

Unit-3
Legal and Procedural Requirements in
Security Sector (Advanced)

Introduction

There are many security threats to India. Government organisations, institutes, public and religious places, sensitive installations and business places are commonly targeted by criminals and terrorists.

As such, the requirement of security has increased manifold. Though the private security is neither armed, nor empowered by law, their presence is a deterrent to crime and violence because of the alertness of the security personnel.

Quality of services of private security agencies has been a concern for the Government. In order to regulate private security agencies in the country the Government of India, in 2005, passed Private Security Agencies Regulation Act (PSARA). The states were asked to frame and promulgate similar rules.

PSARA-2005 lays down important guidelines regarding licensing, functioning and training of private security agencies and security personnel. Each state has a controlling authority, which oversees the licensing and training aspects of private security agencies as per PSARA-2005. As such private security personnel do not have any legal authority to enforce law and order. The rights and responsibilities of security personnel are similar to those of a common citizen. But their actions and alertness helps police, fire brigade and other emergency services in averting serious security and safety incidents. Private security personnel should therefore be working in close liaisons with police, fire brigade and emergency services in order to protect life, property and premises.

This Unit will help you to learn about the basic legal provisions of the law of the land, PSARA-2005 and other rules and regulations that affect the service conditions of private security personnel.



Session-1

Law of the Land

Relevant Knowledge

Constitution of India confers equal rights to its citizens with regard to Human Rights, religion, life and property.

In India, law and order is a state subject and the state police carry out the investigation of crime and bring culprits to book according to the Indian Penal Code (IPC). IPC is the main criminal code of the country which applies to whole of India, except for the state of Jammu & Kashmir. It lists out all offences and their punishments that a person committing crime is liable to be charged with.

The Code of Criminal Procedure (CrPC) is a legislation on the procedure for administration of criminal justice applicable in India, except for the state of Jammu & Kashmir. It provides procedures for investigation of crime, apprehension of suspected criminals and collection of evidence and methods of prosecution.

Types of Offences

Cognizable and Non-Cognizable Offences

Cognizable Offences are those offences for which a police officer may arrest a person without a warrant issued by a court.

Non-Cognizable Offences on the other hand are those offences for which a police officer may arrest a person only after obtaining a warrant from the court. Non-cognizable offences are, generally, relatively less serious offences than cognizable ones.

Bailable and Non-Bailable Offences

Bailable Offences are those offences in which a magistrate can give bail to a person on his/ her personal appearance before the magistrate and furnishing a surety.

Non-Bailable Offences are those offences in which a person arrested shall not be automatically entitled to be released on bail, unlike the bailable offences.

Indian Penal Code-1860

Sections that Protect Private Security Personnel

Police cannot be present everywhere, then who protects citizens? Obviously, it is the

private security personnel, who protect citizens' life and property. A private security personnel like other citizens gets some immunity from the law for his/her acts done in good faith while protecting life and property. Relevant sections of the IPC that are applicable to private security personnel are given below:-

Section 96 : States that - “Nothing is an offence, which is done, in the right of private defence”. Any citizen has this right of private defence and can use where necessary.

Section 97: States that every person has the right to defend with some limitations:

- ◆ His/ Her own body and the body of any other person, against any offence affecting the human body.
- ◆ His/ Her own property and that of any other person, against theft, robbery, mischief, criminal trespass or any act which is an attempt to commit any of the above.

Section 100: Explains when the Right of private defence extends even to the causing of death or any other harm:

There are acts of aggression, so serious in nature, that the law gives authority to the defender to use force even if it causes the death of the assailant.

These acts of aggression include the following:

- ◆ An assault that may reasonably cause the apprehension of death.
- ◆ An assault that may reasonably cause the apprehension that grievous hurt will result.
- ◆ An assault that is committed with the intention of rape.
- ◆ An assault committed with the intention of gratifying unnatural hurt.
- ◆ An assault committed with the intention of kidnapping or abduction.
- ◆ An assault committed with the intention of wrongfully confining a person so that he would be unable to have recourse to public authorities for his release.

The law authorizes every citizen who is under reasonable apprehension that his/ her life is in danger or that his/ her body is in risk of grievous hurt to defend him/ herself with the use of force and in so doing even if he/ she causes the death of his/ her assailant, he/ she has committed no offence. His/ her act however should be only in defence, and commensurate to meet and stop the assailant and not more.

Section 102: The right to private defence of the body commences as soon as there is reasonable apprehension of danger or even threat though the offence has not been

committed. And such right continues as long as reasonable apprehension of danger continues.

Rights of Private Defence of Property

Section 103: Every person has the right to defend his/ her own property and that of any other person against theft, robbery, mischief, and criminal trespass. If there is reasonable apprehension that death will result if the right of private defence is not exercised, he/ she is authorized to use force to defend his/ her right even if in so doing the assailant dies as a result.

So a private security personnel employed to guard the property of his/ her employers is protected by law. He/ she will, however, not use force in that defence if there is time to report to police. In using the Right of Private Defence or Defence of Property he/ she will not use more force and inflict more harm than is necessary to stop the assailant.

Code of Criminal Procedure, 1973

Section 37: Public when to assist magistrates and police. Every citizen is bound to assist a magistrate or police officer in making arrest of any person wanted by law.

Section 39: Public to give information of certain offences. Any person who is aware of the commission of, or of the intention of any other person to commit, an offence shall, inform the magistrate or police officer without any delay.

Section 43: Arrest by private person and procedure on such arrest. Any citizen may arrest or call police to arrest a person who in his/ her presence commits a non-bailable and cognizable offence, or is a proclaimed offender. Arrested person will be taken to the nearest police station.

Section 46: How is an arrest is made?

- ◆ In making an arrest, the police officer or any other person making the same shall actually touch or confine the body of the person to be arrested, unless there is a submission to the custody by word or action.
- ◆ If such a person forcibly resists the endeavour to arrest him/her, or attempts to evade the arrest, such police officer or other person may use all means necessary to effect the arrest.
- ◆ Nothing in this section gives a right to cause the death of a person while arresting.
- ◆ No woman shall be arrested after sunset and before sunrise. Only woman security personnel will deal with women for making arrest or detention.

Section 49: No unnecessary restraint. The person arrested shall not be subjected to more restraint than is necessary to prevent his escape.

Section 52: Power to seize offensive weapons.

A police officer or any other person making any arrest under this section may take from the person arrested any offensive weapons which he has about his person, and shall deliver all weapons so taken to police or court.

Exercise

1. Visit a police station and meet the Station House Officer and request him/her to brief you about functioning of police station.
2. Discuss with SHO the applications of various IPC sections.

Assessment



A. Short Answer Questions

1. What are cognizable and non-cognizable offences?

2. What are bailable and non-bailable offences?

3. Write a short note on IPC.

4. Write a short note on CrPC.

5. Write short note on PSARA-2005.

6. Write short note on Section-96 of IPC.

B. Fill in the Blanks

1. Sections 103 to 105 of IPC lay down the rights in regard to the defence of _____.
2. Each state has a _____ authority to oversee the licensing and training of private security agency.
3. PSARA, 2005 lays down guidelines for private security agencies on the following aspects:-
 - (a)
 - (b)
 - (c)

Checklist For Assessment Activity

Use the following checklist to see if you have met all the requirements for assessment activity.

Part A

Differentiated between

- (a) Cognizable and Non-Cognizable Offence
- (b) Bailable and Non-Bailable Offence

Part B

Discussed in class the following:

What are the various acts of aggression/assault against which the law gives authority to the defender to use force?

Part C

Performance Standards

The Performance Standards may include, but not limited to:

Performance Standards	Yes	No
Demonstrate knowledge of various sections of IPC and CrPC relevant to situation		

Session-2 Special Acts

Relevant Knowledge

In addition to the IPC and Cr PC, there are a large number of Special Acts and Ordinances that the Parliament has enacted to address various security issues in the country.

The Protection of Human Rights Act, 1993

Every citizen has his/ her Human Rights. Human Rights are respected world over. Human rights are basically rights which lend dignity to a human being. They include the right to life, basic freedom, personal growth, employment, to practise religious or other beliefs and the like. To safeguard the Human Rights of its people, India has constituted the Human Rights Commission. At the National level, the chairpersons of the National Commission for Minorities, the National Commission for the Scheduled Castes and Scheduled Tribes and the National Commission for Women are Members of the Commission. There are State-level Human Rights Commissions.

The commission looks into the complaints of Human Rights Violations in the country and investigates the incidents and issues direction. It also investigates the human rights complaints against the members of the Armed Forces. There is also a provision for setting up Human Rights courts.

As per the process, the complaints are first required to be investigated and addressed by the Government department concerned, and if the departmental response is not adequate, the Human Rights Commission can carry out its own inquiry.

Unlawful Activities (Prevention) Amendment Act, 2011

The aim of Unlawful Activities (Prevention) Amendment Act, 2011 is to deal with criminal and terrorist activities, directed against the integrity and sovereignty of India.

The Act provides for effective prevention of unlawful activities of individuals and associations (dealing with terrorist activities).

The Act defines 'terrorist acts' to include:

- ◆ Activities that threaten the economic security of India by production, smuggling or circulation of counterfeit currency.
- ◆ Activities related to procurement of weapons, explosives and chemical, biological, radiological and nuclear material.

- ◆ Activities that involve detention, abduction, threats to kill or injure people or to compel government to comply with some demand.
- ◆ Activities to raise or provide funds for financing terrorist activities.

Exercise

Group Discussion

Scan through the newspaper for stories on violation of human rights and terrorist activities. Discuss with fellow students and teacher on these issues and write a short note on the conclusions drawn.

Assessment



Short Answer Questions

1. Write a short note on “The Protection of Human Rights Act, 1993”.

2. Write a short note on “Unlawful Activities (Prevention) Amendment Act, 2011”.

Checklist For Assessment Activity

Use the following checklist to see if you have met all the requirements for assessment activity.

Part A

Differentiated between Lawful and Unlawful activities

Part B

Discussed in class the following:

- (a) The Protection of Human Rights Act, 1993.
- (b) The Unlawful Activities (Prevention) Amendment Act, 2011.

Part C**Performance Standards**

The Performance Standards may include, but not limited to:

Performance Standards	Yes	No
Demonstrate the knowledge of Human Rights in a given situation of handling political activity as a security officer		

Session-3**Training for Security Personnel as per PSARA-2005****Relevant Knowledge****Private Security Agencies (Regulation) Act – 2005**

The private security sector not only provides security to life and property but it also gives employment to a large of men and women in the country. In order to regulate the private security agencies operating in the sector, the Government of India enacted Private Security Agencies (Regulation) Act in 2005. While the PSARA-2005 lays down the larger framework, rules for the implementation of the Act are required to be promulgated and implemented by the state governments.

Important Contents of the Act

The Act covers essential rules to be followed by the private security industry and some of these are as follows:-

- ◆ Process for obtaining private security agency license and their renewal.
- ◆ Standards of training, training levels and physical standards.
- ◆ Documents required to be maintained by private security agencies.
- ◆ Personal verification of the private security agency management and security personnel.
- ◆ Requirement of supervisors.

Training for Security Personnel

The Act specify the hours of training. The act also lays down the duration of training that ex-servicemen and former police personnel are required to undergo for employment as private security guards. The training for a new trainee shall be for 160 hours, sub-divided into 100 hours of classroom instruction and 60 hours of field training. Training shall be spread over at least 20 working days. For ex-servicemen and former police personnel the duration of the training shall be 56 hours, sub-divided into 40 hours of classroom training and 16 hours of field training. On successful completion of the training, the trainee will be awarded a certificate in Form IV of PSARA-2005 by the training institute or organization.

Topics for Training (Security Guard and Supervisor)

The Training for Security Guards include the following:

- ◆ Conduct in Public
- ◆ Correct Wearing of Uniform
- ◆ Physical Fitness Training
- ◆ Physical Security
- ◆ Security of the Assets
- ◆ Security of the Building or Apartment, Household Security
- ◆ Personal Security
- ◆ Fire Fighting
- ◆ Crowd Control
- ◆ Examining Identification Papers Including Identity Cards, Passports and Smart Cards
- ◆ Ability to read and understand English alphabets and Roman numerals as normally encountered in the Identification Documents, Arms License, Travel Documents and Security Inspection Sheet

- ◆ Ability to Identify Improvised Explosive Devices
- ◆ First-Aid
- ◆ Crisis Response and Disasters Management
- ◆ Defensive Driving (compulsory for the driver of armoured vehicle (vehicles used for cash transit)
- ◆ Handling and Operation of Non-Prohibited Weapons and Firearms
- ◆ Rudimentary Knowledge of Indian Penal Code - Right of Private Defense, etc.
- ◆ Procedure for Lodging First Information Report in the Police Station
- ◆ Arms Act (only Operative Sections)
- ◆ Explosives Act (Operative Sections)
- ◆ Badges of Rank in Police and Military Forces
- ◆ Identification of Different Types of Arms in Use in Public and Police
- ◆ Use of Security Equipments and Devices
- ◆ Leadership and Management (for Supervisors Only)
- ◆ Observations, Handling of Unidentified Objects, Conducting Anti-Sabotage Checks, Handling Equipments and Special Requirement for those who have to do personal protection

The competent authority inspects the functioning of training facility from time to time. Such inspection is conducted at least twice a year.

Exercise

Discuss in class the following aspects with regard to private security agencies and personnel and record the outcomes of the discussion:

- (a) Whether there has been an increase in the participation of women in private security in the last 5 years?

(b) Do the existing private security personnel need more training on aspects related to conduct in public and handling various situations?

Assessment



A. Short Answer Questions

1. What is the role of the private security industry in society?

2. Write any five areas of training for security guards.

- (a) -----
- (b) -----
- (c) -----
- (d) -----
- (e) -----

B. Fill in the Blanks

- 1. PSARA stands for _____ Agency (Regulation) Act.
- 2. The competent authority will inspect the functioning of training facility at least _____ a year.

3. The total training duration for a new trainee shall be for _____ hours spread over at least _____ working days.

Checklist For Assessment Activity

Use the following checklist to see if you have met all the requirement

Part A

Differentiated between

- (a) Physical Security and Personal Security
- (b) Arm Act and Explosive Act
- (c) Education and Training
- (d) Authority and Competent Authority

Part B

Discussed in class the following:

- (a) What is the importance of regulations in private security?
- (b) Whether the PSARA Act 2005 has been useful in developing and maintaining professionalism in private security industry?

Part C

Performance Standards

The Performance Standards may include, but not limited to:

Performance Standards	Yes	No
Demonstrate the knowledge of the training of the security staff as per the PSARA-2005		

Session-4

Verification as per PSARA-2005

Relevant Knowledge

PSARA-2005 deals with the following two types of verification of antecedents and character:

- ◆ Person (s) applying for license to run a private security agency in a State.
- ◆ Security guards and supervisors before their employment with private security agencies.

A person(s) while making an application to the Controlling Authority for a fresh license or its renewal shall apply on Form-I of PSARA-2005 for verification of antecedents. The Controlling Authority will carry out verification about the details given by the applicant in the application form and will obtain a 'No Objection Certificate' from Deputy Superintendant of Police where the private security agency intends to carry out its activities. The following information is verified by the Police:

- (a) Whether the applicant(s) or company had run any private security agency
- (b) Whether the applicant(s) has any specific expertise a security agency

Before a person is employed as a security guard or supervisor, the security agency will follow the following procedure to verify the character/ antecedents of the person:

- ◆ The security agency itself will verify the character and antecedents through available means.
- ◆ The agency will ask person to deposit authenticated documents to support their character and antecedents.
- ◆ The agency will send a verification request on Form-II of PSARA-2005 to the Superintendant of Police (on permanent address of person) along with prescribed fee.
- ◆ Report received from the police authorities will be treated as verification.

Exercise

The verification report is issued within ninety days of the receipt of the character and antecedent verification form and is valid for three years.

1. Write a brief note on the provisions in the PSARA-2005 with respect to the verification of antecedents in respect of:

(a) Person desirous of running private security agency.

(b) Person desirous of working in private security agency as Security Personnel.

2. What is the procedure to verify the character/ antecedents of the person prior to his employment as a Security Guard or Supervisor?

Assessment



A. Fill in the Blanks

(a) As per PSARA-2005 an application for issue of a license to run private security agency is to be considered from a person after due verification of his _____ and _____.

(b) Form I of PSARA-2005 is used for applying for verification of the antecedent of the person desirous of _____.

(c) Form II of PSARA-2005 is used for applying for verification of the antecedent of the person desirous of _____.

- (d) The persons being employed as security guard or supervisors are required to be verified by the _____ of his/her permanent address.
- (e) The verification report is to be issued by the Police HQ within _____ days of the receipt of the character and antecedent form.
- (f) The verification report issued by the Police is valid for _____ years.

Checklist For Assessment Activity

Use the following checklist to see if you have met all the requirements for assessment activity.

Part A

Differentiated between Forged and Authenticated Documents

Part B

Discussed in class the following:

- (a) Process of Police verification of the antecedents of a person.
- (b) Duties of the police personnel as regards verification of the antecedents of person.

Part C

Performance Standards

The performance Standards may include, but not limited to:

Performance Standards	Yes	No
Demonstrate the knowledge of verifying the antecedents of a person		

Session-5

Service Conditions of the Private Security Personnel

Relevant Knowledge

More often than not the private security personnel are deployed in business and industrial premises. Their terms of employment are essentially as per the normal labour laws. In

accordance with the Annexure at the end of the PSARA-2005, the following labour laws need to be followed by the organizations, which seek license under the Act:

Payment of Wages Act, 1936

The Payment of Wages Act, 1936 regulates the payment of wages to certain classes of persons employed in the industry. The scope of this act is limited to the persons drawing the earned wages for the month, which does not exceed Rupees one thousand six hundred. The department is enforcing this legislation to the persons employed at the registered factories. The main provisions envisaged in the Act:

1. It regulates the payment of wages in time i.e., not later than 7th day from the last day of the wage period for factories employing less than 1000 employees and 10th day for factories exceeding 1000 employees.
2. Wages shall be paid in cash in current currency with in the working hours.
3. Only authorised deductions can be caused from the earned wages
4. Workers shall be issued wage slips giving all the details of their earned wages along with the wages paid.
5. Fines can be imposed as per the rules specified.

Industrial Disputes Act, 1936

Industrial disputes are the disputes which arise due to any disagreement in an industrial relation. In India, the Industrial Disputes Act, 1947 is the main legislation for investigation and settlement of all industrial disputes.

The Act enumerates the contingencies when a strike or lock-out can be lawfully resorted to, when they can be declared illegal or unlawful, conditions for laying off, retrenching, discharging or dismissing a workman, circumstances under which an industrial unit can be closed down and several other matters related to industrial employees and employers. Under the Industrial Disputes Act, 1947, the Central Government is the appropriate Government for investigation and settlement of industrial disputes in regard to the departmental undertakings of the Central Government, major ports, mines, oil fields, cantonment boards, banking and Insurance Companies, Life Insurance Corporation of India (LIC), Industrial Finance Corporation of India Limited, the Oil and Natural Gas Corporation Limited, the Indian Airlines, Air India, the Airport Authority of India and all air transport services. The Industrial Disputes Act 1947 was amended by the Industrial Disputes (amendment) Act 2010. The amendment came into force with effect from 15.9.2010.

Minimum Wages Act, 1948

The Minimum Wages Act, 1948 was enacted to safeguard the interests of workers, mostly in the unorganised sector by providing for the fixation of minimum wages in certain specified employments. It binds the employers to pay their workers the minimum wages fixed under the Act from time to time. Under the Act, both the Central Government and the State Governments are the appropriate Governments to fix, revise, review and enforce the payment of minimum wages to workers in respect of 'scheduled employments' under their respective jurisdictions. There are 45 scheduled employments in the Central sphere and as many as 1530 in State sphere.

Provident Fund and Miscellaneous Provisions Act, 1952

The legislation relating to provident fund is the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (EPF & MP Act). The Act was enacted with the main objective of making some provisions for the future of industrial workers after their retirement and for their dependents in case of death. The Act aims to provide for institution of provident funds, family pension funds and deposit linked insurance funds for the employees in the factories and other establishments. It provides insurance to workers and their dependents against risks of old age, retirement, discharge, retrenchment or death of the workers. It is applicable to every establishment which is engaged in any one or more of the industries specified in Schedule I of the Act or any activity notified by Central Government in the Official Gazette and employing 20 or more persons. The Act is administered by the Government of India through the Employees' Provident Fund Organisation (EPFO). EPFO is one of the largest provident fund institutions in the world in terms of members and volume of financial transactions that it has been carrying on. It is an autonomous tripartite body under the control of Ministry of Labour with its head office in New Delhi. It aims to extend the reach and quality of publicly managed old-age income security programs through its consistent efforts and ever-improving standards of compliance and benefit delivery system to its members.

Contract Labour (Regulation & Abolition) Act, 1970

The Contract Labour (Regulation & Abolition) Act aims at regulating employment of contract labour so as to place it at par with labour employed directly, with regard to the working conditions and certain other benefits. Contract labour refers to the workers engaged by a contractor for the user enterprises.

These workers are generally engaged in agricultural operations, plantation, construction industry, ports & docks, oil fields, factories, railways, shipping, airlines, road transport, etc. The Act applies to every establishment/ contractor in which twenty or more workmen

are employed or were employed on any day of the preceding twelve months as contract labour. Every establishment and contractor, to whom the Act applies, have to register themselves or obtain a license for execution of the contract work.

The interests of contract workers are protected in terms of wages, hours of work, welfare, health and social security. The amenities to be provided to contract labour include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water etc. The liability to ensure payment of wages and other benefits is primarily that of the contractor, and in case of default, that of the principal employer.

Equal Remuneration Act, 1976

The Equal Remuneration Act, 1976 aims to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto. According to the Act, the term 'remuneration' means "the basic wage or salary and any additional emoluments whatsoever payable, either in cash or in kind, to a person employed in respect of employment or work done in such employment, if the terms of the contract of employment, express or implied, were fulfilled". Nothing in this Act shall apply: (i) to cases affecting the terms and conditions of a woman's employment in complying with the requirements of any law giving special treatment to women; or (ii) to any special treatment accorded to women in connection with the birth or expected birth of a child, or the terms and conditions relating to retirement, marriage or death or to any provision made in connection with the retirement, marriage or death. There are other laws and acts which are concerned with the employee and his/her welfare, but these have not been mentioned in the Act. The important ones are as follows:

- ◆ Employee State Insurance Act 1948
- ◆ Workmen Compensation Act 1923
- ◆ Maternity Act
- ◆ Industrial Standing Orders Act
- ◆ Factory Act-1948

While the Schedule to PSARA-2005 enumerates certain labour laws as mentioned above, no where does it state that the others are not applicable. As such, the laws applicable to rest of the business and industry are also applicable to the employees in security industry. In so far as the wages are concerned, certain States have constituted Wage Boards or have laid down specific minimum wages for the security personnel. The private security agencies deployed at various posts as per the deployment plan are required to perform

some of the following duties:

- ◆ Access Control/ Gate-house Duties
- ◆ Reception Duties
- ◆ Escort Duties
- ◆ Pay-guard Duties
- ◆ Vehicle Control Duties
- ◆ Security of the Perimeter
- ◆ Post Duty/ Point Protection
- ◆ Area Protection Duty
- ◆ Handling Emergencies
- ◆ Provision of Medical First Aid

A security officer/guard would have to face a number of potential security risks at his/her assignment. These would include

- ◆ Unauthorised Trespass
- ◆ Theft/Loot/Robbery
- ◆ Violence/Assault/Murder/Suicide
- ◆ Accidents/Incidents/Emergencies
- ◆ Lost and Found Property
- ◆ Unattended Children
- ◆ Traffic Control

No Legal Powers

It shall be worth mentioning that the private security staff needs to carry out certain duties which are a prerogative of the law enforcement agencies. Under the circumstances, they are not empowered legally to do so. Further due to this reason, it is necessary that the security staff is aware of the operative sections of some criminal laws and procedures to accomplish their tasks smoothly.

Security personnel should have the knowledge of offenses against human body and property, and general exceptions (including Rights of Private Defence) in the IPC and

sections dealing with arrest, unlawful assembly and lodging of FIR in the Cr PC.

In so far as handling of emergencies by private security personnel are concerned, they need to be supported by the Police, Fire Brigade and Hospital/Medical services.

Exercise

Visit an organization where security personnel are deployed. Ask the supervisor different questions related to legal framework in the field of private security. Prepare a short note on the question-answer session.

Assessment



Short Answer Questions

1. List any five laws that need to be followed by the organizations, which seek license to operate Private Security Agency under the PSARA-2005?

2. What are various security duties that are performed by the security guards at the posts?

3. “Security staff has no powers under the Indian Law”. Comment in brief

Checklist For Assessment Activity

Use the following checklist to see if you have met all the requirements for assessment activity.

Part A

Differentiated between Payment of wages Act 1936 and minimum wages Act 1948

Part B

Discussed in class the following:

(a) The labour laws that are applicable to the private security companies

Part C

Performance Standards

The Performance Standards may include, but not limited to:

Performance Standards	Yes	No
Demonstrate the knowledge of duties and responsibilities of security staff		