



सत्यमेव जयते

# महाराष्ट्र शासन राजपत्र

## असाधारण भाग आठ

वर्ष ११, अंक ७ (२)]

बुधवार, मार्च १९, २०२५/फाल्गुन २८, शके १९४६

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असाधारण क्रमांक २२

प्राधिकृत प्रकाशन

महाराष्ट्र विधानमंडळाचे अधिनियम व राज्यपालांनी प्रख्यापित केलेले अध्यादेश व केलेले विनियम आणि विधि व न्याय विभागाकडून आलेली विधेयके (इंग्रजी अनुवाद)

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Bill, 2025 (L. C. Bill No. IV of 2025), introduced in the Maharashtra Legislative Council on the 19th March 2025, is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

SATISH WAGHOLE,  
Secretary (Legislation) to Government,  
Law and Judiciary Department.

### L. C. BILL No. IV OF 2025.

#### A BILL

*further to amend the Maharashtra Private Security Guards  
(Regulation of Employment and Welfare) Act, 1981.*

Mah. WHEREAS it is expedient further to amend the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 for the purposes hereinafter appearing; it is hereby enacted in the Seventy-sixth Year of the Republic of India as follows :—

Mah. LVIII of 1981.

1. This Act may be called as the Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Act, 2025. Short title.

Mah. LVIII of 1981.

2. In section 2 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (hereinafter referred to as "the principal Act"), for clause (4), the following clause shall be substituted, namely :—

Amendment of section 2 of Mah.LVIII of 1981.

(1)

“(4) “establishment” means an establishment as defined in clause (4) of section 2 of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017;”.

Mah.  
LXI of  
2017.

Amendment  
of section 3  
of Mah.  
LVIII  
of 1981.

**3.** In section 3 of the principal Act, in sub-section (2), for clause (c), the following clause shall be substituted, namely :—

“(c) for regulating the recruitment and entry into the Scheme of Security Guards and the registration and cancellation of registration of Security Guards and principal employers and including the maintenance of registers and waiting list of Security Guards, removal or restoration, either temporarily or permanently, of names from the registers and waiting list and the imposition of fees for registration;”.

Amendment  
of section 15  
of Mah.  
LVIII  
of 1981.

**4.** In section 15 of the principal Act,—

(1) after sub-section (1), the following sub-section shall be inserted, namely :—

“(1A) Notwithstanding anything contained in this Act, if the Advisory Committee is not functional for any reason, then the State Government may issue notification or take decision for implementation of the provisions of this Act without advise or consultation of the Advisory Committee.”;

(2) for sub-section (6), the following sub-section shall be substituted, namely :—

“(6)(a) The term of office of members of the Advisory Committee, other than the members representing the State Government, shall be five years from the date of publication of notification of their names in the *Official Gazette*. Such members shall hold office during the pleasure of the Government.

(b) The State Government shall fill the vacancy of members other than the members representing the State Government at the earliest and in any case before expiry of six months from the date of occurrence of such vacancy.”.

Amendment  
of section 18  
of Mah.  
LVIII  
of 1981.

**5.** In section 18 of the principal Act, in the *Explanation*, for the word “fourteen” the word “eighteen” shall be substituted.

## STATEMENT OF OBJECTS AND REASONS

The Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) (hereinafter referred to as “the said Act”) is enacted for regulating the employment of Private Security Guards employed in factories and establishments in the State of Maharashtra and for making better provisions for their terms and conditions of employment and welfare through the establishment of a Board therefor, and for matters connected therewith.

2. The term “establishment” is defined as establishment as defined in clause (8) of section 2 of the Bombay Shops and Establishments Act, 1948 (Bom. LXXIX of 1948) in the said Act. Due to repeal of the said Shop Act 1948 by the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017), the said definition is proposed to be amended to incorporate the reference of the term “establishment” as defined in the new Shop Act 2017.

3. Section 15 of the said Act provides that the State Government may constitute an Advisory Committee to advise upon such matters arising out of the administration of the said Act or any schemes made thereunder as the State Government may refer to it for advice. The Advisory Committee consist of representatives of principal employers, Security Guards, members of State Legislature and members representing the State Government. The term of members other than members representing the State Government is ordinarily three years. In order to facilitate functioning of the Advisory Committee, the Government considers it expedient to amend the said section to provide that the State Government shall fill the vacancy of members other than the members representing the State Government at the earliest and in any case before the expiry of six months from the date of occurrence of such vacancy.

It is noticed that, if the Advisory Committee is not functional for some time due to any reason, then the State Government cannot implement various provisions of the said Act or make or vary schemes for want of consultation of the Advisory Committee. Therefore, the Government considers it necessary to amend section 15 of the said Act with a view to provide that Government may issue notifications or take decisions thereunder until the Committee becomes functional.

Therefore, section 15 of the said Act is proposed to be amended suitably.

4. Section 18 of the said Act provides for prohibition of employment of child *i.e.* a person who has not completed fourteen years of age as a Security Guard. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (61 of 1986) prohibits employment of adolescent *i.e.* a person who has completed his fourteenth year of age but has not completed his eighteenth year, in hazardous occupations. In various labour laws the age limit of child has been increased to eighteen years. On the similar lines with a view to prohibit employment of the children below eighteen years of age as a Security Guard, the Government considers it expedient to increase the said age limit of child from fourteen years to eighteen years.

5. The Bill seeks to achieve the above objectives.

Mumbai,

Dated the 18th March 2025.

AKASH FUNDKAR

Minister for Labour.