

NATIONAL JUDICIAL ACADEMY



ANNUAL NATIONAL CONFERENCE ON STRESS MANAGEMENT

15th and 16th April 2017

Programme Report

Prepared by

Programme Coordinator- Shivraj S. Huchhanavar

List of Resource Persons

1	Hon'ble Mr. Justice Kurian Joseph	Judge, Supreme Court of India
2	Hon'ble Mr. Justice U. C. Dhyani	Judge, Uttarakhand High Court
3	Hon'ble Mr. Justice R. C. Chavan	Former Judge, Bombay High Court
4	Mr. Sampath Iyengar	CEO - Blue Tiger Learning Service Pvt. Ltd.
5	Prof. Radha R. Sharma	Professor Organizational Behavior, Management Development Institute, Gurgaon
6	Mr. Pawan Kumar Singh	Faculty, Indian Institute of Management, Indore

List of Participants

Sl. No	High Court	Name of Participants	Address
1	Allahabad	Mr. Subhash Chandra Sharma	District & Sessions Judge, Lalitpur, Uttar Pradesh
2	Allahabad	Mr. Raj Beer Singh	District & Sessions Judge, Lakhimpur Kheri, Uttar Pradesh
3	Allahabad	Mr. Ajit Singh	District & Sessions Judge, Hathras, Uttar Pradesh
4	Andhra Pradesh	Ms. K. Sujana	Principal District and Sessions Judge, Nizamabad, Telangana
5	Andhra Pradesh	Ms. Aruna Sarika	Principal District and Sessions Judge, Adilabad, Telangana
6	Bombay	Mr. Sandip Kumar C. More	Principal District Judge, Yavatmal, Maharashtra
7	Bombay	Ms. Sandhya Dwarkanath Raikar	Principal District Judge, Wardha, Maharashtra
8	Bombay	Mrs. V.V. Kankanwadi	Principal District & Sessions Judge, Solapur, Maharashtra
9	Calcutta	Mr. Partha Sarathi Sen	District & Sessions Judge, Howrah, West Bengal

10	Chhattisgarh	Shri. Santosh Sharma	District & Sessions Judge, Dantewada, Chhattisgarh
11	Chhattisgarh	Shri. Kanwar Lal Charyani	District & Sessions Judge, Baloda Bazar, Chhattisgarh
12	Delhi	Mr. Rajnish Bhatnagar	District & Sessions Judge, Rohini New Delhi
13	Delhi	Mr. Talwant Singh	District & Sessions Judge, New Delhi
14	Delhi	Ms. Poonam A. Bamba	District & Sessions Judge, Saket, New Delhi
15	Gauhati	Mr. Aparesh Chakravarty	District & Sessions Judge, Dhubri, Assam
16	Gujarat	Dr. A.C. Joshi	Principal District Judge, Ahmedabad, Gujarat
17	Himachal Pradesh	Mr. Yogesh Jaswal	District & Sessions Judge, Chamba, Himachal Pradesh
18	Jammu & Kashmir	Mr. Jatinder Singh Jamwal	Additional District & Sessions Judge-I, Baramulla, Jammu & Kashmir
19	Jammu & Kashmir	Mr. Mohd. Ibrahim Wani	Principal District & Sessions Judge, Kupwara, Jammu & Kashmir
20	Jharkhand	Mr. Sanjay Prasad	Principal District and Sessions Judge, Bokaro, Jharkhand
21	Karnataka	Mr. Bhairappa Shivaling Naik	Additional District & Sessions Judge-III, Kalaburagi, Karnataka
22	Karnataka	Mr. J.N. Subramanya	Additional District & Sessions Judge, Chitradurga, Karnataka
23	Kerala	Mr. K. Haripal	Principal District Judge, Thiruvananthapuram, Kerala
24	Madhya Pradesh	Mr. Vimal Prakash Shukla	District & Sessions Judge, Raisen, Madhya Pradesh
25	Madhya Pradesh	Mr. Rishabh Kumar Singhai	District & Sessions Judge, Sehore, Madhya Pradesh

26	Madhya Pradesh	Mr. S.S. Raghuvanshi	District & Sessions Judge, Harda, Madhya Pradesh
27	Madras	Ms. S. Subadevi	Principal District and Sessions Judge, Dharmapuri, Tamil Nadu
28	Madras	Mr. K.H. Elavazhagan	Principal District and Sessions Judge, Namakkal, Tamil Nadu
29	Meghalaya	Mr. Noor-Ain Khan	District & Sessions Judge, Nongpoh, Meghalaya
30	Orissa	Mr. Surya Prakash Kar	District & Sessions Judge, Bolangir, Odisha
31	Orissa	Mr. Sudipta Acharya	District & Sessions Judge, Bargarh, Odisha
32	Patna	Mr. Balram Dubey	District & Sessions Judge, Aurangabad, Bihar
33	Patna	Mr. Shailendra Singh	District & Sessions Judge, Bhabhua, Bihar
34	Punjab & Haryana	Mr. Rajesh Kumar	Additional District & Sessions Judge, Panipat, Haryana
35	Punjab & Haryana	Dr. Sushil Kumar Garg	Additional District & Sessions Judge, Sonipat, Haryana
36	Punjab & Haryana	Mr. Gurmohan Singh	Additional District & Sessions Judge, Jalandhar, Punjab
37	Rajasthan	Shri. Madan Gopal Vyas	District & Sessions Judge, Balotra, Rajasthan
38	Rajasthan	Shri. Chandra Kumar Songara	District & Sessions Judge, Banswara, Rajasthan
39	Uttarakhand	Mr. Rajendra Singh	Presiding Officer, Haridwar, Uttarakhand

Outlines of the Conference

Subthemes of the conference were *Understanding 'Stress', Consequences of Occupational Stress, Personal and Professional Triggers for Stress in Judicial Officers, Stress Management: Relaxation Techniques, Stress Management through*

enhancing Emotional Intelligence, Managing Judicial Stress: Methods and Techniques, and Institutional Strategies to Prevent/Alleviate Occupational Stress.

Introduction

The complex nature of duties that judges are called upon to discharge, mounting work pressure and increasing societal expectation have made judicial life progressively stressful. Recent studies show that the legal profession, jury and judgeship are amongst inherently stressful occupations. Studies have also shown psychological and behavioral symptoms of occupational stress, namely: trouble in remembering things, feeling easily annoyed, poor appetite, temper outbursts, feeling blocked, unfriendly behavior, trouble in concentrating, feeling tensed, getting into avoidable arguments, severe anxiety, suicidal behavior, domestic violence, substance abuse, burnouts and like manifestations are on the rise in members of judicial fraternity. Occupational stress is recognized as among reasons for psychosomatic diseases like- elevated blood pressure, back pains, chronic headaches, digestive problems, stroke, Spastic Colon, Immune system dysfunction, Diabetes, etc.

Occupational stress (among judges) in India, though is recognized as an inescapable occupational peril, efforts to enhance resilience, cope with judicial stress and attention to the psychological well-being of judges, are not sufficiently emphasized. In recognition of the importance of *sensitization* among members of judicial fraternity, of occupational stress, the National Judicial Academy with a view to appreciate the various stress concerns and its harmful effects on judges, has organized a two-day conference, to-

- (i) Help participants understand judicial stress and its impact on health and the wellbeing of a judge.
- (ii) Sensitize cognitive, emotional, and behavioral symptoms of occupational stress on decision-making capacity of judges.

(iii) To inform and enable participants manage occupational stress

(iv) Appreciate systemic and individual barriers to operationalize institutional assistance to 'impaired or affected judges'.

(v) Identify preventive, curative and rehabilitative institutional measures to help to combat harmful effects of occupational stress on judges.

The National Judicial Academy, in the previous academic year, organized a two-day Workshop on Stress Management for High Court Justices. In this academic year the current programme is designed to address stress concerns of presiding officers of subordinate courts, in particular District Judges. The Conference will cover various aspects namely *stress concerns in District Court Judges, consequences of occupational stress* and *use of relaxation techniques: Yoga, Meditation and physical exercises*. The Conference will also focus on institutional strategies to prevent or alleviate judicial stress.

DAY-1

SESSION-1&2

Understanding 'Stress'

Speaker- Prof. Pawan Kumar

Prof. Pawan Kumar Singh was the resource person for sessions on *understanding stress* and *consequences of occupational stress*. Introducing the topic, he explained that stress is a "dynamic condition in which an individual is confronted with an opportunity, constraint or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important." He elucidated environmental, organizational, and individual factors as the sources of occupational stress. Physiological, Psychosomatic and Psychosomatic symptoms of stress were explained to the participants. In the second part of his presentation Prof. Singh described psychological and behavioral symptoms of occupational stress, namely: trouble in remembering things, feeling easily annoyed, poor appetite, temper outbursts, feeling blocked,

unfriendly behavior, trouble in concentrating, feeling tensed, getting into avoidable arguments, severe anxiety, suicidal behavior, domestic violence, substance abuse, burnouts etc.

SESSION-3

Personal and Professional triggers for Stress in Judicial Officers

Speakers- Justice U. C. Dhyani and Justice R. C. Chavan

Third session was on Personal and Professional Triggers for Stress in Judicial Officers. Justice U.C. Dhyani and Justice R. C. Chavan were the resource persons. Justice Dhyani observed that limited access to justice, backlog of cases, surge in new fillings and delay are the reasons that triggers stress in judges. He said —to effectively manage occupational stress judges must master the art of handling important stakeholders of justice administration namely — (i) Court Staff, (ii) Witness, (iii) Advocates, (iv) High Court, (v) Litigant and (vi) State as the biggest litigator. Justice Chavan speaking to the participants opined that job frustration as one of the reasons of judicial stress. He viewed that judges encounter with wrong sample of humanity in the form of litigants, criminals, advocates, etc. So, naturally they live in stress-filled environment. He advised participants not to, (i) compare yourself to anyone, (ii) don't think too much about critiques— we (judges) are not what others think of us, (iii) be truthful to your oath and do job to the best of your ability, knowledge and judgement and finally he said don't look for earning points and let justice suffer. Hon'ble Justice Kurian Joseph, chair of the sessions, added that “clean mind and clear conscience” are must for a stress free and peaceful life.

SESSION-4

Stress Management: Relaxation Techniques

Speaker- Mr. Sampath Iyengar

Shri Sampath Iyengar was the resource person for the session on Stress Management: Relaxation Techniques. He said fear of uncertainty of outcomes is

one of the reasons for Stress: personal or occupational. He cited ego as another reason. Shri Iyengar offered a number of solutions to deal with stress, namely —

- i) Are you stressed? Love it!
- ii) If the outcomes are out of one's control, don't worry, be happy
- iii) Outsource Stress! (he meant don't take all the responsibilities on your head, delegate it to the competent)
- iv) Accept and apologise your mistakes quickly
- v) Stretch body and mind
- vi) Sleep right
- vii) Get early in the morning
- viii) Live with values
- ix) Record and look back
- x) Count your blessings (think how lucky you are for whatever you are)
- xi) Try and find how not to be angry
- xii) Make decisions quick
- xiii) You are average of five people around you- try to be in good company
- xiv) Forgive, forget and move on
- xv) Have fun
- xvi) Seek advice
- xvii) At last, if nothing worked, surrender to the almighty!

SESSION-5

Stress Management through enhancing Emotional Intelligence

Speaker- Prof. Radha R. Sharma

Fifth session of the conference was on Stress Management through enhancing Emotional Intelligence. Prof. Radha Sharma was the resource person. Prof. Sharma, in her opening statements, observed that stress is contagious. Trauma of others increases likelihood of experiencing a change in the psychological functioning of person witnessing it. She termed it as vicarious trauma i.e. secondary traumatic stress— internalizing the stress experiences of others. She also highlighted the importance of enhancing emotional intelligence in the employees and opined that understanding emotional levels and needs of persons working with you will facilitate deeper personal and professional bonding. Embarking on the term Emotional Intelligence (EI) she articulated EI is the capacity to empathize with others, have transparency, positive outlook and ability to inspire and develop others and be the harbinger of change. She also emphasized the importance of- Self-Awareness, Social-Awareness, Self-Management and Relationship Management in tackling stress.

SESSION-5

Managing Judicial Stress: Methods and Techniques

Speaker- Justice R. C. Chavan

Justice R. C. Chavan was the resource person for a session on Managing Judicial Stress: Methods and Techniques. Justice Chavan aptly remarked that common man forms an opinion about judiciary on the basis of lower courts' performance and not on what higher courts do. He requested participants not to plan to manage points instead plan a timeline for conducting cases and how to listen to various types of litigants. Talking about infrastructural constraints of the courts he said be content with whatever you have infrastructural difficulties are no defence for not doing your duties. Build an unquestionable reputation by means of your good conduct and hard work. Say blunt NO to

whoever approach you for favour. He also said that family is the most important. A judge cannot neglect his family obligations because of his work pressures.

SESSION-7

Institutional strategies to prevent/alleviate occupational stress

Speaker- Prof. Radha R. Sharma

Last session of the conference was on *institutional strategies to prevent/alleviate occupational stress*. Prof. Radha Sharma was the resource person. She itemized stressors into different levels and subtilized each type as given below.

Individual level

- ✓ Role overload
- ✓ Role Conflict
- ✓ Role ambiguity
- ✓ Responsibility for People

Group Level

- ✓ Managerial behaviour
- ✓ Lack of Cohesiveness
- ✓ Intragroup conflict
- ✓ Status incongruence

Organizational Level

- ✓ Climate
- ✓ Technology
- ✓ Management Styles
- ✓ Organizational Design

Extra organizational

- ✓ Family
- ✓ Economy
- ✓ Lack of mobility
- ✓ Quality of Life

In the end she offered organizational and personal strategies to manage stress.

Organizational Strategies

- ✓ Burnout audit at various levels
- ✓ Employee Assistance Programmes
- ✓ Rationalization of workload
- ✓ Professional support
- ✓ Filling up vacant posts
- ✓ HR Planning

Personal Strategies

- ✓ Yoga and Meditation
- ✓ Walking/Tread Mill
- ✓ Diet
- ✓ Time Management
- ✓ Music/reading
- ✓ Positive Thinking