of Maharashtra writes, "Pune was known as 'Peshawa's Pune' when Peshwa ruled in Pune. Introduction of Pune city in British era was that of a place of 'clerks'. After that increasing educational institutes gave an identity to Pune as 'Oxford of the East'. Peaceful public life, peaceful weather gave an identity, 'the city of pensioners'. But though unorganized workers have

been working in the city during all these times, no one thought of identifying Pune as ‘the city of the unorganized labourer’.⁷

Natural droughts in near by rural areas pushed people towards the city. On the other hand, well built roads, huge buildings, ‘city lights’ and the built environment of a city attracted people to the city. Devoid of any skills and assets, migrant workers often ended up as construction workers or drivers or street vendors. Women from poor rural households often became domestic servants. Some of them took up odd jobs like rag picking, housekeeping, waiters, security guards and at the most some ended up setting up tea stalls or small snack centers. Thus largely they formed a part of daily wage earners. Such labourers in most cases were sourced by labour brokers/contractors from their villages, castes or communities. These workers largely worked in the unorganized sector in Pune city.

3.5 Security Industry in Pune

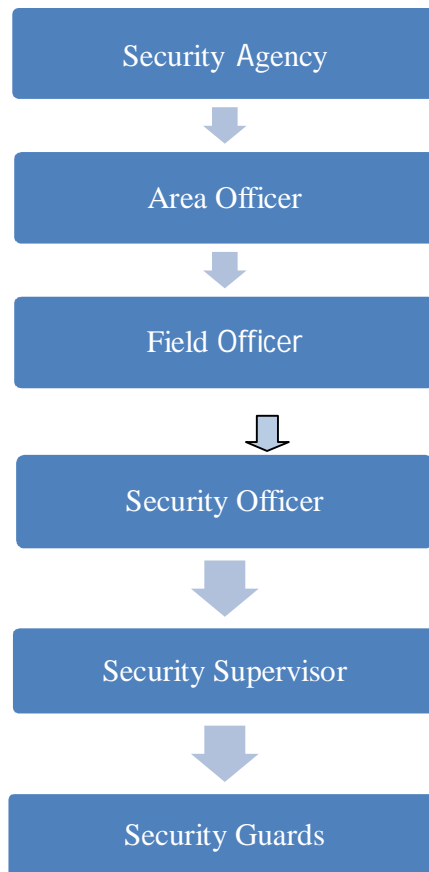
Huge investments in the name of growth create major jobs in the service sector. To secure this, the need of security industry increases. The big market place in old Pune city does not need security guards. On the contrast new growth of Pune city generate the demand for security industry. Today there are hundreds of private security agencies located in Pune and around Pune. In the period of 2007-2013, 279 private security agencies had been issued license of Pune Police Commissioner in the city (<http://www.punepolice.gov.in/privatesecurityagenciylist>) But it is also likely that same number of private security agencies working in the city, which are not registered with the

Pune Police Commissioner Office. Presently it is estimated that around 1.5 lakh manpower is engaged in this security sector in the city.

3.5.1 Pune District Security Guard Board:

Pune District Security Guard Board (PDSGB) was constituted in October 2003. It is a body that controls private security agencies. This Guard Board also provides security guards. There are 3159 security guards working with PDSGB (<http://www.punedistrictsecurityguardboard.in>). Every private security agency should be registered with Pune Police Commissioner Office as well as PDSGB, but presently only 34 private agencies are registered with both the organizations (<http://www.punedistrictsecurityguardboard.in>). The reason is, when a private security agency registers with PDSGB, they are expected to follow rules about minimum wages, social security, and other leave related rules of Guard Board, which they wish to avoid. Registration with guard board is a very long and tedious process, and it needs number of documents, so agencies do not register with this organization. Also, the agencies should register names of all their principal employers with the PDSGB. From 2007 – 2013, only 138 principal employers are registered with the PDSGB. (<http://www.punedistrictsecurityguardboard.in>). For those registered, a PDSGB inspector can visit points and collect information about the working conditions of security guards. The registered agency should give the minimum amount (42.5% of basic) of levy as per security guard to the Guard Board. The details of numbers of security guards should be recorded at PDSGB. To avoid the payment of levy, many private security agencies register lesser number of security guards than they actually have with the Guard Board.

3.5.2 Hierarchy in security guards



There are different types of security guards. Some security guards approach private security agency without a mediator. Some guards are ex-servicemen. Every private security agency gives priority to ex servicemen. There are agencies that recruit only ex-servicemen. State Government also takes initiatives to make state level organization for recruitment of ex-servicemen as a security guard, for example MESCO (Maharashtra Ex-servicemen Security Corporation 2003). These guards are getting pension from government as well as salary from the security agency. Also they are getting all social

securities, overtime as per the rules. Private agencies are careful about giving minimum wages to ex-servicemen.

3.5.3 Role of union

Maharashtra Surakhsha Rakshak Aaghadi is the state level union of security guards. From 2007 there is an attempt to make a union of security guards in Pune city. Mr. Kishore Kale is trying to form union of security guards. They face lot of problems, major being to collect guards for meetings. Security guards, who are working with PDSGB, are also face problems regarding payment and other issues. Mr. Kishore Kale is trying to unite all guards those working with private security agency as well as guards of PDSGB.

Summary

This chapter gives information about the development of Pune city. Also, it covers the introduction of security industry in the city.

Reference

- 1) Hema Gopalkrishnan, Pune, a metro in the making, The Hindu, Jul. 20, 2011
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- 3) Shashikant B. Sawant, The City of Poona – a study in urban geography, Dept. of Geography, University of Pune, 1978
- 4) Ibid

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- 6) Ibid
- 7) Anil Awachat, Asnghatit Kashtakari, Shahar Pune, Eka Sanskritik Sanchitacha Magova, Khand 1, edited by, Arun Tikekar, Abhay Tilak, Neelu Bhau Limaye Foundation, pg 463, (2000).

Chapter 4
DATA ANALYSIS

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Chapter 4

DATA ANALYSIS

4.1 Introduction

After 1991 when India accepted the New Economic Policy, job structure of Indian economy changed a lot. Several research studies have established that the service sector of Indian economy has been growing rapidly. This service sector has created variety of jobs. However, one of the important features of these jobs is that they are extremely insecure. For example, in sectors like banking or hospitality, housekeepers, security guards, drivers, people for recovery and labour for other purpose are recruited by labour contractors. In public sector as well as private sector there is increase in contract labour. Also, in small scale industries lot of labourers are on contract basis. All these type of jobs are part of unorganized sector.

While sharing his experience, one security guard said that the government wants to slowly efface the category of fourth class worker from everywhere. That is the reason why they recruit labour from contractors. According to the Contract Labour Act, labour should get social security benefits like minimum wage, weekly off, increments, T.A., D.A, gratuity etc. In reality, most of the contract labours do not get all these facilities. Rather all the money related to this goes in the pocket of the contractor. Contractor takes no responsibility of their labour.

In this chapter the researcher has analyzed the social security that the security guards get from the employer. She has analyzed their income, the responsibilities they shoulder, their income and expenditure, the discrimination, and exploitation they face. The data was collected through questionnaires and this chapter presents its analysis.

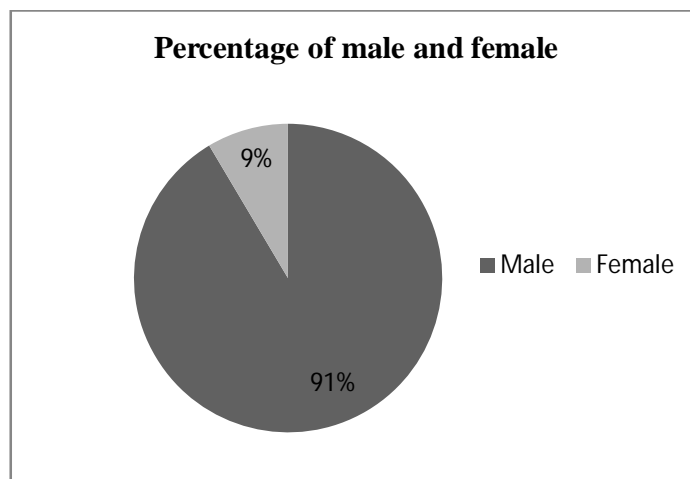
4.2 Demographic variables

4.2.1. Gender

Security is largely a male dominated sector. Women too are slowly entering this field. In case of women it is observed that certain social bindings like wearing a sari, need to reach home to attend to their domestic duties, are relaxed as they come into this profession. The family and society at large are forced to relax these compulsions as women have to earn for the survival of the family. Women themselves are trying to adjust to these changes. Men and women, both have to work at least for twelve hours a day. Most of the times, women also end up doing double duty. It is also observed that most of the women in this field come from lower economic class.

Researcher has taken 140 interviews for this study. In this 140 interviews, 128 (91%) are male security guard and 12 (9%) are female security guards.

(Graph No. 4.1 Percentage of male/ female)



Source – Field survey

4.2.2 Age group of the Respondents

Average age of the selected sample is 36 years. It is observed that most of these people have come to work as security guards after working in other types of jobs in their initial years. After working for first few years in other type of jobs, they turn to the job of security guards for various reasons, which are discussed later in the thesis.

(Table No. 4.1 Age group of respondents)

Sr. No.	Age group	Number of respondents
1	Below 18 years	01
2	20-30	56
3	30-40	33
4	40-50	28
5	50-60	13
6	60-70	07
7	70-80	02
	Total	140

Source – Field survey

This means that in their young age taking a job of a security guard is not their choice.

4.2.3 Education

In the sample of 140, 2 (1.4%) security guards are totally illiterate. 1 (0.71%) security guard is semi literate. 6 (4.2%) security guards have completed their primary level of education. 30 (21.4%) security guards have completed their education up to middle level. 48 (34.2%) security guards have completed their high school education. 34 (24.2%)

security guards have completed their secondary level of education. 14 (10%) security guards have completed their graduation and 2 (1.4%) security guards have completed their post graduation. One security guard has completed his graduation as well as ITI and other one has completed his D. Ed and pursuing his graduation. And one security guard has completed education up to middle education level and has done an ITI course.

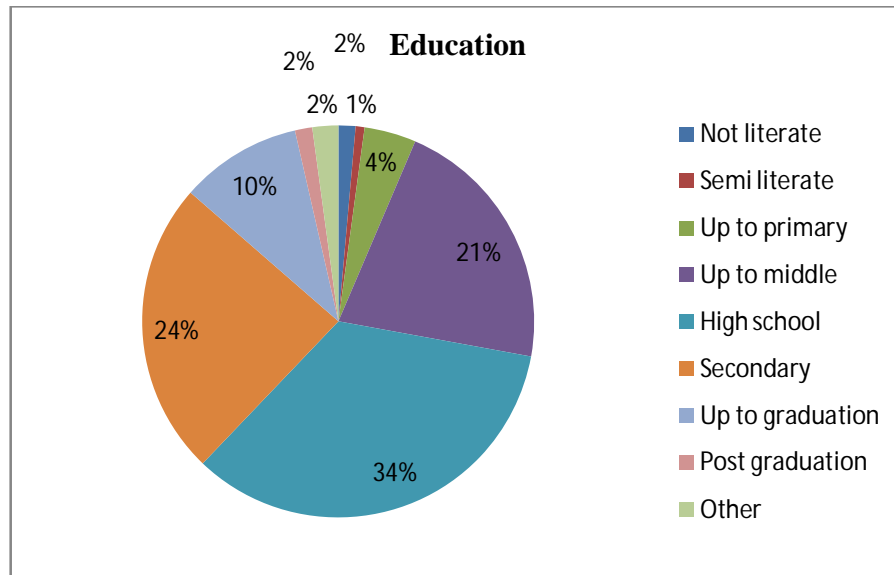
(Table No. 4.2 Education of respondents)

Sr. No.	Education	Number of respondent (numbers in bracket shows percentage)
1	Illiterate	02 (1.42%)
2	Semi literate	01 (0.71%)
3	Primary	06 (4.28%)
4	Up to middle	30 (21.42%)
5	High school	48 (34.28%)
6	Secondary	34 (24.28%)
7	Graduation	14 (10%)
8	Post graduation	02 (1.42%)
9	Other	03 (2.14%)
	Total	140

Source – Field survey

In this sector education does not make any difference in the salary that one gets. Some security guards told that they are doing this job because they are less educated.

(Graph No. 4.2 Educational percentage of respondents)



Source – Table No. 4.2

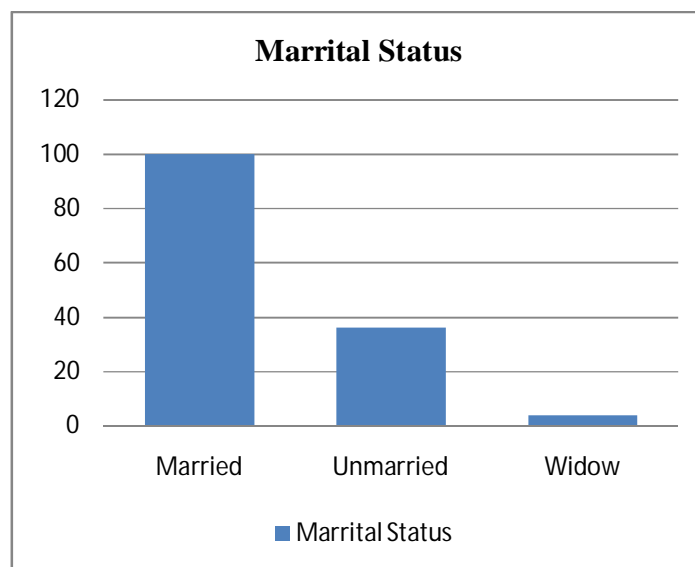
When a person is literate, he or she gets a little better position like making entries into the registers. There is no system of increments, education is not necessary for promotion. All these rules are not written on the paper. These are only verbal and understood things. A respondent, who has done his D.Ed., said that for teaching in primary schools, people are getting a salary of Rs.3000-4000/- per month. How can one survive in Rs.3000-4000/- ? So some of them turned to this sector because here they are getting Rs. 8000/- per month for 8-12 hours. Also people working here usually do double duty and get more payment.

Some security guards have completed their ITI but the workshops, companies where they were working closed down. Then they could not get similar jobs so they entered into this field. Ten percent of the security guards are graduates, 2 security guards have completed their post graduation, but they are not getting better opportunities in terms of salary in their field of expertise. So they are working as security guards.

4.2.4 Marital status

Out of 140 security guards, 100 (71.4%) security guards are married. 36 (25.7%) security guards are unmarried. 3 men are widowers and one female is widow (2.8% including male & female).

(Graph No. 4.3 Marital status of respondents)



Source – Field survey

This study found that the average age of security guard is 36 years. So majority of the security guards are married. One security guard said that because of his occupation he faced some problems in getting married. Girls do not want to marry security guards. Parents of brides too are not willing to give their daughter in marriage to a security guard because of the adverse nature and working conditions of their job.

4.2.5 Type of accommodation in Pune

40 (28.5%) security guards have their own house. 69 (49.2%) security guards have rented house. 8 (05.7%) security guards are sharing a room with other security guards. 23 (16.4%) security guards have other accommodation. Out of 23 guards, 16 (69.5%) security guards live at the place of job. That is also a part of their duty. And seven security guards live with their relatives.

(Table No. 4.3 Status of ownership of house of respondents)

Sr. No	Status of ownership of house	Number of respondent
1	Own	40
2	Rented	69
3	Shared	08
4	Camp	00
5	Other	23
	Total	140

Source – Field survey

Shared accommodation means agencies have taken some rooms on rental basis, and have offered them to security guards, who don't have any accommodation in Pune. In such case security guards have to pay the rent of the room.

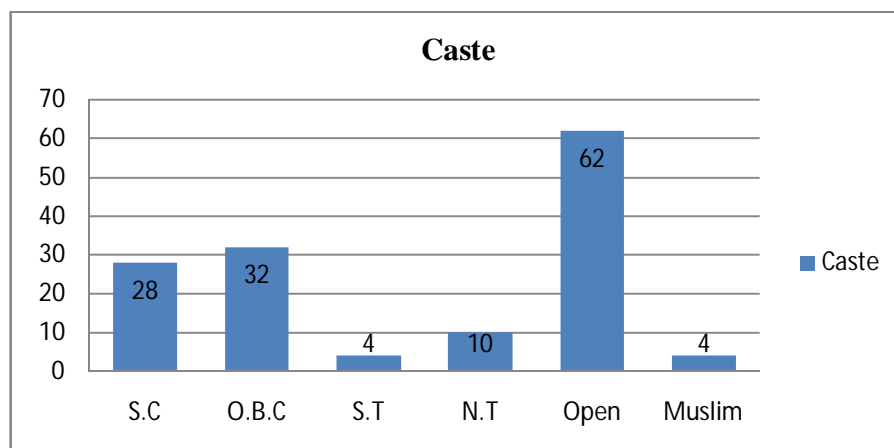
Some agencies have their own accommodation like a camp. For example Checkmate Security Agency has its own camp. There are rooms for security guards; mess is available, and bus facility is also available for travelling from camp to the duty point.

4.2.6 Caste

The security guard sector is dominated by Open and OBC caste. It is considered to be a better option than other jobs in urban service sector like housekeepers or waiters.

28 (20%) security guards are from SC category. 32(23%) security guards are from O.B.C. category. 4 (3%) security guards are from S.T . 10(7%) security guards are from N.T category. 62 (44%) security guards are from open category. 4 (3%) security guards are Muslims.

(Graph No. 4.4 Discription of caste)



Source – Field survey

4.2.7 Religion

122 security guards belong to Hindu religion, 14 security guards belong to Buddhism, and 4 security guards are Muslims. There is one security guard who was Sikh. But he told his religion is Hindu; so researcher has counted him as a Hindu. No Sikh, Christian or Jain was found among these respondents.

(Table No. 4.4 Description of religion)

Sr. No	Religion	Number of respondent (numbers in bracket shows percentage)
1	Hindu	122 (87.14%)
2	Buddhism	14 (10%)
3	Islam	04 (2.85%)
4	Christian	00
5	Sikh	00
	Total	140

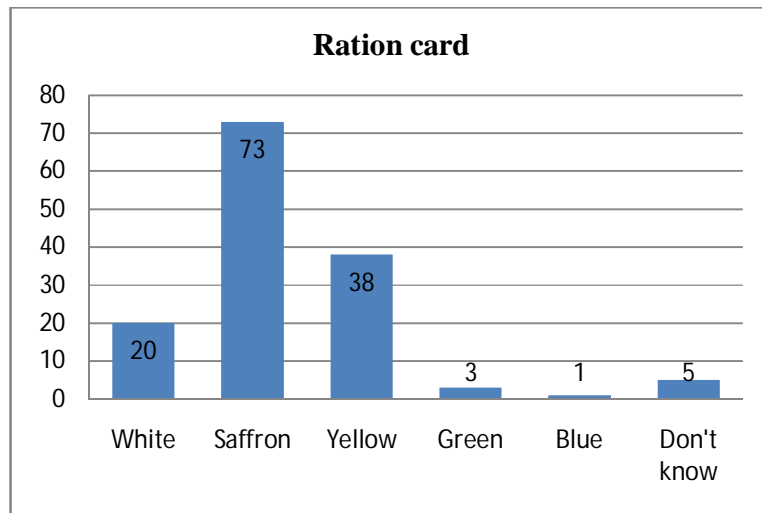
Source – Field survey

4.2.8 Ration card

Antyodaya ration card which are issued for the poorest only. Colour of this card is yellow. Yellow colour ration card issued to those people who are Below Poverty Line (BPL) according to the government guidelines. White ration card issued to those people who have aggregate holding more than four hector irrigated land. Saffron colour ration card issued to those people who are Above Poverty Line (APL). The researcher tried to probe the significance of blue and green colour ration card but could not find its details.

20 (14%) security guards have white colour ration card. 73 (52%) security guards have saffron colour card. 38 (27%) guards have yellow colour ration card. Three (2%) security guards have green card, one (0.71%) security guard has blue ration card and five (4%) security guards didn't remember the colour of their ration card.

(Graph No. 4.5 Information of ration card holder)



Source – Field survey

4.2.9 Type of Family

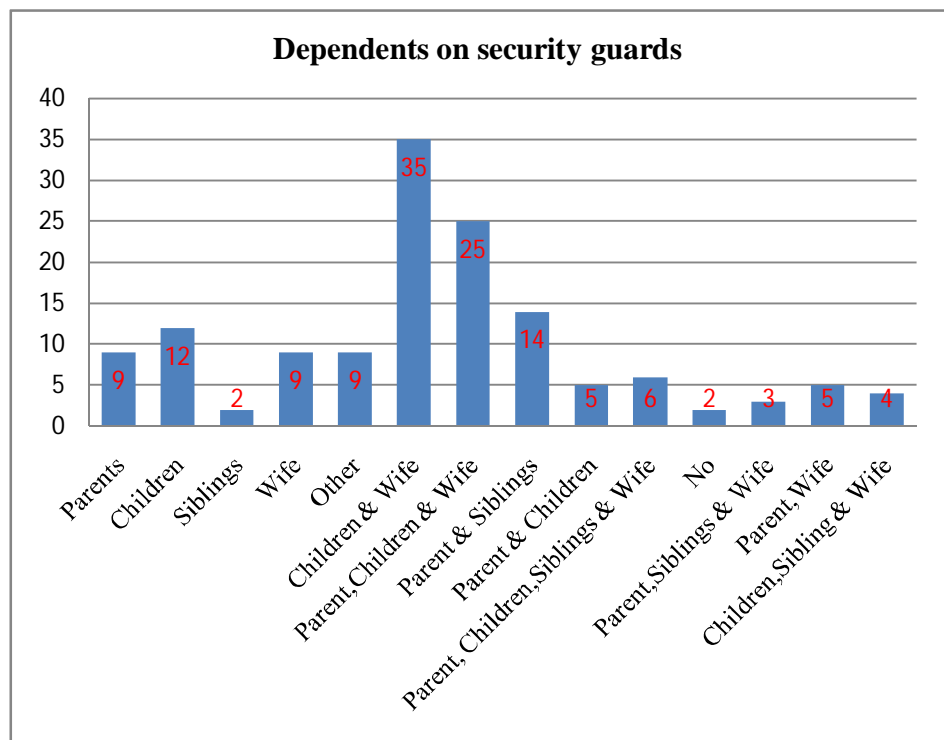
69 (49%) security guards lived in a joint family. Most of them had the responsibility of the entire family. Most of the migrated security guards who lived with other security guards in Pune had a joint family at their native place. So they had responsibility of their joint family. 71 (51%) security guards lived in nuclear families.

4.2.10 Number of Dependents

9 security guards have their parent's responsibility. 12 SG have their children's responsibility. 2 security guards have their sibling's responsibility. 9 security guards have their wives responsibility. 9 security guards told that they have other responsibility. 35 security guards have responsibility of their wife and children. 25 security guards have responsibility of parents, children and wife. 14 security guards have parents and siblings responsibility. 5 guards have responsibility of parents and children. 6 security guards

have responsibility of parents, children, siblings and wife. 2 security guards don't have any responsibility. Three security guards have parents, siblings and wife's responsibility. 5 security guards have responsibility of parents and wife. 4 security guards have responsibility of children, siblings and wife.

(Graph No. 4.6 Number of dependents)



Source – Field survey

4.2.11 Children going to private school or government school

Most of the guards are sending their children in government school. Some people are giving priority to private school. 90 (64%) security guards have children and 18 (13%) security guards don't have children. 32 (23%) security guards are not applicable for this criteria because of reasons like they are bachelors, or children are very young or grown up .

41 (29.2%) security guards are sending their children in government school. 30 (21.2%) security guards are sending their children in private school. Children of 10 (7.14%) security guards are well settled with their families and do have children belonging to school going age. 56 security guards are not applicable for this criterion. Three security guards are sending their daughters to government school and their sons to private school.

4.2.12 Number of years of work in Pune city

This table demonstrates that majority of the security guards interviewed lived in Pune for many years. Majority of the security guards who have lived in Pune for more than 10 years are from Maharashtra State itself.

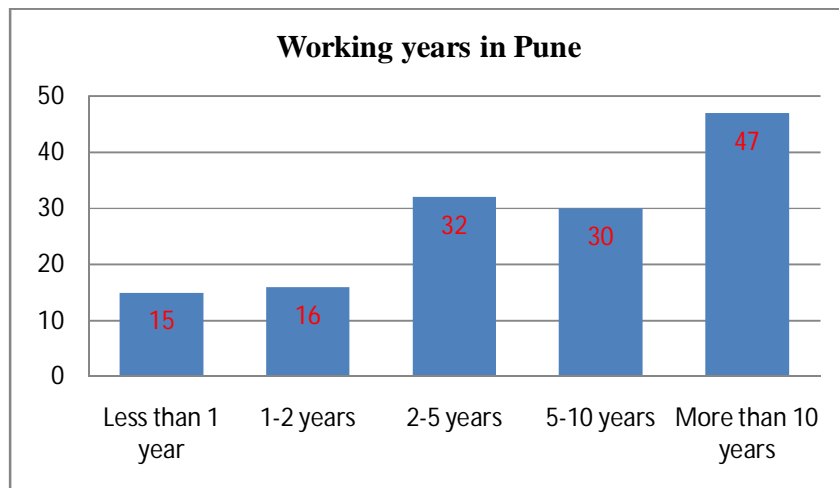
(Table No. 4.5 Working years of security guards in Pune city)

Sr. No	Working years in Pune City	Number of respondent (numbers in bracket shows percentage)
1	Less than one year	15 (10.71%)
2	1-2 years	16 (11.42%)
3	2-5 years	32 (22.85%)
4	5-10 years	30 (21.42%)
5	More than ten years	47 (33.57%)
	Total	140

Source – Field survey

It is observed that security guards who come from other States do not stay here for longer time. They come here for few years to earn money and after their needs are met they return back to their states

(Graph No. 4.7 working years of security guards in Pune city)



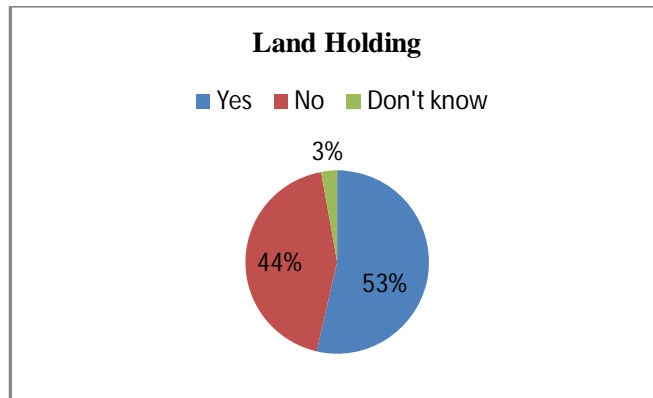
Source – Field survey

15 (10.7%) security guards are working here for less than one year. 16 (11.4%) security guards are working in Pune from last two years. 32 (22.8%) security guards are working here since 2 to 5 years. 30 (21.4%) security guards are working in Pune since last 5 to 10 years. 47 (33.5%) security guards are working in Pune for more than 10 years.

4.2.13 Land Holding

75(53%) people own farm in their home town. 61 (44%) respondents don't hold any land. Three guards told they do not have any idea about their land holdings.

(Graph No. 4.8 Land holding)



Source – Field survey

4.3 Migration details

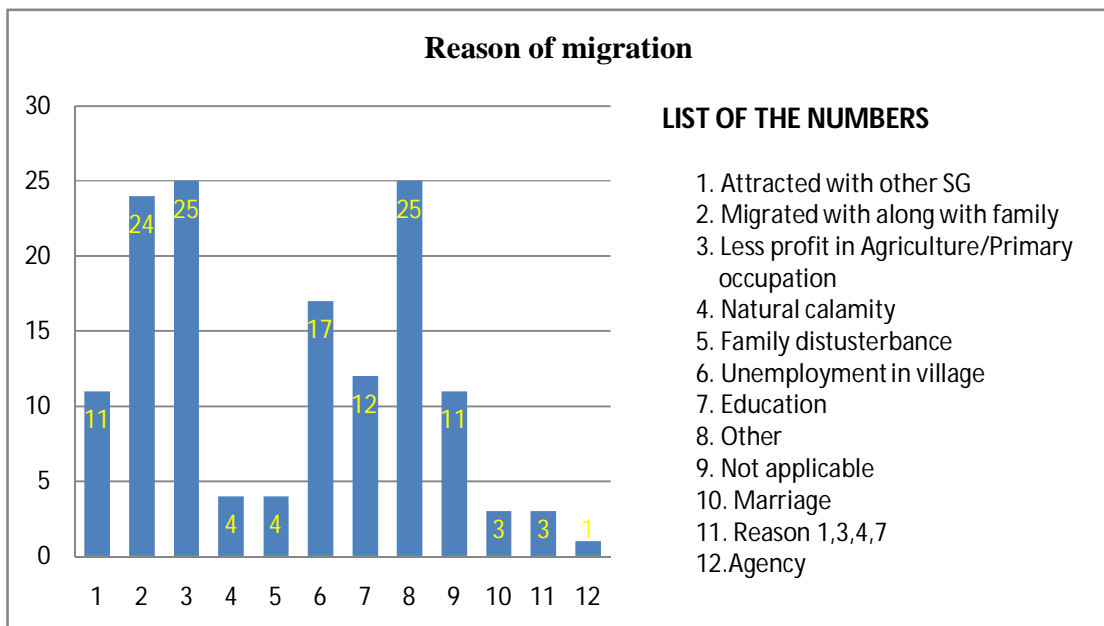
4.3.1 Reasons for migration

In this study people from Maharashtra dominate the sector of security guard. According to this research 71 percent security guards are from Maharashtra. 30 percent security guards came from other states of India. They come here for work and their motive is to earn money. People from other states prefer coming here for work because according to them they get less paid for the same work they do in their states. Also there are less job opportunities there compared to Maharashtra.

In Pune, they are forced to live away from their families. They choose to work for maximum hours. Most of them cannot even afford a single room for themselves. Many share accommodation with other security guards. At times, they search for a 24 hour job. Because then they don't have to pay for accommodation. In such jobs, they don't even have a place to rest for a while. Most of the people living in such conditions are migrants from other states. Migrants from Maharashtra do visit their hometowns frequently.

11(8%) security guards migrated to Pune because they were familiar with other security guards who worked here. It was due to them they decided to join this field. 24 (17%) security guard migrated in Pune along with their family. 25 (18%) security guards migrated to Pune because they earned better being security guards than working in agriculture or other related jobs in villages. 4 (3%) security guards migrated because of natural calamities in their villages. 4 (3%) security guards migrated due to family disturbances. 17(12%) security guard migrated because of unemployment in village.

(Graph No. 4.9 Reason of migration in Pune city)



12 (9%) security guards migrated for educational reasons, Pune being known for good education. 25 (18%) security guards migrated in Pune for some other reasons. 11(8%) security guards are not applicable for these criteria. Three security guards migrated in Pune because of their marriage. 1 security guard migrated in Pune because of natural calamity and less profit in agriculture. 1 guard said he migrated because there was less

profit in agriculture so he was attracted with other security guards who are working in Pune city. One security guard migrated to the city because he was familiar with other security guards here and for educational reasons. One security guard migrated to city because of the agency he worked with.

4.3.2 State-wise distribution of migrants

This table shows majority of the respondents are from Maharashtra. People from other States are comparatively lesser than those migrated from other parts of Maharashtra. Most of the migrants from out of Maharashtra are from Uttar Pradesh and Madhya Pradesh.

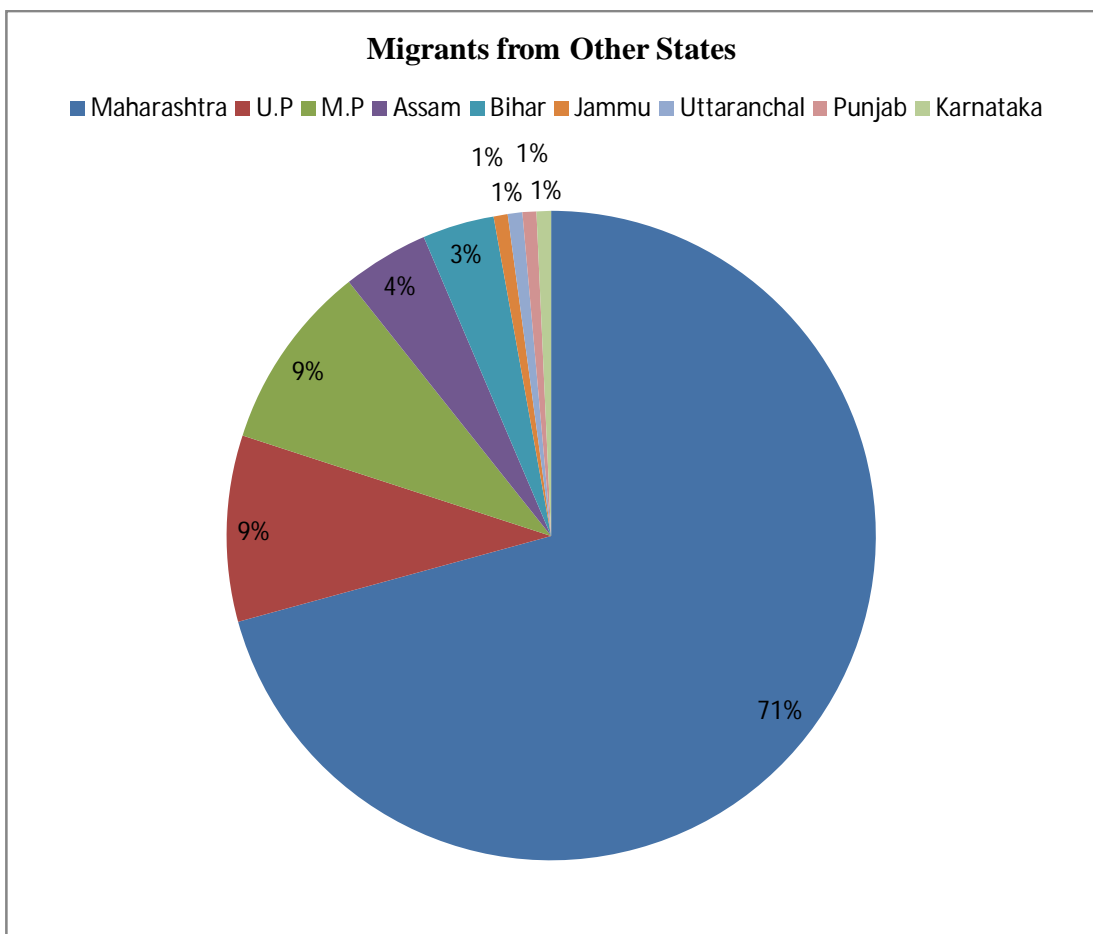
(Table No. 4.6 Migration from different States in Pune city)

Sr. No	Name of the state	Number of respondents (numbers in bracket shows percentage)
1	Maharashtra	99 (71%)
2	U.P	13 (9.2%)
3	M.P	13 (9.2%)
4	Assam	06 (4.2%)
5	Bihar	05 (3.5%)
6	Jammu	01(0.7%)
7	Uttaranchal	01(0.7%)
8	Punjab	01(0.7%)
9	Karnataka	01(0.7%)
	Total	140

Source – Field survey

In this sector people from Maharashtra are more than other states. 71% people from Maharashtra are working as a security guard in Pune city. 9% of the guards came from Uttar Pradesh. 9% of the guards belonged to Madhya Pradesh. 4% security guards came from Assam. 3% people working as a security guards belonged to Bihar. And 1% people came in Pune from Uttaranchal, Jammu and Punjab and Karnataka.

(Graph No. 4.10 Migrants from Other States)



Source – Table No. 4.6

4.3.3 Migrants from different districts of Maharashtra

This research shows that majority of the security guards interviewed belong to Pune district. There is a clear rural to urban migration pattern. After Mumbai, Pune is the big city in Maharashtra. Known as an educational hub, there are various small and big industries, IT parks, corporate offices of national, international MNC's are located in and around Pune. There are also big hotels, and malls in the city that employ security services.

All these factors attract investors to invest in the city. As a result cheap labour is always in demand. These are some of the push and the pull factors that attract migrants from all over the country. 38 security guards have migrated from different villages from Pune district.

Within Maharashtra security guards who have migrated from other districts are from those districts like Osmanabad, Solapur, Latur, Akola, which are comparatively less developed than Pune.

9 security guards had migrated from Osmanabad and Solapur respectively. 6 from Satara and 4 from Parabhani had migrated. Three security guards migrated from Nagar, Amarawati, Ratnagiri, Akola and Latur respectively. From Raigad, Aurangabad, Beed, Sangali, Gadchiroli and Nagapur two security guards had migrated respectively. And there was one security guard that had migrated from each district of Nashik, Jalgaon, Mumbai, Washim, Sindhudurga and Nanded.

(Table No. 4.7 Migration from different districts within Maharashtra)

Sr. No.	District	Number of respondent
1	Pune	38
2	Osmanabad	09
3	Solapur	09
4	Satara	06
5	Parabhani	04
6	Nagar	03
7	Amarawati	03
8	Ratnagiri	03
9	Akola	03
10	Latur	03
11	Raigad	02
12	Aurangabad	02
13	Beed	02
14	Sangali	02
15	Gadchiroli	02
16	Nagapur	02
17	Nashik	01
18	Jalgaon	01
19	Mumbai	01
20	Washim	01
21	Sindhudurga	01
22	Nanded	01
	Total	99

Source – Field survey

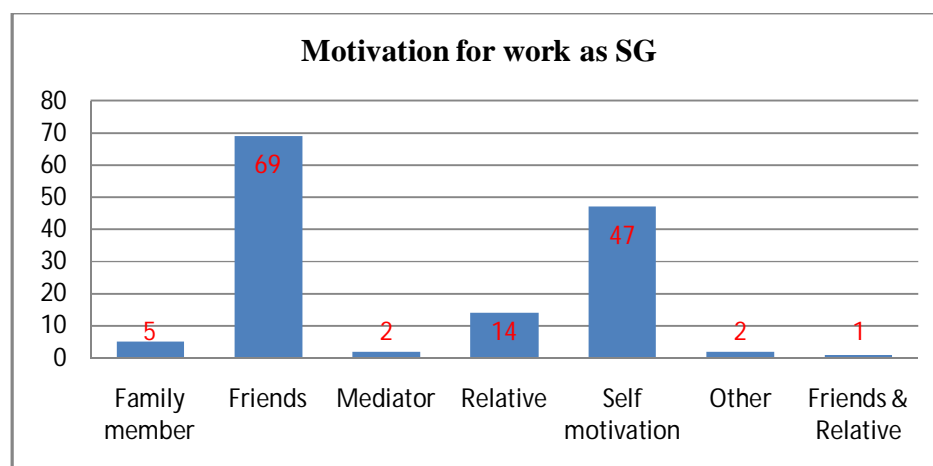
4.4 Reasons to work in private security agencies

4.4.1 Motivation to work as a security guard

Generally relatives, friends of respondents are already working as a security guard. So through their contact they enter the field of security. At times, the people they know start a private security agency and so they hire people they know from their villages. In this case owner of the agency takes responsibility of providing accommodation to that guard. Otherwise most of the time friends and relatives of respondents had helped them when they first came to Pune.

Family members motivated 5(3.5%) guards to take up this job. 69 (49.2%) security guards were motivated by their friends. 2 (1.4%) security guards were motivated by some mediator. 14 security guards were motivated by their relatives. 47 (33.5%) security guards were self motivated to take up this job. 2 security guards were motivated by other reasons for doing this job.

(Graph No. 4.11 Motivation to work as a Security Guard)



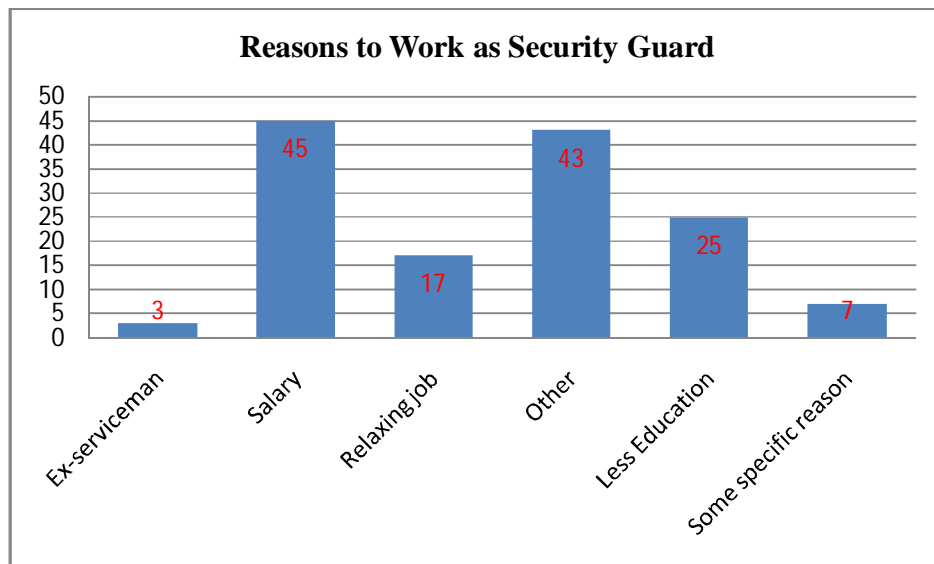
Source – Field survey

One security guard was motivated by friends and relatives to take up this job.

4.4.2 Reasons to Work as a Security Guard

3 security guards decided to work as security guard because they are ex-servicemen. 45 security guards started work as security guards because they are getting good salary compared to their earlier jobs. 17 security guards started this work because they thought this was relaxing compared to other types of jobs. 43 security guards have other reasons for starting this work. 25 security guards said that they are not educated much so they are doing this work. One respondent told he has a debt and didn't have any job so he started to work as security guards. One guard said he did not getting any other job so he entered this field. One guard has joined this field because he/she wanted to join the army.

(Graph No. 4.12 Reasons to Work as Security Guard)



Source – Field survey

Another guard joined this field because there is no need of any documents. This guard and agency owner is from same village. One guard joined this field because he is an old man so he cannot do heavy physical work. One girl joined this field because she wanted to become a police. One man said that flexibility in time and possibility to work simultaneously with others attracted him to this job. Many security guards interviewed were found to be doing two jobs simultaneously.

4.4.3 Respondents who get pension from earlier jobs

From the 140 guards interviewed there were 9 who received pensions from their early jobs. One guard had retired from Bajaj Auto and gets pension. The other 8 who receives pensions are ex-servicemen. The other 132 guard are non pensioners. Their livelihood depends on their salary only. Very few guards receive some kind of support from their hometown. Some of them have farm, some have other earning members in the family.

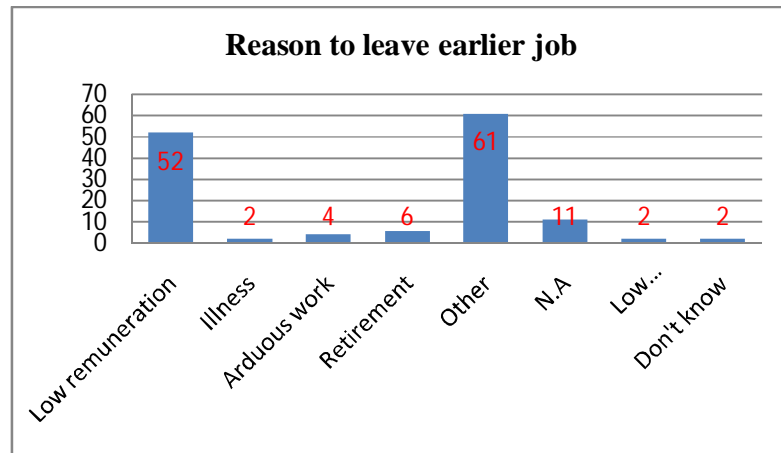
4.4.4 Reason to leave earlier job

Before starting to work as security guards some of them worked as housekeepers, while some were into farming. They had to look out for some other job as the money they got was insufficient to make both ends meet.

Some worked in company on contract basis. They often got break after every six months so they turned towards this work. There were also people who owned small businesses, did street hawking, but they closed for some reasons. Some guards were working in big companies like Bajaj Auto, Tata Motors. They were forced to take voluntary retirement so after that they turned towards this field. Some were working in small companies or

small workshops but that were closed so they moved to this job. Some were skilled labour in companies but because of mechanization they lost their jobs.

(Graph No. 4.13 Reason to leave earlier job)



Source – Field survey

Because of low remuneration 52 out of 140 security guards left their earlier job. Because of illness two guards had to leave their earlier job. Four security guards left their job because of arduous work. Six security guards retired from their jobs. Eight guards had to leave their earlier jobs because their companies closed. One guard had to close his hotel and the other had to close his shop because of road widening. Two security guards had to leave their earlier jobs because their agency was closed. One guard did not get job in his field because of mechanization. Two guards had an accident on the job so they did not want to continue that work. Two guards left their earlier jobs because they were getting break after every six months. One guard left his job because he had problem of accommodation in Pune. One guard was into farming but hail storm ruined his crop. He did not receive any timely help from the government so he had to leave farming and take up a job as a security guard.

4.5 Nature of work

4.5.1 Ex-servicemen

In this study, it was observed that maximum security guards are civilians, i.e., they are not ex-servicemen. Among the 140 security guards interviewed 138 were civilians. In the private security agencies there are some ex-servicemen employed. Researcher interviewed eight ex-servicemen security guards.

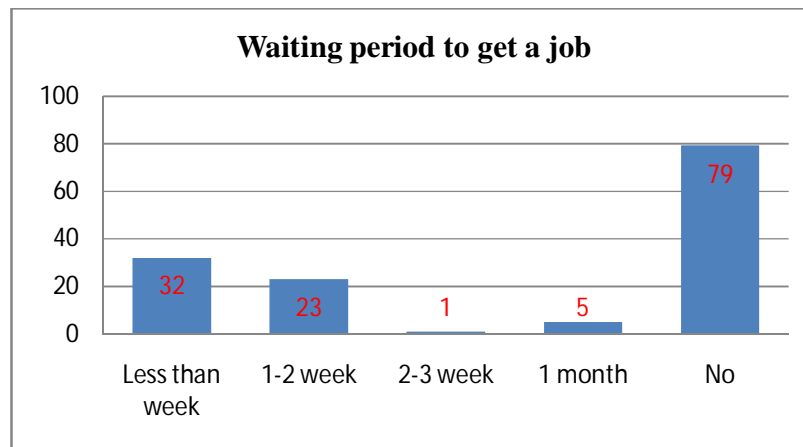
4.5.2 Waiting period

Private security agencies always require security guards. So once the security guard applies for a job, there is no need to wait to get a job. Also, most of the people who come in this sector are through their friends or relatives. Before joining, training is important for security guard but in reality very few private agencies give them training before joining. There is a trend to give on job training.

32 security guards waited for less than a one week to get a job. 23 security guards waited for 1-2 weeks to get a job, 1 security guard had to wait for 2-3 weeks while 5 security guards waited for one month to get a job. 79 security guards did not have to wait to get a job. During the waiting period most of the migrated security guards lived with their friends or relative in the city.

If given a choice, no one wanted to work as a security guard. This is the last option for them. For 20 (14%) security guards this was their first job experience while 120 (86%) security guards had worked elsewhere before this job.

(Graph No. 4.14 Waiting period to get a job



Source – Field survey

4.5.3 Number of working years in the present job

This question was asked to understand the attrition trend. It was found that very few people continued working as security guards with the same agency for a long time. This was largely because most of the security guards take up this job as an earning source for shorter period. Students who are working in this field have some hope to gate away from this sector in future. But the guards, who were working elsewhere in some other type of job and then turned to this sector, cannot think of shifting to any other type of job in future. They always keep changing their security agency but they are not getting better opportunity in any other sector.

It was found that 22 (16%) security guards were working with the same agency since last 1-6 months. 17 (12%) security guards were engaged with the same agency since last one year. 50 (36%) security guards were working with the same private security agency since last 1-3 years. 22(16%) security guards were working with same agency since last 3-5 years. 8 (6%) security guards were engaged with same security agency since last 5-7

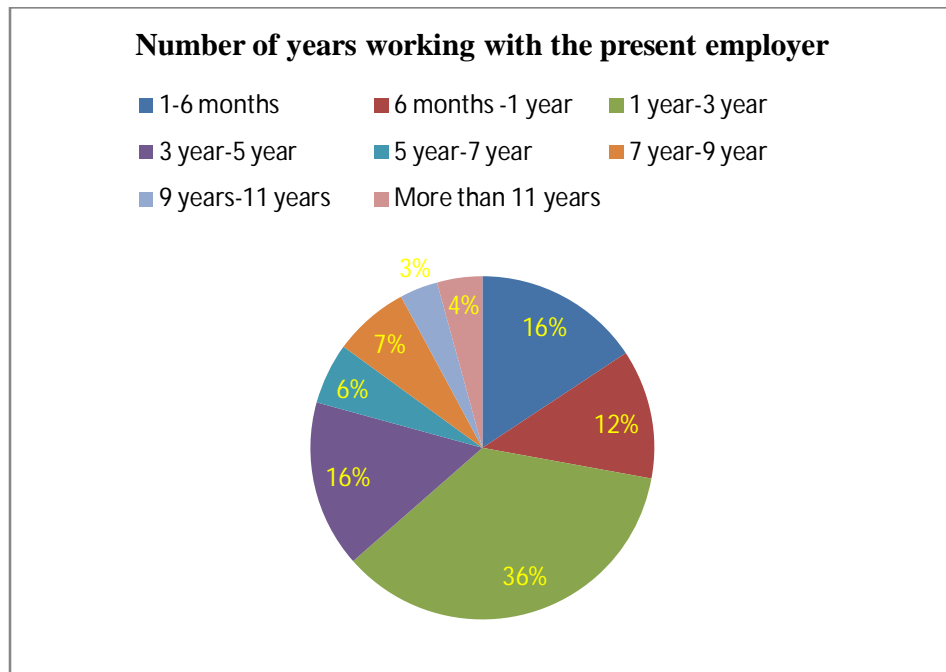
years. 10(7%) security guards were working with same agency since last 7-9 years. 5 (4%) security guards were engaged with same security agency since last 9-11 years. While there were only 6 (4%) security guards who were engaged with same security agency more than 11 years.

(Table No. 4.8 Number of years working with the present employer)

Sr. No	Working years in Present Employer	Number of respondent (numbers in bracket shows percentage)
1	1-6 months	22 (15.8%)
2	6 months -1 years	17 (12.14%)
3	1 year -3 years	50 (35.8%)
4	3 years -5 years	22 (15.8%)
5	5 years – 7 years	8 (5.8%)
6	7 years – 9 years	10 (7.14%)
7	9 years – 11 years	05 (3.57%)
8	More than 11 years	06 (4.28%)
	Total	140

Source: Field survey

(Graph No. 4.15 Number of years working with the present employer)



Source – Table No. 4.8

4.5.4 Place of work

Security agency has different type of clients (principal employers), like, malls, residential societies, banks, IT companies and so on. Salary of a guard depends on the contract of the agency with its client. As a result, each security guard, in spite of working with same agency, gets different salary. Also, the social security facilities they get depend on the client they work for and the private security agency they work with. Though there are rules laid down by various laws related to contract labour, yet no agency follows them. Informalisation of rules and regulation is an important character of private security agency.

At times, clients like IT force them to give labour at least minimum wage and other social security gains, as there is a system of audit. It is only then that agencies follow the laws

and rules, for the fear of losing the client. Or else, they don't bother about all these things.

For example, one guard is working for 24 hours with the same security agency. But he has been getting different salary for day shift and night shift. This was because the client of his agency was not giving sufficient salary in contract. This was because guard sleeps at night. 'A guard can sleep on duty so why should agency give more salary for night shift?' was the question. This usually happens with security guards working in ATMs. But this is not the case with guards who work in big IT companies. So the study of work place is a crucial factor to understand working conditions of a security guard. These different working places of security guards are shown in table given below,

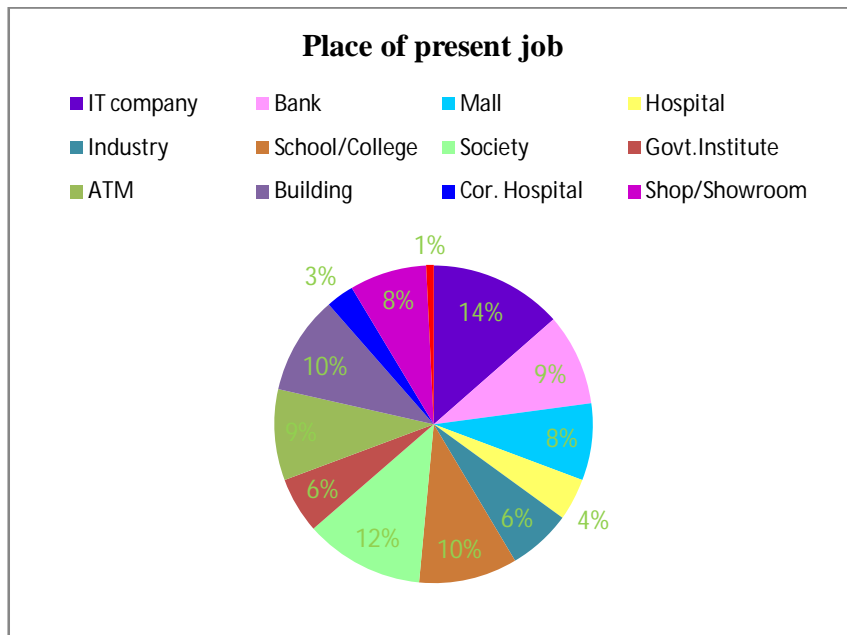
(Table No. 4.9 Place of present job)

Sr. No	Place of present job	Number of respondents
1	IT	19
2	Bank	13
3	Mall	11
4	Hospital	06
5	Industry	09
6	School/College	14
7	Housing Society	17
8	Govt. Institute	08
9	ATM	13
10	Building	14
11	Corporate office	04
12	Shop/Showroom	11
13	Exhibition	01
	Total	140

Source – Field survey

19 security guards are working in Information Technology companies, 13 security guards working in bank, 11 security guards are working in malls, 6 security guards are working in hospitals, 9 security guards are working in other industries, 14 security guards are working in school and colleges, 17 security guards working in housing societies, 8 security guards are working in Government Institutes, 13 guards are working as a ATM security guards. 14 security guards are giving security to buildings. 4 security guards are giving security to corporate office. 11 security guards are giving security to shop or showroom.

(Graph No. 4.16 Place of present job)



Source – Table No. 4.9

Apart from all this, agencies keep changing work places of the security guards. This was for the security reasons of the clients. As these guards know all the details of the client

and the work place, clients and security agencies do not find this secure. So they keep changing the work places of the security guards.

Also, direct interactions are discouraged strongly between guards and the employees of the clients. Class is one of the factors that prevent interactions between them. Also, strict instructions are given not to interact with employees of the clients without any reasons. All this leads to alienation.

4.5.5 Ratio of salary and working hours of security guards at different places of work

Security guards, who work at ATM centers, get lowest salary as compared to others. They get monthly 4500 rupees for eight hours.

Most of the security guards don't get minimum wage. As a result they are forced to take up double duties or to work overtime. Also, other family members are forced to take up odd jobs to make both the ends meet. Most of the times, their average monthly income and average monthly expenditure hardly match.

(Table No. 4.10 working place wise average working hours, salary and monthly expenditure of security guards)

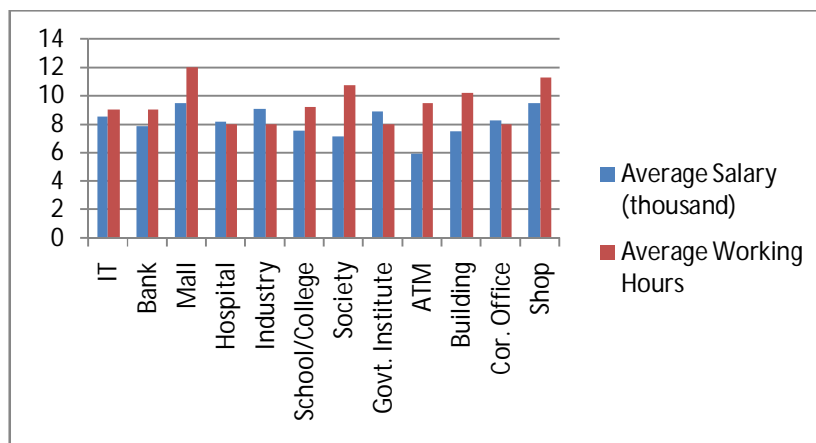
Sr. No.	Name of working place	Average working hours	Average salary	Average monthly expenditure
1	IT Company	9 hrs	Rs. 8552	Rs. 7238
2	Bank	9 hrs	Rs. 7884	Rs. 9352
3	Mall	12 hrs	Rs. 9500	Rs. 8809
4	Hospital	8 hrs	Rs. 8166	Rs. 10433
5	Industry	8 hrs	Rs. 9055	Rs. 8666

6	School/collage	9 hrs	Rs. 7551	Rs. 7391
7	Housing Society	10 hrs	Rs. 7147	Rs. 9195
8	Govt. institute	8 hrs	Rs. 8875	Rs. 11575
9	ATM	9.5 hrs	Rs. 5884	Rs. 5208
10	Building	10 hrs	Rs. 7500	Rs. 7862
11	Corporate office	8 hrs	Rs. 8250	Rs. 9095
12	Shop/showroom	11 hrs	Rs. 9500	Rs. 8833

Source – Field survey

When we compared average working hours and average salary of security guards we can see that for twelve working hours is average working hours at malls. And for twelve hours security guards get Rs.9500/- in mall. At the same time on ATM centers average working hours of security guards is 9.5 hours, and he gets Rs.5884/-. In shops average working hours of security guards is 11 hours, and he gets Rs. 9500/-. Comparison of average working hours and average salary at different working places of security guards is shown below in a graph.

(Graph No. 4.17 Average working hours and salary of security guards)

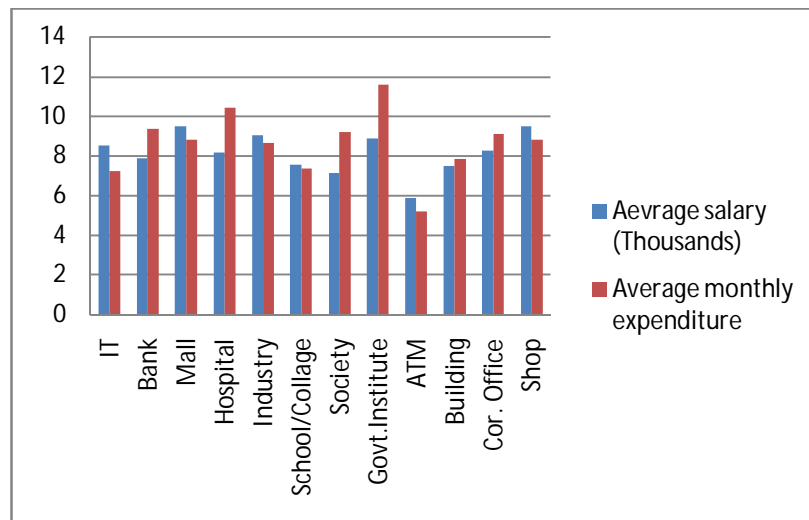


Source – Table No. 4.10

Average monthly expenditure of security guards working with specific client is given in above table no. 4.10. Comparison of average salary and average monthly expenditure of security guards is given below in the graph no. 4.18 with the specific working place of security guard. In this comparison researcher takes salary earned by security guard and his expenditure on his family.

Graph No. 4.18 shows security guards working with government institutions have extra expenditure than salary they are getting. Security guards working in hospitals, bank, housing society, building security guards and guards giving security to corporate offices are getting less salary than their expenditure.

(Graph No. 4.18 Average salary and monthly expenditure of security guards)



Source – Table No. 4.10

To fulfill their monetary needs some guards work at other places as security guards. Some guards who are migrants and do not have place to live opt to work for 24 hours.

They live at job place only. Some guards are working at some other places but did not share the details.

4.5.6 Payment slip

Payment slip is a proof of what the employee gets from his/her employer. Details of social security, deductions have to be mentioned on the payment slip. Employees are aware about the details of deductions in salary when they get the payment slip. With salary slip employer also becomes answerable to employee for his salary deductions.

Only 62 (44%) security guards are getting payment slip. Very few agencies are giving payment slip of every month. Most of the times, guards get salary slips only when they demand. 78 (56%) security guards are not getting payment slip. Most of the guards are not even aware of the significance of salary slips. When asked them why they don't demand payment slips, they answered that they do not need it. Few also mentioned that as they are not going to get any loan from the bank so they don't need it.

4.5.7 Training

Training of security guard is an important part of this sector. But there is non serious approach towards training in the private security agencies. 78 (56%) security guards are getting on job training. Very few of them have got training before beginning of the job. 62 (44%) security guards did not get proper training. However, we observed that trainings of security guards are taken very seriously in the IT sector. On ATM centers private security agencies don't even bother about the age of security guard.

4.5.8 Appointment letter

Most of the security guards are not aware about the appointment letter. When they join the agency, the agency usually gives them a letter stating where they are placed. This letter is actually for the client of the agency and not for the guard. Most of the times the guard considers that the letter which he receives to give to the client, is his appointment letter.

Most of the guards do not have any proof of their joining details. Some agencies mention joining date of guard on his identity card. Agencies always change the place of work of their guards. In this process they show discontinuity of the guard with same employer. In this way they dodge the labour laws.

One guard said that he had been working with one agency for twelve years. Suddenly one day his employer told him that he need not come to work anymore. His employer gave him some amount of money which was not even full amount of the Provident Fund. And the guard doesn't have any proof that he has worked for twelve years. He went to PF office but no records were found. He even approached labour court for justice but there too he felt helpless as there were no official records. And for all this getting an appointment letter is important.

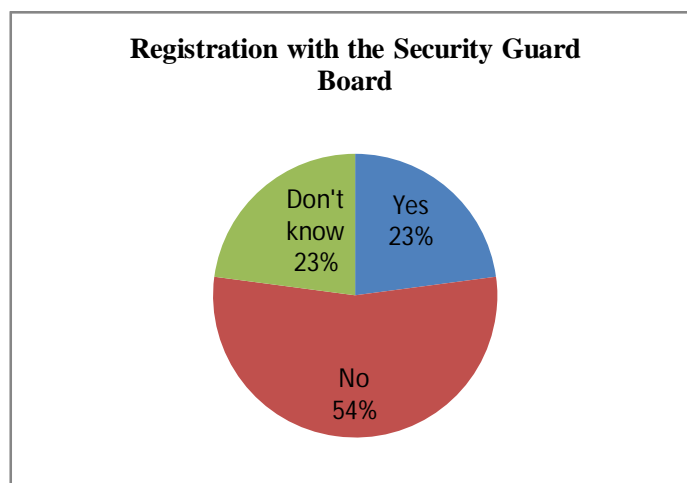
21(15%) security guards said they got the appointment letters. And 119 (85%) guards said that they didn't get the appointment letter.

4.5.9 Registration with Security Guard Board

Security Guard Board is working as a controlling body on private security agencies. Guard board registration is necessary if one is to get the social security benefits and wage decided by the guard board. But lots of guards are not aware about the guard board.

32 security guards said that their names have been registered with the guard board. 76 security guards said that they have not registered with the guard board. 32 security guards did not have any idea about the registration with the guard board.

(Graph No. 4.19 Registration with the Security Guard Board)



Source – Field survey

4.5.10 Weekly off

Every security guard told that he was getting weekly off. But in practice very few guards took weekly off. Most of the guards could not afford to take a weekly off because when they take a day off, they do not get paid for that day. Which means weekly off is not part of the contract. So they preferred to do work on weekly off day.

Very few private security agencies give paid leaves to their guards. Most of the agencies do not give paid leave to their employees. 34(24%) security guards get weekly off from their employer. 106(76%) security guards do not get weekly off from their employer.

4.5.11 ESI

31(22%) security guards are getting facility of ESI and 109(78%) security guards are not getting facility of ESI card. Some guards have got the card of ESI but they could not use this facility because hospital prescribed by the employer is very far from their living place or job place. They have to take leave to be able to avail this facility. And they could not afford the leave. So this ESI facility isn't useful to them.

12 security guards have some health issues, 128 security guards don't have any health problems.

4.5.12 Addiction

7 (5%) security guards are addicted to alcohol. 61(43.5%) security guards have addiction of tobacco, 11(7.8%) security guards have addiction of both alcohol and tobacco. 2(1.4%) security guards have addiction of smoking. 57(40%) guards said that they don't have any type of addiction. One guard is addicted to tobacco and bidi. And one guard has addiction of alcohol, tobacco and bidi. Total 59.2% guards have addiction of some kind.

4.5.13 Visits to hometown

13 security guards are visiting their hometown every month. 12 security guards are visiting their hometown twice in a month. 34 security guards visit their hometown every year. 47 security guards are visiting their hometown twice in a year. 9 security guards

never visit their hometown. 23 security guards are visiting their hometown after three months or occasionally.

4.5.14 Entertainment

33 security guards go out with friends or family for entertainment. 2 security guards spend time with their children for entertainment. 17 security guards take rest on their holiday. 39 security guards watch TV for their entertainment. 31 security guards don't get time for any type of entertainment.

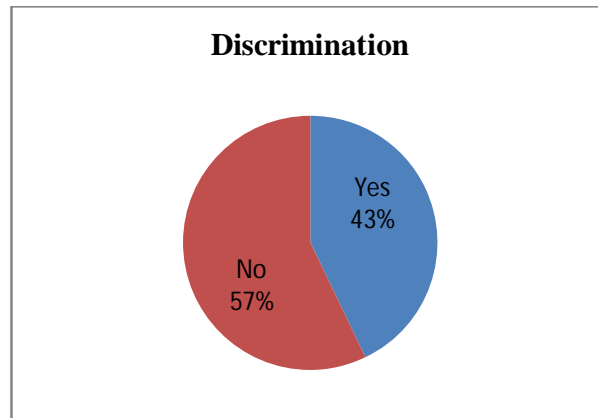
4.6 Discrimination and exploitation

4.6.1 Discrimination

Job of security guard has a lower status in the Indian society. So this job is not a first priority of anyone. Some female security guards change into their uniform in the company, because they do not want anyone to see them in a guard's uniform. According to them it is considered below status. Some male security guards also felt discriminated vis a vis their relatives or friends. However, most men and women security guards have accepted it as work and do not hesitate about it.

60 (43%) security guards feel discriminated in this job and 80 (57%) security guards are not feel discriminated because of this job.

(Graph No. 4.20 Discrimination of security guards)



Source – Field survey

4.6.2 Exploitation

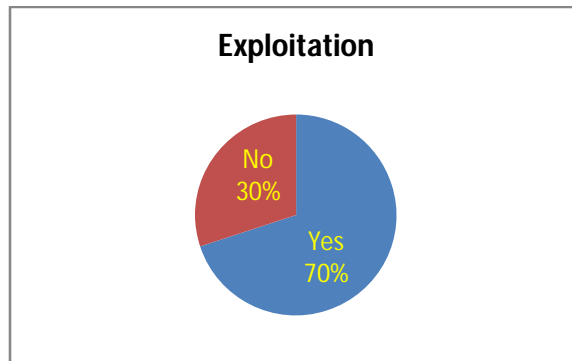
70 percent security guards feel exploited in this field. Their argument is that the agency is getting more payment from the principal employer but the guard gets only half of the payment. In this situation they do not even get minimum wage. Agency collects money for all the social security measures from principal employer but they do not give any of these benefits to the guards.

Also at some working places guards have to stand throughout the duty time. They do not get chair to sit. Cabin is not available. Also, they do not get raincoat or umbrella in rainy season. Many times there are no toilets nearby, easily accessible. However, if the guard is working in big IT Company, then he/she gets these facilities.

Many times guards are working for more than 12 hours. The agency supervisor fines them if they are caught chewing tobacco or smoking, sometimes they have deducted fifty to five hundred rupees from the salary of guards.

98 security guards feel exploited in this field and 42 security guards don't feel exploited in this field.

(Graph No. 4.21 Exploitation of security guards)



Source – Field survey

4.6.3 Types of exploitation

If contract of agency is broken with the principal employer then sometimes security guards have to wait for a new contract. Within this period they do not get any payment. When their employer gets new contract then they will be placed at new place of work. Again they have to work with new principal employer with new working and economic conditions. Sometimes allotted work place is too far for the security guard, so he has to wait for nearer point.

In this period of unemployment some security guards join other security agencies. Then they are not sure that they will get PF from their previous employer. Such cases are common in this sector.

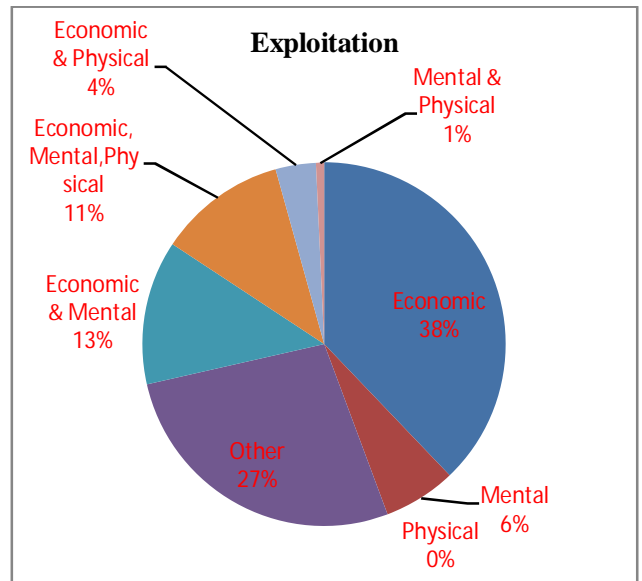
53 security guards feel economically exploited, 9 security guards feel mentally exploited, 18 security guards feel economically and mentally exploited, 16 security guards feel

economic, mental and physical exploitation, 5 security guards feel economic and physical exploitation, 1 security guard feels mental and physical exploitation. 38 security guards don't feel any type of exploitation.

(Table No. 4.11 kinds of exploitation in the sector of security guards)

(Graph No. 4.22 kind of exploitation)

Sr. No	Kind of exploitation	Number of respondent
1	Economic	53
2	Mental	09
3	Physical	00
4	Economic & Mental	18
5	Economic, Mental Physical	16
6	Economic & Physical	05
7	Mental & Physical	01
8	Other	38
	Total	140



Source – Field survey

Source – Table No. 4.11

4.7 Economic condition

4.7.1 Social security measures from agencies

Researcher got a lot of combinations of social security measures from the primary data. In 140 respondent 37 (26%) security guards don't get any social security facility from the agency.

04 security guards are getting ESI, PF, Bonus, Loan facility. 26 (19%) security guards are getting ESI, PF, and Bonus facility. 3 security guards are getting ESI, PF, Bonus, and Gratuity facility. 1 security guard is getting ESI, PF, Bonus and insurance policy facility.

2 security guards are getting ESI, PF, Bonus, TA, DA, Washing charge, house rent, Gratuity, Policy facility. One guard is getting only one facility of Gratuity. 6 guards are getting only PF from agency. One guard is getting ESI, PF, Bonus, Washing charge, house rent from agency. 6 guards are getting ESI, PF, Bonus, washing charge. One guard is getting ESI, PF, washing charge and Gratuity. Two ESI, PF, Bonus, Washing charge, Gratuity. Two security guards are getting only loan facility. Two security guards are getting ESI, PF, Bonus, TA, DA, Washing charge, house rent. One security guard is getting PF, Bonus, DA, Washing charge, house rent. One security guard is getting ESI, PF, Bonus, TA, DA, Washing charge, Gratuity. One security guard is getting PF, Bonus, TA, Washing charge, house rent. One security guard is getting ESI, PF and DA. One security guard is getting ESI, PF, Bonus, DA and Gratuity. Three security guards are getting ESI, PF, Bonus, and DA. One security guard is getting ESI, PF, Bonus, DA, Washing charge and Gratuity. Two guards are getting PF and Bonus only. 13 security guards are getting only ESI and PF only. One guard is getting Bonus and loan facility only. One guard is getting ESI, PF, Bonus, TA, house rent from agency. Three guards are getting ESI, PF, Bonus, DA, Washing charge, house rent. One guard is getting ESI, PF, Bonus, DA, Washing charge, house rent, and loan facility. One guard is getting ESI, PF, Bonus, Washing charge, Pension, house rent, Gratuity facility. One guard is getting ESI, PF, Bonus, Washing, house rent charge, Gratuity facility. One guard is getting ESI, PF, Bonus, TA, DA, Washing charge, Pension, Gratuity facility. One guard is getting ESI, PF, Bonus, DA, Washing charge, house rent, and loan facility. One guard is getting ESI, PF, Bonus and loan facility. Four security guards are getting ESI, PF, Bonus, TA, DA, Washing charge, Pension, Gratuity, Policy and loan facility. One security guard gets PF,

bonus, loan, washing charge, house rent. Two guards get only bonus. One security guard gets ESI, PF and Gratuity. One guard is getting ESI, PF, Pension and Gratuity. Two guards have only loan facility.

4.7.2 Salary

This table shows different range of salary. According to Minimum Wage Act, salary of unskilled labour has to be Rs. 8,500/- in 2014. But this study demonstrates that a large number of security guards do not get minimum wages. According to this study, more than fifty percent security guards do not get minimum wage.

(Table No. 4.12 Range of salary and respondent)

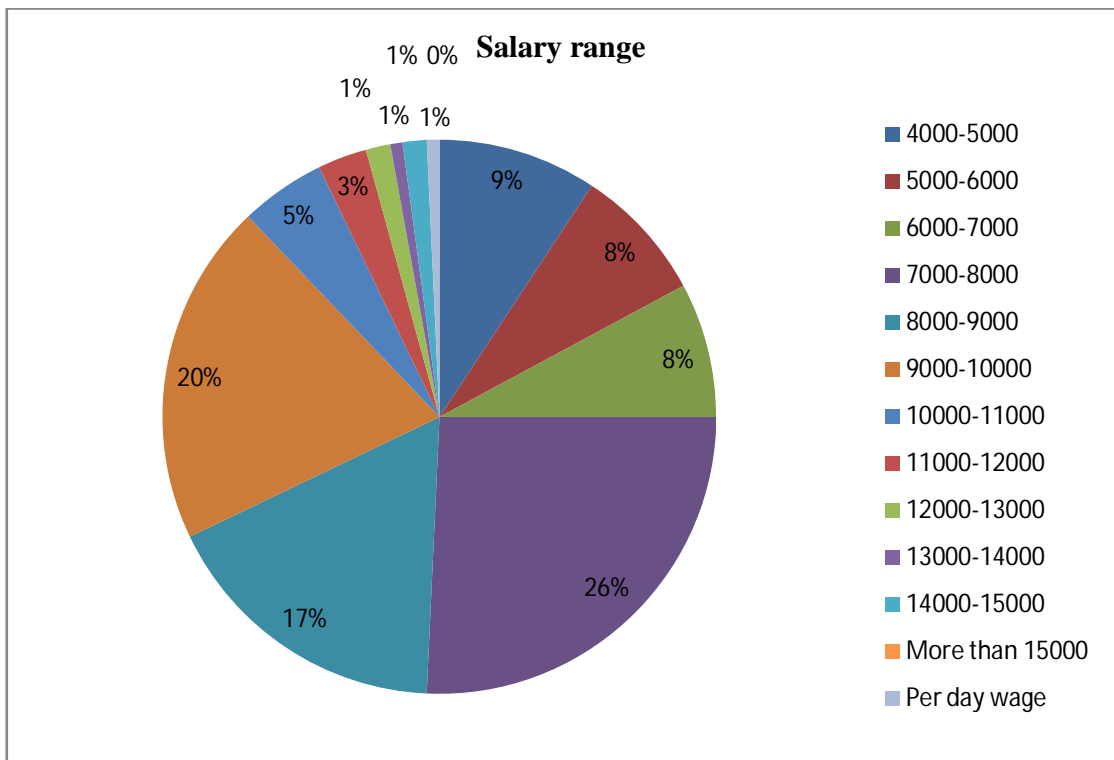
Sr. No	Range of Salary	Number of respondent (numbers in bracket shows percentage)
1	Rs. 4000-5000	13(9.2%)
2	Rs. 5000-6000	11(7.8%)
3	Rs. 6000-7000	11(7.8%)
4	Rs. 7000-8000	36(25.7%)
5	Rs. 8000-9000	24(17.1%)
6	Rs. 9000-10000	28(20%)
7	Rs. 10000-11000	07(5%)
8	Rs. 11000-120000	04(2.8%)
9	Rs. 12000-13000	02(1.4%)
10	Rs. 13000-14000	01(0.7%)
11	Rs. 14000-15000	02(1.4%)
12	More than Rs.15000	00
13	Per day wage	01(0.7%)

Source – Field survey

Most of the security guards get some support from their hometown. In some families other family members are earning.

Thirteen guards get salary of Rs. 4000-5000/- Eleven guards get salary of Rs. 5000-6000/- Eleven guards get salary of Rs. 6000-7000/- 36 guards get salary Rs. 7000-8000/- 24 guards get salary Rs. 8000-9000/- 28 guards get salary Rs. 9000-10000/- 7 guards get salary Rs. 10000-11000/- Four guards get salary Rs. 11000-12000/- Two guards get salary Rs. 12000-13000/- One guard get salary Rs. 13000-14000/- Two guards get salary Rs. 14000- 15000/- No one get salary more than Rs. 15000/- and one guard who is working for exhibition place only get per day Rs. 300/- wage.

(Graph No. 4.23 range of salary and percentage of respondents)



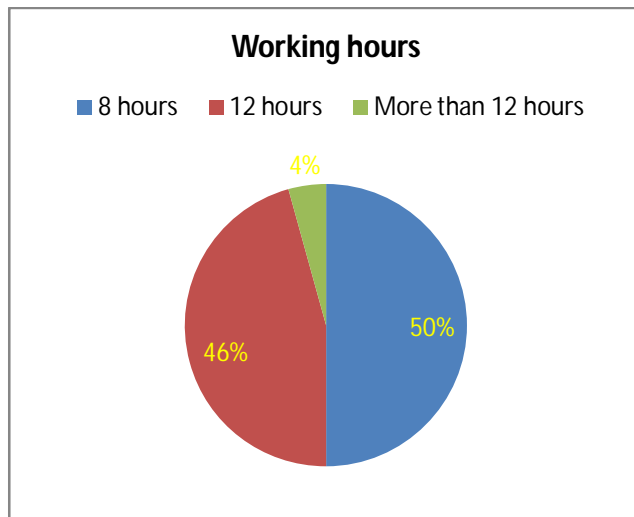
Source – Table No. 4.12

Average salary range of 140 security guards is Rs. 8000/- to Rs. 9000/- .

4.7.3 Working hours

50 percent security guards work for eight hours. 46 percent (64 security guards) are working for 12 hours. 4 percent (6 security guards) guards working for more than twelve hours.

(Graph No. 4.24 percentage of working hours of respondents)



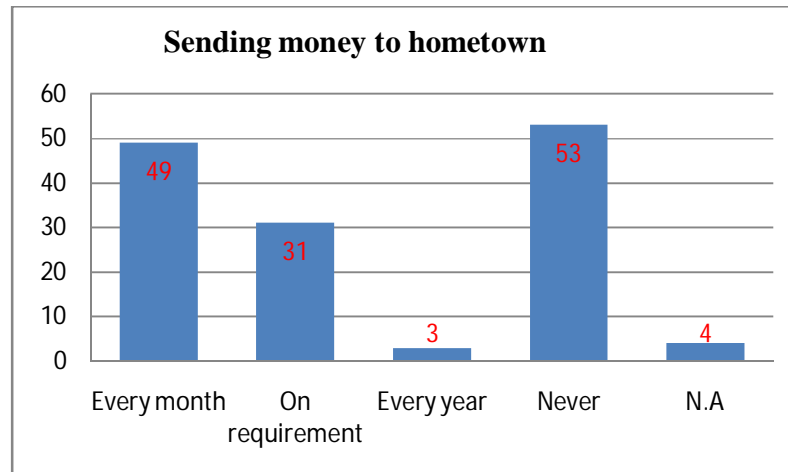
Source – Field survey

4.7.4 Payment

46 security guards get their salary by cash payment and 94 security guards get their salary by cheque or salary transferred in a bank directly. 127 guards have a bank account and 13 security guards do not have a bank account. 100 security guards save their money in various forms like saving account, LIC, bhishi, self help group etc. 39 guards can't save money.

4.7.5 Sending money to hometown

(Graph No. 4.25 period of sending money to hometown)



Source – Field survey

49 security guards send money to their hometown every month. 31 security guards send money to hometown as per demands from home. Three guards send money every year to their hometown. 53 security guards never send money to their hometown. Four guards are not applicable to these criteria.

4.7.6 Loan

Three guards have a loan around Rs. 5000/- to Rs. 10000/- Five guards have loan around Rs. 10000/- to Rs. 20000/- Three guards have loan around Rs. 20000/- to Rs. 30000/- Three guards have loan around Rs. 30000/- to Rs. 40000/- And 25 security guards have loan amount around more than Rs. 40000/- And 101 guards don't have any type of loan. Within them some guards says that they don't have sufficient property or payment so how should bank give them loan.

(Table No. 4.13 range of loan taken by respondents)

Sr. No.	Range of loan	Number of respondent
1	Less than Rs. 5000/-	00
2	Rs. 5000/- to Rs. 10000/-	03
3	Rs. 10000/- to Rs 20000/-	05
4	Rs. 20000/- to Rs 30000/-	03
5	Rs. 30000/- to Rs 40000/-	03
6	More than Rs 40000/-	25
7	Not applicable	101

Source – Field survey

4.7.7 Reason for loan

Eight security guards have taken loan to build their home. Six guards have taken loan for marriage of their children. Five security guards have taken loan for medical emergency reason. Two guards have taken loan for educational reasons. 17 guards have taken loan for other reasons like buying a bike, to repay a family loan, for agricultural purposes, and to buy other goods etc.

Eight guards have taken loan from money lender. 13 guards have taken loan from bank. No guard has taken a loan from LIC. Three guards have taken loan from friends. Three guards have taken loan from relatives. Two guards have taken loan from Non Banking Financial Company.

Six security guards have taken loan from money lenders, banks, and relatives and also from agency. 105 guards don't applicable for these criteria.

4.7.8 Uniform

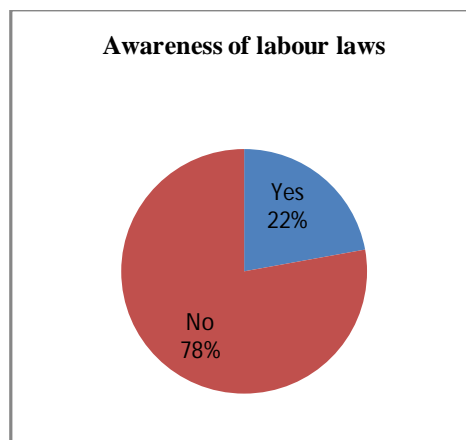
139 security guards have got the uniform from agency and one guard doesn't get uniform from agency. 54 guards said that more than one thousand rupees have been deducted by the agency for the uniform. 43 guards mentioned that eight hundred to one thousand rupees have been deducted by the agency for the uniforms.

4.8 Bargaining power

4.8.1 Awareness of labour law

31(22%) security guards are aware about the labour laws. And 109(78%) securities don't have any idea about the labour laws.

(Graph No. 4.26 awareness of security guards about labour laws)



Source – Field survey

4.8.2 Union

133(95%) security guards said that they can't make a union. 7(5%) security guards said that they can make a union. 137(98%) security guards are not a member of any union and three security guards (2%) are members of unions.

Summary

This chapter gives analytical view of this study. Here researcher has analysed the variables which are explaining the socio-economic condition of security guards, migration details and attrition rate of security guards. Some variables explained the economic discrimination of security guards. As a result, this chapter gives us the detail report of the results acquired by the researcher from her primary data collection. Graphs and tables are expressing the clarity of the results of this data.

Chapter 5

CONCLUSIONS AND SUGGESTIONS

Content

5.1 Introduction

5.2 Conclusions

5.3 Suggestions

Chapter 5

CONCLUSIONS AND SUGGESTIONS

5.1 Introduction

India has followed a path of planned development after independence. In 1991, India adopted neo-liberal path of economic reforms. As a result, investment targeted urban centers all over India, particularly the service sector. Pune, being one of the developed cities of these urban centers, nature of economy of Pune changed considerably. One of the changing features was rise in informal sector, especially, the service sector.

In private security industry the principal employers have control over the terms and conditions under which the agencies employ and deploy personnel at their sites. Security sector is prominently based on subcontracting system. This subcontracting method of labour recruitment enables the process of informalisation of labour, which leads to exploitation and discrimination the labour.

Maharashtra Private Security Guard Board was established to stop the malpractices of private security sector. It is observed that neither principal employers of security personnel nor security agencies bother to register with Security Guard Board.

In this context, researcher was curious to understand the security sector, and formulate following hypotheses.

5.2 Conclusions

Below are given the major findings and conclusions which are derived from the present study

1. This is a male dominated sector. In this 140 interviews, 128 (91%) are male security guard and 12 (9%) are female security guards. Women too are slowly entering this field. Generally, those who opt for a job in this sector do not do it out of choice. They have faced some problems in previous jobs; they are not getting sufficient money in other jobs so they choose the job of a security guard. According to this study, average age of respondent is 36 years old.
2. Minimum literacy is a demand of this security sector. In this study 131 security guards are educated up to middle level. Graduate and post graduate students do not get minimum salary in their field of specialization. So graduates and post graduate students are turning to this job. This sector majority works on informal basis. Therefore there are some rules and regulations for this sector but it is not following seriously.
3. 100 security guards are married and 36 security guards are not married. Three widowers and one female is widow. Forty percent respondents have their own house. People from other states prefer coming here for work because according to them they get less paid for the work they do in their states. Also there are less job opportunities compared to Maharashtra.
4. Middle castes and Hindu religion dominates this sector. 62 (44%) security guards are from open castes, 32(23%) security guards are from O.B.C. caste.

5. Security guards have some authority. They think that they work for the owner. To give security to owner and his property is a very important job. In this sense they are working for owner only. They feel very close to owner. The security guards are expected to doubt each and every person except the owner. And every security guard takes this expectation very seriously. Because of this expectation, they feel proud of themselves. When there is a relation of power there is an existence of upper caste everywhere in the society. This fact is getting push in this sector also.
6. Security guards have got less profit in their previous job or farming so they shifted towards security sector. Unemployment has been increasing in rural as well as in urban areas. Farming has lots of pressure to survive so many dependent. Therefore new generation of rural pushed to the city for job. If one person has entered in the field of private security then other people from his village join this sector easily with his reference. In this case people come alone in the new city. Other members of the family are living in village. So many security guards shared a single room and lived together. They are cut off from their social life. Their life is limited to work place and their living room.
7. Usually, most of the people who are in this sector are motivated by someone known to join this sector. According to this study 65% security guards motivated by their known people to join this sector. 45 security guards among them are attracted because of the salary one gets in this job. Lack of education also pushes guards to these jobs. Also, there are some ex-servicemen who are working as security guard after their retirement.

8. Security Guard Board is a semi government controlling body on private security agencies. Every agency should register names of their guards with this board. Guard board has to monitor if private agencies are following its rules. They have right to cancel license of any security agency which does not follow the rules. But the securities agencies settle this issue by bribing the concerned authorities where Guard Board too is not an exception. As a result, security guards who are registered with security guard board also do not get any benefits of registration.
9. Every private agency gives different wages to their security guards. Even within one private security agency its guards get different wage. Also there is a gap between the salary which a principal employer pays for a guard to the agency and that the guard receives in hand from the private security agency. This is the reason why 33% security guards are getting payment in cash and 56% security guards are getting payment without a payment slip. This type of exploitation is a regular practicing. If contract of employer is broken with the principal employer then sometimes security guards have to wait for new contract. Within that period they do not get paid. When their employer gets a new contract then they get to work. With new employer comes new working and economic conditions. All the nature of these practices is informal. So there is major scope for physical, mental harassment of security guards.
10. In the context of these working conditions, a guard hardly has any bargaining power. 22% security guards are aware about the labour laws and 78% securities don't have any idea about the labour laws. 95% security guards said that they can't make a union. 5% security guards said that they can make a union. 98%

security guards are not a member of any union and 2% security guards are members of unions.

Here we see whether these hypothesis stands proved or disproved

1. Majority security guards are migrants from out of Maharashtra.

In this study, the sample collected proves that 71% security guards are from Maharashtra and 29% security guards are from other states of India. Major migration takes place within Maharashtra. Within Maharashtra 38 respondents are from Pune district. They are migrants from villages located in Pune district. 61 respondents are from other districts of Maharashtra. 26 respondents from out of Maharashtra belongs to Uttar Pradesh and Madhya Pradesh. Then 6 respondents are from Assam and 5 respondents came from Bihar. One respondent was from Jammu, Uttaranchal, Punjab and Karnataka respectively. Thus, the first hypothesis of the study that majority security guards are migrants from out of Maharashtra stands disproved.

2. Attrition rate of private security guards is high.

Second hypothesis of this study is attrition rate is high in private security sector. Study found that very few people continued working as security guards with the same agency for a long time. This was largely because most of the security guards take up this job as an earning source for shorter period. Students who are working in this field have some hope to gate away from this sector in future.

Table 4.8 in chapter four provides us some facts that 16% security guards were working with the same agency since last 1-6 months. 12% security guards were engaged with the

same agency since last one year. 36% security guards were working with the same private security agency since last 1-3 years. 16% security guards were working with same agency since last 3-5 years. 6% security guards were engaged with same security agency since last 5-7 years. 7% security guards were working with same agency since last 7-9 years. 4% security guards were engaged with same security agency since last 9-11 years. While there were only 4% security guards who were engaged with same security agency more than 11 years. This number of security guards decreases when their working period in present job is more than five years. This means that they always switched over agencies.

Thus, the second hypothesis - attrition rate of private security guards is high is proved.

3. Security guards are economically discriminated.

Third hypothesis of the study is security guards are economically discriminated. Security guards are getting different salary as per place of their work. Salary of security guards depends on the contract between principal and owner of the private security agency. Working hours of security guards also change according to their principal employer. According to Minimum Wage Act, salary of unskilled labour has to be Rs. 8,500/- in 2014. According to this study, in chapter four table no. 4.12 shows more than fifty percent security guards do not get minimum wage.

Comparison of average working hours and average salary of security guards in graph 4.17 in chapter four shows that twelve working hours is average working hours in malls. And for twelve hours security guards get Rs.9500/- there. At the same time on ATM

centers average working hours of security guards is 9.5 hours, and he gets Rs.5884/-. In shops average working hours of security guards is 11 hours, and he gets Rs. 9500/-.

In fourth chapter graph no. 4.18 shows that security guards working in hospitals, bank, housing society, building security guards and guards giving security to corporate offices are getting less salary than their expenditure. To fulfill their monetary needs some guards work at other places as security guards. Some guards who are migrants and do not have place to live opt to work for 24 hours. They live at job place only.

There are different facts which prove the informality of labour. Payment slip is not a regular practice in this sector. Appointment letter is a proof of formal appointment of a labour but in this sector 85% security guards did not get an appointment letter. These practices of informalisation of labour further erode all the social security measures in this sector.

Above explanation proved the third hypothesis, security guards are economically discriminated.

Here we see which theory is supportive or which is not to this study

1. In 19th century Marx (1818-1883) wrote that discrimination cannot be separated from capitalist economy. Difference between value of production and wage is a surplus value of labour, which goes in the hands of capitalist. This theory of surplus value is supported by this study.
2. The neo liberal thought which strongly believes in trickledown theory too stands challenged by this study. In this sector, there is no way in which benefits and profits trickle down to people working at the lower rungs.

3. Gary Becker's theory of discrimination (1959) concludes that competition decreases discrimination. This theory does not apply here as we see that there is lot of competition and this competition has not led to decrease in discrimination.
4. According to Kenneth Arrow (1971), personal characteristics like physical features such as sex or race, or other characteristics such as a person's religion, caste, or national origin of the worker are related to worker's productivity. Arrow related productivity and personal characteristics of worker in his theory. In this study, researcher has tried to test if a personal characteristic of a guard affects this sector. According to this study, this sector does get affected by the personal characteristics of guards such as caste, gender, religion and so on. But if we extend this theoretical assumption and include occupation also as one of the personal characteristics, then in case of ex-servicemen, it is witnessed that their occupational history helps their working conditions in security sector.

5.3 Suggestions

Suggestions as suggested by the respondent security guards

1. Duty should be eight hours.
2. There should be over time but not double duty.
3. Reasonable payment should be given to security guard, and there should be control on commission of an agency.
4. There should be a union of security guards.
5. Attitude towards security guard is not respectful, it should be changed.
6. Payment should be increased.

7. ESI, PF, BONUS, Pension, TA etc. (social security) facilities should be given by the employer.
8. Employer should give a payment slip.
9. ESI should be useful to every security guard. ESI hospital should be located near from the place of job.
10. There should be arrangement of payable weekly off.
11. There should be an arrangement of reliever in any problematic situation or any emergency.
12. There should be facility of dinner or lunch when duty will continue to double shift.
13. Some rules and regulations about labour should be followed by the employer.
14. Employer has to give salary on time. They should be paid extra for overtime.
15. Uniform should be given by employer, and it should be in pair.
16. System of fine has to be abolished.
17. There should be an arrangement of promotion in this security sector.
18. There should be an arrangement of payable leave.
19. Payment should give as per government rule; increment facility has to be available.
20. Facility of residence to security guard is also necessary.
21. Government should control private agencies. Government should cross check if the guards get social securities.
22. Agency should recruit student as a security guard on ATM centre. This is because then they can study on duty.

23. There should be a toilet facility on the duty point. For a gate security guard there should facilities like chair as well as rain coat, umbrella, and cabin.

24. Security sector should not be in private sector, it should be in public sector.

Considering above suggestions researcher has following recommendations for security sector

1. All private security agencies should be issued proper appointment letter for their security guards.
2. The provision of laws relating employment, work and social security should be strictly enforced.
3. All security personnel should be given at least two pairs of uniforms at the time of joining and two pairs of uniforms and one pair of shoes every year by the security agencies engaging them free of charges. They should also provided jackets, umbrella, torch, chair and the cabin at open space.
4. All private security agencies have to pay bonus to the security personnel engaged by them as per the provision of Payment of Bonus Act.
5. If the contract of agency has broken with the principal employer and it searching for new contract then security guard is unemployed in that period, in this situation agency should pay to security guards who are engage with that agency.
6. Agency should provide proper accommodation for migrated security guards. Hence they can live with their family.
7. There is need to organize awareness generation programmes for security guards for the purpose of raising their level of awareness with regard to their entitlement under major labour law.

Recommendations for further research

1. Some kind of research work has been done on the unorganized sector in India. But there is need to more academic on specific sector of security on the basis of qualitative analysis of their working conditions.
2. There is a gap between policies of labour and implementation of those policies. To understand this gap micro level studies are needed.
3. New Economic Policy affects labour laws negatively. There is a need to study this negative impact of New Economic Policy on the labour market of India.

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LIST OF APPENDICES

- | |
|--|
| <ol style="list-style-type: none">1. Questionnaire2. List of registered Private security agencies with Pune Police Commissioner3. List of Exempted agencies of Pune Security Guard Board |
|--|

Appendices 1
QUESTIONNAIRE

GENERAL PROFILE

- 1. Name of the respondent:**
- 2. Place of birth & address:**
- 3. Present address in Pune:**
- 4. Whether house in Pune is**
i) own 1 ii) rented 2 iii) shared 3 iv) camp 4 v) other 5
- 5. Did rent of the house paid by company?** i) Yes 1 ii) No 2
- 6. Migrated from --**
- 7. Caste –**
i) S.C 1 ii) O.B.C..... 2 iii) S.T 3 iv) N.T 4 v) open 5
- 8. Religion**
i) Hindu 1 ii) Baudh 2 iii) Islam 3 iv) Christian 4 v) Sikh 5
- 9. Do you have a ration card?** i) Yes 1 ii) No 2
- 10. If yes, which colour**
i) White 1 ii) Saffron 2 iii) Yellow 3 iv) Temporary 4
- 11. What is type of your family?** i) Joint 1 ii) Nuclear 2
- 12. How many people depend on you back home?**
i) Parents 1 ii) Children 2 iii) Sibling 3 iv) Wife 4 v) Other 5
- 13. Do you have Kids?** i) Yes 1 ii) No 2
- 14. Which school does your child/children go to?**
i) Government 1 ii) Private school 2 iii) Other 3
- 15. For how long you are working at Pune?**
i) Less than 1 year 1 ii) 1-2 year 2 iii) 2-5 years 3 iv) 5-10 years 4 v) More than 10 years 5

MIGRATION STATUS

16. Why did you think to work as a security guard?

- i) Ex serviceman..... 1 ii) Salary..... 2 iii) Relaxing job 3 iv) Other 4

17. What are the reasons for migration to pune?

- i) Attracted with other security guards 1 ii) Migrated along with family 2
iii) Less profit in Agriculture/Primary occupation 3 iv) Natural Calamity 4
v) Family disturbance 5 vi) Unemployment in village 6 vii) Other 7

18. Who motivated you for this work?

- i) Family member 1 ii) Friends 2 iii) Mediator 3 iv) Relatives 4
v) Self motivation 5 vi) Other 6

19. Who helped you to migrate to Pune?

- i) Family member 1 ii) Friends 2 iii) Contractor 3 iv) Relatives 4
v) Neighbor 5 vi) Earlier Job 6

EMPLOYED PROCESS

20. Name of the Security Agency?

21. Are you an ex-serviceman? i) Yes.....1 ii) No.....2

22. How long you waited for getting job?

- i) Less than 1 week 1 ii) 1 week–2 week 2 iii) 2-3 week 3 iv) 1 month 4 v) No...5

23. What did you did in this period?

- i) Training 1 ii) Waiting for response of contractor 2
iii) Waiting for response of agency 3 iv) Searching for job... 4

24. Where did you stay during the waiting period?

- i) At training centre 1 ii) With relatives 2 iii) With Mediator 3
iv) Self Asset 4 v) Home 5 vi) With friends.....6

25. During the interim period who incurred your expenses?

- i) Agency 1 ii) Contractor 2 iii) Family/relative 3 iv) Self 4

26. Is this your first job? i) Yes 1 ii) No 2

27. If No, where did you work earlier?

28. Why did you leave the earlier job?

i) Low remuneration 1 ii) Illness 2 iii) Arduous work 3

iv) Retirement 4 v) Other 5

29. What were the problems you cope up at pune?

i) Money 1 ii) Mental problem 2 iii) Residence 3

iv) Language 4 v) With Mediator 5 vi) Nothing 6

30. How did you get this present job?

i) Through Middleman 1 ii) Through Placement Agency2

iii) Through Friends help3 iv) Through Relatives4 v) Through Adv.....5

31. How much did you pay to placement agency/contractor for this job?

i) Half month's salary 1 ii) One month's salary 2 iii) Other 3

32. How long you are engaged in the present job?

i) 1-6 months 1 ii) 6 months – 1 year 2 iii) 1 year – 3 year3

iv) 3 years – 5 years 4 v) 5 years – 7 years5 vi) 7 years – 9 years 6

vii) 9 years – 11 years 7 viii) More than 11years 8

EMPLOYMENT PROFILE

33. Place of your present job?

i) IT company ...1 ii) Bank ...2 iii) Mall3 iv) Hospital ... 4 v) Industry 5 vi)School/College.....6

vii)Society.....7 viii) Government Institute..... 8 ix) ATM....9 x) Building....10 xi) Cor. Office.....11

34. Working hours?

i) 8 hours 1 ii) 12 hours 2 iii) More than 12 hours 3

35. Who is your employer? i) Security agency 1 ii) Principal Employer 2

36. Do you get payment slip? i) Yes..... 1 ii) No 2

37. Do you get training before joining? i) Yes..... 1 ii) No 2

38. Do you get appointment letter? i) Yes 1 ii) No 2

39. Do you have a registration with Guard Board? i) Yes..... 1 ii) No 2

INCOME PROFILE

40. Are you getting pension? i) Yes.....1 ii) No.....2

41. How much pension do you get?

i) Rs. 5000-10000.....1 ii) Rs.10000-15000.....2 iii) Rs.15000-20000.....3 iv) Rs.20000-25000....4

42. Do you have a farm? i) Yes....1 ii) No.....2

43. How much income do you get from it?

44. What are the facilities do you get from your Employer?

i) ESI 1 ii) PF 2 iii) Bonus 3 iv) TA 4 v) DA 5 vi) Loan 6

vii) Washing charge 7 viii) House rent 8 ix) Pension 9 x) Gratuity 10

xi) Insurance Policy 11 xii) Breakfast/Lunch/Dinner 12

45. What is the salary do you get from employer?

i) Rs. 4000-5000 1 ii) Rs. 5000-6000 2 iii) Rs. 6000-7000 3

iv) Rs. 7000-8000 4 v) Rs. 8000-9000 5 vi) Rs. 9000-10000 6

vii) Rs. 10000-11000 7 viii) Rs. 11000-12000 8 ix) Rs. 12000-13000 9

x) Rs. 13000-14000 10 xi) Rs. 14000-15000 11 xii) More than Rs.15000 12

46. Are wages paid in cash? i) Yes..... 1 ii) No 2

47. Do you have a bank account? i) Yes..... 1 ii) No 2

48. Do you save some money for future? i) Yes 1 ii) No 2

49. In which form do you save money?

i) LIC 1 ii) Saving Acc 2 iii) Fix Deposit 3 iv) Bhishi 4

v) Fund/Pan card 5 vi) Share 6 vii) Post Office.....7 Viii) Gold.....8

EXPENDITURE PROFILE

50. How do you utilize the income that do you get?

Sr. No.	Title	Amount	Monthly (a)	Yearly (b)
I	House Rent		1	1
ii	Light Bill		2	2
iii	House Tax		3	3
iv	Education		4	4
V	Food & Fuel		5	5
Vi	Travel Expenses		6	6
Vii	Phone Bill		7	7
Viii	Medical Expenses		8	8
Ix	Loan Installment		9	9
X	Sending money to home		10	10
Xi	Other		11	11

51. How often do you send money to home?

- i) Every week 1 ii) Every month 2 iii) On requirement 3
iv) Every Year 4 v) Never 5

52. If you have taken loan then how much?

- i) Less than Rs. 5000 1 ii) Rs. 5000-10000 2 iii) Rs. 10000-20000 3
iv) Rs. 20000-30000 4 v) Rs. 30000-40000 5 vi) More than Rs.40000 6

53. Reason for the loan

- i) To built the Home 1 ii) for Marriage 2 iii) Medical Emergency 3
iv) Education 4 v) other 5

54. From whom you taken the loan?

- i) Money lender 1 ii) Bank 2 iii) LIC 3 iv) Friends 4
v) Relatives 5 vi) SG Agency 6 vii) NBFC7 Principal employer 8

55. Do you get uniform from SG agency? i) Yes 1 ii) No 2

56. Did SG agency had cut the money for dress, shoes, & other things? i) Yes 1 ii) No 2

57. How much money cut for these things?

- i) 200-400 1 ii) 400-600 2 iii) 600-8003 iv) 800-1000 4 v) more than 1000 5

58. Is your family earnings enough to run your family? i) Yes 1 ii) No 2

59. If No, how do you manage?

i) Borrow money 1 ii) Sole household property 2 iii) Other 3

60. Does your wife work? i) Yes 1 ii) No 2

61. If Yes, how much she earn? Rs...

HEALTH RELATED INFORMATION

62. Do you get holiday? i) Yes 1 ii) No 2

63. Do you have any access to hospitals for treatment in times of illness/accident?

i) Yes 1 ii) No 2

64. Do you get separate Toilet/bathroom? i) Yes 1 ii) No 2

65. Do you have any health problem? i) Yes 1 ii) No 2

66. Do you have any type of addiction?

i) Alcohol 1 ii) Tobacco/Gutakha 2 iii) Any other 3 iv) No.....4

BASIC ENTERTAINMENT

67. How often you go back to your home town?

i) Every week 1 ii) Every month2 iii) Twice in a month....3 iv) Every one year4
v)Twice in a year.....5 vi) Never 6 vii) Other7

68. What are the modes of entertainment?

i) Outing with friends/family 1 ii) Spending time with children 2

iii) Rest 3 iv) Other 4

PROBLEMS AT WORK PLACE

69. Do you feel discriminated being SG in your relatives/friends? i) Yes 1 ii) No 2

70. Did you ever feel exploited? i) Yes 1 ii) No 2

71. If Yes, then what is a nature of exploitation?

i) Economic 1 ii) Mental 2 iii) Physical 3 iv) Other 4

72. Could you make a union? i) Yes 1 ii) No 2

73. Are you a member of any union? i) Yes 1 ii) No 2

74. Are you aware of any labour law? i) Yes 1 ii) No 2

75. Please give household detail

Sr. No.	Name	Relation with Respondent	Sex M-1 F-2	Age	Marital Status (code-a)	Education (code - b)	Occupation (code - c)	Monthly Income
1	Name of the Respondent							
2								
3								
4								
5								
6								
7								
8								
Code a: Married-1, Unmarried-2, Widow/Widower-3, Divorced-4, Separated-5								
Code b: Not literate-1, Semi literate-2, Up to primary-3, Up to Middle-4, High School-5, Secondary-6, Up to graduation-7, Post graduation-8, Other-9 (specify)								
Code c: Service-1, Self employed-2, Cultivation-3, Agricultural Lab-4, Wage Labour-5, Domestic work-6, Shop keeping-7, Not able to work-8, Unemployed-9, Trainee-10, Studing-11, House wife-12, Other-13.								

Suggestions if any:

Pune Police Commissionerate

Private Security Agency List

Sept. 2013

<u>Sr. No.</u>	<u>Lic. No.</u>	<u>Issue Date</u>	<u>Name of Security Agency</u>	<u>Address of Security Agency</u>	<u>Name of Licensee</u>	<u>P.Stn.</u>	<u>Zone</u>
1	1	26/12/2007	Poona Security Investigation & Consultancy Service	208/2A, Filow Commercial Centre, Station Road, Pimpri Pune	Marutrao Kamte	Pimpri	3
2	2	29/12/2007	Arm Force Ex-Office Multi Services Co.Op Soc.	Lokmanya Tilak Sabagruha Bldg., 364 Gokhale Road, Pune 16	A V Nirkhe	Chatushrungi	3
3	3	03/01/2008	Hawk Eye Security & Facilities Pvt. Ltd.	4 Samar Paradise, Opp. Shivsagar Rest. D.P.Road, Aundh, Pune 7	V R Advani	Chatushrungi	3
4	4	21/01/2008	Reliable Industrial Services, Spl. Security & Labour Contractor	33, Sukhwani Chambers, 2nd Floor, Station Rd., Pimpri, Pune 18	Rajendrasingh Karamsingh Waliya	Pimpri	3
5	5	25/01/2008	Unique Delta Force Security Ltd.	2nd Floor, Nana Chambers, Kasarwadi, Pune 34	Prabhakar Anant Salunke	Bhosari	3
6	6	30/01/2008	Ex-Serviceman, Multipal Services & Consultant	Tridalnagar. A/9/3, Yerwada, Pune	Ajay Bhosale	Yerwada	4
7	7	31/01/2008	Fedral Management Services	Lokmanya Tilak Sabagruha Bldg., 364 Gokhale Road, Pune 16	P K Malhotra	Vishrambaug	1
8	8	31/01/2008	Commando Security Force	Sr.No.52/2, Plot No.11, Abhyuday Hoc.Soc., Wanwadi, Pune 40	Mayur Babasaheb Kute	Wanwadi	4
9	9	01/02/2008	Classic Security Services	17/B Wing, Mittal Court, 578, Pune 11	Gurucharan Bachitarsingh Kohali	Samarth	2
10	10	01/02/2008	Sumeet Facility P.Ltd.	2nd Floor, Nana Chambers, Kasarwadi, Pune 34	Sumit Prabhakar Salunke	Bhosari	3
11	11	06/02/2008	M/s G R Dafale	Bldg.No.5, Plot No.201, Yogi Park Co. Op.Soc., 12 North Main Rd., Koregaon Park, Pune 1	Digvijay Ramkrishna Pawar	Bundgarden	2
12	12	20/02/2008	Ansec Human Resorce Services P.Ltd.	Sr.No.111/1, 7A, Ashish Kunj, Porwal Park, Yerwada, Pune 6	Prakash Kashiram Chavan	Vishrantwadi	4
13	13	26/02/2008	Asral Securities	3, Commerce House, 567 Nana Peth, Near Punjab Natioanl Bank, Pune 2	Laxman Tapre	Samarth	2
14	14	01/03/2008	Checkmet Industrial Services P.Ltd.	H-1, B Wing, Pramar Park, Wanwadi, Pune	Guldipsing Arora	Wanwadi	4
15	15	07/03/2008	M/s Vulcan Force India	10B, Ganesh Chambers, 2nd Floor, Wankdewadi, Shivajinagar, Pune	V B Patil	Deccan	1

16	16	07/03/2008	Great Wall Security & Labour Services Pvt. Ltd.	Savitri Apartment, 33/8 Mohanwadi, Pune-Alandi Rd., Vishrantwadi, Pune 15	Ashish Kadam	Yerwada	4
17	17	07/03/2008	Accurate Security Services	111, J J Chambers, Yerwada, Pune	V M Varulkar	Yerwada	4
18	18	12/03/2008	Rediant Security & Personal Services	Office No.1/4, Silver Stone, Sr.No.40/5, Kondwa(K), Pune 48	Tejvantsing Bevli	Wanwadi	4
19	19	14/03/2008	CDB CISCO India Ltd.	Ground Floor, Parvati Sankul, NIBM Kondwa (K), Pune 48	Shrikant Joshi	Wanwadi	4
20	20	17/03/2008	Vikrant Security Service	Shop No.4/4, Shantinagar Soc., Near Kirolskar Bridge, Pune-Solapur Rd.	Premchand Lahuriprasad Pande	Hadapsar (Wanwadi)	4
21	21	17/03/2008	P. R. Enterprices	Shop No.4/4, Shantinagar Soc., Near Kirolskar Bridge, Pune-Solapur Rd. Pune	Rajesh Dubey	Hadapsar	4
22	22	29/03/2008	Eagle Industries Services P.Ltd.	Visava, 42/4, Erandwana, Karve Rd., Pune 4	K V Patil	Deccan	1
23	23	01/04/2008	Egis Protection P.Ltd.	12/24 Everjoy Spc., Behind NIBM, Kondwa, Pune	Anand Govind Sovani	Wanwadi	4
24	24	01/04/2008	Vigilance Security Consultancy & Alide Services	Y-804, Secret Hard Town, Wanwadi, Pune 40	R V Apte (Retd. Col.)	Wanwadi	4
25	25	01/04/2008	National Security Services	Datta Nivas, Next to Mitra Co.Op.Soc., Deep Bunglow Chowk, Shivajinagar, Pune 16	S R Mapari	Chatushrungi	3
26	26	03/04/2008	Sharma Security & Fire Services P.Ltd.	Shri. Barsana, 1st Floor, Plot No.18, Nanak Soc., Salunke Vihar, Pune	Maj. Krushna Murti	Wanwadi (Kondwa)	4
27	27	04/04/2008	Sai Samarth Security Services	A-6, Akshay Palace, Highway Chowk, Warje, Pune	Milind Vishvanath Bhandare	Warje Malwadi	1
28	28	09/04/2008	N.V.Enterprises	Datta Nivas, Next to Mitra Co.Op.Soc., Deep Bunglow Chowk, Shivajinagar, Pune 16	Nilesh Mapari	Chatushrungi	3
29	29	06/05/2008	M/s Sun Security Services	67, I-Bldt., Parmarnagar, Phase-3, Pune 13	A. K. Mago (Retd. Col.)	Wanwadi	4
30	30	06/05/2008	Ganesh Enterprises	A-209 Mega Centre, Magarpatta, Hadapsar, Pune	Vikas Popat Mate	Hadapsar	4
31	31	06/05/2008	Tridal Ex-Serviceman Security Services	Shop No.13, Bhagirathi Nagar, NDA Rd., Warje Malwadi, Pune	Devid Survase	Warje Malwadi	1
32	32	09/05/2008	M/s Active Platoon Security Services	House No.278, S.No.259, Ramoshi Lane, Hadapsar, Pune	Shivjnam Bechan Ram	Hadapsar	4

33	33	14/05/2008	Security & Intelligence Services India Ltd.	508, Sterling Centre, M.G.Road, Pune 1	Pranavkumar Pradhan	Cantonment	2
34	34	15/05/2008	M/s S.S.Services	Shri Vinayak Soc., A-55, Kasturbawadi, Vishrantwadi, Pune 15	Ramesh Shankar Savant	Vishrantwadi	4
35	35	15/05/2008	Planet O-Outdoor Publicity P.Ltd.	Flat No.19, Sidharth Mansion, Pune-Nagar Rd., Pune	Ravikiran Nanasaheb Fatake	Yerwada	4
36	36	23/05/2008	P&G Industries Securities Services	C-11, Rohan Enclave, Mumbai-Pune rd., Dapodi, Pune 12	Gopal Murti Sharma (Retd. Col.)	Bhosari	3
37	37	26/05/2008	Alert Security Force	Sr.No.136, Timurti Soc., Warje Malwadi, Pune 52	Sharad Krushnarao Pawar	Kothrud	1
38	38	27/05/2008	D.Y.Patil Security Services	Office No.122, Sidharth Tower, Kothrud, Pune	Deepak Yahwant Patil	Kothrud	1
39	39	02/06/2008	Avare Enterprises	Row House No.4, Peshva Complex, Vimannagar, Pune 14	Sunil Baburao Avare	Yerwada (Vimantal)	4
40	40	02/06/2008	Swaraj Enterprises	At Post Moshi, Tal. Haveli, Pune	Vijay Dashrath Choudhari	Bhosari	3
41	41	02/06/2008	Securafence Securities P.Ltd.	A/5, Akshay Apartment, Opp. Vishal Theater, Pimpri, Pune	Sharadkumar Moreshwar Wadekar	Pimpri	3
42	42	02/06/2008	Sahyadri Security Agency	Orient Plaza, Shop No.203, 2nd Floor, Ramtekdi, Pune 13	Mahadev Kashinath Naik	Wanwadi	4
43	43	02/06/2008	Gr.5 Security Services	PachPandav Hos.Soc., Gokhalenagar, Pune	Prakash Ramchandra Girme	Chatushrungi	3
44	44	30/06/2008	M/s Reliance Enterprises	10, NPS Line, East Street, Camp, Pune 1	Sharad Sudhakar Motadu	Cantonment	2
45	45	01/07/2008	Prakhar Security & Alide Services	M.G. Road, Pune 1	Piyush Pushkar Khare	Cantonment	2
46	46	02/07/2008	Protrack Security Management Services	501/B/2, Siddhivinayak Angan, Sasanenagar, Hadapsar, Pune	Abad Ahmed	Hadapsar	4
47	47	02/07/2008	Perfect Protection Pvt. Ltd.	34, Dunkan Road, Khadki, Pune	Darshansing Mohindersing Bhangani	Khadki	4
48	48	03/07/2008	L.M.C. Associates Security Force	5 & 6/A, Highway Tower, 4th Floor, Pune-Mumbai Rd., Chinchwad, Pune 19	Leena Milind Choudhari	Khadki	4

49	49	04/07/2008	Matoshri Enterprises	18, Shiv Ganesh Nagar, Dhavale Wasti, Bhosari, Pune	Devidas Dnyaneshwar Sanas	Bhosari	3
50	50	08/07/2008	Ratnamohan	Shop No.1, Kasturi Apartment, 371/B Shaniwar Peth, Pune	Laxmikant Mohanlal Khabiya	Vishrambaug	1
51	51	09/07/2008	Maharashtra Ex-Serviceman Corporation	Raigad, Opp. National War Memorial, Ghorpadi, Pune	Col. Bhagatsingh Dattajirao Deshmukh	Wanwadi	4
52	52	21/07/2008	Nikita Security & Management Services	A/5, Green Ekars, Salunke Vihar, Pune	Ashok Kumar Bajaj (Retd.Col.)	Kondhwa	4
53	53	21/07/2008	Three Star Security Services	154, Ashok Pavalion, Dr.Ambedkar Rd., Camp, Pune	Sham Dethe (Retd. Lt.Col)	Bundgarden	2
54	54	20/08/2008	Om Enterprises	268, Sarnath, Janwadi, Opp.Mafoo Company, Gokhalenagar, Pune 16	Gajanan Narayan Ghogare	Chatushrungi	3
55	55	25/08/2008	Assess India	Flat No.4, Panna Chambers. CTS 1236, Mumbai-Pune Rd., Dapodi, Pune	Yashpal Mittu (Retd.Col.) and Rajprakash Aluwalia	Bhosari	3
56	56	09/09/2008	Rediant Facilities	Near Sheetal Petrol Pump, Kondhwa (K), Pune	Lt. Col. Anshuman Singh	Kondhwa	4
57	57	09/09/2008	Sharp Detective Pvt.Ltd.	2nd Floor, Near Alankar Theater, Pune 1	Chetan Giri	Bundgarden	2
58	58	08/10/2008	Shri Enterprises	Indulal Complex, Navi Peth, Pune	Ravindra Rajaram Khedkar	Vishrambaug	1
59	59	08/10/2008	The Profesionals	422/1, Kunal Complex, Shivajinagar, Pune 5	Ajit Balkrishna Wagale	Deccan	1
60	60	17/10/2008	Akal Securities	Office No.6, 1st Floor, My Fair A, Mahendra Chambers, Dhole Patil Rd., Pune 1	Sunil Narula	Bundgarden	2
61	61	17/10/2008	Alfa Security & Personal Services	Basement, Room No.5 & 6, East Street Galary, Camp, Pune 1	Jeet Singh Gill	Cantonment	2
62	62	17/10/2008	Ex-Serviceman Airlink Transport Services	Shop No.5, Tirupati Complex, Kasturba Hoc. Soc., Pune 15	Virendra Singh (Retd. Maj.)	Vishrantwadi	4
63	63	24/10/2008	Sanas Safe Guard	Onkar Heights, 1st Floor, Burning Ghat Rd., Koregaon Park, Pune 1	Anil Rajaram Sanas	Bundgarden	2
64	64	24/10/2008	Coverage Security	308, Sterling Centre, Camp, Pune	Seema Aloak Saxena	Cantonment	2
65	65	31/10/2008	B.K.Enterprises	Shivsai Complex, S.No.131, Flat No.19, 3rd Floor, Warje, Pune	Bharat Janardan Kangude	Warje Malwadi	1
66	65(A)	03/11/2008	Om Security Services	Chwal No.B-21, Room No.16, Indiranagar (Lower), Bibwewadi, Pune	Vilas Mahadev Walunj	Bibwewadi	2

67	66	03/11/2008	Malbro Detective Agency Pvt.Ltd.	403, Indira Chambers & 1549B, Tilak Road, Pune	Pravinkumar Sardarilal Malhotra	Vishrambaug	1
68	67	03/11/2008	Chaitanya Security Services	11911, DI14125132, Sarita Nagari-2, Parvati, Pune 30	Anita Dattatray Bhosale	Swargate	2
69	68	03/11/2008	Property Guard Security Services Pvt. Ltd.	Office No.327, 3rd Floor, Sterling Centre, M.G.Road, Pune 1	Somi Dayal Tondon (Retd.Col)	Cantonment	2
70	69	03/11/2008	Aditya Multi Services,	443 Lalabi Manzil, Hotel Shailesh Lane, Shivajinagar, Pune	Vikramaditya Vasant Warnekar	Shivajinagar	1
71	70	19/11/2008	Shivshakti & Alide Services	Sr.No.43/5, 12-Vijay Rashmi Residency, Warje Malwadi, Pune 58	A Arunachalam (Retd. Subhedar)	Warje Malwadi	1
72	71	19/11/2008	Maharashtra Front Line Security & Alide Services	Roonwal Modinova, Sr.No.81/4, Plot No.10, Warje Malwadi, Pune	Ashok Ganpatrao Jagdale	Warje Malwadi	1
73	72	08/12/2008	Fortune Group Services	Shop No.4, Sr.No6/6/8 Samarth Nagar, Road No.2, Near Saik Chowk, Navi Sangvi, Pune	Anil Abhiman Gujar	Sangvi	3
74	73	08/12/2008	Indian Security Force	Bharati Vidyapith Maingate, Dhankawadi, Pune	Ranjeet Prataprao Pawar	Bharati Vidyapith	2
75	74	08/12/2008	Cosmos Foundation	269/270 Shanivar Peth, Pune	Shripad Dattatray Panchpor	Vishrambaug	1
76	75	03/01/2009	Star Line Enterprises	221 Pournima Tower, Shankrshet Road, Near Sarswati Pump, Pune 37	Sanjay Vikram Chandekar	Swargate	2
77	76	06/01/2009	Patil Services	Sr.No.90/7B Professor Colony, Near Yash Petrol Pump, Mundhwa, Pune	Deepak Bhimrao Patil	Hadapsar (Mundhwa)	4
78	77	12/01/2009	Sanjay Security Services	984 Sadashiv Peth, Opp. Dnyan Prabodhini, Pune	Sanjay Dhondiba More	Vishrambaug	1
79	78	19/01/2009	M.P.Enterprises	14/6, Anandnagar, Paud Road, Kothrud, Pune	Madhukar Anand Pathak	Kothrud	1
80	79	07/02/2009	The Captain Security	111-A, Mahalaxmi Market, Shukravar Peth, Pune	Captain Vishvajeet Sadanand Raul	Vishrambaug (change the address)	1
81	80	07/02/2009	Supreme Security & Placement Services	Plot No.125, Opp. Vandevi Mandir, Karvenagar, Pune	Rahul Laxman Macvan	Warje Malwadi	1
82	81	10/02/2009	The Placement Consultant	15-A, Anandmay Apartment, Karvenagar, Pune	Sudhir Vijay Dalvi	Deccan	1
83	82	20/02/2009	Best Services Security & Private Investigation	Row House No.8, Bhagyashil Soc., NIBM Road, Kondwa, Pune	Harpalsingh Pritamsing Ahaluwalia	Kondhwa	4

84	83	02/03/2009	Rohit Enterprises	Sr.No.253/1/B, Khese Park, Lohagaon, Pune 32	Popat Maruti Wable	Vishrantwadi (Vimantal)	4
85	84	02/03/2009	Hightech Security Services	Sunshree Woods, Room No.22, Ground Floor, NIBM Rd., Kondhwa (K), Pune	Sanjay Satyapal Malhotra	Kondhwa	4
86	85	02/03/2009	Majior Services	Laxmi Vihar, Flat No.202, Near Sadhana Hospital, Pune-Solapur Road,	Shobha Dattatray Tupe	Hadapsar	4
87	86	02/03/2009	N.T.S.Group Agency	A/2/09, Bramha Horizan Co.Op.Soc., Kondhwa Rd., Kubera Park, Pune 40	Muzarat Nsirali Husen	Kondhwa	4
88	87	02/03/2009	Zaik Security Services	Plot No.1o, Sr.No.57/7, Shivnerinagar, Kondwa (K), Pune	Jainul Abidin Khan	Kondhwa	4
89	88	02/03/2009	Vighnagar Security Services	Sr.No.84/2B, Flat No.80, Saik Park, Shiv Ganesh Mandir, Dighi, Pune 15	Laxman Dhondu Unde	Vishrantwadi	4
90	89	02/03/2009	Praharl Enterprises	Sr.No.45, Sangamwadi, Khadki, Pune 3	Shoharao Akbar Ali	Yerwada	4
91	90	02/03/2009	Shri Krupa Services Pvt. Ltd.	201/201A, Prestige Plaza-2, Mumbai-Pune road, Akurdi, Pune 35	Mahesh Dattatray Khedkar	Nigdi	3
92	91	02/03/2009	Dipti Agency	D3/25, Tridalnagar, Yerwada, Pune 6	Waman Dadaji Dalvi	Yerwada	4
93	92	02/03/2009	Hock Facility Management	44, Silver Plaza, Fatima Nagar, Hadapsar, Pune 13	Kaushalkumar Ghai	Hadapsar (Mundhwa)	4
94	93	02/03/2009	Marshal Security Services	Sr.No.51, Opp.B.J.Shirke Company, Ghorpadigaon, Pune	Geetaprasad Chandiprasad Verma	Hadapsar	4
95	94	02/03/2009	Excellent Enterprises	Shop No.14-B, Mantri Park, Kothrud, Pune	Ramkeval Rammilan Tiwari	Kothrud	1
96	95	02/03/2009	Ex-Serviceman Security Services	Opp.Atharv Plaza Math, Pune-Satara Road, Pune	Dinesh Appa Patil	Sahakarnagar	2
97	96	02/03/2009	Raj Security Services	360, Kondhwa (K), Near Police Chowky, Pune 8	Rajesh Umashankar Tiwari	Kondhwa	4
98	97	02/03/2009	Trydent Alide & Security Services	Flat No.301, 84/178, Vasant Vihar, School No.32, Hadapsar, Pune 28	Sampat Dinkarrao Shitole	Wanwadi	4
99	98	01/04/2009	Rapid Security & Services	D-2/103, 1st Floor, Quality Opel, Opp.Anandpur Trust, NIBM Road, Kondhwa (K), Pune	Subhash Singh	Kondhwa	4
100	99	28/04/2009	Royal Facility Management	Office No.101, Parmar Park, Opp. Janseva Sahakari Bank, Wanwadi,	Ruby Gurdp Arora	Wanwadi	4
101	100	30/04/2009	Priyanaka Security Services	Sr.No.75, Kalpataru Hou.Soc., Sayyednagar, Hadapsar, Pune	Chhabji Yashwant Yewle	Wanwadi	4

102	101	19/05/2009	Bulls Eye Security Services	Shop No.C/7, Ashok Muse, Kondhwa (K), Sr.No.40/41. Pune	Santok Singh Khurana	Kondhwa	4
103	102	20/05/2009	Western India Security & Manpower Agency	Sr.No.72, Saraswati Nagar, Behind Anand Theater, Ghorpadi, Pune	Col. Swarnasingh Pathania	Hadapsar (Mundhwa)	4
104	103	16/06/2009	A.K.S.Enterprises	Sr.No.147/4, Adarshnagar, Hinjwadi, Ra. Mulshi, Dist. Pune	Lahu Popat Gaikwad	Hinjwadi	3
105	104	24/06/2009	Sajag Security Services	Sr.No.28, Mulik Wasti, Ramwadi, Jakatnagar, Nagar Road, Pune 14	Jonson Joseph Wargis	Yerwada	4
106	105	29/06/2009	Royal Guards - A Unit of Agnesh Corporate	Sr.No.70/71, Plot No.19, Sneha Park, Dhankude Wasti, Baner, Pune 45	Amol Jayant Umranikar	Chatushrungi	3
107	106	30/06/2009	Dads Detective Eye	Flat No.4, Plot No.31, Vimal Apartment, Udaybaug, Pune 13	Maj. Virendra Singh	Wanwadi	4
108	107	30/06/2009	Galaxy Facility Solution Pvt. Ltd.	Sr.No.213, Hissa No.2,12, Plot No.13, Rajivnagar (North), Vimannagar, Pune	Bindeshwar Prasad Singh	Vimantal	4
109	108	02/07/2009	D.D.S.Security Services	Sr.No.34/13/2, Priyankar Nivas, Maratha Soc., P.K.Nagar, Dhandkawdi, Pune 43	Satish Shinde	Bharati Vidyapith	2
110	109	06/07/2009	Om Security Services	Sr.No.256, Parag Chawl, Near Old Police Chowky, Bhairavnath Ali, Kondwa (K), Pune	Dinesh Chandra Upadhyay	Kondhwa	4
111	110	09/07/2009	A.V.Security Services	Sr.No.87, Suraksha Nagar, Swapnapurti Hoc.Soc., Hadapsar	Ashok Anand Khot	Hadapsar	4
112	111	17/07/2009	Trishakti Foundation Security Services	Sunmahu Complex, 5 Bundgarden Road, Pune 1	Col.Sambhaji Dnyanoba Patil	Bundgarden	2
113	112	17/07/2009	Shivshakti Security Services	Sr.No.14, Behind Satyaraj Complex, Manjari Fata, Hadapsar, Pune	Ex.Sub Sainath Eknath Kale	Hadapsar	4
114	113	17/07/2009	Raksha Surkasha Services	Sr.No.8/13, Lane No.1, Karvenagar, Pune 52	Sanjay Vishnu Hatankar	Warje Malwadi	1
115	114	17/07/2009	Smart Security	Sr.No.165/8/1, Gurudwara Col, Lohagaon, Pune	Rupesh Gajraj Bargoti	Vimantal	4
116	115	22/07/2009	Mansfield Security Services Pvt.Ltd.	203, Hans Sarovar Complex, 3rd Floor, Marketyard, Gultekdi, Pune 37	Col. Narendra Heblkar	Swargate	2
117	116	22/07/2009	Mosawaj Security Services	21, Laxminagar Comercial Complex, Parvati, Pune 9	Col. Vasant Ramchandra Mohite	Dattawadi	2
118	117	22/07/2009	Pioneer Services	Wadkar Apartment, 8, Mukundnagar, Pune-Satara Rd., Gultekdi, Pune 37	Vaishali Sopan Wanarase	Swargate	2

119	118	01/08/2009	Omega Security Services	308 Bramha Majestic, 3rd Floor, NIBM Rd., Kondhwa (K), Pune.	Shamsuddin Mohinuddin Sayed	Kondhwa	4
120	119	01/08/2009	Bricks Facilities Pvt.Ltd.	Vedwati Apartment, Agriculture Collage, Shivajinagar, Pune 5	Ashok Jaysing Chandgude	Shivajinagar	1
121	120	01/08/2009	M/s Alka Enterprises	Sagar Corner, Thermax Chowk, Chinchwad, Pune	Sachin Suresh Sonar	Chinchwad	3
122	121	11/08/2009	Shri Sai Security Services	433, Sadashiv Peth, Pune 30	Smt. Savita Vinayak	Vishrambaug	1
123	122	13/08/2009	Paranjpe Scheme Property Services	Sr.No.23/2B, Avnish, 'D'Bldg, Kothrud, Pune 29	Milind Karnik	Kothrud	1
124	123	18/08/2009	Unicorn Alternate Solution	33, Ajanta Palace, Behind Alora Palace, Balajinagar, Pune	Pradip Lalasinghrao Mahurkar	Sahakarnagar	2
125	124	25/08/2009	M/s Astitva Suraksha & Seva	A-7, Shamkrupa Hoc.Soc., Behind Shivajinagar S.T.Stand, Pune 5	Shivani Suhas Sonavane	Shivajinagar	1
126	125	26/08/2009	Divya Enterprises	Swagat Complex, Shop No.2, Santoshnagar, Katraj, Pune 46	Sanjay Raghunath Yadav	Bharati Vidyapith	2
127	126	31/08/2009	Gaurav Security Services	Bungalow No.9, Sumedha Hou.Soc., Bawdhan(K), Pashan, Pune 21	Col. Amar Singh Sawant	Chatushrungi	3
128	127	31/08/2009	Prompt Security Services	428, Mangalwar Peth, Shanti Complex, Pune 11	Kalpna Dilip Bahirat	Samarth	2
129	128	31/08/2009	Best Enterprises	Sr.No.148/164, Ganesh Nagar, Bopkhel, Pune 21	Ranveersing Ramnath Baghela	Vishrantwadi	4
130	129	31/08/2009	D.A.Enterprises	Sr.No.18/1, Jay Shivaji Marg, Sambhajinagar, Dighi, Pune 15	Anant Babu Akhade	Vishrantwadi	4
131	130	16/09/2009	Diamond Security Services	Sr.No.46/6, Pawar Baug, B.T.Kawde Road, Ghorpadi, Pune 36	Sau. Gyanu Vishnu Khadka	Wanwadi (Mundhwa)	4
132	131	16/09/2009	Vasu Security & Services	Sr.No.7B, Flat No.7, Suyash Terrace, Kondhwa (K), Pune	Ashok Omprakash Dixit	Kondhwa	4
133	132	16/09/2009	Raids Security Solution	Office No.12, Laxmi Arcade, 1st Floor, B.T.Kawde Rd., Ghorpadigaon, Pune 1	Trilok Kishan Bhatara	Wanwadi	4
134	133	16/09/2009	Sai Services	Shanipar Chowk, Near Janta Bank, Hotel Jijai-2nd floor, Bajirao Rd., Pune 2	Parikshit Subhash Sopanar Patil	Vishrambaug	1
135	134	16/09/2009	Kumar Enterprises Security	4, Laxmi Darshan, Plot No.36, Sr.No.34/1, Vidyanagar, Pune	Santoshkumar Atalbihari Tripathi	Vishrantwadi	4
136	135	16/09/2009	Sai Services	Sr.No.14, Jaibhavani nagar, Yerwada, Pune 6	Dnyaneshwar Santramji Kajale	Yerwada	4

137	136	28/09/2009	BVG India Ltd.	BVG House, Premier Plaza, Pune-Mumbai Rd. Chinchwad, Pune 19	Hanumant Ramdas Gaikwad	Chinchwad	3
138	138	06/11/2009	Shark Security Services	Flat No.6, Sumeet Plaza, Mithanagar, Kondwa, Pune 48	Raghvendra Prasad Roy	Kondhwa	4
139	139	01/12/2009	Anand Enterprises Security Services	H-1/206, Manikmoti Bldg., Pune Satara Rd., Katraj, Pune 46	Anand Laxman Gavandi	Bharati Vidyapith	2
140	141	07/12/2009	Pawan Security Services	Sr.No.184/2/2/2, Dangat Chawl, Sutarwadi, Pashan, Pune 21	Pawankumar Pramod Sing	Chatushrungi	3
141	142	07/12/2009	Zen Security Services	903, Soverin Apartment, Kalyaninagar, Pune 14	Smt. Anupama Shishir Desai	Bundgarden	2
142	143	24/12/2009	King Security Services	Sr.No.23, Flat No.2, Dattakrupa Bldg., Opp. Kakade Palace, Karvenagar, Pune 52	Parshuram Ramchandra Karde	Warje Malwadi	1
143	146	14/01/2010	Sham Security Services	Sr.No.49/2, Mithanagar, Shrikrushna Apt., Kondhwa(K), Pune 48	Mahibunna Salim Khan	Kondhwa	4
144	147	14/01/2010	Force-One Group	Sr.No.90/10/09, Satyalok Apartment, Hadapsar, Gadital, Pune 28	Sandip Chandrasen Raorane	Hadapsar	4
145	148	19/01/2010	Modern Security Services	D-8, Sukhvasi Residency, A/25, Dapodi, Pune 12	Kamaljitsing Malkit Sing	Bhosari	3
146	149	22/01/2010	Pravin Facility Management Pvt. Ltd.	73/5, Sector No.25, L.I.G. Col., Sindhunagar, Nigdi, Pune 44	Pravin Hindurao Thorat	Nigdi	3
147	150	03/02/2010	Shivraj Enterprises	l/601, Ganga Tirth Hoc.Soc., Sahakarnagar, Pune	Sau. Supriya Pawar	Sahakarnagar	2
148	151	04/02/2010	M/s Blue Shield Protection Network Pvt. Ltd.	Soma Heights, Plot No.3, Sidhivinayak Soc., Krve Rd., Kothrud, Pune	Gaurav Katich	Kothrud	1
149	152	06/03/2010	M/s Accurate Services	128/572, Mahila Milan Soc., Dattawadi, Pune 30	Sujeet Raghunath Jathar	Dattawadi	2
150	154	26/03/2010	Night Watch Security Ltd.	Room No.429, Navin Vasahat, Katrajgaon, Pune 46	Raja Vijay Karan & Gaurav Raja Karan	Bharati Vidyapith	2
151	155	31/03/2010	Shivkrupa Services	S.E.L. 12/9, 'S' Block, Near Baji Agency, Indrayaninagar, Bhosari, Pune	Ramakant Shankarappa Rode	Bhosari	3
152	156	22/04/2010	Expert Security Services	1474, Sadashiv Peth, Pune 30	Vijay Raghunath Matale	Vishrambaug	1
153	157	30/04/2010	Track-On Multipurpose Security	Plot No.78, Saikrupa Soc., Near Ram Mandir, Balajinagar, Dhankwadi, Pune	Suresh Banderao Rajigire	Bharati Vidyapith	2

154	158	06/05/2010	Escorts Security Services	2nd Floor, Mata Chambers, Anandnagar, Main Road, Sangvi, Pune 27	Ramu Vishwanath Waghade	Sangvi	3
155	159	06/05/2010	Excellent Services	Mantri Park, Shop N.14B, Kothrud, Pune 38	Mahesh Bhausahab Jagtap	Kothrud	1
156	160	06/05/2010	Optimal Corporate Services Pvt.Ltd.	Chinar, Flat No.3, 1st Floor, CTS, 1707-B, K.B.Joshi Marg, Shivajinagar, Pune 5	Sanjay Anandrao Gaikwad	Shivajinagar	1
157	161	10/05/2010	Spider Security	Shop No.158, 'C' Wing, Jay Ganesh Vishwa Complex, Vishrantwadi, Pune 15	Managing Director of Spider Security	Vishrantwadi	4
158	162	19/05/2010	National Security & Alide Services	Home Sted Soc, Sr.No.46, Near Saibaba Nagari, Row House No2., Kondhwa (K), Pune 48	Col. Vinodkumar Madan	Kondhwa	4
159	163	26/05/2010	Bhagyashri Enterprises	Shop No.9, J.M.Chambers, Kalewadi, Pimpri, Pune 17	Mohan Kisan Hipparkar	Pimpri	3
160	165	26/05/2010	Shubham Udyog	Shop No.8, Suraj Associates, Sudarshan Chowk, Pimpri Waghare, Pune 17	Hanumant Yashwant Waghare	Pimpri	3
161	167	03/06/2010	Dinkar Security Management Services	F-56, Desination Centre, Magarpatta City, Hadapsar, Pune 28	Ranjeet Suryanarayan Mishra	Hadapsar	4
162	168	03/06/2010	Sai Security & Labour Services	15-B, Ragvilas Soc., North Main Road, Koregaon Park, Pune 1	Thaksen Ganpat Jadhav	Koregaon Park	2
163	169	03/06/2010	Trishakti Security Services Pvt. Ltd.	Navrang Plaza, 1st Floor, Office No.10, Airport Road, Vishrantwadi	Gulabrao Babajirao Bhosale	Vishrantwadi	4
164	170	03/06/2010	Kangaroo Securities	C/12/24, Kubera Garden, Near NIBM, Pune 48	Kanvarlal Pitambarlal Sharma	Kondhwa	4
165	171	03/06/2010	Alfa Facilities Man	Office No.5, B-1 Block, Loid Chambers, 409, Mangalwar Peth, Pune 11	Sanjay Sheshrao Gaikwad	Samarth	2
166	172	03/06/2010	Krishnasai Services	Shop No.212, Jai Ganesh Vishwa Bldg., Airport Road, Vishrantwadi, Pune 15	Abhijit Machindra Kadam	Vishratwadi	4
167	173	03/06/2010	Classic Guard Services	A.B.Rena Sons, Sahani Suja Park, Kondwa Road, Pune	Gurubachan Singh Kohali	Kondhwa	4
168	174	03/06/2010	Vijayant Security Services Pvt. Ltd.	Anubandh, B-1, Office No.4, Cosmos Co-Op Ban, Panmala, Sinhgad Rd., Pune 30	Rohit Baswani	Dattawadi	2

169	175	03/06/2010	Prem Mohan Multipurpose & Security Services Pvt. Ltd.	C-6, Shangrila Garden, 31 Bundgarden Road, Pune 1	Smt. Savita Anil Gholkar & Smr. Sheela Prakash Chandra	Bundgarden	2
170	176(A)	09/06/2010	Royal Guard Security Services	Sr.No.136, Yashodip Soc., Warje Malwadi, Pune 58	Uday Ganpat Jarande	Warje Malwadi	1
171	177	09/06/2010	Manas Enterprises & Logistic Pvt.Ltd.	1091, Sadashiv Peth, Bajirao Road, Pune 30	Ashok Ramchandra Godbole, Krushna Ganpat Magdum & Rahul Patvardhan	Vishrambaug	1
172	179	19/06/2010	Goodwill Ex-Serviceman Society	1098/8, Model Col., Shivajinagar, Pune 5	Lt.Col. S. R. Buildikar & Wing Commander R.R. Jamdar	Shivajinagar	1
173	180	19/06/2010		A-11, Sunshine Towers, Koregaon Park, Pune 1	Santosh Shivram Bhosale	Koregaon Park	2
174	182	28/06/2010	Shri Sainath Security & Personnel	Sr.No.152, Shankar Math, Near Om Marble, Hadapsar, Pune 28	Kailas Bapurao Zarad	Hadapsar	4
175	183	28/06/2010	Group Security Force	Flat No.5/B, Shailesh Garden, Behind Aditya Nagar, Gadital, Hadapsar, Pune 28	Smt. Kiran Kailas Awari	Hadapsar	4
176	184	2010	Sai Security Agency	Niranjan Soc., A-64, Sus Road., Pashan Pune	Balkrishna Waman Shinde	Chatushrungi	3
177	187	08/07/2010	Hind Security Force & Services	Punyal Nagar, Dhankawadi, Pune 43	Manish Anilkumar Gupta	Bharati Vidyapith	2
178	188	2010	Om Sai Services	D-301, 3rd Floor, Sunrise Bld., Sr.No.71, ECP Campus, Handewadi Road, Hadapsar, Pune	Sau Vaishali Pravin Pawar	Hadapsar (Shift - Pimple Gurav)	4
179	189	2010	Shakti Security Services	Shakti Crane Services, 110/17, Shivajinagar, Pune 5	Usuf Ibrahim Shaikh	Shivajinagar	1
180	190	2010	Intelligence Security Services	Flat No.F/106, Namovihar, Handewadi Road, Hadapsar, Pune 28	Hemantkumar Ramrao More	Hadapsar	4
181	192	23/07/2010	Gupta Enterprises	Flat No.312, Bldg. No.1, Kunal Icon, Pimple Saudagar, Pune 27	Harishankar Shriram Gupta	Sangvi	3
182	193	29/07/2010	Quality Placement Services	5, Shivanandan Apartment, Near Raj Hotel, Paud Phata, Kothrud, Pune 38	Pradip Anant Dhekne	Kothrud	1
183	193 (A)	30/09/2011	Enforcer Security	Commercial Complex, Office No.101, Runwal Diamond, NIBM Road, Koregaon Park, Pune 40	Amarpal Sing Multani	Wanwadi	4

184	194	30/09/2011	Dolphin Group & Alide Services	Laxmi Plaza, Kasarwadi, Opp. Alfa Level, Pune 30	Rakesh Rambhajan Nimran	Bhosari	3
185	195	30/09/2011	R.S.Industrial Services	8, Mula Road, Khadki, Pune 3	Gafoor Anwar Shaikh	Khadki	4
186	196	30/09/2011	Om Security Services	Sr.No.27/1B, Pratibha Residency, C-25, 2nd Floor, Sasanenagar, Hadapsar, Pune 28	Mahesh Maharudra Naik	Hadapsar	4
187	197	30/09/2011	Access Services	Flat No.1, Ground Floor, Jyoti Tulips, Sr.No.232, Sakore Nagar, Vimannagar, Pune 14	Krushna Bhimrao Babar	Vimantal	4
188	198	30/09/2011	Hindustan Group	Sr.No.133, Dattawadi, Pune 30	Rammilan Januprasad Mishra	Dattawadi	2
189	199	30/09/2011	Chaitanya Services	Bhagwant Krupa Sahakari Sanstha, Sr.No.133, Parvati Paitha, Sinhgad Rd., Pune 30	Smt. Nirmal Santosh Pathak	Swargate	2
190	200	30/09/2011	M/s Isha Enterprises	Sec.No.2, Plot N.124, Indrayaninagar, Opp.Nana-Nani Park, Bhosari, Pune 39	Madhukar Ganpat Gunjkar	Bhosari	3
191	201	30/09/2011	B-4-S Solution Pvt.Ltd.	Edan Park, Plot No.4/12, C-Wing, 6th Floor, Vimannagar, Pune 14	Ramakant Ramsharan Sharma	Vimantal	4
192	202	30/09/2011	A.P.Group Security & Detective Network India	Sr.No.94, Rajeev Gandhi Col., Mohamadwadi, Hadapsar, Pune 28	Arun Kacharu Paithane	Hadapsar	4
193	203	30/09/2011	Boisteroy Security & Detective Pvt.Ltd.	Shivanu Nivas, Gawade Bldg., Bopkhel, CME, Pune 31	Rahul Ramchandra Gawde	Vishrantwadi	4
194	204	30/09/2011	Squad-3 Security Force	Sr.No.50, Lane No.7, Bhagyoday Nagar, Kondhwa (K), Pune 48	Smt. Shobha Kalyan Gavhane	Kondhwa	4
195	205	15/10/2011	Graiypnone Security & Services	Sr.No.58/2, Azadnagar, Wanwadi, Pune 40	Ajaykumar Nageshwar Sing	Wanwadi	4
196	206	15/10/2011	Anshul Group	Namgude Bldg., Vikas Col., Landewadi, Bhosari, Pune 39	Lalasaheb Rupnarayan Sing	Bhosari	3
197	207	15/10/2011	Maji Sainik Security Services	A-6/7, Bramha Horizon, Kondhwa Road, Pune 40	Laxman Manikrao Sathe	Kondhwa	4
198	208	30/09/2011	Security Solution Services	Sunshri, Shop No.4, Bldg.No.E/4, NIBM Rd., Kondhwa (K), Pune 48	Hanumant Laxman Duduskar	Kondhwa	4
199	209	22/11/2011	Aniket Services	644/645 Pulachi Wadi, Deccan Pune	Viraj Chandrakant Galande	Deccan	1
200	210	22/11/2011	S.Raj Security Services	Sneha Construction, Office No.18, Snehdeep Apt., Sr.No.141, Near Warje Highway, Pune 52	Sukhdev Machindra Chavan	Warje Malwadi	1

201	211	29/11/2011	Terrior Security Services (India) Pvt. Ltd.	Shop No.11, Nyati Estate, Sr.No.3, Mohamadwadi, Pune 48	Ravi Vishwalingam Shanmugam	Kondhwa	4
202	212	02/12/2011	M/s Tip-Toy Security Services	D-1, Green Ecors Co-Op Hos.Soc. Ltd., Sr.No.19, Ghar No.4, Kondhwa, Pune (K), Pune 48	Brig. Sham Lal Putra Late Dr.Radha Krushnan	Kondhwa	4
203	213	02/12/2011	Agis Facility & Management Services Pvt. Ltd	Sr.No.46/7, Patil Estate, Aundh Hinjwadi Road., Wakad, Pune 59	Sham Hanumant Wadkar	Hinjwadi	3
204	214	08/12/2011	Shani Security & Alid Services	D-12, Media Park, B.T.Kavde Road, Ghorpadi, Pune 1	Kranti Kishor Dube	Mundhwa	4
205	215	08/12/2011	Vantage Security & Alide Services	Sr.No.43/5, Vidya Rashmi, Office No.4, Ganpati Matha, Warjermalwadi, Pune 58	Sharvan Kumar Mohan	Warje Malwadi	1
206	216	08/12/2011	Sagar Intelligence Security & Labour Services	Shri Om Hou.Soc., Sr.No.42/2/1, Ganeshnagar, Wadgaonsheri, Pune 14	Jaywant Baburao Nazirkar	Yerwada	4
207	217	08/12/2011	Shubhankar Security Services	404, Ambar, Nyati Empire, Kharadi, Pune 14	Paul Paresh Chandra	Vishrantwadi	4
208	218	12/01/2012	Yash Facilities Services	Sr.No. 197/3, Chandere Complex, Office No.20, Ground Floor, Near CTR Compay, Pune-Nagar Rd., Vimannagar, Pune 14	Ravindra Dattatray Zagade	Yerwada	4
209	219	13/01/2012	Nav Maharashtra Security & Alide Services	Flat No.407, A-Wing, Panchratna Apt., Solapur Rd., Fatima Nagar, Pune 13	Shoab Ramjanali Shaikh	Wanwadi	4
210	220	13/01/2012	Deep Security Services & Consultancy	C-6/2, Sr.No.19, Salunke Vihar, Kondhwa, Pune 22	Pushpinder Sing	Kondhwa	4
211	221	13/01/2012	M/s. Seagull Security Services,	Flat No. 202, A-7, Kumar Prerna, Near Medipoint Hospital, Aundh, Pune-7	Satbir Sing Kalara	Chatushrungi	3
212	222	21/01/2012	Aditya Security Force (ASF)	Office No. 4, Dwarka Appartment, Kasturba Hsg. Society, Vishrantwadi, Pune.	1) Tanaji Shivaji Pawar, 2) Ramesh Arjun Bagul.	Vishrantwadi	4
213	223	27/01/2012	Standard Security Solutions & Services	PCMC Ward No. 16, Vishalnagar, Near Chhtrapati Bank, Pimple Nilakh, Pune -	Biratlal Jyotilal Shreshtha	Sangvi	3
214	224	27/01/2012	Devgaaurav Facilities Pvt. Ltd.	11, Pardeshi Residency, C-Wing, Sai Chowk, New Sangvi, Pune-27.	Nandlal Mahadu Gaikwad,	Sangvi	3
215	225	27/01/2012	Safeguard Security Services	Profile Eden, Flat No. 20, Opp. Rashala, Prabhat Road, Lane No. 8, Pune-4	Smt. Chandralekha Kiran Shelar	Deccan	1

216	226	27/01/2012	Force One Security Services	Profile Eden, Flat No. 20, Opp. Rashala, Prabhat Road, Lane No. 8, Pune-4	Amrapali Kiran Shelar,	Deccan	1
217	227	02/02/2012	Vijay Securities	61/1/5/1, Bhagyoday Nagar, Kondhwa Khurd, Pune-48	Yashwant Baban Gunjkar	Kondhwa	4
218	228	24/02/2012	Pooja Seviles	61/1/5/1, Bhagyaday Nagar, Kondhwa Khurd, Pune-48.	Mahadeo Vasu Naik	Kondhwa	4
219	229	21/03/2012	Group One Security,	957/2, Arvind Appartment, 2 nd Floor, Rashtrabhushan Chowk, Shivaji Road, Chakrasan, Pune-5	Atul Jaysingh Rao Yewale	Khadak	2
220	230	31/03/2012	S. M. Group,	Milkat No. 4, Hinjawadi - Dange Chowk Road, Opp. Ganesh Mandir, Hinjawadi, Tal- Mulshi, Dist- Pune-57.	Sambhaji Mohan Buchade,	Hinjwadi	3
221	231	31/03/2012	Star Security & Bouncer,	S. No. 135/1 A/2/30, Near Yashodip Society, Warje Malwadi, Pune-58.	Anil Dnyanoba Kamble,	Warje Malwadi	1
222	232	31/03/2012	Raj Facility Management,	Aishwarya, S. No. 1/5, Yogiraj Park, Opp. Dawn Studio, Engg. College Road, Pune-58	Pramod Arvind Kamble	Kothrud	1
223	233	31/03/2012	Spark Security Services,	F/2, State Bank Nagar, 140/3, Sus Road, Pashan, Pune-	Prakash Rajaram Joshi	Chatusrungi	3
224	234	30/03/2012	Secure Security Services,	Sr.No.20/2/1, Subhom Senh Co.Op Hoc.Soc., Sukhsagar Nagar, Katraj, Pune 46	Vikram Gajanan Urmode	Bharati Vidyapith	2
225	235	01/04/2012	Radiant Protection Forece Pvt.Ltd.	Shop No.47, Nyati Estate, Mohamadwadi, Hadapsar, Pune 60	Dinendra Narayan Praharaaj	Kondhwa	4
226	236	10/04/2012	Maruti Manpowers	Sr.No.61, H.No.293/4, Ganesh Nagar, Samrat Col., Pimple Nilakh, Pune 27	Tukaram Mahadu Dhawale	Sangvi	3
227	237	15/04/2012	Homeland Security Services	Shivtirth, Plot No.B-39, B.U. Bhandari Greens, Dhanori, Pune 15	Sandip Bhaskarrao Deshmukh	Vishrantwadi	4
228	238	15/04/2012	Shree Samarth Enterprises	Sr.No.278, 15, Vitthal Nagar, Near Marathi School, Hadapsar	Atul Kisan Zargad	Hadapsar	4
229	239	15/04/2012	Safex Enterprises	Shop No.7, Abhijeet Park, Thergaon, Dange Chowk, Chinchwad, Pune 33	Prem Shankar Rai	Chinchwad	3

230	240	21/04/2012	Forays Enterprises	Shop No.1, House No.638, Sr.No.29/1, Shivneri Niwas, Keshavnagar, Mundhwa, Pune	Anilkumar Omprakash Mathur	Mundhwa	4
231	241	26/04/2012	Shree Swami Samarth Enterprises	Sr.No.142, Plot No.B/303, Magarpatta City, Pune 28	Anil Shivaji Ghule	Hadapsar	4
232	242	27/04/2012	Shreya Enterprises	Sr.No.12/7, Ghule Nagar, Mohammandwadi, Hadapsar, Pune 28	Anil Kapil Singh	Kondhwa	4
233	243	27/04/2012	Orrion Constellation Security Pvt.Ltd.	C/o Janseva Soc., Sr.No.37, Plot No.71, Kale Borate Nagar, Hadapsar, Pune 28	Pankaj Rana (Retd. Major)	Hadapsar	4
234	244	30/04/2012	Classique Guard Services Pvt.Ltd.	2-A, B-Gera Renaissance, Sahnisujan Park, Kondhwa, Pune 48	Gurucharan Singh Kohli	Kondhwa	4
235	245	30/04/2012	G.K.Security Industrial & Personnel Services	Sr.No.168 Eden Garden, Wakad Chowk, Pune 57	Ganesh Baliram Kalamkar	Hinjwadi	3
236	246	25/04/2012	Linx Security & Detective Services Pvt. Ltd.	Office No.8, 2nd Floor, Alankar Theatre Bldg., Near Pune Rly Station Pune 1	Gautam Devendra Giri	Bundgarden	2
237	247	28/04/2012	Sai Industrial Services	Sr.No.135, Mohan Nagar, Chinchwad, Pune 19	Ravindra Santosh Mali	Chinchwad	3
238	248	27/04/2012	G.P.Enterprises	Flat No.16, S.No.229/9A, Opp Janseva Bank, Hadapsar, Pune 28	Manali Sandeep Gaikwad	Hadapsar	4
239	249	04/05/2012	Neelam Enterprises	Sr.No.73/1/1 Pardeshi Residency, Flat No.21, New Sanglvi, Pune 27	Saroj Kumar Pandey	Sangvi	3
240	250	--/05/2012	Tirovika Security & Allied Services	B/46, Tridal Soc., Yerwada, Pune 6	Prathamesh Trilokinath Raina	Yerwada	4
241	251	12/05/2012	Ganraj Security Services	Sr.No.1/1, Near Bhairavnath Manir, Laxminagar, Pimple Gurav, Pune 61	Devidas Kisan Gaikwad	Sangvi	3
242	252	12/05/2012	Sampada Enterprises	Ragunandan Shop No.2, PMPL Last Bus Stop, Behind Vasat Dada, Patil Putla, Old Sangvi, Pune 27	Subhash Shripati Pagare	Sangvi	3
243	253	12/05/2012	Shivsai Enterprises	Anand Nagar, Nar Sai Baba Mandir, Nagar Chawl, Yerwada, Pune 6	Sarika Bhusaheb Chormale	Yerwada	4

244	254	29/05/2012	Mansher Support Services Pvt.Ltd.	Sr.No.1202/6, Ghole Road, Shivaji Nagar, Pune 411004 (change add.- 1, Satyam App. Near Ranka Hosp.	Rajesh Ishardas Chaudhary	Shivajinagar Marketyard	1
245	255	01/06/2012	Nyati Infosys	570 Shaniwar Peth, Flat No.11, Dimond Place Appartment, Pune	Tejavnsh Shaligram Nyati	Vishrambaug	1
246	256	19/06/2012	Sadguru Krupa Security Services	602 Shukrawar Peth, Yadav Vyapar Bhavan, Office No.403, 4th Floor, Shivaji Rd., Near Mamledar Kacheri.	Rajesh Gagngaram Jadhav (S/o Umla Jadhav)	Khadak	1
247	257	26/06/2012	Soham Security Services	227 Mangalwar Peth, Pune 411011	Gautam Pandurang Dalimbe	Samarth	2
248	258	17/07/2012	Sunrise Security Agency	Sr.No.31/1B, Borate Wasti, Chandannagar, Kharadi, Pune 14	Tukaram Bhagwat Baraskar	Yerwada	4
249	259	17/07/2012	Spectrum Security Services	Flat No.16, E-Bldg., Samarth Ngr, Sr.No.39/1/2, 39/1/2A, Vadgaonsheri,	Prakash Uttamrao Sable	Yerwada	4
250	260	17/07/2012	S.G.Enterprises	F\Bldg.No.B/11, Flat No.12, Army Welfare Co-op. Soc., Sr.No.19 Kondhwa, Salunke Vihar, Pune 48	Surender Singh Vikramsing Gosain	Kondhwa	4
251	261	13/07/2012	Jogeshwari Security	Sr.No.47/4B, Chandannagar, Kharadi, Pune	Santosh Anna Shinde	Yerwada	4
252	262	14/07/2012	M.K.Services	Sr.No.153, Shivba Complex, Shivaji Park, , Near Gram Panchayat Bldg, Hinjwadi, Pune	Sandeep Hanumant Jadhav	Hinjwadi	3
253	263	25/07/2012	Universal Security Services	Shanti Nagar, Mentl Corner, Alandi rd., Yerwada, Pune 6	Ashwinkumar Krushnadev Dwivedi	Yerwada	4
254	264	21/08/2012	Black Cat Security	Sr.No.79, Vikas nagar, Ghorpadi gaon, Pune 411001	Balwantsingh Haraksingh Mehata	Mundhwa	4
255	265	30/08/2012	Pratik Enterprises	Sr.No.11, Hole Wasti, Wanwadigaon, Pune 40	Rajhans Gopalrao Ghorpade	Wanwadi	4
256	266	31/08/2012	Om Shree Security & Services	Sr.No.110, Near Tandale Cycle Mart, S.M.Joshi Nagar, Ramtekdi, Hadapsar, Pune	Vasant Kisan Chavan	Wanwadi	4
257	267	03/09/2012	D.K.Enterprises	Sr.No.22, Plot No.2, Sai Nisarg Park, C-Wing/102, Pimple Saudagar, Pune 27	Dheeraj Pandurang Kale	Sangvi	3

258	268	03/09/2012	Sai Enterprises	Gunjan Ngr., Thite Wasti, Galli No.5, Kharadi, Pune 14	Laxman Baburao Magar	Yerwada	4
259	269	03/10/2012	Sahara Enterprises	Sr.No.104/1, Sainath Nagar, Lohagaon Pune	Uddesh Uttam Lole	Vimantal	4
260	270	03/10/2012	Pramaka Security Services	Saket Soc., Sr.No.112/6, Shivtirth Nagar, Paud Road, Pune 28	Yashwant Damu Dhivare	Kothrud	1
261	271	03/10/2012	Golden Egal Security	Shop No.2, Vastushri, Near Panchratna Hotel, Pimple Nilakh, Pune 27	Mahendra Singh Bharat Singh Bura	Sangvi	3
262	272	05/10/2012	Vankan Security Services Pvt. Ltd.	A-Wing, 2nd floor, Shop No.80, K.K.Market, Dhankawdi, Pune 43	Jagdishkumar Mishra	Bharati Vidyapith	2
263	273	10/10/2012	Omkar Outsourcing Pvt.Ltd.	Shop No.A110, World of Mother, Behind Jai-Ganesh Vision Akurdu, Pune 35	Shivshankar Shrihari Bhosale	Nigdi	3
264	274	10/10/2012	Star Security	Anant Smruti, E9, Dattanagar Road, Dhankawdi, Pune 46	Sayaji Maruti Jadhav	Bharati Vidyapith	2
265	275	20/10/2012	Warriors Group	Sr.No.7/1-A, Shop No.5, Jijamata Nivas, Kondhwa (K), Pune 48	Chetan Natha Garud	Kondhwa	4
266	276	21/10/2012	Global Security Service	141/1/1 Hinjwadi, Tal. Mulshi Dist. Pune	Goraksh Baban Hulawale	Hinjwadi	3
267	277	21/10/2012	Indian Security & Allied Services	C5/3, Dhawalgiri Aprt., Sheela Vihar Col, Paud Rd., Kothrud Pune 38	Shashikumar Shivkumar Mehata	Kothrud	1
268	278	26/11/2012	I-Sentinel Services	Shop No.3, Abhijit Park, Vandev nagar, Thergaon, Pune 33	Mukesh Kanaram Choudhary	Chinchwad	3
269	279	27/11/2012	Pacific Security Services	704, Wing-2, Silver Palace, B.T.Kawde Rd., Pune 1	Ramsanjivan Motilal Singh	Mundhwa	4
270	280	30/11/2012	Bajaj Allianj Financial Distributors Ltd.	G.E.Plaza, Airport Rd., Pune 6	Mrs. Roopa Abraham Kochhar	Vimantal	4
271	281	30/11/2012	Arrowhead Security	Sr.No.54/3/4/2, Shantinagar, Jagtapchowk, Wanwadi, Pune 40	Rajesh Vitthal Pawar	Wanwadi	4

272	282	06/12/2012	Sai Shakti Services	Lane No.29, Private Rd., Near Maruti Mandir, Room No.4, Tadiwala Rd., Pune 1	Baburao Saibanna Jamadar	Bundgarden	2
273	283	15/12/2012	Professional Facility	Sr.No.8, E1, Prakash Hos.Soc. Kalewadi Fata, Thergaon Pune 33	Ranjeet Shivaji Kadam	Chinchwad	3
274	284	28/12/2012	India Force	122/3, 1st Floor, Gate No.2, Shivdarshan Swargate, Pune 9	Rajesh Ramchandra Shinde	Swargate	2
275	285	04/01/2013	New Indian Security Services	Flat No.15, Suvidha Park, Dhavde Wasti, Bhosari, Pune 39	Kuldeepsingh Jogindersingh Multani	Bhosari	3
276	286	04/01/2013	Shield Security Solutins	Shop N.5, Basement, East Steet Galleria, Camp, Pune 1	Manish Premnath Shukla (Retd. Lt.Col.)	Cantonment	2
277	287	04/01/2013	Ideal-4 Facility Management	Sr.No.430, Office No.7, Mangal Prestige Narpatgiri Chowk, Somwar Peth, Pune 11	Anil Damodar Dalvi & Mrs. Manda Anil Dalvi	Samarth	2
278	288	04/01/2013	Top Force Industrial Services	Office 101, 1st Floor, Landmark Bldg., Sr.No.490/491, Nanapeth, Pune 2	Ravindra Kondiba Gaikwad	Samarth	2
279	289	04/01/2013	Group -1 Security Force	274, Bavdhan (bk) Uttamnagar, Near New Highway, Pune 21	Ranrao Sayanna Gundalwar	Hinjwadi	3

** END **

पुणे जिल्हा सुरक्षा रक्षक मंडळ, पुणे.

अ. क्र.	सुरक्षा रक्षक एजन्सीचे नांव	मुख्य मालकांची संख्या	सुट मिळालेल्या सुरक्षा रक्षकांची संख्या
१.	गणेश एंटरप्रायजेस	०१	११८
२.	इंडस्ट्रीयल सिक्युरिटी प्रोटेक्शन सर्व्हिसेस	०२	१०
३.	बॉम्बे इंटेलिजन्स सर्व्हिसेस (इं.) लि.	०८	१०२
४.	ग्रेटवॉल कॉर्पोरेशन सर्व्हिसेस	०७	६०
५.	फेडरल मॅनेजमेंट सर्व्हिसेस	०५	७७
६.	कमांडो सिक्युरिटी फोर्स प्रा.लि.	०४	६१
७.	अनसेक ह्यूमन रिसोर्सेस	०८	१०१
८.	व्हिजीलंट सिक्युरिटी कन्सलटन्सी अँड अलाईड सर्व्हिसेस	०९	४६
९.	गुप सेव्हन गार्डस् (इंडिया) प्रा.लि.	०१	०७
१०.	क्रिस्टल ट्रेड कॉम प्रा.लि.	०६	२५
११.	सेंट्रल इन्व्हेस्टीगेशन अँड सिक्युरिटी सर्व्हिसेस लि.	०६	६६
१२.	सुमित फॅसिलिटीज प्रा.लि.	०४	२०२
१३.	पुना सिक्युरिटी इन्व्हेस्टीगेशन अँड कन्सलटन्सी सर्व्हिसेस प्रा.लि.	३७	५६८
१४.	एक्स-सर्व्हिसेस मल्टीपल सर्व्हिसेस अँड कन्सलटन्ट	१०	१२५
१५.	मेडीएटर्स अँड अजंठा सिक्युरिटी प्रा.लि.	०५	३१
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