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Custodial Healthcare : Safeguarding the Health of Detainees



JANUARY-MARCH, 2009

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Contents

1. Editorial	2
2. Abstracts & Keywords	4
3. Custodial Healthcare S.V.M. Tripathi	8
4. Training Note on Forensic Entomology <i>Prof. (Dr.) A.S. Deoskar, A. Dutta</i>	12
5. Job Stress among Indian Prison Officers <i>Dr. Deepti</i>	15
6. Need for Alternatives to Imprisonment Case for Community Sentencing <i>Dr Upneet Lalli</i>	21
7. Child Abuse: An Overview <i>Dr. Rufus and Dr. Beulah</i>	28
8. Managing Low Intensity Conflicts <i>A.P. Maheshwari</i>	38
9. A Grain of Evidence <i>H.S. Bhawara</i>	41
10. Management of a Police Welfare Programme: "Arogya Badrata Scheme" in Andhra Pradesh <i>Dr. G. Sive Rama Sarma</i>	45
11. A Noiseless Crime: Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - An Empirical Analysis <i>Rufus and Dr. Beulah</i>	51
12. People Friendly Police Perceptions of Commercial Vehicle Drivers in Haryana <i>Dr. Sewa Singh Dahiya and Dr. Ravindra Singh</i>	63
13. From Desk of Director (R) BPR&D	70
14. From Desk of Director (Special Policing) BPR&D	72
15. Police Medal Republic Day, 2009	74



Editorial

The proud nation is celebrating 60th Republic Day. On this occasion, we must congratulate our police, CPMFs and other stakeholders for steering our nation from shaky ground to solid foundations. However, we must not forget to introspect as to what are amiss in public life: Dedication, commitment, sincerity, honesty, sacrifice, duty before self, unflinching love for motherhood and its people.

On this August occasion, we must remember not often quoted quotable quote of Shri Vivekanand: “We should be more concerned with what we have given to our country rather than what country has given to us. “This credo needs to be reinforced in our public life.

Shri **S.V.M. Tripathi**, in his thought-provoking article, “**Custodial Health Care**” underlines the importance of healthcare of persons under custody. He maintains that negligence or denial of custodial healthcare, is violation of human rights of the person under arrest. ‘The state through its officers has absolute responsibility, without any *alibis*, to protect the life and safeguard the health of detainees.’

The well-researched paper, “**Job Stress among Indian Prison Officers**” by **Dr. Deepti** delineates the reigning job stress among Indian Prison officers. With the help of a pilot study conducted in 2008 in this regard, Dr. Deepti highlights the job stress prevalent among Indian prison officials. ‘This situation has serious implications for staff safety, the safety of prisoners and the security of our institution’ and, therefore, calls for timely remedial intervention.

Dr. A.S. Deoskar and A. Dutta in their path-breaking paper, “**Training Note on Forensic Entomology**” underlines the importance of forensic entomology in solving the complicated cases. As forensic entomology is “the science and study of insects and other arthropods with law related applications. ... it is the application of the entomological evidence to resolving the litigation (Civil cases) and solving crimes most often those of violence and death.’

Dr. Upneet Lalli, in her very timely paper- “**Need for Alternatives to Imprisonment: Case for Community Sentencing**” emphasizes the need for alternatives to imprisonment. As our prisons are overcrowded and correctional philosophy is yet to percolate down to the ground level, the need for alternatives to imprisonment is being felt world over. The community sentencing or punishment by community seems to be only viable option for this.

The article “**Child Abuse: An Overview**” by **Dr Rufus and Dr. Beulah** highlights the gravity of child abuse prevalent world over. They maintain that ‘the problem of child abuse is becoming very serious and it is need of the hour to handle this problem on priority basis.’

Shri A.P. Maheshwari, IPS, in his cathartic paper on “**Managing Low Intensity Conflicts**” pours down his experience of handling low intensity conflicts. He opines that ‘Human Terrain Mapping holds the key in managing low intensity conflicts’ in different parts of the country. ‘Mere physical terrain mapping is not sufficient, it must be backed with ‘Human terrain mapping.’

The article “**A grain of Evidence**” by **H.S. Bhawara** discuss the forensic Palynology which deals with the ‘the study of pollen grains and spores as evidence in the court of law’. Although it is not in use in India, yet it has great potentiality in cracking many difficult cases.

Dr. G. Sarma Siva Rama, in his paper “**Management of a Police welfare Programme: Arogya Bhadrula scheme in Andhra Pradesh**” discusses an innovative police welfare programme being successfully



implemented in Andhra Pradesh. The scheme is designed 'to take care of the serious ailments or medical condition of police personnel through identified super speciality hospital in the state.

“A Noiseless Crime: Sexual Harassment against Employees at Private Hospital in Tirunelveli city- An Empirical analysis” by **Shri Rufus and Dr. Beulah** discusses the plight of sexually harassed women employees in unorganised sector. Through an empirical study of a private hospital in Tirunelveli city, the author duo arrives at a conclusion that the unorganised sector merits urgent attention from Government, Police, NGOs and others to tackle this problem on high priority due to it.

Dr. Sewa Singh Dahiya and Dr. Ravinder Singh, in their paper **“People Friendly Police: Perception of Commercial vehicle Drivers in Haryana”** discusses the initiatives and measures to make our police people friendly. Through a case study of the perception of commercial vehicle drivers of Haryana, they put forward some innovative steps, the implementation of which would result into our police force becoming more people friendly.

We hope that the material included in this issue shall be of interest to our esteemed readers. The suggestions and feedbacks are welcome.

Gopal K.N. Chowdhary
Editor



Abstracts & Key Words

Custodial Healthcare

S.V.M.Tripathi

Key Words

Human right of life, Healthcare, Official Custody, Absolute responsibility of State; Change in mindset of custodial officers; Availability of adequate medical staff and resources.

Abstract

State takes persons in custody for transgression of laws. Only in a few cases, death or lack of healthcare of these persons attracts public attention. A number of institutions, including prisons and police stations, act as detention centres. The State, through its officers, has absolute responsibility, without any alibis, to protect the life and safeguard the health of the detainees. To achieve this objective the mindset of the officers responsible for custody has to change. Considerable augmentation in the strength of medical staff, equipment and other resources is required in the custodial institutions. The general medical set up for health protection has to be considerably reinforced, especially in the rural areas, to act as a back up of arrangements in these institutions. The present state of affairs is not satisfactory.

Training Note on Forensic Entomology

Prof. (Dr.) A.S. Deoskar and A. Dutta

Key Words

Forensic, Entomology, Insects, Arthropodous, Environmental, Conditions, Genetics, DNA, Morphological Features, Formal Succession, Arsenic, Entomotoxicology

Abstract

Forensic entomology is an important branch of

forensic science, as well as it is also important for police personnel in crime investigation cases. Because physical evidence can say the truth if collected, preserved, analyzed and interpreted properly. Here the authors made an effort to point out the scope of forensic entomology in crime investigation, and its collection.

Job Stress among Indian Prison Officers

Dr. Deepti

Key Words

Stress, Correctional Officers, Legitimate Protection, Job Stress, Regulated Task of Work Hours, Burnout, Aversive Noxious, Curtailed Sleep.

Abstract

Prison officers play important roles in the performance of correctional administration. They make and preserve the community and security environment within prisons and repeatedly have direct impact on the behaviour of prisoners through their daily contact with prisoners. However, the prison environment is full with stress. Job of Indian Prison Officers is very demanding, and the job of an Indian Prison Officer is essentially distressing.

There were decades of enormous social changes. As a result, Indian Prison Officers are suffering from burnout. Prison Officers are also human beings with similar requirements and relative obligations as everyone else. Prison Officers cannot keep going with these overwhelming responsibilities. As a consequence many of our prisons officers are regularly under stress moderately just because Prison Officers cannot continue. This situation has serious implications for staff safety, the safety of prisoners and the security of our institutions too.

A pilot Study was conducted in 2008 to identify sources and the impact of work related stress from the Prison Officers' perspective.



Need for Alternatives to Imprisonment : case for community sentencing

Dr. Upneet Lalli

Key Words

Alternative, Imprisonment, Community Sentencing, Human Rights, Approach, Penologists, Penal Philosophy, Criminal Justice, Rationalisation, Pre-trial Detention, Psychiatric Help, Social Help.

Abstract

Prison is a complex institution that is beset with contradictions trying to achieve different aims. Penologists around the world are increasingly questioning the over-use of imprisonment as a mode of punishment, as it is being realized that imprisonment is not a panacea with regard to either crime prevention or reintegration of offenders. So the lateral shift of Penal Philosophy from deterrence to reformation and reintegration of offenders is now being construed in terms of non-custodial measures of punishment. The deprivation of liberty is a severe punishment as it affects not only individual offenders but also the family and in the long run the community. To use it parsimoniously and proportionately, the States have to adhere to the Human Rights Approach to Criminal Justice Policy with total conviction. Hence, an important challenge today is in creating and exploring new terrains of justice where prison no longer serves as our major anchor.

Child Abuse :An Overview

D. Rufus and Dr. Beulah

Key Words

Child, Children, Child Abuse, Physical Abuse, Emotional Abuse, Sexual Abuse.

Abstract

Around 40 million children under the age of 14 years are estimated to suffer from abuse and neglect around the world (WHO, 99). After approximately a decade touched, still the prevalence of child abuse is in increasing trend in our country. There is a large child population in India and a large percentage of

this population is vulnerable to abuse, exploitation and neglect. There are many definitions of Child Abuse. The originally used definition is as follows: "Acts or omissions by a care-giver leading to actual or potential damage to health and development, and exposure to unnecessary suffering to the child". No piece of legislation has been enacted to deal exclusively with child abuse in India. This article aimed at sensitizing the public by creating awareness on the issue of child abuse especially child sexual abuse in our country.

Managing Low intensity conflicts

A.P. Maheshwari

Key Words

Terror Triangle, Counter Terror Sleuths, Known Unknowns, Unknown Unknowns, Credibility Gap Cognitions, Physical Terrain Mapping, Counter-Violence, Non Enemies, Value-based, Performance, Cultural Intelligence, Psycho-Behavioural Operations, Optimising Cultural security, Alienated, Holistic efforts, Organic human profiles

Abstract

The security forces, as part of their compartmentalized notions, generally develop two types of cognitions towards the public in such conflict zones, either in terms of their being a part of terror support structure or a potent conduit of the information about them. It is beyond these particularities, that we have to understand the concept of 'Human Terrain Mapping'. Secondly, it is also in sharp contrast to the 'physical terrain mapping' which otherwise forms a part of the 'learnings' of the security forces for dominating the area to reverse the lose-win situation.

A Grain of Evidence

H.S. Bhawara

Key Words

Pollen Grains, Forensic Palynology, Trace Evidence, Pollen Rain, Palynologist.

Abstract

Pollen grains are important form of trace



Abstracts & Key Words

evidence, which can help in linking a suspect to a crime scene. Such a branch of Forensic Science that deals with the study of Pollen grains and spores as evidence in the court of law is known as Forensic Palynology. Experts that deal with the forensic pollen analysis are called as Palynologists. Palynologists can determine whether the pollen species and patterns found on a suspect are characteristic of a particular area.

It is not just the identity of the pollen that is important, but also the way in which it is dispersed, popularly known as pollen rain. Pollen evidence can furnish the plant habitat and pollen dispersion data including climatic conditions and pollen dehiscence time, so that the crime scene could be obtained from pollen data, but the data should be treated carefully before application.

In India, this important area has not received much attention. The present article highlights the significance of pollens in forensic problems. If due attention is given to this important aspect, many cases of adulteration of food and other eatables such as honey, milk etc and cases of rape, murder and kidnapping etc can be solved easily.

Management of A Police Welfare Programme : "Arogya Bhadrata Scheme" In Andhra Pradesh

Dr. G. Sive Rama Sarma

Key Words

Arogya Bhadratha (Health Protection), Professional Hazards, Health Problems, Mental Tension, Managing Committee, Super Specialist Hospitals, Third Part Administrator, Reimbursement, Unit Officers, Referral and Accredited Hospitals, Subscriptions, Identity Cards.

Abstract

Since Police Personnel are more prone to get into serious health problems due to the exigencies of their duties and the connected professional hazards, the Arogya Bhadrata Scheme is designed to take care of the serious ailments or medical condition of police personnel through identified super

specialty hospitals in Andhra Pradesh. The main objective of the scheme is to relieve mental tension among police officers and men when they have to undergo major operations.

The membership in this scheme is open to all categories of employees working in the Police Department. The scheme is managed by a Managing Committee headed by the Director General of Police. The opinions of the Police Personnel have been taken by administering a semi-structured questionnaire on the functioning of the scheme.

The data furnished by the department and some of the respondents reveal that the scheme is being implemented by the A.P. Police Department very effectively.

A Noiseless Crime : Sexual Harassment Against Women Employees at Private Hospitals in Tirunelveli City-An Empirical Analysis

Rufus and Dr. Beulah

Key Words

Sexual harassment, Workplace, Women Employer, Private hospitals.

Abstract

Sexual harassment of working women exists in various forms like discrimination, torture, attempted rape, rape, physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography and other unwelcome physical, verbal, or non-verbal conduct of a sexual nature. The Indian Penal Code no doubt deals with cases of sexual harassment of women in Sections 294, 354 and 509. The Supreme Court judgement on sexual harassment, 14th August 1997, for the first time, (Vishaka & Ors vs State of Rajasthan & Ors) identified sexual harassment as a separate category of legally prohibitive behaviour. The sexual harassment studies and researches are increasing in India to curb and control this legally prohibited behaviour. The NGOs are doing hard work to create legal awareness on it. But these initiatives



Abstracts & Key Words

and researches generally focus on women working in the organized sector like government sector, economically familiar private companies and factories, and do not focus on the women working in the unorganized poor work sector. A research study conducted in Kolkata, West Bengal, with 135 in-depth interviews of women employees in two government and two private hospitals involving several doctors and nurses, including senior staff members, revealed that sexual harassment in hospitals is quite common. This fact motivated the researchers to conduct this empirical study among the women who were working in the Private hospitals in Tirunelveli City.

People Friendly Police: Perceptions of Commercial Vehicle Drivers in Haryana

Dr. Sewa Singh Dahiya and Dr. Ravindra Singh

Key Words

Sincerity, Impartiality, Informal Appeals, Public Interest, Specialized Agency, Hegemony Work Culture, People Friendly, Democracy, Cocreative Method, Controversial Perception, Commercial Vehicle.

Abstract

People-friendly police is in vogue in several developed countries and its need is now increasingly realized in some of the developing countries like India. The new Millennium has posed several challenges thereby making it obligatory to change the existing police set up and culture in India. There is a need to restructure the police on the pattern of developed countries where police behaves with the public in a friendly manner; it is not a symbol of terror. Transparency and positive behaviour on the part of policemen should be the sine qua non of police functioning.



Key Words

Human right of life and healthcare in official custody; Absolute responsibility of State; Change of mindset of custodial officers Availability of adequate medical staff and resources required.

*Ex DGP UP, CRPF & former Member, UP Human Rights Commission.

Custodial Healthcare

S.V.M. Tripathi*

Introduction

A news item in the Delhi edition of "The Hindu" dated 14 May, 2008 stated : "Advocates of Allahabad High Court on Tuesday set fire to a State Roadways bus and vandalized a couple of private vehicles in protest against the death of a fellow lawyer who had been sentenced by the court in a contempt case. The unrest broke out this afternoon as the news of the death of 45-year-old S. P. Awasthi reached the high court. Awasthi was sentenced to one-month simple imprisonment last month and was lodged in the jail here. He was admitted to a hospital here on Monday following deterioration in his health".

Death of a person in custody belonging to a vocal or a high profile group catches the attention of the media and public. Custodial deaths of ordinary citizens hardly find a place on the radar screen of the media, except accidentally, and seldom create a ripple in the public conscience. But any such death should lead to introspection and analysis of the problem of health security of all persons in custody of the State.

Health & Human Rights

It is now accepted that health and human rights are inextricably linked. Violation of human rights can have serious health consequences. We need to apply a human rights-based approach to health care. In the prevailing conditions the rights of the poor can never compete against the might of the rich in the open society. Witness the poor, insufficiently equipped and thinly staffed medical and health services generally available in the rural areas in the country as compared to the "state of the art" healthcare available to the rich in the costly private clinics. But, in State custody, we have to bring about conditions of equality in living conditions by pushing the limits of feasibility. Article 47 of our

Constitution clearly mentions that State shall regard the improvement of public health as one of its primary duties. An improved health security system of the state would undoubtedly also lead to better health protection in custody through a "trickle down" effect. The author's experience with the various levels of "health centres" in rural Uttar Pradesh does not inspire confidence that such an improvement is likely to be effected custody and keep citizens in designated institutions for varying periods for transgression of laws, rules and regulations. Prisons and police stations are the two major and better known recipients of such persons. But there are a number of other custodial institutions where lawbreakers are detained. And, barring an ugly incident, deaths or lack of healthcare in those detention centres do not always attract any significant publicity. Some of the other institutions are Children's Observation Homes, Women Protection Homes, Customs and Excise Departments, Railway Protection Force set up, civil prisons used by the State Revenue Department etc.

State's Responsibility

Once a person is in official custody his health and well being becomes the absolute responsibility of the State. No alibi, such as lack of supervisory controls, funds, medicines or doctors, is available for any failure to discharge this responsibility. Keeping this fact in view very elaborate rules have been framed in the jail manuals, police regulations and other rules for medical check up at the time of reception and during the custody of the persons under detention. These have been supplemented by judicial decisional laws handed down by the apex court such as in D.K. Basu vs. State of West Bengal JT 1997(1) SC and Joginder Kumar vs. State of UP and others (1994) 4 SCC 260. National and certain State Human Rights Commissions have, from time



to time, also issued detailed guidelines regarding prevention of custodial violence and provision for healthcare of the prisoners.

The Supreme Court of India in its judgment in *Parmanand Katara vs Union of India* (1989) ruled that the state has an obligation to preserve life of every person whether he is innocent or a criminal liable to be punished under the law. The right to conditions which are adequate for the health and wellbeing of all was already recognized in the Universal Declaration of Human Rights. The International Covenant on Economic, Social and Cultural Rights, furthermore, states that prisoners have a right to the highest attainable standard of physical and mental health. The minimum standard rules for prisoners regulate the provision of health care for them. Apart from the civil and political rights, the so called second generation economic and social human rights, as set down in the above mentioned Covenant, also apply to prisoners. This right to health care and a healthy environment is clearly linked to other first generation rights, such as non-discrimination, privacy and confidentiality.

Equal Healthcare

Human rights instruments call for prisoners to receive healthcare at least equivalent to that available for the outside population. Those taken into custody by the various agencies are more likely to be already in a bad state of health either due to injuries or illness, and the unfavourable conditions in detention centres further worsen the health situation. Hence, the need for healthcare and treatments will often be greater in a detention centre than in the outside community. However, providing even basic healthcare to prisoners has proved extremely difficult in India, as the medical and health system is chronically insufficient. Budgetary provisions for medicines, equipments for pathological tests and ambulance are meagre in most cases. During custody the human environment is often one of violence and high-risk lifestyles, either through actions of the state agents or due to actions of other prisoners who have acquired positions of power by various means. This can even lead to transmission of various diseases

including those transmitted sexually. It is of paramount importance for the prison administration to have a thorough knowledge of implications of this factor and ways of preventing them. If sexual coercion and/or violence are the main issue, better surveillance and timely intervention to protect targeted prisoners must be enforced.

In this context in the proceedings drawn up by the National Human Rights Commission after taking suo motto cognizance of Gujarat Communal riots, in Case No.:1150/6/20012002 dated 01 April 2002, amongst others matters, it has 'been-observed that, "(iii) The Commission would like to observe at this stage that it is the primary and inescapable responsibility of the State to protect the right to life, liberty, equality and dignity of all those who constitute it. It is also the responsibility of the State to ensure that such rights are not violated either through overt acts, or through abetment or negligence. It is a clear and emerging principle of human rights jurisprudence that the State is responsible not only for the acts of its own agents, but also for the acts of non-State players acting within its jurisdiction. The State is, in addition, responsible for any inaction that may cause or facilitate the violation of human rights".

Reasonable Custodial Healthcare

In the light of these factors a few basic requirements for reasonable custodial healthcare are being mentioned:

A thorough and compulsory medical examination of the person at the time of reception in all custodial institutions should be conducted. This should faithfully establish the extent and nature of injuries, if any, and warn the custodians of any instant or chronic illness. For this purpose services of at least one qualified doctor should be assured. Similar directive in this regard have been included in the *D.K.Basu* case supra after arrest by police officers but frequently it is recorded by them that the person taken in custody does not want any medical examination. This fact was noticed in many reports received by the author in the UP Human Rights Commission. It has also been similarly noticed that

Abstract

State takes persons in custody for transgression of laws. Only in a few cases, death or lack of healthcare of these persons attracts public attention. A number of institutions, including prisons and police stations, act as detention centres.



The State, through its officers, has absolute responsibility, without any alibis, to protect the life and safeguard the health of the detainees. To achieve this objective the mindset of the officers responsible for custody has to change. Considerable augmentation in the strength of medical staff, equipment and

Custodial Healthcare

due to mismatch in the number of assigned doctors and the intake of persons in custody, as also due to paucity of necessary equipments, detailed initial medical examination of prisoners is not always possible. To a significant extent, therefore, the elaborate guidelines, issued by National Human Rights Commission in this respect, are not being followed.

Proper Facilities

Based on this initial medical examination immediate action has to be taken to start targeted remedial measures. A number of reports in cases of custodial deaths, especially in the state prisons, disclosed delayed clinical response initiated after obvious appearance of advanced signs of grave illness. The initial medical examination seldom serves to give a wake up call even in chronic ailments such as Tuberculosis etc. In prisons arrangements have to be made for conducting most of the pathological and clinical tests. In a large number of cases facilities for conducting such tests are not available. If some tests cannot be conducted inside the prisons and in other custodial institutions arrangements for assured and prompt tests in outside agencies have to be put in place.

Availability of Doctors

The number of doctors sanctioned is almost uniformly less than that Required for adequate medical healthcare of inmates of the chronically overcrowded prisons. The problem is aggravated due to the fact that substantial vacancies of doctors sanctioned for prisons are allowed to continue for long periods partly on account of administrative reasons and partly due to reluctance of doctors to accept such postings. In most of the other custodial institutions permanent presence of doctors is not always feasible. Services of doctors from government clinical establishments, on instant call, for routine as well as specialist treatment of persons in custody in such other institutions have to be made available.

Change in Mindset

Proper healthcare of persons in custody is only

possible, if the heads and the other staff posted in custodial institutions change their mindset. They have to believe that proper healthcare of inmates in custody is the absolute responsibility of the State through them and they have to answer for substantive lapses in this regard. Otherwise a "culture of impunity" can develop. For this purpose the departmental, medical and magisterial inquiries, which generally linger for ages, have to strictly follow the time table which has been laid down in most cases. This would eliminate such actual instances as allocating mandatory inquiries in custodial deaths to magistrates after a lapse of over a year by the local District Magistrate! In a large number of cases it is observed that superior and inspecting officers show undue leniency and accept excuses without due scrutiny. They have to make it clear that a person in custody cannot be automatically termed as "guilty" and that his human rights are not in abeyance. This is one of the most important requirements.

Better Hygiene

The general conditions of hygiene, in prisons, looking at the chronic overcrowding, and in other custodial institutions are grossly unsatisfactory. There is imperative need for government to make an objective assessment of the staff and material which ensures a clean and healthy living condition, including drinking water, food and personal hygiene as large congregations generate additional problems. Running clean water is still an exception rather than a rule in these institutions, at least in Uttar Pradesh. For discharging this responsibility government has to look seriously at the medical and health setup not only at the district headquarters but also at the primary and community health centres, which are required to provide back up support.

Conclusion

Based on the author's personal experience through visits to prisons, police lock ups, children's Observation Homes and Women Protection Homes etc. and also to various rural health centres in Uttar Pradesh, it can be safely said that the setup needs

Custodial Healthcare



considerable augmentation and improvement in terms of availability of doctors, medicines and working conditions/infrastructure. Considerable red tape has to be jettisoned and rules framed so that custodial authorities can requisition the services of government doctors on their own with a measure of dispatch and certainty.

The procedures for referring and expeditiously reaching needy inmates for super specialist treatment at the appropriate higher level hospitals have also to be streamlined. Otherwise this may result into negative, even fatal, consequences for the patients. Even allowing for some journalistic license a case reported from Lucknow district hospital in "Dainik Jagaran", a Hindi daily on June 27, 2008 illustrates the problem graphically. A prisoner was being treated in the prison hospital during the past few months. On June 22, 2008 on his complaint of chest pain and difficulty in breathing he was referred to Balrampur hospital for tests. Before test results were made available the

prisoner's health deteriorated. The prison's doctor referred him again to Balrampur hospital where the prisoner was not admitted but was advised admission to the local Medical University from whence he was advised admission to the local TB hospital. There also he was not admitted and a large number of tests were again prescribed. After considerable efforts at various levels the prisoner could be admitted to the "Trauma Centre".

It can be truthfully said that for all practical purposes, rules and regulations notwithstanding, the human rights of the inmates of custodial institutions almost entirely depend on the outlook and attitudes of the custodians. This dependence becomes total in respect of healthcare as persons in custody are largely shielded from public scrutiny and can have no access to any independent medical treatment. To this extent the responsibility of all supervisory levels in the concerned departments as also the judiciary and human rights set up increases. At present, this responsibility is only partly being discharged.

other resources is required in the custodial institutions. The general medical set up for health protection has to be considerably reinforced, especially in the rural areas, to act as a back up of arrangements in these institutions. The present state of affairs is not satisfactory.



Key Words

Forensic, Entomology, Insects, Arthropods, Environmental, Conditions, Genetics, DNA, Morphological Features, Formal Succession, Arsenic, Entomotoxicology

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Training Note on Forensic Entomology

Prof. (Dr.) A.S. Deoskar,* and A. Dutta*

Insects and related arthropods are the most abundant organisms present on the planet earth and found in almost all conceivable habitats including those associated with human habitation. They are intimately involved as major players in sustaining ecological function and eco system processes. Thus these arthropods are often found associated with human activities including homicide.

Forensic entomology is the science and study of insects and other arthropods with law related applications. In short it is the application of the entomological evidence to resolving litigation (civil cases) and solving crimes, most often those of violence and death.

Each species has developed a unique niche in which to breed and feed. Each species comes with a unique and predictable set of environmental conditions with which they can and will thrive. Most insects exhibit a degree of endemism (occurring in certain places) or have a well defined phenology (active at a certain season or time of the day). Thus their presence in association with other evidence can demonstrate potential links to times and location when other events may have occurred. Another area of Medico legal Forensic Entomology is Entomotoxicology which involves the utilization of entomological evidence and specimens found at a scene in order to test for different drugs that may possibly have played role in the death of victim.

The concept of forensic entomology dates back to at least 1300 years but only in the last thirty years has it been systematically explored as possible source for evidence in criminal investigations. Sung Tzsu, Berqretd Ambois, Jean Pierre Megnin and Reinhardt are some of the biggest contributors to this science.

Forensic entomology not only uses arthropod biology but it pulls from other sciences introducing fields like chemistry and genetics exploiting their inherent synergy through the use of DNA in forensic entomology. There are many techniques being developed to differentiate between various species of forensically important insects. Use of scanning electron microscopy to identify key morphological features of eggs and maggots. Some of the morphological features that can help identify the different species are the presence/absence of anastomosis, the presence/absence of holes and the shape and length of median area. Potassium permanganate staining is often used as a quicker and lower cost technique. Eggs are rinsed with normal saline solution, then transferred to a glass Petri dish and soaked in potassium permanganate 1% solution for one minute, and then the eggs are dehydrated and mounted into a glass slide for the observation with a calibrated eyepiece for observation to compare various morphological features such as the size, length and width of plastron as well as the area around the micropyle. The various measurements and observations are compared to the standards for forensically important species.

Process to collect and record arthropod evidence:

- (i) At first a close up photograph to be taken to record all the locations from where evidences are collected.
- (ii) Photograph should be taken without flash along with use of metric and inch scale.
- (iii) At least evidence should be collected from three different locations; such locations are to be marked in each containers.
- (iv) Collected insects to be preserved in 98% C₂H₅OH but not in isopropyl Alcohol.



- (v) Before putting the insects in the Ethanol it should be killed by hot water.
- (vi) All the exhibit's container should contain the information about (a) Location, (b) Exact time of collection, (c) Date of collection and (d) Initials.

The order in which the insects feed on the corpse is called the faunal succession. There are many types of insects that can be involved in forensic entomology. Most of the insects are: (1) necrophages species feeding in corpse tissue mostly the flies and beetles, (2) Omnivores insects that feed on both corpse and the associated fauna such as ants, beetles and wasps which may alter role and rate of decomposition, (3) parasites and predators may be beetles, true flies and wasps that attack the flies, (4) incidentals use the corpse as resource extension such as springtails, spiders, centipedes and ants. Emanating foul smelling gases of purification attract various insects. There are eight successive waves of invasion from the beginning of the putrefaction right upto skeletonisation. Initially two winged flies predominate, later there will be involvement of several other kinds of insects including beetles.

Thus the science is based on ecological concepts : (1) different species of insects go through developmental stage in a predictable fashion (2) developmental time is temperature dependent at the microbial level, (3) ecological succession which means a corpse may be invaded by a series of different species or insect groups over a time. Each species or group changes microbial environment through its activities which makes it attractive to new waves of organisms and so on.

General life cycle of fly

- (1) Eggs present in dumps of upto 300, laying hatching takes one day.
- (2) Larvae first instar initially feeds on fluid exuding from the body which then migrates into body hatching to first molt takes one day.
- (3) Larvae second instar increases in size. Second molt to pre-pupa takes two days.

- 4) Pre-pupa migrates away from the body seeking suitable pupation site. Transfers into a pupa takes about four days.
- 5) Pupa resides within puperium undergoes transformation from larval body to adult fly and emergence from pupa takes around ten days.
- 6) Adult fly mates on emergence from pupa, feeds on protein from fluids, lays eggs on corpse, emergence to egg laying takes two days.

Specific data required during death scene investigation

- i) Site description, (ii) Death scene area (Rural/ Urban/Suburban/City), (iii) If rural then (forest/ field/ pasture/brush/roadside/barren area/close building/ open building), (iv) If urban/suburban then (close building/open building/vacant plot/pavement/ trash container), (v) Information about aquatic habitat (pond/lake/creek/small river/large river/ irrigation canal/ditch/gulf/swampy area/drainage ditch/salt water/fresh water/brackish water), (vi) Exposure data (open air/burial including it's depth), (vii) Clothing (entire/partial/nude), (viii) Portion of body clothing, description of clothing, (ix) Stage of decomposition (fresh/bloat/active decay /advanced decay/skeletonization/saponification/ mummification/dismemberment), (x) Evidence of scavengers, (xi) Possible traumatic injury site, (xii) Crime scene temperature:- (a) Ambient temperature, (b) Ambient temperature (1 ft depth), (c) Body surface temperature, (d) Ground surface temperature, (e) Under body temperature, (f) Water temperature (if aquatic), (g) Enclosed temperature, (h) whether AC was on or off (i) Whether ceiling fan was on or off. (j) Soil temp at 10 cm depth and 20 cm depth.

Thus, this knowledge can be suitably applied to the death investigations in:-

- (1) Determining post mortem interval. Estimation of post mortem interval using insects may be based on period of time for a given species to reach a particular stage of development. Companions of assemblages of insect fauna

Abstract

Forensic entomology is an important branch of forensic science, as well as it is also important for police personnel in crime investigation cases. Because physical evidence can say the truth if collected,



preserved, analyzed and interpreted properly. Here the authors made an effort to point out the scope of forensic entomology in crime investigation, and its collection.

Training Note on Forensic Entomology

on corpse at the time of examination along with environmental factors in corpse decay, access by insects and depth of burial. Calculation of time since death can be undertaken by taking into account temperature history at crime scene. Extracts of weather bureau records of maximum and minimum daily temperature at the weather station nearest to the crime scene, over the general period the body has been exposed. Calculate the average temperature that the body has been exposed to. Rear maggots to adulthood to identify the species and then estimate the time of egg laying. For calculating time since death formula that is used $A+B \times (CD)$ where A is the stage of invasion in hours, days, weeks or months. B is the stage of the life cycle in hours or days and CD represents climatic factor correction.

- (2) Movement of corpse at the scene of crime can be known by examining the faunal community in the seepage area beneath the body.
- (3) Association of suspects with the death scene.
- (4) Detection of toxins or drugs through analysis of insect larvae. Many of the chemicals can be detected through maggots, empty pupa or larval skin. Many of the chemicals influence life cycle of maggots. High dosages of cocaine accelerate development of sacrophages. Knowledge of daily drug use in the victim is important in finding the cause of death but also in estimating the time of death. However, the forensic entomotoxicological methods does lead to useful results when embedded in the actual criminalistics context for the purpose of qualitative detection :

The following substances can be detected qualitatively through forensic entomotoxicology techniques:

- (i) Arsenic, (ii) Organophosphates, (iii) Mercury, (iv) Morphine, (v) Cocaine, (vi) Amitryptilline, (vii) 3,4 - methylenedioxy methamphetamine, (viii) nortryptilline, (ix) Triazolam, (x) oxazepam, (xi) Phenobarbital, (xii) Alimemazine, (xiii)

Cloripramin by applying GC - MS and HPLC techniques.

- (5) Further artifacts like fake blood spatter can be developed by the arthropods that can be detected through the following clues :
 - (i) Stains have a tail-to-body (L(t)/L(b)) ratio greater than 1
 - (ii) Stains with tad pole/sperm type structure.
 - (iii) The above category stains do not end in a small dot.
 - (iv) Any stain without a distinguishable tail and body.
 - (v) Stains having wavy and irregular linear structure.
 - (vi) Any stains that do not participate in directional consistency with other stains that suggest a point of convergence at a point of origin.
- (6) Detection of Knife injury : Any deep penetration caused by knife injury in a corpse that is deeply feeded by maggots.
- (7) Drug Trafficking : It is also possible by an entomologist to detect in which country the contraband cocaine was produced by simply plotting the maggots found in the cocaine along with their geographical origin.
- (8) Utility in medical negligence investigation cases : forensic entomology can give important insights to the dynamics, amount and final state of bodily care that was given to the respective person in need of care; forensic entomology may also help to exonerate care givers (e.g. when maggot infection of a person's wound occurred during a normal interval).

Legal Status : According to Daubert guideline formed by the supreme court of u.s. (Ref: Daubert vs Merrill Dow Pharmaceutical 509 US 579, 1993) forensic entomology is treated as science in US. Basic factors that determines whether an expert opinion will be accepted in the court of US regarding forensic entomology or not depends on the following :



Job Stress among Indian Prison Officers

Dr. Deepti

Prison officers play important roles in the performance of correctional administration. They make and preserve the community and security environment within prisons and repeatedly have direct impact on the behavior of prisoners through their daily contact with prisoners. However, the prison environment is full with stress. Job of Indian Prison Officers is very demanding, and the job of an Indian Prison Officer is essentially distressing. Indian Prison Officers experienced excessive stress, which manifested in physical illnesses, burnout, family problems, or their inability to perform their duties- compromising institutional safety and creating further stress for other staff.

There were decades of enormous social changes. These changes related to prisoners rights, as well as understandings of Indian Prison Officer's new roles in prison administration. In modern era, human rights in prisons have assumed a new significance and perspective i.e. prisons are part of the criminal justice system. Human right issues and obligations are now an important feature of the day-today conduct of the government.

In recent years many states have ratified a considerable number of human rights instruments regarding this. Prison staff carry out one of the most difficult tasks of a civilized society. In order to promote and protect wide variety of human rights, international laws undertake several binding obligations (ICPS, 1998).

These changes gave rise to a number of new perspectives on the essential prison relationships and their purpose. In these perspectives, the differing role of the Indian Prison Officer is the distinguishing feature. However, there remained significant tension within the prisons as these

changes were introduced. A diversity of responsibility is illustrated and becomes the focal point of consideration within different level. As per new arrangement, these responsibilities include the Indian Prison Officer as good prison manager, as Counsellor agent and as a professional and policy maker as a physician and many more. As a result, Indian Prison Officers are suffering from burnout. Prison Officers are also human beings with similar requirements and relative obligations as everyone else. Prison Officers cannot keep going with these overwhelming responsibilities. As a consequence many of our Prisons Officers are regularly under stress moderately just because Prison Officers cannot continue. This situation has serious implications for staff safety, the safety of prisoners and the security of our institutions too.

Methodology

A pilot study was conducted in 2008 to identify sources and the impact of work-related stress from the Prison Officers' perspective.

This study was based on primary data. The study was conducted on 180 Prison Officers selected from sample states like U.P., M.P., Chhattisgarh., Karnataka, and Haryana. The age range of the respondents ranged between 25-55 years with the average age of 40 years. Their rank ranged between head warder to DIG with average monthly income of Rs. 8,500, their qualification ranged between undergraduate to postgraduate.

Definitions of stress

Here are some recent definitions of work-related stress:-

"Job stress can be defined as the harmful physical

Key Words

Stress, Correctional Officers, Legitimate Protection, Job Stress, Regulated Task of Work Hours, Burnout, Aversive Noxious, Curtailed Sleep.

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Job Stress among Indian Prison Officers

Abstract

Prison officers play important roles in the performance of correctional administration. They make and preserve the community and security environment within prisons and repeatedly have direct impact on the behaviour of prisoners through their daily contact with prisoners. However, the prison environment is full with

and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury." (Stress at work, 1999).

"The emotional, cognitive, behavioural and physiological reaction to aversive and noxious aspects of work, work environments and work organizations. It is a state characterized by high levels of arousal and distress and often by feelings of not coping." (Guidance on work-related stress).

"Stress is the reaction people have to excessive pressures or other types of demand placed on them." (Managing stress at work, 1999).

Research has overwhelmingly linked psychological stress to physical illness. Many diseases worsen

under periods of high stress, productivity decreases, and negative outcome of emotion become more prominent. By this questionnaire an attempt is made to find out how Prison Officers he come vulnerable to stress.

Educational Level of Prison Officers

Education plays a significant role in the life of everyone. Higher the level of education, greater is the potential for resisting any action of injustice, exploitation or stress. Education gives us a voice against all types of evils and empowers to fight for justice. It is generally presumed that the extent of stress is less in cases where the subject of stress is educated. Formal education helps us to know what is happening outside our immediate surroundings.

Table 1 : Educational Level of Prison Officers

	U.P.	M.P.	Chhattisgarh	Karnataka	Haryana	Total	Mean
Graduates	30	33	34	29	31	157	31.4
Post-Graduates	6	3	2	7	5	23	4.6
	36	36	36	36	36	180	

Table 1 depicts that most of the Prison Officers from sampled are graduates, only 6 Prison Officers are post graduates in U.P. followed by 3, 2, 7, 5 Chhattisgarh, respectively M.P. C. G. Karnataka and Haryana and mean of N=180 is 31.4.

Well-planned and properly regulated task of work hours

In the answer of a well-planned and properly regulated task of work hours for every category of prison personnel, 90.5% N=180 Prison Officers replied negatively Only 9.4% N=180 Prison Officers replied that their prisons have a well-planned and

properly regulated task of work hours, for every category of prison personnel.

The prison service is a twenty four hours, seven days a week operation, and must be roistered accordingly. As a result, Prison Officers are suffering from burnout. Prison Officers are ordinary human beings with the same needs and family commitments as everybody else.

Proper ratio of prisoners and prison staff

The basic requirement for efficient management of any institution is its manpower. The Prison Institutions are managed by 3 categories of

Table 2: Well-planned and properly regulated task of work hours

	U.P.	M.P.	Chhattisgarh	Karnataka	Haryana	Total	Mean
Yes	6	1	3	2	5	17	3.4
No	30	35	33	34	31	163	32.6
	36	36	36	36	36	180	



Job Stress among Indian Prison Officers

personnel viz., Jail Cadre Staff, Correctional Staff and Medical Staff. The number of inmates per official is a real indicator of how well inmates are looked after in prisons. The number of inmates per Jail officials (like DG/ IG, SP, Jailor, Warden etc.), The highest number of inmates per jail official was reported from Bihar (24), Jharkhand (23), Gujarat (16), Delhi (13), Chhattisgarh, Karnataka and Uttar Pradesh (11 each) and Assam and Madhya Pradesh (10 each). Uttar Pradesh, Chhattisgarh, Karnataka, Jharkhand, UT of Delhi, Rajasthan and Jammu & Kashmir have only one correctional staff for 66669, 10359, 6350, 2589, 1914, 1398 and 1135 inmates respectively. (prison statistics, 2006). Regarding proper ratio of prisoners and prison staff in prison 97.8% N=180 Prison Officers answered negatively

though only 2.2% N=180 Prison Officers feel that present ratio of prisoners and prison officers is good enough.

For security of staff members. Concerning this issues, findings are alarming only 37.2% N=180 officers replied positively and 62.7% N=180. Prison Officers replied negatively. While the job of a Prison Officer is unique in its nature, this level of increase in serious assaults on Prison Officers is totally unpredictable. The fear suffered by Prison Officers cannot and must not be underestimated. Prison Officers are aware of the inexcusable manner in which the safety of prison staff was treated in institutions. Our study finds that the safety of Prison Officers is not satisfactory.

Table 3: Proper ratio of prisoners and prison staff

	U.P.	M.P.	Chhattisgarh	Karnataka	Haryana	Total	Mean
Yes	0	2	1	0	1	4	0.8
No	36	34	35	36	35	176	35.2
	36	36	36	36	36	180	

Availability of necessary A moderate level of stress facilities for security of staff can be an important motivational members factor and can be instrumental in achieving a dynamic adaptation to

To maintain human rights new situations but unfortunately in prison infrastructure, necessary prison culture continues creating facilities are not available even negative attitudes and helplessness.

Table 4 :Availability of Necessary facilities for security of staff members

	U.P.	M.P.	Chhattisgarh	Karnataka	Haryana	Total	Mean
Yes	15	7	12	10	9	67	2.8
No	21	29	24	26	27	113	33.2
	36	36	36	36	36	180	

Legitimate protection

Prison Officers expects that necessary facilities for defense should be extended to the staff members in the event of criminal prosecution/civil damages arising out of bonafide discharge of official duties. In addition to this, legitimate protection should be extended to staff in matters related with recovery of damages for bonafide delays, bonafide errors of judgment, false allegation etc. so that they can work

in stress free atmosphere. But unfortunately correctional administration is unable to protect Prison Officers from governmental injustice even in bonafide situations. Like at the time of prison escape, death of prisoners, prison riots; 70.5% N=180 Prison Officers realized that correctional administration is not providing legitimate protection even in bonafide matters, though 29.4% N=180 Prison Officers replied positively.

stress. Job of Indian Prison Officers is very demanding, and the job of an Indian Prison Officer is essentially distressing.

There were decades of enormous social changes. As a result, Indian Prison Officers are suffering from burnout. Prison Officers are also human beings with similar requirements and relative obligations as everyone else.



Job Stress among Indian Prison Officers

Table 5 : Legitimate protection

	U.P.	M.P.	Chhattisgarh	Karnataka	Haryana	Total	Mean
Yes	10	12	6	15	10	53	10.6
No	26	24	30	21	26	127	25.4
	36	36	36	36	36	180	

A number of forces have shaped these changed expectations of Prison Officers' work which have developed from the initial changes in the 1980s to current times. Rapidly increasing prisoner numbers reflected community response to a period of rapid social and economic change. These changes gave rise to a number of new perspectives on the essential prison relationships and their purpose. It was reported that 71.3% (N=180) of officers doing their job due to this stressed situation, unlimited working hours, overtime, relocation, unplanned shifts, and lack of promotion opportunities played a greater role in prison officers' stress. The HSE research, "The Scale of Occupational Stress: The Bristol stress and health at work study", published in 2000, found clear links between high stress scores and adverse working conditions such as having too much to do and not being supported by managers.

The evidence also indicates that a broad and growing range of occupations are prone to work-related stress. The following table lists those occupations which equal or exceed the rate of 6 on a stress rating scale of 0 to 10 elaborated by the University of Manchester Institute of Science and Technology.

Table 6 : Occupations with high stress levels

Occupation	Rating scale
Miner	8.3
Police officer	7.7
Prison officer	7.5
Construction worker	7.5
Airline pilot	7.5
Journalist	7.5
Advertising executive	7.3

Dentist	7.3
Actor	7.2
Doctor	6.8
Broadcasting personnel	6.8
Nurse	6.5
Film production crew	6.5
Ambulance personnel	6.3
Musician	6.3
Firefighter	6.3
Teacher	6.2
Social worker	6.0
Personnel manager	6.0

(Source: Conditions of work digest: Preventing stress at work.)

Organizational interventions to manage Prison Officers stress can take place early in an officer's career. Similarly in prison, the training can play a crucial role in forming ideas, values and attitudes in the new recruit and in service forces. Recently, BPR&D initiated some form of awareness training at the national level namely "Personality Development Course For Prison Officers" and providing information to officers as to the benefits of services that could make the officer and family more resistant to the potential negative effects of the job stress. Data revealed that job stress among prison officers increasing due to their unawareness about healthy life style.

Curtailed Sleep

Unhealthy levels of stress lead to a variety of disorders and illness. These include a broad range of pathological consequences, ranging from chronic fatigue to depression, and including insomnia, anxiety, migraine, emotional upsets, allergies and

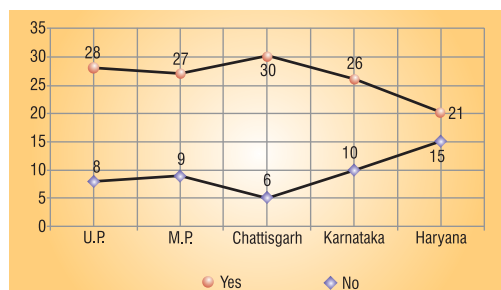
Prison Officers cannot keep going with these overwhelming responsibilities. As a consequence many of our prisons officers are regularly under stress moderately just because Prison Officers cannot continue. This situation has serious implications for staff safety, the safety of prisoners and the security of our institutions too.



Job Stress among Indian Prison Officers

abuse of tobacco and alcohol. In response of proper sleep 26.6% N=180 officers replied positively and 73.3% N=180 officers replied negatively. As we know 7-8 hours sleep is very necessary for health. Our study confirms that long working hours are part and parcel of prison officer's jobs. A total 91% N=180 of officers regularly exceed their contracted hours; most of the officers believed that it was a part of their organization's culture. See Figure 1.

Figure 1: Curtailed sleep

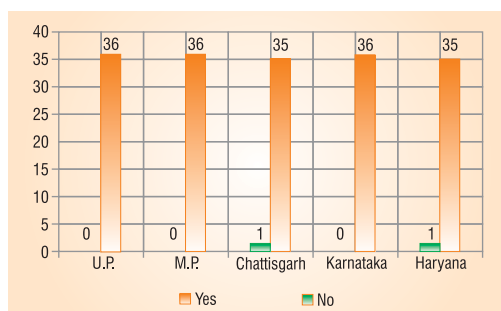


(Source: Based on Primary data.)

Insufficient Pay

Insufficient pay and 24 hours work are also a major contributor for stress among prison officers. Pay of Prison Officers is insufficient to meet their basic needs for housing, food, transportation, children education and other social responsibilities. An examination of the pay of Prison Officers will clearly show that they are in fact poorly paid. This has not been given the attention it deserves. Out of N=180 only 2% prison officers feel that their exiting pay scale is satisfactory while 98% N=180 feel that they are poorly paid.

Figure 2 : Insufficient pay



(Source: Based on Primary data.)

Stress among Indian Prison Officers occurs in a wide range of work incident but is often made worse when Prison Officers feel that they do not have even little bit support from supervisors and colleagues and where they can not understand how they can cope with this stress and pressures.

There is often confusion between pressure or challenge and stress and sometimes it is used to explain bad management practice. Pressure at the prison is inescapable due to the stress of the contemporary work environment. Stress results from a difference among the demands and pressures on the officers on the one hand, and their knowledge and abilities, on the other. It challenges their ability to cope with work. This includes not only situations where the pressures of work exceed the officer's ability to cope but also where the officer's knowledge and abilities are not sufficiently utilized and that is a problem for them.

Risk management

Risk management of stress is basically a problem solving approach to health and safety problems and makes available a source for the continuous improvement of work and working condition and thus, the health of workers and the well being of their organization. Risk management proceeds through a cycle of five actions:

1. An analysis of the situation and an assessment of risk;
2. the design of an action plan to reduce the risk of work stress;
3. the implementation of that action plan;
4. its evaluation; and
5. learning and further action based on the results of that evaluation.

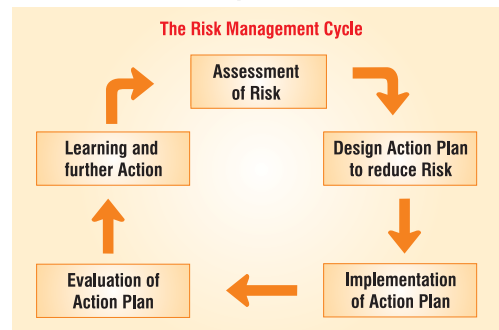
WHO suggests that a healthy job is probably the one where the stress on officers are suitable in relation to their capability and resources, to the quantity of management they have over their work, and to the support they obtained from seniors who matter to them. As health is not only the lack of disease or infirmity but a positive state of complete

A pilot Study was conducted in 2008 to identify sources and the impact of work related stress from the Prison Officers' perspective.



Job Stress among Indian Prison Officers

Model 1 :WHO Risk management for stress of prison officers



(Source: WHO, 1986.)

physical, mental and social well-being, a healthy working environment is one in which there is not only an absence of harmful condition but an abundance of healthy promoting ones (WHO, 1986).

Conclusion

The development of healthy workplaces in prison for Prison Officers is not a simple process. The challenge falls upon all contributors and includes officers, family members, correctional administrators, and policy makers. It is a huge task. It cannot be done in a disorganized style, nor will it come about by chance. It can only be accomplished, if there is a logical strategy followed, based on the premise that a good staff that are

organizationally valued are the key to a good prison system. It emerges that the crucial challenge is to construct a good organizational culture that promotes well-being, in which prison officers are considered as assets and given an opportunity and support to be creative human beings.

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Need for Alternatives to Imprisonment : The Case For Community Sentencing

Dr. Upneet Lalli*

The ultimate power that any democratic State can exercise over its citizens is through the use of prisons.

Imprisonment is one of the most widely used measure of punishment, especially for serious offences. However, many people awaiting trial are also detained in prison. In fact, Prison Administration has no say over the numbers of people sent to prison but still it has to deal with the resultant consequences. Globally prison systems are overcrowded and it has reached levels in certain countries where it can be termed as cruel, inhuman or degrading offenders or rehabilitate them in the society along with maintaining a safe society. Most prison administrations have been unable to allocate the additional resources required for physical infrastructure and the manpower necessary to cope with the rising need of imprisonment. Prison administration being a key stakeholder of Criminal Justice System does have an important role in making decisions about detention i.e. how many should be sent to prison and whether necessary infrastructure, manpower and resources are available to the prison administration to take care of overcrowding in prisons, its consequences and adherence to the dictates of Human Rights Institutions.

Growth and Trends in Prison Population

In recent years, prison population has consistently risen in all parts of the world. In 68 out of 173 countries, the prison population has risen substantially. The increase is 20% in Europe, 62 to 85% in the Americas (USA, Argentina, Mexico

Brazil, Columbia and Canada), 50% in Australia, and 33% in South Africa*. It is well-established that crime rates alone cannot explain the increase in prison population. The retributionist philosophy can be readily translated into popular demand for longer, tougher sentences. As Andre Kuhn pointed out in 1996, an increased fear of crime, a loss of confidence in the criminal justice system, disillusionment with positive treatment measures and the strength of retributionist philosophies of punishment all lie behind this belief of increasing use of imprisonment.

Prison overcrowding is also widespread throughout the world in both developing and developed countries. Overcrowding in some of the countries can reach a level where it can be described as cruel, inhuman and degrading treatment or punishment. Currently the US Federal prison system is 33% overcrowded and prisons in England and Wales has been overcrowded in every one of the past 20 years. Prisons in Cameroon are nearly 300% occupied. The rate of imprisonment varies from country to country. The world average prison population is just under 150 per 100000 of general population. The United States of America has 4.6% of the world's population while 23.1 % of the world prisoners. It has the highest imprisonment rate at 761 per one lakh of the population followed by Russia at 632. In U.K. the imprisonment rate is 152 per 100000 (Source: World Prison Population Report 2007). In India, the prison population for the year 2005 was 3,58,368 and overcrowding was 145% even while the rate of imprisonment is low in India (32 per 1 lakh population).

Key Words

Alternative, Imprisonment, Community Sentencing, Human Rights, Approach, Penologists, Penal Philosophy, Criminal Justice, Rationalisation, Pre-trial Detention, Psychiatric Help, Social Help.

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Abstract

Prison is a complex institution that is beset with contradictions trying to achieve different aims. Penologists around the world are increasingly questioning the over-use of imprisonment as a mode of punishment, as it is being realized that imprisonment is not a panacea with regard to either crime prevention or reintegration of offenders.

Need For Alternatives To Imprisonment : The Case For Community Sentencing

Along with the level of use of imprisonment, there are widespread differences that exist between countries in the use of pre-trial detention. The use of prisons for non-convicts has increased over the years on account of judicial decisions over which the prison system has obviously no control. In fact, the high proportion of undertrials is the main reason of overcrowding in prisons in many countries including India. Some of the states with the highest proportion of pre-trial detainees in their prison populations are Liberia with 97%, Haiti 83.5%, Paraguay 68.2%, India 69%, Pakistan 66.1 %, Argentina 53.8%, and Italy 58.3%. In India, overcrowding is mainly concentrated in the pre-trial part of the system.

Need for Alternatives

Prisons are expensive places to maintain. Expenditure is incurred on feeding, accommodating and caring for the basic needs of prison inmates. Imprisonment has not only financial costs but also results in psychological and social costs. Generally, prison inmates are not dangerous but often they are poor and socially disadvantaged people involved in marginal criminal offences. This helps neither the victim nor the society but leads to increase in prison population beyond the manageable limits. The negative impact of imprisonment is well established and the saying "A person may go inside as an undergraduate in crime but come out of prison as post-graduate in crime" shows the societal perception about prisons. Overcrowded prisons are more damaging and exacerbate the pains of imprisonment.

The need for alternative to prison is most keenly felt by those undergoing imprisonment. President of Czechoslovakia Valcav Havel in a letter from prison to his wife Olga, wrote, "I never feel sorry for myself, as one might expect, but only for the other prisoners and altogether for the fact that prisons must exist and that they are as they are, and that mankind has not so far invented a better way of coming to terms with certain things".

Various countries are realizing the strong need for introducing changes in the use of imprisonment.

Reducing the high levels of imprisonment requires a multifaceted strategy. Strategies to reduce prison population in a sustainable manner requires - (a) review of the criminal justice system; (b) establish who is being imprisoned, for how long and for what purpose and objective; (c) creating public awareness and political debate about crime and justice.

Some of the actions that have been taken around the world to reduce the use of imprisonment have been related to reforming the criminal code leading to decriminalization of some acts, reducing the use of detention for those awaiting trials through introducing new alternatives to imprisonment and introducing earlier and conditional release mechanism. The short term strategy has been mainly dealt with amnesty being granted to certain categories of prisoners. It has also been the experience that increasing the number and the capacity in prisons has led to wider use of imprisonment. This is seen both in the USA and United Kingdom. Even building better prisons cannot mask the cruelty involved behind gilded bars.

Numerous international instruments recommend a rationalization in sentencing policy, including the wider use of alternatives to prison, that seeks to reduce not only overcrowding, but also tackles reintegration issues. It also reflects a fundamental change in the approach to crime, offenders, and their place in society. It is being realized that better protection of society is served not from isolation of offenders from the community, but that, it is far better to have penal sanctions within the community.

However, it must be emphasized that introducing alternative sentences does not by itself lead to a more and effective criminal justice system. Introduction of alternatives has to be done with clear objectives and technical skills in order to bring a more humane and effective criminal justice system. An assessment of a system of alternatives to incarceration can be based on how well it answers these following questions: (a) Whether it leads to reduction in prison population? (b) Is it cost



Need For Alternatives To Imprisonment : The Case For Community Sentencing

effective? (c) Does it lead to reduction in crime? (d) Does it meet the offence related needs of the offender and (e) Does it protect the offenders' human rights as also the victims' rights?

Alternatives to Imprisonment

In the commentary to the United Nations Standard Minimum Rules for Non Custodial Measures (Tokyo Rules, 1990), it is argued that "Imprisonment cannot be considered an appropriate sanction for a wide range of offences and many types of offenders, in particular, those who are not likely to repeat offences, those convicted of minor crimes and those needing medical, psychiatric or social help".

The use of non institutional methods must ensure that peace, good order, security are maintained in society. There are some sanctions that imply supervision and control and other sanctions that do not require supervision or control. These are indicated in table below:-

A wide range of alternatives are now in use throughout the world. These measures can be introduced at mainly three stages, pre-trial, sentencing and post sentencing stage. Some of the important alternatives at these stages are as follows:-

I. Alternatives to Pre-trial detention

Article 9 (3) of the Covenant on Civil and Political Rights requires that 'it shall not be the general rule that people awaiting trial are detained'.

The United Nation Standard Minimum Rules for Non Custodial Measures (the Tokyo Rules) suggests that-

"pre-trial detention shall be used as a means of last resort in criminal proceedings, with due regard for the investigation of the alleged offences and for the protection of society and the victim".

The frequently used alternatives to pre-trial detention include -Bail, Electronic Surveillance, Diversion, Administrative Fines/Non-Penal Fines and House Arrests.

Victim Offender Mediation Schemes are emerging

as alternatives especially in cases involving young offenders. Instead of a trial process, if the defendant is prepared to admit that he/she is guilty and the victim agrees, then mediation process between both is brought out. The victim and offenders are brought together in the presence of a competent person to attempt to resolve the conflicts and arrange mutually satisfying outcomes, without recourse to official judicial system. Safeguards for both parties are usually included, so that neither is put under undue pressure to agree to a particular settlement.

II. Alternatives at Sentencing Stage:

Throughout the world, there are many ways of dealing with convicted persons other than through the use of imprisonment. The Judicial authority, should have a range of non-custodial measures at its disposal, and decide after taking into consideration the rehabilitative needs of offender, the protection of society and the interests of the victim, who should be consulted whenever appropriate. The different types of alternatives at the sentencing stage include - (a) Verbal sections, such as admonition, reprimand and warning; (b) Conditional discharge; (c) Status penalties; (d) Economic sanctions and monetary penalties, such as fines and day - fines; (e) Confiscation or an expropriation order, (f) Restitution to the victim or a compensation order; (g) Suspended or deferred sentence; (h) Probation and judicial supervision; (i) A community service order; (j) New forms of justice such as 'restorative justice' are being developed which require offenders who have admitted their guilt to meet the victim, discuss the crime and make some recompense; (h) A combination of any of these measures is also available.

Verbal sanctions such as reprimand or warning are used most frequently with younger offenders. In some countries, arrangements are made for offenders to compensate their victims financially for the loss or damage they have suffered.

In England, there is in place an option called an Attendance Centre Order. This order is available for young people under 21 years. This centre is open on Saturday afternoons for upto three hours. The

So the lateral shift of Penal Philosophy from deterrence to reformation and reintegration of offenders is now being construed in terms of non-custodial measures of punishment. The deprivation of liberty is a severe punishment as it affects not only individual offenders but also the family and in



Need For Alternatives To Imprisonment : The Case For Community Sentencing

the long run the community. To use it parsimoniously and proportionately, the States have to adhere to the Human Rights Approach to Criminal Justice Policy with total conviction. Hence, an important challenge today is in creating and exploring new terrains of justice where prison no longer serves as our major anchor.

Sanctions that imply supervision and control	Sanctions that do not require supervision or control		
	Monetary	Withdrawal of rights	Others
<ul style="list-style-type: none"> ● Probation and suspended or conditional imprisonment with supervision ● Community service or Home Probation ● Open, Ambulant or contract treatment 	<ul style="list-style-type: none"> ● Fine ● Compensatory payment ● Personal reparation ● Confiscation 	<ul style="list-style-type: none"> ● Suspension of licenses ● Prevention from assuming an electoral office 	<ul style="list-style-type: none"> ● Suspended sentences without supervision ● Good behaviour bonds

Source : Jousten and Zvekic (1994).

minimum number of hours of attendance is 12 and the maximum is 24 or 36. Activities usually consist of physical exercise and constructive activities such as craft work or lessons on first aid. Most of the actions are usually linked in some way with supervision. Supervision is carried out by persons designated by the courts. This may be under social worker, probation officer or skilled person appointed by the competent authority.

Fines and Monetary Penalties: Fines are economical both in terms of money and man power, practical in terms of management and administration and humane because they inflict minimum damage to the offender. But fines cannot be used for a poor offender who cannot pay. In some countries, such as the Scandinavian countries and Austria, a system of 'day fine' is available.

In this system, the amount to be aided is proportional to the offender's net income, allowing for coverage of basic expenses. In so doing, the gravity of offence is reflected in the number of days for which earnings have to be paid.

Probation : Probation is one of the outstanding non custodial measures which is designed to work for early reformation and resocialization of criminals while they remain in the communities as ordinary citizens by subjecting them to certain conditions with which they must comply.

In India, as per the provisions of Probation of Offenders Act, 1958, this measure can be applied

to offenders who have committed minor crimes for the first time. They can be released on probation with the supervision of probation officers. Offenders may be released on probation without the supervision of probation officers on condition that they promise to conduct themselves well.

III. Post Sentencing Stage

The competent authority shall have at its disposal a wide range of post-sentencing alternatives in order to avoid institutionalization and to assist offenders in their early reintegration into society (Rule 8.1)

Post sentencing dispositions may include -Furlough and half way houses; Work or education release; Various forms of Parole, Remission; Pardon. The use of open prisons is also an important measure that reduces the harmful impact of incarceration and is mainly used for reformed offenders. In India, there are 14 open prisons; however, they are not being used to their optimum capacity.

Scope of Alternatives to Imprisonment in India

Some alternatives to imprisonment are contained to some extent in the existing statutes of India. There are:-

- IPC provides for imposition of fine in lieu of imprisonment in case of lesser offences, and in conjunction with imprisonment in case of graver offences.



Need For Alternatives To Imprisonment : The Case For Community Sentencing

- The Probation of Offenders Act, 1958 provides for release of offenders on probation in lieu of being sentenced to imprisonment, in respect of offences not punishable with death or imprisonment for life.

Under the Indian Penal Code, different punishments are prescribed for different offences. Section 53 of the Indian Penal Code provides the Punishments to which offenders are liable which are : (a) Death, (b) Imprisonment for life, (c) Imprisonment, which is of two descriptions, namely - (i) Rigorous, i.e., with hard labour and (ii) Simple imprisonment, d) Forfeiture of property and e) Fine. There are a total of 403 offences punishable under IPC, and the predominant punishment is imprisonment, ranging from three months to life imprisonment.

While, fines are the most frequently used measure at the sentencing stage, for offences punishable under the Special and Local Laws the probation system has not really taken off as an alternative to imprisonment.

Community Service at Sentencing Stage as an Alternative to Imprisonment

The community service stands as a unique alternative to imprisonment and such schemes are being increasingly used at the sentencing stage. Whether it is Naomi Campbell, the famous Model being punished for misbehaviour or Hyundai Chairman, Chung Mong Koo being punished for fraud, the punishment has been community service. Community service is an order of the Court whereby the offender is offered the opportunity of compensating the society for the wrong he or she has done by doing social work instead of undergoing imprisonment. Community sentencing facilitates rehabilitating the offender and encourages reparation. This sort of punishment facilitates attitudinal change, thereby, reforms a person. It is more economical than custodial measure. It avoids expenses on maintenance of prisoners and also enables offenders to live with their families, hence family ties are maintained.

According to the commentary of the Tokyo Rules

The work assigned to the offender should be socially useful and meaningful rather than pointless and should enhance the offender's skills as much as possible." The system set up for the implementation and supervision of the community service vary widely from country to country. In some countries, supervision including decisions on whether an individual has breached conditions and should be sent back to court is the responsibility of qualified social workers or probation officers. In these cases, community service participants may also benefit from the counselling skills and advice such workers may offer. Offenders are offered the option of undertaking work of benefit to the community as an alternative to imprisonment. Thus, there is a reintegrative shaming and restitution that is offered by the offenders to the whole community.

This work is usually based on public authorities and institutions. The offenders may undertake work in a welfare institution, for example care of old or disabled persons, environmental improvements e.g. tree plantation, maintenance construction and renovation of buildings that have social welfare activities e.g. schools, hospital, etc. Custodial sentence may be introduced if the offender does not comply with the rules and requirement of the community sentence. This is decided by the court. Hence, it acts as a deferred term of imprisonment.

If community service is to be introduced as an alternative to imprisonment, then an Amendment in Section 53 of Indian Penal Code needs to be made for incorporating this as a punishment option available to the court. Gujarat has already amended its prohibition act to include community service as an alternative. The State of Andhra Pradesh has also initiated an amendment to the IPC in order to introduce community service as an alternative and this is pending with the Union Government. The Draft Paper on National Policy on Prison Reforms in Correctional Administrators has also proposed greater use of Alternatives to imprisonment and introduction of community service.

Consent of the offender to undergo a community service order will have to be obtained in writing by



Need For Alternatives To Imprisonment : The Case For Community Sentencing

the court. Pre-Sentencing Report - the report of the offender, and the circumstances of the case, character and antecedents of the offender will have to be obtained. This may be through the report of the Probation Officer. Offences to which scheme shall apply would need to be mentioned. The organizational aspects of the implementation of this scheme must be taken seriously. Adequate financial and human resources will have to be allocated for the proper management of the community sanctions.

Fixing hours of Community Service Work

This will have to be done having regard to and without disturbing the normal work of the offender for livelihood to self and dependant family members. This may be before and after his normal working hours. Concern about the offender's mobility, i.e. ability to reach the workplace, e.g. transport, etc. will also have to be taken into care. Minimum and maximum hours of community service may be specified, e.g. the minimum hours is usually kept at 40 in most countries and maximum at 1000 hrs. The Community Service may be available as an alternative to fine which the offender cannot possibly pay. This provision exist in Germany and Zimbabwe but not in France.

The community service work to be involved has to be within a fixed period e.g. 18 months with maximum, though deadline may be suspended by the review judge in response to particular problems e.g. threat to health, employment, etc. The convicted offenders may be present at the time of hearing and must accord his consent.

Information to the Courts

Reliable information about the offender must be given to the court. The effectiveness of the community service depends mainly on the true capacity of the offender to work within the constraints imposed by these types of punishment (time keeping, quality of work, mobility, etc.) In order to avoid failure during the operation of the Community Service Order, the court must have credible information about the personality of the

offender. This may be obtained during a social inquiry report carried out by social worker or probation officer. The prosecution services will only request the community service and courts will only make such orders if they feel that they will be truly carried out and that breaches will be properly notified so that appropriate sanctions can ensue. Case Review Committee may be formed for such purpose.

Potential of Community Sentence

The scope of creative decisions by judiciary is large. In U.S.A, recently Rapper. T.C. was sentenced for an offence of illegal weapon possession. He was sentenced to do 1000 hours community service, by talking to children about negative experiences with guns. Such decisions are a win-win for both parties. Would not a sentence for Salman Khan, to give a message to save wild life and work for protection of wild life, have worked better than a term in prison, even as an undertrial? In India, almost 70% of the prison population consists of undertrials from whom no work can be got done. It is not only a sheer waste of time and human resources but also reduces their potentialities. The community service makes demands on the offender's time and also is more challenging than short punishment.

Community service may be introduced as an alternative to imprisonment for petty offences e.g. ticketless travelers, minor thefts, etc. where punishment is not more than one year imprisonment. It has already been introduced as a punishment under the Juvenile Justice (Care and Protection of Children) Act, 2000. However, it is being seen that in some cases the Magistrates are sentencing the juveniles to do community service at the Borstal Jail itself. This defeats the very purpose of this scheme. In Gujarat, one juvenile was ordered to do community service at the Sabramati Ashram showed remarkable change and transformation. In a research on 'Modalities to Reduce Undertrial prisoners' (Lalli, U. 2006), 82% of prison inmates expressed the desire to do community service instead of undergoing imprisonment. The undertrials from Punjab and Haryana were more in



Need For Alternatives To Imprisonment : The Case For Community Sentencing

favour of doing community service for religious organizations like Gurdwara and Mandir. Educated persons wanted to do teaching activities. This is a positive sign as involvement in altruistic activity itself promotes cognitive change and pro-social learning (Toch, H. 2000). Another finding of this research study was that the judges were less keen to initiate alternatives. Only 22% judges of Punjab and Haryana were in favour of community service as an alternative. In focused group discussions, the lawyers were not in favour of probation due to the poor quality of probation officers and corruption in system. Community service was welcomed as an innovative idea but with some apprehensions about supervision under this scheme.

The community service as an alternative to imprisonment holds a lot of promises in terms of reducing prison population and maintaining public safety in both the short run and the long run, and will also reduce expenditure for maintenance of prisoners. However, one has to be cautious and avoid some pitfalls which may actually lead to an increase in the prison population in the long run, if this sentence only widens the net of punishment. Money will have to be spent wisely so that there is reduction in recidivism and a proper needs and risk assessment will have to be undertaken. The role of judiciary for implementation of the scheme is extremely important. Judiciary is required not only to pass the order but also to monitor the execution of the order. In the current scenario, Courts are already over-burdened and creative decisions by the courts for community sentence may be a tall order. A high quality will be demanded of probation officers or community supervision officers.

A linking up of judges, social workers and probation officers to monitor and review at post-release and rehabilitation phase is important. The concept of community service as an alternative to imprisonment is still unknown to most people in

India. More research, awareness and experiments need to be undertaken in this regard as public participation is very essential for the application of non-custodial measures. This should complement the efforts of Criminal Justice Administration. Ultimately, offenders and society are best served by the criminal justice system, if the system attempts to reform offenders, rather than merely perpetuating offending behaviour by punishing for punishment's sake.

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Key Words

Child, Children, Child Abuse, Physical Abuse, Emotional Abuse, Sexual Abuse.

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Child Abuse : An Overview

D. Rufus* and Dr. Beulah**

Introduction

There is a large child population in India and a large percentage of this population is vulnerable to abuse, exploitation and neglect. Child abuse in developing countries including South Asia is yet to be recognized as a major social and health problem with an enormous burden on the economy and society. The central government is promoting sex education in public schools and some of the state governments are banning such lessons saying it is inconsistent with Indian culture. What a dilemma! Children are not safe, even at home. Future generations are going to be permanently tainted. Verbal abuse and physical abuse in the name of discipline is common in India. Sometimes emotional blackmails or assaults and sexual exploitation are carried out by the relatives or powerful people in the society. Most can get away, even if cases are reported. What we need is change of mindset to protect the weak and vulnerable amongst us, nurture the next generation with genuine love and sacrifice. Problems might seem insurmountable (*Online reference 1*).

Forms and dynamics of child abuse have undergone major changes in recent decades, adding many-sided dimensions, complexities and challenges. The problem of child abuse and the network of its human rights violation hug some of the most dangerous aspects of the worst forms of child exploitation and abuse on the international human rights agenda. The UN Convention on the Rights of Child, 1989 is the most important instrument in the history of child rights at the international level, including India, which ratified the Convention in 1992. The four major Articles pertaining to child abuse and neglect in the

Convention are: Article 3: Protect the best interests of children; Article 19: Protect children from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse while in the care of parents, legal guardians or any person in whose care they are; Article 34: Undertake to protect children from all forms of sexual exploitation and sexual abuse; Article 35: Take all appropriate national, bilateral and multi-lateral measures to prevent the abduction of, sale of or traffic in children for any purpose or in any form.

Review of Literature

The perusal of available literature has been given here to understand the phenomena of Child abuse in the Country. According to a content analysis of the year 2005, Hindustan Times Newspaper, it was found that a majority of perpetrators of child abuse were males, who were found responsible for child abuse. The age of victims varied between 4 to under 18 years, which indicates that the abuse of children does not respect any age. When the data is analyzed state wise, the number of cases of child abuse is very high in the state of Madhya Pradesh, but is lesser in the states of Orissa, Andhra Pradesh, Bihar, Haryana, Chattisgarh, and Kerala (Mamta Patel, 2006). Report 2005: "Trafficking in Women and Children in India": (a) 44,476 children were missing in India; (b) India major source and destination country for trafficking children from within India and adjoining countries. (c) Three to five lakh girl children are in commercial sex and organized prostitution (Sen, 2005).

In a 1999 report by Tata Institute of Social Sciences,

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a study done in 1994 and 1995 with 150 minor girls in Mumbai showed that 39% of the girls had been sexually abused before age 10 and 86% had been abused by a family member or a friend of the family (HT Bureau,2004). Dr. L. Kacker et.al in their report states that 19% of the world's children live in India. 42% of India's total populations are aged below eighteen. India is home to almost 19 percent of the world's children. Child protection has remained largely unaddressed. Harmful traditional practices like child marriage, caste system, and discrimination against the girl child, child labour and *devadasi* tradition impact negatively on children and increase their vulnerability to abuse and neglect. The research study on 'Abuse among Child Domestic Workers (2005)' revealed 68.3% of total population faced physical abuse, 86% of total child domestic workers faced emotional abuse, 32.2% of the participants have had their private parts touched by someone, 22.4% of respondents have been made to touch abuser's private parts, 19.5% of child participants have been made to watch pornography. The average working day of most child domestic workers was 15 hour long.

Child Abuse Scenerio (Online Reference 2)

Child abuse across World: The UN Secretary General's Study on Violence against Children has given the following overview of the situation of abuse and violence against children across the globe. WHO estimates that almost 53,000 child deaths in 2002 were due to child homicide. In the Global School-Based Student Health Survey carried out in a wide range of developing countries between 20% and 65% of school going children reported having been verbally or physically bullied in school in the previous 30 days. Similar rates of bullying have been found in industrialized countries. An estimated 150 million girls and 73 million boys under 18 have experienced forced sexual intercourse or other forms of sexual violence involving physical contact.

Child abuse in Asia: While certain child abuse and neglect issues are common in almost all countries at the global level such as physical abuse, sexual

abuse, emotional and psychological abuse, abandonment and, increasingly problems of street children, there are also many issues which are prevalent only in certain regions of the world. For instance, in Asia where population density is high, the issues of child labour and child sexual exploitation are also high. Political instability and other internal disturbances, including conditions of insurgency in many countries in Asia are also creating major problems, with increasing number of child soldiers, refugee children, trafficked children and children on the streets.

Child abuse in India

There is a large child population in India and a large percentage of this population is vulnerable to abuse, exploitation and neglect. There is also inadequate information about the extent of child abuse in the country. Barring a few sporadic studies, with limited scope, the attempt to understand the different forms and magnitude of child abuse across the country has been inadequate. The only information available annually is the crime data maintained by NCRB.

A look at the data maintained by NCRB shows that : (1) There is a record of only those crimes which can be registered under the IPC or other criminal Acts. Corporal punishment, use of children for creation of pornography, exposure etc. are not reflected in NCRB data as they are not offences under the IPC. (2) There is a gross under-reporting of crimes against children, which in itself is indicative of the low priority accorded to children by parents, caregivers and the police. Recently reported cases, in which the police did not even lodge First Information Reports (FIR) of missing children is indicative of this. The government, which has the onerous task of implementing constitutional and statutory provisions, is concerned about the lack of data in this area. It was felt that India needs both legislation as well as large-scale interventions to deal with the increasing incidence of child abuse.

Objectives of The Study

The present paper has the following objectives in interconnected with the child abuse: (a) To develop a comprehensive understanding of the phenomenon

Abstract

Around 40 million children under the age of 14 years are estimated to suffer from abuse and neglect around the world (WHO,99). After approximately a decade touched, still the prevalence of child abuse is in increasing trend in our country. There is a large child population in India and a large percentage



of this population is vulnerable to abuse, exploitation and neglect. There are many definitions of Child Abuse. The originally used definition is as follows: "Acts or omissions by a care-giver leading to actual or potential damage to health and development, and exposure to unnecessary suffering to the child".

Child Abuse : An Overview

of child abuse (b) To evaluate the magnitude and forms of child abuse (c) To sensitize the public about the serious danger of prevalence of child abuse especially child sexual abuse in the society (d) To give a layout about the existing legal framework to deal with the problem of child abuse in the country (e) To provide the inference which are derived from the National Study on Child Abuse titled "Study on Child Abuse:INDIA 2007"undertaken by Prayas Institute of Juvenile Justice,in collaboration with the Department of Women and Child Development, Ministry of Human Resource Development, Government of India (Now Ministry of Women & Child Development) with support from UNICEF & Save the Children Fund (UK). (f)To present the vital conclusions related to Child Sexual Abuse derived from a research on "Prevalence and Dynamics of Child Sexual Abuse among School going children in Chennai" (g) To accumulate the suggestions derived from the major studies, experts thoughts and others writings to curb the abusive incidences against the children and to protect the children.

Child Abuse Definition

There are many definitions of Child Abuse. The originally used definition is as follows: "Acts or omissions by a care-giver leading to actual or potential damage to health and development, and exposure to unnecessary suffering to the child".

In a handbook titled 'Managing Child Abuse (2004)' the wider definition is : "Anything which individuals, institutions, or processes do (acts) or fail (omissions) to do which directly or indirectly harms children or damages the prospects of safe and healthy development into adulthood". The World Health Organization Report on the Consultation on Child Abuse and Prevention (1999) proposed modified definition for Child Abuse Such as "Child abuse or maltreatment constitutes all forms of physical/and or emotional ill treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power".

The term 'Child Abuse' may have different connotations in different cultural milieu and socioeconomic situations. A universal definition of child abuse in the Indian context does not exist and has yet to be defined. According to WHO following are the various forms of abuse:

Physical Abuse : Physical abuse is the inflicting of physical injury upon a child. This may include burning, hitting, punching, shaking, kicking, beating or otherwise harming a child. The parent or caretaker may not have intended to hurt the child. It may, however, be the result of over-discipline or physical punishment that is inappropriate to the child's age.

Sexual Abuse: Sexual abuse is inappropriate sexual behaviour with a child. It includes fondling a child's genitals, making the child fondle the adult's genitals, intercourse, incest, rape, sodomy, exhibitionism and sexual exploitation.To be considered 'child abuse', these acts have to be committed by a person responsible for the care of a child (for example a baby-sitter, a parent, or a daycare provider), or related to the child. If a stranger commits these acts, it would be considered sexual assault and handled solely by the police and criminal courts.It was found by Mathur,K.M (1991),75% to 85% child sex offenders are someone that the child knows, loves or trusts. Some 45% are relatives, fathers, brothers, under-age or grown up cousins.

Emotional Abuse: Emotional abuse is also known as verbal abuse, mental abuse, and psychological maltreatment. It includes acts or the failures to act by parents or caretakers that have caused or could cause, serious behavioural, cognitive, emotional, or mental trauma.This can include parents/ caretakers using extreme and/or bizarre forms of punishment,such as confinement in a closet or dark room or being tied to a chair for long periods of time or threatening or terrorizing a child. Less severe acts, but no less damaging, are belittling or rejecting treatment, using derogatory terms to describe the child, habitual tendency to blame the child or make him/her a scapegoat. According to Hindustan Times, May 17,2005, it is an apposite to explain the emotional abuse that a 15 year old girl



committed burning herself and ended her life because she was unable to cope with harassment by a man living in neighbourhood.

Neglect: It is the failure to provide for the child's basic needs. Neglect can be physical, educational, or emotional. Physical neglect can include not providing adequate food or clothing, appropriate medical care, supervision, or proper weather protection (heat or cold). It may include abandonment. Educational neglect includes failure to provide appropriate schooling or special educational needs, allowing excessive truancies. Psychological neglect includes the lack of any emotional support and love, never attending to the child, substance abuse including allowing the child to participate in drug and alcohol use. According to **Kratcoski (1979)**, Social neglect includes failure to train or discipline a child.

Study on Child Abuse: India 2007 Result

This Study was undertaken by Prayas Institute of Juvenile Justice, in collaboration with the Department of Women and Child Development, Ministry of Human Resource Development, Government of India (Now Ministry of Women & Child Development) with support from UNICEF & Save the Children Fund (UK). The survey carried out across 13 states and with a sample size of 12,447, revealed that 53.22% of children reported having faced one or more forms of sexual abuse, with Andhra Pradesh, Bihar, Assam and Delhi reporting the highest percentage of such incidents.

Major Findings (Facts from EENET Asia News Letters, 2007)

1. Across different forms of abuse, and across different evidence groups, the younger children (5-12 years of age) have reported higher levels of abuse than the other two age groups.
2. Boys, as compared to girls, are equally at risk of abuse.
3. Persons in trust and authority are major abusers.
4. 70% of abused child respondents never reported the matter to anyone.

Physical Abuse

- i) Two out of every three children are physically abused.
- ii) Out of 69% children physically abused in 13 sample states, 54.68% were boys.
- iii) Over 50% of children in all the 13 sample states were being subjected to one or the other form of physical abuse.
- iv) Out of those children physically abused in family situations, 88.6% were physically abused by parents.
- v) 65% of school going children reported facing corporal punishment i.e. two out of three children were victims of corporal punishment.
- vi) The State of Andhra Pradesh, Assam, Bihar and Delhi have almost consistently reported higher rates of abuse in all forms as compared to other states.
- vii) Most children did not report the matter to anyone.
- viii) 50.2% of children worked 7 days a week.

Sexual Abuse

- a) 53.22% children reported having faced one or more forms of sexual abuse.
- b) Andhra Pradesh, Assam, Bihar and Delhi reported the highest percentage of sexual abuse among both boys and girls.
- c) 21.90% child respondents reported facing severe forms of sexual abuse and 50.76% other forms of sexual abuse.
- d) Out of the child respondents, 5.69% reported being sexually assaulted.
- e) Children in Assam, Andhra Pradesh, Bihar and Delhi reported the highest incidence of sexual assault.
- f) Children on street, children at work and children in institutional care reported the highest incidence of sexual assault.
- g) 50% abuses are persons known to the child or in a position of trust and responsibility.

No piece of legislation has been enacted to deal exclusively with child abuse in India. This article aimed at sensitizing the public by creating awareness on the issue of child abuse especially child sexual abuse in our country.



Child Abuse : An Overview

- h) Most children did not report the matter to anyone.

Emotional Abuse and Girl Child Neglect

- Every second child reported facing emotional abuse.
- Equal percentage of both girls and boys reported facing emotional abuse.
- In 83% of the cases parents were the abusers.
- 48.4% of girls wished they were boys.

These are the statistics that reveal the serious nature of child abuse prevalence in our country. The gravity of the situation demands that the issue of child abuse be placed on the national agenda. The Ministry on its part has taken measures such as the enabling legislation to establish the National and State Commissions for Protection of Rights of the Child, the Integrated Child Protection Scheme, the draft Offences against Children Bill etc.

Child Sexual Abuse Study Results (Facts from Research on prevalence & Dynamics of Child Sexual Abuse among School going Children, 2006)

Tulir-Centre for Prevention and Healing of Child Sexual Abuse with support from Save the Children-Sweden has undertaken a study among 11th Standard school going children in Chennai. The study was conducted among 2211 students from the schools in Chennai Corporation zone limits. 847 students were boys while 1364 were girls. The participants belonged to a range of Socio-Economic strata and School types. For the purpose of this research, the following definition has been arrived: (a) Child-Any person below the age of 18 years (b) Child Sexual abuse-Any behaviour by an older or more powerful person on a child for his/her sexual gratification.

Major findings of child sexual abuse research

- ❖ Out of a total of child 2211 participants, 939 had faced at least one form of sexual abuse at some point of time, that is, 42% of these children have faced sexual abuse in one form or the other.

- ❖ 48% of the boys who participated in the study had been abused. With regard to girls, the result shows that 39% of girls had faced abuse. When compared the result gives the impression that the abuse of boys is more prevalent than that of girls, this may not necessarily be indicative of the larger social realities. Due to male-dominant patriarchal nature of Indian society, abused girls are often disbelieved and/or blamed for their abuse, with abuse usually being associated with "loss" of virginity and notions of family honour often playing an extremely significant role in this process. This factor may hinder girls from disclosing about abuse faced by them.
- ❖ The most prevalent forms of sexual abuse are touching children's private parts (603), exhibitionism (384) and forcing and/or tricking children to watch Pornography (371). The other forms are made to touch offenders private parts (226), made to remove clothes (83), oral sex (131), sexual inter course (81). (Due to multiplicity of responses the arithmetic sum of individual prevalence figures for each of the abuse is more than the total number of children).
- ❖ Out of 847 boys students, 21% of boys were reported severe forms of sexual abuse. Out of the 1364 girls students 11% of girls were reported severe forms of sexual abuse, Here the oral sex, sexual intercourse, making the child to touch offender's private parts and making the children to take off their clothes are considered as severe forms of sexual abuse.
- ❖ (a) Abusers-touching child's private parts : In this category the abusers are stranger (35%), personal and/or family acquaintances (27%), extended family (17%), multiple abusers (16%), immediate family (5%).
- (b) Abusers making the child touch abuser's private parts : In this category the abusers are stranger (18%), personal and/or family acquaintances (43%), extended family



Child Abuse : An Overview

- (24%), multiple abusers (9%), immediate family (6%).
- (c) Abusers making the child watching pornography: In this category the abusers are stranger (8%), personal and/or family acquaintances (75%), extended family (8%), multiple abusers (5%), immediate family (4%).
- (d) Abusers-Oral Sex: In this category the abusers are stranger (12%), personal and/or family acquaintances (39%), extended family (24%), multiple abusers (11%), immediate family (14%).
- (e) Abusers-Sexual Intercourse: In this category the abusers are stranger (10%), personal and/or family acquaintances (41%), extended family (28%), multiple abusers (10%), immediate family (11%). The majority of the abusers in each form of abuse are people who are known to the child, whereas the strangers are more often than not a minority. The only two forms of abuse where the strangers constitute sizable number are touching the child's private parts and exhibitionism.
- ❖ As per the research findings, the most common tactic used by the abusers against children in order to abuse them is force. Equally relevant to notice in this data are two other often used tactics of abusers-trickery and making the children feel special in order to abuse them and to keep that abuse a secret, besides being blackmailed, given gifts and intimidated.
 - ❖ Out of a total of 939 children 360 children, that is 38%, had disclosed and sought help. As response to the disclosure of 360 children's disclosure of their abusive incidence 147 were helped, 91 asked to keep it as a secret, 16 were not believed, 8 were blamed, nothing changed (77), two or more of these (11), 10 got no response from the parent, friends and societies totally.

So child Sexual abuse is one of the most fundamental violations of the children's rights and

usually an underlying obstacle, to their overall development. While it is expected that children will be protected by adults and systems, including parents, families, teachers, community, and the State.

Important Legal frameworks to prevent and curb the abuse against children and to protect the rights of the Children

Constitution of India: The right to equality, protection of life and personal liberty and the right against exploitation are enshrined in Articles 14, 15, 15(3), 19(1)(a), 21, 21(a), 23, 24, 39(e) 39(f) and reiterate India's commitment to the protection, safety, security and well-being of all its people, including children.

International Conventions and Declarations

India is signatory to a number of international instruments and declarations pertaining to the rights of children to protection, security and dignity. It acceded to the United Nations Convention on the Rights of the Child (UN CRC) in 1992, reaffirming its earlier acceptance of the 1959 UN Declaration on the Rights of the Child, and is fully committed to implementation of all provisions of the UN CRC. In 2005, the Government of India accepted the two Optional Protocols to the UN CRC, addressing the involvement of children in armed conflict and the sale of children, child prostitution and child pornography.

Convention on the Rights of the Child (CRC) adopted by the UN General Assembly in 1989- The Convention prescribes standards to be adhered to by all State parties in securing the best interest of the child and outlines the fundamental rights of children, including the right to be protected from economic exploitation and harmful work, from all forms of sexual exploitation and abuse and from physical or mental violence, as well as ensuring that children will not be separated from their families against their will.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is also



Child Abuse : An Overview

applicable to girls under 18 years of age.

SAARC Convention on Prevention and Combating Trafficking in Women and Children for Prostitution emphasizes that the evil of trafficking in women and children for the purpose of prostitution is incompatible with the dignity and honour of human beings and is a violation of basic human rights of women and children.

National Policies and Legislations addressing Child Abuse

The major policies and legislations originated in the country to ensure child rights and improvement in their status are:

(1) National Policy for Children, 1974; 2) Report of the Committee on Prostitution, Child Prostitutes and Children of Prostitutes and Plan of Action to Combat Trafficking and Commercial Sexual Exploitation of Women and Children, 1998; (3) National Charter for Children, 2004 -Underlying the National Charter for Children 2004, is the intent to secure for every child the right to a healthy and happy childhood, to address the root causes that negate the healthy growth and development of children, and to awaken the conscience of the community in the wider social context to protect children from all forms of abuse, while strengthening the family, society and the nation. This Charter has the following sections on child protection: (4) National Plan of Action for Children, 2005 .

Related National Acts/Legislations

Major National legislations for protection of child rights and to prevent the children from child abuse, child sexual abuse in the country are:

(a) Bonded Labour System (Abolition) Act, 1976. (b) Immoral Traffic Prevention Act, 1986. (c) Child Labour (Prohibition and Regulation) Act, 1986. (d) Prevention of Illicit Traffic in Narcotic Drugs and Psychotropic Substances Act, 1987. (e) Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994. (f) Persons with Disabilities (Equal Protection of Rights and Full Participation) Act, 2000. (g) Juvenile Justice (Care and Protection

of Children) Act, 2000. (h) Commission for Protection of the Rights of the Child Act, 2005. (i) Prohibition of Child Marriage Act 2006.

Indian Penal Code

Under the Indian Penal Code, the following sections are enumerated to curb the children from

abuse: (i) Exposure and Abandonment : Crime against children by parents or others to expose or to leave them with the intention of abandonment {Section 317}. (ii) Kidnapping and Abduction : Kidnapping for extortion {Section 360}; Kidnapping from lawful guardianship {Section 361}; Kidnapping for ransom {Section 363 read with Section 384}; Kidnapping for camel racing etc. {Section 363}; Kidnapping for begging {Section 363-A}; Kidnapping to compel for marriage {Section 366}; Kidnapping for slavery etc. {Section 367}; Kidnapping for stealing from its person: under 10 years of age only {Section 369}. (iii) Procurement of minor girls by inducement or by force to seduce or have illicit intercourse {Section 366-A}. (iv) Selling of girls for prostitution {Section 372}. (v) Buying of girls for prostitution {Section 373}. (vi) Rape {Section 376}. (vii) Unnatural Sex {Section 377}. But no piece of legislation has been enacted to deal exclusively with child abuse in India (National Initiative for Child protection, 2000).

Conclusion

The present paper is an attempt to enhance the awareness of public about the prevalence of child abuse in our Country. It is clear from the facts and figures of this paper that the problem of child abuse is becoming very serious and it is the need of the hour to handle this problem on priority basis. The child abuse is a major evil, which totally affects the growth of the children's development and personality because of creating and manipulating the mental trauma to the children. Prof. de Silva (2007) argued Humiliating and degrading punishment will only make the children more aggressive and domestic violence, a phenomenon behind closed doors will only lead to more physical and emotional abuse of the children. Indian society



Child Abuse : An Overview

is not prepared to bring out such cruel happenings, as it is not ready to even discuss about child abuse, sex education to children. It is a universal problem that occurs across gender, caste, religion, ethnic and socio-economic groups (Veronica, 2007). Sexual abuse of children is disturbing, abhorrent and very often an indescribable crime but the unfortunate reality is that it exists. When children do not feel safe, their other rights are endangered. While it is the responsibility of all of us adults to be the primary safe guards to care for and protect the interest of children, with continually increasing incidences of abuse of children being reported, there seems to be a failure in this most basic obligation. So what we have to do is creating awareness among the people to protect our ever-biggest asset, that is, children from being abused. Since prevention is better than cure, the parents, teachers, professionals like doctors and the volunteers of non-governmental organization should teach the children about the possibilities of being abused.

Recommendations

Following are the recommendations derived from the other writings and discussions with the experts and colleagues with those who are being interested in protect the child rights:

- The present National Policy on Children 1974 needs to be revised. There is an urgent need for a separate National Child Protection Policy. So, every state should then set up a State Commission for the Protection of Rights of the Child and formulate Plans of Action for Child Protection at the village, taluk, district and state levels.
- Mechanism for Child Care and protection: There is a need to create a mechanism which may include child care and protection mechanisms at village, block, district and state levels which involve parents, elected representatives of urban and rural local bodies, teachers, anganwadi workers, medical practitioners, police and social workers and responsible members of public among others.
- The media should be used to spread awareness on child rights. Debates and discussions with participation of children can be a regular feature on electronic media in order to enhance people's knowledge and sensitivity on child protection issues (National Study on Child Abuse, 2007).
- Schools should be encouraged to institutionalize 'Personal Safety Education', a curriculum for children that aims at prevention of sexual abuse by helping children participate in their own protection through age-appropriate information, skills and self esteem.
- Professionals at the frontline of working with children, such as teachers, medical professionals, school counsellors, police personnel should be sensitized and trained to appropriately respond to child sexual abuse, for prevention, detection and management perspectives.
- NGOs and other civil societies should be made aware of sexual abuse of children, trained to respond to this issue and helped to address it as a crosscutting concern within their existing framework of activities with children and adult stakeholders (Research on prevalence and dynamics of Child Sexual Abuse, 2006).
- India has to enact a new Code for Child Rights to go by the U.N. Convention on the Rights of the Childs of which India is a signatory (Justice V. R. Krishna Iyer, 2007).
- As per (Poongothai Aladi Aruna, 2007) the former Minister for State of Tamil Nadu's word of honour, the Department of Social welfare will have to initiate steps as soon as possible to establish a special cell to deal with the physical, emotional and sexual abuse of children and create awareness among the public on these vicious social issues.
- The legal practitioners forum should voluntarily advocate at free of cost in the child abuse cases for the benefit of the children and in parallel way for the benefit of the growth of country.



Child Abuse : An Overview

- School teachers have to be trained to handle the misbehaving students through guidance and counselling instead of corporal punishments.
- Stringent Laws should be enacted to completely curb child abuse and sex tourism in the country, which will prevent the child trafficking indisputably. There is a plethora of children's issues that the state needs to tackle aggressively-begging, child labour and sex work being the most urgent ones (Hindustan Times, March 29, 2006).
- Parents should participate voluntarily in the campaigns against child abuse and should suggest protection strategy to their children in child-friendly manner.
- **Recommendation to Criminal Justice System** - In his writing. Shri Sharma, DIG (2004) suggested, police have to be trained in handling the child abuse cases. They must be sensitized in interacting with the victims and their parents. They should have fundamental understanding of child psychology and development. The police should be very sympathetic to the victim as well as to his/her family. It should console the latter which would help them to come out of the shock and a sense of depression. They must ensure proper legal assistance to the victim whenever it is needed. The Supreme Court of India has directed that an advocate should be appointed by the Court for the victim. (Crl WP No.362/93-Delhi Domestic Working Women's Forum vs Union of India & Others). The judicial officers also should be sensitized and should know child development and behaviour well to deal with these problems.
- Networking with Child helpline (a 24 hour nationwide helpline for children) should be strengthened for this purpose, so that an effective reporting mechanism may be developed for the Child Domestic Workers facing abusive circumstances (Abuse among Child Domestic Workers, 2005). Likewise, the children data should be directly collected by

the interviewers with them from playgrounds, schools, parks, and tuition centres. During this, the children should be made aware about the services and free helpline of Childline. By doing so, fearlessly they can ring up to childline(1098) and can inform the abusive incidents when they are in the hands of abusers.

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Key Words

Terror Triangle, Counter Terror Sleuths, Known Unknowns, Unknown Unknowns, Credibility Gap Cognitions, Physical Terrain Mapping, Counter-Violence, Non Enemies, Value-based, Performance, Cultural Intelligence, Psycho-Behavioural Operations, Optimising Cultural security, Alienated, Holistic efforts, Organic human profiles

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Managing Low Intensity Conflicts

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Introduction

Not very long back, there was a newspaper report to the effect that tribals in Chattisgarh are facing the terror brunt from all the three sides -the naxals, the security forces and the locally sponsored self defence groups. It may not be an absolute truth but the contrary is also not liable to be completely discarded. Nevertheless, it throws open a big question before all of us. The question, which is valid across the globe, hits the basic premise, 'what are we looking for?' Is there anything important for our security forces to know while undertaking operations against the target groups?

Best way to visualize what could be wrong in our approach is to step into the shoes of the local habitats. We would then soon realize that it is not only relevant to ascertain 'who our enemy is', it is equally crucial to demarcate 'who our enemy is not'. This holds good for all those conflict zones on the internal security grid where the local populace lives in the constant fear of a 'terror triangle'. Technologically exported global terror, a major cause of concern for all, already keeps the common man bewildered about what may be the next untoward threat lurking in the dark, and waiting to raise its ugly head the next moment.

And as if that is not enough, the known 'counter terror sleuths' too, at times, leave behind a chilling impact that cuts across the bones of these masses, notwithstanding the pressures of the self defence groups that they have to live with. Thus, one is left really confused in this world of the 'known unknowns' and 'unknown unknowns'. A significant 'credibility gap' is thereby constantly perpetuated.

Human Terrain Mapping

Mere physical terrain mapping, however, is not sufficient. This aspect, however, assumes prominence due to the sizable number of Armed

Forces that are pumped into the conflict zones to counter the violence, as in extreme situations counter-violence becomes the only alternative. The forces which are trained to undertake surgical operations on the detection of the 'enemy' often fail to differentiate 'who the enemy is not'. During the unguided operations, therefore, many more casualties of trust, goodwill and hopes find their way which totally negate the impact of whatever progress we would have made in sanitizing the given area.

It is here that we must relearn our lessons when we are not being humane towards the 'non enemies'. The way one analyses the geographical terrains in the area of operation in terms of safe routes or alternate routes, IED prone areas or sanitized segments, contours or the local camouflage etc; similarly one has to conduct the human terrain mapping (HTM). This appears essential for two reasons. One, the enemy is well blended in the general populace and non-segregation may lead to avoidable torture and thereby the alienation of the 'non enemy'. Two, the forces would fail to achieve 'value-based' performance which has a propensity to further widen the credibility gaps in the system.

Pragmatic Approach

'Value based' performance should not be taken to mean the creation of 'sources' for effective operational results. Creation of 'sources' in these conflict zones is altogether a different ball game where a person is approached by the forces or agencies with a definite motive and his weaknesses are exploited for a favourable operational outcome.

Mostly such people are spoilt professionals who have the potential to make the crossover. HTM is not concerned with a mere knowledge of such people for operational intelligence. Rather it takes a pragmatic approach to a 'cultural intelligence'



about the local people so that the 'non enemies' are not confused with the real 'enemies' or vice-versa. We must try to know the local people as intimately as a mother knows her child. We would then be able to undertake various psychobehavioural operations to make a mark and indirectly wipe out the 'enemy'. Needless to say that none of the sides in this dangerous game of fierce guns and explosives can survive without the public support, be it covert or overt. Optimising the proper use of the support base of the local people, not for operational intelligence, but for meaningful intervention and stabilization holds the key to success in today's era of proxy war.

Politico-Security

One may also have to think in terms of 'politico-security' to usher in the democratic process so that people have an alternate viable option to the 'terror dictats'. Understanding behavioural dynamics of the local population, given the socio-cultural and the economic constants, is sine-quo-non for peace to return pronto and that too with the desired stability. Like in the body, the holistics of the system too needs to be well understood before the surgeon decides where to cut and how deep, notwithstanding the past and future sustenance of the concerned patient.

Multifaceted Interface

Hence, the HTM concepts necessitate multifaceted sociocultural interface in the region with the help of experts dealing with various facets of life. It may range from a political worker to the social or human rights activists; psychologists, doctors, lawyers, musicians, playwrights, journalists etc. to the historians. This leads us to the need for an advisory team consisting of the above in the given zone of conflict to guide the captains of the security forces working in that area so that they do not miss the mark. Physical security, in fact, would tend to become redundant if carried out without 'cultural security' where a person loves to sustain himself along with cognitively nurtured 'self-emotions'. War of perceptions is, nonetheless, far more potent than a war of guns in this democratized world of

ours where each human being deserves a humane treatment, much less the essential social respect.

It is not difficult for the police chiefs or the commanders of the para-military forces to get attuned to the HTM. They are well aware of the importance of the 'Human Mapping' of the soldiers they lead in order to ensure that they be counted amongst effective leaders. A well-considered extension of the human terrain approach shall assist them to lead well in the 'physical terrain' they are asked to operate within.

In the social set up where people are not alienated with the local administration and systems of self-governance are more or less in place with a participative mode, we have been trying various models of community policing and drawing synergies out of the holistic efforts. In low intensity war zones, till we reach such a point, MTM provides an effective tool. Since 'security' and 'development' in these areas remain part of the vicious circle of abnormality, one being taken as excuse for the other and vice-versa, security forces got to take a lead. The concepts of area dominance have to shift from inorganic physical terrains to organic human profiles.

Conclusion

- Technologically exported global terror, a major cause of concern for all, already keeps the common man bewildered about what may be the next untoward threat lurking in the dark, and waiting to raise its ugly head the next moment. And as if that is not enough, the known 'counter terror sleuths' too, at times, leave behind a chilling impact that cuts across the bones of these masses, notwithstanding the pressures of the self defence groups that they have to live with. Thus, one is left really confused in this world of the 'known unknowns' and 'unknown unknowns'. A significant 'credibility gap' is thereby constantly perpetuated.
- Understanding behavioural dynamics of the local population, given the socio-cultural and the economic constants, is sine-quo-non for

Abstracts

The security forces, as part of their compartmentalized notions, generally develop two types of cognitions towards the public in such conflict zones, either in terms of their being a part of terror support structure or a potent conduit of the information about them. It is beyond these particularities,



that we have to understand the concept of 'Human Terrain Mapping'. Secondly, it is also in sharp contrast to the 'physical terrain mapping' which otherwise forms a part of the 'learnings' of the security forces for dominating the area to reverse the lose-win situation.

Managing Low Intensity Conflicts

peace to return pronto and that too with the desired stability. Like in the body, the holistics of the system too needs to be well understood before the surgeon decides where to cut and how deep, notwithstanding the past and future sustenance of the concerned patient.

- Physical security, in fact, would tend to become redundant if carried out without 'cultural security' where a person loves to sustain himself along with cognitively nurtured 'self-emotions'. War of perceptions is,

nonetheless, far more potent than a war of guns in this democratized world of ours where each human being deserves a humane treatment, much less the essential social respect.

- Since 'security' and 'development' in these areas remain part of the vicious circle of abnormality, one being taken as excuse for the other and vice versa, security forces got to take a lead. The concepts of area dominance have to shift from inorganic physical terrains to organic human profiles.



A Grain of Evidence

H.S. Bhawara*

Introduction

Pollen and spores are important form of trace evidence, which can help in linking a suspect to a crime scene. This branch of forensic science that deals with the study of Pollen grains and spores as evidence in the court of law is known as Forensic Palynology. Experts in forensic pollen analysis are called palynologists. They can determine whether the pollen species and patterns found on a suspect are characteristic of a particular area. It is not just the identity of the pollen that is important, but also the way in which it is dispersed, known as pollen rain. Each area has its own type of pollen rain that depends upon its native flora.

In its broader application, the field of forensic palynology also includes legal information derived from the analysis of a broad range of microscopic organisms--such as dinoflagellates, acritarchs, and chitinozoans--that can be found in both fresh and marine environments (Faegri et al., 1989). However, in most sampling situations forensic palynologists rarely encounter these other types of organisms because most are restricted to fossil deposits.

Pollen is the male sex cells of flowering or cone-bearing plants. It is microscopic and found on nearly every surface and object, so suspects will be carrying it, unknowingly, on their clothes, hair, and body. Because of their microscopic entity, pollens are different types of trace evidence found at the scene of crime. In almost every case pollens are expected to be present, be it in wearing apparels, body parts especially in hairs, shoes, etc. However, forensic palynology has not made much headway in India because of the difficulties and problems that are encountered in their isolation and identification work.

Pollen grains can be differentiated by their external morphology, which may be circular, ovate, bean-

shaped, spinecular, etc. Their variable shape, size, aperture, and wall characteristics are very helpful in their identification. The exine (outer layer) of the pollen is resistant to acetolysis, physical and biological degradation. Because of this property of exine, pollen grains can be found well preserved at a crime scene for a long period. They are carried by different media such as air, animals including man, insects such as bees, butterfly etc.

Soil, dirt, and dust are common elements at almost every crime scene. As such they should be collected carefully because often these elements contain abundant pollen and spores. Samples of dirt collected from the clothing, skin, hair, shoes, or car of a victim might prove useful in linking the victim with the location where the crime occurred. The same would be true of any suspects thought to be associated with a crime. Mud found on a stolen vehicle, or a vehicle used in a crime, could link the vehicle with the scene of a crime or link it to the place from which it was stolen. Dirt found associated with other objects or other types of conveyances (i.e., airplane, bicycle, motorcycle, boat, etc.) thought to be associated with a crime also might yield pollen evidence useful in linking those items with a specific crime or a specific geographical locale. In this paper an attempt has been made to highlight the significance of pollens in forensic problems.

Why Pollen Study?

There are a number of reasons why the analysis of pollen and spores have become useful in a number of scientific studies and they are as follows:

- **Chemical resistance:** They have a very tough outer coat (the exine) which enables them to survive better and longer than other biological materials. This property renders them resistant to chemical attack so that strong acids and

Key Words

Pollen Grains, Forensic Palynology, Trace Evidence, Pollen Rain, Palynologist.

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Abstract

Pollen grains are important form of trace evidence, which can help in linking a suspect to a crime scene. Such a branch of Forensic Science that deals with the study of Pollen grains and spores as evidence in the court of law is known as Forensic Palynology. Experts that deal with the forensic pollen analysis are called as Palynologists. Palynologists can determine whether the

A Grain of Evidence

alkalis can be used to remove other organic material leaving the pollen and spores for identification.

- **Identification:** The second useful feature is the variation in the form and sculpture of the resistant outer coat. This provides a means of identifying the plants that produced the pollen and spores under investigation.
- **Production:** Pollen grains and spores are produced in vast quantities which means that identification can be made quantitative rather than just noting presence or absence of particular types.

Palynological Study :An Evidentiary Value

Types of samples used for Palynological analysis in Forensic Science are:

- Soil and dust from the alleged crime scene.
- Soil and dust from the alibi scene.
- Soil and dust from the victims clothing and/or shoes.
- Soil and dust from the suspects clothing and/ shoes.
- Scrapings from finger nails.
- Hair combings.
- Soil from tyres.
- From nostrils, ears or possibly lungs.

Forensic Palynology :A Procedural Guide

In forensic palynology the collection and extraction of pollen and spore assemblages from samples are critical aspects. Improper collection of samples and/or the accidental contamination of forensic samples will produce inaccurate results. Not only can this lead to misinformation, but improper collection and handling of forensic samples can be used to dismiss resulting data as invalid evidence. When determining what kind of materials one should select for pollen forensic studies, the following three aspects should be considered:-

- 1 What type of materials should be collected?
- 2 How should the materials be collected and by whom? and
- 3 How should samples be treated once they are collected

The most important consideration that should always be foremost in the mind of the person collecting forensic samples is to make sure that all collecting tools and all collection containers are free of pollen contamination.

The suspected clothing and article are placed on the table and beaten with a stick. Dirt and dust that comes out are collected and kept in 70% ethyl alcohol. Slides are then prepared for the presence of pollen grains according to the method given by Nair (1960) which employs:

- i. Crushing of suspected pollen with a glass rod followed by sieving through a fine mesh.
- ii. Staining the content with safranin (1%) and washing the content with water until the supernatant in the centrifuge is colourless.
- iii. After washing, dilute glycerin is added followed by acetolysis with 1 ml of concentrated sulphuric acid in 9 ml of acetic anhydride.

Mounting of pollen grain is done in glycerin. When seen through the microscope, the acetolysed pollen looks brown in colour, with varied shape according to the species.

Problem of Identification of pollen taxa

Large pollen grains often shows the equatorial view and rarely the polar view could be observed, which might cause difficulty in the determination of pollen shape. It is also true that large grains might cause bubbles during the preparation of pollen slides obstructing observation of the grains.

Pollen Identification Ability

Identification might be difficult when the pollen features were not prominent and also when the total acquired pollen was not sufficient to give conclusions. But for forensic application, at the



A Grain of Evidence

present time, it is possible for the identification of the taxa at least to the level of family. Identification of the pollen to family could supply the scope of plant distribution as well as certain special environmental information from the pollen. Such information could provide clues for criminal investigation.

Caution for forensic application:

Avoid contamination and pollution before collection: The instruments must be clean before the collection. Pollen grains are too small to be seen by the naked eye so that the blank test must be done to ascertain that there was no pollution of the instruments and tools.

Avoid contamination during collection of pollen grains: Collection of atmospheric pollen grains from clothes must take several different steps so that the contamination can be avoided at each step.

Documentation of pollen evidence: Microscopic photos should be done to keep the pollen evidence permanent.

Keep the clothes for evidence: Important clothes of the criminal must be kept in a cold condition to maintain the useful evidence long enough for further investigation.

Explanatory ability: Pollen evidence can furnish the plant habitat and pollen dispersion data including climatic conditions and pollen dehiscence time, so that the criminal scene could be obtained from pollen data. But the data should be treated carefully before application.

Case Studies

To illustrate how important, and diverse forensic palynology has become, we have briefly examined a number of actual circumstances where these types of techniques have proven useful. In most of these cases the palynomorph data were an important factor in either solving the case, or they were used to identify and link a suspect to the scene of a crime.

- ❖ One of the earliest reported cases using

palynology occurred in Sweden in 1959. A woman was killed in May during a trip in central Sweden. Palynological examination was done to determine whether or not the woman was killed where she was found or the murder took place elsewhere and then the body was dumped at the site of the alleged crime scene. The examination suggested that the murder took place elsewhere because the dirt lacked pollen from plants common in the area where the body was found (i.e. *Plantago*, *Rumex*, and *Grasses*). However, the later interpretation was that murder took place in May because the Pollination during that time was over (Erdtman, 1969). Mildenhall (1988) suggested that pollens may be present in the dirt collected from the clothings, skin, hair, shoes, or car of a victim and might prove as useful links between the victim and scene of crime.

- ❖ In an alleged rape case, Horrocks & Walsh (1999) compared the pollen assemblages of the rape victim's clothing and the suspect's clothing with soil samples taken from the alleged crime scene and the alibi scene. The two scenes were only 7m apart but could be differentiated on the basis of pollen assemblage. The clothing samples showed very close correlation with each other and the crime scene in the amounts of pollen types present. This strongly supported the allegation that the suspect had been at the scene of the alleged crime.
- ❖ A study by Horrocks, Coulson & Walsh (1999) was carried out to establish the value of comparing pollen assemblages in soil samples taken from and between consecutive shoeprints within a localized area. The results indicated that pollen assemblages from soil on shoes do not differ significantly from assemblages in the prints in soil made by those shoes. This demonstrates that examination of soil samples for pollen from shoes can provide evidence to suggest an association between suspects and crime scenes.

pollen species and patterns found on a suspect are characteristic of a particular area. It is not just the identity of the pollen that is important, but also the way in which it is dispersed, popularly known as pollen rain. Pollen evidence can furnish the plant habitat and pollen dispersion data including climatic conditions and pollen dehiscence time, so that the crime scene could be obtained from pollen data, but the



data should be treated carefully before application.

In India, this important area has not received much attention. The present article highlights the significance of pollens in forensic problems. If due attention is given to this important aspect, many cases of adulteration of food and other eatables such as honey, milk etc and cases of rape, murder and kidnapping etc can be solved easily.

A Grain of Evidence

Other types of cases in which palynology has been successfully used other than those discussed above are :

- Plane crashes, e.g. the Ruidoso, New Mexico plane crash (Graham, 1997).
- To establish the provenance and travel history of illicit drugs, e.g. Mildenhall, 1990 & Stanley, 1992.
- In terrorist cases, e.g. Pereira & Cook, 1979.

Conclusion

Pollen can be used as a very valuable evidence in many cases and it is a technique that could be applied and developed for use in forensic science. It is probably because of its microscopic size that pollen is often overlooked as a line of evidence and it needs specialist skills for identification, but it can be of great value in determining location and time of year. In all of the different types of cases looked at above, the main forensic application of pollen analysis is in providing associative evidence, i.e., assisting to prove or disprove a link between people and objects with places or with other people.

In India, however, this important area has not received much attention. If due attention is given to this important aspect, many cases of adulteration of food and other eatables such as honey, milk, etc and cases of rape, murder, kidnapping can be solved easily. Pollen evidence has also become significant in determining the manner and time of death, source of origin of illegal drugs and their route through which it has probably been transported. Although palynology has so far been neglected, it is hoped that sooner or later, forensic palynology will be used in several crime solving exercises especially in cases of rape, bestiality, murder, illegal drug trafficking etc. when other evidence may not be available.

Acknowledgements

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Management of a Police Welfare Programme: "Arogya Bhadrata Scheme" in Andhra Pradesh - A Study

Dr. G. Siva Rama Sarma*

Introduction

Police duty demands day and night service. There will be no fixed hours of duty. Police personnel are more prone to get into serious health problems due to exigencies of their duties and the connected professional hazards. In spite of the fact that the Government of Andhra Pradesh is doing its might to give monetary assistance to the police personnel who get into serious health problems, but due to some procedures they are not getting the assistance in time. And some assistance is also extended from police welfare fund by the Inspector General of Police, welfare. Since the expenditure involved in attending to the heart problems and kidney problems are very heavy, the assistance given by the government as well as by the department has become much insufficient. Moreover, the reimbursement facility (Rs.50000/-) extended by the Government of Andhra Pradesh is available only if the treatment/operation takes place in Government hospitals. Because of these hard realities the scheme "Arogya Bhadratha" ('Arogya' means Health, 'Bhadratha' means Protection in Telugu i.e. Health Protection) has been designed and is being implemented. This scheme is designed to suit all ranks in the department.

Objectives

As per the Police Department the scheme has been designed with a view to achieve the following objectives:

- To relieve mental tension among police officers and men when they have to undergo major operations.
- To give treatment and undertake operation in super specialty hospitals.
- To pay the money directly to the hospitals where the operation/treatment is done.¹

The scheme has started functioning from 15/1/1992. The membership of this scheme is open to all categories of employees working in the Andhra Pradesh Police Department. Without exception, every one in the department should become a member of the Health Protection Scheme "Arogya Bhadratha". Each member is provided with identity card duly affixing stamp size photograph of the member and his/her family members.

The scheme is managed by a managing committee consisting of 11 members including the Chairman and Vice-Chairman. The Director General and Inspector General of Police will be the ex-officio Chairman. Inspector General of Police, Welfare and Sports will be the ex-officio Vice-Chairman and other members will be nominated by the Chairman. The term of the nominated members is two years and they continue in office till the Chairman nominates new members in their place.

The Managing Committee appoints a Secretary who is responsible for administration of the trust and to look after the various aspects of financial management such as keeping accounts of

Key Words

Arogya Bhadratha (Health Protection), Professional Hazards, Health Problems, Mental Tension, Managing Committee, Super Specialist Hospitals, Third Part Administrator, Reimbursement, Unit Officers, Referral and Accredited Hospitals, Subscriptions, Identity Cards.

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Abstract

Since Police Personnel are more prone to get into serious health problems due to the exigencies of their duties and the connected professional hazards, the Arogya Bhadrata Scheme is designed to take care of the serious ailments or medical condition of police personnel through identified super specialty hospitals in Andhra Pradesh.

Management of a Police Welfare Programme: "Arogya Bhadrata Scheme" in Andhra Pradesh - A Study

subscriptions/reimbursements of money and others received, maintaining Bank accounts, making investments, releasing payments to the hospitals, etc.

Funds

The Arogya Bhadratha Trust ordinarily obtain funds from the following sources;

- 1 Monthly subscriptions from members. Each employee is to pay Rs. 250/- per annum deducted from the pay in two installments of Rs. 125/- each from the salary drawn in the months of January and July.
- 2 Government reimbursement of the individual member medical expenses.
- 3 Grant-in-Aid from the Central Welfare Fund of Andhra Pradesh Police Department.
- 4 Donations, Charities and Grants from the State/ Union Government/Local Bodies/ Associations, etc.
5. Other miscellaneous revenue (interest on bank balances).

The scheme is essentially designed to provide in patient/ out patient treatment in serious ailments/ medical conditions identified and notified by the Board Trust from time to time. The scheme does not envisage referring members to accredited hospitals for general check-up, routine investigations, diagnostics, tests, treatment of women ailments, etc.

The scheme identifies number of super specialty/ single specialty hospitals and these are accredited for the purpose of extending medical treatment to the members, employees and their family members. The payment to these hospitals is made as per agreed tariff, which is normally not more than what is charged by Nizam Institute of Medical Sciences, Hyderabad. The scheme authorizes the unit officers to refer the patients to accredited hospitals. See the list of accredited hospitals in Annexure-I.

Third Party Administrator (TPA)

M/S Expert Health Care Management Services India

Limited, Srinagar Colony, Hyderabad is appointed as Third Party Administrator for a period of 3 years w.e.f. 20/10/2006 to ease the work of Arogya Bhadratha. The TPA is entrusted with the work pertaining to service of medical bills on par with NIMS/CGHS Tariff and to suggest on the coverage of disease enlisted in the circular. Further, the Third Party Administrator has to monitor and evaluate new hospitals for considering their empanelment under Arogya Bhadratha Scheme.

Procedure for obtaining Treatment at Network Hospitals and Arrange Payments/Claims/ Reimbursement

Member requiring Treatment

Unit Officer SP/DCP/DIG/IGP/DGP

Issues Referral Letter (3 copies - Hospital, Third Party Administrator, Member)



Member approaches the Network Hospital



Credit Treatment taken at the Network Hospital for approved services/supplies



Member gets discharged availing treatment



Hospital sends all the specified documents to Secretary, Arogya Bhadratha Trust



Bill forwarded by Secretary, Arogya Bhadratha Trust to TPA



Third Party Administrator scrutinizes bills

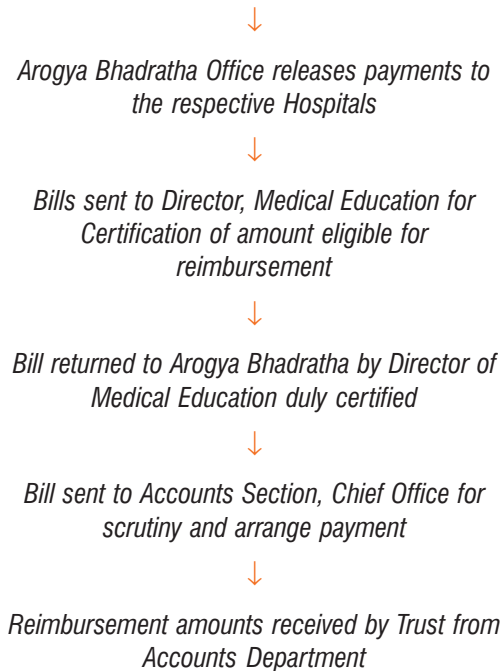


Transmission of scrutinized bills to Arogya Bhadratha Office



Re-scrutiny at Arogya Bhadratha Office

Management of a Police Welfare Programme: "Arogya Bhadrata Scheme" in Andhra Pradesh - A Study



The Arogya Bhadratha Scheme authorizes the Unit Officers to refer the patients to accredited hospitals as per the laid down norms by the scheme and the member accordingly approaches the hospital. The member gets discharged after availing required treatment from the hospital. The concerned network hospital sends all the specified documents to TPA which is considered as a scrutinizing authority. The scrutinized bills will be submitted to the Arogya Bhadratha Office. Finally, Bhadratha office releases payments to the respect hospitals. The Secretary of the scheme has also been authorized to claim reimbursement from the Government on behalf of the employees for the treatment carried out under the scheme and credit such reimbursement amount to the scheme. The employees are required to submit an undertaking in the prescribed proforma before taking advantage of the treatment that he would not file claim for reimbursement.

The Unit Officers have been permitted to refer the Police Personnel and their departments, for the listed diseases under the Arogya Bhadratha Scheme. It may be observed that only the unit officer is authorized to make referral to the accredited hospitals under the scheme. It is only under extreme emergent circumstances when the

member of the scheme or his dependent requires urgent and immediate treatment and authorized officer is not available that alternate authorized officer has been permitted to sign on behalf of the unit officer.³

Eligibility

All categories of employees working in police department on regular basis are eligible to become members. All regular employees who are on deputation with other departments are also eligible to become members. Each member is provided with identity card duly affixing stamp size photograph of the member and his/her family members (his/her spouse and their children restricted to 3 only) attested by their unit officer and Secretary, Arogya Bhadratha Scheme which will help him in emergency to obtain treatment at accredited Hospital. The benefit of the scheme is available to the member and his/her spouse as long as he/she continue in service. This scheme excludes employed sons and married daughters.

The Table I indicates the Arogya Bhadratha activities from 1-1-2004 to 27-10-2007. figures given therein would give clear picture that Arogya Bhadratha scheme is very much utilized by the employees of the Police Department and the figures would also ventilate the major health problems of police personnel. The scheme has become very popular in serving the police personnel in Andhra Pradesh state.

Perception of Police Personnel

The main aim of the scheme is to relieve mental tension among police personnel and officers when they have to undergo major operations in super specialty hospitals and to pay the money directly to the hospitals for the operation or treatment done. The bills will be presented by the hospitals and these will be cleared out of Arogya Bhadratha funds. The Arogya Bhadratha Scheme has listed out serious ailments or medical conditions covered under this scheme.

A semi-structured questionnaire is used in order to know how the scheme is being utilized in Andhra



The main objective of the scheme is to relieve mental tension among police officers and men when they have to undergo major operations.

The membership in this scheme is open to all categories of employees working in the Police Department. The scheme is managed by a Managing Committee headed by the Director General of Police. The opinions of the Police



Management of a Police Welfare Programme:
"Arogya Bhadrata Scheme" in Andhra Pradesh - A Study

Table I :Arogya Bhadratha Activities From 01-01-2007 To 27-10-2007

S. No.	Description		
1.	Total No. of Members	89829	
2.	Monthly subscription for ABS members	Rs. 250 pa	
3.	No. of new members enrolled	5861	
4.	Subscription received per month	Rs. 53.89 lakhs	
5.	Reimbursement received from Govt of AP from 2004 to 2007		
	Year	Amount (in Crores)	
	01/01/2004 to 31/12/2004	2.47	
	01/01/2005 to 31/12/2005	6.75	
	01/01/2006 to 31/12/2006	7.84	
	01/01/2007 to 27/10/2007	9.71	
	Total	26.77	
6.	No. of Patients taken treatment in Network Hospitals and Hospitalization expenditure year wise from 2004 to 2007.		
	Year	No. of Patients	Amount (in Crores)
	01/01/2004 to 31/12/2004	2428.00	6.86
	01/01/2005 to 31/12/2005	2271.00	8.08
	01/01/2006 to 31/12/2006	3416.00	12.25
	01/01/2007 to 27/10/2007	2245.00	7.21
	Grand Total	10360.00	34.40
7.	No. of Medical Bills pending for payment to Network Hospitals as on date	644.00	Worth of Rs. 2.58 crores
8.	Cash on hand (as on 27/10/07)	Rs. 79.22 lakhs	

(Source : Arogya Bhadratha Office, Welfare Division, DGP Office, Hyderabad.)

Pradesh, covering 100 sample police personnel which include, 80 Constables, 13 Head Constables/ ASIs and 7 Sub Inspectors in Ranga Reddy District. In this questionnaire a question is included on the sample police personnel of the 100 members to know that towards which treatment and for which ailment and how many of them have utilized the financial assistance given from the scheme.

An analysis of data presented in Table II reveals that sample respondents out of 100 members 88 of them have not taken any type of treatment under this scheme. Twelve percent of the total respondents have reported that they have availed the treatment under this scheme. On the whole, Arogya Bhadratha is serving the purpose of the police personnel for which it was instituted.

Personnel have been taken by administering a semi-structured questionnaire on the functioning of the scheme.

The data furnished by the department and some of the respondents reveal that the scheme is being implemented by the A.P. Police Department very effectively.

Management of a Police Welfare Programme:
"Arogya Bhadrata Scheme" in Andhra Pradesh - A Study



Table II : Statement showing the distribution of the sample respondents regarding ailment.

S. No.	Types of Ailment	No. of sample Police personnel
1.	Heart problems	4%
2.	Kidney problems	2%
3.	Other operations	5%
4.	Other ailments	1%
5.	Not availed	88%
	Total	100%

Treatment

The treatment under this scheme would be given in referral hospital recognized and referred by the police department. Under this scheme, almost all referral hospitals are in cities only; hence, police personnel serving in remote place should be allowed to admit themselves in local hospital for first aid treatment. After that, they have to get permission from the authorized office for getting admission and treatment in the earmarked hospital under this scheme. The Police personnel are of the opinion that in spite of having an identity card along with them, they have to get the permission from the authorized officers for getting themselves admitted in the referred hospital and to receive the treatment. Due to some unavoidable circumstances, if the police personnel can not get permission letter from the authorized officer, they may be permitted by the department by merely showing the identity card, and may be given treatment depending upon the ailment.

Feedback

In order to know about the police personnel's opinion on services of hospitals a question is asked and all the 12 respondents who have undergone treatment said that the treatment was good. So it may be noted that the services rendered by these hospitals are to the satisfaction of police personnel.

The monthly subscription from the number of police personnel forms the major source of income to the scheme. A question regarding the adequacy of the

subscription is administered and the opinion of the sample police personnel is presented in the Table - III.

Table - III : Statement showing opinion of sample police personnel regarding subscription from members to Arogya Bhadrata Scheme

S.No.	Opinion of the Respondents	No. of sample Police personnel
1.	Adequate	89%
2.	Inadequate	11%
	Total	100%

The above analysis reveals that 89 police personnel are of the opinion that the rate of subscription is adequate for generating the required fund under this scheme. The Arogya Bhadrata also gets Government reimbursement, grant-in-aid from Central Welfare Fund of Andhra Pradesh Police Department, donations, charities and grants from the state, etc. Hence, the 89 percent police personnel feel that it is not necessary to enhance the subscription charges. However 11 members have noted that the premium amount may be enhanced to some extent. They are of the opinion that this type of enhancement would benefit the number for getting more financial aid for the costly medical treatment under Arogya Bhadrata scheme.

The sample police personnel have also noted their opinion on the problems in Arogya Bhadrata scheme. The police personnel have expressed their opinion that the listed ailments or medical conditions are not sufficient to the police department as mentioned in the scheme. The accredited hospitals to Arogya Bhadrata scheme are not situated in certain districts. The dependent parents of the police department are not covered under the Arogya Bhadrata scheme. The police personnel expressed their opinion that by mere showing their identity cards they must be allowed to take treatment. The police personnel must be referred by the unit officers; other wise, it may lead to certain problems for getting timely treatment.

The sample police personnel were requested to



Management of a Police Welfare Programme: "Arogya Bhadrata Scheme" in Andhra Pradesh - A Study

suggest certain measures for strengthening and for improving the services of Arogya Bhadratha scheme. The sample police personnel have reported the following measures.

- More number of hospitals should be accredited to Arogya Bhadratha scheme in different urban areas.
- The list of serious ailments or medical conditions covered under the Arogya Bhadratha scheme should be increased covering some more ailments or medical conditions.
- The police personnel must get treatment by merely showing their identity cards.
- The dependent parents of the members of the scheme must also be covered under the Arogya Bhadratha scheme.

Conclusion

The Arogya Bhadratha scheme is designed to take care of the serious ailments or medical conditions

of police personnel. Through identified super specialty hospitals, the scheme extends medical treatment to a number of employees and their family members. The membership of this scheme is open to all categories of employees working in the Andhra Pradesh Police Department. The scheme covers 89829 members in Andhra Pradesh and it is a boon to the Police Personnel in Andhra Pradesh. The data given in the paper reveals that the scheme is being implemented by the A.P. Police Department very effectively.

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A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

Rufus & * Dr. beulah**

Introduction

The sociologist, criminologist, socially concerned people, and feminist have been arguing that the major causes for the prevalence of increasing crime against women in India are patriarchal social structure of our country, women illiteracy, and unemployment. But in reality Indian women's education is growing and the women employment is also equally growing. It is pointed out by 2005 (Hemlata) that "out of the total 397 million workers in India, 123.9 million are women. Of these, roughly 106 million women work in rural areas. 96% of the women workers are in the unorganized sector. (1999) Sikri has indicated that the workplace is emerging as an increasing important site of sexual harassment encounters. "Sexual harassment at the place of work is incompatible with the dignity and honour of a female and needs to be eliminated and there can be no compromise with such violations," - a Division bench headed by Chief Justice of A.S. Anand ruled. The Bench held that any actions or gesture - whether directly or by implication - aimed at or with the tendency to outrage the modesty of a female employee must fall under the general concept of sexual harassment.

People should be made more aware of this kind of harassment and also be educated on how to avoid such situations, both on the part of the harasser and the victim (A Female Student, 1995). To the extent that sexual harassment attacks the dignity and self-respect of the victim both as an employee and as a human being, the law enforcement agencies in the country should develop the sensitivity and appreciation of sexual harassment complaints to be able to readily investigate and prosecute men and women who exploit the power they hold over their subordinates to their detriment (Addy, J. 2001). During the 1980s, militant action by the "Forum Against Oppression of Women (Mumbai)" against the sexual harassment of nurses in public and private hospitals by patients and their male relatives, ward-boys and other hospital staff; of air-hostesses by their colleagues and passengers; of teachers by their colleagues, principals and management representatives; of PhD students by their guides and so on and so forth received a lukewarm response from the trade unions and adverse publicity in the media (FAOW, 1991).

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Key Words

Sexual harassment,
Workplace, Women
Employer, Private
hospitals.

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Abstract

Sexual harassment of working women exists in various forms like discrimination, torture, attempted rape, rape, physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography and other unwelcome physical, verbal, or non-verbal conduct of a sexual nature. The Indian Penal Code no doubt deals with cases

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

Human Right

According to the Protection of Human Right Act, 1993 "human rights" means the rights relating to life, liberty, equality and dignity of the individual guaranteed by the Constitution or embodied in the International Covenants and enforceable by courts in India. It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines in order to ensure the prevention of sexual harassment of women as to live with dignity is a human right guaranteed by our constitution.

The Supreme Court Judgment on sexual harassment, 14th August 1997, for the first time, (Vishaka & others vs State of Rajasthan & others) identified sexual harassment as a separate category of legally prohibitive behaviour. The judgment (Vishaka & Ors V State of Rajasthan & Ors, 1997) recognized that women in employment can demand that employers lay down guidelines and set-up committees to deal with allegation of sexual harassment. If a woman feels that justice has not been accorded to her, she can apply directly to court. A breach of the judgement will amount to contempt of court.

Employers will be forced to deal with sexual harassment in the work place by enforcing advantageous codes of conduct.

Law & Sexual Harassment

In addition to the Vishaka Judgement guidelines a person or victim of sexual harassment can lodge complaint against the perpetrator under the following IPC sections such as, 209 IPC, 354 IPC, 509 IPC. Civil suit can be filed for damages under tort laws. Under the Indecent Representation of Women (Prohibition) Act (1987) if an individual harasses another with books, photographs, paintings, films, pamphlets, packages, etc. containing "indecent representation of women"; they are liable for a minimum sentence of 2 years.

Forms of Sexual Harassment: Quid pro quo Simply put, it means 'this for that'. Quid pro quo harassment occurs if something is given or promised in

exchange for sexual favours (for example giving promotion or other work benefits in return for sex). Hostile work environment -less clear, and undoubtedly more pervasive, is the situation in which sexual harassment simply makes the work place unbearable. It is therefore the responsibility of the employers to ensure that their workplaces are free from Sexual harassment. What amounts to sexual harassment?

SC Guidelines

According Vishaka guidelines (1997), sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- (a) physical contact and advances
- (b) a demand or request for sexual favours
- (c) sexually coloured remarks
- (d) showing pornography
- (e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Need of Present Study: Vishaka Judgement issued guidelines for prevention of sexual harassment of the women working at public and private sectors. Due to the interest of prevention of Sexual harassment at work place, especially in private sectors, the present researchers emphasized on unorganized sector, here that is private hospitals in Tirunelveli City. In addition to that, Indiaenews online (2006) noticed, a research study conducted in Kolkata, West Bengal, with 135 in-depth interviews of women employees in two government and two private hospitals made known the fact in which several doctors and nurses, including senior staff members, revealed that sexual harassment in hospitals is quite common (Online reference 1). This fact motivated the researchers to conduct this empirical study among the women who were working in the private hospitals in Tirunelveli City.

Literature Review

European industrial relations observatory online (2004) revealed a survey on sexual harassment in

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...



the workplace ever conducted in Greece. In April 2004, the Research Centre for Gender Equality (KETHI) presented the results of the first nationwide survey on sexual harassment in the work place in Greece. Younger women upto the age of 25 are more frequently victims of sexual harassment at work than older women over 25 (Online reference 2). A study in the US found that 42 percent of women and 15 percent of men had been victims of harassment in the preceding 24 months (Davidson and Cooper, 1992). A Sakshi survey throws up some worrying statistics on sexual harassment. 80% says sexual harassment exists in the workplace, 49% has encountered cases of sexual harassment, 41% has either experienced it or knows women who have faced sexual harassment, 53% says men and women do not have equal opportunities at work, 53% says women are treated unfairly by supervisors, employers, and coworkers, 58% has not heard of the SC's 1997 ruling on sexual harassment (also known as Vishaka judgement), 20% says its organization has implemented the guidelines (Business Today 2002).

In an unpublished paper Shekhar pointed out majority of the sexual harassment committed by the victims' co-workers (41%) followed by 34% by the work place in chargers such as supervisors, managers bosses, and majority of the harassers (47%) in the age group of 36-50 yrs old. 91% of the incidences occurred inside the workplace, 59% of the workers harassed frequently and 41% of the victims of sexual harassment victimized by the way of unwelcome physical conduct followed by 25% by showing pornographies. 44% of the victims reaction to the harassment was toleration, none of the victim was informed about their victimization to the police. 90% of the women workers accepted that they witnessed the sexual harassment incidence to any one of their colleagues.

According to an All India Survey conducted on behalf of the National Commission for Women, even a year after the Supreme Court ruling, 84.97% of the respondents were still unaware that such a means existed. Only 11.47% of the respondents were aware that they can seek help. Around 46.58% of the women suffered mental agony at work as a

result of such sexual harassment while 25.17% were subjected to unwanted physical contact (Sikri, 1999). The following harassments are illustration of power imbalance: On October 20, 2004, students beat up an anatomy professor from Versova, Andheri, for alleged sexual misconduct (The Indian Express, Mumbai Newline, 21-10-2004). Sexual harassment by the senior manager of Infosys (Nair, 2003), the Medha Kotwal petition on Sexual harassment of a PhD student by her guide at M S University, Vadodara, complaints against a senior professor at Lucknow University (Times of India, 2003).

Infochange news online (2005) noticed that Some noteworthy complaints of SHW that came into the national limelight were filed by (Online reference 3):

- Rupan Deo Bajaj, an IAS officer in Chandigarh, against 'super cop' K.P.S. Gill.
- An activist from the All India Democratic Women's Association, against the environment minister in Dehra Dun.
- An airhostess against her colleague Mahesh Kumar Lala, in Mumbai.
- An IAS Officer in Thiruvananthapuram, against the state minister.

Thus the available literature give an ambit of sexual harassment at workplace and make us to accept this is an world phenomena, prevalent at all spheres of workplaces in which women employed.

Methodology

Sample and Sampling Technique: Universe consisted of the women workers who were working in the Private Hospitals in Tirunelveli City. The researchers interviewed the respondents not only from their workplace, and also from the working women's hostels, hospital nearby bus-stops, residential house of the respondents. A sample size of 80 respondents of the women workers who were working in the Private hospitals in Tirunelveli City was chosen to the present study, and they were asked to respond to the queries based on their experience only from the last 3 years from this

of sexual harassment of women in Sections 294, 354 and 509. The Supreme Court judgement on sexual harassment, 14th August 1997, for the first time, (Vishaka & Ors vs State of Rajasthan & Ors) identified sexual harassment as a separate category of legally prohibitive behaviour. The sexual harassment studies and researches are increasing in India to curb and control this legally prohibited behaviour.



The NGOs are doing hard work to create legal awareness on it. But these initiatives and researches generally focus on women working in the organized sector like government sector, economically familiar private companies and factories, and do not focus on the women working in the unorganized poor work sector. A research study conducted in Kolkata, West Bengal, with 135 in-depth

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

interview. Duration of the interview for primary data collection was four months (December,7, March 2008).

Non-probability sampling

Purposive sampling method was adopted for this study to choose the samples.

Research tool: A well-structured interview schedule constructed by the researchers was used to elicit the required data pertaining to the present study.

Method of data collection: The primary data was collected from the selected respondents by using the Interview schedule.

Data analysis: To analyse the data, the researchers used the Statistical packages for Social Sciences (SPSS) by which univariate analysis namely, the frequency analysis, Pearson correlations, ratios and percentages were calculated with no trouble.

Operational definitions : (1) The term 'private hospitals, meant the privately owned small clinics, nursing homes, the big scanning centres with expertise medical doctors and the hospital with more floors, modern equipments, lift facilities, pharmaceutical shops etc. (2) The term 'women workers' include from the top level woman doctor to low level non-medical woman staff whoever engaged any work in private hospitals.

Objectives of the Study: This study attempts: (1) to examine the extent and forms of sexual harassment of women workers at Private hospitals in Tirunelveli City; (2) to create awareness among women workers in the Private hospitals; (3) to examine the relationship between victim and the perpetrator; (4) to find out victims reaction to the harassment; (5) to study the reporting behaviour of the victim and to analyse the reason for refusal to lodge complaint; (6) to check the respondent awareness of Supreme Court guidelines on

Results and Discussions

Table1 General Profile of the respondents

	Classification	Frequency	%
Age group	18-25 yrs	21	26.25 %
	26-35 yrs	32	40.00 %
	36-50 yrs	20	25.00 %
	Above 50 yrs	7	8.75 %
	Total	80	100.00 %
Marital status	Unmarried	20	25.00 %
	Married	56	70.00 %
	Widow	2	2.50 %
	Divorced	1	1.25 %
	Separated	1	1.25 %
	Total	80	100.00 %
Dwelling in	Within family	65	81.25 %
	In relatives house	3	3.75 %
	In separate house	4	5.00 %
	Working women's hostel	8	10.00 %
	Total	80	100.00 %

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...



Table 2 : Work nature (job designation) and work experience of the Respondents.

	Classification	Frequency	%
Work nature	Doctor	7	8.75 %
	Nurse	30	37.50 %
	Lab technician	13	16.25 %
	Pharmacist	6	7.50 %
	Sanitary health worker	14	17.50 %
	Receptionist	10	12.50 %
	Total	80	100.00 %
Work experience	Up to 1 year	20	25.00 %
	Above 1-3 yrs	36	45.00 %
	Above 3-6 yrs	14	17.50 %
	Above 6 yrs	10	12.50 %
Total	80	100.00 %	

Table 3: Sexual Harassment victimization of Respondents at Workplace

	Classification	Frequency	%
Victimized due to sexual harassment	Yes	56	70.00 %
	No	24	30.00 %
	Total	80	100.00 %
Initial sexual harassment at	Not applicable	24	30.00 %
	Within 1 month	8	10.00 %
	Within 2-12 months	35	43.75 %
	After 1 year	13	16.25 %
	Total	80	100.00 %
Frequency of sexual harassment victimization	Not applicable	24	30.00 %
	One off	11	13.75 %
	2-5 times	15	18.75 %
	6-10 times	22	27.50 %
	Innumerable	8	10.00 %
	Total	80	100.00 %
Job Designation of the Victims of Sexual Harassment	Not applicable	24	30.00 %
	Doctor	3	3.75 %
	Nurse	26	32.50 %
	Lab technician	10	12.50 %
	Pharmacist	1	1.25 %
	Sanitary health worker	10	12.50 %
	Receptionist	6	7.50 %
Total	80	100.00 %	

interviews of women employees in two government and two private hospitals involving several doctors and nurses, including senior staff members, revealed that sexual harassment in hospitals is quite common. This fact motivated the researchers to conduct this empirical study among the women who were working in the Private hospitals in Tirunelveli City.



A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

prevention of sexual harassment at workplace. Hypothesis: (1) to check whether there is any significant relationship between the age group of respondents and sexual harassment victimization at workplace. (2) to check whether there is any relationship between the sexual harassment victimization and the respondent opinion on work efficiency level decrease.

Tables 1 and 2 above give a clear profile of the respondents' age group, marital status, residence in nature, nature of work they were doing and their work experience.

From Table 3 above, it is found that 70% of (respondents) the women workers in private

hospitals were sexually harassed at their workplace. The figure is really a hostile one to the women empowerment. 53.75% of the respondents were sexually harassed within a year from their joining. 16.25% of the respondents were victimized only after their 1st year of completion. 27.5% of the respondents faced sexual harassment victimization 6-10 times, followed by 18.75% respondents faced victimization 2-5 times and 10% of the respondents faced innumerable endless harassment incidents. Out of the total respondents, the victims were Nurses (32.50%), similar percentage (12.5%) to lab technician and sanitary health workers, receptionists (7.50%), 3 doctors and 1 pharmacist.

Table 4: Places where Sexual Harassment Victimization Occurred

	Classification	Frequency	%
Place where sexual harassment occurred	Not applicable	24	30.00 %
	Inside workplace	50	62.50 %
	Workplace outside	3	3.75 %
	Both	3	3.75 %
	Total	80	100.00 %
If inside workplace, specify exact nature	Not applicable	27	33.75 %
	When in proximity	13	16.25 %
	When alone	11	13.75 %
	During lunch hours	4	5.00 %
	Evening times	13	16.25 %
	Can't specify	12	15.00 %
	Total	80	100.00 %
If outside workplace, specify exact place	Not applicable	74	92.50 %
	Telephone/mobile stalking when not in Hospital	5	6.25 %
	When unexpected meet at other places	1	1.25 %
	Total	80	100.00 %

Table 4 above shows that 62.50% of the women workers at private hospitals faced sexual harassment victimization within the workplace, 3.75% faced victimization at outside the work premises. Inside the workplace the harassment incidents occurred when the victim was in professional proximity to the perpetrator (16.25),

when the victim was alone (13.75%), Evening times (16.25%), during lunch hours 4% and 15% victimization can't be specified, i.e., more than one situation inside the work premises.

Out of total 80 respondents 6.25 % were sexually harassed through mobile phone or telephone, in criminological term it is called 'mobile stalking'.

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...



Table 5 :Age, Marital status and job position of harasser

	Classification	Frequency	%
Age group of perpetrators	Not applicable	24	30.00 %
	Below 25 yrs	7	8.75 %
	26-35 yrs	11	13.75 %
	36-50 yrs	28	35.00 %
	Above 50 yrs	10	12.50 %
	Total	80	100.00 %
Marital status of perpetrator	Not applicable	24	30.00 %
	Unmarried	10	12.50 %
	Married	36	45.00 %
	Widower	2	2.50 %
	Divorced	4	5.00 %
	Separated	4	5.00 %
	Total	80	100.00 %
Job position of the Perpetrator	Not applicable	24	30.00 %
	Doctor	20	25.00 %
	Administrative member	16	20.00 %
	Non-medical Lower level member/colleague	10	12.50 %
	Patients	6	6.25 %
	Outsiders	4	5.00 %
	Total	80	100.00 %

Table 5 above revealed that 35% of the perpetrators were in the age group of 36-50 years that is, middle aged men. It is clear from the table that married persons were the majority (45%) in perpetrator of sexual harassment incidents Majority of the sexual harassment (45%) committed by the person in authority, position such as doctors and administrators. This fact confirmed with a study 'Sexual Harassment in the Workplace', sponsored by the Population Council, explored women's perceptions and experiences of sexual harassment in the health sector in Kolkata. The 135 in-depth interviews with women employees were conducted over a period of 11 months. The experiences reflected, by and large, power imbalances that made younger women and those in subordinate positions particularly vulnerable (The Hindu, 2006). 12.50% harassment Committed by lower level non-medical staff. During research it was found that a lift operator

of a private hospital in Tirunelveli city committed unwanted physical contact against another lower level female nonmedical staff of the same hospital. 6.25% by patients, 5% committed by out patient/visitors.

Table 6 above gives a picture of various forms of harassment faced by the respondents : Physical contact(17.5%), demand or request for sexual favours (16.25%) sexually coloured remarks (11.25%) showing pornography (2.5%) unwelcome body language (12.50%). Even though the researchers did not investigate the actual form of conduct by the perpetrators, the researchers illustrate the forms like physical conduct hugging, touching, cornering, repeatedly asking for date, unparliamentary words, sexual jokes, showing degrading pictures, dirty looks, dirty gestures, and talking on personal sexual remarks etc.,



A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

Table 6: Nature of Harassment and Victims Reaction to Harassment

	Classification	Frequency	%
Nature of harassment committed by Perpetrators	Not applicable	24	30.00 %
	Physical contact/ advances	14	17.50 %
	Demand /request for sexual favors	13	16.25 %
	Sexually colored remarks	9	11.25 %
	Showing pornography	2	2.50 %
	Unwelcome body languages	10	12.50 %
	More than one form	8	10.00 %
	Total	80	100.00%
Victims' Reaction to harassment	Not applicable	24	30.00%
	Resigned the job	2	2.50 %
	Physical resistance	7	8.75 %
	Tolerated	19	23.75 %
	Neglected	16	20.00 %
	Complained	12	15.00 %
	Total	80	100.00%

Table 7 : Victims' complaint about Sexual Harassment and reasons for not reporting of Harassment

	Classification	Frequency	%
If complained, to whom?	Not applicable	68	85.00 %
	Administrative Authority/Employer	7	8.75 %
	Family/Friends	5	6.25 %
	Police	0	0.00 %
	Total	80	100.00
Employer response to complaint	Not applicable	73	91.25 %
	Warned	2	2.50 %
	Compromised	4	5.00 %
	Dismissed	1	1.25 %
	Total	80	100.00 %
Family reaction to complaint	Not Applicable	75	93.75 %
	Advice to resignation	2	2.50 %
	Blamed me	3	3.75 %
	Total	80	100.00 %
If noted complaint, reason	Not applicable	44	55.00 %
	It will affect my marriage	8	10.00 %
	Family members may suspect me	6	7.50 %
	Exposure is shame	6	7.50 %
	Not want to lose job	8	10.00 %
	Not want to approach police/court	5	6.25 %
	Having no support	3	3.75 %
	Total	80	100.00 %

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...



Majority of the respondents (43.75%) tolerated and neglected the sexual harassment victimization due to social stigma and due to fear of job. 12% of the respondents report the victimization to others, 8.75% of the respondents resisted physically such as preventing the physical contacts/advances by hands and shouting if any need happens 2.5% of the respondents resigned their jobs from that private hospital and joined in another.

Out of the 12 victims who informed their victimization, 7 victims informed to administration,

5 victims informed to their family and friends. Out of the 7 complaints from victims, the employer did compromise (4), warned the perpetrator 1, and 1 dismissal of perpetrator. There are various reasons due to which the respondent did not lodge a police complaint against perpetrator. The reasons are (out of 56 victims of harassment) : It will affect marriage (8), fear of family suspicion (6), shame feeling, that is social stigma (6), fear of losing job (8), not want approach police station steps (5), and having no support from others (3).

Table 8 : Statements agreed/disagreed by the respondents

	Classification	Frequency	%
I am aware with Vishaka Guidelines on S. F	Agree	6	7.50 %
	Disagree	74	92.50 %
	Total	80	100.00 %
I witnessed S.H to my colleagues	Agree	70	87.50 %
	Disagree	10	12.50 %
	Total	80	100.00%
Special law is very necessary	Agree	75	93.75 %
	Disagree	5	6.75 %
	Total	80	100.00%
Complaint committee should be formed	Agree	75	93.75 %
	Disagree	5	6.75 %
	Total	80	100.00%
S.H creates hostile work environment	Agree	72	90.00 %
	Disagree	8	10.00 %
	Total	80	100.00%
S.H affects personal safety and security	Agree	72	90.00 %
	Disagree	8	10.00 %
	Total	80	100.00%
S.H affects physical and mental health	Agree	76	95.00 %
	Disagree	4	5.00 %
	Total	80	100.00%
S.H decreases the work efficiency	Agree	50	62.50
	Disagree	30	37.50
	Total	80	100.00%

* S.H-Sexual Harassment



A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

Table 8 above shows the various statements that were agreed or disagreed by the respondents. It is expected by the researchers that all the responses to the statements might be from the personal experience of the harassed respondents (victims) and from the general observations on their colleague victim.

(A) 92.5% of the respondents had no awareness on supreme court guidelines on prevention of sexual harassment, that is, Vishaka vs State of Rajasthan (1997). (B) 87.5% of the respondents agreed that they had witnessed or aware with sexual harassment at workplace to their colleagues. It may be the reason that because of the social stigma, some harassed respondents may project their personal victimization to their colleagues. Anyway the result 87.5% shows another higher magnitude of sexual harassment prevalence at private hospitals. (C) 93.75% of the respondents agreed that the special law is very essential to curb this evil menace at workplace and they also said the law should be applicable to all the unorganized sector

workers. (D) 93.75% of the respondents said that the system of complaint committee should be formed and this should be essential mechanism to them. (E) 90.00 % of the respondents agreed that the sexual harassment would create hostile work environment to the women at workplace. (F) 95.00% of the respondents agreed that the sexual harassment would affect physical and mental health of the harassed women at workplace.

Ratios

'Sexual harassment at workplace would affect the personal safety and health of the women workers' = Agreed : Disagreed = 72 : 8 = 90 % : 10 % = 9:1

'Sexual harassment at workplace would decrease the work efficiency of the women workers' = Agreed: Disagreed = 50:30 = 62.5% : 37.5 % = 5:3

'Sexual harassment creates hostile work environment at workplace' = Agreed: Disagreed = 72 : 8 = 90 % : 10 % = 9 :1.

Hypothesis Results:

Result 1

Correlation		Victims age group	S.H. Victimization
Victims age group	Pearson correlation Sig. (2-tailed) N	1 . 80	.258** .000 80
S.H.Victimization	Pearson correlation Sig. (2-tailed) N	.258** .000 80	1 . 80

** Correlation is significant at the 0.01 level (2-tailed)

Result 12

Correlation		S.H Victimization	S.H decreases work efficiency
S.H. Victimization	Pearson correlation Sig. (2-tailed) N	1 . 80	.552** .000 80
S.H decrease work efficiency	Pearson correlation Sig. (2-tailed) N	.552** .000 80	1 . 80

** Correlation is significant at the 0.01 level (2-tailed)

The two variables 'age group' of the respondent and 'S.H. Victimization' are significantly correlated at 1% level of significance. Therefore null hypothesis is rejected. The researchers observed that the 26-35 years age category respondents was sexually

harassed mostly in the age group category. It was found during the research that out of 32 respondents in this age group 26-35 years were victims of sexual harassment. The relationship may be by the reason of it.

A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...



The two variables 'sexual harassment victimization' and respondents' opinion on 'work efficiency decrease' are significantly correlated at 1% level. So, this relationship may be come from the own experience of victims of sexual harassment, that is, work efficiency may be decreased due to their victimization.

Conclusions

The major aim of the present study is to explore the facts of sexual harassment of women working at private hospitals in Tirunelveli City. The researchers found that 70% of the women workers including medical and non-medical professionals in the private hospitals were victims of sexual harassment. Within 1 year, the majority of respondents in the present study were faced sexual harassment at workplace. So, with it can be understood that the harassers use the fresher or new comers' fear to harass them. In total 56.25% of the respondents faced harassment at more than one time. These figures pointed out the seriousness of endanger to women workers at workplace.

The researchers, define sexual harassment at private hospitals as Noiseless Crime, because: out of the total 56 victims of harassment, no one came forward to lodge a police complaint against the harasser. The reasons are (out of 56 victims of harassment): It will affect marriage (8), fear of family suspicion (6), shame feeling, that is social stigma (6), fear of losing job (8), not want to approach police station step (5), and having no support from others (3). The Unreported, tolerated, neglected behaviors of the women workers are being the favourable factors to the perpetrators. The social stigmatized attachment of women workers is leading them to tolerate this menace. 80 % of them accepted that they knew or witnessed the sexual harassment incidence to their female colleagues. This figure shows the intensity of the sexual harassment at workplace. The women workers accepted that the sexual harassment at workplace would affect the physical and mental state and personal safety and security of them. Due to non-reporting character of the victim, the sexual harassment crime does not come to the social light. So this is defined as the "Dark figures of crime" and "Noiseless crime".

The Protection of Women Against Sexual Harassment at the Workplace Bill 2007, should immediately be passed by the government as a law. In any civilised society, it is the fundamental right of people to be able to lead their lives with dignity, free from mental or physical torture. To ensure this, transgressors must pay for their unsolicited sexual advances. At the same time organisations such as 'Men Against Violence and Abuse', that conduct gender-sensitisation programmes and self-defence classes to combat sexual harassment at the workplace must be encouraged (Sadani, 2003).

Recommendations

- ❖ A special law should be implemented against sexual harassment at workplace including both the places of organized (government & public) and unorganised private sectors. Stringent Punishment and prompt redress should be covered.
- ❖ Private hospitals should include the Sexual harassment prevention strategies in the code of conduct in which the punishment should be stringent for the perpetrator of sexual harassment. The victim of harassment should get necessary assistance such as psychological, legal assistance from the employer. The victims should be compensated for their victimization by the perpetrator and by the employer.
- ❖ Sexual harassment complaint committee should be formed in all the private hospitals in Tirunelveli city in which an experienced counsellor should be appointed to provide emotional support for this kind of sexual harassment victims.
- ❖ The N.G.Os should monitor this kind of social evil and can collect the details of sexual harassment victimization when discussing in the women's forum and through this, the N.G.Os may assist the victim to lodge Police complaint. This will make the women workers to seek redress without fear. N.G.Os can evaluate the Sexual harassment victimization rate in Tirunelveli. Thus they can make aware the community about this kind of dark figures of harassment at workplace.



A Noiseless Crime : Sexual Harassment against Women Employees at Private Hospitals in Tirunelveli City - an Empirical Analysis...

- ❖ Police officers from all women police stations should attend to the working women forum/ complaints committee meetings, which will remove fear to lodge police complaint against perpetrators, give confidence on criminal justice system. The police officers may assist in resolving the problem through legal steps or by meditation depends on intensity.
 - ❖ Awareness about Supreme Court guidelines should be spread by the voluntary organization and self help groups. Posters should be stick about guidelines in the public places like ration shop, markets, private/ government hospitals, bus stops and railway station. Medias such as T.V and Radio should broadcast awareness about Supreme Court guideline.
 - ❖ The gender sensitization counselling should be given to the male workers of both medical and nonmedical staffs at private hospitals which will make the male colleagues to realize what are the problems the women victim have to face in workplaces, in family, in society, in criminal justice system after their victimization. The gender sensitisation should be effective among the male colleagues so as to feel a female colleague as a sister/mother perspective and should create a smooth friendly workplace atmosphere.
 - ❖ The government should initiate and sponsors for the research on sexual harassment, workplaces in particular, the unorganized sectors. It is recommended that future research should cover all type that of unorganized sectors and also add the aim to find out the impacts and symptoms of sexual harassment at workplaces of unorganized sectors.
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People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana

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Introduction

There are two methods of the police in a democratic society is maintaining discipline in a society supposed to perform these functions viz., informal appeals and the use with sincerity and impartiality. They of coercive methods. However, no should perform their duties without society has been able to maintain any fear and favour and should use discipline with the help of either the powers conferred to them only of these two methods, single-in public interest. handedly. Although the society at large would submit willingly to But on this plank the role the code of conduct developed of police has ever remained by the society, there would always controversial. It has been witnessed be some people who would not the world-over, that police are more do so. This necessitates the use of prone to abuse the powers conferred coercive methods in any society. to them. This is more so in the The responsibility of enforcing developing countries like India coercive methods remains with where the level of awareness among some specialized agency, usually the people is low. Since people are called 'police'¹. usually not aware

about their rights and the duties of the police, the Maintenance of law and order, latter is more prone to misuse their protection of life and property powers. In India, which experienced of the law-abiding citizens and imperialism during the eighteenth/apprehension of the law-breakers/nineteenth century, the problem culprits are recognized to be the of misuse of police power is more main functions of police world over acute. The British created police Like any other administrative agency, in India with a view to maintain their hegemony and to curb the nationalist movement. Thus the police image among the common people was that of an instrument of oppression and repression.

It was obligatory to change the police functioning and work culture as well as their image among the people after India got independence. However, it could not be done. At the dawn of independence, we had two formidable challenges: to bring development and to reform the administrative system. The first generation of political leadership² preferred the first with a result that the problems of regulatory administration went unattended. By the

¹ The word police is derived from a Latin word 'politia' which literally stands for the condition of a 'polis' or state. In the past it was meant a system of governance or administration (police state) but now it indicates an organized body of civil officers engaged in the preservation of law and order, detection of crime and enforcement of laws. The Oxford Dictionary defines the term as a system of official organization whose job is to make people obey the law and to prevent and solve crime. According to the Encyclopedia International, police are agents charged with enforcing the law and maintaining order. The Lexicon Universal Encyclopedia states that "police in modern society is a department of government concerned with public order, providing protection and investigating breaches of law. Police duties include crime detection, apprehension and arrest of criminals, patrolling, riot control, and traffic regulation".

² The politico-administrative leadership of the first generation in the post independence phase were men of great stature, endowed with vision and committed to pursuing the national interests. They were the men of great quality and possess rich values. For details refer, http://www.asthabharti.org/dia_July04/Prakash.htm. visited on April 10, 2008.

Key Words

Sincerity, Impartiality, Informal Appeals, Public Interest, Specialized Agency, Hegemony Work Culture, People Friendly, Democracy, Cocricive Method, Controversial Perception, Commercial Vehicle.



Abstract

People-friendly police is in vogue in several developed countries and its need is now increasingly realized in some of the developing countries like India. The new Millennium has posed several challenges thereby making it obligatory to change the existing police set up and culture in India.

People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana

time we achieved a minimal level of economic growth,³ political zeal and fervour vanished. The second generation of political leadership did not seem to be enthusiastic about reforming the administration including the police set up.⁴ Personal ends surpassed the public interest and the political leadership started using the police set up to realize their personal ends.⁵ Though the political leadership expressed the need and desire to reform/restructure the police set up,⁶ it did very little in this direction. Though some efforts have been made in this direction,⁷ successive governments have exhibited little interest in their implementation. Thus, even today we are treading along the old police machinery created to suit the purpose of the imperial government.

Consequently, even after the passage of six decades of independence, people often give such statements as: "I am afraid of going to police station", "I have come to the police station for the first time", "I do not want to involve myself in any police problem". This depicts that the people have a sense of fear about the police and requires a deep introspection.⁸ This calls for functional transformation of police and to make it 'people friendly'.

Concept

It is because the sincere attempts to live up to the expectations of the general public become the true test of the modern police.⁹

'People friendly police' has not been succinctly defined; not much literature has been produced on this subject either. From whatever has been written, it can be deduced that people friendly police behaves with the public in a friendly manner. In approaching people friendly police a law abider has no fear whatsoever and a law violator has all fears. It is participative in approach and keeps the people at centre stage. It is democratic in nature and has corroborative approach. It works in a fair and non-discriminatory manner. It promotes transparency in its working. It shows alacrity to the people in need by extending prompt help. In a nutshell, people friendly police is participative, impartial, prompt, humanistic, trustworthy and creative and innovative.

Here it needs to be mentioned that in a democratic country, the police ought not to be merely a symbol of fear. Of course, they should be a symbol of fear for the law-breakers; but they must also act as

³ Self-sufficiency in food grains may be regarded as minimal level of economic development.

⁴ The fire of idealism which had inspired the first generation of post-independent politicians and civil servants started getting dim. Power became an end in itself, and gradually a symbiotic relationship developed between the politicians on the one hand and the civil servants on the other. For details refer, http://www.asthabharti.org/dia_July_04/Prakash.htm visited on April 10, 2008.

⁵ Reporting about the police-polity nexus during Emergency (1975-77), Shah Commission observed: "...the police was used and allowed themselves to be used for purposes some of which were, to say the least, questionable. Some police officers behaved as though they are not accountable at all to any public authority. The decision to arrest and release certain persons were entirely on political considerations which were intended to be favourable to the ruling party. Employing the police to the advantage of any political party is a sure source of subverting the rule of law. The Government must seriously consider the feasibility and the desirability of insulating the police from the politics of the country and employing it scrupulously on duties for which alone it is by law intended."

⁶ The political masters do realize that the police machinery in India is outdated as well as ruthless. But any effort to improve it will make it less amenable to their dictates. The top civil bureaucracy, which enjoys its supremacy and superiority over the senior-most police personnel, shares its vested interests with the political masters and advises them to keep the police where it is. Senior police leadership is quite restive about the stagnant state of affairs, but conventions and professional ethics make them suffer in silence. For details, refer Sharma, P.D., *Police Society and Law*, Research Publication, New Delhi, p 30-31.

⁷ Some of the states appointed commissions/committees to recommend police reforms. Mention may be made of Kerala Police Reorganization Committee, 1959, West Bengal Police Commission, 1960-61, Punjab Police Commission, 1961-62, Delhi Police Commission, 1968, Tamil Nadu Police Commission, 1971 etc. The Janata Party government after being voted to power in 1977 at Union level also appointed National Police Commission. Yet the reports of most of them still await implementation because the political leadership has preferred to cling to the status quo.

⁸ Mishra, O.P., *Policing in the 21st Century: Areas for Concern*, *The Indian Police Journal*, BPRD, New Delhi, Vol. LIII, January-March, 2006, p. 9.

⁹ *Ibid*, pp. 10-11.



People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana

friends of the law-abiding citizens of the country so that the latter may seek their help without any fear. In view of the concept of "peoplefriendly-police", the latter aspect is more important than the former. Now, the question is whether Indian police is people friendly police or not. To this end an empirical study of Rohtak Police Range in Haryana has been undertaken. A representative sample of 125 commercial vehicle drivers* (selecting 25 from each district) of Rohtak range was randomly drawn and data were collected from them with the help of a schedule containing 12 questions. The office bearers of the unions of the different commercial vehicles were also interviewed. All possible observations were drawn in the process of data collection and incorporated in the study where required.

Analysis of Data

Responses, views and perceptions of the sampled commercial vehicle drivers and the office bearers

of their respective unions are tabulated and analyzed below:

1.1 Background

The general background of the sampled commercial vehicle drivers is also taken into consideration. The investigator traces out the background of all the commercial vehicle drivers. Data regarding the level of education, age and experience of the respondents have been analyzed in Table 1.1.

Data presented in the table reveals that 43.2% of them were educated up to matriculation standard, 32.8% were not even matriculates while 11.2% respondents were uneducated. The remaining 13.60% respondents were educated up to 10+2 standards. More than three-fifths (61.6%) of the drivers fall in the age group between 31-40 years. Majority of the respondents (56.8%) were having an experience of driving upto twenty years. About one-fourth of them had an experience up to thirty years.

Table 1.1 : Background

N=125

Indicators	Details			
	Uneducated	Below Matric	Matriculation	10+2
Education	14 (11.2%)	41 (32.8%)	54 (43.2%)	17 (13.60%)
Age	Below 30 years	31-40 years	41-50 years	Above 50 years
	23 (18.4%)	77 (61.6%)	21 (16.8%)	4 (3.20%)
Experience	0-10 years	11-20 years	21-30 years	Above 30 years
	19 (15.2%)	71 (56.8%)	29 (23.2%)	6 (4.80%)

* For the present study five categories of commercial drivers viz., the drivers of trucks, four-wheelers (Tata 407), taxi-cars, maxi-cabs and tempo have been taken into consideration.

1.2 Perceptions of the Drivers

The research team enquired the commercial vehicle drivers about their perceptions on certain counts. Data relating to the perceptions of the drivers on the following seven aspects were collected:

- Whether drivers become fearful when police indicate them to stop?
- Whether police persons use indecent language?
- Whether police persons harass the drivers?
- Whether drivers violate the traffic rules?
- Whether drivers try to bribe the police?
- Whether drivers prefer to maintain distance from the police?
- Whether drivers extend support to the police in times of need?

The responses of the drivers are given in Table 1.2. Table 1.2 reveals that more than two-thirds (71.20%)

There is a need to restructure the police on the pattern of developed countries where police behaves with the public in a friendly manner; it is not a symbol of terror. Transparency and positive behaviour on the part of policemen should be the sine qua non of police functioning.



People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana

of the respondents agreed to the contention that they become fearful when police indicate them to stop on the road. 8.80% respondents felt no hesitation at such occasions.

Majority of respondents (52.80%) 'agreed' that police persons use indecent language with them whereas 16.80% of them 'strongly agreed' to this contention (Table 1.2).

Majority (60.80%) and about one-fifth (18.40%) of the respondents 'agreed' and 'strongly agreed' respectively on the issue of unnecessary harassment by the police persons. The drivers highlighted that even though all their documents are in order, police persons confiscate the papers and they are kept waiting for hours together (Table 1.2).

Table 1.2 : Perceptions of Drivers

N=125

Sr No.	Perceptions	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1.	Drivers become fearful when police indicate them to stop	0 (0.00%)	89 (71.20%)	25 (20.00%)	11 (8.80%)	0 (0.00%)
2.	Police persons use indecent language	21 (16.80%)	66 (52.80%)	17 (13.60%)	11 (8.80%)	0 (0.00%)
3.	Police persons harass the drivers	23 (18.40%)	76 (60.80%)	19 (15.2%)	7 (5.60%)	0 (0.00%)
4.	Drivers violate traffic rules	17 (13.60%)	78 (62.40%)	9 (7.2%)	21 (16.80%)	0 (0.00%)
5.	Drivers try to bribe the police	9 (7.2%)	84 (67.20%)	0 (0.00%)	24 (19.20%)	6 (4.80%)
6.	Drivers prefer to maintain distance from the police	27 (21.60%)	69 (55.20%)	13 (10.40%)	7 (5.60%)	9 (7.20%)
7.	Drivers extend support to the police in times of need	6 (4.8%)	41 (32.8%)	11 (8.80%)	63 (50.40%)	4 (3.20%)

More than three-fourths (76.40%) of the respondents agreed that they violate the traffic laws. Provisions of the Motor Vehicles Act are stated to be too strenuous to be followed in toto thereby leaving enough scope for the police to implicate the drivers on the basis of violation of one provision or the other (Table 1.2).

The drivers were also enquired whether they prefer to bribe the police on being caught due to the deficiency of documents. In response to this question about three-fourths (67.20%) of the respondents answered in affirmative. The drivers were further probed as to why they prefer to bribe the police instead of facing legal action? Almost all the drivers stated that in case they do not bribe the

police persons, they harass them and waste their time unnecessarily, which in financial terms costs them more than the bribe they offer (Table 1.2).

In response to this, majority of the respondents (55.20%) 'agreed' that they maintain distance from the police, while a little over one-fifth (21.60%) of them 'strongly agreed' to it. They elaborated that they would be falsely implicated, if they come in their contact. 12.80% respondents disagreed with this contention (Table 1.2).

The investigators enquired the respondent drivers as to whether they extend support to the police persons in times of need. Majority (50.40%) of the respondents agreed and accepted that they do not



People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana

extend support to the police. The reasons cited by them include: (i) paucity of time, (ii) fear of being falsely implicated, (iii) to escape from harassment. This is more so with the drivers of the heavy vehicles who have to cover long distances. More than one-third (37.60%) of the respondents, however, claimed that they extend support to the police in times of need (Table 1.2).

1.3 Trustworthiness of Police

Trust is an outcome of the continuous sincerity on the part of all actors. To win the public trust, the foremost condition for the police is that it must prove itself as a people friendly agency, both by words and actions. To a large extent it depends upon the ability of police within a given jurisdiction to understand and deal appropriately with the community's problems. Drivers were enquired whom do they prefer to contact first in case of any mishap with them on roadside? The responses are given in Table 1.3.

Table 1.3 : Trustworthiness of Police

N=125

Degree/Level	Whom do the drivers prefer to contact first in case of any mishap on roadside?
Police	44 (35.20%)
Family Member	06 (4.80%)
Owner, if employee	56 (44.80%)
Fellow Driver/s	19 (15.2%)
Others	0 (0.00%)

Table 1.3 reveals that only 35.20% respondents prefer to contact police in case of any mishap on the roadside. 44.80% respondents pointed out that they first of all contact the owner of the vehicle. However, 15.20% and 4.80% respondents expressed their view that they first try to contact their fellow driver and family members respectively.

1.4 Responsiveness of Police

To examine the level of responsiveness of the police, the commercial vehicle drivers were also enquired how much time do the police take to reach

the site of incident after being reported? The responses are given in Table 1.4.

Table 1.4 : Responsiveness of the Police

N=125

Degree/Level	How much time do the police take to reach after being informed?	
	Numbers	Percentage
Within 15 Minutes	0	(0.00%)
15-30 Minutes	21	(16.80%)
30 Minutes - 1 Hour	19	(15.20%)
1 Hour - 2 Hours	27	(21.60%)
More than 2 Hours	58	(46.40%)

Table 1.4 reveals that slightly more than one-fifth (21.60%) of the respondents pointed out that the police take one to two hours in reaching the site of mishap. About half (46.40%) of the respondents opined that police take more than two hours.

1.5 Police Behaviour

The investigators sought the views of the drivers regarding the behaviour of police. The respondents were enquired how the police behave with them on the roadside as well as in the police stations/posts. Their responses are given in Table 1.5.

Table 1.5 : Police Behaviour

N=125

Degree/ Level	How do the police behave with the drivers on roadside?	How do the police behave with the drivers at police stations/posts?
Very Courteously	0 (0.00%)	0 (0.00%)
Courteously	9 (7.20%)	4 (3.20%)
Indifferently	6 (4.80 %)	5 (4.00%)
Discourteously	78 (62.40%)	81 (64.80%)
Rudely	32 (25.60%)	35 (28.00%)



People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana

The picture is replicated in case of police behaviour with the drivers in the police stations/posts. About two-thirds of the drivers stated that the behaviour of the police persons is discourteous with them in the police stations/posts. One-fourth of them pointed out that the police persons behaved rudely.

It is obvious from Table 1.5 that more than three-fifths (62.40%) of the drivers highlighted that the behaviour of police is discourteous on the roadside while more than one-fourth (25.60%) of them pointed out that police persons behave rudely.

Observations and suggestions

The main observations of the study are as follows:-

Vast majority of the respondent drivers were at the most matriculates. More than three-fifths of them fall in the age group between 31-40 years and majority of them were having an experience of driving up to twenty years.

More than two-thirds of the commercial vehicle drivers stated that they became fearful when police indicated them to stop. Majority of them claimed that police persons used indecent language with them. About four-fifths of the drivers stated that the police persons harass them unnecessarily. The drivers highlighted that police persons confiscate the papers and they are kept waiting for hours together. Slightly more than three fourths of them accepted that the traffic rules are violated by them. However, it was pointed out by both -the police persons and the drivers that the provisions of the Motor Vehicles Act are too strenuous to be followed in toto. Thus, though problem lies with the Motor Vehicle Act and this creates unnecessary botheration even for the police persons, yet in any case the drivers are harassed.

In addition to this, majority of the drivers agreed that they prefer to maintain distance from police persons because of a fear of being falsely implicated. Majority of the drivers agreed and accepted that they do not extend support to the police. Reasons cited for non-cooperation by majority of the drivers include: complicated court procedure, unproductive investment of time and the

fear of being falsely implicated. Three fourths of the respondents however accepted that on being caught due to deficiency of documents they prefer to bribe the police to avoid unnecessarily harassment and wastage of time. Majority of the drivers do not prefer to contact police in case of any mishap on the roadside. Majority of the drivers claimed that police take more than one hour in reaching the site of incident. When enquired about the behaviour of the police persons, vast majority of the drivers stated that the police persons do not behave properly with them.

The aforesaid observations clearly present the actual picture of Rohtak Range Police in particular and the Haryana Police in general. In view of these observations it can be safely concluded that police in Haryana is quite distant from the concept of people-friendly police. More serious and sincere efforts are required on the part of the government to bring it closer to the different sections of the society. Following measures may prove significant in this direction:

- 1 The provisions of the Motor Vehicles Act are too strenuous to be followed in toto which creates unnecessary botheration not only for the drivers but also for the police persons. It needs to be simplified.
- 2 Police officials should pay sincere heed to the complaints of the commercial vehicle drivers against police persons and they should be dealt promptly without any delay. To facilitate easy reporting in this context, complaint boxes should be installed at all the national highways as well as state roads at a distance of about 40 km. These boxes should be opened at an interval of one or two weeks by an officer of DSP rank in the presence of district Public Relations Officer, the concerned SHO and a representative of media. It will help in making police more accountable to the drivers community as a whole.
- 3 Methods of investigation need to be changed. The traditional methods of extracting information through torture need to be minimized. The prevailing sense of fear among

People Friendly Police : Perceptions of Commercial Vehicle Drivers in Haryana



the common people is the direct fallout of the use of such methods. These methods need to be replaced by psycho-scientific ones like DNA test, Brain Mapping, Narco-Analysis, Lie-Detection etc. as have been used in case of Nithari criminals and Arushi-Hemraj murder case. At the moment these methods are not backed by legal sanctions, but considering the convenience and success of these methods and inhumanity involved in torture, these methods should be given legal sanctions.

- 4 There is a need to generate sufficient awareness about the problems faced by the police and the circumstances under which it has to operate. This awareness can be generated in following ways:
 - (i) There is a need to impart information about the police to the school children. For this

purpose, police as a subject need to be made a part of the school curriculum. The students must be made aware about the hardships/problems faced by police, the circumstances under which police persons have to operate and how a common citizen can help the police. Documentaries on police persons may be more helpful in this regard.

- (ii) Holding of periodical meetings by the police with the different sections of the society may prove helpful in generating awareness on the part of common citizens about their problems. These meetings further provide an opportunity to the police persons to understand and appreciate the fears and problems of the common citizens. It will lead to overcome the misunderstanding prevailing



From Desk of Director (BPR&D)

R.C. ARORA

39th All India Police Science Congress

The 39th All India Police Science Congress was held at Guwahati from 19th to 21st January, 2009. The Congress was inaugurated by Shri Tarun Gogoi, the Hon'ble Chief Minister of Assam. It was attended by about one hundred delegates from the State, UT Police, CPOs, eminent notable experts & other stakeholders.

The valedictory address was delivered by Shri R.S. Mooshahari, H.E. the Governor of Meghalaya on 21.1.09. Among other important deliberations, the Congress deliberated on following subjects:

Topic No. 1: Key Performance Indicators for various Posts, Units and Ranks in Police

1. Effectiveness of Police depends Upon some well defined Core Areas of Functioning: Free Registration of Crime, successful Investigation, Traffic Management, Prompt Police Verification, Bandobast etc.
2. Measurement of performance and identification of Performance Indices should be primarily limited to these Core Areas. For this purpose it is necessary to lay down norms for the Core Areas and SOPs developed.
3. Performance of Police and Police units is directly related to the availability of Resources, both Man and Material, commensurate with the work load required to be carried out by Police, statutorily and administratively.
4. Norms for the work to be performed by individual unit/rank must be evolved to assess the manpower and material resources requirement in the Police, to ensure

performance expected of them under the various statutory and administrative instructions.

5. Training of high quality, both at Basic Level as well as In Service at periodic intervals is essential to ensure expected quality of performance. It will, necessarily, involve creation of adequate training infrastructure also.
6. This topic needs to be researched deeply. One of the micro mission of National Police Mission may take it up as a project.

Topic No. II/: Separation of Investigation and Law & Order Wings-Impact and Implications.

1. Various Commissions and Committees on Police Reforms, Honible Supreme Court of India and 2nd Administrative Reform Commission and Police Act Drafting Committee headed by Shri Soli Sorabjee have all unanimously and very clearly directed separation of Investigation from Law & Order on very sound logical grounds. Thus, there is full justification for separation of Investigation from Law & Order.
2. Separation of Investigation shall lead to the following distinct advantages for all the stakeholders in good quality Policing:
 - i) Specialization in investigation skills.
 - ii) Prompt registration of cases.
 - iii) Improvement of quality in investigation as well as detection of crime.
 - iv) Creation of professional capability to tackle latest generation of crimes like



- Cyber Crime, Terrorist Crime, Organized Crime in Counterfeit of Currency and Valuable Securities, Money Laundering etc.
- Successful investigation as well as management of Law & Order requires high quality professional skills which will get honed up with the accretion of experience in respective fields and by dealing with diverse situations and crimes.
- 3 The availability of resources, both man and material, is the basic prerequisite to effect separation of investigation from law and order. It is directly proportionate to the quantum of work required to be carried out by the Police under both the categories.
 - 4 Objective norms should be evolved to work out realistic resources required to undertake both jobs to the satisfaction of all the stakeholders. It is a indisputable fact that at present there is total mismatch between the resources available and the quantum of work load required to be carried out with the application of existing limited resources. It also needs periodical review to ensure realistic level of availability of resources commensurate with the jobs required to be performed and the norms fixed for the same.
 - 5 Complete separation of investigation and law and order under the existing circumstances characterized by gross inadequacy of resources, skills, training infrastructure, operational considerations etc will not be feasible.
 - 6 To start with some sort of separation should be effected in urban area comprising of 10 lakhs population as per direction by the Hon'ble Supreme Court issued in Prakash Singh Vs. Union of India (CWP 310/1996) on 22.9.2006.
 - 7 This separation also needs to be limited at the beginning to heinous crime requiring specialized investigation skills, leaving the less serious crimes with the law and order wing.
 - 8 The separation/specialization of investigation should be at Police Station level with the constitution of Crime Cell headed by Inspector/ SI supported by adequate staff as per requirement under the overall supervision and coordination of SOPs at Police Station level, under one Additional SP at district level and one SP at Range level under the guidance of IG/DIG Police.
 - 9 The coordination between two wings, crime as well as law and order shall be ensured by the immediate supervisory officers as noted above.
- The Congress also provided a valuable opportunity to get to know about a number of new technology products & systems which can be introduced to improve its operational efficiency & effectiveness. An exhibition from leading suppliers of security related equipments and gadgets was especially arranged besides some presentation being made by the experts to spell out the various uses of the equipment/ system covered by the exhibition.



From Desk of Director (Special Policing)

S.P. VAID, IPS

Policing has become very complex and challenging in Modern times. The information age and its attendant revolution in means of communication, and globalization has transform our social structure, leading to many complexities and new challenges. The old socio-political structures and mores & values are fast paving way for new ones.

This metamorphosis has factored a paradigm shift in Policing as well. Moreover, policing being a subject that touches each and every aspect of our socio-political and economic life, has to be more proactive. No longer policing is limited to maintenance of law and order. The fast changing technology has not only changed the socio-economic profile of criminals and anti-social elements, it has also revolutionalized the way they operate - fast, tech-savvy, having global networks. The policing have to operate in such changed million. This requires special policing.

Moreover, India being multi-linguistic, multi-cultural and multireligious country with democracy freedom and social justice its pillars policing has to take these factors in account.

The empowerment of women, backward classes, tribal peoples, religious and linguistic minorities has added to the responsibility of policing - that is what called as special policing. As these groups constitute majority of our population, and they are also most vocal, with many dreams and aspirations, special policing is required to deal with these groups, keeping their sensitivities in mind.

The policing has to be gender, caste, class and religion neutral while handling these groups. The police needs to be sensitized about them. For this, thorough training & orientation is required to be

imparted to our police force. Keeping these in mind, BPR&D is being restructured and modernized to cater to the need of special policing. Among other, a special Policing Directorate has been established which deal with following aspect of policing:

1. Special Policing Directorate

This Directorate will have the following divisions:

(b) Anti-Human Trafficking Division

Human trafficking is a modern form of slavery, whose victims are mainly women and children. It involves buying and selling of human beings like commodities and is, therefore, one of the gravest form of violations of human rights. It is a crime in which victims suffer repeatedly in silence. Human trafficking is an organized crime transcending borders and jurisdictions. It is the second largest criminal industry in the world, and it is the fastest growing. No country today is free from human trafficking. According to UN estimates, nearly 2 million women and children are abused and trafficked globally every year, and millions more are trafficked within their home countries. In India, it is estimated that about 200000 women and children are trafficked every year.

This division will study, collect, collate and provide empirical data related to trafficking and forced labor, in all its forms. It will develop comprehensive curricula of training courses and disseminate the same for standardization of training interventions. It will also provide a platform for exchange of views of all stakeholders, including NGOs.

(c) Schedule Caste, Schedule Tribes and Minority Division



Perhaps the most important message which the Constitution of India carries is the message of protecting the vulnerable sections and safeguarding their interests. The 'strong arm' of the law -viz. the police, has to make a special effort to see that the spirit of the Constitution is taken to its logical conclusion. Unfortunately, on this count the police department has lagged behind. It has been too overwhelmed with its traditional role of crime and law & order. In the process we have not been able to reach out to the scheduled Caste, the Schedule Tribes and the Minorities. This needs to be swiftly rectified. The police must come across as their friend. This involves a change in mindset, a change in attitude. We need to have a sustained and institutionalized response on the part of the police and to undertake empirical studies to identify areas of concern.

(d) Gender Policy Division

Gender issues need to be dealt with a great deal of sensitivity. Our society is increasingly demanding this sensitivity and attention. No society can progress if women are not allowed, or do not participate in the task of building a liberal, modern society. .

Gender is a highly complex issue. It is influenced by region, education, tradition, social structure, laws, economics, etc. Evolving a suitable and

appropriate policy requires extensive study and research. This division will undertake the task of suggesting a road map for bringing about gender equality and empowerment in the police with regard to recruitment, selection, career profiling and assignments for women in the police. It will collect, collate and provide empirical data to assist in the formulation of policies related to women. It will also undertake training interventions at appropriate levels to sensitize key stakeholders about gender issues and disseminate the best practices in the field of gender-sensitive policing.

(d) NGO (Non Government Organization) Division

The NGO sector has grown phenomenally during the last 30 years. There is considerable expertise with NGOs on police-related issues. However, the police is not making use of it in an institutionalized manner. A police-NGO interface based on respect, and transparency is required to enable police to use 'soft-power' in dealing with myriad problems faced by the police which are beyond the pale of pure policing. It will enable the police to reach out to many more tiers of society than just victims, suspects and accused. The association with NGOs is likely to enlarge police credibility and public's trust in its work. This division will identify the areas of policing where the co-operation with NGOs can lead to access new resources and opportunities for the police.



List of Awardees of Gallantry Medals on the occasion of Republic Day 2009 President's Police Medal for Gallantry

Maharashtra

1. Bhaskar Dattatray Kadam
Police Sub Inspector
 2. Hemant Anant Bawdhankar
Assistant Police Inspector
 3. Sanjay Yashvant Govilkar
Assistant Police Inspector
 4. Late Prakash More Police
Sub Inspector
(Posthumously)
 5. Late Babu Rao S. Durgude
Police Sub Inspector
(Posthumously)
 6. Late Balvant C. Bhosle
Assistant Police Sub
Inspector (Posthumously)
 7. Late Vijay M. Khandekar
Police Constable
(Posthumously)
 8. Late Jaiwant H. Patil Police
Constable (Posthumously)
 9. Late Yogesh Patil Police
Constable (Posthumously)
 10. Late Rahul Subhash Shinde
Police Constable
(Posthumously)
 11. Sadanand Vasant Datte
Additional Commissioner of
Police
 12. Arun Dada Jadhav Naik
- ### **NCT of Delhi**
13. Sanjeev Kumar Yadav
Assistant Commissioner of
Police
 14. Mohan Chand Sharma
Inspector (1st Bar To PPMG)

Railway Protection Force

15. Jillu Baddu Yadav Head
Constable Police Medal For
Gallantry

Assam

1. Ashim Swargiary Additional
Superintendent of Police
2. Deepak Choudhury Additional
Superintendent of Police
3. Manabendra Dev Ray
Additional Superintendent of
Police
4. Rajib Saikia Sub Inspector
5. Madhab Kachari Lance Naik
6. Rajen Saikia Constable
7. Raju Hazarika Constable
8. Shyamal Prasad Saikia
Superintendent Of Police
9. Sanjib Kumar Saikia Deputy
Superintendent of Police
10. Rudreswar Pegu Constable

Chhatisgarh

11. Ratan Lal Dangi
Superintendent of Police
12. K L NaNd Inspector

Gujarat

13. Bhavesh P Rojiya Police Sub
Inspector

Haryana

14. Late. Umer Mohd
(Posthumously) Constable

Jammu & Kashmir

15. Zahoor Ahmad Inspector (1st
Bar To Pmg)

16. Abdul Qayoom Deputy
Superintendent of Police
17. Ashwani Kumar Sharma Sub
Inspector
18. Imtiyaz Hussain Mir
Additional Superintendent of
Police
19. Wasim Qadri Deputy
Superintendent of Police
20. Sheetal Charak Sub Inspector
21. Sham Lal Follower
22. Attar Samad Sub Inspector
23. Fayaz Ahmad Constable
24. Rafiq Ahmad Constable

Jammu & Kashmir

25. Gh. Mustafa Constable
26. H.K.Lohia Deputy Inspector
General
27. Gh. Mohammad Sergeant
Constable
28. Mushtaq Ahmed Constable

Jharkhand

29. Ajit Peter Dugdug Sub
Divisional Police Officer
30. K K Ray Sub Inspector

Maharashtra

31. Ashok Muralidhar Shelke
Head Constable
32. Sunil Sahadev Sohani Police
Constable
33. Vijay Mahadevrao Avhad
Police Naik
34. Vikram Tanaji Nikam Head
Constable



35. Shivaji Kashinath Kolhe Head Constable
36. Sarjerao Jijaba Pawar Assistant Sub Inspector
37. Sanjay ANant Patil Police Constable

Maharashtra

38. Chandrakant Ganpat Kamble Police Constable Driver
39. Mangesh Anant Naik Police Naik
40. Santosh Pandurang Chendvankar Police Naik
41. Chandrakant Sadashiv Chavan Head Constable
42. Ramesh Shripati Mane Police Constable
43. Isaque Bagwan Assistant Commissioner Of Police
44. Vinayak Bajirao Vetel Assistant Police Inspector
45. Yogendra Chandrakant Pache Police Sub Inspector
46. Mahendra Vinayak Zarekar Police Constable
47. Sandeep Suresh Talekar Police Constable
48. Sachin Deu Rane Police Constable
49. Mangesh Mahadeo Chavan Police Constable
50. Amit Arun Tiwari Police Constable
51. Samadhan Shankar More Police Constable

Manipur

52. M. Premkumar Singh Head Constable
53. P Lokendro Singh Constable
54. S. Robindro Singh Constable
55. Y. Kishorchand Meitei Inspector
56. Md.Tajuddin Khan Rifleman
57. T. Haridas Singh Rifleman
58. Md. Doulat Khan Rifleman
59. M. Sanjit Sharma Jemadar
60. Md. Shoukat Ali Head Constable

61. H. Guneshwar Singh Rifleman
62. K. Sashikumar ShaRma Rifleman

Nagaland

63. S. Kumtsu Yimchunger THC

NCT of Delhi

64. Sanjeev Kumar Yadav Assistant Commissioner of Police (2nd Bar To Pmg)

Orissa

65. Himanshu Kumar Lal Superintendent Of Police
66. Sarat Chandra Mishra Reserve Inspector
67. Jarif Ahamad Khan Deputy Subedar
68. Arun Kumar Panda Lance Naik
69. Sibshankar Nayak Constable

Tripura

70. Deepak Kumar Additional Superintendent of Police
 71. Dilip Debbarma Sub Divisional Police Officer
 72. Shyamal Debbarma Sub Inspector
- #### **Uttar Pradesh**
73. Gurbachan Lal Inspector General
 74. Satyendra Veer Singh Superintendent of Police (2nd Bar To Pmg)
 75. Vijay Kumar Rana Inspector (1st Bar To Pmg)

Uttar Pradesh

76. Surendra Singh Sub Inspector
77. Ram Badan Singh Deputy Superintendent of Police (1st Bar To Pmg)
78. Brij Mohan Pal Sub Inspector
79. Dharmendra Singh Yadav Sub Inspector
80. Awadh Narayan Chaudhry Head Constable
81. Ashok Kumar Tripathi Additional Superintendent of Police

82. Indra Jit Singh Teotia Deputy Superintendent of Police (2nd Bar To Pmg)
83. Tej BaHadur Singh Sub Inspector

Railway Protection Force

84. Chandra Bhan Singh Constable

Assam Rifles

85. Udal Singh Rifleman
86. Mutum Arjun Meitei Rifleman
87. Vijay Kumar Rifleman

Assam Rifles

88. Late Indrajit Ramchiary Rifleman (Posthumously)
89. Prabhat Singh Jamal Rifleman

Central Reserve Police Force

90. Alok Kumar Srivastava Deputy Commandant
91. Rajesh Kumar Yadav Sub Inspector
92. Ajay Kumar Bag Constable
93. Pawan Kumar Constable
94. Ram Charitra Commandant
95. Surender Kumar Sub Inspector
96. R.P.ShUkla Head Constable
97. Jai Bhagwan Sub Inspector
98. A.P.Maheshwari Inspector General

Central Reserve Police Force

99. Naresh Pal Constable
100. Ajay Bhan Singh Constable
101. Sanjeev Sharma Second-In-Command
102. Vikram Singh Bisht Deputy Commandant
103. Sanjiv Kumar Constable
104. P R Mishra Assistant Commandant
105. Chandra Ballabh Sub Inspector
106. Raman Goud Constable
107. Pradeep Kumar Roy Constable



President's Police Medal for Distinguished Service Republic Day-2009

Andhra Pradesh

1. Shri Nanduri Sambasiva Rao, Commissioner of Police, Visakhapatnam, Andhra Pradesh.
2. Dr. Mannam Malakondiah, Inspector General of Police, Police Transport Organisation, Petlaburj, Hyderabad, Andhra Pradesh.
3. Shri Katherisetty Satyanarayana Rao, Deputy Inspector General of Police, CID, Hyderabad, Andhra Pradesh
4. Shri Palli Rama Rao, Additional Deputy Commissioner of Police, (Crimes) Visakhapatnam, Andhra Pradesh

Arunachal Pradesh

5. Shri Deepak Kumar Mishra, Inspector General of Police, Itanagar, Arunachal Pradesh

Assam

6. Shri Rajendra Kumar, Inspector General of Police, A.P Hq, Ulubari, Guwahati, Assam

Chhattisgarh

7. Shri Rewati Charan Patel, Inspector General of Police, Ajk, Phq, Raipur, Chhattisgarh

NCT of Delhi

8. Shri Amulya Kumar Patnaik, Joint Commissioner of Police, New Delhi, N.C.T. of Delhi
9. Shri Ajay Kashyap, Joint Commissioner of Police, New Delhi, N.C.T. of Delhi

10. Shri Laxmi Narain Rao, Assistant Commissioner of Police, Special Cell, New Delhi, N.C.T. of Delhi

Goa

11. Shri Kishan Kumar, Inspector

Gujarat

12. Shri Rakesh Asthana, Commissioner of Police, Vadodara City, Gujarat
13. Shri Ranjitsinh B. Rana, Deputy Superintendent of Police, Sarkhej Division, Ahmedabad, Gujarat

Haryana

14. Shri Lekh Raj, Sub-Inspector, SVB Panchkula, Haryana

Himachal Pradesh

15. Shri Roshan Lal Vashisht, Deputy Superintendent of Police, Shimla, Himachal Pradesh

Jammu and Kashmir

16. Shri RAM Lubhaya, Inspector General of Police, Personnel./ Training, Jammu and Kashmir

Jharkhand

17. Shri Naresh Prasad Singh, Deputy Inspector General, South Chhotanagpur Range, Ranchi, Jharkhand

Karnataka

18. Shri Prem Shankar Meena, Inspector General of Police & Executive Director, Karnataka State Police Housing Corporation, Bangalore, Karnataka
19. Shri Malagaveli Narayan Reddi, Inspector General of Police, Cod, Carlton House, Bangalore., Karnataka

20. Shri M.G.Nagendra Kumar, Deputy Superintendent of Police, Intelligence Bangalore, Karnataka

Kerala

21. Shri T P Senkumar, Inspector General of Police & Chairman and MD Ksrtc, Thiruvananthapuram, Kerala
22. Shri S. Gopinath, Deputy Inspector General of Police, Intelligence, SB CID, Thiruvananthapuram, Kerala

Madhya Pradesh

23. Shri Sanjay Chaudhary, Inspector General of Police/ Director, Sports & Youth Welfare, Bhopal, Madhya Pradesh
24. Shri Sukhraj Singh, Inspector General of Police, PHQ Bhopal, Madhya Pradesh

Maharashtra

25. Shri Subodh Kumar Jaiswal, Additional Commissioner of Police, Special Bureau, Mumbai, Maharashtra
26. Shri Shivaji Dagdu Patil, Assistant Sub Inspector, Kopari PS Thane City, Maharashtra

Orissa

27. Shri Lingaraj Parida, Superintendent of Police, Police Motor Transport, Cuttack, Orissa
28. Shri Anil Kumar Bal, Deputy Commandant, OSAP 6th Bn. Cuttack, Orissa

Punjab

29. Shri Rajinder Pal Singh Brar, Deputy Inspector General of Police, Chandigarh, Punjab



Rajasthan

30. Shri Kapil Garg, Inspector General of Police, Anti Corruption Bureau, Jaipur, Rajasthan

Sikkim

31. Shri Bhim Kumar Roka, Deputy Inspector General of Police, R/Lines Phq, Sikkim

Tamil Nadu

32. Shri K Rajendran, Additional Director General of Police, Member, Tnsrb, Chennai, Tamil Nadu
33. Shri K Radhakrishnan, Additional Director General of Police, Civil Supplies CID, Chennai, Tamil Nadu

Uttar Pradesh

34. Shri Anand Lal Banerjee, Inspector General of Police, Cb Cid, Lucknow, Uttar Pradesh
35. Shri Gurdarshan Singh, Inspector General of Police, Meerut Zone, Meerut, Uttar Pradesh
36. Shri Ved Pal Singh Verma, Deputy Superintendent of Police, Pac Hq Lucknow, Uttar Pradesh

West Bengal

37. Shri Amar Kant Sarkar, Inspector General of Police, Railways, West Bengal
38. Shri Subir Kumar Chatterjee, Inspector, I/C Titagarh Ps, West Bengal

Andaman and Nicobar Islands

39. Shri Kashmir Singh Pabla, Deputy Superintendent of Police, Port Blair, Andaman and Nicobar Islands

Border Security Force

40. Shri Chilumuri Venkata Muralidhar, Inspector General, Ftr, Hq Sb, Kolkata, Bsf
41. Shri Rajinder Mani, Deputy Inspector General, Hq, CGO Complex, New Delhi, Bsf

42. Shri Pulickel Joseph Sebastian, Deputy Inspector General, Prov. Dte. Hq, Cgo Complex, New Delhi, BSF
43. Mrs. Susana Thomas, Deputy Inspector General (Med), Composite Hospital, Jalandhar Cantt. Punjab., BSF

Central Bureau of Investigation

44. Shri Rajni Kant Mishra, Joint Director (Eow-li), Delhi, CBI
45. Shri Hitesh Chandra Awasthi, Joint Director (Achq), Delhi, CBI
46. Shri Raju Rangarajan, Superintendent of Police, Su Chennai, CBI
47. Shri Radhakant Choubey, Superintendent of Police, CBI Academy, Ghaziabad, CBI

Central Industrial Security Force

48. Shri K T Maheshkar, Deputy Commandant, Nisa Hyderabad, CISF
49. Shri Ishaque Sharif, Assistant Commandant, CISF Hqrs, CISF

Central Reserve Police Force

50. Shri Subesh Kumar Singh, Inspector General of Police/ Pers, Fhqrs, New Delhi, CRPF
51. Shri Muthu Paul Nathanael, Deputy Inspector General/ Ops, Srinagar, C/O 56 Apo, CRPF
52. Shri Baljeet Kumar Sharma, Deputy Inspector General of Police, Ctc, MudKhed, Nanded, CRPF
53. Shri T A Abdul Hakeem, Deputy Inspector General of Police, RTC Peringome, Kannur, Kerala, CRPF
54. Shri Khajan Singh, Commandant, 87 Bn Crpf, R K Puram, New Delhi, CRPF

Ministry of Home Affairs

55. Smt Neelamani N Raju, Joint Director, New Delhi, Ministry of Home Affairs
56. Shri Arvinda Kumar, Joint Director, Ministry of Home Affairs

57. Shri Avinash Mohananey, Joint Director, Ministry of Home Affairs
58. Shri P S Purohit, Joint Director, Ministry of Home Affairs
59. Shri Sukhdev Singh Sidhu, Joint Director, Ministry of Home Affairs
60. Shri M Hari Sena Verma, Joint Director, Ministry of Home Affairs
61. Shri Prem Nath Angurala, Assistant Director, Ministry of Home Affairs
62. Shri Manjit Singh Lochab, Deputy Central Intelligence Officer, Ministry of Home Affairs

Indo-Tibetan Border Police

63. Shri R. S. Pathania, Deputy Inspector General, Nw (F) Chandigarh, ITBP
64. Shri Inder Singh Negi, Deputy Inspector General, Shq Bhubaneshwar, ITBP
65. Shri R. C. Baijwan, Deputy Inspector General, SHQ, Jammu, ITBP

Sashastra Seema Bal

66. Shri Rup Singh, Area Organiser, Fhqrs, New Delhi, SSB

Special Protection Group

67. Shri Anup Kumar Singh, Inspector General of Police, New Delhi, SPG
68. Shri Kumar Rajesh Chandra, Inspector General of Police, New Delhi, Spg

Steel Authority of India Limited

69. Shri Venugopal K Nair, Chief Vigilance Officer, Ispat Bhawan, CGO Complex, Lodhi Road, New Delhi, Steel Authority Of India Limited

Ministry of Railways

70. Shri Chandra Shekhar Ray, Deputy Inspector General, Rpsf, Railway Board, M/O Railways
71. Shri Harananda-, Chief Security Commissioner, Ncr/ Hq / Allahabad, M/O Railways.



Police Medal for Meritorious Service Republic Day-2009

Andhra Pradesh

1. Shri K.V. Rajendranath Reddy, Commissioner of Police, Vijayawada, Andhra Pradesh
2. Shri P Sitharama Anjaneyulu, Deputy Inspector General of Police (Intelligence), Hyderabad,

Andhra Pradesh

1. Shri Balla Balakrishna, Supdt of Police, West Godavari District, Eluru, Andhra Pradesh
2. Shri Doule Laxman Rao, Additional Superintendent of Police, AP Police Academy, Hyderabad,

Andhra Pradesh

5. Shri Kuppili Ramakrishna Rao, Additional Superintendent of Police, CID, Visakhapatnam, Andhra Pradesh
6. Shri Valupali Ramakrishnaiah, Assistant Commissioner of Police, Banjara Hills Div. Hyderabad City, Andhra Pradesh
7. Shri Patnala Venkata Radha Krishna, Deputy Superintendent of Police, Anti-Corruption Bureau, Range 1, Hyderabad, Andhra Pradesh
8. Shri Boddu Chitti Babu, Deputy Superintendent of Police, Greyhounds, Hyderabad, Andhra Pradesh
9. Shri Munagala Venkateshwara Rao, Assistant Commissioner of Police, Asifnagar Division Hyderabad, Andhra Pradesh
10. Shri Nimmala Venkata Sambaiah, Police, Security Wing, Andhra Pradesh
11. Shri Jinka Pedda Yerikalaiah, Circle Anantpur-District, Andhra Pradesh

12. Shri Ummadisetti Sreekrishnudu, Inspector of Police, Anti Corruption Bureau, CIU, Hyderabad, Andhra Pradesh
13. Shri Mohd Zainuddin, Assistant Reserve Sub Inspector, Sar/Cpl, Andhra Pradesh
14. Shri Lingam Chandra Sekharam, Assistant Reserve Sub Inspector, 14th (Ir) Bn Apsp, Anantpur, Andhra Pradesh
15. Shri Kalle Chinnaiah, Sub Inspector of Police, Intelligence, Hyderabad Region, Andhra Pradesh
16. Shri Sunkari Surya Prabhakar Rao, Sub Inspector of Police, Intelligence, Vizianagaram, Andhra Pradesh
17. Shri Erukulla Bharathudu, Sub Inspector of Police, Intelligence, Hyderabad Region, Andhra Pradesh
18. Shri Vasamsetti Naryana Rao, Sub Inspector of Police, Zonal Intelligence officer Kakinada, Andhra Pradesh
19. Shri Mohd Khaja Miya, Head Constable, D.A.R. Khamam, Andhra Pradesh

Arunachal Pradesh

20. Shri Tashi Lama, Deputy Inspector General of Police, Phq Itanagar, Arunachal Pradesh
21. Shri Robin Hibu, Deputy Inspector General of Police, Itanagar, Arunachal Pradesh

Assam

22. Dr R Prasad Meena, Deputy Inspector General (Cid), Ulubari, Guwahati, Assam
23. Shri Padmeswar Bora, Assistant Sub-Inspector, Apro Ulubari, Guwahati, Assam

24. Shri Khargeswar Baglari, Constable (Driver) Apro (Hq), Ulubari, Guwahati, Assam

Chhattisgarh

25. Shri T J Longkumer, Deputy Inspector General of Police, Stf/Caf, Bastar, Chhattisgarh
26. Shri Goverdhan Singh Darro, Commandant, 2nd Bn. Sakri Bilaspur, Chhattisgarh
27. Shri Akbar Ram Korram, Superintendent of Police, District Jaspur, Chhattisgarh
28. Shri Shyam Bihari Pandey, Head Constable, 10 Bn. Caf Sarguja, Chhattisgarh
29. Shri Aghanu Ram, Constable, 3rd Bn CAF, Raipur, Chhattisgarh
30. Shri Choudhary Shiv Narayan Singh, Sub-Inspector (M), Scrb, CID, Phq, Raipur, Chhattisgarh

NCT of Delhi

31. Shri Sudhir Singh Yadav, Joint Commissioner of Police, New Delhi, Delhi
32. Shri Bir Singh, Assistant Commissioner of Police, North Ea St District, Delhi, Delhi
33. Shri K N Haridas, Assistant Commissioner of Police, Phq, Delhi
34. Smt. Kamla Devi Meena, Women Inspector (Now Acp), Security Unit, New Delhi, Delhi
35. Shri Satya Dev Singh Ahlawat, Inspector, Security Vinay Marg, Delhi
36. Shri Vikram Kumar Chowdhary, Inspector/Steno, Crime Women Cell, Nanakpura, Delhi
37. Shri Biram Singh, Sub Inspector, Security Vinay Marg, Delhi



38. Shri Krishan Chander, Sub Inspector, Traffic, Delhi
39. Mrs. Sarita Bhardwaj, Woman Assistant Sub-Inspector, Igi Airport, Delhi
40. Shri Sarabjit Singh, Assistant Sub Inspector, Crime & Railways, Delhi
41. Shri Shiv Kumar, Head Constable, Special Cell, Delhi
42. Shri Satbir Singh, Head Constable, Crime & Railways, Delhi

Goa

43. Shri Omprakash R Kudtarkar, Commandant, Phq, Panaji, Goa

Gujarat

44. Shri Joshi Nalinkumar Somalal, Staff officer/ Deputy Superintendent of Police, Dg&Igp Gs, Gandhinagar, Gujarat
45. Shri Kanaiyalal Samalabhai Savani, Police Inspector, Ahmedabad City, Gujarat
46. Shri Natvarsinh Sonsinh Chavada, Unarmed Sub-Inspector, Scr, Dg&Igp, G S Gandhinagar, Gujarat
47. Shri Laljibhai Bhanjibhai Bhorania, Police Sub-Inspector Wireless, O/O The Commissioner, Communication, Gandhinagar, Gujarat
48. Shri Kishorbhai Arjanbhai Visani, Unarmed Assistant Sub-Inspector, Cid Crime, Gandhinagar, Gujarat
49. Shri Balushankar Jivram Pathak, Assistant Sub-Inspector, Lcb District, Amreli, Gujarat
50. Shri Shivarambhai Ambubhai Desai, Asstt Sub Inspector, Vigilance Branch, Gandhinagar, Gujarat
51. Shri Rameshkumar Angadsingh Bhadoria, Head Constable (Unarmed), Special Branch, Ahmadabad City, Gujarat
52. Shri Rajendrabhai Rambhai (Unarmed), Railway Police Station, Ahmadabad, Gujarat

Haryana

53. Shri Alok Kumar Mittal, Haryana
54. Shri Raj Kumar, Sub-Inspector, Svb/ Panchkula, Haryana
55. Shri Kailash Chander, Sub-Inspector, 2nd Bn. Hap, Madhuban, Haryana
56. Shri Lakhwinder Kumar, Sub-Inspector, Cid, Haryana
57. Shri Bhim Sain, Sub-Inspector, Hq/Newal, Haryana
58. Shri Parmod Chand, Assistant Sub-Inspector, Scb, Panchkula, Haryana
59. Shri Ram Kumar, Assistant Sub-Inspector, O/O Ipg/ Ambala Range, Haryana
60. Shri Nirmal Singh, Assistant Sub-Inspector, P.S. Sadar Yamunanagar, Haryana
61. Shri Vinod Kumar, Head Constable, Svb/ Panchkula, Haryana Himachal Pradesh
62. Shri Krishan Gopal Kapoor, Deputy Superintendent of Police, Una District, Himachal Pradesh
63. Shri Hari Nand, Inspector, Cid, Shimla, Himachal Pradesh
64. Shri Chaman Lal, Sub-Inspector, Ps Sadar BiLaspur, Himachal Pradesh

Jammu and Kashmir

65. Shri Pankaj Saxena, Deputy Inspector General of Police, CID Jammu Zone, Jammu And Kashmir
66. Shri Gulzar Singh Slathia, Deputy Inspector General of Police, Security, Jammu And Kashmir
67. Shri Amjad Parvej Mirza, Commandant, Auxilary Police 1st Battalion, Jammu And Kashmir
68. Shri Bhupinder Singh, Senior Superintendent of Police (Technical), Security Headquarters, Jammu And Kashmir
69. Shri Fayaz Hussain Nengroo, Deputy Superintendent of Police, Headquarters Pulwama, Jammu and Kashmir

70. Shri Prem Raj Shom, Deputy Superintendent of Police, Stc Talwara, Jammu And Kashmir
71. Shri Vijay Mohan Sadhu, Deputy Superintendent of Police, State Vigilance Org., Jammu and Kashmir
72. Shri Mohmad Ashraf, Deputy Superintendent of Police, Police Headquarters, Jammu and Kashmir
73. Shri Mehraj-Ud-Din, Inspector Pso To Dr. Farooq Abdullah, Ssg, Jammu And Kashmir
74. Shri Sansar Chand, Sub Inspector, Cid, Ci, Jammu and Kashmir
75. Shri Abdul Aziz Teli, Sub Inspector, So(GazeTted) Phq, Jammu And Kashmir
76. Shri Madan Lal, Assistant Sub Inspector, Pcr Jammu,

Jammu And Kashmir

77. Shri Abdul Gani Parry, Head Constable, Pcr Srinagar, Jammu And Kashmir

Jharkhand

78. Shri Ravi Kant Dhan, Superintendent of Police, Latehar, Jharkhand
79. Shri Shambhu Thakur, Commandant, 10th Mahilla Bn., Gumla Jharkhand, Jharkhand
80. Shri Hemant Toppo, Superintendent of Police, Jamtara, Jharkhand
81. Shri Shrawan Kumar, Inspector, Spl Branch, Dhurwa, Ranchi, Jharkhand
82. Shri Sanjay Kumar Rana, SuB-Inspector, Police Training College, Hazaribag, Jharkhand
83. Shri Lalan Prasad, Sub-Inspector, Spl Branch, Ranchi, Jharkhand
84. Shri Satendra Ojha, Assistant Sub-Inspector, Addl Dg office, Cid, Jharkhand
85. Shri Sribhagwan Singh, Havildar, Jamshedpur Dpf, Jharkhand
86. Shri Etwara Oraon, Constable, Latehar, Jharkhand



Police Medal for Meritorious Service Republic Day-2009

Karnataka

87. Dr Suresh Kunhi Mohamed, National Consultant, National Aids Control Organisation, Ministry of Health & Family Welfare., Karnataka
88. Shri M Abdulla Saleem, Director (S&V), KsrTc, Bangalore, Karnataka
89. Shri K.S. Ramacharan Reddy, Deputy Inspector General of Police, Iim Bangalore, Karnataka
90. Shri K Ramachandra Rao, Deputy Inspector General of Police & Principal, Police Training College, Naganahalli, Gulbarga, Karnataka
91. Smt Malini Krishnamoorthy, Deputy Inspector General of Police, Economic offences, Cod, Bangalore, Karnataka
92. Shri K.P. Bheemaiah, Superintendent of Police, office of Dgp, Cod, Carlton House, Bangalore, Karnataka
93. Shri Krishnaraddy Devaraddy MalligawaD, Superintendent of Police, Apts, Yelahanka, Bangalore, Karnataka
94. Shri Muthanna Aiyappa Biddatanda, Deputy Commissioer of Police, Intelligence, Bangalore, Karnataka
95. Shri B. Lokesh, Assistant Commissioner of Police, Traffic Adugodi, Sub-Division, Bangalore, City, Karnataka
96. Shri Thimmaiah Dasappa, Assistant Commissioner of Police, City Armed Reserve North, Bangalore, Karnataka
97. Shri B.K. Nanje Gowda, Deputy Superintendent of Police, Intelligence Shimoga, Karnataka
98. Shri Raju Venkategowda, Sub-Inspector, office of Igp, Fc Bangalore, Karnataka
99. Shri K.N. Murthy, Head Constable, Intelligence Bangalore, Karnataka
100. Shri Suresh Kumar Srinivasa Murthy, Head Constable, Intelligence Bangalore, Karnataka

101. Shri Narayana Shetty, Head Constable, Viii Bn. Ksrp Shimoga, Karnataka
102. Shri Shamu Dundappa Hegre, Head Constable, Dar Belgaum, Karnataka Kerala
103. Shri P. Radhakrishnan, Deputy Superintendent of Police, Thrissur,

Kerala

104. Shri T James, Superintendent of Police, Kollam, Kerala
105. Shri PH. Ashraf Hamsa, Superintendent of Police Rural, Cbcid, Sig-li, Ernakulam, Kerala
106. Shri K. Kunhaman Nair, Assistant Commandant, , Ar, Kasargod, Kerala
107. Shri S. Ramesh Babu, Assistant Commissioner of Police, Norcotc Cell , Thiruvananthapuram , Kerala
108. Shri U Abdul Karim, Deputy Superintendent of Police, Thaliparamba, Kannur, Kerala
109. Shri T Gopala Krishna Pillai, Deputy Superintendent of Police, Cbcid, Sig-iii, Kozhikode, Kerala
110. Shri M. Madhu , Deputy Superintendent of Police, DCrb, Alappuzha, Kerala
111. Shri PK Madhu , Deputy Superintendent of Police, Kottayam, Kerala
112. Shri V. Rajendran, Head Constable Driver , Phq, Thiruvananthapuram, Kerala

Madhya Pradesh

113. Shri Meghraj Asudani, Inspector General of Police, Bhopal, Madhya Pradesh
114. Shri V Madhukumar Babu, Deputy Inspector General of Police, Jabalpur, Madhya Pradesh
115. Shri Yogesh Mudgal, Deputy Inspector General of Police, Chhatarpur, Madhya Pradesh
116. Shri Prem Singh Bisht, Superintendent of Police, Lokayukta, Indore, Madhya Pradesh
117. Shri Rajeshwar Prasad Singh, Superintendent of Police, Lokayukta, Gwalior, Madhya Pradesh

118. Shri Sudhir Laad, Superintendent of Police, Bhopal, Madhya Pradesh
119. Shri Kunj Behari Sharma, Assistant Inspector General, Bhopal, Madhya Pradesh
120. Shri Manoj Sharma, Assistant Inspector General, Bhopal, Madhya Pradesh
121. Shri Ram Niwas Yadav, Sub Inspector, Bhopal, Madhya Pradesh
122. Shri Vijay Kumar Barche, Head Constable, Ujjain Division, Madhya Pradesh
123. Shri Saket KumaR Shukla, Inspector (Min.), Bhopal, Madhya Pradesh
124. Shri Rajendra Kumar Jain, Subedar /M, Bhopal, Madhya Pradesh
125. Shri Satya Narayan Gupta, Subedar Bhopal, Madhya Pradesh
126. Smt. Bharti Guru, Subedar , Bhopal, Madhya Pradesh
127. Shri Milind Sathe, Assistant Sub Inspector/M, Bhopal, Madhya Pradesh

Maharashtra

128. Shri Ankush G. Dhanvijay, Igp/ Controller of Legal Metrology Food Civil Supplies &, Consumer Protection Department. Mumbai, Maharashtra
129. Smt Archana Tyagi, Additional Commissioner of Police, Mumbai City, Maharashtra
130. Shri Ranjit Pandurang Abinkar, Deputy Superintendent of Police, Railways Pune, Maharashtra
131. Shri Pradeep Vasudeorao Bobade, Police Inspector, Pts Nagpur, Maharashtra
132. Shri Umesh Shrinivas Deshpande, Police Inspector (Wireless) , Konkan Range Navi Mumbai, Maharashtra
133. Shri Dinesh Musaddilal Agrawal, Police Inspector, Ats Mumbai, Maharashtra
134. Shri Khanderao Anandrao Patil, Police Inspector, Sb (I) Cid Mumbai City, Maharashtra



Police Medal for Meritorious Service Republic Day-2009

135. Shri Nagesh Shivdas Lohar, Senior Police Inspector, Pantanagar Police Station, Mumbai, Maharashtra
136. Shri Khushalchand Govindlal Baheti, Police Inspector, Special Branch, Aurangabad City, Maharashtra
137. Shri Vilas Vyaghreshwar Joshi, Police Inspector, Vp Road Police Station, Mumbai City, Maharashtra
138. Shri Ravindra Khanderao Doiphode, Police Inspector, Mra Marg Police Station Mumbai City, Maharashtra
139. Shri Nivrutti Tukaram Kadam, Police Inspector, Ats Mumbai City, Maharashtra
140. Shri Ramchandra Shivaji Jadhav, Police Inspector, Anti-Dacoity Cell, Mumbai City, Maharashtra
141. Shri Suhas Madhukar Nadgauda, Police Inspector, Bund Garden P.Stn, Pune City, Maharashtra
142. Shri Vijay Kumar Vasantrao Palsule, Police Inspector, Deccan Police Station Pune City, Maharashtra
143. Shri Sayyed Amin Sayyed, Reserved Police Sub Inspector, Police Head Quarter, Nanded, Maharashtra
144. Shri Sidram Ramchandra Tad, Police Sub Inspector, Security Branch, Solapur Rural, Maharashtra
145. Shri Bhagwan Dadu Hande, Armed Assistant Sub Inspector, Srp Gr-1, Pune, Maharashtra
146. Shri Chandrakant Dashrath Mane, Assistant Sub Inspector (Driver), Mt Solapur Rural, Maharashtra
147. Shri Arjun Nanu Thite, Armed Assistant Sub Inspector, Srp Gr -X., Solapur, Maharashtra
148. Shri Walhu Sayaji Patole, Assistant Sub Inspector, Kotwali Police Stn, Ahmednagar, Maharashtra
149. Shri Pandit Uttam Bhavsar, Assistant Sub Inspector, Pcr, Jalgaon, Maharashtra
150. Shri Chandrakant Dashrath Kharat, Assistant Sub Inspector, Ghatkopar Police Station, Mumbai City, Maharashtra
151. Shri Amrut Bhimrao Kolekar, Assistant Sub Inspector (Driver), M.T Osmanabad, Maharashtra
152. Shri Sainath Vitthal Sadavarte, Assistant Sub Inspector, Nasik City, Maharashtra
153. Shri Shripat Narayan Patil, Assistant Sub Inspector, Cb Cid Mumbai City, Maharashtra
154. Shri Sahebrao Bhonaji Tilkar, Head Constable, Loni Police Station, Ahmednagar, Maharashtra
155. Shri Ranba Dhondiba Patil, Head Constable, Mhb Police Stn, Mumbai City, Maharashtra
156. Shri Janba Bhavakana Patil, Head COnstable, Ats Mumbai, Maharashtra
157. Shri Anil Pandurang Sulgaonkar, Head Constable (Driver), Control Room, Kolhapur, Maharashtra
158. Shri Kishor Channappa Landge, Head Constable, Dcb Cid Mumbai, Maharashtra
159. Shri Sirajuddin Nijamuddin Kazi, Head Constable, Mt Solapur Rural, Maharashtra
160. Shri Rajendra Yashwant Sawant, Head Constable (Driver), Police Headquarters, Ratnagiri, Maharashtra
- Manipur**
161. Shri Asem Shyamcharan Singh, Inspector, Cid (Sb), Manipur
162. Shri Md.Ghiyasuddin, Jemadar, 7th Indian Reserve Bn, Imphal, Manipur
163. Shri Aribam Gopeshor Sharma, Assistant Sub-Inspector, Imphal West District, Manipur
164. Shri Koijam Muhindro Singh, Havildar, 2 Irb, Imphal, Manipur Meghalaya
165. Shri Inter Chambugong Marak, Sub Inspector, East Garo Hills, Meghalaya
- Mizoram**
166. Shri V. Lalthakima, Commandant, 1st Bn, Map, Mizoram
167. Shri R K Daniela, Deputy Superintendent of Police, Dsb, Aizawl, Mizoram
- Orissa**
168. Shri Susant Kumar Nath, Additional Commissioner of Police, Cuttack, Orissa
169. Shri R P Rao Koche, Deputy Inspector General of Police, Southern Range Behrampur, Orissa
170. Shri Vinyatosh Mishra, Deputy Inspector General of Police, Fire Service And Home Guards, Cuttack, Orissa
171. Shri Kanhu Charan Mohapatra, Inspector, Special Branch, Baripada, Orissa
172. Shri Surendra Majhi, Inspector, Cid, Cb, Cuttack, Orissa
173. Shri Binod Kumar Das, Reserve Inspector of Police, Berhampur Reserve office, Orissa
174. Shri Lambodar Mahanta, Assistant Sub-Inspector, Sambalpur Vigilance Division, Orissa
175. Shri Devanand Laria, Sepoy, Osap 4th Bn. Rourkela, Orissa
- Punjab**
176. Shri Jitendra Kumar Jain, Deputy Inspector General, Faridkot Range, Punjab
177. Smt. Gurpreet Kaur Deo, Deputy Inspector General, Chandigarh, Punjab
178. Shri Ishwar Singh, Deputy Inspector General, Ludhiana, Punjab
179. Shri Surjit Singh, Superintendent of Police, Amritsar, Punjab
180. Shri Sarwan Singh, Superintendent of Police, Ferozepur, Punjab



Police Medal for Meritorious Service Republic Day-2009

181. Shri Gurdeep Singh, Deputy Superintendent of Police, Cid Unit Hoshiarpur, Punjab
182. Shri Balkar Singh, Deputy Superintendent of Police, Sadar Amritsar, Punjab
183. Shri Lekh Raj, Deputy Superintendent of Police, 7th Bn Pap, Jalandhar, Punjab
184. Shri Malkiat Singh, Inspector, Control Room Pap, Jalandhar, Punjab
185. Shri Avtar Singh, Inspector, 5th Irb, Amritsar, Punjab
186. Shri Sandeep Sood, Sub Inspector, Security Wing, Chandigarh, Punjab
187. Shri Sukhbir Singh, Assistant Sub-Inspector, Vigilance Bureau, Range, Ludhiana, Punjab
188. Shri Onkar Singh, Assistant Sub Inspector, Amritsar, Punjab
189. Shri Ashok Kumar, Assistant Sub Inspector, State Narcotics Cell, Amritsar, Punjab
190. Shri Kulwant Singh, Head Constable, 5th Irb, Amritsar, Punjab
- Rajasthan**
191. Shri A Ponnuchamy, Deputy Inspector General of Police , (Spl Crime & Eco. offence) CID (Cb) Jaipur, Rajasthan
192. Shri Karnal Bahadur Singh Kapoor, Superintendent of Police, District Dausa, , Rajasthan
193. Shri Prem Prakash Tak, Additional Superintendent of Police, CID (Cb) Range Cell, Kota, Rajasthan
194. Shri Kishan Pal Singh, Inspector of Police, Cid (SSB) , Jaipur, Rajasthan
195. Shri Harishanker Mishra, Sub Inspector of Police, Cm Vigilance, Jodhpur City, Rajasthan
196. Shri Karan Singh Jodha, Sub Inspector of Police, CID (Ssb), Jaipur, Rajasthan
197. Shri Ravindra Kumar Williams, Assistant Sub Inspector (Operator), Police Tele Comn Hq, Jaipur, Rajasthan
198. Shri Bhagwan Dadu Vishnoi, Head Constable, Police Training School, Jodhpur, Rajasthan
199. Shri Mahaveer Prasad Yadav, Head Constable, Police Lines, Jaipur City, Rajasthan
200. Shri Shanker Lal Khatik, Head Constable, Anti Corruption Bureau, Pali, Rajasthan
201. Shri Rameshwar Dayal Kumhar, Head Constable, Asp office Bharatpur City., Rajasthan
202. Shri Hanuman Singh Rajput, Head Constable, Crime Branch, Jaipur Rural, Rajasthan
203. Shri Ashok Kumar Khandal, Head Constable, Cid (Ssb) , Jaipur, Rajasthan
204. Shri Ashok Kumar Vishnoi, Constable, Anti-Corruption Bureau, Barmer, Rajasthan
- Sikkim**
205. Shri Tshering Tamang, Sub Inspector, Reserve Lines, Sikkim Tamil Nadu
206. Shri V.A. Ravikumar, Assistant Inspector General, Administration, office of Dgp, Chennai, Tamil Nadu
207. Shri Karupiah Thondiraj, Deputy Commissioner of Police, Crime And Traffic, Coimbatore City, Tamil Nadu
208. Shri P. Kesavan, Commandant , Tsp Iv Battalion, Kovaipudur, Tamil Nadu
209. Shri Kandasamy Rangarajan, Additional Superintendent of Police, Crime, Theni District, Tamil Nadu
210. Shri Thirunavukkarasu , Deputy Superintendent of Police, Vigilance & Anti-Corruption, Chennai, Tamil Nadu
211. Shri Selvarajan -, Inspector , V&Ac Coimbatore, Tamil Nadu
212. Shri Panneerselvam - ,Inspector ,V&Ac, Cuddalore, Tamil Nadu
213. Shri Kuppusamy -, Inspector , Viluppuram, Chennai, Tamil Nadu
214. Shri Sudhakar -, Inspector , Head Quarters, Chennai, Tamil Nadu
215. Shri Jeevanandham -, Inspector , City-Iii, Chennai, Tamil Nadu
216. Shri Ashokan -, Inspector, Spl, Inves, C Ell, Chennai, Tamil Nadu
- Tripura**
217. Shri Smarajit Kanungoe, Superintendent of Police (Security) , West Tripura, Tripura
218. Shri SUBODH Chandra Das, Additional Superintendent of Police, South Tripura, Udaipur, Tripura
219. Shri Sanjoy Biswas, Inspector, East Agartala Ps, Tripura, Tripura
- Uttar Pradesh**
220. Shri Harish Chander Kashyap, Inspector General of Police, Gorakhpur Zone, Uttar Pradesh
221. Shri Bishwajit Mahapatra, Inspector General of Police, Railways Lucknow, Uttar Pradesh
222. Shri Anand Kumar, Deputy Inspector General of Police, Saharanpur Range, Saharanpur, Uttar Pradesh
223. Shri Anand Swaroop, Deputy Inspector General OF Police, Security , Lucknow, Uttar Pradesh
224. Shri Sushil Kumar Singh, Deputy Inspector General of Police, Jhansi Range Jhansi, Uttar Pradesh
225. Shri Sanjay Singhal, Deputy Inspector General of Police, Lucknow, Uttar Pradesh
226. Shri Hari Ram Sharma, Senior Superintendent of Police, Kanpur Nagar, Uttar Pradesh
227. Shri Kashi Nath Singh, Superintendent of Police, Railways Lucknow, Uttar Pradesh
228. Shri Prakash Tripathi, Superintendent of Police, Kannauj, Uttar Pradesh



Police Medal for Meritorious Service Republic Day-2009

229. Shri Jitendra Pratap Singh, Superintendent of Police, Mahamaya Nagar, Uttar Pradesh
230. Shri Ram Swaroop, Superintendent of Police, Ambedkar Nagar, Uttar Pradesh
231. Shri Satya Prakash Yadav, Deputy Superintendent of Police, Pts Moradabad, Uttar Pradesh
232. Shri Ashok Kumar, Additional Superintendent of Police, Hq Allahabad, Uttar Pradesh
233. Shri Mata Prasad Bhaskar, Deputy Superintendent of Police, Liu, Kanpur, Uttar Pradesh
234. Shri Mrigendra Singh, Additional Superintendent of Police, Central Reserve, Sitapur, Uttar Pradesh
235. Shri Ashok Kumar, Additional Superintendent of Police, 41 Bn. Pac, Ghaziabad, Uttar Pradesh
236. Shri Dalbir Singh Yadav, Additional Superintendent of Police, Pichhra Varg Kalyan Nigam, Lucknow, Uttar Pradesh
237. Shri Prem Chandra Singh, Head Constable, 12 Bn. Pac Fatehpur, Uttar Pradesh
238. Shri Satya Ram Yadav, Inspector, Eow, Lucknow, Uttar Pradesh
239. Shri Vinod Kumar Srivastava, Sub-Inspector (M) / Steno, District Fatehpur, Uttar Pradesh
240. Shri Syed Israr Husain, Sub-Inspector(M), I.G. Zone, office, Kanpur, Uttar Pradesh
241. Shri Mahesh Chandra Singh, Constable, District Kannauj, Uttar Pradesh
242. Shri Satish Kumar, Sub-Inspector (M), Cb, Cid, Hqrs, Lucknow, Uttar Pradesh
243. Shri Jagdish Tomar, Sub-Inspector, District Gautambudh Nagar, Uttar Pradesh
244. Shri Kiran Pal Singh, Sub-Inspector, Dr. Bhim Rao Ambedkar Police Academy Moradabad, Uttar Pradesh
245. Shri Sada Shiv, Constable, District Sitapur, Uttar Pradesh
246. Shri Ram Bahadur Singh, Sub-Inspector, District Barabanki, Uttar Pradesh
247. Shri Ram Kumar Sharma, Sub-Inspector(V/S), Distt. Mahoba, Uttar Pradesh
248. Shri Om Prakash Singh, Sub-Inspector, District Unnao, Uttar Pradesh
249. Shri Sripal Singh Tomar, Sub-Inspector, Distt. Pilibhit, Uttar Pradesh
250. Shri Kamla Singh Yadav, Sub-Inspector, Distt. Mirzapur, Uttar Pradesh
251. Shri Jitendra Pratap Singh, Inspector, Uppcl Lucknow, Uttar Pradesh
252. Shri Jamir Ahamad Khan, Constable, 32 Bn. Pac, Lucknow, Uttar Pradesh
253. Shri Devendra Kumar, Inspector, District Shahjahanpur, Uttar Pradesh
- Uttarakhand**
254. Shri Satish Kumar Shukla, Superintendent of Police, Phq, 12 Subhash Road, Dehradun., Uttarakhand
255. Shri Madan Singh Farshwan, Deputy Superintendent of Police, Pithoragarh., Uttarakhand
256. Shri Dinesh Chandra Singh Rawat, Deputy Superintendent of Police, Haridwar, Uttarakhand
257. Shri Diwan Ram Tamta, Company Commander, 31 Bn. Pac Rudrapur, Uttarakhand
- West Bengal**
258. Shri Sanjay Singh, Deputy Inspector of General, (Training), Ptc, Barrackpore, West Bengal
259. Shri Sunil Kumar Dey, Assistant Commissioner of Police, Phq Kolkata, West Bengal
260. Shri Swapan Kumar Nandi, Inspector, Int. Branch, Kolkata, West Bengal
261. Shri Passang Sherpa, Sub-Inspector, Sap, 10th Bn, Dabgram, Jalpaiguri, West Bengal
262. Shri Swapan Kumar Bhattacharjee, Sub-Inspector, Po&Ps-Tamluk, District. Purba Medinipur,
- West Bengal**
263. Shri Swapan Kumar Roy, Assistant Sub-Inspector (Armed Branch), South 24 Parganas, West Bengal
264. Shri Jogender Singh, Armed Reserve Assistant Sub-Inspector, Ptc, BarraCkpore, West Bengal
265. Shri Tapan Majumder, Constable, Int. Branch, Kolkata, West Bengal
266. Shri Ajit Kumar Das, Constable, Nagrakata Police Station, Jalpaiguri, West Bengal
267. Shri Prodyut Kumar Sinha, Police Driver, Mt Section, Malda, Po-Mokdumpur, Distt-Malda, West Bengal
268. Shri Manik Roy, Constable, Dap, Cbr, District. Cooch Behar, West Bengal
269. Shri Dasarathi Konar, Assistant Sub-Inspector, Int. Branch, Kolkata, West Bengal
270. Shri Anil Baran Hazari, Assistant Sub-Inspector, Sap, 2nd Bn, Barrackpore, North 24 Pgs, West Bengal
271. Shri Nityananda Gupta, Constable (Ab), Dap, Malda, Mokdumpur District Malda, West Bengal
272. Shri Gobinda Kumar Mukherjee, Assistant Sub-Inspector, Sealdah Grp, West Bengal
273. Shri Bikash Moy Hazra, Constable, Head Quarters, Purulia, West Bengal
274. Shri Swapan Kumar Saha, Constable, Vigilance Commission, Bikash Bhavan, Salt Lake Kolkata, West Bengal
275. Smt. Mingma Chiten Bhutia, Lady Constable, Reserve office Darjeeling, West Bengal



Police Medal for Meritorious Service Republic Day-2009

Andaman and Nicobar Islands

276. Shri Chitta Ranjan Garu, Inspector, Port Blair, Andaman And Nicobar Islands Chandigarh
277. Shri Suresh Kumar, Head Constable, Vip/Security, Chandigarh

Assam Rifles

278. Shri Balakrishnan Pm, Stenographer Grade-I, Adg Sectt., Hq Dgar, Shillong, Assam Rifles
279. Shri Thomas George, Asstt. Comdt, Hq Igar(N) C/O 99 Apo, Assam Rifles
280. Shri Kedar Ram, Subedar, Kadamtala, District Imphal East, Manipur, Assam Rifles
281. Shri Bhupal Ram, Subedar, 14 Assam Rifles, C/O 99 Apo, Assam Rifles
282. Shri Sukumaran K P, Naib Subedar Nursing Assistant, Chandel (Manipur) 20 Assam Rifles C/O 99 Apo, Assam Rifles
283. Shri Hira Singh, Subedar, Moreh (Manipur) 24 Assam Rifles C/O 99 Apo, Assam Rifles
284. Shri Dharendra Singh Negi, Deputy Commandant, 25 Assam Rifles C/O 99 Apo, Assam Rifles
285. Shri Surjit Singh, Naib Subedar, 25 Assam Rifles C/O 99 Apo, Assam Rifles
286. Shri Mahesh Singh Yadav, Second-In-Command, 25 Assam Rifles C/O 99 Apo, Assam Rifles
287. Shri Tarsem Chand, Subedar, 26 Assam Rifles, Kohima, Assam Rifles
288. Shri Khushal Singh Sahu, Subedar, 32 Assam Rifles C/O 99 Apo, Assam Rifles
289. Shri Narayan Singh Sharma, Subedar, Naginimora, (Nagaland) 37 Assam Rifles C/O 99 Apo, Assam Rifles
290. Shri Triloki Nath Tewari, Naib Subedar, Signal Unit, Shillong, Assam Rifles

Border Security Force

291. Shri Siddhart Chattopadhyaya, Deputy Inspector General, Shq, Shilliguri, Radhabari, P.O. Bhuktidangapara, Jalpaiguri, BSF
292. Shri Abhai Swaroop Verma, Deputy Inspector General, Stc, Jodhpur Mandore Road, Rajasthan, BSF
293. Shri Rajiv Kumar Hajela, Deputy Inspector General, Hq, Comn. Dte. Cgo Complex, New Delhi., BSF
294. Shri Asaf Ally, Deputy Inspector General, Stc, Udampur, Po-Roun, Dhar Road, J&K, BSF
295. Shri Pankaj Goomer, Deputy Inspector General, Fhq, New Delhi, BSF
296. Shri Narendra Nath Dhar Dubey, Commandant, Siw, Tigri Camp, New Delhi., BSF
297. Shri Kailash Lal Sah, Commandant, 61 Bn., Kasiamangal, P.O-Teliamura, Tripura, BSF
298. Shri Om Shankar Jha, Commandant, Training Directorate Hq, Cgo Complex, New Delhi., BSF
299. Shri Ajit Sudevan, Commandant, 113 Bn., P.O. Talligura, District. Cooch, Behar, West Bengal, BSF
300. Shri Rajeev Sinha, Commandant, Hq, Prov. Directorate. Cgo, Complex, New Delhi., BSF
301. Shri Manoj Kumar Yadav, Commandant, 171 Bn., Singhpura, C/O 56 Apo, BSF
302. Shri R. Muthukrishnan, Commandant, 109 Bn. P.O-Modhopur, Teh. Pathankote, Gurdaspur, Punjab., BSF
303. Shri Amar Kumar Ekka, Commandant, 31 Bn. Mawpat, Po- Dumpling, Distt. East Khasi Hills, Shillong, BSF
304. Shri Chuni Lal Belwa, Commandant, 81 Bn Bsf, C/O 56 Apo, BSF

305. Dr. Hira Lal Raskaran, Chief Medical officer (Sg) / Commandant (Med.), Fhq Hospital-Ii, Tigri Camp, New Delhi, BSF
306. Shri Lehna Singh Dahiya, Squadron Commander, Hq Nsg, Mehram Nagar, Palam, New Delhi, BSF
307. Shri Romesh Chand Jasrotia, Second-In-Command, Shq, Gurdaspur, Punjab., BSF
308. Shri Mohammed Kadir Qureshi, Second-In-Command/ Ee (Civil), Cgo Complex, New Delhi, BSF
309. Shri K Vikhuto Swu, Second-In-Command, 111 Bn. C/O 99 Apo, BSF
310. Shri Ravindra Chandra Padalia, Deputy Commandant, Stc, Udampur, Po- Roun, Udampur., BSF
311. Shri Dhan Singh, Deputy Commandant, 23 Bn, Panjipara, Uttar Dinajpur, North Bengal., BSF
312. Shri Rajinder Kumar Sharma, Deputy Commandant, 52 Bn, Sunderbani, C/O 56 Apo, Bsf
313. Shri Surendra Singh Chaudhary, Deputy Commandant, 183 Bn. Po-Narayanpur, District Malda, West Bengal, Bsf
314. Shri Mahabir Singh, Deputy Commandant, 85 Bn. Pokhran, District Jaisalmer Raj., Bsf
315. Shri Kulwant Singh RaWat, Deputy Commandant, 70 Bn. Gokulnagar, Po-Harishnagar, Tripura West, Tripura., BSF
316. Shri Ramendra Nath Roy, Deputy Commandant, 70 Bn. Gokulnagar, Po- Harish Nagar, West Tripura, BSF
317. Shri Mandalaparambil Aravindakshan, Assistant Commandant, Hq Am Ftr, Shillong, Pouppling, District East Garo Hills., Meghalaya., BSF
318. Shri Bhagirath Singh, Inspector, 12 Bn. , C/O 56 Apo, BSF



Police Medal for Meritorious Service Republic Day-2009

319. Shri Abhey Singh Yadav, Inspector, 64 Bn. C/O 56 Apo, Bsf
320. Shri Kehar Ram, Inspector, 09 Bn. Po & District BarmAr, Rajasthan, Bsf
321. Shri Jagannath Singh Parwal, Inspector, 84 Bn, Po-Sam Road, District Jaisalmer Rajasthan, Bsf
322. Shri Ganga Singh, Inspector, 43 Bn., PO- Mandot, District Ferozpur, Punjab, Bsf
323. Shri Bharat Sharma, Inspector, 100 Bn, Dabla, Barmer Road, District Jaisalmer, Rajasthan, Bsf
324. Shri Balbir Singh, Inspector (Tech), 96 Bn. Po- Arunachal, District Cachar, Assam, Bsf
325. Shri Mohd. Basheer Elavankal Mytheen, Inspector (Min), Siw, Tigri Camp, New Delhi, Bsf
326. Shri Manbar Singh RaWat, Sub-Inspector, Shq Panisagar, Tripura (North), Bsf
327. Shri Jaswant Singh, Sub-Inspector, 108 Bn. Baishnavnagar, Po-Roshanbang, District Murshidabad, (W.B), Bsf
328. Shri Kumuda Bandhaba Dash, Sub-Inspector, Nishat, C/O 56 Apo, Bsf
329. Shri Jai Prakash Singh, Sub-Inspector, 90 Bn Roshanbagh, Distt- Murshidabad, West Bengal, Bsf
330. Shri C Sabu, Sub-Inspector, 88 Bn, Koirengi, Po-Mantripukhri, District Imphal, Manipur, Bsf
331. Shri Mohd. Naseem, Head Constable, 36 Bn. Po-Kalyani, Distt- Nadia, West Bengal, Bsf
332. Shri Nanak Chand, Safai Karamchari, 58bn., Kalakot, C/O 56 Apo, Bsf
- Central Bureau Of Investigation**
333. Shri Praveer Ranjan, Deputy Inspector General of Police, Delhi, Cbi
334. Ms Sonali Mishra, Deputy Inspector General of Police, Acr Mumbai, Cbi
335. Shri Rajiv Singh, Deputy Inspector General of Police, Delhi, Cbi
336. Shri Ram Nath Azad, Assistant Director, Delhi, Cbi
337. Shri Ravinder Singh, Additional Superintendent of Police, Aclii Delhi, Cbi
338. Shri Ashok Babu, Deputy Superintendent of Police, Ghaziabad, Cbi
339. Shri Shajahan Mohammed, Inspector, Trivendrum, Cbi
340. Shri Uday Keshav More, Inspector, Mumbai, Cbi
341. Shri Mohan Singh Rawat, Sub Inspector, Delhi, Cbi
342. Shri Vijay Pal Singh, Sub Inspector, Delhi, Cbi
343. Shri K Sasidharan Nair, Assistant Sub Inspector, Cochin, Cbi
344. Shri Bhairav Dutt Kandwal, Head Constable, Ghaziabad, Cbi
- Central Industrial Security Force**
345. Shri Jaijeet Singh, Deputy Inspector General, North Hqrs, New Delhi, CIsf
346. Shri Taranjit Singh Kohli, Deputy Commandant, Unit Nfi, Nangal, CIsf
347. Shri V Karunakaran, Assistant Commandant (Jao), Ap(E&Ne) Hqr, Kolkata, CIsf
348. Shri Sarat Kumar Sahoo, Inspector (Min.), Hqrs, CIsf
349. Shri R C Sabharwal, Inspector (Steno), Gp Hqrs Mumbai, CIsf
350. Shri Pushkar Singh Rawat, Inspector, Rtc Arakkonam, CIsf
351. Shri Sunil Kumar, Inspector, Rtc Barwaha, CIsf
352. Shri George Thomas, Inspector, Krtc, Mundali, CIsf
353. Shri Om Shankar, Inspector, Csi Airport, Mumbai, CIsf
354. Shri Mugudeswaran SHankar, Inspector, Bangalore, CIsf
355. Shri Harish Singh Karmyal, Inspector, Ongc Nazira, CIsf
356. Shri S P Rana, Inspector, Kknpp Kudankulam, CIsf
357. Shri R D S Negi, Inspector, 1st Bn, Barwaha, CIsf
358. Shri Subramaniam Radhakrishnan, Sub Inspector, Nisa Hyderabad, CIsf
359. Shri Mohinder Singh Somata, Head Constable, Rtc Barwaha, CIsf
360. Shri Abdul Khaleel Ahmed, Head Constable, CIsf Unit Bsp(B), CIsf
361. Shri A Gurusamy, Head Constable, Epl Ennore, CIsf
362. Shri Rewa Ram Sahu, Head Constable, Dae Kalpakkam, CIsf
- Central Reserve Police Force**
363. Dr. Ashok Nath Jha, Deputy Inspector General/Medical, Composite Hospital, Group Centre, Ajmer, Crpf
364. Dr. Sunahari Lal Nimesh, Deputy Inspector General/Medical, Gc, Campus, Nagpur, Maharashtra, CRPF
365. Shri Rajendra Prasad Pandey, Deputy Inspector General, Gp Centre, Durgapur-(Wb), Crpf
366. Shri Kuldeep Dhar, Deputy Inspector General, Gc, Gurgaon, Haryana, Crpf
367. Shri Mahendra Pal Singh Negi, Deputy Inspector General, Ne Sec. Shillong, Crpf
368. Shri Bhupat Singh Chauhan, Deputy Inspector General, Gp Centre, Rampur, Crpf
369. Shri Sanjay Kaushik, Deputy Inspector General, Gc Ranga Reddy, Jai Jawaharnagar, Ap, Crpf
370. Shri Sunil Singh, Deputy Inspector General, Gp Centre Nagpur, Crpf
371. Shri Ranjeet Datta, Deputy Inspector General, Gp Centre Pune, Crpf
372. Shri Arun Kumar, Deputy Inspector General, Gp Centre Gandhinagar, Crpf
373. Shri Dwijendra Singh Bhandari, Second-In-Command, 131 Bn, Patna, Bihar, Crpf
374. Shri Brijesh Pratap Singh, Second-In-Command, 30 Bn, Bijapur, New Jail Complex, Chhatisgarh, Crpf



Police Medal for Meritorious Service Republic Day-2009

375. Shri Satender Kumar, Second-In-Command, 50 Bn, Gc, Sindri, Dhanbad, Jharkhand, Crpf
376. Shri Subhash Chandra Singh Rawat, Second-In-Command, 23 Bn, Karan Nagar, Srinagar, Crpf
377. Shri Satya Narayan Singh Meena, Second-In-Command, 112 Bn, Awantipura, Pulwama, J&K, Crpf
378. Shri Hardayal Singh, Deputy Comdt, 100 Bn, Raf, Vastral, Ahmedabad, Crpf
379. Shri Ahmadullah Ansari, Deputy Comdt, 181 Bn, Radar Station, J&K, Crpf
380. Shri Balkishan -, Asstt. Comdt, 126 Bn, Bawana, Delhi, Crpf
381. Shri Sukhram Siyag, Asstt. Comdt, 111bn, Hallomajra, Chandigarh, Crpf
382. Shri N P N Nair, Section officer, Fhqs, New Delhi, Crpf
383. Shri Ratnala Nageshwara Rao, Sm/Ps, Fhqs, New Delhi, Crpf
384. Shri Mela Ram, Sm/Gd, Gc Jalandhar, Crpf
385. Shri Amar Nath, Inspector, 61 Bn, C/O 56 Apo, Crpf
386. Shri Girdhari Lal, Sm/Gd, Group Centre-I, Ajmer, Crpf
387. Shri Brajbihari Singh, Inspector, 3 Signal Bn, , Crpf
388. Shri Lal Kishore Singh, Sub Inspector, 188 Bn Rajnandgon, Chhattisgarh, Crpf
389. Shri Kedar Nath Yadav, Sub Inspector, 111bn, Hallomajra, Chandigarh, Crpf
390. Shri Mahavir Prasad, Sub Inspector, Gc, Khatkhati Distt. Karbi Anglong, Assam, Crpf
391. Shri Abdul Karim, Sub Inspector, 160 Bn, C/O 56 Apo, Crpf
392. Shri Kesavan Prabhakaran, Sub Inspector, 24 Bn Yatriniwas, District Anantnag, J&K, Crpf
393. Shri Sajjan Singh, Sub Inspector, 121bn, Kathua, J&K, Crpf
394. Shri Jodh Singh, Sub Inspector, 186 Bn, Lohit District, Arunachal Pradesh, Crpf
395. Shri Parmatma Bharti, Sub Inspector, 165 Bn, West Midnapur, Wb, Crpf
396. Shri Pitambar Dutt, Sub Inspector, 187 Bn, Bijaur, Lucknow, Up, Crpf
397. Shri Bakhshish Singh, Sub Inspector, 5 Signal Bn, Chandigarh, Crpf
398. Shri Ram Niwas, Sub Inspector, 98 Bn, Bawana, New Delhi, Crpf
399. Shri Kailash Nath Choubey, Sub Inspector, 3 Signal Bn, Crpf
400. Shri Gopal Krishan, Sub Inspector, 5 Signal Bn, Chandigarh, Crpf
401. Shri Gulab Chand, Sub Inspector/Mt, 81 Bn, Ambikapur, Surguja, Chhattisgarh, Crpf
402. Shri Gopal Upadhyay, Sub Inspector/Ro, 3 Signal Bn, Kolkata, Crpf
403. Shri Sita Ram Bhagat, Sub Inspector, 2 Bn, Sukma, Dantewada, Chhattisgarh, Crpf
404. Shri Bishamber Das, Sub Inspector, 163 Bn, Gulshan Nagar, Srinagar, Crpf
405. Shri Ibtombi Singh, Head Constable, 27 Bn, Nungba, Manipur, Crpf
406. Shri Abdul Quam Khan, Head Constable, 27 Bn, Nungba, Manipur, Crpf
407. Shri Ram Lakhna Rawat, Head Constable, Rtc, Avadi, Chennai, Crpf
408. Shri A Srinivasan, Head Constable, 42 Bn, Barkas, Hyderabad, Crpf
409. Shri Ram Avtar Pandey, Head Constable/Dvr, 21 Bn, C/O 56 Apo, Srinagar, Crpf
410. Shri Dinesh Prasad, Washer Man, Rtc, Avadi, Chennai, Crpf
411. Shri Mangla Prasad Mohriya, Water Carrier, Gc Nayagaon, Gwalior, Crpf
412. Shri Govind Ram, Water Carrier, 27 Bn, Nungba, Manipur, Crpf
- Ministry of Home Affairs**
413. Shri Arvind Kumar, Deputy Director, Hqs, New Delhi, Ministry of Home Affairs
414. Shri Vijay Kumar Bir, Assistant Director, Kosovo, Un Mission, Ministry of Home Affairs
415. Shri Dinesh Shankar Mishra, Assistant Director, Hqs New Delhi, Ministry of Home Affairs
416. Shri Anil Kumar Negi, Dcio, Ministry of Home Affairs
417. Shri Timir Bhaskar Shah, Dcio, Hqs, New Delhi, Ministry of Home Affairs
418. Shri Ashok Kumar Singh Teotia, Dcio, Ghaziabad, Ministry of Home Affairs
419. Shri Ajay Kumar Rai, Dcio, Bhopal, Ministry of Home Affairs
420. Shri Nallur Srinivasaraghavan Uppili, Section officer, Hqs, New Delhi, Ministry of Home Affairs
421. Shri Kulwant Singh Gill, Acio-I/G, Chandigarh, Ministry of Home Affairs
422. Shri Dinesh Chander Joshi, Acio-I/G, Hqs, New Delhi, Ministry of Home Affairs
423. Shri Shrirang Balwant Joshi, Acio-I/G, Bangalore, Ministry of Home Affairs
424. Shri Sunil Sharma, Acio-I/G, Lucknow, Ministry of Home Affairs
425. Shri Harpal Singh, Acio-I/G, Hqs New Delhi, Ministry of Home Affairs
426. Smt. Neeta Mishra, Acio-I/G, Hqs New Delhi, Ministry of Home Affairs
427. Shri Pradip Kumar Sarkar, Acio-I/G, Jalpaiguri, Ministry of Home Affairs
428. Shri Girish ChandRa Kandpal, Acio-I/G, Hqs, New Delhi, Ministry of Home Affairs
429. Shri Prakash Chand Kaundinya, Jio-I/G, Shimla, Ministry of Home Affairs



Police Medal for Meritorious Service Republic Day-2009

430. Shri Pushker Nath
Marhatta, Jio-I/G, Srinagar,
Ministry of Home Affairs
431. Shri Donald Paul Sawian, Jio-
I/G, Shillong, Ministry of Home
Affairs
432. Shri Fateh Chand Saxena,
Udc, Hqrs, New Delhi,
Ministry of Home Affairs
- Indo-Tibetan Border Police**
433. Shri Ahmad Jamal
Rasul, Deputy Inspector
General, Shq Jammu, Itbp
434. Shri Sharad Pratap Singh,
Commandant, 2Nd Bn, Kullu,
Hp, Itbp
435. Shri Rajesh Kumar Joshi,
Assistant Commandant, 8th
Bn, Gaucher, Chamoli, Itbp
436. Shri Ashok Kumar Yadav,
Assistant Commandant, 35th
Bn, Kullu, Itbp
437. Shri Matwar Singh Negi,
Inspector, Fhq, New Delhi,
Itbp
438. Smt. Veena Dobhal,
Inspector/Edn, Cro, New
Delhi, Itbp
439. Shri Kundan Singh, Sub
Inspector/Mt, Tpt Bn,
Chandigarh, Itbp
440. Shri Om Prakash, Head
Constable, Spt Bn, Karera,
Itbp
- National Security Guard**
441. Shri Sanjay Singh Gehlot,
Group Commander, 13 Srg,
Manesar, Gurgaon (Haryana),
Nsg
442. Shri Satish Chandra Budakoti,
Group Commander, 12 Srg,
Manesar, Gurgaon
(Haryana), Nsg
- Sashastra Seema Bal**
443. Shri Aditya Misra, Deputy
Inspector General, Fhqs, New
Delhi, Ssb
444. Shri Deep Chandra Patni,
Commandant, 3rd Bn Almora,
Ssb
445. Shri Ajit Kumar Bhardwaj,
Second-In-Command, 8th Bn
Malhipur, Ssb
446. Shri Ram Chandra Manori,
Jt. Area Organiser, Fhq, N .
Delhi, Ssb
447. Shri Chatter Singh, Assistant
Commandant, 40th Bn
Chhatisgarh, Ssb
448. Shri Dilbag Singh, ConStable/
Ord, 5th Bn, Lakhimpur,
Kheri, Ssb
449. Shri Braja Benu Shome,
Asstt. Director, Fhqs, New
Delhi, Ssb
450. Shri Bimal Kumar Mishra,
Sub Inspector, 30th Bn,
Cooch Bihar, Ssb
451. Shri Surjit Lal Rayat, Section
officer, Fhq N . Delhi, Ssb
452. Shri Manoj Kumar Shah,
Head Constable, 3rd Bn
Almora, Ssb
- Special Protection Group**
453. Shri Jitendra Kumar, Deputy
Inspector General, Hqr, New
Delhi, Spg
454. Shri Ashutosh Kumar Sinha,
Deputy Inspector General,
Hqr, New Delhi, Spg
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- Directorate of Coordination Police
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N.P.A
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Hyderabad, Svp N.P.A
464. Shri V Pandiyan, Sub-
Inspector, Hyderabad, Svp,
N.P.A
465. Shri Sidhu Tiu, Head
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Svp N.P.A
- Ministry of Civil Aviation**
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Regional Deputy
Commissioner of Security
(Ca), Kolkata, West Bengal,
M/O Civil Aviation
- Ministry of Railways**
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Rpf/Swr Gadag Road, Hubli,
Karnataka, M/O Railways
468. Shri Udai Raj Singh,
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Commissioner, Nwr/Hq, M/O
Railways
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Railway, Cbd Belapur, Sec-li,
Navi Mumbai, M/O Railways
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Sipf, Damoh, O/Post, M/O
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Lucknow, M/O Railways
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Assistant Sub-Inspector, 5 Bn
Rpsf/Tpj, M/O Railways
477. Shri SanaTan Ram Dakout,
Sub-Inspector, Nf Railway, Hq
Maligaon, Guwahati, M/O
Railways
478. Shri Ram Kumar Sharma,
Inspector, Jbp Post, Jbp Div.,
M/O Railways



Correctional Medals on The Occasion of Republic Day, 2009

President's Correctional Service Medal for Distinguished Service

Shri Golak Bihari Mohanty, Superintendent, Biju Patnaik Open Air Ashram, Jamujhari, Orissa.

Correctional Service Medal for Meritorious Service

S.N. Name of the Prison Personnel

1. Shri K.L. Sreenivasa Rao, Deputy Superintendent of Jails, district Jail Mahaboobnagar, Andhra Pradesh.
2. Shri P. Janardhana Reddy, Deputy Superintendent of Jails, Central Prison Cherlapalli, Andhra Pradesh.
3. Shri James Bara, Jail Superintendent, District Jail Raigarh, Chhattisgarh.
4. Shri Baldev Raj Kakkar, Superintendent, District Jail, Dharmsala, Himachal Pradesh.
5. Shri Shankaranand N. Hullur, Assistant Superintendent, Central Prison Bellary, Karnataka.
6. Shri D.M. Muddegowda, Head Warder, District Prison Ramnagar, Karnataka.
7. Shri E.V. Haridasan, Assistant Jailor, Grade-I, Open Prison, Cheemeni, Kerala.
8. Shri Medem Aier, Superintendent, District Jail, Mokakchung, Nagaland.
9. Shri Sanatan Swain, Regional Probation officer, Berhampur, Orissa.
10. Shri Trilochan Naik, Warder, Baripada Circle Jail, Orissa.
11. Shri N. Kamaraj, Assistant Jailor, Sub-jail Sankari, Tamil Nadu
12. Shri M.Thangaraj, Chief Head Warder, Sub Jail Perambalur, Tamil Nadu

Notes for Contributors

Editorial objectives

The journal covers articles of general police interest as well as research papers based on empirical data pertaining to police work. Authentic stories of criminal case successfully worked out with the help of scientific aids and techniques are also published. Only original manuscripts are accepted for publication. Articles submitted to the journal should be original contribution and should not be under consideration by any other publication at the same time. A certificate to this effect should invariably accompany the article.

Areas covered include:

Crime, criminology, forensic, science, forensic medicine, police organization, law & order, cyber crime, computer crime, organized crime, white collar crime, organized crime, white collar crime, crime against women, juvenile delinquency, human resource development, police reforms, organizational restructuring, performance appraisal, social defence, correction/ prison administration, police housing, police training, human rights, insurgency, intelligence, corruption, terrorism etc.

Review process

Every article received for publication is subject to the following review procedures:

1. It is first reviewed by the editor for general suitability for publication.
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Manuscripts requirement

The manuscripts should be submitted in duplicate in double line spacing with wide margins. Articles should ordinarily be between 2000 and 4000 words in length. Title of the article should be precise.

Authors should also supply an Abstract of 100-150 words with keywords. A copy of the article

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