

VISION STATEMENT

SURAKSHIT BHARAT VIKSIT BHARAT - 2047

Kunwar Vikram Singh
Chairman

As we stand on the threshold of a transformative journey towards Surakshit & Viksit Bharat by the year 2047, it is imperative that we acknowledge the critical role played by private security agencies in shaping a secure and prosperous nation. The Central Association of Private Security Agencies (CAPSI) is committed to this vision, aiming not only to enhance security but also to contribute to the holistic development of our society.

The security landscape is evolving rapidly, and with it, the expectations of our citizens. Our vision statement serves as a guiding beacon, emphasizing our dedication to professionalism, innovation, and integrity within the private security sector. We envision a future where private security agencies are not only pillars of safety but also proactive partners in community development, enabling a secure environment for all to thrive.

In alignment with the goals of Surakshit & Viksit Bharat-2047, we aim to foster a culture of collaboration among private security providers, government bodies, and the communities we serve. We believe that through strategic alliances, continuous skill development, and embracing technological advancements, we can create an ecosystem that prioritizes safety while driving economic and social growth.

We are thankful to Lt. Gen. A. B. Shivane for his guidance in shaping our collective vision to secure the nation.

As we embark on this ambitious journey, we invite all stakeholders—industry professionals, government entities, and citizens—to join forces with us in realizing this vision. Together, let us build a future that embodies safety, security, and sustainable development for all Indians, ensuring that our nation reaches its fullest potential by 2047.

Sincerely,

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Chairman, CAPSI

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VISION STATEMENT

VIKSIT BHARAT – SURAKSHIT BHARAT 2047

Viksit Bharat

The term 'Viksit Bharat' means 'Developed India'. Viksit Bharat 2047 represents the government's vision to transform the county into a self-reliant developed entity by its 100th independence in 2047.

The vision of Viksit Bharat is that of a prosperous Bharat in harmony with modern infrastructure and nature and giving opportunities for all citizens of all regions to reach their potential in the spirit of Atmanirbharta.

It also aims to make India a respected player in the global order and significantly contribute to global peace and prosperity.

Surakshit Bharat

In the vision of Viksit Bharat of India, the evolution of the critical path of Suraksit Bharat stands as the foundational construct. Surakshit Bharat is to ensure the safety, security, and well-being of all citizens. The emphasis is on collective benefit, social change, and improving the conditions or capabilities of a community for the protection and preservation of a nation's security interests and the safety of its citizens.

Vision Statement for Private Security Industry 2047

"To transform the Private Security Industry and its warriors into a most respected, modern, agile, and adaptive force, empowered by cutting-edge technology and future-ready capabilities".

"Our commitment is to be the vanguard of Surakshit Bharat, ensuring that the PSI evolves to prevail in ensuring a secure environment today and evolve to meet the challenges of tomorrow safeguarding the nation's progress towards Viksit Bharat."

"By 2047, we will build a workforce capable of deterring, detecting, and denying any threat to the nation and its citizens, working in seamless synergy with all elements of national security".

Goals for the Private Security Industry 2047

1. Promote a National Citizen Security Culture:

- Develop nationwide initiatives and educational programs to raise security awareness and encourage active citizen participation in national security efforts.
- Partner with educational institutions, community organizations, and government bodies to integrate security education into curricula and public campaigns.
- To establish a National Citizen's Security Culture to safeguard the nation and society.

2. Leverage Advanced Technology for Security:

- Invest in and adopt cutting-edge technologies, such as AI, drones, and cybersecurity solutions, to enhance the effectiveness and efficiency of security operations.
- Encourage innovation within the industry by supporting R&D initiatives that drive technological advancements in security.

3. Ensure High Standards of Training and Professionalism:

- Establish and enforce rigorous training programs for all private security personnel, ensuring they are equipped with the skills and knowledge needed to address evolving security challenges.
- Promote a culture of continuous learning and professional development within the industry.

4. Foster Community Engagement and Collaboration:

- Build strong partnerships with local communities, law enforcement, and government agencies to create a collaborative security environment.
- Engage citizens through regular outreach programs, security
- workshops and neighbourhood watch initiatives to foster a collective sense of responsibility for national security.

5. Safeguard India's Growth and Infrastructure:

- Prioritize the protection of critical infrastructure, businesses, and public spaces to support India's economic growth and national development.
- Develop specialized security solutions tailored to the needs of
- Various industries, including manufacturing, technology, and transportation.
- Be a key employment industry for providing lucrative jobs to the youth.

6. Champion Ethical and Environmental Stewardship:

- Uphold the highest ethical standards in all security operations, ensuring transparency, integrity, and respect for human rights.
- Implement sustainable practices within the industry to minimize environmental impact and contribute to India’s broader environmental goals.

7. Support India’s Emergence as a Global Security Leader:

- Position India’s private security industry as a global leader by setting benchmarks in security practices, innovation, and citizen engagement.
- Facilitate international cooperation and knowledge exchange to enhance global security standards and practices.

8. Enhance HR Management and Align Processes with Strategic Goals:

- Transform human resource management within the PSI by aligning recruitment, training, and retention strategies with the industry's long-term goals.
- Standardize processes and procedures to ensure consistency, efficiency, and alignment with the vision of a future-ready, technology-enabled workforce.
- Address and resolve all anomalies in rules and regulations governing the PSI with all stakeholders in the Government.

Benchmarks for the Private Security Industry (PSI) 2047

1. 2024-2034: Decade of Transformation

This decade marks the foundational period for the Private Security Industry's future-ready evolution. The primary focus is on transforming the industry from its current state into a future-ready, technology-driven, and agile force.

Key Initiatives:

- **Adoption of Advanced Technology**: Embrace AI, machine learning, drones, IoT, and cybersecurity tools to modernize security operations. Begin integrating these technologies into daily practices, enhancing the industry's ability to deter, detect, and respond to threats more efficiently.

- **Workforce Development**: Launch extensive training programs to upskill security personnel, focusing on technical proficiency, situational awareness, and adaptability. Introduce certifications and continuous learning opportunities to build a highly skilled and professional workforce.
- **Process Standardization:** Standardize protocols and procedures across the industry, ensuring consistency in service delivery. Establish industry-wide benchmarks for quality, efficiency, and response times.
- **Public-Private Partnerships:** Strengthen collaboration with government agencies and law enforcement to create a cohesive security network. This includes participating in joint exercises, sharing intelligence, and aligning security efforts to national priorities.
- **Public Awareness Campaigns:** Promote a national Citizens Security culture through educational programs, public service announcements, and community engagement initiatives and establish a Nationwide National Security Grid. Encourage citizen participation in security efforts, fostering a collective responsibility for national safety.

2. 2034-2044: Decade of Global Pre-Eminence

Having laid the groundwork for transformation, this decade focuses on establishing India's Private Security Industry as a global leader. The industry will not only meet domestic demands but also set benchmarks internationally.

Key Initiatives:

- **Global Expansion:** Indian private security firms begin to operate on an international scale, providing services in foreign markets. This includes exporting security technology, expertise, and personnel to meet global demand.
- **Innovation Leadership:** Lead the global security industry in innovation, particularly in developing new technologies and methodologies. Encourage R&D initiatives that drive the creation of advanced security solutions, positioning India as a hub for security innovation.
- **Global Standards and Best Practices:** Establish and adhere to global best practices, setting new standards for ethics, efficiency, andeffectiveness in the private security sector. Influence international policy and standards bodies to adopt Indian innovations and practices.
- **Strategic Alliances:** Forge strategic alliances with global security firms, technology companies, and international organizations. These partnerships will facilitate knowledge exchange, enhance capabilities, and expand market reach.

- **Brand India in Security:** Build and promote the "Brand India" image in the global security industry, showcasing India's expertise, technological prowess, and commitment to ethical practices. Participate in global forums, conferences, and exhibitions to reinforce India's leadership.

3. 2044-2047: Years of Consolidation

In the final phase, the focus shifts to consolidating the gains made over the past two decades. The industry will refine its operations, ensuring sustainability, resilience, and continued excellence.

Key Initiatives:

- **Operational Excellence:** Fine-tune operational processes, ensuring that they are optimized for efficiency, scalability, and adaptability. Continuously improve service delivery to maintain a competitive edge in the global market.
- **Sustainability and Ethics:** Reinforce commitment to sustainable practices and ethical operations. This includes minimizing environmental impact, upholding human rights, and ensuring transparency in all aspects of the industry.
- **Talent Retention and Development:** Focus on retaining top talent within the industry by providing attractive career paths, continuous development opportunities, and a supportive work environment. This will ensure a stable and motivated workforce ready to tackle future challenges.
- **Resilience Building:** Enhance the industry's ability to withstand and recover from disruptions, whether due to technological changes,economic shifts, or emerging threats. Build robust contingency plans and invest in resilience training for personnel.
- **Legacy of Leadership:** Establish a legacy of leadership, ensuring that the Private Security Industry remains a pillar of national security and a beacon of excellence globally. Document and share the lessons learned over the past decades to guide future generations.

Defining Milestones for the Private Security Industry (PSI)

Milestones should be created for short, medium, and long-term progress toward the goals outlined in Vision 2047. These milestones can serve as checkpoints that help track progress and ensure alignment with the overall vision.

2024-2034: Decade of Transformation (Period 2024-2027)

Milestone 1: Establish a national task force or regulatory body under the MHA to oversee PSI reforms.

Milestone 2: Launch pilot programs in collaboration with private security companies to integrate technology like AI, IoT, and drones into security operations.

Milestone 3: Enact initial legal amendments to standardize wages, working conditions, and career progression paths for PSI workers across states (One Nation, One Wage).

Milestone 4: Launch public awareness campaigns to promote a national Citizen Security Culture to upgrade Private Security with rigorous training and accreditation by the MHA which will help foster closer collaborations between private security and law enforcement agencies.

Milestone 5: Build partnerships with educational institutions to introduce security courses in the curriculum for skill development.

Milestone 6: To enhance the effectiveness and professionalism of private security services, it is proposed that these entities be upgraded to Para Police status following a rigorous training and accreditation process established by the Ministry of Home. This initiative will involve comprehensive training programs focused on law enforcement protocols, crisis management, and public safety procedures, ensuring that private security personnel are well-equipped to handle various situations effectively. By achieving this accreditation, private security services would not only provide a higher standard of protection for communities but also foster closer collaboration with local law enforcement agencies, ultimately contributing to a safer environment for all citizens.

2024-2034: Decade of Transformation (Period 2027-2034)

Milestone 7: Scale the adoption of advanced technologies (AI, cyber security, IoT) across the industry, setting standards for their use.

Milestone 8: Standardize PSI operational procedures and protocols, ensuring consistency across the country.

Milestone 9: Formalize partnerships between private security firms and public law enforcement to enhance coordination during critical situations.

Milestone 10: Introduce pension and retirement schemes for long-serving private security personnel.

Milestone 11: Strengthen training institutes and implement mandatory certification programs for all PSI personnel.

2034-2044: Decade of Global Pre-Eminence

Milestone 12: Position Indian private security firms as international players, establishing global operations in select markets.

Milestone 13: Implement industry-wide R&D initiatives to keep India at the forefront of security technology innovation.

Milestone 14: Lead the adoption of global best practices, influencing international security standards.

Milestone 15: Enhance workforce welfare programs, including housing schemes, career progression plans, and health benefits.

2044-2047: Years of Consolidation

Milestone 16: Evaluate the industry's achievements and consolidate best practices.

Milestone 17: Ensure robust contingency plans are in place to adapt to any future challenges (technological, economic, or geopolitical).

Milestone 18: Establish the Private Security Industry as a key component of India's national security infrastructure.

Legislative and Governance Changes

To achieve the milestones, it is essential to introduce legislative and governance reforms through collaboration between the Ministry of Home Affairs, Ministry of Labour and Employment, Ministry of Defence, Ministry of Skill Development, and other relevant bodies.

Key Legislative Changes:

Regulatory Framework:

Amend Private Security Agencies Regulation Act (PSARA): Revise PSARA to incorporate modern security needs, technology standards, and professional ethics for the industry. Establish a centralized regulatory body under MHA to standardize PSI practices across the country.

One Nation, One Wage Policy: Introduce a legislative bill to implement a standardized wage structure for security personnel across India, ensuring equitable compensation regardless of the region.

Licensing & Accreditation: PSARA to introduce a tiered licensing system for private security agencies, ensuring that larger agencies handling more complex operations are subject to higher standards of training and equipment.

Technology and Data Protection:

Cybersecurity Laws: Update cyber security laws to ensure PSI operations adhere to strict data privacy and protection standards, especially for firms handling sensitive national security infrastructure.

AI and Drone Usage: Pass specific regulations regarding the use of AI, drones, and other emerging technologies in private security operations, ensuring ethical use and minimizing potential risks.

Labour Laws and Workforce Welfare: (to include the New Code of Wages)

Employment Benefits: Amend labour laws to include minimum wage protection, retirement benefits, healthcare access, and pension schemes for private security workers.

Worker Welfare Programs: Collaborate with the Ministry of Housing to extend the Pradhan Mantri Awas Yojana benefits specifically to security personnel, offering affordable housing.

Career Advancement:

Partner with the Ministry of Skill Development to introduce certification programs and create formal pathways for career advancement in the PSI, ensuring a clear professional growth structure.

Key Governance Changes:

Formation of a Central PSI Regulatory Authority:

Under the MHA, create a central body to oversee the private security sector, ensuring compliance with standards, managing technology integration, and coordinating with state governments and other ministries. This authority should also oversee certification programs, regulate training institutions, and manage workforce welfare.

PSI Stakeholder Board:

Form a Board comprising representatives from the PSI, government agencies, academia, and law enforcement to ensure that the reforms are in line with industry needs and global best practices. This Board would meet periodically to discuss progress, and industry challenges, and propose updates to laws and governance structures.

Public-Private Partnerships (PPP):

Encourage collaboration between private security firms and public law enforcement agencies to improve information sharing, response time during emergencies, and training. Promote PPPs for infrastructure protection, leveraging the expertise of PSI firms in guarding critical assets such as airports, ports, and industrial zones.

Digital Governance Framework:

Develop a centralized digital governance framework for the PSI that integrates the use of AI, IoT, and big data for predictive security measures. This would require the MHA and Ministry of Electronics and Information Technology to create a secure, nationwide digital security grid.

Industry-Wide Code of Ethics and Sustainability:

Establish an industry-wide code of ethics that prioritizes transparency, human rights, and environmental sustainability in PSI operations. This would be enforced by the MHA through annual audits and certifications.

Coordination Between Ministries

Ministry of Home Affairs (MHA): Lead agency responsible for overseeing all PSI reforms, regulatory changes, and coordination with other ministries.

Ministry of Labour and Employment: Responsible for worker welfare, wage standardization, and ensuring that private security workers are covered under national labour laws.

Ministry of Defence: Collaboration on issues related to national security and the PSI's role in supporting defence infrastructure.

Ministry of Electronics and Information Technology: Oversight of the technological aspects, ensuring compliance with cyber security regulations and the implementation of AI and digital tools.

Ministry of Skill Development: Responsible for managing training programs, certifications, and career development within the PSI.

Monitoring and Evaluation Mechanism

Performance Review: Establish a periodic review system (annually or biannually) to evaluate the progress of milestones, involving key stakeholders like the MHA, industry leaders, and academic institutions.

Feedback Loop: Develop mechanisms for gathering feedback from security personnel, Private Security Companies, and the public to ensure ongoing improvement in legislative and operational practices.

Legislative Updates: Based on feedback and progress, propose updates to existing legislation every 5-10 years to remain aligned with emerging challenges and technologies