

Strategic and Developmental View of Private Protection in the Republic of Slovenia with Emphasis on Private Security

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ABSTRACT

The contribution presents a strategic and developmental view of private protection, which encompasses private security, security consulting, detective work and citizen self-protection. It defines the interests, security risks and sources of threats to companies and citizens of the Republic of Slovenia and their property, or interests, security risks and sources, which threaten people and property that are not guaranteed by the state. At the same time, the strategic and developmental view of private protection also covers policies, measures and mechanisms that ensure private security, security consulting, detective work and citizen self-protection in the Republic of Slovenia. The paper mainly highlights the strategic, developmental, and constitutive elements of the development of private protection in the Republic of Slovenia and defines the general framework for ensuring the safety of citizens and their property as well as the property of companies and other organizations and suggests systemic, organizational and educational solutions in the field of providing security that is not provided by the state.

KEYWORDS: private protection, private security, detective work, security consulting, citizen self-defence, education

POVZETEK

Prispevek predstavlja strateški in razvojni pogled na zasebno varstvo, ki obsega zasebno varovanje, varnostno svetovanje, detektivsko dejavnost in državljansko samovarovanje ter opredeljuje interese, varnostna tveganja in vire ogrožanja gospodarskih družb ter državljanov in državljanov Republike Slovenije ter njihovega premoženja oziroma interese, varnostna tveganja in vire, ki ogrožajo ljudi ter premoženje, ki ga ne zagotavlja država. Hkrati pa strateški in razvojni pogled na zasebno varstvo zajema tudi usmeritve, ukrepe in mehanizme, ki zagotavljajo zasebno varovanje, varnostno svetovanje, detektivsko dejavnost in državljansko samovarovanje v Republiki Sloveniji. Tako so v prispevku izpostavljeni predvsem strateški, razvojni in konstitutivni elementi razvoja zasebnega varstva v Republiki Sloveniji ter opredeljujejo splošne okvire zagotavljanja varnosti državljanom ter njihovega premoženja in premoženja gospodarskih družb, drugih organizacij ter nakazujejo sistemsko-organizacijske in izobraževalne rešitve na področju zagotavljanja varnosti, ki ga ne zagotavlja država.

KLJUČNE BESEDE: zasebno varstvo, zasebno varovanje, detektivska dejavnost, varnostno svetovanje, državljansko samovarovanje, izobraževanje

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INTRODUCTION

The Resolution on the National Security Strategy of the Republic of Slovenia, which was adopted in 2019, is a fundamental development-oriented document in the field of national security. Therefore, the resolution defines the national interests and national security goals of the Republic of Slovenia, the sources of security threats and the country's security risks, analyses the security environment, determines the starting points of the policy of the Republic of Slovenia's response to individual security threats and risks, and determines the broadest systemic and organizational solutions for the comprehensive functioning of the state in ensuring national security. This framework, especially internal security, includes the activities of private security entities, or the self-protection activities of the citizens of the Republic of Slovenia, as well as the activities of private security, security consulting and detective work.

The purpose of the paper is to consider private security entities from a strategic and developmental point of view, and to indicate systemic and organizational solutions in providing security to companies, state authorities and organizations, municipalities, associations and other organizations and citizens, that are not granted security services by the state. At the same time, the article specifically highlights the system of education, induction courses and advanced training of security personnel. Special emphasis is placed on the needs of users of private security services and their interests, danger assessments, threats and business security risks, and security policy as a component of the vision and business policies of companies or users of private security services, which is extremely important for the development of private security.

To ensure effective and high-quality internal security that is not provided by the state, it is crucial to prioritize both the strategy and development policy of private protection.

Based on the above, the analytical framework of the study is based on the following thematic strands: the development of private security in Slovenia; the concept of security; users of private security services; national and private security policies; private protection entities and, lastly, education, induction courses and advanced training. The purpose of the contribution, from a strategic and developmental point of

view of private protection in the Republic of Slovenia, is also to present Slovenian experiences that can be useful for the Western Balkan countries that will join the EU.

DEVELOPMENT OF PRIVATE PROTECTION IN THE REPUBLIC OF SLOVENIA

The development of private security or private protection² in the Republic of Slovenia can be traced back to 1989, when, on the basis of the Companies Act, the first private security companies began to establish themselves and when individuals began to carry out detective work. Until this year, apart from the police, only the company Security dealt with property security, which was organized on the basis of the Act on Combined Work as 'SOZD SECURITY LJUBLJANA'³ and had 13 TOZDs⁴ in Ljubljana and in various places around Slovenia (Security Moste, Security Vič, Security Kranj, Security Mengeš, Security Maribor, Security Koper, etc.). Until 1994, private security in the Republic of Slovenia was not regulated by any special laws. Private security companies were established based on the Companies Act, and certain rights and duties or "authorizations" of security guards were determined by the Act on General People's Defence and Social Self-Defence (Sotlar, Čas, 2011, p. 228). The field of private security and detective activity was regulated by special legislation in 1994 with the adoption of the Act on Private Security and on the Mandatory Organization of Security Services and the Private Detective Services Act (1994).

After the adoption of the Act on Private Security and on the Mandatory Organization of Security Services, the number of private security companies increased rapidly. Thus, according to unofficial data, we can conclude that, at the end of 1995, there were over 150 listed private security companies, and at the end of 1996, 224 private security companies were registered in the Chamber of the Republic Slovenia for Private Security. According to the Bulletin of the Chamber No. 8 from August 1997, 249 private security companies and other organizations or companies, which, in addition to their core activity, also engaged in private security, became members of the Chamber. Similarly, in the detective sector, while many individu-

2 Private protection is a broader concept than private security, since the term includes (private) detective work, which began to develop simultaneously with private security, and, in recent years, security consulting and citizen self-protection (Strategy in the field of private protection, Ministry of the Interior, 2010).

3 SOZD - composite organization of united works.

4 TOZD - the fundamental organization of united work.

als initially became licensed, but significantly fewer detectives were actively working (Čas, 2006, p. 50). Since 1998, there has been no further increase in the number of private security companies, but rather a decrease in their number and an increase in mergers of existing companies. There are currently 158 private security companies (Division for Private Security and Municipal Warden Services, January 23, 2023).

At the same time, certain processes and attempts have been initiated to adapt the normative regulation of private security and detective activities to the newly-created conditions and needs in this field. At the same time, the Ministry of the Interior tried to solve some of the problems stemming from the organization of private security companies, especially the control over their operation, by means of by-laws. This process was completed at the end of 2002, with the adoption of amendments to the Private Detective Services Act and at the end of 2003 with the adoption of the new Act on Private Security. Changes to the latter mainly concerned: the introduction of six types of licenses, the introduction of national vocational qualifications (NVQs), the introduction of measures, other means and duties instead of the rights and duties of security guards, the withdrawal of public authority from the Chamber of the Republic of Slovenia for Private Security to issue and revoke licenses, the determination of the right to use firearms and others (Sotlar, Čas, 2011, p. 230).

The aforementioned law was amended in 2007 with the Act on Amendments to the Private Security Act which stripped the Chamber of the Republic of Slovenia for Private Security of all rights relating to the exercise of public powers (induction courses and advanced training of security personnel), abolished mandatory membership in the Chamber, and provided other innovations relating to licenses, including revoking licences, and tightened certain other conditions relating to the performance of private security services. After these changes and additions to the law, the Regulation on the Mandatory Organization of the Security Service was adopted as well, which was amended and supplemented twice in a very short period of time. The current Regulation on the Mandatory Organization of Security entered into force on November 10, 2012. That same year, amendments were made to the Private Security Act, and the latest amendments were made on June 1, 2009.

The current Private Security Act, which was adopted in 2011, introduced the following innovations:

- the Ministry of the Interior's remit in the field of private security continues to expand;
- there is too much standardization in the field of private security;
- The Chamber is given back some powers, although membership is not compulsory;
- the number of measures and other means of security guards has increased;
- the conditions for the use of individual measures by security guards are also expanded;
- detailed and comprehensive provisions on the service card of security personnel;
- special weight is given to the training and development of security personnel;
- In-house security⁵ and others have been introduced (Sotlar, Čas, 2011, p.230).

In 1989, the first detectives in Slovenia started working (albeit without a license), since, similarly to the private security field, there was no relevant law directly regulating this field. They helped themselves with the Companies Act. The first Private Detective Services Act was enforced on June 25, 1994. The Chamber of Detectives was established as well, but it was not until April 1996 that the first 26 detectives were granted licenses (Škrabar, Trivunovič, Požru, 2011). The Private Detective Services Act (1994) regulated the field of detective work, defined the detectives' rights, obligations, and duties and provided frameworks for what the client can expect. It also enacted the Detective Chamber of the Republic of Slovenia (DeZRS). Since then, development has been relatively rapid, followed by attempts by the state to legislate the industry. With legislative changes in 2002, 2005, 2007, 2010 and, last but not least, with the new Private Detective Services Act (2011), the state did not significantly intervene in the industry, at least not as much compared to the private security sector. Legal changes between 2002 and 2010 brought a clearer role of the Detective Chamber of the Republic of Slovenia, especially in the field of granting and revoking licenses, the range of detectives' entitlements was expanded with the possibility of obtaining information on abuses regarding the right to be absent from work due to illness and injury, abuses regarding the right to be

5 In-house security is a non-profit-making activity and therefore not subject to licensing. Security guards, however, are subject to the same conditions, measures and duties as those employed by private security companies.

reimbursed for the cost of transportation to and from work and other disciplinary violations and offenders. The issue regarding foreign detectives' activities on the territory of the Republic of Slovenia was regulated (Dvojmoč, Sotlar, 2018, p. 364; Dvojmoč, 2017).

PRIVATE SECURITY SERVICES USERS

Users of private security services are commercial and other companies, as well as state authorities and organizations, municipalities, associations, and, last but not least, individuals (Čas, 2006, p. 54). It is interesting that the Private Security Act specifically talks about the place and role of the Ministry of the Interior, providers of professional development and training, as well as companies and self-employed individuals who can perform private security tasks. However, the law does not say anything about users of private security services.

Notwithstanding the above, it can be said that the role of users of private security services is very important, as they independently and, according to a set of criteria, choose a business company or an individual entrepreneur who has the appropriate private security license (private security company) to protect their property or provide other services. The client or the user of private security services wants and expects the highest possible level of service, which presupposes a certain level of professionalism on the part of the providers. However, when it comes to private security, things are not as simple. Three decades ago, Criscuoli (Criscuoli, 1988, Dvojmoč, Sotlar, 2018) pointed out that despite the importance of private security in modern times, the profession of security guards (including detectives, author's note) is still not recognized as a complex and demanding profession. This profession involves performing the so-called "dirty work", which requires an additional effort from employees in building their self-image, and the best help is (self)belief that the work of a security guard is important and necessary (Hansen Löfstrand, Loftus, Loader, 2016, Dvojmoč, Sotlar, 2018).

THE NATIONAL SECURITY POLICY AND THE NATIONAL SECURITY SYSTEM

THE NATIONAL SECURITY POLICY

The National Security Policy of the Republic of Slovenia is a balanced set of the vision, strategies, programmes, plans, and activities for a

planned response to all kinds of crises and sources of threats and risks to national security, and thus for the implementation of its national security objectives aimed at protecting Slovenia's national interests. The National Security Policy of the Republic of Slovenia consists primarily of its foreign policy, defence policy, internal security policy, migration policy, and the policy on protection against natural and other disasters (Čas, 2019a; Resolution on National Security Strategy of the Republic of Slovenia, 2019).

The fundamental purpose of the implementation of the national security policy of the Republic of Slovenia in the future will be to ensure the highest possible level of human security, the resilience of the state and society, the appropriate social development and welfare of Slovenian society; to preserve the national identity of the Slovenian nation; and to fulfil the international obligations of the Republic of Slovenia, and thus contribute to peacekeeping and strengthening the security and stability in the immediate and broader international community. Contemporary threats and risks dictate the formulation and use of Slovenia's integrated approach to response and crisis management, including, where appropriate, active international action and engagement (Resolution on National Security Strategy of the Republic of Slovenia, 2019).

The Internal Security Policy is based on respect for constitutional principles, the regulations and principles of international law, and the adopted commitments of the Republic of Slovenia within the international community. The policy is directed towards safeguarding and protecting the constitutional order and the institutions of the democratic political system; towards ensuring the uninterrupted functioning of the authorities throughout the entire territory of the Republic of Slovenia; towards ensuring respect for human rights and fundamental freedoms; and towards the fight against crime and the protection of public order. The Republic of Slovenia used to devote special attention towards border protection within the Schengen area, and is developing new forms of cooperation with neighbouring and other countries in the region to ensure internal security within the European Union, with a particular focus on migration policy (ibid.).

The policy of ensuring internal security is based on respect for the constitutional principles, regulations, and principles of international law, as well as the accepted obligations of the Republic of Slovenia in the

international community. It is aimed at safeguarding and protecting the constitutional order and the institutions of the democratic political system, ensuring the smooth operation of the government system throughout the territory of the Republic of Slovenia, respecting human rights and fundamental freedoms, fighting crime and protecting public order. The Republic of Slovenia pays special attention to new forms of cooperation in ensuring internal security within the framework of the European Union, with neighbouring countries and with other countries in the region, with a particular focus on migration policy (*ibid.*). Security is therefore becoming more and more actualized and studied, also as an issue of economic security, social relations, the environment, the human as an individual and aspects arising therefrom (Jazbec, 2002, p. 19).

NATIONAL SECURITY ASSURANCE SYSTEM

In the field of modern security, an integrated response involving all relevant entities, including private security, is essential to respond effectively and efficiently to threats and risks to national security. Resilience and responsiveness to modern threats requires a full range of capabilities as well as inter-institutional and inter-departmental coordination at the national level and cooperation with the private sector. Successfully tackling future security threats at all levels requires a general increase in security culture in the Republic of Slovenia and preventive security awareness.

To ensure national security, the Republic of Slovenia has established a national security system based on the political, legal, economic, social-health, information, infrastructural, scientific-technological, educational, and other foundations, and capabilities of the country. An important national security foundation is also the achieved level of security culture in society.

The extremely dynamic and rapid changes in the modern security environment (energy, health and other crises) and the complexity and intertwining of security threats and risks in it also require a comprehensive organizational connection of individual departmental policies, important from the point of view of ensuring national security, into a coherent whole and organizational flexibility and adaptability of the national security system and its subsystems (Resolution on National Security Strategy of the Republic of Slovenia, 2019).

THE ORGANIZATION OF THE NATIONAL SECURITY SYSTEM AND THE INTERNAL SECURITY SUBSYSTEMS

Ensuring the national security of the Republic of Slovenia is based on the functioning of the defence system, the internal security system, and the system of protection against natural and other disasters as sub-systems of the National Security System (Čas, 2019a). It also includes activities relating to foreign policy, economy, information and other activities that directly affect the national security.

The internal security system is made up of institutional actors responsible for security tasks. In addition to repressive authorities, this system also includes judicial and other state authorities and institutions that contribute to internal stability and security by executing their tasks. Internal security is ensured through the activities of public security institutions, the police, the state prosecutor's office, inspection and surveillance bodies, intelligence and security services, other state authorities and organizations that have public authorizations (ibid.).

Private security companies and other private law organizations and local self-government authorities play an important role in this, based on their cooperation in the Republic of Slovenia and internationally. In managing public security matters, cooperation is also established with organizations, associations, and citizens' initiatives, the local community and within the framework of public-private partnership (Resolution on National Security Strategy of the Republic of Slovenia, 2019).

THE PRIVATE SECURITY POLICY AND THE PRIVATE PROTECTION ASSURANCE SYSTEM

PRIVATE SECURITY POLICY

Security policy is based on the respect for human rights and freedoms (Grizold, 1992) in the protection of people and property, and the protection and preservation of national identity, which, however important, is not only in the protection of the high national goals of the country, but also in the protection of all that is important for a life worth living. Adequate security policy in a company or in the case of a user of security services also affects the professional attitude towards security and professional security, which is essentially the result of the creative security behaviour of owners, operators, management, experts, and other employees (Vršec, 2003). Within the framework of the private

security policy and through private security entities and their powers, attempts are made to control the security environment in various areas of human work and life and the economy. This is achieved primarily people and property protection that is not provided by the state through its authorities and institutions (Čas, 2019b).

Thus, the Strategy in the Field of Private Security (2010) includes the following goals that aim to ensure a high level of security and quality of life for all residents:

- the development of private security activities as a regulated economic industry with consistent respect for legality, human rights and freedoms, and the principles of the rule of law;
- systemic regulation of private protection;
- quality education, inductive courses, and advanced training for detectives and security personnel;
- effective supervision of private security providers;
- achieving synergistic effects in the field of security through deeper partnerships between public and private security mechanisms.

PRIVATE PROTECTION ASSURANCE SYSTEM

Private security in the Republic of Slovenia is provided by private security entities whose organization and activity are based on political, legal, economic, material, educational and other capacities available for this purpose that can be provided by the state, users of private security services and, above all, entities that provide private security (Čas, 2005). Private protection entities in the Republic of Slovenia are:

- private security companies;
- security consulting companies;
- detective companies and detectives;
- various forms of citizen self-defence.

The legal and political basis for ensuring private security for private security entities is provided by the constitution, laws, and other regulations, as well as the Resolution on the National Security Strategy of the Republic of Slovenia (2019) and the Strategy in the Field of Private Security (2010). They are adopted by the legislative and executive authorities, standards, international agreements and generally applicable principles of international law. The activity of private security must also be coordinated with sectoral policies in the field of national secu-

rity of the Republic of Slovenia, especially with the policy of ensuring internal security (Strategy in the Field of Private Security, 2010).

The economic foundation for private security entities is provided by classifying the provision of private security as an economic activity (Čas, 2017), which is limited by the state only to the extent that it is necessary to take into account the public interest associated with the provision of security. The importance is put on the level of economic development, their material capacity and efficiency and their safety culture and safety policy in relation to the protection of their assets.

The educational foundations for private security actors are the educational, moral and other elements that ensure the readiness and competence of private security entities and the competence of people, authorities, organizations and others to ensure their own and collective or private security, as well as internal security. The level of security policy and security culture achieved in a society is also an important foundation for ensuring private security, as security policy and culture influence the effectiveness of private security actors and their development (ibid.).

PRIVATE PROTECTION ENTITIES

Private protection entities include private security companies, security consulting companies, detectives and detective companies, as well as civil self-defence. Private protection is an activity that is logically economic, but is, in its foundation, focused on security and prevention. As such, it is a companion to the police activity of the state, which can complement it, but is also available for purchase to all those (individuals, groups, companies, etc.) for whom the security framework provided by the state (or local authority) is not sufficient, yet they want or need additional protection and help, which is mostly of a preventive nature (Dvojmoč, Sotlar, 2018).

PRIVATE SECURITY COMPANIES

Private security is the protection of people and property in a protected area, a certain facility or space against illegal acts, damage or destruction by security personnel and technical security systems, which is carried out as specified by this law (Article 1, paragraph 2 of the Private Security Act). Private security is an economic activity aimed

at protecting people and property, and its regulation is done with the public interest in mind. It is regulated by the Republic of Slovenia with the aim of protecting public order, public safety, the protection of clients, third parties and security personnel who directly perform the activity (Article 2, paragraph 2 of the Private Security Act). Private security is performed, offered, or advised on within the scope of its competence as a gainful activity for clients based on a contractual obligation by a company or an individual entrepreneur who has a registered activity, a valid license and meets the conditions for providing private security in accordance with this law (Article 1, paragraph 2 of the Private Security Act).

The state cannot prohibit private security, as the activity is permissible for everyone within the framework of generally applicable constitutional and legal provisions, as well as within the framework of one's protection of their own property. At the same time, the principle that safety is both a commodity and a product that appears on the market and is subject to economic principles or the rules of supply and demand must be respected. In principle, this means that every company or organization can organize its own security (Čas, 2019a, p.15).

The state can only extend rights in the field of private security in the sense of professionalizing it. The state can grant more rights to those professional security personnel and to those that want to protect themselves within the framework of their company, because they are professionally involved in the field of security, which is of particular importance not only from the point of view of the state, but also from the point of view of those who invest their knowledge, personnel and resources in this sector.

Security (including private security, author's note) plays an important role in protecting critical infrastructure (Prezelj, 2009), as its quality and comprehensive protection is in the public interest. For this reason, the state provides comprehensive assistance to the owners or managers of facilities and processes of critical infrastructure and to those entities that participate in their protection and security (Resolution on National Security Strategy of the Republic of Slovenia, 2019).

It is also necessary to mention one's own as well as in-house security. Every company, government body, municipality, association and other organization can take care of its own security or the protection of its

organization and property. This can be carried out »amateurishly« if the protection is carried out beyond the regulations governing the field of private security, or professionally with security guards and security personnel, if it is organized as in-house security in accordance with the regulations governing private security. Just as with civil self-defence, only the generally applicable rules on the proportionality of the means used in relation to the protection of one's life or property may be applied to non-professional self-protection. This includes the general right to prevent entry into companies, buildings or other areas, as well as the right to use extreme force (Čas, 1995) if one is protecting their own property or life. Those that protect people and property in this manner are not security guards and do not have the right to use measures and other means used by security guards.

The professional organization of private security is regulated by numerous sectoral laws and by-laws, with the fundamental law being the Private Security Act. Private security is the protection of people and property, which is performed as a profitable economic activity by commercial companies and individual entrepreneurs (hereinafter: private security companies) who have a license to perform private security activities in accordance with the regulations governing private security and regulations, which regulate commercial companies (Čas, 2006). It is an activity that can be engaged in according to the principles of supply and demand, since security is a commodity or a product that is sold on the market of security services. It is important how and in what way this activity can be engaged in (Čas, 2019a). Therefore, in modern societies, the field of private security is regulated by the state. A business company (private security company) must be licenced to carry out this activity professionally for its users. Regardless of the above, the in-house security provider can organize in-house security as a non-profit activity for its own needs in accordance with the provisions of the Private Security Act and employ security guards who meet the conditions in accordance with the aforementioned law. Private security therefore takes place in the form of contractual or in-house security. However, the forms or types of performing private security activities may change, and it is necessary to obtain a license from the authority in charge for each of them, which must be in accordance with regional legislation.

Private security as an activity can be performed in the forms listed below (with the corresponding number of licenses issued on January

1, 2023), and private security companies can obtain licenses for the following forms of private security:

- protection of people and property (96);
- protection of persons (29);
- transportation and protection of currency and monetary valuables (38);
- protection at public gatherings (73);
- protection at events in catering establishments (52);
- operation at a security control centre or SCC (12);
- design of technical security systems (33);
- implementation of technical security systems (108).

The listed activities, which are defined in terms of basic services provided in the private security sector, are comparable to foreign legislation and in fact represent the basic forms of private security in the Republic of Slovenia. It can also be said that these types of licenses can be obtained by private security companies to carry out private security activities (Division for Private Security and Municipal Warden Services, January 23, 2023).

Businesses that organize the protection of people and property in their area by themselves (in-house security) can employ qualified security personnel. For in-house security, the company does not need to obtain a license or fulfil specific conditions, but they do need to register at the Ministry for Internal Affairs, which notes the company in the public register. (Čas, 2019b, Čas, 2017). The registration is a simple process, and the public register provides an overview of companies that employ qualified security personnel.

A company that has organized in-house security for its own needs and provided a form of private security outside its home area of operation (such as transporting and protecting currency and monetary valuables) must obtain an appropriate license under the same conditions as license holders under contractual obligation. Regardless of the type of security (contractual or in-house), all security personnel are subject to the same entry criteria, qualifications, rights, means and duties.

SECURITY ADVISORY SERVICES

The needs for security in companies and other organizations are not only reflected in the traditional forms of security, which are carried

out by private security companies. Private security services should be understood more broadly in terms of preventive consulting, planning of various measures, preparation of security assessments, preparation of security strategies, inclusion in internal control, protection of business secrets and the like. However, certain private security services can also be considered as an integral part of risk management instruments in the business processes of companies and other organizations. All these and other security services can also be provided by security advisory services. Security advisory services can be an integral part of risk management instruments in companies and other organizations, especially if we consider the “philosophy” of situational prevention (Meško, 1997, p. 251).

In addition to the tasks listed above, security consulting services or security consultants can perform other tasks and tasks that are important from a security perspective for the users of private security services or for companies and other organizations (Čas, 2007b). This can include the development of a security strategy, security assessment, preparation of criteria for the selection of the best provider for the provision of private security or private security services for the user, organizing basic and advanced training for security guards, companies or other organizations that have organized their own security, etc.

Security consultancy may be carried out by companies, institutions and organisations, as well as by individual entrepreneurs (security advisory services) and professionals in the field of private security activities who have registered this activity as part of their business activity or professional work.

According to the Strategy in the field of private security (2010), private security entities and detectives with a license to carry out the activity can provide security consulting. It can also be used by companies, research centres, individual entrepreneurs, and experts in the field of internal security activities, if it is not a matter of performing a specific form of private security or detective work. It is not necessary to obtain a special license to carry out this type of activity, but it is carried out based on general regulations. No license is required for the activity in question. For the creation of security assessments, security strategies and security plans, which are laid down in connection with the mandatory organization of a security service, special conditions should be prescribed both for security advisory services as well as for private

security companies and others engaged in the business of security consultancy.

DETECTIVE COMPANIES AND DETECTIVES

Acting as a detective or working for a detective company is considered performing detective work. The detective may collect and provide information only based on a written contract with a client. Detective work includes collecting, processing, forwarding data and information, as well as consulting in the field of crime prevention, which is performed for the client's needs by a licenced detective who meets the conditions in accordance with Private Detective Services Act. Detective activity is a regulated economic activity intended for clients of detective services, which is regulated by the Republic of Slovenia to protect public order, public and personal safety and dignity of clients, third parties and the detectives directly performing the activity.

Detective activity may be carried out by a legal or natural person who, as a business entity, has a detective activity registered in the Business Register of Slovenia, is employed as a detective and insured against liability for damage. There are currently 95 detectives in the Republic of Slovenia (Detective Chamber of the Republic of Slovenia, January 23, 2023).

The requirements for obtaining a detective license must be set by the law, and detectives must have at least a university degree. The Strategy in the field of private security (2010) defines detective activity as a free profession performed by detectives with a license to collect and transmit information and perform other security advisory tasks to protect people, their property, and interests.

CITIZEN SELF-DEFENCE

Private protection also includes citizen self-protection, which is a voluntary activity of individuals, groups, or interest associations for greater security than provided by the state through its bodies (Strategy in the Field of Private Security, 2010). In this context, citizen self-defence allows everything that is permitted within the general rights granted to citizens by the laws, regulations and the Constitution of the Republic of Slovenia. The only aim of citizen self-protection is ensuring greater security, despite the fact that this area is not specifically regulated by

the law (Pečar, 1998, p. 10). Citizen self-protection has never been and never will be as regulated as protection provided by the state (Frlež, 2010, p. 13).

Citizen self-defence involves various forms of preventive action (Čas, Frlež, 2009), which is supported by the state and led by the police all over the world as the public and organized citizens want to use said method to ensure more effective police that would perform their tasks even better. This can be achieved through raising awareness regarding the importance of preventive action and the role of various institutionalized and connecting factors in the fight against deviance and other forms of criminal and harmful behaviour (Pečar, 1992).

Citizens, individuals, interest groups and other such associations established to ensure security have no special rights and no measures or powers to provide this additional private security. However, within their general rights and duties as citizens, individuals and even in groups may use only those means which are permissible under the Constitution of the Republic of Slovenia, the Criminal Code of the Republic of Slovenia, the Criminal Procedure Act and other regulations, in order to deter a simultaneous unlawful attack or to avert an undisclosed threat to themselves or to others, or to protect their property, when they are protecting themselves, third parties and their own property. These include, in particular, the general right to prevent entry into one's premises, their home and other areas, as well as the right to use force and extreme force (Čas, 2010, p. 41).

EDUCATION, INDUCTION COURSE AND ADVANCED TRAINING OF SECURITY PERSONNEL AND DETECTIVES

Human resources are one of the core assets of the European Union in the fight for economic competitiveness in the global world. Human resources can be refined through education (also through training and further education, author's note). These are two of the assumptions based on which EU members have been strategically framing priorities and goals in the field of cooperation, education and training for the past thirty years (Taštanoska, 2022). The education, induction course and advanced training of security personnel and detectives are regulated very differently in some countries of the European Union (Dvojmoč et al., 2020), but especially in the countries of Southeast Europe and the Balkans. At the same time, it can be established that they

are also quite similar. Special schools for security guards or security personnel are present only exceptionally. In the Republic of Slovenia, a program for secondary vocational education began in 2008, and a post-secondary program for a security engineer followed soon after. The analysis of private protection and training of security personnel in Europe and South-Eastern Europe (Čas, 2010b; Varen svet, n.d.) shows that different forms of training or education are organized or planned for security personnel, which results in the difference of the duration of individual forms of training. In most cases, the providers of advanced training and education are similar institutions, while the Ministry of the Interior or the police, which also regulates and supervises private security and detective activities, has a more or less a strong hand over the advanced training of security personnel and detectives almost everywhere.

The professionalization of private security even raises a question whether it makes sense to call private security companies “private policing”. Such a name would, in itself, create a new working area for these companies. Additionally, these companies would be accountable not only to the clients, but to the local community as well (Čas, 1999). In our opinion, the very emergence of thought and the professional debates on this topic show the place and role that private security already has and may continue to have in the future.

EDUCATION, INDUCTION TRAINING AND ADVANCED TRAINING IN THE REPUBLIC OF SLOVENIA

Educational programs in the field of private security include secondary professional education and vocational-technical education Security Technician and the post-secondary program Security (Centre of the Republic of Slovenia for Vocational Education, n.d.; Sotlar, Dvojmoč, 2018). The Security Technician secondary-school program provides candidates with the SQF⁶ level V and was prepared based on the professional standards for a security guard, a security supervisor, and a Security Control Centre (SCC) operator. Upon completion of the post-secondary school program, candidates obtain the title of security engineer and the SQF level VI. It was prepared based on the professional standard of security manager and bodyguard (Savski, Grilc, Jarc, Mele, 2012).

6 Slovenian Qualifications Framework

The advanced training includes specialized training programmes (security of events in catering establishments, the protection and transport of currency and monetary valuables, and the use of pepper spray ...), which complement the basic induction course programmes (Božjak, Sotlar, 2022). It also includes periodical and in-house advanced training programs. Periodic advanced training is carried out once every five years, and in-house training⁷ is conducted once a year.

Induction courses include programs for obtaining national professional qualifications (NPQ) for security watchmen (81 hours), security guards (102 hours), security supervisors (34), security bodyguards (130 hours), operators of security control centres (42 hours), security technicians (60 hours), authorized security systems engineers (46 hours) and security managers (90 hours).

SECONDARY SCHOOL VOCATIONAL PROGRAM: SECURITY TECHNICIAN

The vocational program for security technicians lasts four years and ends with a vocational secondary-school diploma, which includes a mandatory written and oral part in the Slovene language and private security. The elective part consists of a written and oral exam in a foreign language or mathematics and presentation of a product or service made by the student. This is usually a written product in the form of a term paper, which must be thematically related to the private security business. A candidate who meets the conditions for enrolment in the security technician program must have a primary school education, a lower vocational education or an equivalent education according to the previous regulations (Centre of the Republic of Slovenia for Vocational Education, n.d.).

Secondary school professional education is divided into general education subjects and professional modules. The former entails the Slovene and two foreign languages, Mathematics, Art, History, Geography, Psychology, Physics, Chemistry and Physical Education. The following subjects are included in the professional module:

⁷ Similarly to in-house security, in-house training is a type of advanced training programme that is carried out within the company that employs the security personnel.

Table 1: Professional module of the secondary education program - security technician

Program units	Mandatory/elective	Total hours
Protection of people and property	Mandatory	340
Technical protection	Mandatory	204
Security and health at work	Mandatory	102
Fire protection	Mandatory	136
Supervision of security services	Mandatory	102
Operation of the SCC and interventions	Mandatory	170
Crimes and criminology	Mandatory	136
Security of public gatherings	Mandatory	102
Transportation of currency and monetary valuables	Mandatory	102
Security in logistics	Elective	68
Protection of information systems	Elective	68

Source: *Centre of the RS for Vocational Education, n.d.*

The educational program assumes that the students will be humane and responsible people who will act confidently after completing their education. They will be able to implement preventive measures and various procedures of different forms of private security and choose the most effective form of security or protection. At the same time, education is an extension of their previously attained knowledge. The student will develop lifelong competences, interactions in society and personal growth (Centre of RS for Vocational Education, n.d.).

SECURITY ENGINEER UNIVERSITY (POST-SECONDARY) SCHOOL PROGRAM

The post-secondary school programme for a Security Engineer lasts two years and is evaluated with 120 credit points according to the ECTS system. The programme ends when the student completes all requirements, namely: all mandatory modules, two elective modules, an elective subject, and a thesis. Each year consists of 34 weeks of educational work. 24 of which consist of lectures, seminars and laboratory exercises, and the remaining 10 focus on practical training with employers. The requirements for prospective students of this program are a secondary-school diploma, or an appropriate education according to the previous regulations. Anyone that has passed a master craftsman's, supervisor or management exam, has three years of work experience, and has passed a test comprised of general education subjects to the

extent specified for the vocational secondary-school diploma can also apply to the programme (Centre of the RS for Vocational Education, n.d.).

Table 2: Post-secondary education program - security engineer

A subject or other component	Mandatory/ elective	Year	Number of contact hours			
			L	LE	SE	Total hours
BUSINESS COMMUNICATION	mandatory	1				
Economics and entrepreneurship		1	36	36		72
Business communication and management		1	36	36		72
Computing and informatics in security		1	24	24	24	72
Professional communication in a foreign language		1	36	36		72
Information and communication systems		1	24	20	16	60
Practical education - communication		1				
PROTECTION AND REGULATIONS	mandatory	1				
Safety and health at work		1	48	12	12	72
Law and state regulation		1	48	12		60
Protection of human rights and fundamental freedoms through ethics and integrity		1	48	12		60
Introduction to private security		1	48	12		60
Criminal law and criminology		1	48	24		72
Practical education - security		1				
SECURITY AND ORGANIZATION	mandatory	2				
Administrative law		2	36	24		60
Measures of security personnel		2	42	24		66
Organization of transport, interventions, and public gatherings		2	40	36		76
Practical education - organization		2				
PROTECTION OF PERSONS AND PROPERTY	elective	2				
Planning of personal protection		2	32	26		58
Personal protection tactics		2	32	12		44
Specialist driving		2	14		16	30
Arming and shooting		2	14		16	30
Practical training - personal protection		2				
SECURITY MANAGEMENT	elective	2				
Private security management and procedures and control methods		2	48	12		60
Security planning		2	32	26		58
Cooperation with other security entities		2	32	12		44

Practical education - management		2				
SECURITY TECHNICAL SYSTEMS	elective	2				
Technical means in asset protection systems		2	44	26	12	82
Protection of information systems		2	40	24	16	80
Practical training - security systems		2				
Elective subject	elective	2				
Graduation thesis						

Source: *Centre of the RS for Vocational Education, n.d.*

The curriculum consists of six modules and their associated subjects as well as an elective subject. Three of the modules are compulsory, and the students choose another two elective modules and one elective subject. Table 2 states the modules, courses and their corresponding numbers of contact hours divided between lectures (L), laboratory exercises (LE) and seminar exercises (SE) (Centre of the Republic of Slovenia for Vocational Education, n.d.).

OBTAINING THE NVQ FOR SECURITY GUARDS AND SECURITY MANAGERS

The process of training and obtaining the National vocational qualification (NVQ) certificate for all security personnel is carried out in the manner described below. To obtain a certificate for a specific type of work, private security personnel candidates must meet basic and special conditions. The article puts emphasis on obtaining NVQ certificates for a security guard and security manager, as they are the two key “professions” in private security. At the same time, they are suitable for comparing secondary and post-secondary school programs (Božjak and Sotlar, 2022).

In order to obtain the NVQ for a security guard, the candidate must submit a medical certificate stating that he or she is physically capable working as a security guard. The certificate is issued by a doctor specializing in occupational and sports medicine. The candidate must also submit an elementary-school diploma and a participatory certificate in training (Catalogue of Standards of Professional Knowledge and Skills for Security Guards, 2017).

For a security manager, the candidate must submit also submit a medical certificate stating that the candidate is physically capable working as a security manager. The candidate must also provide a diploma

proving that he or she finished a type of a higher education, as well as a participatory certificate in training and a certificate of relevant work experience⁸ (Catalogue of Standards of Professional Knowledge and Skills for Security Manager, 2018).

According to the Decree on the Determination of the Professional Training Programme for Security Guards (2017) and the Decree on the Determination of the Professional Training Program for Security Managers (2019), the candidate must attend their induction courses if they wish to obtain the NVQ for a security guard or a security manager, which is prescribed by the Ministry of the Interior. Candidates must successfully pass a written, practical, and oral exam. This is done in front of a commission determined by the National Examinations Centre (RIC). The candidate has to attend at least 80% of the scheduled hours for each content component if they wish to attain their NVQ (Regulations on the Implementation of Professional Training and Development of Security Personnel, 2012).

The professional training program for a security guard is implemented in the scope of 102 forty-five-minute lessons. The program is divided into 11 substantive sections, for which the number of hours of theoretical and practical work is also foreseen (table 3) (Decree on Determining the Professional Training Program for Security Guards, 2017).

Table 3: Training program for NPQ security guard

CONTENT	NUMBER OF HOURS		TOTAL HOURS
	THEORY	PRACTICAL WORK	
Normative regulation of private security	7 hours	/	7 hours
Protection of people and property	3 hours	/	6 hours
The work of a security guard in the reception area and the protection of facilities			
Security of sales points	3 hours	/	

8 The required work experience is determined by the Private Security Act. To be a security manager, a candidate must have at least three years of work experience in the field of security. Experience in the field of security is considered experience gained through the direct performance of duties of security personnel who have the right to use the measures of a security guard, and experience gained through the direct performance of duties of authorized officials, of state authorities, and local community authorities who have the right to use powers and coercive means (police officer, municipal police officer, judicial police officer, military police officer). But they can also have a university degree and at least 5 years of work experience in a managerial or leadership positions (Private Security Act, 2011).

Measures and other means and duties of security guards			38 hours
Human rights and fundamental freedoms	2 hours	/	
Use of measures and other means of the security guard	8 hours	5 hours	
Duties of a security guard	2 hours	/	
The practical process of implementing measures and other means		21 hours	
Criminal conduct and fundamentals of criminology	4 hours	2 hours	6 hours
Action according to the security plan and in case of emergencies	4 hours	/	4 hours
Security of public gatherings	4 hours	2 hours	6 hours
Implementing an intervention	3 hours	2 hours	5 hours
Technical security systems	4 hours	/	4 hours
Safety and health at work and fire protection	2 hours	/	7 hours
Security and health at work	2 hours	3 hours	
Fire protection			
First aid	3 u hours	2 hours	5 hours
Communication			14 hours
Communication and conflict management	6 hours	6 hours	
Basics of business communication (messaging) in Slovenian language	1 hour	1 hour	

Source: Decree on determining the professional training program for security guards, 2017

The professional training program for a security manager is implemented in the scope of 90 forty-five-minute lessons. The program is divided into 8 substantive sections, for which the number of hours of theoretical and practical work is also foreseen (table 4) (Decree on Determining the Professional Training Program for Security Managers, 2019).

Table 4: Training program for NPQ security manager

CONTENT	NUMBER OF HOURS		TOTAL HOURS
	THEORY	PRACTICAL WORK	
Normative regulation of private security	12 hours	/	12 hours
Security analysis and planning	4 hours	/	4 hours

Organizing, leading, and directing the work of security personnel	8 hours	/	8 hours
Planning and implementation of internal control			
Providing conditions for performing internal control on in the field of private security	2 hours	/	12 hours
Internal control planning	1 hour	/	
Implementation of internal control	6 hours	/	
Internal control documentation	2 hours	/	
Measuring, analysing and improving internal processes monitoring and reporting	1 hour	/	
Measures and other means and duties of security guards			
Human rights and fundamental freedoms	3 hours	/	36
Use of measures and other means of the security guard	15 hours	/	
The practical procedure of implementing measures and other means of the security guard	/	18 hours	
Criminal conduct and fundamentals of criminology	8	/	8
Technical security systems	4	/	4
Communication	6	/	6

Source: Decree on Determining the Professional Training Program for Security Managers, 2019.

The goal of both professional training programmes is that candidates acquire the knowledge, skills and competences specified by the catalogue of professional knowledge and skills for security officers and

security managers and the professional standards for the NVQ security officer and security manager (Decree on the determination of the professional training program for the security manager, 2019; Decree on Determining the Professional Training Program for Security Guards, 2017).

PROFESSIONAL TRAINING AND DEVELOPMENT OF DETECTIVES

Professional induction courses and advanced training according to the regulations mean:

- induction courses and advanced training for a detective candidate,
- periodic training for all detectives (Regulations on the Implementation of the Private Detective Service Act, 2011).

Through their induction course and advanced training, detective candidates acquire the necessary professional knowledge and skills that prepares them for the detective exam. The professional training program for detective candidates is comprised of 80 hours, 60 of which focus on theoretical knowledge, and 20 hours are dedicated to practical training. It includes the following program components:

- legal regulation of detective activity;
- performing detective work;
- criminology;
- criminal acts, misdemeanours and other legal regulations;
- basic features of the judicial system, public administration and administrative procedures;
- ethics, human rights, and communication skills (ibid.).

CONCLUSION

The contribution and analysis of private security entities and users of private security services from a strategic and development point of view suggested systemic and organizational solutions for private security entities in providing private security or security that is not provided by the state. At the same time, the analysis showed the needs of users of private security services and their interests, and indicated assessments of dangers, threats and business security risks, and drew attention to the necessary security policy to ensure private security and users of private security services, as the current legislation does not take the issue into account.

We also pointed out that for high-quality, professional, and efficient performance of tasks in the field of private protection, professionally trained staff is needed. Only individuals who have adequate theoretical and practical training can perform their tasks in the field of private protection legally, professionally, successfully and qualitatively. Clients of private protection services are also aware of this, as they expect highly professional protection of their property and security in the protected area. That is why we allocated almost a third of the contribution to the education, induction courses and advanced training programmes of security personnel and detectives.

The article emphasizes the appropriate integration of private security into the national security system, understanding the needs of private security companies and their clients, and above all, the importance of education, induction courses, and advanced training of security personnel and detectives. Therefore, we can confirm that both the strategy and development policy for ensuring security not provided by the state are crucial for providing high-quality and effective internal security through private protection.

The aim of the article is also informing South-Eastern European and Balkan countries of the requirements stated by the European Union, as they are set in relation of ensuring European and national security upon joining the European Union and other international integrations.

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