



The Indian Police Journal

Vol. LIII No. 2

April-June, 2006



Promoting Good Practices and Standards



The Indian Police Journal

Vol. LIII-No.2
April-June, 2006

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Editorial

The Indian Police Journal provides valuable literature on various issues relating to crime prevention, and detection, police management, police training, correctional /prison administration, forensic science etc. The eminent serving and retired police/prison officers and experts in these fields have contributed articles in this issue for our readers. All the articles have been published after the evaluation by a panel of referees as to their suitability.

The article on “Witness Protection Programme” written by Sh. Pankaj Kumar Singh describes that the offenders have often influenced crucial witnesses to depose in their favour. Therefore, while dwelling upon the need for the witness protection he has highlighted guidelines issued by the High Court of Delhi to this effect.

The article on, “Problem Oriented Policing” written by Sh. Sankar Sen, a well known figure to all of us, points out that now a days, the policing has become a difficult and complex endeavour. He underlines the fact that the main function of the police is not only to prevent and detect crime, but to deal with a wide range of problems also, which are not criminal in nature. He emphasises upon the police to analyse the problems and to find out effective alternative responses suited to deal with it.

Dr. Mukesh Kumar Chaurasia presents an overview on “Private Security Industry” with a special reference to the NCR of Delhi in the context of security of public life and protection of property.

Prof. (Dr.) Deepti Shrivastava in her research paper on “Self Harm in Indian Prisons” has identified the problem of self harm in our prisons and investigated important causative factors which promote suicidal tendency among the prisoners during their incarceration. She has suggested some vital preventive measures to deal with such occurrence.

The article on, “Role of Police in prevention of crimes committed on Senior Citizens” written by Ms. Tumpa Mukherjee delves into the problem of elder abuse and crimes committed upon senior citizens in India.

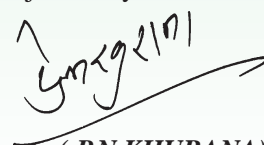
In the article on, “Experiment on Video Signal Degradation due to Generation Loss on VHS format recording” written by Sh. C.P.Singh an analytical comparison of video waveforms is made between the disputed video and laboratory-generated copy to confirm the signal aberration on making the copy for deciding the generation of the disputed video.

Another paper on, “Violent Crimes and the Role of Police in India” written by Dr. S. Mohanty throws light on the problems faced by the police while dealing with the violent crimes in the process of administration of Criminal Justice System starting from the investigation stage to the trial and judgment.

Shri R.P. Singh in his article on, “Prisoners and Human Rights- A perspective”, has concluded that there is a need to bring about paradigm shift in the attitude of jail authorities in dealing with reasonable grievances of the prisoners, particularly in the light of all pervasive human rights guaranteed by various conventions and laws.

In the article on, “Organizational role stress and job satisfaction: A study of Paramilitary Personnel in Kashmir” written by Ms. Samata Rai & Dr. Amulya Khurana an attempt has been made to find out whether ORS and its dimensions can predict job satisfaction of Paramilitary Personnel on a sample of 328 paramilitary personnel posted in Kashmir.

We hope that this issue of the Journal would be useful in enhancing the knowledge of our discerning reader in the field of police and correctional administration as well as other stake holders in the criminal justice system in the country.


(P.N.KHURANA)
EDITOR

Promoting Good Practices and Standards



Abstracts & Key Words

Witness Protection Programme

Pankaj Kumar Singh

Key Words :

Edifice, Witness protection, Malimath Committee Report, Physical Protection, Federal Bureau of Prisons, Jeopardize.

Abstract :

Witness protection is a much talked about topic today. The Vohra Committee Report, the Malimath Committee Report have all mentioned about this critical pillar of the Criminal Justice System.

Even as far back as 1932, Bengal Suppression of Terrorist Outrages Act and recently the TADA and POTA have had provisions to help witnesses depose fearlessly in the courts. The various reports of the Law Commissions have also dealt with this aspect in detail. In the absence of any such Law in India, the criminals and the offenders have often intimidated crucial witnesses to depose in their favour. The benefits to be obtained from a Witness Protection programmes are immense. The criminals would run the risk of not knowing the witnesses and yet the truth coming out squarely in their faces in the open Courts. The Witness Protection Guidelines issued by the High Court of Delhi in *Neelam Katara Vs UOI & Others*(2003) could be starting point in this direction.

Witness Protection is the need of the hour. We must start with a Programme, howsoever, small to take the Criminal Justice system forward in the right direction.

Problem Oriented Policing

Sankar Sen, IPS (Retd.)

Key Words :

Problem Oriented Policing, Street level problem solving, Professional Policing, Evaluation, Community Policing

Abstract:

Policing has become a difficult and complex endeavour. Though the main function of the police is prevention and detection of crime, the police have also to deal with a wide range of problems, which are not criminal in nature. The police use a wide range of methods, formal and informal, to deal with the problems. Law enforcement is one of the many methods used by the Police. The police have to recognise that their role in society is broader than mere enforcement of criminal law. In problem oriented policing the police will have to analyse the problem and find out which of the alternative responses are best suited to deal with it. The police will have to work together with the community to find out solutions to the problems that give rise to crime and disorder. Problems become the unit of police work. The job of policing becomes more than just dealing with crime and criminal law.

The police must proactively try to solve the problems rather than respond reactively to the consequences of the problem.

Private Security Industry - An overview

Dr. Mukesh Kumar Chaurasia

Key Words :

Private Security, Profession, Securityman, Protect, Liabilities.

Abstract:

Security is not a non-productive or negative concept. Rather it is more and more linked with integral risk management. Conscious efforts have been made to try to transform the vocation of security into a true profession in the real sense of the term. In today's world, the nature and complexity of criminal cases goes beyond the police, giving the profession of private security industry and detectives services a greater importance. Not just the private detectives but private security personnel are much in demand. They are employed by private security agencies for the security of housing societies, offices and commercial complexes, auditoriums and even government establishments to provide security cover to large fair and events that are organised time to time.

The conclusion drawn in this paper are based on a study conducted by the author on this subject in National Capital

Region - Delhi State. Private security consist of the protection of the life and property of those who pay for the service from private funds. The private security personal draws power and authority are derived from the legal jurisdiction wherein, the officer performance or her services. These jurisdiction may be federal, state or municipal.

The present paper takes an overview on private security industry with a special focus on the National Capital Region - Delhi in the context of security of public life and protection of property.

Self Harm In Indian Prisons

Dr Deepti Shrivastava

Key Words :

Prisoners; Awareness; Self-harm; Unnatural death; Inmates; Offences; Environmental; Mental health Multicausal factors Structural factors Mediation

Abstract :

The old notion is that prison was considered as a "House of Captives" where prisoners were kept for punishment which has now given way to the new concept that they are "Correctional Homes", where prisoners get an opportunity to reform themselves enabling them to take up active social life on release. It is the prime duty of the States and Union territories to probe this aspect of the matter and do something to improve the jail conditions which is one of the prime duties of the State Governments.

But a death in prisons today has become the synonyms of the darker side of the human civilization because it is a naked violation of the human dignity and degradation which destroys, to a large extent, the individual personality. Unnatural death of an inmate is a matter of serious concern for prison administration. Regarding unnatural deaths in prisons self-harms in correctional facilities is more prevalent than any other forms of unnatural death, and constitutes the leading cause of death for those in custody. (*Shrivastava Deepti, 2005*)

The main objective of the present study is to investigate the problem of Self harm in India prisons. The study covers following four areas: To identify nature & extent of self harms in Indian prisons, to identify the causal factors & instigators working behind the problem, to ascertain consequences of self-harm of inmates and to suggest preventive measures to deal with such occurrence.

Death in judicial custody in prison take place as a result of multicausal factors. Researcher in this study indicates causal factors under three heads: i) social background of victim, ii) the situation in which death occur i.e. environmental or situational correlates of medical negligence, iii) criminal justice administration structural factors.

Death prevention programs have been ineffective because they are based on the view that death is strictly a problem for doctors and medication to solve, but it is being recognized the

greater significance needs to be given to the environment and to the importance of providing activities to relieve stress. Perhaps the solution to inmate self harm lies in more discriminate and appropriate use of incarceration, keeping less serious offenders in the community and making better use of mental health facilities for inmates with mental health concerns.

Role of Police in Prevention of Crimes Committed upon Senior Citizens

Tumpa Mukherjee

Key Words :

Financial Crimes, Real Estate Fraud, Tele-Marketing Fraud, Triad program, Senior Citizen Security cell, Servant verification Scheme

Abstract :

The present article delves with the problem of elder abuse and crimes committed upon senior citizens in India. The most frequent crimes committed upon the senior citizens are home burglary, purse snatching financial exploitation, real estate fraud, tele marketing fraud and legal exploitation etc. The article highlights crimes such as murders committed upon senior citizens by known assailants. At the end, the article tries to describe the schemes adopted by the police personnel to prevent crimes committed upon senior citizens globally as well as in India. Especially the article deals with the schemes adopted by Delhi, Kolkata, Mumbai and Chennai Police.

Indian Law and Consent in Hospital Practice

*Dr. sanju Singh,
Dr. Sudhir Gupta*

Key Words :

Consent, Indian Contract Act, Indian Penal Code, Coercion, Undue influence, Fraud, Misinterpretation, Crime, Tort.

Abstract :

Consent has always played an important role in medical practice. The concept of consent as applied to medical faculty recognizes the right of a patient to self determination, imposing, for violations, a liability for damages under civil laws in tort and for punishment under criminal laws. The importance of consent in medical practice and the application of its concept can be traced with the statement made by Justice Cardozo in *schloendorff vs New York Hospital*(1914)105 NE92:- “Every human being of adult and sound mind has a right to determine what should be done with his body and a surgeon, who performs an operation without his patient’s consent commits an assault for which he is liable in damages.”

A busy doctor often disregards the mandatory requirement of obtaining consent mainly because of the rarity of complaints and the pressure of medical life. Time is not far when distressing publicity, litigation and resultant damages, more particularly with the sweep of consumer activism, would bring in a realization of the importance of these relatively simple procedures. It is consent which can

exonerate a doctor from civil liability or criminal prosecution, acting as a guarding mechanism in case of accidental harm, but subject to all reasonable care and caution on the part of the medical man.

Violent Crimes and The Role of Police In India

S. Mohanty

Keywords:

Violent Crimes; Indian Police, Crime Prevention; Criminal Justice Administration.

Abstract:

The paper attempts to sociologically examine the different types of violent crime as categorised under the Indian Penal Code in the present day changing Indian Society on account of liberalisation, privatisation and globalisation process. The problems faced by the police while dealing with the violent crimes in the process of administration of Criminal Justice System starting from the commitment stage to the trial and judgment stage have been elaborately examined and discussed. Finally, effective suggestions have been provided in order to prevent and control the rate of violent crimes in contemporary India.

Organizational Role Stress and Job Satisfaction: A Study of Paramilitary Personnel in Kashmir

Samata Rai & Amulya Khurana

Key Words :

Organizational Role Stress, Job Satisfaction, Organizational setting, Paramilitary personnel

Abstract :

The present study aimed at investigating the relationship between organizational role stress (ORS) and job satisfaction (JS) of personnel of one of the paramilitary forces of India. An attempt has also been made to find out whether ORS and its dimensions can predict job satisfaction of paramilitary personnel. The sample consists of 328 paramilitary personnel posted at two districts of Kashmir, namely, Srinagar and Pulwama. The sample was selected by purposive and random sampling techniques. Organizational Role Stress Scale (Pareek, 1983 a, b) and Job Satisfaction Scale (Singh and Sharma, 1999) were employed to collect data. Pearson’s product moment correlation and step-wise multiple regression techniques were used for data analysis. The results reveal that the total ORS and eight of its dimensions have a significant negative relationship with job satisfaction of the personnel. Step-wise multiple regression analysis shows that only one dimension of ORS (role stagnation) has emerged as a significant predictor of job satisfaction. The results have been discussed in the light of previous studies.

Experiment on Video Signal Degradation Due To Generation Loss on VHS Format Recording

C.P. Singh

Keywords :

Signal voltage, Signal aberration, Cross pulse & Camera origin

Abstract :

A defined procedure for fixing a video recording to decide whether it

is a copy or camera original is hard to find in the literature though it has been mentioned in the literature that observation of vertical interval and horizontal information using Cross Pulse Monitor can determine the generation of the copy. On the other hand, loss in the Signal voltage level is prominent for certain format of video recordings and the amount of loss in making a copy under particular condition is not known. Study has been conducted in the laboratory in order to determine whether the video recording referred in a crime case is camera original or a copy with the availability of the video camera that has been used. In this, the Signal voltage degradation due to generation loss is considered for recording format of VHS. Signal Voltage degradation due to generation loss upto fifth generation copies have been measured and comparison of the signal voltage is made in order to ascertain the number of generation of the disputed video. Comparison of video waveforms between the disputed video and laboratory-generated copy could confirm the signal aberration on making the copy for deciding the generation of the disputed video.

**Stress of the Stressor –
The Extremist/Terrorist Side of
Story (A Pilot Study)**

M. Madana Mohan, IPS

Key Words :

Phenomenon; Environments;
Physiological; Stress & discipline;
Extremists; Terrorists.

Synopsis :

“I beg you, I want you to talk to me, I will die for you, please show me my child”, thus cried a man. The lady mercilessly rejected him till he agreed to her condition, the difficult condition of leaving the underground life. This is the real life story of a senior extremist leader’s family rejection and his extreme stress leading to frustration. The lady branded him – “a blood thirsty animal and a traitor”. He was the Self Styled Prime Minister of the National Liberation Front of Tripura (Nayan Bashi). This story gives an insight into how much stressed are the most dreaded extremists and terrorists. They are one of the main stressors to the police. The people in general believe that they live lavishly and ‘enjoy’ life; and are invincible. But what is not known to many is the fact that they have a lot of stress. This article, which is based on the Pilot Study of 80 surrendered extremists, is a humble attempt to bring out the stress the extremists and terrorists face in their underground lives.

**Prisoners and Human Rights – A
Perspective**

R.P.Singh, IPS

Key Words :

Dark legacy, An instrument of coercion, Indian Cinema, Negative legacy, Progressive decline of tough image, Hearsay, Sub-Human living conditions, Human rights, Prisoners’ reforms.

Abstract :

Jail administration in India has inherited a dark legacy as an

instrument of coercion due to various historical factors. It would be very difficult to over-come such negative legacy and make a quick change-over of the image. Contemporary Indian cinemas have also contributed in creating a negative image of our jails. Paradoxically the tough image of the Jailor has declined progressively due to advent of notorious gangsters capable of running their empires even from behind bars, and advent of modern gadgets like mobile and satellite phones. Unfounded rumours and hearsay of unholy alliance of jail authorities and criminals have also contributed in tarnishing the image of jail administration. Living conditions in most of the jails are sub-human due to over-crowding and other related factors, which leads to inter-personal conflicts among the prisoners and also with the authorities. There is a need to bring about paradigm shift in the attitude of jail authorities in dealing with reasonable grievances of the prisoners, particularly in the light of all pervasive human rights guaranteed by various conventions and Laws. That only can ensure much needed reforms of the convicts.

**A Study of Job Satisfaction among
Male and Female Police Personnel**

P. Nachimuthu

Key words :

Job satisfaction, Police personnel,
Intrinsic factors, Extrinsic factors

Abstract :

Job satisfaction is a widely accepted Psychological aspect of functioning in any profession and it is a highly researched work attitude. The present study is contemplated upon understanding the gender difference in job satisfaction among the police personnel and also to understand the intrinsic and extrinsic correlates of job satisfaction and job dissatisfaction among these police personnel. The sample for this study comprised 108 Police personnel of Coimbatore city, Tamil Nadu. The samples were administered with the Job satisfaction scale developed by Amar Singh and T.R.Sharma (1986). The data collected were analyzed statistically using mean, S.D., 't'-test and percentage analysis. The result revealed that there is no significant difference in Job satisfaction levels between male and female police personnel. Also it was found that both male and female police personnel were lesser satisfied with the intrinsic factors in their job, than the extrinsic factors.

Challenges before the Company Commander in CRPF and Finetuning Response Strategies; A View Point

R. Jayakumar

Key Words :

CRPF, Massive expansion, Mantle of internal security, Company, Company Commander, Constraints, Grooming mechanism, Lack of a meaningful Game plan, Distortions, Command

challenges, Zero error syndrome, Response strategy, Organizational variables, Fine tuning areas, Crucial link

Abstract :

The Central Reserve Police Force has grown into one of the largest Para military force of the world. The CRPF is predominantly deployed in the conflict zones of the nation and has literally lost its reserve character. Companies form the basic administrative and operational units of the CRPF. The company in the CRPF is created as a self reliant, self sustaining independent compact machine which is called upon to perform a multitude of duties and consequently, the role of Company Commander is a crucial link in the network. Over the years, there has been great dilution in the command mechanism of the Company Commander and the constraints in the realm of administration, operations and training have gradually eroded the performance capabilities. The grooming of the officers has taken a heavy beating in recent years. The problems are equally compounded by the lack of a meaningful game plan in the area of responsibility. The paper discusses these issues in-depth and will suggest some of the organizational variables which need to be implemented, to strengthen the institution of company. In this regard, the role of the company commander and the areas which he needs to fine-tune in the forthcoming days, is also illustrated.

Measurement Uncertainty in Estimation of Gold in Ornament by Graphite Furnace Atomic Absorption Spectrometry

A. K. Ganjoo and B. Badoniya

Key Words :

Uncertainty, Gold ornament, Graphite furnace atomic absorption spectrometry

Abstract :

Estimation of uncertainty in measurement of gold content in an ornament, encountered as evidence in crimes such as cheating, burglary, etc. acquires significance whenever it is critical to the interpretation of analytical results. Uncertainty, unlike error, is the range in which the true value has a known probability of being found and cannot be applied as correction. In the present paper an attempt has been made to identify the major sources of uncertainty in the estimation of gold in a commercially available ornament by graphite furnace atomic absorption spectrometry (GFAAS) thereby quantifying the same with respect to final result. Possible sources of uncertainty at different stages of experiment were identified and the final uncertainty in quantifying the gold in the ornament assessed.



WITNESS PROTECTION PROGRAMME

Pankaj Kumar Singh*

“The edifice of administration of justice is based upon witnesses coming forward and deposing without fear or favour, without intimidation or allurements in Courts of law. If witnesses are deposing under fear or intimidation or for favour or allurements, the foundation of administration of justice not only gets weakened, but in cases it may even get obliterated”¹.

This landmark observation was made by the High Court of Delhi in the petition filed by Smt. Neelam Katara, mother of Nitish Katara, who was killed by certain influential persons in the night of 16-17 February, 2002. The mother, Smt. Neelam Katara, had filed the petition in the High Court of Delhi, requesting the Court to issue directions pertaining to witness protection.

Witness protection has been a much talked about topic in the last few months. The BMW case, Tandoor murder case, Best Bakery case, Muttu murder case and lately the much talked about Jessica Lall case have all highlighted the urgent

need to address this vital area of our Criminal Justice System.

The Vohra Committee Report² had critically talked about the growing nexus of politicians, bureaucrats and the criminals. It stated that criminalisation had struck at the very foundation of the Indian polity and there was an urgent need to deal with this matter in a surgical manner to prevent the morass from spreading further. It is common knowledge today that the prosecution is getting weaker by the day and the power of money, muscle and networking is proving difficult to handle. The percentage of cases ending in acquittal is on the rise. The legal process takes a lot of time and the common person feels harassed while trying to help the system. These are some of the many disincentives for people to come forward and perform the important public duty of assisting the Courts in deciding on the guilt or otherwise of the accused during trial of cases in the Courts. The Malimath Committee Report³ also reiterated the common perception that the witness today has no stake in the decisions of the criminal courts as he is neither an



Key Words :

Edifice,

Witness protection,

Malimath Committee Report,

Physical Protection,

Federal Bureau of Prisons,

Jeopardize.

*Deputy Inspector General of Police, CBI/SCR.III/ New Delhi.



Abstract :

Witness protection is a much talked about topic today. The Vohra Committee Report, the Malimath Committee Report have all mentioned about this critical pillar of the Criminal Justice System.

Even as far back as 1932, Bengal Suppression of Terrorist Outrages Act and recently the TADA and POTA have had provisions to help witnesses depose

accused nor a victim. The Report emphasized that he should be treated with great respect and considered a guest of honour if the Law is to succeed.

It is being increasingly felt that the legal system in India is biased against the weak, the poor and the helpless. It is the rich and those having the muscle who take advantage of the legal system by either delaying the entire process of police investigation and trial in the Courts or buying justice in their favour.

The witnesses appearing in the Courts these days are subjected to all kinds of harassment and intimidation with the result that ends of justice are not attained. More often than not, it is the accused, his relatives and friends who intimidate the witnesses so that the true picture does not emerge before the Courts. In some cases, intimidation is followed by acts of violence and even vandalism. Physical assaults and damage to the property of witnesses are not uncommon. Because of the general impression prevalent in the public of Law enforcement and the extremely time-taking and expensive legal procedures prevalent, a number of witnesses who are victims of intimidation, assault etc. do not report such incidents to the police and take the easier way out by deposing in favour of the accused in the Courts.

Protection of witnesses - past history

It is interesting to note that as far as back as 1932, section 31 of Bengal Suppression of Terrorist Outrages Act, 1932 empowered the Special Magistrate to exclude persons or public from the premises of the Court in order to protect the identity of certain witnesses. Similarly, section 13 of TADA-1985 and section 16 of TADA-1987 provided for the protection of the identity and address of a witness. POTA-2002, which has since been repealed, also had a similar provision to protect the identity of witness and help him depose fearlessly and truthfully in the court to support the cause of justice⁴.

Initiatives in recent past

On 8th of August, 2003 in the case of National Human Rights Commission Vs. State of Gujarat, the Hon'ble Supreme Court observed "that no Law has yet been enacted, not even a scheme has been framed by the Union of India or by the State Government for giving protection to the witnesses". However, in the case of Zaheera Vs. State of Gujarat⁵ when the Supreme Court ordered the transfer of Best Bakery case to Mumbai through its order dated 12.4.2004, the Court directed the State Government to take appropriate action to ensure that the



witnesses when produced before the Courts could depose freely without any apprehension, threat or coercion from any person. The Supreme Court also directed the State of Maharashtra to provide protection to any witness in case a request was made by them, in addition to the protection that was to be provided by the State Government of Gujarat.

However, Justice P. Nandrajog and Justice Usha Mehra of High Court of Delhi in their order dated 14.10.2003, in response to a petition filed by Smt. Neelam Katara, stated that till such time a suitable legislation was brought on the Statute Book, guidelines known as Witness Protection Guidelines⁶ will operate for the protection of witnesses. The order defined a witness, an accused and the competent authority. The competent authority, on receipt of request from a witness, was to determine whether the witness required police protection, and if so to what extent and for what duration. The competent authority was also to consider the nature of risk to the witness, the importance of such a witness and his deposition and the cost of providing such police protection to the witness.

The 14th Report of Law Commission of India (1958)⁷ did refer to witness protection, but in a very limited sense relating to proper arrangements to be provided to the

witnesses in the Courts and the extent of travelling and daily allowance to be given to them. The 4th Report of National Police Commission (1980)⁸ also talked about the travails that the witnesses have to undertake while attending the proceedings, but nothing more. The 154th Report of Law Commission (1996)⁹ had a chapter on the need for protection and facilities to witnesses. This was the first report, which categorically stated that necessary confidence has to be created in the minds of witnesses that they would be protected from the wrath of the accused in any eventuality. However, even this report did not recommend any measures for the physical protection of the witnesses or how to make their depositions, anonymous or pseudonymous. The 172nd Report of the Law Commission (2000)¹⁰ also talked about witness protection but in a very limited sense pertaining to the evidence of a minor in the case of a sexually abused child only. The report suggested that the Court be permitted to use a video taped interview of the child abused and that the prosecution must have the option to request the Court to provide a screen so that the child victim did not see the accused during the trial.

The 178th Report of the Law Commission (2001)¹¹ again referred to the fact of witnesses turning hostile. The *Malimath Committee*

fearlessly in the courts. The various reports of the Law Commissions have also dealt with this aspect in detail. In the absence of any such Law in India, the criminals and the offenders have often intimidated crucial witnesses to depose in their favour. The benefits to be obtained from a Witness Protection programmes are immense. The criminals would run the risk of not knowing the witnesses and yet the truth coming out squarely in their faces in the open courts. The



Witness Protection Guidelines issued by the High Court of Delhi in *Neelam Katara Vs UOI & Others*(2003) could be starting point in this direction.

Witness Protection is the need of the hour. We must start with a Programme, howsoever, small to take the Criminal Justice system forward in the right direction.



Witness Protection Programme

on reforms of Criminal Justice System made recommendations to prevent witnesses turning hostile. The Report recommended the insertion of a new Section 164-A in Cr PC to provide for recording of statements of material witnesses in the presence of a magistrate where the offence was punishable with imprisonment of 10 years or more (with or without fine) including an offence punishable with death. On the basis of this recommendation, the Criminal Law (Amendment) Bill, 2003 was introduced in the Rajya Sabha. It has since been passed by both the houses of the Parliament but the due notification is still pending. The Malimath Committee in its Report (2003) mentioned about the serious concern being voiced by all about witnesses who came to the Courts and gave false evidences with impunity. This was a big factor contributing to the failure of the Criminal Justice System, the report stated. The Report, therefore, urged the Government to enact a Law for giving protection to the witnesses and their family members on the lines of similar Laws prevalent in US and other Countries.

The Law Commission of India has lately released a Consultation Paper¹² on the issue of witness protection. It has talked about the two broad aspects relating to witness protection - anonymity and

physical protection. The Consultation Paper has highlighted the urgent need to give witnesses the option of firstly, deposing anonymously and, secondly, relocating them at a different place as is provided in the witness protection programmes of a number of Countries. This Consultation Paper deals with a number of practical aspects related to this problem - changed identity of a witness, police protection being made available to the witness and his family members, witness being relocated elsewhere in the Country or abroad and whether a memorandum of understanding, suggesting the rights and obligations of the witnesses and the Law enforcement authorities, is an appropriate method of going about this programme. The enormous expenditure involved in implementing such a witness protection programme has also to be kept in mind.

The Law Commission of India has taken up this subject on its own, on account of the observations of the Supreme Court in certain important cases and also because of its relevance in the Country today. The Commission has invited responses from all sections of the society which, if found fit, would be incorporated in the recommendations to be sent to the Government along with the Draft Bill on witness protection.

Witness Protection Programme in some of the Countries

United States

The Witness Security Reform Act of 1984 set up the platform for the relocation and protection of witnesses in proceedings related to organized criminal activity, drug trafficking or any other serious offence. This protection can also be extended to the immediate family or a person closely associated with such a witness if he felt endangered on account of his participation as a witness in judicial proceedings. The Attorney General of US is the final authority to decide whether a person is to be granted entry into the Witness Security Programme. The protection is meant only for those witnesses whose evidence is considered essential for successful prosecution of a criminal case.

The three main organisations which maintain the witness security programme in the US are: US Marshal Services, which provides security and safety of the witnesses; US Department of Justice (Office of Enforcement Operations), which authorizes the admission of witnesses into this programme and the Federal Bureau of Prisons, which maintains the custody of witnesses in prison.

The programme in the US has been quite successful and more than 10,000 criminals have been convicted in this programme since its inception in 1970 giving it an overall conviction rate of 89%.

United Kingdom

The Criminal Justice and Public Order Act (1994) provides for punishment of persons who intimidate witnesses. Section 51 of the Act protects persons who are going to give evidence during trial and also those

who help him in the investigation of crime. The Director of Prosecutions, created in 1989 and appointed by the Attorney General from amongst the Members of Bar, administers the witness protection programme in UK. He discharges all his functions under the superintendence of the Attorney General.

Canada

The Witness Protection Act (1996) lays down the parameters for deciding whether a witness needs to be admitted to this programme. The anonymity of a witness is granted if there is material to show that not doing so will jeopardize his life and liberty. The Attorney General has to consider the nature of risk to the witness, the danger that the witness can pose to the community if he is admitted to this programme, the importance of witness in the investigation and prosecution, the value of information available with the witness and the cost of maintaining such a witness in the programme before a witness can be admitted to this programme.

Australia

The Witness Protection Act (1994) established the National Witness Protection Programme of the country. The Commissioner of Australian Federal Police is the final authority to decide whether or not a witness is to be included in this programme. He is the one who arranges for the protection and other related assistance for the witnesses.

The Supreme Court of Victoria (Australia) in 1995 approved the '*non-disclosure of names and addresses of informers and undercover police officers as well as other witnesses whose personal safety could be endangered by the disclosure of their identity*'. The protected witnesses in the programme sign a Memorandum of Understanding with the Federal Police

authorities. The seriousness of the offence, the nature and importance of the evidence to be given, the perceived danger to the witness and the nature of his relationship with other witnesses are prime considerations to be looked into before a witness is included in this programme.

Philippines

The Witness Protection Security and Benefit Act aims at protecting witnesses who are to depose in cases of grave offences, by granting them certain rights and benefits to ensure their appearance in Courts. The protected witnesses are expected to sign a Memorandum of Agreement with the Department of Justice which outlines the duties and responsibilities of the witnesses under this witness protection programme. The witness, once under the aegis of this programme, is entitled to housing, means of livelihood, subsistence allowance, travelling expenses, free medical treatment and hospitalization and substantial monetary compensation to his relatives in case of his/her death.

International Criminal Court

The Rome Statute of the International Criminal Court is quite elaborate on witness protection. The victims and witnesses are both entitled to protection herein. The Courts also have the authority to conceal the identity of witnesses, when they deem it appropriate. The International Criminal Tribunal for former Yugoslavia (ICTY) has dealt with and discussed in detail matters relating to protection of witnesses, anonymity, and specific measures for their protection. Similarly, International Criminal Tribunal for Rwanda (ICTR) also formulated a set of rules to provide for the protection of victims and witnesses, and also circulated a Consultation Paper to elicit more opinion in this regard.

United Nations

The UN Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power has stated that judicial and administrative measures must be taken to minimise inconvenience, protect privacy and ensure safety of victims and witnesses. The above declaration was adopted by the UN General Assembly Resolution No- 40/34 of 29th November, 1985 which stated that individuals who have suffered harm, including physical or mental injury, economic loss etc. in violation of criminal laws operating in the country are the persons who need protection of the State.

A number of other countries like Italy, Germany, South Africa, Netherlands, Ireland etc. also have similar Witness Protection Programmes.

Need for a Witness Protection Programme in India

The need for a Witness Protection Programme in India has been felt for a long time. The Bengal Suppression of Terrorist Outrages Act (1932), TADA (1985), POTA (2002) etc did feel that the identity and other details of witnesses needed to be kept a secret where there was danger to life - either of the witness, his relatives or to his property. This on the one hand, protected the witnesses by giving them anonymity and on the other hand helped them support the cause of prosecution fearlessly and truthfully during the course of trial in the Courts, without having the fear of incurring the wrath of the accused persons, his friends or relatives.

In India the crime rate is high and the rate of conviction is abysmally low. The police investigation and the Court procedures take agonizingly long time to reach any conclusion and this is a significant reason why crucial witnesses lose vital interest in the cases. Considering that the number of cases pending in the Courts all over the Country is increasing each day, it is indeed a tall order to

expect the police, the traditional guardians of witnesses, to protect all crucial witnesses all the time. It is therefore imperative that a line be drawn and a witness protection programme is taken up as early as possible in our Country. For a start this programme could be taken up for selected crimes only, especially ones that have an impact on the safety and the security of the Country, the economy of the Nation and those related to organized crime.

Today, the transnational nature of organized crime is posing an ever increasing challenge to the Law enforcement agencies all over the world. This is so because the real perpetrators of such organized crimes are difficult to identify, they do not directly involve themselves in the actual commission of crime and the evidence against them is difficult to build up. It is therefore absolutely essential that inter-agency and International cooperation is taken to a much higher level to pin down the perpetrators of such transnational organized crimes.

In India, in the recent past the BMW case, Nitish Katara murder case, Best Bakery case, Priyadarshini Mutto case and the Jessica Lall case - all point towards an increasing tendency of the witnesses to turn hostile because of various reasons. Similarly inspite of a large number of deaths, the record of conviction in the communal anti-Sikh Riots of 1984 and the Gujarat clashes of 2002 is shameful, to say the least. A large number of cases dragging in the Courts today are of persons related to mafia, underworld elements indulging in anti-National activities, arms and drugs smuggling syndicates, terrorist organizations etc. which on the one hand are detrimental to the safety and security of the Nation and on the other hand embolden the criminal elements because of the ineffective approach of the Law enforcement agencies. The disinterest shown by the crucial witnesses and the extraordinary long time taken by the Courts in deciding the cases are only contributing to this malaise. Only the fear of prompt stringent legal action can act as a check on such anti-National and criminal syndicates. The

presence of a credible Witness Protection Programme can go a long way in helping the cause of justice, encourage people to speak up against the criminal and other anti-social elements who flaunt money and muscle and thereby improve the governance in the country and ensure security of the Nation.

The Hon'ble Supreme Court while delivering judgement in *Vishakha Vs. State of Rajasthan (1997)*¹³ observed that *in the absence of a domestic Law occupying the field, any International convention not inconsistent with the fundamental rights and the harmony with its spirit may be read into Municipal Law*. Similarly, in another judgement of the Supreme Court in *Harish C Tiwari Vs Baiju (2002)*¹⁴ it was observed that if need be *the courts have the necessary power, by issuing directions to fill the vacuum till such time the legislature steps in to cover the gap or the executive discharges its role*.

The High Court of Delhi while giving its order in response to a petition filed by Smt. Neelam Katara in Oct 2003 stated that *"the society has an interest in the administration of justice and it may be true that let a hundred accused escape but let not even a single innocent be punished. But this cannot be stretched to mean an escape route should be provided to the accused to hijack administration of justice and secure his innocence as a result of might being right"*. The Court went on to give out Witness Protection Guidelines, which are to operate for the protection of witnesses till the enactment of a suitable Legislation.

A good Witness Protection Programme is essential for witnesses whose evidence is crucial for the successful prosecution of criminal cases and wherein the life of witness and his family members is also at risk. It must be ensured that the evidence to be given by the witness far out weighs the burden on the State exchequer in terms of manpower and money in securing the interests of

justice, up-holding the law of the land and instilling a sense of confidence in the law abiding public.

In case such a Witness Protection Programme is introduced, the extent of anonymity to be provided to the witnesses, the security to be given to him and his relatives and friends, relocating of the crucial witness elsewhere in the Country or abroad, providing him with suitable employment and housing and taking necessary care of his medical, transportation and other needs etc. can be extended in a phased manner taking into account the extent of resources available with the State and the Country. However, a beginning needs to be made and even a small step would be a step in the right direction.

A number of agencies as Judiciary, Police, Prisons etc. are involved in the Witness Protection Programme. The data base managing the identity of such protected witnesses must be scrupulously guarded, otherwise criminal elements will pose a threat to the life and liberty of the witnesses and his family members and thwart the ends of justices by finding out the true identity and the location of such protected witnesses and either intimidating them to change their evidence in the Court or eliminating them. Strict penal provisions must exist for violations observed on part of the officials who run the Witness Protection Programme. If violations are found to exist on part of witnesses enrolled in this Programme they too should be penalised.

The benefits to be obtained from such a witness protection programmes are immense. The overall conviction rate in heinous offences would go up and this will make a difference to the safety and security in our society and will have a telling effect on the economy of the Country also. The social, political and economic benefits will far outweigh the cost that will be incurred in running such a programme.

India today is an emerging super power in the Asian Region. Foreign investments coming to the Country are on the rise every year. It is, therefore, important that the Law is held supreme by all and the terrorists, anti-National organisations and the organized criminal gangs do not come in the way of subverting the economy and getting cases decided in their favour from the Courts. Witness Protection Programme is the need of the hour. We must start with a programme, howsoever small, to take the Criminal Justice System forward in the right direction.

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Key Words :

Problem Oriented Policing,

Street level problem solving,

Professional Policing, Evaluation,

Community Policing

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PROBLEM ORIENTED POLICING

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Policing, despite many existing stereotypes, is an extra ordinarily complex endeavour. By the very nature of the function the police are an anomaly in a free society. In a democratic society, as H. Goldstein puts it *“they are invested with a great deal of authority under a system of governance in which the authority is reluctantly granted, and when granted, sharply curtailed.”*

Nevertheless, successful functioning of the police in a democratic society depends upon its ability to maintain a certain degree of order without which a free society cannot function. The strength of a democratic society, the quality of life enjoyed by the citizens, are determined in a large measure by the ability of the police to discharge their duties efficiently. Further, police organisations have some of their own peculiar characteristics. Police officers, unlike Army units, are spread out in field and not subject to direct supervision. The individual officers possess awesome authority to deprive people of liberty, and even

of their lives, and this authority of necessity is delegated to individuals to be exercised in most instances without proper review and control.

Research Findings

In western democratic countries, particularly in the USA, the prevalent professional model of policing places a high value on police being apolitical. It advocates tight discipline, efficient use of personnel and technology as well as high standards of training. However, the professional model came under enormous pressure in the late 1960s and early 70s with increase in crime, civil rights protests movements and complaints of minority groups against the police. Further, researches on police and police operations conducted during the 1970s revealingly showed limitations of practices like random patrol, rapid response, follow-up criminal investigations that constituted the bedrocks of policing for many years. Eck and Spelman summarized some of the major findings of these studies; *“First, the Kansas city patrol experiment questioned the*

¹ H. Goldstein, Problem Oriented Policing, (McGraw-Hill, Inc.) Munich, 1999

usefulness of random patrol in cars. Second, studies of response time undermined the premise that police must rapidly send officers to all calls. Third, research suggested, and experiments confirmed, that the public does not always expect fast response by police to non-emergency calls. Fourth, studies showed that officers and detectives are limited in their abilities to successfully investigate crimes”.

The lessons drawn from these studies challenged the value of standard operating procedures of the police and revealed that police resources have been invested in a limited number of practices based on some simplistic concepts of the police role.

The researchers also provided some other important insights. These are:

- ❖ Police deal with a range of problems many of which are not criminal in nature;
- ❖ Arrest and prosecution alone, traditional functions of the police, do not resolve problems;
- ❖ The police can use a variety of methods to redress the recurrence of problems and design different solutions to solve them.
- ❖ Police use a wide range of methods, formal and informal, in

getting the job done. Law enforcement is only one of the methods among the many.

It was Goldstein who first coined the term “*problem oriented policing*” in 1979. He felt that professional policing only takes a very narrow view of policing and “*perpetuates the conflict between the concern for operating efficiently and concern for substance*”. He views problem-oriented policing as a comprehensive plan for improving policing in which high priority is attached to addressing substantive problems that face the police. In professional model of policing, the major emphasis is on handling incidents effectively. The efficiency of policing is judged by how speedily they solve the problem assigned to them and thus police officers often deal with the superficial manifestations of deeper problems. The first step in problem-oriented policing is to move beyond just handling the incidents and take a more in-depth interest by understanding and appraising the forces and factors giving rise to them. The problem thus becomes the unit of police work and serves as a reminder that the job of policing is much more than dealing with crime and criminal law. The police must proactively try to solve the problems



Abstract :

Policing has become a difficult and complex endeavour. Though the main function of the police is prevention and detection of crime, the police have also to deal with a wide range of problems, which are not criminal in nature. The police use a wide range of methods, formal and informal, to deal with the problems. Law enforcement is one of the many methods used by the Police. The police have

² Eck and Spelman and others, (1987), Problem Solving: Problem Oriented Policing in Newport News, Washington D.C. Police Executive Research Forum p. 35

³ H. Goldstein, op.cit.



to recognise that their role in society is broader than mere enforcement of criminal law. In problem oriented policing the police will have to analyse the problem and find out which of the alternative responses are best suited to deal with it. The police will have to work together with the community to find out solutions to the problems that give rise to crime and disorder. Problems become the unit of police work. The job of policing becomes more



rather than react to the consequences of the problem.

SARA Model

A problem solving process consists of the following steps:

- ❖ Careful identification of the problem;
- ❖ Careful analysis of the problem;
- ❖ Search for alternatives of the problem;
- ❖ Response to the problem

This model is known as SARA model.

A crucial feature of problem oriented policing is that it seeks solutions tailored to specific problems. Arrest and law enforcement are not abandoned, but an effort is made in each situation to analyse the problem carefully and meticulously to find out which of the alternative responses are best suited for effectively dealing with the problem. The notion of choosing the tool that best suits the problem instead of grabbing the most familiar and convenient tool in the toolbox lies close to the heart of problem solving.

Goldstein advocated that police must recognise their role in society as broader than just enforcing the criminal law. At the same time he argued that the police mandate may not be unlimited and all encompassing. According to him, if the police is

involved in every government and quasi government activities, they risk eroding the balance of power in local and National governments. Like the army, there is a sound political rationale for keeping police out of certain forms of decision-making. There is an obvious danger that the police agencies may over-extend their resources and try to achieve objectives about which they have little or no expertise.

Problem oriented approach requires careful search for alternatives by the police. This is a legitimate enterprise central to police functioning. The police should be dissuaded from applying a single response haphazardly to a wide range of different types of problems. But search for alternatives should be preceded by a careful analysis of the new problems of concern. Striking out in a new direction without thinking through the problem can be counter-productive and has to be discouraged. Though the objective of problem oriented policing is to target the problems of concern to the community. However, the task of identifying the problems of the community is a tricky one. For identification of the problems community participation and initiatives should be blended with ability and willingness of police to listen and its capacity to make full and honest use of its expertise. *“Though various problems may be identified through citizens complaints or police*

Problem Oriented Policing

committees, they may not always represent policing problems faced by the community. Perception of policing problems tend to reflect personal experience and this may or may not be a reliable indicator of general community concerns.” During meetings with the community the police may benefit by learning that behaviour to which they give a low priority is of much greater concern to the community than assumed by them.

Evaluation

Police response to a problem in order to be really effective has to be evaluated. Otherwise, there is a danger of replacing one ineffective response with another. Evaluation will make clear if claims made on behalf of a new response are really substantiated. It may be found that the response may not be as effective as when it was first instituted.

Problem-oriented policing requires not only detailed analysis of the problem, but also evaluation of the effectiveness of police response. For this the police will have to develop new and productive relationship with the academics and seek their skills for such evaluation. The end products have to be systematically evaluated to find out if the police initiatives are in the right direction.

In problem solving, the police play the role of helping the community rather than depending on police power and criminal justice system control. The police have also tried to make use of specific forms of social control inherent in existing relationships, like parents over children, and teachers over students, rather than depending on police power and authority of the criminal justice system for control. Indeed, there are enormous potentials for making greater use of the other social control mechanism. For proper management and utilization of police resources the police have to be more outspoken. Very often the bulk of police resources are utilized in an unthinking manner for various general crime prevention assignments. The police will have to indicate to the community the manner in which targeted response based on systematic analysis can address community problems better than current practices.

By 2000, many police agencies in Canada, U.K., Australia, New Zealand and South Africa reported that they are engaged in problem-oriented policing in some form or other; and some have made problem oriented policing specifically as the focal point of their long-range strategic plans.

⁴ Murphy, Chris, and Graham Muir (1984), “Community Based Policing: A Review of the Critical Issues,” Working paper. Ottawa: Royal Canadian Mounted Police and Programs Branch of the Ministry Secretariat.



than just dealing with crime and criminal law. The police must proactively try to solve the problems rather than respond reactively to the consequences of the problem.

Some community policing experts are of the view that problem-oriented policing is a tactic, tool or method that one might use within a community policing philosophy. This view, however, fails to take note of the critical differences between community policing and a problem-oriented policing. They have different primary goals, and consequently some different methods. Moreover it reduced Goldstein's intensive and rigorous analysis of community-wide problems to a more general street or neighbourhood problem solving. Street level problem solving tends to focus on problems that are small in scope. Officers analyse the problems and tend to draw on personal experience for responses, which often includes enforcement in concert with one or two other agencies. It is often more thoughtful and analytical than knee-jerk law enforcement, but still a far cry from the ideal model of problem oriented policing.

Police scholars like Ron Clarke have drawn a distinction between problem oriented policing and problem-solving policing. According to him, the more routine activities that beat level police officers address involving a single location or person constitute problem solving. Problem oriented policing is more ambitious and far-reaching than routine and generic forms of problem solving⁵. But in any effective problem oriented policing the police and parties with a stake in the problem must place higher priority in responding to the overall problem. Lay members of the community frequently assume that the police have much more authority and capacity than they actually possess. Explaining the constraints and limitations of the police to the community will enable the community to realise the difficulties and limitations under which the police operate. This will release some of the

pressure on the police and police suggestions and proposals will evoke better response from the community. *"In a democratic society in which complex social problems will always place heavy demands on the police, it is necessary to strive constantly, and not periodically for a form of policing that is not only effective but also humane and civil, that not only protects individual rights and other values basic to a democracy but strengthens our commitment to them"*⁶.

Problem oriented policing is also firmly rooted in the practical outlook of the "street cop". Egon Bittner has very perceptively observed *"Experienced, skilled and judicious officers have always known that, for example, likelihood of violent teenage conflict in public housing depends on the layout of the walkways, locations of the entrances and the distribution of transport facilities. The best officers have always geared their capacities to intervene to the existence of such conditions. Problem oriented policing builds on the wisdom and perception of such necessities as seen by these officers"*⁷.

In recent years initiatives have been taken in many places to expand problem oriented policing programmes. Among these efforts the work sponsored by Britain's Home Office has special significance. It introduces the situational approach - a concept that emphasizes changing the environment (rather than changing the people) and the need to concentrate on specific types of offences or locales. But problem oriented policing requires incorporating these efforts to the mainstream of policing and making them institutionalized and also an integral part of the police management and operations.

⁵ Fyfe, J.J. Greene, W. Walsh, O.W. Wilson and R.C. McLaren (1997) *Police Administration* (5thed.) New York: McGraw Hill, p. 393 in Scott, Michael S. (2000) *Problem Oriented Policing After 20 Years*, Office of the Problem of Oriented Policing Services, US Department of Justice, p.45

⁶ H. Goldstein, op.cit.

⁷ Bittner, Egon, "Afterword", in *Fighting Fear: The Baltimore County COPE Project*, 30-31, Washington D.C.: Police Executive Research Forum, February 1986, p.30 in Miller, Linsa S. and Karen M. Hess (eds.) *The Police in the Community: Strategies for the 21st Century*, West/Wordsworth, An International Thomson Publishing Company, p.111



PRIVATE SECURITY INDUSTRY - AN OVERVIEW

Dr. Mukesh Kumar Chaurasia*

In today's world, the nature and complexity of criminal cases goes beyond the police and making the profession of private security industry critically important. Private security personnel are now much in demand. They are employed by private security agencies for the security of housing societies, offices and commercial complexes, auditoriums, government establishments and day to day organised events.

Security is a productive and positive concept. It is more and more linked with integral risk management. Consious efforts have been made to try to transform the vocation of security into a true profession in the real sense of the term.

They have now highly qualified people in security profession, having specialized in different aspects of industrial security and some even having obtained doctoral acclamations in this profession. Those in security business have come to realise that in these days of stiff competition when businessman and industrialists have

to fight for economic survival, the security man should also put in enough to prove their worth professionally and not prove a drain on the resources of a company. Security experts are seriously engaged to create the right kind of security orientation among nonsecurity employees, essential for the success of any security system.

The Tasks of Security

Police coverage is being spread thinner and thinner. Business and industrial facilities are becoming more aware and alarmed at the situation. More and more private security is coming to the fore. With greater frequency the security offer is being asked to fill some of the voids left by the depleting ranks of police officers.

The duty and job of a security personnel is primarily preventive and defensive in nature. The private security personnel is to defend and protect the property and personnel of the client for whom his or her employer has agreed to a service contract. The security



Key Words :

Private Security,
Profession,
Securityman,
Protect,
Liabilities.

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Abstract:

Security is not a non-productive or negative concept. Rather it is more and more linked with integral risk management. Conscious efforts have been made to try to transform the vocation of security into a true profession in the real sense of the term. In today's world, the nature and complexity of criminal cases goes beyond the police, giving the profession of private security industry and detectives services a greater importance. Not just the private

Private Security Industry - An overview

personnel authority is enforceable within the confines and boundaries of said client's property. The security personnel is obliged to work in cooperation with the police on any criminal matter that occurs within the confines of the client's property.

The security personnel training should include, but not be limited to, arrest, use of force, search and seizure, control procedures, public relations, report writing testimony, firearms, first aid, fire prevention, patrol and traffic control.

Various commissions researching police protection coverage versus the increase in crime and the dwindling of tax dollars have suggested the possible use of security personnel to handle minor incidents. Thus far, these ideas seem to be only in the discussion stage. Before such an idea could be practical, a great deal of legal research would have to be done, and standards and training of security people would have to be upgraded.

It is not the job of security personnel to seek out law violators in general. Their job is the protection of the life and property of individuals and businesses and to act as a deterrent to criminal or civil acts against these individuals or companies. At no times is a security personnel, or a licensed watchman, to be assumed to have the complete authority of a police officer.

Security personnel may not enforce the law any more than any other citizen except when within the confines of a client's property. Security personnel are not police officers. They are not intended to look or act like police officers. They have completely different functions from a police officer.

A security personnel, in addition to protecting the life and property of a client, has the duty of enforce the rules and regulations of the client within the confines of the client's property. The personnel is also to uphold the laws of the jurisdiction in which he or she is operating. The security personnel may use reasonable force to protect the life and welfare the client, the client's employees, and the client's property.

Note : By "reasonable" is meant absolutely no more than is necessary to accomplish the protection mentioned. The use of force may not continue beyond this time. When resistance ceases, the use of force must cease immediately.

A security personnel normally has the power to arrest and detain for the proper authorities anyone committing a felony within the boundaries of a client's jurisdiction.

Outside of a client's jurisdiction a security personnel has no more authority than an ordinary citizen and



must decide on one's own what actions to take in unusual situations when not on duty at a client's facility. A very important fact for security personnel to be aware of is from where their authority comes and to whom they are responsible for actions performed in the line of duty.

A security personnel normally carries his or her license at the pleasure of the licensing authority within whose jurisdiction the officer happens to be working, be this a police authority or a civilian-headed agency of the government. The privilege of performing one's function within the boundaries of any jurisdiction may be revoked at any times should the security officer be in violation of any legitimate regulation, statute, or ordinance in force within the jurisdiction in question.

Private Security :

Private security consists of the protection of the life and property of those who pay for the service from their private funds. The private security personnel power and authority are derived from the legal jurisdiction wherein the officer performs his or her services. These jurisdictions may be federal, state or municipal.

Duties :

(A) The duties of the private security personnel are protective or defensive

in nature. Personnel act according to the degree of power given to them by the governing authority of the jurisdiction in which they work. Ensuring the safety of lives and property is the motivating force behind private security.

(B) Security duties can be described as the feeling of well-being resulting from the protection of persons or property from a broad range of hazards including crime, fire, explosion, accidents, sabotage, and civil disturbance. Such hazards can severely limit or disrupt the security of everyone or anyone. Private security is primarily concerned with artificial hazards, but when hazards are acts of God, security personnel are just as concerned.

(C) There are heavy liabilities placed on the shoulder of security business owners concerning the use of individuals for this defense. People employed for this purpose must have the proper background, the proper stability, adequate training, and must meet all individual state, county, or municipal licensing requirements.

Identification of contract :

The identification of contract versus proprietary private security can be made through its clients. These are determined in advance of the receipt of services. These clients are businesses or contractors who

detectives but private security personnel are much in demand. They are employed by private security agencies for the security of housing societies, offices and commercial complexes, auditoriums and even government establishments to provide security cover to large fair and events that are organised time to time.

The conclusion drawn in this paper are based on a study conducted by the author on this subject in National Capital Region - Delhi State. Private



security consist of the protection of the life and property of those who pay for the service from private funds. The private security personal draws power and authority are derived from the legal jurisdiction wherein, the officer performance or her services. These jurisdiction may be federal, state or municipal.

The present paper takes an overview on private security industry with a special focus on the National Capital Region - Delhi in the context of security of public life and protection of property.

Private Security Industry - An overview

contract for security services in exchange for a fee.

A very basic element of private security is its funding. Clients pay fees from private funds to private security firms or individuals for their various types of security services. The security service provided by private security is accomplished through two distinct delivery systems, proprietary and contractual. Proprietary security is the hiring and use of persons employed by an individual company for the exclusive protection of the company's own property and personnel.

Contractual security involves security services that are provided by a private security company to business clients on a contract basis. Security officers are employees of the agency that hires them.

The Foundation of Private Security - The Law of Self-defense

By law, private citizens have the right to defend themselves and their property within, subject to, certain conditions and limitations. This includes defense against theft, destruction of property, damages, assault, trespass, seizure, and all other civil or criminal acts against person or property. It is this right to defend one's self and property that permits one person to hire another person to perform such services.

The privilege of self-defence rests upon the necessity of permitting a person who is attacked to take reasonable steps to prevent harm to him or herself. The privilege extends to the use of all reasonable force to prevent any threatened harmful or bodily contact, or any confinement, whether intended or negligent.

The privilege to act in self-defense arises, not only where there is real danger, but also where there is reasonable belief it exists. The defendant is not liable where he acts under a reasonable but mistaken apprehension, the person advancing toward him intends to attack him or that the hand which goes into a pocket is reaching for a gun.

The interest of self-protection, "The first law of nature," is perhaps sufficiently important in the mind of the public to justify the result. The belief must be one which a reasonable person would have entertained under the circumstances. The defendant is not required to behave with unusual courage.

Private & public security-Needs

The need for the services of both public and private security stems from the fact that the country and all of its various subdivisions have laws, statutes, and ordinances governing the conduct and behaviour of their citizens. The "Codes of conduct," as

they may be called, are the will of the people expressed through their elected representatives. Sadly, there are those among us who are not what may be described as "morally responsible." These people find they are not able to live according to accepted norms of society.

Fortunately, these persons are in a minority. This being the case, it is necessary for the minority to be restrained so the majority can live in peace and harmony. The minority of lawbreakers must be weeded out from among the majority law-abiding citizenry. Once separated, the violators can be taught to correct the errors of their ways. Those who can reform will be able to rejoin society and live in harmony with their fellow citizens. Those who cannot must remain segregated from society.

To understand the two most prevalent means by which citizens legally protect their lives and property, one must know and understand the differences between these two means. We are interested in the role humans play in the protection of the life and property of the citizenry.

The Principle of Self-defence

- (a) The definition of self-defense can be stated as the right to use force in order to prevent the illegal or improper use of force against one's self or one's property. Under this definition, two types of force can be used in self-defence, deadly and nonlethal.
 - (i) Deadly force is the force necessary, intended, or likely to result in death or serious bodily harm.
 - (ii) Nonlethal force is a force such as not to result in death or serious bodily harm.
- (b) There is Case Law from every State to confirm this right of a private citizen ; State statutes also make self-defense every citizen's right. However, they recall that the restrictions and limitations of this right depend on conditions and circumstances in existence at the times of application. Thus, it is important to

remember that this is not an open invitation to do as you wish. As a general rule, you can only use alike or equal force as is being used against you. Force must stop when resistance stops.

- (c) The right of self-defense does not accrue to a person until he has availed all proper means to avoid physical combat. The right of self-defense arises from necessity, and ends when the necessity ends. The laws and conditions that permit people to defend themselves are the same laws and conditions that should permit private citizens to band together under a legally recognized business, and be prepared to furnish the required protection or defense to those individuals who are willing to pay private citizens to protect them and their property.

Present Study :

The present paper takes an overview of private security industry with a special focus on the National Capital Region - Delhi State in the context of security of public life and protection of property.

Objectives :

1. To study the nature and various aspects of private security Industry.
2. To Survey the management of private security industry.
3. To assist the public perception about private security industry.

Universe of Study :

- (A) **Research Design** - Collect the requisite information for this study the relevant details in respect of research design are as under.
 - (i) Firstly for the understand the basic issues the researcher has to conduct field survey of one

private security industry, Delhi State has been undertaken.

- (ii) For establishing the requisite rapport with the respondents the researcher had to stay in private security industries for very prolonged duration and hence formal informal discussions relevant from the view point of this study were held with the owner's/directors of the private security companies, security officers or managerial security personnels, supervisory & guarding security personnel , clients and public.

- (iii) To systematically prove the issues, the method of focused group discussion and the data collection has been supplemented by the consultation of records available at different security companies in the National Capital Region, Delhi.

(B) Sample Frame - A total sample of 150 security personnel including security company owners/officers in corporate from both side inhouse job and field job security personnel has been included covered in this exercise.

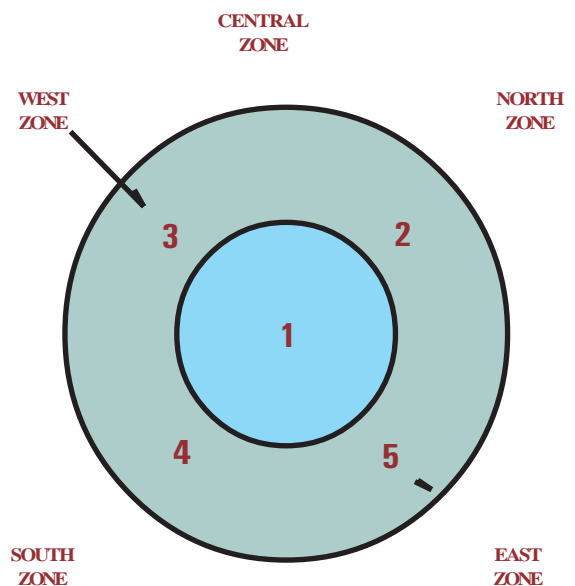
Table 1.01 : Distribution of sample units.

S.No.	Site Division	No. of Security Company	Sample Categories			Total
			Field Job	Field Job	Clients/Public	
1	Central Zone	1 - 2	10	10	10	10
2	North Zone	3 - 4	10	10	10	10
3	West Zone	5 - 6	10	10	10	10
4	South Zone	7 - 8	10	10	10	10
5	East Zone	9 - 10	10	10	10	10
Total			50	50	50	150

(C) Research site : The study has been conducted in the National Capital Region of the New Delhi State.

CHART No. 1

prescribed pay scale of the security companies. Other benefits are also applicable for



In all over National Capital Region - Delhi there are more than 200 private security companies spread in the State. It was not possible to study all private security because of various reasons so the ten of them has been included in the study to give representation to all Delhi State.

(D) Research Tools : Including In House/Office Job & Field Job Security Personnel :-

- (1) Security Company Owner/Directors
- (2) Security Managers/Security Officers
- (3) Security Supervisors
- (4) Security Guards Personnel
- (5) Clients/Public

Observations & Findings :

(1) Selection & Training Division :

The selection procedure of personnel is in two stage: first is preliminary test which involves physical test & certificates verification and final test which consists of written exam and interview. Recruitment generally involves young, energetic, well built graduates & Ex-army men as security personnel.

Next to recruitment, these security companies conduct training compulsorily in three parts : physical training that consists of physical action, essential physical fitness, endurance, ability, determination and courage, concentration drill for discipline, daring and smartness. The theoretical training to develop the right kind of job orientation, professional competence and performance of security duties & practical training that targets to high professionals for developing confidence and experience in handling various situation. Subject under these heads are carefully selected and updated time to time.

(2) Deployment & Deliveration System

Under operation division, on maturity stage of contract with the clients exact security personnel men power deployed on the basis of requirement of clients. The clients are in business or contractors, they get contract for security services in exchange for a fee. Their security services are accomplished through two type delivery systems, first is proprietary & next is contractual basis.

(3) Funds & Payments :

Resources of the funding of these agencies, depend on fee received from companies or individuals for their various types of security services.

All confirmed security personnel draw pay and other allowances according such as contributory provident fund, E.S.I., gratuity, leave. career advancement. During the training period they are provided free accommodation, other incentives & perks. Vehicle maintenance allowances, recreational, games & sports etc.

(4) Detectives & Technology Division :

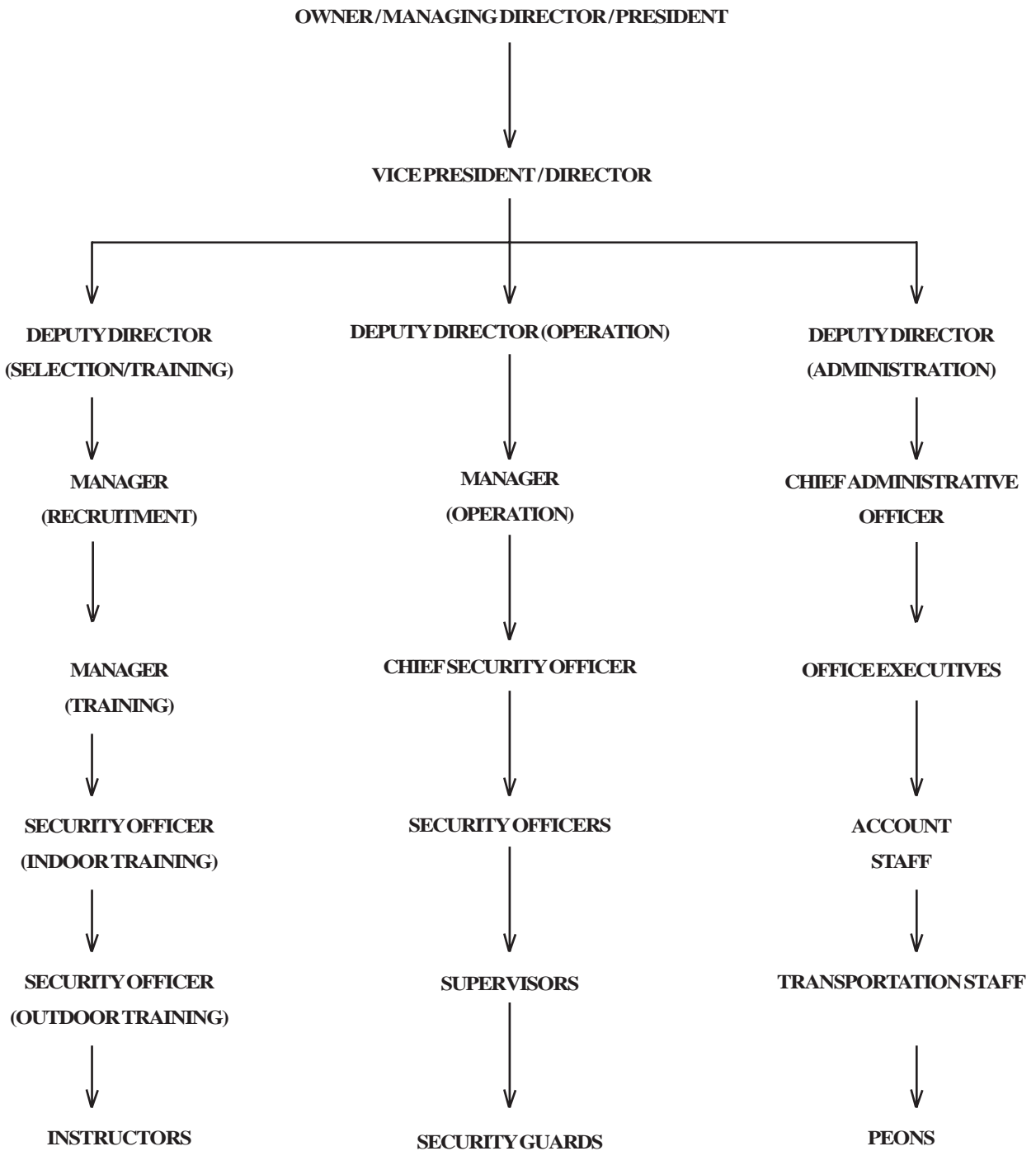
A few security agencies provide detective services under investigation division with the help of criminal psychologist & forensic experts for the detection & investigate of criminal cases. They also have a technology division, to provide services of latest techniques for security threats.

(5) Guarding Services :

These security companies provide guarding services to a wide range of clients and keep customers satisfaction as its primary goal. Security personnel are deployed at different establishments. They work at various government establishment, private and public sector industries, commercial outlets, corporate offices, embassies, residential colonies, hotels, hospitals, banks etc.

CHART NO. 1.02

ORGANIZATIONAL SETUP OF PRIVATE SECURITY INDUSTRY



Conclusions :

- (1) Private security industry is a growing business in Delhi State. I found, these agencies served with no regulation in place, the State government has not been able to monitor the mushrooming security setups. It is mandatory in most States for private security agencies to be registered with the State police. The government is yet to realise the need for such a control. There is need to keep a watch on these agencies and maintain records of their personnel.
- (2) These agencies aren't illegal as they have their registrations under the company act. But that's only a formality. The police or government have no control over them. In a number of cases, private security personnel had criminal charges against them, including serious charges and links with criminals.
- (3) Company owners and individual security personnel must fully understand the laws of self-defense as set by the statutes of their own state. This is especially true when the matter of stealing money or property is involved. Neither the security agencies nor police maintain records of the personal details of the guards of other security personnels.
- (4) They gave heavy liabilities placed on the guards of security business owners concerning the use of individuals for this defense. People employed for this purpose must have the proper background, the proper ability, adequate training, and must meet all individual state, country, or municipal licensing requirements.
- (5) These agencies have highly qualified people in security profession, having specialised in different aspects of industrial security and some even having obtained doctoral acclamations in this profession. They have realised that in these days of stiff competition when businessman and industrialists have

to fight for economic survival, the security men should also put in enough to prove their worth professionally and not prove a drain on the resources of a company. Security experts should be seriously engaged to create the right kind of security orientation among non security employees, essential for the success of any security system.

- (6) The public perception of the private security industry must be changed from completely negative impression to a positive one. The notion that private security forces are made up of illiterate, overage, unemployable individuals must be corrected.
- (7) Private security forces must lead their own drive to correct this erroneous assumption. They have the power within their grasp to control their own destiny. Through their efforts, owners of security agencies and working security personnel can make possible the emergence of a needed and highly respected profession.

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SELF HARM IN INDIAN PRISONS

Dr Deepti Shrivastava*

“The prison regime” of an incarcerated person should be utilized for the upliftment of moral, mental and vocational faculties of the prisoner, so that the prisoners may gainfully utilize their experiences on their return to the society. It is the prime duty of the States and Union territories to probe this aspect of the matter and do something to improve the jail conditions which is one of the prime duties of the State Governments.

The old notion is that prison was considered as a “House of Captives” where prisoners were kept for punishment which has now given way to the new concept that they are “Correctional Homes”, where prisoners get an opportunity to reform themselves enabling them to take up active social life on release.

Regrettably a death in prisons today has become the synonyms of the darker side of the human civilization because it is a naked violation of the human dignity and degradation which destroys, to a large extent, the individual personality. In spite of the legislative measures adopted in favour of

prisoners in our country after independence and in spite of the human rights awareness, countless prisoners are dying in the prison, causes may be natural or unnatural.

Unnatural death of an inmate is a matter of serious concern for prison administration. Sometimes, public takes to streets in protest against such deaths. It invites flak from media, NGOs concerned with civil liberties and Human Rights Commission. Regarding unnatural deaths in prisons self-harms in correctional facilities is more prevalent than any other forms of unnatural death, and constitutes the leading cause of death for those in custody (Shrivastava Deepti, 2005) .

Statewise if we categorize the above graph, we find that out of 45 self-harms in jails reported in the country during 2003, Tamil Nadu reported the highest number of 11 such deaths followed by Uttar Pradesh (8). Incidence of self-harms of inmates was very less in remaining States. Among UTs, only Delhi has reported one self-harm case during 2003. (Prison-2003)



Key Words :

Prisoners;
Awareness;
Self-harm;
Unnatural death;
Inmates;
Offences;
Environmental;
Mental health
Multicausal factors
Structural factors
Mediation

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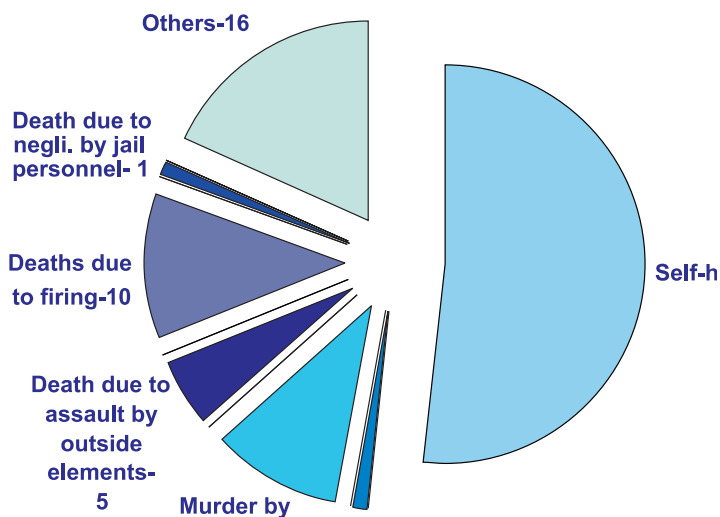


Abstract :

The old notion is that prison was considered as a "House of Captives" where prisoners were kept for punishment which has now given way to the new concept that they are "Correctional Homes", where prisoners get an opportunity to reform themselves enabling them to take up active social life on release. It is the prime duty of the States and Union territories to probe this aspect of the matter and do something to improve the jail conditions which is one of the prime



Graph No.1: Types of Unnatural Deaths in Indian Prisons



There are several factors that have been found to be correlates of prison self-harm deaths, including the security of the facility, the crime committed that caused the inmate's incarceration, and the phase of imprisonment the inmate is in. Due to the fact that many of the inmates who commit suicide have feelings of depression and hopelessness, have been diagnosed with a mental disorder, or have expressed suicidal thoughts or behaviours in the past, efforts at adequate intervention and treatment need to be improved (Alberta, 1999). Primary prevention efforts and secondary prevention efforts are both ways that correctional facilities should try to reduce the rate of self-harm.

Objectives: The objective of the present study is mainly to investigate

the problem of Self harm in Indian prisons. Present study covers following four areas:

1. To identify nature & extent of self harms in Indian prisons.
2. To identify the causational factors & instigators working behind the problem.
3. To ascertain consequences of self-harm of inmates.
4. To suggest preventive measures to deal with such occurrence.

Methodology: To examine the above mentioned objectives, published official records, such as Ministry of Home Affairs, New Delhi and Amnesty International, information by un-structured interview of victim's parents & family members have been relied upon. This study is based on both primary & secondary data. As

already numerous studies are conducted in relation to self-harm in prisons at international level but study of self-harm in Indian prisons context are very few. In this research a number of common issues and variables are focused upon. It seeks to investigate the nature, causes and consequences of self-harm from Indian prisons perspective. In this research, researcher also examined the nature and magnitude of self-harm in Indian prisons.

Nature & extent of Self-Harms in Indian prisons: Being in custody can be a difficult time for some people, and it is unusual for people in prison sometimes feel that their problems are more than they can deal with. Unnatural death of prisoners is a worldwide problem. Self-harms in correctional institution is more prevalent than in the general population, and constitutes the leading cause of death for those in custody. The rate of self-harm in detention facilities is approximately nine times greater than that of the general population (*Hayes and Rowan, 1988*).

Risk of unnatural death was greatest among depressed and undertrial prisoners immediately after imprisonment and greater among those who had previous psychiatric history. Over half of the unnatural deaths were self-harm deaths & were the leading cause of death in judicial custody.

Self-harms in National & International Prisons: The number of self-harms in British prisons in the average daily population and receptions during the same period increased by 78% and 89% respectively from 0.72 to 1.29 self-harms per 1,000 of the average daily population. The rate of self-harms more than doubled between 1993 and 1994, dropped to half the rate of the previous year in 1995, then increased again by 106% in 1996.

Similarly in England & Wales prisons in 2002 there were 94 self-harm of inmates (85 males and 9 females) compared with 72 in 2001. The number of self-harms in 2002 was the highest number in the last 10 years. Fourteen or 15 were women. Although women comprised only five to six per cent of the prison population, they accounted for 13 to 15 per cent of self-harm deaths. Followed by this Australian & U.S. prisons reported 14 and 15 cases of self-harms in the prisons. Lowest numbers of self-harm cases were reported from New Zealand prisons i.e. only 5 cases.

Self-harm Deaths in Indian prisons: Out of 45 self-harm deaths in jails reported in the country during 2002, Haryana reported the highest number of 11 such deaths followed by Andhra Pradesh and Rajasthan (5 each), West Bengal (4),

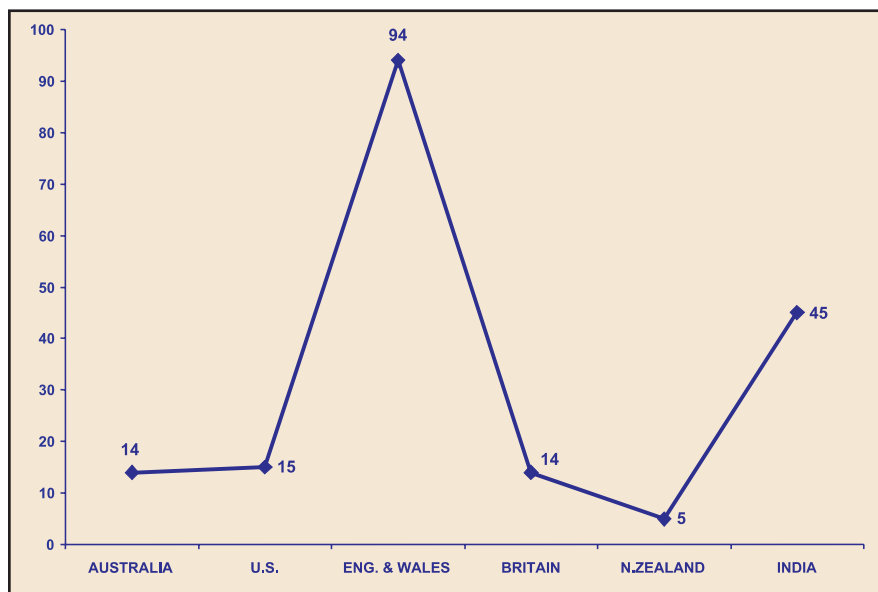


duties of the State Governments.

But a death in prisons today has become the synonyms of the darker side of the human civilization because it is a naked violation of the human dignity and degradation which destroys, to a large extent, the individual personality. Unnatural death of an inmate is a matter of serious concern for prison administration. Regarding unnatural deaths in prisons self-harms in correctional facilities is more prevalent than any other forms of unnatural death,



Graph No.2: Number and Rate of Suicides in National & International Prisons



Source: Shrivastava Deepti, 2005

and constitutes the leading cause of death for those in custody. (Shrivastava Deepti, 2005)

The main objective of the present study is to investigate the problem of Self harm in India prisons. The study covers following four areas: To identify nature & extent of self harms in Indian prisons, to identify the causational factors & instigators working behind the problem, to ascertain consequences of self-harm of inmates and to suggest preventive measures to deal with such occurrence.

Maharashtra, Orissa and Tamil Nadu (3 each). Incidence of self-harm of inmates was very less in remaining States and in most States, solitary incidence of self-harm was noticed. Among UTs, only Delhi has reported one self-harm during 2002.

During the year 2003 Out of 45 self-harm deaths in jails reported in the country during 2003, Tamilnadu reported the highest number of 11 such deaths followed by Uttar Pradesh 8, West Bengal and Andhra pradesh (5 each). Incidence of self-harm of inmates was very less in remaining States. Among UTs, only Delhi has reported one self-harm during 2003 (Prison 2002 & 2003).

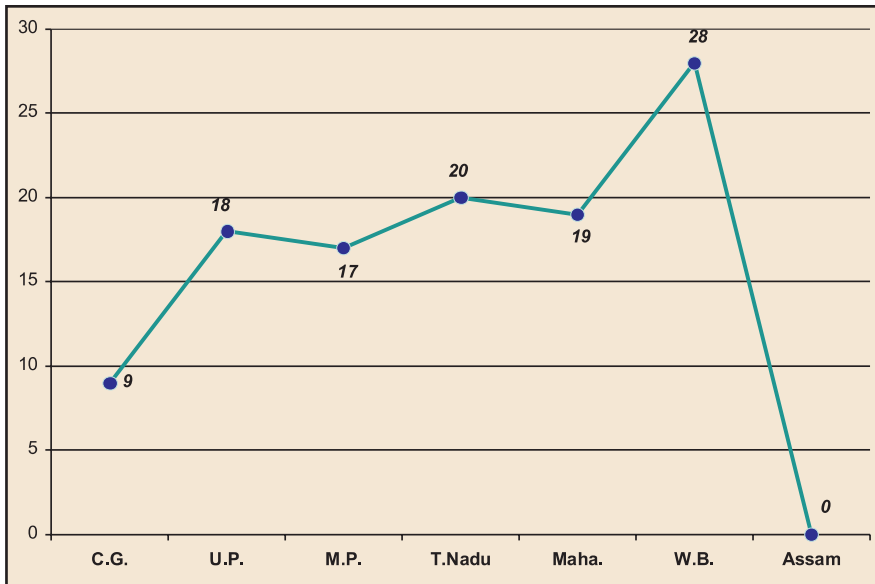
On the other hand, self-harm ranks third as a cause of death in prisons (Bureau of Justice Statistics, 1993). A study shows there was high number of self-harm deaths recorded incidents of inmates harming themselves in Indian prison in selected sampled states during last five years (Shrivastava Deepti, 2005).

The graph No.3 throws light on the fact that among seven sampled states West Bengal recorded highest number of self-harm deaths (28) followed by Tamilnadu (20), Maharashtra (19). & U.P (18). Simultaneously least number of cases are recorded from Chattisgarh (9) and Madhya Pradesh (17). Over

Self Harm In Indian Prisons



Graph No.3: Inmates died by Self-harm



Source: Shrivastava Deepti, 2005

half of the unnatural deaths were self-harm deaths in judicial custody. A study indicates following facts regarding suicide:

- The majority of those who commit self-harm are men: males committed self-harm while no female committed self-harm during the year 2003.
- Age does not correlate with self-harm rate;
- A higher rate of self-harm is evident in inmates convicted of crimes against another person than inmates convicted of property crimes;
- A higher rate of self-harm is associated with both low and high levels of education, but no significant relationship is found between self-harm and I.Q.;

- Self-harm does not correlate with sentence length;
- Those in the initial phase of imprisonment show the highest rate of self-harm; and hanging is consistently the most common method employed, followed by slashing and poisoning (*Shrivastava Deepti, 2005*).

A study of prisoners who committed self-harm highlights that males were most likely to commit self-harm, the most common method was by hanging and the act was frequently committed shortly after sentencing. Inmate self-harm was also associated with single marital status, earlier self-harm attempts, a history of drug or alcohol abuse and a previous history of psychiatric illness.

Death in judicial custody in prison take place as a result of multicausal factors. Researcher in this study indicates causational factors under three heads : i) social background of victim, ii) the situation in which death occur i.e. environmental or situational correlates of medical negligence, iii) criminal justice administration structural factors.

Death prevention programs have been ineffective because they are based on the view that death is strictly a problem for doctors and



medication to solve, but it is being recognized the greater significance needs to be given to the environment and to the importance of providing activities to relieve stress. Perhaps the solution to inmate self-harm lies in more discriminate and appropriate use of incarceration, keeping less serious offenders in the community and making better use of mental health facilities for inmates with mental health concerns.

Self Harm In Indian Prisons

There was, however, no significant relationship between self-harm and age, offence type, previous convictions or length of sentence. This study suggests a number of possible ways to help & prevent inmate self-harm. Self-harm emerges, however, as a complex, multifaceted phenomenon that requires more research if we are to develop successful, long-term preventive strategies.

Causational factors: Prisons are responsible for protecting the health and safety of their inmate populations, and the failure to do so, can be open to legal challenge (*Suicide and Mental Health Association International, 2006*).

Death in judicial custody in prison take place as a result of multicausal factors. Contrary to the general contention a large majority of the respondents identified prison conditions as principal instigator of deaths in custody. Self-harm is often the single most common cause of death in correctional settings. The examination of data relating to self-harm in Indian prisons revealed that a single cause was not the root of violence in all cases but various causes were observed in sufficiently large number of cases. Medical negligence is also marked as one of the major instigator of self-harm deaths in custody (*Shrivastava Deepti, 2005*).

Self-harm is rooted in the severe stress and pain generated by a serious

life crisis. The stress and pain increase as the crisis, or the individual's perception of it, worsens. As this happens, feelings of control and self-esteem deteriorate. Self-harm occurs when the stress induces a level of psychological pain so unbearable that death is seen as the only means of relief. Prisons represent a concentration of high-risk individuals in high stress circumstances. Imprisonment and the events leading to it are highly stressful. Isolation from family and a highly controlled, dehumanizing environment are factors (*Tony Salvatore; 2001*).

The precipitate factors of self-harming behavior in prisons are well established (*Rowan and Hayes, 1995*). It has been theorized that there are two primary causes for prison self-harm —

- First, prison environments are conducive to self-harming behavior and,
- Second, the inmate is facing a crisis situation.

In spite of this inmates attempting self-harm are often under the influence of alcohol and/or drugs and placed in isolation. In addition, many prison self-harm victims are young and generally have been arrested for non-violent, alcohol-related offenses. Most interesting was the finding that several environmental and operational factors might have contributed to the self-harm deaths:

Self Harm In Indian Prisons

Many factors have been identified that influence an inmate's motivation to commit self harm, and these factors are related either to the circumstances of imprisonment or to the personal history of the inmate. Factors relating to circumstances of imprisonment include:

- the view of incarceration as a punishment and disgrace;
- denial of membership in decent, law-abiding society;
- loss of control over life;
- loss of privacy;
- loss of family and friends;
- concern over a transfer, appeal, or parole decision;
- the closed social system of the prison; and
- An atmosphere of violence, fear and distrust (ALBERTA, 1999).

Along with the above factors, lack of contact visits with an inmate's family worsens mental health conditions. Extended separation from an inmate's family can lead to a breakdown. Inability of inmates to see their children on a weekly basis is a cause for stress. Without these visits the inmates cannot see how the children actually are. It is a given that people in the free world who do not have close friends or family are more at risk for self harm behavior. Another problem is the lack of contact between mental health staff and families of prisoners (Florida Corrections Commission, 1999).

Thus researcher in this study indicates causal factors under three heads: i) social background of victim, ii) the situation in which death occur i.e. environmental or situational correlates of medical negligence, iii) criminal justice administration structural factors. Regarding self harm deaths the most common cause of self harm death is situational. It was further found that there was no significant relationship between motivation and planning. In general according to researcher following are some responsible causal factors working behind self harms in prison.

1. Services available in prisons
2. Psychiatric history
3. Offending history
4. Age
5. Marital status
6. Drug addiction
7. Prisoners status whether he/she is convict or undertrial.

A phenomenon of self harm in prisons cannot be explained on the basis of a single factor. According to researcher above-mentioned causal factors were instigators of death. However the understanding of self harm in judicial custody needs a holistic approach and diagnostic of several causes. These causes are to be taken

Table-1: Impact of Victims Deaths on Family Members

	C.G.	U.P.	M.P.	T.Nadu	Maha.	W.B.	Assam	Total	Mean
Not properly looked after	14	13	12	15	18	15	12	99	14.14
Disturbed studies	13	12	11	13	11	18	16	94	13.42
Incomplete personality	13	14	15	14	15	14	16	101	14.42
Future abusers	10	11	10	5	8	5	6	55	7.85
Can't say anything exactly	6	6	8	9	4	4	6	43	6.14

Source: Shrivastava Deepti, 2005

as a complementary of each other and as interlocking pieces of a larger whole.

Consequences of self harm deaths of inmates: The instant reaction to death of an inmate is not a temporary phase but creates a long-term impact on the life of the victims family members. It also affects the life of their children and family.

The disturbing failure of individual life by self harm and the additional sorrow, uncertainty and terror are all too common to many survivors' families, friends, and society.

Self harm of the victim affected the life of his or her family members. A sequence of negative and often drastic changes begins to unfold itself when a parent is died. How is youngster supposed to deal with this? How are intellectuals and emotional development self-perception, relationships, daily life future affected? It is likely that children are victimized rather than criminalized, by the excessive and devastating physical and emotional demand placed on them in disorganized or brutalized families or environments. Initially, the children are likely to be abusers in their life. Moreover, the children are deprived of proper parental supervision in childhood in a proper manner as a result, their personality development is blocked. The children also neglect their studies and are always worried about their future.

In this study, researcher particularly described the compromises of the basic needs and rights of children of died prisoners. Researcher revealed some alarming facts. The impact of self harm on prisoner's family especially on children resulted in neglect deprivation, violence and social stigma. Many were disturbed by the disruption of education and normal life. Circumstances compelled some older adolescents to assume adult roles to meet their family's economic needs.

Preventive measures: It is still possible to reduce self harms in prison settings by adhering to certain basic

principles and procedures. The provision of adequate self harm prevention and intervention services is both beneficial to the prisoners in custody, as well as to the institution (*Suicide and Mental Health Association International, 2006*).

Self harms prevention training for both correctional and mental health staff (*Anno, 1985; Sperbeck and Parlour, 1986*); preventive intervention for long-term inmates (*Salive et al., 1989*); better communication between correctional, medical, and mental health staff (*Jones, 1986*); and comprehensive self harms prevention policies that include screening procedures, architectural considerations, monitoring/observation patterns, and interaction techniques (*Anno, 1991*). The success of efforts to prevent self harms in prisons will depend on our ability and willingness to identify the vulnerable inmate, provide the necessary supervision, and offer alternative ways of coping and reducing emotional distress (*Bonner, 1992b*) (*Prison Suicide: An Overview and Guide to Prevention; 1995*).

Thus, according to researcher following are some important preventive measures to minimize self harms in prisons.

1. Better mental health care.
2. Alternative sentences to ease pressure on prisons.
3. For "at-risk" prisoners checks as many times as four times an hour.
4. New care plan is being introduced more modified to individual prisoner needs.
5. Self harms was best tackled by examining the whole prison regime & ensuring that family visits are maintained.
6. Anti-bullying policy should be strictly maintained.
7. Quality relation between staff and prisoners.
8. Less overcrowded conditions, access to education, leisure and long time high quality psychiatric care.

Inspite of the above important preventive measures researcher also taken help of other studies to suggest some important preventive measures.

Need of Yoga and meditation: A trained physical trainer to guide necessary exercises and enriching prisoners with Yoga and meditation should be daily practiced for which the hours should be fixed. Yoga & meditation should be daily practiced. Exercise, meditation and Yoga should be given eminence because by physical exercise one gets lightness, a capacity for work, firmness, tolerance of difficulties, elimination of impurities and stimulation of digestion. An exercise balances the whole system, mind and body. Exercise gives more energy than it takes.

Permanent centres of meditation could be opened inside the prison. The services of N.G.Os, should be availed in this regard. It should be ensured that discourses during meditation sessions are secular in nature. Thus, availability of adequate medical staff simply minimizes major problems faced by prison during its management of inmate /staff ratio and also physical and emotional health problems of inmates.

When social circumstances are such that fewer persons are dedicated to psychiatric association the amount of people found in prison enlarge. Based on findings researcher suggests some effective schemes, which are successful in their aim to combat or minimize no. of self harms in judicial custody (*Shrivastava Deepti, 2005*).

Self harm Prevention Programs: Findings indicate that there are two types of self harm prevention efforts which should be undertaken by correctional facilities. Efforts that reduce overall self harm rates requires changes in the prison, educating staff about suicidal behaviour, advance planning, policy changes and higher staffing levels, staff training, early identification of possible suicide self harms, information sharing, and quick intervention and support for people affected by an inmate's self harm.

The prison institution should made attempts at reducing inmate self harm, because the task of self

harm prevention has remained a much lower priority for prison officials than the tasks of control and containment. According to researcher, the presence of a formal self harm prevention program within a prison should be observed as both an appropriate way for managing inmates who are at risk to themselves and a guide for prison staff who deal with such inmates. By establishing a formal set of procedures for screening, treating and managing inmates, prisons are clearly making self harm prevention in an administrative priority. Almost all-prison institutions should run such programs as part of their responsibilities for the welfare of inmates.

A key element in self harm prevention is the presence of human interaction. Research evidence indicates that following interventions needs to be in the correctional system:

- I. Close observation
- II. Access to meaningful support networks, appropriate therapeutic environment and the placement of prisoners in dormitories or in cells with others significantly decreases the risk of self harm, simply through the social presence of and interaction with the other inmates.
- III. Prisoners are trained to observe and provide peer counseling for those inmates who are experiencing difficulties.

Despite this, it should be the duty of co-prisoners also that if they suspected that any prisoner may be thinking of harming themselves, if they are at risk of harm from others, or even at risk of harming others, then please let the prison officers know by observing the following characteristics of at-risk prisoners.

Characteristic features of At-Risk Prisoners –

1. Your friend inmate might be unusually quiet, withdrawn or just not interested in things.
2. They might stop taking care of themselves.

3. They might seem lonely and isolated.
4. They may be finding it very difficult to come to terms with their situation.
5. They might feel despair and that things are out of their control.
6. They may feel many different emotions—anger, despair, hopelessness (*Shrivastava Deepti, 2005*).

Thus, an interdisciplinary approach needs to be developed so that inmate self harm will not be viewed as strictly a security matter or as entirely a medical problem. All incidents of self-inflicted injury or attempted self harm should be reported to the institutional psychiatrist, psychologist or health care staff.

It should be recognized that more and more significance should be given to the environment in which inmates and staff are expected to live and work and to the importance of providing constructive activities to help inmates cope with anxiety and stress. The treatment and prevention of inmate self harm needs to be a joint responsibility, involving inmates, corrections staff, families, visitors and the administration, as well as consideration of the physical environment. Medical personnel need to recognize and accept a wider view of their tasks and responsibilities, including specific training in dealing with the inmate problems created by incarceration. Among the major difficulties that need to be overcome in order for corrections staff to respond more positively to incidents of inmate self harm are the lack of staff continuity, insufficient time for staff to spend with prisoners in an involved manner, and a lack of training, particularly in interpersonal relationships.

Death prevention programs have been ineffective because they are based on the view that death is strictly a problem for doctors and medication to solve, but it is being recognized that greater significance needs to be given to the environment and to the importance of providing activities to relieve stress. The issue of un-

natural deaths must be recognized as a joint responsibility between staff, medical and psychiatric personnel, family and friends, and other inmates.

While there is more that can be done, the fact is that prisons are brutally harsh environments that some simply are not able to cope with. After we have done all the prevention and intervention possible with the environmental constraints, will we then step back and look at prison itself? Perhaps the solution to inmate self harm lies in more discriminate and appropriate use of incarceration, keeping less serious offenders in the community and making better use of mental health facilities for inmates with mental health concerns.

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ROLE OF POLICE IN PREVENTION OF CRIMES COMMITTED UPON SENIOR CITIZENS

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India has the second largest number of elderly persons after China. In a number of countries as well as in most International fora, an elderly is a person in the age group sixty five years and above. However in India elderly constitutes persons in the age group sixty years and above. There were about 43 million elderly, comprising 6.5% of the population in 1981, 57 million on 6.7% population in 1991.¹ The Technical Group on Population Projections, set up by the Planning Commission had projected the number of elderly to be around 113 million accounting for nearly 9% of the population in 2016.² The proportion of urban elderly increased from 5.37 % to 5.70 % between 1981 and 1991, while in rural areas it has shown a decline from 7.23% to 7.04%.³

Since the 1960's the proportion of the elderly has increased due to a steady decline in mortality rates and consequent improvement in life expectancy as well as due to decline in fertility rates, which reinforces aging of the population. While technological advancements and improvement in health services is reducing death rate among the

elderly, there is a considerable change in the physical and socio-economic circumstance of the older people with the transformation of traditional joint family system into nuclear families.⁴

The old age dependency ratio has increased marginally from about 12.04 % in 1981 to 12.19% being somewhat higher for females than for males.⁵ At the State level, Haryana, Himachal Pradesh, Kerala, & Punjab have a high old age dependency ratio.⁶

The gradual marginalisation of the elderly in the decision making process in an average family and the breakdown of the family as a traditional social unit that took care of the elderly, sick, widows and orphans has brought forth problems of the elderly in the society.⁷ Especially the problem of elder abuse and crimes committed upon senior citizens have increasingly assumed alarming rate in India. The Madrid International Plan of Action on Ageing, April 2002 had focussed on elder abuse as a problem. It had mentioned neglect, abuse and violence against older persons takes

Key Words :

Financial Crimes,
Real Estate Fraud,
Tele-Marketing Fraud,
Triad program,
Senior Citizen Security
cell,
Servant verification
Scheme

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Role of Police in Prevention of Crimes Committed upon Senior Citizens

Abstract :

The present article delves with the problem of elder abuse and crimes committed upon senior citizens in India. The most frequent crimes committed upon the senior citizens are home burglary, purse snatching, financial exploitation, real estate fraud, telemarketing fraud and legal exploitation etc. The article highlights crimes such as murders committed upon senior citizens by known assailants. At

many forms physical, psychological, emotional, financial and occur in every social, economic, ethnic & geographic sphere.⁸ However, elder abuse and crimes committed upon senior citizens are often under reported. There exists no National data on crimes committed upon senior citizens nor are any National victimization surveys undertaken. In a study carried out by the Delhi Police in 2002, a total of 202 senior citizens were murdered in the last ten years which implies on an average of more than 20 senior citizens were killed every year.⁹ The most frequent crimes committed upon this vulnerable section of the society are home burglary, purse snatching, financial exploitation, real estate fraud, telemarketing fraud, health fraud, legal exploitation. Financial crimes against the elderly population are of two types- fraud committed by strangers, financial exploitation by relatives and caregivers.

Frauds committed by strangers may take many forms like deceiving the elderly victim with the promise of goods, services and other benefits that are non-existent. At times offenders persuade elderly citizens to invest in real estate, stocks, bonds by promising unrealistically high rates of return. Telemarketing frauds have increased in recent times where offenders call at home for fraudulent investment, insurance policies, travel packages. In the year

2000 the U.S. Senate Special Committee on Ageing reported \$ 40 billion losses as telemarketing fraud. At times some individuals or organizations try to collect donations for non-existing charitable organizations. Financial exploitation by relatives and caregivers are also increasing in number. At times relatives (which includes sons, daughters, daughter-in-law, son-in-law, brothers, sisters) misuse senior citizens' money, property and other valuables for personal advantage or profit, to the disadvantage of the elderly men / women. At times relatives often encash ATM or credit card or use them without permission. In recent times violent crimes such as murders are committed upon senior citizens by known assailants.

In February, 2005, seventy-year-old Minu Makhija was strangled in her house at Suraj Kiran Apartment in central suburb of Mumbai. Two people who had been hired to renovate the home had allegedly killed the old lady for money.¹⁰ On April 18th, 2005, sixty-eight-year-old Tarachand Banka and his fifty-seven-year-old wife Sarada were battered to death in their Camac Street flat. Cash & jewellery worth nearly rupees thirty lakhs were looted. The servant Kewal Rai of Jasidhi alias Panchem, who hailed from a poor family, has been missing ever since this incident occurred.¹¹

Laxmi Sundaram (seventy year old) widow of former Guest keen Williams Chairman M.R. Sundaram was murdered at her Bishop Lefroy home on 9th June 2005. According to the forensic experts the manner in which Laxmi Sundaram was murdered (her hands & legs tied) could not have been the handiwork of one person. She was first hit on the back of her head and then tied before being strangled. Investigators have found that the door to the flat was unlatched from the inside, indicating that Laxmi had let in her killers herself. This according to the police is a sure indication that the assailants were known to Laxmi.¹²

Narendranath Madan, sixth two year old man had been killed allegedly by his Nepali domestic help in Delhi in May, 2005.¹³

Seventy eight year old Kalabai Chandiramani was murdered on August 16, 2005 in Frazer Town. It was the cook Manjunatha alias Raju (18) who committed the deed, using a blunt weapon. The motive was monetary gain- platinum and gold jewellery and currency in dollars, valued at about Rs. 3.5 lakh in all.¹⁴

Lalita Devi Goenka, seventy one year old widow of one of the city's most prominent business families was brutally murdered at

her Alipore flat on August 12, 2004 by her servants. She was first hit on the head with an iron pipe and then dragged to a storeroom where her throat was slit with a kitchen knife, which was found beside her body.¹⁵

On September, 28th, 2004, eighty seven year old Leela Deb of Lake Gardens was murdered allegedly by her maid servant.¹⁶

The Role of Police in Preventing Crime Upon Senior Citizens

The World Experience : In Japan, the elderly have been singled out for special outreach by the police. Police Officers regularly telephone older citizens who live alone to check on their well-being. They observe 'silver days' when policemen drop in at the homes of the elderly. Particular efforts are also being made by the Japanese police force to draw them into crime – prevention organizations.¹⁷ In some of the police departments in the United States of America, law enforcement gerontologists develop a rapport with the elderly, identify their problems and then recommend ways to minimize risk. In U.S. the Triad program has been launched. In the Triad program law enforcement personnel and senior citizens work together to reduce crimes & the fear of crime. Exchange of information takes place



the end, the article tries to describe the schemes adopted by the police personnel to prevent crimes committed upon Senior Citizens globally as well as in India. Especially the article deals with the schemes adopted by Delhi, Kolkata, Mumbai and Chennai Police.

between law enforcement personnel and senior citizens. The S.A.L.T (Senior & Lawmen Together) plan activities & programs related to the following issues: information on how to avoid criminal victimization, personal safety tips, home security information and inspection, training for deputies and officers in communicating with & assisting older people, telephone call – in – progress by and for seniors, emergency preparedness plans by and for seniors, victim assistance by & for seniors.

The Indian Experience

The National Policy on Older Persons as formulated by the Government of India had focussed on the role the police are to perform to control crimes against elderly persons. It pointed out that police will be directed to keep a friendly vigil on older couples and on old single persons living alone and promoted mechanisms of interaction with neighborhood association. The Policy further mentions that school will be encouraged and assisted to develop outreach programs for interacting with older persons on a regular basis, participate in the running of senior citizens associations and develop activities in them.¹⁸ It recommended introduction of Special Provisions in IPC to protect older persons from domestic violence and machinery will be provided to attend all such cases promptly.¹⁹ There will soon be a Fast Track Tribunals in every district of the country which will handle cases of neglect, physical injury, mental cruelty and other forms of ill treatment & the cases will be disposed of within six months.²⁰

The Role of Police

Delhi Police : According to the orders of the Commissioner of Police, Delhi the Senior Citizen Security cell was set up on June 22nd, 2004 and is located at the Police HeadQuarters. The cell is working under the Supervision of Additional Commissioner of Police (Crime) Delhi. The main

objective of the cell is to co-ordinate, monitor, advise the area police regarding the security and safety of the senior citizens.

Since the inception of the cell the following initiatives have been taken in the direction of security of the Senior Citizens as well as in providing emotional support and bringing them closer to the society.

Initiatives Undertaken

1. Identification of Senior Citizens by local police (there are persons who are 60 years of age living single or with spouse)
2. Classification of age of the identified Senior Citizens (as the problems of a persons aged 90 years is different from the one aged 60/65 years)
3. Updation of age and telephone number of Senior Citizens.
4. Daily feedback and monitoring of the calls received on helpline.
5. Letter to the District Deputy Commissioners of Police /SHO concerned where the action has been found to be inadequate or lacking
6. Daily contact with 30 Senior Citizens on phone
7. Visit by Senior Citizens Security Cell staff in selected areas.

Registration of Senior Citizens : Any elderly person above the age of 60 years and residing in Delhi alone or with spouse can get himself registered with police as Senior Citizens by any of the following means :

1. Visiting personally by sending fax or contacting Senior Citizen Security Cell on the telephone no : 23490233 (tele-fax), 23490010/4336.
2. Sending email on scsc_dp@yahoo.com
3. Making call on Helpline Nos : 1091, 1291 or 100

Role of Police in Prevention of Crimes
Committed upon Senior Citizens

4. Contacting District DCP, ACP office, the area Police Station or beat constable. Distress Call : The calls received on helpline nos. 1091, 1291, and 100 are taken as Distress Calls. The Police Control Room as well as District Control Room are intimated simultaneously. Central Police Control Room Vans attends the calls and the local police takes further logical action as per the provisions of law. The complaints received in the cell are sent to the local police for redressal through District DCP. These calls are monitored by taking feedback from the complainant / informant who made the call. In case the complainant is not satisfied or the action taken by the local police is inadequate, the same is brought to the notice of the concerned SHO.

Daily Contact on Phone : In order to monitor activities on ground, personal contact on telephone is done by the staff of Senior Citizen Security Cell. During contact on phone, the queries regarding safety of Senior Citizens, employment of servant, whether part time or whole time whether verified or not, if not verified the action being taken, visit of the local police on regular basis, any problem and suggestion are made.

Visit to Senior Citizens :_ The staff from Senior Citizens Security cell has started visiting at least 15 senior citizens every week.. The instructions during the personal visit, to be adhered are as under :-

1. The visit should be made with prior appointment with senior citizens;
2. Local beat constable / beat staff be accompanied;
3. Security of the individual be checked;
4. Presence of servant, whether verified or not be ascertained;
5. If unverified, the steps taken;
6. Display of telephone number of relatives, friends who can be contacted in case of an emergency;
7. Health; and
8. Living single or with spouse Delhi Police in collaboration with non-governmental organization like Helpage India, Agewell Foundation, Love Age Foundations, The Help Foundation have prepared exhaustive plan to prevent crime against them.

In Delhi followed by a spate of murders of Senior Citizens, the Delhi High Court passed an order that school children must be involved in giving emotional support to

South District	Godhuli & Naman	Involving students of DPS, Mathura Road, Apeejay School, Guru Harkishan Public School, Malviya Nagar
	Community Liaison group	In Greater kailash
	Sparsh	by CR Park, Sarita Vihar, Lajpat Nagar & Hauz Khas
Central District	Aabhas	In P.S. Rajendra Nagar involving Help Foundation
North District	Aakash & Alok	Involving students & Help Foundation
West District	Nidar	Involving students
North West District	Angles for old	Involving school children in adoption of senior citizens
North East District	Community Defense Scheme	Involving school children in P.S. Dilshad garden
East District	Ehsaas	With the help of Help Foundation

old people living in their neighborhood. The Delhi Police was directed to coordinate & oversee the interaction between the students and senior citizens. The program has been taken up by the North, West, North-West, North-East, South district police. They approached schools in their jurisdiction asking to organize groups of student volunteers to visit the senior citizen that the police had marked out as vulnerable. The students were briefed by the police on the do's and don't's of how to conduct themselves and the chores they would help out with. The students were to be on a two pronged mission. One to give emotional support to the elderly, second to act as a medium between the senior population and the police. The district police have initiated certain schemes in their respective areas for the safety, security and welfare of senior citizens .

The Mumbai Police have started an elder line 1090. It is an initiative of Mumbai Police with the Times of India as media partner and Spanco Telesystem and Solutions as technology partners. Senior citizens can call up this help line when they require help of medical professional or when they face situation that involve physical violence or pose a risk to their lives. Such a scheme has enabled to bring together volunteers, doctors, hospitals, counselors, social workers, or ordinary citizens, police personal and best of technology to aid the elderly. Every volunteers are required to appear for a simple interview and after checking completely the background of the volunteer, special identity cards are issued to them.²¹

In Kerala the police has been asked to locate and prepare a register of Senior Citizens who had no one to depend on. The police are to visit the houses of such citizens regularly. The Signature Book for policemen on foot and vehicle patrols are kept at the residences of the aged persons. The police interact with the aged persons & find out if they were being subjected to any kind of harassment or exploitation at the household level. The police takes the

initiative to verify the antecedents of servants employed by aged persons & also those staying as paying guests.²²

The Chennai City Police have been creating a database of aged couples and old women staying alone in houses. The name, age address and details of the relatives of all senior citizens in Chennai city are recorded and maintained in the police database. The policemen keep strict vigil and maintain effective night patrol.²³

Both Delhi and Kolkata Police have launched the Servant Verification Scheme. All Police Stations under the Kolkata Police have been provided with an identity card that has to be filled by the respective beat officers of the police stations with all details and a photograph of the domestic help. Apart from the name & address of the domestic help, the cards are to have the address of local friends, relatives, references & previous employer. Once filled and submitted these cards are send back to the Crime Record Section of the Detective Department of Kolkata Police, where the information are fed into computers for a databank. Such a move if religiously followed can facilitate the investigating officers in various crimes where the domestic helps are the offenders. The city police have reiterated the guidelines laid down for recruiting domestic help like ensuring that the domestic help is referred by a reliable persons, check their antecedents, if the domestic help is from a distant District, the police takes the initiative to check the antecedents.²⁴

Police should be trained to be more sensitive to the needs ,characteristics and attitude of the elderly citizens who are most likely to call upon them for help. The police personnel should be instructed in techniques for communicating effectively with older persons whose hearing or vision may be impaired. They should be told rather than concentrating only on the immediate difficulties that prompted the person to call the police, they should look carefully for other problems that the old men and women are facing and help them by providing social support .

At the present moment ,no feedback is taken from the elderly population regarding the quality of police service delivered to them on all India basis. A service feedback mechanisms may be established which will enable senior police personnel to periodically check back with the service recipient to ascertain if they were satisfied with the help provided by the police personnel. Moreover problems encountered by the police in providing services to this vulnerable section of the society must also be taken into account.

However law enforcement personnel cannot single handedly prevent crime committed upon senior citizens.

The civil society must extend their hands to the police personnel to prevent crime committed upon senior citizens in India.

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INDIAN LAW AND CONSENT IN HOSPITAL PRACTICE

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Key Words :

Consent,
Indian Contract Act,
Indian Penal Code,
Coercion,
Undue influence,
Fraud,
Misinterpretation,
Crime,
Tort.

INTRODUCTION

Definition of consent

Consent means voluntary agreement, compliance or permission. It may be expressed i.e. specifically stated by the patient or implied. Expressed consent may be verbal or written. When a patient comes to a hospital to seek medical advice, it is implied that he/she is consenting for a medical check up and recommendation for further medical/surgical diagnostic or therapeutic interventions. For a legally valid consent it must be given after understanding what it is given for, and the risks involved.

Consent to be valid and must also be free consent. Consent is not free when it is procured by coercion, undue influence, fraud or misinterpretation. The freedom of choice predicates knowledge of the circumstances in which the exercise of choice is dependent, so that a person will be able to choose wisely and that there should be no feeling of constraint, so that nothing shall

interfere with the freedom of a person's will.

The Consent for medical treatment is taken by licensed medical practitioner under the section of Indian Contract Act, 1872 (ICA) and many provision of Indian Penal Code are concerned with medical/surgical interventions involving risk of health and life of patients, consent and the medical practitioners. A valid consent to medical treatment is required because without it, the doctor will be committing a trespass to the person. This is both a crime and a tort.

Object and necessity of consent

Medical practitioners must remember that if they treat or operate upon a patient without express authority to do so, the treatment or operation will deemed to be intentional interference with the patient's person without legal justification and that this, in turn, amounts to assault and battery for which the patient will be entitled to recover damages under civil, consumer and criminal law.

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Consent regarding minors

A minor child is incapable of giving effective consent for an operation or treatment, so that the power of giving or withholding consent is vested in the guardian. As parents are normally the guardians of their children, they are vested with the authority of giving or withholding consent in respect of treatment or operations upon their children. The need for consent has been dispensed with in case where there is an emergency and the parents cannot be located. As per Indian penal code 12 years aged boy or girl is competent to give valid consent only for minor surgical and medical intervention for his or her benefit however a person above the age of 18 years can give valid consent for medical as well as major surgical intervention for his/her benefit.

Consent and married persons

The consent of one spouse is not essential for carrying out an operation or treatment upon the other, provided that the spouse undergoing treatment is competent mentally to give effective consent. But where the spouse for whom the treatment or operation is necessary is not in a position to give consent either because he or she is unconscious, or because he or she is mentally unfit, or for some other reason, the right of giving or withholding consent is transferred to the other spouse.

However, the husband has no right what so ever to withhold consent for any operation, including a gynecological operation, which is required to safeguard the health of his wife. No medical practitioner should withhold undertaking any medical or surgical measure that is necessary for safeguarding the health of a woman merely because her husband refuses to consent to it. There is not a single case in which refusal of a husband to consent to an operation upon his wife has been upheld by a court. It is quite sufficient if the wife, after fully realizing the effect and consequences of the medical and surgical measures, gives consent. Through the final decision rests entirely with the wife, in the interest of marital happiness it is highly desirable that the husband's sanction should also be secured before performing operations which lead to sterility in the wife and, as such, affect the husband's conjugal rights.

Consent and removal of organs for therapeutic purpose

Written consent is required, for removal of human organs from cadaver, by near relative, which has been defined in the Transplantation of Human Organ Act 1994, as father, mother, son, daughter, brother, sister, wife and husband. These relations also presumed to be legal heirs in case of obtaining consent for any medical care delivery. The Performa to obtain the consent and for other



Abstract:

Consent has always played an important role in medical practice. The concept of consent as applied to medical faculty recognizes the right of a patient to self determination, imposing, for violations, a liability for damages under civil laws in tort and for punishment under criminal laws. The importance of consent in medical practice and the application of its concept can be traced with the



statement made by Justice Cardozo in *Schloendorff vs New York Hospital* (1914) 105 NE92:- "Every human being of adult and sound mind has a right to determine what should be done with his body and a surgeon, who performs an operation without his patient's consent commits an assault for which he is liable in damages."

A busy doctor often disregards the mandatory requirement of obtaining

surgical interventions had been formulated by Govt. of India and these had been published in the bare Act

Consent for surgery

A written consent for a procedure or operation to be performed should always be obtained from the patient, or an appropriate relative if the patient is a minor or mentally or physically incompetent. To be legally valid, such a consent or authorization must be an informed consent. The patient, or relative, must indicate in writing that he/she has been told in the language which they understand what is to be done and the risks involved another alternative, if any, regardless of how minimal they may be. Otherwise, there would be insufficient evidence to prove that the nature of the procedure or operation was known to the person who gave the consent. Even though consent is implied when a patient places himself under the care of a doctor and thereby agrees to rely on his skill and judgment; it serves as an added safeguard to have a signed authorization in the medical record.

The main object of such an authorization is to protect the doctor against claims for unauthorized procedures. While oral consent is considered valid, and there is no legal requirement that consent must be in writing, the hospital and the doctor

are better protected when it is in writing as there is less likelihood of controversy about the treatment rendered. Authorization should be especially obtained in all cases of major surgery. Major surgery, according to law, consists of operations within or upon body cavities such as the cranium, thorax and abdomen, including the pelvis; fractures of bones, amputations of extremities or appendages; removal of a gland or an organ, or a section of either; plastic surgery of the body; or other operations which, because of their locality, condition of the patient, their difficulty or the length of time required to operate, constitute a hazard to life. Authorization should also be obtained in all cases in which general or spinal anesthesia is used. In addition, there are certain minor procedures such as thoracocentesis, paracentesis, kidney and liver biopsy and lumbar punctures when it is also wise to obtain an authorization before doing them.

A physician or surgeon is permitted in an emergency to operate on a person unable to give consent. The consent in such instances is implied, as the law presumes that a mentally incapacitated person consents to having done for him/her what is in his/her own best interest. A person who may be in the custody of law enforcement agencies must also give his/her consent for medical or surgical treatment.



A person who is *non compos mentis* is not considered competent to sign his/her own authorization. The guardian, a committee, or other legal representative must sign it. However, a patient may be considered to be of sound mind until such time as evidence to the contrary becomes obvious or known.

The consent form should also show the date and time when it was signed so that the hospital would be fully absolved from any charge that the document was signed after the patient was under sedation. Legally approved various types of consent form for medical care delivery are included in the Transplantation of Human Organ Act, Prenatal Diagnostic Technique Act, Mental Health Act, Medical Termination of Pregnancy Act, Artificial Insemination Act etc. hence these forms should be used for these purposes only.

Conditional consent

A patient has the right to withhold consent to life saving treatment. Accordingly, he can impose upon his consent such terms, conditions, and limitations as he may desire. But the physician/surgeon in his discretion to decline a given case, does not have to agree to conditions, which are incompatible with good medical practice. The prudent doctor will not agree to an arrangement, which has the effect of unduly circumscribing

the exercise of a reasonable degree of professional judgment. The physician, who does so, particularly in surgery wherein the patient is to be anaesthetized, may later be faced with the dilemma of choosing between poor medical practice and the possibility of legal liability for unauthorized treatment.

Consent not required for medical examination

Consent is not required for medical examination only under Section: 53 of Cr. P. C. and Under Sec. 54, of Cr. P. C. of India which states that a person is arrested on a charge of committing an offence, and there may be reasons for believing that an examination his person will provide evidence as to the commission of an offence. A registered medical practitioner can examine such person, even by using reasonable force if required only on the written request by a police officer not below the rank of Sub-Inspector. If the accused refuses examination, this may go against him in criminal proceeding. In the case of a female, the examination should be made only by or under the supervision of a female Registered Medical Practitioner, an arrested person at his request may examined by a doctor to detect evidence in his favor.

Refusal for treatment

The obvious corollary to the right to consent to treatment is the right to

consent mainly because of the rarity of complaints and the pressure of medical life. Time is not far when distressing publicity, litigation and resultant damages, more particularly with the sweep of consumer activism, would bring in a realization of the importance of these relatively simple procedures. It is consent which can exonerate a doctor from civil liability or criminal prosecution, acting as a guarding or criminal prosecution, acting as a guarding



mechanism in case of accidental harm, but subject to all reasonable care and caution on the part of the medical man.

refuse. As per the Indian Penal Code patient who is adult, compose mentis and sane can refuse for treatment even in life threatening situation and treatment without his consent is criminal offence. For many years this concept was very difficult for society and the medical profession to accept but in recent years, courts have consistently ruled that the right of refusal is a fundamental right, which, has origins both in our common Law and the Constitutional right to privacy. Today this right is widely recognized including India and it is clear that patients, as long as they are competent, may refuse treatment, even if it will result in serious injury or death. Sometimes a refusal may be based on certain religious beliefs. In such situation the treating physician should first make his own assessment regarding the mental competence of the patient. If it appears that the patient is competent, the procedure should be the same as that for obtaining informed consent: explain to the patient the nature of his or her injuries, describe the treatment which is proposed and any serious associated risks and advise the patient of the possible consequences of refusing treatment. Ask the patient to sign a release form and have the signature witnessed by at least two people. A police officer or a member of the patient's family will make good witnesses. In order to provide the best possible protection from liability and in the interest of

patient care in Indian legal scenario, there are several other steps, which should be taken prior to departing patient from the hospital.

1. Ask the patient again if he will agree to treatment.
2. Ask a family member, a police officer to seek consent from the patient.
3. Advise the patient that he can change his mind and that he should call you back if he decides to be treated and transported.
4. Suggest to the patient that he contact his physician and offer to call on his behalf where it is practical to do so. Many patients will agree to be transported if their physician advises them to do so also inform the risk involve & precaution needed during transportation.
5. Document every step in the refusal process. Record names of witnesses. It has been said by many legal- medical experts that your longest run sheets should be those where the patient refused treatment.

INDIAN CONTRACT ACT, 1872 (ICA)

Under the Indian Contract Act, consent is defined as two or more persons agreeing upon "the same thing in the same sense." In the case of doctors and patients, "the same thing" would mean the entire act of treatment, whether it consists wholly

or in part of the giving of medical services, performance of surgery and/ or payment of fees.

Consent once given, can be revoked before the act consented to has commenced but not afterwards. Therefore, once a surgical procedure consented to has commenced, the surgeon would have a right to continue the operation until completion of the act consented to. Withdrawal of consent, midway, is not binding. Consent covers not only the act itself but also its natural consequences.

Section 11 of ICA

Every person is competent to contract who is of the age of majority according to the law to which he is subject, and who is of sound mind and is not disqualified from contracting by any law to which he is subject.

Section 13 of ICA

Two or more persons are said to consent when they agree upon the same thing in the same sense.

Section 14 of ICA

Consent is said to be free when it is not caused by:

1. Coercion, as defined in section 15
2. Undue influence, as defined in section 16
3. Fraud, as defined in section 17
4. Misrepresentation, as defined in section 18
5. Mistake, subject to the provisions of sections 20, 21 and 22.

Consent is said to be so caused when it would not have been given but for the existence of such coercion, undue influence, fraud, misrepresentation or mistake.

Section 15 of ICA

‘Coercion’ is the committing, or threatening to

commit, any act forbidden by the Indian Penal Code (45 of 1860), or the unlawful detaining, or threatening to detain, any property, to the prejudice of any person whatsoever, with the intention of causing any person to enter into an agreement.

Section 16 of ICA

1. A contract is said to be induced by ‘undue influence’ where the relations subsisting between the parties are such that one of the parties is in a position to dominate the will of the other and uses that position to obtain an unfair advantage over the other.
2. In particular and without prejudice to the generality of the foregoing principle, a person is deemed to be in a position to dominate the will of another:
 - a. Where he holds a real or apparent authority over the other, or where he stands in fiduciary relation to the other.
 - b. Where he makes a contract with a person whose mental capacity is temporarily or permanently affected by reason of age illness, or mental or bodily distress.
3. Where a person who in a position to dominate the will of another, enters into a contract with him, and the transaction appears, on the face of it or on the evidence adduced, to be in conscionable, the burden of proving that such contract was not induced by undue influence shall lie upon the person in a position to dominate the will of the other.

Nothing in this sub-section shall affect the provisions of section 111 of the Indian Evidence Act, 1872 (1 of 1872).

Section 17 of ICA

‘Fraud’ means and includes any of the following acts committed by a party to a contract, or with his connivance, or by his agent, with intent to deceive another party thereto or his agent, or to induce him to enter into the contract:

1. The suggestion, as a fact, of that which is not true, by one who does not believe it to be true.
2. The active concealment of a fact by one having knowledge or belief of the fact
3. A promise made without any intention of performing it
4. Any other act fitted to deceive
5. Any such act or omission as the law specially declares to be fraudulent.

Section 18 of ICA

'Misrepresentation' means and includes:

1. The positive assertion, in a manner not warranted by the information of the person making it, of that which is not true, though he believes it to be true;
2. Any breach of duty which, without an intent to deceive, gains an advantage to the person committing it, or any one claiming under him, by misleading another to his prejudice, or to the prejudice of any one claiming under him;
3. Causing, however innocently a party to an agreement to make a mistake as to the substance of the thing which is the subject of the agreement.

Section 19 of ICA

When consent to an agreement is caused by coercion, fraud or misrepresentation, the agreement is a contract voidable at the option of the party whose consent was so caused.

A party to a contract, whose consent was caused by fraud or misrepresentation, may, if he thinks fit, insist that the contract shall be performed, and that he shall be put in the position in which he would have been if the representations made had been true.

Exception: If such consent was caused by misrepresentation or by silence, fraudulent within the

meaning of section 17, the contract, nevertheless, is not voidable, if the party whose consent was so caused had the means of discovering the truth with ordinary diligence.

Indian Penal Code, 1860 (IPC) Related With Consent in Medical Care Delivery

Section 87 of IPC

Act not intended and not known to be likely to cause death or grievous hurt, done by consent

Nothing which is not intended to cause death, or grievous hurt, and which is not known by the doer to be likely to cause death or grievous hurt, is an offence by reason of any harm which it may cause, or be intended by the doer to cause, to any person, above eighteen years of age, who has given consent, whether express or implied, to suffer that harm, or by reason of any harm which it may be known by the doer to be likely to cause to any such person who has consented to take the risk of that harm.

Section 88 of IPC

Act not intended to cause death, done by consent in good faith for person's benefit.

Nothing which is not intended to cause death, is an offence by reason of any harm which it may cause, or be intended by the doer to cause, or be known by the doer to be likely to cause, to any person for whose benefit it is done in good faith, and who has given a consent, whether express or implied, to suffer that harm, or to take the risk of that harm.

Section 89 of IPC

Act done in good faith for benefit of child or insane person, by or by consent of guardian

Nothing which is done in good faith or the benefit of a person under twelve years of age, or of unsound mind, by or by consent, either express or implied, of the guardian or other person having lawful charge of that person, is an offence by reason of any harm which it may cause, or be intended by the doer to cause or be known by the doer to be likely to cause to that person.

Provisos

First: That this exception shall not extend to the intentional causing of death, or to the attempting to cause death.

Second: That this exception shall not extend to the doing of anything which the person doing it knows to be likely to cause death, for any purpose other than the preventing of death or grievous hurt, or the curing of any grievous disease or infirmity.

Third: That this exception shall not extend to the voluntary causing of grievous hurt, or to the attempting to cause grievous hurt, unless it be for the purpose of preventing death or grievous hurt, or the curing of any grievous disease or infirmity.

Fourth: That this exception shall not extend to the abetment of any offence, to the committing of which offence it would not extend.

Section 90 of IPC

Consent known to be given under fear or misconception

A consent is not such a consent as is intended by any section of this code, if the consent is given by a person under fear of injury, or under a misconception of fact, and if the person doing the act knows, or has reason to believe, that the consent was given in consequence of such fear or misconception.

Consent of insane person: If the consent is given by a person who, from unsoundness of mind, or intoxication, is unable to understand the nature and consequence of that to which he gives his consent.

Consent of child: Unless the contrary appears from the context, if the consent is given by a person who is under twelve years of age.

Section 91 of IPC

Exclusion of acts which are offences independently of harm caused

The exception in sections 87, 88 and 89 do not extend to acts which are offences independently of any harm which they may cause, or be intended to cause, or be known to be likely to cause, to the person giving the consent, or on whose behalf the consent is given.

Section 92 of IPC

Act done in good faith for benefit of a person without consent

Nothing is an offence by reason of any harm which it may cause to a person for whose benefit it is done in good faith, even without that person's consent, if the circumstances are such that it is impossible for that person to signify consent, or if that person is incapable of giving consent, and has no guardian or other person in lawful charge of him from whom it is possible to obtain consent in time for the thing to be done with benefit, provided

First: That this exception shall not extend to the intentional causing of death or the attempting to cause death;

Second: That this exception shall not extend to the doing of anything which the person doing it knows to be likely to cause death, for any purpose other than the preventing of death or grievous hurt, or the curing of any grievous disease or infirmity;

Third: That this exception shall not extend to the voluntary causing of hurt or to the attempting to cause hurt, for any purpose other than preventing of death or hurt;

Fourth: That this exception shall not extend to the abetment of any offence, to the committing of which offence it would not extend.

Section 300 of IPC

Except 5 culpable homicide is not murder when the person whose death is caused, being above the age of eighteen years, suffers death or takes the risk of death with his own consent.

Hence, with regard to consent, hospital and medical persons should bear in mind that:

- it should be an informed consent;
- technically, and strictly speaking, examination of patient without his consent would amount to trespass, assault or even an indecent assault in some cases;
- it should be positive and not mere submission;
- in case of any doubt regarding the patient, it is better to obtain a written consent as a protection for the doctor;
- the consent form should clearly state that the doctor has informed the patient the diagnosis, the procedure required, the alternative methods of treatment and his opinion on the resultant consequences in case the surgery is not performed;
- consent should be free and not the result of fraud, undue pressure, force, duress or fear;
- if it obtained by misrepresentation or fraud for example, by informing the patient that operation is necessary to save his life or preserve his health when in reality it was not required to save his life, it would amount to fraud on the patient which would vitiate the consent;
- consent should not be accepted from one who is not eligible to give consent. For example, a minor or a person of unsound mind, even though they may sign

- a declaration, their consent will not be valid in law;
- in case of a child less than twelve years of age or a person of unsound mind, a parent or guardian should give consent;
- consent may be invalid if unlawful. For example an act like mercy killing which is prohibited by law;
- consent must not violate principles of 'immorality' and 'public policy';
- for any procedures affecting matrimonial rights of spouse like artificial insemination, sterilization, hysterectomy, consent of both the spouses must be insisted upon;
- even where consent is given by female patient to a male doctor for examination, it is better that a third female party or a female nurse should be kept in the room while examining the patient; it is a precaution worth taking;
- consent .being an agreement, two or more persons are required for its validity.

CONCLUSION

Advancement in medical science and establishment of various specialization, super specialization medical care unit and passing of various new health legislation in India and abroad have made the way of obtaining consent and recording the medical care provided to patient difficult and one Performa used by the various hospitals is not enough for taking consent for various medical / surgical interventions.

The Central government had formulated a Performa for certification of brain stem death, organ removal, storage and therapeutic transplantation, prenatal diagnosis, medical termination of pregnancy, treatment related with mental health etc. we have also prepared various different Performa for obtaining consent in various cases e.g. consent to operation and grafting of tissue, consent to removal of tissue for grafting, consent to disposal of imputed part, statement of need for

therapeutic abortion, acknowledgment of emergency treatment, consent to experimental procedure or treatment. Authorization for treatment with drugs under clinical investigation, consent to radiation therapy, consent to shock therapy, permission to use radioisotopes, consent to diagnostic procedure, agreement for blood transfusion, agreement for blood plasma transfusion, refusal to permit blood transfusion, agreement with blood donor, consent to use of prosthesis, release of side rails, consent for photography, video graph or video telecasting of any surgical/medical intervention and informed refusal to submit to treatment.

In today's times the value of written consent with reasonable clarity has increased tremendously. Remember the age – old adage: a stitch in time saves nine.

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Keywords:

Violent Crimes;

Indian Police,

Crime Prevention;

Criminal Justice
Administration.

VIOLENT CRIMES AND THE ROLE OF POLICE IN INDIA

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Scientific and technological developments have brought in complexities and far-reaching consequences in the realm of crime. Violent crime is no exception to this process as people across the globe are deeply drawn into the daily drama of being assaulted, mugged, robbed and killed in some way or the other, overtly and covertly. This phenomenon has become a matter of regular feature experienced by people in all walks of life.

Though there are various explanations regarding the concept of violent crime but perhaps all would probably agree that it involves the use of or the threat of force on a victim by a culprit. In other words it can also be viewed as a cruel act, which is deliberately committed by a person or a group that endangers, injures or destroys human body, property or resources. Thus broadly violent crimes can be categorized under two types i.e., when any act under aforesaid criteria is undertaken by a single person it is called 'Individual Violent Crime'; where as when it is committed collectively it is called 'Collective

Violent Crime'. There are mainly four major contributing factors responsible for violent crimes in contemporary Indian context, such as economic, political, social and psychological.

With the process of liberalization, privatization and globalisation in present day Indian society, the sociological understanding of violent crime may vary depending upon the changing situational context. Therefore, in order to avoid controversy and confusion, in this paper only the IPC crimes which have been categorized as violent crimes in India and included in the 'Crime in India Report, 2002' have been taken into consideration for critical analysis. Such violent crimes have been classified and categorized under four heading as given below :

i. Violent Crimes Affecting Life

Under this category Murder, Attempt to murder, Dowry deaths, Culpable homicide not amounting to murder, and Kidnapping and Abduction are included.

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ii. Violent Crimes Affecting Property

Dacoity, Preparation and assembly of dacoity, and Robbery are included under this category

iii. Violent Crimes Affecting Public Safety

Riots and Arson are included in this category

iv. Violent Crimes Affecting Women

The heinous act of Rape is included in this category.

Percentage Distribution of Violent I.P.C. Crimes during 1998-2000 in India

As per the available official data, the percentage share of the violent

crimes reported in 2000, in India was 13.5 percent of the total I.P.C. crimes reported. The percentage share of such violent crimes during 1998 and 1999 were 14.3 percent and 13.5 percent, respectively. Out of the total 238381 number of violent crimes reported in the year 2000, 101781 cases (42.7 percent) were violent crimes affecting the life. The violent crimes which affected the property during the period were 29326 (12.03 percent); affecting the public safety were 90848 (38.1 percent) and the violent crimes (Rape) directed against women were 14,496 (6.9 percent). The Table No.1 depicts the above description in figures and percentage.

Note : Figure in bracket represent the share of violent crimes to total violent IPC crimes.

Courtesy : Crime in India – 2000, Vol. 48.

Table - 1
Violent Crimes Reported in India (1998 – 2000)

Sl. No.	Crimes	1998	Year 1999	2000
1	Affecting life	103337 (40.5)	100645 (42.3)	101781 (42.7)
2	Affecting property	32960 (12.9)	29912 (12.6)	29326 (12.3)
3	Affecting public Safety	103680 (40.6)	92056 (38.7)	90848 (38.1)
4	Affecting women	15151 (5.9)	15468 (6.5)	16496 (6.9)
5	Total Violent Crimes	255128 (14.3)	238081 (13.5)	238381 (13.5)

Abstract:

The paper attempts to sociologically examine the different types of violent crime as categorised under the Indian Penal Code in the present day changing Indian Society on account of liberalisation, privatisation and globalisation process. The problems faced by the police while dealing with the violent crimes in the process of administration of Criminal Justice System starting from the



commitment stage to the trial and judgment stage have been elaborately examined and discussed. Finally, effective suggestions have been provided in order to prevent and control the rate of violent crimes in contemporary India.

Having gone through the data presented in Table No. 1 it is observed that during the period 1998 – 2000, there has been a marginal increasing trend in violent crimes affecting life and violent crimes directed towards women; where as, violent crimes that were reported affecting people safety and property have shown a declining trend during the same period.

Trend Analysis of Various Violent Crimes in India, 2000

I. Violent Crimes Affecting Life

a. Murder

The incidence of murder (37399) remained constant as compared to the previous year of 1999. Uttar Pradesh recorded the highest incidence (7775) of murder, contributing to 20.7 percent of the total number of murder cases.

As examined and found the primary motivational factors behind commission of murder were personal vendetta or enmity and property dispute which constitute 14.5 percent and 9.5 percent, respectively. The other significant motivational factors were love intrigue (7%), dowry (3.1%) and gain over (4.9%).

b. Attempt to Commit Murder

It has been observed that the incidence of attempt to commit

murder in the year 2000 increased by 3.8 percent over the previous year, 1999. The State of Uttar Pradesh, registered the highest incidence (8329) of attempt to murder cases, followed by Bihar (4313) and Madhya Pradesh (3287)

c. Culpable Homicide not Amounting to Murder

This type of crime has shown a declining trend of 3.6 percent over its previous year i.e. 1999. Uttar Pradesh has recorded the highest number of such cases (1176). The main motives behind culpable homicide not amounting to murder are property dispute (7.7%), personal vendetta or enmity (5.0%), dowry (2.2%), gain over (3.2%), and love intrigues (1.2%).

d. Dowry Death

The incidence of dowry deaths increased by 4.4. percent in 2000 over the previous year 1999. A total of 6995 dowry death cases were registered in the country, out of which the state of Uttar Pradesh reported the highest number i.e. 2200, cases in the year 2000.

e. Kidnapping and Abduction

In the year 2000, a total number of 22871 cases of kidnapping and abduction were reported, which shows an increase of 23.8 percent

over the decade (1990-2000). The highest number of 4233 cases were reported from the State of Uttar Pradesh during the year 2000.

II. Violent Crimes Affecting Property

a. Dacoity

This crime has shown a decline of 38.5 percent over the decade (1990-2000). Bihar has reported the highest incidents of dacoity cases, i.e. 2090 as reported in the year 2000.

b. Preparation and Assembly for Dacoity :

An increase of 32.8 percent over 1995-99 was registered. West Bengal recorded the highest number of such cases i.e. 306 in the year 2000.

c. Robbery

Incidence of robbery showed a declining trend, with 17.7 percent over the decade (1990-2000). During the year 2000, the highest number of 4171 robbery cases were reported from the State of Uttar Pradesh.

III. Violent Crimes Affecting Public Safety

a. Riot

Incidence of riots declined by 21.8 percent over the decade (1990-2000). The highest number of riot cases, i.e. 15687 were reported in the State of Rajasthan during the year 2000.

b. Arson

It decreased by 7.4 percent in the year 2000, as compared to the year 1999. A total of 10392 cases were registered in the country during 2000. The State of Madhya

Pradesh recorded the highest incidence amounting to 12.6 percent of the total cases during the year 2000.

IV. Violent Crimes Affecting Women

a. Rape

The percentage of rape cases reported during the decade (1990-2000) increased significantly by 63.8 percent. The State of Madhya Pradesh recorded the highest number of rape cases i.e. 3737 which amounts to 22.6 percent of the total number of such cases reported in the country during the year, 2000.

Role of Police in the Prevention and Control of Violent Crimes :-

The origin of police organization in India goes back to 1861 under the British regime. At present the maintenance of Law and Order situation in each state is carried out differently as it is coming under the State list. Nevertheless, we find a little difference in its approach from one State to another, so far as the major police functioning is concerned. However, one finds that the following are some of the important duties / functions of police in India.

i. Prevention and detection of crime : This relates to maintenance of law and order situation in society, thereby providing a peaceful co-existence among the public.

ii. Reporting of Crime : It is the duty of every police officer to see that all cognizable violent crimes are reported and registered.

iii. Impartiality : All police personnel in respective of their ranks / cadre shall observe strict impartiality in discharging their duties, and particularly in their dealings with different political pressure groups or population of different cross sections of the society.

In the year 1960, the Conference of Inspector Generals of Police adopted a 12 point charter of police conduct, which reads as follows :

1. The Police must bear faithful allegiance to the Constitution of India and respect and uphold the rights of the citizens as guaranteed by it.
2. The Police are essentially a Law-Enforcing Agency. They should not questions the propriety of necessity of any duly enacted Law. They should enforce the law firmly and impartially without fear or favour, malice or vindictiveness.
3. The police should recognize and respect the limitations of their powers and functions. They should not usurp or even seem to usurp the functions of the judiciary and sit in judgment on cases. Nor should they average individuals and punish the guilty.
4. In securing the observance of Law or in maintaining order, the police should use the method of persuasion, advise and warning. Should these fail and the application of force become inevitable only the absolute minimum required in the circumstances should be used.
5. The primary duty of the Police is to prevent crime and disorder and the police must recognize that the test of their efficiency is the absence of both and not the visible evidence of police action in dealing with them.
6. The Police must recognize that they are the members of the public, with the only difference that in the interest of the community and on its behalf they are employed to give full time attention to duties which are normally incumbent on every citizen to perform.
7. The Police should realize that the efficient performance of their duties will be dependent on the extent of ready co-operation they receive from the public. This, in turn will depend on their ability to secure public approval of their conduct and action and to earn and retain public respect and confidence. The extent to which they succeed in obtaining public co-operation will diminish proportionately the necessity of the use of physical force or compulsion in the discharge of their functions.
8. The Police should be sympathetic and considerate to all people and should be constantly mindful of their welfare. They should always be ready to offer individualized service and friendship and render necessary assistance to all without regard to their wealth or social standing.
9. The Police shall always place duty before self, should remain calm and good humoured whatever be the danger or provocation and should be ready to sacrifice their lives in protecting those of others.
10. The Police should always be courteous and well mannered; they should be dependable and unattached; they should possess dignity and courage and cultivate character and the trust of the people.
11. Integrity of the highest order is the fundamental basis of the prestige of police. Recognising this, the police must keep their private lives scrupulously clean, develop self-restraint and be truthful and honest in thought and deed, in both personal and official life, so that the public may regard them as exemplary citizens.
12. The Police should recognise that they can enhance their utility to the administration and the country only by maintaining a high standard of discipline, unstinted obedience to the superiors and loyalty to the force and by keeping themselves in a state of constant training and preparedness.

The problems faced by he police while dealing with the violent crimes in the process of administration of Criminal Justice System starting from the commitment stage to the trial and judgement stage have been discussed below :

a. Commitment stage

As prevention and control of crime is one of the essential duties of police, they are expected to prevent any sort of crime to occur by regularly patrolling in the sensitive areas and keep a vigilant eye on suspicious persons.

Even if after such precautions, crimes occur, the police are supposed to remain alert enough to rush to the police of occurrence for collecting first hand information. But his norm is not seriously adhered to; for example if we examine the incident of Godhra Carnage in Gujrat, the police remained as silent spectators and turned a deaf ear when the violent incident took place in front of them.

b. Reporting stage

After the commitment stage the reporting stage comes, which is vital in its essence. Normally people do not report to the police, as they are afraid to retaliatory measures from the side of perpetrator. Others do not report as they apprehend to be harassed, an tortured by the police during the period of investigation. Moreover, there is apprehension that if they report to the police, they will be made witness and have to attend court summons at their own expenses. And the viction is afraid of the hassle of judiciary system, as it will not give judgement in time. Normally the witness of rape victims donot disclose the mater as they feel it is the personal problems of the victim. Like the rape case, in dowry related cases social stigma factor also deter the victims from reporting as it may tarnish their public image and social status in society. The nexus among politicians, criminals and police have gone so deep that the police for personal gains and under pressure do not surface serious offences. It is evident from Telgi stamp paper case worth over 23000 crore rupees that the D.G. of Police along with some senior I.P.S. officers have been implicated.

c. Investigation Stage

The police are very biased towards the crime as they are directly or indirectly pressurized by politicians or influential persons in contemporary Indian society, which compel them not to act impartially. Besides, due to the pressure of heavy workload like maintenance of law and order, attending to the VVIPs etc., they perhaps give second priority to the process of investigation.

Considering the inadequate strength of police, the number of cases to be investigated by them per se has to be seriously taken up for effective criminal justice administration. The precarious manpower shortage has aggravated the workload and resulted in the inefficiency of the police functioning.

The strength of police personnel per unit area e.g. per 100 sq.km. is 41 and per unit population of 1000 it is 1.3, this ratio is going to be deteriorated further, because the area coverage remaining constant, the density of population is rising by leaps and bounds, which may further aggravate the role of police in the prevent in and control of crime.

A total of 2675923 persons were arrested by the police under various IPC crimes during 2000 against 2600876 persons in 1999. Thus, the number of total arrestees increased by 2.9 percent during 2000 over 1999. With the increase of population by more than 1 billion mark on one hand and police manpower remaining almost constant on the other does not seem to work well in future for effective prevention and control of crime.

The human rights violation by the police can generally be attributed to the stress and strain that they undergo due to less manpower to deal with the more sophisticated and intelligent violent criminals of the contemporary Indian society. This workload has developed the negative syndrome in the minds of police personnel for which they

are accused in becoming perpetrator of crime rather than protector of people from criminals. During 2000, 210 cases of human rights violation cases by police were reported. Out of which 141 policemen were charge sheeted and 23 of them were convicted. The crimes committed by police men includes like atrocities on SC/ST, illegal detention, arrest, indignity to women and torture. Such behaviours patterns of the police personnel raised a question mark on their neutrality, efficiency and viability in the recent times.

People are generally very reluctant to co-operate with the police, during investigation, because of discourteous and harassing treatment meted out to them by the police officers at various stages of investigation and due to lack of public confidence on satisfactory outcome of police investigation. Besides, insufficient number of court and their centralized location which involves long journeys fro the parties concerned has defraided the right track of investigation.

The perpetrators of violent crimes are now a day adopting new methods and techniques of crime commission to which the traditional approach of detection, and investigation is inadequate and fall far short of the actual need of the hour in Indian society.

Taking recourse to bribery or other material favour, the offender very often approach the investigating agency to make the case against him weak or neutralize the proceedings. The medical practitioners are also found to be involved in such corruptions and submitting fabricated reports that hinder effective criminal justice administration.

d. Trial and Judgement Stage

When it comes to trial and judgement stage the role of witness is vital to substantiate the evidence. As mentioned earlier people are scared about police

harassment, humiliation and court summons that unnecessarily intrudes into their normal life to become witness in any case proceedings. The types of question usually asked by a defense counsel in a rape case is beggar description and of high moral degradation for which no civilized citizen come forward to help the victim out in the court of law. When it comes to the woman victim in any case questions are usually asked and crossed examined in such a manner that she does not even have patience to vindicate her claims being a daughter, wife or a mother of a typical Indian family. Persons who live with their fixed income and any deviation from their normal work will cost them a lot, they usually avoid to become witness. Further, the frequent threat of retaliation and intimidation to witness before coming to court has become a regular phenomenon of the underworld culture in contemporary Indian society. This has resulted in snowballing of criminal cases in the Court of Law.

Suggestion and Conclusion

The Malimath Committee report 2003 in this regard is highly appreciable “which recommends for separation of “Investigating police” from the “Law and Order police” to handle the new crime scenario in Indian society. The new provision of POTA (Prevention Of Terrorist Act) states that the statement of a police officer as a witness not less than the rank of S.P. is sufficient to make a case strong that will help provide justice to victims. And one more provision of POTA is the recorded videography statement which can be validated against a crime that has occurred speaks about the justice for the true victims in Indian society without depending upon other modes of witnesses. Image of police needs to be changed in the contemporary Indian situation for better police-public relation leaving aside the earlier colonial image of police, which symbolized that of oppression and exploitation. The victims, should not be swayed away

by gaining over from offenders rather be hold enough to face the challenges in the Court of Law. Police should be given a free hand like that of C.B.I., so that they can investigate without unduly encroachment from any quarters. Special investigation team like that of in the State of Tamil-Nadu needs to be created in every State to frame better charges against the culprit and investigate in time so that the perpetrator does not go Scot free. Police should not be used exclusively for attending VIPs and VVIPs neglecting primary duty of crime prevention and control. A Special Escort Battalion need to be created for looking after the security of VIPs and VVIPs. From the functionalistic perspective it is viewed that not only police but also public, in general should seriously get involved finding out measures and strategies to control the increasing trend of violent crimes in contemporary Indian society. In this context the formation of community policing, system could be of immense help.

The process of investigation being the prime importance for the police, they should equipped with modern methods and technology to control the increasing trend of crime in an efficient manner. The urgent need of the hour is to stabilize the manpower ratio between the police and the public. A mid path must be carried out from 'justice delay is justice denied' and 'justice hurried is justice buried' to respond to the faith of public and particularly the victim on the police as a mechanism of crime prevention and control.

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ORGANIZATIONAL ROLE STRESS AND JOB SATISFACTION: A STUDY OF PARAMILITARY PERSONNEL IN KASHMIR

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Key Words :

Organizational Role Stress,

Job Satisfaction,

Organizational Setting,

Paramilitary Personnel.

INTRODUCTION

Stress has become an overwhelming feature of today's complex life. All of us are constantly juggling to keep ourselves out of the whirlpool which stress puts us into. Selye (1936, 1956) defines stress as a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires, and for which the outcome is perceived to be both uncertain and important.

There are many sources of stress. Stress in an organization, has also been referred to as organizational stress, work stress, job stress or occupational stress. All these terms denoting the same phenomenon are being used interchangeably by various researchers.

Katz and Kahn (1966) have defined an organization as a system of roles. Kahn et al. (1964) were the first to draw attention to organizational stress in general and role stress in particular. The term "role" can be defined as a set of expectations applied to the

incumbent of a particular position by the incumbent and also by role senders (persons whose expectations are relevant to the performance of the focal role) within and beyond an organization's boundaries (Van Sell, Brief, and Schuler, 1981). Pareek (1993) defined role as a set of functions one performs in response to the expectations of the "significant others", and one's own expectations from that position or office. According to Cooper, Dewe, and O'Driscoll (2001), roles encompass the behaviors and demands that are associated with the job an individual performs. As each individual performs one or the other role in an organizational setting, some degree of stress in meeting different expectations cannot be avoided. Thus, in an organizational context, stress due to role related factors is called organizational role stress.

Since the initial work by Kahn et al. (1964), the application of role theory to organizational stress has expanded manifold. Pareek (1983 a, b) has made significant contribution to organizational role stress research by delineating ten

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different types of organizational role stresses. According to him, the individual is part of a role system comprising a role space (interrelationships between self and other roles, and also amongst the roles) and a role set (interrelationships between a particular role and the other roles in an organizational system). Role space conflicts include stresses such as inter-role distance, self-role distance and role stagnation. Role ambiguity, role expectation conflict, role overload, role erosion, resource inadequacy, personal inadequacy and role isolation are part of role set conflicts. According to Tetrick (1992), role stress is a perception indicated by ambiguity, conflict, and overload and arising from both the characteristics of the individual and the work environment.

Individuals operating under excessive stress may find their jobs less satisfying. According to Beehr and Newman (1978), employees working under extreme stress tend to avoid it by withdrawing either psychologically (through disinterest or lack of involvement in the job), physically (frequent late coming, absenteeism, lethargy etc.) or by leaving the job entirely.

The paramilitary organization studied in this paper is one of the oldest paramilitary forces of India. Over the years, the roles and functions of this

paramilitary organization have increased considerably. Its personnel are engaged in performing number of tasks across various parts of the Country. According to 'In-house Study Report' of this force (2005), apart from fighting terrorism and insurgency, its personnel are engaged in performing number of other activities as well. This include - providing security cover to Central and State government officials and vital installations, quelling communal disturbances, managing relief operations during natural calamities, organizing community awareness programs, maintaining Law and Order during elections among other duties.

In this context, the constraints being faced by the paramilitary personnel may be numerous. For instance, prolonged deployment of the personnel in operational areas to fight terrorism or insurgency, and their exposure to extreme forms of surroundings – both physical and psychological in hostile lands are likely to affect the morale of these personnel and, subsequently, their job satisfaction.

Besides, one another 'In-house Study' (2002) conducted on paramilitary personnel reported an increase in incidents of killing and attacking of colleagues. As per this report, one of the causative factors for increase in such incidents was role-related stress experienced by the force personnel.



Abstract :

The present study aimed at investigating the relationship between organizational role stress (ORS) and job satisfaction (JS) of personnel of one of the paramilitary forces of India. An attempt has also been made to find out whether ORS and its dimensions can predict job satisfaction of paramilitary personnel. The sample consists of 328 paramilitary personnel posted at two districts of Kashmir, namely, Srinagar



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and Pulwama. The sample was selected by purposive and random sampling techniques. Organizational Role Stress Scale (Pareek, 1983 a, b) and Job Satisfaction Scale (Singh and Sharma, 1999) were employed to collect data. Pearson's product moment correlation and step-wise multiple regression techniques were used for data analysis. The results reveal that the total ORS and eight of its dimensions have a significant negative

According to Dobreva-Martinova et al. (2002), stress is a fundamental element of the work environment that appears to adversely affect the well being of individual employees as well as organizations as a whole (Quick, Murphy, and Hurrell, 1992; Schwartz, Pickering, and Lansbergis, 1996; Spector, Dwyer, and Jex, 1988; Wong, Cheuk, and Rosen, 2000). According to Salvo et al. (1995), job stress results in organizational problems such as low job satisfaction and low productivity. Besides, organizational stress has a deleterious effect on employees' job satisfaction and commitment, and is also apt to exacerbate negative attitudes such as alienation from work (Bhagat et al., 1985). A considerable amount of research has shown that high job stress is associated with low job satisfaction (Babakus et al., 1999; Borg and Riding, 1993; Chandraiah et al., 2003; Decker and Borgen, 1993; Graham et al., 2000; Richardsen and Burke, 1991; Roth et al., 2004; Tetrick and LaRocco, 1987; Williams et al., 2001; Young and Cooper, 1997).

Besides, a number of other studies observed both role conflict and role ambiguity as sources of job dissatisfaction, and other negative personal and organizational outcomes (Behrman and Perreault, 1984; Bhalla, Jones, and Flynn, 1991; Boles and Babin, 1996; Fisher and Gitelson, 1983; Hughes, 2001; Igarria

and Guimaraes, 1993; Jamal, 1984; Kahn et al., 1964; Koustelios, Theodorakis, and Goulimaris 2004; Lamble, 1980; Rizzo et al., 1970; Schuller, Aldag, and Brief, 1977; Spector, Dwyer, and Jex, 1988; Sutherland and Cooper, 1988; Yousef, 1999). On the basis of a meta-analytic review, Jackson and Schuller (1985) concluded that organizational role conflict and role ambiguity tend to be associated negatively with job satisfaction.

Pestonjee (1999) has done an extensive review in the field of ORS in relation to job satisfaction. In India, a number of studies have been carried out regarding the relationship between organizational role stress and job satisfaction of employees across various levels and types of organizations (Ahmad, James, and Ahmad, 1991; Alam, 1997; Chaudhary, 1990; Dharmangadan, 1988; Jagdish, 1983; Luhadia, 1991; Mishra and Singh, 1987; Sahoo et al. 1995; Singh, 1987; Srivastava and Jagdish, 1989; Tharakan, 1992).

Above review of literature suggests that a number of studies have been conducted examining the relationship between organizational role stress and job satisfaction in different occupational settings. However, there is hardly any study investigating the relationship between organizational role stress and job satisfaction of paramilitary personnel.



The present study is a modest attempt in this direction.

HYPOTHESES

Based on the review of research, the following hypotheses have been developed:

1. There is a significant negative relationship between ORS (including its ten dimensions) and job satisfaction of paramilitary personnel.
2. Certain dimensions of ORS will emerge as significant predictors of job satisfaction.

METHOD

Sample

The sample comprised 328 paramilitary personnel of various ranks posted in two districts of Kashmir, namely, Pulwama and Srinagar. The sample was selected by purposive and random sampling techniques.

Instruments

The following two tools have been used for data collection -

Organizational Role Stress Scale

This scale was developed by Pareek (1983 a, b) to measure the ten dimensions of ORS, namely, inter- role distance (IRD), role stagnation (RS), role expectation

conflict (REC), role erosion (RE), role overload, (RO), role isolation (RI), personal inadequacy (PI), self-role distance (SRD), role ambiguity (RA), and resource inadequacy (RIn).

The instrument consists of 50 statements and has a five-point scale ranging from 0 to 4 (where 0 means, 'if you never or scarcely feel this way' and 4 means 'if you very frequently or always feel this way'). Each dimension has five items. Thus, the total score for each dimension may range from 0 to 20, and the total ORS score may range from 0 to 200. This scale is being used widely in India. The reliability and validity of this scale have been duly established.

Job Satisfaction Scale

The scale consists of thirty statements; each statement has five alternatives from which a respondent requires to choose any one, which candidly expresses his/her perception of a job situation. The test-retest reliability of the scale is 0.97, and the validity coefficient is reported to be 0.74 (Singh and Sharma, 1999).

Data Collection Procedure

With the help of senior officials in Delhi and Kashmir, various battalions in the two Districts of Pulwama and Srinagar were approached for data collection. Although the instructions were

relationship with job satisfaction of the personnel. Step-wise multiple regression analysis shows that only one dimension of ORS (role stagnation) has emerged as a significant predictor of job satisfaction. The results have been discussed in the light of previous studies.

written on the questionnaires, verbal instructions were also given to clarify the doubts, if any. The participants were assured that their responses would be kept strictly confidential and would be used for research purpose only. A total of 328 paramilitary personnel posted in various locations of these two districts responded to the questionnaires.

Data Analysis

After the data collection was over, the standard procedure for data scoring as given in the manuals was followed. The data was then coded and computerized for statistical analysis. The Statistical Package for Social Sciences (SPSS), version 11.00 was used for data analysis. Pearson's product moment correlation was computed to determine the relationship between the dimensions of ORS as well as total ORS and job satisfaction. Step-wise multiple regression analysis was used to find out the predictors of job satisfaction.

RESULTS

The results are presented in tables 1 and 2, respectively.

The results in table 1 show that total ORS and eight of its dimensions have a significant negative relationship with job satisfaction of paramilitary personnel. As seen in Table 1, the maximum role stress is perceived in IRD dimension. This is followed by role stress in RIN and RS dimension, namely, role erosion and personal inadequacy are not significantly related to their job satisfaction.

Table 1: Relationship of Job Satisfaction with ORS & its dimensions

(N = 328)

Dimensions of ORS	Mean	S.D	r
IRD	13.06	2.38	-.25**
RS	11.72	2.57	-.31**
REC	10.49	2.47	-.20**
RE	10.42	2.87	-.05
RO	10.38	2.92	-.25**
RI	11.03	2.96	-.17**
PI	9.62	2.49	-.01
SRD	10.44	2.19	-.23**
RA	9.00	2.46	-.12*
RIN	12.02	2.56	-.20**
ORS (Total)	108.08	29.37	-.26**

* significant at .05 level

** significant at .01 level

Table 2 shows the result of multiple regression analysis, which reveals that role stagnation is the only dimension, which has emerged to be a significant predictor of job satisfaction. It accounts for 9% of the variance in job satisfaction of paramilitary personnel.

DISCUSSION

The purpose of the study was to find out the relationship between organizational role stress and job satisfaction of paramilitary personnel posted in Kashmir.

Table 2: Determinant of Job Satisfaction

(N = 328)

Variable	R	R square	Std. Error	Beta	Partial Correlation	t
(Constant)			2.33			31.51
RS	.31	.09	.186	-.31**	-.31**	-5.90

** significant at .01 level.

An attempt has also been made to find out the significant predictors of job satisfaction. Two hypotheses were formulated in this direction.

As evident in Table 1, job satisfaction is negatively and significantly related to total ORS and eight of its dimensions, namely, inter-role distance, role stagnation, role expectation conflict, role overload, role isolation, self-role distance, role ambiguity and resource inadequacy. This means higher these roles stresses; lower is job satisfaction of the personnel.

Inter-role distance results due to conflict between two or more roles a person occupies. This kind of role stress among paramilitary personnel may be attributed to the fact that due to frequent movements of their battalions across the length and breadth of India, the personnel may get only a limited time to stay with their families. In such circumstances, they may not be able to fulfill the expectations of their family members. According to the 'In-house Study' conducted on the force personnel in 2002, denial of leave at the time of emergent needs and lack of continuous communication with family members create a lot of stress among the personnel. Moreover, as per this report, the other causes of stress among the personnel include their inability to plan future activities in respect to self and family members with certainty, and to fulfill social obligations. These factors might have caused a feeling of inter-role distance resulting in low job satisfaction among the personnel.

Perception of lack of adequate skills to take up new roles (RS); conflicting expectations or demands by different role senders (REC); too much of a workload to cope with (RO); lack of linkages of one's role with other roles in the organization (RI); conflict between the self-concept and the role one performs (SRD); lack of clarity about expectations of others from the role, or lack of feedback on how performance is regarded by others (RA) might have resulted in low job satisfaction of these

personnel. This explains the negative relationship between these organizational role stresses and job satisfaction of paramilitary personnel.

Moreover, as seen in Table 1, there is also a significant negative relationship between resource inadequacy and job satisfaction of the personnel. Feeling of resource inadequacy occurs when the resources required by the role occupant for performing the role effectively are not available. These may be with regard to information, people, finance and/ or other facilities. In paramilitary force, this kind of role stress may be explained by the fact that the battalions of the force are mostly dependent on State governments for accommodation, which may lack basic amenities, or may not be enough to suit the requirements of the personnel. Besides, the personnel may also feel this kind of role stress with regard to lack of - quality equipments, arms and ammunition, and transport related facilities. Thus, perception of lack of these 'above stated' resources might have resulted in a feeling of resource inadequacy resulting in low job satisfaction among the paramilitary personnel. Therefore, it may be said that there is a need to improve the working and living conditions of paramilitary personnel. A comprehensive action plan for reorganization of paramilitary force with a view to reduce its demoralizing factors as related to accommodation, equipments, and other basic facilities is necessary to reduce this kind of role stress among its personnel. This might help in increasing job satisfaction of the personnel.

As seen in table 2, only one dimension of ORS, namely, role stagnation has emerged as a significant predictor of job satisfaction of the personnel. The value of Beta (standardized coefficient) is found to be negative. This implies that higher role stagnation contributes to lower job satisfaction of the personnel.

Role stagnation is a common stress in organizations when individuals get into new roles as a result of their advancement in the organization or as a result of taking

more challenging roles. In such cases, there may be a feeling of apprehension because the role is new and may require skills, which the role occupant may not have (Pareek, 2004). With respect to the paramilitary organization studied in this paper, the roles taken up by its personnel are full of challenges. It can be inferred from one of its 'In-house Study' reports (2005) that apart from discharging regular duties, the force personnel are also engaged in performing many new and challenging/specialized tasks (fighting terrorism and insurgency etc.) However, the perception of lack of adequate skills to take up these new/challenging tasks might have resulted in ineffective role transition, and subsequently the feeling of role stagnation among paramilitary personnel. Therefore, there is a need for adequate in-service training programs for its personnel to help clarify the requirements and skills needed to take on new/challenging roles. This might help in reducing role stagnation and increasing job satisfaction of the paramilitary personnel.

Job satisfaction is a determinant of human resource effectiveness and wider organizational effectiveness (Doherty, 1998). Therefore, any aspect of organizational life (role related or otherwise), which negatively influences functional work outcome, such as job performance, and positively influences dysfunctional job outcome, such as job dissatisfaction, should be reduced or at best prevented.

LIMITATIONS

The study is limited to paramilitary personnel posted at Kashmir region only. Studies on paramilitary personnel posted at other parts of India should also be carried out. Moreover, the personnel belonging to only one paramilitary force of India are taken. Therefore, the results are limited to the present study only.

Besides, there may be many more factors such as demographic variables, emotional intelligence, coping

strategies, and personality type of paramilitary personnel, which can contribute to job satisfaction of paramilitary personnel. However, these factors have not been investigated in the present study. Future researchers should consider these factors while studying job satisfaction of paramilitary personnel.

CONCLUSION

This study sheds light on the relationship between organizational role stress and job satisfaction of paramilitary personnel. The findings of the study reveal that ORS and eight of its dimensions are negatively and significantly related with job satisfaction of the personnel. Moreover, role stagnation has emerged as a significant predictor of job satisfaction.

This implies that if paramilitary personnel have high ORS and low job satisfaction, it may adversely affect their performance. This calls for employing functional role strategies at the organizational level to equip the paramilitary personnel to manage the role stresses effectively.

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Keywords :

Signal voltage,

Signal aberration,

Cross pulse & Camera origin

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EXPERIMENT ON VIDEO SIGNAL DEGRADATION DUE TO GENERATION LOSS ON VHS FORMAT RECORDING

C.P. Singh*

1. Introduction:

Increasing use of Video camcorder in recording the events happening in day-to-day life and easily available consumer type handy camera make the Law Enforcement Agency for the favourable use of video evidences. The recorded video evidence always requires for establishment of integrity of the video recording, as alteration is possible in a number of ways. Forensic video examinations for use in the Law enforcement are mainly focused on the establishment of its integrity and authenticity. In other words, authenticity of the video recording is required to be proved in the Court of Law so that the video recorded information could be used as evidence to prove or relate to the commission of an offence. The main concern of the examination is to establish whether the videotape is a copy, a compilation of other tapes or an edited version. The amount of video signal degradation is assumed to be one of the important criteria for fixing the question whether the tape is a copy or otherwise. No revelation is found in the literature regarding the amount of degradation

in the signal due to generation of copies. It may be further assumed that the degradation depends on the signal strength/ characteristics of the camcorder used for producing the camera master & the video tape recorders as well as video playback system used during the process of making the copy.

It is revealed in the literature that a cross pulse monitor can be used to observe vertical interval and horizontal information known as video synchronizing information and with proper application it is possible to determine if the videotape is a copy or the original. In case the helical heads are out of alignment thus producing a set of marks for each succeeding generation or copy. In one of the cases received in this lab for examination of video recording in order to fix whether the video is camera original or copy. An experiment was conducted in the lab in order to determine the characteristics degradation of video signal due to generation of copy using the camera provided by the investigating agency. The result of the experiment was found useful for determining the degree of

Experiment on Video Signal degradation due to generation loss on VHS format recording



degradation of the video signal for the type of camera and the VCP/VCR combination.

2. Materials and Methods

2.1. Preparation of video exemplars:

The video camera has been used to record 20 minutes of shot in dim light and bright light conditions of recording. The original video recording has been used to make copy and this first generation copy to make second-generation copy and so on up to fifth generation copy i.e. subsequent next generation copy is made from the preceding generation, using same make and the model of video tape format of VHS. The copies of the camera originals are made using new brand of VCR and VCP of Sharp make. A copy of the questioned video recording has been made in order to compare the generation loss.

2.2. Experiments:

The video recordings are played using same VCP for getting video output of all the video recordings of camera original, first, second, third, fourth and fifth generation and same condition has been maintained during the complete measurements. The Video voltage levels of recordings are measured using CRO (Cathode Ray Oscilloscope; model no. SM 1001) followed by analysis using Waveform Monitor. Three measurements have

been made at different video lines for each generation on video signal on visible region and sync level. A comparison of video signal was made with the questioned recording and generated copies of the camera original on waveform monitor and four channels CRO. Also the copy of the questioned video recording is also subjected to the measurement of the video signal level in the same condition as above.

3. Results and Discussions

The measured voltage level of different generations taken as average of three measurements is shown in the Table-1. The camera original version has a measured value of 1000 mV signal level i.e. 700 mV in visible video signal and 300 mV in sync level for the video camera. Irrespective of measurement uncertainty involved the degradation in the video signal voltage as shown in the Fig.-1.

Table-1: Voltage levels of different generations

Generation	Video signal level in mV	Sync level in mV	Total Signal Voltage mV
Original	700	300	1000
I	620	220	840
II	457	210	667
III	423	210	633
IV	370	197	567
V	330	173	503

Abstract :

A defined procedure for fixing a video recording to decide whether it is a copy or camera original is hard to find in the literature though it has been mentioned in the literature that observation of vertical interval and horizontal information using Cross Pulse Monitor can determine the generation of the copy. On the other hand, loss in the Signal voltage level is prominent for certain format of video record-



ings and the amount of loss in making a copy under particular condition is not known. Study has been conducted in the laboratory in order to determine whether the video recording referred in a crime case is camera original or a copy with the availability of the video camera that has been used. In this, the Signal voltage degradation due to generation loss is considered for recording format of VHS. Signal Voltage degradation due to generation loss upto

Experiment on Video Signal degradation due to generation loss on VHS format recording

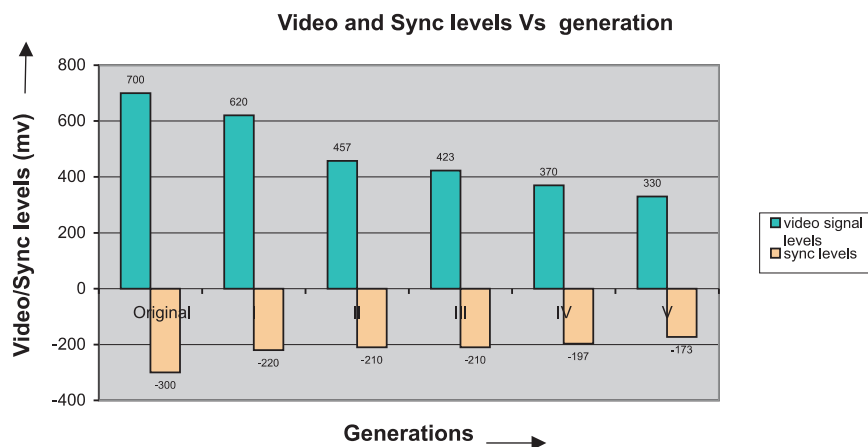


Fig-1- The Video/Sync levels in mV of the camera original and the generations of copies

The video signal levels of the disputed video and its' copy are measured and are tabulated in **Table-2** and is observed that the voltage levels of the Exhibit is always higher than the Copy made out of it.

Table-2: Video signal of questioned video recording & its copy

Time in minutes	Video signal levels of the Original recording in mV	Video signal levels of the Copy in mV
6	660	600
24	650	600
32	640	600
57	640	600
62	640	600

The amount of degradation is consistent with the video signal degradation observed in the first generation copy of the camera

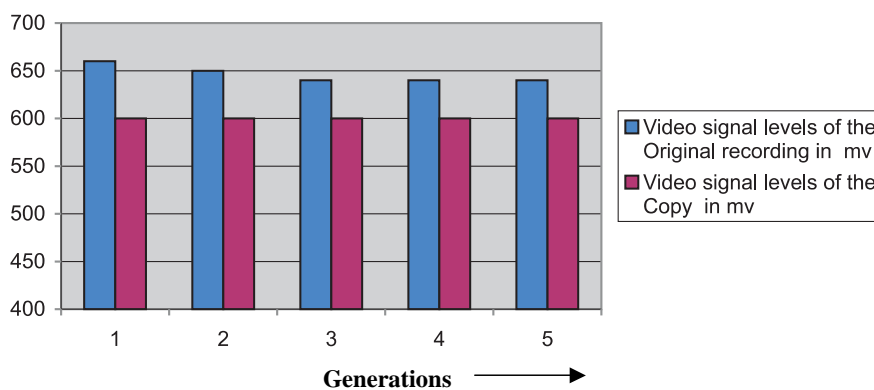


Fig-2- Comparative video signal level measured at eight different intervals

Experiment on Video Signal degradation due to generation loss on VHS format recording

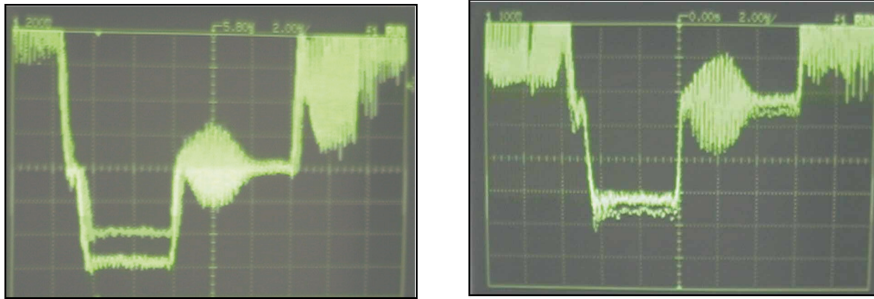


Fig. Superimposition of Video Waveform of 1) the disputed recording and Original 2) the disputed recording with the copy of the camera original

original with certain degree deviation the might be due to the aging factor of the recording head of the VCR used in making the copy. As the video camera is giving full video signal of 1 volt and the video signal from the recorded camera original on VHS videocassette of same make & model is also giving video signal of 1 volt. The measured value of 640 mV to 680 mV implies that the recording is not of camera original and its voltage level is that of first generation copy. This is also supported by other observation on visual and waveform.

4. Conclusion

The camera original video recording of the video camera shows the full signal and the consecutive copies are shown less signal voltage. This degree of degradation could be used in order to decide the generation of the copy as compared to the camera signal if

the camcorder is available. The degree of degradation in the video signal level is found to be additional information and such degradation observed for VHS format recording could be used for comparing the degradation of the copy of the disputed video. Thus the decision as to whether the disputed video is camera original or copy of the camera original can be successfully drawn.

Acknowledgement

The authors are grateful to Dr. B.S. Sohi, Director, University Institute of Engineering and Technology, PU, Chandigarh for providing instrumental facilities and Ms. Sharmelee Thangjam, Lecturer, Microelectronics, University Institute of Engineering and Technology, PU, Chandigarh for extending cooperation in conducting at the University laboratory for this research work.

fifth generation copies have been measured and comparison of the signal voltage is made in order to ascertain the number of generation of the disputed video. Comparison of video waveforms between the disputed video and laboratory-generated copy could confirm the signal aberration on making the copy for deciding the generation of the disputed video.

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STRESS OF THE STRESSOR – THE EXTREMIST/TERRORIST SIDE OF STORY (A PILOT STUDY)

M. Madana Mohan, IPS*

I. Introduction:

Stress is a natural phenomenon in any human being. The extremists and terrorists are no exception. It is an outcome of the natural processes of the body as a reaction to the physical and psychological environments. According to Brian Clegg (2000), stress is the impact of a demand on a human being. The source can be external or internal. The demand can be positive or negative. Selye (1956) defines stress as the body's non-specific response to any demand placed on it, which may ultimately lead to the diseases of adaptation. Ruben calls it a generalized arousal of the psycho-physiological systems. Klarreich (1990) defines stress as a non-specific physiological and psychological response to events which are perceived as a threat to one's well being; and stressors are basically events, situations or changes one encounters in life.

The common man looks at the extremist as a 'super man', who has overcome all these tensions and has

'conquered' or has the capacity to conquer the toughest things of life. When he can take on the government in general and the police/security personnel, he should be beyond these stressors. But the reality is quite opposite.

II. Methodology:

A Pilot Study was undertaken in the North-Eastern state of Tripura. A questionnaire was administered orally to 80 extremists/surrendered extremists. Detailed interviews and discussions were held with about 20 top leaders/cadres on the stresses they face. The questions were both closed and open-ended. With the senior leaders/cadres the emphasis was more on their real life experiences in the underground life.

III. Limitations of Pilot Study:

- The generalizations are confined to North-East (Tripura) extremist/terrorist groups, especially pertaining to their underground life in NE jungles and Bangladesh armed camps.



Key Words :

Phenomenon;

Environments;

Physiological;

Stress & discipline;

Extremists;

Terrorists.



Synopsis :

"I beg you, I want you to talk to me, I will die for you, please show me my child", thus cried a man. The lady mercilessly rejected him till he agreed to her condition, the difficult condition of leaving the underground life. This is the real life story of a senior extremist leader's family rejection and his extreme stress leading to frustration. The lady branded him – "a blood thirsty animal and a traitor". He was the Self

Stress of the Stressor - The Extremist/Terrorist side of Story (A Pilot Study)

- As most of them were uneducated and tribals, oral questioning was the only way to elicit responses.
- The number of women cadre was very limited. So, the observations regarding the women extremists could not be completely generalized.
- **Personality Clashes** – The extremist groups are rarely cohesive. They are known for personality clashes. It is a leader-oriented organization. Whatever the leader says is right. No questions asked. Anybody questioning the leader is considered a traitor. The extremist groups split on leadership lines. NLFT (NB) and NLFT (BM) were born out of the leadership clash between Biswa Mohan Deb Barma and Nayan Bashi Jamatia in the original NLFT. Like any succession war in olden day monarchies and kingdoms, there will be killings, of course on a smaller scale, when extremist groups split. During NLFT split, there were killings of Nayan Bashi's and Biswa Mohan's followers. This process puts a lot of stress on the minds of extremists. There is no end to these clashes and they are perennial. So, is the consequential stress.

III. Stressors for Extremists/Terrorists:

For the sake of convenience of understanding, the stressors of the extremists/terrorists have been broadly categorized into – Organizational & Professional, Personal, Familial and Environmental.

(A) Organizational & Professional:

- **Mistrust/Distrust** – There is a lot of mistrust and distrust among the members of the extremist groups. They grow with that feeling in the organization. Always there is a lurking fear around the extremist about his colleague – senior, junior and peer. Though the group overtly emphasizes the concept of loyalty to the group and the leader, the same is not guaranteed. Each spies on the other on behalf of the leader or the shadow/dissident leader. So, one cannot talk freely to the other.
- **Group Rivalry** – The extremist groups fight on two fronts. One front is the security agencies and the other, the rival group. The second fight is bigger than the first one. The turf war between the groups is an on-going one. The threat from the rival group is more stressful than the threat from police. The groups have action teams/hit teams targeting



important cadres of the rival group. There is always a lurking danger and the consequent stress to an extremist on this count.

- **Pseudo-Discipline** – The so called discipline in an extremist group is subjective. What appeals to the leader is discipline. There is lack of clarity on the rules of the game. The rules keep changing. This uncertainty in the work environment creates stress.
- **Brutal Punishment** – The punishments in the extremist group are very brutal. There are no rules and regulations in dispensation of ‘justice’. It is only jungle-raj. Might is right. The leader is right. Most of the times, the punishment is capital punishment. There is no appeal.
- **Uncertain Career** – The position in the organization is uncertain. The growth is simply not related to the performance alone. It is the whims and fancies of the group leader. The follower till the other day, becomes the confidant of the top leader and bosses over. This causes a career related stress.
- **Inter-tribal stress** – The extremist groups, especially in the North-East India claim to champion the cause of the tribals. But, the groups are riddled with sub-group/sub-tribal loyalties and fight on the sub-tribal lines. It is true of almost all the NE tribal

extremist groups including NLFT (NB), NLFT (BM) and ATTF.

- **External Intelligence Agencies** – The extremist groups are invariably guided by external intelligence agencies like Pak ISI and Bangladesh DGFI. The tasking is according to the game plan of those agencies. The extremists, especially the senior leaders are under stress on this count.
- **Religious Conversion** – The leaders of North-East extremist/terrorist groups are mostly Christians. They put a lot of pressure on the non-Christian members to convert into Christianity. In fact, it is made compulsory. This puts a lot of stress on those who want to retain the original tribal religion. Even after conversion, the neo-converts are put through a lot of rigorous regimen of Christian religious practices. The armed camps have make shift churches and prayers are compulsory.
- **Juvenile Extremists** – The average age group of the extremists is around 18 years. Except the leadership, an extremist is eased out or allowed to surrender to police after 25-30 years of age. Most of the lower rung extremists are teenagers and juvenile extremists. Due to their mental immaturity, they face a lot of stress in the underground life.

Styled Prime Minister of the National Liberation Front of Tripura (Nayan Bashi). This story gives an insight into how much stressed are the most dreaded extremists and terrorists. They are one of the main stressors to the police. The people in general believe that they live lavishly and ‘enjoy’ life; and are invincible. But what is not known to many is the fact that they have a lot of stress. This article, which is based on the Pilot Study of 80 surrendered extremists, is a



humble attempt to bring out the stress the extremists and terrorists face in their underground lives.

(B) Personal:

- **One-way ticket** – There is only one way ticket into the extremist group. Most of the extremists, who wanted to come back to the mainstream, are not allowed to leave the group. If they run away and surrender to the police, their families are attacked and killed. So, always the feeling that they are going to die anyway is a major stressor.
- **Disillusionment** – When young boys and girls are recruited in the group, they are driven by poverty or some personal problem or misled/misguided by the dream of tribal emancipation through armed struggle. Very quickly, they get disillusioned with the group. They always have the stress of purposelessness.
- **Fear of unknown** – The extremist always has the fear of the unknown. He does not know what is in store for him the next moment. As such, he is in a perennial state of stress.
- **Lack of Sleep** – Due to the constant fear of security forces and the rival groups, the extremist cannot does not get proper sleep. This lack of sufficient sleep is a great source of stress.
- **Feeling of alienation** – The extremist suffers from a feeling of alienation from the main society. He feels let down and neglected. He suffers from persecution complex.
- **Inhuman life style** – In the jungle, the living conditions of the extremists is very bad. The armed camps are in a hostile foreign land. They are make-shift camps/ thatched huts with insufficient facilities. Most of the times, he is given only one meal a day. Drinking water is a problem. He has to suffer the scorching sun, biting clod and pouring rain.
- **Minority complex & Cultural neglect** – The tribal, being a minority, has a complex. He feels that the majority is insulting him and his culture. This feeling is reinforced and aggravated in the extremist group. It makes him more aggressive and drives him to be more brutal. This is another source of threat.
- **Lack of medical facilities** – The extremists did not have even the basic medical facilities in their camps or jungles. They knew that any serious ailment in jungle would mean death. They depended mostly on 'Kobi Raj' (quack). The leaders had access to urban hospitals in Bangladesh.
- **Sexual exploitation** – The young girls who were taken as extremists were sexually exploited by the male leaders and cadres. Most of the extremists, both male and female had Sexually Transmitted Diseases.

- ***Fear of uncertain future*** – A person enters the extremist group with a lot of hope on bright future. But he soon gets disillusioned. He has nowhere to go – neither family nor the society, which he thinks do not accept him. Even after coming overground, the police continue to chase him. He has nothing to look forward to in life. This frustration of failure in life gives a lot of stress to him.
- ***'Paap Bheeti'*** – Almost everybody who was interviewed confided that what he was doing (violence) was 'paap' or inhuman. They had stress on account of this feeling. But most of them tried to rationalize the violence as inevitable for the cause of tribal justice.

(C) Familial:

- ***Familial Deprivation*** – Being away from home was very stressful especially for the juvenile extremists. Even for the adult extremists, leaving behind the family meant a lot of stress. They were always worried about old parents, wife and small children, they have left behind. Their welfare always worried them. Some of them left the children when they were very small. Now the grown up children may not recognize them. Even if they recognize, they may not accept the father, who is an extremist. However, many of the senior leaders had kept their families in the nearest urban centers in Bangladesh. The police harassment of their families was a constant source of threat.
- ***Rejection by family & society*** – The extremists felt rejected by the family and society. In one case, the self-styled Prime Minister of the group was craving for acceptance by his wife, who rejected him for his activities. He even used to cry over the issue.
- ***Financial stress*** – The extremists, who were mostly from a very poor background, always thought that financially they would benefit by joining the group. But soon they realize that the group pays very paltry sum or asks them to earn themselves through

extortions. So, unable to survive themselves and helplessness to extend financial help to the families, they would always be under tremendous stress. However, the senior leaders had made enough money and had good investments in Bangladesh.

(D) Environmental:

- ***Threat of Indian security forces*** – The constant threat of raids by the police and other security forces kept the extremists on the tenterhooks always. They had to fight or flight at very short notice. They saw their colleagues dying in front of their eyes in police actions. This was a major stress.
- ***Tough training*** – The training in Bangladesh jungles is in tough conditions. A couple of them had training in Pakistan. It was very tough given by Pakistan/Bangladesh ex-army/army officers.
- ***Rigors of Jungle*** – Most of the time, the extremists spend time in jungles. The life is very tough. The terrain is very inhospitable. The wild animals can attack, the snake can bite, there can be a fall from the steep climb/cliff, the blood sucking leeches latch on, the seasonal streams in the mountains/hills can be very dangerous some times, walks could be for days without food and there could be no safe drinking water for a day or two in the deep jungles and on peaks. The extremists always faced a threat from wild creatures like snakes. They had to depend on leaves and herbs to treat a snake bite.
- ***Tough climatic conditions*** – The NE has very high rain fall, thick vegetation, steep slopes and ridges, extreme humidity, etc. The bad climatic conditions make the life in the camps and jungles very horrible, leading to a lot of physical and mental stress.
- ***Threats from foreign agencies*** – The relationship of extremist groups with the foreign security agencies is business-like. Money is to be paid for setting up and running camps; for movement; etc. Nothing is free. The movements and survival has a price.

Table-1: Stressors of Extremists/Terrorists

Sl. No.	Stressor	% Response	Sl. No.	Stressor	% Response
I.	Organizational/ Professional		III.	Personal	
1.	Mistrust	61% (49)	1.	One-way ticket	48% (38)
2.	Personality Clashes	23% (18)	2.	Disillusionment	76% (61)
3.	Group Rivalry	78% (62)	3.	Fear of unknown	69% (55)
4.	Pseudo-discipline	63% (50)	4.	Lack of Sleep	79% (63)
5.	Brutal punishment	73% (58)	5.	Alienation	91% (73)
6.	Uncertain Career	38% (30)	6.	Inhuman life	65% (52)
7.	Inter-tribal Stress	59% (47)	7.	Minority Complex/ Cultural Neglect	96% (77)
8.	External Intelligence Agencies	18% (14)	8.	Frequent Illness	66% (53)
9.	Religious Conversions	31% (25)	9.	Sexual Exploitation	Limited Sample
10.	Juvenile Extremism	51% (41)	10.	Uncertain Future	85% (68)
II.	Environmental		11.	“Paap Bheeti”	41% (33)
1.	Threat from Security Forces	46% (37)	IV.	Familial	
2.	Tough Foreign Training	16% (13)	1.	Familial Deprivation	81% (65)
3.	Rigors of Jungle	91% (73)	2.	Rejection by Family & Society	58% (46)
4.	Tough Climate	78% (62)	3.	Financial Stress	95% (76)
5.	Threat from Foreign Security Agencies	58%	(46)	Sample size of 80 extremists. Percentages rounded off.	

Otherwise, the extremists are detained or arrested. Whenever Bangladesh wants to prove to the outside world that they do not support NE extremists, the Bangladesh army, Bangladesh Rifles and the Bangladesh Police raid the extremist camps. Due to that they have to shift the camps at very short notices. The extremist camps survive at their mercy. The lurking fear of raids on the camps by Bangladesh security agencies is a constant source of stress.

IV. MANIFESTATIONS OF STRESS:

The several types of stress in the extremists and terrorists manifest itself in various forms. It affects the quality of life of the extremist/terrorist very badly.

- **Erratic behaviour & Irritability** – The extremists were very erratic in their behaviour. They were unpredictable.

Stress of the Stressor - The Extremist/Terrorist
side of Story (A Pilot Study)

- **Feeling of Restlessness** – The extremists were always restless. They were used to certain life style in jungles. Even while being underground, they were not comfortable with themselves.
- **Sleeplessness** – Many of the extremists suffered from sleeplessness. They were programmed to be half-awake during their underground life. It was also a stress induced aberration.
- **Health Problems** – The various kinds of stress had led to stress-related health problems. Most of the extremists who were interviewed were suffering from some ailment or the other. The common ailments were chronic malaria, malnutrition, stomach ailment, Blood Pressure, Diabetes, etc.
- **Insensitivity** – Most of the extremists had become very insensitive to issues which a normal person would react. They talked about killing people as a matter of fact.
- **Escape mechanisms** – Smoking, Drinking, Drugs, Pan Chewing and Girl Friends were very common among most of the extremists. These habits led to related health problems like STDs.
- **Family Discord** – The stresses have led to a lot of family discord. They did not have good familial relations. Family/domestic violence was common after they returned to their families.

V. CONCLUSION:

It is seen from the above that the extremists and the terrorists who are a major source of stress to the police and the security agencies face a lot of stress themselves. It was revealed in the Pilot Study that the ‘invincibility’ of extremists is only a myth. Outwardly the extremist puts up a brave face. In reality, his stress is many fold more compared to the police officer. This factor alone keeps the police officer ahead of the extremist/terrorist in the fight against extremism and terrorism. In the operations against the terrorists, the security forces could exploit this aspect to their advantage. Strategies could be worked out to use the various aspects of stress of extremists and terrorists in the fight against terrorism.

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Note: Your reactions to this article may kindly be mailed to madugulamadanamohan@yahoo.com. The author of the article is a 1987 batch IPS officer of Tripura cadre.

Table-2: Manifestations of Stress among Extremists/Terrorists

Sl. No.	Manifestation	% Response
1.	Erratic Behaviour & Irritability	91% (73)
2.	Feeling of Restlessness	86% (69)
3.	Sleeplessness	68% (54)
4.	Health Problems	76% (61)
5.	Insensitivity	81% (65)
6.	Escape Mechanisms	83% (66)
7.	Family Discord	58% (46)



Key Words :

Dark legacy,

An instrument of coercion,

Indian Cinema,

Negative legacy,

Progressive decline of tough image,

Hearsay,

Sub-Human living conditions,

Human Rights,

Prisoners' reforms.

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Investigation,
Orissa Human Rights Commission,
Bhubaneswar.

PRISONERS AND HUMAN RIGHTS – A PERSPECTIVE

R.P.Singh, IPS*

The jail administration in India, much like the Police, has inherited a dark legacy from the British colonial masters. The British rulers used jail as an instrument of coercion, primarily to suppress National uprisings, to incarcerate political opponents and to run the writ of the empire. The situation was worse in most of the States ruled by native rulers under the British dominion.

In British India there was a provision of transportation for life where the concerned prisoner used to be sent to “Kalapani” - an euphemism for ‘Cellular Jail’ at the Andamans Island. One who was sent up there was never expected to return back alive and his family members used to perform his last rites soon after his departure. Such was the dread of “ Kalapani” that mere mention of it used to run a chill down the spine of even the toughest of the prisoners. It would be a tall order for an organization having such a negative legacy to make a quick change-over of image.

Our contemporary Indian cinema, particularly the Bollywood

masala movies have contributed, in no small measure, in creating a negative image of our jails. Most of our movies depict jail as a hell-hole where the prisoners are forced to perform back-breaking jobs like breaking stones in a quarry, eat rotten food in rusted bowls and drink water with their palms and the authorities often denying them food and water on whiff of an excuse. Another oft-repeated spectacle in our cinemas is a burly prisoner getting massage and other menial services from his cronies and he lording over them. At the other end of the rainbow there is now famous caricature of Jailor immortalized by Asrani, the famous comedian in “Sholay” where he, dressed like Hitler, claims to be a Jailor from the British vintage and is often at the receiving end of pranks played on him by Biru and Jay. In the same movie, there is another melodrama as Biru issues an ultimatum from the top of a high water tank, though visibility in an inebriated state, that Mousi would be landing up in Jail and languish there grinding grains in a mill after he commits suicide as she has turned down his proposal to marry Basanti. The scene, apart from being hilarious,

conveys a message that life in prison could be very tough for its inmates, though I am yet to see a stone mill or “chakki” in any of the prisons I have visited so far.

Paradoxically there has been a progressive decline of tough image of the Jailor, as notorious gangsters and musclemen seem to have got an upper hand even inside the prison. It is alleged that dreaded gangsters have been running their empires even from inside the prison. Apart from their ruthlessness in eliminating their opponents by a mere nod of their heads, extremely efficient organization, unprecedented money power and numerous loopholes in the legal system seem to be working in their favour in obtaining compliance, even if out of fear, from the jail authorities. Further, advent of modern gadgets like mobile and satellite phones have provided them immense reach as well as unprecedented lethality. Dreaded gang lords, particularly of Mumbai like the D. Company, are known to have organised spectacular crimes like running extortion rackets, organizing kidnapping for ransom, and even contract killing while themselves remaining behind bars. Even Orissa has witnessed a few such instances in the past and such instances are on the increase. Particularly one instance readily comes to mind where a particular notorious illicit liquor don organized a contract killing

of one of his opponents from inside the jail and he was convicted for the same.

We have also heard of convicts/ jail inmates being let off in the evening to commit dacoity during the night and return back before dawn, of course on condition of sharing the booty with the concerned authorities, and if they would not or could not return by the day-break an alarm would be raised signalling their escape. It would be perhaps futile to get exercised over the authenticity of such rumours but the fact that most of such hearsay are believed by the masses over-emphasizes the need to improve the image as well as credibility of jail administration.

As regards misuse of mobile and satellite phones by jail inmates, perhaps it would be far more effective for the authorities to use technologies like jammers and scanners to neutralise them, instead of conducting physical searches to locate them, which is like looking for a needle in a hay-stake.

Most of our prisons are faced with problems of over-crowding, unhygienic living conditions, poor quality of food and drinking water and inadequate or non-existent recreational facilities. I have had the privilege of visiting many jails in the State of Orissa and I found situations prevailing over there grossly



Abstract :

Jail administration in India has inherited a dark legacy as an instrument of coercion due to various historical factors. It would be very difficult to overcome such negative legacy and make a quick change-over of the image. Contemporary Indian cinemas have also contributed in creating a negative image of our jails. Paradoxically the tough image of the Jailor has declined progressively due to advent of notorious gangsters capable of running their empires even from behind bars, and advent of modern gadgets like mobile and satellite phones.



Unfounded rumours and hearsay of unholy alliance of jail authorities and criminals have also contributed in tarnishing the image of jail administration. Living conditions in most of the jails are sub-human due to over-crowding and other related factors, which leads to inter-personal conflicts among the prisoners and also with the authorities. There is a need to bring about paradigm shift in the attitude of jail authorities in dealing with reasonable grievances of the prisoners, particularly in the light of all pervasive human rights guaranteed by various conventions and Laws. That only can ensure much needed reforms of the convicts.

appalling, if not sub-human. I found a room 15' X 15' having about 60 inmates. If they all decided to sleep at the same time they would form three or four layers, stacked one over the other. A jail constructed for 50 inmates would have at best 10 toilets. If it houses 5/10 times its capacity, it certainly would over-stretch toilets and other amenities of hygiene and sanitation. Very similar situation would prevail with regard to cooking and serving of food, availability of safe water for drinking, bathing, etc. further, as pointed out by psychologists man is a social animal and craves for company of fellow human beings but putting together too many people in too small a space has just the opposite effect on people - their comfort level plummets, tempers run high, inter-personal conflicts intensify and even small inconveniences seem unreasonably daunting leading to hunger strikes and the like. The authorities often face such a situation and are at a loss to tackle the same.

There is an urgent need to bring about a paradigm shift in the attitude

of jail authorities in dealing with jail inmates—both convicts as well as under – trial prisoners. It must be borne in mind by those concerned that human rights are most sacrosanct in the present day civilized world and cannot be compromised at any cost. While various conventions and laws have defined human rights most precisely as well as exhaustively, it may be safely assumed that whatever is not expressly forbidden by Law enacted by a civilized and democratic Government would come within the ambit of human rights. With this perspective rights of jail inmates become all the more sacrosanct because their lives and liberties have been placed, though with reasonable restrictions, at the disposal of jail authorities. Hence, while faced with demands of jail inmates or an agitation etc. the authorities should look into the same with empathy, rather than thumping the rule book for an excuse to deny what would have perhaps made the lives of the inmates a little more pleasant experience, ushering them towards the much needed path of reforms.



A STUDY OF JOB SATISFACTION AMONG MALE AND FEMALE POLICE PERSONNEL

P. Nachimuthu*

INTRODUCTION

Attitude is a 'learned predisposition to respond in a consistently favourable or unfavourable manner with respect to a given object, people, event and / or situation(s)'. One of the work attitudes that have been a topic of great interest for researchers and practitioners, in a wide range of fields, including organizational psychology, public administration, and management is Job satisfaction. Especially in this dynamic work life situation, the study of job satisfaction becomes more important and necessary, for the development of the organization. There are basically two job factors viz., job intrinsic and job extrinsic factors that affects the attitude towards the job. According to Dawis, R. V. (1992) overall job satisfaction is actually a combination of *intrinsic* and *extrinsic* job satisfaction. *Intrinsic job satisfaction* is when workers consider only *the kind of work they do*, the tasks that make up the job. *Extrinsic job satisfaction* is when workers consider *the conditions of*

work, such as their pay, co-workers, and supervisor.

Job satisfaction is an affective or emotional response toward various facets of one's job. Yadav *et al.* (1999) found psychological identification with the job and family involvement as determinants of job satisfaction and marital satisfaction. The topic of job satisfaction is important because of its implications for job-related variables. Job satisfaction expresses the extent of match between worker's expectations (also aspirations) and the rewards the job provides and the values it creates and gets cherished (Amar Singh and T.R.Sharma, 1986).

Many theories have been proposed concerning the causes of job satisfaction. They can be classified in three categories: Situational theories, Dispositional approaches, and Interactive theories (Judge et al., 2001). Situational theories assume that job satisfaction results from the nature of one's job or other aspects of the environment; examples are Herzberg's two-factor



Key words :

Job satisfaction,
Police personnel,
Intrinsic factors,
Extrinsic factors

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A Study of Job Satisfaction Among Male and Female Police Personnel

Abstract :

Job satisfaction is a widely accepted Psychological aspect of functioning in any profession and it is a highly researched work attitude. The present study is contemplated upon understanding the gender difference in job satisfaction among the police personnel and also to understand the intrinsic and extrinsic correlates of job satisfaction and job dissatisfaction among these police personnel. The sample for this study comprised 108 Police

theory, the social information processing approach (Salancik & Pfeffer, 1978), and the job characteristics model (Hackman & Oldham, 1976). Dispositional approaches hypothesize that job satisfaction is rooted in the personological make-up of the individual (Staw & Ross, 1985; Staw, Bell, & Clausen, 1986). Interactive theories propose that job satisfaction results from the interplay of the situation and personality.

According to Herzberg's two factor theory ("motivation" and "hygiene"), if handled properly, hygiene issues cannot motivate workers but can minimize dissatisfaction. Hygiene factors include company policies, supervision, salary, interpersonal relations and working conditions. They are variables related to the worker's environment. By contrast, a worker's job satisfaction was influenced by factors associated with the work itself or by outcomes directly derived from it such as the nature of their jobs, achievement in the work, promotion opportunities, responsibilities, chances for personal growth and recognition. Because such factors were associated with high levels of job satisfaction, Herzberg referred them as 'motivation factors'.

Violanti and Aron (1994) found that high levels of job satisfaction were associated with improved

Psychological well-being, in their research with police officers. In a study Mishra (1986) found that strenuous working conditions did not have any affect on job dissatisfaction, job involvement relationship. But in contrast, Reddy and Ramamurti (1991) and Minaketan (2000) revealed that various factors like working conditions, role in the organization, organization structure and climate, interpersonal relationship and home/work interface as the potential sources of stress in organization. Based on the 'Social Exchange theory', researchers contend that the impression employees have of their organization often depends on the perceptions of how their job has an impact on work-family balance, which largely regulates the desire among them to reciprocate towards the organization in terms of positive or negative attitudes and behaviour (Scholarious and Marks, 2004). One recent survey by Lou Harris found that officers resign for a variety of reasons, and that those who left had higher levels of satisfaction with work conditions and financial benefits than those who remained.

A review of evidence has identified 4 factors conducive to increased levels of employees' job satisfaction:

1. Mentally challenging work- People prefer jobs that give them



opportunities to use their skills and abilities and offer a variety of tasks, freedom and feedback on how well they are doing.

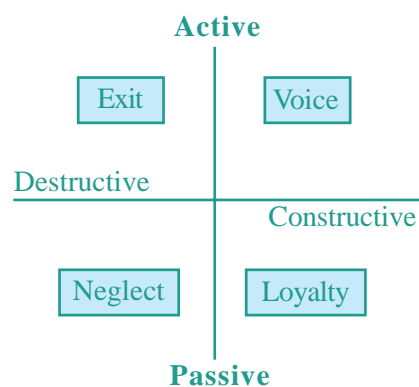
2. Equitable rewards- Employees want pay systems and promotional policies that they perceive as being just, unambiguous and in line with their expectations. When pay is seen as fair based on job demands, individual skill level, and community pay standards, satisfaction is likely to result. Similarly, employees seek fair promotion policies and practices. Promotions provide opportunities for personal growth, more responsibilities and increased social status.

3. Supportive working conditions Employees are concerned with their work environment for both personal comfort and facilitating doing a good job. Studies demonstrate that employees prefer physical surroundings that are not dangerous or uncomfortable. In addition most employees prefer working relatively close to home, in clean and relatively modern facilities and with adequate tools and equipments.

4. Supportive colleagues- People get more out of work than merely money tangible achievements. For most employees, work also fills the need for social interaction. Not surprisingly, therefore having friendly and supportive co-workers leads to

increased job satisfaction. Studies show that employee satisfaction is increased when the immediate supervisors is understanding & friendly, offer praise for good performance, listens to employees opinion and show personal interest in them.

Responses of Job dissatisfaction:



Employees express their dissatisfaction in a number of ways;

- **Exit-** Dissatisfaction expressed through behaviour directed toward leaving the organization
- **Voice-** Dissatisfaction expressed through active and constructive attempts to improve conditions
- **Loyalty-** Dissatisfaction expressed by passively waiting for conditions to improve
- **Neglect-** Dissatisfaction expressed through allowing conditions to worsen

The following list is representative of what people look for in a job. What do they expect or

personnel of Coimbatore city, Tamil Nadu. The samples were administered with the Job satisfaction scale developed by Amar Singh and T.R.Sharma (1986). The data collected were analyzed statistically using mean, S.D., 't'-test and percentage analysis. The result revealed that there is no significant difference in Job satisfaction levels between male and female police personnel. Also it was found that both male and female police personnel were lesser satisfied with the intrinsic factors in their job, than the extrinsic factors.

require from it? and it is given in the order people have ranked them over the years:

- **Type of work:** the kind of work that makes the best use of one's abilities and gives one a feeling of accomplishment.
- **Security:** having a job that provides a steady employment.
- **Company:** working for a company that has a good reputation, that one can be proud of working for.
- **Advancement:** being able to progress in one's job or career, having the chance to advance in the company.
- **Co-workers:** having co-workers who are competent and congenial.
- **Pay:** being paid at least enough to meet one's needs, and being paid fairly in comparison to others.
- **Supervision:** having an immediate supervisor who is competent, considerate, and fair.
- **Hours:** having working hours that allow one enough time with family and/or time to pursue other strong interests and live one's preferred lifestyle.
- **Benefits:** having benefits that meet one's needs and compare well with those of others.
- **Working Conditions:** having physical working conditions that are safe, not injurious to health, not stressful, and even comfortable.

Job satisfaction and personal characteristics are related in some way. Sex differences mainly were observed and it was found that females were more satisfied than males (Padmavathi, 1985 and Panda et al., 1996). The relationship between job satisfaction and gender has been examined frequently. However, the results of many of the studies have been contradictory. Some studies have shown women to be more satisfied than men (Bartol & Wortman, 1975; Clark, 1996, 1997; Hodson, 1989; Murray & Atkinson, 1981; Sloane & Williams, 1996), whereas other studies have shown men to be more satisfied than women (Chiu, 1998; Forgionne & Peeters, 1982; Hulin &

Smith, 1964; Jagacinski, 1987; Shapiro & Stern, 1975; Weaver, 1974).

In regard to what men and women look for in a job, the evidence is also inconsistent (De Vaus & McAllister, 1991). Moreover, a very limited number of studies have focused on job satisfaction in Asian countries. Bilgic (1998) did not find clear gender differences in overall job satisfaction in Turkey, but did find clear and significant gender differences related to pay satisfaction and satisfaction with the physical environment. Despite the growing body of knowledge on job satisfaction, much of it has been limited to certain occupations such as factory workers, teachers, and bank employees. More recently, the literature has begun to expand in its coverage and it includes policing, as an occupation, in which job satisfaction can have impact and influence behavior.

Job satisfaction is an emotional reaction to an employee's work situation. This can be defined as an overall impression about one's job in terms of specific aspects of the job (e.g., compensation, autonomy, colleagues). With government officials, satisfaction with their jobs may have strong implication for improving the quality of government services. It is crucial for policy makers to measure the level of cadastral workers' job satisfaction exactly in order to improve the quality of cadastral services given to citizen. Therefore the present study was planned to conduct on police personnel.

METHODOLOGY

OBJECTIVE:

The aim of the present study is:

1. To understand whether there exist any gender difference in Job satisfaction among the police personnel.

- To understand the intrinsic and extrinsic correlates of job satisfaction and job dissatisfaction among police personnel

SAMPLES:

The present study comprises of 108 Tamil Nadu police personnel (Male=54, Female=54) who were selected from the Coimbatore city police using the purposive sampling method.

TOOLS:

The Samples were contacted personally and were administered with the Job Satisfaction scale, developed by Amar Singh and T.R.Shama (1986).

Description of the tool

The scale consists of 30 items which is to be responded in 5 point rating scale. The items in the scale can be broadly classified into 2 categories viz. Job intrinsic statements (factors inherent in the job) and Job extrinsic statements (factors residing outside the job).

Job intrinsic statements assesses the job satisfaction of the individual with respect to excursions, place of posting, work conditions, co-operation, democratic functioning etc. and Job extrinsic statements relating to psycho-social aspects like intelligence, social circle, economic aspects like salary, allowances, community and national growth aspects such as quality of life, national economy etc. The scale was found to be reliable and the test re-test reliability of this scale works out to be 0.978.

STATISTICS USED:

The data obtained were subjected to statistical analysis such as mean, S.D., 't'-test and percentage analysis.

RESULTS

Table-1 showing the mean, S.D. and 't'-value of Job satisfaction of the male and female police personnel

Gender	N	Mean	S.D.	't'-test
Male	54	69.11	5.293	0.60 (NS)
Female	54	69.65		

NS- not significant

Table-2 showing the list of factors associated with Job satisfaction and the percentage of respondents

Factors for Job Satisfaction	Percentage
Service to people and growth of the Nation	86%
Longitudinal or Horizontal mobility/ Promotion	81.8%
Social status	81.5%
Training opportunities	67.8%
Economic advantages like salary, allowances, pension, gratuity etc.	65.3%
Additional facilities like Housing, medical care, subsidized rationing and travel etc.	60.7%
Job security	40%

Table-3 showing the list of factors associated with lesser Job satisfaction and the percentage of respondents

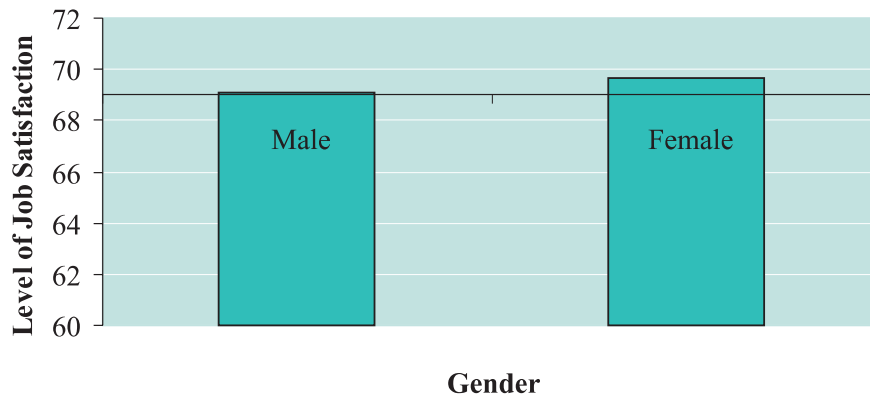
Factors for Lesser Satisfaction	Percentage
Absence of recreation or entertainment	89.8%
No proper working conditions	88.7%
Less time to attend to family	85.2%

The graph indicates that there is no significant difference in the level of Job satisfaction between male and female police personnel.

DISCUSSION

The topic of job satisfaction is important because of its implications for job-related variables such as motivation,

Figure showing the Job Satisfaction among male and female police personnel



The graph indicates that there is no significant difference in the level of Job satisfaction between male and female police personnel.

job involvement, organizational citizenship behavior, organizational commitment, life satisfaction, mental health, job performance etc. The analysis of the present data shows that both male and female police personnel in this group are very much satisfied with their job. It also revealed that there exists no significant difference in Job satisfaction between male and female police personnel. This might be due to the increasing trend of treating male and female equally in all respects, such as in education, employment etc., Also more specifically during personal discussions with the respondents it was found that Tamil Nadu Government has provided many facilities and benefits to the police (both male and female) such as providing funds to enable the children of police personnel to pursue higher education, opened crèches / day care centers, for the benefit of women police, better medical facilities and housing facilities (which is said to be much above the national average).

Since it was felt that rather than simply focusing on overall job satisfaction, it would be more meaningful to measure employees' perceptions of job attributes (intrinsic

and extrinsic factors) and relate them to job satisfaction, response to certain most important factors associated with Job satisfaction and dissatisfaction were considered. It is found that the level of satisfaction of both male and female police personnel were above average with regard to those extrinsic factors that are residing outside the job, such as salary, social status, housing, medical facilities, longitudinal/ horizontal mobility, training and experience, job security etc., but on contrast they reflect lower level of satisfaction with regard to the intrinsic factors such as having working hours that do not allow one enough time with family and/or time for recreational activities, having physical working conditions that are not safe, injurious to health, stressful, and uncomfortable. Since the intrinsic factors have a great influence on the satisfaction level of the employees in a long run, than the extrinsic factors, police jobs need to be enriched to provide the core characteristics such as one week off with monetary compensation; 15 days compensatory leave every year, overtime allowances @ 30% including DA, CCA for 24 hours duty (as recommended by The National Police Commission), annual entertainment programmes.

Also as a part of improving the working conditions, special arrangements for periodic medical examination and providing advanced equipments, to safe guard themselves from pollution and other medical problems. Due to the paucity of quality of time for family, absence from home long hours and stressful nature of job of policemen, his/her domestic life can suffer. So it would be more beneficial if Family counseling centers, welfare officers, counselors/ psychologists are appointed in full time and provide periodical support and counseling (which is successfully functioning in some states).

CONCLUSION:

The present study revealed that there is no significant difference in Job satisfaction between male and female police personnel and it also shows that both male and female police personnel are lesser satisfied with the intrinsic factors in their job, than the extrinsic factors. So it needs more attention since Low job satisfaction make police careers unattractive. But still since this is just an exploratory study, further research is required to confirm the findings, to assess the applicability of these findings to the general police population. Also, a survey of private employees as well as government employees is needed in order to facilitate a more comprehensive understanding of gender differences in job satisfaction. Nevertheless, the present study adds to our knowledge of gender, job attributes and job satisfaction.

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Key Words :

CRPF,
Massive expansion,
Mantle of internal security,
Company,
Company Commander,
Constraints,
Grooming mechanism,
Lack of a meaningful Game plan,
Distortions,
Command challenges,
Zero error syndrome,
Response strategy,
Organizational variables,
Fine tuning areas,
Crucial link

CHALLENGES BEFORE THE COMPANY COMMANDER IN CRPF AND FINETUNING RESPONSE STRATEGIES; A VIEW POINT

R. Jayakumar

Introductory Observations;

Raised as **Crown Representative's Police** in 1939 and subsequently renamed as the **Central Reserve Police Force** in 1949, the CRPF, in another few years, will emerge as one of the largest Para military forces of the world. From a humble beginning, as a single battalion in 1939, today, the force is marching towards 200 battalions (approximately around 1330 companies) strong, with country wide disposition. The CRPF, since its origin, displayed a high tradition of professionalism and valour and relentlessly battled and strived against the forces of disruption and disintegration and has been a great stabilizing factor in sustaining the internal security and integrity of the nation.

The GOM, constituted in the aftermath of Kargil war (1999), outlined the objective of entrusting Internal Security (IS) /Counter Insurgency (CI) duties, progressively, to the CRPF thereby creating a rationale amongst the central police forces. The sheer disposition of the CRPF troops in principal conflict

theatres and massive expansion in recent years stands testimonial to this fact. Contemporarily, the CRPF is on the threshold of massive infrastructural changes, in the midst of changing paradigms of contemporary internal security threats and above all, with huge expectations from the public. This is where the performance of companies in CRPF needs elaborate analysis and evaluation.

Introducing Companies;

Companies form the basic administrative and operational unit of the CRPF. A company in the CRPF is created as a self reliant, self sustaining, independent compact machine which is called upon, to perform multitude of duties across the length and breadth of the nation. Currently there are seven service companies in a CRPF Battalion with strength of 134 personnel each. The operational strength which needs to be maintained throughout the year in a CRPF service company is 76. Company commanders in the CRPF come from three different streams such as:

Challenges before the Company Commander
In CRPF and Finetuning Response Strategies:
A view point



- 50% by direct recruitment as Directly Appointed Gazetted Officers
- 33% by promotion
- 17% by Limited Departmental Competitive Examination

The importance of companies could be gauged from the fact that as and when the CRPF is requisitioned in conflict areas, the demanding state governments call for the mobilization in the form of companies only. In a nut shell, the backbone of operational machinery of the CRPF is a company and consequently the role of a company commander is a crucial link in accomplishing the organizational goals.

With this perspective and background, I intend to discuss the following:

- **Major constraints faced by the company commander in the realm of administration, operations and training**
- **Intricacies in contemporary command mechanism.**
- **Distortions in grooming mechanism and remedies**
- **Response Strategy**
- **Role of company commanders and areas for fine-tuning.**

Constraints Faced By The Company Commander:

- **Huge vacancies and**

deficiency in all ranks: The maintenance of operational strength in general and rotation of man power during leave and sometimes during the election duties in particular are some of the logistical nightmares faced by every company commander. In some cases, the deficiency is so alarming that the companies are even commanded by sub-inspectors.

- **100% deployment mode with high uncertainty and mobility;** continuously engaged and deployed, it becomes extremely tough for the company commander to provide rest to the men even if he plans to do so. Virtually a non-written ban is imposed on leave during election duties, to meet the higher requirements of operational strength and the consequent stress on the company commander. Besides, the routine training and pre-induction training is a big casualty because of continuous engagement.
- **Too many attachments:** The culture of attachments has two dimensional impact on the companies namely, in maintaining full strength on paper but practically not available on the grounds and importantly depriving the company of fine talents. The best and finest of the human

Abstract :

The Central Reserve Police Force has grown into one of the largest Paramilitary force of the world. The CRPF is predominantly deployed in the conflict zones of the nation and has literally lost its reserve character. Companies form the basic administrative and operational units of the CRPF. The company in the CRPF is created as a self reliant, self sustaining independent compact machine which is called upon to perform a



multitude of duties and consequently, the role of Company Commander is a crucial link in the network. Over the years, there has been great dilution in the command mechanism of the Company Commander and the constraints in the realm of administration, operations and training have gradually eroded the performance capabilities. The grooming of the officers has taken a heavy beating in recent years. The problems are equally compounded by

Challenges before the Company Commander In CRPF and Finetuning Response Strategies: A view point

talents do not stay in the company but are predominantly used in the headquarters and in other senior formations. The company is deprived of good constabulary in most of the cases.

- **Poor infrastructure at work place:** Located within civic population, with no scope for proper camp security, sanitization, lack of basic amenities such as water, electricity and conveniences, the company commander is always caught in a moral dilemma to extract work from his men in such adverse conditions. There are many deployment zones where one can't keep in touch with their families over telephones, leave alone the availability of postal services. With the break up of the joint family system, the constable posted in such zones is always in a constant state of worry. The living conditions at the workplace of the company, in most of the cases, are hardly motivating to a soldier.
- **Non availability of subordinate officers:** Most of the sub-inspectors or platoon commanders in the company are old and nearing retirement and hence do not take adequate interest. Besides, they continue to ensure filtering and inculcation
- **Adverse Age diversification profile:** The non availability of young and experienced subordinate officers and constables because of the deputation requirements, has resulted in adverse age profile of the companies. Personnel who prefer to remain in the same
- **Non availability of qualified NCOs:** The abolition of the rank of Lance Naiks and Naiks has created a vacuum in the leadership pattern. The leap from a constable to a section commander directly, without appropriate grooming in between, has proved debilitating in terms of command capabilities in the section and platoons. The company commander often feels the brunt of the non-availability of qualified and experienced subordinates in the company.
- **Adverse Age diversification profile:** The non availability of young and experienced subordinate officers and constables because of the deputation requirements, has resulted in adverse age profile of the companies. Personnel who prefer to remain in the same

of play safe methods and cribbing mentality to the next generation. This is even more complicated when most of the Directly Appointed Subordinate Officers (DASOs) are pulled out for deputations in SPG, NSG, and RAF or attached at senior formations etc. In most of the cases, the company commanders depend upon the non-commissioned officers to lead the platoons.

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rank till the age of 57, continue to shower negative impact on the new ranks. Such dead woods are to be weeded out to keep the force young. The common scenario in the ground is that of a young Assistant commandant with heightened physical fitness and enthusiasm, a trying to lead an adverse age profiled company in conflict theatres. The cutting level edge of age profile which needs to be maintained in the companies in conflict theatres is siphoned out to other areas.

- **Growing visible stress:** It is always certain that the final impact of stress fallouts in the form of shootouts and suicides is often faced by the company commander. The rise of psychosomatic illnesses, mental disorders, self destructive behaviour and addictions has complicated the scenario. It is also apparent that occupational hazards like uncertainty and constant threat perceptions in the conflict theatres demands high alertness at every moment. The trouble torn areas of J&K, North East, Naxal affected areas have taken a heavy toll on the bearing of the personnel. The practice of questioning and evaluating the command capabilities during such incidents, has created a sense of mistrust in the minds of company commanders.
- **Lack of Meaningful game plan:** The common experience of most of the company commanders has been, that the local administration does not have a meaningful game plan for the sub-units deployed in their zone. The lack of such meaningful game plan has resulted in the force being reduced as a mere human force multiplier on most of the occasions. The job profile and job ambiguity of the force has added to the woes of this lack of meaningful game plan.
- **Huge Area of Responsibility:** Often, the companies are allotted huge area of responsibility, without applying the concept of contiguity, mutual support and gridded system. Most of the companies deployed in Naxal affected areas suffer from this problem and the consequent stretching of supply lines from the headquarters has often resulted in casualties. With such huge area of responsibility, the area cannot be properly dominated by the companies and without any proper domination, operations cannot be successfully executed.
- Inadequate intelligence machinery at the company level;
- Non-availability of essential kit items and operationally related gadgets

the lack of a meaningful game plan in the area of responsibility. The paper discusses these issues in-depth and will suggest some of the organizational variables which need to be implemented, to strengthen the institution of company. In this regard, the role of the company commander and the areas which he needs to fine-tune in the forthcoming days, is also illustrated.

- Language & Topographical barrier in the place of work;
- Inadequate training infrastructure, training aids, trainers in the company

Intricacies In The Command Mechanism;

Has there been any dilution in the command pattern of the company commander over the years? The predominant answer would be a big **YES**. Traditionally, armed and police forces are rigid hierarchical organizations and the CRPF is not an exception to this. **Zero error syndromes, attitude of fixing policy, unrealistic high expectations, excessive interference, results at all costs etc** are some of the most commonly heard words in the life of a company commander.

The lack of a flexible approach, in dealing with the problems and contemporary organizational climate of rigid centralized control is shockingly evident in present days. **“Waiting for orders”, ‘No panga’, ‘Chalta Hai’** are some of the prevailing key words for command leadership in the company. The present system is designed to ensure compliance to orders and minimizes individual thinking. The prevailing culture tends to produce company commanders who are more reactive than proactive, adaptors rather than innovators. All such factors have greatly contributed for the company commander to take recourse in playing it safe and defensive methods.

The attitude of sidelining the company commander to get their leave or other aspects sanctioned directly from the commanding officer, is already having a negative toll on the command in the company. There is a perception that it is only the company commander who is responsible and accountable these days. The tendency to push the company commander in the name of the involvement of the officer, on many situations where a section and platoon commander can easily accomplish the tasks, has greatly

eroded the confidence level of the lower functionaries. There is a huge vacuum of initiatives from the lower functionaries which has got into a mode of hibernation. Over the years, the commitment and motivation shown by the lower ranks has declined in tune to the changing demands of the society.

There is another set of command issues which also needs to be tackled. Commanding the present generation company is a different cup of tea. It is time that we accepted the reality that the present day officer- men relationship is not what it ought to be and stop pretending that everything is fine. With the kind of sea change in living standards, rise in educational levels, increasing urbanization, the present day constable or NCO's awareness has increased manifold. Merely ensuring that he gets good food and leave is not enough. The present day constabulary is well educated in comparison to the past generation and is unable to adjust to the rigours of CRPF life.

Collective responsibility and not individual accountability is the requirement of the day. It needs to be stressed that all functionaries are equally responsible for their action and not the commander alone. The real challenge is to incorporate the feeling and assure the men under command that they also have a vital role to play in the leadership matrix of the company, be it administratively or operationally.

Distortions In Grooming Mechanism And Remedies;

There exists a credibility gap between the higher commanders and company commanders, possibly due to a host of reasons like professional wisdom, integrity, trust, communication gap or deteriorating values. In most of the cases, the company commanders are being adversely commented upon and condemned. This certainly calls for introspection and a deeper analysis to set the course

right for the future. The worrying and concerning aspect is that even in the field, no sincere and palpable efforts are made to detect the professional and ethical inconsistencies in the juniors.

The young company commander finds himself neither in the past nor in the present and hence gets himself embroiled in an uncertain future. The company commanders are now far more conscious about marching to the beat of a different drummer and are more concerned with protective adaptations that contemporary bureaucracy inspires.

The grooming pattern of the new officers/company commanders needs to be greatly institutionalized. The commanding officer in the unit should take upon himself, the moral and professional responsibility of grooming the company commander. The company commander should be put in realistic simulations and must be encouraged to enter uncertain situations and “learn the important characteristics of such situations. In this way, the company commander will learn how to administer, behave, order, tick, command, counsel and manage crisis situations”.

Empowering company commanders is the requirement of the day. His powers and duties should not be encroached upon, by the senior formations. The rightful place of the company commander should be acknowledged and ensured in all forms of activities.

The German Army used to practice in Second World War, what is known as **Aftragstaktik** which is nothing but promotion of harmonious thinking at all echelons of command. As per this doctrine, when the German units were overwhelmed by an attack, the subordinate always knew what the commanding officer wanted and as a result the Germans always counter attacked within 15 to 30 minutes as compared to a couple of hours taken by the Allied troops. But in contemporary times, the zero error syndrome and the perils of fixing have made the

company commanders reluctant in taking initiative. This needs to be rectified and it is time that the company commanders are given a frame of reference which allows them to understand the intentions of the senior commands two echelons higher. This requires the personal intervention of senior commanders.

The company commander in present times, does not have a complete picture of what his immediate commander wants, leave alone other senior commanders. This needs to be tackled and the company commanders should be introduced to a leadership doctrine which will nurture a proactive particular type of fighting approach for future internal security challenges, based on the initiatives of the company commander, ably supported by his senior commanders. Only then, the traits of play safe methods, over protectiveness, will be eliminated.

Response Strategy Viz. Company As A Combat Machine

There is a need to address a few questions to optimize the role of company as an effective combat fighting machine, in the days to come. Some of them are:

- Is the CRPF part of a meaningful game plan in its AOR? If so, it needs to be elucidated to the ranks and if not, it should be culled out so that there is a commonality of objective and purpose in the given area of responsibility.
- Is the CRPF reduced to a mere human force multiplier under the guise of wider acceptability reflected by the various states?
- There is a loss of reserve character in the force. How to tackle the 100 % deployment with high mobility factor resulting in an unhealthy state of overstretching and consequent lethargy?

- Are the existing welfare package for personnel adequate, to provide the much needed morale and motivation in the force? Do we need to revamp, in tune with the fast changing lifestyle around us?
- Do the present personnel policies motivate the rank and file of the force?

What should be the theme of response strategy?

The theme of how to re-energize the combat efficiency of the companies in CRPF and strengthening the command of company commander should be the focus of the response mechanism. The situation calls for a holistic approach and not indulging in tongue slashing and treating issues in isolation. Companies should be the centre of all institutional measures and reforms. A judicious combination of administrative and training variables at the organizational and at the commander's level is the need of the hour.

Remedies at the organizational level;

- **Addressing the deficiency and vacancy factor in the companies on an immediate priority basis-** A strict **No** to the culture of adhocism and attachments. The newly formed G Company should be used to fill up the vacancies of existing company strength and this would also infuse vigour and vitality in the operations.
- **Improving age profile and strength of subordinate officers:** Companies operating in the conflict theatres need to be at cutting level and so should be age profile of the sub-units. The diversion of officers, subordinate officers and constables on deputations, needs to be relooked at and reviewed. A minimum and compulsory contributory period of at least 5 to 6 years of field service in the company should be worked out. The directly appointed sub

inspectors are being utilized by higher offices and for unit/sub-unit they exist only on paper. There is a need to fix ratio of direct sub inspectors for every battalion and physically make available for operational purpose.

- **Need to keep the force young:** VRS scheme for constables who have completed 28 years of service and sub inspectors who have completed 50 years of age and are not qualifying for next promotion should be introduced. The concept of taking the qualified wards of the serving police personnel at appropriate levels, as practiced in J&K police, should be examined.
- **Enforcement of regimentation policy;** Regimentation policy upto the level of second in commands (2 I/Cs) should be strictly enforced and only through regimentation, team spirit and cohesiveness can be achieved. Similarly, there should not be any dilution of section and platoons safeguard mechanism regarding the transfer of company commanders should be strengthened.
- **Introducing Best company concept in the unit will promote healthy competition and performance.** Appropriate performance bound increments, incentives/promotions should also be brought into picture. A template of such performance appraisal should be worked out by senior formations, to promote a healthy competitive spirit. This will ensure percolation of the feeling of importance of the companies and their recognition.
- **Senior formations need to ensure that the basic infrastructure and accommodation given to the companies in the area of deployment is of an acceptable nature.** A template of acceptable standards meeting the security dimensions should be worked out before the deployment of sub unit in the conflict theatre.

- **Every sub unit deployed in the conflict theatre should be complemented with adequate logistical backup in terms of operational related gadgets and other essential kit items.** Provisioning items under compo ration style should be worked out and introduced at the earliest.
- **The area of responsibility of the company deployed in conflict zones should be appropriately worked out** in terms of mutual support, topography and in grid pattern. An audit of existing deployment pattern of companies is the need of the hour.
- **The higher formations should obtain a meaningful operational game plan from the local administration for every company during its deployment period of stay in the area of responsibility.** Only a meaningful game plan would entail active and effective participation of the involvement of the companies and thereby bringing about, a distinct sense of unity of purpose.
- **The intelligence machinery in the company needs to be strengthened.** Adequate funds/resources will also help the company commander to develop his own sources. It is time to evaluate the existing Intelligence apparatus and come up with appropriate mechanism to assist the service companies in the field.
- **A template of minimum training aids and equipments** should be worked out and given to every sub-unit to conduct training in its area of deployment. Similarly, a ratio of qualified instructors would also facilitate the sub-unit to orient itself with the changing paradigms of internal security. The pre-induction training of the company before being deployed in conflict zones should be given maximum attention to, by the senior formations. Developing and designing job oriented in-service training programmes at unit and sub-unit level, to maintain pace with new developments.
- **Review and work out a composite welfare package** for personnel in health, safety, housing, educational prospects ,social security to build up morale and level of excellence viz. **improving the working condition of men in the fast changing lifestyle around them.**
- **Stress management and coping strategies** down to the coy level and extending professional counselling facilities to the company level
- **Technological up-gradation to enhance the operational capabilities should be regularly worked out.** The provision of cell phones to company commanders in the conflict zones is a positive trend and this needs to be augmented. Similarly, digital cameras, computers and subsequent use of internet as a force multiplier would help the company commander to rationalize his administration and fine tune his operations. This would also address the issue of networking of the company with the senior formations and training centers.

Role of Company Commanders; Areas for Fine Tuning

The nature of future combat and the challenges converge most forcefully at the levels of company commanders and consequently they must gain the appropriate frame of reference. Some of the areas which need to be given utmost priority by the company commanders, to fine-tune the company as an effective combat machine are:

- Sensitisation of the company about the emerging threats- strive to keep the company as a 'learning

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force' - Evolve ways and means to continuously refresh men, as far as important tactics and strategies are concerned. Brain Storm with your subordinates in the sub-unit, about changing security paradigms- adopt informal discussions and organise to achieve the desired proficiency of internet as a force multiplier.

- Ensure the proper implementation of the instructions contained in the SOP and educate the men, down to the lowest level, about the instructions prescribed in SOP.
- Modify training in the sub-unit, to improve combat shooting skills and proficiency in the use of area and support weapons, field craft and tactics of guerilla warfare.
- Fine tune your immediate action drills for all contingencies like suicidal attacks, IED blasts etc- operational drill should be devised, based on the modus operandi and such drills should be well rehearsed- make operational drills for every conceivable contingency as a mandatory phenomenon.
- Explore the viability of small team operations in the company. Your command should be in such a way that the constables must have an opportunity to gain confidence in their own abilities and in the abilities of others on their team. Develop a sense of responsibility in your subordinates. **“Follow me and do as I do”** is a far more effective way to inspire good performance than **“do as I say”**. **Always emphasise on buddy system.**
- Constantly monitor the logistical requirements of the unit and ensure that the sub-unit has got enough operational biting power.
- Develop capacity to gather resources in unfamiliar and often hostile circumstances- enhance the

intelligence capability gradually.

- Sensitise about protection and upholding of the human rights.
- *Langar/Mess* management with transparency and accountability.
- Stress management programmes- evolve a monitoring system to ensure that the instructions are scrupulously followed, in helping the subordinates tackle their personal problems. Endeavour to improve the working/ living conditions of your men under command. Sincere morale and motivational measures at your level and regular recognition of their work.
- Be sensitive to human values and emotions and provide emotional anchoring during the physical as well as the emotional trauma.
- Sensitise men about the growing threat of AIDS/ HIV.
- Maintain a high degree of physical fitness to withstand the rigours of extreme climatic conditions, frequent moves and greater demands on person- Lead by example.
- Integrate the activities of the sub-unit, with various local agencies and develop a common operating strategy while maintaining the force's identity.
- Sincerely monitor the utility of your troops in operational issues- prevent flogging of troops for completing paper formalities.
- Revive the pride of the CRPF and prevent cribbing mentality amongst your subordinates in the sub-unit. Always stress on Character and personality

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development and ensure correct manner of wearing uniform, correct movement, etc.

Concluding Remarks

A plethora of challenges is awaiting the company commander and their role and performance will prove crucial in the overall success of the organization. The progress of the force is manifested not only in the splendour of size but also in the expression of the commander's ability to lead and accomplish tasks. It is also equally important that the policy managers take a proper reference of the need to strengthen the institution of company and company

commander. Only a sustained process of strengthening the company and nurturing the company command mechanism will ensure appropriate and proper response to the task of internal security challenges.

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MEASUREMENT UNCERTAINTY IN ESTIMATION OF GOLD IN ORNAMENT BY GRAPHITE FURNACE ATOMIC ABSORPTION SPECTROMETRY

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Key Words :

Uncertainty,

Gold ornament,

Graphite furnace atomic absorption spectrometry

Introduction

NABL accreditation of forensic science laboratories in India is guided by ISO/IEC 17025-1999. These guidelines put emphasis on uncertainty estimation in the analytical measurement whenever it is critical to the interpretation of analytical results. The ISO refers to two types of uncertainties viz. type A-random uncertainty, and type B-systematic uncertainty. Type A-random uncertainties are those uncertainties that can be evaluated by an experimental statistical method. If measurements are made a number of times and the extent to which results vary, is examined, it is possible to estimate type A-random uncertainty associated with that measurement. Type B-systematic uncertainties are those uncertainties that cannot be estimated by this method. These are largely because of uncertainty associated with the measuring instruments, certified reference materials (CRM), effect of environmental conditions on the equipment, etc.

To estimate type A-random uncertainty (U_a), the value of the

unknown parameter is measured several times (4 to 10 times) and standard deviation calculated. For example, if $x_1, x_2, x_3, x_4, \dots, x_n$ are the observations made during measurement, the standard deviation of the mean is given by:

$$\bar{\sigma}_{n-1} = \sqrt{\frac{1}{n-1} \sum_{i=1}^n (x_i - \bar{x}_m)^2}$$
, where \bar{x}_m is the mean of observations.

Assumed as normal distribution, the standard type A-random uncertainty is given by:

$$U_a = \bar{\sigma}_{n-1} / \sqrt{n}$$

Type B-systematic uncertainty (U_b) is meant other than statistical analysis of a series of observations. It is evaluated by scientific judgement based on available information on the possible variability depending upon experience and knowledge. If "a" is the accuracy of measuring instrument, then the standard uncertainty = $\sqrt{a^2/3}$. If "C" is the calibration uncertainty as per the calibration certificate, then same may be assumed as expanded uncertainty under confidence level of 95% and then the standard

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uncertainty due to effect of traceability chain will be = $C/2$.

After identifying and estimating the individual standard uncertainty components ($U_1, U_2, U_3, \dots, U_n$), which are of importance in a given situation, combined standard uncertainty (U_c), based on the law of propagation of uncertainties, is given by:

$$U_c = \sqrt{(U_a^2 + U_b^2)},$$

$$\text{where } U_b = \sqrt{(U_1^2 + U_2^2 + U_3^2 + \dots + U_n^2)}$$

Expanded uncertainty U is combined uncertainty multiplied by coverage factor. This coverage factor depends upon the confidence level. The common form of uncertainty reporting is $X \pm U$, Where X is the value of results and U is the expanded uncertainty. The uncertainty is reported to the two significant digits, with necessary rounding.

Experimental

Concentration of gold in the ornament sample solution was compared with the calibration curve for 100 ppb, 50 ppb, 25 ppb and 12.5 ppb calibration standard concentrations and its quantity determined spectrometrically on A Analyst 600 Atomic Absorption Spectrometer (GFAAS) equipped with transversely heated graphite atomiser and AS800 auto sampler. Therefore, uncertainty in the

determination of concentration/ extent of gold in the ornament is entirely depend on the calibration standards and any error present in calibration standards coupled with uncertainties in the sample preparation methods and instrument.

1. Estimation of type A - random uncertainty (U_a)

Ornament sample solution was analysed five times under the same conditions. For each measurement, 20 μ l of the ornament sample solution or calibration standard solution was used with 5 μ l of the chemical modifier. Solution of 0.1% Pd and 0.06% $Mg(NO_3)_2$ was used as chemical modifier. Three replicates are performed for each calibration standard. The results and the type A-random uncertainty estimation procedure are given Table - I.

Assuming as normal distribution, the standard type A-random uncertainty is given by:

$$U_a = (\bar{\sigma}n-1)/\sqrt{n} = 9.4/\sqrt{5} = 4.20$$

2. Estimation of type B - systematic uncertainty (U_b)

2.1 Uncertainty in ornament sample solution (U_1)

255 mg of representative ornament sample was weighed by analytical

Abstract :

Estimation of uncertainty in measurement of gold content in an ornament, encountered as evidence in crimes such as cheating, burglary, etc. acquires significance whenever it is critical to the interpretation of analytical results. Uncertainty, unlike error, is the range in which the true value has a known probability of being found and cannot be applied as correction. In the present paper an at-



Measurement Uncertainty in estimation of Gold in Ornament by Graphite Furnace Atomic Absorption Spectrometry

Table-1: Experiment results

Observation No.	Observed conc. of gold (µg/lit.)	Estimated % age of gold by weight (x)	Diff. from mean (x-x _m)	Square of the diff. (x-x _m) ²
1	34.0	66.54	1.65	2.72
2	36.6	71.62	6.73	45.29
3	25.9	50.68	-14.21	201.92
4	31.3	61.25	-3.64	13.25
5	38.0	74.35	9.46	89.49

Mean value of estimated percentage of gold, $x_m = 64.89$

Number of observations = 5

Standard deviation (σ_{n-1}) = 9.4

tempt has been made to identify the major sources of uncertainty in the estimation of gold in a commercially available ornament by graphite furnace atomic absorption spectrometry (GFAAS) thereby quantifying the same with respect to final result. Possible sources of uncertainty at different stages of experiment were identified and the final uncertainty in quantifying the gold in the ornament assessed.

balance. It was dissolved in a minimum volume of aqua regia and the solution digested using microwave digestion technique to make the sample homogenous. The solution was diluted to 5.10 gm/lit to make it suitable for analysis by graphite furnace atomic absorption spectrometry. The major uncertainty contributing factors are:

a) Uncertainty due to weighing balance:

Uncertainty due to the weighing balance, as seen from its calibration certificate, is 9.2×10^{-3} .

Standard uncertainty due to weighing balance = $(9.2 \times 10^{-3})/2 = 4.60 \times 10^{-3}$. This gives the standard uncertainty of the mass of the representative ornament sample.

b) Uncertainty due to pipette:

A 100µl pipette was used for taking the ornament sample solution into the volumetric flask. The calibration uncertainty of the pipette was 0.1µl at 27°C. Laboratory working temperature was $27^\circ\text{C} \pm 2^\circ\text{C}$. Coefficient of expansion of water is taken as 2.1×10^{-4} . The pipette has two types of uncertainty as given in Table-2.

Table-2

Source of uncertainty	Factor	Division factor	Standard uncertainty
Calibration uncertainty	0.1µl	$\sqrt{6}$	4.08×10^{-2}
Uncertainty due to temperature effect	$100 \times 2 \times 2.1 \times 10^{-4}$	1.96	2.14×10^{-2}

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Combined uncertainty due to pipette = $\sqrt{\{(4.08 \times 10^{-2})^2 + (2.14 \times 10^{-2})^2\}} = 4.61 \times 10^{-2}$

(This contribution has to be continued twice as the pipette is used twice for dilution purpose.)

Standard uncertainty due to pipette = $\sqrt{2} \times (4.61 \times 10^{-2}) = 6.52 \times 10^{-2}$

c) Uncertainty due to volumetric flask:

A 10ml round bottomed volumetric flask was used for this purpose. Its calibration uncertainty was 0.05ml. The flask had been calibrated at 27°C. Laboratory working temperature was 27°C ± 2°C. Different types of uncertainties involved are as given in Table-3.

Table-3

Source of uncertainty	Factor	Division factor	Standard uncertainty
Calibration uncertainty	0.05ml	$\sqrt{6}$	2.04×10^{-2}
Uncertainty due to temperature effect	$10 \times 2 \times 2.1 \times 10^{-4}$	1.96	2.14×10^{-3}

Combined uncertainty due to volumetric flask = $\sqrt{\{(2.04 \times 10^{-2})^2 + (2.14 \times 10^{-3})^2\}} = 2.05 \times 10^{-2}$

(This contribution has to be continued twice as the flask has been used twice for dilution.)

Standard uncertainty due to volumetric flask = $\sqrt{2} \times (2.05 \times 10^{-2}) = 2.90 \times 10^{-2}$

d) Uncertainty due to auto sampler:

As per information provided by its manufacturer, the calibration uncertainty of the auto sampler was 0.1µl. The auto sampler had been calibrated at 27°C whereas the laboratory working temperature was 27°C ± 2°C. Coefficient of expansion of water sample is taken as 2.1×10^{-4} . The auto sampler has two types of uncertainty as given in Table-4.

Table-4

Source of uncertainty	Factor	Division factor	Standard uncertainty
Calibration uncertainty	0.1µl	$\sqrt{6}$	4.08×10^{-2}
Uncertainty due to temperature effect	$20 \times 2 \times 2.1 \times 10^{-4}$	1.96	4.29×10^{-3}

Standard uncertainty due to auto sampler = $\sqrt{\{(4.08 \times 10^{-2})^2 + (4.29 \times 10^{-3})^2\}} = 4.10 \times 10^{-2}$

Calculation of uncertainty in the ornament sample solution.

Total combined uncertainty in the ornament sample solution is given by:

$$U_1 = \sqrt{\{(4.60/255) \times 10^{-3}\}^2 + \{(6.52/100) \times 10^{-2}\}^2 + \{(2.90/10) \times 10^{-2}\}^2 \{(4.10/20) \times 10^{-2}\}^2} = 36.11 \times 10^{-4}$$

2.2 Uncertainty in 100 ppb calibration standard solution dispensed into furnace (U_2)

10000 ppb solution was prepared by drawing 10 µl of 1000µg/ml CRM into a 10ml flask. Then 100 ppb calibration standard solution was prepared by drawing 10 µl of 10000 ppb calibration standard solution into a 10ml flask. The major uncertainty contributing factors are:

a) Standard uncertainty due to pipette = 6.52×10^{-2}

b) Standard uncertainty due to volumetric flask = 2.90×10^{-2}

c) Standard uncertainty due to CRM temperature factor = 0.65×10^{-2}

d) Standard uncertainty due to auto sampler = 4.10×10^{-2}

e) Standard uncertainty due to purity of 1000 µg/lit CRM:

As per its traceability certificate, purity of the 1000 µg/lit CRM solution = 99.5%.

Therefore the uncertainty = $1 - 0.995 = 0.005$

Standard uncertainty associated with the purity of 1000 µg/lit CRM = $0.005/\sqrt{3} = 2.89 \times 10^{-3}$

Therefore the combined uncertainty in 100 ppb calibration standard solution

$$= 100 \text{ ppb} \times \sqrt{\left\{ \left[\left(\frac{6.52}{100} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{2.90}{10} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{0.65}{10} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{4.10}{20} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{2.89}{0.995} \right) \times 10^{-3} \right]^2 \right\}} = 0.47 \text{ ppb}$$

The purity of 100 ppb solution is $\left\{ \frac{100 - 0.47}{100} \right\} \times 100 = 99.53$

And therefore the uncertainty in 100 ppb calibration standard solution dispensed into the furnace is given by:

$$U_2 = 1 - 0.9953 = 4.7 \times 10^{-3}$$

2.3 Uncertainty in 50 ppb calibration standard solution dispensed into furnace (U_3)

50 ppb calibration standard solution was prepared by drawing 100 µl of 100 ppb calibration standard solution into an equal volume of deionised water. A 100µl pipette was used drawing 100 µl of 100 ppb calibration standard as well as deionised water. The major uncertainty contributing factors are:

a) Standard uncertainty due to pipette = 6.52×10^{-2}

b) Standard uncertainty due to CRM temperature factor = 0.65×10^{-2}

c) Standard uncertainty due to auto sampler = 4.10×10^{-2}

d) Standard uncertainty due to purity of 100 ppb calibration standard solution:

The combined uncertainty in the purity 100 ppb calibration standard solution

$$= 100 \times \sqrt{\left\{ \left[\left(\frac{6.52}{100} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{2.90}{10} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{0.65}{10} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{2.89}{0.995} \right) \times 10^{-3} \right]^2 \right\}} = 0.42 \text{ ppb}$$

The purity of 100 ppb solution is $\left\{ \frac{100 - 0.42}{100} \right\} \times 100 = 99.58$

Standard uncertainty in the purity of 100 ppb calibration standard solution

$$= (1 - 0.9958) / \sqrt{3} = 2.42 \times 10^{-3}$$

Therefore the combined uncertainty in 50 ppb calibration standard solution dispensed into the furnace

$$= 50 \times \sqrt{\left\{ \left[\left(\frac{6.52}{100} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{0.65}{10} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{4.10}{20} \right) \times 10^{-2} \right]^2 + \left[\left(\frac{2.42}{0.9958} \right) \times 10^{-3} \right]^2 \right\}} = 0.165 \text{ ppb}$$

The purity of 50 ppb solution is $\left\{ \frac{50 - 0.165}{50} \right\} \times 100 = 99.67$

And therefore the uncertainty in 50 ppb calibration standard solution dispensed into the furnace is given by:

$$U_3 = 1 - 0.9967 = 3.30 \times 10^{-3}$$

2.4 Uncertainty in 25 ppb calibration standard solution dispensed into furnace (U_4)

25 ppb calibration standard solution was prepared by drawing 100 µl of 50 ppb calibration solution into an equal volume of deionised water. A 100µl pipette was used drawing 100 µl of 50 ppb calibration standard solution as well as deionised water. The major uncertainty contributing factors are:

- Standard uncertainty due to pipette = 6.52×10^{-2}
- Standard uncertainty due to CRM temperature factor = 0.65×10^{-2}
- Standard uncertainty due to auto sampler = 4.10×10^{-2}
- Standard uncertainty due to purity of 50 ppb calibration standard solution:

The combined uncertainty in the purity 50 ppb calibration standard solution

$$= 50 \times \sqrt{\{(6.52/100) \times 10^{-2}\}^2 + \{(0.65/10) \times 10^{-2}\}^2 + \{(2.42/0.9958) \times 10^{-3}\}^2}$$

$$= 0.13 \text{ ppb}$$

The purity of 50 ppb solution is $\{(50 - 0.13)/50\} \times 100 = 99.74$

Standard uncertainty in the purity of 50 ppb calibration standard solution

$$= (1 - 0.9974)/\sqrt{3} = 1.50 \times 10^{-3}$$

Therefore the combined uncertainty in 25 ppb calibration standard solution dispensed into the furnace

$$= 25 \times \sqrt{\{(6.52/100) \times 10^{-2}\}^2 + \{(0.65/10) \times 10^{-2}\}^2 + \{(4.10/20) \times 10^{-2}\}^2 + \{(1.50/0.9974) \times 10^{-3}\}^2}$$

$$= 0.067 \text{ ppb}$$

The purity of 25 ppb solution is $\{(25 - 0.067)/25\} \times 100 = 99.73$

And therefore the uncertainty in 25 ppb calibration standard solution dispensed into the furnace is given by:

$$U_4 = 1 - 0.9973 = 2.7 \times 10^{-3}$$

2.5 Uncertainty in 12.5 ppb calibration standard solution dispensed into furnace (U_5)

12.5 ppb calibration standard solution was prepared by drawing 100 µl of 25 ppb into an equal volume of deionised water. 100µl pipette was used drawing 100 µl of 25 ppb calibration standard solution as well as deionised water. The major uncertainty contributing factors are:

- Standard uncertainty due to pipette = 6.52×10^{-2}
- Standard uncertainty due to CRM temperature factor = 0.65×10^{-2}
- Standard uncertainty due to auto sampler = 4.10×10^{-2}
- Standard uncertainty due to purity of 25 ppb calibration standard solution:

The combined uncertainty in the purity 25 ppb calibration standard solution

$$= 25 \times \sqrt{\{(6.52/100) \times 10^{-2}\}^2 + \{(0.65/10) \times 10^{-2}\}^2 + \{(1.50/0.9974) \times 10^{-3}\}^2}$$

$$= 0.044 \text{ ppb}$$

The purity of 25 ppb solution is $\{(25 - 0.044)/25\} \times 100 = 99.82$

Standard uncertainty in the purity of 25 ppb calibration standard solution

$$= (1 - 0.9982)/\sqrt{3} = 1.03 \times 10^{-3}$$

Therefore the combined uncertainty in 25 ppb calibration standard solution dispensed into the furnace

$$= 12.5 \times \sqrt{\{(6.52/100) \times 10^{-2}\}^2 + \{(0.65/10) \times 10^{-2}\}^2 + \{(4.10/20) \times 10^{-2}\}^2 + \{(1.03/0.9982) \times 10^{-3}\}^2}$$

$$= 0.031 \text{ ppb}$$

The purity of 12.5 ppb solution is $\{(12.5 - 0.031)/12.5 \times 100 = 99.75$

And therefore the uncertainty in 12.5 ppb calibration standard solution dispensed in the furnace is given by:

$$U_5 = 1 - 0.9975 = 2.5 \times 10^{-3}$$

4. Type B – combined systematic uncertainty

Type B - combined systematic uncertainty is given by:

$$U_b = 36.11 \times 10^{-4} + 4.7 \times 10^{-3} + 3.30 \times 10^{-3} + 2.7 \times 10^{-3} + 2.5 \times 10^{-3} = 16.81 \times 10^{-3}$$

5. Type A and type B combined uncertainty (U_c)

Based on the law of propagation of uncertainties, type A and type B combined uncertainty (U_c) is given by:

$$U_c = \sqrt{(4.20)^2 + (16.81 \times 10^{-3})^2} = 4.20$$

6. Estimation of expanded uncertainty (U)

Expanded uncertainty “U” is determined by multiplying U_c with coverage factor. The coverage factor is generally taken as 2, which corresponds to 95% confidence level. In the present experiment, expanded uncertainty in the estimation process of gold in

ornament sample at 95% confidence level is $2 \times 4.20 = 8.40 \text{ mg}$.

Conclusion

Major sources of uncertainty at different stages of the experiment have been identified and final uncertainty in quantifying the gold in the ornament is assessed to be $\pm 8.40 \text{ mg}$, corresponding to 95% confidence level, for a level of 64.89 percent (166 mg) gold content in the 255 mg weight ornament sample. The results based on quantitative analysis by graphite furnace atomic absorption spectrometry are always associated with errors. Estimation of uncertainty in measurement is a scientific way of expressing the result of analytical measurement by GFAAS to minimize the error in measurement.

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

R. C. Arora, IPS*

ALL INDIA POLICE SCIENCE CONGRESS

37th All India Police Science Congress-2006 (AIPSC) was organised in collaboration with Karnataka State Police from 6th - 8th June 2006 at Bangalore. The theme of the AIPSC included vision for 'Police 2010' and 'Police 2020', 'Training Strategies to Effect Behavioural and Attitudinal Changes in the Police Personnel' and 'Evolution of Norms for Manpower and Logistic Requirements at Police Station, Sub-Division and District Levels'. More than 80 delegates from different parts of the country participated and deliberated on 17 papers presented during the congress. Police Officers of various ranks from all over the country, academicians, forensic scientists and officers from other law enforcement agencies exchanged views on various issues to find practical solutions for better policing. An exhibition of modern equipments including 'computerised under-cover mines, bomb disposal and explosive detection equipment', forensic techniques, and traffic management system was held during the Congress.

His Excellency the President of India, Dr. A.P.J. Abdul Kalam graced the inaugural session of the Congress and released a Souvenir. In his keynote address, he underlined the challenges faced by the police in modern India and the various areas in which efforts should be made to strengthen the police to effectively participate in the national development efforts. He also administered the following oath to all the officers and men present:

"I am proud of being a member of this police force of high tradition. I will always be citizen friendly and promote peace everywhere. I will be lightning and thunder with all law-breakers. I will protect the elderly, women and children against any type of crime. I will be a role model for conduct and discipline. I will lead an honest life free from all corruption. My life is my Nation."

He addressed the constables separately and had close interaction with them.

The valedictory session was addressed by the Hon'ble Home Minister of India, Shri Shivraj V. Patil, who expressed total confidence in the Indian Police and its abilities to face the challenges of the millennium to ensure a peaceful environment for India's prosperity.

Apart from discussion on the main themes of the Congress, various experts gave presentations on cutting edge technological subjects like "DNA Finger Printing", "Digital Evidence", "e-governance", and "Cyber Crime".

He stressed upon the following aspects to be focused upon by the policemen all over the country:-

- 1) Attitude towards other human beings;
- 2) Attitude to use the science and technology;
- 3) Willingness to co-operate.

Recommendations of the Congress are as under: -

1. The police force will play a pivotal role in the transformation of the Country into a developed nation. New vision, technology and methods have to be invented and implemented in the service of the Nation.
2. While the police shall have short-range view of what is desired and has to be achieved, it is necessary to consider each short-range view in alignment with the long-term perspective.
3. The vision of the police must involve an all-inclusive solution to problems and reorient the police forces to adopt modern methods to address vulnerable points in effective policing.
4. Police should have a dedicated Research and Development (R&D) and the state-of-the-art Institute of Technology.

5. The police should have the data of habitual criminals with finger printing, DNA printing and DNA Data Base Management System and other personal particulars available online to all police stations through a wide area network.
6. The Police should have a police e-governance grid through high bandwidth network.
7. Police should have the multi-media conferencing facility from the central prisons to some of the district courts in order to ensure that time and money are not spent only for the production of under-trials before the court.
8. Police should focus on capacity building and appropriate training. The training package should have multi-level gender sensitive training programmes for both women and men as a part of induction training.
9. Police training should ensure that the physical, mental and spiritual well-being becomes the part of the life style of police personnel.
10. It should specifically address the special needs of the women police.
11. The intelligence agencies should have in-depth study of indicators of pre-formation activities of terrorists groups, and their origins and supporters.
12. Police forces should be augmented so as to reach police-public ratio of 1:500 within the next three to five years.
13. Police should scientifically work out man-power requirements in a police station based on population, geographical area, population density, incidence of crime, number of VIP visiting area, proclivity of Law and Order problem sensitivity from security angle, the area's potential to be a target or widespread implications from national security point of view etc.
14. Police should employ suitable modern psychometric and psychological methods of personality assessment, and subsequently impart adequate training to improve the quality of police personnel.
15. There is immediate need having attractive service conditions with a suitably pay package and perks, career planning and advancement, housing, leave, children education, healthcare facilities and self up gradation schemes etc for all levels of police personnel.
16. Police force should promote an organizational culture where the concept of reward and punishment become the spirit of functioning of the organization.
17. Police stations should be equipped with basic minimum operational facilities and safety in difficult areas.
18. Police should evolve a professional institutional arrangement to systematically address the problems of infrastructure with respect to internal security and crime management.
19. The MHA in consultation with the State Police Forces should take appropriate initiatives to evolve legal and procedural framework to protect the interests of the victims of crime. Its should encourage development of institutional arrangements that would ensure political neutrality of the police and ensure absolute commitment to the Rule of Law.
20. The BPR&D in consultation with States should strive to enlist the vision **2010 and 2020** for each State Police, the Central Police Organizations and all the other units that work with Police Organizations. The State and CPO's vision should be aligned with a National level vision 2010 and 2020
21. There should be progressive interaction between the police and the scientific community in the Country and abroad. The police should be exposed to latest equipments with respect to security and crime management by frequently conducting exhibitions of such equipments in all the parts of the country.



PRESIDENT'S POLICE MEDAL FOR DISTINGUISHED SERVICE AWARDED ON THE OCCASION OF THE REPUBLIC DAY -2006

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President's Police Medal for Distinguished
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73. Jageer Singh
Constable

74. Bashir Ahemd,
Constable

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CRPF

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80. Sultan Singh,
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(Now Head Constable)
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Constable
(Now Head Constable)
92. R.T. Koleh,
Constable
(Now Head Constable)
93. J.N. Saikia,
Constable
(Now Head Constable)
94. Arjun Yadav,
Constable
(Now Head Constable)
95. Ramas hray Prasad,
Constable
(Now Head Constable)
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Constable
(Now Head Constable)
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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.

The review process

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

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

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

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