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Editorial

Kudos to the Indian Police on the occasion of 59th Republic Day that we are celebrating. Apart from other stakeholders, Indian Police deserves rich compliments for maintaining unity and integrity of the Nation. If our beloved Nation has stood one, if our unity and integrity has successfully withstood the challenges and threats posed by terrorism, insurgency, secessionism, sub-nationalism, naxalism, etc., single credit goes to the Indian Police forces in our States/UTs and Central Police Organizations such as IB, CRPF, BSF, ITBP, SSB, etc.

When the British Empire in India was crumbling like a pack of cards under the collective force of Indian Freedom Movement, it tried its best to break up the newly independent country into hundreds of parts, by granting the virtual right to secede from the Union of India to the six hundred principalities under British suzerainty.

It was the Indian Police under the leadership of Iron Man and first Home Minister, Sardar Vallabhbhai Patel that facilitated integration of Indian nation within the contours seen by us today. The strong foundation laid down by the Indian Police on the eve of Independence and thereafter has prospered into rock-solid Republic of India, absorbing all the shocks, tensions and threats arising within and without.

In this issue of Indian Police Journal (Jan-March, 2008) we have included the articles and papers highlighting different aspects of policing, ranging from community policing on human trafficking to diverse dimensions of violence afflicting modern day society, and from public expenditure on police services in India to Police training.

Dr. P.M. Nair, IPS, in the article, '**Community Policing on Human Trafficking: Integrated Anti-Human Trafficking Unit (AHTU) in India**', discusses how United Nations Office on Drugs and Crime, Regional Office for South Asia, New Delhi in partnership with Ministry of Home Affairs, Govt. of India is strengthening law enforcement response to human trafficking. He underlines the importance of synergy between all stakeholders to control human trafficking and the useful role that community policing is going to play to tackle this problem in our country.

In the article, '**Diverse Dimensions of Violence: Exploring Intervention strategies**', Dr. D.P. Singh deals with diverse dimensions of violence and explores intervention strategies to control it. Underlining the alarming dimension of violence which kills 1.6 million people every year, he brings out forcefully the need for understanding and exploring the risk factors at individual, family, community and social levels, and adopting appropriate strategy for each level.

Over the years, the criminals have become smarter, and are getting extra careful to cover their tracks for any clues or visible evidence. In such scenario, microtraces have become vital evidentiary clues in crime investigation. Dr. B.P. Maithil, in his paper, '**Chemical, Physical and Biological**

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Microtraces: Unnoticed Vital Evidentiary clues in Crime Investigations' discusses chemical, physical and biological microtraces, and how these can be vital in cracking any difficult case.

Shri Subrata Deb, Sudip Debnath and H.K. Pratihari, in their article, **'Examination of some counterfeit Indian 5-rupee denomination coins – A Case Study'** recount that using scientific techniques how they could solve a case of counterfeit India 5-rupee denomination coin. They show how counterfeit coin can be detected through examination of different physical parameters, elemental profile study and comparison of integrated data with prescribed data of 5-rupee denomination coin as per RBI specifications.

'Toxic Bosses and Stress' by Shri R.K. Singh discusses that the stress factor among employees can be attributed to their superior officers. He goes on to identify the stress relieving steps rooted in the change in perception, and by marketing oneself and reinventing oneself to keep in tune with changing times.

Dr. S.N. Sharma, Dr. Ashwani Kalia, Dr. D.P. Sehgal and Dr. H.P. Singh in their article, **'Crime Scene Visit Unveiled Fabricated Firing'** deal with an interesting aspect of criminal investigation related to the cracking of fabricated firing case. They maintain that such cases of fabricated firing can be detected only through thorough scientific examination of the scene of crime, injury report, clothes and other items used by victims.

In the article, **'Public Expenditure on Police Services in India: With Special Reference to Punjab'**, by Dr. H. S. Sidhu and Shri S.S. Bains try to present an interstate comparative study of total police expenditure in term of parameters like per sq. km. of area, per capita police expenditure and unit cost of per policeman in India with special reference to Punjab from 1993 to 2004.

Shri Rakesh Kumar Singh in his article, **'Police Training: Problem-Based Learning perspective'** underlines the importance of police training, structured on problem-based learning perspective. He maintains that for developing professional competence, training is the most effective intervention strategy and in this process, the problem-based learning seems to be better approach for inculcating professional competence among policemen.

Through **'An Open Letter to all Police officers of the Country'**, Shri Prakash Singh appeals to police officers of the country to uphold the rule of law through their integrity and professional conduct.



Gopal K.N. Chowdhary
Editor

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Abstracts & Key Words

Community Policing on Human Trafficking: Integrated Anti-human Trafficking Unit (AHTU) in India

Dr. P. M. Nair, IPS

Key Words

Community Policing, AHTU, SOP(Standard operating Protocols) Immoral Traffic Prevention Act, 1956, NGOs, Female Police Officials Specialists, Partnership with MHA, Article 23, Procedural laws, Home Verifications & Investigations.

Abstract

United Nations Office on Drugs and Crime, Regional Office for South Asia, in partnership with the Ministry of Home Affairs, Government of India, is “Strengthening Law Enforcement Response to Human Trafficking”. One of the mandates of this project is to set up integrated Anti - Human Trafficking Units, so as to create an effective partnership among several stakeholders engaged in providing responses to human trafficking in India. The universal need for establishing specialist anti-trafficking units comprising all stakeholders has been recognized by the United Nation Office on Drugs and Crime. The fact that the response to human

trafficking requires synergy of several stakeholders, has been recognized in the South Asian context since long. Too much has been spoken and written about it and yet most of the response agencies and stakeholders were independently functioning, many times duplicating efforts and, at times, even being counterproductive. Combined initiatives started at certain places remained adhoc, for want of metamorphosing it into institutionalized practices. This void has been addressed by the AHTU, a classic case of transformation from rhetoric to reality. This paper discusses the structure and working of AHTU, the philosophy of its functioning and brings home the point of AHTU as a ‘good practice model’ of community policing and the best mechanism of addressing human trafficking in the given context.

Diverse Dimensions of Violence Exploring Intervention Strategies

Dr. D.P. Singh

Key Words

Self-inflicted violence, Interpersonal violence, Collective violence, Battering, Sexual abuse, Dowry related violence, Rape, Female Genital Mutilation,

Spousal violence, Sexual harassment, Suicide, Guidance and Counseling.

Abstract

In the paradigm of global modernization, violence is not an inconspicuous feature of modern life. There is no country or community which is not affected by violence. Violence is on our streets, in our homes, schools, workplaces and institutions. We witness innocent people being killed in the name of religion and ethnicity, children being abused by people who should protect them, women and girls being exploited, humiliated and injured by their intimate friends and partners, elderly persons being maltreated by their relatives or caregivers and youths being bullied and killed by other youths. On a global scale, violence kills about 1.6 million people every year. It leaves millions more with injuries, disabilities and mental disorders. For each death caused by violence, there are many other people who suffer the social, psychological and physical consequences. To understand violence, it is crucial to understand and explore the risk factors at individual, family, community and societal levels and adopt appropriate strategies that can be helpful to prevent violence at each level.

Chemical, Physical and Biological Microtraces Unnoticed Vital Evidentiary Clues in Crime Investigations

Dr. B.P. Maithil

Key Words

Microtraces, Dust, Fibers, Polymers, Mineral, Glass, Paint, Soil, Micro-organism, Microscopy, X-Ray Diffraction, Micro-FTIR Spectroscopy, Neutron Activation Analysis, Principle of Exchange.

Abstract

Microtraces are characteristic of their source, easily transferred between objects and persons involved in the crime. Since such transfer is difficult to prevent, therefore, microtraces are almost exchanged in all crimes. Microtraces often remain unnoticed, hence found undestroyed, undisturbed or unmutilated and thus prove to be of special significance in crime investigation. According to Locard's principle of exchange, "Whenever two entities come into contact, there is always transference of material mutually." This principle is the basis and justification for the detection, recovery and analysis of microtrace evidence. The analysis of microtrace particle has the potential to provide a wealth of useful information during the investigation of crime and the trial that follows after a suspect has been identified and charged. Since the quantity of matter, which

may have been transferred is frequently quite small and since all that material is subject to loss from the surface to which it was transferred over time and through motion, it needs extra efficient nature of analysis. This has been made possible by the tremendous progress, which the science and technology have made in recent years. The tiniest clue material can be identified and matched with the possible source of origin from where it has originated and provide the linkage between the culprit, the victim and the crime scene.

Examination of Some Counterfeit Indian 5-rupee Denomination Coins A Case Study

Subrata Deb, Sudip Debnath and H. K. Pratihari

Key Words

Counterfeit, 5-rupee Indian coin, Dias, Coin manufacturing tools, Elemental profile, Microscopic examination, Denomination, SEM-EDXA technique, Antimony, Physical paramerters, Elemental composition, Specific gravity

Abstract

Some 5-rupee denomination Indian coins were prepared by a counterfeiter with the help of metallic dias and other tools for circulation. During the preparation of the coins, the investigating team raided the place and seized about

twenty-two numbers of unfinished coins, dias and various other tools used for making them. The appearance, shape and size of counterfeit coins are almost perfectly simulated like genuine 5-rupee coin and hardly one can detect during transaction. This paper deals with the examination of different physical parameters, and elemental profile study and finally the integrated data have been compared with prescribed data of 5-rupee denomination coin (as per Reserve Bank of India).

Toxic Bosses and Stress

R.K. Singh

Key Words

Toxic leaders, Toxic workplace, Toxic emotions at work, Toxic Boss Syndrome, Acute Stress Reaction, Effective Toxic handling, Understanding emotions , Social Intelligence, Wisdom, Emotional Intelligence, New Coinage, Cortex, Amygdala

Abstract

An employee who has a boss - who bullies, threatens and berates him, the functionality of the office of such person is termed as toxic. Toxic leaders are bad for organizations, even in uniformed services where the highest degree of obedience is required because they sap the energy and enthusiasm of employees, affecting productivity/ effectiveness of organization. Such leaders make

the workplace an unpleasant one and the employees a frustrated lot. Nevertheless, besides the age-old culture of submissiveness to bosses, scholars have evolved many coping strategies to deal with such situation. Emotional intelligence and social intelligence are the best coping strategies in addition to the corrective measures need to be taken by the organization's HR department to remove toxicity from such persons. The concept of toxicity is related to failure at the helm of affairs to look after the personnel whom they are commanding and take into consideration their viewpoints. Generally, a toxic leader will have few academic qualifications, be arrogant, prone to shouting at subordinates and have poor emotional controls, as Prof. Adrian Furnham of University College, London defines.

Crime Scene Visit Unveiled Fabricated Firing

Dr. S.N. Sharma, Dr. Ashwani Kalia, Dr. D.P.S Sehgal and Dr. H.P Singh

Key Words

Fabricated firing, Scene of crime, 12 bore DBBL gun, Preliminary examination, FIR, MLR, Pellets, Scientific examination, Deformed pellets, Dispersion pattern.

Abstract

It was alleged by the complainant that Mr. Y fired at him when he was

standing near his car parked in the porch of his house. On thorough scientific examination of the scene of crime, injury report, clothes of the victim and car, it was found out that it is a case of fabricated firing.

Public Expenditure on Police Services in India: With Special Reference To Punjab

Dr. H.S. Sidhu and S.S. Bains

Key Words

Public Expenditure, Police Services Compound Growth Rate, Internal disturbances, Internal Security, Ratio-income-elasticity, Civil Police, Interstate comparative study, Urbanization, Industrialization, Average annual Police expenditure.

Abstract

Public expenditure bears the responsibility for sustained economic development. Internal disturbances and high crime rates prove detrimental to the economic health of a nation. In the present times, the nations facing such problems are incurring huge public expenditure on maintaining defence and internal security. The present study is an attempt to have an interstate comparative study of total police expenditure, total police expenditure per sq. km. of area, per capita police expenditure and unit cost of per policeman in India, with special reference to Punjab state from 1993 to 2004. Further, an attempt has been made to examine

the nature and quantum of public expenditure on police services in Punjab from 1984 to 2004. Total police expenditure at constant prices in Punjab (which is considered amongst the group of states maintaining very high police expenditure) has increased by 4.9 times during the period of twenty years (1984-2004) at an average annual Compound Growth Rate (CGR) of 8.50%. The CGR for terrorism period (1984-1994) was higher to the extent of 16.49% as compared to CGR of post-terrorism period (1994-2004) which was estimated at 5.55%.

Police Training: Problem-based Learning Perspective

Rakesh Kumar Singh

Key Words

Need perspective, Police training, Problem-based learning, Core values, Professional excellence, Critical thinking, Performance expected, Initiative, Participating approach, Direct learning, Problem solving approach

Abstract

Police is often being criticized for inefficiency and incompetence. Though the criticism is always not fair, there is a genuine perception amongst the people that police organizations are not able to manage changes as fast as it is expected from them. There is also a perception that police lacks

professional competence. Thus, for developing professional competence training is the most effective intervention strategy and in this process Problem-Based Learning (PBL) seems to be better approach for developing competence. The PBL is a participatory approach and makes the learning not only direct and interesting but also very effective one. It is a method which presents learner with a real life problem and encourages the learners to critically analyse the situation and come up with appropriate solution. Thus, learning occurs through problem solving. The PBL also deliberates what does not works, therefore, the probable failures are already discussed and discarded which is very important for police profession. There is an urgent need to

introduce problem-based learning approach in our police training institutions in guidance of competent facilitators. The police training methodologies need drastic review to cope up with the present demand from the profession.

An Open Letter to All Police Officers of Country

Prakash Singh

Key Words

Police Reform, Supreme Court, Direction on Police Reform, Political Pressure, State Security Commission, People's Police, Police Complaints Authority, Police Establishment Board, Prescribed Minimum Tenure, Transparent Procedure of Selection, NGOs

Abstract

You are all aware of the Supreme Court directions. However, very briefly, these visualize three new institutions at the State level: the setting up of State Security Commission to insulate the police from political pressures; the Police Establishment Board to give autonomy to police in personnel matters; and the Police Complaints Authority to strengthen the accountability mechanism. Besides, the Apex Court has laid down a transparent procedure for the selection of DGP, prescribed a minimum tenure for all the field officers, and directed that the investigation and law and order functions be separated in the bigger towns.



Key Words

Community Policing

AHTU

SOP(Standard operating
Protocols)

Immoral Traffic
Prevention Act, 1956

NGOs

Female Police Officials

Specialists

Partnership with MHA

Article 23

Procedural laws

Home verifications &
Investigations

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COMMUNITY POLICING ON HUMAN TRAFFICKING: INTEGRATED ANTI-HUMAN TRAFFICKING UNIT (AHTU) IN INDIA

Dr. P. M. Nair*, IPS

Launch of AHTU

Twenty-second January, 2007 marked a watershed in the response to human trafficking in India. A small step, yet a new beginning, turned out to be a great leap and indeed a revolutionary initiative. This was the launch of the first Anti-Human Trafficking Unit (AHTU) in India in Andhra Pradesh (AP). The Home Minister of Andhra Pradesh inaugurated three Anti-Human Trafficking Units for three places in Andhra Pradesh - Hyderabad, Anantapur and Eluru. As the second state in India to join this process, the AHTU of Goa was inaugurated by the Chief Minister of Goa on 24 March 2007. On 28 June 2007, West Bengal became the third State in line, when its AHTU was launched by the Chief Minister, West Bengal.

Infrastructure

The configuration of AHTU is quite simple. It has a vehicle (presently TATA Vectra), computer systems, cell phones and other communication systems, resource materials in the form of law books, compilation of Court rulings,

investigation kit with forensic equipments, tools and SOP (Standard Operating Protocols) on the various activities, MOU (Memorandum of Understanding) among the agencies concerned, registers to maintain records and contingency funds to meet the day-to-day requirements.

Human resources

The AHTU believes in the combined strength and optimum utilization of the human resources that constitute it. Therefore, the emphasis is on less numbers but greater on potential of each one of them. The AHTU has personnel just enough to meet the operational and administrative requirements, but are fully trained, sensitized and oriented. The major players are the police officials notified under the relevant law (Immoral Traffic Prevention Act, 1956), supporting officials (in adequate number and depending on the need) and NGO representatives. The AHTU has representation of female police officials depending on the availability. Effort is being made to have the female representation of at least 30% of the strength. The



AHTU has also the support of officials of other departments of Government, like Welfare, Health Development, etc., whose services would be called upon during the times of need. They render referral services. It maintains a directory of persons and agencies who can be contacted for support and assistance, when needed. This includes the list of Homes run by Government and NGOs as well as a list of Specialists like psycho-social counselors, legal counselors, etc.

Legal support for AHTU

The Constitution of India mandates prohibition of human trafficking (Article 23). Besides this and other provisions of the Constitution, the various substantive and procedural laws provide police officials with the mandate and strength to undertake activities relating to prevention of crimes, prosecution of offenders and protection of the victims of crimes of trafficking. The special legislation to address sex trafficking, the Immoral Traffic (Prevention) Act 1956 (as amended in 1986) provides wide ranging powers to special police officers and other police officers, working on their behalf for conducting searches, rescue of victims, arrest of offenders, etc (Refer Sections 15, 16 ITPA).

The existing Indian legal regime on anti-human trafficking is unique

in providing the civil society partners with legal support. For e.g. **Section 43 Cr. PC** empowers any private person (NGO included) to arrest any offender, including a trafficker. The ITPA, vide **Section 13 (3) (b)**, envisages the setting up of an advisory body, consisting of NGOs, including women, numbering up to five persons, to advise the special police officer on the working of the ITPA. As per **Section 16 ITPA**, NGOs are authorized to go directly to the Magistrate, including executive Magistrate, and obtain orders for rescue of any trafficked person. **Section 17 (5) ITPA** gives the Magistrate powers to summon a panel of five civilians (NGOs), three of whom wherever practicable, shall be women, to assist him in matters pertaining to the intermediate custody of rescued persons. Under **Section 17A ITPA**, before ordering return of the rescued person to her natural residence, the Magistrate has to get 'Home Verification and investigation' carried out by a recognized welfare institution or NGO' and convince oneself about the capacity or genuineness of the parents, guardian or husband. Thus, ITPA envisages wide-ranging involvement of NGOs in the implementation of the Act. Furthermore, ITPA is a veritable feast of legal powers ascribed not only to police and judiciary, but also Executive Magistrate, other government departments and even

Abstract

United Nations Office on Drugs and Crime, Regional Office for South Asia, in partnership with the Ministry of Home Affairs, Government of India, is "Strengthening Law Enforcement Response to Human Trafficking". One of the mandates of this project is to set up integrated Anti - Human Trafficking Units, so as to create an effective partnership among several stakeholders engaged in providing responses to



Community Policing on Human Trafficking Integrated Anti-Human Trafficking Unit (AHTU) in India

human trafficking in India. The universal need for establishing specialist anti-trafficking units comprising all stakeholders has been recognized by the United Nation Office on Drugs and Crime. The fact that the response to human trafficking requires synergy of several stakeholders, has been recognized in the South Asian context since long. Too much has been spoken and written about it and yet most of the response agencies and

NGOs, which is perhaps unparalleled in the world, thereby ensuring a comprehensive and multiple stakeholder response with a rights-based approach towards victims of trafficking. This legal vision and mandate has been aptly captured and implemented in the AHTU.

Function

The officer incharge of AHTU is a police officer usually of the rank of Dy.SP (Deputy Superintendent of Police), who has been notified by the State government as a Special Police Officer (SPO) u/s. 13(1) ITPA. He/She will be in command and control of the functioning of AHTU, having responsibility and accountability to attend to all activities of anti-human trafficking (AHT), including prevention, protection and prosecution. As a dedicated and specialized task force, mandated to attend to the problem in its entirety, the **functions of AHTU** include the followings:

- Undertaking all activities in preventing and combating human trafficking.
- Protection and rehabilitation of victims, which includes care and attention to victims during rescue and post-rescue situations, providing referral services (like that of counselor), providing empowerment, programmes and such other

support services, undertaking steps for restoration/ repatriation of the traffic persons, preparing the victims for the various challenges in the process of justice delivery, etc.

- Expeditious and professional investigation of crimes and effective prosecution of offenders, effective post conviction activities for ensuring stringent punishment and follow up on the convicted persons.
- Working with all concerned stakeholders in the field to prevent human trafficking at the source, transit and destination areas. Police is mandated, under the Indian Police Act (IPA), to prevent crimes and, therefore, prevention of human trafficking is one of the basic and essential tasks of police.
- Taking all steps in ensuring prevention of re-trafficking of the rescued persons.
- Maintaining a record of the activities undertaken by the AHTU.
- Maintaining a database of all offenders and suspected offenders, including those who are arrested, charge-sheeted and convicted and maintaining dossiers against them, maintaining surveillance on their activities and taking appropriate and timely action.



- Collecting, collating, analyzing, utilizing and disseminating intelligence with all concerned (police officers, Govt. officials, NGOs, etc. at different places). Intelligence required is of the following categories:
 - Intelligence on offenders and suspected persons (including spotters, recruiters, buyers, sellers, transporters, harbourers, conspirators, abettors, abusers/exploiters like 'cliente' etc). The purpose is to ensure timely action against offenders under the substantive and preventive laws.
 - Intelligence on victims and 'likely' victims. This includes vulnerable persons who are likely to be trafficked. The rationale of such intelligence work is to ensure that the responders swing into action at the right time, and without any delay, to rescue the victims and likely victims.
 - Intelligence on vulnerable places, areas, buildings, conveyance, etc. Depending on the various factors which cause vulnerability, the locations may keep changing (*For e.g. as an impact of natural calamity (cyclone), girl children living in a 'safe' residential area in the costal belt became vulnerable in the transit camps, hosting displaced persons. This happened overnight*). Intelligence on vulnerable places also calls for immediate preventive steps.
- Intelligence on 'missing persons'. Research by National Human Rights Commission (NHRC) (*Orient Longman, 2005*) has shown that many persons, who were reported to have been missing, were found to have been trafficked. Therefore, the intelligence on both these issues needs to be linked / coordinated.
- **Networking with the police officials at other places.** Trafficking of human beings, being a borderless crime, requires simultaneous activities at the source-transit-demand areas. Therefore, the police agencies at these places have to be necessarily working together. The AHTU maintains the list of police nodal officers (PNO) and the government nodal officers (GNO) of all states, including their contact numbers, addresses, e-mails, etc. The officer-incharge of AHTU is responsible for liaising with the appropriate officials at the appropriate time.

stakeholders were independently functioning, many times duplicating efforts and, at times, even being counterproductive. Combined initiatives started at certain places remained ad-hoc, for want of metamorphosing it into institutionalized practices. This void has been addressed by the AHTU, a classic case of transformation from rhetoric to reality. This paper discusses the structure and working of AHTU, the philosophy of its func-



tioning and brings home the point of AHTU as a 'good practice model' of community policing and the best mechanism of addressing human trafficking in the given context.

Community Policing on Human Trafficking Integrated Anti-Human Trafficking Unit (AHTU) in India

- **Networking with other Department:** The AHTU maintains proper liaison with the officials of other departments like Health Care, Correctional Administration, Welfare, etc. A list of such officers with the required coordinates is maintained by the AHTU. It is preferred that the concerned official of the welfare department is notified in the AHTU. For e.g. in AP the official incharge of the District Women Development Agency has been made part of AHTU. This synergy is essential as it is of tremendous help to the victims, especially in the post-rescue rehabilitative process.
- **Networking with NGOs:** This is a fundamental mandate of AHTU, as the synergy of police and NGOs constitutes the core of AHTU. It is for the police to select the appropriate NGOs and associate them. The yardstick for the selection is as follows:
 - NGOs with experience in AHT be preferred.
 - NGOs with integrity and reputation be associated.
 - NGOs with networking (with all other stakeholders, including other NGOs) can deliver a lot.
 - The expertise with the NGO needs to be identified and utilized accordingly. For e.g. an NGO with expertise only in legal counseling cannot be called upon to undertake psycho-social counselling. An NGO having a trained counselor with expertise in psycho-social counseling should be preferred for the trauma-counseling of the victim, instead of an NGO without any such experience.
- Facilitate more NGOs to join AHTU. Ideally three NGOs would be a better option. The advantage here is that if one NGO is not able to come up at short notice, the services of the second NGO could be taken, especially during urgent requirements.
- NGOs associated with police training be preferred. As a corollary, the NGOs that are selected for AHTU should be involved in the training of police officials and prosecutors. This would facilitate better understanding and camaraderie among them.
- Developing MOU: It would be appropriate to develop an MOU among the various stakeholders, fine-tune the same by discussions and thereupon formalize the role and function of each agency through a proper MOU to be signed by all concerned.

□ **Delivery systems of AHTU:** In a typical operational scenario, the intelligence received from a source reaches the AHTU official, the officer-in-charge of the AHTU mobilizes an operational team including police officers and NGO personnel, all of them are briefed and thereupon the AHTU swings into action. The immediate purpose could be as follows :

- Rescue of victims/likely victims,
- arrest of suspected/alleged traffickers and other exploiters,
- search of a place to collect or recover documents/materials, or
- preventing human trafficking at the source/transit/destination place.

□ **Improving Operational Efficiency of AHTU**

Training and empowerment are essential for the advancement of any system. Moreover, in any operational system, there is a need to understand the challenges, analyze them and undertake remedial measures at the appropriate time. For this, the training of officials and NGOs has been undertaken by the UNODC (United National Office on Drugs & Crime) in partnership with the state police agencies and NGOs. In a period of one year, ending September 2007, a total of 247 training programmes have been conducted, resulting in the training of 8671 police officials and prosecutors.

□ **Protocols for functioning of AHTU:** Trafficking is a borderless crime and therefore, the AHTU activities are likely to extend beyond the notified jurisdiction of the police officials. However, when the issues relate to another police station within the same District, the Investigating Officer normally does not have any challenge to meet with, as the cooperation of the counterpart will be forthcoming, essentially because the district police chief commands and controls both police stations. When the AHTU operations are outside the District but within the same state, the officials of AHTU need

to liaise with the concerned District police officials. More often, this also does not pose any major challenge essentially because the state nodal police officer (NPO) controls the functioning of the districts and above all, the district police chiefs are competent to handle such issues at their level. However, when the AHTU operations extend beyond the boundary of the state, the challenges are many. The fact that there are no legal provisions, specifically addressing the issue of inter-state transfer of victims required developing such protocols. Accordingly, UNODC, in collaboration with the Ministry of Women and Child as well as the Ministry of Home Affairs, Government of India, has, after wide consultation with the stakeholders in the states, developed a protocol on inter-state rescue and post-rescue activities (*see the website of UNODC, MWCD or BPRD*).

Achievements

The major achievements of AHTU in the nine months of its existence in 2007 can be summarized as ‘synergy in action’ or as ‘synergy of stakeholders in delivering the best in anti-human trafficking’. The box shows the output in the anti-human trafficking activities in five states (where UNODC project is functional), most of these achievements having been contributed by the AHTUs. A social audit of the impact of AHTU has brought out remarkable achievements, some of which are listed below:

- The number of persons rescued has gone up drastically in comparison to previous years.
- The number and percentage of children among those rescued has gone up.
- The number of arrested traffickers has shown high increase.
- ‘Customers’ are being arrested in large numbers, thereby making an impact on containing ‘demand’.

Community Policing on Human Trafficking:
Integrated Anti-Human Trafficking Unit
(AHTU) in India

- The number of crimes of human trafficking, registered with the police has gone up steadily.
- Crimes are being registered by the police officers on their own statement. This shows proactivity. Even if no complainant is forthcoming, police officials are going ahead with the required action, by collecting intelligence.
- NGOs provide intelligence to police. Several crimes were registered on such 'source information'.
- The response time has improved tremendously. Information and intelligence received in AHTU is acted upon promptly.
- Victims are being treated as 'victims' and not as 'offenders'. There is a paradigm shift from the situation prevailing earlier, wherein rescued victims were beings arrested as 'soliciting persons'.
- The offenders are kept segregated from the victims and thereby the latter are protected from intimidation by the former.
- The 'welfare approach', 'which was in existence earlier' has given way to 'human rights approach'. The response methods have become human rights oriented.
- NGOs are being involved in the entire process of anti-human trafficking from the beginning till the end, i.e. planning rescue operation to the completion of activities.
- Presence of NGOs is giving strength not only to the victims but also to the police.
- Specialized services of NGOs are being made available to the victims at the required time. For e.g., psycho-social counseling is provided after rescue.
- Rescued children are given special care by the AHTU members, as they have been sensitized to the issues of child rights.
- The rescued victims feel more comfortable working with police, thanks to the changed attitudinal orientation of the police official. Victimization of victims has become a thing of the past.
- Victims feel comfortable in speaking out the facts of the case and even coming out with the names of other trafficked victims as well as the offenders and suspected persons.
- Police officials feel 'more comfortable' in dealing with victims and in taking care of them. It was a major challenge to communicate with the traumatized victims. The professional training on women's rights and child rights has empowered them to understand the victims in the right spirit and to communicate with ease. The comfort level of police vis-a-vis victims has improved tremendously.
- The intelligence provided by the rescued persons leads to further rescue, operations at different places. For e.g., the intelligence disclosed by a victim rescued in Guntur District of AP led to several rescues one after another and the entire chain resulted in rescue of a total of 27 victims. This shows sustained and prompt action by AHTU as well as

Achievements of anti-human trafficking activities in five states during the period January - September 2007

- | | |
|---|------------------------------|
| - Trafficking crimes registered: 466 | - Rescue Operations: 96 |
| - NGOs associated in operations: 90% | - Victims rescued: 716 |
| - Minors rescued: 108 | - Traffickers arrested: 1020 |
| - 'Customers' arrested: 332 | - Traffickers convicted: 2 |
| - Places of exploitation closed: AP-8 and Goa-1 | |
| - Crimes prevented: Numerous, though the numbers cannot be counted | |
| - Post- rescue care and attention provided to rescued persons: 100% | |

the support the police is getting from the rescued persons.

- Female victims, after rescue, are accompanied by a female police officer or a female NGO during all post-rescue activities.
- The care and support extended to the victims has given them confidence to depose against the traffickers in the Court of law and this has resulted into the conviction of offenders. The process of providing care and support to the victims in this process includes the followings:
 - Carrying out 'mock trial', to facilitate the victim to understand the proceedings and processes in the Court.
 - Providing 'child-minders' to child victims has facilitated in enhancing their confidence.
 - Providing women counselors to women victims has enhanced their confidence and morale.
 - Invoking the provisions of 'in-camera trial', has been of great help to the victims especially children and women.
- Public involvement in police working has improved tremendously. From a state of almost nil cooperation, even on demand by the police, the transformation has led to a state of full and voluntary cooperation. Several operations were facilitated and triggered by the intelligence provided by anonymous callers or letters from public. A symphony has set in.

Community Policing in Anti-human Trafficking

The essential feature of community policing is the involvement of civilians in policing and synergy between police and civilians in preventing and combating crimes. Consultation with the community, involving the community in planning and operation are essential features in community policing. In fact, community policing is a philosophy based on the paradigm of solving problems in synergy at the local level itself, wherein the

police facilitate a community in accepting and sharing responsibility. Since decision making is done at the local level, community policing is aimed at a 'top-down approach' .

The AHTU, in its structure and function, is indeed community policing. The NGOs forming part of the AHTU are functioning at the 'grass-roots'. They are not only assisting and supporting police but are also part of the decision making process. The NGOs are not just witnesses to the police activities or simply care providers to the victims, but are also calling the shots in the entire functioning of AHTU. This does not mean that the police has abandoned or abdicated their responsibility or duty. On the other hand, the synergy has enhanced their responsibility and accountability, especially because they are under constant scrutiny.

Social audit is an essential feature of AHTU, as that of community police. The partnership of the police with the NGOs has made them more accountable. The performance and delivery has become more transparent.

The partnership of civil society and police in the AHTU has made them more open and visible. Checks and balances upon each other- police and NGOs - has indeed improved the functioning of both.

Acceptability of police by the civil society is a hallmark of AHTU. The usual distrust and animosity has been substituted with camaraderie, mutual trust, enhanced credibility and acceptability. Points of dispute do arise, but are discussed, debated and appropriate decision taken with mutual consent.

Constant improvement in the functioning is another notable feature of AHTU. The continuous interaction and social audit being undertaken by the police and NGOs of their activities, coupled with the assessment of the impact that the AHTU makes, has enhanced the

quality of functioning of the police on anti-human trafficking front. In fact, positive criticism is facilitated, promoted and acted upon by all stakeholders in the AHTU.

Positive competition: Though AHTUs have been set up at different places and have independent jurisdictions; combined and regular evaluation of their performance being undertaken on a platform provided by the UNODC, has indeed created a positive spirit of competition among the AHTUs. And this has facilitated the better functioning.

Protecting and ensuring victims “best interest” has been the *sumum bonum* of AHTU. Community policing is also focused on the best interest of the victims. In AHTU, decision making regarding the victim is based on consultation and informed consent of the victim. For example, the decision whether to send the victim back to the same house or not is decided depending on whether it is advisable to undertake the same. The advisability is decided by taking into all the parameters at the home front and consulting the victims on these aspects. Therefore, AHTU is a model of victim-oriented community policing.

Better governance: The functioning of AHTU can not be understated or underestimated as being concerned only with the issues of trafficking crimes. The professional training and empowerment provided to

the responders in addressing human trafficking - both preventing and combating - has made concomitant change and improvement in response to other activities of public administration and public service. The overall response to the issues of women and children has made phenomenal improvement, thanks to the attitudinal orientation. There is a paradigm shift towards a human rights approach. The emphasis is on prevention through cure.

In fact, the AHTU is symbol of institutionalization of the appropriate response systems to the issues of human trafficking. The integration of the functioning of the various stakeholders, synergy in their functioning, complementary role in action and providing support structures, and sustaining these activities through written and sometimes even unwritten MOU have together contributed to the institutionalization of the response mechanism of preventing and combating human trafficking. The AHTU is, therefore, a symbol of community policing and institutionalized mechanism against human trafficking. It is a vehicle of social change and change towards better governance. It is a hallmark of professionalism in addressing human trafficking as a major issue of serious human rights violations. Above all, the AHTU is a synonym for action, where the synergy of all stakeholders working on a common cause is delivering its best. No doubt, it is an ideal model which can be replicated by the states in the police modernization programmes.



DIVERSE DIMENSIONS OF VIOLENCE EXPLORING INTERVENTION STRATEGIES

Dr. D.P. Singh*

Introduction

With the rhetoric of liberalism, equality and human rights, it has to be emphasized that the incidents of violence continue unabated. Suicide bombings, collateral damage, hostages and air strikes are not very uncommon to a common man in the modern day parlance. The forces of globalization that favoured the rise of a 'progressive' civil society have, in fact, spawned terror groups that operate across borders and use new forms of communication, transport, media and weaponry. Transnational terror networks have failed governments to fulfill the basic promise of safety to their citizens. The notion of 'clash of civilizations' that underpins both terror and 'war on terror' has polarized the whole world. The unity and disarmament are fast becoming palpable realities in today's world. War and violence remain high on the international political agenda at all international fora.

Violence takes many forms and is understood differently in different countries and among different cultures. There are wars

between nations for expansion of territory and for the control of natural resources. There are wars within nations. Violence is engineered by state against its citizens and instigated by religious denominations. There is violence perpetuated by the ideologies of racism, sexism, and classism. Violence knows no boundaries and is widely prevalent and pervasive in all spheres of life. It appears across class, caste, ethnicity and race, and across age, religion, culture, location, profession, etc. There is violence against women, children, and ethnic and minority groups.

While there is no universally accepted definition of violence, it is about power to control, subjugate and dominate others. It is about the power that violates dignity, integrity and sovereignty of individuals and nations. It is the power that denies the right to individuals or groups to exist as they wish, and to oppress them. The context can be that of gender relations, intra-nation relations and international relations between countries. Those who are most vulnerable to violence are those



Key Words

Self-inflicted violence
Interpersonal violence
Collective violence
Battering
Sexual abuse
Dowry related violence
Rape
Female Genital Mutilation
Spousal violence
Sexual harassment
Suicide
Guidance and Counseling.

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Abstract

In the paradigm of global modernization, violence is not an inconspicuous feature of modern life. There is no country or community which is not affected by violence. Violence is on our streets, in our homes, schools, workplaces and institutions. We witness innocent people being killed in the name of religion and ethnicity, children being abused by people who should protect them, women

groups, individuals, and countries that have less power, low status, and limited access to resources.

World Health Organization's World Report on Violence and Health¹, launched in 2002 provides a comprehensive view of the magnitude of violence around the world, the factors that lead to violence and, at the same time, the potential that exists to tackle this global public health problem.

The WHO Report provides data from around the world on suicide, child abuse, youth violence, sexual violence, abuse of the elderly, violence between intimate partners and other areas of personal and social conflict.

The report identifies violence under three broad categories: *Self-inflicted violence, interpersonal violence and collective violence*.

Self-inflicted violence refers to intentional and harmful behaviour directed at oneself, sometimes culminating into suicide. This type of violence represents self-destructive behavior of an individual and includes suicidal behaviour, and self-abuse such as self-mutilation.

Interpersonal violence is violent behaviour between individuals and

can best be classified by the victim-offender relationship, either among acquaintances or among persons who are not acquainted. Interpersonal violence may also be specified according to the age or sex of the victim. Violence against women is an important example and is occurring worldwide. Such violence may occur in the family or within the general community, and may be perpetrated or condoned by the State. Other types of interpersonal violence include child abuse, bullying, criminally-linked violence such as assault and homicide, youth violence, rape and sexual assault by strangers, and violence in institutional settings like schools, workplaces, prisons and nursing homes.

Collective violence is violent behaviour of social or political, groups motivated by specific political, economic or social objectives. Armed conflict and war may be considered the most highly organised types of violence. Other examples include racial or religious conflicts occurring among groups and gang or mob violence. It can take a variety of forms: armed conflicts within and between states, genocide, repression and other human rights abuses, terrorism and organized violent crime.

1. WHO, 2002. *World Report on Violence and Health*. Geneva.



Magnitude of violence

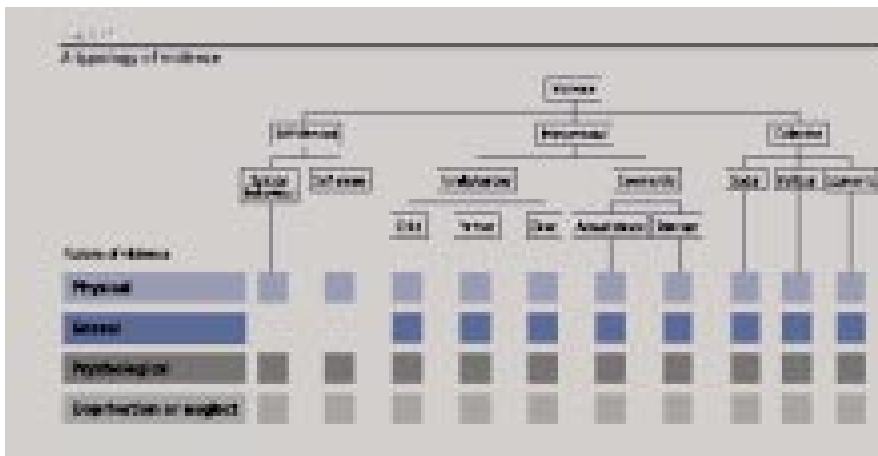
The magnitude of the problem of violence is enormous. The data available show that, in the year 2000, an estimated 1.6 million people lost their lives due to violence. In that year, violence took more lives than road accidents and Malaria. There were 815,000 cases of suicide i.e. one suicide every forty seconds, while there were 520,000 deaths or one murder per minute due to interpersonal violence. There were 310,000 deaths directly due to collective violence².

In 2000, the rate of violence-related deaths in low-to-middle-income countries as a whole was more than twice that in high-income countries. The rate of cases of murder was the highest in Africa, Latin America and Central and

Eastern Europe, and the lowest in Western Europe and some countries in the western Pacific. This indicates towards a strong relationship between economic development and economic inequalities in poorer countries tending to have relatively higher rates of violence than the wealthier countries.

The deaths are only a very small part of the whole problem of violence. In fact, majority of violence is non-fatal and results into far serious consequences. Violence leads to psycho-emotional injuries, mental health problems, reproductive health problems, sexually transmitted diseases and other such problems which sometimes lead to permanent physical or mental disabilities. For instance, violence occurring in the family and in the general

and girls being exploited, humiliated and injured by their intimate friends and partners, elderly persons being maltreated by their relatives or caregivers and youths being bullied and killed by other youths. On a global scale, violence kills about 1.6 million people every year. It leaves millions more with injuries, disabilities and mental disorders. For each death caused by violence, there are many other people who suffer the



Adapted from: World Health Organization, *World report on violence and health*, Geneva, 2002

2. *World Report on Violence and Health (op.cit)*



social, psychological and physical consequences. To understand violence, it is crucial to understand and explore the risk factors at Individual, family, community and societal levels and adopt appropriate strategies that can be helpful to prevent violence at each level.

community, including battering, sexual abuse of children, dowry-related violence, rape, female genital mutilation, non-spousal violence, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution, experienced by women, boys and girls at any stage of life can have severe health and psychological consequences.

The impact and consequences of violence are complicated, and may lead to life-long health and developmental problems. The immediate personal impacts and the damage that violence does to an individual is carried forward into later childhood, adolescence and the whole of adult life. Therefore, violence must not be taken as an issue just for the police and the justice administrative systems, but it should be understood as a global health problem which requires immediate collective efforts from all stakeholders at individual, family and community levels.

In general, violence touches all of us in one or the other way. There is no country or community which is not affected by violence. Violence is on our streets, in our homes, schools, workplaces and institutions. We witness innocent people being killed in the name of religion and ethnicity,

children being abused by people who should protect them, women and girls being exploited, humiliated and injured by their intimate friends and partners, elderly persons being maltreated by their relatives or caregivers and youths being bullied and killed by other youths.

The statistics reveals that in every country between 10% and 50% of women reported to have been physically abused by an intimate partner in their lifetime. Between 12% and 25% of women reported to have experienced attempted or complete forced sex by an intimate partner or ex-partner at some time in their lives. Existing data and statistical sources on trafficking of women and children estimated 500,000 women entering the European Union in 1995. An estimated 1.9 million women and 3.2 million men are physically assaulted annually in the United States. One in every two women in South Asia faces violence within her home³.

The World Report on Violence against Children⁴ confirms that 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. The UNICEF estimates that in sub-Saharan Africa, Egypt and Sudan, 3

3. *World Report on Violence and Health (op.cit)*

4. U.N. 2006. *The World Report on Violence against Children*. Geneva

million girls and women are subjected to Female Genital Mutilation (FGM) every year. Estimates from year 2000 suggest that 5.7 million were in forced or bonded labour, 1.8 million in prostitution and pornography, and 1.2 million were victims of trafficking. According to ILO, 218 million children were involved in child labour in 2004, of whom 126 million were engaged in hazardous work.

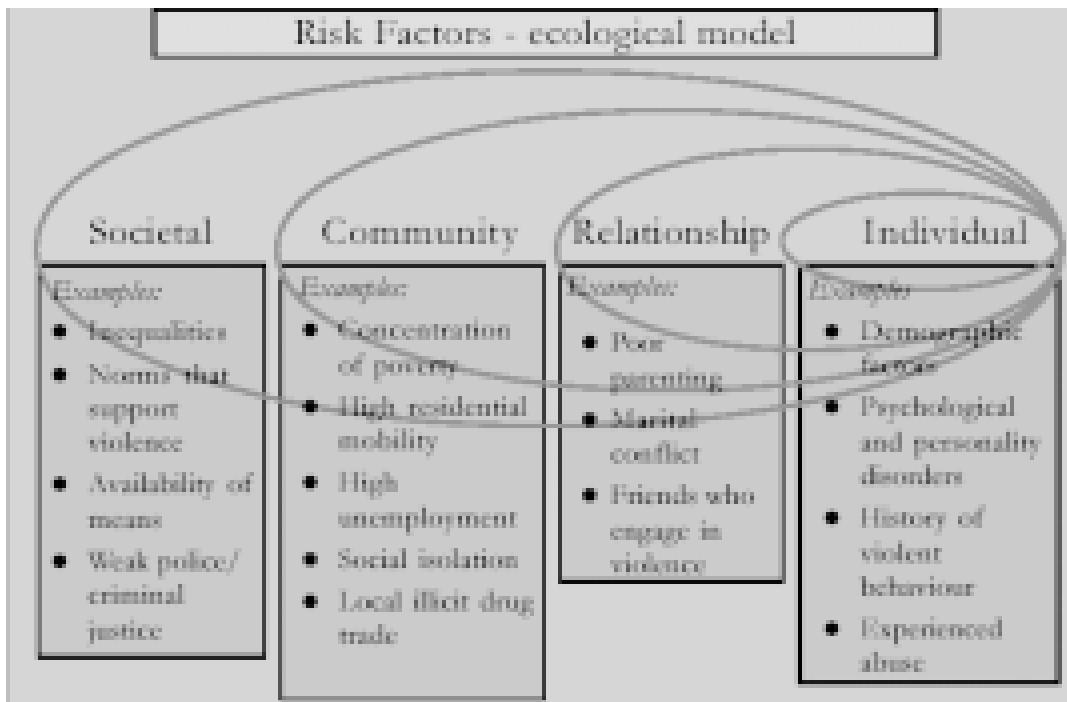
About 4-6% of elderly people across the world face abuse. The elderly in South-East Asia experiences many kinds of abuse - psychological abuse, neglect and restrictions of all kinds, including restrictions to seeking health care.⁵

Intervention

Though it is difficult to ascertain a single factor to explain why people are more or less likely to experience

violence at different stages of their life. Nevertheless, violence can be understood as an outcome of a complex interaction of factors ranging from the biological to the political. A variety of stressful events or circumstances can put people at increased risk of harming themselves. Such factors include living in poverty, unemployment, loss of loved ones, arguments with family or friends, a breakdown in relationships and legal or work-related problems. Thus, in order to understand violence, it is crucial to understand and explore how these factors are interrelated with each other and how are they affecting interaction of the people at individual, family, community and societal levels.

In the ecological model presented in the WHO report (op. cit.) the risk factors for violence can be organized into four interacting levels:



Adapted from: World Health Organization, *World report on violence and health*, Geneva, 2002

5. *World Report on Violence and Health* (op .cit)

At Individual level, the risk factors include demographic factors such as age, income and education; psychological and personality disorders, alcohol and substance abuse, and a history of engaging in violent behaviour or experiencing abuse. At this level, violence can be prevented by adopting approaches aiming at behaviour modifications and social development. These approaches can help ensure proper management of aggression and anger, and building life-skills. With the help of guidance and counseling, the potential for further physical and psychosocial harm incurred due to violence can be reduced to a great extent.

The relationship level examines how families, friends, intimate partners and peers increase the risk of becoming a victim or perpetrator of violence. It takes into account such factors as poor parenting and family dysfunction, marital conflict and friends who engage in violent or delinquent behaviour. At this level, support, advice and counseling services can reduce child abuse, and violent and delinquent behaviour among young people, and these approaches can also reduce family dysfunction and marital conflicts.

The community level refers to social settings such as neighbourhoods, schools, workplaces and other institutions. Some characteristics of these settings that increase the risk for violence are poverty, high residential mobility and unemployment, social isolation, the existence of a local drug trade, and weak policies and programmes within institutions. At this level, initiatives like reducing the availability of drugs and alcohol, creating employment opportunities and extracurricular activities for young people and improving institutions like schools, workplaces and hospitals can be helpful in developing a better social environment.

At the societal level, there are broad factors that help to create a climate that encourages violence. This includes policies that maintain or increase economic and social inequalities; social and cultural norms that support the use of violence; the availability of means of violence such as firearms and weak criminal justice systems that do not adequately prosecute perpetrators. At this level, raising

awareness and sensitization, strengthening law enforcement and judicial systems, ensuring proper implementation of policies and programmes to reduce poverty and inequalities of all kinds, and improving family support systems can promote a violence-free culture.

Conclusion

In nutshell, it can be said that violence is noticeable at all levels. It is in the bilateral relations between nations in the form of civil wars, religious fundamentalism, militarism, arms race and policies of extermination. Violence is witnessed at the community level directed towards ethnic and minority groups, racial groups and issues of nationalism. There is violence in media, art and literature, at the workplace, schools, hospitals, and by the law enforcement agencies. We see violence in interpersonal relationships, at the domestic front within the families, against women, children and the old persons, and at the larger arena of interactions occurring at all kind of settings like the urban or rural, modern or traditional, the well-educated sections or the illiterate, and in the rich or the poor countries. But whatever is the situation, violence is still not inevitable and most often it is predictable and preventable. There is a need to adopt appropriate strategies at each level.

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CHEMICAL, PHYSICAL AND BIOLOGICAL MICROTRACES: UNNOTICED VITAL EVIDENTIARY CLUES IN CRIME INVESTIGATIONS

Dr. B.P. Maithil*

Introduction

In the present day's society, the main forte of the judicial proof - oral evidence- has been rendered not only rare but also highly undependable and unreliable. Quite a few of them jump the fence for money, fear of retaliation by the accused, self-interest and moral values on individual level. In the present trend of committing crime, the accused is very much aware about the usual incriminating evidence like finger print, foot print, blood stain, hair, etc. that he is likely, to pick up or leave at crime scene. He, therefore, while committing a crime, takes care of not leaving the usual evidence, which could be used against him. Occurrence of such gross evidentiary clues is now dwindling. Microtraces involve in all types of biological, chemical and physical entities, the only thing which is common between them being their minute size and amount. Their nature and constitution varies from one place to another or one case to other. According to the French scientist, Sir Edmond-Locard,

“Whenever two entities come into contact, there is an exchange of traces mutually”. This is known as the ‘Principle of exchange’. In other words, it means that when a culprit and his object of crime come into contact with the victim or the object surrounding him, they leave traces. Similarly, the criminal and his object pick up traces from the same contact. Therefore, an exchange of trace matrix always takes place between the culprit and the victim or deceased, weapon of offence and the crime scene. These microtraces need to be identified to the original source i.e. the criminal and weapon of offence, and if linked with the victim or deceased and objects surrounding him at the crime scene, then involvement of the culprit in the crime could be established without reasonable doubt.

These days, criminals commit crimes in a sophisticated matter. Hence, they are likely to leave and carry minute traces. It is high time for investigation officers to shift their focus on a thorough search of



Key Words

Microtraces
Dust
Fibers
Polymers
Mineral
Glass
Paint
Soil
Micro-organism
Microscopy
X-Ray Diffraction
Micro-FTIR Spectroscopy
Neutron Activation
Analysis
Principle of Exchange

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Abstract

Microtraces are characteristic of their source, easily transferred between objects and persons involved in the crime. Since such transfer is difficult to prevent, therefore, microtraces are almost exchanged in all crimes. Microtraces often remain unnoticed, hence found undestroyed, undisturbed or unmutated and thus prove to be of special significance in crime investigation. According to

these minute traces and connect the criminal with the crime as effectively as the gross evidences, perhaps more subtly. Since microtraces are exchanged in all the crimes and often remain unnoticed by the accused, hence these are to be vital clues in the identification of the accused and his associates with the deceased and the crime scene. Microtrace evidence can have as high evidentiary potential as any other piece of evidence. The smallest clue material can be identified and matched with the possible source of origin, with the help of the latest science and technology.

Type of microtraces

There is a large variety of microtraces. However, these involve all types of chemical, physical and biological entities, the common denominator being their small size. These have to be minute particles in traces, which are figured in crime investigation. In general these can be microorganisms, organic and inorganic, plant materials or from animal origin, in the solid, liquid and gaseous states. During crime investigation, these microtraces are found in the following types more frequently:

Dust

Dust is the minute particle residue of the universe that is

crumbling under the forces of nature and human beings. Since these particles are characteristics of their source, easily transferred between objects and persons, and as transfer is difficult to prevent, dust has special significance in forensic science. It is a general name for all types of substances in extremely small size particles. Therefore, it represents the environment of a place, nature of soil, mineral, weather condition, its fauna and flora. Study of dust indicates the activities of the accused, the victim, movement of objects of the accused and the victim, like vehicle, clothing, weapon of offence, stolen property through various places, climes and terrain. It is the most variable microtrace, which changes from place to place and person to person. It is a result of environment of a place, geographical feature of the land and activities of man on it.

Generally, dust consists of traces from the animal origin like ting particles of feathers, hair, skin, bone, flesh, blood, other body fluids, excreta, etc. Nature of dust depends upon profession or business of the person; hence it is very much significant for the identification of culprit and victim. Accordingly, their surrounding objects and dead bodies for example of a miller, textile mill worker, farmer, carpenter, safe breaker and coal miller may carry flour of various



grains, fibrous fluff, soil or plant materials, wood dust, saw dust and coal dust respectively. Dust is a heterogeneous mixture; it may contain anything and everything in traces, therefore, source of these traces could be as the followings:

- *Human origin materials:* Such as hair, skin, flesh, bone fragments, nail, blood and other body fluids, etc.
- *Animal origin materials:* Like blood, excreta, bones, insect fragments, feathers, hairs, skin, furs, horny parts, flesh, etc.
- *Plant origin materials:* Such as bark, twinges, leaves, flowers, pollen, seeds, starches, wood, hairs, fibers, etc.
- *Earth materials:* Like rust, diatoms, soil, sand, pieces of stone, minerals, metals, etc.
- *Artificial substances:* Like glass, mortar, paint, enamel, paper, sawdust, dyes, chemicals, plastic material, food materials, synthetic fibers and materials, salts, polythene, etc.
- *Other materials:* Such as microorganism, sub-life materials, etc.

Soils

Soils are frequently available in most of the outdoor crimes. These are earth materials and have great significance as evidence in forensic investigations. Since the natural

constituents of soil differ from place to place, its individuality can easily be established. Further change in its constitution also takes place as wind may take away or bring fine soil particles, plant, animal or even human materials. Appropriate examination of soil can provide a linkage of the culprit and his objects to the victim or deceased and his object and also the crime scene.

Fibers

Exchange of fibers frequently takes place between the culprit, the victim or deceased and the scene of crime. Every one in the world is surrounded by fibers and therefore, transfer and pick-up of fibers take place even in his routine functioning. Possibility of such transference and cross transference is much more during criminal activities. Mutual exchange, once established, clinches the crime against the accused, as it provides the necessary corroboration, especially in cases of offences against person, to the main evidence of the victim and the eyewitnesses. Fibrous evidence remain unnoticed, hence, the culprit does not destroy it and also remains unhampered. They can provide excellent evidence against the culprit even after long period of time. Although fibrous evidence has been considered to offer no individualized features, but due to their chemical composition, their manufacturing

Locard's principle of exchange, "Whenever two entities come into contact, there is always transference of material mutually." This principle is the basis and justification for the detection, recovery and analysis of microtrace evidence. The analysis of microtrace particle has the potential to provide a wealth of useful information during the investigation of crime and the trial that follows after a suspect has been identified and charged. Since the



quantity of matter, which may have been transferred is frequently quite small and since all that material is subject to loss from the surface to which it was transferred over time and through motion, it needs extra efficient nature of analysis. This has been made possible by the tremendous progress, which the science and technology have made in recent years. The tiniest clue material can be identified and matched with the possible source

process, optical properties, presence of dyes, dimensions and presence of impurities, these can be highly individualistic.

Glass

Glass is said to be super-cooled liquid, consisting of a variety of oxides. It is one of the commonest microtraces, found in most of the criminal activities with unlimited variety. Its evidentiary value has great importance due to the following factors:

- *Found in various crimes*
Minute particles of glass are always occur at crime scenes of hit and run, house breaking, theft from the vehicles, show-rooms, shooting through glass window or door, rape cases where bangles are broken, brawls where glass bottles have been used as weapons.
- *Highly individualistic nature*
Glass has almost unlimited compositions, hence a single manufacture can produce more than one lac formulations. Raw materials used for its manufacture also creates large variations, therefore, the compositional variations are found even in one batch to another.
- *Durability and inertness:* If it is not taken away, the evidence remains undestroyed and uncontaminated for a long period. Consequently, it can be

collected and examined even at a later day if found at the crime scene, on the accused or deceased and their objects.

- *Remain unnoticed:* Minute glass particles often remain unnoticed by the accused as pickup on his clothing, shoe-soles, vehicle, hair or other objects. Carpet and floor of the room, sofa-cover, bed-sheet may also contain these particles and remain unnoticed.

Others

These are natural microtraces belonging to various origins like human plant and animal, and are generally found with the dust. Apart from these, paints, polymers like plastic, rubber and minerals such as sand, metallic dust, grit, natural oxides, ores, industrial products and waste are also found with the dust.

Location of microtraces

The most common denominator of various microtraces is their small size and amount. Often they remain unnoticed not only by the culprit, but sometimes by the investigating officer also. Therefore, a different kind of approach is required to locate these traces. Investigating officer should know their possible locations during investigation process. The main sources for the microtraces are as the followings:

Crime scene

It is the richest source of trace evidence because both the culprit and the victim come into contact with the crime scene almost in all the criminal activities. Blood stains, semen, other body fluids like saliva on cups, glasses, cigarette stubs, ash from cigarette or bidi, dust, fibers, leftover garments, shoes, weapon of crime, vehicle or other objects always carry trace evidence. These are vital evidences to link the culprit with the crime scene as well as the victim. Apart from trace evidence left at the scene, the culprit carries away some traces from the scene also, which provides matching evidence. The culprit may carry tiny glass fragments, dust leaves, seeds, pollen, fibers, sand for a long time in his shoes, clothing, hair, on vehicle or on his body. These pieces of trace evidence can be matched with the similar samples preserved from crime scene.

Victim

The victim or deceased may carry trace evidence transferred from the culprit and crime scene as well as his own body or objects. In a close range shooting case, he may contain gunpowder residues at and around the entry wound or on his working hand in a suicide case. Dust, soil, hair, fibers, oil, grease, paint and glass fragments may be found on the

body or clothing in a hit and run case. In case of killing by poisoning, niddle marks or even traces of poison at the point of administration may also be found. The victim may also provide matching evidence such as thread or wool fibers, feather fragments which can be matched to the traces that the culprit has picked up from the victim.

Culprit

The most important task for the investigating officer is to locate trace evidence on the culprit and his objects. The culprit may carry tiny evidence on his clothing, hair, shoes, underneath of nails, private parts in case of sexual offence, vehicle, weapon of offence, and pocket of clothing, etc. Traces may be in the form of stains of blood, semen or other body fluid material and dust particles sticking on his body or clothing. Sometimes he may carry the traces of drug or liquor even in his breath, blood or body. The culprit definitely comes into contact with the victim and crime scene; consequently, he carries matching evidence to the traces left at the crime scene or with the victim or his objects.

Weapon of offence

Tell-tale microtraces are often on the weapon with which crime is committed. In the gunshot case,



of origin from where it has originated and provide the linkage between the culprit, the victim and the crime scene.

firearm may contain gunshot trace; it may contain blood, skin, hair, flesh or even tiny bone particles sticking at the muzzle end or inside the barrel. Besides blood stains, the sharp edged weapons such as knife, razor, axe may contain tiny hair on them. In many cases, traces left by the weapon in the form of marks and injuries on the victim or deceased may provide the trace evidence.

Vehicle involved

In the today's crimes, most of the criminals use vehicle to escape from the crime scene as early as possible. Sometimes transportation of dead body, stolen properties, contraband goods, or even kidnapped person is carried out by the vehicle. The vehicle involved in the crime often carry traces of blood, other body fluids like saliva, dust, hair, fibers, cigarette stubs, cigarette ash, perspiration, etc. Soil, mud, dust or sand picked up by the vehicle from the crime scene provides a useful link between the vehicle, crime scene, the victim and thereafter with the criminal.

Significance of microtraces

Microtraces like any other piece of evidence has high evidentiary value and can help the criminal investigation as described below:

- Identification of vehicle, weapon of offence, the victim and object surrounding him and the crime scene.
- On the basis of examination results, the suspect and his objects linked or de-linked with the victim or the crime scene.
- Statements made by the accused, the victim or the eyewitness can be verified.
- Provides leads to investigation, such as homicidal, suicidal or accidental nature of the incident can be decided at the initial stages.

- Helps in the reconstruction of the crime scene, especially in hit and run, suspicious death cases.
- *Modus operandi* and sequence of events can be decided on the basis of microtrace examination.
- Provides guidelines for further investigation and collection of evidences.

Collection, preservation and packing of microtraces

As the name indicates, microtraces have to be minute and in traces. Extremely small size of evidence particles makes their collection a quite difficult task. The collection of microtraces at a crime scene must be carried out with great care, as the principle of exchange applies equally to criminals, victims and evidence technicians. The trained specialists need to collect evidence in an efficient and scientific manner, while at the same time taking precautions to prevent contamination, as the evidence is being collected and packed. In some cases, it is possible to seek out suspected traces of dust from specific locations or from items of clothing of vehicles by direct examination. In other cases, it is necessary to collect the dust first and then sort out it later to search for traces that may have a bearing on the case. There are several methods of collecting the microtraces for analysis. The investigation officer has to involve specific and appropriate techniques described below for collection, depending upon the nature and condition of trace evidence:

Handpicking

This is the simplest and most direct method. It needs help of a stereomicroscope or loupe, a strong light source, a magnifier, a magnet in some cases, using forceps with sharp and thin tips and a needle with tungsten fine tip. In this method purity, proper fixation of location, individual collection and separation of microtraces can be ensured. The collected trace particles should be placed in appropriately small sized clean glass

or paper containers. Plastic containers should always be avoided as they often develop static charge, hence may repel the tiny particles and get these lost during the packing.

Taping

This is the most efficient method for recovering surficial trace materials. This method was developed by Dr. Max Freisulzer, a student of Sir Admond Locard. It has the advantage that the tapes can be placed sticky side down on clean slide or acetate sheets, thus preventing contamination, while at the same time providing a clear view of the collected trace material when searching with a stereomicroscope or automated fiber finder. This method is also useful when a specific but relatively small area is to be searched. Thus, the area around a point of entry into a building can be sampled efficiently by pressing tape around a window frame broken glass, torn screen, etc. to collect any traces from the clothing of the accused that passed through the opening. This method has some advantages described as below:

- Collection of the tiniest particle can be possible.
- Possibility of contamination is negligible once collection occurs.
- Easy constituent of microtrace.
- Evidence preservation manner.
- Can be used for specific and relatively small searching area.

Vacuuming

This method is often employed when occupational and environmental microtraces have penetrated weaves of clothing over a period of time, and large areas such as the interior of a vehicle, room carpet, and sofa cover, etc. It involves an ordinary vacuum cleaner with a modified suction jacket, fitted with a rubber bung in which a glass tube is fitted. This technique has some features, as described below:

- It collects all new and old traces.
- It collects additional traces that may not provide linkage to the area with the case. However, this technique is used only when others are proved to be inefficient.

Scraping

This technique is employed for collection of dried stains of blood, semen, other body fluids, paint soil, mud, residues, poison, etc. It is generally carried out with a spatula, scalpel or tungsten needles with a flattened tip. The scraped trace substance is collected on a plain white paper and preserved by folding in properly and transferring it to a glass container. This technique has some lacunae such as:

- Strongly adhered substance may not be scraped off.
- Whole amount of the substance is not always dislodged.
- Scraped material may be contaminated with the substrata.

Washing

This is useful when particulates are in a sticky or greasy matrix. It needs extra care as solvent may disintegrate the stain, therefore, minimum amount of solvent should be used. Trace material can be concentrated with a centrifuge, if large amount of solvent has been used.

Analysis of microtraces

The thorough analysis of a sample of microtrace is a time-consuming and difficult exercise in micro-analysis. Fortunately, a complete analysis is rarely required for the forensic investigation purposes. Because of the small size of the individual particle, the identification of the constituents of a microtrace creates special challenges, while some substances can be recognized at sight under the relative low magnification of a stereomicroscope. Most microscopic particles must

be isolated and mounted between a slide and cover-slip in a specially chosen mounting medium. Once mounted in a familiar mounting medium, many particles can be recognized, at least to their class, by a well-trained and experienced forensic microscopist. The details of techniques or instruments are beyond the scope of this article.

The examination has, therefore, to be varied and it has to be trace-specific. Again, the nature and composition of traces will vary from case to case. Therefore, no systematic scheme for analysis or examination can be evolved. Also, the small quantities involved further restrict the freedom of the examinations. Despite of all these limitations, an experienced micro-analyst can give valuable results with the help of modern instruments by applying appropriate techniques, which are seemingly miraculous. It is, therefore, proposed to discuss some of the most useful techniques and instruments for the analysis of the constituents which are listed and described briefly below:

Microscopy

Morphological characterization could be the best basis for identification of many micro-particles. Such micro-particles usually belong to a group in which all the particles are chemically similar. Wood and wood fibers, the non-woody vegetable fibers, rayon and lyocell fibers, all have almost the same chemical composition, yet it is a simple matter to distinguish each of these groups from one another and within a group to identify the individual members on the basis of their microscopic characteristics. Plant fragments from stem, roots, leaves, bark, flower, pollens, all are identifiable. No amount of chemical analysis would identify these substances as accurately as well-performed microscopic analysis. The optical properties of amorphous or crystalline transparent particles and man-made fibers, studied with the aid of the polarized microscope, extend the range of application of the microscope to the

identification of materials without regard to their morphology. Thus, glass, minerals, drugs, paint, soil, metallic dust, grit, industrial product and wastes, natural oxides, ores and chemical crystals of all types can be identified, when encountered as single small particle, on the basis of their optical properties.

X-ray spectroscopy

This is the well-suited technique, capable of providing an elemental analysis of extremely small particles of dust, soil, ore, mineral, etc. It makes no difference if the sample is inorganic or organic, so both metals and paints can be analyzed with equal advantage. In this technique, a spectrometer is attached to a scanning electron microscope. The electron beam of the instrument generates X-rays from the specimen, in addition to the imaging secondary and back-scattered electrons. The energy of the X-ray is related to the atomic number of the elements present in the sample. The advantage of this technique is that simultaneous analysis of entire elemental composition of the sample, where the small particle can be obtained in seconds.

Micro-chemical analysis

Classical microchemistry is a useful skill, as micro-chemical testing can be performed on inorganic, organic, metal, or non-metals with equal advantage and speed on very small particles. Although micro-chemical testing with reagents has been largely supplanted by instrumental methods. However, it is frequently necessary to obtain chemical information from small particles to confirm their identity, or to identify metallic particles or unusual organic or inorganic compounds that cannot be identified with certainty by microscopy. The principal types of micro-chemical reactions are based on crystal tests, spot tests and histo-chemical reactions that have been scaled down, so that they can be applied to single small particle of small quantity of the substance.

Infrared microspectrophotometry

This method is useful to determine molecular composition of small particles of organic nature such as polymers, synthetic fibers, paints, drugs, plastic, etc. It consists of a fourier tranfrom infrared (FTIR) spectrophotometer attached to a reflecting microscope. An infrared spectrum permits the analyst to identify organic compounds and anions by comparison to reference spectra or by interpretation of the infrared absorption bands in the spectrum. The microspectrophotometer makes it possible to collect the spectrum from particles as small as a few micrometers (20um) in diameter.

Collection of reference sample

The law of analysis maintains that ‘the analysis can be no better than the sample analyzed’. According to the principal of comparsion, “Only the likes can be compared”. The later emphasizes the necessity of providing similar samples and specimens for comparison with the trace materials collected from the culprit, the victim or the crime scene. For the analysis of microtraces, reference collections are essential for the laboratory. The items to be included will depend on the availability and the interests of the analyst. A useful collection might include the followings:

- Metal and alloys as well as their particles which have drilled, sawed, crushed with a sledgehammer,
- Industrial dust,
- Combustion products,
- Woody or non-woody paper,
- Vegetable fibers, man-made fibers.
- Human and animal origin hairs,

- Minerals, sands, wood pollen, spores, diatoms, leaves, seeds,
- Food products such as spices,
- Grains, starches, spray milk, polymers, synthetic drugs, explosives,
- Dust from various environments such as hotel room, clothing of passengers
- Occupational dust such as clothing of factory, mines, garage, labor, etc.

These samples may be stored in a small vials, envelops or as permanent mounts on microscopic studies and used whenever required.

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EXAMINATION OF SOME COUNTERFEIT INDIAN 5-RUPEE DENOMINATION COINS A CASE STUDY

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Key Words

Counterfeit

5-rupee Indian coin

Dias

Coin manufacturing tools

Elemental profile

Microscopic examination

Denominations

SEM-EDXA technique

Antimony

Physical parameters

Elemental composition

Specific gravity

Introduction

At present, Reserve Bank of India (RBI) is circulating paper currency of Rs.5, Rs.10, Rs.20, Rs.50, Rs.100, Rs.500 and Rs.1000 denominations. These notes are called bank notes as they are governed and circulated by the Reserve Bank of India (RBI). The printing of paper notes of Rs.1 and Rs. 2 has been discontinued for various economical and other reasons' but the same has been coined.

The circulation of coins has been introduced by the Reserve Bank of India for convenience and for other factors as mentioned below:

- For easy exchange for small amount in various financial transactions.
- Life of coin is much longer than currency notes.
- It is economical than paper currency notes.

- People use the coin with confidence when compared to currency notes.
- Counterfeiting of coin is rarely reported.
- The coin is made round and flat for convenient transaction.

At present, the coins of various denominations like 10 paise, 20 paise, 25 paise, 50 paise, one rupee, two rupees and five rupees are circulated by the Reserve Bank of India for the benefit of common people to deal with various financial transactions.

It is frequently reported that in India the higher denomination of currency notes i.e. Rs. 100, Rs. 500 and Rs. 1000 are prepared with the help of high-tech printing technology and circulated in all the states of the country. This has caused serious menace to the economy of the country and growing insurgency related problems. Considering the value of different coins, counterfeiting

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HEAD VIEW

TAIL VIEW

Figure 1 (a): Close up photographic view of the genuine five rupee denomination coin



HEAD VIEW

TAIL VIEW

Figure 1 (b): Close up photographic view of the fake five rupee denomination coin

them is very rare. Moreover, counterfeiting of coin is time-consuming and the profit is very less in comparison to counterfeiting higher denomination currency notes i.e. Rs. 100, Rs. 500 and Rs.1000.

This paper deals with detailed studies on physical parameters, elemental compositions, microscopic examinations of counterfeit 5-rupee denomination Indian coin with those of standard data prescribed by RBI.

Brief history of case

On having secret information, the investigating agency raided the house of one suspect to search fire-

arms/ammunitions and also coin-manufacturing machine. During the search, some unfinished counterfeit coins, metallic dias and different tools were recovered from the suspect's house. All the tools and twenty two (22) numbers of incomplete coins were seized. The case was registered **D/S 232/235 I.P.C** and the exhibits were referred to the laboratory for forensic examination with following questionnaire:

- Whether the seized coins are genuine or counterfeit?
- Whether the metals used in the counterfeit coins are similar to those used in genuine coins?
- What is the percentage of elemental composition in both genuine and counterfeit coins?
- Whether the metals used in the counterfeit coins are easily available in the local market?
- Whether the dias seized from the suspect was used for preparing the seized coins or not?
- Whether the seized tools are sufficient to prepare counterfeit coins or not?
- What would be the approximate making cost of the seized counterfeit 5-rupee denomination coin?

Abstract

Some 5-rupee denomination Indian coins were prepared by a counterfeiter with the help of metallic dias and other tools for circulation. During the preparation of the coins, the investigating team raided the place and seized about twenty-two numbers of unfinished coins, dias and various other tools used for making them. The appearance, shape and size of counterfeit coins are almost perfectly



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simulated like genuine 5-rupee coin and hardly one can detect during transaction. This paper deals with the examination of different physical parameters; and elemental profile study, and finally the integrated data have been compared with prescribed data of 5-rupee denomination coin (as per Reserve Bank of India).



Figure 2a: Shows the Tail view, Figure 2b: Shows the Head view of seized Rs. 5 counterfeit coins



Figure 3: The Dies used for making the coins.

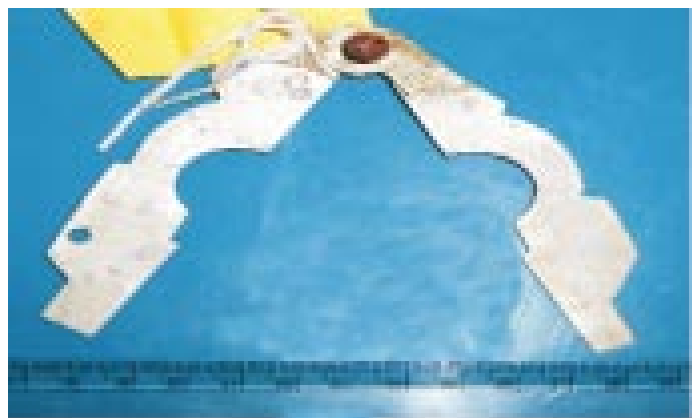


Figure 4: The cutter used for shaping the edges of the coins.

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Figure 5: Different tools seized from the counterfeiter.

Experimental study

The experimental study requires comparison of weight, diameter, edge thickness, specific gravity, shape and elemental composition with available standard data prescribed by the RBI for Rs. 5 denomination coin. All the above data are shown in the **Table 1**.

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Table 1: Comparative studies of 5-rupee denomination counterfeit coin with standard RBI data

Standard Parameters	RBI data	Parameters observed in counterfeit coins
1. Weight	9.00 g	Ex-E1 to E22: [1] 9.6737g, [2] 9.6727g, [3] 10.7116g, [4]10.6235g, [5] 10.0555g, [6] 10.8835g, [7] 10.5713g, [8]10.8589g, [9] 10.8545g, [10] 10.6557g, [11] 11.0177g and [12] 10.8884 g, [13] 10.543 g, [14] 11.4483g, [15] 10.5311 g, [16] 11.3468g, [17] 10.5324, [18] 11.5061, [19] 11.3342, [20] 11.3431, [21] 11.4855, [22] 11.4737 g respectively.
2. Diameter	23 mm	Ex-E1 to E22: [1] 23.33, [21.23.31, [3] 23.88, [4] 23.75, [5] 23.8, [6] 23.85, [7] 23.93, [8] 23.72, [9] 23.69, [10] 23.97, [11] Max. 26.06-Min. 23.56, [12] 23.85 mm [13] 23.27, [14] Max. 25.7-Min. 23.27, [15] Max. 25.63- Min. 23.05, [16] Max. 25.15-Min. 22.99, [t 7] 23.75, [18] Max. 25.81-Min.23.16, [19] Max. 24.66.Min. 23.10, [20] Max. 25.29-Min. 23.09, [21] Max. 26.56- 'Min. 23.06, [22] Max.25.51-Min. 23.16.
3. Edge thickness	2.75 mm	Ex-E1 to E 22: [1] 2.78 mm, [2] 2.71 mm, [3] 2.86 mm, [4] 2.75 mm, [5] 2.61 mm, [6] 2.95 mm, [7] 2.74 mm, [8] 2.87 mm, [9] 2.9 mm, [10] 2.84 mm, [11] 2.86 mm and [12] 2.88 mm [13] 3.05 mm, [14] 3.04 mm, [15] 3.03 mm, [16] 3.01 mm, [17] 3.04 mm, [18] 3 mm, [19] 2.95mm, [20] 3.03 mm, [21] 3.03 mm and [22] 3.05 mm respectively.
4. Specific gravity	8.9	Mean Specific gravity 4.4
5. Shape	Circular	Distorted milled Edges
6. Elemental Composition	Cu = 75%, Ni = 25%	Pb=61.72%, Sb= 30.07%

Observation

The results of examination as shown in the Table 1 indicate that the physical parameters of the counterfeit coins do not match with those of genuine coin prescribed by the Reserve Bank of India. Further, it is observed that the counterfeiter could not skillfully imitate the characteristic standard data. As a result, a lot of variations in weight, specific gravity, diameter, edge thickness, and shape were observed.

In addition to the physical parameters, the elemental composition of counterfeit coins was also determined

and found to contain lead (Pb): 61.72% and Antimony (Sb): 30.07% with the help of **SEM-EDXA technique**. But in case of genuine coin, the elemental composition prescribed is **Cu (75%) and Ni (25%) (as per RBI guidelines)**.

In addition to the above physical and chemical examinations, the other following observations were also made regarding counterfeit coins:

- Distorted milled edges
- The words India and Rs. embossed on the body are found to be overlapping and not in proper shape

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- The coin hardly rests the milled edge
- The Ashoka Emblem is observed to be distorted.

Discussion

In this case, the counterfeiter has taken full care to counterfeit the coin simulating to be genuine for circulation. The dias used for preparation of the coins was made in a crude way, but the print of coin of both the sides of the dias was found to be visibly almost accurate alongwith other physical appearance, and will be difficult for common people to identify. But from the study of elemental composition and microscopic examinations, a lot of features could be differentiated from those of the genuine. All the coins were seized during preparation stage and as a result not a single finished coin could be seen among them. However, the counterfeiter could have made the finished coin after making necessary treatment with different tools for circulation. In absence of seizure of melting pot and raw materials used for making the fake coin by the

investigating officer from the spot, their examinations and discussion on these aspects could not be made to corroborate more evidence in this case.

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TOXIC BOSSES AND STRESS

R.K. Singh*

Key Words

Toxic leaders
Toxic workplace
Toxic emotions at work
Toxic boss syndrome
Acute stress Reaction
Effective toxic handling
Understanding emotions
Social Intelligence
Wisdom
Emotional Intelligence
New Coinage
Cortex
Amygdala

Introduction

Leaders have become very important for accomplishing the mission. They are under scrutiny not only for their productivity but now-a-days more for inter-personnel skill and relationship management ability. The rules for ruling subordinates are changing, and the ruled one are judging them from a different yardstick. The failure of leaders to behave in a certain fashion are no more tolerated with heads down but are reflected in productivity and overall work scenario generally leading to low turn over, frustration, reduced efficiency and above all stress. All these are more appropriately known as toxicity at work.

Working in toxic atmosphere is pain and surprisingly any leader/boss can create such hell so easily. The behavior of such leader is so bad that it is toxic to the organization. Of late, such leaders/bosses have got a new coinage-toxic boss/toxic leader. The term has been framed to define the leader who makes the life of their staffs/subordinates hell. And with such phrasing, some common

traits have also been established and concept of toxic leader defined in terms of a few traits followed by such leaders.

Concept

The concept of toxicity is related to failure at the helm of affairs to look after the personnel whom they are commanding and take into consideration their view points. Generally, a toxic leader will have few academic qualifications, be arrogant, prone to shouting at subordinates and have poor emotional controls, as Prof. Adrian Furnham of University has observed.

Today, a man travels beyond boundaries, thinks out of box and associates across the ideological mindset. Nevertheless, when it comes to accept the leaders and bosses at work place, they narrow down to their mind and prioritize the amygdala (emotional part) over other things. To make it further clear, it is imperative to understand the components of brain. There are three major regions of the brain - the cortex (the thinking part of the brain), the amygdala (the emotional

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part, which triggers many emotional reactions) and the brain stem (the reptilian zones for automatic reasons). These days people may have lost many social relationships but have become hyper sensitive to their own self and thus, reads the emotional parts in others first than their competence and capabilities.

Impact

The impact of toxic leaders affect the morale of men; they lose the drive to achieve their goal, make the workplace unpleasant, and severely put men under tremendous stress as well as they become depressed and frustrated lot. These toxic leaders, therefore, become another stressors when already due to pressure of progress, breaking of families, eroding of ethos and other factors are contributing to the stress factor. The recent WHO report indicates that 47.3% Indians are worried, 47.4% sad and low, 44.9% victims of memory disorder and 34.3% suffering from sleep disorders.

Toxic leaders are forcing stress. To understand, Mike Moore explains it that when one's leader or boss berates one or shouts or criticizes or gives a disapproving look, the way one reacts / responds is acute stress reaction. An acute stress reaction is physiological response to a threatening situation. It is

characterized by surges in hormones such as adrenaline and cortisone. Each of these hormones has some or other effects on the body such as increased heart rates, constriction of the blood vessel in the skin and brain. The effects of the stress on the body and brain enable us to act more powerfully and quickly than in a non-stressful situation. The trade off for this extra power, speed and energy in our actions are less thoughtful. This stress is counter-productive; it impairs the cognitive ability, and has an adverse effect on health causing many illnesses mental as well as physical.

Remedy

Now, the question is how to change toxic leaders as well as remove toxicity from the work place. Peter Frost, in his book, "Toxic Emotions at work", says that there is a lot of suffering in the workplace and it shows little sign of letting up. He further asserts that all leaders create pain. Nevertheless, scholars have evolved many coping strategies to deal with such situations. In my opinion, the concept of emotional intelligence (EI) as well as social intelligence evolved by Daniel Goleman seems to be of the greatest importance in mediating the coping strategies against toxicity.

To explore the coping skills against stress caused by toxicity, the

Abstract

An employee who has a boss - who bullies, threatens and berates him, the functionality of the office of such person is termed toxic. Toxic leaders are bad for organizations, even in uniformed services where highest degree of obedience is required because they sap the energy and enthusiasm of employees affecting productivity/ effectiveness of organization. Such leaders make the workplace an un-



pleasant one and the employees a frustrated lot.

Nevertheless, besides the age-old culture of submissiveness to bosses, scholars have evolved many coping strategies to deal with such situation. Emotional intelligence and social intelligence are the best coping strategies, in addition to the corrective measures need to be taken by the organization's HR department to remove toxicity from such persons.

Toxic Bosses and Stress

author is of the opinion that emotional intelligence attributes must be adopted. Emotional intelligence means knowing oneself as well as other's emotions and managing it well. The crux of E.I. concept is relationship management. Before deliberating upon the relevance of relationship management, it is imperative to understand the coping skills suggested by management guru as the effects of the toxic bosses are immediately felt in corporate sectors.

Broad classification categorizes the major personality traits of toxic leaders as self-centredness, messianic visions, arrogance and blame shifting, according to Patricia Wallington. To dilute the toxicity emerging from above factors resulting into stress among employees, it is suggested that we should identify the situation that triggers stress and then try to keep the situation in perspective, before adopting some relaxation techniques or social skills besides asserting oneself in such situation.

Coping strategy

In the perspective of managing emotions to control stress due to toxic leaders, following systematic approach may be useful in effective toxic handling:

- Understanding emotions
- Using emotional intelligence

- Relationship recipe
- Social intelligence

Understanding emotion

There is a need to understand emotional problem indicators and situation causing stress in one's professional and personal life. A man aware of his emotions and its expressions may be able to cope up with stress or precisely such awareness may help in coping up with the stress, that is, preventing the stress to let it develop to its critical level, by understanding the feelings and realizing the fact that happiness comes into life with the mindset to laugh at frustration, disappointments and neglect.

Emotional awareness may be defined as knowing very specifically 'how we feel'. It means being able to label our feelings with specific feeling labels, at its highest means being able to predict our feelings in advance. There are various stages and levels of emotional awareness. Steve Hein has structured the emotional awareness stages which are imperative to cope up with toxicity in organisation.

Using emotional intelligence

The first level of emotional awareness is feeling the feelings. An emotionally sensitive person will feel things sooner and stronger than

others who have no emotional sensitivity or have numbed themselves of their feelings. Acknowledging the feeling is such that one may not exactly know what the feeling is but if one notices there is some feeling, then the inner guidance system prepares for the balancing act.

The existence of feelings thereafter leads us to identify the unmet emotional needs and taking corrective action. Thus, at the beginning itself, by thinking about feelings one takes the next step towards solving the problem. Thereafter, accepting the feeling is highly beneficial since it provides natural value and energy to absorb the feelings as a part of self-acceptance which can generate productive thoughts or actions. Accepting the feelings sometimes also helps preventing them from recurrence. Here emotionally intelligent person has advantages of synchronizing the energy, for better understanding and actions.

Social intelligence

The next two levels of awareness are reflecting on the feeling and forecasting the feeling. Reflecting helps in quickly taking actions in one's best interest and forecasting help us to improve upon our ability to cope up with the feeling in future. In other words,

emotional awareness helps in developing the ability to forecast one's own feeling and also the ability to forecast as to how someone else will feel. It naturally leads to being more considerate to others and this awareness is at the root of happiness and also a two-way process to reduce /eliminate the toxicity.

This emotional understanding will also develop HR value proposition like building relationships of trust, valuing and grafting organizational culture. The individual strategy at the same time should also be adopting stress coping strategies to dilute toxicity. Though it seems hypocritical that instead of treating toxicity, emphasis should be on adopting or getting used to it because the realism in market shows that not much jobs are available for every one to shift to. In most of the cases, particularly for persons working in government sectors and that too in Army/Para Military Forces/Police, options available are negligible and toxicity (especially in uniformed services) is quite high. A lot of personnel are breaking down under stress and some are even ending their life.

The reasons behind this are certain perceptions / myth which are widely acknowledged /accepted in our working environment like:

- Capability is about suppressing personal grief and even talking bravery.



The concept of toxicity is related to failure at the helm of affairs to look after the personnel whom they are commanding and take into consideration their viewpoint. Generally, a toxic leader will have few academic qualifications, be arrogant, prone to shouting at subordinates and have poor emotional controls, as Prof. Adrian Furnham of University College, London defines.

- Our system easily bypasses ethical issues.
- Bosses are architect of system and they always convene appropriate people.
- Governance with ego can be constructive and contribute to an organization's growth.
- Successes of leaders/bosses are measured only by productivity/performance.

However, the world has changed and human resources management has become a balancing job. It is about life rather than business. Now the perception is that if the organization believes that people make the difference, then it must be understood that people are a package deal. They have good days and bad days, intense creativity and days of confusion all of which impact their ability to perform.

Conclusion

But bosses will remain boss and who will bail the cat? So why not change your perception? As a subordinate, one needs to learn to market himself to boss. One should keep oneself salient, relevant and continuously reinvent oneself to keep in tune with the

changing times. The lesson is clear that boss management is to a great extent akin to marketing. Simultaneously, take the things in lighter perspective and think of things beyond the harshness of boss. Channelise the energy of anger and frustration to develop professional competencies. Focus on your own attitude towards others and social responsibility as well as goal of life. Forget the art of leaving for the art of living.

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CRIME SCENE VISIT UNVEILED FABRICATED FIRING

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Case history

It was alleged by Mr. X that he was lying on his bed in the bedroom, and at about 1 p.m he heard a sound of bell installed outside the main gate of his house. On hearing the call bell, he came out to respond to the person outside.

At that point of time, the lights of porch and verandah of the house were on. He saw in the light of tube light that Mr. Y, Z and T were standing near the gate. Mr. Y was holding 12 bore DBBL gun and Mr. T was holding a Kirpan.

Mr. X alleged that Mr. Y fired some shots at him with an intention to kill him:

- 1 First shot was fired which had hit Mr. X on left upper arm.
- 2 Second shot was fired which had hit the left thigh of Mr. X. As a result, Mr X was injured. To take the shelter, Mr. X ran inside the lobby of the house and bolted the

door after that he fell down on the floor of the lobby.

- 3 Mr. Y fired third shot on the door of the lobby of the house.
- 4 Fourth shot was fired at a parked car in the porch as a result the rear and front glass of the car were broken.

After fourth shot, Mr. X cried for help. Mr.T, Y and Z also shouted to kill Mr. X. On hearing the sound of firing, one of the neighbours of Mr X came out and tried to apprehend the culprits, but all the three suspects ran away from the scene of crime along with their weapons/firearm. Mr. X was hospitalized by the neighbour.

Observations at scene of crime

- (i) The alleged house of Mr. X, where the firing took place, was a single storyed building and a front main gate with a bell installed outside the main wall.
- (ii) There was a blue coloured Maruti car, bearing registration No PB-13-E -0470



Key Words

Fabricated firing
Scene of crime
12 bore DBBL gun
Preliminary examination
FIR
MLR
Pellets
Scientific examination
Deformed pellets
Dispersion pattern

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Abstract

It was alleged by the complainant that Mr. Y fired on him when he was standing near his car parked in the porch of his house. On thorough scientific examination of the scene of crime, injury report, clothes of the victim and car it was found out that it is a case of fabricated firing.

- parked in the porch of the house. (Photograph-1)
- (iii) There was an entry hole on the rear side of the glass of the car and numerous fragments of glass were found scattered on the mats inside the dickey. (Photograph-1)
 - (iv) Three small-sized holes were found present on the side of the front left seat cover.
 - (v) There were many small-sized holes found on the dash board and on the glove box of Maruti car. (Photograph-4)
 - (vi) Number of deformed pellets were found on the front left foot rest mat and as well as inside the glove box. (photograph-4)
 - (vii) One cushion wad was found to be on the mat of the front left foot rest. (Photograph-4).
 - (viii) There was one big sized exit hole surrounded by eight other small holes on the front left side of the wind screen. (Photo-2)
 - (ix) Few small sized holes were found present on the front left wall of the lobby on left side of the porch with the cement detached from its places.
 - (x) Few deformed pellets were found on the floor of the porch near the front left tyre of the car.
 - (xi) One through and through hole surrounded by many small sized holes were found present on the middle of the wooden door of lobby. (Photograph-5)
 - (xii) One full-sized cushion wad was found located on the back side of wooden door of the lobby.
 - (xiii) The right side of the wall of the lobby was found to contain many small sized dents with the cement detached from its place. (Photograph-6)
 - (xiv) Some deformed pellets were found lying down the left wall on the floor of the lobby adjacent to the kitchen.
 - (xv) Many wooden chips of the door of the lobby were also found scattered throughout the floor of the lobby
 - (xvi) The top of the wooden door near the upper window was found to contain many small sized dents with few deformed pellets embedded in it
 - (xvii) The bonnet, right fender and front bumper of the car were found to have many brown coloured stains apparently of blood, (photograph-3)
 - (xviii) Small-sized brown coloured stains apparently of blood were found on the floor of the porch up to the door of the lobby.
 - (xix) Inside the lobby, circular drops of brown colored stains apparently of blood were also found.

Preliminary examination at scene of crime

- a The periphery of the hole of rear glass of the car was subjected to lead test and found positive for the presence of lead.
- b The periphery of three cut marks found on the front left seat cover were also subjected to lead test and found to be positive for the presence of lead.
- c The small sized holes found on the dash board and glove box were subjected to lead test and found positive for the presence of lead.
- d The periphery of the front left side big hole of the wind screen along with eight small-sized holes were subjected to lead test and found to be positive for lead.
- e The periphery of through and through big hole surrounded by small holes on the middle of the door were subjected to lead test and found to be positive for the presence of lead.
- f Small-sized dents on the top of the door of the lobby with some deformed pellets embedded in it were subjected to lead test for the presence of lead and found to be positive.
- g Small dents on the left side wall of the porch also gave positive test for the presence of lead.



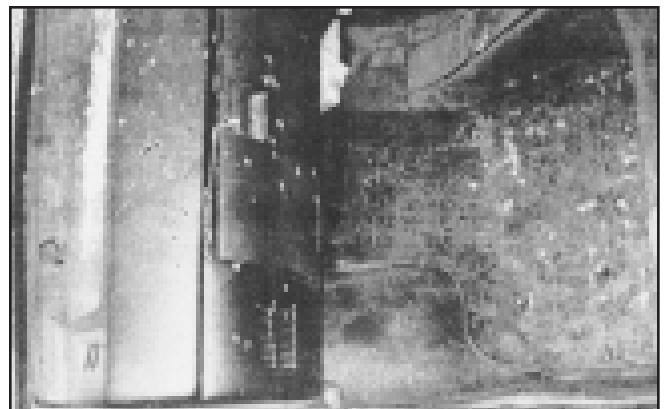
Photograph - 1



Photograph - 2



Photograph - 3



Photograph - 4

- h Dents with its cement detached from its places on the right side wall of the lobby also gave positive test for the presence of lead.
- i The brown coloured stains on the bonnet, floor of the porch and the floor of the lobby were subjected to preliminary examination for the presence of blood by phenolphthalein test and gave positive test for the presence of blood.
- j The shape of the brown coloured stains inside the lobby were found to be circular in shape, which indicated that the blood might have been fallen from a height.
- k As stated by Mr. X, complainant-cum-victim, in the FIR that he was standing near the car parked in the porch at the time of first shot. According to him, the first shot had hit him on the left upper arm and had three injuries on his left upper arm as per MLR .

In case of normal firing, only three pellets should not have hit the victim. Some more pellets must have hit him, because in case of No 1 size shot of the 12 bore cartridge the number of pellets loaded are about 100.

In case of higher size of shot, the chances of the number of pellets which could have hit the victim is more.

Usually, the dispersion of pellet is uniform all around. Therefore, some pellets should have hit Mr.X on the chest or on the car, because the victim was said to be standing near the car at the time of firing of first shot.

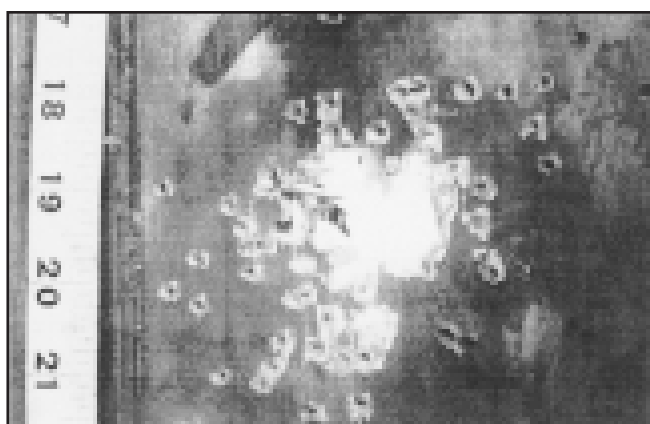
- l As stated by Mr.X, complainant cum the victim in the FIR that he was standing near the car parked in the porch at the time of first shot. According to him the second shot had hit him on the left thigh causing two injuries on his left thigh as per MLR.

In case of normal firing only two pellets should not have hit the victim. Some more pellets must have hit him, because in case of No 1 size shot of the 12 bore cartridge the number of pellets loaded are about 100.

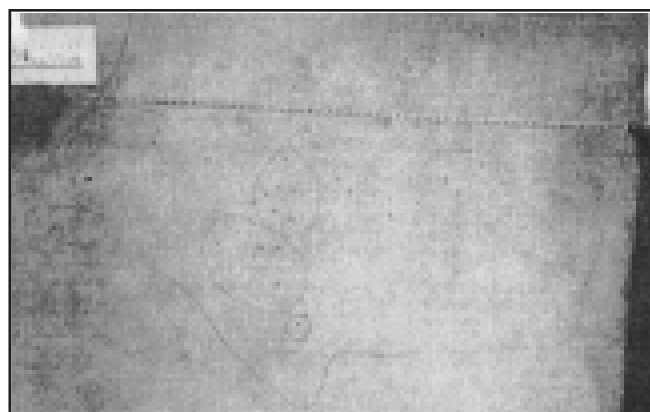
In case of higher size of shot, the chances of the number of pellets which could have hit the victim is more.

Usually, the dispersion of pellet is uniform all around. Therefore, some pellets should have hit Mr.X on the belly or on the car, because the victim was said to be standing near the car at the time of firing of first shot.

- m The distance between pellets hit on the left arm of Mr.X and on his left thigh is approximately 18 inches as stated in the MLR. Hence, the range of firing must be 18 yards approximately.



Photograph - 5



Photograph - 6

Examination in Forensic Science Laboratory

- The deformed pellets contained in the sealed parcel were weighed and diameter of the pellets was taken, and it was concluded that pellets belonged to No 1 shot of 12 bore cartridge.
- The four pellets recovered from the body of the victim Mr.X contained in a sealed parcel were also subjected to Ballistics examination, by taking into account their average weight and diameter. It was concluded that the pellets belonged to No 1 shot of 12 bore cartridge.
- The holes on the front left seat cover of the car were subjected to lead test and found to be positive for the presence of lead.
- The cushion wads contained in a sealed parcel were subjected to lead test for the presence of lead and found to be lead.
- One complete cushion wad along with pieces of wad contained in a sealed parcel suggested that those three shots could have been fired.
- One sealed parcel containing clothes i.e. tee-shirt and a pajama of the victim Mr.X were examined in the laboratory. Two holes were found on the left upper arm portion of half sleeve tee-shirt. These black coloured holes were subjected to lead test for the presence of lead, and found to be negative for the presence of lead. These holes did not give lead test. Similarly, two holes found on the left thigh portion of the pajama also did not give test for the presence of lead.
- One pajama contained two black coloured holes were also subjected to lead test for the presence of lead and found to be negative for lead. The pajama did not give positive test for the presence of lead.
- Tee-shirt and pajama contained in a sealed parcel, blood lifted from the porch, blood lifted from the bonnet and bumper of the Maruti car parked in a

porch, blood lifted from inside the lobby from the floor, blood of the victim on a bandage and the liquid blood of the victim Mr.X contained in different sealed parcels were subjected to preliminary test and confirmatory test for the presence of blood along with species origin and blood grouping in the laboratory. And it was concluded that the exhibits (Tee-shirt and pajama), blood lifted from the porch, from the bonnet and bumper of the Maruti car, blood lifted from the floor of the lobby, and, blood collected by the doctor were found to be stained with Human Blood of Group 'O'.

Conclusions

- No blackening or charring has have been mentioned on the injuries as well as on the clothes as per MLR, whereas on examination of clothes of victim, some charring effect was seen on the holes of the victim's clothes. On chemical examination, traces of lead could not be detected on the periphery of hole. Hence, these holes could not have caused by the entry of lead pellets at the time of firing.
- On examination of wads recovered from the scene of occurrence, it was found that three shots could have been fired.
- Number of holes and dispersion pattern available on the car and door of the lobby also suggested that three shots could have been fired.
- In case of firing on the victim as alleged by him some more pellets should have hit him on the chest, belly of the victim and rear glass/portion of the car parked in the porch, which is not visible as mentioned in the MLR and on visit to site and victim.
- On the basis of above examinations, it has been proved that it is a case of fabricated firing.

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PUBLIC EXPENDITURE ON POLICE SERVICES IN INDIA: WITH SPECIAL REFERENCE TO PUNJAB

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Introduction

Public expenditure bears the responsibility to create a suitable personal, social and business friendly environment so as to promote investment in the economy. Internal disturbances and high crime rates prove detrimental and create hurdles in the path of economic development. Most of the nations facing such problems are incurring huge public expenditure on maintaining defence and internal security. Even Adam Smith advocated that the Government should restrict its activities to justice, police and arms. In the economic literature, there are several contradictory hypotheses concerning the behaviour of public internal security expenditures. Starting from a basically pessimistic view of the nature of man, Adolph Wagner believed that the ratio-income-elasticity for internal security expenditures is greater than zero because of the increasing social strains, arising from urbanization and the increasing need for judicial settlement of disputes that stem from the ever-growing complexity of life.

On the supply side, relations between the volume of expenditures on police or the number of police personnel and their ostensible effects are quite complex. Certain intricacies can be seen by looking into two dimensions of such effects: the suppression of political opposition to the Government (Police terror) and the prevention of crime (Pryor, 1968).

The influence of police expenditures on the suppression of crime and its implications is a difficult topic for analysis. It seems intuitively clear that the existence of a large police force physically discourages certain types of crime. But it is also evident that there are many social and psychological factors that may play even more important role. On the other hand, any spurt in crime rate calls for higher expenditure on police. The present study is an attempt:

1. To make a comparative study of total police expenditure in different states of India.



Key Words

Public Expenditure
Police Services
Compound Growth Rate
Internal disturbances
Internal Security
Ratio-income-elasticity
Civil Police
Interstate comparative
study
Urbanization
Industrialization
Average annual Police
expenditure

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Public Expenditure on Police Services In India: With Special Reference To Punjab

Abstract

Public expenditure bears the responsibility for sustained economic development. Internal disturbances and high crime rates prove detrimental to the economic health of a nation. In the present times, the nations facing such problems are incurring huge public expenditure on maintaining defence and internal security. The present study is an attempt to have an interstate comparative study of total police ex-

2. To examine the variations in the nature and quantum of public expenditure on police services in Punjab during different phases of crime.
3. To compare Punjab Police expenditure with different categories of crime.

Methodology

The data on police expenditure was subjected to primary tabular and graphical analysis. The total police expenditure was deflated at 1993-94 constant prices using wholesale price index. To estimate the growth of police expenditure, compound growth rates (CGR) were computed. The comparative study of police expenditure at constant prices in different states of India was conducted for a period of eleven years (1993-2004).

In case of Punjab, the study was conducted for a period of two decades i.e. from 1984 to 2004. The scope of the study is limited to the expenditures of Civil Police force and Armed Police force in Punjab state. Armed Police force is further divided into Punjab Armed Police, Punjab Police Commandos and Indian Reserve Battalion Police. Civil Police force deals with day-to-day law and order situations, investigation work, traffic regulation etc; whereas Armed Police force is a type of reserve Police force to

augment the strength of Civil Police force to meet emergency situations like riots, imposition of curfew, mass public agitation, and sometimes also given the charge of securing of bridges, dams, important industries, etc. during the declaration of National Emergency. Police expenditure was classified under twenty four heads. It was a gigantic task to reconcile the vast data on police expenditure and crime in Punjab, which was made possible with special permission from the Director General of Punjab Police. It was a maiden attempt on our part as no study so far has ever been undertaken into this aspect of the Punjab Police department.

Results and discussion

Police is a governmental department charged with multifarious duties and responsibilities of maintenance of law and order, regulating traffic, prevention and detection of crime, VIP security, combating terrorism, etc. The police functions are known to have taken birth with the advent of civilization as the history of crime dates back to the birth of mankind. The pressure of population, urbanization, industrialization and scarcity of resources give rise to criminality and criminal tendencies, particularly among the younger lots, making the job of policemen even more arduous over the years.

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**Table 1 : State-wise Police Expenditure in India
at constant prices (Rs. crore)**

States	1993-1994	2003-2004	Compound Growth Rate(CGR) (%)
Andhra Pradesh	476.64	659.18	5.48
Arunachal Pradesh	26.84	48.17	7.18
Assam	265.43	359.18	4.12
Bihar	399.78	680.59	7.95
Goa	15.68	32.25	10.60
Gujarat	361.33	431.40	2.96
Haryana	164.57	296.24	17.43
Himachal Pradesh	61.10	90.59	6.05
Jammu & Kashmir	171.83	442.69	13.71
Karnataka	29 8.52	458.83	7.59
Kerala	241.83	320.50	5.33
Madhya Pradesh	434.38	593.16	4.53
Maharashtra	767.38	771.85	0.08
Manipur	65.98	77.73	2.79
Meghalaya	42.33	66.38	5.91
Mizoram	32.14	64.65	9.15
Nagaland	93.92	158.59	6.24
Orissa	151.97	214.89	5.83
Punjab	414.87	555.21	5.56
Rajasthan	275.92	426.48	5.89
Sikkim	13.96	30.26	10.29
Tamilnadu	320.89	658.16	9.26
Tripura	55.68	132.63	12.46
Uttar Pradesh	995.80	1504.87	6.46
West Bengal	300.79	415.65	5.27
*Chandigarh	31.00	36.55	2.37
*Delhi	261.15	646.46	12.00
*India	6766.43	10223.70	6.24

Source: *Crime in India, National Crime Records Bureau, G.O.I. (1993-2004).*

Note: Total police expenditure of newly created states of Chattisgarh, Jharkhand and Uttaranchal are merged with Madhya Pradesh, Bihar and Uttar Pradesh respectively.

penditure, total police expenditure per sq. km. of area, per capita police expenditure and unit cost of per policeman in India, with special reference to Punjab state from 1993 to 2004. Further, an attempt has been made to examine the nature and quantum of public expenditure on police services in Punjab from 1984 to 2004. Total police expenditure at constant prices in Punjab (which is considered amongst the group of states maintain-



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ing very high police expenditure) has increased by 4.9 times during the period of twenty years (1984-2004) at an average annual Compound Growth Rate (CGR) of 8.50%. The CGR of terrorism period (1984-1994) was high to the extent of 16.49% as compared to CGR of post-terrorism period (1994-2004) which was estimated at 5.55%.

Over a period of eleven years (1993-94 to 2003-04) average annual police expenditure (AAPE) at constant prices in India has increased from Rs.6766.73 crores to Rs.10223.70 crores, growing at a rate of 6.24% (Table 1).

The AAPE above Rs.500 crores at constant prices was observed in states of Andhra Pradesh, Bihar, Madhya Pradesh, Maharashtra, Tamilnadu and Uttar Pradesh. In 2003-04, Uttar Pradesh had the highest police expenditure of Rs.1504.87 crores followed by Maharashtra (Rs.771.85 crore) and Bihar (Rs.680.59 crore) whereas the states of Sikkim, Goa and Arunachal Pradesh made a meagre police expenditure of Rs.30.26 crore, Rs.32.25 crore and Rs.48.17 crore. It highlights the fact that states largely vary from each other in terms of quantum of police expenditure

The state of Tamilnadu had to face an onslaught of terrorist activities sponsored by the dreaded group LTTE, whereas Bihar, Uttar Pradesh had a high incidence of violent crimes like kidnapping, extortion, murders and other forms of lawlessness. Even the state of Andhra Pradesh had to deal with the naxalite problem. Moreover, these states have vast land areas which further enhance their police expenditure. Punjab had to bear the

brunt of sponsored terrorism in past, but since normalcy has been restored total police expenditure experienced a CGR of 5.56%, which is lower than CGR of whole India.

Since the size of the states in terms of area and population vary widely from each other, it was considered appropriate to present a comparative picture of police expenditure on the basis of these two parameters.

As shown in Table 2, the police expenditure per sq. km. of area at constant prices in India has increased from Rs.21369 in 1993-94 to Rs.32288 in 2003-04 at CGR of 6.25%.

Arunachal Pradesh, Himachal Pradesh and Madhya Pradesh are hilly states; whereas Rajasthan has vast desert area where generally the density of population is less, hence it could be the reason for these states to have low strength of police forces and accordingly less police expenditure per sq. km. of area. Hyderabad in Andhra Pradesh, Surat and Ahmadabad in Gujarat, Bangalore in Karnataka and Mumbai in Maharashtra are known business centers of India where the incidence of all sorts of crimes are very high. But all these states are having very vast land areas, and, therefore, these are also figured among states maintaining less AAPE per sq. km. of area.

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Table 2 : State-wise Police Expenditure Per Sq. KM of Area in India at Constant Prices (Rs.)

States	1993-1994	2003-2004	Compound Growth Rate(CGR) (%)
Andhra Pradesh	17329	23966	5.48
Arunachal Pradesh	3205	5752	7.19
Assam	33839	45792	4.12
Bihar	22992	39142	7.95
Goa	42355	87103	10.60
Gujarat	18433	22008	2.96
Haryana	37223	67004	17.43
Himachal Pradesh	10975	16271	6.05
Jammu & Kashmir	16948	43663	13.71
Karnataka	15565	23924	7.59
Kerala	62226	82469	5.34
Madhya Pradesh	9796	13376	4.53
Maharashtra	24938	25083	0.08
Manipur	29552	34812	2.79
Meghalaya	18873	29595	5.91
Mizoram	15246	30668	9.15
Nagaland	56650	95657	6.24
Orissa	9760	13801	5.83
Punjab	82378	110243	5.56
Rajasthan	8062	12461	5.89
Sikkim	19673	42638	10.29
Tamilnadu	24673	50605	9.26
Tripura	53099	126485	12.46
Uttar Pradesh	33823	51115	6.46
West Bengal	33891	46832	5.27
*Chandigarh	2719298	3206068	2.38
*Delhi	1760958	4359125	12.00
*India	21369	32288	6.25

Source:- 'Crime in India', National Crime Records Bureau, G.O.I. (1993-2004).

Note : Police expenditure per sq. km. of newly created states of Chattisgarh, Jharkhand and Uttaranchal are merged with Madhya Pradesh, Bihar and Uttar Pradesh respectively.

The states having high AAPE per sq. km. of area are either affected by terrorism (like Tamil Nadu, Assam and Jammu and Kashmir) or suffering from general lawlessness (like Bihar and Uttar Pradesh), leading to increase in their state police forces. West Bengal has been to facing the problem of infiltration from Bangladesh and moreover, the position of Calcutta as a main trading centre of India led to presence of large police force in the state (i.e. about 77000), and accordingly moderate high police expenditure.

The states having AAPE per sq. km. of area above Rs.50000 are Goa, Haryana, Kerala, Nagaland, Punjab and Tripura. The state of Haryana had the highest CGR of 17.43% in India. Goa is known for its tourist destination, Haryana and Kerala are comparatively densely populated states. Nagaland, Punjab and Tripura had been facing the problem of acute sponsored terrorism and naxalite disturbances in the past, which caused them to incur huge expenditure on state police force.

The AAPE per sq. km. of area at constant prices in Punjab has increased from Rs.82378 in 1993-94 to Rs.110243 in 2003-04 at CGR of 5.56%. The AAPE per sq. km. of area at constant prices in Punjab during a period of eleven years (1993-2004) was Rs.95371, which was the highest among all states of India and about 3.3 times than in India i.e. Rs.28631. This high expenditure incurred by Punjab state on its police forces was due to large police strength recruited during the phase of militancy, and it is, thus, a long term liability on the Punjab Government. The Compound Growth Rate during a period of eleven years (1993-2004) was 5.56% is comparatively less than most of the states in India, and even less than that of India as a whole i.e. 6.25%. It highlights the fact that since normalcy was restored in the state, efforts have been regularly done to economize the Punjab Police expenditure. Whatever increase in police expenditure happened was mainly due to revision of salary scales and annual increments, etc.

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Table 3 : State-wise Per Capita Police Expenditure at Constant Prices (Rs.)

States	1993-1994 (Aprox.)	2003-2004 (Aprox.)	Compound Growth Rate (CGR) (%)
Andhra Pradesh	69	85	4.35
Arunachal Pradesh	293	426	4.70
Assam	112	129	2.57
Bihar	44	59	5.54
Goa	128	226	8.77
Gujarat	84	82	0.92
Haryana	95	134	14.63
Himachal Pradesh	113	145	4.32
Jammu & Kashmir	211	412	10.52
Karnataka	64	84	5.93
Kerala	80	98	4.57
Madhya Pradesh	63	70	2.42
Maharashtra	93	77	(-)1.79
Manipur	340	314	0.02
Meghalaya	226	278	3.05
Mizoram	433	700	6.65
Nagaland	721	764	1.51
Orissa	46	57	4.52
Punjab	197	221	3.63
Rajasthan	60	72	3.26
Sikkim	319	539	7.46
Tamilnadu	56	103	8.09
Tripura	191	403	10.86
Uttar Pradesh	69	82	3.90
West Bengal	42	50	3.65
*Chandigarh	435	383	(-)0.44
*Delhi	255	436	7.71
*India	77	96	4.25

Source: 'Crime in India', *National Crime Records Bureau, G.O.I.* (1993-2004) .

Note: Per capita police expenditure of newly created states of Chattisgarh, Jharkhand and Uttaranchal are merged with Madhya Pradesh, Bihar and Uttar Pradesh respectively.

The states in India vary from each other in terms of population, therefore, an attempt is made to study per capita police expenditure (PCPE) in different states in India during a period of eleven years (1993-2004). It is clearly presented in Table 3 that PCPE at constant prices in India has increased from Rs.77 in 1993-94 to 96 in 2003-04 at a rate of 4.25%. The pressure of enhanced population and urbanization has given rise to criminality and criminal tendencies, particularly among the younger lots. It will ultimately lead to enhanced police expenditure, though with some time lag.

The states of Bihar, Orissa and West Bengal are having very high density of population and due to this reason, they have low average annual PCPE. The state of Tamil Nadu has been a victim of terrorist activities, Karnataka is known for sandalwood smuggling, abduction and increased commercial activity and in Andhra Pradesh, demand for separate Telangana state and existing Naxalite disturbances has led to increase in police strength. Madhya Pradesh and Chhattisgarh have been a breeding ground for dacoits and robbers. In Haryana, Gurgaon has come up as a huge market centre with a high degree of business activity and due to this reason, it has the highest CGR of 14.63% in India. In Maharashtra, Mumbai being the commercial capital and popular for underworld activities led to an increase in police strength, which could be the reason for these states to maintain a comparatively high average annual PCPE. Nagaland has the highest average annual PCPE in India (i.e. Rs.697).

In Punjab PCPE at constant prices has increased from Rs.197 in 1993-94 to Rs.221 in 2003-2004 at a CGR of 3.63%. The average annual PCPE at constant prices in Punjab for a period of eleven years (1993-04) was Rs.208, which is more than twice than in India i.e. Rs.93. Eight states in India are having higher average annual PCPE than Punjab.

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The CGR of PCPE for a period of eleven years in Punjab was 3.63%, which was less than the other terrorism affected states like Jammu and Kashmir with CGR of 10.52%. Even Haryana, the neighbouring state of Punjab, maintained a higher CGR of 14.63% and above all the CGR of India as a whole at 4.25% was also more than that of Punjab state. It highlights the fact that since restoration of normalcy, Punjab State Government has been exercising restraints in allocating funds to Punjab Police department.

The unit cost of per policeman is reckoned by dividing total annual police expenditure by a state with total strength of police personnel of that state at that time. The magnitude of unit cost of per policeman highlights the quality of police force, and at the same time highlights the burden of police force on respective state exchequer. As shown in Table 4 that over a period of eleven years (1993-94 to 2003-04), unit cost of per policeman at constant prices in India has increased from Rs.54998 to Rs.76457 at a CGR of 5.41%. On the basis of quantum of average annual expenditure per policeman (AAEPP) at constant prices, the various states of India are divided into four groups.

The states of Orissa and West Bengal are incurring low AAEPP. This indicates that these two states are the not maintaining high quality of police force. Quality of police force is ascertained by the quality of weaponry and modern gadgets they possess, advance training centres, forensic labs, fast moving and secure vehicles, computerized data bank, etc. All these incorporations contribute to the escalation of state's total expenditure and unit cost of per policeman. The states of Assam, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Rajasthan, Sikkim and Tripura are also having the low AAEPP. Maharashtra is the only state in India which experienced a negative CGR of AAEPP

Table 4 : State-wise Unit Cost of Per Policeman (Per Annum) in India at Constant Prices (Rs.)

States	1993-1994	2003-2004	Compound Growth Rate (%)
Andhra Pradesh	66533	84672	4.98
Arunachal Pradesh	63996	84212	3.04
Assam	58656	69008	2.71
Bihar	50159	102925	10.59
Goa	59802	91089	6.02
Gujarat	55439	74900	4.47
Haryana	68354	77093	5.85
Himachal Pradesh	51422	78613	5.98
Jammu & Kashmir	55840	74985	6.06
Karnataka	52850	86055	8.92
Kerala	65863	73795	3.41
Madhya Pradesh	48480	62005	3.95
Maharashtra	56063	56709	(-)-0.33
Manipur	55376	58305	0.87
Meghalaya	60645	72418	3.45
Mizoram	63973	90929	8.18
Nagaland	55351	133359	11.34
Orissa	45650	60936	5.23
Punjab	60464	78220	5.40
Rajasthan	48995	70475	4.99
Sikkim	48641	88467	9.22
Tamilnadu	44782	74348	7.44
Tripura	43503	72207	8.22
Uttar Pradesh	65712	85683	5.19
West Bengal	38370	50844	4.74
*Chandigarh	75006	93167	2.77
*Delhi	52484	117391	10.62
*India	54998	76457	5.41

Source: 'Crime in India', *National Crime Records Bureau, G.O.I.* (1993-2004).

Note:- Expenditure per policeman of newly created states of Chattisgarh, Jharkhand and Uttaranchal are merged with Madhya Pradesh, Bihar and Uttar Pradesh respectively.

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(i.e.(-)0.33%). This group includes all sorts of states varying in terms of area, population and crime. Efforts must be made to modernize and professionalise state police forces at the times when crime is getting highly technique and sophisticated.

The states of Andhra Pradesh, Arunachal Pradesh, Bihar, Goa, Gujarat, Haryana, Himachal Pradesh, Jammu and Kashmir, Karnataka, Punjab, Tamil Nadu and Uttar Pradesh have implemented the revised grades of salary and wages, which could be the reason for moderately high unit cost per policemen. The states of Mizoram and Nagaland had the highest AAEPP at constant prices i.e. Rs.81850 and Rs.83051 respectively. The state of Nagaland had the highest CGR of 11.34% among all states in India whereas Mizoram had CGR of 8.18%. In the year 2003-2004 the state of Nagaland had Rs.133359 as unit cost of per policeman at constant prices, which was also the highest among all states in India. These two states are facing acute problem of separatism and terrorism. In order to maintain law and order, they have invested heavily in fresh recruitment and modernization of their state police force, which escalated their unit cost per policeman.

The AAEPP at constant prices in Punjab is Rs.69809 which is slightly more than that in India (i.e. Rs.69606). There are eleven states in India incurring higher AAEPP than Punjab. During the period of eleven years (1993-2004) the AAEPP at constant prices in Punjab has increased from Rs.60464 to Rs.78220 at CGR of 5.40%, which is almost similar to India (i.e.5.41%). It can be concluded from the above discussion that magnitude of AAEPP in Punjab is justified, as it is almost similar to India and still Punjab Police is considered among the high profile forces equipped with sophisticated weapons, modern gadgets, appropriate logistical support, forensic labs, etc. No

doubt the large police force recruited during the times of militancy and their revision of salary grades created a long-term burden on the state treasury.

Public expenditure on Police in Punjab

In the early eighties, some extremist organizations raised their heads in Punjab State and tried to overthrow the economic, political and social system through the barrel of the gun. It led to inhuman violence, mass murders, kidnapping, extortion, bombing, etc. This period also witnessed two massive anti-militant operations in Golden Temple, Amritsar (the holiest place of the Sikhs). These operations were conducted jointly by Indian Army and Central Paramilitary Forces (C.R.P.F., B.S.F., C.I.S.F. etc). Punjab Government realized that the central forces were deployed for temporary phase and so they could not be dependent on them for long. Hence, a need was felt to develop a special force equipped with sophisticated weapons and modern gadgets, to counter the new scourge of terrorism and restore normalcy. The Punjab Police lived up to this challenge, and a strong, systematic and effective action was taken to stem the tide of terrorists. Large scale recruitment was done and new training centers with latest infrastructural facilities for running advance courses were established. Heavy investment was made in acquiring modern gadgetries, fast moving and secure motor vehicles, latest weaponry, etc.

Efforts were made to professionalize and modernize the Punjab Police force which contributed to huge costs and a burden on Government Treasury. Every penny spent on police has to be justified by way of direct and indirect benefit occurring to the society. This necessitated the need to make an explicit study on Punjab Police Expenditure under various head for a period of twenty years (1984-2004).

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Table 5 : Year-wise Expenditure on Punjab Police, 1984-2004

Year	Total Police Expenditure (At Constant Price)	Growth Rate (%) (Rs. Crore)
1984-85	120.27	—
1985-86	164.19	36.51
1986-87	155.13	(-)5.52
1987-88	160.69	3.58
1988-89	186.11	15.82
1989-90	211.96	13.89
1990-91	274.92	29.70
1991-92	303.32	10.33
1992-93	687.78	126.75
1993-94	368.15	(-)46.47
1994-95	369.99	0.50
1995-96	368.81	(-)0.32
1996-97	418.45	13.46
1997-98	464.01	10.89
1998-99	536.78	15.68
1999-2000	521.69	(-)2.81
2000-01	517.21	(-)0.86
2001-02	519.70	0.48
2002-03	593.99	14.29
2003-04	589.83	(-)0.70

Source: Director General Office, Punjab Police Headquarters, Chandigarh.

Compound Growth Rate

(1984-2004) at 8.50%

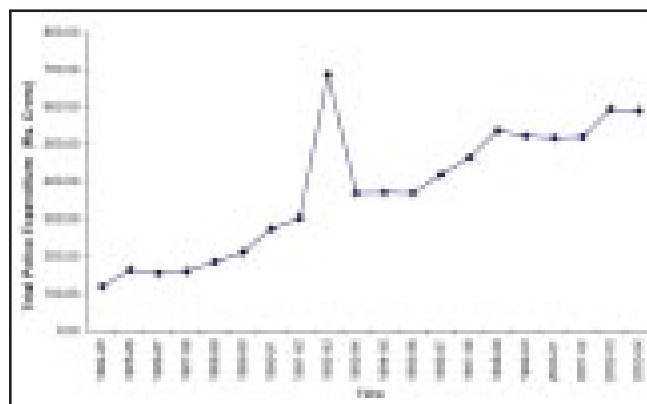
(1984-1994) at 16.49%

(1994-2004) at 5.55%

It is, thus, clear from Table 5 that total police expenditure in Punjab at constant prices has increased by 4.9 times during the period of 20 years (1984-2004) from Rs.120 crores (aprox.) to Rs.590 crores (aprox.) at CGR. of 8.50% The average annual CGR of terrorism period (1984-1994) was higher (16.49%) as compared to the CGR of post-terrorism period (1994-2004) as 5.55%. In the year 1992-93, the police department

experienced highest annual growth rate of 126.75% owing to huge expenditure under the head of “Other Charges” which includes payment out of discretionary grants, compensation, awards and prizes, etc. Any other expenditure which cannot be classified under any of the specified heads is included under this head. In the year 1992-93, all outstanding previous years payments to the extent of Rs.319 crore at constant prices to Central Paramilitary forces (i.e. C.R.P.F., B.S.F., C.I.S.F., I.T.B.P., etc.) for their deployment in Punjab state was cleared and this huge expenditure figured under the head other charges. Total police expenditure includes expenditure done under 23 different heads. The year 1986-87, 1993-94, 1995-96, 1999-2000, 2000-01, 2003-04 experienced negative growth rates in total police expenditure.

Fig. 1 Total Punjab Police Expenditure (1984-2004)



The state of Punjab suffered the brunt of severe terrorism during the period of 1984-1992 resulting into large number of deaths of innocent civilians, police personnel and terrorists. This led the police department to gear itself accordingly for incurring huge expenditure on improving quantity and quality of police force. Police force personnel in Punjab were 34450 in 1984, which swelled to more than its double in the two decades.

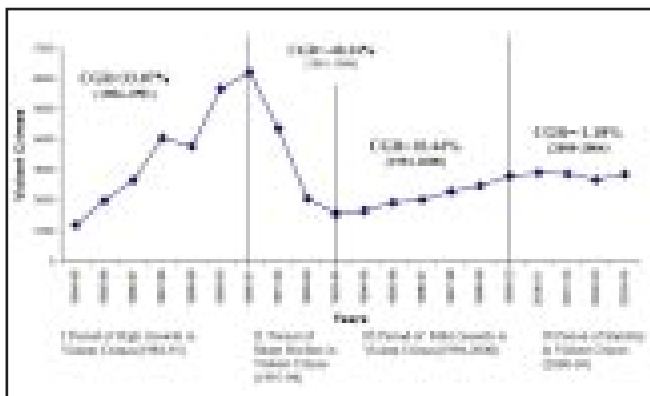
Due to large recruitment, the proportion of salary and wages in total police expenditure got inflated to

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the maximum. Heavy expenditure was also made on acquiring adequate and safe transport for quick mobility, updating control rooms, establishing internal vigilance cells, DRDO labs for systematic study and research and development; strengthening of training institutions with new training courses like Anti-Terrorist/Commando Courses, Special Interrogation Course, Detection and Investigation Course, Refresher Course For White Collar Crime Investigation, Computer Inquiry Format Course, Automatic Weapon Course, Counter Intelligence and many other Capsule Courses of short duration. Providing welfare schemes to boost the morale of the police force and organizing star nights to win public confidence in police, rehabilitating the families of deceased police personnels, constructing residential quarters also contributed heavily to the total police expenditure.

The severity of terrorism in Punjab can be ascertained from the magnitude of violent crimes (It includes murder, attempt to commit murder, culpable homicide not amounting to murder, rape, kidnapping and abduction, dacoity, preparation and assembly for dacoity, robbery, riots, arson, dowry deaths, etc.). The year-wise data on violent crimes in the state was obtained and presented in graphical form (i.e. Fig.2).

Fig. 2 Incidence of Violent Crimes in Punjab (1984-2004)



As presented in Table 6, the period of high growth in violent crimes (1984-91) experienced average annual police expenditure (AAPE) to the tune of Rs.182 crore at constant prices with CGR.of 12%. It was a period of increase in killings in Punjab in general and in particular met with two massive anti-militant operations in Golden Temple, Amritsar, in which both sides suffered heavy casualties. Police force was entrusted to meet the deteriorating law and order situation, and need was felt to augment manpower with appropriate logistical support. The police force equipped with sophisticated weapons were also given bullet proof tractors, to flush out extremists taking shelter in sugarcane fields in Punjab. After that, that fields were no longer safe ‘ Hideouts’ for the militants to operate against the security forces (Aujla, 1995).

It was followed by a period of sharp decline in violent crimes (1991-94). During this period, the AAPE was Rs.453 crore (aprox.) with 10.17% CGR. Huge expenditure incurred in 1992-93 under the head of “Other Charges” to the tune of Rs.319 crore at constant prices was a significant contributory in enhancing AAPE during this period. The establishment of three new training institutions (Commando Training Centre, Bahadurgarh with 800 seats, PAP Training Centre, Jalandhar with 2500 and RTC Ladda Kothi, Sangrur with 500 seats) enhanced the required manpower, and it caused a long-time burden on total revenue expenditure of police in Punjab on account of salaries, wages, cost of ration, travelling expenses, etc. Capital expenditure also increased on account of meeting the logistical need (i.e. clothing, machinery and equipment, motor vehicles, arms and ammunition, residential and official buildings) for enhanced manpower.

Next was the period of mild growth in violent crimes (1994-2000) when AAPE, though decreased as compared to earlier period, yet shot up high to the extent of Rs.447 crore (aprox.) at constant prices with 8.78% CGR. During this period, high proportion of salary and wages in total police expenditure (i.e. about 80%) is the main cause of

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The visible distinction of total period (1984-2004) was made into four parts depending upon the growth of violent crimes (Table 6).

Table 6 : Split up of Police Expenditure in periods

Period		Total Violent Crime in Punjab (Compound Growth Rate %)	Total Police Expenditure (At Constant Prices) (Rs. Crore)	Average Annual Police Expenditure (Rs. Crore)	Average Annual Compound Growth Rate (%)
I	Period of High Growth in Violent Crime (1984-91)	25572(30.07)	1273.27	181.89	12.00
II	Period of Sharp Decline in Violent Crime (1991-94)	7972(-40.24)	1359.26	453.08	10.17
III	Period of Mild Growth in Violent Crime (1994-2000)	13144(10.44)	2679.73	446.62	8.78
IV	Period of Stability in Violent Crime (2000-2004)	11298(-1.18)	2220.74	555.18	5.42

Source: Director General Office, Punjab Police Headquarters, Chandigarh.

Note:- For analytical purposes, the period of 20 years (1984-2004) is divided into four parts based on the trend followed by violent crimes in Punjab.

maintaining high police expenditure. During this period capital expenditure, i.e. expenditure on clothing, arms and ammunition, motor vehicles and modernization fell drastically as the menace of terrorism was almost over, and the state of Punjab was heading towards normalcy. Moreover, huge capital expenditure incurred during the times of militancy catered to the needs in post-militancy period, and so its proportion in total police expenditure fell below than even what it had been during pre-militancy period.

During the phase of militancy, fighting terrorism was the top priority area of police work. As a result, some aspects of traditional policing was relegated to the background. Steps were taken to improve the day-to-day functioning of police to bring about objectivity in performance analysis and to exercise better control over the police force. For optimal utilization of available manpower, many new courses were incorporated at training institutions for various ranks of officers and NGOs, to acquaint them with routine office and investigation work, and in general develop professionalism in police force. Punjab Police took an extensive programme for developing good relations

with the public, and community leaders. Operation 'Healing Touch' was also launched to assuage the feelings of family members of those, who got killed in violence.

Lastly, the during the period of stability in violent crimes (2000-04) the AAPE increased to Rs.555 crore (aprox.) at constant prices with an CGR of 5.42%. The rise in white collar crime, cyber crime, etc further necessitated the modernization of police force, coupled with huge police force recruited at the time of militancy continued to put burden on Punjab's economy in general and total police expenditure in particular. Minimal capital expenditure was done, which was essential to meet the requirements and maintenance of already existing large police force.

Comparative study of total Police expenditures and categories of crime

The crime is an act forbidden and punished by law, which is always immoral according the prevailing ethical standards and harmful to society (M.Parmalle) The explanation of various categories of crime is given in the Appendix.

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Table No. 7:- Police Expenditure and Categories of Crime in Punjab in Different periods (1984-2004)

Time Period	Total Police Exp. In Punjab (At Constant prices) (Rs. Crore)	Average Annual Prices) Police Exp. In Punjab (At Constant (Rs. Crore)	Compound Growth Rate (%)	Total Cognizable Crimes Under IPC in Punjab	Total Cognizable Crimes Under S.L.L. in Punjab	Total Cognizable Crimes in Punjab (IPC+SLL)	Average Annual Cognizable Crimes in Punjab	Average Rate of Crime in Punjab (Total Cognizable Crime Per Lakh of population)
I Period of High Growth in Violent Crimes (1984-91)	1273.27	181.89	12.00	100079	175699	275778	39397	206.4
II Period of Sharp Decline in Violent Crimes (1991-94)	1359.26	453.08	10.17	32456	48554	81012	27004	128.5
III Period of Mild Growth in Violent Crimes (1994-2000)	2679.73	446.62	8.78	101704	124517	228566	38094	169.3
IV Period of Stability in Violent Crimes (2000-04)	2220.74	555.18	5.42	110954	98399	209353	52338	210.8

Source : 1. *Administrative Wing, Director General Office Punjab Police Headquarters, Chandigarh.*
2. *Crime Wing, Director General Office, Punjab Police Headquarters, Chandigarh.*

Note : 1. Punjab State experienced a phase of militancy from 1984 to 1994. This led to large scale variations in the incidence of violent crimes. On the basis of these variations, the period of 20 Years (1984-04) is divided into four parts for analytical purposes.
2. The rate of crime defined as the number of crimes per lakh inhabitants is universally taken as realistic indicator since it balances the effect of growth in population.

The study of police expenditure and cognizable crimes under IPC maintains a moderate degree of positive correlation between them over a period of 20 years (1984-2004). The sharp increase in incidence of crimes under IPC during the period of stability in violent crimes was on account of increase in economic crimes, property related crimes and other IPC crimes. It led to an increase in average annual police expenditure (AAPE) to the extent of 555.18 crores.

The incidence of cognizable crimes under SLL in

Punjab over a period of 20 years (1994-2004) remained very high. Punjab state experienced peak militancy from 1984 to 1991, and during this period average annual cognizable crimes (AACC) under SLL were highest to the extent of 25100. Punjab state experienced peak militancy from 1984 to 1994. The presence of large police force led to fall in the incidence of crimes under SLL, but in the subsequent years it again increased indicating that existence of large police force is not a reliable long-term solution to control crime.

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Total cognizable crimes in Punjab include all crimes registered under IPC and SLL. In the period of high growth in violent crimes (1984-91), AACC in Punjab were quite high i.e. 39397 and AAPE was Rs.181.89 crores. It forced Punjab government to increase the strength of Punjab Police force, which led to a decline in incidence of all sorts of crime to the extent that AACC in Punjab decreased to 27004, but on the other side, AAPE increased to Rs.453.08 crores in the period of sharp decline in violent crimes (1991-94). The average rate of crime (average of total cognizable crimes per lakh of population) also decreased from 206.4 in 1984-91 to 128.5 in 1991-94.

After the period of militancy, in the period of mild growth of violent crimes (1994-2000), AAPE decreased marginally to Rs.446.62 crores but for the same time, AACC in Punjab increased to 38094. The average rate of crime also increased to 169.3, which clearly indicates that during this period, growth in criminal activities was far more than the growth of population even in the presence of large police force.

Lastly, the period of stability in violent crimes (2000-2004) experienced a spurt in AACC in Punjab to 52338 and average rate of crime to 210.8 on account of increase in all categories of crime (violent crimes, property crimes, economics crimes, other IPC crimes and crimes under SLL). During this period, AAPE in Punjab also inflated on account of revision of pay scales, modernization, police welfare fund and expenditure under the head Matching Grants to the extent of 555.18 crores.

Suggestions and policy implications

- In the present times, policing requires more humane, people-friendly and service-oriented policing. Better transparency, answerability and responsiveness would be the order of the day. Similarly, police would have to acquire specialized knowledge and skills and be pro-active rather than reactive to handle sophisticated criminals, using high-tech equipments.
 - Total revenue expenditure consumes almost whole of the funds allotted to Punjab Police department, leaving behind very meagre amount for maintenance and creation of capital assets. The proportion of capital expenditure in total police expenditure must be increased to match the requirements of the large size of Punjab Police force, and its modernization to curb rising technical crimes like cyber crime, monetary scandals, etc.
 - The proportion of civil police in total Punjab Police should increase as more forces are required to meet day-to-day law and order situations, investigation work, traffic regulation, VIP security duties, etc. It signifies that police personnel should be shifted from Punjab Armed Police, Punjab Police Commandoes, and Indian Reserve Police to Punjab Civil Police.
 - The CGR of IPC cases per civil policeman since 1995 was 11.50%, which is the highest among all states in India. Such a high CGR indicates that Punjab state is again heading to an alarming crime situation even in the presence of large police force. The Punjab Police force has to become more efficient in order to control rate of crime with growing population, urbanization and migration into Punjab.
 - Future research unit must be established at Punjab Police headquarters. Future research is a discipline devoted to addressing potential changes in our society. The future is not predetermined or predictable, and can be influenced by individual and
- Between 1984 to 1991 when terrorism was on its ascendancy, Punjab Police was geared up for fighting terrorism. It was the top priority area of police work. As a result, some aspects of traditional policing were relegated to the background. It is necessary to utilize the high energy created in the Punjab Police for useful work.

organizational choices. Through the use of environmental scanning and analytical examination of the right data with appropriate forecasting methods, the future research unit produces forecasts and policy options, allowing police department to improve the odds of preferable future from among the many existing alternatives.

- Emphasis must be given on special education (as in other professions) according to job needs and professional demands. There is no separate University for police services as yet. Such Universities are the need of the day for conducting various academic courses, which should be made compulsory as basic eligibility condition for recruitment of police personnel at different levels.
- There is strong need to separate the 'Law Police' from the 'Order Police' at all level. The 'Law Police' will look after detection of crime and prosecution of the offenders. The 'Order Police' will take care of the prevention of crime and maintenance of order. In these time when police has become order maintenance-oriented, and the investigations of crime are being pushed to the background, this separation has become essential in the changed circumstances.
- The accounts and accounting system in Punjab Police department should be updated and modernized according to the need of the hour. Accountability is a factor that will lead to efficiency, and there should be an assessment of the activities to see if the resources are being managed with due respect for economy, efficiency and effectiveness.
- Zero-Base Budgeting assumes great significance in Punjab Police department which is facing a serious resource constraint. There is a great need for making efforts to find resources which could be reallocated to other desirable demands. This would, however, require full support and involvement of the top level officers and also of the administrative levels below them.

Conclusion

It is clear from the above discussion that over the years (1984-2004) total police expenditure in Punjab has increased on account of increased police force. The increase in police force was essential, as there was growth in population, urbanization, industrialization and above all to counter the scourge of terrorism in the border state of Punjab. Moreover, it should be kept in mind that the police department has a distinct nature, where magnitude of human resources (constabulary in particular) forms an integral part of basic infrastructure. The presence of a large police force no doubt acts as a deterrent to sponsored crime, and assists in the existence of business friendly peaceful environment congenial for self-sustained, self-generating economic development.

Punjab state figures amongst the group of states maintaining very high police expenditure, specially when a comparison is made on the basis of magnitude of total police expenditure, police expenditure per sq. km. of area and per capita police expenditure. But on the other hand, the quantum of expenditure per policemen in Punjab is quite justified, as it is almost similar to all-India basis and still Punjab Police is considered among the high quality force equipped with sophisticated weapons, modern gadgets, appropriate logistical support, forensic labs, advance training centers, etc. Moreover, in Punjab CGRs of total police expenditure (5.56%), unit cost of per policeman (5.40%), police expenditure per sq. km. of area (5.56%) and per capita police expenditure (3.63%) are less than majority of states in India, and even lower than India as a whole during a period of eleven years (1993-2004). This highlights the fact that Punjab State, since normalcy, has economized the use of expenditure on police.

During the phase of militancy in Punjab, heinous violent crimes were at its peak. To counter terrorism, Punjab government increased Punjab Police force

quantitatively equipped with modern weapons and appropriate logistical support. It led to long-term burden on Punjab Government treasury. Presence of a large police force acted as a deterrent to all sorts of crimes, specially the violent crimes. But it was a temporary solution. In the subsequent years, the incidence of crimes increased to the extent that the rate of crime (total cognizable crimes per lakh of people) rose higher than what it was at the time of militancy. It may be concluded that existence of large police force is not the ultimate solution to control crime. Conscious efforts must be made on the part of governments at Central and State levels to resolve amicably various economic, social, religious and political issues.

Appendix

The Criminal Procedure Code (Cr. P.C.) divides all the crimes into two categories.

- i) Cognizable (Sec.2(c) CrPC).
- ii) Non-cognizable (Sec.2(1) CrPC)

Cognizable Crimes

All cognizable crimes reported in the country are dealt by the police in which, a police officer may arrest a person without warrant. In such crimes, the Police has a direct responsibility to take immediate action on receipt of a complaint or of credible information, visit the scene of the crime, investigate the facts, apprehend the offender and arraign him before a court of law having jurisdiction over the matter. Cognizable crimes are broadly categorized as those falling either under the 'Indian Penal Code' (IPC) or under the 'Special and Local Laws' (SLL).

Indian Penal Code (IPC), 1860

The Indian Penal Code is the general penal code for the country. It identifies the acts of omissions and commissions that constitute the offences and makes them punishable under this Act. It provides punishments for

offences committed within India, punishment for offences committed beyond, but which by law may be tried within India and also extends applicability of the Act to extraterritorial offences. Over the years, the scope of the Act got enlarged by few amendments and by insertion of specific provisions as extensions.

Broad classifications of crimes under the Indian penal Code is as under:

- i) **Violent Crimes:** It includes Murder, Attempt to commit murder, Culpable Homicide not amounting to Murder, Rape, Kidnapping and Abduction, Dacoity, Preparation and Assembly for Dacoity, Robbery, Riots, Arson, Dowry Deaths.
- ii) **Economic Crimes:** It includes Criminal breach of trust, Cheating and Counterfeiting.
- iii) **Property Crimes:** It includes Burglary and Theft.
- iv) **Other IPC Crimes:** It includes Hurt, Molestation, Sexual harassment, Cruelty by husband and relatives, Importation of girls, Causing death by negligence and all other IPC Crimes.

Crimes under Special and Local Laws (SLL)

Several Special Laws and Local Laws have been enacted from time to time to meet the growing crime prevention needs. These are broadly categorized as:

- (a) **Special Law** (vide section 41 of IPC) which is applicable to a particular subject.
- (b) **Local Law** (vide section 42 of IPC) which is applicable to a particular part of India.
 - i. Arms Act
 - ii. Narcotic Drugs & Psychotropic Substances Act
 - iii. Gambling Act
 - iv. Excise Act
 - v. Prohibition Act
 - vi. Explosives & Explosive Substances Act
 - vii. Immoral Traffic (Prevention) Act
 - viii. Indian Railway Act

Public Expenditure on Police Services
In India With Special Reference
To Punjab

- ix. Registration of Foreigners Act
- x. Protection of Civil Rights Act
- xi. Indian Passport Act
- xii. Essential Commodities Act
- xiii. Terrorist & Disruptive Activities Act
- xiv. Dowry Prohibition Act
- xv. Child Marriage Restraint Act
- xvi. Indecent Representation of Women (P) Act
- xvii. Copyright Act
- xviii. Sati Prevention Act
- xix. SC/ST (Prevention of Atrocities) Act
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POLICE TRAINING: PROBLEM-BASED LEARNING PERSPECTIVE

Rakesh Kumar Singh*

Police profession is facing the most challenging time these days. Amids the changing society and growing prosperity, the informed and aware citizens are very assertive about their rights and responsibilities of Police. At the same time, developed society causes new types of problem domains for policing for which Police are either not trained, or say, lacks professional excellence. This is just obvious because of tons of load on already scarce resource of the “Police” in our administrative set up. To a certain extent, the performance of Police can be enhanced through better training. For this, the problem domain of profession should be the “Need perspective” of Police training and find the best method to train the Policeman. Problem-based learning could be one of the methods in conjunction with various other methodologies, to train the Policeman for policing in modern days.

Further, the philosophy of training the Police in new techniques also gets reemphasized in the light of “core values” of all organizations

to develop their men. That is to focus on developing human resources to tackle bad performance.

Need perspective

The evaluation and feedback of performance of Police is coming from various sources, whether it is media, public or any other body- every institution has something to say about how best Police can perform their duties or where they are slack in performance. One of the biggest benefits of these feedback and evaluation is that it helps in identifying the training needs. On the basis of these needs, suitable training module can be designed to give professional inputs to make the Police competent and capable.

To design professional inputs for services like Police becomes very difficult as most of the personnel develops an attitude of - “I know all” and also feel unhappy about being tutored after so many years of service. They also behave arrogantly and have scant regard for training, and mostly they take it as



Key Words

Need perspective
Police training
Problem-based learning
Core values
Professional excellence
Critical thinking
Performance expected
Initiative
Participating approach
Direct learning
Problem solving
approach

Second-in-Command
81 Bn CRPF
Chhattisgarh



Abstract

Police is often being criticized for inefficiency and incompetence. Though the criticism is always not fair, there is a genuine perception amongst the people that police organizations are not able to manage changes as fast as it is expected from them. There is also a perception that police lacks professional competence. Thus, for developing professional competence training is the most effective intervention strat-

punishment or paid holiday. Therefore, the need perspective must take cognizance of such behavioural resistance while designing training module. Problem, based learning may be one of the solutions as the people resisting training may be asked to resolve a problem/situation, and upon performing dissatisfactorily may be convinced to enter “learning programme / training”. In the process, people should be assured of privacy of their incompetence/weakness on the condition that they must utilize future training programmes, to develop confidence and competence. Setting a performance standard or failure standards will motivate everyone to learn and grow.

Before attempting the relevance of “Problem-based learning” for Police personnel, it is imperative to understand what is the concept of Problem-Based Learning (PBL), how flexible it is to tailor make this concept for training the Policeman and how this scheme can be monitored.

Characteristics

David Bound and Grahame Feletti, two great scholars of Problem-Based Learning (PBL) has reinforced the opinion that PBL has practical dimensions. According to them, PBL has following characteristics:

- Using stimulus material to help discussion and brainstorming of an important problem.
- Presenting the problem as a simulation of professional practice or a real life situation.
- Appropriately guiding learner’s critical thinking and providing limited resources to help them learn from defining and attempting to resolve the given problem.
- Having worked co-operatively as a group, exploring information in and out and access to a facilitator who understands problems can help learning.
- Helping learners to identify their own learning needs and appropriate use of available resources.
- Reapplying this new knowledge to the original problem, and evaluating their learning process.

The best part of problem-based learning is that the learners are actively involved and learn in the context in which knowledge is to be used. This learning instills confidence in professionals, it enthuses, encourages and motivates to take up challenges. These virtues, which are accrued to PBL learners, make this concept relevant for Police.



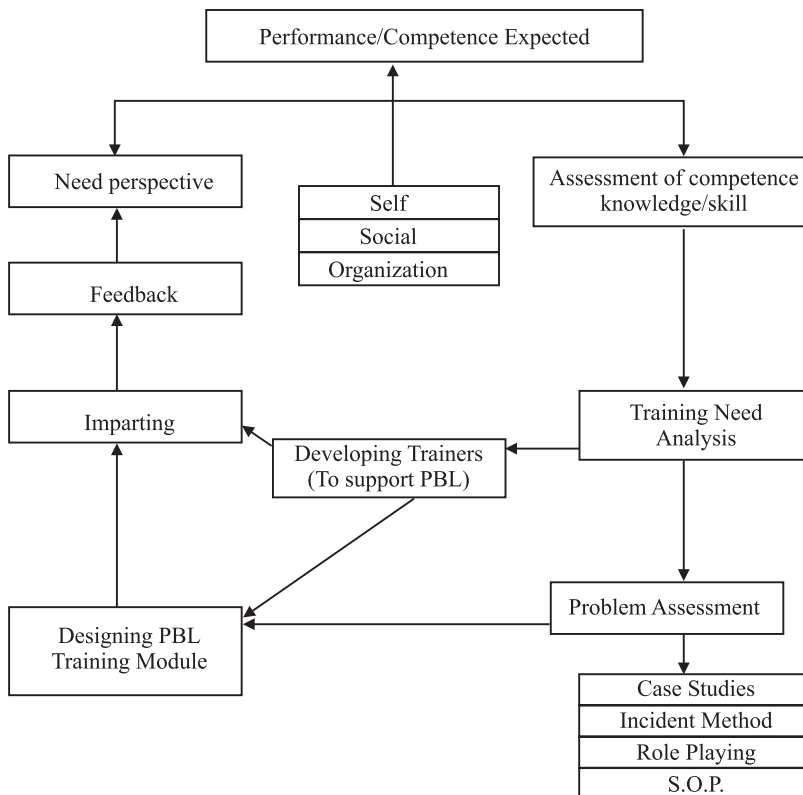
Challenges

The above hypothesis of PBL is not having smooth sailing. There are many challenges in its execution in true spirit. A few of them, observed by David Bound and Graham Feletti, are:

- Lack of R&D on the nature and type of problems to be used.
- Lack of proper design, preparation and renewal of learning resources.
- Adoption of PBL without sufficient commitment of Staffs at all levels.
- Inappropriate assessment methods.
- Evaluation Strategies which do

not focus on the key learning issues.

The challenges as enumerated above do not discount the utility of PBL but only re-emphasizes the need of better R&D and continuing evolution. The concept of PBL may derive its strengths from various other learning concepts. The PBL should be an approach to structure the training so that professionals come across the situations/issues from the ground level activities, and the focus should be more on learning than techniques. It is more appropriate for developing professional competence, inculcating good habits and responding effectively in critical situations.



egy and in this process Problem-Based Learning seems to be better approach for developing competence. The PBL is a participatory approach and makes the learning not only direct and interesting but also very effective one. It is a method which presents learner with real life problem and encourages the learners to critically analyse the situation and come up with appropriate solution. Thus, learning occurs through problem solving.



The PBL also deliberates what does not work, therefore, the probable failures are already discussed and discarded which is very important for police profession. There is an urgent need to introduce problem-based learning approach in our police training institutions in guidance of competent facilitators. The police training methodologies need drastic review to cope up with the present demand from the profession.

Police Training: Problem-Based Learning Perspective

The increasing threat of Terrorism and Naxalism along with the new challenges in routine policing jobs leaves a Policeman confused, directionless and clueless regarding how to respond. Often, Police is not confident of proper response or at least people are never sure about the professional competence of Police in critical situations. This lack of trust ultimately damages the social causes and threatens public security. Therefore, the need of learning focusing on the problems will certainly be of great assistance in competence development.

Cognitive advantages

Conceptually, the PBL supports the rational learning process and response is that of change and achieving objective. It, first of all, stimulates the need to learn, analyze the response and inculcate change in behaviour and professional approach. Advantages which may be expected from PBL:

- It involves learners by explaining the rationality of learning a particular thing, thus, learners become an active partner in the learning process.
- It enhances the perceived relevance of what is being learned.
- Focuses more on understanding

the subject and original thinking, thus, differs substantially from the traditional learning approach. Thereby professional growth is sound.

- Since the learners are active partner and strives to have understanding of the subjects in depth, learning processes are less time-consuming and more productive. Thus, it saves time.
- Adult learning concept be also considered in this perspective.

Intervention strategy

The PBL is also an effective intervention strategy to effect behavioral and attitudinal changes in Police personnel. To work on training strategies, a few proven empirical findings should also be taken into consideration like:

- Learner in a practical situation responds better.
- Learning is optimum in demonstrative and visual depiction.
- Participatory approach has deeper impact.
- Direct learning has advantage of better communication.

The above findings further reinforce the hypothesis of problem-based learning as an effective tool for training Police. The concept of PBL may be modified to meet the

ground level requirements because the organizational culture in State Police is different from Central Para Military Forces (CPMF). Again various State Police has local variations in professional appreciation of the situation. Therefore, certain variations or intermingling or mixing of other learning strategies is quite obvious. Open interactive approach with real life cases should be the base for evolving solutions. Open interaction leads to a situation of “Open Self” and it addresses the issues in the best interest of the victims for whom the “Police” exist.

For effective training intervention strategy in PBL, problems or situations should be presented in such a form as to be in reality. A background study of such situation should be undertaken by learner. In case, there is no time for formal study, background study materials should be made available. The learner should be given freedom to apply his reason and knowledge, which may be rationally evaluated and counter argument should be well responded as well as the training needs are identified. The further input will depend on the fact that how deeply the knowledge and skill of learners have been challenged. After imparting training, the learners will again be evaluated to judge the effectiveness of training as well as the efficiency of learner to learn. This method must have a “personal meaning” to every learner and any grey matter be addressed critically. Thus, the steps involved may be like this:

- Learner is given a real life professional problem
- He or she analyses the problem and comes up with initial ideas.
- The PBL creates ideas and further information requirement is deliberated in detail by fellow learners and facilitators.
- Learner develops his ideas further towards solving the problem.
- Facilitator intervenes and best approach is discovered.
- Practical observation of problem, if feasible, are closely studied and such incidents are analyzed.
- Knowledge transfer for future is also ensured.

Evaluation process also requires that learner should be given an opportunity to articulate and demonstrate his acquired knowledge in further simulated situation. ‘Problem package’ of conceivable situation will broaden the outlook of learner. Interaction with such situation handler will be a good idea for exposure and confidence of the learners.

Indicators of learning will be reflected in competence building amongst learners such as competence to analyze complex problems as they appear in profession. The learners are judged about their understanding in policing to command situation in conflict resolution, negotiation skills, mob-control, safety and security of life and property, use of force, investigation, legal action, etc. Police often deals with mob and violent situations. Leadership quality is, thus, also one of key areas which are to be evaluated.

An example of PBL

These days, a lot of riotous situations arise due to vehicle accidents, resulting into violent protests by people and often leading to deaths and destruction of properties worth crores.

Situation

The problem is that a truck in Noida at 0800 Hrs. has rammed into a Delhi Public School bus at a busy crossing and reportedly a few children are seriously injured.

Facts

In some of such accidents, that has recently happened, caused large scale violence, rioting and damage to property. This is also a fact that sometime it

led to 'bandh' of the whole city, and violence to such scale that curfew was imposed to control the situation, and also communal riots broke out in a few pockets. The police and other agencies have to face the burnt of the ire of the people.

Problem domains

- Police to reach the spot immediately and assess the situation.
- Alert hospital/health care services and call for ambulance.
- Evacuation of injured to hospital.
- Safe evacuation of truck staffs and their security.
- Control the mob at the spot for any reaction.
- Ensure safety and security at hospital.
- Make arrangements to provide information and facilitating parents.
- Opening traffic after critical spot investigation immediately.
- Keep ready the emergency services, extra troops, etc, if situation turns violent.

Conflict resolution

- What sort of conflicts may come out of this incident?
- Who will be in conflict with whom?
- What will be the issues of conflict?
- Who can engage them in conflict resolution talks/negotiations?

- What would be probable demand / compensation, etc and who can accept such demands.
- How to involve the other agency of Government who can play crucial role in conflict resolution?

Learning issues

- What is the situation and what are the legal powers of police?
- What would be the consequences of each and every decision the police officer at the spot will take?
- What will the breaking point for use of Force and to what extent?
- What competence, knowledge, skill and communication skills are required to solve this type of problems?
- What new competence learned during PBL in course of solving this situation?
- What all are the new techniques such as use of emotional intelligence, skills, etc. that have evolved? How to share / transfer this knowledge with colleagues?

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AN OPEN LETTER TO ALL POLICE OFFICERS OF COUNTRY

Prakash Singh*

Dear Friends,

I have been thinking of writing to all the police officers of the country for quite some time, particularly the Superintendents of Police, in the context of Supreme Court directions on Police Reforms.

The letter got delayed because I was not sure how to go about it. When I learnt about the G-files and was told that it is distributed to all the Superintendents of Police of the country, I thought this was the best medium to make use of.

You are all aware of the Supreme Court directions. However, very briefly, these visualize three new institutions at the State level: the setting up of State Security Commission to insulate the police from political pressures; the Police Establishment Board to give autonomy to police in personnel matters; and the Police Complaints Authority to strengthen the accountability mechanism. Besides, the Apex Court has laid down a transparent procedure for the

selection of DGP, prescribed a minimum tenure for all the field officers, and directed that the investigation and law and order functions be separated in the bigger towns.

Quite a few states (ten of them, to be precise) have fully complied with the directions. Some states have done partial compliance. Some have passed laws which are not necessarily in conformity with the Supreme Court directions. Some have adopted a defiant posture; a contempt application has already been filed against them.

The Court battle will go on. Meanwhile, we should see that an atmosphere in favour of Police Reforms is built up. For this purpose, we need to mobilise the support of NGOs and other significant segments of society, particularly the media.

But there is another area where all of you must contribute. You have to demonstrate not only your willingness but keenness to change.



Key Words

Police Reform
Supreme Court
Direction on Police reform
Political Pressure
State Security Commission
People's Police
Police Complaints Authority
Police Establishment Board
Prescribed Minimum Tenure
Transparent Procedure of Selection

* Ex-DG, BSF



An Open Letter to all Police Officers of Country

Abstract

You are all aware of the Supreme Court directions. However, very briefly, these visualize three new institutions at the State level: the setting up of State Security Commission to insulate the police from political pressures; the Police Establishment Board to give autonomy to police in personnel matters; and the Police Complaints Authority to strengthen the accountability mechanism. Besides, the Apex Court

There are many aspects of police functioning which could be improved by your personal initiative and interest. You should do whatever is possible within the existing framework. These may appear small matters to you, but from the point of view of the people they are very important. I propose to outline some of these issues which deserve your special attention:

Reception: A complainant who approaches the police for any kind of help or redress should be properly received. His problem should be listened to with patience and understanding. The matter may or may not relate to the police. It may or may not be within the competence of the police officer concerned to take appropriate action in the matter. But he could always give a patient hearing to the complainant and do whatever he possibly can under his powers.

Behaviour: There are always complaints about police behaviour, that it is uncouth, unsympathetic and even brutish. Why can not we give lessons to the lower functionaries to behave politely, courteously and with compassion? These traits can be inculcated. Training institutions could emphasise this. Our own officers, during their tours, could drill this into the minds of the policemen. If the behaviour is sympathetic, the complainant is not hurt to that

extent even if the grievance remains unaddressed or the case is not worked out.

Reporting: Non-registration of cases continues to be a serious problem. I am conscious of the fact that people tend to lodge frivolous complaints. These could be quickly verified. In fact, in many cases, through experience you can make out whether the complaint is genuine or fake. In any case, there is a lot of scope for improvement in the registration of cases. You should have the moral courage to justify the increase in crime figures to the senior officers and the politicians.

Integrity: There are frequent complaints of policemen demanding money or even extorting that from the common man. Better supervision followed by strict action should bring down these complaints. Of course, the officers' conduct themselves will have to be above board. It may not be possible to eliminate corruption but you could certainly contain it.

Women/Tribals/SCs/Poor People: These sections of people deserve your special consideration. Any high-handedness in dealing with them brings the police into disrepute. Incidents are played up by the media and the image of the force is tarnished.

An Open Letter to all Police
Officers of Country

Uphold the Rule of Law: This should be your paramount consideration. Deviating from this for short-sighted gains would invariably land you into trouble, if not today, at some date later on. A large number of police officers have suffered for complying with the illegal directions of the superiors. Two examples should suffice. The officers who abused their authority while combating terrorism in Punjab continue to be hounded to this day. Secondly, the officers who committed irregularities in the recruitment of constables in UP were suspended *en masse*. What I want to emphasise is that even if you have to pay a price today for not doing something which is wrong or illegal, you should be willing to pay that today and retain your self-respect and honour rather than risk humiliation or even prosecution at a later date.

You would see that none of the above suggestions require any support or orders from above. They do not involve any financial

implications either. It is just a question of deciding to observe and enforce certain norms of behaviour and rules of functioning. All I want to emphasize is that the policemen should be polite and courteous, appear helpful and that their behaviour, particularly towards the weaker sections, should be marked by a humane approach.

Whatever contribution you would make in this direction would go a long way in generating public opinion in favour of Police Reforms. Even otherwise, it would change the perception of people about the police. The police image would be refurbished.

We have to show that the police is willing to change, that it is, in fact, keen to change and that we shall, henceforth, have a people-friendly police accountable primarily to the laws of the land and the Constitution of the country. What was essentially a Force is now a Service. The Ruler's Police has metamorphosed into the People's Police.



has laid down a transparent procedure for the selection of DGP, prescribed a minimum tenure for all the field officers, and directed that the investigation and law and order functions be separated in the bigger towns.

FROM THE DESK OF DIRECTOR (R&D), BPR&D

(CORRECTIONAL ADMINISTRATION DIVISION)

38TH ALL INDIA POLICE SCIENCE CONGRESS

R.C. Arora, IPS

The 38th All India Police Science Congress was hosted by Rajasthan Police from 29th to 31st January, 2008 at Jaipur. Following two themes were taken up for deliberations:

1. "Vision for Police 2020", and
2. "Indian Police in comparison with developed countries"

This Congress was inaugurated by Shri Shivraj V. Patil, Hon'ble Union Home Minister on 29th January, 2008 which was also attended by Shri S.K. Singh, His Excellency, the Governor of Rajasthan, Shri Gulab Chand Kataria, Hon'ble Home Minister of Rajasthan besides other officials and dignitaries.

Hon'ble Union Home Minister emphasized the need to strike a balance between the need for stringent laws to combat terrorism and to protect the rights of the innocent.

Sh. Patil hailed the Rajasthan Police Academy as one of the best training institutes in India. He also indicated the need for a national police training institute for training of the trainers.

He mentioned the need for continuous research and development and for pre-recruitment training by academic institutes. He underscored the need for continuity in police reforms, and in a holistic way. He was of the view that the Union and State governments should consider the spending on policing as an important investment.

Shri Gulab Chand Kataria, Home Minister, Govt. of Rajasthan, in his address, threw light on the provisions of the new Rajasthan Police Act. According to him, Rajasthan has over two and a half lakh citizens working with the police as members of Community Liaison Groups (CLGs) and it was the first state to give legal status to these CLGs.

Shri A.S. Gill, DGP, Rajasthan, in his welcome address, threw light on some radical reform initiatives taken by the Rajasthan Police.

Addressing the Conference, Shri K. Koshy, DG, Bureau of Police Research & Development, Government of India, traced the origin of the Police Science Congress and threw light on the policing in some developed countries.

In his Valedictory Address, Shri K. Koshy, DG, BPR&D, praised some of the paper presenters, specially Shri Mahender Reddy, IGP, Andhra Pradesh, Shri Kapil Garg, IGP, Rajasthan, Dr. Suman Kapoor, BITS, Pilani and Shri Rajan Garg for their thought-provoking presentations in the Congress. He also thanked Rajasthan Police for organizing this gala function in such an effective and successful manner.

A total of 40 papers were received for this Congress and out of which 14 papers were selected for presentation during the seven sessions of this Congress. All the papers presented during this Congress and those which could not be presented for want of time have been compiled and shall be circulated separately. About 100 delegates from all the States/UTs, CPOs, academia, media, etc attended this Congress, besides all other senior officers, to

benefit from the deliberations of this Congress. Shri M.L. Kumawat, SS (IS), MHA, Smt. Anita Choudhary, Additional Secretary (CS), MHA and Dr. U.N.B. Rao, Consultant, MHA attended this Congress on the behalf of MHA.

Additional Secretary (CS), MHA, Mrs. Anita Chaudhary and Dr. U.N.B. Rao, an illustrious retired IPS Officer presently working as Consultant with MHA, presented the outlines of the NATIONAL POLICE MISSION proposed to be introduced by the MHA. It evoked very active response from the delegates, who differed with this proposal to be called as a MISSION itself because MISSION, like other MISSIONS introduced by the Government of India were action plans implemented in MISSION MODE, while this exercise of NATIONAL POLICE MISSION proposes to prepare the concept and the outlines of Police Mission, which could be implemented thereafter. Addl. Secretary (CS), MHA was receptive to these observations and invited active contributions from the Field Police Officers, to make this exercise really worthwhile exercise for such a quantitative improvement in the police as a service for our citizens, as it will enable them to get the fulfillment of their democratic aspirations.

In her Valedictory Address, Smt. Vasundhara Raje, Hon'ble Chief Minister of Rajasthan underlined the development of Brain Mapping and Narco Analysis used by the Police force in the country.

While summing up the report of the Congress, DG, BPR&D, as a convener, highlighted following main recommendations as mooted by the Congress after in-depth discussions in various plenary sessions:

1. To evolve norms for police population ratio, appropriate infrastructure and scale of its holding, and qualitative requirements/specifications for technological products.
2. To establish databases at state as well as national levels on crime, modus operandi thereof, criminals, suspects and their profiling; population profiles, finger print and other biometric parameters, vehicles, weapons, telephone users, ration card holders.
3. To establish networking with institutes of technology, management, university, law schools, etc to tap the vast reservoir of expertise and capacity available for providing valuable inputs through R&D efforts.
4. Police community and educational programmes needs to be started.
5. Police constabulary needs to be empowered.
6. Eight-hours shift in the policing works to give them adequate time for their family and for their overall development in the society needs to be made.
7. It is imperative that the Indian Police Officers get themselves well-acquainted with the policing systems of all major countries, with a view to tackling the menace to society from the criminals deft in cross border/transnational crimes as the national borders are irrelevant for them.
8. Chairs for police related subjects in reputed universities and academic institutes of excellence needs to be set up.

The Congress ended with the vote of thanks for the Chairman of the Organising Committee, Shri A.S. Gill, DGP, Rajasthan.



POLICE MEDAL FOR MERITORIOUS SERVICE AWARDED ON REPUBLIC DAY - 2008

The Police personnel in the country are awarded the following Medals at the National level :

Police Medal for Meritorious Service

This Medal is awarded every year on the occasion of Independence and Republic Day in recognition of the meritorious record in Police service or in the Central Police/ Security Organisation. All Police personnel in the country with at least 15 years of service are eligible for this award. The number of Medals to be awarded in a year is fixed at 740. The recipients of the award are presented Medals in Ceremonies arranged by the State Government/ Central Police Organisation concerned.

service or in the Central Police/ Security Organisation. All police personnel in the country with at least 21 years of service are eligible for this award.



President's Police Medal for Distinguished Service

Every year about 125 Medals are awarded on the occasion of Independence and Republic Day in recognition of a special distinguished record in Police

Police Medal for Gallantry

This Medal is awarded for conspicuous gallantry. All police personnel of the country irrespective of rank and length of service are eligible for this award. The Recipients of this Medal are granted an Allowance of Rs.100/- per month which continue to be paid to them at the same rate even after retirement. After the death



Police Medal For Meritorious Service Awarded
on Republic Day -2008

of the recipient of the Medal, this Allowance continue to be paid to his widow at the same rate. The recipients of this Medal are also eligible to travel free by train in the 2nd class AC II tier or in the first class with an attendant.

President's Police Medal for Gallantry

This Medal is awarded for conspicuous gallantry in saving life and property, or in preventing crime or arresting criminals. All police personnel of the country irrespective of rank and length of service are eligible for this award. The Recipients of this Medal are granted an allowance of Rs.200/- per month which continue to be paid to them at the same rate even after retirement. After the death of the recipient of the Medal, this Allowance continue to be paid to his widow at the same rate. The recipients of this award are also eligible to travel free by train in the 2nd Class AC II tier or in the first class with an attendant.



Police (Special Duty) Medal

The Police (Special Duty) Medal is 'Area Service Medal' and is awarded to those personnel who have completed an aggregate of one year's service after 01.01.59. The rules governing the award of this Medal

were amended in 1988 to recognise service under conditions of particular hardship and/ or service climate. This change was brought forth to make eligible all officers and men belonging to Punjab Police, Chandigarh, UT Police, personnel of the Central Police Organisations, IB and CBI serving in the entire area of Punjab and Chandigarh for a minimum period of one year to the award of this medal. This period of one year is to be reckoned from 01.01.83. besides Punjab and Chandigarh, the Police personnel working in the Rann of Kutch (Gujarat) (Border Outposts), J&K, Sikkim, Utrakhnad Division in Uttar Pradesh, Posts of Indo-Tibetan Border, most of the North Eastern States, Andaman & Nicobar Islands and some districts of Himachal Pradesh are also eligible for this Medal. The Recipients of this award are presented Medals in Ceremonies arranged by the State Governments/ CPO concerned.

Prime Minister's Medal for Life Saving

This Medal was instituted in 1958 to encourage policemen of all ranks to bring help and soccour to the afflicted and is awarded to police personnel within the territory of India who have done outstanding work in saving life. The Recipients of this Medal are presented Medals in the All India Police Duty Meet.

Courtesy: MHA Web Site (mha.gov.in)

Police Medal For Meritorious Service Awarded
on Republic Day -2008

**Force Wise/State Wise list of medal awardees to the Police personnel on
the occasion of Republic Day 2008.**

S.No.	Name of States/ Organization	President's Police Medal for Gallantry (PPMG)	Police Medal for Gallantry (PMG)	President's Police Medal for Distinguished (PPDS)	Police Medal for Meritorious Service (PMMS)
1	Andhra Pradesh	2	23	4	10
2	Arunachal Pradesh	-	-	Nil	2
3	Assam	-	9	1	6
4	Bihar	-	-	2	5
5	Chhattishgarh	-	-	1	1
6	Delhi	-	4	2	13
7	Goa	-	-	Nil	1
8	Gujarat	-	-	2	10
9	Haryana	-	-	1	9
10	Himachal Pradesh	-	-	1	3
11	Jammu & Kashmir	3	10	1	13
12	Jharkhand	-	1	1	6
13	Karnataka	-	-	2	15
14	Kerala	-	-	Nil	10
15	Madhya Pradesh	-	3	2	15
16	Maharashtra	-	1	2	33
17	Manipur	-	21	1	2
18	Meghalaya	-	-	-	-
19	Mizoram	-	-	-	2
20	Nagaland	-	-	-	-
21	Orissa	-	7	1	8
22	Punjab	-	-	2	15
23	Rajasthan	-	-	1	15
24	Sikkim	-	-	1	1
25	Tamilnadu	-	-	2	16
26	Tripura	-	-	1	3
27	Uttar Pradesh	-	8	4	34
28	Uttarakhand	-	-	1	4
29	West Bengal	-	-	2	19
30	UTs	-	-		

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a)	A&N Island	-	-	-	1
b)	Chandigarh	-	-	-	2
c)	Dadra & Nager Haveli	-	-	-	-
d)	Daman & Diu	-	-	-	-
e)	Lakshdweep	-	-	-	-
f)	Puducherry	-	-	-	2
31	CPOs/Other Orgnaizations		-		
a)	Assam Rifles	-	3	1	13
b)	BSF	3	4	5	42
c)	CBI	-	-	5	13
d)	CISF	2	4	2	19
e)	CRPF	3	13	6	50
f)	MHA	-	-	8	20
g)	ITBP	-	-	2	8
h)	NSG	-	-	-	3
i)	SSB	-	-	2	10
j)	SPG	-	-	1	5
k)	BPR&D	-	-	-	2
l)	DCPW	-	-	-	1
m)	NCB	-	-	-	1
n)	NCRB	-	-	-	1
o)	NEC	-	-	-	-
p)	NEPA	-	-		-
q)	NHRC	-	-	-	1
r)	NICFS	-	-		-
s)	SVPNPA	-	-	1	3
t)	M/o Civil Aviation	-	-	-	1
u)	Ministry of Railways	-	-	1	9

POLICE MEDAL FOR MERITORIOUS SERVICE REPUBLIC DAY-2008

Andhra Pradesh

1. Shri M Gopi Krishna,
Special Secretary, Information Technology And
Communication Department,
Andhra Pradesh
2. Shri T. Yoganand,
Supdt. of Police/Intelligence,
Hyderabad, Andhra Pradesh
3. Shri Katangur Sampath Kumar,
Joint Director, Anti Corruption Bureau,
Andhra Pradesh
4. Shri Pampana Goud Gari Venkatarama Reddy,
Sub-divisional Police Officer, Pulivendula,
Andhra Pradesh
5. Shri Thoguru Arthur,
Asstt. Commandant, 14 Bn. APSP,
Anantapur, Andhra Pradesh
6. Shri Nallaballe Sambasiva Reddy,
Inspector, Dist. SB Chittoor,
Andhra Pradesh
7. Shri Meer Ahmed Hussain,
Sub-Inspector, Sunpuram,
Vijayawada, Andhra Pradesh
8. Shri Jakka Sree Ramulu,
Asstt. Sub-Inspector, Traffic PS.
Chittoor, Andhra Pradesh
9. Shri Shaik Shariff,
Head Constable-270, 2 Town PS,
Nellore, Andhra Pradesh
10. Shri Josyula Siva Subrahmanyam,
Head Constable-5195, Anti Dacoity Cell, CID,
Hyderabad, Andhra Pradesh

Arunachal Pradesh

11. Shri Girindra Kumar Chetia, SP, PHQ,
Itanagar, Arunachal Pradesh

12. Shri Tarun Kumar Saikia,
Inspector, Aalo,
Arunachal Pradesh

Assam

13. Dr. Promothesh Ranjan Das,
Director/DIGP of Prosecution,
Guwahati, Assam
14. Shri Abdul Quddos Khan,
Asstt. Sub-inspector (Spl. Br.),
Kahilipara, Guwahati, Assam
15. Shri Mahendra Saikia,
Havildar, 10th AP Bn.,
Guwahati, Assam
16. Shri Jogen Chandra Sarma,
Head Constable, Spl. Branch,
Kahilipara, Guwahati, Assam
17. Shri Khiteswar Borah,
Havildar, 3rd APTF Bn.,
Assam
18. Shri Lohit Basumatary,
Constable, (D/R), APRO,
Ulubari, Guwahati, Assam

Bihar

19. Shri Binod Kumar,
Senior Dy. SP., STF,
Patna, Bihar
20. Shri Deo Charan Paswan,
Inspector (A), B.M.P.
5 Patna, Bihar
21. Shri Anil Kumar Sinha,
Steno Sub-Inspector,
Vigilance Investigation Bureau,
Patna, Bihar
22. Shri Daniel Masih,
Sepoy, BMP-2,
Dehri, Bihar

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23. Shri Altaf Hussain,
Constable, P.S. - Khajanchi Hat,
Purnea, Bihar

Chhattisgarh

24. Shri Mahipal Singh Rawat,
Platoon Commander, 10th Bn. CAF
Surguja, Chhattisgarh

Delhi

25. Shri Amarjeet Singh Cheema,
DCP, N&CP,
Delhi
26. Shri Vijay Pal Singh,
A.C.P./Kalkaji,
South Distt., Delhi
27. Shri Rajeshwar Prasad Gautam,
A.C.P./Gokalpuri,
North-East Distt., Delhi
28. Shri Ashok Kumar Sharma,
Inspector (Exe), Delhi
29. Shri Hazari Lal,
Sub-Inspector (Exe), Delhi
30. Shri Prabhu Ram,
Sub-Inspector (Exe), Traffic,
Delhi
31. Shri Mahabir Singh,
Sub-Inspector (Exe), Security,
Delhi
32. Shri Anand Mani Badola,
ASI (Exe), Special Cell,
Delhi
33. Shri Anil Kumar,
Head Constable (Exe),
North Distt., Delhi
34. Shri Karan Singh,
Head Constable (Exe),
North-West Distt., Delhi
35. Shri Satyendra Garg,
Addl. CP/Crime,
Delhi

36. Shri Kewal Singh,
Addl. CP,
Police Headquarters, Delhi

37. Shri Rajender Pal Upadhyaya,
Addl.C.P./Vigilance, Delhi

Goa

38. Shri Bossuet Francisco
De Araujo Magalhaes Silva,
Dy. Supdt. of Police, CID/Security,
Panaji, Goa

Gujarat

39. Shri Manoj Agarwal,
Addl. Commessioner of Police, Traffic,
Ahmedabad City, Gujarat
40. Shri Nandkishor Ramchandra Agrawal,
Inspector, Petalad Town Pstn.
Distt. Anand, Gujarat
41. Shri Bharatbhai Kalubhai Ayar,
Inspector, Athwalines PS.
Surat City, Gujarat
42. Shri Khodidas Chimanlal Dave,
Inspector, A.C.B. HQ,
Ahmedabad, Gujarat
43. Shri Rambhai Varvabhai Rabari,
Unarmed Police Inspector, LCB
Surat Rural, Gujarat
44. Shri Vinaychandra Nanalal Rajyaguru,
Unarmed P.S.I., Jasdhan
PSTN., Gujarat
45. Shri Pravinbhai Dasharabhai Chaudhari,
A.A.S.I., S.R.P. Gr-10,
Bharuch, Gujarat
46. Shri Punambhai Mangalbhai Patelia,
U.A.S.I., Police H.Q.,
Gujarat
47. Shri Laxmanbhai Somabhai Parmar,
U. Police Head Constable,
RR Cell Bhuj, Gujarat

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48. Shri Zahurhusen Motamiya Sindhi,
Unarmed Head Constable, S.P.,
Palanpur (B.k.), Gujarat

Haryana

49. Shri Parminder Rai,
IGP/SVB,
Panchkula, Haryana
50. Shri Rajbir Singh Deswal,
DIG/CID,
Panchkula, Haryana
51. Shri Rattan Singh,
DSP/CID,
Haryana
52. Shri Jai Narain,
Inspector, PHQ/PKL,
Haryana
53. Shri Harpal Singh,
Inspector, Traffic,
Karnal, Haryana
54. Smt. Indra Wati, W/A
Sub-Inspector, HPA,
Madhuban, Haryana
55. Shri Ranbir Singh,
SI, SCRB,
Madhuban, Haryana
56. Shri Kulwant Singh,
ASI, SVB/PKL,
Haryana
57. Shri Ravinder Singh,
SI, Chandigarh, Haryana

Himachal Pradesh

58. Shri Surinder Kumar Verma,
Dy.SP., SB, CID,
Shimla, Himachal Pradesh
59. Shri Gurmail Chand,
Inspector, 1st IRB
Bangarh, Himachal Pradesh
60. Shri Chet Singh,
ASI, IC/ PP
City Mandi, Himachal Pradesh

Jammu And Kashmir

61. Shri Hemant Kumar Lohia,
DIG, SKR,
Anantnag, Jammu & Kashmir
62. Shri Vijay Singh Sambyal,
SSP, Vigilance,
Jammu, Jammu & Kashmir
63. Shri Baldev Singh Manhas,
Director Prosecution, PHQ,
J&K, Jammu & Kashmir
64. Shri S. Amarjeet Singh,
SP, PTWS,
Jammu, Jammu & Kashmir
65. Shri Mazahar Hussain Shah,
Dy. SP, Hqrs.,
Doda, Jammu & Kashmir
66. Smt. Shahzada Parveen,
Dy. SP, IRP 4th,
Jammu & Kashmir
67. Shri Shabir Ahmed Shah,
Inspector, SHO P/S Saddar,
Jammu & Kashmir
68. Shri Bal Krishan Koul,
Inspector, So (Establishment) PHQ,
Jammu & Kashmir
69. Shri Ghulam Qadir Magray,
SI (MEC), CID, HQ,
J&K, Jammu & Kashmir
70. Shri Abdul Rashid Khan,
Head Constable, CID, SB,
Kashmir, Jammu & Kashmir
71. Shri Isher Singh,
Head Constable, SSG,
J&K, Jammu & Kashmir
72. Shri Kashmiri Lal,
Head Constable, AROJ,
Jammu And Kashmir
73. Shri Dev Raj,
Head Constable,
Kathua, Jammu & Kashmir

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Jharkhand

74. Shri V. H. Deshmukh,
IGP,
Ranchi, Jharkhand
75. Shri Mahdava Vishnu Vardhan Rao,
IG Home Guards & Fire Services,
Ranchi, Jharkhand
76. Shri Raj Kumar Mallick,
DIG of Police (Pers),
Ranchi, Jharkhand
77. Shri Ram Bahadur Chhetry,
Havildar, JAP-1,
Ranchi, Jharkhand
78. Shri Suraj Thapa,
Havildar, JAP-1,
Ranchi, Jharkhand
79. Shri Rajendra Bahadur Tamang,
Havildar, JAP-1,
Ranchi, Jharkhand

Karnataka

80. Shri Pratap Reddy Chagam Reddy,
DIGP, Wireless,
Bangalore, Karnataka
81. Shri K. Yellappa,
Addl. SP,
Kolar District, Karnataka
82. Shri Shivakumar Puttappa Tavargi,
Addl. SP,
Uttarakannada Karwar, Karnataka
83. Shri Chandraprakash Madgi Maharudrappa,
Dy. SP/Wireless,
Belgaum, Karnataka
84. Shri Boliyadira Chinnappa Somanna,
Asstt Commandant, 5th Bn., KSRP,
Mysore, Karnataka
85. Shri M. N. Babu Rajendra Prasad,
Asstt. Commissiner of Police,
Bangalore, Karnataka

86. Shri Chikkavenkatappa Narayanappa,
SPL RPI,, III Bn., KSRP,
Bangalore, Karnataka
87. Shri Basanagouda Parmappa Hulsgund,
Circle Inspector,
Bagalkot, Karnataka
88. Shri Kiragandoor Thimmappa Kuttappa,
Spl. RSI, 5th Bn., KSRP,
Mysore, Karnataka
89. Shri Maniyani Narayana Kurinja,
ASI, Mangalore Rural PS,
Karnataka
90. Shri T. K. Krishna Panagar,
Head Constable, Siddapur, PS,
Bangalore City, Karnataka
91. Shri Renuka Govindaswamy,
Head Constable,
Bangalore City, Karnataka
92. Shri Kenchegowda Rajanna,
Head Constable,
Bangalore City, Karnataka
93. Shri Shirur Giryappa Gowda Devappa,
Head Constable, IIIrd Bn.,
Bangalore, Karnataka
94. Shri Varadhi Thimmappa,
DCP, VVIP Security,
Bangalore, Karnataka

Kerala

95. Shri Harinath Mishra,
Dy. Inspector General of Police
(CBCID, Southern Range),
Tvpmm, Kerala
96. Shri Padmanabhan Prabha,
Dy. Commissioner of Police (Admn & Crimes),
Thiruvananthapuram City, Kerala
97. Shri T.K. Rajmohan, Superintendent of Police,
CBCID SIG III,
Kozhikode, Kerala

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98. Shri Balakrishnan Muraleedharan,
Dy. Commandant, Armed Reserve Camp
Thiruvanantha Puram City, Kerala
99. Shri P. Habeeb Rahaman,
Dy. Supdt. of Police,
Kannur, Kerala
100. Shri Peethambaran Reghu,
Dy. Supdt. of Police, CBCID,
Tvpm, Kerala
101. Shri C. Suresh Babu,
Dy. Supdt. of Police,
Vigilance And Anti-corruption Bureau
Tvpm, Kerala
102. Shri Raghavakurup Viswanathan Nair,
Sub-inspector,
Pathanamthitta, Telecom, Kerala
103. Shri S. Rajappan Pillai,
Head Constable, District Spl. Branch,
Thiruvananthapuram City, Kerala
104. Shri M. Pradeep,
Head Constable,
DCRB Kollam, Kerala
- Madhya Pradesh**
105. Shri Avinash Kumar Sharma,
Addl. S.P./AIG (Admin.), PHQ
Bhopal, Madhya Pradesh
106. Shri Rashiduddin Siddiqui,
Dy.S.P. (Finger Print), PHQ,
Bhopal, Madhya Pradesh
107. Shri Ajay Kumar Jain,
Inspector,
Ujjain, Madhya Pradesh
108. Shri Satwinder Singh Lally,
Reserve Inspector, P.T.R.I.
Bhopal, Madhya Pradesh
109. Shri Vijay Singh Thakur,
Inspector (S.P.E.),
Indore, Madhya Pradesh
110. Shri Ghanendra Singh Bundela,
Company Commander, RAPTC,
Indore, Madhya Pradesh
111. Shri Vasant Kumar Gadre,
Inspector (M) S.B. (P.H.Q.),
Bhopal, Madhya Pradesh
112. Shri Nandlal Ahir,
Inspector (M) S.B. (P.H.Q.),
Bhopal, Madhya Pradesh
113. Shri Munishwar Prasad Chaturvedi,
Subedar (M) D.P.O.,
Katani, Madhya Pradesh
114. Shri Arun Dilodre,
S.I. (M), DPO,
Indore, Madhya Pradesh
115. Shri Ram Prasad Sharma,
Head Constable, Traffic,
Gwalior, Madhya Pradesh
116. Shri Ravindra Kumar Shukla,
Head Constable, SPE, Lokayukt Organisation,
Rewa, Madhya Pradesh
117. Shri Laxmi Narayan Yadav,
Senior Constable,
Hoshangabad, Madhya Pradesh
118. Shri Sita Ram Tiwari,
Constable, 25th Bn. SAF
Bhopal, Madhya Pradesh
119. Shri Rangilal Tripathi,
Constable, PS, AJK,
Panna, Madhya Pradesh
- Maharashtra**
120. Shri Vivek Vasant Phansalkar,
Dig, Maharashtra
121. Shri Sunil Ramrao Paraskar,
Principal, PTS
Nagpur, Maharashtra
122. Shri Mantappa Basappa Chenigund,
Commandant, SRPF GR.X,
Solapur, Maharashtra

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123. Shri Shrimant Mahadeo Takle,
Inspector, SSTS
Pune, Maharashtra
124. Shri Vijay Marotrao Bhute,
Police Wireless Inspector,
Nagpur City, Maharashtra
125. Shri Sampat Tatyasaheb Kadam,
Police Inspector, ACB
Pune, Maharashtra
126. Shri Ashok Vitthal Jagtap,
Inspector, Traffic Br.
Thane City, Maharashtra
127. Shri Girish Yashwant Bobade,
Inspector, ACB
Amravati, Maharashtra
128. Shri Sanjay Tanaji Hande,
Police Wireless Inspector,
PWI Sangli, Maharashtra
129. Shri Shivaji Bandu Jamdade,
Armed Poice Sub Inspector, SSTS
Pune, Maharashtra
130. Shri Madhukar Vitthal Jadhav,
Asstt. Sub Inspector,
Traffic Control Mumbai City,
Maharashtra
131. Shri Vasant Vitthalrao Jagtap,
Armed Asstt.
Sub Inspector, S.R.P.F.G.R.,
Daund, Maharashtra
132. Shri Namdeo Nivrutti Pansare,
Armed Asstt. Sub Inspector, S.R.P.F.G.R.V,
Pune, Maharashtra
133. Shri Kishor Gajanan Patkar,
Head Constable, Sawaantwa DI P.STN.
Sindhudurg, Maharashtra
134. Shri Shankar Dayaram Patil,
HC, S.R.P.F.G.R.V,
Dhule, Maharashtra
135. Shri Shivaji Manaji Shelke,
Head Constable, Traffic Br.
Aurangabad, Maharashtra
136. Shri Digambar Sadashiv Madye,
Head Constable, Vengurla P.Stn.
Sindhudurg, Maharashtra
137. Shri Salim Chandsaheb Jamadar,
Head Constable, Crime Branch Solapur City,
Maharashtra
138. Shri Shivaji Shripati Kadam,
Head Constable, Shanti Nagar, P.Stn.,
Thane City, Maharashtra
139. Shri Shivaji Raysing Chavan,
Head Constable, LCB,
Aurangabad Rural, Maharashtra
140. Shri Vilas Dhondu Ganeshkar,
Head Constable, Mahim P.Stn.
Mumbai City, Maharashtra
141. Shri Ramesh Vitthal Dhane,
Head Constable, LCB
Satara, Maharashtra
142. Shri Kiran Dattatraya Ingulkar,
Head Constable, M.T.
Pune, Maharashtra
143. Shri Parshuram Chhagansing Sengar,
Head Constable, ACB,
Nagpur, Maharashtra
144. Shri Gokul Sakharam Aware,
Head Constable, Bhadrakali P.Stn,
Nashik City, Maharashtra
145. Shri Vijay Popatrao Londhe,
Head Constable, Police Hq.
Nashik City, Maharashtra
146. Shri Dilip Shamrao Shinde,
Police Naik,
Airport Kolhapur, Maharashtra
147. Shri Zamrao Rangrao Patil,
Naik, LCB,
Kolhapur, Maharashtra

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148. Shri Abhay Sadashiv Dudhwadkar,
Naik, D.C.B. CID,
Mumbai City, Maharashtra
149. Shri Vilas Vitthal Jagtap,
Naik, Control Room,
Pune City, Maharashtra
150. Shri Deepak Sitaram Dhumale,
Naik, District Spl. Branch,
Sangli, Maharashtra
151. Shri Sunil Ramrao Sawant,
Naik, Sangli City P.Stn.,
Maharashtra
152. Shri Atharkhan Peerkhan Tadv,
Naik, Bhoiwada P. Stn.
Thane City, Maharashtra
- Manipur**
153. Shri Konsam Jayanta Singh,
Superintendent of Police,
Bishnupur, Manipur
154. Shri Adhikarimayum Ghanashyam Sharma,
Inspector of Police (Legal),
Imphal, Manipur
- Mizoram**
155. Shri C. Lal Dina, SPCID(SB),
Aizwal, Mizoram
156. Shri A.R.V. Pillai,
Inspector, Police Station Vairengte,
Mizoram
- Orissa**
157. Shri Deshraj Meena,
ADG of Police, H.R.P.C.,
Cuttack, Orissa
158. Shri Gopabandhu Mallick,
IGP, Railways,
Cuttack, Orissa
159. Shri Bishnu Prasad Mohapatra,
DIGP, Eastern Range Balasore,
Orissa
160. Shri Lalit Das,
DIGP, Vigilance,
Cuttack, Orissa
161. Shri Bibhuti Bhusan Das,
Supdt.of Police, Security, Spl. Branch,
Bhubaneswar, Orissa
162. Shri Prasanna Kumar Dash,
Inspector, CID, CB,
Cuttack, Orissa
163. Shri Binaya Kumar Majhi,
A.S.I., Capital PS
Bhubaneswar, Orissa
164. Shri Pramod Kishore Lenka,
A.S.I., Vigilance Division,
Surya Nagar, Bhubaneswar, Orissa
- Punjab**
165. Shri Harpreet Singh Sidhu,
DIG, Admn. PB.
Chandigarh, Punjab
166. Shri Gaurav Yadav,
DIG, Intelligence, II, PB.
Chandigarh, Punjab
167. Shri Kuldeep Singh,
DIG, PAP-II, & Training PB.
Chandigarh, Punjab
168. Shri Lashkar Singh,
SP/DET,
Moga, Punjab
169. Ms. Mohinder Kaur,
Inspector, Crime Wing, PB.
Chandigarh, Punjab
170. Shri Gurjit Singh,
Inspector, SHO Sadar Kotkapura,
Punjab
171. Shri Brahma Nand,
SI, Election Cell,
Chandigarh., Punjab
172. Shri Kulwant Singh,
SI, O/o SP, Zonal, CID,
Jalandhar., Punjab

Police Medal For Meritorious Service Awarded
on Republic Day -2008

173. Shri Sarabjit Paul,
SI, CI, Punjab,
Chandigarh, Punjab
174. Shri Lal Mohd.,
SI, O/o IGP/CDO, PB, BHG,
Patiala., Punjab
175. Shri Inderpal Singh,
SI, OSI/Security 82 Bn., PAP,
Chandigarh., Punjab
176. Shri Gian Singh,
SI, MTO 7th Bn./
Jalandhar, Punjab
177. Shri Bachittar Singh,
SI, CID Unit, PB.
Chandigarh, Punjab
178. Shri Major Singh,
ASI, Security Wing, PB.
Chandigarh, Punjab
179. Shri Joginder Ram,
Head Constable, Security Wing, PB.
Chandigarh, Punjab
- Rajasthan**
180. Shri Navdeep Singh,
Addl. DGP, Training,
Jaipur, Rajasthan
181. Shri Srinivas Rao Janga,
Dy. Inspector General of Police,
CID (Intelligence),
Jaipur, Rajasthan
182. Shri Mahmood Alam Tariq,
Addl. Supdt. of Police,
Distt. Karauli, Rajasthan
183. Shri Ramesh Chandra Sharma,
Addl Supdt. of Police,
Distt Tonk, Rajasthan
184. Shri Satyendra Singh Ranawat,
Dy. Superintendent of Police, C.O.Bayana,
Distt. Bharatpur, Rajasthan
185. Shri Rameshwar Dayal Swami,
Inspector, CID (SSB)
Jaipur, Rajasthan
186. Shri Bhagwat Singh Rathore,
Inspector, PS-Beawar City,
Distt-Ajmer, Rajasthan
187. Shri Kamal Singh Chauhan,
Company Commander, Staff Officer, DIG, RAC,
Jaipur, Rajasthan
188. Shri Prabhu Ram,
Assistant Sub Inspector, PS Nathadwara,
Distt. Rajsamand, Rajasthan
189. Shri Kailash Chand Jangid,
Assistant Sub Inspector (Tech),
Police Telecommunication,
Jaipur, Rajasthan
190. Shri Suresh Chandra Sain,
Head Constable, CID (CB)
Jaipur, Rajasthan
191. Shri Sunda Ram,
Head Constable, 4th R.A.C. Chainpura,
Jaipur, Rajasthan
192. Shri Shokat Ali,
Head Constable,
Distt. Jaipur City, Rajasthan
193. Shri Rawal Singh,
Head Constable, R.P.T.C.
Jodhpur, Rajasthan
194. Shri Giriraj Prasad Meena,
Head Constable,
Distt Dausa, Rajasthan
- Sikkim**
195. Shri Akshay Sachdeva,
DIGP, Range,
Sikkim
- Tamil Nadu**
196. Dr K. Jayanth Murali,
DIG , Madurai Range,
Tamil Nadu
197. Shri M. N. Manjunatha,
DIG/Commissioner of Police,
Tirunelveli City, Tamil Nadu

Police Medal For Meritorious Service Awarded
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198. Shri Rajeev Kumar,
DIG, Ramnad Range,
Tamil Nadu
199. Shri Sandeep Rai Rathore,
Jt. Commissioner of Police, Hqrs,
Chennai Police, Tamil Nadu
200. Shri S. N. Seshasai,
Dy. Commissioner of Police,
Adyar, Chennai, Tamil Nadu
201. Shri C. Jeyabalan,
Commandant, TSP XIV Bn.,
Palani, Tamil Nadu
202. Shri V. R. Jeyachandran,
Addl. SP, Pew,
Ramnad District, Tamil Nadu
203. Shri A. Maluk Mudali,
Addl. SP, Tirunelveli Range,
Tamil Nadu
204. Shri S. Durairaj,
DSP, "Q" Branch, CID,
Trichy, Tamil Nadu
205. Shri M. Mahendran,
Dy. SP, V&Ac,
Virudhunagar, Tamil Nadu
206. Shri S. Saravanan,
Dy. SP, V&Ac,
Chennai-28, Tamil Nadu
207. Smt. C. Kalavathey,
Inspector of Police, V&Ac,
Madurai, Tamil Nadu
208. Shri K. Deivasigamani,
Inspector, SBCID,
Chennai, Tamil Nadu
209. Shri C. Robinson,
Inspector, Q, Branch,
Chennai, Tamil Nadu
210. Shri Spurgeon Rajan Roy,
Inspector of Police, V&Ac,
Kanyakumari, Tamil Nadu
211. Shri C. Sudarsan,
Inspector of Police, V&Ac, City Special Unit,
Chennai-20, Tamil Nadu
- Tripura**
212. Shri Prasanta Kumar Majumdar,
Joint Commandant General (Home Guard),
Agartala, Tripura, Tripura
213. Shri Nepal Chandra Das,
SP (Police Control), PHQ,
Agartala, Tripura
214. Shri Kyojaihla Mog, SI (AB), DJN Police Line,
P.S. Baikhora,, Tripura
- Uttar Pradesh**
215. Shri Bijendra Singh,
IG, Admn., U.P. Lucknow,
Uttar Pradesh
216. Smt Renuka Mishra,
DIG, Railway, Lucknow,
Uttar Pradesh
217. Shri Avinash Chandra,
DIG, Bareilly,
Uttar Pradesh
218. Shri Teji Ram,
DIG, Azamgarh Range,
Uttar Pradesh
219. Smt. Neera Rawat,
SP, Railway, Lucknow,
Uttar Pradesh
220. Smt. Beena Bhukesh,
SP, Jyotibaphule Nagar,
Uttar Pradesh
221. Shri Shiv Bahadur Prasad,
Dy. S.P., Distt. Etah,
Uttar Pradesh
222. Shri Raj Kumar Yadav,
H.C.C.P., Kanpur Nagar,
Uttar Pradesh
223. Shri Yadunath Singh Yadav,
Constable Driver,
Mirzapur, Uttar Pradesh

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224. Shri Suresh Kumar Singh,
Constable C.P., Khiri,
Uttar Pradesh
225. Shri Brijesh Kumar Pandey,
Constable, C.B. CID Hqrs.
Lucknow, Uttar Pradesh
226. Shri Mohammad Jafar Khan,
Company Commander, 32 Bn, PAC,
Lucknow, Uttar Pradesh
227. Shri Rajendra Yadav, S.I.C.P. (V/S),
Azamgarh, Uttar Pradesh
228. Shri Ashok Kumar Maurya, SI (M),
Steno, ACO, CID, UP,
Uttar Pradesh
229. Shri Ram Prakash-II,
D.I.(M)/Steno, U.P. VIG.
Estt. Lucknow, Uttar Pradesh
230. Shri Pradeep Kumar,
Head Constable, 37 Bn., PAC,
Kanpur, Uttar Pradesh
231. Shri Ram Singh,
Constable C.P.,
Rampur, Uttar Pradesh
232. Shri Vijay Singh, S.I.C.P. (V/S),
Agra, Uttar Pradesh
233. Shri Hari Om Sharma, SI(M), I.S.B.F. W/Z
Agra, Uttar Pradesh
234. Shri Phool Singh Thakur,
Constable C.P.,
Kanpur Nagar, Uttar Pradesh
235. Shri Sangam Lal Mishra,
Sub-inspector, C.P.,
Sonbhadra, Uttar Pradesh
236. Shri Surendra Narayan,
Constable C.P.,
Banda , Uttar Pradesh
237. Shri Awadhesh Kumar Tiwari,
Constable Driver,
Azamgarh, Uttar Pradesh
238. Shri Ashok Kumar Singh,
Head Constable,
Azamgarh, Uttar Pradesh
239. Shri Yogendra Pratap Divedi,
Head Constable, C.P.,
Shahjahanpur, Uttar Pradesh
240. Shri Prabhat Kumar Awasthi,
Inspector C.P., U.P. VIG.
Estt. Lucknow, Uttar Pradesh
241. Shri Paras Nath Pandey,
SI(M), Steno,
Bahraich, Uttar Pradesh
242. Shri Sayyed Firasat Ali,
Constable C.P.,
Rampur, Uttar Pradesh
243. Shri Chhedi Prasad,
Quarter Master, 8 Bn., PAC,
Bareilly, Uttar Pradesh
244. Shri Ranjeet Singh,
Head Constable, 41 Bn., PAC
Ghaziabad, Uttar Pradesh
245. Shri Mirja Jameel Husain,
Head Operator,
Bareilly, Uttar Pradesh
246. Shri Kali Charan,
Constable C.P.,
Kannauj, Uttar Pradesh
247. Shri Daya Sagar Tamta,
Constable Armorer, 24 Bn., PAC
Moradabad, Uttar Pradesh
248. Shri Chandra Pal Singh,
Constable Driver, G.R.P.,
Section Agra, Uttar Pradesh
- Uttarakhand**
249. Shri Pushkar Singh Sailal,
SP, Chamoli,
Uttarakhand
250. Shri Darshan Lal,
Dy. Superintendent of Police,
Chamoli, Uttarakhand

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on Republic Day -2008

251. Shri Dinesh Chandra Tiwari,
Inspector, Civil Police
Udhamsingh Nagar, Uttrakhand

252. Shri Harish Chandra,
Head Constable,
Pithoragarh, Uttrakhand

West Bengal

253. Shri Asoka Kumar Giri,
Inspector (AB), SAP 6th Bn., Bkpore,
North 24 Pgs, West Bengal

254. Shri Pankaj Kumar Datta,
Dig of Police, IPS Cell,
West Bengal, West Bengal

255. Shri Siddh Nath Gupta,
DIGP, (Modernisation & Coord),
Kolkata, West Bengal

256. Shri Bachpan Lohar,
Subedar Major, EFR 3rd Bn.,
Salua, West Bengal

257. Shri Samar Kumar Kundu,
Dy. SP, CID,
West Bengal

258. Shri Ardhendu Sekhar Pahari,
Inspector, CID,
West Bengal

259. Shri Manick Lal Roychowdhury,
Assistant Commissioner of Police,
Kolkata, West Bengal

260. Shri Jahar Lal Sardar,
Inspector, IB,
Kolkata, West Bengal

261. Shri Meghnad Gupta,
SI, PTS 247, AJC Bose Road,
Kolkata, West Bengal

262. Shri Sukdeo Singh,
ARD SI, SAP 7th Bn.,
Asansol, West Bengal

263. Shri Ashoke Bhattacharjee,
Constable, IB,
Kolkata, West Bengal

264. Shri Billa Kumar Bhattacharjee,
Grade-I Police Driver,
Police Telecommunication Hqrs,
Tollygunge, Kolkata, West Bengal

265. Shri Mahadev Singha,
Asstt Sub Inspector, SB,
Kolkata, West Bengal

266. Shri Mahima Ranjan Goswami,
Constable, PS&PO Bhadreswar,
Hooghly, West Bengal

267. Shri Guru Charan Mahato,
Asstt. Sub Inspector, CID WB,
West Bengal

268. Shri Durga Pada Kundu,
Wireless Operator, Malda T/C Stn.,
West Bengal

269. Shri Aditya Kumar Panda,
ASI (UB), Chhatna PS,
West Bengal

270. Shri Bishnu Charan
Naik, ASI (AB), I. R. Bn.,
Bidhannagar, Durgapur-6, West Bengal

271. Shri Subir Krishna Ghosh Moulick,
Constable, DIB North 24 Pgs.,
West Bengal

Andaman And Nicobar Islands

272. Dr. Akoijam Khomei Singh,
SP, Nicobar District, A&N Island,
Andaman And Nicobar Islands

Chandigarh

273. Shri Bahadur Singh Negi,
Inspector, Traffic,
Chandigarh

274. Shri Vivek Gogia,
DIG., Hqrs,
Chandigarh

Puducherry

275. Shri V.T. Abdul Raheem,
Inspector, Head Quarters, Dumas Street,
Puducherry, Pondicherry

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on Republic Day -2008

276. Smt. Mohan Rajaveni,
Women Police Constable,
Puducherry, Pondicherry

Assam Rifles

277. Shri Ram Ugrah Singh,
Subedar Major , Hq 5 Sector Assam Rifles,
C/o 99 APO, Assam Rifles
278. Shri Chandra Ketu Singh,
Subedar/GD, 20 Assam Rifles
C/o 99 APO, Assam Rifles
279. Shri Chitra Kumar Gurung,
Dy. Commandant, 25 Assam Rifles,
C/o 99 APO, Assam Rifles
280. Shri Krishnan Kutty Nair,
Subedar Clerk, No.3 Workshop, Assam Rifles,
C/o 99 APO, Assam Rifles
281. Shri Divakaran K,
Naib Subedar, Hq 5 Sector Assam Rifles,
C/o 99 APO, Assam Rifles
282. Shri Ram Bahadur Chhetri,
Subedar (General Duty), Kohima,
26 Assam Rifles, Assam Rifles
283. Shri Prem Bahadur Sunar,
Subedar (General Duty), Kohima,
26 Assam Rifles, Assam Rifles
284. Shri Fan Bahadur Chhetri,
Subedar Major, Peren (Nagaland),
28 Assam Rifles,
C/o 99 APO, Assam Rifles
285. Shri Shiv Bahadur Chhetri,
Subedar (General Duty), Peren (Nagaland),
28 Assam Rifles,
C/o 99 APO, Assam Rifles
286. Shri S. Bhaskaran Pillai,
Subedar (Cipher), Peren (Nagaland),
28 Assam Rifles,
C/o 99 APO, Assam Rifles
287. Shri Jogesh Chandra Das,
Subedar (Cipher), Ghaspani, 42 Assam Rifles,
C/o 99 APO, Assam Rifles

288. Shri Indra Bahadur Pun,
Subedar Major, 12 Assam Rifles, Tuensang
C/o 99 APO, Assam Rifles

289. Shri Jagan Bahadur Gurung,
Subedar, 12 Assam Rifles, Tuensang, Nagaland,
C/o 99 APO, Assam Rifles

BSF

290. Shri Bipin Kumar Singh,
DIG, SHQ BSF
Gandhinagar, Gujarat, BSF
291. Shri Sabu Akkarakaduppil Joseph,
Comdt(Ord), Hq, DG, BSF,
New Delhi, BSF
292. Shri Narayan Dutt Bahuguna,
Commandant, SHQ BSF,
Bhuj, Gujarat, BSF
293. Shri Vimal Satyarthi,
Commandant, Hq DG, BSF,
New Delhi, BSF
294. Shri Riyaz Ahmed Khan,
Commandant, 92 Bn. BSF,
Dhalai, Tripura, BSF
295. Shri Jagdish Chand Singla,
Comdt. (Hq), BSF, DIG Hq, FHQ
R. K. Puram, No.9, East Block,
New Delhi, BSF
296. Shri Raj Singh Rathore,
Commandant, 107 Bn, BSF, P.O
Dantiwada, Dist.- Banaskantha
Gujarat, BSF
297. Shri Inderjit Singh Rana,
Commandant, 152 Bn. BSF, Sirsa Road,
Hisar, Haryana, BSF
298. Shri Eapen Padanilathu Varghese,
Commandant, 01 Bn, BSF,
Praharinagar, PO- Ari Mile,
Distt- West Garo Hills, Meghalaya, BSF
299. Shri Asis Raychoudhury,
CMO (SG), CH BSF,
Srinagar, C/o 56 APO, BSF

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300. Shri Iqbalur Rahman Siddiqi,
2 I C, 47 Bn. BSF, Maheshpur, P.o. Karanajora,
Disttuttam Dinajpur Raiganj, BSF
301. Shri Chanchal Singh Chauhan,
2 I C, STC, BSF, Kharaka Camp
Distt- Hosiarpur, Punjab, BSF
302. Shri Kuldip Raj Sharma,
Dy. Comdt., 71 Bn BSF,
P.O., Gurdaspur, Punjab, BSF
303. Shri Ramesh Chander Bhutani,
Dy. Comdt., 48 Bn., BSF, Mundra Road,
Bhuj, Disttkutch, Gujarat, BSF
304. Shri Altaf Hussain Sheikh,
Dy. Comdt., 45 Bn. BSF, Wadura,
C/o 56 APO, BSF
305. Shri Dharanee Dharan Ramakrishnan,
Dy. Comdt., 182 Bn BSF,
C/o 56 APO, BSF
306. Shri Nok Ram Gothwal,
Dy. Comdt., 162 Bn., BSF,
Dhar Road, Udampur, J&K., BSF
307. Shri Alam Singh Bisht,
DC (Mt), SHQ, BSF Bikaner, Sagar Road
Bikaner, Rajasthan, Bsf
308. Shri Jayant Singh,
Dy. Comdt., 181 Bn BSF, P.O. Panisagar,
Distt-Tripura (North), BSF
309. Shri Satnam Singh,
Dy. Comdt., SHQ, BSF,
Gurdaspur, Punjab, BSF
310. Shri Gurbaksh Singh,
Dy. Comdt., 82 Bn BSF, AF Station Yelahanka,
Bangalore, BSF
311. Shri Ram Kumar,
Asst. Comdt., 67 Bn. BSF,
C/o 56 APO, BSF
312. Shri N. S. Vijayan Nair, AC/PS, BSF Academy
Teakanpur, Gwalior, M.P., BSF
313. Shri Chandan Singh Adhikari,
Inspector, 171, Bn. BSF, Singhpora,
C/o 56 APO, BSF
314. Shri Kamla Kant Thakur,
Inspector, 33 Bn. BSF Trehgam,
C/o 56 APO, BSF
315. Shri Prithvi Singh,
Inspector, 08 Bn., BSF, PO-Ajnala,
Distt- Amritsar, Punjab, BSF
316. Shri Rajender Singh,
Inspector, 15 Bn. BSF, PO- Ramgarh,
Distt-Jaisalmer (Raj), BSF
317. Shri Sadhu Ram Sharma,
Inspector, 162 Bn. BSF,
Udhampur (J&K), BSF
318. Shri Narayanan Palat,
Inspector/Steno, DG's Sectt' 4th Floor,
10 Block, CGO Complex, Lodhi Road
New Delhi, BSF
319. Shri Randhir Singh,
SI, SHQ BSF,
Distt-Uattar Dinajpur,
Raiganj (WB), BSF
320. Shri Surinder Kumar,
Sub Inspector, 17 Bn. BSF,
Distt-West Garo Hills,
Tura, Meghalaya, BSF
321. Shri P. V. Ravindran Nair,
Sub-Inspector, 15 Bn. BSF,
Distt-Jaisalmer (RAJ), BSF
322. Shri Rajender Prasad Naithani,
Sub Inspector, 116 Bn. BSF,
Distt-Uttar Dinajpur, Raiganj, BSF
323. Shri Masudul Hasan,
Head Constable, 117 Bn., BSF,
Gandhinagar, BSF
324. Shri Raj Kumar Jyoti Mohan Singh,
Head Constable, 81 Bn. BSF,
Distt-Jaisalmer, BSF
325. Shri K. Joy,
Head Constable, 52 Bn. BSF,
Sunderbani, Jammu, BSF
326. Shri Madan Singh,
Head Constable, 15 Bn. BSF,
Distt-Jaisalmer, Rajasthan, BSF

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327. Shri Zakir Hussain,
Head Constable, SHQ, BSF,
Firozpur, Punjab, BSF
328. Shri Uma Ram Saikia,
Head Constable, 127 Bn. BSF
Cooch Behar, West Bengal, BSF
329. Shri Bishnu Ram Chaliha,
Head Constable/Driver, 93 Bn., BSF,
Karimgarh, Assam, BSF
330. Shri Dudh Nath Thakur,
Barber, 83 Bn. BSF,
Khasi Hills, Shillong, BSF
331. Shri Jagdish Chand, E/F (Cook), 83 Bn. BSF,
Khasi Hills, Shillong, BSF

CBI

332. Shri Alok Ranjan,
DIG, SCR-II, Delhi, CBI
333. Shri Rajesh Nirwan,
DIG, SCR-III, Delhi, CBI
334. Shri Satish Golcha,
DIG, SCR-I, Delhi, CBI
335. Shri Nandkumar Nair,
Dy. S.P, ACB Cochin, CBI
336. Shri Rafat Moid Khan,
Dy. SP, ACB Hyderabad, CBI
337. Shri Nanu Surendran,
Dy. SP, SCB Chennai, CBI
338. Shri Sivagnanam Vellaipandi,
Dy. SP, SU Chennai, CBI
339. Shri Balbir Jain,
Inspector, CBI Hq Delhi, CBI
340. Shri Subhash Chandra Biswas,
SI, CBI Hq. Delhi, CBI
341. Shri Mange Ram,
Assistant Sub Inspector, CBI SCR-III
Delhi, CBI
342. Shri Laxmi Narayan,
Head Constable, CBI SCR-II, CBI

343. Shri Mohd Rashid,
Head Constable, CBI ACU-III, CBI
344. Shri Keshav Dutt Tiwari,
Head Constable, CBI EOW-II, Delhi, CBI

CISF

345. Shri Ved Prakash,
Addl. DIG, NES Hqrs. (K), CISF
346. Shri Ravi Bhushan Bhatnagar,
AIG, CISF NS Hqrs., New Delhi, CISF
347. Shri Madhu Sudan Gain,
Commandant, CISF Ucil, Jaduguda, CISF
348. Shri Hiren Kumar De,
Commandant, ECL Seetalpur, CISF
349. Shri Harish Kumar Dutta,
Commandant, CISF ASG Trivandrum, CISF
350. Shri Ashok Kumar Sharma,
Dy. Comdt., IOC Guwahati, CISF
351. Shri Balkrishna Shankar Kolaj,
Dy. Commandant, CISF SCL Singareni, CISF
352. Shri Pitchai Murugesan,
Asst. Comdt., IOC R&D
Centre Faridabad (HR), CISF
353. Shri Surendra Pal Dagur,
AC/Exe, GOF Neemuch, (MP), CISF
354. Shri Anuranjan Gupta,
Insp/Exe, ISP Burnpur, CISF
355. Shri Benny Varghese,
Insp/Exe, NISA, Hyderabad, CISF
356. Shri Attackuzhiyil Mohemmed Shajhan Rawther,
Insp/Exe, CISF Unit VSSC Thumba, CISF
357. Shri Ajay Kumar Barick,
Insp/Min, Hqrs. Delhi, CISF
358. Shri Debashis Bhattacharjee,
Sub Inspector, EZ Hqrs. Patna, CISF
359. Shri Prithi Pal Singh,
HC./GD, IGI Airport, CISF
360. Shri Chandrakant Maruti Chavan,
Head Constable, CISF RTC Barwaha, CISF

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361. Shri Narmadeshwar Singh,
Head Constable, HEC Ranchi, CISF
362. Shri Subhash Chandar,
HC/GD, ONGC ANK., CISF
363. Shri Shesh Ram Naidu,
HC/GD, CISF FACT Udyogmandal, CISF
- CRPF**
364. Shri Alok Raj,
DIGP, Sindri, CRPF
365. Shri Porendra Pratap,
Addl. DIGP, Srinagar, CRPF
366. Shri Teju Mahavir Baxla,
Addl. DIGP, Muzaffarpur (Bihar), CRPF
367. Shri Daya Ram,
Addl. DIGP, Mokamehghat, Patna, CRPF
368. Shri Brij Mohan, Addl. DIGP,
Agartala, Tripura, CRPF
369. Shri Vijay Pal Shukla, Addl. DIGP,
Chandigarh, CRPF
370. Shri Nandkumar Balakrishna Bhosle,
Addl. DIGP, Sindri, CRPF
371. Shri E. Nirmalraj,
Commandant, New Delhi, CRPF
372. Shri Mohan Singh,
Commandant, Rampur, CRPF
373. Shri Surrinder Kumar Raina,
Commandant, Raipur (C.G.), CRPF
374. Shri Gulam Nabi Nazar,
Commandant, Assam, CRPF
375. Shri Shiv Kumar Rathore,
Commandant, Kathua, CRPF
376. Shri Gokul Chand,
Second-in-command, 19 Bn,
Warangal (AP) , CRPF
377. Shri Yoginder Singh Jamwal,
Second-in-Command, SDG,
New Delhi, CRPF
378. Shri Radhey Shyam,
Second-in-Command, GC, CRPF,
Lucknow, CRPF
379. Shri Dharam Chand,
Second-in-Command,
Jammu Sector Hqr. Jammu, CRPF
380. Shri Rajinder Pal Singh,
Second-in-Command, 46 Bn.,
Srinagar, CRPF
381. Shri Akshay Kumar Satpathy,
DIG (Medical), Ch, CRPF,
Bangalore, CRPF
382. Shri Sarbeshwar Satpathy,
CMO (SG), GC, CRPF Hospital,
Durgapur, CRPF
383. Shri J.J. Singh,
Dy. Commandant, GC, CRPF,
Jhallander, CRPF
384. Shri Surender Singh,
Dy. Commandant, 17 Bn.,
CRPF, Srinagar, CRPF
385. Shri Kandhar Singh,
Asstt. Commandant, GC, CRPF,
Jhallander, CRPF
386. Shri Jhuntha Ram,
Asstt. Commandant, 138 Bn.,
Chattisgarh, CRPF
387. Shri N Mohan Das ,
INSP/RO, CTC(T&IT)
Ranchi, CRPF
388. Shri Vidyadhar Singh,
Inspector/GD, 150 Bn,
Nagaland, CRPF
389. Shri Harish Chandra,
Inspector/GD, ISA, M/Abu,
Rajasthan, CRPF
390. Shri Jailal Shah,
Inspector/GD, 35 Bn,
Assam, CRPF

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391. Shri R.K. Mahto,
Inspector/GD, 132 Bn,
Jharkhand, CRPF
392. Shri M Nagulan,
Inspector/Tech, 2nd SIG. Bn.,
Hyderabad, CRPF
393. Shri Sohan Singh Rathore,
Inspector, RTC-IV,
Srinagar, CRPF
394. Shri Prakash Das,
Sub-Inspector, 45 Bn.,
Baramulla, CRPF
395. Shri Prem Thapa,
Sub Inspector, 108 Bn.,
Meerut, CRPF
396. Shri Dharampal Yadav,
Sub-inspector, 108 Bn.,
Meerut, CRPF
397. Shri Dharam Singh,
Sub-Inspector, 77 Bn.,
Tamil Nadu, CRPF
398. Shri Bhagtu Ram,
Sub-Inspector,
Assam, CRPF
399. Shri Balakrishanan A.P.,
Sub-Inspector,
Coimbatore (Tn), CRPF
400. Shri Om Prakash,
Sub-Inspector, RTC-I,
Neemuch, CRPF
401. Shri Raj Kishore Singh,
Sub-Inspector, RTC-II,
Avadi (Tn), CRPF
402. Shri Bhuri Singh,
Sub-Inspector, Hqr/122 Bn,
Srinagar, CRPF
403. Shri Gulab Singh,
Sub-Inspector, 20 Bn,
Srinagar, CRPF
404. Shri Chottu Singh,
Sub-Inspector, 190 Bn.,
Jharkhand, CRPF
405. Shri Lal Singh,
Sub-Inspector, 13 Bn.,
Jharkhand, CRPF
406. Shri K.T Abraham,
Sub-Inspector, 143 Bn., CRPF,
Manipur, CRPF
407. Shri Hari Shankar Singh,
Head Constable, 86 Bn.,
Agartala (West Tripura), CRPF
408. Shri Amar Singh,
Head Constable,
Pinjore, CRPF
409. Shri Rabindra Nath Mahapatra,
HC/DVR, 43 Bn., CRPF,
Bastar (C.G.), CRPF
410. Shri C. George,
Asstt. Director (Pension), DTE. PAO, CRPF,
New Delhi, CRPF
411. Shri R. Sahadevan,
Adm. Officer,
Mumbai, CRPF
412. Shri E.V. Vijayan ,
So/Ao, DIGP,
New Delhi, CRPF
413. Dr. Ravi Prakash Meharada,
DIGP, New Delhi, CRPF
- Ministry of Home Affairs**
414. Shri Neeraj Sinha,
Dy. Director, Ministry of Home Affairs
415. Shri Harmeet Singh,
Dy. Director, Ministry of Home Affairs
416. Shri Thangkhanlal Guite,
Dy. Director, Ministry of Home Affairs
417. Ms. Sapna Tewari,
Dy. Director, Ministry of Home Affairs

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418. Shri C. P. John,
JDD/Technical, Ministry of Home Affairs
419. Shri Jaswinder Singh,
AD, Ministry of Home Affairs B
420. Shri Rajesh Kumar Sharma,
AD, Ministry of Home Affairs
421. Shri Prabhakar Vishvanath Satpute,
AD, Nasik, Ministry of Home Affairs
422. Shri Akhilesh Kumar Srivastava,
AD, Ahmedabad, Ministry of Home Affairs
423. Shri Nawal Kishore Ram,
AD, Lucknow, Ministry of Home Affairs
424. Shri Kumar JI Kaul,
DCIO, Ministry of Home Affairs
425. Shri Dinesh Kumar Sharma,
DCIO, Ministry of Home Affairs
426. Shri Ravi Shankar Sharma,
DCIO, Ministry of Home Affairs
427. Shri Dalip Kumar Soni,
DCIO, Ministry of Home Affairs
428. Shri Ramanathan Krishnamoorthy,
Section Officer, Ministry of Home Affairs
429. Shri Shambhoo Nath,
Assistant, Ministry of Home Affairs
430. Shri C. T. Thomas,
ACIO-I/G, Mumbai, Ministry of Home Affairs
431. Shri Jagjeet Singh,
ACIO-II/G, Srinagar, Ministry of Home Affairs
432. Shri Subramaniam Pitchu Sekar,
ACIO-II/G, Ministry of Home Affairs
433. Shri Kapil Deo Singh,
ACIO-II/G, Patna, Ministry of Home Affairs

ITBP

434. Shri Shyam Mehrotra,
Commandant, Pithoragarh, ITBP
435. Shri Prakash Singh Dangwal,
Commandant, ITBP Academy,
Mussoorie, ITBP

436. Shri Desh Raj Sharma,
AC, DTE. General, ITBP,
New Delhi, ITBP
437. Shri Ram Lal,
Inspector, Kullu, ITBP
438. Shri Madan Mohan,
Inspector, Tezu,
Arunachal Pradesh, ITBP
439. Shri Shoorvir Singh,
Sub Inspector,
Pithoragarh, ITBP
440. Shri Lekh Raj,
Head Constable,
Kullu, ITBP
441. Shri Mohd. Ali Khan,
HC/GD,
Auli, ITBP

NSG

442. Shri Sudhakar Upadhyay,
GP Comdr., NSG Hq.,
New Delhi, NSG
443. Shri Alope Kumar Bandyopadhyay,
AC-1, NSG Hq., Mehramnagar,
New Delhi, NSG
444. Shri Arup Chandra Pal,
AC-II (M), NSG Hq.,
New Delhi, NSG

SSB

445. Shri Ratnakar Baral,
Inspector General, FTR,
Patna, SSB
446. Shri Vinay Krishna Uniyal,
D.D. (C.C.), FHQ, SSB,
New Delhi, SSB
447. Shri Digamber Prasad Dhyani,
Assistant Commandant, SSB Academy,
Srinagar (Garhwal), SSB
448. Shri Om Prakash Aggarwal,
Subedar Major, FHQ, SSB,
New Delhi, SSB

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449. Shri Daljit Singh,
Inspector, 34th Bn.
Dirang, SSB

450. Shri Nilambar Buragohain,
A.D. (Admn.), FHQ, SSB,
New Delhi, SSB

451. Shri Hem Raj Sharma,
2nd In Command, 9th Bn.,
Sitamarhi, SSB

452. Shri Pitamber Dutt Nautiyal,
S.A.O, FHQ, SSB

453. Shri Phunchuk Angchuk,
Driver-GR-1, FHQ, SSB,
New Delhi, SSB

454. Smt. Sonam Dolma,
Assistant, FHQ, SSB

SPG

455. Shri Abhay Vir Chauhan,
A.I.G, SPG Hqr.,
New Delhi, SPG

456. Shri Bhuwan Chandra Joshi,
JSO(T), SPG Hqr.,
New Delhi, SPG

457. Shri Rama Prasad Yadav,
SSA, SPG Hqr.,
New Delhi, SPG

458. Shri Deva Kumar,
SSA, SPG Hqr.,
New Delhi, SPG

459. Shri Rattan Kumar,
SSA(MT), SPG Hqr.,
New Delhi, SPG

BPR & D

460. Shri Zile Singh,
Private Secretary, BPR & D

461. Shri Virender Singh,
Head Constable, BPR & D

DCPW

462. Shri Don Bosco Samuel,
SSO, New Delhi, DCPW

N.C.B

463. Shri C. Radhakrishna Pillai,
Superintendent, Narcotics Control Bureau,
Trivandrum, N.C.B

NCRB

464. Shri Swapan Kumar Mukherjee,
Dy. Supdt. (FP), NCRB,
New Delhi, NCRB

N.H.R.C

465. Shri Pasumarthy Surya Rao,
Dy. SP, N.H.R.C

SVP N.P.A

466. Shri Shaik Hydar Vali,
Head Constable,
Hyderabad, SVP N.P.A

467. Shri V. Rama Mohana Rao,
Head Constable,
Hyderabad, SVP N.P.A

468. Shri Iqbal Mohammed,
Constable,
Hyderabad, SVP N.P.A

M/O Civil Aviation

469. Shri Brahm Prakash Sharma,
Security Officer, Bureau of Civil Aviation
New Delhi, M/o Civil Aviation

M/O Railways

470. Shri Nisheeth Kumar Saxena,
Addl CSC, CST
Mumbai, M/o Railways

471. Shri Jeevan Chandra Palo,
Asstt. Security Commissioner/RPF, S.E.C.
Railway, Bilaspur, M/o Railways

472. Shri Uma Charan Pattanaik,
Inspector, Intelligence,
Railway Board, M/o Railways

Police Medal For Meritorious Service Awarded
on Republic Day -2008

473. Shri Tejvir Singh Dagar,
Sub-Inspector,
Rail Bhawan, M/o Railways
474. Shri Ravi Bhardwaj,
Watcher (Intelligence),
Railway Board, M/o Railways
475. Shri Shaik Imtiaz Ahmed,
Inspector, Spl. Intelligence Hqrs/SC,
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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 contributions and should not be under consideration for 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, 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.

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