Smt. Soni Srivastava President CWWA, unveiling new logo of CWWA

Smt. Soni Srivastava, President CWWA and Shri Vikram Srivastava, DG CRPF awarding the meritorious students
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Faculty Officers of CRPF Academy

**Director/IGP**
Shri J.S. Gill

**DIGP**
Brig.(Retd.) Maan Singh, VSM

**Commandant**
Shri B.B. Vaid

**2nd-in-Command**
Shri Rakesh Kr. Singh

**Dy. Commandants**
Shri R.C. Shukla
Shri Hemant Dwivedi
Shri S.B. Singh
Shri Anurag Singh
Shri Sarang
Dr. V. Paranjape
Shri Stanzin Shakya

**Asstt. Commandants**
Shri R.K. Agnihotri
Shri Praveen Kr. Choudhary
Shri Pradip Kukarati
Shri Neeraj Kumar
The fundamental truism of the modern World is that concept of counter terrorism operation for dealing with the fluid internal security scenario is changing at a fast pace. They no longer depend on the numerical superiority but depend on better tactics, planning, technology, and critical information for better decision making including the knowledge of the adversary. All these things have their inception in a wholesome and objective training which is imparted to a trainee officer. It bridges the gap between the theory and practical aspects. In the years to come, there might be a paradigm shift in the methodology of training but still it would be required to churn novices into the masters of their profession.

CRPF is admired for exemplary services and best human rights record by everybody. The Force has rendered valuable services to the nation during Internal Security Challenges and had been able to maintain peace. No wonder, we are also known as peace keepers to the nation. Such professional orientation of the Force is owing to continuous endeavour by young leaders of the Force in the field and able guidance of the seniors. The CRPF Academy true to its motto, strives to train and professionally equip the next generation of leaders. We try to imbibe the best qualities of indomitable soldier and affectionate human being.

It is our Endeavour in the academy that training efforts should be developed adequately to achieve results at the fullest potential. There is urgent need to produce qualitative performers. The training has to be progressive and a training response and preparatory strategy in the back drop of latest Maoist challenge and situation in Jammu and Kashmir has to be implemented. Developing infrastructure and bringing in systemic changes in training system is inevitable for the force to remain eternally prepared. And intervention package of upgrading professional skills in technical force multiplier, training in operational simulations, multilevel human right consciousness, Legal knowledge, soft skills with special emphasis on team building, problem solving, interpersonal relations, self esteem, attitudinal orientation and Honour code are some of the priority areas at the Academy.

Academy being the “nursery” of young leaders is nurturing the officers to serve the nation with honour and pride. We need to come up to the expectation of nation. Therefore, first the officers need to set example. As an officer they have to be physically and mentally fit and active. They are required to inculcate habit of reading and putting ideas on paper. Pursuing hobby and having passion for learning is another important aspect of training. Every human being has flaws, so accept it and make efforts to overcome it. It will strengthen you and success as well as appreciation will embrace you.

CRPF Academy in its persistent efforts to keep officers informed and encourage them to innovate and take initiative has conceptualized to bring out this “Endeavour” Academy’s journal, so that best of the professional practices, thoughts and values are disseminated to all in the organization. We wish that our efforts will help the organization in treading the new path, all the time for excellence in service and loyalty towards the nation.

I am sanguine that this issue will tickle the mind of readers and evoke thought provoking responses. We would like valuable suggestions / contributions from our readers.
We are confidently marching ahead to achieve our cherished goal of making CRPF Academy a “centre of excellence”.

For the first time in 1961 Government of India recruited four Directly Appointed Deputy Superintendents of Police from open market with the help of Union Public Service Commission for CRPF. They were given basic training at C.P.T.C Mount Abu along with 1961 batch of IPS Probationers.

From 1966 the training of CRPF officers was held in CTC-I entirely. Till 1975 DAGOs training was conducted at CTC-I. On 1st February 1975 the Internal Security Academy was established after the shifting of Central Police Training College (CPTC), the Academy for Officers of Indian Police Services to Hyderabad under new name SVP National Police Academy. The shifting of the CPTC provided the basic minimum infrastructure for the establishment of ISA. The Academy was however, formally sanctioned on 1st December 1976. Till 2002 the force had added 141 Bn and 85 establishment ever since its raising. It was constantly engaged in tackling internal security problems and situations of various types and hues. The developing situations in the internal security scenario had acquired...
complexity requiring professional handling. In keeping with the demands of the emerging complex situations the Force had grown in numbers and in terms of modernization of weaponry equipment and transport. All this had made the requirement of an Academy a necessity which should be a Centre of Excellence for training the officer cadre of the Force, in the areas of basic, in-service and promotional training. This was a long cherished dream, which became a reality on 23rd March 2002, when the foundation stone of the Academy was laid by the Hon’ble Deputy Prime Minister and Home Minister of the Country Shri L.K. Advani, at Kadarpur in district Gurgaon, Haryana.

Our Motto
The Academy envisages to impart knowledge and power to service the nation with loyalty for protecting peace and progress. The insignia of the Academy embodies this vision. The crossed swords in the insignia is the symbol of “Shakti” (power), the open book with burning flame of light is the sign of knowledge and wisdom for service with loyalty and the olive leaves denote peace. The motto ‘शक्ति नाकाशीतमस्त्’ means- “Let Brilliance Emerge out of our Endeavours”. It has been adopted from ‘Kathopanishad’.

Highlights of the Year

- The year 2009-10 has been a landmark in progressive development of the institution.
- Academy has formally been sanctioned and own posts released by MHA.
- Getting the LOP revised, a new parade ground has been constructed in record three months.
- The 70th Anniversary Parade was organized in this new Parade ground and the occasion was graced by Hon’ble Union Home Minister Shri P. Chidambaram.
- The 40th batch of DAGOs passed on 15th February 2010 in the gracious presence of Hon’ble Chief Minister of Haryana Shri Bhupendra Singh Hooda.
- MOCC and DEGOs also passed out (total 4 batches passed out). 8th Batch of DEGOs passed out on 15th June, 2010.
- The clusters of modern shooting ranges (25 + 50 mtrs Modern Baffle Ranges) alongwith Full Bore 1000 yards common Wealth shooting Range constructed at Academy campus. This will go a long way in honing the shooting skills of our Force personnel.
- For the first time Academy arranged one week training of DAGOs at the Premier Management Development Institute (MDI), Gurgaon.
- Two maiden national level workshops were conducted in association with BPR&D on “Policing- Reaching to Minorities and Media Relation in Crisis Situations.
- The Academy remained vibrant throughout the year with the visit of inspiring academician, police officers and international sports personalities.
- The campus is also venue of common wealth shooting competition and consequently a state of art shooting range has come up in the campus.

“To comprehend the present and move towards the future requires an understanding of the past, an understanding that is sensitive, analytical and open to critical enquiry.”
1st Bn. CRPF then known as Crown Representative’s Police came into existence on 27th July, 1939 with its HQrs at Neemuch. The force came into existence in the wake of political ferment and the Prajamandal agitations in the princely States of India, following the Madras resolution of the AICC in 1936. The personnel of the Force were protected by a specific provision from the laws of the princely States for any of the acts committed, while on duty. The Resident was made the local Govt. and his Police advisor was the Inspector General of Police for this force in addition to his responsibility for Ajmer, Govt Rly. Police and Abu.

Major J.F. Peart, who was posted at Simla as officer on special duty in the Indian political service was appointed as Commandant of the Crown Representative Police. The other officers i.e. Assistant Commandants and Company Commanders were drawn from Indian Army, I.P. and various states.

The Force kept on increasing following incessant demands for its services from all over the Country. As the Force rose in numbers the need to train its rank and file professionally became important. The Government of India was, therefore, moved for sanctioning a separate Training Institution for the Force for basic and in-service training of various ranks. Thus, the Central Training College was established on 1st December, 1960 at Neemuch after taking over the accommodation vacated by VI Bn, CRPF. Lt. Col. Sanwal Singh took over as the first Principal of this Institution on 16.02.1961.

For the first time in 1961, the Govt. of India recruited four directly appointed Deputy Superintendents of Police from open market with the help of Union Public Service Commission for CRPF, S/Shri M.P. Singh, K.R.K. Prasad and S.N. Mathur continued to serve the Force and had risen to the rank of IGP in the Force. Their basic training was carried out at C.P.T.C. Mount Abu alongwith 1961 batch of IPS Probationers.

From 1966 the training of CRPF Officers was held in CTC-I entirely. Till 1975 training of the directly appointed officers known as DAGOs was conducted at CTC-I. On 1st February 1975 the Internal Security Academy was established after the shifting of
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As per MHAs order the approval was accorded for transfer of 174 posts (including 81 posts of Assistant Commandant, probation reserve) out of total strength of 243 posts at Internal Security Academy (ISA), CRPF, Mount Abu, to CRPF Academy, Kadarpur, Gurgaon (Haryana).

The staff authorization of the Academy was decided as 224 posts till receipt of formal sanction from the government. Vide MHA Ltr No. 27012/36/2007-PF –III Dated 1/9/2009, 269 posts were sanctioned for the Academy. These posts are being filled-up. The details of DAGOs batches who have undergone training at CTC-I Neemuch, ISA Mount Abu and CRPF Academy, Gurgaon. (See table below)
To comprehend the present and move towards the future requires an understanding of the past, an understanding that is sensitive, analytical and open to critical enquiry.

--Professor Romila Thapar Winner, Kluge prize, 2008
As the title suggests, this article endeavours to explain the ‘Fourth Generation warfare’ by analysing the trends of earlier generations of war and existing realities to evolve defining characteristics of the ‘Fourth Generation’. It would, however, be prudent to point out that generational changes in war, as in human beings, are complex issues. No clearly discernible timelines separate one generation from the other. Moreover, the generational evolution occurs due to the needs and compulsions of the environment of a region. Therefore it is axiomatic that the characteristics of a particular generation of a region may vastly differ from that of another. Also the generational changes do not necessarily imply a complete transformation. Future generations may carry forward certain basic characteristics from the past and there would be similarities between them, the degree of which would vary according to the dictates of the circumstances. Generational evolution, among other things, is invariably a transformation from zealously controlled, regimented and concentrated state to a vibrant, dispersed one, which empowers larger number of people. For example, the Indian society, which earlier boasted of large joint families bound in rigid traditions and a strict hierarchy, has slowly transformed into a culture of nuclear families, where the family members tend to be scattered all over the nation or throughout globe. Similarly a family with young children is again a tight knit, authoritarian structure. However as the children grow and disperse in quest of education and employment, degree of control being exercised on them diminish and as with the passage of time the father/mother and son/daughter relations evolve into friendship, the pronounced dividing lines of childhood tend to get blurred. The evolution of warfare has also been characterised by such changes.

Generations of warfare first
generation warfare
The first generation warfare of Napoleonic era was controlled to an amazing degree. While ambushes on moving columns, tactical manoeuvres and raids were certainly used as tools to achieve victory, major battles were characterised by massed armies making virtually drill square moves, firing muskets and the excessive control exercised by a few top commanders. The geographical extent of such battlefields were clearly defined, which invariably did not encroach into civilian domain.

Second Generation Warfare
Second generation of warfare is deemed to have arrived with the First World War. Tremendous fire power of astoundingly high caliber guns and introduction of machine guns implied that armies could no more face each other in drill square formations, but had to seek cover under an elaborate system of trenches. But they did come out to launch attacks on enemy trenches to gain space. Emphasis shifted from application of massed manpower to massed firepower for results. The dispersed deployment of trenches meant that executive command and control had to be delegated down to Battalion and Company levels. Battlefields and fronts continued to remain well defined and civilian casualties were restricted, yet war did encroach upon the cities and villages more frequently than earlier times.

Third Generation Warfare
The Second World War is a good example of this generation of warfare. Mobility and manoeuvre assumed greater importance. The concept of Blitzkrieg gave importance to speed, delegation of authority and exploiting fleeting opportunities. While annihilation of enemy’s military continued to remain an objective, the extended reach offered by airpower enabled the adversaries to target the source that sustained the armed might of the opponent. This included enemy’s industries, infrastructure, trade and civilians. Endeavour to modulate the will of antagonist’s society/people went beyond mere application of TNT. Psychological attrition assumed its rightful position at the centre stage. Civilians were not only the targets of various means of military retribution, but also actively participated in the war effort. The very credible role played by the French resistance amply illustrates this point.

The Arrival of the Fourth Generation
To succinctly define the attribute of the Fourth Generation, it would be prudent to identify the evolutionary trends manifesting themselves as warfare evolved through the earlier three generations. These are:-

• The essential characteristic of war fighting shifted from concentration to dispersion. There was also a
The Fourth Generation Warfare will be highly dispersed in nature. The battlefield would expand to include the enemy’s whole society.

discernible transmutation from extensive reliance on manpower to primacy of firepower and thence to manoeuvre.

• The shift from concentration to dispersion manifested itself in expansion of the dimensions of the battlefield, from a well defined open ground to across continents, seas and air to the very homes and minds of the citizens of the rival nations.

• Endeavour to strike at enemy’s vulnerability increasingly brought attrition closer and closer to the very foundation of his strength. The focus shifted from destruction of military might to areas that supported them and then to the industries, economy and the will of enemy nation to fight.

• The above mentioned transformation led to blurring of the dividing lines between the combatants and non combatants. From early ages, when these categories were distinctly identifiable, to the third generation where civilian non combatants were not only the targets, but also protagonists of the war, the distance separating the two started decreasing.

• There appeared an increasing tendency to violate the laid down rules/customs/norms of war. From the almost chivalrous conduct of warriors of yore, where battles were fought within the stipulated time and captured soldiers were treated with concern and compassion, the generational evolution brought to fore unethical acts, use of nuclear, chemical and biological weapons, torture / abuse of prisoners of war and attack on unarmed civilians.

• Increasing delegation of executive powers to prosecute battle. The vice like control on drill square manoeuvres exercised by a few generals, where sub unit level initiative/deviations were unthinkable gave way to primacy of unit/sub unit actions, creating ‘churning’ dynamism in the battlefields of Second World War and later wars.

• Actions performed by small, specialised teams gained increasing importance. The progression moved through a virtual absence of such acts in Napoleonic era, via TE Lawrence to special forces of today that operate behind enemy lines to gain information, cause disruption and destruction and spread chaos. Even high end technology, precision guided weapons, become more precise when they are laser designated by such forces. The events, trends and indeed wars are
shaped by the needs, perceptions, beliefs and values of the environment around us. The emerging generation of war would also be moulded by such issues, which need to be identified. Some of these are:-

- Wars have always been fought for profit/benefits which could be in terms of money, territory, women, resources, religion or ideologies. These basic drivers of conflict may change form, but the desire for gains will always remain the fundamental cause for waging wars.

- While modern wars have shown an increasing propensity towards viciousness, lack of ethics and perpetration of atrocities against unarmed civilians, the humanity has displayed a feeling of growing repugnance towards ‘collateral damage’ and violence in any form. As a result, responsible states do not wish to be seen as the architects of devastating wars, unless there are overwhelming compulsions.

- There are certain inherent contradictions in war. War is fought for benefits, some of which have been outlined above. Yet it inflicts untold miseries upon the people, adversely affects economies of nations, leads to loss and destruction of resources, and the much desired victory may create aversion to the very ideologies for which the war had been waged. As quest for efficiency and optimisation grows, there emerges a need for a better format of war that cuts down losses and maximise gains.

- As science and technology grows, it becomes axiomatic to exploit it for war. The “haves” utilise it by applying it against their adversary, while the “have-nots” innovate means to defeat it, like dispersion, concealment or exploiting its vulnerabilities. Technology also affords longer reach. This includes weapons and weapon delivery platforms with transcontinental capabilities, communications and surveillance as well as extremely credible potency of multimedia and cyberspace in perception manipulation.

The contours of the Fourth Generation of Warfare

The analysis of the trends in evolution of warfare and the environmental realities lead to definition of the characteristics of the Fourth Generation of Warfare, which have been given under. The fourth generation warfare will be highly dispersed in nature. The battlefield would expand to include the enemy’s whole society. The battlefield itself would be difficult to define or delineate. Expansion of battlefield from land to sea to air, will now go into the realms of ideologies, culture and values of the target society. Psychological manipulation will assume primacy. The lines dividing the combatants and civilians will get further blurred. In fact the combatants would not be the traditional soldiers. They may well be civilians with specific areas of expertise which will extend beyond conventional military matters. These would be applied for comprehensive disruption, degradation and destruction of enemy society. Nations are defined not only by their geographic boundaries, but because of their culture, traditions and ideological cohesiveness. The quest to target the vulnerabilities of the adversary will prompt the warriors of the next generation of warfare to destroy the very fundamentals of enemy’s nationality. The target would be its society, unity, national spirit and identity. The ultimate goal would be to create such conditions that the adversary’s society will cease to exist as a coherent entity. All the rules and norms of traditional war fighting will disappear, to the extent that it may be difficult to call it war. Consequently the intelligentsia will be forced to coin new terms to define such acts. Since the basic characteristic of this generation of warfare is its lack of form or boundaries, such definitions and terms will appear confusing, imprecise and inaccurate. Terrorism, militancy, insurgency, asymmetric warfare and a large number of other terms, with overlapping scopes, will come into being. Delegation of executive powers will lead to operations being undertaken by small teams or individuals operating alone, making identification and targeting difficult. Fourth generation warfare will be fought in multiple strata, in different forms and methods, seemingly without a robust command and control architecture. It will also use tactics and techniques from earlier generations of warfare. The indefinable nature of battlefield, highly dispersed, specialised teams/individuals and defiance of all norms will lead to ostensible chaos. As the stress of earlier warfare has shifted from manpower to fire power to manoeuvre, it will now further shift to this “apparent chaos”. This will be the strength of the fourth generation warrior, since it will
The Fourth Generation Warfare will use technology as a tool to wage an efficient and effective war with a wide reach.

make it difficult to identify its centre of gravity and target it. The “quest for profit” will drive the proponents of fourth generation warfare also. The goals would be money, territory, power or could go beyond to amalgamation of entire societies into own cultural/religious folds or its destruction to eliminate a perceived threat to own existence. International aversion to war, economic concerns and huge losses of lives will make the prospects of waging war more and more impractical to states. Intelligent methods of war fighting like war by proxy and by stateless actors will replace wars waged by nation states. The fourth generation warfare will use technology as a tool to wage an efficient and effective war with a wide reach, while exploiting the technological dependence of the target society to create mayhem. Having analysed the drivers and likely contours of the fourth generation warfare, certain basic questions need to be answered to further clarify fourth generation warfare.

Difference between Asymmetric Warfare and Fourth Generation Warfare

Asymmetric warfare is an engagement between players that are asymmetric in form, method, ideology etc. Asymmetric warfare has existed since the beginning of human history. David Vs Goliath was a case of asymmetry in ancient times. Today asymmetric warfare is being waged in several regions around the globe. Fourth generation warfare on the other hand is a generational change in warfare. It is how warfare has evolved, duly influenced by environmental realities of the world around us.

Is Fourth Generation Warfare Terrorism?

Terrorism could be a tool for conducting fourth generation warfare. The non state characteristic of terrorism, small cells, its state of dispersal, unidentifiable centre of gravity and endeavour to attack the society makes it an apt example of fourth generation warfare. But fourth generation warfare is not another name for terrorism, being a much broader subject. Satyam Computers fraud could have been a part of fourth generation warfare, if the intent was to damage Indian economy with an ultimate aim to damage/destroy the nation. It has affected the beliefs of a section of society - the investors; brought disrepute to the country and adversely impacted on global commercial endeavours of Indian firms. But in this case, seemingly, the interest was expansion of business and greed for money/power. Upheavals along the religious, ethnic, ideological, economical fault lines, with the intent to destroy, are all expressions of fourth generation warfare.

WHAT DO DETRACTORS OF FOURTH GENERATION WARFARE SAY

4 GW is an evolved insurgency. Insurgency has existed since time immemorial.

Insurgency is a subset of Fourth Generation Warfare. Insurgency is an “Armed rebellion by a section of the population against the legally constituted government with the support and sympathy of the local population....”. Fourth Generation Warfare on the other hand may have a transnational base and since it may aim to destroy a nation or a society, it may not have the support and sympathy of the bulk of local population. Also, insurgency undoubtedly has existed since the beginning of human history; however the tools, means and methods of conducting it have changed, as per the existing circumstances. Technology has been one of the major circumstantial drivers of this change.

Protagonists in all forms of warfare have sought to undermine the war waging will of the opponent.

The endeavour to seek out the centre of gravity, critical vulnerability or source of strength of the enemy has remained central to all forms of warfare. However the generational evolution of warfare has increased the reach of the belligerents, beyond the borders of the nations and confines of the battlefield. The air raids over cities during the Second World War effectively demonstrated this extended reach, right up to the home and hearts of the civil society. However the fourth generation warrior relies on more than one mode of manipulation to break the opponents will, his society and indeed his very existence. His access to technology, unidentifiable form and dispersion, greater awareness in the society and increased economic interdependence are some of the factors that separate his attempts at manipulation of the will of
the target society from the earlier forms of similar enterprise, which relied more on kinetic means to achieve their goals.

**Sequencing Generations of War is incorrect**

The detractors argue that “Portraying changes in warfare in terms of ‘generations’ implies that each one evolved directly from its predecessor and, as it must by the natural progression of generations, eventually displaced it”. To an extent the first paragraph of this article highlighted the paradox of the generational change, drawing parallels from the human generational evolution. One generation does not displace or replace the other, there remain several similarities between different generations, there are no clear cut dividing lines and a particular generation in a specific timeframe in a given region may vastly differ from that of another region. Similarly the fourth generation war does not conclusively displace the earlier generations of warfare, it carries forward several tactics of the earlier generations and its contours differ from region to region.

**Conclusion**

The Fourth Generation Warfare is evolving. If the definition of fourth generation warfare does not appear “precise” to the military reader, it is bound to be so. After all, the strength of fourth generation warfare is dispersion, blurring of boundaries and lack of definable form. As in all generational changes, there are no clearly definable demarcation lines that separate the earlier generations from the fourth generation warfare. And like generational changes of human beings, there are a number of similarities. To draw further from this analogue, the characteristics of the present human generation of USA and that of a village in India will not be similar. However, while fourth generation warfare will certainly adapt itself to the dictates of its local environment, the impact of globalisation obligates that its basic structure and characteristics, highlighted earlier, will remain. To highlight the significance of understanding the fourth generation warfare by military minds, one has to revert back to analogy of a family. A father should appreciate the implications of generational divide, to effectively bring up his son. Many fathers fail to do that and consequences could be disastrous. A military man has to understand the implications of new generation of warfare, adapt, plan, prepare and be proactive to retain contemporary relevance and achieve victory.

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Endeavour for People Oriented Policing

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India is shining and all micro indicators of Indian economy reflect prosperity and development. Futurists predict India among three largest economies in coming decades. India is rapidly emerging from the shadow of developing country having meager resources to country having vast potential and abundance of resources. Not surprisingly, even during recession we are having projected 6-6.5% GDP growth, index of industrial production shows 10.4% growth and 22.3% increase in consumer durables in recent times. Jobs have not reduced to the critical level which may create unrest in society nor the scarcity of essential commodities though prices have risen sharply. Nevertheless, the prosperity has not graduated in furthering peace in society, on the contrary the divide between have-nots’ and have’s have sharpened and resultantly we see more violence impacting the life of the poorest. Human Development Index report of 2009 of United Nation still shows India lacking in the field of socio-economic enrichment of people in general. On the front of internal cohesiveness and peace in society the situation is not very encouraging. The militancy in Jammu and Kashmir and calibrated violence by insurgents in North-East along with Left Wing Extremism in the central India has affected the peace in the society. The most glaring example amongst all is the intensity of naxal violence and their policy which has resulted in increased atrocities on common man in this area.

Since colonial days, the police in India is having bias and culture of serving the influential and powerful people. Media and the middle classes mostly keep the police engaged with the regular voice of protest and they have been the people who assess and brand police according to their perception and expectations. Generally, the policing for the poor people have not been taken into stock except for political slogan eering or political gains like atrocities against Dalits (socially down trodden people) which can be instantly converted into vote bank politics. The popular perception is that poor are considered for extending the services of police in quid pro quo of some mileage. The question is whether we have any organisational culture in police to serve the poor and in most of the cases the neediest promptly.

Police reforms debates are in full swing in last few years. Successive commissions and panel have had discussed mostly about tenure policy for senior officers, crime control, traffic management and white collar crimes. However, hardly one finds any concern or comments about the bulk of population in rural areas who are facing hardship due to the brutality of local goons, atrocities of junior ranking government officials and even domestic violence. A drunkard tribal / villager killing his kids and wife are no alarming situation for anybody nor wife thrashing, child labour and dowry deaths till it involves big shots in mega cities or it is having saleable media value. The biggest hardship which a common man faces is non registration of cases. Even this basic right has not been ensured by the Police leadership.

The value system of people in power and those having access to power and privilege is having different psychological and ideological implication. For them economics is regarded as “the most important key to every lock of every door, it is only natural that the worth of man should come to be decided largely, even wholly, by his effectiveness as an economic tool”(1). This perception of society is at variance with democratic values and if police does it then it is not only negation of equality of rights but also the basic human rights. If the exploitation of poor, their deaths and insecure environs are labour laws concerns and disputes only, then the society can not rise on human development index inspite of economic numbers and such society can not remain stable for long.

Policing for poor is thus having wider implication which will not only accelerate the pace of development but may provide conducive environment for economic growth also. Lynching of senior corporate officials, rioting and arsons by unprivileged people at the slightest provocation and indignation as well as rising terror of naxalism-all these are indicators which the police organisations have to manage effectively as professional challenges. Though developmental works are the domain of administration but the police can be interface to win the trust and confidence of otherwise economically and socially underprivileged to mitigate their anger towards government.

‘The poor are powerless and have no voice. Power is the possibility of expressing and imposing one’s will in given social relationship, in the face of
any resistance. The poor are incapable of either imposing, coercing or in many cases, having any influence at all.”(2) Development is not only providing materials and creating resources. Generating wealth may be purely economic goal. But till the resources and wealth do not add value to life and culture of society, it is worthless in human perspective till poor people are taken into consideration and cognizance. “Growth normally means quantifiable measures of a society’s overall level of production or incomes such as GNP or GDP per capita, while development involves qualitative aspects of a society’s advancement such as under and unemployment, income distribution pattern, housing situation, nutritional level, sanitary condition etc.”(3). The poor need to be protected and empowered. They are having not merely human and social importance but are definitely having greater economic potential too. It seems or mostly into notice that the police focus to secure big people, big events and big newsworthy things. Think of poor and only factors which awaken / put the police into action are massacre, gang rape, burning of villages etc. Police courts number of criticism from the people and media who themself would never like to slightly let the guard off from their comfort level. In fact, Police many a times ignores common man to avoid criticism and condemnation from these influential groups by keeping their services intact for them at the cost of poor.

The police organisations are having two pronged problems. On the one side it has no sub culture of taking care of need of policing for the poor people. Secondly, police is itself a poor organization whose resources and privileges are too meager to meet the expected duties in a professional way. Not only that, to achieve and acquire such resources, the police is often helpless before the people who ironically claim making India shine and prosper. The culture of appreciating policing profession is not in vogue in India so far. The culture of managing resources from illegal means is the biggest factor which is promoting violation of many rules and regulations and facilitates exploitation of poor and common man.

Culture has been defined, in new encyclopedia Britannica, as the most recent, the most highly developed means of promoting the security and continuity of life. Culture is thus dynamic. Indian society in general and Indian police in particular needs to develop, the culture of extending the police services genuinely to the poor. The new police reforms which our intellectuals and law makers are visualizing must strategically plan to extend the police services by establishing more police stations/posts in hinterland/remote areas. The organisational sub culture of Police must have policing for poor as one of the “core values.”

In India, practically the police are not a democratic organ. The police has priority to serve the state i.e. to say that people in power is using and misusing police for their own cause. Though state too exist for people but it does not serve the people all the time in right ways. Police is for people but thinking is that they are achievers if they serve the state. The culture of professional service to the people is lacking appallingly. Police seems to work under fear of reprisal, compulsion and denial or if police leadership exerts pressure / threat to punish or take punitive measures. Where is the culture of professionalism and service orientation? Why laws become secondary in front of the state machinery? Why motivation and inspiration is not effective tool of police management? What are basic organisational values and social commitment of police?

Contrary to the popular perception it is not power that corrupts but the fear. Aung San Suu Kyi, the Burmese noble laureate and freedom fighter for Burma expressed this view for people in power and other authorities. It is true in the context of Indian police too. Even a petty political worker if associated with party in power wants to extract his undue share of authority and power through the police. This has led to a nexus in which one caters to others for mutual gain and survival.

Having said all this, the simple solutions of above critical problems
of policing to a great extent lies with the police organisations. They may be able to change the police functioning towards being friendly for people especially the underprivileged sections. The best is that police need to change their behavioural approach towards people, problems and works. Behavioural change of lower level police functionaries towards common man will be a revolutionary transition in itself. Significantly, these efforts neither have any resource implication nor any financial stake. Behavioural orientation, interpersonal skills and problem solving approach are critical values for police which rarely finds the attention it deserves.

Behaviour of police had been one of the critical areas where the complaints against them are many and mostly they are avoidable. However, generally they do not seem to be aware of it. Probably, police men are not trained to be sensitive in interaction with people nor they have been groomed on this line that they are in service sector. Most common complaints against police men are about the indifferent attitude. People perceive that indifferent attitude is to force the citizen to pay bribe to get the work done. In a paper presented by Hasmukh Patel, DIG, Gujarat in All India Police Science Congress, Guwahati 2009, he has shared his vision of participative and professional performance indicators for police. In his “on ground experiment” he found that by merely improving the conduct of policeman in receiving visitors, providing information on request and registration of complaints/cases, he could achieve 72.82% very good rating for services of police, 16.76% Good, 7.84% average and only 1.57% bad. The feedback on case progress information was 93.44% very good and on getting document from Police Station was as high as 97.36%. These numbers are spectacular where he himself admits that the crime figures increased 19% to 60% annually in these areas and still, if all complaints were registered it could have risen 200% to 300%. Here the rise was in figure only because free registrations of crimes were ensured. In reality the crimes have reduced drastically and faith of people in police increased tremendously. Hashmukh Patel, very rightly emphasized the need of reviewing the conventional system of police performance based on unreliable crime statistics. Because, the crime control is not the only area of police functioning. Secondly, the system doesn’t take into account the feedback of the citizens, the actual beneficiaries of police service. Thus, police suffers from lack of concern for the citizens.

The findings of various other surveys by media, police organizations themselves and other stakeholders reflect the behavioural approach as major concern. Everybody is able to find the problem but nobody is ready to take initiative to bring transformational change in this direction. One of the most essential cultural changes in policing is required for executing minor complaints which matters a lot for many people like...
listening to suggestions, advising action to be initiated by people as well as like handling noise pollution, bursting of fire crackers during prohibited time hours, prohibition of taking out procession without permission and managing traffic chaos etc. in urban areas. Generally people develop lot of resentment against police for their lack of efficiency in these matters which are impacting their life on day to day basis.

It is thus imperative that right culture is imbibed into policemen through training and right organizational values. People who join the police organizations from different cultural backgrounds consciously or sub consciously develop certain habits and styles of functioning. The behaviour of a policeman like any individual is constantly in a flux due to changing environmental factors. Once he joins police, the basic and on the job training and subsequently the work ethics have the greatest impact on behaviour. At the time of joining the police, the behaviour of the new recruits is a reflection of their cultural backgrounds and the socio-economic strata of society to which they belong. The impact of police sub culture on their behaviour starts the moment they join formal training. In a study of Police sub-culture by A. A. Siddiqui, ex. Director General Punjab Police, it was found that a majority of respondents about 75% irrespective of the rank thought that the basic training given to police personnel in the training institutions is responsible to mould their behaviour. Further the study reveals that the militarized form of training which is basically meant to bring discipline into the lives of the trainees’ moulds their behaviour to a considerable extent; was the opinion of 59% respondents. Same study also reflects the interesting fact that the 78% respondents felt that the behaviour and attitude of the police can be changed by changing the present system of police training. The insensitive culture of policing perpetuates in newer generation of police personnel since
During field training, the new personnel adopt the behaviour of seniors, admitted 70.5% respondents. In the course of interface with the public 57% of the police respondents feel that the public influences the police behaviour to a large extent.

Police behaviour also gets influenced by poor working environment, job pressure, long duty hours and stress as well as toxic bosses. The negative perception of people around police and disrespect for lower rank police officials along with the awe and command which every youth aspires to have after becoming police under misconceived perception of commanding respect for uniform also impacts their work priority. Another factor which adversely impact police behaviour is frustration and stress due to lack of career planning and toxicity in the police organizations. About 88% of the respondents from the police, irrespective of the rank, feel that the police behaviour is affected by the conflicting demands of the society and lack of cooperation from the public, who despite being aware of the limitation of the police keep a pressure on police through their high level of expectation, reveals the study of A. A. Siddiqui. Thus beside toxicity in the police organisations best reflected through their sub culture, the socio-economic environment also impacts police culture and the behaviour of a police man. Comprehensive police reforms and social awareness in the society as well as professional growth of police organisations through creative thinking and right values may help in empowerment for a culture of policing for people. Organisational ethics, police leadership and their training will be a force multiplier in these efforts. This way probably police organisations can grow as professional and democratic body inclined to help the common man.

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DEFEAT INTO VICTORY

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At the outset I would like to dispel any doubt amongst the readers that this narrative deals with very famous and enjoyable book “Defeat Into Victory” by Field Marshal Sir William Slim. The author was a British General who took command of British Commonwealth forces in Burma after they had already been demoralized by Japanese forces. Back in India he whipped them into shape for their return which was a long process.

The present narrative relates to few instances from CRPF life where with single minded devotion, hardwork and perseverance one could achieve outstanding results. Tennis has been a passion with me since late seventies sometime bordering on madness. I reached the doubles final in 1995 and 1997 in the Annual doubles event with Shri P.P Singh and Shri Ravideep Singh Sahi as my partners. Unfortunately we lost both the finals. Losing the first final to Mr V Bhambani and Mr K.C. Sharma was extremely painful after being in a winning position having won the first set and leading in the second set by 5-2. Though in the second final in 1997 against Shri Randeep Datta and Shri A.V.S Chauhan we were beaten fair and square. In the year 1995 a friend from Punjab had presented me with a bottle of Champagne. I had carried the bottle in my adidas sports bag for celebrations without knowing what is instore for us. Since the defeat in both the finals did not deserve opening of a Champagne bottle we drowned the sorrow of defeat with whatever was available in the Mess and endless discussion on what could have been.

When we left for the U.N Mission in Kosovo in May 2000, I again kept the Champagne bottle “Moet & Chandon” in my bag. We had carried all the tennis equipments like Poles, Rackets etc. On the eve of Independence Day we had organized Indian Open tennis tournament from 11th to 13th August 2000 at Pristina. Many international players along with officers from CRPF, BSF, ITBP had participated in the tournament.

Though I was not 100% fit due to the knee ligament injury but transcending the pain barrier I won the singles tournament against a local Albanian Mr Domy. I also won the doubles event by partnering Mr Sanjay Arora an IPS officer from Tamil Nadu Cadre who was working in the U.N as a Civpol Officer (presently IGP Armed Police Tamil Nadu). This was an important victory in the tennis which required to be celebrated. Mr Harry Koukopoulis a Greek Officer who was Chief Transport Officer in the U.N was a keen tennis player and was a good friend of mine. He was posted in India at UN Office from 1972-75. Since U.S Open tournament 2000 was in progress and Mr Koukopoulis had a cable connection through his home country I expressed my desire to watch the tennis final between Pete Sampras and Marat Safin. I also sent the bottle of Champagne to his house which had survived 5 years temptation. Though the pain of defeat in 1995 Final will never go away but the victory in the year 2000 at Pristina in Kosovo brought happiness. I really enjoyed the dinner with Mr Koukopoulis and the tennis match in which Marat Safin totally annihilated Pete Sampras.

Another incident which is worth
mentioning relates to the basket ball Final which Indian SPU had organized at Pristina in November 2000. During my recee visit to Kosovo and in the course of visit by U.N Inspection Team in India prior to the arrival of troops in Kosovo Mr Goran Bergstorm a Swedish Officer from the U.N had briefed me regarding the conduct of Dancon Marches and other games and sports by NATO/KFOR Units. During my interaction with Col G.S Batboyal of 2/4 Gorkha Regiment I was highly impressed by the operational, sports and other humanitarian achievements of his unit which had just returned from a highly successful UN mission in Lebanon (UNIFIL). Many glittering sports trophies were displayed in his office and he took great pride in explaining me the history behind every victory. At that time only I made a quiet resolve to encourage our sportsmen to do well in Kosovo Mission.

We had carried trophies for cross country, tennis, volley ball, basket ball and Endurance (Marathon). We had won the championship in volley ball and tennis. In cross country and in endurance marathon we were close runners up. However the defeat which hurt the most was the final of Basket Ball championship between Indian SPU and Commando Logistic Regiment (Royal Marines) from Britain. With meticulous planning we had carried 2 sets of basket ball poles (Fiber Glass) costing Rs 35,000/- each. Our boys were also given sufficient practice by sparing them from operational duties to the extent possible. Till half time the match was going neck to neck. The score at half time was 29-27 in favour of British team. After the interval, the British displayed an awesome game of Basket ball and defeated the Indian SPU by 61-45. This defeat hurt me a great deal not because we lost but because our boys took the victory as granted. The defeat became all the more painful because British team had no proper basket ball court. They practiced at a make shift court in the Hungarian Contingent. A young Lieutenant had played a marvellous game. Though I gave my bit of mind to the basket team but the hurt remained.

The British Unit, Commando Logistic Regiment Royal Marines was completing its term in Kosovo and was to move at the end of January 2001. A sporting event “strongman competition” was organized by the British Unit on the Christmas eve on 25th Dec 2000. I alongwith Mr. Mohsen Shahedi, D/C (Now Commandant 35 Bn) visited the Unit to witness the event. I congratulated their Commander Col. J.P.C Peal for their wonderful sporting achievements. I also told him that his Unit was the best sporting Unit in Kosovo. Since the Basket Ball defeat was still hurting, I made a
proposal to him to organize Indo-British Championship before their departure from Kosovo. Col Peal happily agreed to the proposal and Indian SPU took the responsibility to organize the event. By mutual agreement we decided that the event would comprise of 5 events namely 12 ½ Km cross country, Fireman lift, rowing, 6 x 400 mtr relay and Tata 407 push for 50 mtr. Each team comprised of 6 members. The event was held on 7th Jan 2001 in SPU camp at Pristina. The SPU boys were given motivation lectures and prepared well for the event. The Indian SPU beat the British Unit convincingly by 4-1 margin. British team could win only in the rowing event.

However, during the 6 x 400 mtr relay when the SPU player was leading by a fair margin of 15-20 steps some over enthusiastic boys of SPU came to the track obstructing the British Player. In the true spirit of sportsmanship I cancelled this event and the result was changed to 3-1 victory. I requested Col J.P.C Peal the Commander of Commando Logistic Regiment (Royal Marines) to give away the Trophy and other prizes. The victory brought cheers on the faces of Indian SPU Players and was instrumental in having belief in one’s own capabilities.

I am a great admirer of Ian Chappel a great Australian Cricket captain as a commentator on Channel 9. A few years back when Indian cricket team was playing with Australia he made a comment that the defeat should hurt every player. I liked that comment and subsequently during the course of a career used many defeats on the field of sport and in life to result in famous victories. The guiding principle is that one should introspect after each defeat into its causes and take remedial steps for betterment. I feel there is no reason why one cannot achieve success provided he works with single minded, devotion, honesty and integrity.

...
India remains highly vulnerable to various types of Emergencies. Menace of Terrorism, Natural Disasters, Rail-Road-Air Accidents, and Fires etc are recurrent phenomenon. The devastating Gujarat Earthquake on January 26th 2000 compelled the policy makers to look for a substitute for the intuitive command structure in mass causality situations. A committee was then constituted to probe into the feasibility of an effective critical incident management measures in the country. The National Emergency Management Authority (NEMA) and National Emergency Response Forces (NERF) was a result of such efforts. Two battalions each of CRPF, CISF, ITBP and BSF have been raised towards professional intervention in the rescue and relief operations during such emergencies now known as National Disaster Response Force (NDRF) and the National Security Guards (NSG) have been conferred with wider intervention powers.

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Past experiences of intervention in emergency and mitigation drills had highlighted the delay in mobilizing and deploying resources at the site of the incident. Poor response to an emergency can be ascribed to weakness in the command and coordination, deployment of untrained men and leaders at different levels to carry out specialized emergency response functions. The importance of inter-agency/departmental coordination can hardly be overemphasized for effective emergency management and therefore the complexities of incident management, coupled with multi-departmental involvement calls for standardized incident management systems to strengthen the response system/structure. In order to professionalise emergency response management, it was proposed to introduce the incident command system in the country in subsequent years.

The Ministry of Home Affairs (MHA) in collaboration with the USA Agency for International Development (USAID), a lead agency for developing the Incident Command System (ICS) joined hands to address the issue for synergizing the efforts and to maximize usage of resources of all agencies. The endeavor was to develop a programme for institutionalizing the incident command system in India as an accountable and responsible system.

This system provides:

i) A standardized/structured Incident Management Command System for emergency response.

ii) A formalized, professionally trained and accountable system for operations and logistics support.

This system provides for specialist Incident Command teams with an incident commander and officers trained in different aspects of incident management – Logistics, Operations, planning, Safety, and Media Management etc.

Over the years, the Incident Command system has gained a lot of importance in the realms of the Disaster Management amongst the Security Forces and it has become imperative for the Security Forces also to appreciate the concept of the ICS at length.

**WHAT IS ICS?**

Developed in the 1970s, the Incident Command System is the framework designed to manage the resources, personnel and equipment to mitigate the incident. It is designed to be flexible and can be used in any large or small mass casualty incident. ICS is the model tool for command, control, and coordination of a response and provides a means to coordinate the efforts of individual agencies as they work toward the common goal of stabilizing the incident and protecting life, property, and the environment. ICS uses principles that have been proven to improve efficiency and effectiveness in a business setting and applies the principles to emergency response. All emergency operations must be organized to be successful. After all, the initial actions taken by the first responders will affect the final outcome of the incident. An organized, well-managed incident creates a safer environment for all involved.

Although originally developed in response to wildfires in USA, the ICS has steadily evolved into an all-risk system that is appropriate for all types of emergencies. The ICS ensures to provide a solution to the problem wherein there is a problem of:

- Nonstandard terminology among responding agencies.
- Lack of capability to expand and contract as required by the situation.
- Nonstandard and nonintegrated communications.
- Lack of consolidated action plans.
- Lack of designated facilities.
Efforts to address these difficulties resulted in the development of the original ICS model for effective incident management. Much of the success of ICS has resulted directly from applying:

- A common organizational structure.
- Key management principles in a standardized way.
- The remainder of this unit will introduce these concepts and principles.

Components of the Incident Command System

The ICS structure is composed of major components to ensure quick and effective resource commitment and to minimize disruption to the normal operating policies and procedures of responding organizations. The ICS concepts and principles have been tested and proven over time—in business and industry and by response agencies at all governmental levels. It is pertinent that ICS training is required to ensure that all who may become involved in an incident are familiar with ICS principles.

An ICS structure should include following components:
- Common terminology.
- A modular organization.
- Integrated communications.
- Unity of command.
- A unified command structure.
- Consolidated Incident Action Plans.
- A manageable span of control.
- Designated incident facilities.
- Comprehensive resource management.

Incident Command System Organization and Operations

Many emergencies (such as Earthquakes, Cyclones, Avalanches, Rail-Road-Air Accidents, terrorist attacks etc.)—require a response from a number of different agencies. Regardless of the size of the incident or the number of agencies involved in the response, all incidents require a coordinated effort to ensure an effective response and the efficient, safe use of resources. It is evident from the examples in the country that no single agency or department can handle an emergency situation of any scale alone (Mumbai Attack, Naxal Menace etc). Everyone must synergizes the resources to manage these emergencies. To coordinate the effective use of all of the available resources, agencies need a formalized management structure that lends consistency, fosters efficiency, and provides direction during a response. The ICS management is built around five major components:
- Command.
- Planning.
- Operations.
- Logistics.
- Finance/Administration.

These five major components are the foundation upon which the ICS organization develops. They apply during a routine emergency, when preparing for a major event, or when managing a response to a major disaster. In small-scale incidents, all of the components may be managed by one
Thus, large scale incidents require that each component, or section, is set up separately. Each of the primary ICS sections may be divided into smaller functions as needed. The ICS organization has the capability to expand or contract to meet the needs of the incident, but all incidents, regardless of size or complexity, will have an Incident Commander. A basic ICS operating guideline is that the Incident Commander is responsible for on-scene management until command authority is transferred to another person, who then becomes the Incident Commander.

The formal structure of ICS
During mass causality situations the implementation of ICS plays a vital role. The formal structure of ICS will therefore appear as mentioned below.

Emergency Operations Center
The Incident Command system envisages close coordination of the efforts towards effective Emergency mitigation which can be realized by establishing an Emergency Operations Centre (EOC). An EOC is a place where department heads, government officers and officials, and volunteer agencies gather to coordinate their response to an emergency event. The proper interface between the EOC and the on-scene management should be worked out in advance. The joint efforts and synergy which make people work together during an emergency saves time and lives. EOC is a place where the Incident Commander is located. Generally located off site it is also established in a secure government location equipped to support incident and it contains the communication capabilities.

The National EOC in the country (at Delhi) is expected to be equipped with satellite phones, GPS, Computers, Emergency Lights, GIS, etc. for better management on sight emergency coordination kits would be available in ready to use mode. A state of the art underground and all hazard resistant, National EOC with superior structural features and communication facilities has been commissioned.

More Insights into ICS
The success behind the Incident command system lies in its simplicity as it draws its theme from the functions of management which each of us follow even in our day to day functioning. A simple philosophy behind the ICS also generates certain misgivings which may make it appear to be a complicated process. To ward off any misgiving it is desirable to understand that ICS is not...
- a means to wrestle control or authority away from agencies or departments that participate in the response
- a way to subvert the normal chain of command within a department.
- too big and cumbersome to be used in small everyday events.

The Incident Command System is thus a guideline created to deal with any incident in an organized manner. It is the framework necessary to manage resources, personnel and equipment used to mitigate the incident. The system builds from the first responder and is expandable to manage hundreds. The Implementation of organizational functions is critical for a safe and effective operation. It also allows for multi-agency operations and a comprehensive response based on the type of incident. Thus it is extremely imperative to understand and follow the ICS. One can not know just a part; one must know how the whole system works.

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The basic training of DAGOs constitutes of 55 weeks and is divided into two parts. The 1st half is mainly focused on achieving the physical strength, endurance and peak fitness levels in the officer trainees. The 2nd half of the physical training involves unarmed combat and BOAC (Battle Obstacle Assault Course).

Introduction
Para military basic training is designed to be an intense program that orients and indoctrinates new recruits to the Service. Because a key purpose of basic training is to ensure that graduates are able to meet the physical demands of serving as a combat soldier, thus physical training is a central element of the basic training protocol for all Services. The activities in basic training are long distance running, marching, drill and obstacles like rope climbing, beam, horse vaulting, front rolls etc.

Although intense physical training is mandatory for raising a well adapt and ready force to deal with the tough challenges lying ahead in the unknown war and combat situations, it is the primary responsibility of the trainers to minimize the risk of injury to trainees. Injuries sustained during physical training are the major causative factor behind morbidity among newly recruited trainee officers. They are also associated with increasing costs due to work days lost, medical treatment, relegation (in severe injury cases). Musculoskeletal injuries in military training environment have been discussed for decades,
but there has been remarkably little epidemiologic research conducted on this topic.

Unfortunately, in Indian military and paramilitary forces, there is not much of valid statistical data available regarding types of injuries and their impact on training.

**Review of Literature**

High risks of injury have been documented in many training situations, and the association between low levels of preexisting physical fitness and activity and the risk of injury in this environment has been established by numerous epidemiologic studies.

In a study conducted at Institute of Military Issues, Norwegian University of Sport and Physical Education, Officer cadets from three training schools (N = 321) were monitored through a 1-year training course. A total of 278 injuries were sustained by 194 of the 321 cadets (60%). The incidence was highest during an introductory 5- or 6-week period of intensive basic training.

In a different study conducted on U.S marine corps, the overall injury rate was 39.6% (number of recruits injured/population at risk), with 82% of injuries occurring in the lower extremities. Overuse injuries accounted for 78% of the diagnoses. The most frequent site of injury was the ankle/foot region (34.3% of injuries), followed by the knee (28.1%). Ankle sprains (6.2%, N = 1,143), iliotibial band syndrome (5.3%, N = 1,143), and stress fractures (4.0%, N = 1,296) were the most common diagnoses. Injury rates were highest during the weeks with high total volumes of vigorous physical training and the most hours of running and marching.

The results of this controlled epidemiological investigation indicate that volume of vigorous physical training may be an etiologic factor for exercise-related injuries. The findings also suggest that type of training, particularly running, and abrupt increases in training volume may further contribute to injury risk.

It is interesting to note that in other army units studied, musculoskeletal injuries are more common in the lower extremities (e.g., knees and ankles) but in Special Force, upper extremity injuries (e.g., lower back, upper back, shoulders, etc) are more common.

**Risk factors for injuries**

Identifying and understanding risk is the key to develop effective prevention and treatment strategies for overuse injuries. Successful prevention depends on identification of modifiable risk factors.

**Intrinsic Factors**

- Age (risk generally increases with age)
- Sex (risk is usually higher for women)
- Anatomy (risk is associated with both leg and foot morphology)
- Physical activity and fitness (risk is generally lower for more-fit individuals)
- Flexibility (risk appears to be higher for those at the extremes of flexibility)
- Smoking (risk is higher for cigarette smokers)

**Extrinsic Factors**

- Absolute amount of training (risk is higher for more total distance covered)
- Type of training (risk is higher for running versus walking or marching)
- Acceleration of training (risk is higher after rapid increases in level of training)
- Shoes
- Training surface (concrete path pose higher risk than soft surface)
- The training itself (the total amount of activity and the scheduling of it), footwear, and running surface have all been postulated as being contributors to training injuries. Running more miles and a rapid increase in the level of activity have both been shown to be associated with a higher risk of injury.

- The frequency, intensity, duration, and type of activity must take into account the physical condition of the trainees entering the program. From a narrower, more scientific perspective, it is known that musculoskeletal injuries in military training populations result from multiple causes and are associated with a variety of risk factors acting together.

**Type of Injuries**

The most common type of injuries during intense physical training are overuse injuries. The part of body affected or location of injury is directly related to the activities included in the training schedule. For example, in marching and long distance running usually lower limb injuries are seen and in activities like rope climbing, beam, and obstacle course, front roll etc upper back, lower back and shoulder injuries are more common.
• Common injuries associated with physical training are the following:
• Shin splints - a painful injury to the soft tissues and bone in the shin area. These are generally caused by wearing shoes with inflexible soles or inadequate shock absorption, running on the toes or on hard surfaces, and/or having calf muscles with a limited range of motion.
• Sprain - a stretching or tearing of the ligament at a joint.
• Muscle spasm (muscle cramp) - a sudden, involuntary contraction of one or more muscles.
• Contusion - a bruise with bleeding into the muscle tissue.
• Strain - a stretching or tearing of the muscles.
• Bursitis - an inflammation of the bursa (a sack-like fluid filled structure where tendons pass over bones). This occurs at a joint and produces pain when the joint is moved. Sometimes swelling occurs.
• Tendinitis - an inflammation of a tendon that produces pain when the attached muscle contracts. Swelling may not occur.
• Stress fractures of the feet.

• Tibial stress fractures - overuse injuries which seem like shin splints except that the pain is in a specific area.
• Knee injuries - caused by running on uneven surfaces or with worn out shoes, overuse, and improper body alignment.
• Low back problems - caused by poor running, sitting, or lifting techniques, and by failing to stretch the back and hip-flexor muscles and to strengthen the abdominal muscles.

Injury prevention
Most injuries can be prevented or minimized by designing a well-balanced program and adhering to some basic principles of human physiology. It includes not overstressing any body part, allowing enough time for recovery, and including a warm-up and cool-down.

The significance of a proper warm up and cool down period should never be underestimated. Warming up improves performance and reduces the risk of injuries as well as post-exercise muscle soreness. Warming up also relaxes the body and muscle which further allows them to be stretched effectively. It is also believed that cold muscles and tendons are more prone to damage. Before exercising intensely a light work up including stretching exercises is recommended to increase blood flow, range of motion and to lubricate joints. Exercising, without warming up, may cause the muscles to work without an adequate oxygen supply.

A cool-down involves a short period at the end of an exercise session during which the physical activity of the body is gradually reduced to almost its resting level. A cool-down therefore often involves a period of low-impact aerobic exercise which is gradually reduced, followed by a few gentle stretching exercises. The gentle aerobic activity helps to get rid of any metabolic waste products which may have accumulated during the exercise session.

Using strengthening exercises and soft, level surfaces for stretching and running also helps prevent injuries. Many common injuries are caused by overuse, that is, trainees often exercise...
too much and too often and with too rapid an increase in the workload.

Since injuries can also be caused by running on hard surfaces, trainees should, if possible, avoid running on concrete during the initial training weeks.

The final and most important aspect of musculoskeletal injury prevention is the education of the paramilitary medical personnel in safe and effective methods for training and proper management of musculoskeletal problems. The paramilitary training cadre must understand and practice the principles of general conditioning and injury prevention with every trainee.

The medical personnel supporting these programs need training in the prevention, early identification, and management of overuse injuries. Both of these groups must work closely in each training population to produce the optimum reduction of training injuries.

Management of injuries

Recognizing and Management at an early stage are of utmost importance for early recovery. Without appropriate timely action, these injuries can be serious and debilitating. Inadequate care can result in chronic pain, re injury and long term disability.

Injuries can be broadly classified in two categories and line of management is different for both.

Acute injuries usually occur suddenly while participating in sports or exercise. They may result in sudden and severe pain, the inability to bear weight on a limb, or inability to move the affected part of the body.

Chronic injuries usually result from overuse of one area of the body over a period of time. Symptoms of chronic injuries include soreness, dull aching pain, and pain during participation in physical activity.

The optimal management of an acute injury is RICE protocol.
- Rest (minimize movement of the injured body part)
- Ice (apply a cold pack)
- Compression (light pressure wrap to the affected body part can help minimize swelling)
- Elevation (raise the body part up so that the fluids drain from the area by effect of gravity)

The training academy should be well equipped with advanced injury first aid kits and basic electrotherapy equipment to accelerate the rehabilitation of injured trainees. Recent evidence based practice approves that various electrotherapeutic modalities like Ultrasonic Therapy, Short Wave Diathermy, TENS, Interferential Therapy, LASER etc can play significant role in pain management and healing of damaged tissue. Rehabilitation aspect after an injury is very crucial for regaining the peak level of fitness; hence emphasis should be given for the revival of medical services catering to this urgent need in training academy. The authorities should look into procurement of required equipments for the benefit of the future force which undoubtedly lies in a ready and fit manpower and not an injured one. The essential items like ice packs, vapocoolant pain relief sprays, soft splints, bandages, must be available in the training ground itself to address the injury at the earliest.

For chronic conditions, treatment would emphasize on usage of heat therapy in form of moist heat packs, deep heating electrotherapeutic modalities like SWD, Ultrasound as to promote healing and reduce discomfort due to chronic pain. Applying heat to an area effectively opens up the blood vessels allowing blood to flow freely to the affected area. This increases circulation, delivering an increased supply of oxygen and nutrients and removing waste from sore, fatigued and injured muscles. Using a Hot Pack can be especially useful on a muscle spasm.

Summary

Injuries in general, and training related injuries in particular, are a major cause of morbidity, lost duty time, and financial costs to the Force. Several modifiable risk factors have been identified, including previous physical fitness, cigarette smoking, and intensity and gradation of fitness training, avoidance of concrete path for running, appropriate footwear, education of trainees and staff, availability of ice packs and advanced rehabilitation services. Injury countermeasures should be designed to minimize any possible deterrent effect on the motivation of newly recruited officer trainees. It is known that training programs can be modified to prevent injuries yet still produce physically fit and mentally strong soldiers.
Is suicide attack a modern phenomenon?

Suicide attack is an attack on a military or civilian target, in which the attacker intends to kill others, while knowing that he/she will also die. Although the frequency of suicide attacks has increased in modern times, such attacks aren’t new in nature. Even in the biblical literature, there is a reference of Samson, who brought down the temple of Dagon, crushing him and many more Philistines. In the World Was II, during the closing stage of the Pacific campaign, Kamikaze pilots from Japan launched suicide attacks on Allied ships.

What are the major suicide attacks in modern times?

Although the first suicide attack took place in Lebanon in 1981, when a sole suicide attacker hit the Iraqi embassy in Beirut, but the term came to international attention when a Hezbollah suicide bomber used a delivery van to kill 63 people in the US embassy in Lebanon in April, 1983. Six months later, the group followed it with a similar attack that killed 300 people, who included US Marines and French paratroopers. During 1980-90, suicide terrorism was mainly witnessed in Lebanon, Kuwait and Sri Lanka, but now it is a global phenomenon, with incidents taking place in Israel, India, Panama, Algeria, Pakistan, Afghanistan, Argentina, Croatia, Turkey, Tanzania, Kenya, Iraq, US and UK. Hezbollah was the first extremist group to employ this tactic but LTTE is often credited for perfecting it. LTTE’s Black Tigers are considered as one of the most lethal suicide groups.
in the world. They have carried out the highest number of suicide attacks in the world. Their victims include ex-PM Rajiv Gandhi and Lankan President Ranasinghe Premadasa. The biggest incident was the terror attacks on the twin towers in New York along with the Pentagon on Sept 11, 2001 that killed 5000 people. The attack on 26/11/2008 in Mumbai by a group of ten LeT terrorists is in the memory of every Indian that left over 170 dead. Of late Pakistan and Afganistan are the worst affected with scores of suicide attacks by Al- Qaida and other ethnic outfits in the recent past and during past two years, as well.

What are the common modes of executing suicide attacks?

There can be four types of suicide attacks. The most common is a human-borne explosives, also known as the suicide bodysuit or human-bomb. The Rajiv Gandhi assassination was carried out by such means. The second is vehicle- borne explosives, in which motorized vehicles carrying explosives are used to carry out suicide attacks. Examples of this mode of suicide attacks are the 1983 Beirut barracks bombing in which trucks were used, and the 1996 Sri Lankan Central Bank bombing, where a lorry was used. The third type is an aerial attack in which a plane, a glider and a mini- helicopter can be used- as in the 9/11 attacks. The fourth is by secretive, sudden attack by a group of two to three heavily armed attackers triggering a grenade blast followed by heavy volley of fire. This is the most common form of suicide attack undertaken on Indian soil basically targeting the camps of the forces.

What are the main characteristics of suicide attacks?

The most important purpose of suicide attack is to cause high casualties and maximum publicity at low cost. These attacks have a high media impact and they create a regime of fear by showing victims’ vulnerability. Military historians see suicide attacks/bombings as a symptom of asymmetric warfare, where one side lacks the means to engage in conventional war but alters the balance of victims through unconventional tactics.

LTTE suicide bombers live on even after two decades

Twenty years after a young man drove a truck packed with explosives into a military camp, Sri Lanka’s Tamil Tigers remain passionately wedded to the cult of suicide bombings.

It all began on July 5, 1987 when a guerrilla, known as ‘Captain Miller’, was videoed smiling at the wheels of a truck full of explosives that later smashed into a building at Nelliady in Jaffna, killing scores of soldiers. The suicide bomber also perished. It was the first attack of its kind. For three years, even as Indian troops were deployed in the island and quit with a bloody nose, the LTTE did not repeat the feat. But the deadly and secretive unit called ‘Black Tigers’ was born- with Captain Miller as their idol. From 1990, the LTTE has carried out close to 200 suicide attacks, the largest by any insurgent group in the world. Excluding those operations the LTTE did not claim, at least 273 Black Tigers have died in the attacks, 74 of them women.

Many of these attacks took place in the sea and were credited to ‘Black Sea Tigers’, who would ram fast- moving explosives packed boats into Sri Lankan naval vessels to send the sailors to watery graves.

The suicide cult in the LTTE was, however, born even before the Black Tigers came into being. LTTE cadres always carried cyanide vials and they were expected to bite so as not to fall in enemy hands. Now, more and more LTTE cadres infiltrating into military-held Jaffna are armed not with cyanide but ‘suicide jackets’- that have explosives in them and are detonated with a battery-operated switch, of the kind used to blow up Premadasa and Rajiv Gandhi. The LTTE, although almost perished in Sri Lanka, their suicide acts will always find prominent place in the history of fight against the guerrillas.

Interesting Facts- Indian Context

• Most of the suicide attackers were of the age group 16-22 years.
• Almost all the suicide attackers were Pakistani nationals.
• Of just over 100 odd suicide attacks that the country has witnessed, 96 of them were targeted in J&K and 4 were undertaken in other parts of the country.
• Late Prime Minister Rajiv Gandhi was the first casualty to this kind of attacks that still remaining unclaimed by the LTTE.
• Most of the suicide attacks have been launched by two attackers barring a few whose details in the below table.

<table>
<thead>
<tr>
<th>No. of Attackers</th>
<th>Nos. of Attacks</th>
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<tr>
<td>10</td>
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<td>2</td>
<td>Srinagar airport attack in 2001 and Ayodhya attack during 2005</td>
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<td>5</td>
<td>1</td>
<td>Attack on Parliament on 13/12/2001</td>
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<td>4</td>
<td>2 against army, 1 against CRPF &amp; 1 at public place</td>
</tr>
<tr>
<td>3</td>
<td>6</td>
<td>3 against army, 1 against CRPF, 1 against BSF &amp; 1 at public place</td>
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</table>
• Lets see the year wise break up of incidents of suicide attacks in J&K since 1999 to till date (See table above)
• Lets see the year wise break up of incidents of suicide attacks in J&K since 1999 to till date:
• Ever since advent of suicide terrorism in India in 1999 no such attack took place in Downtown area of Srinagar except one suicide attack that was launched at Firdaus Cinema Hall situated at Hawal area on 23.11.05.
• No suicide attack has taken place on army or on BSF since 2004 excepting one that took place on one section post of BSF at Badshah Chowk, Srinagar in July, 2005. One reason attributed is that CRPF took control of maximum part of Srinagar city from 2004 onwards. The second could be that CRPF has remained deployed as static guards which remained more vulnerable for attacks.
• India has witnessed various forms of terrorism during the past three decades. The situation in NE had remained in manageable limits over the past few years. But the biggest challenge the CRPF is facing is on Left Wing Extremism front. It has taken heavy toll in the past four years although the force is showing a brave front yet lot of innovative things are yet to bother the command structure in these areas for effective containment.
• During the past nine years forces in J&K have confronted to a newer form of terrorist attacks, the Suicide Terrorism, popularly known as Fidayeen Attacks. In the initial years army had remained the preferred force for such attacks.
• Almost all such attacks took place during daytime barring very few incidents

UNDERSTANDING THE CONCEPT OF SUICIDE TERRORISM

Major incidents
• Assassination of Marqui Conrad-1192
• US Embassy at Beirut- 1983
• Army camp at Badamibagh- 1999
• BSF camp at Bandipura- 1999
• Srinagar airport attack- 2001
• Masud’s assassination- 2001
• 9/11 Attack in New York-2001
• J&K Assembly attack-2001
• 12/13 Parliament attack-2001
• 16 Corps attack-2002
• Akshardham attack-2002

Profile of a Suicide Attacker
‘Fidayeen’, as they are popularly called by their supporters, is made in the Arabic word ‘fida’ which means ‘sacrificing himself’. Hence, those terrorists who without caring for their life throw themselves for the mission are known as ‘fidayeen’. In other words, a dreaded, committed and insane terrorist, who in the name of Jehad sacrifices his life, is known as ‘fidayeen’.

Psychology Of A Suicide Attacker
• When militant org feels its identity is lost or on the verge of extinction
• When no other tactics could yield result
• When other tactics prove to be not so effective and forces have developed effective counter measure for those
• When morale of militant cadres are low
• When there is no other way to attract attention of world community
• At times when they are branded as finished or gone chapter

Characteristics of a Suicide Attacker
• Belonging to distress/ deprived lots
• Proclaimed law offenders, murderers, religious fanatics, hardened criminals sentenced to capital punishment
• Suffering from incurable diseases like AIDS and cancer or motivated to die the death of a martyr
• Mostly in age group 15-25 yrs
• Mostly young, trained, indoctrinated, religious zealots hailing from religious home
• Mostly given regular doses of drugs

Possible Targets
• Mostly camps and Hq of forces
• Political functions and meetings
• VIPs from all walks of life
• Imp monuments and installations
• Arms depot and stores
• Any important public place, hotels, etc
• Religious places of fame

ModusOperandi of Suicide Attackers
• Thorough reccee of the target
• Detailed and deliberate planning
• Maintain highest degree of secrecy
• Maintain surprise of highest order

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<td>20</td>
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<td>2</td>
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• Act with great speed and coordination
• Work in small group of 1-5, but generally two in numbers
• Great courage
• Heavily armed
• Vehicular entry-sudden, usually through gates
• Foot entry- through the fencing or by wall climbing
• Vehicular entry- sudden
• Foot entry- secretly
• Ready for long drawn battle with intention to cause maximum killing
• Use automatic rifles and hand grenades; usually have four to five magazines
• Have also been found using wireless sets
• Generally they wear civil dress, hiding their weapons but have also been seen using khaki/ OG dress
• Usually Pakistani nationals, locals generally act as guide
• Squads are prepared and indoctrinated; provide handsome financial aid to their families
• Hailed as martyrs for the cause of jihad
• Approach the target by mixing with crowd secretly
• Enter in disguise of security personnel, media personnel, informant, visitor, civil officials, etc
• Breach fencing at unguarded places
• Storm the entrance by ramming through or by indiscriminate fire
• Use grenades initially while entering for causing stun effect
• Destroy the target at the earliest but they don’t target civilians
• Take shelter in open rooms, capture kote, try to kill anybody who comes in their way or at times take hostages
• Fight unto death, seldom try to escape
• Prepare for not to be caught alive
• Use every time a new deceptive measure of attack

### Measures to Counter Suicide Attacks

• Move outside the camp tactically to give positive impression about operational capability of troops
• Avoid routine movts./ operations
• Establishment/ camp should be guarded all round the camp at all times
• Role of sentry most important-alertness, efficiency and training of sentries
• Mostly no marked change in behaviour of civil population
• No change in routine of civil life
• Suspect presence of unknown/suspected persons around the post
• Dominating the area around the camp in the form of patrols, ambushes, nakas, etc and that too in odd timings
• Intercepting terrorist communications using Wireless/ GSM Interceptors
• Strengthening the number of sentries
• Security lights be placed facing outside the perimeter wall/ fence
• Employing guard dogs/ booby traps
• Siting post/ camp on a dominating ground and preferably away from civilian areas
• Place sentries
• Field of fire and view must be clear
• Restrict entry/ exit points to one or two and be guarded at all times
• Plan and put obstacles in likely entry/ vulnerable routes/ points
• Maintain distance of perimeter wall/ fence from nearest civilian house
• Establish Observation Post
• Illuminate own vulnerable areas
• Employ local dogs for early warnings of intruders
• Establishing double set of gates at entry/ exit points
• Civilians/ visitors should be allowed after due verification
• Speed breakers in form of spikes, concertina coil, road blockers/ barriers, ditch should be made at entry gates

• Sketch/ video recording of buildings/ barracks be readily available
• No fixed time for marker & roll call. Avoid these, instead meet jawans randomly
• Electrification of fencing with provision of alarm
• Perimeter lights should be on inverters besides on generators, too
• All men to be with arms at all times. Leave little at kote, carry even in marker/ roll call/ undertaking working
• Devise good int network
• Do stand to drills religiously
• Keep bullet proof sentry post away from barrier
• Keep double sentries especially at main gate
• Second sentry post should be some 30-40 m behind
• All sentries should wear BP jacket and patka
• Wall of sandbags to be made around tents/ semi built up barracks/ mess, etc. Avoid accommodating men in one barrack/ place
• One central security command post to be established at dominating place
• Try to place sentries in living accommodation also
• Maintain effective local alarm system
• QAT to be available in the camp next to inner sentry post
• QAT may be readily used for domination of camp and its adjoining area
• Prepare and rehearse contingency drills regularly especially during nights, too. Include role of nearby posts/ camps in scheme of things
• Avoid rushing of QATs and officers on scene of incident. It adds to chaos and confusion besides unnecessarily risking life of men
• QATs of nearby and nominated units be only requisitioned
• The respective unit Commandant should be the Incident Commander
• Adequate transport facility should remain available in the camps
• Select dedicated team for QAT and rehearse drills of storming
• Reactions of terrorist:
  - ambush
  - escape
  - hide weapons & mix with civilians
  - fire & run
  - no reaction; saves his ammunition; doesn’t give away his position
  - hide & fire when search starts
  - keeps firing from the house
  - if cordoned fights till last & he will try to escape during darkness
• Using bullet-proof mounted platform on a mobile vehicle, as used by electricity department for repairing of street lights, can also be very handy
• Using tear smoke can be of great help in flushing out terrorist holed up inside a room
• Use of BP collapsible morchas have been of immense help while room clearance drills
• Avoid cross firing
• Take proper cover while clearing rooms one by one
• Don’t be in haste. Maintain cool. Plan and test his patience
• Fire on the body of slain terrorist to be sure of his death
• Search the body of slain terrorist from possible explosives/ grenades by tying, dragging and tilting his body remotely using rope
• Avoid room clearance drills during night hours. Cordon the area well with timely relief of men. We have lost two gallant officers while clearance operation during night
• Suspect whosoever is coming out from inside the cordon area. One suicide attacker alive was arrested for the first time in suicide attack incident on Hotel Peak View, Lal Chowk, Srinagar on 14/15.11.05 night while he was trying to move out of cordon after he hid his weapon inside another hotel. Kasab is the second such suicide attacker caught alive
• Keep good numbers of hand grenades for ready use
• The suicide attackers have been trained well and they generally do not give away their position especially during night hours by not resorting to firing.
• Do not take any chance for possible suspected terrorist hiding in the building unless the whole area is cleared off
• Cover all possible escape routes
Once suicide attackers are holed up inside building/room:

- May use halogen lights for alighting the area during darkness besides cordoning the area using concertina coils to prevent easy escape.
- RL, UBGL, grenades and LMG be used to best of their capability.
- Explosive charge may also be used in killing terrorists by bringing down the room/house. It is legally covered under Armed Forces(Special) Powers Act, 1958 wherever it is in force.
- Continue searching with alertness till the end.
- May have one or more search teams.

- Don’t leave cover.
- Use fire & move tactics.
- Never peep into a building.
- Beware while opening of door/window, IED may be there.
- Throw grenades before entering a room.
- Start search from top to bottom in a building. May use drill machine in making holes in floor for throwing grenades, clearing it and occupying it.
- Fire a burst before entering any room or fire a burst at dead or alive terrorist.
- Try to search terrorists in hides.
- Use laser pointer (mounted on rifle).

- Coordination of buddy pairs.
- Keep your back to a solid wall.
- Always inform move to some one.
- Cover move/give cover.
- Don’t go where your bullets can.
- Search of the house:
  - search occupants of the house.
  - detailed search of house.
  - do not touch anything.
  - get house member to open/dig.
  - IED & cash.
  - remove everything remotely.
  - keep back everything.
  - search of surrounding.

...
A JOURNEY BY A
CRPF SPECIAL TRAIN

Bhudeb Chakrabarti
DIG (Retd) CRPF

I had joined CRPF as a DAGO in May 1963. I was quite lucky that I became Commandant by February 1971. On promotion as Commandant, I was first posted to 12 Battalion. After completion of the normal tenure of three years in 12 Battalion, I was posted to 26 Battalion.

26 Battalion was deployed in Shillong (Meghalaya) at that time. Within a few months after I joined 26 Battalion I was asked to move my Unit to Nagpur in Maharashtra for rest and training.

The move of an entire unit from one end of the country to another needed lot of spadework. I must say that the officers and men of the Battalion rose to the occasion and worked very hard.

The whole Battalion was first concentrated at Guwahati. We had already placed the requisition for a special train with the Northeast Frontier Railway. The composition of the special train was planned in such a way so as to include normal passenger bogies for long and comfortable travel of the men, goods wagons for carriage of arms, ammunition, heavy stores and equipments and KF wagons for haulage of Motor Transport fleet.

At last, the D-Day and the H-Hour arrived. The Special Train was ready for departure from Guwahati. After necessary check and mandatory roll call, the Officers and men boarded the train and the long special train pulled by two powerful diesel locomotives commenced its journey.

New Jalpaiguri was the first destination of our special train. After its departure from Guwahati station the train rather moved slowly till it passed Guwahati and its outskirts. Then it crossed the long bridge over the mighty Brahmaputra River. Now it was time for our special train to pick up speed.
The train increased its speed gradually and then it maintained its tempo for its onward movement.

Before we left Guwahati the men had already taken a sumptuous breakfast of “puri and sabzi” and had been given a heavy packet of lunch. So we were not at all worried till evening and allowed the Railway to run the “Special” on its course as per their operational plan and exigencies.

We reached New Bongaigaon in the evening. New Bongaigaon, as the name would suggest, was a newly constructed and freshly laid out station with all required passenger amenities. We had already planned to have a long halt for the evening meal of the Jawans. The railway staffs running the “special” also obviously needed to be refreshed and replaced after the equally arduous assignment. All the companies put up their makeshift kitchens on the platform and prepared the evening meal for the men. When the food was ready, the men took their dinner. The kitchens were then winded and the entire area properly spruced up. The roll call was taken and the men boarded the train. I went to sleep after the train left New Bongaigaon. The train crossed over from Assam to West Bengal when I was deep asleep.

I woke up shortly before the train reached Alipurduar Junction in the morning. At Alipurduar, the first requirement was to provide a mug of hot tea peppered with ginger to the men. We had a long halt at Alipurduar during which the men got fresh, finished their breakfast and collected the freshly cooked food packed properly for the next part of the journey upto New Jalpaiguri.

After Alipurduar, the railway track ran through the forests of the Dooars region interspersed with lush tree plantations. The special train reached New Jalpaiguri after the sun had already set.

New Jalpaiguri station had a vast railway complex with complicated railways network of broad, metre and narrow gauges. At New Jalpaiguri the change of track from metre to broad gauge involved transshipment to a new set of rolling stock which had already been placed for us by the Railway Authorities. Our men worked hard whole night to shift all the arms, ammunitions, stores, equipments and MT fleet to the new special train.

The Railway took the entire next day to make the new rolling stock fit in all respects for the second part of the journey from New Jalpaiguri to Nagpur. Incidentally New Jalpaiguri was the last operational jurisdiction of the Northeast Frontier Railway after which the operational control would pass over to Eastern Railway. The train left New Jalpaiguri in the evening. After departure from New Jalpaiguri we moved westwards for another two days with two long halts at Malda Town and Rampurhat. We also crossed the Ganga River spanned by the Farakka Bridge after Malda.

Andal Junction was our last halt in West Bengal before we were to cross over to Bihar (Now Jharkhand). At Andal Junction our train changed over to electric traction. The Railway Operational Staff checked our rolling stock thoroughly. Thereafter, the Station Master of Andal Junction passed a written order on the Railway form to provide “water and lightning” to the special train well before its departure.

At Sini Junction our special train joined the main Howrah Bombay (Now Mumbai) line of the South Eastern Railway, whose operational jurisdiction would end only on reaching Nagpur. Although the speed of the special train was much faster now, the progress was not very satisfactory due to frequent detentions en route and further due to important freight movements on this trunk line. Being a routine move, our special train had no priority over these trains.

We reached Manoharpur, in the evening. It was not an important station by any standard. However, we had no other option but to halt at this place for our customary evening meal. As the duration of the halt was shorter than the scheduled halt for such purposes, we preferred to have “khichri” as our evening feed which the men also seemed to like for a change. The special train left as soon as the Jawans finished their food.

We reached Durg Junction next morning. Durg was in Madhya Pradesh (Now Chhattisgarh). We had passed through Bihar (Now Jharkhand) and Orissa in the previous night. Durg was our last halt before our final destination of Nagpur. We expected to reach Nagpur in the afternoon as it was not far off from Durg. However, the train’s progress was even slower as it was detained at each and every nondescript station adding to our mental agony. We reached Nagpur around midnight when we had given up all hopes of reaching Nagpur. However, we were very happy that at last we came to our journey’s end. Our special train had taken a full one week to complete the momentous journey from Guwahati to Nagpur.
The subject of creating a Federal Police Force was actively debated in 1930s at the instance of the Viceroy of India, the force which could serve the colonial interests better.

Some of the extracts of this nothing in the file of 1939 preserved at National Archives are reproduced below which would give an indication about the Federal type of Police Force known as Crown Representative’s Police in the making.

“Honourable member will be interested. Home Deptt. has been instructed by his Excellency the Viceroy to examine constructively the question of the creation of a Federal Police Force.

The examination is in its preliminary stages and I do not propose to trouble the Honourable Members with the case yet.” [F.H. Puckle, dated 28/02/1939 & R.M. Maxwell, 28/02/1939 on file of 1939 regarding creating a Federal Police Force.]

The Home department was instructed during March 1939 to examine whether it

“While I was doing research on the raising of CRP as Crown Representative’s Police, many important facts have come to light, which have an important bearing on our present role. The following correspondence throws light on the meticulous planning which had gone into the raising of the great force.”
is desirable to create some sort of a police force, whether designated Federal or not, under the control of either the Governor General or the Central Government, and, it seems to be desirable, whether it is a feasible idea. Most Federations have a Federal Police Force in some form or other, separate from the Police of the constituent states, and Sir John Ewart’s, C.I.E., I.P., Director, Intelligence Bureau, recent tour in the United States of America and Canada has given us some material on which to build up an idea of the role of such a Force.

Extract from DO letter No.172/39-Police dated 1st /3rd March, 1939 of F.H. Puckle of Home Department to Mr. A.C. Lothian, CSI, CIE, Chief Commissioner, Ajmer-Merwara produced below. Throws light on need of a Police Force like CRP:

“Speaking broadly, the field of Federal Police activity, apart from providing a Central Intelligence and Investigation Agency and being available to reinforce State Police in certain circumstances, extends over:

- the enforcement of Federal Special Acts, as distinct from the general criminal law eg. immigration, passports etc.,
- department executive duties, eg. Customs, Post Office, Narcotics etc.,
- inter-provincial aspects of law enforcement, constitutionally in the provincial field but for which it is convenient to have a force not restricted in jurisdiction.
- enforcement of a Federal responsibility, eg. Efficient working of railways;
- protection of Federal properly eg. Railways, aerodromes, currency offices etc.”

By the mid of March it was decided by the Home Department, GOI to raise a force called Crown Representative’s Police, approximately 1,000 strong. It is proposed to employ Major J.F. Peart of the 2/2 Punjab Regiment, who has three years experience in the Assam Rifles, actually to raise and train the Police.

The Force which is proposed to raise will, therefore, have to be trained and organized not only for dealing with riots and disturbances but for handling non-violent crowds, civil resisters, etc. for conducting house searches and effecting arrests; for furnishing guards and escorts over treasuries, courts, prisoners and the like; and for providing urban and rural

<table>
<thead>
<tr>
<th>Personnel</th>
<th>Strength</th>
<th>Scale of Pay and allowances</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)</td>
<td>Commissioned and Gazetted Officers</td>
<td></td>
</tr>
<tr>
<td>Commandant (Indian Army)</td>
<td>1</td>
<td>Indian pay of rank plus Indian Army allowance plus a special pay of Rs.400/- (Rs. Four hundred only) per mensem, and a compensatory allowance of Rs.75/- (Rs Seventy five only) per mensem while on detachment away from headquarters (No marriage or lodging allowance)</td>
</tr>
<tr>
<td>Assistant Commandant (Indian Police)</td>
<td>1</td>
<td>Pay in the time scale of the Indian Police inclusive of overseas pay plus a special pay of Rs.250/- (Rs two hundred and fifty only) per mensem and a compensatory allowance of Rs.75/- (Rs seventy five only) per mensem while on detachment away from headquarters.</td>
</tr>
<tr>
<td>Assistant Commandant (Indian Army Captain)</td>
<td>1</td>
<td>Indian pay of rank plus Indian Army allowance plus a special pay of Rs.250/- (Rs two hundred fifty only) per mensem and a compensatory allowance of Rs.75/- (Rs seventy five only) per mensem while on detachment away from headquarters (No marriage or lodging allowance)</td>
</tr>
<tr>
<td>Assistant Superintendents of Police (Indian Police)</td>
<td>2</td>
<td>Pay in the time scale of the Indian Police inclusive of overseas pay plus a special pay of Rs.150/- (Rs one hundred and fifty only) per mensem and a compensatory allowance of Rs.75/- (Rs seventy five only) per mensem while on detachment away from headquarters.</td>
</tr>
<tr>
<td>Deputy Superintendent of Police</td>
<td>2</td>
<td>Pay in the time scales applicable to them plus a special pay of Rs.150/- (Rs one hundred and fifty only) per mensem and a compensatory allowance of Rs.50/- (Rs Fifty only) per mensem while on detachment away from headquarters.</td>
</tr>
<tr>
<td>(b)</td>
<td>Rank and File</td>
<td>10</td>
</tr>
</tbody>
</table>

Inspector and Subedar including one Quarter Master (European Inspector) and one Subedar Major
patrols and personal escorts to officials. It will not, however, be required to perform normal police station or watch and ward duties. Apart from the type of drill and tactical training requisite for the duties which I have described, the force will have to receive sufficient instruction in elementary law for its members to know how to conduct a search, make an arrest etc., but as they will not be required to investigate crime, their instruction in law can be correspondingly limited.

Taking 1,000 as a near approximation to the total strength of the force, it is desired to have a scheme in outline showing the numbers and proportions in different ranks, and estimate as to the rates of pay and other costs of the force, such as clothing and equipment, contingencies of all sorts and allowances. I do not think that I can usefully suggest at this stage any rates of pay for your guidance. You know as much as I do about current rates of pay in the police in different Provinces and are well aware that those in the United Provinces

| Sub Inspectors or Jamadars-  
(including one Jamadar – Adjutant and one Quarter Master Jamadar) | 20 | Rs.70-5-130 plus a compensatory allowance of Rs.15/- (Rs fifteen only) per mensem each while on detachment away from headquarters. The Jamadar Adjutant and the Quarter Master Jamadar will draw a special pay of Rs.22/8- (Rs twenty two and annas eight) each per mensem in addition. |
|---|---|---|
| Head Constable  
1st Grade – 12  
2nd Grade – 18  
3rd Grade – 30  
4th Grade – 40  
(including one Battalion Havildar Major, one Quarter master Havildar, One Head Armourer, one Workshop Havildar, one workshop Nail and one Bugle Major) | 100 | 1st Grade – Rs. 40 p.m.  
2nd Grade – Rs. 35 p.m.  
3rd Grade – Rs. 30 p.m.  
4th Grade – Rs. 25 p.m.  
Plus a compensatory allowance of Rs.5/- (Five only) each p.m. while on detachment away from headquarters. Special pays at the following rates are also sanctioned in addition for the Head Constable detailed below :-  
Rs.11/8/- (Rs.eleven and annas eight only) p.m. for the Battalion Havildar Major.  
Rs.7/8/- (Rs. seven and annas eight only) p.m. for the Quarter Master Havildar.  
Rs.30/- (Rs. thirty only) p.m. for Head Armourer.  
Rs.20/- (Rs. twenty only) p.m. for Workshop Havildar.  
Rs.10/- (Rs. twenty only) p.m. for Workshop Naik.  
Rs.7/8/- (Rs. seven and annas eight only) p.m. for Bugle-Major.  
Promotion from grade to grade will be made on the occurrence of vacancies and will be subject to a departmental test. |
| Constables (including 6 Mechanics and Motor Drivers, one Head Carpenter, two carpenters and two Armourers) | 870 | Rs. 17-1-23 (the increment being admissible after 2,6,10,14,18 and 22 years service) plus a compensatory allowance of Rs.5/- (Rs five only) each p.m. while on detachment away from headquarters. In addition, special pays at the following rates are also for the constable detailed below :-  
Rs. 5/- (Rs Five only) p.m. each for 6 Mechanics and Motor Drivers.  
Rs. 10/- (Rs Ten only) p.m. each for One Head Carpenter.  
Rs. 5/- (Rs Five only) p.m. each for two carpenters.  
Rs. 15/- (Rs Fifteen only) p.m. each for two Armourers. |
| (c) Clerical Staff  
Head Clerk  
Accountant | 1 | Rs. 55-*4-115-5-160  
-do-  
(For the first two years, the Commandant is authorized to obtain experienced men, from other offices on deputation, for the posts of Head Clerk and Accountant, on their own pay plus a deputation special pay of 25% subject to a maximum of pay and special pay of Rs.160/- p.m.) |
| Clerk | 4 | Rs. 35-2-55-3-100 |
| (d) Enrolled Followers Cooks | 18 | Rs. 14-1/4-18 p.m. while on detachment duty away from headquarters. |
are lower than anywhere else, at least for constables. My provisional feelings is that, considering that we want to attract a good type of men, many of who will probably be ex-soldiers in the prime of life, and that we want to get them from many different parts of India, and that they will be liable to frequent sudden moves on detachment and to prolonged periods of duty far from their homes and their headquarters. [Extract from DO No. SA/403-A dated New Delhi 18th March 1939 of F.H. Puckle of Home Department to Mr. A.G. Phillips, Esquire (Barrister at law) CIE, IP, IG of Police, Ajmer-Merwara and Police Asstt. to the Hon the Resident for Rajputana.]

The following notification was issued for the raising of Crown Representative’s Police, Neemuch.

**Confidential**

From - The Secretary to His Excellency the Crown Representative,

To - The Hon’ble the Resident for Rajputana

Memorandum No. F-11(12)-E/39
Dated Simla, the 26th July, 1939

<table>
<thead>
<tr>
<th>Items</th>
<th>Amount not exceeding</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Clothing (Subject to orders of Crown Representative in regard to scale, etc.)</td>
<td>72,000</td>
</tr>
<tr>
<td>(2) Arms and Equipment – I.A.O.C. Stores (As per Appendix-1)</td>
<td>40,000</td>
</tr>
<tr>
<td>Gas Stores</td>
<td>30,000</td>
</tr>
<tr>
<td>Others (non arsenal) stores (As per Appendix-2)</td>
<td>4,000</td>
</tr>
<tr>
<td>Cooking utensils (As per Appendix 3)</td>
<td>700</td>
</tr>
<tr>
<td>(3) Office equipment – (including freight charges)</td>
<td></td>
</tr>
<tr>
<td>3 Confidential Boxes</td>
<td>250</td>
</tr>
<tr>
<td>1 Treasure Chest, large</td>
<td></td>
</tr>
<tr>
<td>3 Treasure Chests, small</td>
<td></td>
</tr>
<tr>
<td>(4) Service postage and telegram charges</td>
<td>2,500</td>
</tr>
<tr>
<td>(5) Rewards to Rank and File</td>
<td>1,000</td>
</tr>
<tr>
<td>(6) Office, barrack room and school furniture, in addition to that to be obtained from the Defence Department (As per Appendix 4)</td>
<td>Rs.13,500/- initial and upkeep Rs.1,200/- for 8 months</td>
</tr>
<tr>
<td>(7) One water lorry with pump and other accessories</td>
<td>5,800/- (including Rs. 800/- for running expenses)</td>
</tr>
<tr>
<td>(8) Four filth carts 110 gallons with Pneumatic tyres</td>
<td>- Rs. 1,700</td>
</tr>
<tr>
<td>1,000/-</td>
<td></td>
</tr>
<tr>
<td>Four bullocks at Rs. 50/- each - Rs.200/-</td>
<td></td>
</tr>
<tr>
<td>Maintenance of bullocks - Rs.500/-</td>
<td></td>
</tr>
<tr>
<td>(9) Miscellaneous contingencies (including pay of 10 Bhisties and 20 Sweepers at Rs.12 to Rs.16 each0)</td>
<td>5,360</td>
</tr>
<tr>
<td>(10) Four Ford or other Vanettes and 12 Hercules Bicycles including freight charges</td>
<td>13,000</td>
</tr>
<tr>
<td>(11) Petrol, oil and maintenance of motor vehicles</td>
<td>1,600</td>
</tr>
</tbody>
</table>

Ochterlony House, 1822
Formation of “Crown Representative’s Police, Neemuch

With the approval of His Majesty’s Secretary of State for India, the Crown Representative is pleased to accord sanction to the creation, on a permanent basis, of a reserve police force, known as “Crown Representative’s Police” with headquarters at Neemuch, which will be constituted as shown below:

2. Travelling allowance to the personnel of the force will be admissible in accordance with the Supplementary Rules, except that no daily allowances will be drawn on detachment. The detachment allowances sanctioned in previous paragraph are in lieu of daily allowances for halt otherwise admissible.

3. The Gazetted and Commissioned officers of the force will be required to pay rent, under the Supplementary Rules, for their residential accommodation and furniture, if provided. The rank and file and the clerical staff will, however, be provided with rent free accommodation. In addition, the European Inspector will be supplied with rent free furniture on a scale to be approved by the Crown Representative.

4. Leave will be admissible as follows:
   (a) Army Officers - Under the provision of Fundamental Rule 100.
   (b) Other superior officers - under the rules applicable to them in the service to which they belong.
   (c) Ministerial officers obtained on deputation from other services - under the rules applicable to them in services to which they belong.
   (d) Other Ministerial officers, Indian officers and Indian other Ranks - under the revised leave Rules 1933, incorporated as Appendix-7A in the Posts and Telegraphs Compilation of the Fundamental and Supplementary Rules, Volume-II.

5. The Crown Representative is also pleased to authorize the Commandant to incur expenditure, during the current financial year, on the following items, to the extent of amount shown against each:

   Items 1(clothing) 7 (water lorry), 10 motor vehicles and bicycles) should be purchased through the agency of the Indian Stores Department, Arms and equipment and other I.A.O.C. Stores should be obtained from the Defence Department.

6. Expenditure on account of the force during the current financial year (including travelling allowances and recruiting expenses in addition to the items mentioned in the previous paragraph) is authorized in anticipation of provision of funds. An estimate of actual requirements may be made in November next and intimated to the Political Department by the end of that month. The provision required for 1940-41 and subsequent years should be included in your budget proposals for the year concerned.

7. Use of Railway warrants and credit notes. Necessary orders have been issued in Railway Department circular letter No. 2074-T.C., dated the 10th July 1939 (copy enclosed).

8. Separate communication will follow in regard to:
   • the admissibility of railway concessions;
   • supply of stationery stores including typewriters and Duplicators and arrangements for printing;
   • scale of clothing and clothing allowance; medical arrangements, pensionary concessions.

9. Sanction to the appointment of Major Peart as Commandant of the Force takes effect from the 27th July 1939. The other officers and members of the Force including the ministerial staff will draw pay from the date of their appointment.

Sd/.. G.K.S. Sharma
For Secretary to His Excellency
The Crown Representative

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Copy to:
(1) Major J.F. Peart,
Officer on Special Duty
(2) Defence Department

Sd/.. G.K.S. Sharma
For Secretary to His Excellency
The Crown Representative

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Copy to:
Auditor General of India
Accountant General, Central
Revenues, New Delhi.

By order, etc.

Sd/.. V. Narahari Rao,
CROWN FINANCE OFFICER
* with 2 spare copies.
• The workshop was sponsored by BPR&D and CRPF Academy was assigned to design and deliver it is CRPF especially RAF officers to enhance the sensitivity to officers towards minorities policing rights and the need to secure and safeguards their interests.
• In the workshop the participants had interaction with eminent scholars from JNU and Hamdard University as well as senior police officers from diversified background of work experience.
• The workshop was put up in motion by Prof Chenoy’s articulate talk on “Police and Minorities.” He talked go an understanding of the concept of Minorities and what are pointers which indicate the minorities’ needs.
• Often minorities, face lack of justice and social alienation probably in response of the so-called extra territorial loyalty of their communities.
• He also explained the concept of “Father Land” and “Holy Land” to substantiate this perception.
• Minorities have to face injustice and social alienation.
• There are organisational and social discrimination even if the laws of the land are secular and impartial.
• Peace committee should be formed by Police / CRPF to connect with the people.
• Mr. V.N. Rai, DG & Director Haryana Police Academy circulated a questionnaire to check the awareness of the participants regarding the needs of minorities in conflict situations.
• Retrospection is required by each and every police man for being effectively communally sensitive.
• Prof. Imityaz Ahmed while presenting an overview on minorities opined that –
• Secularism has not sipped deep
enough into society.

- Minorities especially Muslims has peculiar problems because of poverty and orthodoxy; therefore policing is very sensitive issue in this scenario.
- Riots are prismatic manifestation of historical and cultural factors.
- Dr. Kumar Suresh has elaborately deliberated on ‘Minorities in the nation and their rights’ as well as Mutual perceptions of police and communities-
- Minorities are collective concern and there are qualitative and quantitative components of group dynamics with them like any group.
- Efforts should be to relate them to the nation.
- Indian society being plural in nature is better suited for composite state.
- The Western concept of equality on the basis of homogenization of nation state may not be appropriate; where the form of exclusion and deprivation is more than that of colour and race.
- Diversity need to be respected.
- Attitude can build positive mutual perception.

- Dr. Ajay Kumar Singh deliberated upon causes of communal violence and how it erupts. His thoughts were –
- Cultural assimilation between communities.
- Need to know and respect human values.
- Majority can take initiative for harmonious relationship, being big brother.

The workshop has been very productive and definitely it will enrich the professional competence and organizational capability.
Officers at Academy need to be developed in oratory skills and critical thinking on the professional subjects as well on social themes. Therefore “The literary and Debating Society” formed at Academy. The Society will endeavor to elicit latent talent of individuals in understanding and expressing their viewpoint on subjects which has social and professional significance. Trainee officers shall be involved in this society since beginning and it will be part of personality development and guide scheme in their training. Separately also the society will hold meetings to hone their public speaking skills.

Trainees should pursue literary events with great verse and enthusiasm and for that appropriate skills and confidence will be learned by members through peer learning. The focus will be on depth of matter, argumentation and logic along with oratory skills. The society wishes to provide a forum for the intellectual, creative and cultural development of trainees.

The literary and debating society will have separate “literary and debating” sections as well as a “writers club” too. The society is named “ABHIVAYKATI” or “EXPRESSIONS”.

Objective
“To promote critical thinking, sound reasoning and oratory/communication skills among trainee officers, upon professional and social matters of vital importance.”

Purpose
Literary and Debating Society of the Academy will develop the latent talent of trainees in oratory and communication skills, cultivate tastes for literary works and healthy debating, use debating for problem solving by way of finding viable solutions; view points as well as for integrated and inclusive focus on challenges.

Functioning
Each week the members of Society will engage in spirited debate on matters ranging from internal security, current events training, philosophy films/media as well as humorous/subjects. The society may hold debating competition, to promote original works of literature, poetry recitation etc. The society may also invite men of eminence to deliver talks, debate and deliberate upon the literature and related subjects.
EXPLORING
THE COLD DESSERT VALLEY

Stanzin Shakya
Dy. Commandant, CRPF Academy

A cold desert valley?... Wow.... Now imagine getting a sun stroke and frostbite at the same time,..... A BIGGER WOW..
Ladakh the land of many passes, broken moon, last Shangri-La are some of the names by which my homeland is known, the crown of the country situated high amidst the Himalayas, surrounded by snow clad mountains rising arrogantly to the heavens above fed by the mighty roaring Indus and innumerable glaciers, spirituality comes naturally to the residents but with it comes the indomitable spirit of mankind to survive and to bear the harshness of mother nature.

With the advent of tourists the mountains the valleys and the rivers became the playground of adventure tourism. And as a young lad I also joined the melee, during this time I became part of many adventure sports activities like rafting mountaineering, trekking and cycling (youngest man to cross the world’s highest motorable road on cycles). Apart from earning a neat amount for it, the experience of conquering and testing your mettle gives a high that nothing can beat. To feel the stillness of the mighty Himalayas, the piousness of the glaciers, the sharpness of the western winds, the grandeur of the pastures, the agility of the ibex, the stealth of the snow leopard, the clarity of the northern sky, the strength of the Indus and above all the feeling that you did it. I had no idea during those days what effect adventure sports has on human psychology, how drastically it can metamorphose a person’s character and how radically change the perception of an individual towards the group of which he is a part of. I simply did it for fun and to earn while having fun, now looking back I can see the effect it has had in shaping my personality.

These days it is widely believed that adventure sport develops personality. But how? What is the process of adventure based learning?

Most people believe that adventure sport means climbing Mt Everest or something similarly exotic and big. However, that is not so. When we speak of adventure, we are talking about any experience that challenges us and takes us beyond our known capacity or challenges our assumptions about our existing abilities.

It could be something as ordinary as a walk on some peaceful mountain trail, or even a beach, or it could be a high voltage rescue situation. Each is something we are doing newly, and it accesses parts of ourselves that we don’t ordinarily use. We end up discovering something new about ourselves and our responses in different situations that we didn’t know before and this information is then known to us and available for us to count on in future situations – voila – a development in us!

In other ways, we could speak of adventure as a means of transformation. Transformation is simply becoming aware of more and more of our unconscious behavior and being conscious of it. You may choose to change it or not. That is a different matter. But simply knowing that in such a situation, I feel like this, and tend to make choices like this empowers me to account for my own needs and decide if those automatic choices are what I want or if I’d like to take care of my needs in another manner and make a more useful choice.

Adventure sports now a days has a wide variety of options or types like indoors or outdoors and both bring about lots of positive changes.

However, outdoor activities offer a distinct advantage over other methods by magnifying the unconscious processes and making them more visible. Physical space and involvement in the physical activity remove conscious “presented behavior” and allow natural choices to be enacted.

For example, what could be me taking a mental vacation when someone I don’t like speaks results in me staring at the horizon or physically doing something else in an outdoor context, which is easier to observe, and more difficult to
ignore. If I get along with someone, in an indoor context, I may simply agree with them, or support or complement their opinions; which in an outdoor context could become as visible as me standing next to that person often, acting physically on their suggestions, etc.

In short, my unconscious choices get more space to be enacted in a manner that becomes in very specific and unambiguous language, enabling me to recall that moment and get in touch with the exact subject of the feedback or insight. This naturally makes this learning’s more powerful.

The other great advantage of adventure based learning is that it happens in an atmosphere of fun. Even when potentially disturbing feedback is shared, it is in the context of a low stakes fun activity, leaving me to absorb it to an extent that I can comfortably cope with and process. There is no salary, promotion or professional image at stake, so I can embrace the risk of failure easily, because the cost of failure is not threatening to my well-being.

This leads to ready acceptance of feedback and experimentation with change.

While the change that happens in the person happens in the context of the activity, that learning is accessible to try out and utilize in any aspect of life, enabling the participant to address problem areas with greater flexibility and ability to functionally engage in change.

Besides all the blah blah above, adventure sports also gives an unbeatable rush of adrenaline. “Adrenaline is addictive, and adventure sports provide that instantly”. What could be more fun than pelting opponents with paint pellets? Don the gear, equip your self with the paintball gun, hide, dodge and shoot. “It’s great for team building, communication and leadership skills. It lets you think on your feet. Or jump into the raft and fight against the mighty rapids of the Ganges, the waves pushing and pushing trying to knock you down, or try a nice quiet walk and talk in the Himalayas.

Now coming to adventure sports from a security forces point of view, when we talk of forces the first thing that comes to your mind is professionalism and perfection, in times of turmoil a member of the force has to work under immense pressures from various quarters, professional as well as social and under these pressures he has to perform with perfection, any lapse may result in a bitter experience. Likewise in adventure sports minutest details have to be followed with razor sharp perfection a wrong knot and your face is imprinted on the rocks, one faulty step and down you go.

Next comes quick reflex, neuromuscular coordination and physical strength, split second decisions and physical strength is the difference between life and death in a combat situation, a moment too late and you are taken down. It is always do or die and same applies in adventure sports, rock climbing, trekking, rafting, sailing, skiing, cycling the list goes on and on. Working as a team is what the forces do all the time and understanding leadership, communication and group dynamics in a fun way “nothing can beat it”. That is why adventure sports has become the most preferred method of change, almost all the corporate houses and most of armed forces training institutions and the forces themselves keep undertaking such events to improve upon the HR of the department which I find and I believe most of you readers of the biggest Paramilitary force CRPF will agree is missing, not only in the training institution but also in the force in general, recently I read a article about Assam rifles organizing a car rally to mark their anniversary and it sent me thinking why not CRPF sending a expedition to Rann of Kutch or Hot Springs or for that matter any where in India. Why not send trainees for trekking in the Himalayas, rafting in the Ganges, Para sailing in the Indian Ocean, paragliding in Himachal.
A Patrol in HUR operations
(Khairpur Detachment 1942-43)
(आज से सोलह वर्ष पहले — सन् 1942 — सी.आर.पी० को खड़े हुए सिंघ तीन ही साल हुए थे कि इसको सिंघ प्रान्त में तुड़े और खूबी हूँ को दमन करने का अयतन कठिन काम सीमा गया, प्रचंड गर्मी में अपरिचित रेगिस्तानी इलाके में यह अपना खून पसीना एक कर हूँ को जिस प्रकार नष्ट कर सकी वह सी.आर.पी० के इतिहास का फहराला उज्जवल पछ है, इसने वहाँ जिस लगन से काम किया उसी की एक झांकी देखिये)

— प्रथम दृश्य —

(स्थान — सिंघ के रेगिस्तान में सी.आर.पी० का एक पोस्ट। कम्पनी कमांडर डर एक टेन्ट में बैठे हुए हैं। सामने मेज पर कुछ कागज पड़े हैं।)

कोऽकोऽ — आर्दःरती .......
(कोई जवाब नहीं आता है)

कोऽकोऽ — (अर जोर से ) आर्दःरती
......

ओऽ — (आकर सेल्यूट करता हुआ) जी साहब।

कोऽकोऽ — ( गुस्से से ) कहां मर गया था तुम? कितनी देर चिला रहा हूँ ....। जाओ जमादार किषानसिंह को हमारा सलाम बोलो।

(आर्दःरती चला जाता है। कम्पनी कमांडर महोदय कुछ कागजो को उठाकर दर्शक रखने लगते हैं कि थोड़ी देर में जमादार किषानसिंह का प्रवेश)

कोऽकोऽ — हम आपको आठ बजे बुधवार था। अब दस बज रहा है। कहाँ था आप अभी तक?

किसिंह — मेरी तो हालत ही बुरी हो गई साहब। खुश किसती है कि मेरी जान बच गई ....

कोऽकोऽ — क्यों? क्या हो गया था?

किसिंह — मैं ऊंट पर से गिर गया था वाय साहब। बात यह हुई कि मैं ने कल गाम को पेटरोलिंग पर जाने के लिए ऊंट पर काठी बढ़ाई और रायफल दंगे सवार होने के लिए एक पांव उपर रखा है तथा वह खड़ा हो गया। मेरा एक हाथ काठी को पकड़े था तो एक पांव रकब में था। ऊँट के ऊपर ही भागने से मैं वैसा ही लटका रह गया।

कोऽकोऽ — Oh, My God...........! किर क्या हुआ?

किसिंह — मैंने बड़ी मुश्रिक से अपना पांव रकब से निकाला। भूग, वान का नाम ले हाथ छोड़ दिये और तुप्त पीठ के बल जमीन पर आ गिया।

कोऽकोऽ — किर ऊंट कैसे रुका?....

किसिंह — ऊंट कहां रुका साहब। वह तो सीधी ही भागा चला जा रहा था कि मैंने अपने ज्यातून के एक सिपाही से रायफल ली और उसको गोली मार दी।

कोऽकोऽ — My God...........! तुमने हारा एक ऊंट का नुस्तान कर दिया। गोली मारना क्या जस्री था?

किसिंह — इसके सिवाय कोई चारा ही नहीं था। ऐसे न करता तो मेरी रायफल जो उसकी पीठ पर बंधी थी — किसी हूँ के हाथ लग जाती साहब ....

कोऽकोऽ — अरे हूँ के पास तो काफी हथियार हैं। तुमें मालूम है जब पीपुगरे गिरफ्ता हुआ तब कितना एम्यूनिशन जब किया गया था।

किसिंह — ये लोग बड़े खूब बाहर होते हैं साहब। इन्होंने खेड़ पुटर स्टेट के इस्पेक्टर जनरल पुलिस को कल कर दिया था। इन्होंने करांसी मेल को भी उलट दिया था। हुदूमत की तो इन्हें कोई परवाह ही नहीं।

कोऽकोऽ — इससिंह तो सी.आर.पी० को यहाँ भेजा गया है। हम लोग इन्हका सिर कुचल देगा। हमको कामयाबी का पूरा भरोसा है।

किसिंह — हमारी जान हाजिर है साहब। अपनी सयूटी करने में हम दिन रात एक कर देंगे।

कोऽकोऽ — गाबाः! सयूटी में देखो हमें भी दो रात सोने को नहीं मिला। कल तो हम रेगिस्तान में रास्ता ही खुल गया। सारी रात भड़कने के बाद बड़ी मुश्रिक के बाद यहाँ पड़ा।

किसिंह — ही साहब, यहाँ रेगिस्तान में रास्ता निकाल लेना बड़ा मुश्रिक है। फिर इस्हर लोग भी तो हूँ के डर से हारा साथ देने को तैयार नहीं होते। (दोनों की बातचीत चल रही थी कि अचानक बाहर एक गोली की आवाज होती है। कम्पनी कमांडर फौरन अपना रिवर्लर निकाल लेता)
दूसरा दृश्य —

(आर्डरली आता है और सेल्यूट करता है)

ओ — साहब, नायक सीताराम जाधू मिलना चाहता है।
कोको — कौन? अच्छा वही जो पिछले महीनों ऊंट पर से गिर गया था।
ओ — हाँ…….
कोको — ठीक है। आने दो—
(सीताराम आकर सेल्यूट करता है)
कोको — वेल सीताराम, कैसा है?

सी — ठीक तो हो गया हूं साहब मगर पीठ सीधी नहीं होती।

कोको — तुमको तो हमेशा के लिये इस मुक्का का एक निशानी मिल गया। कोई परवाह नहीं। तुम नीचे को चला जाओ और वहां इलाज कराओ। तुझ्हारा पीठ बिल्लुत सीधा हो जायेगा।

(सीताराम आता है और किशनसिंह आता है)

ओ — साहब, सुबेदार धनान्दिसिंह आये हैं।
कोको — बुलाओ।
(सुबेदार आता है)
कोको — सुबेदार साहब क्या खबर है?

सू श्री — जी अच्छी है साहब। मैंने तो मुकमाल आदमियों को तैयार कर लिया है जो हमें दूरों के ठिकानों की दो बहुत खास जगहें बताने के लिये तैयार हैं। मैंने उनको माकूल इनम देने का वादा किया है।
कोको — सुबेदार साहब। इनकी परवाह करते हैं। आप पता निकलते हैं। फिर तो हम उन दूरों को ऐसा घोषा जालेगा कि उनको निकलने का कोई रास्ता न रहेगा।
सू श्री — दूर जा। मैंने उन आदमियों को आपसे मिलने के लिये बुलाया है। वे अभी आते ही होंगे।
कोको — अच्छी बात है। आप उनको आते ही हमारे पास ले आना।
(सुबेदार सेल्यूट कर चला जाता है)
कोको — आर्डरली……
(आर्डरली आता है)
कोको — बाबू को बुलाओ।
(बाबू का प्रवेश)

"डिजार मिस्टर पैरी, मैं आज बहुत कुछ भटकने के बाद यहाँ पहुँच गया । आज देखो तुम और तुम्हारे साथ बहुत बड़ा हुआ है । बूढ़ा, प्यास और नींद की परवाह किये बिना ये लोग दिन-रात पेट्रोलिंग में लगे हुए हैं। जब से C.R.P. यहाँ आई है, दूरों की वारदातें किसी कतर कम होने लगी हैं।

मुझे फोरस ही कुछ खुफिया इतत्लात मिलने की उम्मीद है जिसके बिना पर हुरों के खास अडों का हमें पता चल जायेगा। आप यकीन रखिये उनकी बची-खुशी तकत को हमेशा के लिये खल्म कर C.R.P. का झण्डा इसी तरह फाग से बुलाना रहेगा।"

बाबू — (खिलखिलाए) 'बुलाने रहेगा' — बस साहब।
कोको — बस। हाँ यह भी लिखियो — मेहनतपूर्वक करके आपने अपने वाली पार्टी के साथ डॉर्डन कन्केन्ड
मिलक के हिस्से और चार पूंड चाय जذلك भेज दीजियेगा।
(बाबू उठाता है)

कोको—जल्दी टाइप कर जाओ।
बाबू—जी ............

--- तीसरा दृश्य ---

(आर्डरली आता है)

ऑ—सूबेदार साहब आये है साहब।
कुकुकु—बुलाओ।
(सूबेदार साहब का आना)
कॉको—देखिये सूबेदार साहब, आज का Patrolling का प्रोग्राम समझा दिया है न। दस पार्टियाँ शाम को अनेरा होते ही अलग-अलग निकलेंगी। एक अच्छा Section आप अलग तैयार रखना।
उसके साथ में रात की दो बजे निकलेंगा।

सूबे—जी ठीक है। वे दो मुखबिर भी आ गये है साहब।
कॉको—अच्छा, बुलाइये उन्हें।
(दो सिंधी मुसलमान आते हैं)
सूबे—यह समय खाँ है साहब और वह अहमद खाँ। दोनों बड़े काम के आदमी हैं।
कॉको—बहुत अच्छी बात है। कोई ताजा खबर है।
समय खाँ—खबर तो पक्का है साहब। अगर आप इसी वक्त चलें तो रात में चलने के बाद सुबह होते-होते में आपको हूँकों के एक बड़े खुफिया अड़ते पर पहुँचा दूँगा। समझिये साहब कि आपका आधा काम होगा।
कॉको—हम तो विल्कुल तैयार हैं।
सूबे— साहब फौरन कूच की तैयारी करो।
सूबे—लगत साहब आप तो दो रात नहीं सोये।
कॉको—कोई फिकर नहीं। अभी सोना नहीं है। यह काम करने का वक्त है।
(जमाकिशनसिंह एक आर्डरली के साथ चाय की ट्रेन लेकर पहुँचता है)
किसिंह—साहब, चाय आ गई है।
कॉको—नहीं जमादार साहब, अभी एक भी मिनट नहीं खो सकते। पहले हमें अपना फर्ज़ पूरा करना है। चाय तो बाद में ही पी जा सकेंगी।
(पटक्षेप)

***
कविता

श्री सौरभ अवस्थी,
सहा कमार, ४०वे वैच
गीत गाते आ गये हम, गुनगुनाते आ गये हम
dेश ने जब भी पुकारा,
बन के निर्वास का सहारा,
छोड़कर आगम सारा,
काल से, जीवन मरण से, मुक्ति पाते आ गये हम।
गीत गाते आ गये हम, गुनगुनाते आ गये हम
शांति के सजग प्रहरी,
हो मिश्रा कितनी भी गहरी
चाहे हो जलती दोपहरी
हर समय करत्व कर पर परा वहाँ आ गये हम।
गीत गाते आ गये हम, गुनगुनाते आ गये हम
dर्थ की कटुता भुलाने,
प्रांत के झगड़े मिटाने,
शांतों पर विजय पाने,
राष्ट्र की जयवोष का नाम लगाते आ गये हम।
गीत गाते आ गये हम, गुनगुनाते आ गये हम
dघर निर्जन जंगलों में,
दुःखतम मल्लकदलों में,
जानलेवा दलदलों में,
बाढ़ में भूकम्प में जीवन बचाते आ गये हम।
गीत गाते आ गये हम, गुनगुनाते आ गये हम
dsंक्तो का नाश करने,
दीन जन का आस हरने,
हर तरफ उल्लास भरने,
अपने तन मन प्राण की बाजी लगाते आ गये हम।
गीत गाते आ गये हम, गुनगुनाते आ गये हम

यक्ष प्रश्न

दिवेश कुमार मिश्रा
डेगोज, ४२वे वैच
यह चिंगारी भड़क रही जो
शोला मत उसको बनने दो ।
धनुष की प्रत्याव समान यह,
मत तीर चढ़ा उसको तनने दो ।
मत सोंच समस्या गहन नहीं
बनकर विस्फोट यह फुटेगा ।
जब तक मनन करेंगे हम
dर कितना का यह लुटेगा ।
अब समय मनन का नहीं रहा,
यह विस्फोट दबाना है ।
उससे पहले यह काल बने,
हमें महाकाल बन छाना है ।
ऐसी भी क्या बात यहाँ,
हम हाँ बंध बंधे सकुचाते हैं?
अपनी ही ऑफ़ों के आगे
अपना सरचर गंवाते हैं?
हे जहाँ जरूरत करने की मनन,
हम उसे भुल कयों जाते हैं?
हे सबकुछ हमारे पास यहाँ,
क्यूं गार नहीं, मर जाते हैं?

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Shri L.K. Advani, the then Home Minister Inaugurating CRPF Academy at Kadarpur (Gurgaon) on 23rd March, 2002

- Ralph Waldo Emerson

Do not go where the path may take, go instead where there is no path and leave a trail.

Shri P. Chidambaram, Union Home Minister Inspecting CRPF Anniversary Parade at CRPF Academy, Gurgaon on 27th November, 2009
A sustained effort by the Academy has led to barren lands getting metamorphased into a lush green surroundings within a short span of five years.
Group photograph of DAGOs 40th batch with Shri Bhupender Singh Hooda, Hon’ble Chief Minister Haryana after passing out parade on 15th February 2010