

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:207

ANSWERED ON:01.08.2011

SERVICE CONDITIONS OF PRIVATE SECURITY GUARDS

Thomas Shri P. T.

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the service conditions of private security guards are pathetic and being exploited by the private security companies in the country;
- (b) if so, the reaction of the Government thereto and the remedial action proposed to be taken by the Government in this regard;
- (c) whether the Government also proposes to consider taking effective measures and directing the security companies for betterment of service conditions including insurance coverage to the employees; and
- (d) if so, the details thereof?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) & (b): The security guards are being engaged on contract basis as per the provisions of the Contract Labour (Regulation and Abolition) Act, 1970. Keeping in view the complaints on payment of less wages and reports of exploitation of security guards engaged through private employers, the Ministry of Labour and Employment, Government of India fixed the rates of minimum wages in September, 2008 in respect of "employment of watch and ward" for the establishment falling under the Central Sphere. The rates are revised by the Ministry after every six months.

(c) & (d): The minimum rates of wages are ensured by the Central Industrial Relations Machinery in the Central Sphere. Where less payment is detected, the claim application is filed against the employer before the authority and due amount is being disbursed to the workers with compensation. The employees engaged as security guards are also covered under the provisions of the Employees State Insurance, Act, 1948 and Employees Compensation Act, 1923 for the purpose of getting benefits for sickness, accident injury, death compensation etc.