



12th & 13th December 2014 | PHD House, New Delhi

EXECUTIVE SUMMARY

General

1. 9th Security Skills & Leadership Summit - 2014 was organized by the Central Association of Private Security Industry (CAPSI) on 12 & 13 December 14 at PHD House New Delhi. The event was co-hosted by Security Sector Skill Development Council (SSSDC) and Association of Private Detectives & Investigators – India (APDI).

2. **Theme.** Amongst various issues concerning the Private Security Sector (PSS), one of the major areas of thrust during the Summit was “Skill the Tribal & Secure the Nation”.

3. **Sponsors & Partners.** List of Partners and Sponsors is attached as **Appendix A.**

4. **Attendance.** Almost 500 delegates from various sectors of the Private Security Industry representing Private Security/Investigation Agencies, Training Providers, Assessment Bodies etc), Govt Departments, Corporate Sector, Subject Matter Experts and other distinguished personalities from various sectors attended the Summit. The following dignitaries graced the occasion by their presence and encouraging speeches:-

- a. Shri Jual Oram, Hon’ble Minister for Tribal Affairs.
- b. Shri Rajiv Pratap Rudy, Hon’ble Minister for Skill Development, Entrepreneurship and Parliamentary Affairs.
- c. Shri Haribhai P Chaudhary, Hon’ble MoS for Home Affairs.
- d. Shri Shivraj Patil, Hon’ble Governor of Punjab.
- e. Maharaja Bhanu Prakash Singh, former Governor and Union Minister.
- f. Shri OP Sharma, Former Governor of Nagaland.
- g. Shri V Vumlunmang, IAS, Joint Secretary (Police Modernisation), MHA.
- h. Shri Atul Bhatnagar, Chief Operations Officer, National Skills Development Corporation (NSDC).

5. **Programme.** The detailed programme of the Summit is attached as **Appendix B.**

Day 1 : 12 Dec 14

6. **Inaugural Session.** This included lighting of the lamp, welcome address by Chairman CAPSI & SSSDC; addresses by the Hon,ble Ministers, Maharaja Bhanu Prakash Singh and Shri Atul Bhatnagar (Chief Operations Officer, NSDC).

7. **Welcome Address by Kunwar Vikram Singh, Chairman CAPSI & SSSDC.** The Chairman apprised about the seven million workforce of PSS, with an existing deficiency of 25% and annual growth of 20%. Besides being one of the largest employers of manpower, the sector has tremendous potential to be the 'third line of defence' and a 'force multiplier' to the existing security forces; if it is strengthened by proper training /certification and motivation. Towards this end, there is an urgent requirement to formalise their training/certification process through SSSDC (both for fresh recruits and existing workforce) and address their long pending demands of higher wages and classification as "Skilled Workers". This would help immensely in raising the self-esteem and moral/motivation of the Security Guard.

8. **Address by Shri Jual Oram, Minister for Tribal Affairs.** The Hon'ble Minister was highly appreciative of the idea of skilling tribal youth and promised to extend all possible financial and administrative support towards this cause.

9. **Address by Shri Haribhai Chaudhary, MoS, MHA.** The Hon'ble Minister was in agreement with various issues/concerns of the PSS and stated that these will be suitably addressed on priority. The highlight of the Minister's speech was his statement, "I am part of the Private Security Sector and am approachable any time to address various issues of the Sector, which are well appreciated. I shall ensure that the genuine concerns of the industry are suitably addressed by my Ministry".

10. **Shri Rajeev Pratap Rudy, Minister for Skilling.** The Hon'ble Minister expressed special appreciation for the achievements of SSSDC and promised to extend all possible assistance to carry the campaign forward. He also mentioned about a mega scheme in the offing in near future.

11. **Maharaja Bhanu Pratap Singh,Former Governor & Union Minister, Chief Patron CAPSI.** Maharaja Bhanu Pratap Singh was highly appreciative of the progress and growth of CAPSI and the PSS over the years. He emphasized the need to strengthen the Sector by quality training/certification and meeting their 'highly genuine' long pending demands. He expressed hope that the present Govt will definitely initiate steps to strengthen the Sector for force multiplier role.

12. **Shri Atul Bhatnagar, Chief Operations Officer, NSDC.** Mr Bhatnagar gave an overview of the skilling process in the country with special focus on SSSDC. He appreciated the role of the Skill Council over the last three years in identifying and addressing the skilling needs of the Sector to ensure quality and standardization. He ensured full support of NSDC towards meeting the aims and objectives of SSSDC.

13. **Session 1.** Lectures/presentations on the following subjects were delivered by eminent speakers:-

- a. Empowering PSI through ethical leadership, training and legal reforms.
- b. Compliances - Ethical Governance.
- c. Concerns and way forward for the PSS.
- d. **Address by Shri V Vumlunmang, IAS, Joint Secretary (PM), MHA.** The JS spoke about various concerns of the PSS and the way ahead. He acknowledged the need for standardization and quality training/certification of the PSS. Towards this end, he looked forward to interaction with CAPSI and SSSDC to find ways and means to address issues concerning various stakeholders, in the overall National interest.

14. **Session 2.**

- a. Three lectures/presentations were made by eminent speakers on various issues related to culture of the tribals, training/skilling and funding for 'Skilling of Tribals'.
- b. **Address by Maj Gen DK Jamwal (Retd), CEO, SSSDC.**
 - i. The CEO gave an overview of the training process being followed by SSSDC, which is highly methodical and ensures standardization and quality of training. He emphasized the importance of third party assessment/certification of existing workforce (more than 80% is not certified) through the RPL (Recognition of Prior Learning) assessment process. This would strengthen our case for higher wages and categorization as "Skilled Workers" of our workforce.
 - ii. On the issue of 'Skilling of Tribals', he strongly advocated the importance of super imposing the SSSDC template of Training & Certification which is aligned to the National Occupational Standards (NOS). This would ensure National recognition for the migrant population in particular.

15. **Session 3** – Three lectures/presentations were delivered by distinguished speakers on 'Internal Security Situation' – Role of PSS.

Day 2 : 13 Dec 14

16. **Session 1.** Five lectures/presentations were made by eminent speakers on issues related to 'Private Detective Agencies Regulation Bill – Need for Relook'. In addition, the concerns and problem areas of APDI were deliberated by experts and various stakeholders during this session.

17. **Session 2** Five lectures/presentations were given by eminent speakers and subject matter experts on the following subjects:-

- a. Use of Technology in PSS for optimisation.
- b. Using latest 'Developments in Neuroscience' to improve overall quality and security staff recruitment.
- c. PSS – A Force Multiplier in the National Security Envelope.
- d. Role of NCC in National Security.
- e. Security – Professionalisin Process.

18. **Session 3.** Three lectures/presentations were made by experts and panel discussion carried out on 'Challenges, Professionalism and Growth' in the PSS.

19. **Session 4.** The final session encompassed distribution of awards to the identified performers in the Sector, felicitation ceremony of Shri RK Sinha on his long term achievement in the PSS and nomination as a Member Parliament of Rajya Sabha, closing address by the Chief Guest, Shri Shivraj Patil, Hon'ble Governor of Punjab and finally, a vote of thanks by Shri Mahesh Sharma, Secretary General, CAPSI.

20. **Closing Address by Shri Shivraj Patil, Governor of Punjab.** Being the chief architect and the person behind the passage of PSAR Act, 2005 (as the Union Home Minister), the Hon'ble Governor stressed the need for incorporating changes in the Act, based on experiences over the last nine years. He emphasized on the importance of addressing issues related to standardization/quality of training and major concerns of the PSS to exploit to its full potential towards community security. He advised CAPSI- SSSDC to set up an Indian Security University to meet the knowledge requirements of the Security Sector and to support governmental agendas on Internal and Community Security.

Major Issues Emerged

21. A large number of issues concerning the PSS were addressed by experts in the field and deliberated by the delegates. Some of these are given as under:-

- a. Requirement of Arms Licenses by PSS.
- b. Higher wages for Security Guards.
- c. Upgrading Security Guards to 'Skilled Workers' category.
- d. Requirement for MHA to issue notification/instructions to Controlling Authorities pan India, to incorporate SSSDC for training and certification, to ensure standardization and quality.
- e. Importance of certification of existing workforce by SSSDC in sync with National Skill Qualifications Framework (NSQF), to strengthen case for upskilling of Security Guard to 'Skilled Category'.
- f. Empowering the PSS in terms of wages, self-esteem and morale of Security Guards, to act as an effective 'Force Multiplier' within the National Security Framework, particularly for community security.
- g. Use of technology for optimum results.
- h. Modalities to train/skill the tribal youth in the overall interest of the country in terms of National Security and Economy.
- i. Pan India recognition of affiliation of Training Providers, Assessment Bodies and certification of SSSDC.
- j. Perceptual changes needed in the report on Private Detective Agencies Regulation Bill, submitted by High Level Committee headed by Secretary(BM) MHA.
- k. Setting up a National Regulatory Board by amending in the Private Security Agencies Regulation Act.
- l. Appropriate amendments in the PSARA to make it industry and growth friendly

Summary

22. The 9th Security Skills and Leadership Summit was by far the largest congregation of the PSI ever, with an overwhelming representation from various segments of the Sector. The solidarity and unanimity of the Sector was on full display, which is indeed heartening. It is this 'one voice' of the Sector which would be the biggest factor in addressing the concerns.

23. It was highly encouraging to see the commitment and positivity of the Hon'ble Ministers, Gove officials (in particular, the JS MHA), NSDC and others in appreciating the issues and concerns of the PSS and offering their whole hearted assistance in addressing the same.

24. The Summit was indeed a grand success.

PICTORIAL GLANCES : 9TH SECURITY SKILLS & LEADERSHIP SUMMIT-2014



Kunwar Vikram Singh, Chairman SSSDC & CAPSI



Shri Rajiv Pratap Rudy, Minister of Skill Development & Entrepreneurship



Shri Jual Oram, Minister for Tribal Affairs



Maj Gen D K Jamwal (Retd), CEO, SSSDC.



Shri Haribhai Chaudhary, MoS, MHA



Shri V Vumlunmanq, Joint Secretary (PM), MHA



Shri Atul Bhatnagar, COO, NSDC



Shri Shivraj Patil, Governor of Punjab