AS

Introduced on:- 19-10-2026.

[~~TO BE~~ INTRODUCED IN THE SENATE]

A

BILL

to regulate private security services and protect the rights, welfare, and working conditions of security guards within the Islamabad Capital Territory

WHEREAS it is expedient to regulate private security services, ensure fair working conditions, safeguard the dignity and welfare of security guards, and provide for their safety, labour protections, social security, and occupational rights, for the purposes hereinafter appearing;

It is hereby enacted as follows:

1. **Short Title, Extent, and Commencement.-** (1) This Act may be called the Private Security Guards (Protection of Rights and Welfare) Act, 2026.

(2) It shall extend to the Islamabad Capital Territory.

(3) It shall come into force at once.

2. **Definitions.-** In this Act, unless there is anything repugnant in the subject or context,—

(a) **"Agency"** means any company, firm, contractor, or entity providing private security services for reward;

(b) **"Client"** means any person, company, organization, institution, housing society, commercial establishment, or public body engaging the services of a security agency;

(c) **"Guard"** means any person employed, hired, deployed, or engaged for the purpose of providing private security, protection, surveillance, access control, patrolling, or related services;

(d) **"Protective equipment"** includes uniforms, licensed fire-arms, shoes, rain protection, winter clothing, communication devices, flashlights, safety jackets, and any equipment prescribed under this Act;

(e) **"Regulatory Authority"** means the Chief Commissioner Islamabad, or any authority designated by the Federal Government for the purposes of this Act;

(f) **"Security services"** means guarding, surveillance, patrolling, access monitoring, crowd control, escort duties, or protection services provided by private persons or agencies; and

(g) "Working hours" means the period during which a guard remains on duty or under the control and direction of the agency or client.

3. **Application of Act.-** This Act shall apply to all private security agencies and security guards operating within the Islamabad Capital Territory.

4. **Registration and Licensing.-** (1) No agency shall operate unless registered and licensed by the Regulatory Authority.

(2) Every agency shall renew its licence annually in such manner as may be prescribed.

(3) The Regulatory Authority may suspend or cancel the licence of an agency for violation of this Act.

(4) No client shall engage an unlicensed security agency.

5. **Minimum Age and Eligibility.-** (1) No person below eighteen years of age shall be employed as a guard.

(2) Every guard shall possess a valid computerized national identity card (CNIC).

(3) Agencies shall conduct background verification before employment.

6. **Written Contracts.-** (1) Every guard shall be provided a written employment contract in Urdu or a language understood by the guard.

(2) The contract shall clearly specify wages, duty hours, leave entitlements, overtime, accommodation arrangements, and other terms of service.

(3) A copy of the contract shall be provided to the guard free of cost.

7. **Working Hours and Rest.-** (1) No guard shall be required to work for more than eight hours a day or forty-eight hours a week except in accordance with overtime provisions.

(2) Overtime work shall be voluntary and compensated at twice the ordinary hourly wage.

(3) No guard shall be compelled to remain on duty for more than twelve consecutive hours.

(4) Every guard shall be entitled to at least one weekly day of rest.

(5) Night duty arrangements shall ensure adequate safety, transportation, and rest facilities.

8. **Minimum Wages and Timely Payment.-** (1) No guard shall be paid wages below the minimum wage notified by the Federal Government.

(2) Wages shall be paid through bank transfer or other verifiable means within seven

days of the end of each wage period.

(3) Unlawful deductions from wages shall be prohibited.

9. **Social Security and Welfare.-** (1) Every agency shall register guards with applicable social security and welfare institutions functioning in the Islamabad Capital Territory.

(2) Agencies shall make all mandatory contributions under applicable law.

(3) Guards shall be entitled to pension, old-age benefits, and welfare protections in accordance with law.

10. **Health and Life Insurance.-** (1) Every agency shall provide comprehensive health and life insurance coverage for all guards.

(2) Insurance shall include accidental death, permanent disability, temporary disability, medical treatment, and compensation for injuries sustained during duty.

(3) Compensation shall also be payable where injury or death occurs due to terrorism, armed robbery, violent attack, or other occupational hazards.

11. **Occupational Safety and Protective Equipment.-** (1) Every agency shall provide guards, free of cost, with proper uniforms and protective equipment.

(2) No guard shall be deployed without necessary safety equipment suitable for weather and working conditions.

(3) Agencies shall ensure proper seating arrangements, drinking water, restroom access, and shelter for guards at duty locations.

132 **Protection Against Abuse and Harassment.-** (1) No guard shall be subjected to physical abuse, verbal abuse, humiliation, discrimination, or harassment by the agency, client, or any other person.

(2) Female guards shall be entitled to special protections against workplace harassment in accordance with applicable law.

(3) Every agency shall establish an internal complaint mechanism for harassment and abuse complaints.

13. **Leave Entitlements.-** Every guard shall be entitled to annual leave, sick leave, medical leave, maternity or paternity leave, and public holidays in accordance with applicable labour laws.

14. **Protection Against Arbitrary Termination.-** (1) No guard shall be dismissed, suspended, or removed from service without written reasons and an

opportunity of being heard.

(2) A guard terminated from service shall be entitled to all outstanding wages, benefits, and compensation.

(3) Retaliatory dismissal for filing complaints under this Act shall be unlawful.

15. **Training and Skill Development.-** (1) Agencies shall provide periodic professional training relating to security procedures, emergency response, first aid, fire safety, and human rights.

(2) The Federal Government may prescribe mandatory training standards.

16. **Accommodation and Transportation.-** Where guards are deployed outside their ordinary place of residence or required to perform night duties, agencies shall provide safe accommodation or transportation facilities as prescribed.

17. **Grievance Redressal Mechanism.-** (1) Guards may file complaints regarding non-payment of wages, excessive working hours, harassment, unlawful termination, unsafe conditions, or denial of benefits.

(2) Appeals shall lie before the Regulatory Authority.

(3) The Regulatory Authority may issue directions, impose penalties, or order compensation.

18. **Powers of Regulatory Authority.-** The Regulatory Authority shall have the power to inspect records, investigate complaints, conduct workplace inspections, suspend licences, impose penalties, and take enforcement measures under this Act.

19. **Penalties.-** (1) Any agency violating the provisions of this Act shall be liable to fine which may extend to five lac rupees.

(2) Continuing violations may attract additional daily fines as prescribed.

(3) Repeated violations may result in suspension or cancellation of licence.

20. **Power to Make Rules.-** The Federal Government may make rules for carrying out the purposes of this Act.

21. **Overriding Effect.-** The provisions of this Act shall have effect notwithstanding anything inconsistent contained in any other law for the time being in force.

STATEMENT OF OBJECTS AND REASONS

Private security guards perform essential functions for the protection of persons, businesses, institutions, and public spaces; however, many guards face low wages, excessive working hours, unsafe conditions, lack of social security, arbitrary dismissal, and absence of occupational protections. The purpose of this Bill is to regulate private security services, ensure fair wages and humane working conditions, provide social security and insurance protections, guarantee occupational safety and dignity, prohibit abuse and exploitation, establish grievance redressal mechanisms, and promote the welfare and professional development of security guards within the Islamabad Capital Territory.

2. The Bill is designed to achieve the aforesaid objectives.

Sd/-
SENATOR SARMAD ALI
Member-in-Charge