

## Challenges in Central Armed Police Forces: A Review

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### ABSTRACT

Livelihoods can be defined as a set of activities and strategies pursued by household members, using their various assets (physical, natural, human, social, financial) in order to make a living. For the large majority of people across the country, the most important livelihood asset is primarily their own labour. Employment is an issue for consideration across all the social classes of the society. There has been a growing trend in India in recent times, which involve that the people in general are more inclined towards the jobs in public sector. While analyzing the reasons behind that it is observed that the security factor of getting /being in a good job with moderate education that leads to such a decision. Service is not only for the earning but it derives satisfaction. Satisfaction is not only in one dimensions of life but it covers overall life satisfaction. There are six major dimensions which influence the individual's challenges and satisfaction during their service time i.e. Health, Personal, Financial, Marital, Social and Job satisfaction. Work place is major determinant of life place because 5-10 hours working largely influence the individual's life. National security is one of the options to get government job. There are two broad categories of national security i.e. Indian Armed Force and Central Armed Police Force (CAPF). In case of national security job, life becomes more challenging. Central Armed Police Force is a largest unorganized sector in India. Due to unorganized structure employees of CAPF get late promotions, abolish pensions for recruits joining after 2004 (which the army is exempt from). All personnel are allowed to spend time with their families for two and half months in a year in time. Counter-insurgency commitments ensure that an average jawan remains with his family approximately for seven years in his 35-years career. The constant social pressures compounded by work pressure, loneliness and inability to meet one's family frequently lead to suicides and various complications such as fratricide, VRS, mental illness among the CAPF personnel. As per data from the home ministry (2017, March) as many as 344 CAPF personnel have committed suicide and 25 others were killed in different fratricide in last three years. The reasons behind may be domestic problem and employees are unable to cope the family and service demands. This is a matter of concern which has to be studied well.

**Key words:** CAPF personnel, Life Satisfaction, Livelihood, National Security, Occupational Challenges, Service sectors.

## **I.INTRODUCTION**

Livelihoods can be defined as a set of activities and strategies pursued by household members, using their various assets (physical, natural, human, social, financial) in order to make a living. Livelihoods usually involve employment of household labour and the use of other household assets.<sup>(1)</sup> For the large majority of people across the country, the most important livelihood asset is primarily their own labour. Employment is also a right of every individual. Employment is an issue for consideration across all the social classes of the society. In India, as the motive behind working is not only to earn for one self, but also to support one's dependents. Being employed gives a sense of self-worthiness and dignity as well as recognition in the society. Above all, a working employee not only earns for himself/herself, but he/she also contributes to the national income of the country. Employment brings satisfaction, and satisfaction not only in one dimensions of life but it covers many dimensions which influence the individual's challenges and satisfaction during their course of life.

## **II.EMPLOYMENT IN INDIA: CURRENT STATUS OF EMPLOYMENT IN INDIA**

Public and private sectors job always have been a matter of debate. Most of the people inclined toward government job. There has been a growing trend in India in recent times, which involve that the people in general are more inclined towards the jobs in public sector. While analyzing the reasons behind that it is observed that the security factor of getting /being in a good job that leads to such a decision. Apart from that, there are other benefits such as pension (NPS), allowances and salary increments which makes a job under the government more preferable by the people irrespective of the field or category which they belong to.<sup>(2)</sup> National security is one of the options to get government job. Employment in India is multifaceted. There are people who are permanently employed, permanently unemployed; and there are people who are temporarily employed or temporarily unemployed (known as seasonal unemployment/employment). On the other hand, a task that requires only 5 workers to handle it is being handled by 12 workers. This condition is known as disguised unemployment. Among all the workers of the country – 70 percent of the workforce are men. Three-fourth of the workforce is from rural areas. Women workers account to one-fifth of the total workforce (in urban areas). Population refers to a group of people living in a given area in a given time period. As per the 2009-10 data, about 39 persons of every 100 persons are employed. In urban areas, the number of employed people is 36 per 100 persons, whereas, it is about 40 per 100 persons in rural areas. People in the urban areas are more literate, and they have more options to look out for a permanent job. This could mainly be the reason for this gap. The number of female workers in rural areas (25/100 women) is more than in urban (15/100 women) areas. The income of the male counterpart in the urban areas is high. Hence, the need for a female member of a family to go and earn does not arise, the disparity between self-employed workers and salaried workers is also high. In India, there is more number of men as salaried workers than women. National security is one of the area in which a large majority of population are involved.<sup>(3)</sup> National security has various segments but two segments are more prominent, Indian Armed Forces and Central Armed Police Force. Indian Armed Forces, Paramilitary Forces and Central Armed Police Forces are functioning together to maintain integrity and sovereignty of the country.

As Indian Armed Forces and CAPF are governed by different ministries, there are differences in government policies.

### III.SATISFACTION WITH JOB: MAJOR FACTORS OF WORK ENVIRONMENT, WORK SECTORS,EMPLOYEES QUALIFICATION AND FINANCIAL/ECONOMIC CONDITION

There are various sectors in India for job like- Infrastructure, Health Sectors, Energy Sector, Agriculture sector and allied sectors, Transportation, manufacturing sectors, National Security etc. In India, getting employment is a foremost problem but underemployment is also a major problem for the employees.Johnson and Johnson (2000) investigated the effects of perceived **over qualification** on dimensions of job satisfaction, using the relative deprivation theory.<sup>(4)</sup> The cross-sectional results supported the hypothesis and suggested that perceived over qualification has a negative effect on job satisfaction.Borzaga and Depedri (2005) observed that, even in a **sector** characterized by low average salaries like the social- services sector, employees are more satisfied when their wages increase up to a threshold, but not above that threshold.<sup>(5)</sup>Clark (2005) stated the opposite dynamic of job satisfaction with respect to the **economic** conditions as represented by wages, and to job conditions as represented by working time, is also evident<sup>(6)</sup>.According to Seghieriet al. (2006) high levels of **income** are implicitly associated with high levels of well-being. They examined that macro-economic theory states that, as **income** and consumption increase, a greater number of needs can be satisfied, and, by definition, a higher level of well-being can be attained.<sup>(7)</sup>Organization is one of the major important factors in terms of job satisfaction. When an **organization** cares for its employees, it definitely gets their support in reward. Pandey and Kamath (2000) observed that factors such as growth, transparency, the level of decision-making power and so on affect the degree of job satisfaction of young executives. Hence, there are various factors which are responsible for job satisfaction of the employees. <sup>(8)</sup>

### IV.DISEQUILIBRIUM: CURRENT STATUS OF CRPF PERSONNEL

A report from the Home ministry (2017), 1085 sub-ordinate officers have been quit the CRPF job through voluntary retirement and resignation in last three years. This figure is highest among all the Central Armed Police Forces/ Assam Rifle (CAPFs/AR).<sup>(9)</sup>Outlook India, March, 2017 reported that as many as 344 paramilitary personnel have committed suicide and 25 others were killed in different fratricide in last three years. Among those who committed suicide in last three years include 3 gazetted officers, 38 subordinate officers and 303 belonging to other ranks.Deccan Chronical, 2016 reported that 228 jawans of CRPF had committed suicide. The causative factors in most of the cases were found to be generally the personal and domestic problems, like marital discord, personal enmity, mental illness, depression etc.<sup>(10)</sup>Joy (March,2015) informed that the Central Reserve Police Force has the highest number of 131 cases of suicide closely followed by the Border Security Force, which had 124 cases.<sup>(11)</sup>Tiwary (2014) argued that paramilitary forces have lost more men to suicides than fighting Naxals in the past three years as data from the home ministry shows that 368 personnel committed suicides since 2011. In the same period, 371 security men (including those from state

police) died in Naxal violence which effectively means far lesser number of paramilitary personnel lost their life to Naxal violence.<sup>(13)</sup>

## V.OCCUPATIONAL CHALLENGES AND ITS IMPACT

Balakrishnamurthy and Shankar (2011) in their study, made an attempt to examine the relationship between stress levels and demographic variables of non-gazetted officers of the Central Reserve Police Force. High stress results in poor performance towards predisposing factors such as personal and professional commitments. It was concluded that demographic variables such as age and level of experience significantly impact the level of stress experienced by CRPF personnel.<sup>(14)</sup> Chhabra (2009) studied the emotional intelligence and occupational stress among Border Security Force personnel. It was found that BSF personnel are suffering from high occupational stress across all the ranks. The jawans, however, have highest stress levels.<sup>(15)</sup> Lipp (2009) found 43% of senior Brazilian police officers under significant stress.<sup>(16)</sup> Sharma (2007) reported a finding from a study by Defence Institute of Psychological Research which revealed that increase in the occupational factors such as years of Job experience and job hierarchy increased the level of stress among officers, junior Commissioned officers and jawans.<sup>(17)</sup> Collins *et al.* (2003) in a cross-sectional study on county police constables and sergeants in the United Kingdom found that the high-stress group constituted 41% of the population and showed significant association with having negative job perception.<sup>(18)</sup> Bano (2011) in her research identified causes of stress and also empirically investigated the socio - demographic factors affecting stress level among police personnel. Findings revealed that political pressure, lack of time for family, negative public image and low salary were the primary causes of stress among the police Personnel.<sup>(19)</sup> Kohan *et al.* (2002) correlated job stress with high substance use among police.<sup>(20)</sup> As Home Ministry report (2017) no specific study on depression/hypertension has been conducted in CRPF for their employees wellbeing.<sup>(9)</sup> Zukauskas *et al.* identified in their study on police officers that consequences of stress included depression, alcoholism, physical illness, and suicide.<sup>(21)</sup>

## VI.MAJOR FACTORS OF STRESS

According to the Home Ministry report (2017), the major reasons behind the depression/stress in most of the cases were found to be generally the personal and domestic problems like marital discords, personal enmity, mental illness, etc. In few cases the same could be owing to the work related stress. Replying to question from the opposition in Loke Sabha proceedings Home Ministry (2017) reported that no specific study for ascertaining the reasons for voluntary retirement/ resignation by personnel has been got conducted. However, personnel proceed on voluntary retirement and resignation from CAPFs/AR mainly due to various personal and domestic reasons, including children/family issues, health/illness of self or family, social/family obligations and commitments etc. Some personnel also sought voluntary retirement to enjoy a static life as well as pensionary benefits after completing 20 years of service. There is a lot of research material on external and occupational sources of stress in police work, emphasizing on the organizational and operational problems. These stressors include lack of organizational support, excess workload, inadequate leave, political pressures, lack of time for

family, frequent transfers, negative public image, and exposure to duty related traumatic events. (Arial, 2010; Deb, 2008; Collins, 2003; Kohan, 2002).<sup>(22)</sup>

## VII.CONCLUSION

Hence; it is observed that organization is the major factors which influence the life of an individual. Satisfaction is directly linked with the Organizations, Occupation, Income, Health, Economic condition and family relations. In case of CAPFs personnel, there are various factors which bring negative incidences in their lives. Harsh condition of work environment, zero error work, hard punishment, living with less resources, lack of emotional support, long time family separation, etc. Indian Armed Police Forces personnel get more benefits from the government than CAPF personnel. Such as due to organized setups Indian Armed Forces personnel get timely promotions, they have benefitted for regular increments, they are apart from New Pension Schemes and taking benefits of old pension schemes, accommodation facilities, As per casualty, they have a status of *Shaheed* and their family get more financial support from the government. The Army consent of peace time posting allows for rest after a two field posting to spend time with family on other hand, the paramilitary forces and CAPF faced of abysmal work conditions, atomized lives, long hours of work, constant mobility, marital disharmony, coupled with a constant threat to life-is the single biggest challenge they are facing. Due to unorganized structure they get late promotions, abolish pensions for recruits joining after 2004 (which the army is exempt from). Livelihood is important for everyone. Hence, Government of India ensures a better environment of job for better livelihood of these personnel.

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