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Private Security Training: Comparison of Türkiye and Serbia

Abstract: *Türkiye and Serbia share similarities in various spheres of social life, so we wanted to explore the similarities and differences in the area of private security and, in particular, in private security training. The authors identified several variables, including supervisory bodies, regulations, types of training, field of study / training branch, age of candidates, level of education, training process, mandatory professional exam, authority responsible for the professional exam, possible exceptions to taking the exam, license validity period, and criteria for managers. By applying the method of 'document content analysis' based on a qualitative re-examination design, the authors concluded that there are fewer similarities than expected and many differences in the field of private security training in Türkiye and Serbia. Similarities were observed only in the areas of supervisory bodies, age of candidates, authority responsible for the professional exam, and license validity period, while major differences were observed in all other variables studied. The main reasons for this include different socio-political circumstances, the geopolitical position of the two countries, the presence of terrorism, etc.*

Keywords: *private security, police, training, exam, education*

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Introduction

Security has had a deeply-rooted history since ancient times. Humanity has created different institutions and organizations to meet the need for security and shaped these structures according to the conditions of the period they lived in. While only the safety of individuals' lives was important in the early ages, with the transition to agricultural society and settled life, different areas of security emerged. The private security institution, which emerged naturally as a result of the increase in the need for security, has continued its existence in various forms from the times when human beings domesticated animals and started taking their herds to graze, to the agricultural society and to the present day. The emergence of the private security institution confirms that humanity's need for security has increased. The history of security related to the protection and transportation of goods dates back to ancient times. In order to ensure the security of life and property, private security units were authorized in the 13th century, private armies were established in the 14th century, and mercenaries played an important role in the 18th century. Examples such as the legion organization during the Roman Empire, the Temple Guards protecting those on their way to fulfill the pilgrimage duty, and the formation of various security organizations as a result of the increase in banditry can be given (See in Leštanin & Nikac, 2022; Kesić, 2009). However, since there was no public-private distinction in the period in which these systems were operational, they were not called private security institutions although they served this purpose.

With the increasing need for security and changing environmental conditions, the public private distinction became evident with the Industrial Revolution. At this stage, since the UK and the USA served as the locomotive for the Industrial Revolution, the first studies on the distinction between public and private ownership are found in these countries. These two countries and Europe hosted the first initiatives in the process of the private security sector gaining a new identity under the influence of the Industrial Revolution. In the countries where industrialization gained momentum in the 1800s and early 1900s, security services were privatized

and started to serve capital owners. With this change, the understanding of security became systematic and expanded to include the protection of private property and family members (Örki, 2019).

The first examples of private security institutions in the modern sense can be found in the USA in the 1800s. There, the origin of the private security sector in the modern sense can be traced back to Allan Pinkerton. The National Detective Bureau established by Allan Pinkerton in the 1850s and the Pinkerton Protective Patrol Organization established in 1857 to provide protection/guard services to private individuals were the first steps taken in this field (Leštanin, 2021).

The private security system, which emerged as a result of the inadequacy of police and law enforcement forces in many countries due to the increase in security risks and the resulting security need, is developing more and more by the day. Private security has started to provide services in many areas such as hospitals, public/private transportation vehicles, workplaces, apartments, sites and even streets. Over time, the number of these services has increased to surpass the police forces in some countries. Janković & Cvetković (2022) found that private security officers have a high opinion of the police and its members. It is noticeable that older members of private security have a slightly better opinion of members of the police than their younger colleagues. This indicates that more work should be done with younger members of the private security, not only as part of the courses for private security, but also later, during the service. Leštanin & Nikač (2024: 221) emphasize that private security in Serbia is partly a commercial activity and that it is expanding, and the positive situation and trends in private security in Serbia constitute an additional support for investments in the country. Leštanin & Nikač (2023b: 400) state that the private security sector in Serbia represents an auxiliary service for other branches of the security sector and that it is certainly profitable.

Private law enforcement is complementary to public security and has its own legislation, fields of duty, training, powers and responsibilities (Mortaş, 2019). If the training provided is not fully in line with the spirit of the work, it is inevitable that some problems will arise. The duration of the training provided in the field of private security varies

from country to country. When the training issues of the countries are examined, candidates must go through a certain training process before being employed as private security officers and gain certain qualifications framed by the relevant legislation.

Method

This study was structured with the '*document analysis model*' based on qualitative research design. Document analysis is used as an independent research method, especially in cases where direct interviews and observations are not possible. In the present study, a conceptual framework was first established and the documents containing the relevant data were obtained in a single stage (literature review). The current research is based on secondary data sources. The relevant sources included laws, regulations and publications on official websites. This research aims to offer a picture of the current situation of the private security institutions (including practice and education) in Türkiye and Serbia, to determine the orientations and to establish the current state of affairs. Therefore, this research is of great importance in terms of comparing private security education in Türkiye and Serbia. In line with the aim of the research, the authors will answer the following questions: 1) Are there private security laws in Türkiye and Serbia? 2) What are the requirements to become a private security officer in Türkiye and Serbia? 3) What is the private security training system in Türkiye? 4) What is the private security training curriculum in Türkiye and Serbia? 5) What are the differences in the private security training systems in Türkiye and Serbia?

Findings

The data obtained within the framework of the training required for private security officers in Türkiye and Serbia were analyzed and interpretations and inferences were made.

Since the private security sector is generally organized to provide support to public security and law enforcement, it is a complementary

public security service that must be established by legal regulations. For this reason, it varies in the context of the legal frameworks of countries. Private security services are becoming more prominent especially in regions where urbanization is accelerating, migration mobility and population density are increasing and security threats are diversifying. Laws and regulations regarding the private security sector differ in each country.

Private Security Laws in Türkiye and Serbia

In Türkiye, the protection of private and public institutions by private security agencies was established with the adoption of Law No. 2495 on the Protection and Security of Certain Institutions and Organizations published in the Official Gazette dated 22 July 1981 and numbered 17410 (Alkan, 2024). With the demand and the growth of the sector, the law in question was amended and replaced by Law No. 5188, which was enacted in 2004. Thus, Law No. 2495 was repealed.

On June 10, 2004, Law No. 5188 on Private Security Services was published in the Official Gazette of the Republic of Türkiye and enacted. The purpose of this Law is to determine the principles and procedures regarding the fulfillment of private security services complementary to public security. On October 7, 2004, the Regulation on the Implementation of the Law on Private Security Services was announced and enacted. The purpose of this Regulation is to regulate the principles and procedures regarding the implementation of the Law on Private Security Services dated June 10, 2004 and numbered 5188.

It can be said that Serbia has inherited the European-continental legal system from ancient times. With the adoption of the Private Security Law (hereinafter: PSL) in November 2013, work on improving the private security system and completing the legal framework thus began. This law regulates the mandatory security and protection of certain facilities, business operations and work of legal entities and persons in the field of private security, the conditions for their licensing, the way of performing work and the exercise of supervision over their work. The adoption of

secondary legislation was incomprehensibly delayed even after the law entered into force, and the first bylaws were published only almost a year after the law was published. Work on the adoption of bylaws that more closely regulate certain issues in the field of private security was only completed at the end of 2016 (Leštanin & Nikač, 2023a).

Requirements for Private Security Officer

Although the requirements for becoming a private security officer vary from country to country, they are generally based on similar principles. In this section, an overview of the requirements for anyone aspiring to become a private security guard in Türkiye and Serbia will be presented.

The requirements that must be met by private security officers are set forth in Article 10 of Law No. 5188. Article 10- The following conditions are required for private security officers: a) Being a citizen of the Republic of Türkiye. b) (Amended: 21/4/2005 - 5335/23 Art.) To be a graduate of at least eight years of primary or secondary school for those who will serve unarmed, and at least high school or equivalent school for those who will serve armed. c) To have attained 18 years of age. d) (Amended: 2/1/2017 - KHK-680/69 Art.; Adopted as is: 1/2/2018-7072/67 Art.) Even if the periods specified in Article 53 of the Turkish Criminal Code dated 26/9/2004 and numbered 5237 have elapsed (...)

1) Not being sentenced to imprisonment for one year or more for a crime committed deliberately.

2) Even if it has been pardoned, crimes against the security of the State, the constitutional order and the functioning of this order, private life and private sphere of life and sexual immunity, crimes against drugs or stimulants, embezzlement, extortion, bribery, theft, fraud, forgery, not to have been convicted of the crimes of abuse of trust, fraudulent bankruptcy, bid rigging, laundering the proceeds of crime, smuggling and prostitution, or not to have been given a decision to defer the announcement of the verdict for these crimes.

3) Not being subject to an ongoing (...) prosecution for crimes against the security of the state, the constitutional order and the functioning of

this order, private life and the private sphere of life, crimes against sexual immunity and drug or stimulant substance crimes.

e) (Repealed: 23/1/2008 - 5728/578 Art.) f) Not being disabled with body and mental illness that may prevent the performance of the duty.

g) 14. To have successfully completed the private security basic training specified in the article.

h) (Addition: 2/1/2017-KHK-680/69 art.; Accepted as is: 1/2/2018-7072/67 art.) To pass the security background investigation.

In addition, in accordance with the Regulation on the Health Conditions of Private Security Officers published in the Official Gazette dated June 26, 2021 and numbered 31523, a health (committee) report from a fully-fledged state hospital is required from students during registration.

The Serbian legal system has a licensing system in the field of private security. A license is an approval from the Ministry of Interior for a certain person to perform private security work and at the same time a confirmation that the person has fulfilled the conditions prescribed by law to perform that activity, or to perform related jobs. The license is issued for a period of five years and a request for license extension must be submitted at least one month before the expiration of that period (Nikač & Leštanin, 2023).

A license to perform private security may be issued to a person who (Article 12 of PSL): 1) is a citizen of the Republic of Serbia; 2) has a registered residence on the territory of the Republic of Serbia; 3) is of more than 18 years of age ; 4) has at least high school education; 5) there are no security hindrances; 6) is mentally and physically fit to perform private security work; 7) is trained in the handling of firearms, or if he/she has served his/her military service with weapons, if he/she performs work with weapons; 8) has completed training in accordance with this PSL; and 9) has passed the professional exam at the Ministry of Interior.

A security hindrance exists if:

1) a person has been punished by a prison sentence or is being prosecuted for crime: against life and body, against human and civil rights

and freedoms, against sexual freedom, against marriage and family, against property, against human health, against the general safety of people and property, against the constitutional order and security of the Republic of Serbia, against state bodies, against public order and peace, against humanity and other goods protected by international law, or if a security measure has been imposed on him/her by a final decision: prohibition of performing a profession, activity and duty, mandatory psychiatric treatment and custody in a health institution, mandatory psychiatric treatment outside the institution, mandatory treatment of drug addicts or alcoholics, for the period for which the measure has been imposed;

2) the person has been punished in the last four years for misdemeanors in the field of public order and peace for which a prison sentence is issued and misdemeanors under the law regulating weapons and ammunition, or if a protective measure has been imposed on him/her by a legally binding decision: a ban on performing certain activities or a ban on the responsible person from performing certain jobs, mandatory treatment for alcohol and psychoactive substance addictions and mandatory psychiatric treatment for the period for which the measure was imposed; and

3) it has been established that the person, by his/her behavior, habits and inclinations, based on a security and operational check at the place of residence, domicile or place of work, will pose a danger to himself/herself or others and to public order and peace.

Private Security Training

Private security training in Türkiye is a system designed to ensure that those who will work in the security sector are trained to a certain standard. In order to become a private security officer, it is necessary to attend certain trainings and pass certain exams. Private security training in Türkiye is addressed in Article 14 of the Law No. 5188 on Private Security Services and Chapter Five of the Regulation on the Implementation of the Law on Private Security Services. According to Article 14, training can be provided by two different institutions, namely Private Security Training

Institutions and Council of Higher Education (CoHE), which are granted an operating license by the Ministry of Interior (Yagcı & Güney, 2022).

Higher Education Institutions are allowed to open '*Private Security and Protection Program*' within the Vocational Schools of Higher Education (VSoHE) of universities affiliated to CoHE, candidates are given vocational higher education lasting two years and providing more than 1.000 hours of theoretical and practical training. With the legal regulations in Türkiye, arrangements have been made for the personnel who have passed this training to become private security managers.

An exceptional situation is envisaged where those who retired from the general law enforcement forces and the National Intelligence Organization, or those who worked in the aforementioned positions for at least five years and then voluntarily left their positions can become private security guards without the requirement of education and training.

Law No. 5188 stipulates that the most prominent condition for the training of private security officers is that they must have received private security training prior to taking office (Filiz, 2006). In Article 14 of the Law on Private Security Services and Section 5 of the relevant regulation, it is clearly stated how the training of private security personnel can be provided (Yagcı & Güney, 2022). In this context, private security training is generally divided into two categories: basic training and refresher training.

Within the framework of Law No. 5188 on Private Security Services, basic training is the first training that private security officers must receive before starting their professional engagement and is one of the most important trainings in the field of security. Private security officers and managers must receive training in order to renew their identity cards.

Trainees who successfully complete the training in private security training institutions are subjected to the General Written Examination by the Ministry of Interior General Directorate of Security (EGM) Private Security Department and must score at least 60 points in order to be successful in this exam (Yagcı, 2023).

According to Article 14 of the Law No. 5188 on Private Security Services, higher education institutions have been given the opportunity to provide training. Before the Law No. 5188, the program is the first higher

education level education program in Türkiye that trains private security officers to be employed in the private security sector (Yagcı, 2021). The '*Private Security and Protection*' associate degree program at Kocaeli University Hereke Ömer İsmet Uzunyol Vocational School in 2003-2004 academic year was the second associate degree program in Türkiye to train private security officers at the CoHE level to provide employment in the private security sector. At the same time, it is the first program to start education under the name of '*Private Security and Protection*' associate degree. In the 2005-2006 academic year, the associate degree program categorized two different education programs based on gender (male and female) (Yagcı, 2023).

In line with the regulations set by the CoHE, placement into the private security and protection program is made through the Basic Skills Test (TYT) within the scope of the Central Placement Exam (YKS) conducted by The Measurement, Selection and Placement Center (MSPC). All candidates applying for YKS are required to take the TYT. The TYT score is sufficient to apply to associate degree programs that accept students through central placement and undergraduate programs that require special skills (YKS, 2024).

Private Security and Protection Program is a two-year associate degree program that provides education to train professional staff to provide protection services to public institutions and private businesses. The aim of this Program is to ensure that individuals who want to work as private security officers gain the necessary knowledge and skills by receiving academic education, and thanks to this program, participants learn the main laws they have to apply while performing their duties and are trained as officials who respect fundamental rights and freedoms and exhibit a professional approach (Yagcı, 2021). As of February 2025, there are 52 private security and protection associate degree programs in Türkiye. Considering that each program has approximately 50 students at each grade level (1st and 2nd grade), approximately 1,000 students graduate each year.

The education period of the Private Security and Protection Program is two years and students must be successful in the courses stipulated in the curriculum (120 ECTS in total) and students who successfully complete

the program have the degree of '*Private Security and Protection Associate Degree Diploma*'. The private security diploma given by vocational schools is only accepted '*for unarmed private security service*' (Alpkutlu, 2018).

The courses to be taught and the requirements for trainers are specified in the regulation. According to Article 33 of the Regulation on the Implementation of the Law on Private Security Services, private security guards who will work at airports must take drug information and civil aviation security courses, and private security guards who will work at sea ports must take drug information and sea port security courses.

Training Type	Course Name	Method		Hours	Percentage (%)
		Theory	Practice		
Unarmed Basic Private Security Training Curriculum	Private Security Law and Personal Rights	Interactive		20	20
	Security Measures	15	5	20	20
	Security Systems and Devices	5		5	5
	Basic First Aid	6	4	10	10
	Fire Safety and Intervention in Natural Disasters	Interactive		8	8
	Information on Drugs	Interactive		2	2
	Effective Communication	Interactive		12	12
	Crowd Management	4	6	10	10
	Personal Protection	9		9	9
	General Law Enforcement Relations	Interactive		4	4
TOTAL				100	100

Armed Basic Private Security Training Curriculum	Private Security Law and Personal Rights	Interactive		20	16.7
	Security Measures	15	5	20	16.7
	Security Systems and Devices		5	5	4.2
	Basic First Aid	6	4	10	8.3
	Fire Safety and Intervention in Natural Disasters	Interactive		8	6.7
	Information on Drugs	Interactive		2	1.7
	Effective Communication	Interactive		12	10
	Crowd Management	4	6	10	8.3
	Personal Protection		9	9	7.5
	General Law Enforcement Relations	Interactive		4	3.3
	Firearms Knowledge and Shooting	15	5	20	16.7
	TOTAL			120	100
Firearms Difference Private Security Training Curriculum	Firearms Knowledge and Shooting	15	5	20	100
	TOTAL			20	100

Table 1. Basic Training Program for Private Security (Annex-11 of the Regulation on the Implementation of the Law on Private Security Services)

When Table 1 is examined, it can be seen that private security law and personal rights, security measures, security systems and devices, basic first aid, fire safety and intervention style in natural disasters, drug

information, effective communication, crowd management, person protection and relations with general law enforcement are the compulsory courses that unarmed private security officer candidates must take. Weapon Knowledge and Shooting course is a compulsory course that must be taken by the armed private security officer candidate or the candidate with a weapon difference. For unarmed private security officer candidates, it is evident that (20%) Security Measures and (20%) Private Security Law and Personal Rights courses are given predominantly. For armed private security guard candidates (16.7%) Security Measures, (16.7%) Private Security Law and Personal Rights and (16.7%) Weapon Knowledge and Shooting courses are given. It should also be emphasized that the Weapon Knowledge and Shooting course is also at the forefront in armed or unarmed private security training. It is noteworthy that the Drug Information course is at the bottom with the lowest percentage in unarmed private security training and armed private security training.

Training Type	Course Name	Method		Hours	Percentage (%)
		Theory	Practice		
Unarmed Renewal Private Security Training Curriculum	Private Security Law and Personal Rights	Interactive		10	20
	Security Measures	7	3	10	20
	Security Systems and Devices		3	3	9
	Basic First Aid	2	2	4	8
	Fire Safety and Intervention in Natural Disasters	Interactive		4	8
	Information on Drugs	Interactive		1	2
	Effective Communication	Interactive		8	16
	Crowd Management	2	2	4	8
	Personal Protection		4	4	8
	General Law Enforcement Relations	Interactive		2	6
	TOTAL			50	100

Armed Renewal Private Security Training Curriculum	Private Security Law and Personal Rights	İnteraktif	10	16.7	
	Security Measures	7	3	10	16.7
	Security Systems and Devices		3	3	5
	Basic First Aid	2	2	4	6.7
	Fire Safety and Intervention in Natural Disasters	Interactive		4	6.7
	Information on Drugs	Interactive		1	1.7
	Effective Communication	Interactive		8	13.3
	Crowd Management	2	2	4	6.7
	Personal Protection		4	4	6.7
	General Law Enforcement Relations	Interactive		2	3.3
	Firearms Knowledge and Shooting	5	5	10	16.7
	TOTAL			60	100

Table 2. *Private Security Renewal Training Program (Annex-13 of the Regulation on the Implementation of the Law on Private Security Services)*

When Table 2 is examined, it can be seen that private security law and personal rights, security measures, security systems and devices, basic first aid, fire safety and intervention style in natural disasters, drug information, effective communication, crowd management, person protection and relations with general law enforcement, which are compulsory to be taught in private security training institutions within the scope of the law, are the courses that unarmed private security officers must take. For unarmed renewal private security officer trainees, it can be seen that (20%) Security Measures and (20%) Private Security Law and Personal Rights courses are given predominantly. For armed renewal private security guard trainees, (16.7%) Security Measures, (16.7%) Private Security Law and Personal

Rights, and (16.7%) Weapon Knowledge and Shooting courses are given. It should also be emphasized that the Weapon Knowledge and Shooting course is also at the forefront in armed refresher private security training. It is noteworthy that the Drug Information course is lagging behind with the lowest percentage in unarmed refresher private security training and armed refresher private security training.

Private security training in Serbia is regulated in Article 13 of the PSL and Rulebooks on the Professional Examination for Private Security and Steward's Services, on Programs and Methods of Conducting Professional Training for Private Security and Steward's Services, and on Detailed Conditions for Issuing Authorizations for Conducting Training for Private Security and Steward's Services from 2019. The training of persons for performing private security and steward's duties may be conducted by the Ministry of Interior and companies, entrepreneurs and educational institutions (hereinafter: business entities) that meet the material, technical, professional and HR requirements for performing training and receive authorization from the Ministry of Interior. Business entities may obtain authorization if: 1) they are registered in the register of business entities in the Republic of Serbia or have a certificate of verification/accreditation of a school institution in accordance with the regulations governing education; 2) they have appropriate business premises, equipment and resources for conducting theoretical and practical training; and 3) they have lecturers and training controllers.

Business premises must have a minimum area of 30 square meters and a volume of 75 cubic meters. Business premises for conducting training in the use of force, which is spacious enough to ensure the performance of exercises for at least 15 people, must be equipped with mats and necessary props for training in defense and attack skills (wooden or rubber knife, baton, replica gun). There should also be a first aid kit, a vehicle for transporting valuables, and lecturers in the fields of legal, security, technical and technological sciences (see in Stanković, 2019). As for literature, the Serbian legislator did not give any instructions regarding possible books, but only regulated the topics that must be covered by lecturers during classes (Table 4).

Private security training is mandatory for anyone who wants to apply for a license, but there are exceptions to this rule. A person who has the appropriate professional education and at least three years of work experience in certain jobs does not have to attend training but must pass an exam. Professional education includes high school education for the security technician profile or college education at the first level of studies in the field of security. Certain jobs include jobs as a sworn police officer, security and intelligence officer, Serbian Armed Forces professionals, judicial guard officer and criminal sanctions enforcement officer. According to data from the Ministry of Interior, by February 2025, 67 authorizations for conducting private security training were issued, including 4 (6%) higher education institutions (colleges/universities), while the rest (94%) are business entities that, in addition to education, also carry out some other business activities for profit (MoI, 2025). It is important to emphasize that business entities that conduct private security training do not verify compliance with the conditions for issuing a license, but rather this is done exclusively by the police when issuing a license.

Depending on the training program, or type of license, the number of hours of training provided for candidates depends and is as follows: 1) Risk Assessment – 36 hours; 2) Physical Security – 90 hours; 3) Steward Service – 28 hours; 4) Planning and Projecting of Technical Protection – 25 hours; and 5) Technical Protection Installation – 20 hours (Table 3.).

Training Type	Course Name	Method		Hours
		Theory	Practice	
Private Security Training Curriculum	Physical Security	25	65	90
	Steward Service	11	17	28
Risk Assessment Training Curriculum	Risk Assessment	13	23	36
Technical Security Training Curriculum	Planning and Projecting of Technical Protection	13	12	25
	Technical Protection Installation	14	6	20

Table 3. Training types according to Rulebook on Programs and Methods of Conducting Professional Training for Private Security and Steward's Services

All types of training are intended to provide candidates with the knowledge, skills and abilities that will help them perform certain types of private security jobs. For example, in physical security, they learn about the legal framework, the powers of private security officers (8.9%), use of force (38.9%), conducting patrols and control centers, securing public gatherings, securing the transport of valuables, basics of fire protection (10%), basic first aid, communication and conflict resolution, etc. (Table 4). Training in weapon handling is carried out in accordance with the Weapons and Ammunition Law and this training applies not only to the field of private security but also to weapon handling in general e.g. hunting, sporting weapons or weapons for personal security (see in: Leštanin, 2017).

Course Name	Topics	Method		Hours	Percentage (%)
		Theory	Practice		
Physical Security	Introduction to the Training Program	1	0	1	1,1
	Legal Framework of Private Security	3	3	6	6,7
	Powers of Private Security Officers	3	5	8	8,9
	Performing the Private Security Tasks (Patrolling etc.)	2	4	6	6,7
	Securing Public Gatherings	2	2	4	4,4
	Transport of Valuables	2	2	4	4,4
	Private Security Equipment	2	2	4	4,4
	Basic First Aid	2	4	6	6,7
	Use of Force	3	32	35	38,9
	Effective Communication	2	4	6	6,7
	Fire Safety and Intervention in Natural Disasters	3	6	9	10
	Exam/Test	0	1	1	1,1
	TOTAL	25	65	90	100

Steward Service	Introduction to the Training Program	0	1	1	3,6
	Securing Public Gatherings	2	0	2	7,1
	Powers of Stewards	2	4	6	21,4
	Basic First Aid	2	4	6	21,4
	Fire Safety and Intervention in Natural Disasters	1	1	2	7,1
	Use of Force	3	9	12	42,9
	Exam/Test	0	1	1	3,6
	TOTAL	11	17	28	100
Risk Assessment	Introduction to the Training Program	1	0	1	2,8
	Risk Management and Risk Assessment Definition	1	0	1	2,8
	Organization Security	1	0	1	2,8
	Risk Assessment in ITC	1	0	1	2,8
	Legal Basis for Risk Assessment and Normative Documents	1	0	1	2,8
	General Business Risks and Non-compliance with Standards Risks	1	1	2	5,6
	Security and Health on Working Place and Working Environment Risks	1	1	2	5,6
	Legal Risks and Unlawful Action Risks	1	1	2	5,6
	Fire Risks	1	1	2	5,6
	Natural Disasters Risks	1	1	2	5,6
	Methodology of Risk Assessment	2	2	4	11,1
	Work shop	0	12	12	33,3
	Exam/Test	0	4	4	11,1
	TOTAL	13	23	36	100

Planning and Projecting of Technical Protection	Introduction to the Training Program	1	0	1	4
	Technical Protection	3	1	4	16
	Protected Object	1	1	2	8
	Protected Object Vulnerability	1	1	2	8
	Risk Assessment in Planning	1	4	5	20
	Technical Protection				
	Detection of Unauthorized Gathering of Informations	1	1	2	8
	Planning of Technical Protection System	1	3	4	16
	Exam/Test	2	0	2	8
	TOTAL	13	12	25	100
Technical Protection Installation	Introduction to the Training Program	1	0	1	5
	Protected Object	1	1	2	10
	Technical Protection Systems	1	0	1	5
	External Perimeter Protection	2	1	3	15
	Alarm Systems	2	1	3	15
	CCTV	2	1	3	15
	Access Control System	2	1	3	15
	Technical Protection in Mobile Conditions	1	1	2	10
	Exam/Test	2	0	2	10
	TOTAL	14	6	20	100

Table 4. Detailed topics within the courses according to the Rulebook on Programs and Methods of Conducting Professional Training for Private Security and Steward's Services

Licenses are issued for a period of five years, after which they are renewed. Upon renewal, no additional training or knowledge tests are conducted, only safety and health checks. Some previous research has already noted this shortcoming in the private security system in Serbia (Leštanin & Nikac, 2022).

Comparison of Türkiye and Serbia Private Security Training Systems

The private security training systems in Türkiye and Serbia show some fundamental differences despite some basic similarities. These differences

manifest themselves in many areas ranging from training processes to administrative institutions. In this context, a comparison of the private security training systems in Türkiye and Serbia is presented in Table 5.

	TÜRKİYE		SERBIA
Private Security Training	<i>Private Security Training Institution</i>	<i>Council of Higher Education</i>	Authorised companies, entrepreneurs and educational institutions
Supervisory Body	Ministry of Interior (General Directorate of Security, Private Security Supervision Department)	President of the Council of Higher Education	Ministry of Interior, General Police Directorate, Uniformed Police Directorate
Law	Law No. 5188 on Private Security Services published in the Official Gazette on June 10, 2004.	Law No. 5188 on Private Security Services published in the Official Gazette on June 10, 2004.	Private Security Law published in the Official Gazette 2013 with amendments from 2018
	Regulation on the Implementation of Law No. 5188 on Private Security Services published in the Official Gazette on October 7, 2004.	Regulation on the Implementation of Law No. 5188 on Private Security Services published in the Official Gazette on October 7, 2004.	Rulebook on the Professional Examination for Private Security and Steward's Services published in the Official Gazette 2019
		Higher Education Law No. 2547 published in the Official Gazette on November 6, 1981.	Rulebook on Programs and Methods of Conducting Professional Training for Private Security and Steward's Services published in the Official Gazette 2019
			Rulebook on Detailed Conditions for Issuing Authorizations for Conducting Training for Private Security and Steward's Services published in the Official Gazette 2019

Type of Training	Basic and Renewal	Associate Degree	Risk Assessment, Physical Security, Steward Service, Planning and Projecting of Technical Protection, Technical Protection Installation				
Field of Study / Training Branch	Unarmed Armed Firearms Difference	Unarmed					
Candidate Age Criterion	For unarmed; must be at least 18 years old. For armed; must be at least 21 years old.		At least 18 years old				
Candidate Graduation Criterion	For unarmed; at least an 8-year primary or secondary school diploma. For armed; high school diploma or equivalent. For firearms difference; must be at least 21 years old.	Candidates have the opportunity to be placed in the private security and protection associate degree program based on the TYT score type of the YKS administered by ÖSYM.	For Steward Service at least an 8-year primary school diploma. For all other high school diploma or equivalent.				
Training Process	<table><tr><td>Basic Unarmed; 100 hours</td><td>Renewal Unarmed; 50 hours</td></tr><tr><td>Armed; 120 hours</td><td>Armed; 60 hours</td></tr></table> Firearms Difference; 20 hours	Basic Unarmed; 100 hours	Renewal Unarmed; 50 hours	Armed; 120 hours	Armed; 60 hours	2 years (120 AKTS)	Risk Assessment – 36 hours; Physical Security – 90 hours; Steward Service – 28 hours; Planning and Projecting of Technical Protection – 25 hours; Technical Protection Installation – 20 hours
Basic Unarmed; 100 hours	Renewal Unarmed; 50 hours						
Armed; 120 hours	Armed; 60 hours						

Exam Organizing Body	Ministry of Interior General Directorate of Security, Private Security Department	Ministry of Interior, General Police Directorate, Uniformed Police Directorate
Exam	For unarmed: General Written Exam; 100 multiple-choice questions	The exam is usually taken orally. The oral exam consists of taking the exam subjects before the Commission.
	For armed: General Written Exam; 100 multiple-choice questions; Firearms Knowledge Exam; 25 multiple-choice questions; Practical Shooting Exam; handgun shooting from a distance of 15 meters with 5 bullets	When necessary to test the candidate's knowledge, the examiner may decide that the candidate should write down the answer on received question. The exam may also be taken practically (Physical Security and Steward Service).
	For firearms difference: Firearms Knowledge Exam; 25 multiple-choice questions; Practical Shooting Exam; handgun shooting from a distance of 15 meters with 5 bullets	The candidate draws a total of three questions for the oral part of the exam. The examiner may ask the candidate one or more additional questions when necessary to test his/her knowledge. The practical part of the exam in first aid and the use of force and self- defense techniques is conducted by performing practical demonstration exercises.

Exam Exceptions	Graduates from faculties and vocational colleges in the security field can participate in the exams without receiving basic security training	No exam exceptions
Identity Validity Period	5 years	5 years
Managerial Criterion	Those with a 4-year bachelor's degree and a Private Security Identity Card	No limit

Table 5. Comparison of the private security training systems in Türkiye and Serbia

According to Table 5, although the supervision and management processes of private security training systems in both countries are based on a similar legal framework, the configuration of supervision bodies differs.

Discussion

In Türkiye, private security training is provided by two different institutions, namely 'private security training institutions' and 'vocational colleges'. This situation shows that private security training is kept under centralized and official supervision and that there is an institutional structure at the university level. Private security training in Serbia is provided by authorized companies, entrepreneurs and educational institutions. This reveals that the training processes in the private security sector have a more flexible structure and that agencies in the private sector, rather than official training institutions, are authorized to provide this training. In Serbia, there is no legal regulation for universities to provide private security education. Moreover, it can be said that training processes are shaped according to market needs.

The supervision of private security services in Türkiye is carried out by a single main institution. The Department of Private Security Supervision of the General Directorate of Security within the Ministry of Interior oversees the implementation of regulations in this field, conducts

certification processes (exams, renewal training, armed training, etc.), sets some minimum conditions in the training curricula recently offered at universities, and monitors the personal information/working information of all private security officers through a system. The Council of Higher Education, as an umbrella institution for the private security and protection program, has limited control over some regulations and practices in terms of form.

Private security supervision in Serbia is under the Ministry of Interior, but the supervision process is not limited to the General Police Directorate. The Uniformed Police Department is also an important unit that carries out inspections of regulations in the field of private security. This suggests that the inspection process in Serbia is more police-oriented and less decentralized. In Serbia, these inspections are carried out not only by the police, but also by other units under the Ministry of Interior (Leštanin & Nikac, 2024a).

The private security sector in Türkiye is regulated by Law No. 5188. This law established a comprehensive legal framework for private security services. In addition to this law, the Regulation on the Implementation of the Law on Private Security Services provides detailed rules on how to implement private security services. In addition, higher education in Türkiye is also regulated under the Law on Higher Education (Law No. 2547) and private security training institutions are supervised by the Council of Higher Education. In Serbia, the private security sector was regulated by the Law on Private Security in 2013. This law underwent some amendments in 2018. In addition, professional exams and training courses for the private security profession were also regulated by various regulations published in 2019. These regulations set out how private security officers will be subjected to professional exams and how professional training programs will be conducted. In addition, the requirements for private security training were also set out in a regulation published in 2019.

In Türkiye, private security training is organized under two main headings: basic and refresher training. Basic training covers the initial training required to become a private security officer, at the end of which participants acquire the basic knowledge and skills required to

perform private security services. Refresher training ensures that private security officers are periodically trained on current regulations, technical knowledge and security procedures. In addition, private security training in Türkiye is also offered at the associate degree level, a structure that ensures that the training of professionals in the sector is more comprehensive/in-depth. Private security training programs in Serbia focus more on practical and technical skills. Among the training courses offered in Serbia, more specific areas such as risk assessment, physical security, guard services, technical protection planning and project design, technical protection installation stand out. These training courses enable private security professionals to specialize not only as security guards, but also in the broader field of protection and security management. The content of the training programs focuses on technical skills such as managing various risks in the security field, designing and implementing security infrastructures.

In Türkiye, three basic training areas have been identified for private security guards: unarmed, armed and weapon differential. Unarmed training includes the training necessary for security guards to fulfill their duties without carrying any weapons. In these training courses, security guards are taught effective communication, security procedures and non-violent solution methods. Armed training includes training where security guards are authorized to carry and use weapons. In this training, skills such as weapon safety, use of firearms, target identification and reacting to potential threats are developed. Weapon differential training is a type of training that enables private security guards who have previously received unarmed training to familiarize themselves with weapon knowledge and shooting. In Serbia, since there is a specialization in terms of the education system, it can be said that identification/certification is carried out for field trainings. This shows that private security officers in Serbia specialize in their branches of service and provide specific security services in a more qualified manner. In this context, private security training areas in Türkiye, when directly compared with Serbia, appear to be lacking in some areas of specialization.

In Türkiye, the age criteria for private security guard candidates vary according to the type of identification they carry. For unarmed security

guards, candidates must be at least 18 years old. This age criterion presupposes that unarmed security guards have the necessary maturity and competence to provide more basic security services. However, the age limit for candidates for armed security guards is higher and set at 21 years of age. This shows that the responsibility for carrying and using weapons is a more serious job and that more experience and maturity are required for such tasks. In Serbia, the age limit for candidates for private security guards is set at 18.

The graduation criteria for private security training in Türkiye vary according to the fields in which the candidates will work. For unarmed private security guards, a diploma of at least 8 years of education (secondary/primary school) is considered sufficient. This indicates that the basic education level of the candidates is sufficient and that they can work in areas that require less technical knowledge. For armed private security guards, at least a high school diploma or equivalent is required. This suggests that a higher level of education is required as people providing armed security services need to carry more responsibility. Graduation criteria for private security candidates in Serbia also differ to some extent. For steward services, it is sufficient for candidates to have at least an 8-year primary education diploma. This reflects the fact that the tasks in this field are generally less demanding and candidates are considered to be adequate with basic education. For all other private security fields, a high school diploma or equivalent is required. This ensures that those who will work in the private security sector in Serbia have at least a high school level education in order to work in more technical and responsible areas.

In private security training institutions in Türkiye, basic training for unarmed security guards is 100 hours. Basic training for armed security guards is 120 hours. Weapon difference training is an additional 20 hours of training. In Türkiye, private security guards also receive periodic refresher training. The renewal training period is set as five years. Unarmed refresher training lasts 50 hours, while armed refresher training lasts 60 hours. Serbia's private security training process is more focused on applied security areas and different durations are set for specific areas. Risk assessment training lasts 36 hours. Physical security training lasts 90 hours. Watch services training lasts 28 hours. Technical protection,

planning and project design training lasts 25 hours. Technical protection installation training lasts 20 hours.

In Türkiye, private security exams are organized by the Department of Private Security of the General Directorate of Security under the Ministry of Interior. This shows that the private security system in Türkiye is tightly controlled by a system with the Ministry of Interior as the central authority. By organizing the exams under a single roof, the Ministry of Interior ensures that the exam process is transparent and auditable. In Serbia, private security exams are organized by the General Police Directorate, Uniformed Police Directorate under the Ministry of Interior. This institution is designated as the main authority overseeing and organizing the examination process for private security officers in Serbia.

The examination process for unarmed private security guard candidates in Türkiye is a general written exam. This is an exam that measures basic security knowledge. Armed candidates are subjected to a general written exam, a weapons knowledge exam and a practical shooting exam. Candidates who receive Weapon Difference training take the weapon knowledge exam and the practical shooting exam during the exam process. This is to test the practical competence of security officers who have completed differential training on firearms. The examination process in Türkiye is highly detailed and disciplined, with written and practical exams. Candidates are tested on their theoretical level of knowledge as well as their practical skills, such as knowledge and use of weapons. Exams in Serbia are usually oral. Candidates take an oral exam in front of the examination committee. In this exam, 3 questions are asked and the exam committee can ask additional questions if necessary. The oral exam allows candidates to express their security-related knowledge and skills verbally. Written exams are rare and are only administered when knowledge tests are required. Some candidates may also have to present their knowledge in writing. The practical exam is required for private security posts in some specialized areas. Practical exams may be conducted in areas such as physical security and steward service. It is also important to test practical skills such as first aid and self-defense techniques. The examination process in Serbia is characterized by a combination of oral

examinations and practical tests. Practical tests are intended to assess the physical skills of private security guards and their reactions in crisis situations. This is an important way to ensure that candidates have not only theoretical knowledge but also practical skills.

In Türkiye, graduates of faculties and vocational schools in the field of security are exempted from the obligation to receive basic security training in order to take the private security exam. In Serbia, there is no exception for private security exams.

There is a complete similarity between Türkiye and Serbia regarding the validity period of the certificates of private security officers. Both countries have established that the certificates of security officers are valid for five years. At the end of this period, security guards' credentials are renewed or reassessed. This shows that both countries aim to ensure that the competencies of private security guards remain up to date.

In Türkiye, one of the main criteria for managerial positions is to have a 4-year bachelor's degree and a private security identification. However, this criterion does not indicate that managers have sector-specific knowledge and skills. In Serbia, there are no restrictions on the criteria for managerial positions. This indicates that there is no requirement for a certain level of education or a special identity card for candidates to apply for managerial positions.

Conclusion

There are significant structural differences in the private security training systems between the two countries. In Türkiye, this process is managed by a centralized system, while in Serbia it is more flexible and based on the private sector. These differences may affect the quality of training and regulations in the private security sector in both countries.

There are significant differences in private security supervision structures between Türkiye and Serbia. While supervision in Türkiye is more centralized, the supervision process in Serbia is more localized and police-oriented. The inspection structures of both countries can directly affect the efficiency and orderliness of the private security sector.

Although both countries have established legal frameworks regulating the private security sector, there are some differences in the dates and contents of these regulations. While Türkiye enacted a comprehensive regulation on private security services in 2004, Serbia enacted private security services in 2013, followed by detailed regulations in 2018 and 2019. However, while Serbia has a more recent regulation and more frequent amendments, allowing for flexibility and faster adaptation to innovations in the sector, Türkiye's legal infrastructure is based on a more established history.

Training courses in Türkiye focus on more general knowledge and skills, while trainings in Serbia focus on increasing technical knowledge and practical expertise in the sector. These differences have the potential to directly affect the training of professionals working in the private security sector in both countries and their contribution to the sector.

In Türkiye, in terms of private security credential types, training is offered that enables candidates to work as unarmed and armed private security. The training in Türkiye ensures that those working in the private security sector are prepared for different threats and can take necessary security measures. On the other hand, since there is a specialization in terms of the type of education in Serbia, it can be said that there is field-oriented identification.

The graduation criteria between Türkiye and Serbia reflect the different requirements and levels of responsibility for the private security sector in both countries. The system in Türkiye is more flexible, requiring secondary school graduation for unarmed security guards, while armed security requires at least high school graduation. There is also the possibility of academic progression in the field of private security and protection in Türkiye. Serbia, on the other hand, generally requires a high school diploma or its equivalent and seeks a lower level of education, especially in steward services. The approach of both countries differs in terms of the tasks and educational requirements for professionals in the sector.

There is no significant difference between Türkiye and Serbia in terms of age criteria for private security candidates. The private security training process in Türkiye and in Serbia provides not only theoretical

knowledge but also practical training in armed and unarmed missions. In both countries, private security exams are organized by state institutions with direct authority over security and public order.

In Türkiye, private security officer candidates are subjected to a more detailed examination process, and a multi-faceted assessment is carried out with written and practical exams. In addition to theoretical knowledge, candidates must also prove their practical skills such as using weapons. In Serbia, exams are mostly conducted with oral assessments and practical tests. However, the number of written exams and practical tests in Serbia is more limited compared to Türkiye. In general, the examination process and system in the two countries are not similar.

In Türkiye, there are educational exemptions for private security exams, and individuals with an educational background in the security field (university education or professional experience in a specific field) are exempted from this process. The approach in Serbia aims to create an equal educational basis for participation in the exams. This ensures that all private security officers in the sector have the same starting point and brings about a more balanced quality of security services.

Both Türkiye and Serbia have set the private security certificates validity period as five years, after which time they follow similar practices and procedures requiring private security officers to renew their certificates. This practice shows that both countries aim to keep up-to-date and competent private security officers at the forefront of the security sector.

While the criteria for managerial positions in Türkiye aim for managers in the sector to have a high level of education, this situation can also create deficiencies in terms of practical knowledge and sectoral expertise required for security management, as the undergraduate education is not directly in the field of security. It is evaluated that the requirement to graduate from any undergraduate program to become a private security manager in Türkiye should be narrowed down to graduating from security-related departments and made more detailed. In the final analysis, it can be said that the initiatives and legal legislation private security education in Serbia are relatively new when compared to the regulations in Türkiye.

It is clear that both countries have different needs and expectations in the field of private security. Türkiye has been fighting terrorism within the country and at its borders for nearly 40 years. In addition, in the last 15 years, there has been a serious influx of asylum seekers/refugees to Türkiye within the scope of social movements, especially since the Arab Spring, and most of these people continue to live in Türkiye. There has been a constant state of tension or war in the states that border Türkiye (Iran, Iraq, Syria, Karabakh/Azerbaijan) for the past 50 years. The 40-year terror threat, the endless tensions/wars in its surroundings and the change in the demographic structure require Türkiye to be constantly alert and ready in all areas related to security (public or private). However, Serbia is a country with a more homogeneous demographic structure, smaller in terms of area and located on the EU borders. Due to these characteristics and locations, the security needs of the two observed countries differ. Both countries have created private security legislation that complements the existing law enforcement forces in proportion to their security needs and continue their practices within this framework.

The research provides a detailed comparison focusing on the private security training processes of Serbia and Türkiye. One of the most important limitations of the research is that it was conducted within a theoretical framework. In the upcoming period, it is recommended that the legal authorities of both countries organize projects and workshops where Türkiye and Serbia can share their achievements and experiences in the field of private security, and that faculty/student exchange programs be implemented.

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Обука приватног обезбеђења: поређење Турске и Србије

Апстракт: Између Турске и Србије постоје сличности у разним сферама друштвеног живота. У раду смо желели да истражимо сличности и разлике у приватној безбедности, а нарочито у обуци из те области. Аутори су идентификовали неколико варијабли: надзорна шела, процеси, типови обуке, области студија односно трајање обуке, године старости кандидата, ниво образовања, процес обуке, обавезности стручног испита, орган надлежан за стручни испит, постојање изузетика у полагању испита, период важења лиценце и критеријуми за менаџере. Применом методе анализе садржаја докумената, засноване на квалитативном дизајну поновног истраживања, аутори су закључили да у обуци за приватно обезбеђење у Турској и Србији постоје више разлика него сличности. Сличности су уочене само у области надзорних шела, година старости кандидата, органа надлежног за стручни испит и периода важења лиценце, док су код свих осталих истраживаних варијабли уочене велике разлике. Главни разлоји за то јесу различите друштвено-политичке прилике, геополитичка позиција две државе, присуство тероризма и др.

Кључне речи: приватна безбедност, полиција, обука, испит, образовање.