



# PSIC 2013

**PRIVATE SECURITY INDUSTRY CONCLAVE**

**November 15, 2013**  
**FICCI, Federation House, New Delhi**

## **Policy Change for a Sustainable Future**



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### Private Security Industry (PSI)

The private security industry in India started in the 1960s. However, with foreign multinationals setting shops in India, the demand for private security witnessed a substantive exponential growth. This demand was further intensified in the 21st century with the growing insecurities of urbanisation, mushrooming of shopping malls and self-contained townships, and frequent terror attacks. Another important factor contributing to this demand is the poor police-population ratio in India. There are about 140 policemen to 100,000 people, while globally the ratio is an average of 1:270.

The industry has scaled its operational capabilities significantly to meet the growing demands of security. PSI in India is slowly progressing towards supplementing the government machinery for the maintenance of safety and security of citizens and their assets.



### Facts & Figures

- Present business is estimated to be approximately INR 22,000 crore and is likely to cross INR 40,000 crore by 2015
- Industry Growth is estimated at a CAGR of 15-20%
- Large contribution to exchequer by way of service tax, provident fund, contributions to employees insurance etc
- By 2015, India will have at least 4% share of the world security market, making it among the top 10 markets for security
- Global private security industry is pegged at \$200 billion, and is growing at 14% annually
- Estimated 6 million people are employed in the sector, who are mostly rural migrants aged between 19 and 35 years
- The services segment of the industry is largely un-organised and highly fragmented
- About 15,000 registered agencies in India – organised players account for only 25% of the security industry, including domestic and international

### FICCI Committee on Private Security Industry

Security is a vital component for a growing business environment. Man-guarding constitutes more than 60% of the security segment. FICCI has a dedicated committee on Private Security Industry, chaired by Ms. Manjari Jaruhar, Former Special DG, CISF and co-chaired by Mr. Rituraj Sinha, Group COO, SIS.

The committee comprises top players who account for more than 40% of the total man-guarding industry by revenue and employ more than 3 lakh people.

# Agenda

Time	Session
0900 - 1000 hrs	<b>Registration</b>
1000 - 1100 hrs	<b>Inaugural session</b>
1100 - 1115 hrs	<b>Tea /Coffee break</b>
1115 - 1215 hrs	<b>Keynote Addresses</b>
1215 - 1330 hrs	<b>Session I: Panel Discussion on Arms Licenses for Critical Sector Security</b> <p>Private security agencies (PSAs) are not authorised to hold arms licenses and are thus forced to employ people holding individual arms license. Despite paying gunman 50-70% higher wages than other unarmed security guards, PSAs are facing a tough time in ensuring adequate armed security guards for their operations. The increased demand for armed security viz-à-viz non-provision for arms licenses for commercial use have given rise to some grey areas in the sector.</p> <p>The present situation brings forth important questions that have a direct bearing on the security scenario of the country. Whether issuing of arms licenses to PSAs is going to make them more responsible and accountable? Should such licenses be backed by adequate training of security personnel? What are the different plausible security scenario under private arms licenses? The session will debate on the viability of providing arms licenses to private security agencies, contemplate situational consequences of such licenses for India, and elaborate on the increasing need of for security in the country.</p>
1330 - 1430 hrs	<b>Lunch</b>
1430 - 1600 hrs	<b>Session II: Panel Discussion on Recognising Private Security Guards as Skilled Workers</b> <p>Security guards employed with PSAs are required to undergo a minimum of 160 hrs of training. By virtue of the job they perform, like access control, x-ray scanning, metal detection, CCTV surveillance etc, security guards need to be designated as highly skilled workers. However, security guards are placed under the unskilled/semi-skilled workers category in terms of wage structure. Such a categorisation not only limits their prospects of growth, but also has a debilitating effect on the quality of their performance. FICCI's Committee on the Private Security Industry has proposed up-scaling of this categorisation to skilled and highly skilled workers category.</p> <p>The session will deliberate on the issue of categorization of unarmed private security guards as unskilled workers in the light of expected service delivery.</p>
1600 - 1615 hrs	<b>Tea /Coffee break</b>
1615 - 1745 hrs	<b>Session III: Panel Discussion on Need for Amendments in PSAR Act, 2005</b> <p>The Private Security Agencies Regulation (PSAR) Act was enacted by the Government of India in 2005 to regulate the private security industry in India. It has been enacted in many states, but enforcement is still a distant reality. The security industry feels that there is a need for amendment of the Act in view of the changing prospects for the industry.</p> <p>The proposed session will debate and discuss issues that limit the growth prospects of the industry.</p>
1745 - 1800 hrs	<b>Closing</b>
1800 hrs onwards	<b>Networking Cocktails</b>

## Goals of the FICCI PSI Committee

### The committee has identified the following goals for the year 2013-14

- ❖ **Amendments in the PSAR Act 2005**
  - ✓ towards growth of the industry
- ❖ **Categorisation of private security workers as skilled and highly skilled workers under the Minimum Wages Act**
  - ✓ creating enormous employment potential
  - ✓ delivering quality services
- ❖ **Armed security for cash logistics**
- ❖ **Minimum standards for cash logistics / Guidelines for Cash Logistics Companies in India**
  - ✓ ensuring safe handling of INR 15,000 crores of public money every day

# The Conclave (PSIC 2013)

FICCI is organising the **Private Security Industry Conclave (PSIC)** that will focus on 'Policy Change for a Sustainable Future' on **November 15, 2013** at **FICCI, Federation House, New Delhi** to address key functional and policy-related impediments that have hampered growth potential of the industry.

The objective of the conclave is to bring together major industry players, the government, controlling authorities, user agencies and other stakeholders to discuss and debate fundamental issues affecting the industry and to ensure a larger role for the private security services in the development of the nation.

## Highlights

- Arms Licenses to Private Security Agencies for Critical Sector Security
- Categorisation of private security workers as Skilled / Highly Skilled Workers under the Minimum Wages Act
- Private Security Agencies Regulation (PSAR) Act, 2005
- Labour laws
- Securing cash logistics operations

## Who should attend?

- Man-guarding agencies
- Electronic systems & equipment providers
- Cash-logistics companies
- Policymakers
- Security heads of Corporates
- Security heads of critical infrastructures like airport, metro, dockyard etc
- Private detective/ investigation agencies
- Consulting firms

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## Policy Change for a Sustainable Future

## REGISTRATION PROFORMA

### REGISTRATION DETAILS

Delegates (Non-member)	FICCI Associate Member (Discount 10%)	FICCI Corporate Member (Discount 25%)
INR 2000	INR 1800	INR 1500

- Registration fee is inclusive of service tax
- Fee includes, meals / cocktails / refreshments as mentioned in the agenda
- Fee does not include travel and stay arrangements

### PERSONAL DETAILS

Name : .....

Designation : .....

Organization : .....

Address : .....

Tel No. : .....

Mobile : .....

Email : .....

### PAYMENT DETAILS

Payment should be made by bank draft/cheque in favour of 'FICCI' payable at New Delhi.

Cheque/DD No.....dated.....  
drawn on (Name of the Bank).....  
in favour of 'FICCI' payable at New Delhi for INR.....

Please mail the duly filled-in registration form to:

**Mr. P L Sharma**  
Executive Officer  
FICCI, Federation House, Tansen Marg, New Delhi - 110 001  
Tel: 91-11-2348 7443  
Email: pl.sharma@ficci.com

**Note:** Please write your email ID clearly to facilitate prompt communication.



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Policy Change for a Sustainable Future

## FEDERATION OF INDIAN CHAMBERS OF COMMERCE & INDUSTRY

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## How to Register

- Please fill in the registration form and send it to us along with a cheque / demand draft in favour of 'FICCI', payable at New Delhi
- For online registration and payment please visit <http://ficci.com/eventspage.asp?evid=21655>

## Registration Details

Delegates (Non-member)	:	₹ 2000
FICCI Associate Member (Discount 10%)	:	₹ 1800
FICCI Corporate Member (Discount 25%)	:	₹ 1500

- Registration fee is inclusive of service tax
- Fee includes, meals / cocktails / refreshments as mentioned in the agenda
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## About FICCI

Established in 1927, FICCI is the largest and oldest apex business organisation in India. Its history is closely interwoven with India's struggle for independence, its industrialization, and its emergence as one of the most rapidly growing global economies. FICCI has contributed to this historical process by encouraging debate, articulating the private sector's views and influencing policy.

A non-government, not-for-profit organisation, FICCI is the voice of India's business and industry.

FICCI draws its membership from the corporate sector, both private and public, including SMEs and MNCs; FICCI enjoys an indirect membership of over 2,50,000 companies from various regional chambers of commerce.

FICCI provides a platform for sector specific consensus building and networking and as the first port of call for Indian industry and the international business community.

### Our Vision

To be the thought leader for industry, its voice for policy change and its guardian for effective implementation.

### Our Mission

To carry forward our initiatives in support of rapid, inclusive and sustainable growth that encompass health, education, livelihood, governance and skill development.

To enhance efficiency and global competitiveness of Indian industry and to expand business opportunities both in domestic and foreign markets through a range of specialised services and global linkages.

### Gold Sponsors



### Silver Sponsor



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### Supporting Associations



### Strategic Partner



## CONTACT US

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