

GOVT TO LAUNCH NATIONAL SKILL MISSION

Government on 28th February 2015 announced launching of a National Skills Mission to consolidate skill initiatives spread across several ministries, a move that was hailed by the industry as a welcome step to address the demographic dividend in the country.



Presenting the Budget, Finance Minister Arun Jaitley said, "We will soon be launching a National Skills Mission through the Skill Development and Entrepreneurship Ministry. The Mission will consolidate skill initiatives across several ministries and allow us to standardize procedures and outcomes across our 31 Sector Skill Council."

This step could further improve India's position as the fourth largest start-up nation in the world. Jaitley said, "India is one of the youngest nations in the world with more than 54 percent of the total population below 25 years of age. Yet today less than 5 percent of our potential

workforce gets formal skill training to be employable and stay employable."

Additional focus on **Skilling of rural youth is essential but there has to be an allocation/reservation for skilling of women in rural India. We need to make women in rural India partners in the growth of Indian economy.**" He further added.

Kunwar Vikram Singh, Chairman-SSSDC said that it was a welcome step although there were huge challenges.

Underlining that jobs and hiring in India need to shift from being qualification-based to skill-based, he said that almost every hiring in India uses education and qualification as a surrogate for skill. Hiring should be based on skills.

SKILL DEVELOPMENT FOR SMEs

There is a need to focus on SMEs and provide skill-based training for them. Anil Bhardwaj, Secretary General, FISME, says, "The need of the hour is that we should have an aggregator or coordinator at the national level to impart skill-based training. There is a shortage of skilled manpower in the SME clusters. So, the need is to figure out the shortage and work out strategies to resolve it accordingly."

The MSME Ministry, through its various measures like enhancing the training capabilities of the Tool Rooms, MSME Development Institutes and other organizations/, is providing developing skills for SME employees. "The government needs to make sure that the programmes enacted by them reach to SMEs," says Bhardwaj.

LABOUR MINISTRY TO INTRODUCE “LABOUR CODE ON WAGES” UNDER THE NEW LAW

The Ministry of Labour has decided to introduce “**Labour Code on Wages Bill-2015**” in the Parliament in order to consolidate and amend the laws related to wages and bonus and the matters connected there with.

Under this new legislation following labour Laws shall be amalgamated:

The Minimum Wages Act- 1948
The payment of Wages Act-1936
The Payment of Bonus Act-1965
The Equal Remuneration Act-1965

The Ministry has sought opinion of CAPSI and other chamber of Commerce and Industry and labour organizations before it is presented in the Parliament.

In the new Bill, it is being proposed that the wages of SEMI SKILLED workers shall be at least 50% higher than the minimum wages of the UN SKILLED workers and the minimum wages of SKILLED workers should be at least 25% higher than the wages of SEMI SKILLED workers.

Following shall be Components of Minimum Wages:

(1) Any minimum rate of wages fixed or revised by the State government in respect of employments under section 8 may consist of –

(i) A basic rate of wages and a special allowance at a rate to be adjusted at such intervals and in such manner as the State government may direct to accord as nearly as practicable with the variation in the cost of living index number applicable to such workers; or

(ii) A basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of

suppliers of essential commodities at concession rates were so authorized; or

(iii) An all-inclusive rate allowing for the basic rate the cost of living allowance and the cash value of the concessions if any

There are many other important clauses related to bonus and leave entitlements which will have impact on the working Conditions and entitlements of workers.

The Legal & legislative Committee headed by Sh. Jasbir Wasu Vice President, CAPSI is working on the various aspects of this proposed legislation. A mail along with copy of the proposed legislation has been sent to entire membership seeking their views on the Bill.

SSSDC DELEGATES MET MSDE & MHA TO DISCUSS THE PSARA AMENDMENTS

On 23 Feb 2015, the Chairman and the CEO-SSSDC attended a meeting in MSDE which was also attended by Shri N K Sudhanshu, Director MSDE, Shri Pawan Agarwal, Joint Secretary, MSDE and Shri V Vumlunmang, Joint Secretary (PM) MHA.

A presentation was made by the CEO followed by detailed discussion. The focus of the interaction was the need to issue necessary notification/amendment to PSAR Act 2005 and Central Model Rule 2006 to ensure optimization of the Training/Certification processes align to the National Occupation standard (NOS) to address the aspects of “**Quality and Standardization**”. Issue about Pan India recognition of Training Providers (TPs) affiliated to SSSDC and certificate issued by SSSDC was also deliberated. The respective representatives of the two Ministries agreed to take forward the issue.

CAPSI TO HOLD GOVERNING COUNCIL MEET

The Governing Council meeting is scheduled to be held on **May 16, 2015** at **0900 hrs** at **PHD House**, New Delhi.

We would revisit all those issues our Industry is facing in the forthcoming GC meeting to discuss and evolve a well structured strategy to achieve our common objectives. Also we would discuss on strengthening the State Chapters and membership drive.

We would also review our achievements and progress made by the Industry. We will further Plan and set the milestones and objectives to be achieved in the next Financial Year 2015-16.

CHAIRMAN MET MINISTER OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP



Kunwar Vikram Singh, Chairman-SSSDC met Shri Rajiv Pratap Rudy, Minister of Skill Development & Entrepreneurship on 23rd Feb 2015 to discuss issues faced by Private Security Industry. Amendment in PSAR Act 2005 was the major point of discussion. Shri Rajiv Pratap Rudy assured that his ministry will have this

issue resolved. Chairman talked about the future plans of CAPSI & SSSDC.

FORMER CHIEF MINISTER JHARKHAND VISITED SECURITY TRAINING CENTRE IN RANCHI



The Former Chief Minister of Jharkhand Shri Arjun Munda visited Security Training Center situated at Sundar Nagar Ranchi on 25th Feb 2015 to participate in a program related to women empowerment. This event was organized by Naari Shakti Sena. He inspected the site, the class rooms, dormitory, Laboratory etc. He was pleased to know about the security training programmes conducted by us under STAR scheme through SSSDC and NSDC.

Mr. Anirudha Singh, Secretary Bhootpurv Sainik Kalyan Sangh and Director of Ranchi Security (P) Ltd. briefed Mr. Munda about the various skill programs being run by NSDC and SSSDC through affiliated training partners.

Smt. Rani Kumar, President of Nari Shakti Sena, Sub. S. N Singh of Ranchi Security (P) Ltd. and Sub Balmiki Pandit, the trainer of RSPL were present on the occasion among others prominent personalities.

He appreciated the efforts made by Ranchi Security (P) Ltd. and Bhootpurv Sainik Kalyan Sangh particularly for training hundreds of tribal girls from remote rural areas.

T3 CUM ASSESSORS TRAINING PROGRAMME CONCLUDED SUCCESSFULLY

A T3 cum Assessors Programme conducted at Olive Heritage, Gurgaon completed successfully on 26 Feb 2015.



CEO, SSSDC emphasized on the following aspects:-

a) Requirement of quality trainers in Private Security Sector to improve the overall standards.

b) Need to align Training/Certification process with the National Occupation Standards (NOS) to ensure **“Quality and Standardization”**.

c) Importance of certification of the entire workforce (both fresh recruits and existing workforce) to strengthen our case for classifying them into the Skilled category to earn higher wages.

d) RPL method of Assessment and Certification for the existing workforce.

e) Requirement to encompass the entire skilling programmes into the NSQF.

27 Trainees completed the programme and were graded as Certified Trainers and Assessors by SSSDC. Successful Candidates will be considered competent to train and assess as per SSSDC norms up to the level of Security Supervisors.



WELCOME TO CAPSI FAMILY!

Our heartiest congratulations to our new family member who have joined our family in the month of February 2015

1. Twenty Four Secure Services Pvt. Ltd – Haryana

**“Coming together is a beginning..
Keeping together is progress....
Working together is success”**

BENEFITS TO OUR MEMBERS AT A GLANCE

- ✓ Act as a unified apex body to protect the interest of its members & represent at federal & state government departments i.e. controlling authority of PSARA, police, PF ESI, Service tax, Labor & judicial authorities.
- ✓ CAPSI is in touch with the state controlling authorities & is initiating a move for penalizing the unauthorized PSAs.
- ✓ CAPSI is representing the industry by approaching the labor department to up skill the present guard force from unskilled to skilled category under NSDC skilling projects.
- ✓ Benefit from CAPSI's position as the voice of the security industry, engaged at all levels, across all areas of Central Government Ministries, State Governments, end user associations like CII, FICCI, ASSOCHAM, PDHCC, ISS, NASCOM and State Chamber of Commerce & Industry, State Controlling Authorities (PSARA).
- ✓ CAPSI website lists commercial tenders **FREE** of Cost to help you in your business expansion.
- ✓ Assistance in setting up Training Centers of your company in association with SSSDC as per Government guidelines.
- ✓ Special training for your security supervisor to be trained as Instructors by SSSDC for undertaking On Job Training of your guard force.
- ✓ Organize 'Recognition of Prior Learning (RPL)' of your existing guards for their certification as per PSARA & Ministry of HRD.
- ✓ Utilize the CAPSI- Quality Council of India (QCI) initiative mentoring program to improve your business practices and services.
- ✓ Access live feed on the CAPSI website: <http://www.capsi.in/> as well as information on global security trends in our newsletter Security Post.
- ✓ Access to preferential rates & advice from CAPSI's appointed Legal, Tax & Accounting Consultants.
- ✓ Improves and updates your Security Knowledge & Skills by attending 'Security Round Conference' workshops planned for your state and region.
- ✓ Discounted registration fees for the prestigious annual CAPSI & Security Sector Skill Development Council (SSSDC) conference & Exhibition.
- ✓ Free subscription and reduced advertising rates in Security Post to all CAPSI members.
- ✓ Membership ID cards that enables easy access to controlling Authority & other Government Agencies.

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