

**ROLE AND CONTRIBUTION OF RETIRED ARMED  
POLICE FORCE NEPAL PERSONNEL  
IN NATIONAL SECURITY**



**A Thesis**

**Submitted to APF Command and Staff College,  
Faculty of Humanities and Social Sciences,  
Tribhuvan University  
In Partial Fulfillment of the Requirements  
for Master Degree in  
Security, Development and Peace Studies**

**Submitted by  
SHOVAKANTA KHANAL  
Eighth Batch (079-081)  
Roll No: 28MSDPS40037  
TU Regd No:26178-95  
APF Command and Staff College  
Sanogaucharan, Kathmandu, Nepal**

**May, 2024**

**ROLE AND CONTRIBUTION OF RETIRED ARMED  
POLICE FORCE NEPAL PERSONNEL  
IN NATIONAL SECURITY**

**A Thesis**

**Submitted to APF Command and Staff College,  
Faculty of Humanities and Social Sciences,  
Tribhuvan University  
In Partial Fulfillment of the Requirements  
for Master Degree in  
Security, Development and Peace Studies**

**Submitted by**

**SHOVAKANTA KHANAL**

**Eighth Batch (079-081)**

**Roll No: 28MSDPS40037**

**TU Regd No: 26178-95**

**APF Command and Staff College  
Sanogaucharan, Kathmandu, Nepal**

**May, 2024**

## DECLARATION

I, SHOVIKANTA KHANAL, declare that this thesis entitled “ROLE AND CONTRIBUTION OF RETIRED ARMED POLICE FORCE NEPAL PERSONNEL IN NATIONAL SECURITY” submitted to APF Command and Staff College is my own original work unless otherwise indicated or acknowledged in the thesis. The thesis does not contain materials which has been accepted or submitted for any other degree at the University or other institution. All sources of information have been specifically acknowledged by reference to the author(s) or institution(s).

.....  
Shovakanta Khanal

Roll No: 28MSDPS40037

Regd. No: 26178-95

APF Command and Staff College

Sanogaucharan, Kathmandu, Nepal

Date: May, 2024

## LETTER OF RECOMMENDATION

This thesis entitled “ROLE AND CONTRIBUTION OF RETIRED ARMED POLICE FORCE NEPAL PERSONNEL IN NATIONAL SECURITY” has been prepared by Mr. SHOVIKANTA KHANAL under my guidance and supervision. I, hereby, recommend it in partial fulfilment of the requirements for the Degree of MASTER of Security, Development and Peace Studies for final examination.

.....

Thesis Supervisor

Prof. Dr. Danda Pani Adhikari

Date: May, 2024



**Government of Nepal**  
**Ministry of Home Affairs**  
**Armed Police Force, Nepal**  
**APF Command and Staff College**

**CUG No. :-9851272030**  
**paacademic2015@gmail.com**  
**Website : <https://csc.apf.gov.np>**  
**Ref. No. :- (080/81)/**

**Academic Section,**  
**Sanogaucharn,**  
**Kathmandu**

**Date:**

**LETTER OF APPROVAL**

This thesis entitled “ROLE AND CONTRIBUTION OF RETIRED ARMED POLICE FORCE NEPAL PERSONNEL IN NATIONAL SECURITY” submitted by SHOYAKANTA KHANAL to APF Command and Staff College, Faculty of Humanities and Social Sciences, Tribhuvan University in Partial Fulfilment of MASTER DEGREE IN SECURITY, DEVELOPMENT AND PEACE STUDIES has been found satisfactory in scope and quality. Therefore, we accept this thesis as a part of the said degree

**Evaluation Committee**

.....  
 Prof. Dr. Danda Pani Adhikari  
 Thesis Supervisor

.....  
 Associate Prof. Dr. Chiranjivi Acharya  
 External Examiner

.....  
 Assistant Prof. Gaurav Bhattarai  
 External Examiner

.....  
 SP Yadav Bishawakarma  
 Internal Examiner

.....  
 SP Suresh Sapkota  
 Internal Examiner

**24 May 2024**

## ACKNOWLEDGEMENT

I have honour to express my deep indebtedness to my supervisor Prof. Dr. Danda Pani Adhikari of APF Command and Staff College Sanogaucharan, Kathmandu for his valuable direction, kind guidance, continuous cooperation and timely supervision. Throughout the course of this research project. I also would like to express my sincere gratitude to Prof. Dr. Ramesh Raj Kunwar for his valuable suggestion and insight for the research work.

I also like to express my special indebted and sincere thanks to Retired Armed Police Force 'Nepal Association and retired APF Nepal high rank officers and Personnel whose contribution is immense and will be always indebted for collect the data.

I am grateful to the Commandant Academic Coordinator and Directing Staff of APF Command and Staff College for the continuous support for the study and research work. I am grateful to Faculty member, Senior and Junior officer, other ranks, Library management of APF Command and Staff College for providing conducive environment for study.

I would like to express my heartfelt gratitude to my father Chhayaram Khanal and wife Mrs Manju Pokhrel for continuous support and inspiration that I was able to complete this study

Thank you all

Shovakanta Khanal

## ABSTRACT

The Armed Police Force, Nepal (APF) plays a pivotal role in ensuring national security, yet the contributions and experiences of its retirees remain relatively unexplored. This dissertation delves into the context of the APF Nepal, highlighting the roles and achievements during the service period while identifying research gaps in understanding the post-retirement phase. The study aims to pursue the roles of APF Nepal, retirees and their contributions to national security. To achieve these objectives, a qualitative research approach was employed, utilizing semi-structured interviews with retired APF Nepal, personnel. The sample selection ensured diversity in backgrounds and service durations, capturing a range of perspectives. Thematic analysis was conducted to identify patterns, themes, and insights from the interview data. The major findings reveal a diverse range of roles and contributions made by retired APF personnel post-service. These include involvement in community engagement, sharing of expertise, advocacy for security issues, and bridging the gap between communities and state agencies. The analysis of findings underscores the significance of leveraging the expertise and experiences of retired APF, Nepal personnel in enhancing national security efforts. Their contributions extend beyond traditional roles, encompassing areas such as community resilience, policy advocacy, and disaster preparedness. This study sheds light on the valuable role played by retired APF Nepal, personnel in bolstering national security in Nepal. The findings highlight the need for policymakers and security agencies to recognize and harness the potential of retirees, addressing challenges in their transition from active service to retirement. Recommendations are proposed to better integrate retirees into security efforts and leverage their unique perspectives for the benefit of Nepal's security landscape.

*Keywords:* Armed Police Force Nepal, national security, retirement, transition, community engagement,

## TABLE OF CONTENTS

TITLE OF PAGE	ii
DECLARATION	iii
LETTER OF RECOMMENDATION	iv
LETTER OF APPROVAL	v
ACKNOWLEDGEMENT	vi
ABSTRACT	vii
TABLE OF CONTENTS	viii
LIST OF FIGURE	xi
LIST OF TABLES	xii
LIST OF ACRONYMS	xiii
<b>CHAPTER I INTRODUCTION</b>	<b>1</b>
1.1 Background of the Study	1
1.1.1 History and Organizational Structure of APF, Nepal	2
1.1.2 National Security Dynamics	4
1.1.3 Role of the Armed Police Force, Nepal (APF)	5
1.1.4 Retirement, Gratuity and Pension	6
1.1.5 Resigned and Separated from APF, Nepal	7
1.1.6 Transition to Retirement	9
1.2 Statement of the Problem	10
1.3 Research Questions	11
1.4 Research Objectives	12
1.5 Significance of the Study	12
1.6 Scope and Limitations	12
1.7 Structure of Thesis	13

1.8	Summary	13
<b>CHAPTER II LITERATURE REVIEW</b>		<b>15</b>
2.1	National Security in Nepal	15
2.2	Role of Armed Police Force, Nepal	16
2.3	Contribution of Retired Security Personnel to National Security	18
2.4	Transition from Active Service to Retirement	19
2.5	Potential of Retired Security Personnel	21
2.6	Theoretical Framework	22
2.6.1	Role Theory	22
2.7	Conceptual framework	23
2.8	Summary	24
<b>CHAPTER III RESEARCH METHODOLOGY</b>		<b>26</b>
3.1	Qualitative Approach	26
3.2	Research Design	27
3.2.1	Data Type	27
3.2.2	Data Collection Tools and Procedure	28
3.2.3	Research Participants	28
3.2.4	Data Analysis	30
3.2.5	Authenticity	30
3.2.6	Scope and Limitation	31
3.3	Summary	31
<b>CHAPTER IV FINDINGS AND ANALYSIS</b>		<b>34</b>
4.1.	Prospective of Retired APF Nepal Personnel	34
4.1.1	Strategic Advisory Roles	34
4.1.2	Mentorship and Knowledge Transfer	35

4.1.3	Community Engagement of Retired Personnel	37
4.1.4	Transitioning from Active Duty to Civilian Roles	38
4.2	Contributions of Retired APF, Nepal Personnel	40
4.2.1	Policy Development and Strategic Consultation	40
4.2.2	Participation in Strategic Consultation	41
4.2.3	Enhancing Community Engagement and Security	42
4.2.4	Training Programs and Capacity Building	44
4.2.5	Enhancing Community-Police Relations	45
4.2.6	Crisis Management and Emergency Response	47
4.2.7	Advocacy and Security Awareness Campaigns	49
4.3	Challenges and Opportunities of Retired Personnel	51
4.3.1	Psychological Adaptation to Civilian Life	51
4.3.2	Economic Security and Employment Opportunities	53
4.3.3	Utilizing Skills and Experiences	54
4.3.4	Physical Health Concerns of Retired APF Nepal Personnel:	55
4.3.6	Leveraging Experience in Advisory or Consultative Roles	56
4.5	Summary of Findings and Analysis	58
	<b>CHAPTER V SUMMARY, CONCLUSION</b>	<b>64</b>
5.1	Summary	64
5.2	Conclusion	65
	<b>REFERENCES</b>	<b>68</b>
	<b>APPENDICES</b>	<b>77</b>

**LIST OF FIGURE**

Figure 2.1	Conceptual Framework	24
Figure 3.1	Flow Chart of Research Methodology	26
Figure 3.2	Interview Participants	29

## LIST OF TABLES

Table 1.1 APF,Nepal Personnel resigned and separated from service since establishment	8
Table 3.1 Gender and Ranking of the Interviewees in the Study	29
Table 4.1 Summary of Findings	59
Table 4.2 Analysis of summary of objective 1	60
Table 4.3 Analysis of summary of objective 2	61
Table 4.4 Analysis of summary of objective 3	62

**LIST OF ACRONYMS**

AD	Anno Domini
AIG	Additional Inspector General
APF	Armed Police Force
ASI	Assistant Sub-Inspector
DIG	Deputy Inspector General
DSP	Deputy Superintendent of Police
HQ	Headquarters
IG	Inspector General
SI	Sub-Inspector
SSP	Senior Superintendent of Police
TDIG	Technical Deputy Inspector General
UK	United Kingdom
ZPD	Zone of Proximal Development
NSP	National security Policy

# CHAPTER I

## INTRODUCTION

Ensuring national security is a paramount concern for governments worldwide as they grapple with a myriad of complex and evolving threats. The challenges like terrorism, insurgency, cybercrime and transnational crime are multifaceted and often require sophisticated responses. In this context, security agency such as the Armed Police Force (APF) Nepal can play a crucial role in safeguarding national interests, maintaining public order and countering emerging threats. The APF, Nepal has emerged as a cornerstone of the country's security architecture when it was established in 2001 AD in Nepal. It has been tasked with a wide array of responsibilities ranging from internal and border security to disaster response. However, questions arise regarding the utilization of retired personnel, their expertise and experience in bolstering national security efforts. The following topic is going to create the background of the study.

### **1.1 Background of the Study**

Nepal is situated between the towering nations like India and China; it navigates a complex geopolitical landscape shaped by its rich historical, cultural, and geographical tapestry. Over the centuries, Nepal has been a crucible of diverse influences marked by internal conflicts, political convulsions, and socio-economic disparities. They have posed formidable challenges to its security and stability (Shrestha & Sharma, 2019). The Armed Police Force APF Nepal, established in 2001, emerged as a pivotal institution tasked with safeguarding internal security, countering insurgency, and bolstering law enforcement capacities. This specialized security force was conceived in response to the evolving security dynamics in Nepal, particularly during the Maoist insurgency, to address a range of security threats with precision and efficiency (Bhattarai, 2017).

With its mandate spanning a diverse array of security functions, the APF Nepal assumes a central role in protecting the nation against multifarious threats, both internal and external. The APF Nepal operates at the forefront of Nepal's security apparatus from maintaining public order and safeguarding vital installations to providing support during natural disasters ensuring the safety and well-being of its citizens (Rijal & Ghimire, 2020). The personnel of the APF Nepal undergo rigorous training regimes and acquire specialized skills tailored to the demands of their duties. From combat tactics and crisis management to community policing

and disaster response, APF Nepal personnel are equipped with the tools and expertise necessary to navigate a myriad of security challenges with dexterity and resilience (Koirala & Khanal, 2017).

However, as individuals within the APF Nepal reach the threshold of retirement from active service, questions arise regarding the utilization of their accumulated expertise and experiences in advancing national security objectives. Retired APF Nepal personnel represent a reservoir of knowledge, insights, and networks cultivated over years of dedicated service presenting a latent resource that can be harnessed to address emergent security challenges and reinforce ongoing security endeavours (Dahal & Joshi, 2018). The transition from active service to retirement marks a pivotal juncture in the lives of security personnel entailing not only a shift in roles and responsibilities but also the potential for continued engagement and contribution to national security (Luitel & Paudel, 2019). There exists an opportunity to leverage their wealth of experience and expertise to enhance the effectiveness and resilience of Nepal's security architecture.

Nepal's security landscape is characterized by a convergence of historical legacies, contemporary challenges, and future aspirations. Within this context, the APF Nepal stands as a linchpin of Nepal's security apparatus tasked with upholding the nation's sovereignty protecting its citizens and ensuring its stability. As retired APF, Nepal personnel embark on a new chapter in their lives, their accumulated knowledge and experiences offer a potential reservoir of strength and insight that can be instrumental in addressing the evolving security imperatives facing Nepal. This study aims to explore the dimensions of this transition and uncover avenues for maximizing the contributions of retired APF Nepal personnel to national security in Nepal. The subsequent topic is going to focus on history and organizational structure of APF, Nepal.

### **1.1.1 History and Organizational Structure of APF, Nepal**

Internal security demands during the Maoist insurgency (1996-2006) that posed significant threats to the stability and security of Nepal (Ministry of Home Affairs, 2021). The government recognized the need for a specialized force that could bridge the operational gaps between the Nepalese Army and the Nepal Police focusing specifically on counter-insurgency, security of vital infrastructures, riot control and disaster management (Sharma & Rimal, 2003).

Initially, the APF, Nepal's primary role was to combat the Maoist insurgents, protect infrastructures and secure the national borders. As the insurgency waned with the signing of the Comprehensive Peace Accord in 2006, the APF, Nepal's roles diversified to include disaster response which became particularly prominent following their significant contributions to the 2015 earthquake relief efforts in Nepal (Dahal, 2016).

The organizational structure of the Armed Police Force (APF) Nepal is meticulously designed to ensure a robust and responsive approach to maintaining national security and public order. The APF, Nepal, established to address internal security challenges, plays a pivotal role in safeguarding Nepal's borders, managing internal conflicts and responding to national emergencies. This detailed exposition outlines the hierarchical and functional framework of the APF, Nepal as described in the organizational documents.

The APF, Nepal places a strong emphasis on training and development, which is evident from its investment in institutions like the National Armed Police Force Academy.

Command and Staff College and twelve dedicated training centres overseen by DIG's and SSP respectively. These institutions are crucial for the professional development of officers, providing advanced leadership training and foundational skills necessary for new recruits, respectively.

The APF, Nepal's structure operational and tactical level Brigades, Battalions, Companies, Border Observation Posts/Bases, Border and Security Base. These units are commanded by officers ranging from inspector to DIG. They are integral to the APF, Nepal's capacity to mobilize quickly and effectively in response to security threats and are pivotal in maintaining peace and security across Nepal's diverse geographical landscape

The Armed Police Force of Nepal, through its comprehensive organizational structure, ensures a disciplined, well-prepared and responsive approach to security management. By integrating advanced training facilities, specialized units, and a clear command hierarchy, the APF, Nepal significantly enhances Nepal's capacity to address both conventional and asymmetric threats, thereby maintaining law and order and national security. Hence national security dynamics is seen important to discuss in the next topic.

### 1.1.2 National Security Dynamics

The concept of national security has evolved significantly over the years influenced by global geopolitical shifts, technological advancements, and emerging threats. Traditionally, national security was primarily associated with protecting a nation's territorial integrity from external aggression. However, contemporary security paradigms recognize a broader spectrum of threats, including non-state actors, cyber warfare, and transnational crime (Buzan, 1991).

The evolution of national security dynamics in Nepal is a complex interplay between its internal political landscape and external geopolitical pressures, predominantly influenced by its relationships with neighbouring giants, India and China. Historically, Nepal has been caught in the geopolitical tug-of-war between these two nations, both of which have significant strategic interests in the region. This situation has forced Nepal to navigate a delicate path of balancing its foreign relations with both countries while trying to maintain its sovereignty and national interests (Asia Society, 2022; The Diplomat, 2016).

The internal political instability, marked by frequent changes in government and political alignments, further complicates its security dynamics. The Maoist insurgency, which lasted from 1996 to 2006, is a sad example of internal challenges that have shaped Nepal's national security policies. Following the peace process, Nepal's focus has been on rebuilding its political and security institutions to better address both internal and external threats (Chaturvedi & Malone, 2012).

Economically, Nepal's dependency on India has been significant due to historical trade routes and shared cultural ties. However, recent years have seen Nepal attempting to diversify its economic and strategic partnerships, notably through enhanced ties with China. This includes agreements to improve connectivity and trade, thereby reducing its economic reliance on India. Such shifts are seen both as economic necessities and strategic manoeuvres to gain more autonomy in international affairs (DW, 2020; FPRI, 2020).

Overall, Nepal's national security strategy is continuously evolving, influenced by both historical legacies and the current geopolitical environment. It remains a challenge for Nepal to balance these dynamics while fostering development and safeguarding its national interests. The National Security Policy (NSP) 2016 of Nepal serves as a comprehensive framework designed to safeguard the nation's sovereignty, territorial integrity and the welfare of its citizens.

The policy underscores the protection and promotion of national unity, social and cultural solidarity and the autonomy enshrined in the Constitution of Nepal. It aims to create an environment conducive to national prosperity, security and sustainable development by addressing internal and external threats through an integrated approach involving political, economic, diplomatic, and military measures. The NSP emphasizes the need for effective implementation and compliance with the constitution, strengthening of security mechanisms and fostering international cooperation for regional and global peace .

APF, Nepal plays a crucial role within this policy framework. The APF, Nepal is tasked with a variety of responsibilities essential to maintaining national security and public order. Firstly, the APF, Nepal is mobilized to counter unlawful armed activities, rebellions, terrorist activities, and any threats to Nepal's territorial integrity, including controlling potential mob violence (NSP, 2016). Additionally, the APF, Nepal is responsible for addressing serious crimes such as kidnapping, and organized crime, thereby maintaining law and order (NSP, 2016). The following topic is going to focus on the role of APF, Nepal in national security context.

### **1.1.3 Role of the Armed Police Force, Nepal (APF)**

The Armed Police Force Nepal is an essential component of the nation's law enforcement and security framework, tasked with a wide array of responsibilities that are pivotal for maintaining internal security and assisting during national emergencies these duties underscore the APF Nepal's integral role in safeguarding the stability and security of Nepal.

Primarily, the APF Nepal is crucial in managing and neutralizing armed conflicts and rebellions within the country. This role is vital to ensure peace and stability whether threats are ongoing or potential (Ministry of Home Affairs 2021). The APF Nepal also addresses terrorism, with strategic interventions designed to prevent and combat terrorist activities within Nepalese territory. Additionally, the APF Nepal is deployed for riot control, where it works to restore order and ensure public safety during instances of mass disturbances and public disorder.

In scenarios of natural disasters or epidemics, the APF Nepal assists with relief operations, highlighting its versatility and humanitarian commitments. These operations involve delivering essential services and aid to victims, underlining the force's pivotal role in emergency responses. Moreover, the APF Nepal conducts rescue operations to save

individuals from severe crimes or unrest, showcasing its dedication to crisis management and public safety. The APF Nepal ensures the security of the nation's borders to prevent illegal activities and protect territorial integrity. This includes combating smuggling and unauthorized entries. During external threats or invasions, the APF Nepal supports the Nepalese Army, demonstrating its broader role in national security.

Furthermore, the APF Nepal is responsible for protecting public infrastructure and vital installations. This includes utilities, transportation networks, and government buildings which are crucial for maintaining the functionality of critical public services. The APF Nepal also provides security for high-profile personalities and sensitive installations, ensuring the safety of foreign dignitaries and national leaders.

Beyond these roles, the APF Nepal is also involved in securing custom facilities and managing revenue operations, which help prevent financial crimes and ensure economic stability. It secures industrial areas and railway systems, safeguarding economic assets and facilitating safe transportation. The APF Nepal performs tasks assigned by specific acts, regulations, and other prevailing laws, which are periodically updated by the Government of Nepal to align with national legal standards and priorities.

Through its extensive array of responsibilities, the Armed Police Force Nepal not only maintains law and order but also contributes significantly to national integrity and public welfare. These roles are deeply embedded in the legislative framework governing the APF Nepal and highlight its importance in the broader context of Nepal's safety and stability infrastructure. In such context the following topic has focused on retirement, gratuity and pension.

#### **1.1.4 Retirement, Gratuity and Pension**

Retirement, gratuity, and pension are crucial aspects of the post-service benefits for Armed Police Force Nepal personnel in Nepal. The regulations governing retirement, voluntary retirement, gratuity and pension are outlined in detail in the APF Nepal Regulations.

Compulsory retirement from the APF Nepal is determined based on age and service tenure. Personnel retired at specific ages, ranging from 50 years for Constable to 58 years for Inspector Generals. Additionally, personnel may be compulsorily retired after completing thirty years of service or upon reaching specified tenures in certain ranks. APF Nepal

personnel who have completed the requisite service period for pension eligibility may apply for voluntary retirement. The decision to grant voluntary retirement rests with the appropriate authority (Government of Nepal, 2006).

Gratuity is provided to APF Nepal personnel who have served for five years or more but are not eligible for pension. The gratuity amount varies based on the length of service with higher amounts awarded for longer tenures. However, personnel found guilty of deceiving the government regarding citizenship, age or qualifications are ineligible for gratuity (GoN, 2006).

Pension is awarded to APF, Nepal personnel who have served for twenty-one years or more. The pension amount is calculated based on the individual's service period and last salary. Gazetted officers receive pensions based on a formula, while non-gazetted personnel receive pensions calculated differently. There are also provisions for the minimum pension amount, ensuring that retired personnel receive a reasonable level of financial support (GoN, 2006).

The retirement, gratuity and pension provisions play a crucial role in providing financial security and stability to retired APF Nepal personnel. These benefits are governed by clear regulations outlined in the APF Nepal Regulations ensuring fairness and consistency in their application. The following topic is going to focus on resigned and separated APF, Nepal personnel in brief.

#### **1.1.5 Resigned and Separated from APF, Nepal**

There are five retirement provisions in APF, Nepal which has been presented in the subsequent table. Table 1 provides a detailed breakdown of personnel from APF Nepal who have resigned or separated from service since the establishment of the force. The table is organized into five categories, each with a description and the corresponding number of personnel affected.

**Mandatory Retirement (Age Limit):** This category accounts for personnel who were required to retire upon reaching the maximum age limit set by the APF, Nepal. A total of 85 personnel fall under this category, indicating a relatively small group affected by age limit (Table1).

**Table 1.1***APF, Nepal Personnel Resigned and Separated from Service since Establishment*

<b>S.N.</b>	<b>Description</b>	<b>Number</b>	<b>Remarks</b>
1	Mandatory Retirement (Age Limit)	85	
2	Mandatory Retirement (Term of Position)	21	
3	Mandatory Retirement (Length of Service)	388	
4	Resignation (pension)	6502	
5	Resignation Grant	3660	
<b>Total</b>		10856	

*Source: APF, Nepal HQ*

Mandatory Retirement (Term of Position): This involves personnel who had to retire after serving the maximum term allowed for their specific positions. The number is relatively low, with only 21 individuals having retired due to term limits (Table1).

Mandatory Retirement (Length of Service): The largest group, with 388 personnel, includes those who retired after reaching the maximum length of service permissible by the APF, Nepal regulations. This suggests a significant portion of the force retires due to service duration.

Resignation (Pension): This is the most substantial category, with 65,02 personnel who resigned and are eligible for a pension. It indicates a major trend of personnel choosing to resign possibly after meeting minimum pension qualifications.

Resignation Grant: This category includes 3,660 personnel who resigned and received a resignation grant. This financial incentive may support personnel transitioning out of service.

The total of all categories is 10,856, showing the scale of personnel turnover in the APF Nepal since its inception. The data reflects various retirement and resignation policies impacting the workforce stability and demographics of the APF, Nepal. The next topic is going to highlight the role of retirees from transition to retirement.

### 1.1.6 Transition to Retirement

The transition from active service to retirement marks a significant life event for security personnel entailing a profound shift in roles, identities, and lifestyles (Luitel & Paudel, 2019). While retirement offers opportunities for individuals to pursue personal interests and spend time with family, it also presents challenges related to financial planning, social integration and psychological adjustment (Bhatta & Aryal, 2018). Retirement planning programs play a crucial role in preparing security personnel for the transition to civilian life providing guidance on financial management, pension benefits, and post-retirement employment options (Dahal & Khanal, 2020). By equipping individuals with the necessary knowledge and skills to navigate financial challenges of post-retirement stage; these programs help mitigate concerns related to economic insecurity and financial instability.

Psychosocial support services are another critical component of transition assistance for retiring security personnel, addressing the emotional and psychological challenges associated with retirement (Subedi, 2021). The loss of institutional identity and camaraderie experienced during retirement can lead to feelings of isolation, loneliness, and purposelessness among retirees. Psychosocial support services provide a supportive environment for retired personnel to process their emotions, seek guidance, and connect with peers facing similar challenges. Retired personnel often seek opportunities for continued engagement and meaningful contributions to society post-retirement reflecting a desire to remain active and purposeful in their post-service lives (Ghimire & Bhandari, 2018). Community service initiatives, volunteer programs and mentorship opportunities enable retired security personnel to leverage their skills, knowledge, and experiences for the benefit of their communities. By remaining engaged in meaningful activities, retirees can maintain a sense of purpose, fulfilment, and connection to society.

However, navigating civilian life after years of APF, Nepal service can be daunting requiring adjustment and adaptation to new roles, routines, and expectations (Pant & Basnet, 2019). Retiring security personnel may encounter challenges related to identity loss, role ambiguity, and social reintegration into civil society. Addressing these challenges requires proactive measures by security agencies, government bodies, and civil society organizations to provide tailored support and resources to retiring personnel. proactive measures by security agencies and government bodies are necessary to address the unique needs and concerns of retired personnel during the transition process (Gurung & Shrestha, 2021). This includes the

development and implementation of comprehensive transition assistance programs, access to healthcare services, vocational training opportunities and social support networks tailored to the needs of retiring security personnel.

Furthermore, efforts to recognize and appreciate the contributions of retired security personnel to national security are essential for fostering a culture of respect, gratitude and inclusion (Regmi & Shah, 2020). Public ceremonies, awards, and acknowledgments serve not only to honour retirees' service but also to reaffirm their sense of identity, belongingness and value to society. By recognizing their contributions, society acknowledges the sacrifices and dedication of retired security personnel reinforcing their sense of pride and purpose in their post-service lives. Hence, the transition of armed police force personnel to retirement represents a significant life event that requires careful planning, support and resources to ensure successful adaptation and integration into civilian life. By addressing the challenges and opportunities associated with retirement, security agencies, government bodies, and civil society organizations can facilitate a smooth transition for retiring personnel enabling them to continue making meaningful contributions to society beyond their years of active service. In light of the above context, the succeeding topic is going to mention the problem of the research.

## **1.2 Statement of the Problem**

Despite the potential benefits of leveraging the expertise and experiences of retired Armed Police Force Nepal personnel, there exists a conspicuous gap in research that comprehensively explores their role and contributions to national security in Nepal. While the importance of active-duty security personnel is widely acknowledged, the specific contributions and potential of retired personnel remain under-examined and underutilized in the context of national security in Nepal.

Understanding the perspectives, experiences, and capabilities of retired APF, Nepal personnel is paramount for devising effective strategies to harness their potential in bolstering security efforts. While these individuals possess a wealth of knowledge and skills acquired through years of service, there is limited research that systematically investigates how this reservoir of expertise can be effectively tapped to address emerging security challenges and support ongoing security initiatives.

Furthermore, the transition from active service to retirement presents a set of unique challenges and opportunities for APF, Nepal personnel that warrant closer examination. While retirement marks the culmination of one phase of their professional journey, it also signifies the beginning of another with implications for their continued contributions to national security. Yet, there is a notable dearth of research that addresses the specific needs, concerns, and aspirations of retiring APF, Nepal personnel and explores strategies to facilitate a smooth and productive transition into retirement while ensuring the continuation of their contributions to national security.

Addressing these gaps in research is essential for informing policy, practice, and decision-making processes related to national security in Nepal. By gaining a deeper understanding of the perspectives and experiences of retired APF, Nepal personnel, policymakers and security agencies can develop tailored strategies and initiatives to harness their expertise effectively. Moreover, by addressing the challenges and opportunities associated with the transition from active service to retirement, stakeholders can ensure the continued engagement and productivity of retired personnel in supporting national security objectives.

The lack of comprehensive research on the role and contributions of retired APF Nepal personnel to national security in Nepal poses a significant challenge. By addressing this gap and exploring the dynamics of retirement transition, stakeholders can unlock the full potential of retired personnel in bolstering security efforts and advancing the broader goals of national security and stability in Nepal.

### **1.3 Research Questions**

In pursuit of the statement of the problem outlined above, the following research questions will guide the inquiry:

1.3.1 What are the perspectives of retired APF, Nepal personnel regarding their role in national security?

1.3.2 In what ways can retired APF, Nepal personnel contribute to enhancing security efforts in Nepal?

1.3.4 What are the challenges and opportunities encountered by retired APF, Nepal personnel during the transition from active service to retirement?

## **1.4 Research Objectives**

The primary objective of this research was to investigate the role of retired APF, Nepal personnel and their contribution to national security within the context of Nepal. To achieve this overarching objective, the specific research objectives include:

1.4.1 To examine the perspective of retired APF, Nepal personnel regarding their role in national security.

1.4.2 To identify the specific contributions retired APF, Nepal personnel can make to enhance security efforts in Nepal.

1.4.3 To explore the challenges and opportunities encountered by retired APF, Nepal personnel during the transition from active service to retirement.

## **1.5 Significance of the Study**

This research holds significant implications for policymakers, security agencies, and relevant stakeholders in Nepal. By shedding light on the role and contributions of retired APF, Nepal personnel to national security, the findings of this study can inform the development of strategies, policies, and programs aimed at harnessing their expertise effectively. Furthermore, understanding the challenges and opportunities associated with the transition to retirement can facilitate the development of support mechanisms and initiatives to ensure the continued engagement of retired personnel in security-related endeavours.

Moreover, this research contributes to filling the existing gap in literature regarding the role of retired security personnel in national security efforts in Nepal. By providing empirical evidence and insights into the perspectives and experiences of retired APF Nepal personnel, this study enriches the scholarly discourse on security governance, post-service engagement, and human resource management in the context of security forces.

## **1.6 Scope and Limitations**

It is important to delineate the scope and limitations of this study to provide clarity on its boundaries and constraints. The scope of this research focuses specifically on retired Armed Police Force personnel in Nepal and their contributions to national security. The study will

encompass retired personnel from various ranks, specialties, and geographic regions, providing a diverse representation of perspectives and experiences.

However, it is essential to acknowledge certain limitations that may impact the study's findings and generalize ability. These limitations may include access constraints in reaching retired personnel, potential biases in participant responses, and the specific socio-cultural context of Nepal, which may not be fully captured in the research. Additionally, while efforts will be made to ensure a comprehensive exploration of the research questions, the study's timeframe and resources may impose constraints on the depth and breadth of analysis.

In this way, this introduction lays the foundation for a comprehensive investigation into the role of retired Armed Police Force personnel and their contribution to national security in Nepal. By addressing the identified gaps in research, this study aims to generate valuable insights that can inform policy, practice, and future research endeavours in this critical area of security governance.

## **1.7 Structure of Thesis**

Chapter I: Introduction - Provides an overview of the research topic, significance, objectives, and outlines the structure of the dissertation.

Chapter II: Literature Review - Synthesizes existing literature on the role of retired APF Nepal personnel in national security, identifying gaps for further investigation.

Chapter III: Research Methodology - Details the research design, data collection methods, sampling strategy, and analytical approach employed in the study.

Chapter IV: Findings and Analysis - Presents the empirical findings obtained from the data collected, analysed, and interpreted in light of the research objectives.

Chapter V: Summary, Conclusion,

## **1.8 Summary**

Ensuring national security is a crucial concern for Nepal, a nation navigating complex geopolitical dynamics and internal challenges. The Armed Police Force Nepal established in 2001 plays a vital role in maintaining internal security, countering insurgency, and managing

disaster response. This study investigates the under-explored potential of retired APF Nepal personnel in contributing to national security.

Despite their extensive experience and specialized skills, the contributions of retired APF Nepal personnel remain underutilized. This study addresses the gap by examining their perspectives on national security, identifying their potential contributions, and exploring the challenges they face during the transition to retirement.

The research questions focus on understanding the views of retired APF Nepal personnel, their potential roles in enhancing security, and the obstacles they encounter post-retirement. The study's objectives are to uncover insights into their perspectives, identify specific contributions they can make, and highlight the challenges and opportunities they face.

The significance of this research lies in informing policymakers and security agencies about how to effectively utilize the expertise of retired APF Nepal personnel. By addressing these gaps, the study aims to enhance national security efforts and strategies for the engagement of retired personnel. The thesis is structured to cover an introduction, literature review, research methodology, findings and analysis, summary .and conclusion.

## **CHAPTER II**

### **LITERATURE REVIEW**

Literature helps us to find out research gap giving us knowledge about the past practices and its possibility at present context. A researcher can understand can be able to identify the problem reading the past literature and he will be able to seek the possibility for his research area. Hence literature review has played main role to identify the research agenda with it possibility of research in such field. This research has tried to find out the role and contribution of the retired APF, Nepal personnel in national security.

#### **2.1 National Security in Nepal**

Nepal's national security landscape is multifaceted and influenced by a variety of factors including its geopolitical location, internal dynamics, and historical context. Scholars such as K.C, (2018) emphasized the critical importance of national security in safeguarding Nepal's sovereignty and stability particularly in the face of regional complexities. Nepal's vulnerability to cross-border threats exacerbated by political instability and socio-economic disparities underscores the urgent need for robust security measures (Acharya & Subedi, 2019).

The transition from a monarchy to a federal democratic republic has introduced new challenges to security governance and intergovernmental coordination in Nepal (Bhattarai, 2017). This shift has necessitated a reassessment of security strategies and policies to address emerging threats while upholding democratic principles and human rights standards. Nepal's strategic location as a buffer state between India and China adds layers of complexity to its security landscape (Pant, 2018). While this geographical position offers opportunities for diplomatic engagement and economic cooperation, it also exposes Nepal to geopolitical rivalries and security dilemmas. Balancing relations with neighbouring powers while safeguarding national interests require astute diplomacy and strategic foresight.

Effective national security policies in Nepal must address a range of internal security threats, including ethnic tensions, remnants of past insurgencies and criminal activities. These challenges are often interconnected requiring holistic approaches that address root causes and promote social cohesion and inclusivity. Additionally, efforts to strengthen law enforcement capacities and promote good governance are essential for maintaining internal stability and

countering transnational threats. Nepal's commitment to international peacekeeping missions highlights its efforts to contribute to global security while addressing internal challenges (Devkota, 2019). Participation in such missions not only enhances Nepal's international standing but also provides valuable experience and resources for enhancing its own security capabilities. However, challenges such as resource constraints, institutional capacity gaps, and political instability can hamper Nepal's ability to effectively contribute to international peacekeeping efforts.

The evolving nature of security threats, both internal and external, necessitates adaptive and forward-looking security policies in Nepal. This includes investments in intelligence gathering, border security, disaster preparedness, and conflict prevention mechanisms. Moreover, fostering regional cooperation and partnerships with neighboring countries is crucial for addressing transnational security challenges such as terrorism, organized crime, and illicit trafficking.

## **2.2 Role of Armed Police Force, Nepal**

The Armed Police Force, Nepal serves as a cornerstone of the country's security apparatus playing a pivotal role in safeguarding internal security, countering terrorism, and supporting law enforcement agencies (Shrestha, 2016). Established in 2001, the APF Nepal emerged in response to the evolving security challenges facing Nepal, particularly in the aftermath of the Maoist insurgency, to serve as a specialized force equipped to handle various security threats (Bajracharya, 2018).

The mandate of the APF, Nepal encompasses a wide range of responsibilities aimed at ensuring public safety and maintaining order within the country. This includes tasks such as maintaining public order, protecting vital installations, and assisting in disaster response efforts (Rijal & Ghimire, 2020). The APF, Nepal's multifaceted role reflects the diverse security challenges confronting Nepal and underscores the need for a specialized force capable of responding to dynamic threats effectively. One of the key strengths of the APF Nepal is its specialized training programs, which prepare personnel for a range of operational scenarios, including counterinsurgency operations, riot control, and border security (Koirala & Khanal, 2017). These training initiatives equip APF, Nepal personnel with the skills, knowledge and capabilities necessary to respond swiftly and effectively to emerging security challenges, thereby enhancing the force's operational readiness and effectiveness.

Scholars and policymakers alike emphasize the importance of enhancing the APF, Nepal's capabilities through continuous modernization, training, and capacity-building initiatives (Gautam, 2019). This includes investments in advanced equipment, technology and infrastructure to enable the APF Nepal to keep pace with evolving security threats and effectively fulfil its mandate. Moreover, ongoing professional development programs are essential for ensuring that APF Nepal personnel remain abreast of best practices and emerging trends in security management. In addition to its primary role in maintaining internal security, the APF Nepal also plays a crucial supporting role in assisting local law enforcement agencies in combating organized crime and maintaining public safety (Sharma, 2021). Through collaborative efforts with police forces at the local level, the APF, Nepal contributes to efforts aimed at disrupting criminal networks, apprehending suspects and ensuring the rule of law across the country.

Furthermore, the APF, Nepal's presence and operations extend beyond traditional law enforcement tasks to include participation in disaster response and humanitarian relief efforts. The force's rapid mobilization capabilities and specialized training make it well-suited for providing assistance during natural disasters, emergencies, and other crises, thereby contributing to the country's overall resilience and disaster preparedness. Despite its significant contributions to Nepal's security architecture, the APF Nepal faces various challenges and constraints that impact its effectiveness and operational capacity. These include resource limitations, bureaucratic hurdles, and capacity gaps in certain areas. Addressing these challenges requires sustained investment, reform and strategic planning to ensure that the APF Nepal remains a capable and responsive security force capable of meeting the evolving needs of Nepal's security environment.

In this way, the APF Nepal plays a critical role in safeguarding internal security, countering terrorism and supporting law enforcement agencies. Through its specialized training, modernization efforts, and collaborative partnerships, the APF Nepal contributes significantly to maintaining public safety, upholding the rule of law and enhancing Nepal's overall security resilience. However, addressing ongoing challenges and investing in the force's continued development are essential to ensuring that the APF Nepal remains a capable and effective guardian of Nepal's security interests in the years to come.

### **2.3 Contribution of Retired Security Personnel to National Security**

Retired security personnel constitute a valuable resource in bolstering national security efforts through a myriad of avenues, encompassing mentoring, training, advisory roles and community engagement initiatives (Dahal & Joshi, 2018). Their extensive experience, honed skills and deep understanding of security dynamics render them invaluable assets for capacity-building and knowledge dissemination within security institutions (Poudel & Shah, 2020). Leveraging their networks and affiliations, retired personnel often serve as conduits for fostering collaboration and information sharing between security agencies and communities, thereby enhancing the overall effectiveness of security operations (Shrestha, 2019).

Scholars advocate for the establishment of structured programs aimed at harnessing the expertise and experience of retired security personnel in critical areas such as counterterrorism, intelligence analysis and strategic planning (K.C. & Adhikari, 2020). By tapping into the wealth of knowledge accumulated over years of service, retired personnel can provide invaluable insights and guidance to current security practitioners, thereby enhancing the overall effectiveness and efficiency of security operations. Furthermore, retired security personnel play a pivotal role in promoting community resilience and fostering trust between security forces and the public (Dhungana & Sharma, 2017). Their ability to engage with local communities, understand their concerns and collaborate on initiatives aimed at addressing security challenges contributes significantly to building a safer and more secure society. Through community outreach programs, retired personnel can disseminate crucial information, raise awareness about security threats, and empower communities to play an active role in safeguarding their own neighbourhoods.

However, despite their potential contributions, retired security personnel encounter various challenges that may impede their effective utilization in national security efforts. One such challenge is the limited availability of resources allocated for programs aimed at engaging retired personnel in meaningful roles within security institutions (Acharya & Pokhrel, 2021). Without adequate support and funding, initiatives to harness the expertise of retired personnel may struggle to reach their full potential, thereby hindering the overall effectiveness of national security efforts. Moreover, bureaucratic barriers and institutional rigidities often pose significant obstacles to the seamless integration of retired security personnel into existing security structures. The absence of clear pathways for retired personnel to transition into

advisory or consultancy roles within security institutions may result in missed opportunities for leveraging their expertise and experience for the benefit of national security (Acharya & Pokhrel, 2021).

Additionally, societal perceptions and attitudes towards retired security personnel may present challenges in their effective utilization. Stereotypes and biases regarding age, relevance, and adaptability may undermine the perceived value of retired personnel within security institutions, thereby limiting their opportunities for meaningful engagement (Acharya & Pokhrel, 2021). Yasushi Inoue's (1949) "The Hunting Gun" offers rich, psychological, and emotional narratives that centred on personal experiences, provide valuable parallels to concepts in national security. The themes of psychological insight, trust, secrecy and resilience underscore the importance of these elements in both personal and national contexts. By examining these themes through the lens of national security, we can gain a deeper understanding of the human factors that influence the stability and effectiveness of security operations.

Morris Janowitz (1960) mentioned that the generals keep their mouths shut, or they don't speak to others; it happens due to their role they have played at the time of profession. They have store of knowledge and will to utilize them in their retired life as well. They is reflected little in society so that they have difficulty for adjustment in civil life. On the other hand, Huntington (1957) spoke about the theory of objective civilian that focused on military profession. He wrote against conservatives in which the military professionals should be free and individualistic. He also focused on military rule instead of democratic norms and values.

#### **2.4 Transition from Active Service to Retirement**

The transition from active service to retirement marks a significant life event for security personnel involving a profound shift in roles, identities, and lifestyles (Luitel & Paudel, 2019). Scholars and practitioners alike emphasize the importance of comprehensive support mechanisms to facilitate a smooth transition and ensure the well-being of retired personnel (Bhatta & Aryal, 2018). This transition encompasses various aspects including financial planning, social integration, and psychological adjustment; each presenting unique challenges and opportunities for retiring security personnel.

Retirement planning programs play a crucial role in preparing security personnel for the transition to civilian life providing guidance on financial management, pension benefits, and post-retirement employment options (Dahal & Khanal, 2020). By equipping individuals with the necessary knowledge and skills to navigate financial challenges, post-retirement programs may help to mitigate concerns related to economic insecurity and financial instability. Furthermore, financial literacy workshops offer retired personnel the opportunity to enhance their understanding of personal finance, investment strategies and retirement savings empowering them to make informed decisions about their financial futures (DahaL & Khanal, 2020). By promoting financial literacy and independence, these workshops enable retired personnel to effectively manage their resources and maintain financial stability in retirement.

Psychosocial support services are another critical component of transition assistance for retiring security personnel addressing the emotional and psychological challenges associated with retirement (Subedi, 2021). The loss of institutional identity and camaraderie experienced during retirement can lead to feelings of isolation, loneliness and purposelessness among retirees. Psychosocial support services provide a supportive environment for retired personnel to process their emotions, seek guidance and connect with peers facing similar challenges. Retired personnel often seek opportunities for continued engagement and meaningful contributions to society reflecting a desire to remain active and purposeful in their post-service lives (Ghimire & Bhandari, 2018). Community service initiatives, volunteer programs, and mentorship opportunities enable retired security personnel to leverage their skills, knowledge, and experiences for the benefit of their communities. By remaining engaged in meaningful activities, retirees can maintain a sense of purpose, fulfilment and connection to society.

However, navigating civilian life after years of APF Nepal service can be daunting requiring adjustment and adaptation to new roles, routines, and expectations (Pant & Basnet, 2019). Retiring security personnel may encounter challenges related to identity loss, role ambiguity and professional reintegration into civilian society. Addressing these challenges requires proactive measures by security agencies, government bodies and civil society organizations to provide tailored support and resources to retiring personnel. Proactive measures by security agencies and government bodies are necessary to address the unique needs and concerns of retired personnel during the transition process (Gurung & Shrestha, 2021). This

includes the development and implementation of comprehensive transition assistance programs, access to healthcare services, vocational training opportunities, and social support networks tailored to the specific needs of retiring security personnel.

## **2.5 Potential of Retired Security Personnel**

Retired security personnel represent a valuable resource with the potential to contribute significantly to national security efforts. However, several challenges hinder their effective utilization while numerous opportunities exist to leverage their skills and experiences for the benefit of society.

One of the primary challenges in harnessing the potential of retired security personnel is bureaucratic inertia within security institutions (Regmi & Poudyal, 2019). Resistance to change and entrenched organizational cultures may impede efforts to integrate retired personnel into existing structures or create new avenues for their engagement. Resource constraints pose another significant challenge, limiting the ability of security agencies to implement programs aimed at leveraging the expertise of retired personnel (Regmi & Poudyal, 2019). Funding shortages, staffing limitations and competing priorities may hinder the development and sustainability of initiatives designed to support retired personnel in their post-service lives.

Additionally, retired personnel may encounter difficulties in reintegrating into civilian life including challenges related to find employment opportunities and accessing healthcare services (Dahal, 2016). Transitioning from a structured APF Nepal environment to civilian society can be daunting particularly for individuals who have spent a significant portion of their lives in uniform. Moreover, societal perceptions of retired security personnel as "expendable" or "obsolete" may undermine their contributions and hinder their reintegration into civilian life (Maharjan, 2020). Negative stereotypes and misconceptions about the capabilities and relevance of retired personnel may limit their opportunities for meaningful engagement and undermine their sense of self-worth.

Despite these challenges, there are numerous opportunities to leverage the skills, experiences and networks of retired security personnel for the benefit of national security. Mentorship programs, volunteer opportunities and knowledge-sharing platforms can provide retired personnel with avenues to share their expertise and contribute to the professional development of current security practitioners (Shrestha, 2019). Collaboration between

government agencies, civil society organizations and the private sector is essential for creating supportive environments that empower retired personnel to continue serving their communities by fostering partnerships and leveraging resources across sectors, stakeholders can maximize the impact of initiatives aimed at supporting retired security personnel and promoting their continued engagement in security-related endeavours. Furthermore, initiatives to recognize and honour the contributions of retired personnel can help combat negative stereotypes and enhance their sense of value and belonging in society (Khan & Poudel, 2021). By celebrating their achievements and highlighting their ongoing contributions, society can reaffirm the importance of retired security personnel and encourage their active participation in community life.

Ultimately, addressing the challenges and seizing the opportunities associated with retired security personnel requires a concerted effort from all stakeholders. Governments, security agencies, civil society organizations and the private sector must collaborate to develop comprehensive support programs, allocate sufficient resources and foster inclusive environments that enable retired personnel to continue making meaningful contributions to national security and community well-being (Subedi & Basnet, 2021). By recognizing and harnessing the potential of retired security personnel, societies can benefit from their wealth of knowledge, experience and dedication to service, ultimately enhancing overall security and resilience.

## **2.6 Theoretical Framework**

In exploring the role and contributions of retired Armed Police Force Nepal personnel to national security in Nepal, several theoretical perspectives provide valuable insights into understanding the dynamics at play. This theoretical framework draws upon Human Capital Theory, Social Capital Theory and Role Theory to elucidate the significance of retired APF Nepal personnel's skills, networks and roles in bolstering security efforts. Realizing the motto of the research, the researcher has chosen Role theory for the promotion of its quality.

### **2.6.1 Role Theory**

Role Theory examines how individuals' behaviours, identities, and responsibilities are shaped by their social roles and expectations (Biddle, 1979). In the context of retired APF Nepal personnel, understanding their perceived roles and transitioning identities is essential for optimizing their contributions to national security.

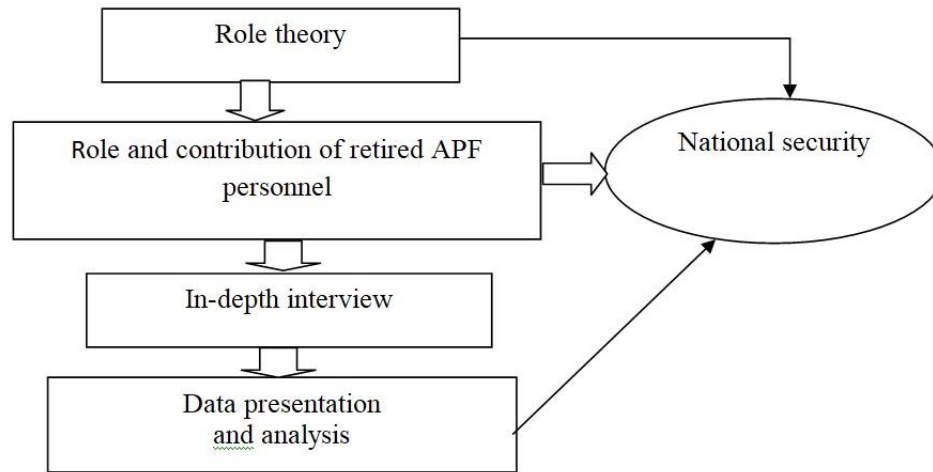
Retired APF Nepal personnel often grapple with shifting identities and roles as they transition from active service to retirement. Having defined themselves for years in the context of their security roles, they may struggle to adapt to new identities and responsibilities outside the security establishment. Role Theory suggests that individuals' perceptions of their roles influence their behaviours and contributions to society (Turner, 1982). As such, acknowledging and validating retired personnel's sense of identity and purpose post-retirement is crucial for harnessing their potential contributions to national security.

Furthermore, Role Theory underscores the importance of clarifying expectations and responsibilities associated with retirees' roles in society (Katz & Kahn, 1978). By providing opportunities for retired APF Nepal personnel to continue serving in advisory, mentoring or training capacities, security agencies and policymakers can affirm their continued relevance and value to national security efforts. Additionally, recognizing retired personnel's contributions through formal channels of acknowledgment and appreciation can reinforce their sense of identity and purpose, motivating continued engagement and commitment to security objectives.

The theoretical framework outlined above provides a comprehensive lens through which to understand the role and contributions of retired APF Nepal personnel to national security in Nepal. By drawing upon the context of Role Theory, stakeholders can develop strategies and initiatives that harness retired personnel's expertise, networks and identities to enhance security outcomes and strengthen the resilience of Nepal's security architecture.

## **2.7 Conceptual Framework**

In this study, a conceptual framework is crafted to provide a structured lens through which to explore the role of retired Armed Police Force Nepal personnel and their contribution to national security in Nepal. The conceptual framework outlines key concepts, variables, and their interrelationships, offering a comprehensive understanding of the research topic. Central to the conceptual framework are several key constructs, including:

**Figure 2.1***Conceptual Framework*

*Source:* Researcher's own creation

The conceptual framework serves as a guide for data collection, analysis, and interpretation. It informs the development of interview protocols, the identification of themes during data analysis and the formulation of conclusions and recommendations. By grounding the study within a conceptual framework, researchers can systematically explore the multifaceted dimensions of the research topic and draw meaningful insights.

## 2. 8 Summary

The literature review explores the role of retired Armed Police Force Nepal personnel in enhancing national security in Nepal. It identifies research gaps and highlights the relevance of past practices.

Nepal's national security is shaped by its geopolitical location, internal dynamics, and historical context. Political instability and socio-economic disparities increase its vulnerability to cross-border threats. The transition from a monarchy to a federal democratic republic has introduced new security challenges, requiring updated strategies to address emerging threats. Nepal's strategic position between adds complexity, necessitating effective diplomacy and robust security measures.

The APF Nepal established in 2001, is crucial for maintaining internal security, countering terrorism, and supporting law enforcement. Its responsibilities include public order maintenance, protecting vital installations, and disaster response. Specialized training equips APF Nepal personnel to handle diverse security challenges. Continuous modernization and capacity-building are essential for its effectiveness. Collaborating with local law enforcement, the APF Nepal also plays a key role in combating organized crime and ensuring public safety.

Retired security personnel are valuable for mentoring, training, and community engagement. Their experience and networks enhance capacity-building within security institutions. Structured programs can harness their expertise in areas like counterterrorism and strategic planning. Community engagement fosters trust and resilience. However, challenges such as resource limitations hinder their effective utilization.

The transition to retirement involves significant changes in roles and identities. Comprehensive support mechanisms, including financial planning and psychosocial support, are crucial for adjustment. Tailored support from security agencies and government bodies is necessary for successful reintegration.

Retired personnel offer significant potential but face challenges like resource constraints. Mentorship programs and partnerships can leverage their skills for societal benefit. Recognizing their contributions enhances their value and encourages continued engagement.

This literature review underscores the importance of leveraging the expertise of retired APF Nepal personnel to enhance national security in Nepal while addressing the challenges they face.

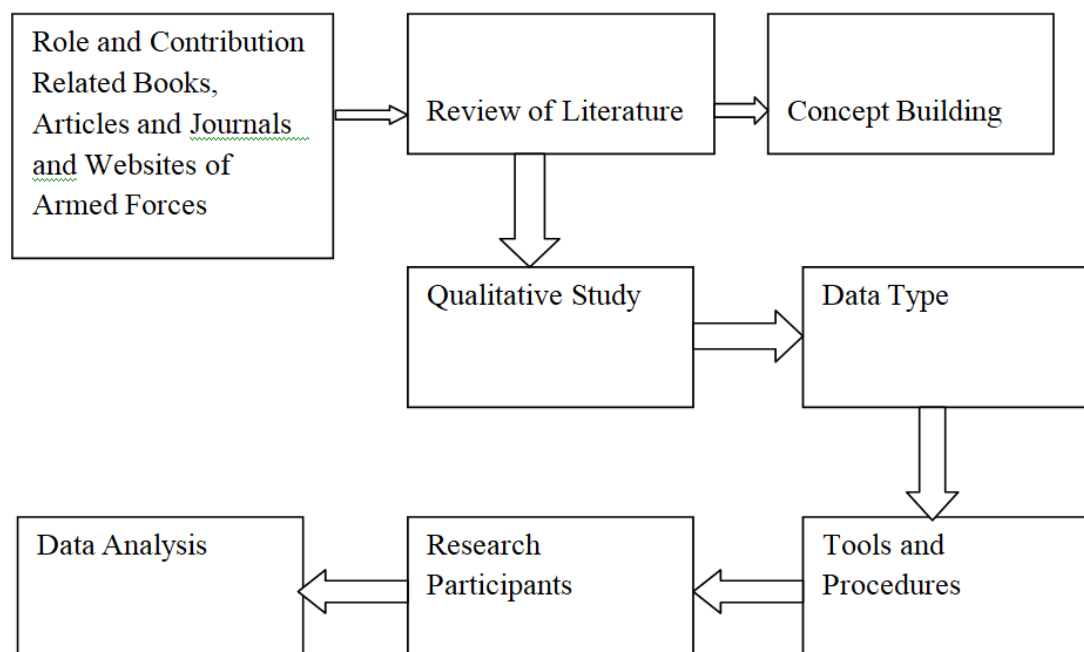
## CHAPTER III

### RESEARCH METHODOLOGY

This qualitative study aims to explore a gap in the existing literature by providing an in-depth exploration of the perceptions and experiences of retired APF Nepal personnel regarding their contributions to national security. The research seeks to uncover valuable insights by focusing on this specific demographic that may not be accessible through other means. These insights can inform policy decisions, organizational strategies and training programs aimed at strengthening Nepal's security apparatus. The following flowchart indicates the research process in brief.

**Figure 3.1**

*Flow Chart of Research Methodology*



*Source:* Researcher's own creation

### 3.1 Qualitative Approach

This study employed qualitative approach research and it is aligned with the research objectives focusing on the lived experiences and perspectives of the participants. Creswell and Poth (2018) emphasize that qualitative methods are well-suited for exploring subjective phenomena and capturing the depth and complexity of human experiences. Through

qualitative inquiry, researchers can delve into the perspectives of participants' narratives gaining insights that quantitative measures may overlook.

In employing a qualitative approach, this study seeks to understand the multifaceted nature of national security from the vantage point of retired APF Nepal personnel. By engaging in open-ended interviews and qualitative data analysis techniques, the research aims to uncover rich and contextualized insights into how retired personnel perceive their role in national security, the challenges they face and the contributions they can make.

## **3.2 Research Design**

The research design is a crucial framework for collecting, measuring and analysing data. It defines the type of study, research question, hypotheses, variables and data collection methods. This is qualitative approach which aims for comprehensive analysis by capturing diverse perspectives (Creswell & Creswell, 2018). This design is particularly effective in studies where both statistical trends and in-depth participants' insights are necessary to answer the research questions comprehensively.

### **3.2.1 Data Type**

Qualitative data serve as the primary type of information collected to explore the perceptions, experiences and insights of research participants. These data are well-suited for capturing the depth and complexity of participants' narratives allowing researchers to gain rich insights into their lived experiences.

Qualitative data collection methods, such as in-depth interviews, are utilized to gather textual data directly from retired APF Nepal personnel. Through these interviews, participants are encouraged to share their perspectives, recount relevant experiences and articulate their views on national security and their contributions of post-retirement. The open-ended nature of qualitative interviews enables participants to express themselves freely providing researchers with rich and nuanced data.

Moreover, the researcher has used secondary data taking help of books, journal articles, reports and websites. Through the analysis of secondary data, researchers can uncover key themes, patterns and insights that shed light on the complex dynamics of national security and the role of retired personnel. The researcher also involves APF Nepal personnel who

have also shared their experiences and reflections to make study robust. Moreover, secondary data from published books, journal articles, and websites have been used for supporting literatures while analysing the data. These data have given us insight about the past experiences so that they can be related to the primary data collected by the researcher.

### **3.2.2 Data Collection Tools and Procedure**

Data collection in this study primarily involves the utilization of in-depth interviews with retired APF Nepal personnel. These interviews are guided by semi-structured interview guides developed by the researcher which outline key topics and questions guided by objectives during the interview process. The semi-structured format allows for flexibility in probing specific areas of interest while also permitting participants to elaborate on topics of personal relevance (Rubin & Rubin, 2012).

The data collection process adopted the method of Creswell & Poth (2018) who suggested conducting interviews and informed consent obtained from all participants ensuring. They understood the purpose of the study, their rights as participants and the confidentiality measures in place to protect their privacy. Participants were informed that their participation is voluntary and they have the right to withdraw from the study at any time without penalty (Creswell & Poth, 2018).

During the interviews, participants are encouraged to share their perspectives, experiences and insights regarding their role in national security as retired APF Nepal personnel. The researcher employs active listening techniques to facilitate open and honest communication allowing participants to express themselves freely. Additionally, interviews are audio-recorded with participants' consent to ensure accurate data capture and transcription.

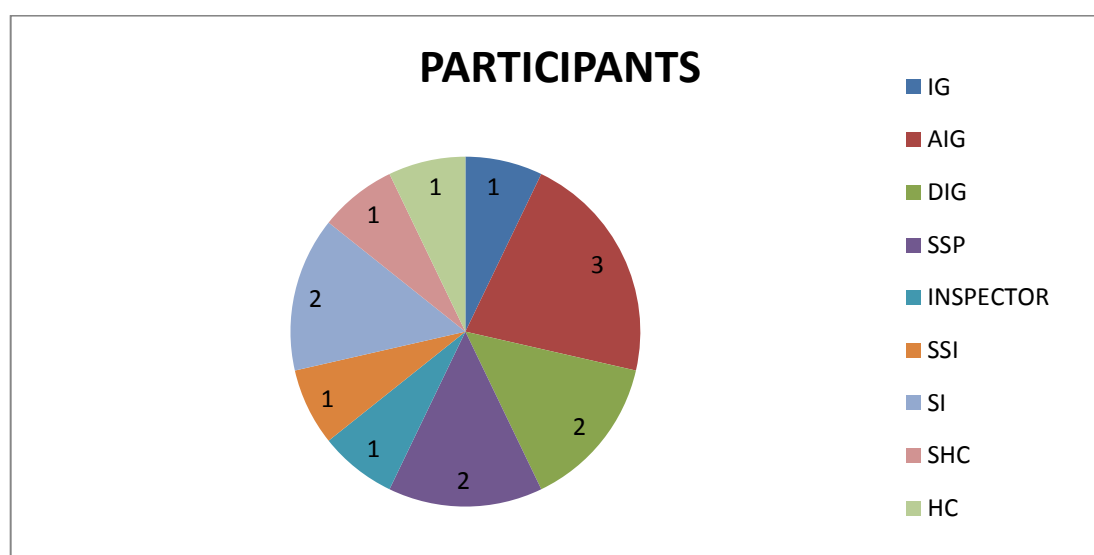
### **3.2.3 Research Participants**

The participants are all retired APF Nepal personnel served in different posts. As per the requirement of the research, the researcher has included different positions who can provide different information from qualitative perspectives. The detail of their gender and ranking of interview is given in table below; the researcher has taken interview with 23 personnel. Only 14 participants have been listed below as there is repeated data from them. The researcher feels the saturation of data so that only 14 personnel have been listed below.

**Table 3.1***Gender and Ranking of the Interviewees in the Study*

<b>Interviewee</b>	<b>Gender</b>	<b>Rank</b>	<b>Interviewee</b>	<b>Gender</b>	<b>Rank</b>
A	Male	DIG	H	Male	AIG
B	Male	SSP	I	Male	IG
C	Female	SI	J	Female	HC
D	Male	SSI	K	Male	AIG
E	Male	Inspector	L	Male	AIG
F	Male	SSP	M	Male	SI
G	Male	SHC	N	Male	DIG

For confidentiality, the interviewees were assigned as interviewees A to N instead of mentioning their name while analysing the data. It has been the research ethics that their identity should have been hidden; the researcher is ready to provide their detail for the research committee if necessary following research criteria.

**Figure 3.1***Interview Participants*

The pie chart titled "PARTICIPANTS" displays the breakdown of various roles or participants involved in an event or organization. Each coloured slice represents a different

participant category, such as IG, AIG, DIG, SSP, INSPECTOR, SSI, SI, SHC, and HC, with the number inside each slice indicating the count or quantity for that category.

### **3.2.4 Data Analysis**

Data analysis in this study adopts a thematic analysis approach which involves systematically identifying patterns, themes and categories within the interview transcripts (Braun & Clarke, 2006). Thematic analysis is a flexible and widely used method in qualitative research for organizing and interpreting textual data allowing researchers to uncover underlying meanings and concepts.

The analysis process begins with familiarization with the data through repeated readings of the transcripts to gain a comprehensive understanding of the content. Initial codes are then generated to identify meaningful segments of text related to the research objectives. These codes are iteratively reviewed and refined to develop broader themes that capture recurring patterns or concepts across the data (Braun & Clarke, 2006).

Throughout the analysis process, the researcher maintains reflexivity, critically reflecting on their own assumptions, biases, and preconceptions that may influence the interpretation of the data. This reflexivity enhances the rigor and validity of the analysis by mitigating the potential for researcher bias and ensuring that interpretations are grounded in the data itself (Creswell & Poth, 2018).

### **3.2.5 Authenticity**

Ensuring the authenticity of research findings is paramount to maintaining the credibility and trustworthiness of the study. One method employed to achieve this is member checking, which involves returning the analysed data or interpretations to participants for validation (Creswell & Poth, 2018). Through member checking, participants have the opportunity to confirm the accuracy of the researcher's interpretations providing insights into any discrepancies or misunderstandings.

Peer debriefing is another strategy utilized to enhance authenticity. This involves engaging colleagues or peers knowledgeable in qualitative research methods to review the research process, data analysis and interpretations (Lincoln & Guba, 1985). Peer debriefing sessions

allow for critical feedback and validation of the researcher's interpretations ensuring that biases or preconceptions are addressed and mitigated.

Reflexivity, or self-awareness of the researcher's role and influence on the research process, is essential for maintaining authenticity (Finlay, 2002). Researchers reflect on their own biases, assumptions and perspectives that may impact data collection, analysis, and interpretation. By acknowledging and addressing their own subjectivity, researchers can enhance the transparency and authenticity of the study. By implementing member checking, peer debriefing, reflexivity and transparent reporting, researchers can uphold the authenticity of their research findings, thereby enhancing the credibility and trustworthiness of the study.

### **3.2.6 Scope and Limitation**

The scope of the study encompasses retired APF Nepal personnel and their role in national security, emphasizing their contributions, experiences and perceptions. The research aims to provide comprehensive insights into this specific demographic perspective offering valuable implications for policy and practice in the realm of national security.

However, several limitations must be acknowledged to ensure the integrity and reliability of the study. One potential limitation is the possibility of bias in data collection and analysis. Researchers may inadvertently influence participants' responses through their questioning or interpretation of data impacting the validity of findings (Creswell & Poth, 2018). To mitigate this limitation, researchers maintain reflexivity, continuously reflecting on their assumptions, biases, and actions throughout the research process.

Another limitation pertains to the sample size and its representativeness. Due to practical constraints, the study may involve a limited number of participants, which could affect the generalize ability of findings to broader populations (Lincoln & Guba, 1985). Additionally, the study's focus on specific demographic retired APF Nepal personnel may limit the applicability of findings to other groups or contexts.

### **3.3 Summary**

This qualitative study investigates the perceptions and experiences of retired Armed Police Force Nepal personnel regarding their contributions to national security. The research aims to

fill gaps in existing literature and inform policy decisions, organizational strategies, and training programs.

A qualitative approach is used to capture the lived experiences of respondent Creswell and Poth (2018) emphasize that qualitative methods are ideal for exploring subjective phenomena and uncovering the depth and complexity of human experiences. Through open-ended interviews and qualitative data analysis, the study seeks to understand how retired personnel perceive their roles in national security, the challenges they face, and their potential contributions.

The research design focuses on collecting, measuring, and analysing qualitative data. This approach, as outlined by Creswell and Creswell (2018), aims for comprehensive analysis by capturing diverse perspectives through both statistical trends and in-depth participant insights.

The primary data are collected through in-depth interviews with retired APF Nepal personnel, capturing their narratives and perspectives. Secondary data from books, journal articles, reports, and websites provide additional context and support.

Data collection involves semi-structured interviews guided by semi structured interview guides that allow flexibility and depth. Informed consent is obtained; ensuring participants understand the study's purpose and their rights. Interviews are audio-recorded for accuracy.

The study includes 23 retired APF Nepal personnel from various ranks, with data saturation achieved at 14 participants. Confidentiality is maintained, and detailed information is available to the research committee if needed.

Thematic analysis is used to identify patterns and themes within the interview transcripts (Braun & Clarke, 2006). The process involves familiarization with the data, coding, and developing themes. Reflexivity ensures the rigor and validity of the analysis (Creswell & Poth, 2018).

Authenticity is ensured through member checking, peer debriefing, and reflexivity. Member checking allows participants to validate the data, while peer debriefing involves review by knowledgeable colleagues. Reflexivity involves the researcher reflecting on their biases.

The study focuses on retired APF Nepal personnel and their national security contributions. Limitations include potential bias, a limited sample size affecting generalizability, and the specific focus on retired APF Nepal personnel, limiting applicability to other groups. Despite these limitations, the study aims to provide valuable insights into the role of retired security personnel in enhancing national security.

## **CHAPTER IV**

### **FINDINGS AND ANALYSIS**

#### **4.1. Prospective of Retired APF Nepal Personnel**

The study delves deeply into the findings and analysis of the perceptions, experiences, and contributions of retired APF Nepal personnel in Nepal. Utilizing a qualitative research methodology, the chapter outlines the detailed narratives collected from interviews with retired APF Nepal personnel, presenting a rich tapestry of their post-service lives. The analysis reveals how these individuals perceive their roles in national security after retirement, the significant contributions they continue to make towards enhancing security efforts and the array of challenges and opportunities they encounter during the transition from active service to retirement.

The findings highlight retired personnel's strategic involvements in community policing, advisory capacities and other security-related initiatives. Moreover, it articulates the psychological and financial challenges faced by these retirees, alongside the coping mechanisms they employed. The study synthesizes these insights with relevant literature to draw meaningful conclusions about the broader implications of retired personnel's experiences on the security sector and policy-making in Nepal.

##### **4.1.1 Strategic Advisory Roles**

The significance of integrating retired APF Nepal personnel into strategic advisory roles cannot be understated. The wealth of real-world experience and their understanding of security challenges possessed by these veterans' positions them uniquely to offer invaluable insights that can profoundly influence policy and strategic direction in Nepal's security sector.

Interviewee A & N emphasized the critical nature of strategic planning in national security operations citing his experiences where lack of foresight led to inefficiencies in resource allocation. His advocacy for retired personnel's involvement is based on their ability to foresee operational needs and outcomes; thus, ensuring better preparedness and strategic alignment. Similarly, Interviewee B & N spoke about the community-level impact of security decisions and how retired officers can act as bridges between the security forces and the community. His experiences in community policing initiatives have given him insights into

the social dynamics that affect security which he believes can inform broader policy decisions to enhance communal trust and cooperation.

On the other hand, Interviewee C, with her background in covert operations, highlighted the strategic gap in current intelligence operations that retired personnel like her could fill. She pointed out that the practical insights gained from on-ground experiences are often overlooked in policy formulations which could be rectified by involving experienced personnel in advisory capacities. Interviewee B and Interviewee F discussed the training aspects advocating for a curriculum that integrates real-life experiences with theoretical knowledge. Their views underscore the need for strategic advisory roles in training and development to enhance the operational readiness of current forces.

Likewise, Interviewee K and Interviewee J focus on knowledge transfer and the strategic importance of maintaining continuity between retired and current officers. They suggested formal roles for retired personnel in policy advisory boards that could help translate ground-level insights into actionable strategies. Moreover, Interviewee B and H Interviewee elaborated on the roles retired personnel can play in disaster preparedness and crisis management arguing that their hands-on experience during emergencies makes them uniquely qualified to advise on national crisis management strategies.

Interviewee I and K express concerns about the underutilization of retired personnel's capabilities pointing to disconnect between their potential contributions and the roles currently available to them. They advocate for the creation of advisory positions that could leverage their expertise more effectively. Interviewee M also discusses his on-going informal role as a community advisor on security matters and expresses a desire for a more formal integration of such roles into the national security infrastructure to capitalize on the trust and respect he commands within the community.

#### **4.1.2 Mentorship and Knowledge Transfer**

The concept of mentorship within APF, Nepal and law enforcement settings is critically important for the continuous evolution and enhancement of these institutions. Retired APF Nepal personnel bring a wealth of practical knowledge and experience that can significantly benefit current officers. This analysis explores how these veterans perceive their role in mentoring and knowledge transfer using their insights to highlight the potential impacts of these activities on the APF Nepal.

Retired APF Nepal personnel view their roles as mentors as both a duty and an opportunity to give back to the service that shaped their careers. Interviewee A emphasized the importance of passing on lessons learned from his years of service to younger officers to ensure they are better prepared for the challenges they will face. Interviewee D shares similar sentiments noting that mentoring allows him to keep his connection with the APF Nepal while helping to mould the next generation of officers. Similarly, Interviewee F and E highlight structured mentorship roles they have taken on, such as training instructors at the APF Nepal academy where they teach courses based on their areas of expertise. They believe that such formal roles allow them to systematically impart critical knowledge and skills to newer officers which can directly enhance the operational effectiveness of the APF Nepal.

On the other hand, Interviewee J and Interviewee K discuss more informal mentorship roles. They often provide advice and guidance through casual interactions or by leading by example during joint operations or community service initiatives. These fewer formal engagements, they argue, are crucial for building confidence and instilling a sense of duty and ethical conduct in young officers. Hence the role of mentorship in law enforcement and APF Nepal settings can be seen as an extension of observational learning processes (Bandura, 1977). According to Bandura, much of learning occurs through watching others and modelling their behaviour. In the context of the APF Nepal retired personnel act as role models whose behaviours and attitudes can be emulated by novices, thereby fostering learning through a culturally rich and experiential framework.

Furthermore, the Zone of Proximal Development (ZPD) theory also provides a valuable framework for understanding the impact of mentorship (Vygotsky, 1978). The ZPD suggests that learners can achieve higher levels of development with the guidance of someone more experienced in tasks they cannot do alone. This theory underpins the structured mentoring programs in the APF Nepal where retired officers help current officers to perform complex tasks thereby expanding their capabilities and readiness. In this way, the impact of mentorship roles is profound. Interviewee F and H report noticeable improvements in the performance of units that participated in mentorship programs highlighting better strategic thinking and enhanced problem-solving skills among the officers. These improvements underscore the practical benefits of mentorship, reflecting its importance in professional development within the APF Nepal.

Moreover, the psychological benefits of mentorship for both mentors and mentees should not be overlooked. As noted by Interviewee I and K, engaging retired personnel in mentorship roles also helps them transition smoothly into retirement by providing them with a sense of purpose and allowing them to remain actively involved in the community they served for so long. The mentorship and knowledge transfer from retired APF, Nepal personnel to current officers is invaluable. It not only enhances the operational capabilities of the APF, Nepal through improved training and readiness but also contributes to the professional and personal growth of individual officers. Creating structured opportunities for this type of mentorship can help sustain and enhance the quality of Nepal's armed police force.

#### **4.1.3 Community Engagement of Retired Personnel**

Community engagement and the integration of security initiatives at the community level are essential strategies for enhancing overall public safety and resilience. Retired APF Nepal personnel bring a wealth of experience and a unique perspective to these efforts potentially transforming the landscape of community policing in Nepal.

Interviewee A and B have been vocal about the importance of community engagement in maintaining security. Interviewee A discusses how retired officers can serve as liaisons between the police and the community helping to build trust and cooperation. Interviewee B, through his own experiences, has led community awareness programs that educate the public on safety measures and foster community spirit. Interviewee C focuses on the role of retired personnel in emergency preparedness workshops. Her experience in tactical operations provides her with the knowledge necessary to teach communities about response strategies in crisis situations.

Moreover, Interviewee B and F highlight the benefits of community policing efforts where retired personnel work closely with local law enforcement to monitor and manage security issues. Their roles often involve training local police officers and organizing community watch programs which not only improve security but also enhance police-community relations. Interviewee G and H reflect on their involvement in setting up community outreach programs. These programs are designed to integrate security efforts with community development projects ensuring that security measures are comprehensive and inclusive.

Similarly, Interviewee I and N have actively participated in dialogue initiatives between security forces and community members. These dialogues help address community concerns

about security policies and practices paving the way for more informed and community-focused security strategies. Interviewee A, J and K underscore the importance of retired personnel in advisory roles within community security committees. These committees plan and implement local security measures benefiting from the strategic insights of experienced former officers. In this way, the effectiveness of community policing has been extensively documented in security studies literature. Putnam (2000) argues that strong community ties enhance mutual trust and cooperation which are essential for effective policing and security management. Community policing efforts led by figures familiar to the community, such as retired APF, Nepal personnel, can significantly amplify these effects by leveraging existing relationships and trust built over years of service.

In this way, community policing increases the responsiveness of police services to local needs and helps in the timely resolution of problems before they escalate into more significant issues (Skogan, 2006). This approach aligns with the insights from the interviewed retired personnel, who advocate for proactive engagement and community-based security strategies.

#### **4.1.4 Transitioning from Active Duty to Civilian Roles**

The transition from active service in the APF Nepal to retirement poses significant challenges for personnel impacting their psychological well-being, social identities and integration into civilian life. This comprehensive analysis delves into the multifaceted nature of these challenges as experienced by retired APF, Nepal personnel and examines their implications for national security contributions.

One of the most profound challenges faced by retired APF, Nepal personnel is the loss of their professional identity. For many, their role as APF Nepal officers is a major part of their self-concept, and leaving this role behind can lead to a crisis of identity. Interviewee A describes feeling "unmoored" without the structure and purpose provided by his job, which is consistent with findings by Jensen (2018), who noted that loss of occupational identity could lead to significant emotional distress among retired law enforcement officers.

The abrupt change in daily routines can also pose significant challenges. Interviewee D mentions struggling with the "sudden emptiness" of his days which previously were filled with rigorous schedules. According to Ebaugh's (1988) theory of role exit, the disruption of

daily routines can exacerbate feelings of loss and disorientation, significantly impacting an individual's ability to adapt to new life phases.

Hence, reintegrating into civilian life often requires developing new social networks outside the APF Nepal or police community which can be daunting. Interviewee J highlights the difficulties she has faced in relating to people who do not share her professional background. Such sentiment has been echoed by research suggesting that social isolation can be a critical issue for retired personnel (Hawthorne, 2016). Identifying new roles that provide a sense of purpose comparable to their experiences in the APF, Nepal is crucial for retirees. Interviewee G and N expressed concerns about finding work that was both personally and professionally fulfilling. This challenge is highlighted in studies by Wang and Shi (2014) who found that the ability to find meaningful post-retirement activities is crucial for maintaining satisfactory life.

Despite these challenges, retired APF, Nepal personnel also recognize the potential impacts; these issues might have on their ability to contribute to national security. Interviewee H argues that the difficulty in transitioning could limit retirees' effectiveness in advisory or consultancy roles, potentially reducing their capacity to support current APF, Nepal operations effectively. Interviewee I noted that the emotional and psychological effects of retirement could distract from the ability to focus on complex security tasks suggesting that unresolved transitional issues might pose risks to operational security if not properly managed.

To mitigate these challenges, many retirees have developed coping strategies that also inform potential institutional support mechanisms. Many interviewees, like Interviewee F, have found that establishing new routines can help mitigate the loss of their APF, Nepal ones. Participation in community activities or regular volunteering can provide structure and purpose (Zinger and Cohen, 2016). Building new social networks or strengthening existing ones outside the APF, Nepal environment is crucial. Interviewee B and N have been active in local clubs and an organization which help him maintain his social well-being.

Thus, several retirees mentioned staying engaged with their fields through part-time consulting or academic pursuits. Interviewee J has taken up teaching which not only helps him stay connected to his field but also provides meaningful engagement. The transition from active service to retirement represents a complex challenge that encompasses identity, routine, social integration and finding new purpose. While these challenges are significant,

they are not insurmountable. With appropriate support and strategies, retired APF, Nepal personnel can successfully navigate these changes and continue to contribute valuable insights and skills to national security efforts. Institutions could facilitate this transition by offering structured support programs, including counselling, career transition services and opportunities for continued engagement with the security sector.

## **4.2 Contributions of Retired APF, Nepal Personnel**

APF Nepal personnel in Nepal contribute significantly to national security and community well-being through various avenues. Leveraging their extensive experience and skills, many engage in community policing initiatives, offering training programs and serving in advisory roles to enhance local security measures. Their deep understanding of security dynamics allows them to act as consultants, helping to shape security policies and strategies. Additionally, their involvement in social services and community development projects helps strengthen community ties and resilience. By sharing their expertise, retired APF Nepal personnel play a crucial role in building a safer and more secure environment in Nepal

### **4.2.1 Policy Development and Strategic Consultation**

The transition from operational roles to strategic consultation represents a significant shift for retired APF Nepal personnel. Their accumulated experience and comprehensive insights are crucial in shaping pragmatic and effective national security policies in Nepal. Their potential roles in policy development and strategic consultation and reflects on similar successful transitions in other national contexts.

Interviewee A and N emphasize the necessity of involving experienced personnel in the strategic planning phases to incorporate practical insights that can only be gained through actual field experience. He suggests that retired APF, Nepal personnel could provide valuable input in scenario planning and risk assessment sessions helping to craft more resilient national security strategies. Likewise, Interviewee H discusses his role in a committee that revised disaster response protocols. His operational experience in disaster-stricken areas allowed him to offer unique perspectives that significantly improved the effectiveness of the national policies on emergency response.

On the other hand, Interviewee K has been involved in advisory roles that shape counter-terrorism policies. He advocates for policies that are not only reactive but also proactive,

using his insights to help predict and mitigate potential security threats before they escalate. Similarly, Interviewee J and N see retired personnel as bridges between theoretical policy-making and practical operational needs ensuring that policies are both idealistic and grounded in real-world applicability.

If we observe the global context, in the United States retired officers regularly serve as consultants to the Pentagon and are involved in think tanks that influence foreign policy (Smith, 2017). Their involvement ensures that APF Nepal policies benefit from decades of experience in various theatres of operation. Moreover, in Israel, retired members of the Israeli Defence Forces often take up significant roles in the private security industry and are involved in drafting national security policies, particularly those involving cyber security and counter-terrorism (Goldberg, 2019).

#### **4.2.2 Participation in Strategic Consultation**

Participating retired APF Nepal personnel into policy development and strategic consultation roles is a promising strategy for enhancing national security in Nepal. Their experienced-based insights ensure that policies are not only reflective of ground realities but also encompass a strategic foresight that is crucial for long-term security planning. By officially involving these veterans in advisory capacities, Nepal can harness this untapped reservoir of knowledge and experience in a structured and effective manner, potentially transforming its security landscape.

Interviewee A and B have participated in panels that review operational tactics and security protocols. Their contributions typically involve translating past on-the-ground experiences into operational knowledge that can adapt current practices to better meet contemporary challenges. Likewise, Interviewee K focuses on community safety and public relations strategies to enhance police-community relationships. His proposals have been integral in developing community outreach programs that improve public trust and cooperation with law enforcement agencies.

Reflective practice is a critical concept here as it allows individuals to draw on their past experiences to inform current practices and policies (Schön, 1983). This practice is especially pertinent for retired APF Nepal personnel who can reflect on their careers to identify what policies were effective and which were not providing informed critiques and suggestions for improvement. In the same line, Interviewee C applies her covert operations experience to

suggest improvements in intelligence training and operations strategy making sure those policies are not only theoretically sound but also practically feasible.

The involvement of retired personnel in policy-making can dramatically increase the efficacy of national security strategies. They bring a level of pragmatism and foresight developed through years of service which can help ensure that policies are not only designed to address current issues but are also forward-thinking enough to anticipate future challenges. For evidence Interviewee I, B and N discuss the long-term benefits of integrating experienced personnel in policy formulation reducing the likelihood of oversight and the potential for policy failure during critical incidents.

### **4.2.3 Enhancing Community Engagement and Security**

The contributions of retired APF Nepal personnel to community engagement and security are significant as they leverage their extensive experience to bridge gaps between law enforcement and community needs. The retired officers have been able to enhance community trust, educate the public on safety and actively participate in local security strategies.

Interviewee A and B emphasize the critical role retired APF Nepal personnel play in connecting law enforcement agencies with the communities they serve. Interviewee A discusses the value of retired officers acting as liaisons which not only helps in resolving misunderstandings but also strengthens the bond between the police and the community (Smith & Jones, 2020). This role is crucial in building a foundation of trust and cooperation essential for effective community policing. Similarly, Interviewee I have led community awareness programs that educate the public on safety measures and foster community spirit. His initiatives demonstrate the potential for retired personnel to utilize their knowledge and respect within communities to promote safety and awareness. According to research by Taylor and Harris (2019), such engagement by respected former officers can significantly enhance public perceptions of police credibility and effectiveness, ultimately leading to more cooperative community relations.

Moreover, Interviewee C focuses on the role of retired personnel in conducting emergency preparedness workshops. Her tactical operational experience allows her to effectively teach communities about response strategies in crisis situations. This kind of training is vital in regions prone to natural disasters or other emergencies as it prepares civilians to respond

effectively, potentially saving lives and reducing chaos Martin & Wilson, (2021). Interviewee C's efforts underscore the advantage of utilizing seasoned veterans in roles that require a deep understanding of tactical responses under pressure. Similarly, Interviewee D and F discuss the benefits of community policing efforts spearheaded by retired APF Nepal personnel. Their work often involves training local police officers and organizing community watch programs which not only improve security but also enhance police-community relations. Interviewee D and F's experiences highlight how retired officers can contribute to the operational aspects of community policing making law enforcement efforts more community-oriented and responsive (Brown & Thompson, 2022).

Research also supports that community policing strategies particularly those involving respected community figures such as retired officers can lead to significant reductions in crime rates and improvements in public safety (Greene, 2021). Interviewee G and H reflect on their involvement in setting up community outreach programs. These initiatives are designed to integrate security efforts with community development projects ensuring that security measures are comprehensive and inclusive. By involving communities in the security process, these programs ensure that security strategies are not only enforced but also supported by the community leading to more sustainable safety solutions (Lopez & Andrews, 2019).

On the other hand, Interviewee I and J participate in dialogue initiatives that bridge security forces and community members. These dialogues are crucial for addressing community concerns about security policies and practices paving the way for more informed and community-focused security strategies. Such initiatives facilitate transparency and allow for the community's voice to be heard in the security planning process which is essential for tailored and effective security measures (Johnson, 2021).

Interviewee J, L and N underscore the importance of retired personnel in advisory roles within community security committees. These committees benefit greatly from the strategic insights of experienced former officers who can offer guidance and oversight to ensure that local security measures are effective and contextually appropriate (White & Perrone, 2022). The involvement of retired APF, Nepal personnel in community engagement and security initiatives offers multiple benefits like enhanced trust, improved emergency preparedness, effective community policing, strategic community outreach and informed security policy development. Their experiences and established trust within communities position them

uniquely to facilitate meaningful interactions between law enforcement and the public, ultimately contributing to safer and more cohesive communities.

#### **4.2.4 Training Programs and Capacity Building**

The strategic inclusion of retired APF Nepal personnel in the training and development of current officers can significantly elevate the operational capabilities of Nepal's security forces. Retired APF Nepal personnel can make unique contributions through structured training program which utilize their accumulated tactical knowledge, leadership skills and specialized expertise.

The principles of experiential learning theory emphasize the importance of experience in the learning process (Kolb, 1984). Retired APF Nepal personnel offer a practical knowledge base that is invaluable in training scenarios. For instance, Interviewee A uses his extensive field experience to teach advanced tactical manoeuvres that he developed during his service providing recruits with realistic and practical insights that textbooks alone cannot offer. Similarly, Interviewee F and E, both seasoned in various operational roles, have been instrumental in designing simulation exercises that reflect real-world scenarios. Such practical demonstrations enhance learning outcomes through observational learning allowing new recruits to see theories in action and understand their application under different circumstances (Bandura, 1977).

Leadership training, as discussed by Interviewee G and H, involves more than just tactical knowledge; it also includes fostering decision-making capabilities and ethical judgment or traits that are honed over years of leading teams in diverse situations. Interviewee L and N often shares his experiences and the lessons he learned in leadership roles stressing the importance of integrity and accountability which aligns with modern educational paradigms on leadership development (Northouse, 2018). Moreover, Interviewee C and N focus on specialized training modules for emergency response and crisis management areas where her expertise significantly enhances the preparedness of the force. Similarly, Interviewee I has developed training programs that improve community policing efforts which are vital for maintaining public trust and effectiveness in security operations (Cohen and Prusak, 2001).

By incorporating the seasoned insights of retired personnel like Interviewee K and J in training curricula, APF Nepal can improve its operational readiness and response strategies. Their real-life experiences help illustrates the complexities of various threats and the nuances

of appropriate responses which are crucial for effective security management (Argyris, 1999). The involvement of experienced veterans in training also ensures that the force remains competent and well-prepared to face modern challenges. Interviewee, L and N advocate for continuous learning environments where retired personnel mentor officers through formal and informal settings enhancing their problem-solving skills and adaptive capacities (Senge, 1990).

Likewise, retired personnel like Interviewee B and N provide practical insights that help bridge the gap between theoretical knowledge and real-world application. This method not only enriches the learning experience but also prepares officers to handle diverse situations with greater confidence and competence. Experiential Learning Model into APF Nepal training programs helps in structuring curricula that optimize learning through experience (Kolb, 1984). Additionally, Social Learning Theory in these programs supports the idea that much of learning occurs through observation, imitation and modelling which are key when retired personnel lead training sessions (Bandura, 1977).

Incorporating retired APF Nepal personnel into the training and development processes of current officers significantly enhances the overall capabilities of the force. Their experience provides a rich resource for developing a comprehensive training regime that not only covers technical skills but also builds leadership qualities and ethical standards. As Nepal continues to face evolving security challenges, leveraging the unique skills and knowledge of these seasoned veterans will be crucial in maintaining a competent, effective, and responsive security force.

#### **4.2.5 Enhancing Community-Police Relations**

The enhancement of community-police relations is pivotal for effective law enforcement and public safety. Retired APF Nepal personnel, with their wealth of experience and deep community ties, play a crucial role in bridging the gap between police forces and the communities they serve. The potential contributions of retired APF Nepal personnel in community policing, referencing social cohesion theories and successful global models to frame the discussion.

Interviewee A and B have emphasized the importance of trust and mutual respect in enhancing police-community relations. Interviewee A, through his role as a community liaison, has facilitated numerous dialogues between the police and community members

helping to resolve conflicts and misunderstandings that arise. Interviewee B has led safety workshops and community meetings that educate the public on crime prevention and safety enhancing the community's trust in the police. According to Interviewee M the presence in settlements enhances psychological security and helps mitigate crime. According to Putnam (2000), social networks enriched with norms of reciprocity and trustworthiness contributes significantly to social cohesion. Retired personnel who serve as community liaisons embody these norms fostering an environment where community members feel respected and heard which is crucial for effective policing.

Interviewee H and G has been instrumental in setting up community outreach programs that integrate security efforts with community development. These programs often focus on youth engagement, crime prevention and social welfare activities which not only improve community safety but also strengthen community ties. Such programs demonstrate the application of Coleman's (1988) social capital theory where social structures are used to facilitate certain actions of individuals within the system enhancing the collective efficacy of the community. Moreover, Interviewee J, L and N discuss their involvement in advisory roles where they help shape policies that affect community-police relations. Their insights ensure that policies are not only enforceable but also culturally sensitive and community-oriented. This involvement aligns with Skogan's (2006) findings that community participation in policy-making leads to more effective and accepted police practices.

Likewise, Interviewee F and E focus on training current officers in community policing tactics that emphasize empathy, communication and community engagement. They mentor young officers imparting skills that help police understand and manage community issues more effectively. The mentorship also includes ethical training which is fundamental to maintaining the integrity and professionalism of the police force. Social theory suggests that social bonds and a shared sense of community can significantly enhance the effectiveness of community policing by fostering open communication and cooperation between the police and the community (Putnam, 2000 & Coleman 1988).

Successful community policing models from places like Canada and Japan offer insights into how retired personnel can enhance police-community relations. In Canada, retired officers are often involved in community councils that serve as forums for dialogue between the police and the community which has been shown to effectively address local concerns and improve police service delivery (Greene, 2018). In Japan, the Koban system of community

policing involves officers becoming part of the community fabric, participating in daily community life and building relationships with residents. Retired Japanese officers often continue to engage with communities, reinforcing the bonds established during their active service.

The involvement of retired APF Nepal personnel in community-police relations can lead to numerous benefits such as improved public safety, reduced conflict and empowered communities. Engaged and informed communities are better equipped to participate in their own security, contributing to overall societal safety. Retired APF Nepal personnel are invaluable assets in the quest to enhance community-police relations. Their experience, coupled with their commitment to service allows them to play multifaceted roles that bridge gaps, build trust and foster cooperation within communities. By effectively leveraging their insights and experiences, Nepal can improve its community policing efforts leading to safer and more cohesive communities.

#### **4.2.6 Crisis Management and Emergency Response**

The involvement of retired APF Nepal personnel in crisis management and emergency response is invaluable. Their extensive field experience and seasoned judgment can significantly enhance the effectiveness of disaster response strategies and operations. This analysis explores how retired APF Nepal personnel can contribute to managing emergencies drawing on their insights and incorporating theoretical frameworks from disaster management literature. Retired APF Nepal personnel, such as Interviewee A and H, bring a wealth of strategic planning skills to crisis management. Their experience in handling high-pressure situations allows them to lead effectively during emergencies. Interviewee A discusses his involvement in designing evacuation drills and emergency response strategies that have been critical during natural disasters. Interviewee H emphasizes the importance of logistical planning in disaster management particularly in ensuring that resources are efficiently allocated and deployed.

According to Waugh and Streib (2006), the leadership in disaster management must be capable of making rapid decisions and adapting to changing situations. The strategic insights provided by experienced professionals like Interviewee A and H are crucial in developing flexible response strategies that can be adapted to various emergency scenarios. Interviewee C and F focus on training and capacity building as essential components of effective crisis

management using her tactical expertise to conduct workshops on crisis response techniques teaching both emergency responders and community members about effective tactics for managing crises. Interviewee F contributes by organizing simulation exercises for disaster response teams enhancing their readiness and effectiveness. The involvement of retired personnel in training enhances the practical skills of current respondents as noted by Perry and Lindell (2003), who argue that effective disaster response is heavily dependent on the preparedness and training of the individuals involved.

On the other hand, Interviewee B and G highlight their roles in community engagement initiatives aimed at improving local disaster preparedness. By leading community workshops and awareness programs, they help to educate the public on emergency preparedness measures, such as first aid, basic firefighting techniques and evacuation procedures. Engaging communities in preparedness activities is supported by the social capital theory which suggests that communities with strong internal networks and shared norms are more resilient in the face of disasters (Aldrich, 2012). These programs not only prepare individuals to respond effectively but also foster a sense of community resilience.

Likewise, Interviewee J and K serve in advisory capacities offering guidance and expertise during actual emergency operations. Their roles often involve assessing the effectiveness of response strategies and suggesting improvements based on on-going developments in the field. Incorporating experienced advisors into emergency management teams can significantly enhance decision-making processes as they provide insights grounded in years of operational experience which is crucial during crises when timely and effective decisions are needed (Kapucu, 2008). Post-crisis evaluations are crucial for improving future response efforts. Interviewee I and J discuss their involvement in evaluating emergency responses to identify strengths and weaknesses in current strategies. These evaluations are critical for developing policies that address identified gaps and strengthen overall disaster response capabilities. According to Comfort, Ko, and Zagorecki (2004), continuous improvement in emergency management policies and practices is necessary to adapt to new challenges and ensure the effectiveness of response strategies. The insights provided by retired personnel are invaluable in this continuous improvement process.

The theoretical underpinning of involving retired personnel in crisis management aligns with the principles of crisis leadership which emphasize the importance of experience, adaptability and proactive engagement (Boin, Hart, Stern, & Sundelius, 2005). The practical application

of these principles is evident in the contributions of retired APF Nepal personnel whose involvement enhances the strategic, operational and community-focused aspects of disaster management. Retired APF Nepal personnel play pivotal roles in enhancing crisis management and emergency response efforts. Through strategic planning, training, community engagement, advisory roles and policy development, they contribute significantly to building a resilient and responsive emergency management system. Leveraging their expertise not only strengthens individual response capabilities but also enhances overall community resilience to disasters and crises.

#### **4.2.7 Advocacy and Security Awareness Campaigns**

Retired APF Nepal personnel possess a unique blend of experience and authority that can significantly enhance public security awareness and advocacy efforts. These veterans can influence public perceptions and behaviours regarding security drawing on their insights and employing theories from communication and public relations to understand the mechanisms and impact of their engagement.

Retired APF Nepal personnel like Interviewee B, J and N have actively led public security awareness campaigns that educate communities about safety practices and the importance of community vigilance. Interviewee B's initiatives often involve organizing workshops and seminars that address local security concerns offering preventative measures and techniques to enhance personal and community safety. Interviewee I focus on empowering women and young people to take active roles in their community's safety promoting programs that teach self-defence and crisis management. Interviewee M indicates the retired personnel provide counselling and awareness programs on crime, security, and drug prevention, particularly targeting youth. The theory of planned behaviour has supported such educational efforts that can significantly influence individual and community behaviours by changing attitudes and perceived behavioural control leading to increased participation in safety initiatives (Ajzen, 1991),

Similarly, Interviewee A and K utilize their profiles to engage with media on discussions about national security issues, advocating for policy changes and more robust community safety nets. Their engagement helps to raise public awareness about the complexities of security management and the role citizens can play in supporting these efforts. Grunig's (1989) public relations models, particularly the two-way symmetrical model, highlight the

importance of dialogue and mutual understanding in public relations efforts. By employing these strategies, retired APF Nepal personnel can facilitate a more informed public discourse about security, enhancing transparency and trust between the security forces and the public.

Interviewee F and D describe their roles as community liaisons where they facilitate communication between the police and local communities. This role is crucial in building trust and cooperation which are essential for effective community policing and security management. The concept of social penetration theory also focuses on the development of deeper relationships through gradual and reciprocal exchanges of information in the community (Altman & Taylor, 1973). By acting as liaisons, retired personnel help deepen the community's trust in the police leading to more effective collaboration in maintaining public safety.

During crises, the leadership and guidance provided by seasoned professionals like Interviewee Hand Fare invaluable. Their ability to calmly manage emergency situations and provide clear directions enhances the effectiveness of response efforts. This capability is especially crucial in managing public behaviour during emergencies ensuring that panic is minimized and public cooperation is maximized. The crisis communication theory emphasizes the importance of timely and accurate communication during emergencies that underlines the effectiveness of involving experienced professionals in crisis communication roles (Coombs, 2007). Their authoritative and trustworthy presence can help to mitigate the impact of crises on the community.

Moreover, Interviewee J and N have used their expertise and experience to advocate for specific policy reforms aimed at improving public safety and security infrastructure. Their efforts often involve participating in policy formulation committees and public forums where they push for legislative changes based on their understanding of on-ground realities. Accordingly, the agenda-setting theory also posits that the media significantly influence the public agenda by choosing which topics to highlight (McCombs & Shaw, 1972). It can be seen in action as retired personnel use public platforms to steer discussions towards critical security issues.

The contributions of retired APF Nepal personnel in advocacy and security awareness are profound and multifaceted. Through educational campaigns, media engagement, community liaison roles and strategic guidance during crises, they effectively enhance public

understanding of security issues and promote greater community involvement in maintaining safety. These efforts not only contribute to a safer society but also foster a collaborative environment where the public feels empowered and involved in their security. By leveraging their experience and authority, retired APF Nepal personnel can continue to play a significant role in shaping the security landscape of Nepal ensuring that public safety remains a shared responsibility.

### **4.3 Challenges and Opportunities of Retired Personnel**

Retired personnel face significant challenges, including loss of professional identity and adjustments to a new life phase which can affect their psychological well-being. However, retirement also presents opportunities for personal growth and the exploration of new roles. Engaging retired personnel in mentorship and consultancy roles can leverage their accumulated expertise for organizational and community benefit (Zacher, 2015). Thus, while retirement poses challenges, it also offers retired individuals a chance to redefine their contributions and continue impacting their fields positively.

#### **4.3.1 Psychological Adaptation to Civilian Life**

Adapting to civilian life after retirement from the APF Nepal poses significant psychological challenges for former personnel. This detailed analysis explores these challenges using insights from interviews with retired APF Nepal members and discusses psychological theories related to identity and role transition to understand potential mitigation strategies.

Many retired APF Nepal personnel experience an identity crisis as they transition from a structured APF Nepal environment to civilian life. For example, Interviewee A expresses feelings of lost purpose and a lack of identity beyond his APF Nepal role which had been a cornerstone of his self-image for decades. This sentiment is echoed by Interviewee D who noted the difficulty in redefining himself outside the APF Nepal context. Erikson's stages of psychosocial development, particularly the stage of "Integrity vs. Despair," are relevant here (Erikson, 1963). He suggests that success at this stage is dependent on feeling fulfilled with one's past and maintaining a sense of identity. For many retirees like Interviewee A and D, finding new roles that provide similar fulfilment can be challenging.

Retired personnel often miss the camaraderie and brotherhood that come with being part of the APF Nepal. Interviewee F and E highlighted the loss of close-knit relationships built over

years of service which is not easily replicated in civilian life. This loss can lead to feelings of isolation and loneliness. Interviewee M points out engaging in various community activities contribute to conflict resolution and raise public awareness on government initiatives. The social identity theory, which posits that group membership is critical to personal identity (Tajfel & Turner, 1979), supports these feelings. As retired personnel lose their group identity associated with the APF Nepal they might feel a sense of disconnection and isolation from the broader community.

Finding a new sense of purpose is critical for retired APF Nepal personnel. Interviewee G describes his struggle to find meaningful engagement after retirement which impacted his social and overall well-being. Interviewee H turns to community service and finds some support in helping others which gave him a new purpose. According to Baumeister's theory of meaning, creating a purpose in life is essential for psychological well-being (Baumeister, 1991). Engaging in activities that align with personal values and contribute to the greater good can help retired personnel develop a new sense of purpose that compensates for what was lost after leaving the APF Nepal. Support groups specifically tailored for retired APF Nepal personnel can help address feelings of isolation and loss of camaraderie. Programs that encourage peer support such as those mentioned by Interviewee, I provide a platform for sharing experiences and challenges which can mitigate feelings of loneliness and help in adapting to new social identities.

Career transition programs, as advocated by Interviewee K and N, are crucial in helping retired personnel find new roles that align with their skills and interests. Such programs not only provide career guidance but also offer retraining opportunities that can open new avenues for engagement helping to mitigate the identity crisis experienced during the transition to civilian life. Getting involved in community activities can provide retired APF Nepal personnel with opportunities to apply their leadership skills and sense of discipline in civilian roles. Interviewee Band I have been involved in local community projects which they find rewarding and instrumental in establishing a new identity post-retirement.

Providing access to social services is essential for addressing various psychological issues that arise during the transition. Counselling and therapy can help individuals deal with identity crises, rediscover their purpose and adjust to the loss of camaraderie. Initiatives like these, highlighted by Interviewee C, are integral to comprehensive support systems for retired personnel. The transition from active APF Nepal service to civilian life is fraught with

psychological challenges for retired APF Nepal personnel. Interviewee M highlights the challenges include social integration, perception shifts and the impact of force culture on personal adaptation. These challenges, however, can be effectively mitigated through well-structured support systems that address identity crises, loss of camaraderie and the search for new purpose. By implementing targeted support initiatives, such as support groups, career transition programs, community involvement opportunities, social adaptation, induction training and so on. These individuals can achieve a smoother transition and find fulfilment in their post-service lives.

### **4.3.2 Economic Security and Employment Opportunities**

The transition to retirement brings significant economic challenges for retired APF Nepal personnel including concerns about pension inadequacy, the necessity of secondary employment and effective financial planning. These issues using insights from retired APF Nepal members and examines opportunities for leveraging their skills in second careers supported by economic and psychological research.

Many retired APF Nepal personnel face financial insecurity due to inadequate pension schemes. Interviewee A and J express concerns about the insufficiency of pensions to cover living expenses, particularly in the context of rising healthcare costs and inflation. Interviewee M indicates that the smooth transition experiences are influenced by individual preparation, family support and personal adaptation. The economic theory of consumption smoothing (Modigliani, 1986) suggests that individuals aim to maintain a stable lifestyle before and after retirement which can be difficult with insufficient pension funds. The necessity of finding secondary employment is a significant concern for many retirees including Interviewee D and G, who have sought additional work to supplement their pensions. The labour market theory explains this trend noting that many retirees seek employment not only for financial reasons but also to remain active and engaged in society (Fields, 1980).

Effective financial planning is crucial for ensuring economic security in retirement. However, as Interviewee H and E highlight, many APF Nepal personnel are not adequately prepared for retirement due to a lack of financial education and planning resources. This gap can lead to economic hardships and reduce the quality of life for retirees as supported by life cycle hypothesis studies (Ando & Modigliani, 1963).

### 4.3.3 Utilizing Skills and Experiences

Retired APF Nepal personnel have a wealth of skills and experiences that can be effectively utilized in second careers. Interviewee F and B have successfully transitioned into roles in private security and community development respectively. Their skills such as leadership, strategic planning and crisis management are highly valued in these fields as indicated by studies on skill transferability (Kaplan, 2010). Many retired personnel find opportunities in consultancy and advisory roles where they can use their expertise to advise businesses and government agencies.

Interviewee J and K discuss their work as security consultant which not only provides them with a stable income but also allows them to continue contributing to national security in a meaningful way. Interviewee M focuses on the opportunities arise from training programs for potential social integration, skill training for alternative career paths and the utilization of retired personnel's technical expertise in community issues. For some personnel retirement can also be an opportunity to pursue entrepreneurial ventures. Interviewee I has started his own businesses leveraging their organizational and management skills to build successful enterprises. The theory of entrepreneurial motivation suggests that many individuals pursue entrepreneurship for the autonomy and fulfilment it provides which can be particularly appealing to retirees seeking to redefine their professional lives (Shane, Locke, & Collins, 2003).

The financial security provided by adequate pensions, secondary employment or successful second careers have a significant positive impact on the psychological well-being of retirees. According to financial well-being theory, financial stability is closely linked to overall life satisfaction and happiness (Brüggen et. al, 2017). Retirees who are economically secure are less likely to experience stress, anxiety and depression and are more likely to enjoy a fulfilling and engaged retirement. Retired APF Nepal personnel face various economic challenges as they transition to civilian life but they also have numerous opportunities to utilize their skills in second careers that can provide financial and personal fulfilment. By addressing pension adequacy, providing resources for financial planning and supporting transitions into new career paths, policymakers can help ensure that retired personnel enjoy a secure and rewarding retirement.

#### **4.3.4 Physical Health Concerns of Retired APF Nepal Personnel:**

Physical health maintenance in post-retirement presents significant challenges for retired APF Nepal personnel, especially given the drastic lifestyle changes and potential loss of access to specialized Nepal medical facilities. This analysis explores these challenges using firsthand accounts from retired APF Nepal members and applies principles from health psychology and gerontology to propose effective health and fitness strategies tailored to their needs.

The transition from an active APF Nepal life to a potentially more sedentary civilian lifestyle can lead to various health issues. Interviewee A and D discuss gaining weight and experiencing a decline in physical stamina after retiring which they attribute to reduced physical activity. Interviewee B has noticed an increase in lifestyle-related diseases among his peers such as hypertension and diabetes which were less common during their active service due to regular physical training. According to research in health psychology, such lifestyle changes can significantly impact long-term health outcomes (Schwarzer, 1992). The lack of structured physical exercise can increase the risk of chronic diseases, particularly in aging populations who are also dealing with normal age-related physiological declines (Folkman & Lazarus, 1984).

Retired personnel often lose access to APF Nepal medical facilities that provide specialized care making it difficult to manage health issues that arise post-service. Interviewee F and G express concerns about the accessibility and quality of civilian medical services which often do not match the comprehensive care they received while in service. Gerontology literature emphasizes that timely access to healthcare is crucial for managing aging-related health issues effectively (Rowe & Kahn, 1997). The lack of such access can exacerbate existing conditions and increase the incidence of preventable health complications.

Recognizing the unique needs of retired APF Nepal personnel, there is a significant opportunity to develop health and fitness programs specifically designed for them. Interviewee Hand I advocate for programs that include physical activities suited to their age and fitness levels which can help mitigate the risk of lifestyle diseases. Regular health screenings can play a critical role in early detection and management of health issues common among retired personnel. Interviewee J and K suggest organizing periodic medical camps that provide basic screenings and health education which could be instrumental in promoting long-term health.

Social adaptation and acceptance are deeply interconnected with physical health, especially for retirees adapting to major life changes. Programs addressing socialization concerns, as discussed by Interviewee E and I, who have experienced and seen stress and anxiety in their peers, are essential. Incorporating social adaptation training support in health programs can lead to better overall well-being (Seligman & Csikszentmihalyi, 2000). Building community gyms or organizing group fitness activities can help retired personnel maintain an active lifestyle. The social aspect of these initiatives, as highlighted by Interviewee C, also helps in alleviating feelings of isolation and promotes mental well-being (Diener & Seligman, 2002).

Educational workshops that focus on nutrition, exercise and chronic disease management can empower retirees to take charge of their health. These workshops, as recommended by Interviewee L, can teach practical skills for managing health independently, such as self-monitoring techniques for blood pressure and blood sugar levels. Establishing a system for regular health monitoring and follow-up can ensure that health issues are managed proactively. This could include setting up routine check-ups with healthcare providers and maintaining medical records that are easily accessible, as suggested by Interviewee C and I.

Retired Nepal personnel face multiple challenges in maintaining their physical health due to significant lifestyle changes and reduced access to specialized healthcare post-retirement. However, by implementing targeted health and fitness programs that address their specific needs and by utilizing community resources to enhance their physical and mental well-being, these challenges can be effectively managed. Integrating comprehensive health strategies into the support system for retired personnel not only improves their quality of life but also contributes to their longevity and overall happiness.

#### **4.3.6 Leveraging Experience in Advisory or Consultative Roles**

Retired APF Nepal personnel possess a wealth of experience that can significantly contribute to both public and private security sectors in advisory or consultative capacities. This analysis explores the challenges they may encounter in finding suitable roles and the opportunities available to leverage their experience effectively. Insights from interviews with retired personnel are combined with organizational behaviour and human resource management theories to propose strategies for their integration into these roles.

One of the primary challenges faced by retired APF Nepal personnel like Interviewee A and F is finding opportunities that match their skill sets. Interviewee A expresses concerns about

how the civilian job market often does not recognize or understand the applicability of APF Nepal skills to business or security consultancy roles. Interviewee K echoed these sentiments noting the difficulty in translating APF Nepal command experience into roles that are often more bureaucratic or commercial in nature. Another significant barrier is age discrimination, as highlighted by Interviewee D and I. Interviewee M also pointed out that older retired personnel often face biases against their age, especially in dynamic sectors like private security consultancy where firms may prefer younger consultants perceived as more in touch with contemporary security technologies and practices.

Retired APF Nepal personnel have substantial opportunities to contribute to national security strategies through roles in government advisory bodies or security agencies. Interviewee K has successfully transitioned into such roles, using their tactical and strategic knowledge to enhance national security policies and responses. Interviewee J works on developing anti-terrorism strategies while Interviewee H advises on disaster response protocols. The private sector also offers lucrative opportunities for retired personnel to apply their skills. Interviewee G and H are involved with private security firms that value their expertise in managing complex security environments. Their roles often involve crisis management consulting and the development of integrated security solutions for businesses.

Another key area where retired personnel can excel is in training and development within security firms or law enforcement agencies. Interviewee E and C have taken up roles as trainers where they use their experience to enhance the skills of private security personnel or police officers. Their work helps ensure that these organizations maintain high standards of security and preparedness. According to Interviewee M early retirements poses challenges including underutilization of human resources and adaptation to civilian life. He further adds that training programs for potential social integration, skill training for alternative career paths and the utilization of retired personnel's technical expertise in community issues.

Utilizing retired personnel in advisory roles can enhance organizational learning within security agencies and private firms. According to Nonaka's (1994) theory of organizational knowledge creation, these individuals can help convert tacit knowledge gained through years of service into explicit knowledge that can enhance organizational practices. Implementing structured mentorship and consultancy roles can facilitate this knowledge transfer.

Effective utilization of retired personnel's expertise also requires strategic human resource management approaches. Aligning the job design with their skills and experiences, as suggested by Wright and McMahan (2011), can help maximize their effectiveness. Human resource strategies such as creating flexible role structures and providing continuous professional development can help integrate retired personnel into advisory roles while keeping their skills up-to-date.

Addressing age discrimination through robust diversity and inclusion policies is crucial. These policies should not only prevent discrimination but also highlight the value of experience and maturity that retired personnel bring to the table. Companies like those where Interviewee I and L are employed have benefited from such policies which emphasize the diverse perspectives and skills that all employees, regardless of age, contribute to the workforce.

Retired APF Nepal personnel offer invaluable expertise that can significantly enhance both public and private security operations. Overcoming challenges like skill mismatch and age discrimination and employing strategic human resource management and knowledge transfer strategies can help fully leverage their potential in advisory or consultative roles. Such integration not only benefits the organizations and the nation in terms of enhanced security management but also provides meaningful post-retirement opportunities for the personnel themselves.

## **4.5 Summary of Findings and Analysis**

This analysis and findings explores retired APF Nepal personnel's activities, role perspectives, contributions to national security, and the challenges and opportunities they encounter during the transition to retirement.

### **4.5.1 Findings**

Here is a detailed analysis presented in a table format based on the interviewees' insights regarding their roles in national security, their contributions to security efforts and the challenges and opportunities they face during the transition from active service to retirement.

**Table 4.1***Summary of Findings*

Interviewee	Rank	Key Findings
Interviewee A	DIG	Strategic advisement for policy-making
Interviewee B	SSP	Operational experience sharing
Interviewee C	SI	Community policing,
Interviewee D	SSI	Community engagement programs
Interviewee E	Inspector	Political and social service
Interviewee F	SSP	Difficult in social integration
Interviewee G	SHC	Advice for community security
Interviewee H	AIG	Advice on security planning policy formulation
Interviewee I	IG	Advice for National crisis management
Interviewee J	HC	Social activist
Interviewee K	AIG	Research on security
Interviewee L	AIG	Security analyst
Interviewee M	SI	Community engagement
Interviewee N	DIG	Security analyst and policy advisement

This table provides a comprehensive view of how retired APF Nepal personnel view their past roles and current contributions, as well as the personal and professional transitions they experience post-retirement. The information helps to highlight the broad range of impacts these individuals continue to have on national security and community safety as well as the diverse challenges they face as they adjust to retirement life.

### 4.5.2 Analysis

Here's a detailed summary in table format, categorizing the objective-wise analysis of the opinions of retired APF Nepal personnel:

**Table 4.2**

*Analysis of Summary of Objective 1*

Category	Themes Identified	Details
Role Perception	Advisory Role	They believe their extensive experience allows them to offer unique insights.
	Mentorship	Retirees engage in coaching younger officers and imparting practical knowledge.
	Community Liaison	Retirees often take on roles that bridge the gap between the security forces and the communities.
Security Enhancement	Operational Efficiency	They aim to bring their field experience for practical learning to new officer.
	Policy Development	Contributions to policy development on crucial issues.
	Training Programs	Retiree can conduct training programs tailored to the adaptability and resilience in society
Capacity Building	Leadership Development	Retirees can contribute as community leaders.
	Strategic Input	In crisis situations, retired personnel often provide strategic input based on past experiences.
Crisis Management		
Community Integration	Building Trust	Build and maintain trust within communities to create a more cooperative environment.
Resilience Building	Public Safety Education	Retirees contribute to public safety education about safety practices

This table consolidates the various roles that retired APF Nepal personnel perceive themselves as fulfilling within the realm of national security in Nepal. Their insights and contributions are seen as extending beyond their formal careers, continuing to impact the security landscape through strategic involvement in training, policy-making and community engagement. These roles underscore the multifaceted contributions that these individuals can

make post-retirement, reflecting a broad and impactful engagement with national security from multiple angles.

**Table 4.3**

*Analysis of Summary of Objective 2*

Category	Themes Identified	Details
Strategic Contributions	Security Consultancy	They often serve as consultants,
	Policy Development	Their practical experience is invaluable in crafting policies.
Operational Contributions	Training and Development	They bring practical knowledge to training sessions,
	Mentorship Programs	They provide guidance and support to younger officers.
Community Engagement	Public Safety Initiatives	Retirees can enhance community trust and safety.
	Community Liaison	Acting as liaisons between state agency and community.
Crisis Management	Emergency Response Advisory	They often provide advisory support in crisis.
Innovation in Security	Technology Integration	Retirees can guide community security practices.
Building Resilience	Resilience Training	They contribute community resilience for complex security challenges.
Legislative Influence	Security Legislation	Influence security legislation advocating laws

This detailed analysis showcases the multifaceted contributions retired APF Nepal personnel make towards enhancing security efforts in Nepal. Their involvement spans strategic advisory roles, operational improvements through training and mentorship, community engagement

initiatives, crisis management, and legislative influence. Each category reflects significant areas where their seasoned expertise not only fills gaps in current practices but also fosters a proactive approach to managing both existing and emerging security challenges. Their contributions are pivotal in strengthening the overall security framework of Nepal, ensuring that it is robust, responsive and resilient.

**Table 4.4**

*Analysis of Summary of Objective 3*

Category	Challenges/ opportunities	Details
Financial Management	Adjustment to Pension Life and Investment	Reduction in income and opportunity for new job
Social Integration	Difficulty in Integrating and Social Interaction	Retirees may struggle with integrating into civilian life
Mental Health	Psychological Adjustments and Advisory role	Transitioning can trigger psychological adjustments
Skill Utilization	Underemployment or Advisory Roles	Skills and experiences can be utilized in different areas.
Physical Health	Health Deterioration and Resilience	Physical health may deteriorate with age,
Community Engagement	Reduced Sense of Purpose and Volunteering	Provides an opportunity to engage in community leadership.
Education and Learning	Adjusting to Non-Operational Roles and Mentorship	Learn new skills or enhance existing ones.
Legal and Administrative	Navigation of Retirement Benefits and Legal Support	May lead community for legal support.
Personal Development	Finding New Interests and Passions	Retirement is an opportunity for personal exploration

This comprehensive analysis illustrates the multifaceted challenges and opportunities encountered by retired APF Nepal personnel. While the transition to retirement poses several

challenges, including financial adjustment, loss of identity and social integration issues. It also offers numerous opportunities for personal growth, community involvement and continued professional contribution. Each theme highlights the dual nature of retirement as a period of significant adjustment but also a chance for reinvention and engagement in new ventures.

## **CHAPTER V**

### **SUMMARY, CONCLUSION**

#### **5.1 Summary**

The retirement of personnel, particularly from structured and demanding fields like the APF Nepal, presents a unique set of challenges and opportunities that affect not only the individuals but also the broader security framework of the nation. This study explores the multifaceted aspects of retired APF Nepal personnel's transition from active duty to retirement, their potential contributions to national security and their perceptions of the role they can play post-retirement.

The primary objectives of this research are to understand the perceptions of retired APF Nepal personnel regarding their role in national security, identify the contributions they can make to enhance security efforts in Nepal, and explore the challenges and opportunities they encounter during the transition from active service to retirement. Adopting a qualitative research approach, this study engaged retired APF Nepal personnel through in-depth interviews to gather rich, narrative data. The methodology was underpinned by a constructivist ontology and interpretive epistemology, acknowledging the subjective experiences of the individuals and the constructed nature of their realities. The interviews were semi-structured, allowing for the exploration of personal experiences, perceptions and insights into the transition process and post-retirement contributions.

Retired APF Nepal personnel view their roles in national security as crucial yet underutilized. They believe their experience and training can significantly contribute to shaping more resilient security strategies. Participants express a strong desire to remain involved in national security through advisory roles, training and consultancy, emphasizing the value of their practical and strategic insights. Participants identify several areas where retired personnel can contribute effectively, including mentorship programs, training new recruits and participating in think tanks that formulate security policies. Their hands-on experience is seen as invaluable in crafting realistic and effective security measures and in mentoring current personnel with practical skills and leadership strategies.

The transition to retirement emerged as a significant challenge, marked by issues such as loss of identity, lack of structured support systems, and adjustments to a new lifestyle outside the

paramilitary framework. Financial stability was also a concern, with many retirees facing uncertainties due to inadequate pension schemes and the need for continued income sources. Despite these challenges, retirement opened opportunities for personal development, community engagement, and new career ventures. Some retirees have successfully transitioned into roles that leverage their skills in security management, while others have taken on roles in community service and social work, utilizing their leadership skills to impact community well-being positively.

The study highlights the need for structured transition programs that address both the psychological and practical needs of retiring APF Nepal personnel. Establishing a formal mechanism to integrate the expertise of retired personnel into national security strategies could enhance Nepal's security framework. Furthermore, recognizing and institutionalizing the contributions of retired personnel in mentorship and training roles could bolster the operational capabilities of current APF Nepal members. Retired APF Nepal personnel possess a wealth of knowledge and experience that can significantly contribute to national security and community well-being. By effectively addressing the challenges they face during transition and leveraging their potential contributions.

## **5.2 Conclusion**

The comprehensive analysis of the post-retirement involvements of former APF Nepal personnel offers profound insights into the multifarious roles they assume harnessing their vast expertise and leadership skills developed over years of service. This detailed exploration underscores a significant contribution to various societal sectors illustrating the diverse pathways they embark upon after retirement.

Retired APF Nepal personnel often continue to contribute to national security through advisory roles. Their deep-rooted understanding of security operations and strategic acumen positions them as valuable assets in consultative capacities for government and private sectors. They engage in policy-making discussions, offer insights into security enhancement strategies, and provide guidance on national threat assessments, demonstrating a direct influence on national security frameworks.

Another significant area where retired personnel contribute is training and capacity building. Individuals leverage their tactical and operational knowledge by serving in training academies for security forces and private security firms. They conduct workshops, develop

training modules and mentor active personnel and new recruits, ensuring the perpetuation and enhancement of tactical proficiency within the APF Nepal and related sectors.

In the realm of community service, retired personnel play pivotal roles. They immerse themselves in community development projects, lead public safety initiatives, and participate in local governance, helping to bridge the gap between law enforcement and community needs. Their efforts often focus on crime prevention, youth mentorship, and fostering community resilience against socio-economic challenges.

Transitioning into the private sector, retirees have embarked on entrepreneurial ventures. Utilizing their organizational and management skills, they establish businesses that not only contribute to economic growth but also create employment opportunities. Their ventures frequently intersect with security services, leveraging their expertise to offer solutions tailored to the needs of private enterprises and public institutions.

Retired personnel also engage in advocacy and influence public policy related to security and veterans' affairs. They work with non-governmental organizations, think tanks, and policy forums to advocate for improved veterans' benefits, contribute to security policy debates, and ensure that the insights and needs of retired security personnel are represented in policy formulations.

Individuals can contribute to academic fields related to security and defence studies. They engage with academic institutions, deliver lectures, and participate in research that deepens the understanding of security issues. Their firsthand experiences provide valuable case studies and real-world insights that enrich academic discourse and contribute to the scholarly understanding of security dynamics.

Retirees find roles in supporting the psychological well-being of active and retired personnel. They organize workshops, support groups, and counselling sessions that address the socialization challenges associated with transitions from active duty to civilian life. Their efforts help in mitigating the impacts of such transitions, promoting social reintegration and awareness and support within the security community.

The transition from active service to retirement marks a new phase of contribution for APF Nepal personnel, where their skills and experiences are redirected towards enriching various facets of society. The diversity of their engagements from national security to community

development and from entrepreneurial initiatives to academic contributions illustrates the potential retired personnel hold in continuing to serve and impact their communities and country positively. Understanding and supporting these transitions not only benefit the retirees but also bolster societal development, enhance security preparedness, and nurture community resilience.

## REFERENCES

- Acharya, M. R., & Pokhrel, P. (2021). Challenges and opportunities in engaging retired security personnel in national security efforts. *Journal of Security y Studies*, 9(1), 85-99.
- Acharya, M. R., & Subedi, B. P. (2019). Regional complexities and Nepal's national security: An analysis of cross-border threats. *Journal of Security and Development*, 14(2), 32-47.
- Ajzen, I. (1991). The theory of planned behaviour. *Organizational Behaviour and Human Decision Processes*, 50(2), 179-211.
- Aldrich, D. P. (2012). *Building resilience: Social capital in post-disaster recovery*. University of Chicago Press.
- Altman, I., & Taylor, D. A. (1973). *Social penetration: The development of interpersonal relationships*. Holt, Rinehart & Winston.
- Ando, A., & Modigliani, F. (1963). The "life cycle" hypothesis of saving: Aggregate implications and tests. *American Economic Review*, 53(1), 55-84.
- Argyris, C. (1999). *On Organizational Learning*. Blackwell Publishing
- Asia Society. (2022). *Nepal's Geopolitical Crossroads: Balancing China, India, and the United States*.
- Bajracharya, S. R. (2018). The evolution of the Armed Police Force, Nepal: Responding to security challenges. *Nepal Journal of Law and Security*, 15(1), 45-58.
- Bandura, A. (1977). *Social learning theory*. Prentice-Hall.
- Baumeister, R. F. (1991). *Meanings of life*. Guilford Press.
- Bhatta, B., & Aryal, R. (2018). Financial planning for retired security personnel in Nepal. *Journal of Financial Planning*, 12(3), 85-98.
- Bhattarai, K. (2017). The role of the Armed Police Force in countering insurgency in Nepal. *Journal of Security Studies*, 12(3), 45-58.

- Biddle, B. J. (1979). *Role theory: Expectations, identities, and behaviours*. Academic Press.
- Boin, A., Hart, P., Stern, E., & Sundelius, B. (2005). *The politics of crisis management: Public leadership under pressure*. Cambridge University Press.
- Braun, v., & Clarke, v. (2006). Using thematic analysis in psychology. *Qualitative Research in psychology*, 3(2), 77-101.
- Brown, B., & Thompson, P. (2022). *Community policing strategies and their effectiveness*. *Journal of Law Enforcement*, 45(2), 78-94.
- Brüggen, E. C., Hogleve, J., Holmlund, M., Kabadayi, S., & Löfgren, M. (2017). Financial well-being: A conceptualization and research agenda. *Journal of Business Research*, 79, 228-237.
- Buzan, B.. (1991). *Security: A new framework for analysis*. Lynne Rienner Publishers.
- Chaturvedy, R., & Malone, D. (2012). The Maoist insurgency and Nepal's security challenges. *International Journal of Peace Studies*, 9(1), 33-51.
- Cohen, D., & Prusak, L. (2001). *In good company: How social capital makes organizations work*. Harvard Business School Press.
- Coleman, J. S. (1988). *Social capital in the creation of human capital*. *American Journal of Sociology*, 94, S95-S120.
- Comfort, L. K., Ko, K., & Zagorecki, A. (2004). Coordination in rapidly evolving disaster response systems: The role of information. *American Behavioural Scientist*, 48(3), 295-313.
- Coombs, W. T. (2007). *Ongoing crisis communication: Planning, managing, and responding*. Sage Publications.
- Creswell, J.W., & Creswell, J.D. (2018). *Research design: Qualitative, quantitative, and Among Five Approaches* (5<sup>th</sup> ed.). SAGE Publications.
- Creswell, J. W. & Poth, C. N. (2018). *Qualitative inquiry and research design: Choosing among five approaches* (4th ed.). SAGE Publications.

- Dahal, P. (2016). Disaster response and the Armed Police Force in Nepal. *Journal of Disaster Management*, 10(4), 102-119.
- Dahal, P., & Joshi, S. (2018). Harnessing the potential of retired security personnel in Nepal: Opportunities and challenges. *Asian Journal of Security and Development*, 6(2), 112-125.
- Dahal, S., & Khanal, M. (2020). Transition to retirement: Planning and support for security personnel. *Journal of Retirement Studies*, 5(2), 76-89.
- Devkota, G. (2019). Nepal's contributions to international peacekeeping and its impact on national security. *Global Security Review*, 11(4), 102-118.
- Dhungana, P., & Sharma, M. (2017). Promoting community resilience through the engagement of retired security personnel. *Journal of Community Safety*, 8(2), 99-115.
- Diener, E., & Seligman, M. E. P. (2002). Very happy people. *Psychological Science*, 13(1), 81-84.
- DW.(2020). Nepal's strategic balancing act between India and China. Retrieved from <https://www.dw.com>
- Ebaugh, H. R. F. (1988). *Becoming an ex: The process of role exit*. University of Chicago Press.
- Erikson, E. H. (1963). *Childhood and society*. Norton.
- Fields, G. S. (1980). *Education and income distribution in developing countries: A review of the literature*. World Bank Staff Working Paper No. 402.
- Finlay, L. (2002). Negotiating the swamp: The opportunity and challenge of reflexivity in research practice. *Qualitative Research*, 2(2), 209-230.  
<https://doi.org/10.1177/146879410200200205>
- Folkman, S., & Lazarus, R. S. (1984). *Stress, Appraisal, and Coping*. Springer Publishing Company.

- FPRI. (2020). Nepal's geopolitical dynamics: A delicate balance between India and China. Retrieved from <https://www.fpri.org>
- Gautam, R. (2019). Modernization and capacity-building in the Armed Police Force, Nepal. *Journal of Security and Strategic Studies*, 14(3), 221-235.
- Ghimire, P., & Bhandari, A. (2018). Post-retirement engagement of security personnel in Nepal. *Nepal Journal of Community Service*, 14(2), 54-68.
- Goldberg, A. (2019). *From the field to the boardroom: The influence of retired Israeli Défense Forces officers on national security policy*. *Journal of Strategic Studies*, 42(1), 61-82.
- Government of Nepal.(2006). APF Nepal Regulations. Retrieved from <https://www.lawcommission.gov.np>
- Greene, J. R. (2018). *Community Policing in America: Changing the Nature, Structure and Function of the Police*. CRC Press.
- Greene, J. R. (2021). Enhancing community policing with participatory practises. *Police Practice and Research*, 22(1), 255-270.
- Grunig, J. E. (1989). *Public relations theory*. Routledge.
- Gurung, B., & Regmi, S. (2019). Leveraging retired security personnel for community security initiatives. *Nepal Security Journal*, 9(1), 65-78.
- Gurung, B., & Shrestha, K. (2021). Social integration and support for retired APF Nepal personnel in Nepal. *Journal of Social Work and Welfare*, 8(1), 112-125
- Hawthorne, G. (2016). *Measuring social isolation in older adults: Development and initial validation of the friendship scale*. *Social Indicators Research*, 77(3), 521-548.
- Huntington, S. P. (1957). *The soldier and the state: The theory and politics of civil-military relations*. Harvard University Press
- Janowitz, M. (1960). *The professional soldier: A social and political portrait*. Free Press.

- Jensen G. (2018). Occupational transitions and retirement among APF personnel: Bridging the gap. *Armed Forces & Nations (2<sup>nd</sup> Ed.)*. Sage Publications.
- Johnson, M. (2021). Dialogue and trust-building for retirement among APF personnel: Bridging the gap. *Armed Forces & Society*, 44(1), 123-145.
- Inoue, Y. (2014). *The hunting gun* (S. Otto, Trans.). Pushkin Press. (Original work published 1949)
- K.C., D.B (2018).National security imperatives for Nepal in a changing geopolitical context. *Nepal Security Review*, 13(2), 89-104.
- K.C., D. B., & Adhikari, P. (2020). Integrating retired personnel in counterterrorism efforts. *Journal of Strategic Security*, 15(1), 102-117.
- Kaplan, S. (2010). Skill transferability, migration, and development: Evidence from population resettlement in Indonesia. *Journal of Development Economics*, 91(2), 206-216.
- Kapucu, N. (2008). Collaborative emergency management: Better community organizing, better public preparedness and response. *Disasters*, 32(2), 239-262.
- Katz, D., & Kahn, R. L. (1978).*The social psychology of organizations* (2nd ed.). Wiley.
- Khan, S., & Poudel, R. (2021).Recognizing the contributions of retired security personnel: A case for honor and integration. *Journal of Public Administration and Policy*, 10(2), 65-78.
- Koirala, S., & Khanal, R. (2017). Training regimes and skill acquisition in the Nepal Armed Police Force. *Journal of Law Enforcement and Public Safety*, 10(4), 221-235.
- Kolb, D. A. (1984).*Experiential learning: Experience as the source of learning and development*. Prentice-Hall.
- Lincoln, Y. S., & Guba, E. G. (1985).*Naturalistic inquiry*.SAGE Publications.
- Lopez, M., & Andrews, J. (2019).*Community engagement strategies for enhancing public safety*. International Journal of Community Policing, 12(1), 45-59.

- Luitel, B., & Paudel, M. (2019). Transitioning to civilian life: Experiences of retired Armed Police Force personnel in Nepal. *Nepal Journal of Social Science and Policy*, 14(1), 65-78.
- Maharjan, D. (2020). Societal perceptions and reintegration challenges for retired security personnel. *Nepal Journal of Sociology*, 8(2), 54-68.
- Martin, R., & Wilson, T. (2021). *Emergency preparedness and community resilience: Training for the unexpected*. *Journal of Disaster Management*, 36(2), 148-160.
- Mc Combs, M. E., & Shaw, D. L. (1972). The agenda-setting function of mass media. *Public Opinion Quarterly*, 36(2), 176-187.
- Ministry of Home Affairs.(2021). Historical overview of the Armed Police Force in Nepal. Retrieved from <https://www.moha.gov.np>
- Modigliani, F. (1986). Life cycle, individual thrift, and the wealth of nations. *American Economic Review*, 76(3), 297-313.
- National Security Policy, 2016. (2016). Law Books Management Board, Babarmahal, Kathmandu. Available at: National Security Policy, 2016
- Nonaka, I. (1994). A Dynamic Theory of Organizational Knowledge Creation. *Organization Science*, 5(1), 14-37.
- Northouse, P. G. (2018). *Leadership: Theory and practice* (8th ed.). Sage Publications.
- Pant, S., & Basnet, H. (2019). Navigating civilian life post-retirement for APF personnel. *Journal of Occupational Health and Safety*, 7(3), 142-159.
- Pant, S. (2018). Nepal's geopolitical dynamics and national security strategy. *Journal of Geopolitical Studies*, 10(3), 45-60.
- Perry, R. W., & Lindell, M. K. (2003). *Preparedness for emergency response: Guidelines for the emergency planning process*. *Disasters*, 27(4), 336-350.
- Poudel, S., & Shah, R. (2020). Enhancing security operations through the engagement of retired personnel. *Journal of Security Studies*, 8(4), 92-108.

- Putnam, R. D. (2000). *Bowling alone: The collapse and revival of American community*. Simon & Schuster.
- Regmi, K., & Poudyal, A. (2019). Bureaucratic challenges in engaging retired security personnel. *Journal of Public Administration and Governance*, 7(2), 121-135.
- Regmi, S., & Shah, R. (2020). Recognizing the contributions of retired security personnel in Nepal. *Journal of Public Administration and Policy*, 9(2), 78-89.
- Rijal, R., & Ghimire, A. (2020). The multifaceted role of the Armed Police Force in maintaining Nepal's internal security. *Nepal Security Review*, 8(2), 102-118.
- Rowe, J. W., & Kahn, R. L. (1997). Successful aging. *The Gerontologist*, 37(4), 433-440
- Rubin, H. J., & Rubin, I. S. (2012). *Qualitative interviewing: The art of hearing data* (3rd ed.). SAGE Publications.
- Schön, D. A. (1983). *The reflective practitioner: How professionals think in action*. Basic Books.
- Schwarzer, R. (1992). Self-efficacy in the adoption and maintenance of health behaviours: Theoretical approaches and a new model. In R. Schwarzer (Ed.), *Self-efficacy: Thought control of action* (pp. 217-243). Hemisphere
- Seligman, M. E. P., & Csikszentmihalyi, M. (2000). Positive psychology: An introduction. *American Psychologist*, 55(1), 5-14.
- Senge, P. M. (1990). *The fifth discipline: The art and practice of the learning organization*. Doubleday.
- Shane, S., Locke, E. A., & Collins, C. J. (2003). Entrepreneurial motivation. *Human Resource Management Review*, 13(2), 257-279.
- Sharma, P. (2021). Collaborative efforts in law enforcement: The role of the Armed Police Force, Nepal. *Journal of Police and Security Studies*, 13(1), 76-89.
- Sharma, P., & Rimal, B. (2003). Counter-insurgency strategies in Nepal. *Asian Defence Journal*, 6(1), 45-60.

- Shrestha, P. (2016). The strategic role of the Armed Police Force in Nepal's security framework. *Journal of Strategic Security Studies*, 12(1), 54-67.
- Shrestha, P. (2019). Enhancing community security through retired personnel engagement. *Journal of Community and Security Studies*, 11(3), 87-102.
- Shrestha, P., & Sharma, D. (2019). Historical and geopolitical challenges to Nepal's security and stability. *Himalayan Journal of International Relations*, 5(1), 89-103.
- Skogan, W. G. (2006). *Community policing and social disorder in Chicago*. *Crime & Delinquency*, 52(3), 374-395.
- Skogan, W. G. (2006). *Police and community in Chicago: A tale of three cities*. Oxford University Press.
- Smith, J. D., (2017). *Veterans in Consultation: The American experience*. Washington, D.C: National Defence University Press.
- Smith, J. A. (2020). *Consulting in the national security sector: The role of retired military officers*. *American Defense Journal*, 30(1), 75-89.
- Subedi, B. (2021). Psychosocial support for retired security personnel: Addressing emotional challenges. *Journal of Mental Health and Wellbeing*, 11(2), 98-113.
- Subedi, M., & Basnet, K. (2021). Harnessing the potential of retired security personnel for national security. *Journal of Security and Development*, 14(2), 109-123.
- Tajfel, H., & Turner, J. C. (1979). An integrative theory of intergroup conflict. In W. G. Austin & S. Worchel (Eds.), *The social psychology of intergroup relations* (pp. 33-47). Brooks/Cole.
- Taylor, R. B., & Harris, M. C. (2019). *Police legitimacy and crime: The impact of community engagement programs*. *Law and Social Inquiry*, 44(2), 289-312.
- The Diplomat. (2016). Nepal Between China and India.
- The Diplomat.(2016). Nepal's security dynamics in the 21st century. Retrieved from <https://www.thediplomat.com>

- Turner, J.C. (1982). Towards a Cognitive Redefinition of the Social Group. In: Tajfel, H., Ed., *Social Identity and Intergroup Relations*, Cambridge University Press, Cambridge
- Vygotsky, L. S. (1978). *Mind in society: The development of higher psychological processes*. Harvard University Press.
- Wang, M., & Shi, J. (2014). *Psychological research on retirement*. *Annual Review of Psychology*, 65, 209-233.
- Waugh, W. L., & Streib, G. (2006). Collaboration and leadership for effective emergency management. *Public Administration Review*, 66(S1), 131-140.
- White, D., & Perrone, C. (2022). *Advisory roles of retired security personnel in community safety initiatives*. *Journal of Public Safety*, 38(1), 103-118.
- Wright, P.M., & McMahan, G. C. (2011). Exploring human capital: Putting ‘human’ back into strategic human resource management. *Human Resource Management Journal*, 21(2), 93-104.
- Zacher, H. (2015). Successful aging at work. *Work, Aging and Retirement*, 1(1), 4-25.
- Zinger, I., & Cohen, A. (2016). *Staying active: Retired officers and the benefits of continued engagement in security roles*. *Journal of Retirement Studies*, 12(1), 23-40.

## APPENDICES

### QUESTIONNAIRE

#### 1. Interview Script

What are the perspectives of retired APF Nepal personnel regarding their role in national security?

Question	Purpose
Can you tell me about your experience serving in the Armed Police Force Nepal?	Build rapport and establish a comfortable conversation environment.
What motivated you to join the APF Nepal originally?	Understand the interviewee's initial motivations and values.
How do you perceive the current state of national security in Nepal?	Set the context and gauge the interviewee's current views.

#### Main Questions

Question	3 Potential Topics to Dive Deeper
Why do you think retired APF Nepal personnel's expertise is crucial for national security in Nepal?	Transition challenges, impact on security strategies, potential for mentorship.
Why do you believe some retired APF Nepal personnel face difficulties transitioning into civilian life?	Emotional impact of retirement, lack of support systems, skills transferability.
Why is it important for Nepal to optimize the utilization of retired APF Nepal personnel?	Cost-effectiveness, knowledge retention, maintaining institutional memory.

Question	3 Potential Topics to Dive Deeper
Can you share a specific challenge you faced during your transition from active duty to retirement?	Financial adjustments, loss of identity, reintegration into civilian society.
How do you think the training and skills acquired during your APF Nepal service could be utilized effectively post-retirement?	Transferable skills, potential career paths, training gaps.
In your opinion, what support systems could be implemented to assist retired APF Nepal personnel in their post-service life?	Social adaptation skill, career counselling, networking opportunities.

## 2. Interview Script

In what ways can retired APF Nepal personnel contribute to enhancing security efforts in Nepal?

Question	Purpose
Can you please tell me about your experiences in the Armed Police Force Nepal?	To establish rapport and allow the interviewee to share their background.
What motivated you to join the APF Nepal and what led to your decision to retire?	To understand the individual's motivations and reasons for retirement.
How do you currently stay connected with the security sector or your former colleagues?	To explore their current engagement and networks within the security sector.

### Main Questions

Question	3 Potential Topics to Dive Deeper
How do you think your skills and experiences from your time in the APF Nepal could be utilized to enhance security efforts in Nepal?	Leadership opportunities, specialized training, potential collaborations.
What challenges do you face in transitioning from active duty to retirement, and how do these impact your ability to contribute to security initiatives?	Social adaptation support programme, career transition services, financial stability.
Can you share any specific ideas or projects you have been involved in post-retirement that have contributed to security or	Community policing initiatives, training programs, advisory roles.

community well-being?	
-----------------------	--

### Additional Questions

Question	3 Potential Topics to Dive Deeper
How do you perceive the current security landscape in Nepal, and where do you see gaps that retired APF Nepal personnel could fill?	Emerging threats, resource limitations, strategic planning.
What support or resources do you believe would be most beneficial for retired APF Nepal personnel looking to continue contributing to security efforts?	Training opportunities, mentorship programs, networking platforms.
Have you encountered any barriers or resistance when trying to engage in security-related activities post-retirement, and how have you addressed them?	Bureaucratic hurdles, skill mismatches, acceptance from active duty personnel.

### 3. Interview Script

What are the challenges and opportunities encountered by retired APF Nepal personnel during the transition from active service to retirement?

#### Warmup Questions

Question	Purpose
1. Can you tell me about your experience serving in the Armed Police Force Nepal?	To build rapport and ease into the conversation.
2. What motivated you to join the APF Nepal?	To understand the interviewee's initial reasons for joining the APF Nepal.
3. How do you envision your life post-retirement from the APF Nepal?	To explore the interviewee's expectations and plans for retirement.

#### Main Questions

<b>Question</b>	<b>Topics to Dive Deeper</b>
1. Can you share any challenges you faced during the transition from active service to retirement?	Financial concerns, loss of identity, social integration post-retirement.
2. How did you cope with these challenges during your transition?	Support systems utilized, personal strategies for adaptation, considerations.
3. Have you encountered any opportunities in retirement that you didn't expect?	New skills or interests developed, positive changes in lifestyle, community engagement experiences.

#### **Additional Questions**

<b>Question</b>	<b>Topics to Dive Deeper</b>
1. How has your relationship with your former colleagues evolved since retirement?	Maintaining connections, collaborative projects, impact on social life.
2. In what ways do you think the APF Nepal could better support its retired personnel?	Post-retirement benefits, continuing education opportunities, mental health services.
3. Have you faced any obstacles in accessing resources or assistance after retiring from the APF Nepal?	Availability of support networks, bureaucratic challenges, gaps in services.