

Risks / opportunities to:	Yes / Moderately / No	Human Rights	Democratic principles	Security
Issues:				
Regulatory				
Law and regulations are applied	Moderately	In cases where wages are below the minimum or the practice of envelope wages is present (giving employees undeclared cash to save on social and health insurance dues) there is a clear impact on a guard's rights.	The law on PSCs is deemed too lax by the largest PSCs, which push the government to make the regulation stricter.	Public procurement procedures may be largely followed, however the criteria of lowest price is highly prevalent, which puts effective security at risk.
Laws applicable to the operations of PSCs protect human rights	Moderately	De jure protection of human rights is envisioned and regulated through the letter of the law. However, lack of proper training and control thereof provides for higher risks to using excess force.		
The same limitations and safeguards apply to private security forces as to public security forces	Moderately	PSCs are more restricted in their operations and authority than public security forces.		The use of weapons is not regulated specifically for PSCs, therefore their use is pursuant the Law on Weapons, Ammunitions, Explosive Substances and Pyrotechnics, which is observed by all citizens.
PSCs operate in a clearly delineated area, they do not spill-over to usurp police functions such as searches, detention and arrest		Certain private security arrangements, particularly in areas where police resources are inadequate, may enable PSCs to go over legal		Police may cooperate with PSCs in providing security to areas typically reserved for Police, such as large public events and venues.

		limitations of powers		
Weapon laws are stringent prevent illegal possession and use of weapons	yes	Guards must receive specialized weapons training.	The Ministry of Interior implements and enforces the applicable legal framework.	The letter of the law is stringent, however the control and oversight on how laws are implemented needs much improvement.
PSC law is applied in a manner to provides strong oversight over the PSCs	no		Insufficient resources at central and local level within the structures of the Ministry of Interior prevent the effective and efficient control and oversight over PSC activities.	A PSC license is given for an indefinite term and are not necessarily conditional on PSCs capacity. This may risk market entry of PSCs with low quality of service.
Conceptual				
The availability of security is not limited to those who pay for it on a private basis	Moderate	In areas where state resources are thinning, security services must be paid for on a market basis. Therefore, persons who can't afford it may remain vulnerable.	Schemes where private security takes over a role that public security does not play, are only available to those who subscribe to it (though spill-over effects from patrols and presence may benefit wider public)	
PSCs are performing services that the State would not otherwise provide	yes			PSCs have taken up securing villages on a private basis, in which public security was not able to counter rising crime in remote villages
Licencing criteria ensure vetting of personnel and ownership	Moderately			There are clear licencing criteria, however control and oversight are insufficient.
Licencing ensures transparency by demanding record keeping and inspection thereof	Moderately		There is insufficient resources for adequate control and oversight of prescribed record – keeping. There is no electronic register at the	

			Ministry of Interior for PSCs.	
Other oversight bodies are instigated and empowered	no			
Mechanisms for monitoring and inspection (incl firearms stocks)	Moderately			These include mostly inspections.
Operational soundness				
Guards are paid sufficiently to ensure commitment	no	A large number of guards are employed around the minimum wage requirement. This may have a diminishing effect on morale, motivation and commitment.		Low wages lead to disenchantment and demotivation, which may lead to poor performance that may put safety and security at risk.
PSCs perform functions for which they are appropriately trained		In private security schemes, guards are not properly trained, thereby risking excessive violence		
An effective training regime is either issued or overseen by the state	Moderately	The training regime is not always properly monitored and supervised. As such, the regime may produce guards that are not fully prepared and aware of human rights issues (e.g. excessive violence, etc.)		Training centres often circumvent the rules and issue certificates only on paper; this problem is further exacerbated since the Ministry of Interior does not participate in the examination process.
Communication between PSCs and public security is done in a manner that aligns tasks and improves efficiency. Their respective roles and responsibilities are enshrined in law.	Moderately		Communication between PSCs and state actors appear to be effective in larger cities. In remote areas, however, the communication may be on an ad hoc basis and informal.	
Companies are not sufficiently	No			Indications are that

aware of the requirements for their operations				consumers of security services are largely unaware of their needs. Companies appear to be well informed.
Use of Force & firearms				
Use of force training is part of the obligatory training	yes	Training centres often circumvent the rules and issue certificates only on paper; this problem is further exacerbated since the Ministry of Interior does not participate in the examination process.		Training centres often circumvent the rules and issue certificates only on paper; this problem is further exacerbated since the Ministry of Interior does not participate in the examination process.
Use of force rules are clearly set out in laws or by-laws	no	The Law says that guards are entitled to use physical force and auxiliary devices only under specific circumstances, but does not define in which cases the weaponry could be used.		
Weapons are subject to licenses and monitored	yes			
Weapons management rules cover how weapons are storage and marked	yes			
Transparency				
Affiliations with political parties are made public	no		Owners/managers of larger PSCs are generally well connected with the political class. There is no requirement for disclosure of affiliation.	
Procurement				

Bids are all made public, unless there is an exception by law	Moderately		<p>Procurement processes are often allegedly rigged in favour of a particular applicant.</p> <p>There are no specific measures in the PSC legal regime preventing conflicts of interest and corruption, especially in connection with contracts for guarding important state-owned infrastructure.</p>	Rigged procurement procedures may potentially jeopardize safety and security as there is no guarantee and/or assurance that the best suited company and offer will be awarded the bid.
Exceptions to the tender process are applied restrictively	n/a			
The winners of bids are made public	yes			
The best value for money criteria is used over just lowest price	no	Over-reliance on lowest price as criteria for awarding security procurements may push PSCs into the grey sector in order to gain competitive advantage at the expense of adequate payment of social security and health insurance dues of the guards	Specific rules for public procurement of security services guaranteeing the quality of these services may be considered.	<p>The lowest offered bid is usually awarded a security contract. This may hinder the delivery of the most adequate security.</p> <p>Higher requirements for guarding critical infrastructure sites and other key public sites may be needed, including higher levels of training and special skills, technical capabilities and equipment, human resources, and higher liability for companies</p>