

**GOVERNMENT OF INDIA
HOME AFFAIRS
LOK SABHA**

UNSTARRED QUESTION NO:408
ANSWERED ON:06.08.2013
STUDY ON FUNCTIONING OF CRPF AND BSF
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Will the Minister of HOME AFFAIRS be pleased to state:

- (a) whether the Government has commissioned any study on the functioning of the Central Reserve Police Force (CRPF) and the Border Security Force (BSF) as well as the service conditions of the personnel;
- (b) if so, the details and the outcome thereof; and
- (c) the steps taken by the Government to remove the job stress of the personnel including choice posting of such personnel?

Answer

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI R.P.N. SINGH)

(a) to (b): Yes, Madam, a "Research Study on 'Occupational Stress in Paramilitary Forces (BSF and CRPF)' has been got conducted from the Indian Institute of Management, Ahmedabad (IIMA) in the year, 2012. The study has been conducted by a team of IIMA personnel by visiting various establishments/field formations of both BSF and CRPF and interaction with troops of both these Forces with the following objectives:-

- i) To find out the antecedents and consequences of the stress.
- ii) To understand the role of intervening variables like emotional intelligence and resilience on the outcome of the stress.
- iii) To find out the remedies to overcome level of stress in the personnel and suggest suitable recommendations to mitigate the level of stress.

(c): IIM, Ahmedabad has submitted the study report. Based on the field visits and interaction with the Force personnel, the study report has made several recommendations related to personnel, medical, financial and welfare matters in order to reduce the stress among Force personnel.

The report is under examination. However, following remedial measures have been taken by the Government to tackle the various issues related to service and living condition of the CAPFs personnel, also raised in the study report:

- i) Implementing a transparent, rational and fair leave policy;
- ii) Grant of leave to the Force personnel to attend to their urgent domestic problems/issues/needs;
- iii) Regular interaction, both formal and informal, among Commanders, officers and troops to find out and address their problems;
- iv) Revamping of grievances redressal machinery;
- v) Regulating duty hours to ensure adequate rest and relief;
- vi) Improving living condition through provision of basic amenities/facilities for troops and their families;
- vii) Motivating the Forces through increased risk, hardship and other allowances;
- viii) Provision of STD telephone facilities to the troops to facilitate being in touch with their family members and to reduce tension in the remote locations;
- ix) Better medical facilities for troops and their families including introduction of Composite Hospitals with specialized facilities;
- x) Organizing talks by doctors and other specialists to address their personal and psychological concerns;
- xi) Yoga and meditation classes for better stress management;
- xii) Recreational and sports facilities and provision of team game and sports etc;

- xiii) Providing welfare measures like Central Police canteen facility to the troops and their families, scholarships to their wards, etc;
- xiv) Giving status of ex-CAPFs personnel to the retired personnel of CAPFs, which is expected to boost the morale of the existing CAPFs personnel and also expected to provide better identity, community recognition and thus higher esteem and pride in the society to the Ex-CAPFs personnel.
- xv) Changeover of troops/field battalions from extreme/hard areas to soft areas and vice-versa as per the forces policy.