

**GOVERNMENT OF INDIA
HOME AFFAIRS
LOK SABHA**

UNSTARRED QUESTION NO:3825
ANSWERED ON:04.09.2012
QUITTING OF JOB BY CPMF PERSONNEL
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Will the Minister of HOME AFFAIRS be pleased to state:

- (a) whether there are reports that many Central Para Military Forces (CPMF) personnel have quitted their jobs;
- (b) if so, the reasons therefor and the total number of such cases reported during each of the last three years and the current year, force-wise;
- (c) whether the Government has set up any empowered committee or conducted any survey to find out the reasons or causes behind the high level of attrition;
- (d) if so, the details and the outcome thereof;
- (e) whether there are reports regarding rising level of job dissatisfaction and job stress among the personnel of the Central forces; and
- (f) if so, the details thereof and the action taken in this regard including the steps taken to stop such cases in future?

Answer

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI JITENDRA SINGH)

(a) & (b): As reported by the Central Armed Police Forces (CAPFs) & Assam Rifles (AR), Force-wise details of personnel who quitted the job by proceeding on voluntary retirement and resigning from service during the last three years and the current year are as under:-

Force	2009	2010	2011	2012	to till date
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V/R	Resi	V/R	Resi	V/R	Resi	V/R	Resi
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CRPF	3580	266	2790	335	2377	308	1660	305
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BSF	6319	218	5443	182	5877	302	1481	299
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ITBP	653	95	464	148	389	103	171	14
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SSB	364	229	447	183	313	112	286	83
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CISF	809	330	997	616	1076	446	426	305
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V/R-Voluntary Retirement
Resi-Resignation

The CAPFs & Assam Rifles personnel are proceeding on voluntary retirement and resignation from service mainly due to various personal and domestic reasons including children/family issues, health/illness of self or family, social/family obligations and commitments etc.

(c) to (f): No specific study has been conducted by the Government through independent agencies to assess the working condition of the personnel working in the Central Armed Police Forces & Assam Rifles. However, a study was conducted jointly by Bureau of Police Research & Development (BPR&D) and LNJJN, NICFS alongwith certain experts, in the year 2005, to identify:

- (i) Whether personnel working in different CAPFs of the Union suffer from stress;
- (ii) Possible causes of stress;
- (iii) Availability of stress coping mechanisms in the CAPFs
- (iv) Factors responsible for the extreme steps taken by personnel identified in the case studies;
- (v) Remedial measures to address the problem.

The study confirmed the existence of stress in the CAPFs and identified certain general causes of stress, including:

- (i) Deployment in difficult isolated areas under adverse climatic conditions;
- (ii) Long and strenuous duty hours;
- (iii) Excessive/uncertain mobility at a very short notice;
- (iv) Poor living and working conditions;
- (v) Prolonged separation from families;
- (vi) Education of children-disruption due to frequent movement/transfer;
- (vii) Financial crisis in the family due to maintenance of more than one establishment;
- (viii) Lack of adequate promotional opportunities, etc.

The study also made certain recommendations which will help to manage and contain stress levels. Such recommendations are broadly classified under the following heads;

- (i) Organizational:- There were 37 recommendations made under this head.
- (ii) Individual:- There were 8 recommendations under this head which include avoid isolation; take part in various activities; communicate with colleagues, family members and friends; keep away from alcohol and drugs; regular exercise and games; yoga meditation; self-education about the cause of stress and how to cope with them etc.
- (iii) Governmental:- There were 3 recommendations made under this head.

The Ministry of Home Affairs (MHA) have taken a number of steps/measures in the recent years in this regard to stop the hardship faced by the jawans as also to boost their morale and reduce stress amongst them. The important measures taken in this regard are:

- (i) Proper Rest and Relief Policy has been introduced in order to ensure adequate rest and relief to the Force personnel;
- (ii) Provision of better communication facilities at places of deployment, particularly in remote areas so that Force personnel can remain in regular touch with their families and friends;
- (iii) Implementation of rational and fair leave policy;
- (iv) Regular interaction between Commander and Jawans is being ensured to reduce the stress level;
- (v) Stress Management Capsule courses are regularly being conducted for the troops to mitigate their stress level;
- (vi) Regular Yoga has been introduced in the CAPFs by qualified Yoga Instructors;

(vii) Redressal & Grievances Cells have been set up to sort out the problems of serving personnel;

(viii) Development of adequate infrastructure on Border Out Posts (BOPs) for providing basic amenities to the troops and improve their living conditions;

(ix) Introduction of electronic gadgets and construction of roads, fence and flood lights to reduce physical and mental fatigue to the troops and enhance operational efficiency;

(x) Provision of recreational facilities and introduction of Regimental and Community activities including Sports/ Games, etc. at all levels to ensure maximum participation in order to reduce the stress levels;

(xi) Transparency in distribution of duties is ensured to prevent resentment and discontent amongst personnel;

(xii) Organizing talks by Doctors and other Specialists with the CAPFs Jawans to address their personal/psychological concerns etc.