

S-32024/30/2014-WC(MW)
Government of India
Ministry of Labour & Employment
Wage Cell

Shram Shakti Bhawan, Rafi Marg
New Delhi, dated 11th July, 2014

To,

The Chairman,
(Kind Attention: Shri Kunwar Vikram Singh),
Security Sector Skill Development Council,
305 City Court,
Sikenderpur,
MG Road,
Gurgaon-122002

Subject: Categorizing of Private Security Guards as Skilled Workers

Sir,

I am directed to refer to your letter dated 9th June, 2014 with a request for re-categorizing of Private Security Guard from Unskilled to Skilled worker.

In this regard it is informed that the Gazette Notification No. S.O. 2288 (E) dated 18th September, 2012 was published for the upgradation of categories of Security Guard engaged in the scheduled Employment of Watch and Ward from unskilled (without arms) to semi-skilled (without arms) and semi-skilled (with arms) to skilled (with arms). This notification can be obtained from the website of this Ministry labour.nic.in. However, copy is enclosed also for convenience.

It is further clarified that the minimum wage rates of security guards are fixed as per the rates fixed for construction workers. Comparative rates of minimum wages for security guards before and after the upgradation are given in the following table (Table-I) for ready reference. The prevailing rates of construction workers and security guards are also given in Table-II.

Table-I
Basic Minimum Wages for Construction Workers Vs the Security Guards

Basic Minimum Wages for Construction Workers			Basic Minimum Wages for Security Guards		
			After upgradation in 2012	Before upgradation	
Area A	Unskilled	180	200	180	Without Arms
	Semi skilled	200	220	200	With Arms
	Skilled	220			
Area B	Unskilled	150	170	150	Without Arms
	Semi skilled	170	200	170	With Arms
	Skilled	200			
Area C	Unskilled	120	140	120	Without Arms
	Semi skilled	140	170	140	With Arms
	Skilled	170			

Table - II
Existing Minimum Wages for Construction workers and Security Guards
(w.e.f.01.04.2014)

Existing Minimum Wages for Construction Workers			Existing Minimum Wages for Security Guards	
Area A	Unskilled	329.00	-	-
	Semi skilled	363.00	363.00	Without Arms
	Skilled	400.00	400.00	With Arms
Area B	Unskilled	273.00	-	-
	Semi skilled	309.00	309.00	Without Arms
	Skilled	363.00	363.00	With Arms
Area C	Unskilled	220.00	-	-
	Semi skilled	256.00	256.00	Without Arms
	Skilled	309.00	309.00	With Arms

It may be seen from Table - I that the basic minimum wages for **Without Arms** and **With Arms** category of Security Guards prior to upgradation were same as those of **Unskilled** and **Semi - Skilled** category of Construction workers respectively. In the year 2012, the basic minimum wage rates for security guards were upgraded by the Ministry which brought the basic minimum wage rates of the two categories of Security Guards (**Without arms** and **With arms**) at par with the rates of **Semi - Skilled** and **Skilled** categories of the Construction Workers respectively.

Further, it may be seen from Table - II that existing wages of construction workers for **Semi - Skilled** and **Skilled** categories are at par with the existing minimum wages of Security Guards for **'Without Arms'** and **'With Arms'** categories which implies that recategorisation/upgradation has already been done.

Yours faithfully,


 (Pooja)
 Assistant Director