A Study on Stress Management in Central Armed Police Forces

Chapter - 1

Introduction

1.   INTRODUCTION

The Central Armed Forces personnel face unique challenges and responsibilities in serving our nation. The nature of their work is demanding, both physically and mentally, which may lead to stress and affect hiswell-being. It is crucial for themto proactively manage stress to maintain their readiness and effectiveness. Managing Stress is an ongoing process, and it's important to make it a priority in everyone's daily life. By taking care of their own well-being,they can be better equipped to fulfil their duties and responsibilities in the Central Armed Police Forces.

1.1   Stress:

Stress is a common experience that affects people physically, mentally and emotionally. It is the body's response to external or internal demands, often referred to as stressors, which can be real or perceived. Stress can arise from various sources, such as work pressure, relationship issues, financial concerns, health problems, or major life changes. Stress affects the body in numerous ways. It can lead to physical symptoms such as headaches, muscle tension, fatigue, sleep disturbances, and digestive problems. It can also impact mental and emotional well-being, causing irritability, anxiety, depression, mood swings, and difficulty concentrating. Prolonged stress can have detrimental effects on overall health, leading to chronic health conditions, weakened immune function, and increased risk of mental health disorders.

Stress can be managed through various strategies. The following are the ways to help and cope with stress:

● Identify and manage stressors: Recognize the sources of stress in life and take steps to manage them. This may include setting realistic goals, prioritizing tasks, and learning to say no, when necessary.

● Practice self-care: Take care of yourself physically, mentally, and emotionally. Get into regular exercise, eat a healthy diet, get enough sleep/rest, and engage in activities that you enjoy and help you relax.

● Practice Relaxation Techniques: Incorporate relaxation techniques into your daily routine, such as deep breathing, meditation, yoga, or mindfulness. These techniques can help calm the mind and reduce stress.

● Seek support: Talk to trusted friends, family members, or a mental health professional about your stressors. Sharing your thoughts and feelings can provide perspective and support.

● Manage time effectively: Plan and prioritize your tasks to reduce feelings of overwhelm. Break tasks into smaller, manageable steps and delegate when possible.

● Take breaks: Give yourself regular breaks throughout the day to rest and recharge. Stepping away from stressful situations can help you gain perspective and reduce stress levels.

● Limit unhealthy coping mechanisms: Avoid using unhealthy coping mechanisms such as excessive alcohol or drug use, overthinking, or withdrawing from social activities, as these can exacerbate stress in the long run.

Remember, it's important to take steps to manage stress as it can have a significant impact on your overall well-being. If stress persists or becomes overwhelming, it's important to seek professional help from a qualified healthcare provider or mental health professional. Stress is a common and natural response to life's challenges, but it can have negative effects on physical, mental, and emotional health if not managed effectively. By identifying stressors, practicing self-care, using relaxation techniques, seeking support, managing time effectively, taking breaks, and avoiding unhealthy coping mechanisms, you can reduce the impact of stress on your life and well-being. Remember to prioritize self-care and seek help when needed.

1.2 History of Stress Management:

The history of stress management can be traced back to ancient civilizations were early philosophical and medical teachings emphasized the importance of maintaining a balance between the mind, body, and spirit to achieve optimal health. Throughout history, various cultures and civilizations have developed practices and techniques to manage stress and promote well-being. Here is an overview of the history of stress management:

- Ancient Eastern Practices: Many Eastern cultures, such as China and India, developed holistic approaches to managing stress that focused on the interconnectedness of the mind, body, and spirit. Practices like yoga, meditation, etc. were developed to promote relaxation, mindfulness, and balance. These practices are still widely used today as effective stress management techniques.

- Ancient Greek and Roman Philosophy: Greek philosophers like Socrates, Plato, and Aristotle emphasized the importance of achieving a balanced and virtuous life to attain well-being. They believed that self-control, moderation, and self-awareness were the keysformanaging stress and achieving a state of tranquillity and happiness.

- Early Medical Teachings: Ancient medical traditions, such as Ayurveda in India and Traditional Chinese Medicine (TCM), recognized the impact of stress on health and well-being. These systems of medicine emphasized the importance of a balanced lifestyle, including proper nutrition, exercise, and relaxation techniques, to maintain optimal health and manage stress.

- Middle Age and Renaissance: During the Middle Ages, the concepts of "melancholia" or "melancholy" emerged as a term to describe a state of melancholic or depressive mood, which was often attributed to an imbalance of bodily fluids or "humours." In the Renaissance period, influential thinkers like Leonardo da Vinci and Michelangelo believed that artistic expression and creative activities could help alleviate stress and promote well-being.

- 20th Century: the field of psychology emerged in the 20th century, leading to the development of various theories and techniques for managing stress. Pioneers like Sigmund Freud and Carl Jung explored the psychological aspects of stress and

developed psychotherapy techniques to address stress-related issues. Later, researchers like Hans Selye introduced the concept of "stress" as a physiological response to external pressures and coined the term "stress" to describe the body's response to stressors.

● Contemporary Stress Management: In recent years, stress management has become a prominent field of study, with numerous techniques and interventions developed to help individuals cope with stress. These include cognitive-behavioural therapies, relaxation techniques, mindfulness-based practices, exercise, nutrition, and other holistic approaches that aim to promote resilience, self-care, and well-being.

● Stress Management has a rich history that spans across cultures and time periods, with various practices and techniques developed to help individuals cope with stress and promote overall well-being. Today, Stress Management continues to evolve, with a wide range of tools and strategies to effectively manage stress in their daily lives.

1.3   Relationship between Stress and Central Armed Police Forces:

The Relationship between stress and theCentral Armed Police Forces is complex and multifaceted. Serving in the Central Armed Police Forcesis highly demanding physically, mentally, and emotionally, exposing personnel to various stressors. The key relationships between stress and Central Armed Police Forces are as follows:

● Combat and Operational Stress: Armed forces personnel, particularly those in active combat or operational roles, are often exposed to high-stress environments that can include combat situations, exposure to violence, witnessing traumatic events, and prolonged deployments. These stressors can lead to combat and operational stress reactions, such as acute stress disorder and post-traumatic stress disorder (PTSD), which can have long-term impacts on mental health and well-being.

● High Operational Tempo: Armed Forces personnel often face high operational tempo, involving extended working hours, frequent deployments, and challenging work environments. This can result in chronic stress, which may lead to physical and mental health issues, including fatigue, burnout, anxiety, depression, and other stress-related disorders.

● Family Separation and Relationship Stress: ManyCentral Armed Police forces personnel experience prolonged periods of separation from their families and loved ones, which can contribute to relationship stress, emotional strain, and challenges in maintaining work-life balance. The stress of family separation and the associated emotional burden can affect the mental health and well-being of armed forces personnel.

● Organisational Stressors: The hierarchical structure, strict discipline, and high expectations in the armed forces can create organizational stressors, such as heavy workloads, performance pressure, leadership challenges, and career uncertainties. These stressors can affect the mental health and well-being of personnel and affect their ability to cope with stress effectively.

● Training and Physical Demands: The rigorous physical training and demands of the armed forces can also be a source of stress. High physical fitness standards, demanding training regimes and exposure to challenging environments can put stress on the body, which can contribute to physical injuries, fatigue, and other health issues.

● Operational Risks and Uncertainty: Armed Forces personnel often face operational risks and uncertainty, including the possibility of injuries, casualties, and life-threatening situations. The constant need to be alert and vigilant can create chronic stress, which may influence mental health and well-being.

● Resilience and Coping: On the other hand, Armed Forces personnel also develop resilience and coping skills through their training and experiences. They learn to cope with stress, adapt to challenging situations, and develop a sense of camaraderie and support within their units. Building resilience and effective coping skills can help armed forces personnel to manage the stress and mitigate its negative impacts.

Therefore, the relationship between stress and armed Forces is complex and multi-dimensional. Serving in the armed forces can expose personnel to various stressors, including combat and operational stress, high operational tempo, family separation, organizational stressors, training and physical demands, and operational risks. However, armed forces personnel also develop resilience and coping skills through their training and experiences. It is important for armed forces organizations to prioritize stress management, mental health support and resilience-building initiatives to ensure the well-being and performance of their personnel in a challenging environment.

1.4   BACKGROUND OF THE STUDY

The Central Armed Police Forces (CAPFs), which include organisations such as the Central Reserve Police Force (CRPF), Border Security Force (BSF), Central Industrial Security Force (CISF), Sashastra Seema Bal (SSB), Indo-Tibetan Border Police (ITBP), Assam Rifles (AR) and National Security Guard (NSG) play a critical role in safeguarding the security and integrity of India. These forces face unique challenges and stressors in their line of duty, such as prolonged deployments in remote areas, exposure to high-risk situations, long working hours, separation from families, and witnessing traumatic events. As a result, stress management is of utmost importance for the well-being and performance of Central Armed Police Forces personnel. Stress Management plays a crucial role in the well-being and performance of Central Armed Police Forces personnel. By implementing effective stress management techniques, CAPF personnel can enhance their resilience, manage trauma, improve performance, maintain physical health, enhance coping skills, and prevent burnout, leading to better overall well-being and job performance. It is important for the organizations and policymakers to prioritize stress management initiatives for the welfare of the CAPF personnel who dedicate their lives to safeguard the security of the nation.

In Central Armed Police Forces (CAPFs) the stress in its work places is very common and at times the personnel succumb to stress and go for extreme steps which are very difficult to predict and stop. Stress in CAPFs depends on factors ranging from personal to professional, domestic, social to economical. The problems due to of stress related issues like suicide, fratricide and many others, amongst the force personnel requires an uncommon but effective solution. Though this issue has already been addressed in various fora and columns, exhaustive research is yet to be conducted. Why does it occur? What is the motivation behind it, or the lack of it thereof? Answers to these questions can only be derived after we understand the dynamics and the nature of the job.

CAPF or Central Armed Police Forces includes seven security forces of India under authority of the Ministry of Home Affairs. The seven Central Armed Police forces are:BSF, CISF, CRPF, ITBP, SSB, NSG and Assam Rifles.

Each of these seven police forces has its own cadre of officers. However, they are controlled and supervised by officers of Indian Police Services except Assam Rifles. All these forces were paramilitary forces and earlier grouped as Central paramilitary forces or CPMF. Since 2011 India has used the term "Central Armed Police Force" or CAPF. CAPF forces have the responsibility of internal security,vital installations and to guard the borders of the nation. To give proper security services to the citizens of the nation is important and crucial to implement police services. There are significant advance in crime and violence in the society. The work of police officers is linked with the illness and weakness of their working capacity. Thus, their mental as well as physical health is very important to be good and has strict association to their work activities. Police is a subject that is governed by the state under the constitution. Hence, all 29 states have their own state police forces for the assistance and for the maintenance of law-and-order in the states. Centre has seven central police forces along with some other police organizations for specialized tasks like gathering of intelligence, investigation, recordkeeping, and research, and training. Regarding the responsibilities, both central and state police forces have different responsibilities. The State police force has the responsibility of the local issues like prevention of crimes, and its investigation as well as the maintenance of law and order of their state. State police force has the responsibility to give first response in case of security challenges such as incidents related to terrorists, violence, etc. While the Central police force are specialized in dealing with such situations. Central Reserve Police Force or CRPF are trained in a better way in comparison to local police to resolve riots that happen on large-scale ensuring least damage to life and property. Furthermore, the central armed police forces help the defence forces in the protection of borders as well. The centre also extends intelligence as well as financial support to police forces of state. It is the state laws and regulations that govern the police force of various states. There are some states that have modelled their laws based on central laws. States also have their manuals that detail about the organization of police, their roles, and responsibilities. Armed and civil police are the two arms that are owned by state police. The civil police force has the

responsibility of everyday law and order along with the controlling of crime. Armed police force is kept in reserve for severe situations like riots, etc. **(Chaturvedi, 2017).**

Policing is the vital function that is undertaken by the government. For state machinery, police are a certain organ that ensures maintenance of law and order and is associated with the system of criminal justice. For the common man of the society, the police force is a brute force of authority and they also protect people from crime. Uniform and corporate identity is given to police men to wear and a common man identifies police through these uniform and ID card. A socio-cultural background is developed all over the world by the system of police and for that reason huge difference is present between these systems of police **(Varghese).** Several committees were set up by the government to bring reform in the system of police from time to time. All such reforms are necessary for the growth and development of Indian police. The Indian police system is based on the "Police Act 1861". Ever since the Police Act was enacted; few reforms have been introduced in the Indian police system. Some inefficiency were also found in the Indian police system such as improper hiring of police personnel, improper training of force, facility of training, scarce availability of technical facilities, insufficient availability of equipment, and other crucial resources. In order to find out the inefficiencies many reforms were brought in the Indian police system by setting up various committees were also set up by the Indian government. The profession of police involves trauma, death, grief, violence, long-working hours, pressure of time, appearances in courtroom, lack of consultation, a lot of investigation, complaints of public, interference of politics, insufficiency of staff, inadequate technical aids, frequency of transfers, lack of cooperation, criticism, etc. To resolve such issues and inefficiencies of the system, many reforms and suggestions were suggested by different committees and commissions set up by the Indian government. However, the majority of such reformative measures were found to be ineffective. It is the responsibility of the government to take strict steps for the proper implementation of their reformative steps, policies, and suggested recommendations by committees who work in the reduction of stressful and complicated situations in the Indian police force. The suggestions recommended by committees if implemented properly can bring improvement in the police force of the nation **(Randhawa & Narang, 2013).**Distinct aspects of police administration, structure of the organization, culture at the workplace, police trainings,

corruption, brutality, accountability, have been discussed in paper to bring reform by the committees. In 1966, the appointment of a working group on police by the Administrative Reforms Commission was signed for the first time by the Union government. The Union Government should lead the reforms in the police force. It has the ability to motivate state governments to reform police forces by setting up the norms and standards, issuing policy direction as well as releasing central grants that are dependent on performance and behaviour of police. What is needed is honest interest and would bring reforms in Indian police. Community policing usually referred to as Neighbourhood policing is one of the most effective steps that is taken towards democratization of policing. Such an approach needs officers to be open minded, impartial, subtle to concerns and issues of the society. Police forces cannot perform their functions properly and effectively without support of the community. The Neighbourhood team can be made up of police officers, police community support officers, community warden, constables, partners, volunteers who all work in partnership **(Aston & Paranjape, 2012).**

Indian women are usually known as a second earner of the family. It is usually considered that unlike men, women do not need to have a professional career. Though it has been claimed by the government that they are doing a lot of work to uplift women in the police, data also revealed that women employment in the police force has a long way to go. However, the participation of women in police force is essential as the victim women feel comfortable and convenient to approach police station that have women police particularly for women related cases like eve teasing, rape cases, dowry, sexual harassment, etc. as compared to police station that have more men **(Randhawa & Narang, 2013).** It is evident that the Indian Army is second largest in the world, India also has a combination of the large Para Military Force (PMF) and CAPF (Central Armed Police Force), and it is again second largest in the world. As the raising of such forces are based on perception of threat and every force has specific role to play, it is true that primary roles have either side tracked, diluted, boosted or compacted with the passing time. Most of these forces are either raised to strengthen and support the armed forces or enhance the State Police in varied tasks. Because of the vigorous situations of security in the nation, all these forces are used simultaneously and in numerous cases unlike their basic roles. There is therefore a valid reason to reconsider the work of these

forces, particularly the CAPF. Less than finest usage of some of CAPF has a philosophical influence on strike abilities of the Indian Army. Strike capabilities of army forces are needed to prevent an offensive enemy, deny them launch pads, and to create critical operational depth forcing them to employ reserve piecemeal and destroy them. The offensive attack must have the capability of threatening numerous susceptibilities, disabling the commands of the enemy and their control structure. In order to create this condition, there is a need for India to have extensive strike forces. However, the army of India is tied by the requirement of securing extended borders as well as for defensive deployment of force **(Govind, 2019).**

1.5 Specialization in Central Armed Police Forces:

CAPF functioning has been ever dynamic. The expectations and change also increase the challenges of the forces deployed in various conditions and situations. The capabilities in demand from CAPF keep on changing. Increased level of deployment of CAPF personnel and their specialization for the need of higher level of security has been shown at the national level as well. A proposal has been considered by the Ministry of Civil Aviation for the creation of an Aviation Security Force (ASF) who can take up the responsibility of providing security to the airport, which is presently taken care by CISF. The attack on Israeli diplomats in February 2012 in the heart of New Delhi has brought the idea of developing a diplomatic protection force that can take the responsibility of providing security to Indian missions abroad and embassies and missions of foreign nations that are stationed at home. The changing perception of internal security in the country has its impact on the resources of the government. There was a recent sanction by MHA of more than one thousand CISF personnel to provide the security coverage to different thermal power plants all over the nation. Related to the same, Infosys facilities in Mysore would get additional 54 CISF personnel for better security. The response of the state looking at the changed scenario resulted in an increase of the police personnel in CAPF as well as their specialization with the inclusion of more skills and equipment. The constant evolving threat, internally as well as externally experienced by CAPF personnel is the major trigger for their modernization. Sometimes all such requirements are not expected and are brought as an

unexpected fall out of security events or because of the inventive strategies or by the usage of technologies by anti-national features. Events of such nature need a significant development in the capabilities of the security forces that is generally time critical. All improvement activities can be in an operational area or specific to threat, or might not be applied to the entire force.

1.6 Organisational Profile of Central Armed Force:

Central Armed Police Forces (CAPFs) include seven security forces of India under authority of the Ministry of Home Affairs. The seven security forces are BSF, CRPF, CISF, ITBP, SSB, Assam Rifles and NSG.

Each of these seven police forces has its own cadre of officers except AR. However, they are controlled and supervised by officers of Indian Police Services except AR. Whereas AR is controlled and supervised by Army officers. All these forces were initially called paramilitary forces or Central paramilitary forces (CPMF). Since 2011 India has used the term "Central Armed Police Force" or CAPF. CAPF forces have the responsibility of guarding vital installation, internal security and to guard the borders of the nation. To give proper security services to the citizens of the nation is important and crucial to implement police services due to the advance in crime and violence in the society. The work of police officers is linked with the illness and weakness of their working capacity. Thus, their mental as well as physical health is very important to be good and has strict association to their work activities. Police is a subject that is governed by the state under the constitution. Hence, all 29 states have their own police force. For the assistance of the state and for the maintenance of law-and-order centresare allowed to have their own police forces. Centre has seven central police forces along with some other police organizations for specialized tasks like gathering of intelligence, investigation, recordkeeping, and research, and training. Regarding the responsibilities, both central and state police forces have different responsibilities. The State police force has the responsibility of the local issues like prevention of crimes, and its investigation as well as the maintenance of law and order of their state. State police force has the responsibility to give first response in case of security challenges such as incidents related to terrorists, violence, etc. While the

Central police force are specialized in dealing with certain special situations under their defined role and task.

The Ministry of Home Affairs maintains seven CAPFs:

✓ Three border guarding forces, which are the Border Security Force(BSF), Indo-Tibetan Border Police (ITBP), and Sashastra Seema Bal (SSB).

✓ The Central Reserve Police Force (CRPF), which assists in internal security and counter-insurgency.

✓ The Central Industrial Security Force (CISF), protects vital installations (like airports) and public sector undertakings.

✓ The Assam Rifles (AR) is an anti-insurgency, counter-terrorism force for North-East India and is also entrusted with guarding the Indo-Myanmar border.

✓ The National Security Guards (NSG), which is a special counterterrorism force.

Central Armed Police Forces (**CAPF**) is the collective name of central armed police organisations of India under the Ministry of Home Affairs (MHA). These forces were formerly grouped as Central Para-Military Forces (CPMF)also variously referred to by Central Police Organisations (CPOs), Para-Military Forces (PMF) and Central Police Forces (CPF) interchangeably.Since 2011, India officially uses the term "central armed police forces'. These forces are responsible for security of vital installations, internal security and guarding the borders.

In 2011, the Government of India released a circular adopting a uniform nomenclature to change the name of group of the forces to Central Armed Police Forces under the Ministry of Home Affairs. The following Five forces—BSF, CRPF, CISF, ITBP and SSB were covered under the new nomenclature. The name change was made to improve the international impression of the force, since in some countries the paramilitary refers to militant groups and also misconceptions among foreign leaders and rights representatives that the troops are part of India's military.

1. Border Security Force (BSF):

The Border Security Force (BSF) is a border guarding force. It was established on December 1, 1965. Its primary role is to guard India's international borders with Pakistan and Bangladesh during peacetime and also prevent trans-border crime. BSF is under the administrative control of the Ministry of Home Affairs (MHA). At present BSF is holding 192 (including 03 NDRF) Bns and 07 BSF Arty Regiments. Some battalions of BSF are also deployed in the Naxal affected region of Dandakaranya and Jammu and Kashmir. The air wing of the BSF also played a constructive role in the relief work. Three battalions of the BSF, located at Kolkata, Patna and Guwahati, are designated as the National Disaster Response Force (NDRF).

The Background and formation: The Indo-Pakistan war of 1965 demonstrated the inadequacies of the existing border management system and led to the formation of the Border Security Force as a unified central agency with the specific mandate of guarding India's international boundaries with Pakistan. The BSF had trained, supported and formed a part of 'Mukti Vahini'. The BSF had played an important role in the liberation of Bangladesh.

Primary Role of the BSF: To maintain the sanctity of borders.

Role of BSF during Peacetime:

a.   To promote a sense of security among the people living in the border areas.

b.   To prevent trans-border crimes, unauthorised entry into or exit from the territory of India.

c.   To prevent smuggling and any other illegal activities on the border.

d.   Anti-infiltration duties.

e.   To collect trans-border intelligence.

Role of BSF in Times of War:

a.   During the war, BSF is responsible for:

b.   Holding ground in assigned sectors.

c.   Limited aggressive action against Central Armed Police or irregular forces of the enemy.

d.   Maintenance of law and order in enemy territory administered under the Army's control.

e.   Guarding prisoners of war camps.

f.   Acting as guides to the army in border areas.

g.   Assistance in control of refugees.

h.   Provision of escorts.

i.   Performing special tasks connected with intelligence, including raids.
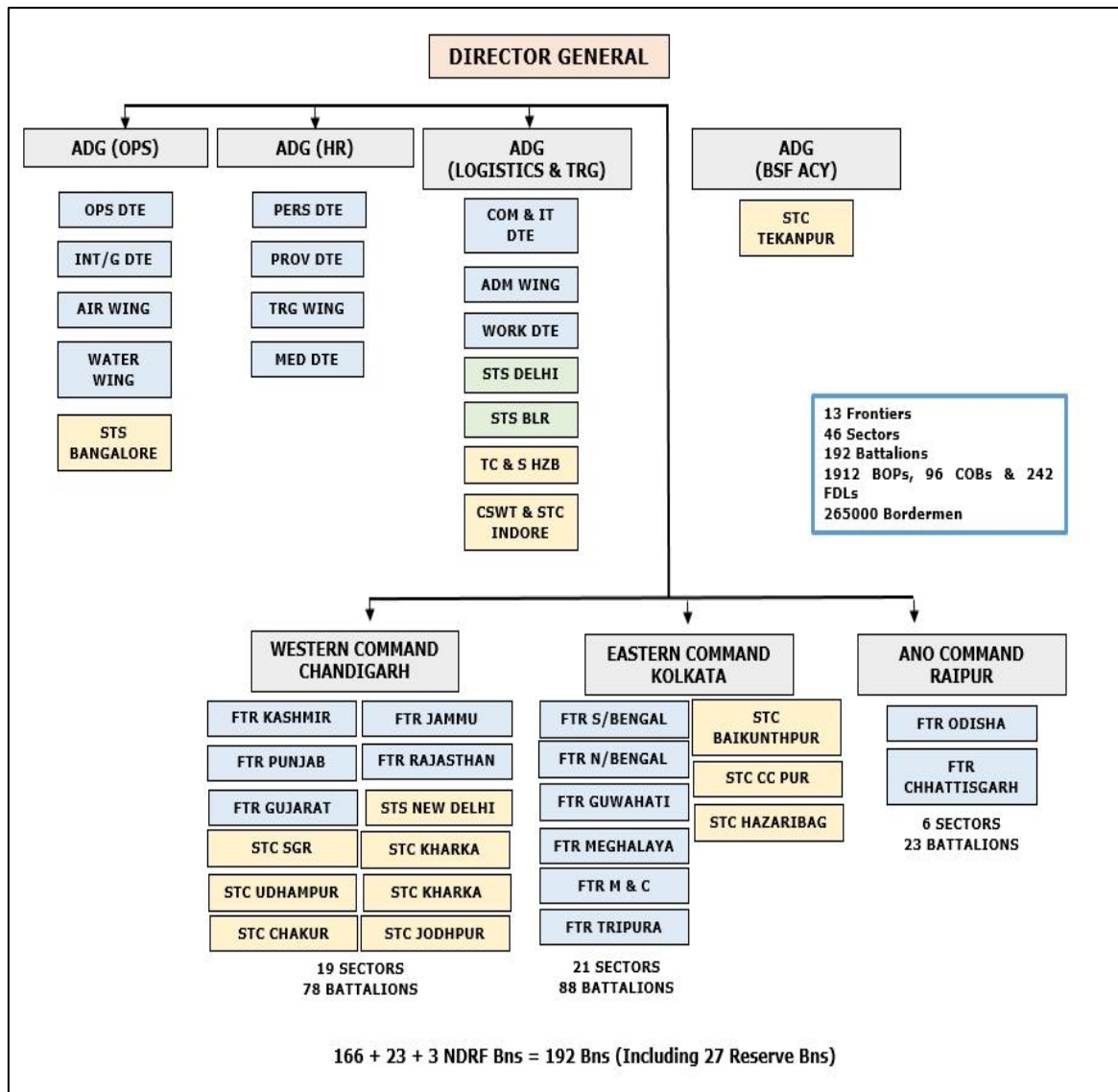
Organisational Structure of BSF

Fig – 1.1 : Organisational Structure of BSF

2.   Central Reserve Police Force (CRPF):

The CRPF is the largest Central Armed Police Force in the country. It came into existence as the Crown Representative's Police on 27th July 1939. After India's independence, it became the Central Reserve Police. It has strength of 234 battalions (Bns) including raising and under-raising Bns. At present, CRPF has 195 executive Bns, 03 Disaster Management Bns, 04 Mahila Bns, 10 RAF Bns, 05 Signal Bns, 10 Commando Bns for Resolute Action (COBRA Bns), 01 Special Duty Group, 01 Parliament Duty Group (PDG) and 40 Group Centres and other allied institutions and training centres. CRPF has also raised 03 NDRF Battalions to assist during natural calamities and disasters. It functions under the aegis of Ministry of Home Affairs (MHA) of the Government of India.

Role: The CRPF's primary role lies in assisting the State/Union Territories in police operations to maintain law and order, contain insurgency and carry out anti-Naxal operations. The CRPF also plays an important role in conducting elections across the country. Besides, it also performs guard duties at some of the vital installations and buildings, including the shrine of Mata Vaishno Devi in Jammu, and other religious shrines.

Some specialized formations of CRPF are as follows:

The Rapid Action Force (RAF) deals with communal riots and related civil unrest. It is a specialized force with multi-ethnic composition and better mobility for swift action to control communal riots, Commando Battalion for Resolute Action (COBRA) are trained and equipped for commando operations, especially against Left Wing Extremism, Special Duty Group (SDG) is an elite CRPF unit tasked to provide armed protection to SPG protected places and Parliament Duty Group (PDG) is also an elite CRPF unit tasked to provide armed protection to Parliament House.
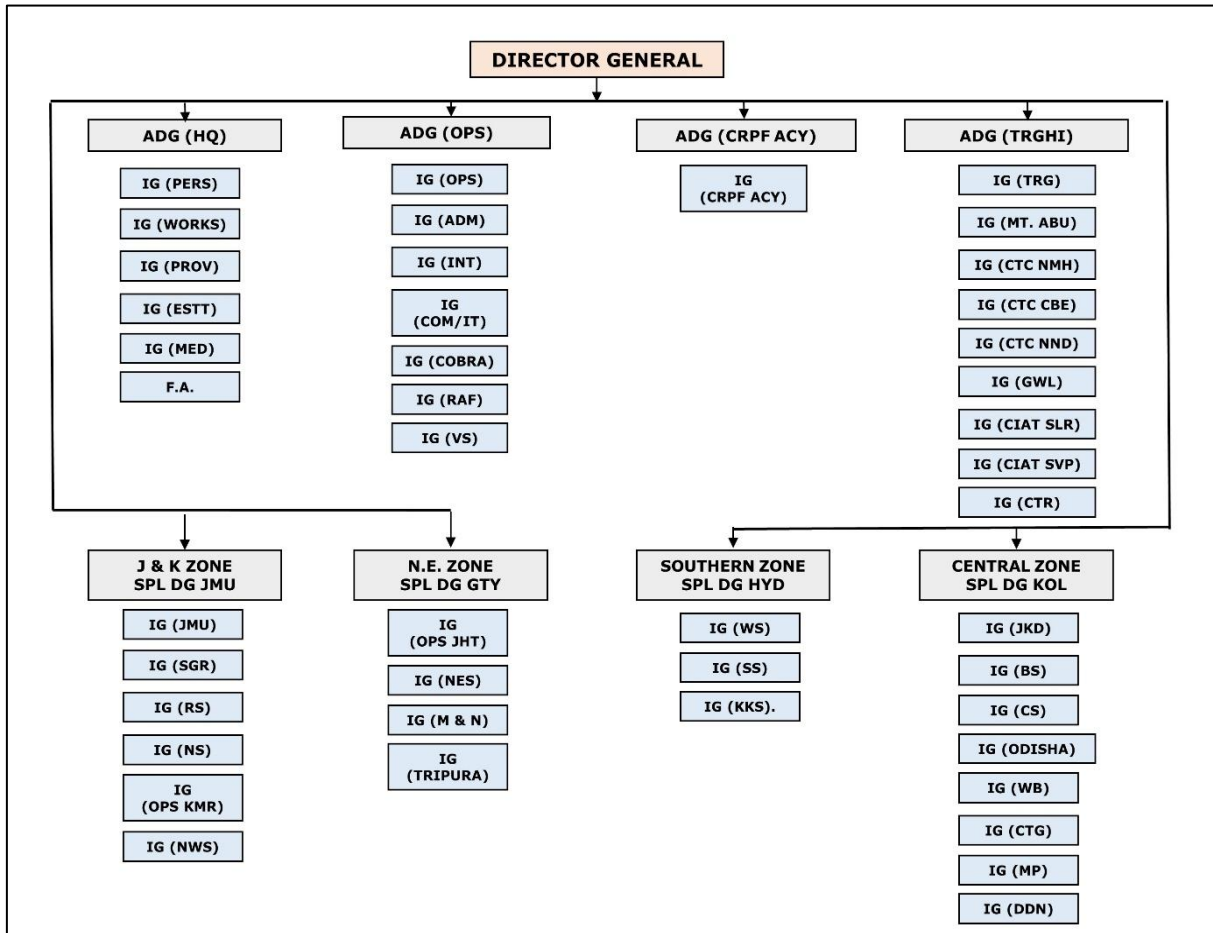
Organisational Structure of CRPF

Fig – 1.2 :Organisational Structure of CRPF

3.   Indo-Tibetan Border Police (ITBP):

The ITBP (Indo-Tibetan Border Police) is a border guarding force. ITBP is under the administrative control of the Ministry of Home Affairs (MHA). ITBP was established on October 24, 1962 for security along India's border with the Tibet Autonomous Region of China.

It was raised with 4 service Battalions in the wake of the Indo-China conflict in 1962. Presently, battalions of ITBP are deployed on border guarding duties from

Karakoram Pass in Ladakh to Diphu La in Arunachal Pradesh, covering 3,488 km of the Indo-China Border. Manned border posts are at altitudes as high as 21,000 feet in the western, middle and eastern sectors of the border. ITBP is a mountain-trained force and most of the officers and men are professionally trained mountaineers and skiers.

ITBP is trusted with primarily five functions:

a.   Vigil on the northern borders, detection and prevention of border violations and promotion of the sense of security among the local populace.

b.   Check illegal immigration and trans-border smuggling.

c.   Provide security to vital installations and high profiled VVIPs.

d.   Help state administration in any area in the event of disturbance.

e.   To maintain the peace in the country.

Being the first responder for natural disasters in the Himalayas, the ITBP was the first to establish 06 (now 08) Regional Response Centres in Himachal Pradesh, Uttaranchal and the North-east.

ITBP commando units also provide security to the embassy and consulates of India in Afghanistan. The force has also been providing security to pilgrims during the annual Kailash Mansarovar Yatra since 1981.

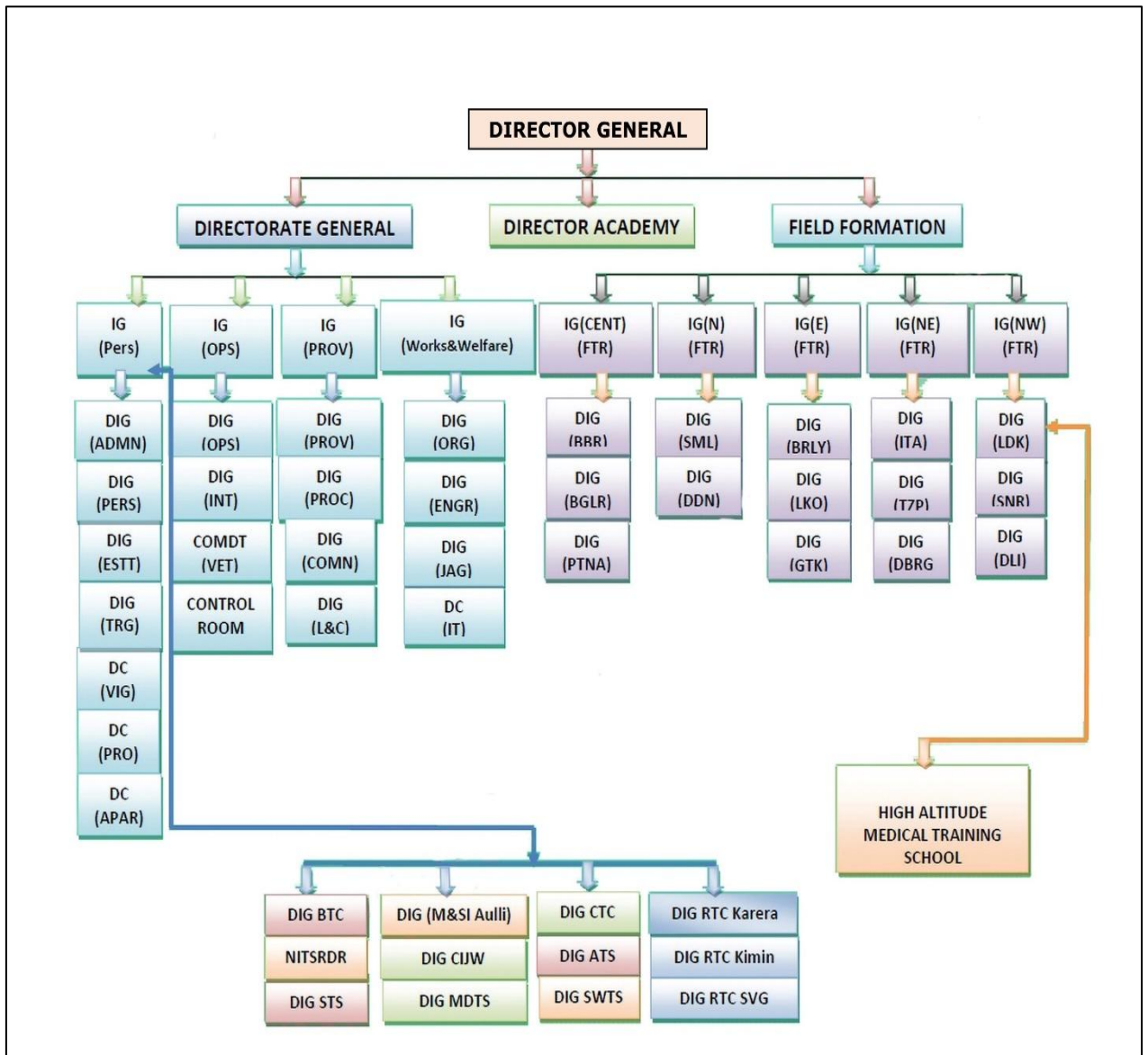**Organisational Structure of ITBP**

Fig – 1.3: Organisational Structure of ITBP

4.   Central Industrial Security Force (CISF):

CISF (Central Industrial Security Force) provides security cover to 307 industrial units and other establishments located all over India. It was raised in 1969. It provides security cover to 307 industrial units including 59 domestic and international airports and fire protection cover to 86 industrial undertakings. Industrial sectors like atomic power plants, space installations, mints, oil fields and refineries, major ports, the Delhi metro, heavy engineering and steel plants, barrages, fertilizer units, airports and hydroelectric/thermal power plants owned and controlled by the Central PSUs, and currency note presses producing Indian currency are protected by the CISF.

Govt. of India on February 25, 2009 authorised the provision of Central Industrial Security Force to provide security to private and cooperative establishments across the country for a fee with the passage of the CISF (Amendment) Act, 2008. The Act also provides for deployment of CISF to protect Indian missions abroad and its participation in the UN peacekeeping operations.

The CISF started providing security to the Infosys Bangalore campus in 2009. Infosys Mysore, Reliance Refinery, Jamnagar and the Delhi Metro Airport Express Line are the latest additions to the list of private sector establishments to be placed under CISF cover. CISF is also providing security to the protected persons classified as Z, X, Y.
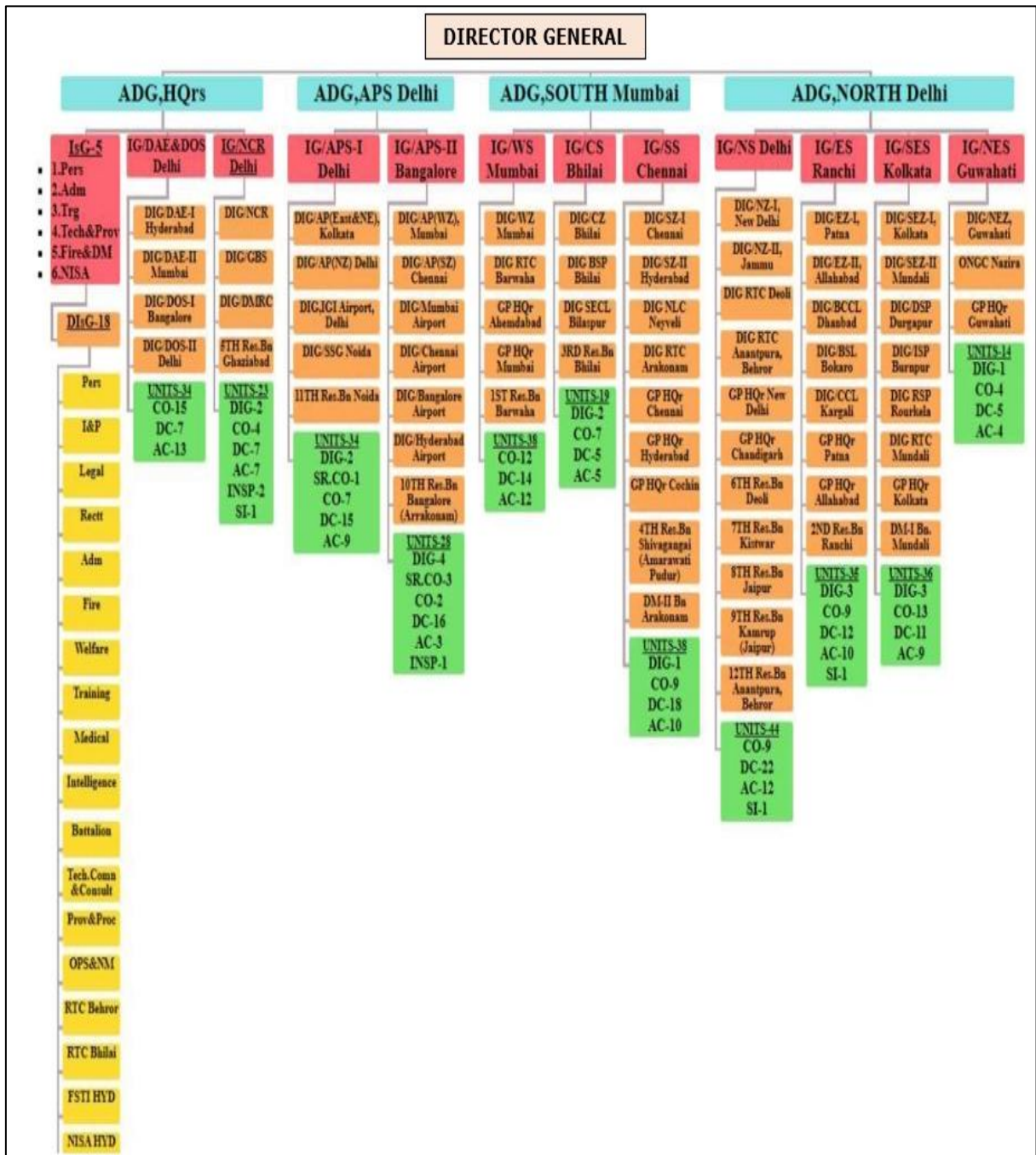
Organisational Structure of CISF

Fig – 1.4: Organisational Structure of CISF

5.   **Sashastra Seema Bal (SSB):**

SSB (Sashastra Seema Bal) is a border guarding Force. SSB is under the administrative control of the Ministry of Home Affairs (MHA). Its primary role is to guard India's international border with Nepal and Bhutan. It was formerly known as the Special Service Bureau.

SSB (Special Service Bureau) was set up in early 1963 in the wake of the Sino-Indian War. The primary tasks of the force were to provide armed support for RAW (Research and Analysis Wing) and to inculcate feelings of national belonging in the border population and develop their capabilities for resistance through a continuous process of motivation, training, development, welfare programmes and activities in the then NEFA, North Assam (northern areas of Assam state), North Bengal (northern areas of West Bengal state), hills of Uttar Pradesh, Himachal Pradesh and Ladakh.

SSB was renamed as 'Sashastra Seema Bal' in accordance with its new role and came under the administrative control of the Ministry of Home Affairs in the year 2001. This was done after the Kargil War when the 'one border one force' concept was adopted. SSB was assigned the duty of manning the 1,751 km long Indo-Nepal Border in 2001. In March 2004, SSB was assigned the task of guarding the 699 km stretch of Indo-Bhutan border along the states of Sikkim, West Bengal, Assam and Arunachal Pradesh.

The role of SSB comprises the following:

a.   To promote a sense of security among the people living in the border areas.

b.   To prevent trans-border crimes and unauthorised entry or exit from the territory of India.

c.   To prevent smuggling and other illegal activities.
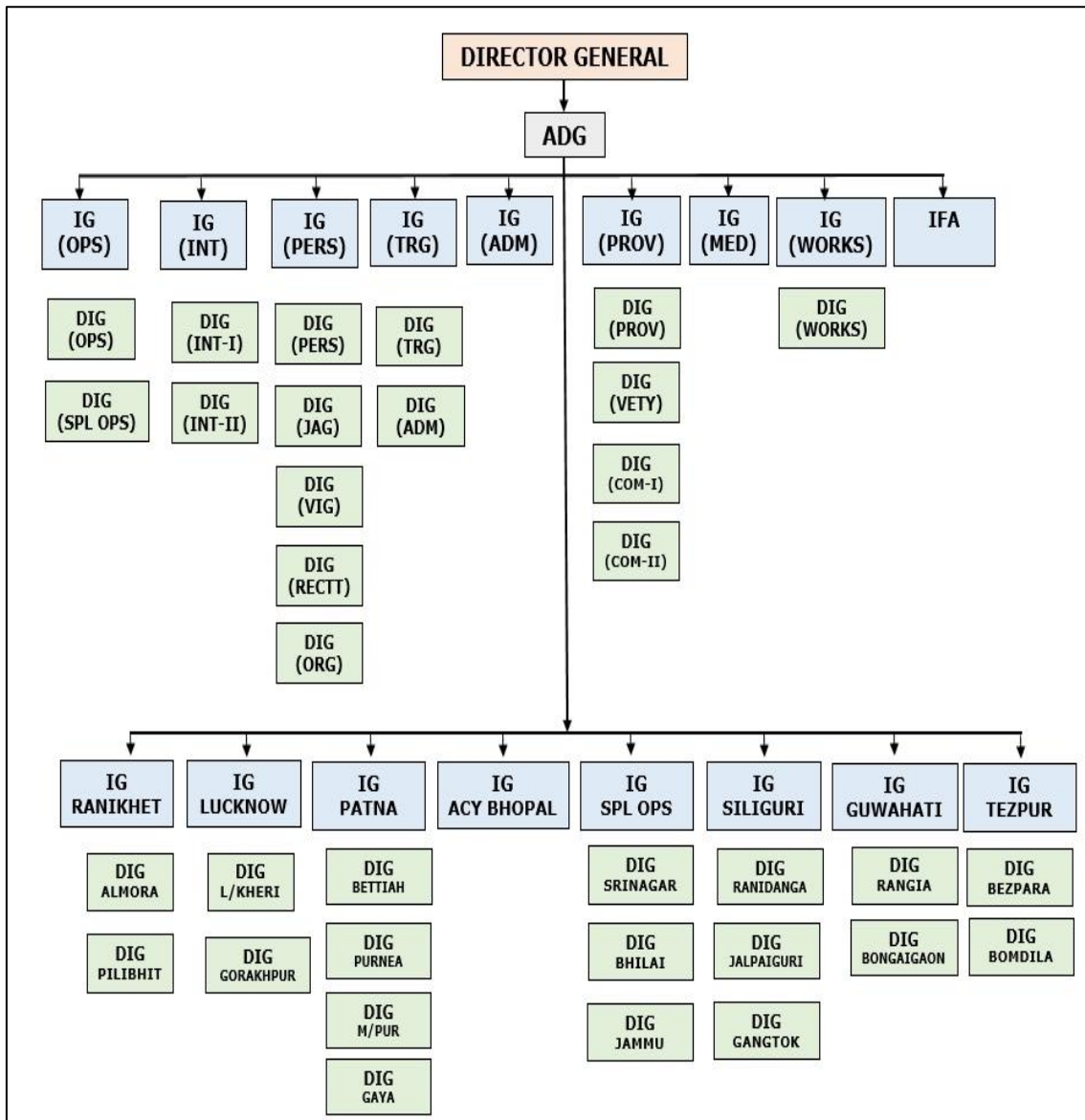
Organisational Structure of SSB

Fig – 1.5: Organisational Structure of SSB

6.   Assam Rifles (AR):

The Assam Rifles came into being in 1835, as a militia called the 'Catcher Levy'. With approximately 750 men, initially was formed to primarily protect British Tea estates and their settlements against tribal raids. Subsequently, all these Forces were reorganised and renamed as the 'Frontier Force' as their role was increased to conduct of punitive expeditions across the borders of Assam. Assam Rifles presently holds 46 battalions.

Role:

To carry out anti-insurgency operations in Northeast India.
Guarding the Indo-Myanmar border.

7.   National Security Guard (NSG):

The National Security Guard (NSG) is a special force set up in 1984, has primarily been utilised for counter-terrorism activities and was created by the Cabinet Secretariat under the National Security Guard Act of the Indian Parliament in 1986. NSG is a 100% deputation force and all personnel posted are on deputation from Army, CAPFs, State police and other organisations. They are also assigned the task of providing mobile security protection to VVIPs.

Role:
- ✓ Neutralisation of terrorist threats.
- ✓ Handling hijacking situations
- ✓ Bomb disposal (search, detection and neutralisation of IEDs).
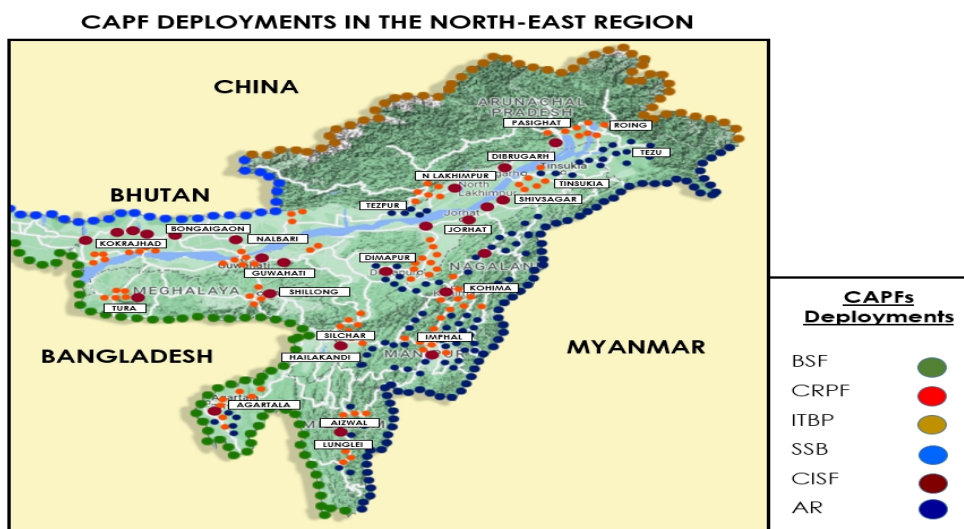- ✓ Hostage rescue.

1.7 Deployment of Central Armed Police Force in India
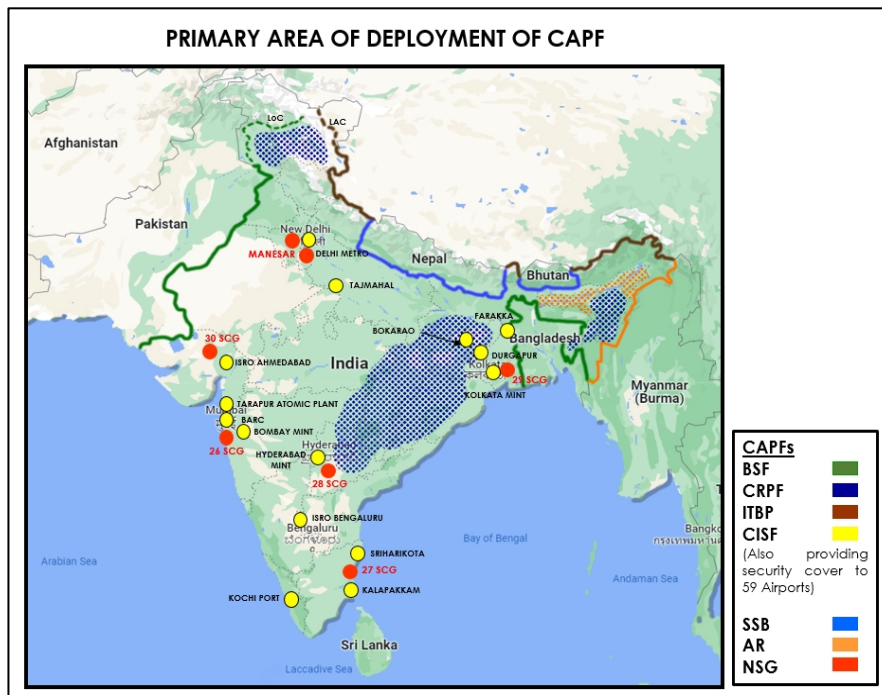
Source: google maps (Marking by research scholar)

Fig – 1.6Deployment of Central Armed Police Forces in India
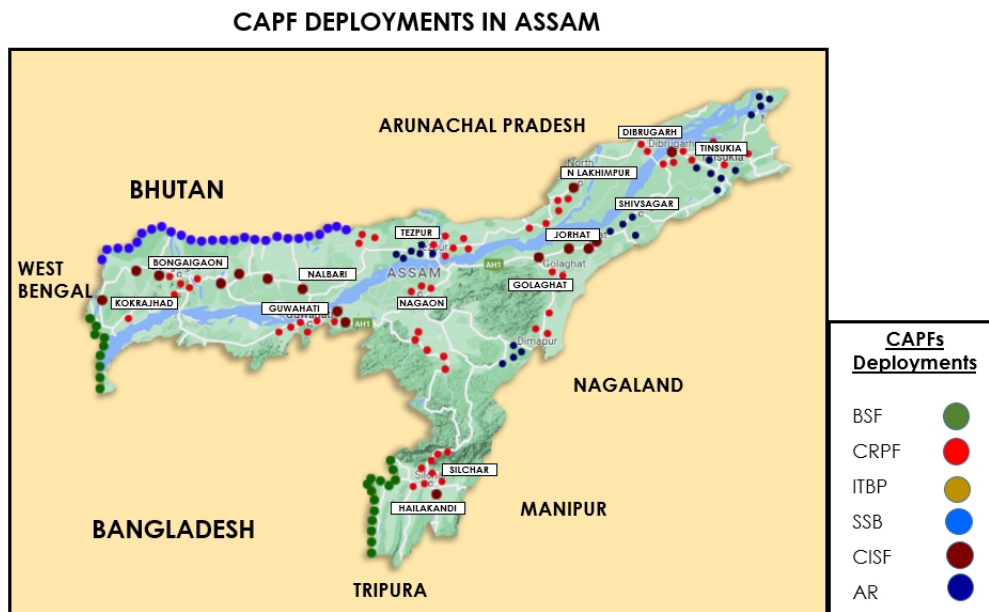
1.7.1 Deployment of Central Armed Police Forces in North-East region:

Source: google maps (Marking by research scholar)

Fig – 1.7 (Deployment of Central Armed Police Forces in North-East)

1.7.2   Deployment of Central Armed Police Forces in Assam:

Source: google maps (Marking by research scholar)

Fig – 1.8 (Deployment of Central Armed Police Forces in Assam)

Deployment of Central Armed Police Force

The deployment of CAPF personnel and their specialization for the need of higher level of security has been shown at the national level. For Guarding the national boundaries the forces like Border Security Force (BSF) is deployed on borders with Pakistan and Bangladesh, the Indo-Tibetan Border Police (ITBP) is deployed on borders with China and Tibet and the Sashastra Seema Bal (SSB) is guarding the border with Nepal and Bhutan and whereas the Assam Rifles (AR) is deployed to guard borders with the Myanmar. These 4forces deployed on borders are specializedon border guarding.

In North-East region the International borders are with Bangladesh, Bhutan, China and Myanmar.In this regionInternational boundary with Bangladesh is with Assam, Meghalaya, Tripura and Mizoram. The International boundary with Bhutan is with Assam and Arunachal Pradesh. With China, the International Boundary lies with Arunachal Pradesh. The International boundary with Myanmar lies with the states of

Arunachal Pradesh, Nagaland, Manipur and Mizoram. In Assam region the International borders are with Bangladesh and Bhutan where the BSF and SSB are deployed. In this region the International border with Bangladesh lies with Dhubri, South Salamara, Karimganj and Cachar districts. The International border with Bhutan lies with Kokrajhar, Chirang, Baksa and Udalguri districts.

In North-East region the forces CRPF and Assam Rifles are deployed to assist the Law and Order and counter insurgency as per the requirement and need basis. In Assamthe CRPF is deployed in almost all districts of Assam to assist in the maintenance of Law and Order in aid to Civil administration.

In North-East region the CISF is deployed in the security of vital installations of national importance. All the refineries and airports of all North-Eastern states are secured by the force. In Assam CISF is deployed on airports at Guwahati, Dibrugarh, Silchar, Tezpur,Rupsi and Jorhat. CISF is also deployed at oil refineries at Bongaigaon, Guwahati, Shivsagar, Dibrugarh, Golaghat, Jorhat and Duliajan.

All the forces are specialized on their specific deployments. A proposal has been considered by the Ministry of Civil Aviation for the creation of an Aviation Security Force (ASF) who can take up the responsibility of providing security to the airport, which was taken care of previously by CISF. The attack on Israeli diplomats in February 2012 in the heart of New Delhi has brought the idea of developing a diplomatic protection force that can take the responsibility of providing security to Indian missions abroad and embassies and missions of foreign nations that are stationed at home. The changing perception of internal security in the rest of the country has its impact on the resources of the government. There was a recent sanction by MHA of more than one thousand CISF personnel to provide the security coverage to different thermal power plants all over the nation. Related to the same, Infosys facilities in Mysore would get additional 54 CISF personnel for better security. The response of the state looking at the changed scenario resulted in an increase of the police personnel in CAPF as well as their specialization with the inclusion of more skills and equipment. The constant evolving threat, internally as well as externally experienced by CAPF

personnel is the major trigger for their modernization. Sometimes all such requirements are not expected and are brought as an unexpected fall out of security events or because of the inventive strategies or by the usage of technologies by anti-national features. Events of such nature need a significant development in the capabilities of the security forces that is generally time critical. All such improvement activities can be in an operational area or specific to threat, or might not be applied to the entire force.

1.8 STATEMENT OF THE PROBLEM

In the Central Armed Police Forcesnumerous cases like hypertension, physiological, psychological, even to the limit of suicide and fratricide occurred due to high level of stress at every deployment of duties in workplace. All stress related cases are demoralising factors for the functioning of the forces in addition to the effects on family members of affected CAPF personnel. There are various factors for stress in CAPF personnel.

In CAPFs, it's the prime responsibility of commanders to look after there under command and ensure their well-being both physically and mentally. The stress related incidents demand to know and understand about the origin of this problem.The research scholar felt obligated to address this issue and tried to decode its roots. The research scholar experienced the impact of stress on individual's health, both mental and physical, which further affect their professional,personal, family and social life and to the extent loss of invaluable lives through the commission of suicide and fratricide were the bitter experiences. It is a big setback in a strong nation-building process as the CAPFs are deployed from securing and guarding the international border from external threat to aiding in maintenance of law and order for internal security. The stress related issues affects in two ways i.e., on the morale of the force and the individual's family.

The study is designed to gain an insight into this complex issue and to find the root causes and reasons of stress in personnel of CAPFs so that a viable, logical and sustainable solution through comprehensive research. In the present study the scholar highlights the sources, level, influence and consequences of stress, in CAPFs personnel.

The findings may be utilised by the departments to take all the preventive measures to stop such extreme steps.

1.9NEED OF THE RESEARCH STUDY:

CAPFs are the armed forces of the union of India with the specific tasks of border guarding, security of vital installations and helping in maintenance of law and order. The areas of deployment of CAPFs are generally in far flung, remote, strategic vulnerable, topographical and geographical difficult territory to maintain the peaceful environment and sovereignty of the state.

The growing internal security demands that the nation's security agencies remain in the best of health. The challenges in performing these tasks are so daunting that it develops physical and mental stress and creates problems and troubles at work and family places. The complexity of this issue necessitates the requirement of extensive research has been negligible. Hence, a sincere effort has to be made in this regard. The need is to know and describes the factors which are important to understand stress and its related problems like suicides, fratricides etc. in CAPFs. The prevention of stress related issues even to the limit like suicide, fratricide etc. requires research aimed at:-

(a)   When, where, and among whom such behaviour due to stress occurs,

(b)   Using exploratory studies to discover new risk and protective factors,

The scope and cruelty of this problem is frightening, the increasing attention and dedication to this issue by the CAPFs and society provide hope for our capability to predict and prevent any tragic incidents in the future. Given the sporadic increase in the cases related to stress among the CAPFs, it presents an inevitable scope to scientifically assess the causes that go into it. Applying these causes into the socio-cultural milieu of India, it offers immense scope to study the variations in the realm of such cases, be it in the forces or the populace in general.

The research study identified the objectives through which the same can be made possible. This research in this field would be an insight into this complex issue.

1.10   CHAPTERISATION

Chapter 1 INTRODUCTION
Chapter 2 REVIEW OF LITERATURE
Chapter 3 RESEARCH METHODOLOGY
Chapter 4 SOURCES AND LEVEL OF STRESS AMONG CAPFs
Chapter 5 INFLUENCE AND CONSEQUENCES OF STRESS ON CAPFs
Chapter 6 FINDINGS, SUMMARY& CONCLUSION

Chapter 1- INTRODUCTION

Chapter 1- Introduction

This Chapter is the study of outlines, the introduction of stress, history of stress management, relationship between stress and Central Armed Police Forces, background of the Study, organisational profile of CAPFs and their framework like Border Security Force, Indo-Tibetan Border Police, Sashastra Seema Bal, Central Reserve Police Force, Central Industrial Security Force, Assam Rifles, National Security Guard, Deployment of Central Armed Police Forces, Statement of the Problems, Need of the Research study,Chapterisation and Conclusion

Chapter 2- Review of Literature:

This Chapter is based on review of literature to develop conceptual framework on the basis of objectives of the study like stress due to high workload in the Police departments, impact of stress on physical and mental health, stress of women Police personnel, causes of stress in CAPFs, measures to prevent stress in CAPFs, Research Gap and problem formulation Conclusion.

Chapter 3- Research Methodology:

The research methodology section will put forward the plan and design of the study. It will include the scope of study objectives, validity & reliability of the instrument, techniques and processes for data analysis. The contents of this chapter are as Introduction, Scope of the Study, Objectives of the research study, Research Hypothesis, Theoretical Framework of the study, Conceptual framework on impact of sources affecting Personal Behaviour, Conceptual framework on impact of effectiveness of various measures on stress management, Research Process, Research Design, Data collection, Sampling method, Determination of sample size, Tools of data collection, Tools of data analysis, Statistical tools used, Limitation of the study and Conclusion.

Chapter 4- Sources and Level of Stress for CAPFs Personnel

This Chapter will be focussed on the Sources of stress in Central ArmedPolice Forces,Factors affecting occupational stress, Sources of stress in CAPFs, Stress and personal behaviour, Impact of stress on personal behaviour in CAPFs, Data analysis and interpretation, test of hypothesis and conclusion.

Chapter 5- Influence and Consequences of stress on CAPFs

This Chapter will be focussed on the Influence of stress on CAPFsand consequences of stress on CAPFs, control of stress in CAPFs, mitigation of stress in CAPFs, Data analysis & Interpretation and Test of hypothesis and Conclusion.

Chapter 6- Finding, Summary & Conclusion

Major findingsfrom the study as demographic profile, objectives wisefindings, suggestion to mitigate the stress, summary, Conclusion and scope for the future research.

1.11 Conclusion

From the above discussion, it can be understood that the stress and stress management are important elements in Central Armed Police Forces as due to stress in armed forces many ugly and untoward incidents occurred. The knowledge of managing stress is essential to mitigate and prevent the stress related incidents. This chapter also highlights the organisational profile and structure of Central Armed Police Forces like BSF,CISF,CRPF,ITBP,SSB, Assam Rifles and NSG. This chapter also describes the deployment of role of the forces, need of the research study, statement of the problem and chapter scheme.

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