

Risks / opportunities to:	Yes / Moderately / No	Human Rights	Democratic principles	Security
Issues:				
Regulatory				
Law and regulations are applied	Moderately	<p>Labor rights as stipulated in the law of security guards are not adhered to.</p> <p>Human rights are abused by unlicensed security (so called black market security).</p>	Democratic principles protected by the law are not fully applied.	Poor implementation of regulations decrease quality of security services and thus safety.
Laws applicable to the operations of PSCs protect human rights	Moderately	<p>PSCs have limited use of force and weapons use.</p> <p>Competences are defined.</p> <p>Introduction of “stunt” guns and similar weapons would less harm human rights.</p>	In accordance to democratic principles.	-
The same limitations and safeguards apply to private security forces as to public security forces	Yes	PSCs have less competences and stricter rules for use of force and weapons than police.	In accordance to democratic principles.	This legal arrangement contributes to security.
PSCs operate in a clearly delineated area, they do not spill-over to usurp police functions such as searches, detention and	Yes	PSCs have right to citizen’s arrest.	It is forbidden for private security to provide services that are delivered exclusively by state security	Law on PSC lists what security services could be provided by private security. There are some gray areas in practice

arrest			institutions.	where security is provided both by police and PSCs – e.g. securing sports events.
Weapon laws are stringent and prevent illegal possession and use of weapons	Yes	Law prescribes that training is needed for weapon possession.	Mol is mandated to control if private security observe the law.	Law on PSC prescribes: <ul style="list-style-type: none"> • What security services are allowed to be delivered by armed guards. • What conditions PSCs must meet for weapons storage. • What weapons PSCs are allowed have.
PSC law is applied in a manner that provides strong oversight over the PSCs	No	Labor law is not implemented properly. As a consequence, labor rights of security guards are systematically endangered.	Mol hasn't controlled PSCs yet. Labor inspectorate conducts ad hoc controls. PSCs complain that companies linked to ruling parties were not controlled properly or not at all.	Consequence of weak control is a poor quality of delivered security services. Unlicensed guards providing security to night clubs often infringe human rights. Beatings which on some occasions have ended with death of victims happens regularly.
Conceptual				
The availability of security is not limited to those who pay for it on	Moderate	Spillover effects to public security of PSCs haven't been	Spillover effects to public security of PSCs haven't	Performance of police is poor, therefore only individuals who

a private basis		utilized by state authorities meaning that those who can pay have more rights to security.	been utilized by state authorities.	can pay for private security can be safe.
PSCs are performing services that the State would not otherwise provide	No	-	-	There are deficit in security due to lack of resources by police which isn't fulfilled by PSCs – control of the river smuggling in border areas.
Licensing criteria ensure vetting of personnel and ownership	Moderate	-	Responsible persons (directors) in the PSCs are vetted with special requirements. There is no special vetting regime for CIP.	Private security guards carrying arms and responsible individuals (director) are vetted, in accordance with Weapons Law. This vetting system is not so strict.
Licensing ensures transparency by demanding record keeping and inspection thereof	Yes	Law on PSC regulate personal data protection in record keeping.	In accordance with democratic principles.	-
Other oversight bodies are instigated and empowered	No	Labor rights are endangered.	There are no cooperation and joint inspections among different control bodies e.g. Labor Inspectorate and Mol.	Poor quality of private security services.
Mechanisms for monitoring and	Yes	No cases of misuse of firearms	There are different	Poor quality of private security services, due to weak use of

inspection (incl firearms stocks)		by PSCs.	mechanisms.	such mechanisms.
Operational soundness				
Guards are paid sufficiently to ensure commitment and professionalism	No	They are underpaid. Overtime and often even social contributions are not paid.	Army of underpaid security guards doesn't underpin democracy.	Underpaid and poorly motivated security guards don't contribute to security.
PSCs perform functions for which they are appropriately trained	Moderately	Private security guards are not properly trained, thereby risking excessive violence.	-	In practice, poor training and physical fitness of security guards leads to poor quality of security services.
An effective training regime is either issued or overseen by the state	No	Poor training can have negative impact to human rights	State doesn't have effective control over this process.	Poor training can have negative impact to security
Communication between PSCs and public security is done in a manner that makes aligns tasks and improves efficiency. Their respective roles and responsibilities are enshrined in law.	Moderately	Communication between PSCs and public security is regulated by law but it's not effective yet. There is no evidence that regulation yields any result in better protection of human rights in practice.	In accordance with democratic principles.	There is no evidence that regulation yields any result in improving security in practice.
Companies are not sufficiently aware of the requirements for	Moderately	-	The role of the PSCs in the provision of security within	There is a need for better regulation of the role of PSCs

their operations			the state isn't clear enough.	in protection of CIP.
Use of Force & firearms				
Use of force training is part of the obligatory training	Yes	Training is overly theoretical so trainees can't learn practical aspects of their profession which can endanger human rights in practice.	in accordance with democratic principles	Training is overly theoretical so trainees can't learn practical aspects of their profession which can endanger security in practice.
Use of force rules are clearly set out in laws or by-laws	Yes	Human rights are protected within these rules.	in accordance with democratic principles	There are recorded cases of excessive use of force by security personnel guarding nightclubs.
Weapons are subject to licenses and monitored	Yes	There is a very strict regime on the carrying and the use of weapons.	in accordance with democratic principles	Number of weapons are limited to the half of the number of security guard who are licensed to carry weapons in the company.
Weapons management rules cover how weapons are stored and marked	Yes	There is no recorded case pointing to misuses in this area.	in accordance with democratic principles	Management rules contribute to security.
Transparency				

Affiliations with political parties are made public	No	Broader public is not aware of the abuse of labor rights made by PSCs linked to political parties represented in government.	Fact that almost each political party has its own PSC, as well as the fact that pro-government PSCs are favored, endangers democratic principles.	-
Procurement				
Bids are all made public, unless there is an exception by law	Yes	-	in accordance with democratic principles	-
Exceptions to the tender process are applied restrictively		-	in accordance with democratic principles	-
The winners of bids are made public	Yes	-	in accordance with democratic principles	-
The best value for money criteria is used over just lowest price	No	Excessive use of lowest price criteria for contracting private security leads to abuse of labor rights of security guards.	Not in accordance with democratic principles.	Excessive use of lowest price criteria for contracting private security causes low quality of security services.