

PERSPECTIVE OF DEVELOPMENT OF SERVICES IN PRIVATE SECURITY AND NECESSITY OF CLASSIFICATION OF NEW TYPES OF POSITIONS IN THIS SPHERE IN SLOVAK REPUBLIC

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Abstract

Article deals with perspective of development of services in private security and necessity of creation of new type positions in this field. It put attention to the unemployment in Slovak Republic and other countries. From this point of view, article also refers to importance of security industry on national as well as international level. One of the goals types of positions creation in conditions of Slovak Republic is creation of perspective of employment in private security based on connection between education and practice with gradual quality increase of services in private security by their providers.

One of the goals that creation of types of positions in conditions of Slovak Republic sets is generation of perspective of employment in private security sphere based on connection between education and practice with consecutive increase of quality in private security services by its providers. Described types of positions respect legitimate requirements of both the society and the employers and create preconditions for stabilization private security services employees and their career growth. They respond to current negative development of employment in Slovak Republic as well as in other member countries of European Union.

Key words: prediction, private security, types of positions, national standard of employment, unemployment, education.

Classification JEL: M12 – Personnel Management.

1. Introduction

By carrying out their mission, the services within private security in fact stabilize business environment, especially in the sphere of influence of crime-related security risks. Standard level of these services has been so far negatively influenced not only by the development of unemployment, but also by society's perception of status of their employees. Authors of this article have lately focused on research of the mutual relationships between unemployment, number and career growth as well as of the predicted development of number of private security operators in Slovak Republic (hereinafter abbreviated as "SR"), (*Boc, 2011*). Scientific intention of authors was to identify and objectify those factors which significantly influence this specific kind of activities. An analysis of private security employee count and comparison with some member countries of the European Union, as well as questionnaire surveys and controlled interviews with operators of private security services from SR (employers that are members of Slovak Chamber of Private Security – hereinafter "SCPS") and representatives of employers from Poland and Czech republic were carried out for the purpose of status examination of employees of the private security services (*Absolon, 2006*). Based on this input data, prediction of status development of employee count in private security in the following time period has been determined by use of statistical methods. Also, some factors that unfavourably influence execution of services within PS were identified by realization of statistical methods and procedures.

Resulting measures for improvement of status were verified within SCPS panel of experts. Subsequently these were transformed into practical output – a systematic requirement change (both for general abilities and professional vocation) for applicants on existing work positions within private security, as well as creation of new types of positions. This system

change was realized within national standards of employment⁴ updated registry of employment in SR.

2. Unemployment and its influence on creation of new employment

In recent period there has been an increase in unemployment within member countries of the European Union (hereinafter “EU”). One of conditions that induced this state is current economic and financial development in Eurozone. Similarly, SR is in long term also affected by this negative trend (Figure 1).

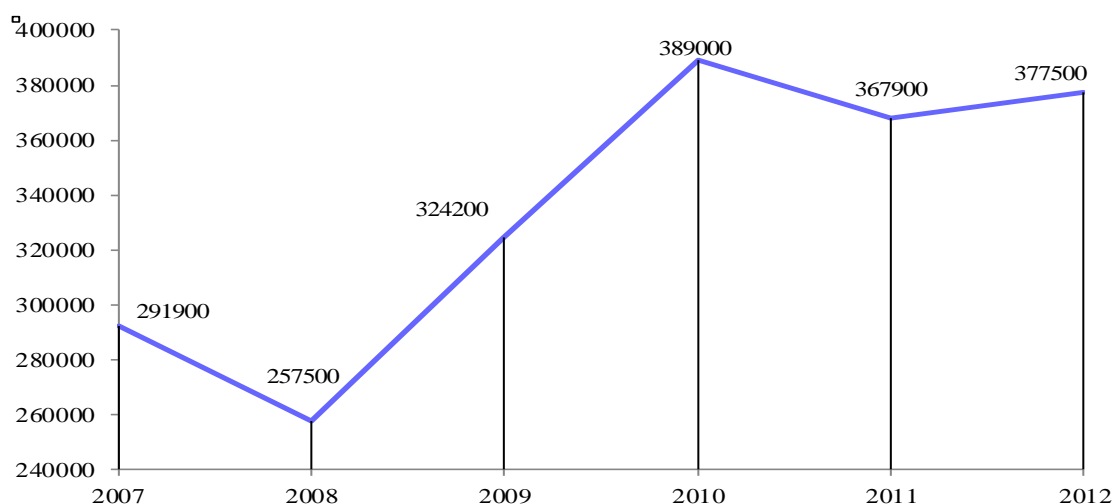


Figure 1: The development of unemployment in Slovakia (Statistical Office of the Slovak Republic, 2012, adapted by authors)

Even in the beginning of 2013 the unemployment in Slovakia is developing unfavourably when compared to the average of whole Organization for Economic Co-operation and Development (hereinafter “OECD”), but also compared to average of whole EU and Eurozone.

In 30th issue of OECD Employment Outlook (*Integrovaná sústava typových pozícií, 2003*) (hereinafter „Outlook“) it is stated that unemployment rate across the OECD countries stays just under the post-war maximum of 8.5% and it is probably going to stay on high level for the rest of 2013. Circa 48 million people are unemployed which is about 14.5 million more than in the beginning of the financial crisis at the end of 2007. Unemployment rate remained under 5.5% in nine countries of OECD – in Australia, Austria, Japan, Korea, Luxembourg, Mexico, Netherlands, Norway and Switzerland – while other nine countries still have two-digit unemployment rate – Estonia, France, Greece, Hungary, Ireland, Italy, Portugal, *Slovak Republic* and Spain. Slow recovery led to increasing marginalization of unemployed in many countries. Long-term unemployed – people without work and looking for employment for more than one year – now make up for more than one third of all unemployed in OECD. Also there has been a significant increase in unemployed people that stopped their efforts to get employed. Rate of unemployed young people reaches dangerously high values in some countries, especially in Greece and Spain it is more than 50% (as opposed to e.g. Germany – only 8%). *Slovak Republic* with its high unemployment rate

⁴ National standards of employment – descriptions of actual employer requirements for vocational skills and practical experiences necessary for execution of specific work activities on work positions (author note).

belongs to the group of states whose job market was influenced by the crisis the most. Even the scenarios of employment created on the basis of unemployment rate data and recovery of economics give Slovakia great hopes. In Slovakia (as well as in Greece and Ireland) it is assumed that the period of unemployment will continue to get longer and currently unemployed may expect that they will stay unemployed for year and half longer than the unemployed before crisis.

Similarly also the Joint employment Report mandated by Article 148 TFEU (*Communication from the Commission – Annual Growth Survey, 2013*) is based on state of the employment and social situation in Europe. It states that revival of employment has stopped. Unemployment is growing again and in the Eurozone it has reached unprecedented levels while the long-term unemployment reaches disturbing dimensions, particularly in member countries in which strong fiscal consolidation is underway. More than every *fifth young person* in the job market is unemployed and there is a risk of lost generation. Differences between member countries in unemployment rate have dramatically grown mirroring the influence of asymmetric shocks and different ability of job markets to resist the crisis.

Effects of social protection as automatic stabilizer have been weakened since 2010 and resulted in higher rate of poverty. If we evaluate the efficiency of resources spent from the viewpoint of poverty reduction, there are significant differences between member states. Situation in sphere of employment and in the job market in Europe, especially in some member states, requires more resolute measures from public authorities and social partners. Ambitious reforms are being carried out, but it is necessary to expend more efforts for modernization of our job markets and invest into human capital to create conditions for revival that would support creation of work positions. Total unemployment rate in EU is currently 10.6% while in the Eurozone it reaches 11.6%, which is the highest level since the birth of Economic and Monetary Union (hereinafter “EMU”) (Figure 2).

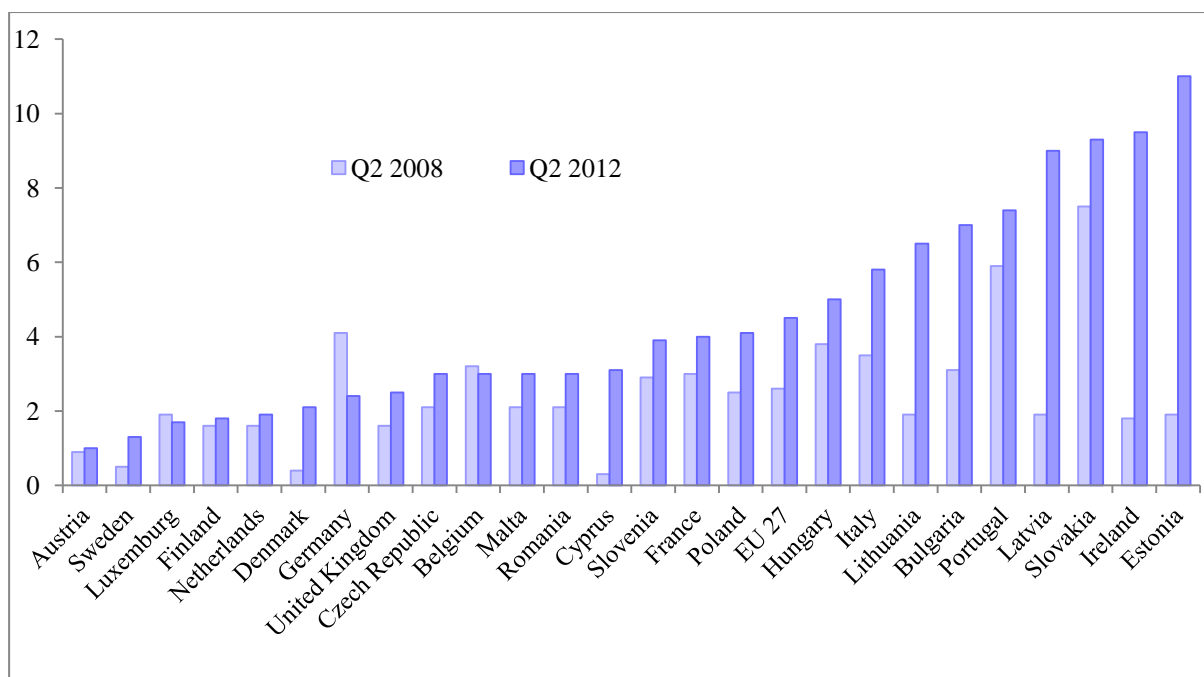


Figure 2: Development of unemployment in EU in Q2/2008 compared to Q2/2012 (COM. 2012. *Communication from the Commission – Annual Growth Survey 2013*. Brussels, p. 4)

Slovakia was in 4th position from the end at the time of evaluation (2Q 2012). It ranked between 4 member states with the highest unemployment rate. In addition the unemployment rate has continued to increase and in January 2013 it reached 14.8% since the 14.4% in December (*Štatistický úrad Slovenskej republiky, 2013*).

All listed analytic materials together form a preliminary conclusion, that there is no real postulate for positive changes in sphere of employment in short-term horizon. We maintain the opinion that it is possible to make a difference or to bring it over sooner by qualitative changes in approach to employment policy. This applies especially to the sphere of services. Not only by modernization of our job markets and investments into human capital, but also by creation of new work positions that create conditions for increasing of quality in selection of persons and their stabilization.

Table 1: Distribution of efforts of PSS in selected EU countries (Private Security Services in Europe CoESS, 2012, pp. 11-138, adapted by the authors)

No	Country	Citizen	Number of PSS employees	PSS Index	Minimal hourly wage [€]	Average age	Minimal age	Sex [%]	
								Men	Women
1.	Austria	8374872	10 000	12	1.600	35 - 40	18	80	20
2.	Belgium	10839905	15 411	14	2.207	35	18	85.2	14.8
3.	Czech Republic	10506813	51 542	49	3.500		18	80	20
4.	Denmark	5534738	5 000	9	2.773		18	80	20
5.	Finland	5399090	12 500	23	1.600		18	75	25
6.	France	64714074	147 800	23	1.200	37.5	18	84	16
7.	Germany	81802257	168 000	21	7.500	45	18	80	20
8.	Hungary	10014324	80 000	80	0.856		18	85	15
9.	Ireland	4467854	20 000	45	9.270		18	98	2
10.	Latvia	2248374	21 500	96	83.028	35	18	80	20
11.	Norway	4858199	7 750	16	3.125	25	18	70	30
12.	Italy	60340328	47 858	8	1.750	42	18	91	9
13.	Lithuania	3244601	11 000	34	4.080	30	18	80	20
14.	Poland	38167329	200 000	52	4.500	38	18	95	5
15.	Portugal	10637713	38 928	37		42	18	80	20
16.	Slovakia	5397036	25 300	47	2.206		18	80	20
17.	Spain	45989016	188 018	41	1.045	40	18	85	15
18.	Sweden	9340682	20 000	21	1.795	30	18		
19.	Netherlands	16574989	31 543	19	1.585	25 - 35		76	24
20.	Slovenia	2046976	6364	31			18	95	5
21.	United Kingdom	62008048	364 586	59			18		

3. Factors that influence services in private security in Slovak Republic

Private Security Services (hereinafter “PSS”) effectively function within the sphere of services, becoming its inseparable part. Slovak Republic ranks amongst the top countries of EU in number of persons that provide private security services according to statistics

of CoESS⁵. Private security services index (ratio of private security service providers to 10⁴ citizens) in 2012 reached a value of 47. Other important values for evaluation of private security service provision in EU countries are listed in Table 1 and shown in Figure 3.

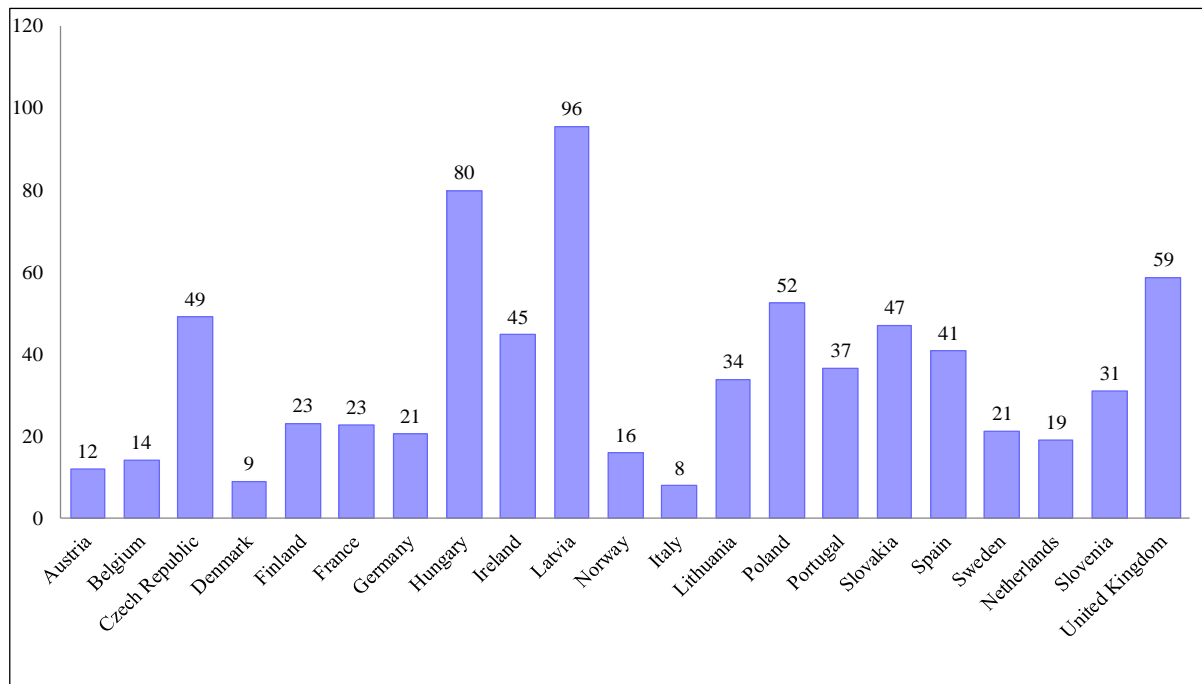


Figure 3: PSS Index of selected EU countries (Private Security Services in Europe CoESS, 2012, pp. 11-138, adapted by the authors)

Development of providers of private security services in SR, especially the persons entrusted to carry out physical protection or investigative services (hereinafter “employees”) has stabilized tendency (*Správa o činnosti Ministerstva vnútra Slovenskej republiky, 2007, Štatistická ročenka Slovenskej republiky, 2011*). It is possible to state that even despite economic and financial crisis, this development is relatively favourable. This is confirmed by the prediction of employee count development up to 2015. In estimating of its development a correlation dependence on development of SR residents was accepted. Prediction is expressed in Table 2 and Figure 4.

It is possible to assume mild increase in number of employees in Private Security Services even despite the economic crisis and growing unemployment. Still the operators of Private Security Services face the issue of high employee fluctuation. If we consider the total unemployment rate, which exceeds 20% in some parts of Slovakia, it is natural that even persons that are interested only in bridging of unfavourable social situation caused by unemployment in their original work field are employed in these services. It is assumed that after revival of economics these persons will search for more lucrative and, naturally, better paid work positions in their original field of specialization or close to it. This will cause changes in the current values, which will mildly lower. We realize that this trend is not the

⁵ CoESS (Confederation of European Security Services) – is European umbrella organization that associates 27 national associations of employers in PS from 18 member states of the EU, which employ over 1.8 million private security employees. European private security service industry creates annual turnover of circa €35 billions.

most convenient therefore a complex of measures for stabilization or further, not only quantitative, but also qualitative growth is being accepted within SR.

Table 2: Development prediction of number of physical protection providers correlated with number of SR resident (Statistical Office of the Slovak Republic, 2013, adapted by the authors)

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Employees	23573	24227	24199	24792	24880	25300	25541	25751	25931
Residents	5397766	5406972	5414972	5423703	5404322	5397036	5452019	5461704	5480918
Unemployed	291900	257500	324200	389000	367900	377500			
Crime	110775	106244	101713	97182	92651	88120	83589	79058	74527

One of the identified reasons for low application of job seekers in the job market is mutual discrepancy between their professional knowledge and skills and requirements of employers. This status is mainly connected with low flexibility of educational system, in which an actual, objective and complex description of job market requirements, which could be useful for composing of appropriate educational programs, is absent. Resulting from this is a necessity to carry out analysis of job market requirement monitoring and to propose such solutions, which would allow effective transfer of employer requirements onto a qualified manpower within the educational system.

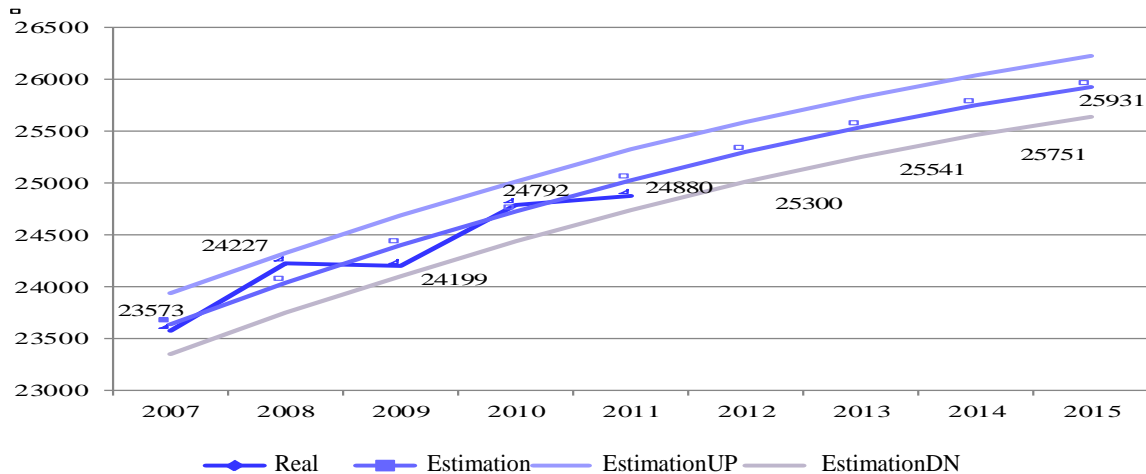


Figure 4: Development prediction of number of private security services providers in SR (source: own study)

Authors of this article carried out analysis of current state of Private Security Services employees in years 2011 – 2012 within preparation of VEGA scientific project “Model of system of personal competences identifiers utilizing expert systems and mathematical decision tools” (hereinafter “VEGA project”), (Boc, Vidriková, 2011). Examined were motives of their employment in private security services, acquired education, professional knowledge and skills as well as their length of experience within security. Most employees,

mainly at basic positions (guard, physical protection shift manager) meets only criteria stated in Act no. 473/2005 Coll., are holders of the certificate of competence. Even if these persons formally fulfill legal requirements, they do not have conditions created for their further professional growth or career advancement. International scientific workshop under the title “Quality and price of services in private security” was organized in 2011 for the purpose of comparison of solutions for employment, career advancement and increase of professional standard of services provided in private security in SR and in selected EU countries. Participants of this workshop were also representatives of international organization of providers of services in private security ESBOS from Czech Republic and Poland, as well as members of SCPS, which is also a member of ESBOS.

Following *conclusions* were formed based on speeches of both native and foreign participants of the workshop, as well as on performed analyses of statistical data and directed interviews (with members of SCPS that employ more than 40% of all employees in private security in Slovak Republic):

1. Low social acceptability of Private Security Services employees is reflected in low price of services (e.g. in guard service there are contract prices between 2.7 €/hour and 3.5 €/hour without VAT), (*Vidriková, Boc, 2011*).
2. Price of service is in positive correlation (positive linear dependence) with cost of work.
3. Low cost of work negatively influences quality of vocational education and possibilities of personal growth of employees, as well as quality of applicant spectrum which seeks employment in Private Security (*Boc, 2011*).
4. Existing types of positions in services within private security do not correspond with current requirements of employers (providers of services in private security) and society (*Gašpírek, Jangl, Boc, 2010*).
5. Differentially utilizable algorithm for personal selection of employees that would take into account specifics of these services is absent.

Abovementioned problems are inhibiting not only the employment in Private Security Services, but also the quality of services provided. Solution of existing status and achievement of positive changes demands acceptance of systematic measures. These should be primarily focused on increasing of requirements for Private Security Service employee competences. Models including respective requirements and competences were created for examination of the scope of systematic changes (*Blašková, Blaško, 2011*).

4. Realization of systematic changes in services within private security sphere

Within year 2012, the authors of this article set their priority and focused their complete efforts on decrease of negative impacts of identified factors. Emphasis was put on:

- Creation of differentiated algorithm of personal selection of persons which would accept specifics of activities in services within private security (*Blašková, 2011*).
- Actualization and definition of new requirements for already existing types of positions within private security sphere as reaction for current needs of societal experience (*Vidriková, Boc, 2011*).
- Identification of new types of positions corresponding with current needs.
- Creation of type of position hierarchy that would provide career advancement.

Necessity of sequence setting for systematic changes resulted from performed analytical-synthetic activities. Actualization of requirements imposed on applicants (and employees) for existing types of positions in PS became a priority.

Requirements for abilities of applicants (general) were, until now, modified by the Integrated system of types of positions in Slovak Republic (hereinafter "ISTP"), (*Integrovaná sústava typových pozícií, 2003*). Responsibility for this area of ISTP was in the hands of Central Office of Labour, Social Affairs and Family of the Slovak Republic. ISTP is a database of all occupations that exist in Slovak job market, as well as counselling tools utilizable for searching for occupation that would correspond with acquired education, experience, knowledge and skills of user of this internet portal. ISTP was provided for public use in 2003. Reason for its creation was high unemployment (15.56%) (*Štatistický úrad Slovenskej republiky, 2013*), which generated need for increase of quality and optimization of counselling and mediatory services of labour offices. It was supposed to allow the unemployed to on-line access into self-service diagnostics of their work potential and searching for corresponding jobs (*Štatistický úrad Slovenskej republiky, 2013*). Concurrently it was supposed to create conditions for employers to publish their requirements and demands for workforce. It set required standards for personal prerequisites, qualification requirements and competences (personal skills, professional knowledge, general abilities) of the applicants differentiated according to work areas and work positions. It was also supposed to help employers with personnel selection and decisions about suitability of applicants for individual types of positions (*Terek, 2007*). The structure of ISTP constitutes of:

- Database of types of positions.
- Analysis of individual potential.
- Career planning.
- Catalogue of work positions.

Database of types of positions and requirements for abilities of applicants for work in services of Private Security was created within the ISTS. It was based on assumed requirements of Private Security employees during its creation. Basis was supposed to be laid by recommendations of employers operating within PS sphere. However, contents and structure of ISTP databases were based on the level of knowledge of job market in the time when these were created.

Content of Private Security ISTP databases is obsolete. For example, there are thirteen basic types of positions in database of types of positions "Safety and protection of health, persons and property" (to which Private Security belongs). These include description of **activities and competences** and are as follows:

- a) *Security employee specialist*, who deals with legal, conceptual and system projects, provides counselling, consulting and organizational support in sphere of commercial security services and security community.
- b) *Security and protection manager*, who manages security and protection employees.
- c) *Independent security employee*, who carries out inspections of security service performance, processes protection projects, carries out investigation of persons and items, investigates and deals with difficult complains and insurance claims, provides conceptual and normative activities, plans and coordinates tasks related to protection of property, persons, classified information and data.
- d) *Security employee* that provides protection of objects, persons and transportation.
- e) *Employee of security and protection* who provides protection, designates ways and means of protection of property, persons, transportation, classified information, coordinates, manages and controls performance of services, carries out education and training of employees of the security service and protection.
- f) *Inspector of security service* that carries out inspections of direct performance of protection of persons and property, investigates and deals with difficult complains, controls adherence to internal regulation of security service.

- g) *Officer of protection*, who determines ways and means for securing of protection for property, persons, classified information, information and material that is subject to government or trade secret.
- h) *Managing security technician*, who provides conception, normative and coordination activities, plans and realizes tasks related to protection of property, persons, classified information and data.
- i) *Instructor of security service training* who carries out education and training in vocational continuous, improvement and specialized courses for employees of security section.
- j) *Security service operator*, who operatively coordinates performance of services within protection of property and persons in given objects or in defined areas, provides operation to electronic security devices and other control and alarm systems.
- k) *Assistant security employee*, who fulfills simple tasks for providing of protection of persons and property, according to instructions.
- l) *Detective*, who leads investigation of persons and items, uncovers crimes, provides protection to persons, property and items of evidence.
- m) *Security service designer*, who processes propositions and projects of protection regime, physical guarding and technical protection of protected objects.

Based on analysis of description of work activities and required competences of listed types of positions and on the comparison of these with currently valid legislation in SR and innovated international classification ISCO 08 (*Príloha k vyhláške Štatistického úradu Slovenskej republiky č. 516/2011 Z. z.*), as well as on societal need, it has been stated that these types of positions do not correspond with current requirements. For example, position type “detective” does not require, according to ISTP, a certificate of competence. However, being a holder of such certificate is mandatory according to law (Act no. 473/2005 Coll.). ISTP has lost its meaning because of such systematic and legal deficiencies. Objective which was pursued by its creation is no longer reachable by it. Therefore a need for complex adaptation of content of general abilities, professional knowledge and skills, as well as requirements for experience, of all types of positions that are related to services within PS arose.

To reach required systematic changes of description of work activities or required competences a grant for non-investment national project “National system of occupations in the Slovak Republic” was used. Project has been realized with the support of European Social Fund within the Operational programme “Employment and social inclusion”. Realisation period of the project was set to 07/2009-06/2012 and extension for another period is assumed. Goal of the project was to create nation-wide unified information system describing standard requirements of job market for individual work positions (referred to also as “National system of occupations” – NSO). National system of occupations should set requirements for professional skills and practical experiences necessary for carrying out work activities on job market. The centre of NSP should be “Registry of occupations” created from national standards of occupations which contain requirements of employers which are demanded for qualified performance in work position. Registry of occupations was created on the platform of sector councils, consisting of experts that operate in individual fields of economic activities, from central and regional bodies of employment associations, trade unions, government departments, municipality bodies, associations, chambers, schools and research sphere. Between the target groups of the National system of occupations **project belonged:**

- Employers.
- Self-employed persons.
- Government providers of employment services.

- Non-government providers of employment services (e.g. agencies, educational and consulting institutions, small and medium enterprises and large businesses).
- Job seekers.
- Disadvantaged job seekers.
- Disabled citizens which are not registered at the labour offices but are interested in working.
- Groups of persons at risk of unemployment.
- Students and absolvents of secondary schools and universities.
- Employees of public employment services.
- Employees of non-government employment services.

Partial goals of this project were mainly:

1. To strengthen the status of employers and their partners in process of defining of the requirements for qualified labour force as well as in process of preparation and further education of human resources.
2. Creation and verification of mechanisms for communication with employers and their partners during the survey of actual and future qualification requirements of labour force.
3. Analysis of actual transfer mechanisms of job market requirements into the system of lifelong education and preparation for labour market and proposition of systematic changes.
4. Providing of information to educational institutions about the labour market needs.
5. Creation and verification of methods for collection of objective information from the labour market and their processing into standardized form.
6. Creation of new information basis on current and future requirements of labour market and, based on it, generation of assumptions for creation and systematic updating of National system of occupations, development of education and training for labour market according to National system of occupations and National system of qualifications.
7. Linking of National system of occupations with revised classification of occupations according to innovated international classification ISCO 08.

Solving of this project lies under the responsibility of the Ministry of Labour, Social Affairs, and Family of the Slovak Republic. Project is being secured and coordinated by Centre of the Education of the Ministry of Labour, Social Affairs and Family of the Slovak Republic in cooperation with government authorities, local authorities, employers, representatives of the employers, and representatives of union organizations.

Agency TREXIMA Bratislava, s.r.o., which coordinates this project, provided necessary conditions for activities of expert team responsible for field of Private Security. Expert team started its activities in the December 2011 (*Sústava povolání, 2012*). Team consisted of representatives of business entities operating in sphere of Private Security, which are members of SCPS and by authors of this article who represented the Faculty of Special Engineering of the University of Žilina in Žilina (also members of SCPS).

Authors of this article have during 2012, together with other members of the expert team, repeatedly judged justification of conclusions of previous analysis of existing types of positions requirements in PS listed in ISTP. Subsequently new type positions have been identified. This identification was based on:

- a) Requirements of current and future practice of providing of services within Private Security.
- b) Career advancement of Private Security employees.

For defining of employee abilities required by society it was necessary to comprehensively update requirements on applicants for existing types of positions. This updating was based on comparison in characteristics and requirements listed in ISTP on abilities of applicants from the viewpoint of currently required content of work activities.

Requirements that were taken into account were based on:

- International and national classification of occupations.
- Classification framework.
- Existing and expected changes of SR legislation (e.g. Act no. 473/2005 Coll.), and
- Professional work activities required by practice.

In all types of positions listed in PS ISTP database the expert team carried out the updating of:

- Type of position title,
- basic and detailed characteristic of occupation,
- classification of occupation within the framework of International Standard Classification of Occupations (ISCO-08), classification of occupations (SK ISCO-08) and statistic classification of economic activities (SK NACE Rev.2) and European Qualification Framework.
- Required level of education.
- General abilities of the employee.
- Professional knowledge.
- Vocational skills.
- Required certification (e.g. certificate of competence, driver's licence, firearm licence etc.).
- Length of professional experience.

The updating, respectively, the identification of work activity and requirement characteristics for applicant conditions, used information from prepared VEGA project. Focus was set on coverage of existing and assumed work activities that match general abilities, professional knowledge and skills, necessary certifications (e.g. certificate of competence, driver's license, firearms license, martial arts skills etc.) and length of professional experience (2 to 6 years for managers).

The expert group reworked 11 out of 16 types of positions within services of PS and newly introduced 5 of them (see Table 3).

Example of description of basic characteristic of new type of work position is given:

- ***project specialist in the sphere of PS***, complexly designs project works within security projects for protection of material and immaterial property of persons, entities, cities and state from effects of security risks by implementation of integrated security system elements.

Precondition to filling of this position is absolving of university studies of second degree in study program 8.3.1 „Protection of persons and property“ or related program. Requirement for creation of this type of position, as well as the one for education, is driven by the needs of practice. Difficulty of current protection of persons and property requires sophisticated approach, which are not possible to provide only by qualified employees. It is possible to provide them only by filling of this position by applicant professionally prepared in mentioned or related study programme. Abovementioned study programme is accredited on multiple universities both in SR and abroad. Absolvents are prepared for providing of professional services of security and protection of material and immaterial property of persons, entities, cities and state from effects of security risks, as well as for design and operation of integrated object security systems. Together, by this differentiated specification

of professional qualification, conditions were created for successful placement of absolvents of universities in said study programme in practice.

Table 3: New and actualized types of positions within services of PS (source: own study)

No.	SK ISCO - 08 ⁶	Title of employee card	Comment
1.	1349002	Manager in sphere of guard and investigative services and self-protection	new
2.	2149027	Project specialist in sphere of PS	
3.	3119015	Project technician in sphere of PS	Reworked
4.	2424003	Lecturer in sphere of security services	New
5.	5414001	Inspector of physical protection execution (guard service)	Reworked
6.	5414002	Manager of physical protection execution (guard service)	
7.	5414003	Object manager of physical protection (guard service)	
8.	5414004	Physical protection shift manager (guard service)	
9.	5414005	Employee of property physical protection (guard)	
10.	5414006	Employee of personal physical protection (bodyguard),	
11.	5414007	Employee of physical protection alarm registration centre (operator)	
12.	5414008	Employee of physical protection alarm registration centre (member of response group)	
13.	5414009	Investigator	Reworked
14.		Investigator specialist	New
15.		Attorney's clerk (detective)	
16.	2359008	Lecturer in sphere of PS	

Systematic changes carried out by expert team in sphere of PS services were accepted by members of sector council „Trades and personal services“ and were included into National system of occupations as they were designed.

5. Conclusion

This article was meant by its authors as reference for inevitability of connection between practice and academic grounds. Scientific approach that addresses the unemployment issue, standard of performed activities or selection of employees in such narrowly specified area as private security and is connected to the practice, can significantly contribute not only to increasing of professional skills of employees, but also to creation of perspectives of their career advancement. In a way it may, even if only in limited number, decrease unemployment mainly in young generation with higher education.

Precondition of reaching some of the abovementioned positive results was several years' long active cooperation of authors with operators of private security services.

⁶ According to appendix of the notice of the Statistical Office of the Slovak Republic

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