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Editorial

Dear Reader,

In this issue we have included the articles on violence against women; better policing; property offenders; forensic science; and social issue written by experienced IPS officers, Research fellows, Forensic Scientists and Academicians.

The various structures and functions of police organizations tends to generate job related stress. Shri Naparajit Mukherjee has brought out this aspect very vividly in his article "Dealing with Job-Oriented Frustration and Dissatisfaction in the Police Service".

The job related stress increases irritability level of enforcement officers including police officers. Shri Sankar Sen has dealt this matter in a highly professional manner in his article "Violence Prone Police Officers".

Property offences occupy very important place in the variety of crimes commuted in our country. Shri A Shivamurthy has analyzed it in his article "A study of Spatial Mobility Pattern of Property Offenders" with specific reference to Chennai city. His conclusions are duly validated by the data collected and analyzed by him.

Besides these articles, this issue covers Book reviews and also gives a list of recipients of Gallantry Medals awarded on the occasion of Republic Day, 2005.

We hope, our readers and investigation agencies will find the present issue informative and useful. We seek views and suggestions of our esteemed readers, which will help us to improve its contents further.

EDITOR
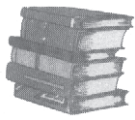
Abstracts & Key Words

Registration Numbers of Auto-Vehicles as Forensic Clue to Investigate Criminal Activities

Praveen Kumar Srivastava

Key Words :

Enormously, Tempered, Numeric digit, Alpha numeric digit, Chessis, Crankcase, Right Pannel, Carborator.

Modernisation of police force carries dual process of orientation. One is to make police force well equipped with modern wapons and instruments and other to boost the general knowledge & awareness of police personnels up to constable level to combat Hi-tech crime including theft. Today the theft of auto-vehicles running with fake registration plate are often involve in crimes such as robbery, road holdup, theft, loot and terrorist activities. In such vehicles the engine & chessis numbers are also wipped off. Since the engine & chessis number in the vehicle are embossed at different places in the vehicle and policement, in most cases failed to locate these numbers in the vehicle. The present paper will fulfil this gap of knowledge. The informations given in this paper will reveal the exact location of engine & chessis number in popular motor vehicles and bikes. The paper will also provide additional knowledge regarding the other important Identification numbers and locations, other than engine & chessis numbers which have equal and unique weightage. The informations will be highly useful for policemen to trap the stolen vehicle involved in murder, terrorist activities and other criminal activities.The trapped vehicles will provide plenty of information about the crime and criminal.

Feudalization of Ancient Indian Police Organization (300 A.D. to 750 A.D.)

Umesh Kumar Singh, I.P.S.

Key Words :

Feudlization, Gudhapurusas, Coragraha, Corarajjukas, Cauradharanika, Mahasamanta, Mahadandanayaka, Dasaparadhika, Dandadhikarin, Sthanadhikaranika, Dauhsadha-sadhanika, Gudhapurusha, Lexicographer, Rajasthaniyas, Upakarika

In view of paucity of materials, it is very difficult to know the exact ancient police structure. An attempt has been made to collect materials regarding police organization of ancient India, Covering a period of nearly four hundred and fifty years (300 A.D. to 750 A.D.). Similar strenuous efforts have been made to collect and present such facts which indicate sufficiently the feudalization of police personnel of those days along with their fellow civil and revenue officers. Frequent grants of lands and villages to the bureaucrates as a token of rewards for their good works, specially to the military personnel, free from all the taxes and with

many administrative rights, keeping and additions of pompous and big titles, of their designations, liberty and rightful claims for forced labour from villagers, all these led to the conversion of feudal character of the police officers and their atrocious and despotic behaviour and unbearable sufferings of the general masses of the society. It is an attempt to enable the police officers of to-day to know their past. Presentation is based on the original and authentic source materials, furnished by eminent historians.

Women, Violence and Related Rights in India: A Situational Analysis

Dr. P. Madhava Soma Sundaram

Key Words :

Violence against women, International Instruments on women's rights, Crimes against women, Women's Rights, Trends In Crimes against women. Sexual harassment. Domestic Violence, Contemporary legal initiatives.

While, the Constitution of the Republic of India guarantees, besides other rights, protection of life and personal liberty and provides adequate safeguards against the arbitrary deprivation thereof by the State and others. for women, in India. there is no dearth of human rights violations against them. Apart from the constitution at the National level, there is a plethora of United Nations documents on protecting the rights of children and women. at International level, applicable to India as well. Also, if crimes against women, committed in India, are to be considered as an indicator of rights violations, this paper makes a situational analysis of violations against women and children in India with a tight focus on the various forms of crimes. The study highlights that there is an increase of 29.24% of incidences of crimes against Women from 1995 to 2002.Focussing on the forms of violations this study reports that in the year 2002. Torture was the common crime against women with 33.3%, and the other forms of crime were .Molestation (23%), Rape (11.1), Kidnapping &: Abduction (9.8%), and Sexual harassment (6.9%). This paper takes a peep into the salient features, the protection mechanisms envisaged in the various United Nations Covenants, and analyzes the existing situation in India.

Reconciliation for Better Policing : Training, Work Culture and Welfare of Woman Police in Gujarat

Dr. Pavithran G. Nambiar

Key Words :

Interpersonal relation in police, lack of cordial relation among personnel, The prominent factors, *value based training, work culture and welfare,* boost in the efficacy of police organization.

Interpersonal relation in police has much significance in ensuring effective work and its impact on the society. It is the lack of cordial relation among personnel of various levels that are responsible for rising violence and suicide in police and their low image in public eye. The prominent factors that have to be considered for improving the relationship between different levels in police organization are value based training, work culture

and welfare. If sincere efforts are made to bring improvements in these areas, there will be a boost in the efficacy of police organization, and thus its reputation. A study conducted on Woman Police in Gujarat by this writer (for Ph.D. thesis, 1999), depicts their dismal condition in the aforesaid areas. In such a situation, how effective functioning of police organization can be expected? Giving significance to police welfare, inculcation of ethics and moral values in police through formal and non-formal training are key suggestions, for which initiation must come from senior officers.

A Study of Spatial Mobility of Property Offenders

A. Sivamurthy

Key Words :

Mobility of offenders, Journey to crime, Environmental opportunity, Commuting of offenders, Commuting Index, Origin and Destination of offenders, Choropleth and Isopleth maps.

Since the pattern of journey by offenders varies from one part of the city to another even for the same type of offense, the analysis of spatial pattern of movement of offenders deserves a close attention. With the improvement in quality of data and methodology and the availability of GIS mapping techniques, the study is aimed at understanding the mobility of property offenders in Chennai city. The analysis shows that the pattern of journey to crime is related to the physical and functional characteristics of different parts of Chennai city. In the localities where the environmental opportunity is low, the degree of commuting is relatively higher. In the commercial and high-income residential areas on the other hand, the rate of occurrence of theft and burglary is high owing to greater environmental opportunity and in such areas the commuting of offenders is relatively lower. The Choropleth, and Isopleth maps drawn with the help of GIS software identify the areas of high and low level of commuting out of offenders. Such an identification may help the police for better law enforcement planning.

Violence Prone Police Officers

Sankar Sen, IPS (Retd.)

Key Words :

Police, Police Brutality & Violence, Organizational Style, Training Interventions.

In police there are both trigger happy, violence prone officers as well as officers who are idealistic and considerate. In USA Christopher Commission (1991) referred to the presence to aggressive violence prone officers in Los Angeles Police Department. It has been found by the criminologists and police scholars that very often organizational style and culture influence the outlook of the police officers and encourage hard-nosed policing. Many police departments also encourage instead of discouraging an aggressive Policing and improper use of force. Whenever there is clear evidence of misuse of force and display of brutality by police officers, there should be no hesitation to discipline them. Protecting the black sheep through silence or inaction will not help. Police over-reaction is also influenced by the

expectation of danger in job and bureaucratization of the department. Training interventions can successfully reduce police violence and train police personnel to maintain their temper under stressful situations.

Date Rape

Lt Col (Dr) Ravi Rautji, Rudra A, Lalwani S, Dogra TD

Key Words :

Acquaintance, perpetrator, club drugs, flunitrazepam, ketamine.

Crime - whatever its nature, is traumatic for the victim, however never more so than rape. Rape is a violent crime engineered through sexual acts that are forced, degrading and totally devastating. The idea is to control, humiliate, force, harm and overpower the victim. The age old myths regarding rape and sexual assault, as being invited, confined only to women or stranger motivated can no longer be said to hold true. Sexual assault does not always necessarily involve a female victim and a male stranger lurking in the dark. It is now a universally accepted fact that rape

occurs between acquaintances and also individuals of the same sex, and this makes the act no less disgusting, degrading or devastating.

Role of Police in Changing Indian Scenario

Dr. (Mrs.) Anupam Sharma

Key Words :

Industrialization, Urbanization, Development, Environment, Changing scenario.

In India, today the socio-economic and political scene of the country has considerably changed due to constitutional amendments, planned economic development, spread of education, political awakening, social awareness in the masses, erosion of moral and social values, criminalization of politics and politicization of crime, party politics, increasing collective violence, crime and terrorism, sociological change with modernization, economic development and its impact on masses. In this changing environment police are expected to act as a barometer of the current

state of a society. Police has to play role in socio, economic, cultural and political field also because political conflict, social tension and different developments have been creating pressure in the external environment.

Dealing with Job-Oriented Frustration and Dissatisfaction in Police Service.

Naparajit Mukherjee, IPS

Key Words :

Psychological Phenomenon, work efficiency, obvious neglect, selection criteria, victimization, adaptive deterioration, distorted perception, defensive behaviour.

Frustration is one of the major psychological issues arising in a work situation. Due to frustration performance is affected and best output from the human-resource is not available. In a police organization this leads to visible levels of inefficiency. This organization being always matter of public scrutiny is subjected to criticism on falling levels of efficiency. There are several mechanisms to deal with

frustration. The superior officers should share his guilt, his feelings his frustrations with his subordinates. Again, he has to help his employees understand their problems, overcome the same and come up with alternatives. Such constructive approach will help to overcome frustration by joint efforts. The superiors have a greater role to play in this regard since they are responsible for controlling various factors generating frustration in an organization. Thus they have to keep it under check and deliver the best results.

Design Flaws

Shatrujeet kapur

Key Words :

Highly Motorized Countries, Side impact air bags, Anti-lock Break System (ABS), Crumple Zones, fluorescent emergency warning triangle, Electronic Stability Control, Crash worthiness standards, Pedestrian impact standards.

More than 90000 persons are killed every year in road accidents in India. Even more worrisome is the fact that this number is growing at a rate of almost 5% i.e. nearly 4000 per annum. Comparison with Highly Motorized Countries (HMCs) reveals that fatality rate in those countries is less than 2 per ten thousand vehicles as against 14 in India - a difference of 600 percent! This highlights the utterly poor state of affairs in the country. Even though poor driving skills and bad roads are two major causes of accidents in India, design flaws and lack of safety features in vehicles plying on our roads is an important contributory factor. For example, body of commercial vehicles like trucks, buses and LCVs, tractor trailers etc. are fabricated by roadside mechanics using outdated designs. The structure often exceeds permissible dimensions with a view to facilitate overloading. Similarly, design of passenger vehicles also suffers from several flaws. As ordinary buyers are not in a position to evaluate design features, there is a need to set up an independent safety regulator in the country on the lines of National Highway Traffic Safety Administration (NHTSA) in the US. This will go a long way in developing and implementing minimum safety standards, crash worthiness standards, pedestrian impact standards, mandatory safety devices, etc. Motor vehicle Act 1988 contains enough provisions empowering the government to make rules & law need to be utilized to ensure compliance of safety standards in the country.

Registration Numbers of Auto-Vehicles as Forensic Clue to Investigate Criminal Activities

Praveen Kumar Srivastava*

Introduction:

The over population, industriali-zation & urbanization have fascinated the use of auto-vehicles by masses for necessicity as well as for luxury. The passion for two-wheelers and cars has increased in all classes of society. It has inspired automobile companies to release a variety of vehciles in the market with newer models almost everyday. But at the same time, cases of vehicle thefts have enormously increased which has become a top ranking headache for police investigation department. On the other hand stolen vehicles are often used in terrorist activities, Road holdup, Murders, Loot, Bank robbery & other crimes.

Every vehicle besides registration number, has specific chessis and engine number which are embossed over the chessis and engine respectively on the vehicle and can not be tempered easily. The originality & authencity of the vehicle can only be checked by chessis & engine numbers. Any tempering can easily be detected in these numbers. There is a fixed place in the vehicle for

Abstract :

Modernisation of police force carries dual process of orientation. One is to make police force well equipped with modern wapons and instruments and other to boost the general knowledge & awareness of police personnels up to constable level to combat Hi-tech crime including theft. Today the theft of auto-vehicles running with fake registration plate are often involve in crimes such as robbery, road holdup, theft, loot and terrorist activities. In such vehicles the engine & chessis numbers are also wipped off. Since the engine & chessis number in the vehicle are embossed at different places in the vehicle and policement, in most cases failed to locate these numbers in the vehicle. The present paper will fulfil this gap of knowledge. The informations given in this paper will reveal the exact location of engine & chessis number in popular motor vehicles and bikes. The paper will also provide additional knowledge regarding the other important Identification numbers and locations, other than engine & chessis numbers which have equal and unique weightage. The informations will be highly useful for policemen to trap the stolen vehicle involved in murder, terrorist activities and other criminal activities. The trapped vehicles will provide plenty of information about the crime and criminal.

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these numbers but may very in different models. On the other hand registration number is painted on a plate in front & back of the vehicle, allotted by Regional Transport Office (R.T.O.). The registration number can be however altered by fake number plates, tempered, making it illegible by using dust or paint, erasing letters of registration plate or preparing fake RTO documents. Thus the originality of a vehicle by considering only registration number will always be doubtful unless and until checking of chessis and engine number is also made simultaneously.

The frame or chessis number consists of following four types of information-

(i)   Year of production - embossed over chessis with two numeric digits.

(ii)   Month code of production - embossed with one to two numeric digits.

(iii)   Model code - embossed with two to four alphanumeric digits.

(iv)   Frame or Chessis - Alphabetic one letter code (C or F)

{C = chessis, F=frame}

The engine or machine number also consists of the following four information:-

(i)   Year of production - embossed over engine with two numeric digits.

(ii)   Month code of production - embossed with two numeric digits.

(iii)   Model code - embossed with two to four alphanumeric digits.

(iv)   Machine or Engine - embossed with one letter code (M or E)

{M=machine, E=engine}

The serial of above (i to iv) chessis and engine numbers may vary in different models of vehicle. The complete engine or chessis number is embossed in a series with seven to eight digits like 'XXXXXX' OR 'XXXXXXXX'. Policemen and checking personals are generally not aware about the exact location of chessis & engine numbers in the vehicle. During checking, they rely only on registration number and RTO documents. Therefore, there is always a possibility for escape of unauthorised or stolen vehicle from the sight of checking staff. Since no information is available till today on the exact location of chessis & engine nos. in variety of models of vehicles, present project has been undertaken by the author to workout the above information and prepare a list of popular models of vehicles (2-wheelers, 3-wheelers and 4-wheelers) with exact location of chessis & engine number in them. The project has been undertaken under the direction of district police authorities, Fatehpur.

These studies will be of practical utility for police vehicle checking staff to sort out vehicles with fake registration nos. or stolen vehicles. The studies will also be guideline for forensic scientists to come to more appropriate decision in making

investigation to establish originality and authencity of the vehicles.

The direction of vehicle parts has been considered as follows -

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                    Left side
Back side      ←────────→      Front side

(Tail light of vehicle)  ↓  (Head light of vehicle)
                   Right side
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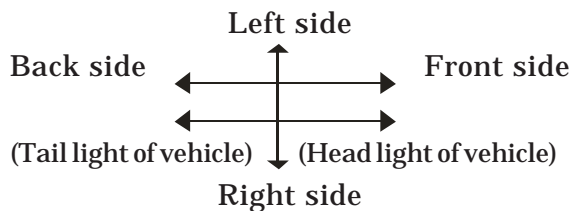
Material and Method

The project has been completed after spot observations of individual popular models of vehicles on road in Fatehpur, Kanpur and Lucknow metropolis. The survey of vehicle was done throught the year during 2002-2003-2004 at the time of checking registration of vehicles. For few models of scooters and cars, the Dealers were consulted to obtained the required informations.

OBSERVATION

Two Wheelers

1. Type-Scooters

S.No.	Models	Location of chessis number on vehicle	Location of engine number on vehicle	Special Remark
1	2	3	4	5
1.	Bajaj-Chetak Super, Excel, Safair, LML-NV-spl. Select-I, Select-II	Chessis number on right side on body near the right pannel hook (can see after opening the right pannel)	engine number will appear on right side behind the silencer attachment with the engine.	
2.	Kinetic-Honda Marwal	Chessis number on left side behind the stand, below the fornt footrest.	Engine number on engine cover below the back wheel mudguard on left side	
3.	Bajaj-Legend NXT-2	Chessis number will appear on the floor of front left footrest	Engine number on right side near the silencer attachment with the engine.	
4.	Kinetic-style	Chessis number on right side below the front footrest over chessis pipe	Engine number on left side below the back wheel mudguard over engine cover.	

1	2	3	4	5
5.	Kinetic-safari	Chessis number on right side of stearing pipe below the head light	Engine number on left side below the front footrest over chesis.	
6.	Hero Honda-Street DX	Chessis number inside the gight pannel cover	Engine number on left side of crankcase, near the gear paddle.	
7.	Priya, Vespa, Vijai-super Lambrata (old scooter models)	Chessis number on right side, under the right pannel, Near Pannel hook	Engine number on the right side, near the silencer attachment with the engine.	Chesis number will appear on opening the right pannel

2.   Type-Motorcycle

1	2	3	4	5
1.	Hero Honda Splendor Passion, Passion plus CD-100 CD-100 SS CBZ, Dawan	Chessis number on right side of steering head tube, below the head light	Engine number on left side over lower crankcase, near gear paddle.	
2.	TVS-Suzuki-Max-100DC, Max-100 R Fiero, Fiero-es Victor	Chessis number on left side of steering tube below head light	Engine number on left side down below the engine pistion body.	
3.	Bajaj-Pulser, Croma, Caliber Aspier, Boxer M-80	Chessis number on left side of steering tube, below the head light	Engine number on left side down, at the bottom of engine, near gear pad.	
4.	LML-Freedom Energy-fx, Adreno-fx, Adreno-fx-es	Chessis number on right side of steering tube, below the head light	Engine number on left side at the base of engine, near gear pad.	
5.	Kinetic-Boss, GF, Challenger	Chessis number on left side, below the handle, over chessis	Engine number on left side, below the head of spark-plug, over engine.	
6.	Escort, Yamaha-R Yamaha-Crux Rajdoot	Chessis number on right side of steering tube, below head light	Engine number on right side below the carborator, over engine cover.	
7.	Yazdi, Enfield-bullet, Jawa (old models)	Chessis number on the left side of the steering, below the head light.	Engine number on left side, belwo the piston head.	

1	2	3	4	5
3.	**Type-Mopeds**			
1.	Kinetic, Luna V2, TVS-Sport XL-super XC-HD	Chessis number on right side of steering (handle) below the head light	Engine number on right side at the bottom of engine, near the silencer attachment with the engine	
2.	Hero-Puch-shakti, Power, (in all the models of GXL, AG, 2G & 3G	Chessis number on right side below the driving seat, at the frame	Engine number near the leg-break on right side over engine cover.	
4.	**Type-Scooty**			
1.	TVS-Self start Kick start	Chessis number below the seat, near the petrol knob.	Engine number on left side, above the back wheel, over engine body.	
2.(i)	Kinetic-Safari	Chessis number on right side of steering tube below the head light.	Engine number on left side below the front foot rest	
2.(ii)	Kinetic-Style	Chessis number on right side below the front foot rest over chessis	Engine number on left side below the back wheel mudguard over engine.	
3.	Bajaj-Spirit	Chessis number on the floor of front foot-rest, on left side	Engine number on left side, near the silencer attachment with engine	
4.	LML-Trendy-ES	Chessis number on right side near the back light.	Engine number on right side near the silencer attachment with engine.	Chesis number will appear on opening the right pannel
5.	Hero-Ex	Chessis number is on the middle of front pannel at inner surface, below the handle & Ignition key.	Engine number on the left side over engine, near shocker attachment with the back wheel.	

THREE WHEELERS

S.No.	Models	Location of chessis number on vehicle	Location of engine number on vehicle	Special Remark
1	2	3	4	5
1.	Bajaj-Auto-Rickshaw Super FE Auto track trailor. Delivery van, Picup van	Chessis number appear in the middle of chessis, below driving handle/steering	Engine number will appear on left side below the carborator	In 4-strock model engine is installed below the driving seat while in 4-strock model engine is installed above the back wheels.
2.	Mahindra's - All three wheeler models	-do-	-do-	In auto track trailor engine is installed below the driver seat while in elivery van & Pick up van, engine is install near the back wheels.
3.	Piaggio-Auto-rickshaw, Delivery van, picup van	Chessis number at right inside, below the front mirror & dash, near the door.	Engine number at the left side over engine block.	Engine is installed at backside, above the back wheels.
4.	Scooter India ltd. Vikram, Trailer Loader	Chessis number on left side down, at the middle of the vehicle over chessis.	Engine number will appear behind the chessis number on left side, near the air body pipe attachment	

FOUR WHEELERS

1. Light motor vehicles—CARS

1.	Maruti-800 Alto, Zen, 1000 Esteem, Wagon-R, Baleno, Versa & other cars model	Chessis number is embossed below the windscreen under the front pannel	Engine number is embossed on engine cylinder block on the engine, on right side	Both numbers will appear on opening the front bonnut.
2.	Dynamic Ford (IKON) 1.3CLXI, 1.3IRIS, 1.6 ZXI, 1.6SXI, 1.8ZXI	Chessis number is embossed on the floor of driving seat towards the right edge	Engine number is embossed on engine head, can see after opening the front bonnut.	Engine number & Chesis number are alike in all models

1	2	3	4	5
3.	Tata-Indica (all models)	Chessis number embossed below the windscreen, under the front bonnut.	Engine number is embossed on the bottom of engine, before spark plug head.	
4.	Hundai-all models of santro	-do-	Engine number is embossed on cylinder block on left side.	
5.	Daewoo's All models of Matiz	-do-	Engine number below the silencer head.	Numbers will appear on opening the front bonnut.
6.	Daewoo's-All models of Cielo	Chessis number is embossed on the floor of driving seat at right edge.	Engine number is embossed on left side, below the distributor.	Engine number will appear on opening the front bonnut.
7.(i)	Fiat-UNO, Sierra,	Chessis number below the windscreen in the middle of chessis, under the front bonnut.	Engine number on engine block at left side.	-do-
7.(ii)	Fiat-118-NE Premier Padmini	Chessis number below the windscreen at left corner, under the front bonnut.	Engine number will appear on the left side of engine, below heater plug.	-do-
8.	Hindustan Motors-All petrol & diesel models of Ambassador	Chessis number below the windscreen, under the front bonnut, at right corner.	Engine number on right side, below the 4th Inlet	-do-

2. Light motor vehicles—VANS

1	2	3	4	5
1.	Maruti - All models of Van & Omini	Chessis number embossed on the floor of driving seat at right edge.	Engine number embossed on cylinder block at right side of engine.	Engine will appear on lifting the front & scond seat.
2.	Mahindr's Voyger van	Chessis number on right side over chessis, behind the right front wheel	Engine number on the cylinder cover of engine on left side	Engine is situated below the driving seat.

Registration Numbers of Auto-Vehicles as Forensic Clue to Investigate Criminal Activities

3. Light motor vehicles—JEEPS

S.No.	Models	Location of chessis number on vehicle	Location of engine number on vehicle	Special Remark
1	2	3	4	5
1.	Maruti-Gypsy (in all models)	Chessis number embossed below the windscreen under the front bonnut	Engine number embossed on cylinder block on right side.	Numbers will appear after opening the front bonnut
2.	Mahindra's commander Marshal Grand Bolero MAXX Delux Economy CDR CL500 MDI (including all models)	Chessis number on right side over chessis, behind the right front wheel.	Engine number embossed on cylinder cover on the left side of the engine.	Engine will appear on opening the front bonnut.
3.	Tata-Sumo Spacio, Carrier, Safari, Estate, Sierra (including all models)	Chesis number embossed over chessis below the left front door.	Engine number on the bottom of the engine, over cylinder body.	Engine No. will appear on lifting the vehicle as engine is situated under the front bonnut.
4.	Hindustan Motors-Porter, Pushpak (including all models)	Chessis number on front side, over the chessis, in middle (below the front radiator)	Engine number on right side over cylinder head, below electric heater.	Engine will appear on opening the front bonnut.
5.	TOYOTA - All popular models	Chessis number is embossed on either below the wind screen under the front bonut or below the driving seat at right.	-do-	-----

SIX/TEN/FOURTEEN WHEELERS - HEAVY MOTOR VEHICLES
(Truck/Tipper/Goods carrier/tractor carrier)

S.No.	Models	Location of chessis number on vehicle	Location of engine number on vehicle	Special Remark
1	2	3	4	5
1.	Mahindra's Double cab Single cab King cab Picup cbc Express DI 3200 Load King Cab King (including all models)	Chessis number on the right side over chessis, behind the right front wheel	Engine Number on cylinder cover, on the left side of the engine	Generally Engine is placed near/under the driving seat.
2.	Hindustan Motors-Eicher truck (including all models)	Chessis number on left side over chessis behind the left front wheel	Engine number on left side below the 4th "inlet"	-do-
3.	Swaraj Mazda-Small trucks & *LCVs	Chessis No. on the right side, over the chesis, behind the right front wheel.	Engine number embossed on the left side, below the "Intect manifold"	-do-

* LCV=Light Commercial Vehicle

S.No.	Models	Location of chessis number on vehicle	Location of engine number on vehicle	Special Remark
4.	Telco-(TATA)-All models of trucks and buses LPTA 713 407 SFC cab/truck LPT 407/31 LPT 407 CAB 1613 LPT/42 LPT 1613 tractor LPS 1613/48FFC SK 1613/36 SFC (TPPER). SE 1613/42 truck LPT 909 LPT 709 SFC 709 LPT 1613/48 LPT 1613/52 SK 1613/36 TC	Chessis number is embossed on left side behind the left front wheel, over chessis.	Engine number is written over a iron plate label on engine head.	Engine number is not embossed on engine. Only a label chip contain all information about the engine. (The first two digits of engine number shows the year of production i.e. 69 mean the year of production is '96.

Registration Numbers of Auto-Vehicles as Forensic Clue to Investigate Criminal Activities

* LCV=Light Commercial Vehicle

1	2	3	4	5
	LPT 2516 LPK 2516/38TC (TIPPER). SK 1613/36 SFC-(TIPPER). LPT1109 and all other models of full & semi forward engine.			
5.	Ashok Leyland-All models of Tasker, Comet, Tractor carrier, Taurus (Multiaxel), Cargo 759, Cargo 909, Comet gold and all other models of goods carrier.	Chessis number on left side in front of rear spring, over chessis near backwheel.	Engine number on left side over cylinder head (AL type) or on right side above inlet manifold (Hino type engine).	In carrier tractor & comet models-engine is AL type while in tasker models (Multiaxel) engine may AL or Hino type. The first six digits of engine number shows the type of engine.

Heavy Motor Vehicles - Buses - Mini & Big (Six Wheelers)

1	2	3	4	5
1.	Mahindra's- Mini bus 2 WD heigh roof & low roof	Chesis number on the right side of the chessis, behind the right front wheel	Engine number on cylinder cover, on the left side of engine.	Engine will appear near/under the driving seat.
2.	Swaraj Majda- standard mini bus	-do-	-do-	-do-
3.	DCM-TOYOTA All models	-do-	-do-	-do-
4.	Telco- (TATA) LP 407 SFC 1510 LPO/SS FFC 207/28 Normal cab passenger, 207/28 Passenger, LP709 E/38 FFC LP 709 E/38 FFC control, LPO 1512 TC FFC LPO 1313/55 TC FFC,	Chessis number is embossed on left side, behind the left front wheel over chessis	Engine number is written over a iron plate on engine head.	Engine is installed on left side of driving seat. Engine number is not embrossed on any where over engine while other numbers i.e. frame no., gear box no., axel no. , are embossed on concerned parts.

1	2	3	4	5
	LP/1109 Turbo FFC & all other models of Telco bus.			
5.	Ashok Leyland-Viking and all other models of passenger bus	Chessis number is embossed in front of rear spring, near the back wheel of bus on left side.	Engine number is embossed on left side over cylinder head or on engine, above the inlet manifold, on the right side.	Passenger carriers of Ashok Leyland has two types of engine. One is AL type where engine is gray in colour and engine number is embossed on right side, above the inlet manifold. The other type is Hino engine, red in colour where engine number is embossed over cylinder head on the left side of vehicle. Engine is placed on the right side or below the driving seat.

Heavy Motor Vehicles - **Tractors**

1	2	3	4	5
1.	HMT- 2522 3022 3522 (including all models)	Chessis number embossed over chassis, behind the break bottle at right side	Engine number embossed on right side behind the "Exhaust albo", near the silencer attachment heater.	Engine number will appear on opening the right bonnut
2.	Mahindra-Tafe, Massy	-do-	-do-	-do-
3.	Escort	-do-	-do-	-do-
4.	Swaraj	-do-	-do-	-do-
5.	Tata	-do-	-do-	-do-
6.	Sonalika	-do-	-do-	-do-

General principles followed in embossing chessis and engine numbers in vehicles:-

(i)   Thought the place of embossing chassis and engine number may vary in different models as newer models of vehicles are coming almost everyday in the market, but in general it has been observed that engine and chassis numbers are located as follows -

S.No.	Vehicle	Location of	
		Chessis No.	**Engine No.**
1.	Scooters	On right side behind the panel, near panel hook	On right side over engine near silencer attachment with engine.
2.	Motorcycles	On right/left side below head light over steering tube	On right side over engine cover near break paddle.
3.	Mopeds	On right/left side below head light over steering tube or below left/right front foot rest over chassis	On the bottom of engine near silencer attachment with engine.
4.	Cars	Below the wind-screen under font bonnet. or on the floor of driving seat	Over engine head below inlets under the front bonnet
5.	Jeeps	Over right/left side behind front wheel, over chessis	Over engine cover head under the front bonnet
6.	Trucks/Buses	-do-	-do-
7.	Tempo/Vikram	On right/left side in the middle of vehicle over chessis	Behind the chessis number near the gas tube
8.	Tractors	On the chessis near break pad on right/left side	Behind the silencer base on right/left side under the right/left pannel.

(ii)   The engine number and chessis numbr are also printed over a iron/plastic/paper label and this label is chipped at easy looking are of vehicle but this label may removed or become useless in old vehicles.

(iii)   Light and heavy motor vehicles, also contain Frame number, Rear axel number, Rear box number, Front axel number, Piston pump number, Control value number, Power steering gear box number and Terbo

charger numbers, those have an equal importance as chessis and engine number but these can checked only with the technical help of any mechanic or known person, as these numbers are located deep in the frame/ engine and invisible on surface view. These numbers are not mentioned in RTO/concerned documents but mentioned in "customer service book or user manual" provided by the company at the time of buying any new vehicle.

(iv) Special vehicles where chessis numbers has been re-embossed by the cutting of chessis number portion, such cases may checked on the Rear axel, Rear box, front box, terbo charger, piston pump, and other alike numbers to decide the authencity of the vehicle.

(v) The other serial numbers of six/ ten/fourteen wheeler heavy vehicles (loader, trucks/tipper) are embossed at following places at vehicle -

   i) Constant mesh gear box number is embossed on top or down of gear casing on left side.

   ii) Front axel number is punched on the tip of axel beam on left side/right side/center.

   iii) Rear axel number is punched on the drive head on right/left/ center side.

   iv) Steering box number are-

(a) In mannul steering-in front portin of steering housing.

(b) In power steering-Identification plate is fixed on steering gear box.

Suggestions

(I) During checking of vehicles, emphasis should be given on chassis and engine numbers along with registration documents.

(II) Though chassis and engine numbers are normally not tempered but in cases where tempering has been made either by hammering or rubbing or any doubt of re-embossing of fake numbers, these cases should be referred to Forensic scientist of the concerned district for restoration studies.

(III) Every checking staff of police department should be made well aware for the location of engine and chassis nos. in the different models of vehicle.

Acknowledgement

Feudalization of Ancient Indian Police Organization (300 A.D. to 750 A.D.)

Umesh Kumar Singh, I.P.S.*

It is an indispensable necessity of all kinds of government to have a machinery in administration to enforce law and to prevent its breaches. This work is presently done by a very well organized system of police administration, but in the olden days police organization was amalgamated with the revenue and other civil administration and the revenue officers besides, discharging the revenue and other civil works were simultaneously entrusted to carry out the policing jobs also, which, in course of time, came in to gradual existence. Thus the organization of the police department was considered as one of the most important functionaries of the state in order to protect the society from evil-minded out-laws, criminals and the strong. Hence before mentioning the impact of feudalization on the police administration during the period 300 A.D. to 750 A.D., it is necessary to describe in short the existing police organisation.

The most common activities of police force were uniformed patrol, criminal investigation and identification of culprits, and their detention, prevention and detection of crime[1]. It was the duty of the state to maintain peace and protect

Abstract :

In view of paucity of materials, it is very difficult to know the exact ancient police structure. An attempt has been made to collect materials regarding police organization of ancient India, Covering a period of nearly four hundred and fifty years (300 A.D. to 750 A.D.). Similar strenuous efforts have been made to collect and present such facts which indicate sufficiently the feudalization of police personnel of those days along with their fellow civil and revenue officers. Frequent grants of lands and villages to the bureaucrates as a token of rewards for their good works, specially to the military personnel, free from all the taxes and with many administrative rights, keeping and additions of pompous and big titles, of their designations, liberty and rightful claims for forced labour from villagers, all these led to the conversion of feudal character of the police officers and their atrocious and despotic behaviour and unbearable sufferings of the general masses of the society. It is an attempt to enable the police officers of to-day to know their past. Presentation is based on the original and authentic source materials, furnished by eminent historians.

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all by deterring persons from commission of crime, and deviation from the normal path of duty[2]. *Sukra* had observed that punishment was introduced to prevent the wicked from commission of unlawful acts[3]. *Yajna Valkya* says that detection of crimes and arrest of the suspicious, protection of civil population and prevention of illegal acts were the basic functions of the police[4]. Kautilya too had held the same view[5]. Village was the smallest administrative unit for policing arrangements of villages under the sole responsibility of the village-headmen6. Village councils were required to detect crimes committed, in response to some obligations to villagers in providing security measures, which continued in some forms till the twelfth century A.D. If articles were lost in the village, they were to be recovered and restored to the victim by the members of the village community. A Chauhan inscription of this period records that the villagers *Dhalop* agreed solemnly to provide their own security measures[7]. Manu recommended that the police stations should be established through out, one being intended for two, four or five villages[8]. Towns in those days, even if smaller in size, used to be walled up from all the four sides, mainly from protective safety angles. A *Tibetan* expedition by *Srong-Tsang*, after the death of Harsha, mentions the common practice of walling the towns in those days[9]. For securing full safety, towns were under the charge of efficient police department and chief police officer during the time of Kalidas was called Nagaraka[10], and normally a *Nagaraka* was assisted by *Raksinah* (constables).

Accounts of Kalidas also indicated unsatisfactory performance of urban police personnel and integrity of offecials was also portrayed to be questionable and blemish. They are said to be experts in accepting bribes and alcohol addictions prevailed among them[11]. Police patrolling in the nights, specially in the streets of urban areas, was their routine night round works, as mentioned by Dandini, besides their movements to catch thieves[12]. They were described and shown as patrolling on roads and highways alone, holding truncheons (Danda) in their hands[13]. Suspects including ladies also were intercepted by them while on duty, if their movements attracted any suspicion. Almost all the important corners of the towns were covered by the police presence and even the cemeteries were covered by police deputation[14]. Gate keepers and royal guardsmen used to be alerted by the police of the city to avert occurrence of crime[15]. Kalidas has mentioned oppressions and tortures to simple and innocent travellers by the frontier guards and the police personnel[16]. In case of need, military assistance was given to meet any big crisis[17], *Hiun Tsang* mentions "summoning of military personnel is ordered to meet and maintain internal law and order problems in the seventh century A.D." He himself was provided with a military escort. He mentioned that some troops not only guarded the borders but even were found engaged in punishing the *refractories* and the mounted guards used to keep strict surveillance during the night[18]. Mention of some important among the police personnel or civil officers, discharging

police job, is very essential, the list of such names with their normal assigned works is as follows:-

Gudhapurusas or Caras, were spics, engaged in crime control works[19]. Kautilya had enumerated in details importance and usefulness of spies in the field of politics[20]. *Kamandaka* says that Duta was an open spy (*prakash*) and the *Caras* were the secretly discharging duties, keeping their presence, completely, concealed.

Coragraha, probably a thief catcher and it finds mention in *Narada Smriti* and *Katyayan's* works[21]. *Corarajjuka*, and officer assigned the taks of arresting robbers and fettering them[22].

Cauraddharanika, designation of an officer in charge of the recovery of stolen property, or detection and extermination of thieves. This term occurs in many inscriptions of the western and eastern part of the country such as the *Valabhi* grant[23] and the *Palitana* plate of Dharasena-II[24], *Khalimpur* plate of Dharmapala[25], the *Bhagalpur* plate of Narayana Plala[26], the *Naihat* plate of Ballalasena[27], and a grant of *Laksenana Sena*[28]. *Caurodhartr*, an another official for catching a thief[29].

Caurika, found mention in the *Kalvan jain* plates of *Yasovarma*n of the time of *Bhoja Paramara* to denote a police officer in charge of thieves and robbers[30]. *Dandanayaka*, and officer of Kusan period[31]. This term designate officer has been differently understood. *Aurel* Stein interprets it as a "Prefect of Police,"[32] where as R.S. *Pandit* accepts it as a "Commissioner of Police"[33]. Some scholars call it as a general, or a Magistrate[34]. Mahadandanayaka[35] was a

title of *Harisena*, the composer of *Allahabad* Pillar inscription.

The *Pratapgarh* inscription mentions one *Mahadeva*, the Chieftain of Ujjayinie with the epithets *Mahasamanta Dandanayaka* and one *Tantrapala* as *Mahasmanta Mahadandanayaka*[36]. They were great feudatiories, connected with the army[37] and their help used to be sought by the civil administration in the case of need[38]. Perhaps they originally belonged to the army, stationed in various districts to help the police and civil officials in maintaining law and order and to prevent crimes. Their titles appear to be hereditary also[39], and the kings also very often established matrimonial relations with them[40]. *Varahamihira* considered and places the queen, the crown, prince and the *Dandanayaka* on the same footing in connection with the staff (*Danda*) to be prepared for them[41]. They were undoubtedly the high rank police and civil officials. Seals of *Dandanayakas* have been found in abundance from *Bhita* sites[42]. These seals depict the officers, bearing the emblem of a standing police man with a staff in his hand[43].

Many inscriptions depict one another police officer *Dandapasika*, who holds the fetters or noose of punishment[44]. Mudraraksasa[45], the *Yasatilaka* Campy[46], and the *Kathasaritasagara* describe this officer. It is presumed that this officer used to execute the sentences. Many seals of this designate officers have been found from *Basarh*.

P.V. Kane mentions *Dandabhogika*, enjoying the same position as Dandapasik[47]. It also occurs in *Walplate*

of *Guhasena* along with other officers[48]. In the *Deo Baranak* Inscription of *Jivitagupta* II[49] the *Bhagalpur* plate of *Narayana Pala*[50], the Nalanda plate of Devapala[51], and a host of other contemporary inscriptions, another police officer *Dandika* is mentioned.

Dasaparadhika, in charge of ten specified kinds of criminal offences, or Aparadhas[52], *Dauhsadhasadhanika*, a group of officers, probably, whose duty was to catch dangerous robbers and culprits, ordinarily difficult to be arrested[53]. Some Pala inscriptions mention the term M a h a d a u h s a d h a s a d h a n i k a[54], *Dauhsadhika*, another police officer, discharging the same job[55], *Dandadhikarin*, a chief police officer, mentioned in *Rajatarangini* of Kalhana[56]. *Sthanadhikaranika* appears to be in charge of the *sthanas* or police stations[57]. *Araksika* a mere watcher or watchman in charge of vigilance, the sunaokala plates of *Sangamasimha* of 540-41 A.D. from Broach refer to this designation[58].

Cata-Bhata are two names, often occur jointly in different inscriptions[59]. They are said to be the officers in charge of the investigation of crimes. The *Surat* plates of Maharaja *Vyaghrasena* of 490-91 A.D. throw sufficient light on their scheduled duties, and it mentions that small piece of land, that was granted to the *donee* should not be entered by the *Catas* and Batas except to arrest the robbers, or persons guilty of high treason[60]. These officers are branded as the most notorious for their cruelty, malpractices and ugly *behaviour*. That is the reason *yaznavalkya* had suggested

the king as a royal duty to protect and compensate the people from undue harassment caused by these officers[61]. *Brahaspati* also expressed a similar poor opinion about these police officers[62]. *Bana* has also mentioned about their unpopularity among the, then people[63]. That was the reason of special mention about the prohibition of entry of *Chatas* and *Bhatas* to some of the donated villages or lands by the king. It must have been due to their intolerable tortures, being committed on the innocent people[64].

Rajasthaniya, mentioned in *Mandasor* insciption of *Yasodharman* and Visnuvardhana[65], the *Banskhera* inscription of Harsha[66], *Palitana* plate of Dharmasena[67], *Bhagalpur* grant of *Narayana* pala[68] and a host of others. Kalhan accepts this officer as a judicial designation[69]. Where as Buhler interprets the term that also occurs in *Ksemandras* Lokaprakasa[70]. "Who carries out the object of protecting subjects and shelters them, is called a Rajasthaniya"[71].

Nagarika, a term used to denote a chief of the police[72].

Dandasakti a police officer, but nothing is known about his office[73].

Mahapratihara, and officer in charge of the door-keepers. *R.C. Majumdar* calls him a high official in the police and military department[74]. *Kadambar*i of *Banadhatta* and the *Rajtarangini* of *Kalhan* also make a mention of this officer[75].

R.C. Majumdar interprets Khola as an officer in charge of the intelligence department or a spy[76].

It finds mention in *Khalimpur* inscription of Dharmapala[77].

Gudhapurusa is said to be a secret service main[78]. The lexicographer *Amarasimha* makes a mention of his special functions[79]. *Cara* is shown as a simple spy[80].

Besides the above mentioned police officers, there were many other revunue and civil officers also, who, sometime, hold collective reponsibility of ensuring the entire criminal justice system smoothly run and they were entirely held responsible for prevention, control and detection of crimes, maintenance of law and order, dispensation of justice, as well as collection of revenue and security and protection of borders from foreign invasions. Earlier the concept of Mauryan emperors was much more to ensure the real welfare of the people but during the Gupta Empire onwards historians of Marxist school have arrived at a conclusion that the mode of administration of the rulers was much more of feudal in nature due to various reasons. One of the prime factors was decentralization of central powers in the hands of local chiefs and officers, the village headmen, and the kith and kin of the royal family. Tendency to make liberal grants and donations of lands and villages with population to even the officers as their rewards for good works and sometime in their remuneration of acts of valour and bravery and with that their authorization to rule locally with all autonomy and autocratic behavior, later on, penal rights of punishing the culprits without king's approval were also transferred in some cases. This had opened the flood gate of many administrative errors, massive exploitation of the poor, down-trodden, ladies, peasants, traders and even the lower ranking bureaucrats, all empowering them and getting engrossed to the full feudalization of the entire administrative and policing apparatus.

The myth of millenary stagnation of early Indian society has been ably exploded by *D.D. Kosamb*i and R.S. Sharma[81], who marked definite stages in the development of its social polity till the beginning of feudalism from about middle of the first millennium[82]. *Kosambi* holds that a later stage, a class of land owners develped within the village between the state and the peasantry, gradually to wield armed power on the local population - a process he calls" feudalism from below"[83]. Sharma does not apparently hold this view and produces evidence which contradicts the two-stage-theory of Indian feudalism[84]. According to him feudalism in India, unlike in Europe, began with the land grants to the *brahamanas*, temples, monasteries and officers, from the *Ist.* century *B.C.*, which mulitplied by Gupta times, when villages, together with their fields and inhabitants with fiscal, administrative and judicial rights with exemptions from the interference of royal officials used to be transferred to the donee[85].

Dr. R.S. Sharma has enumerated in great details various reasons and contributory factors with many examples of feudal processes in his famous book "Indian Feudalism". To study in feudalization process the book furnishes very rich and substantial materials, including valuable *epigraphical*

collections for the historians to enlighten on many new aspects of Indian History. I am narrating and mentioning some of the relevant portions of the book for the subject under study to elucidate and enlighten on the points of feudalization of state administrative apparatus in general and police *organization* in particular.

Mr. Sharma, in his book Indian Feudalism, has expressed the view, "From the past *Maurya* period, and specially from Gupta times, certain political and administrative developments tended to feuded to feudalise the state apparatus"[86]. He assigns its reason, primarily to the practice of land grants to the brahmanas and with it the surrender of state administrative rights to them. Quoting the early *Pali* texts of the pre-*Maurya* period refer to the villages granted to the brahmanas by the rulers of *Kosala* and *Magadha.* Mr. Sharma points out that the *Pali* texts do not mention the abandonment of any administrative rights by the donors. He also says that the epigraphic rcord of land grant of a village as a gift in the *Asvamedha* sacrifice also supports the same theme[87]. Administrative rights were perhaps given up for the first time in the grants made to Buddhist monks by the *Satvahana* ruler - *Gautaniputra Satakarani* in the second century A.D. To quote him, "The land, granted to them, could not be entered by royal troops, disturbed by government officials, or interfered with, by the district Police[88]." He says that from fifth century A.D. onwards two important features are noticeable regarding grants, - first, being the transfer of all sources of revenue and the second was the surrender of Police and administrative functions.

Grants of the second century mentions the transfer of the king's control only over salt, which indicates retention of other sources of revenue. But, in later grants, from the time of *Pravarasena-II Vakataka* onwards (5th century A.D.), the ruler gave up his control over almost all sources of revenue, including Pasturage, hides and charcoals, mines for the production of salt, forced labor, and all hidden treasures and deposits[89]. What is more significant is that the donor, not only abandoned revenues, but also the right to govern the inhabitants of villages, that were granted. Hence, in Gupta period at least half a dozen instances of such grants to the brahmanas are available, in which people were asked to obey their commands. In two other land grants of the post - Gupta times royal commands were issued to government officials, employed as *Sarvadhyaksha* and also to regulate soldiers and umbrella bearers that they should not cause any disturbance to the brahmanas[90]. It indicates the evidence of the surrender of the administrative power of the state and more autonomy to the local administrative officers which made them feudal.

The inscriptions of the 5th century A.D. reveal that the ruler was retaining the right to punish the thieves, which formed the basis of the state power, but by such transfer of grants to brahmanas and with that the transfer of administrative rights to punish all offences against family, property, person, etc. This indicates that state has let loose their control over administration by

allowing other sections, or and individuals to avail a monopoly over a particular region, giving birth to feudal tendency in the officials, including those, discharging police functions. In central and western India some royal donors conferred upon the grantees the right of trying cases in the donated villages. Their grants use the term Abhyantarasidhi,[91] which has been used variously[91A]. It does not amount to merely an adjudication of internal disputes in such donated villages, but amounted to complete self dependence[92]. Thus the widespread practice of making land grants in the Gupta period paved the way for the rise of *Brahmana* feudatories, who performed administrative functions, not under the authority of the royal officers but almost independently[93]. It amounted to disintegration of state power and unusual growth of abrupt and sudden feudal ruling class and a new set of persons discharging police and civil functions.

Consequently the number of land owning brahmanas increased and comprehensive competence, based on centralized control in Mauryan time, gradually gave way in post-*Maurya* and Gupta periods. Maintenance of law and order and the defense of the border, hitherto being performed by the state officials, were now, step by step, abandoned, first to the priestly class and later to the warrior class[94]. It marked the beginning of feudalization of the whole administrative machinery in the ancient Indian History. Subsequently the feudatories also started marking religious grants without royal consent. It proves creation of tenants on the donated

lands and there by creating sub-in-feudation of the soil. The secular obligation of the priestly beneficiaries are rarely laid down, the only example is the *Chammak* copper-plate of the *Vakataka* king *Pravarasena II*, which imposes certain obligations on one thousand brahmanas, who are granted one village[95]. It lays down that they shall not conspire against the king and the kingdom, commit theft and adultery, slay *Brahamanas* and poison king etc, further they shall not wage war and do wrong to other villages[96]. Mr. Sharma clearly states, "This may be taken as another presage of the feudalization of the state apparatus"[97].

Second big change in the Gupta period was regarding the mode of payment to the officers, employed by the state. Officers during the *Maurya* dynasty were paid normally in cash, the maximum salary being 58000 panas and the minimum 60 panas, probably per month[98]. All this is found in the section *Bhrtya-Bhara-Niyan*, maintenance of servants, which prescribes the various scales of pay for all the royal functionaries, high and low. Many officers are named, and in several cases it is stated that similar functionaries should be paid similarly[98A]. Except for some functionaries, who are granted land in new settlements, in addition to their regular remuneration in cash, all officers in the *Kautilyan* state were paid in cash. The law book of Manu, compiled probably in 2nd century, provides for the payment of fiscal officers by grants of land[99]. *Brihaspati*, also in the fifth century, mentions that such a grant is made by the king, when pleased with the services, *valour* etc of a person, he grants

him a district or, the like[100]. It is not definitely clear about the mode of payment of the officers under the Gupta empire. The Chinese evidence on this points is not quite clear. *Legge's* translation of a passage from *Fahien* informs us that the king's body guards and attendants, all have regular salaries[101]. But the Beal translates the passage differently, "the chief officers of the king have all allotted revenues, and recently a Chinese scholar has translated the crucial passage". "The king's attendants, guards, and retainers, all receive emoluments and pensions"[102]. It is clearly known about the time of *Harsaverdhan* that high officers were paid in cash for their services to the state, for one fourth of the royal revenues was earmarked for the endowment of great public servants[103]. According to *Harsha's* inscriptions, these high officers would include *Daussadhasadhanika, Paramatara, Rajasthaniya, Uparika* and Visayapati[104]. *Satvahanas* and *Kushanas* made cash endowments to the guilds of artisans, where as under the Guptas land endowments were made to officials and others for the same purpose[105].

Bhogika and *Bhogapatika* were two category of officers who were enjoying the revenues most rather than the exercising of the royal authority over the subjects[106]. Sometimes they held the office of the *Amatya* also[107]. The office of the *Bhogika* was generally hereditary, for at least three generations of *Bhogikas* are mentioned in several cases[108]. he was a powerful overlord, comparatively free from the control of the central authority. The *Bhogapatika* is mentioned as one of about a dozen officers stationed in

Vardhamanabhukti, when the Maharaja Vijayasena was ruling there as a vassal of the *Maharajadhiraj Sri Gopacandra* about A.D. 507[109]. It has been suggested that this officer was probably a Jagirdar[110]. Some Bhogpaties oppressed the rural communities. The *Harscarita* mentions that in course of the military march of Harsha, villagers made false complaints against Bhogpatis[111]. Another feudal funcitonary in the time of Harsha was *Mahabhogi*, not mentioned in contemporary inscription from north India, but mentioned in some epigraphs from Orissa[112]. Bana refers to the presence at the door way (*Dvara-prakastha*) of hundreds of Mahabhogis,[113] in the Kadambari, while describing the Antahapura in the palace of king *Tarapida*. The early Kalachuri inscriptions introduce a new official Bhogikapalaka,[114] who may have acted as superintendent over the Bhogikas[115].

Rajukas of the *Maurya* Empire were appointed by the emperor where as the *Kumarmatyas*, their counterparts in the Guptas were appointed by the *Uparika* (Governor). Hence *Kumarmatyas* of the Gupta were devoted to their immediate lords than to the overlords. It was only in the heart of the Guptas empire, or in areas nearer their home that even the head of the *Visaya* was appointed by the Gupta emperors, as in the case of *Sarvanaga, Visayapati* of Antarvedi or the Country lying between the Ganga and the Yamuna[116] but significantly enough here also, says Dr. R.S. Sharma[117], the terms of the appointment of the district officers refer not to the administration, or welfare of the subjects, but to the enjoyment of their territory by the Visayapati[118]. A Gujrat

inscription (A.D. 541) mentions name of *Rajasthaniyas, Uparikas, Kumarmatyas, Catas, Bhatas* and others as designations of officers, who received grant of land by the *Mahasmanta Maharaja, Sangamasimha*, conveying his order to his subordinates[119]. Towards the end of the reign of the imperial Guptas, R.S. Sharma says, the *Kumaramatya Maharaja Nandana* making a land grant without the permission of over-lord, which suggests that by the middle of the sixth century A.D., the *Kumaramatyas* had emerged as defacto lords of villages which they could give away[120].

Mr. Sharma mentions the growing hereditary character of the divisional and district officers, from the Gupta period onwards, undermined central authority and tended to *feudalise* the administration further. Although Kautilya laid down the officials (*amatyas*) and soldiers should be hereditary, we have hardly any contemporary epigraphic evidence to support this. But the inscriptions of the Gupta period show that the posts of *Matrin* and the *Saciva* (*Sachiva*), who served with the Gupta emperor, were hereditary[121], so was the post of *Amatyas* in central India[122], and Vaisali[123]. Further the Surname *Datta* of the *Uparikas* in-charge of the *Bhukti* of *Pundravardhan*, suggests that they probably belonged to the same family[124]. R.S. Sharma further says "theoretically the emperor enjoyed the power of dismissing his officials but in practice they and their descendants continued to be in office because of their local strength. They further gained in power and influence because of the practice of combining several officers in the same person[125].

Feudalization of officers is also confirmed by their pompous titles, sometime, to be imposed and conferred by themselves. This is a sufficient indication of beginning of a new trend of feudal functioning, which was earlier not known. Officers, from the seventh century onwards, began to be invested with pompous, feudal-titles. *Bhaskarvarman's* treasurer (*Bhandagaradhikrt*), *Divakara-Prabha* held the title of Mahasamanta[126]. Officers of *Harshavardhana* were similarly designated as *Mahasamanta*. The chief executor of a grant of *Bhaskaryarman* was known as Prapta-Panc-amahasabha[127]. Early Gurjara king Dadda-II held this title[128]. In western India and passed it one on to the *Sendrakas* in the third quarter of the seventh century[129].

During the Gupta period the village headmen, appointed by the king, were also becoming semi-feudal officers, primarily concerned with their own gains and Mr. R.S. Sharma says" what was done in the Mauryan period by the superintendent of agriculture in the interest of the state, was done by the village headman (*Gram-Adhipati-Ayukta*) for filling his own granary[130]. He further says, that "during the Gupta period there arose a new type of village, which served as the resort of royal favourites". It is mentioned in a Purana text that such a village was mostly inhabited by the wicked and powerful people, who, not owning any fields themselves, lived upon the fields of others[131].

During the sixth century A.D. the term, used for conquered feudatories, was Samantha. *Harshacharita* provides a kind of gloss on the precious little extracted from the inscription of Samudra Gupta. *Puspabhuti* had made his *Mahasamantas*, as his tributaries (*Karada*)[132]. In the areas administered by the Samantas, the emperor realized annual taxes from them and not from the subjects[133]. Where the vassals were free to increase the taxes or to impose fresh ones, is not clear, but they held accountable for royal taxes in the areas held by them[134].

Mr. Sharma mentions that the "*Kadambari* mentions five modes of saluting the king (*Pranam-agamana*) by the defeated kings, who were certainly reduced to the position of *Samantas*. These included salute by bowing the head, bowing the head and touching the feet of the emperor, bowing the head and touching the plam of the feet of the emperor by the defeated *Samanta* on his head in the *Harsacarita*, and finally placing the head on the earth near the feet of the emperor[135]. According to the *Agarwal Nos IV* and V are covered by the term *Sekhari*-bhavantu-Pada-Raja-Rajamsi[136]. Similarly, the defeated kings, apparently reduced to the position of the *Samantas*, were made to vender three kinds of services to king in the court. They held *chouries*, as the conquered hostile vassal chiefs did in the court of Harsa[137]. They served as door keepers in the court by holding a road of cane in the hand[138], and they sound as *reciters* of auspicious words, uttering 'success' (Jaya)[139]. These three modes of serving by the defeated kings, (*Patricariki-karana*) are enumerated by *Bana* in the Kadambari[140]. Humiliation to a defeated king was considered a privilege by them[141]. The *Allahabad* Inscription furnishes us the information about the obligation of presenting daughters to the conqueror. *Bana* mentions "the defeated *Samantas* furnished minor princes or son to the conqueror[142]." They were trained in the imperial traditions to grow loyal to their overlord. The wives of noble *Samantas* consecrated her with water from golden pitchers and thus offered her to their services on the occasion of the installation of Yasovati[143]. It appears to be an obligation in the time of peace. *Bana* calls the defeated chiefs *Satru-Mahasamanta* and they were regained to serve in various ways.

R.S. Sharma has mentioned servility of the people towards the barons, landlords and officials in a very distinguished manner, which establish richly deep rooted feudal approach. Feudalization of ancient administration or policing those, who were granted lands, were described as people living on the feet of the overlord. (*Padopajivi or Padapadenopajivi*). They are depicted as lying bent and prostrate (*Pranata*). It suggests an attitude of servility towards the king, the lord or the overlord[144]. Most of the Lords or the overlords used to discharge police and Judicial functions also and those officials, who were granted villages or lands they also were supposed to behave in the similar fashion before the king and the same they used to get or expected from the people and others below them. R.S. Sharma has described, "sanded magnets heightened sense of self respect amounting to vanity, who were considered the fountain head of all favors developed a great sense of

ego and created terms, indicating prestige and authority". He quoted *Bhartrihari* who says" a great person, even when he is in straitened circumstances, should behave according to his status." He adds that even a hungry lion does not eat straw[145]. Similarly age is not considered superior to rank. We are told that a lion's cub attacks, an elephant and not a dog, or jackal, when he needs food[146].

Samantas, living in the court, had to carry out certain social obligations also. They took part in the various amusements such as gaming, dice-playing, playing on the flute, drawing portraits of the king, solving puzzles etc[147]. Similarly their wives also had to attend the court on festive occasions[148]. Hence they (vassals) were liked with the lords socially also.

We learn from *Megasthanese* that in the Mauryan period no private person was allowed to keep either a horse, or an elephant, for these animals were held to be the special property of the king[149]. Strabo, further states that royal stables were provided for horses and elephants and a royal magazine for arms, because the soldier had to return his arms to the magazine and his elephant to the stables[150]. Since the number of elephants and horses was considerable, kautilya provides for the posts of superintendent of horses and elephants[151]. In the pre-*Maurya* and *Maurya-periods* horses, and elephants do not seem to have been owned by private individuals. But this monopoly was undermined in the Gupta period. *Narada* lays down that owners of elephants and horses should not pay any fine for mischief, caused by these animals, for they are looked upon as protectors of the king's subjects[152]. *Narada* exempts the owners of horses and elephants on the ground that they are protectors of the subjects[153]. He prescribes punishment to the owners of horses, who deliberately allows animals to do so[154]. This also reveals that in the Gupta period, the owners of elephants and horses, who were probably local chiefs, were regarded as natural protectors of people, a function which was earlier discharged by regular officers of the state[155].

Narada lays down that those, who appease the king and prevents the payment of taxes, should be dealt with by similar people[156]. Such advice clearly indicates that officials under the direct central of the state, were incapable of dealing with certain powerful individuals who, in all probability, approximated to the status of feudal intermediaries[157]. The grants of the Gupta period from central India show that the peasants had to render labor service (*visti*) to their kings. The *Vakataka* and some other central Indian grants made by the feudatories of the Guptas state that villages granted to religious donees were made free from the imposition of forced labor[158]. These grants have been enumerated in Maity. The Economic life of Northern India in Gupta period. The grants of *Pravarasena II* use the term *Sarva-Visti*[158A]. A *Rashtrakuta* copper-plate of the fifth century from *Maharastra* mentions the grant of an *Agrahara* free from all types of *Ditya* and Visti[159]. It is clear from all these that the ruling chief exacted labor service in the Gupta period in central and western India[160]. From the grants of *Valabhi* from the last quarter of the sixth

century A.D., donees-right to forced labor is made explicitly clear. A grant of *Dharasena-I* (of about 575) confers on the religious grantee the right to impose forced labor as occasion might arise[161]. The same exact exemption is granted by Siladitya-I, in his Charters of 605[162]. The phrase used is *S-otapadyamana-Visti*, which is translated by Mirashi as with the right to forced labor arising there from[163] and of 610-11[164]. From the 2nd half of the seventh century the technical term, conveying the *Donee's* right to forced labor is frequently mentioned in the *Valabhi* grants[165], and even in grants made by lesser chiefs such as the *Sendraka* chief *Allasakti* (656) of Gujarat[166]. The grantees could determine the occasion of utilization of such forced labor at their own discretion.

The early law books required artisans to work for a day in a month for the king in lieu of taxes. It was similar to the forced labor concept, though many scholars do not view it a forced labor. In Mauryan times it was meant for the *Dasas* and *Karmakaras*, who along with *Chavers*, measurers, guards, *weighters*, supervisers of grinding etc. all engaged in working in the store house, constituted the class that provided the labor force[167]. The *Vakataka, Rashtrakuta*, and the *Calukya* records indicate that the practice was extended to the western part of central India, *Maharashtra* and parts of Karnataka. Forced labor assumed a wide magnitude in central India, where it came to be known by the term Sarvavisti[168]. Some grants from western India of the fourth and fifth centuries, dated in the kalachuri-Cedi era, use the term *Sarvaditya-visti*[168A], which means all

varieties of dues and forced labor. The use of forced labor for agriculture is clearly indicated by the *Kamasutra* of *Vatsyayana*, according to whom such labor was used not for the services of the king but for those of the village headmen and other officials also. Village headmen occupied a very significant official position and were rendering both revenue and police functions. The text suggests that in Gupta and post Gupta times labor services were appropriated by the village headmen for their comforts[169].

According to it peasant women were compelled to perform unpaid work of various, nature, such as filling up the granaries of the village headmen, taking things in to or out of their house, clearing or decorating their residence, working in their fields, and spinning yarn of cotton, wool, flax or hemp for their clothes[170]. *R.S. Sharma* views the inclusion of working in the fields of the headman in the list of labor services cataloged here marks the beginning of an important feudal practice, which would be all the more pervasive in villages transferred to the donees with the right to labor service[171]. It seems that during the Gupta period the villages had to pay forced contributions of money or supplies to royal troops and officials when they halted at, or passed through the village[172], which can be likened to the tax known as *Senabh-akta* in the *Arthasasthra* of Kautilya[173]. Further they had to furnish cattle in relays for transport[174]. They were also under the obligation of supplying flowers and milk to the royal officers on tour[174A]. These forced contributions were designed to meet the needs of the army and the state.

The judicial and administrative authority, which the donees enjoyed, must have added to their economic power over the inhabitant of the village[175]. The servitude of the peasants can be felt by their transfer to beneficiaries. Fahien clearly states that monasteries built for the monks were furnished with houses, gradens and fields, with husbandmen and cattle to cultivate them[176]. Obviously the inhabitants were bound to serve the donors as long as they lived under them and to serve the beneficiaries, when they transferred to the latter. *Megasthenese* stated that there were no slaves in India. There were some male slaves in the seventh century. *R.S. Sharma* writes that "there are some indications that from the Gupta period the number of slaves engaged in production declined, and the *Sudras* became increasingly free from the obligation to serve as slaves[177]". Kautilya's provisions for manumission of slaves generally apply to those who are born of Aryan parents, or are Aryans themselves[178]. But *Yaznavalky*a invisages a revolutionary principle when he asserts that nobody can be reduced to slavery without consent[179]. According to a later commentary this means that a *Sudra*, a *Kshatriya*, or a *Vaishya* employed in servile work against his will, shall be released by the king[180]. Thus Yajnavalkya completely reverses Manu's precept, which provides for the forcible enslavement of a sudra[181]. *Narada* and *Brhaspati* Strongly deprecate the attitude of the wretch who, being independent, sells himself.[182] *Narada* lays down detailed ceremonies for the emancipation of slaves.[183] A passage of *Katyayana* implies that the slaves had

some sort of organization, for their leaders were known as vargins.[184] All there reasons may have undermined the institution of slavery. Fragmentation of land through the process of partition and gift was the main contributory factor to this development. Laws of inheritance, mentioned in the law books of Manu and Yajnavalkya, did not mention the partition of landed property. For the first time it is mentioned in the codes of Narada[185] and Brahaspati.[186] It suggests that in the middle or towards the end of Gupta period large joint families, owning large stretches of land, began to break in to a smaller units.[187] *Kulyavapa* was a little larger than an acre, according to Pargiter.[188] One *Kulya* was equal to eight *Dronas* on this basis a *Dronapa* will be even less than two acres.[189] S.K. Maity holds that the Kulyavapa was between them. A survey of land grants made by the *Maitraka* rulers of Valabhi in Gujarat shows that the average plot of land did not exceed two or three acres in size.[190]

The *Vaisyas* were peasant, recurs in the literature of post *Maurya* and Gupta times.[191] In the *Amarkosa* words for cultivators are listed in the *Vaisya-Varga* (Section).[192] But later on *Sudras* also are believed to become peasant in good number. Several law books show that the land was rented out to the *Sudras* for half the crop.[193] *Narada* includes the *Kinasa* (peasant) among those, who are not fit to be examined as witnesses.[194] A commentator of the seventh century A.D.[195] explains this term as Sudra,[196] which shows that the peasants were thought of as Sudras. Brahaspati provides very severe corporal punishment for the *Sudra,* who acts as a leader in boundary disputes

relating to fields,[197] which again suggests that such *Sudras* were owners of fields. *Hsuann* Tsang describes the Sudras as a class of agriculturists,[198] a description, which is confirmed by the *Narsimha* Purana,[199] compiled before the tenth century A.D. Hence the view that the farmer population was largely composed of Sudras,[200] seems to be more true of the Gupta and post Gupta periods than of earlier times. Thus from the point of view of the rise of feudalism, the transformation of *Sudras* from the position of slaves and hired laborers in to that of agriculturists, should be regarded as a factor of great significance.[201]

For continuity and development of their economy the beneficiaries were more dependent on the local artisans and cultivators than on the officials of the central government. They were entitled for all kinds of local dues, a part of which they were investing in local understandings. The main idea behind tying down the peasants to the fields they cultivated, was to preserve to self sufficient village economy.

According to the *Kamasutra* of *Vatsyayana,* the village headman might compel peasant women not only to work in his fields but also to spin yarn, so that his clothes might be supplied to him locally.[202] Some of the commodities, produced, were also put on sale, apparently to cater for the simple needs of the villagers.[202A] Hence the central control on trade and commerce of the Mauryan state regulations was given way to the management of these offers by the chiefs of local production units. It is clear from these economic diversions that the local police and revenue officers of the villages had got an autonomous character and they were also simultaneously feudalised.

Emergence of local units in existence is also evident from the paucity of coins of common use from the Gupta period onwards. It led to sharp decline of internal trade and the consequent necessity of producing local commodities to meet local needs. The colonizing and large scale commercial activities during the early medieval period were confined to the enterprising people of the coastal area, and do not seem to have brought any substantial change in the economy of the interior.[203] Method of paying officials by grants of revenue or in kind indicates sufficiently gradual weakening of the power of the center, leading to feudalization of policing and administrative agencies.

Emergence of feudal structure is evidently proved by the detailed rules laid down in the law books, regarding the functioning of the corporate bodies of artisans and traders. Decline of central authority is also proved from the fact that the king is required not only to observe the laws of the guilds but also to enforce them. It is coroborated by the views expressed by *Brahaspati,* who enjoins the king to approve of whatever is done by the heads of the guilds whether harsh or kind towards other people.[204] The traders are required to pay to the state a number of frontier taxes, customs and sales tax, but in return they are allowed immunity from the entry of royal official in their area and the payment of dues and rations for supporting royal officials. [205] The guilds of the merchants were free to manage their affairs, according to the

two charters issued by *Bhogasakti,* the *Chalukya* king of the *Konan* area, in the beginning of the eighth century A.D. They were instructed to supervise annual religious processions and were exempted from payment of tolls and rations for royal officers.[206] In another a deserted town was resettled and granted along with three neighbouring villages to two merchants, who were assigned a kind of municipal Carter, and these merchants were exempted from tolls through out the kingdom of *Bhogasakti* in perpetuity, and the crown had neither the right to confiscate their property, if they died sonless, nor could royal officials enter their houses and demand allowances and provisions.[207] Of course, fines were to be imposed on the merchants, guilty of sexual and physical offences, but the decision rested with eight or sixteen senior men of the town.[207A] The merchants enjoyed practically the same immunities and privileges as were enjoyed by priests and perhaps by some feudal barons in the villages granted to them. These Charters led to the feudalization of merchant by turning them in to some kind of landed intermediaries.[208]

The guild seems to have been authorised to levy taxes, varying according to the status of the house holder, to realize fines for theft and minor delinquencies and for the ten offences, and to escheat the property of childless persons.[209] The practice of issuing coins by the *Nigams* during the post *Maurya* and Gupta periods, seems to provide further evidence of the rise of self sufficient economic units. This accelerated the process of political disintegration, for issuing coins was an important function of the sovereign power.[210] Similarly the issue of seals by Nalanda villages, which glorify themselves as *Janapadas* even in Gupta times,[211] indicates that they were emerging not only as politically independent but economically, self sufficient units.

The *Agraharas* or villages granted to brahamanas bear some resembalance to manors, for in some cases the beneficiaries enjoyed the right of laying forced labor of all Varieties on their tenants. Keeping in view the wide scope of forced labor, it appears that the village headman, who compelled peasant women to work in his fields and residences was developing as a manorial lord.[212] It is not possible to indicate with precision the hierarchical stages in the feudal organization, or the exact relation between *Samanta, Uparika, Bhogika, Pratihara, Dandanayaka* etc. The appearance of a large number of hereditary intermediaries tended to reduce many of the free peasantry to a semi-servile status by the end of the Gupta period, C.A.D. 500. The abandonment of fiscal and criminal administration to the religious beneficiaries, the beginning of remuneration in revenues to officials, growth of obligation of *Samantas,* restriction on the moments of peasants, artisans and merchants, the transfer of peasant, all these constitute certain broad features of feudalization of state administration including the policing of this period. Most of the officials behaved like the lords and they were exploiting the general masses like the land lords. They too were taking free labour from the male and female of the villagers as a free

gift for their domestic works. So it can be fully accepted that the Indian Police and general administration were under feudal behavioral grip. Its deep continuous impact has not freed even now the feudal behavioural attitude of high civil and police officers and they are seen with contemptuous eyes by the people and junior subordinates.

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123. Dikshitar, the Gupta Polity, pp. 149-50.

124. Sel. *Insc.*, p-284, 1.3, 1-3, p-224, 1,2,p. 328,1.2

125. R.S. Sharma, ibid, page-17-18.

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127. R.B. *Pandey,* Ibid, 31.47-8.

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151. A.S.II.30-2.

152. Narada, IX.32.CF.30.

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154. Nar, XV, XVI.32.

155. R.S. Sharma, cited above, p-26.

156. Nar, X.4.5, and 7.

157. R.S. Sharma, ibid page-28.

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158A. Ibid.

159. M.G. Dikshit (ed), Selected Inscriptions from *Maharashtra,* p-8.

160. R.S. Sharma, cited above. P-39.

161. EI,XI, 80.

162. IA, VI.P-12, 1.6.

163. C-II, IV.89.

164. EI, XI, 17, 1.26.

165. Ibid, XXI, 18, 125.

166. CII, IV, 21.1.27. IA, VI.12.

167. AS, II-15.

168. EI, XXIV, 10.1.23. The term is commonly used in the grants of *Pravarasena II.*

168A. Ibid.

169. R.S. Sharma, Indian Feudalism, cit-above, page-41.

170. Vatsyayana, *Kamasutra,* V, 5.5.

171. R.S. Sharma, Ibid, page-42.

172. A-Bhata-Chatra-pravesya.cII, III, P-98 FR.2.

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175. R.S. Sharma Cit-above, p-43.

176. Chinese Literature, 1956,3,153.

177. R.S. Sharma, ibid, page-18.

178. AS, III. 13.

179. Yazn II. 182.

180. Cole Brooke, Miseellaneous Essayas, II, 23.

181. Katya, V-722 repeats the dictum of Manu.

182. Nar. V.37, Br. XV. 23 Cf. Kane II. DS, II,182.

183. Nar. V. 42-43-cf. rules of Manu-Mission in *Katya,*V-75. Nar. however, adds that certain classes of slaves can not be emancipated, Nar.V.29, except by the favor of the owner.

184. Katya. V. 350.

185. Narada. XII. 38.

186. Brahaspati XXVI. 10.28., 43, 53 and 64.

187. R.S. Sharma, ibid, page-49.

188. II-XXXIX, 215-16.

189. History of Bengal, 1.652.

190. K.J. Virji, Ancient History of Saurashtra, pp-246-7, 267ff.

191. Santiparva, 60, 24-6, 92-2.

192. Amarkosa II.9.6.

193. Manu, IV. 253, *Visnu,* I.VII.16. Yaj, I.166.

194. Narada I.181.

195. H.C.I.P. III, 299.

196. Asahaya's comm. to *Nar.* 1.181.

197. Brahspati, XIV.6.

198. Watters, on Yuan *Chwang's* Travels in ndia, 1.168.

199. Narsimha Puran*,* 58-10-15.

200. CHI, 1, 268.

201. R.S. Sharma, ibid, page-51.

202. Vatsyayana, *Kamasutra* V. 5.5.

202A. Ibid.

203. Quoted by R.S. Sharma, Indian Feudalism, ibid, page, 53.

204. Br, XVII. 18.

205. El, XXX, 1.6.

206. C11, iv, 31.11.25-49, 56-62.

207. Ibid, 32.11.27-28.

207A. Ibid.

208. R.S. Sharma, Ibid page-58.

209. El XIV, 190.

210. R.S. Sharma Indian Feudalism, page-59.

211. Majumdar and *Altekar,* The *Vakaataka-Gupta* Age, page-267.

212. R.S. Sharma, Ins. Page-59.

Women, Violence and Related Rights in India: A Situational Analysis

Dr. P. Madhava Soma Sundaram *

Introduction

While human right as a concept that has been constantly tinkered, tampered and fiddled with quite frequently, the fact is it has been evolving throughout human history. They have been intricately tied to the laws, customs and religions throughout the ages. Human rights are rights possessed by people simply as, and because they are human beings. The term has only come into common currency during the 20th century. Throughout much of history, people acquired rights and responsibilities through their membership in a group -a family, indigenous Nation, religion, class, community, or State. Most societies have had traditions similar to the "golden rule" of "Do unto others as you would have them do unto you." The Hindu Vedas, the Babylonian Code of Hammurabi, the Bible, the Quran (Koran), and the analects of Confucius are five of the oldest written sources, which address questions of people's duties, rights, and responsibilities. Documents asserting individual rights, such the Magna Carta (1215), the English Bill of Rights (1689), the French Declaration on the Rights of Man and

Abstract :

While, the Constitution of the Republic of India guarantees, besides other rights, protection of life and personal liberty and provides adequate safeguards against the arbitrary deprivation thereof by the State and others. for women, in India. there is no dearth of human rights violations against them. Apart from the constitution at the National level, there is a plethora of United Nations documents on protecting the rights of children and women. at International level, applicable to India as well. . Also, if crimes against women, committed in India, are to be considered as an indicator of rights violations, this paper makes a situational analysis of violations against women and children in India with a tight focus on the various forms of crimes. The study highlights that there is an increase of 29.24% of incidences of crimes against Women from 1995 to 2002.Focussing on the forms of violations this study reports that in the year 2002. Torture was the common crime against women with 33.3%, and the other forms of crime were .Molestation (23%), Rape (11.1), Kidnapping &: Abduction (9.8%), and Sexual harassment (6.9%). This paper takes a peep into the salient features, the protection mechanisms envisaged in the various United Nations Covenants, and analyzes the existing situation in India.

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Citizen (1789), and the US Constitution and Bill of Rights (1791) are the written precursors to many of today's human rights documents. Yet many of these documents, when originally translated into policy, excluded women, people of color, and members of certain social, religious, economic, and political groups. Nevertheless, oppressed people throughout the world have drawn on the principles these documents express, to support revolutions that assert the right to self-determination.

The Universal Declaration of Human Rights (UDHR), commonly referred to as the international *Magna Carta* of human rights, extended the revolution in international law ushered in by the United Nations Charter -namely, that how a government treats its own citizens is now a matter of legitimate international concern, and not simply a domestic issue. It claims that all rights are interdependent and indivisible. Its Preamble eloquently asserts that:

Recognition of the inherent dignity and of the equal and inalienable rights of all *members* of *the human family is the foundation of freedom, justice, and peace in the world.*

The influence of the UDHR has been substantial. Its principles have been incorporated into the constitutions of most of the more than 185 nations, now in the UN, including India. Although a declaration is not a legally binding document, the Universal Declaration has achieved the status of customary international law because people regard it ''as a common standard of achievement''.

The Human Rights Covenants: A preamble

With the goal of establishing mechanisms for enforcing the UDHR, the UN Commission on Human Rights proceeded to draft two treaties: the International Covenant on Civil and Political Rights (ICCPR) and its optional Protocol and the International Covenant on Economic, Social and Cultural Rights (ICESCR). Together with the Universal Declaration, they are commonly referred to as the International Bill of Human Rights. The ICCPR focuses on such issues as the right to life, freedom of speech, religion, and voting. The ICESCR focuses on such issues as food, education, health, and shelter. Both covenants trumpet the extension of rights to all persons and prohibit discrimination. The area of human Rights encompasses and overlaps many disciplines like Law, Medicine, Sociology, History, Criminology and Justice Professionals. There have been extensive researches in this area and they have been carefully documented. (See: Gandhi, 2000: Alfredsson, 1999; Shelton 1999; Johnson & Symonides, 1998; Lawson, 1996; Brownlie, 1981). As of 1997, over 130 nations have ratified these covenants.

In addition to the covenants in the International Bill of Human Rights, the United Nations has adopted more than 20 principal treaties further elaborating human rights. These include conventions to prevent and prohibit specific abuses like torture and genocide and to protect especially vulnerable populations, such as refugees (Convention Relating to the Status of Refugees, 1951), women

(Convention on the' Elimination of All Forms of Discrimination against Women, 1979), and children (Convention on the Rights of the Child, 1989).

UN Conventions related to women

There are about five international covenants related to women and related issues. These covenants are:

- Convention on Political rights of women (1954)

- Convention on the nationality of married women (1958)

- Convention on the consent of marriage, minimum age of marriage age registration of marriages (1964)

- Convention on the elimination of all forms of discrimination against women (1979)

- Optional Protocol to the Convention on the elimination of all form$ of discrimination against women (2000)

Of these documents instruments, the Convention on the elimination of all forms of discrimination against women gains importance in the Indian context, as well as in many other countries.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979)

Adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.

The Convention defines discrimination against women as

"...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:

- To incorporate the principle of equality of men and women in their .legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;

- To establish tribunals and other public institutions to ensure the effective .protection of women against discrimination; and

- To ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.

The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life -including the right to vote and to stand for election as well as education, health and

employment. States parties agree to take all appropriate measures, including legislation and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms.

The Convention is the only human rights treaty, which affirms the reproductive rights of women and targets culture and tradition as influential forces shaping gender roles and family relations. It affirms women's rights to acquire, change or retain their nationality and the nationality of their children. States parties also agree to take appropriate measures against all forms of traffic in women and exploitation of women.

Countries that have ratified or acceded to the Convention are legally bound to put its provisions into practice. They are also committed to submit national reports, at least every four years, on measures they have taken to comply with their treaty obligations.

Why Violence Against Women?

Violence against women is partly a result of gender relations that, wrongly" assumes men to be superior to women. Such assumptions are not only a fact in India, but also form a basis in many other countries of the world. Given the subordinate status of women, much of gender violence is considered normal and enjoys social sanction. With different processes of socialization that men and women undergo, men take up stereotyped gender roles of domination and control, whereas women are forced to take' up that of submission, dependence and respect for authority. A

female child grows up with a constant sense of being weak and in need of protection, whether physical social or economic. This helplessness, forced by the society and its culture, has led to her exploitation at almost every stage of life. The family socializes its members to accept hierarchical relations expressed in unequal division of labour between the sexes and power over the allocation of resources.

While there are many feminist explanations for the violence committed against women [see: Ahmad (1989), Bethke Elshtain (1995), Bhabha (1996), Binion (1995), Cook (1994), Nicholson (1990), Peters et al., (1995), Rao, (1995)], some concentrated on specific groups like the women in the Muslim world, (Afkhami, 1995), poverty stricken women (Beneria and Feldman, 1992), women in the third world countries (Charlton,1984), women's health and their rights (Cook 1994), women in the Justice system (Maraskin, 1999), women, Governance & Human Rights (Sadasivam, 1997), women in the war torn areas (Vickers, 1993), and women in the indigenous societies (Vinding,1998). Ahuja (1998) noting the rise in violence against women attempts to answer questions regarding the nature of and causes for violence against women, if any theoretical analysis could be offered explaining the etiology of violence and the effectiveness of women's groups in tackling issues of sexual exploitation and .harassment of women.

Considerable amount of literature has been generated in India on women and their rights. Some studies have focused on the marginal position occupied by the Indian woman in the

society and also in the political process due to socio-economic constraints and the probable role of women in the context of the 73 rd Amendment Act (Mishra, 1997). The role of gender equality in decision making bodies (Narayana, 1998), the issue of gender and law reform with reference to the politics and history on India (Agnes, 1999; Kishwar, 1999), about the girl child and their status in India (Lalitha 1996, Mita, 1999), sex determination tests and unwanted daughters (Madhu 1995), and abortion and reproductive rights (Raju & Bhatt 1997; Lal 1996). Some social practices, in India, directly violate special rights of women and lead to specific crimes against women. They are:

- Dowry
- Widowhood
- Gender harassment
- Wife abuse
- Sati
- Infanticide
- Bigamy
- Molestation
- Cruelty by Husband & his relatives.
- Kidnapping & Abduction
- Rape
- Dowry Death
- Indecent representation of women
- Importation of Girls
- Under-age mothers

Dowry

Focusing on dowry, Menski (1998), suggests dowry is treated not only as a matter of criminal or property law, but also as a complex phenomenon with historical and socio-economic roots. The issue includes economic and sociological explanations, geographical distributions of dowry deaths, legal strategies to curb dowry and its effective implementation, and the increase in the incidence of dowry related violence .among Sikhs and Gujratis settled in Britain. .

The offence of Dowry is prohibited in India by a special Law," The dowry Prohibition Act of 1961. The Act was introduced in the Parliament with the object "to prohibit the evil practice of giving "& taking dowry". The Act was amended in 1984 and 1986. The 1986 amendment introduced new sections 8-A and 8-B. Under sec 8-A, the burden of proving that one has not committed the offence is on the person charged. However, the Supreme Court (AIR1996 SC 2186) has held that conviction cannot be based on such presumptions without offence being proved beyond reasonable doubt.

Rape

While rape is one of the serious forms of violence against a woman, it is also one of the most frequently committed violence against women. NCRB (2004) statistics show that 44 women are raped in a day; and 1 woman is raped every 32 minutes, in India. New Delhi continues the dubious distinction of not being a women-friendly city in India, with the *numero uno* position as far as the rape incidences are considered. This is partly due the fact that there exists a low conviction rate for rape cases. Of the 300 cases heard in 2004, only 70 have resulted in convictions of the accused (TOI, 2004). This is partly due to the fact that, the victims themselves

turned hostile in 200 cases. In 70 % of the victims turned hostile fearing humiliation in court (TOI, 2004). In several cases the victim turned untraceable & did not show any interest to appear before the courts. This situation of low conviction emboldens the rapists & there is an increase in rape (TOI, 2004).

Widows: A unique Social Problem

Chen (1998) in the study of the status and condition of widows as a marginalized group of Indian society, explored the ideological construction of widowhood in India, including patriarchal constructs, the practice of levirate and property rights under customary and modern statutory law. The following aspects needs to be considered along with widowhood, like property rights, social security, employment and social identity based on case studies of actual practice and individual histories. This study also provides a framework for analysis of widowhood in India, which includes concepts such as Patrilocality, Patrilineal Inheritance, Remarriage Practices, Employment Restrictions, Maintenance and Social Isolation.

Considering Widow remarriage, Chowdhary (1994) explores the apparently progressive practice of widow remarriage in the state of Haryana in India, which has several possible repressive aspects, including forcible remarriage into mismatched and undesirable alliances, polygamy and being deprived of inheritance rights. Widow remarriage in its levirate form is popular among the landowning classes as it emanates out of the desire to retain landed property within the family.

Under-Age Mothers: A Growing Trend

Child labour in India, may now acquire a whole new meaning -children in labour for delivery of babies. Close to 3 lakhs girls under the age of 15 are not only married, but also already borne children, once. The following are the statistics (census 2001)

- 15 lakh girls under 15 years of age are married

- 20 % of these, 3 lakhs, have at least one child

- 74,082 (Under 15s) in urban areas have 1 child, 43,151 have 2 children

- 2.7 lakhs (under 24) have 7 or more children each

Women & Workplace: Gaining Momentum

Taking cognizance of the increasing number of women in the total workforce of countries of the world and the consequent emerging patterns of social interaction views the work place as a new domain of conflict in the 'running battle of the sexes'. Sikri (1999) presents a comprehensive profile of the working force in India drawing upon data from decennial Censuses, National sample surveys and small-scale socio-economic surveys. This study includes women's occupational profile as well as the social mores and family values that determine behavioral patterns specifically in the workplace. These survey results are analyzed for a further interpretation of the components of sexual harassment and male-female relationship in the

workplace. Working women's search for identity is also addressed in the context of the traditional pattern of gender and sexual exploitation. In another study of Sexual Harassment, Madhu (1992), focuses on the more insidious and routine forms of sexual harassment, women have to deal with. when they step into the world to earn a livelihood or take part in social, political and educational activities. Also, sexual slander is used as a weapon to keep women in a perpetual state of fear, the fear of losing *izzat* (honour) in a way that can affect a woman's very chance of survival and result in loss of family, job and being a social outcaste.

Social Action (1993) in its study portrayed the exploitation of domestic women workers. It emphasizes that the structure of the family affects exploitation directly as well as indirectly while stay with the employer results in direct exploitation.

Crimes Against Women In India: A Situational Analysis

A look of comparative statistics from 1995 to 2002, of violence/crimes against women, is provided by the Government of India (NCRB 2002). Fig 2 reveals this detail and from this figure it can be seen that the incidence of crimes against Women and the rate has been constantly increasing over the years. From the figure it can be seen that there is an increase of 29.24 % of incidences of crimes against Women from 1995 to 2002. Also the positive slope in the line graph suggests that the trend for the future years will be increasing in the future years also.

Figure 2 gives the different forms committed against woman, in India in the year 2002. From this figure it can be seen that Torture is very high at 33.3 % followed by other forms of crime, like Molestation (23%), Rape (11.1 %),
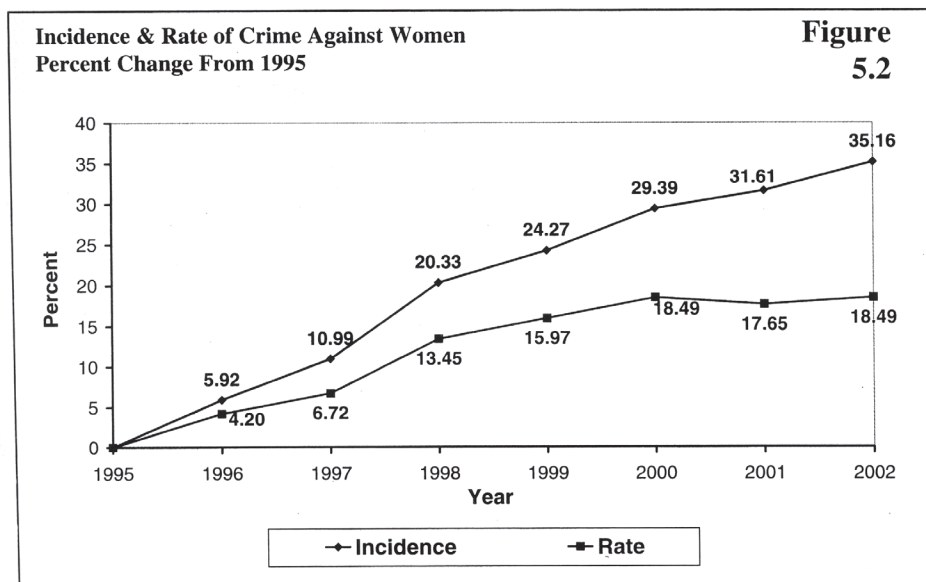
Figure 5.2

Crime Against Women
Percent Distribution 2002

Figure 5.1

Molestation 23.0%

Torture 33.3%

Rape 11.1%

Others 1.8%

Dowry Prohibition Act 1.9%

Kidnapping & Abduction 9.8%

Immoral Traffic (P) Act 7.6%

Sexual Harassment 6.9%
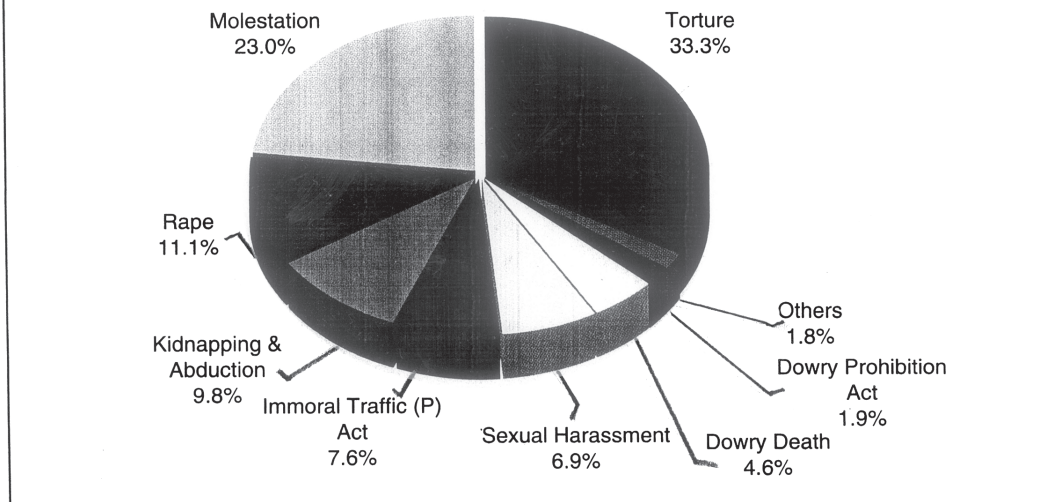
Dowry Death 4.6%

Kidnapping & Abduction (9.8 %), Immoral Traffic Prevention Act (7.6 %), Sexual Harassment (6.9 %), Dowry Death (4.6 %), Dowry Prohibition Act (1.9 %), Other forms of crimes against women (1.8 %).

Violence against women and Legislations in India: Contemporary Initiatives.

a) Domestic Violence

Indian Penal Code (IPC) continues to be a major source *of* protection *of* women experiencing violence in India. Sec 498 A, introduced into the Indian Penal Code three decades ago, gives recognition to the ugly reality *of* domestic violence against a wife. The section makes cruelty by a husband or his family towards a married woman a cognizable and non-bailable offence and can result in a three-

year prison term for the culprit. According to section 498 A *of* IPC

"cruelty (both mental & physical) by the husband or his family towards his wife includes

- *Conduct that is likely to drive the women to suicide*

- *Causes her grave hurt or danger to life or limb*

- *Harassment to force her to hand over property or other valuables*

- *Harassment because the women does not agree to an unlawful demand".*

As per this law, the forms *of* cruelty recognized by courts in India, include

- Persistent denial *of* food

- Perverse sexual conduct

- Locking a women out of the house

- Denying a women access to her children thereby causing mental torture

- Taunting a women

- Confining her to the house

- Abusing the children in front of her

- Threatening divorce unless dowry demand is met

- Litigational Cruelty

b) Domestic Violence Bill

With the Parliament considering the Revised Domestic Bill, battered women may have the power to drag their violent husbands to courts. In the revised domestic Violence Bill, Domestic Violence is defined as "Kinds of physical injuries that may be inflicted upon the victim and also includes sexual, verbal, emotional & economic abuses". This Bill apart from the usual penalties like a jail term & monetary fines,' also, gives the courts powers to drive the abusive husband out of the house (he shares with his wife). It also has provisions for a Protection order, to prohibit the husband from entering the work place of the victim. The court will also be given powers to stop the abuses from accessing the bank accounts, lockers or any other joint assets he may hold with her wife.

c) Initiatives by Supreme Court of India

The Apex Court in India has sought to redefine the concept of marriage in India, with some recent judgments on matrimonial disputes in certain Hindu households. The width of the maintenance law has been enlarged so as to bring in its ambit illegal marriages also. Once a marriage is declared illegal or void under the Hindu Marriage Act, Neither of the spouses could claim maintenance. The law was to an extent beneficial to the husband. In the recent initiatives the Supreme Court has ruled that a bigamous marriage may be illegal in Law, it cannot be held to be immoral foe as to deny maintenance to an affected spouse, financially weak and economically dependant. This judgment has far-reaching consequences to the women who are taken by men by deceitful means and subsequently, denied alimony, by seeking the provisions of an antiquated law.

d) Gender Security and Hindu Succession

The recent initiatives in amending the Hindu Succession (Amendment) Act, 2005, is a landmark event in addressing the issue of violence against women and enhancing gender equality. In this amendment, some of the persisting gender inequalities in the Hindu succession Act (1956) have been reduced. The 2005 Act covers inequalities on property, parental, house, and some of the widows rights.

These amendments will have far reaching consequences for women in India. Gender equality in agricultural

land can, not only enhance a women's right, but also reduce her family's poverty, increase her livelihood options, education and health. It will also reduce domestic violence, dowry deaths and empower women, in the process. Studies have already shown that women's risk of physical violence from husbands is dramatically less if they own land or house.

Another significant change that all women can become coparceners in joint family property has a great consequence for women. Apart from enhancing the women's security, economically -by giving birth right in property- it gives them symbolic importance in the family. Since women can become *'kartas'* of the property, symbolically, it signals that all daughters and sons are equally important members of the parental family. If the marriage is broken down, she can now return to her birth home by right.

These amendments will enhance the self-confidence and self-efficacy of the women and give her a bargaining power in the society.

e) State initiatives

Some states in India have focused their attention to the problem of violence against women, which are either rampant in their states or unique in some ways, in their areas. Maharastra, for example, is in the process of developing a comprehensive Bill to check atrocities against women. This Bill seeks to award stringent punishment to assaulters and eve teasers (TOI, 2004).

Tamil Nadu is one of the Progressive states as for as enactments of laws to curb violence against women. Besides the effective implementation of the provisions of the IPC, Special laws like the Tamil Nadu Prohibition of Harassment of Women Act, 1998, The Tamil Nadu Prohibition of Ragging Act, 1997, and the Pre-Natal Diagnostic Techniques (Regulation, Prevention & Misuse) Act.

Conclusions

While the available statistics indicate that the violence against women is existent and newer manifestations of such violence has emerged like gender harassment, the State and Courts in India are taking steps to curb the same and to protect Women. In this context there are a few things that will make the process both effective and easy. Those suggestions are given below:

- Enact a special bill to combat the violence against women
- Protect the women to protect their rights, without fear or interference such as
- Right to work
- Right to stay in her matrimonial home.
- Right against trafficking
- Right to develop & participate.
- Ensure immediate monitory relief to women victims through appropriate .compensation and restitutive practices & procedures.
- Awareness creation among women victims about their rights, legal assistance available to them

- Sensitizing the law enforcement agency on women issues so as to deal with them effectively
- Concretizing the activities of the good work done by women's groups, already
- Developing community policing models and implementing the same at the grass roots level in India
- Creating opportunities and an active role of Community Based Organisations (CBOs), who work with women development.
- Inclusion of pre-Marital counseling as a part of curriculum in colleges and
- Setting up of monitoring agencies, at district level, to deal with crimes against women.

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Reconciliation for Better Policing : Training, Work Culture and Welfare of Woman Police in Gujarat

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Right belief and attitude lead to doing right act. Hence, one way to reduce wrong action is to spawn factual awareness so that the credence, concept or attitude cannot go off-beam. Such an exercise would also help to positively channelize the way of thinking. Here lies the importance of training and work culture and these are absolutely true in case of police. In this context, the reconciliation of orientation of manpower towards a new work culture in police assumes greater significance

The legacy of using police for 'suppression and control' during British rule, and absence of sincere endeavor to rectify those drawbacks through implementation of new systems and proper training in police in post-independent era, resulted in to their indecent behaviour with public which subsequently led to their poor reputation, created a chasm in police-public relationship and hampered the police efficacy. Kuldip Sharma has rightly pointed out: "It is a well known fact that the treatment meted out to a citizen in a police station is so harrowing that he feels more like an accused than a

Abstract :

Interpersonal relation in police has much significance in ensuring effective work and its impact on the society. It is the lack of cordial relation among personnel of various levels that are responsible for rising violence and suicide in police and their low image in public eye. The prominent factors that have to be considered for improving the relationship between different levels in police organization are value based training, work culture and welfare. If sincere efforts are made to bring improvements in these areas, there will be a boost in the efficacy of police organization, and thus its reputation. A study conducted on Woman Police in Gujarat by this writer (for Ph.D. thesis, 1999), depicts their dismal condition in the aforesaid areas. In such a situation, how effective functioning of police organization can be expected? Giving significance to police welfare, inculcation of ethics and moral values in police through formal and non-formal training are key suggestions, for which initiation must come from senior officers.

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complainant. Public apathy – turned into antipathy in extreme circumstances – towards the police, therefore, is natural" (*The Essence of Policing*, The Times of India, Ahmedabad, 12/1/1995).

Aim: A modest attempt is made here to analyze the *work culture, welfare and training* of Indian police, with special reference to policewomen in Gujarat. These factors play crucial role in making and breaking relationship between different levels of personnel working in the police, which have its over all impact on their function and the efficacy of the organization.

Culture: The way of life of a particular society or group of people, including patterns of thought, beliefs, behaviour, customs, traditions, rituals, dress and language, as well as art, music and literature (The Hutchinson encyclopaedia, eighth edition, London, 1988). Quoting Herskovits, Sinha J.B.P. (1990) mentiones, 'culture is the man-made part of the environment. It reflects the way of life of a people, their traditions, heritage, design for living, etc. Thus, work culture is the very air they breath and the spirit that permeates their life, which they imbibed from the work place. It is the totality of beliefs, norms, and values which is related to the patterned regularity in people's behaviour'.

Welfare: Welfare, congenial work atmosphere and motivation are some of the important factors that boost the morale of human resource of an organization. The term 'welfare' has much broader concerns. As far as a working individual is concerned, it is the facilities/services that are available at work place, medical care, social services, retirement insurances, housing assistance, education, care for children and adults and so on. It may also include hygiene and sanitation at work place, crèches for care of children of working mothers, transport facilities, fair price shops, regular medical check-ups, providing safety equipment (mask at traffic junction, etc.) during work, recreational and cultural facilities, co-operative credit societies and so on. Thus, the concept of 'welfare' suggests many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources.

Welfare of police has been a gag subject. It is less told, the better. Result is mounting discontent which adversely affected functioning of the organization. Similar is the state of motivating factor.

Society expects a lot from police. To fulfill the expectations, police must be properly equipped, motivated and make aware about the developments that occur in society. Training can play an important role in preparing police to meet these requirements.

Training - Objectives & Impact: Today, the pitiable condition is that the authorities at the helm of power never ready to accept the fact that lack of right type of training has led to this state of affairs. In the words of K.F. Rustamji, "It will never be accepted by those in authority that failures are primarily due to lack of the right type of training". (*The Imperatives of Training*, SVP NPA Magazine, Vol.45 No.1, Jan-June 1993). Unless the drawbacks are identified and accepted, chances of its rectification are

remote and the failure will continue unendingly.

Regarding the prevailing chasm in police-public relation and the need for proper training, former Prime Minister Mrs. Indira Gandhi said, "The police force is an instrument of social change. A change can be brought about through imaginative understanding at the higher levels of the force and intensive training at lower levels. I have repeatedly emphasized the importance of training for members of the police force at every level. There is apparently something wrong with our training which prevents the police force from being friends of the people" (G.V. Rao, *Thoughts on the Indian Police*, Government of Karnataka, Bangalore, 1982).

As a police person, his/her way of thinking can be influenced by so many factors prevailing in the society. It could be due to opinions appearing through media, owing to politicization of truth, generalized and popular way of thinking amongst mass (e.g. prejudiced mind towards a particular community), etc. But through right way of training wrong notions can be removed by highlighting the harmful motives with which such propaganda was made to spread and it can be replaced with exhibiting truths. Training the mind to think in a right way can accomplish this goal. Right knowledge of duties, responsibilities and commitment to effectively perform it can be achieved through imparting the right training. And top of all, ethics and morality in policing which have gone down to the lowest stratum have to be given the highest priority which could in the future bring attitudinal changes among police and thus a better functioning and reputation.

The present system of punishment postings to police officials in training schools/colleges has created an image that those institutions are the place for dumping ill-reputed officials. What contribution such officials could make for the institution and what role-models the trainees could expect from them? There should be a system of screening work efficiency and morality of officers/instructors before posting them in such institutions. Their character and teaching efficiency should be monitored and curriculum be evaluated regularly. Such a system does prevail in America. According to R.P. Joshi (1993), "The monitoring (of police training) is conducted by the Bureau of Municipal Police as well as the local agencies in the US. A comprehensive network has evolved for monitoring, consisting of observing the administration, the learning environment, instructors and student. This is followed up by post monitoring functions, which require completion of the report and that it be submitted to the Commissioner and conducting follow-up monitoring as assigned (*Police Training in Community Relations,* Rawat Publications, New Delhi). To attract talented people, provisions of financial as well as promotional avenues should be offered to instructors in training institutions. Only sincere, competent and dedicated officers can play a vital role in inculcating ethics and moral values in the trainees and modeling best police for tomorrow.

There are many in-service trainings conducted by the police organization. In

many cases, persons selected for the course, especially technical one, do not have any inclination or interest towards it. The authorities responsible to send, just select a person without knowing his interest or the basic criteria required for the course. Thus, it becomes waste of energy and time. The trainer is given a specific module to be completed in a time frame and he is interested only to finish the syllabus and not interested to see whether the trainees are following what he is teaching. Thus, he acts as a machine and there is no devotion towards his profession. So, for him also the work of teaching is burden, wastage of time and energy. After the training is over, the trainees are not put in the same field to improve the knowledge that they acquired during training and over a period of time he forgets what he learnt in the training. If the training system has to be improved and fruitful result is to be achieved, right persons should be selected for the course, and once the training is completed, they should be posted in that specific field so that the organization will be benefited. Hence, identifying the right person and analyzing how he/she will be useful to the organization after completion of the in-service training is an important factor to be considered. There is also a need to give emphasis to give periodic refresher trainings to constabulary as they are the personnel who have to be always in contact with people and it is the support and co-operation of public that makes an efficient police system. Trainings should be devised in such a way that the police personnel must be able to open their closed minds and to fill it with positive ideas and concepts so as to bring about changes in their attitude towards their job and self-esteem. The trainees should be convinced that an attitudinal change is required to fulfill the responsibilities of job in the fast changing world scenario and for the progress of the trainee, too.

Apart from periodical refresher courses, police personnel of all ranks should be encouraged to improve their educational qualifications. By attending evening classes or through distance education system they can acquire higher qualifications with which they can have better prospects in the department. In a study conducted on policewomen in Gujarat, it was found that higher the level of education, higher was the respect they commanded from their colleagues as well as from the society. Hence, once they take up the occupation, they need to be encouraged to do higher studies which will raise their status, enable to understand things in better way and to discharge their functions effectively.

Police atrocities have become a common phenomenon as they do not have the right knowledge of human rights, ethics and morality. There is great need for them to understand their own role in a democratic society and the rights of citizens, which a right training can only provide. In addition to police atrocities, now a days we hear about incidents of violent behaviour among police meted out to their own colleagues/seniors. Many of those incidents took place as the police person behaving so was not fully aware of the exact meaning of their duties and responsibilities, coupled with the nature of service conditions, and unable to cope with the mental stress. Subjects relating to behaviour pattern,

stress management and ethics need to be included in the training curriculum. Inclusion of such subjects in the induction and refresher trainings could help in minimizing suicide deaths and violent behaviour under stress among police personnel, which have been on the rise during the last one and a half decades.

A Study on Work and Welfare of Woman Police in Gujarat

The Work & Welfare: In a study conducted on policewomen (constable to inspector) in Gujarat (1999) by the present writer, it was found that almost all the respondents were a disgusted lot due to various reasons. Some of them are:

- A greater part (87%) of the respondents performed more than 12 hours of duty daily.

- A majority (57%) of the respondents were not happy with the promotion opportunities available to them.

- A substantial (83%) number of respondents opined that their salary was less, taking into account the nature of work they performed.

- A significant (76%) number of respondents disclosed that their male superiors harassed them in many ways to establish illicit relationship.

- Daad-Fariad-Samiti was not capable of solving the problems of policewomen, agreed almost all (97%) the respondents.

- A considerable (80%) number of respondents opined that there was no child-care center, where they can keep their kids while they go for their job.

- Seventy-four percent respondents did not have government dispensary in their police lines.

- Almost all (98%) respondents said that they did not undergo medical check up every year.

- Similarly, there was no school in their police line, according to 87% of the respondents.

- Policewomen have the habit of using abusive language, smoking, taking drugs and liquor for which they hold their work environment as the responsible factor.

Training: During the study it was found that policewomen had male police instructors during their training. However, they preferred women police as their instructors. Out of the total policewomen interviewed, 13% opined that the character of instructors was 'bad'. Some of them even disclosed their traumatic experience with the instructor as they (respondents) had refused to 'act' according to the requirements (wishes) of the instructor. Similarly, the respondents were of the opinion that the instructor used abusive and indecent language during the training sessions. Two per cent of the respondents said that their instructors expected (demanded) cash/kind from them. The study also saw that 69% of the respondents used abusive

language at their work place and some of them used such language even at their home. Exposure to abusive language right from the training stage must be playing a role in policewomen picking up such language. Personal observation as well as informal talk with male police/ officers made it clear that the policewomen are not being given tough and rigorous training. Such a negligence and shortcoming in the training is an important reason for the policewomen's inability to perform all types of work independently. Mahajan (1982) has rightly found in his study that the training given to policewomen was inadequate. Even senior police officers were of the opinion that there was an urgent need for improvement in the training of policewomen (*Indian*

Policewomen, Deep & Deep Publications, New Delhi). As opined by Kiren Bedi, a senior woman IPS officer, the policewomen must undergo tough and rigorous training. There should not be any discrimination as far as training is concerned. Undergoing such training would undoubtedly boost their morale.

The study also attempted to explore the extent to which policewomen are aware about the rapid developments that taking place in the society and how far they are equipped/efficient to meet such challenges by undergoing refresher trainings. It was found that 78% of the respondents did not undergo any kind of refresher training, which is depicted in the following table, along with the break-up of their duration of service they have put.

Duration of service	Whether undergone Refresher training		
	No	*Yes*	*Total*
Less than 5 years	13 (16.66)	0	13
=>5 & <10 years	5 (6.41)	0	5
=>10 & <15 years	16 (20.51)	4 (18.18)	20
=>15 & <20 years	20 (29.48)	3 (13.63)	23
=>20 & <25 years	14 (17.94)	4 (18.18)	18
=>25 years	7 (8.97)	11 (50)	18
Total	78 (99.99)	22 (99.99)	100

(Note: *figures in parenthesis show percentage*)

Among those respondents who have undergone refresher training, majority have put more than 25 years service. As a whole, the data depicts an unsatisfactory picture of refresher training the respondents have undergone, from which it can be understood how much they are ill-equipped, lacking in motivation, least expectation for growth and fulfillment of aspirations, recognition of merit, etc.

And Finally

Police organization is making various efforts to improve its function. One such attempt is the organizing of All India Police Science Congress, which is being held in one state every year. This year it is being held in February 2005 in Gujarat. Officers and specialists from all over the country are holding brain storming sessions and comes out with innovative ideas for improving the function of police and to perk up police-public relationship. How far these suggestions are being implemented is a matter of concern. In this context, the Director General of Police, Punjab expressed his apprehension in his keynote address in 2004 at the 35th All India Police Science Congress. He said, " I wonder if this concept can ever become reality in the Indian context".

Society has high expectations from the police, and to meet those demands, police must be well equipped and motivated. But the wide gulf in demand by the society and inability of police to fulfill it owing to various factors, prominent being the lacunae in training, have adversely affected police image and police-public relationship. With the prevailing work culture, welfare and training, how cordial relation between various levels and thus effective functioning of police organization be anticipated ? If training does not act as an effective tool for enhancing the professional competence by changing the attitude of police, the entire system involved in this exercise would loose its image and turn out to be of no importance to the society and nation. Unless sincere and concerted efforts are initiated to inculcate ethics, moral values and attitudinal change in police through training and work culture, all other attempts would turn out to be just show-off and squandering of time, energy and money. The initiation should come from senior officers who could act as role model to their subordinates. Thus, an intensive and continuous attempt from all quarters, over a period of time, only can ensure a better policing.

Suggestions

- Subjects like ethics, morality, behavioural pattern, stress management, national and international developments etc. need to be included in the curriculum of induction-training as well as refresher-training.

- Punishment postings in training schools/colleges/ institutions be stopped, sincere, talented and dedicated officers/ instructors be given posting in such institutions, and incentives should be offered to attract talented people

- A system of monitoring the function of instructors, selecting right candidates for special trainings and utilizing them in that field, has to be evolved

- Refresher trainings need to be organized at regular intervals for the ranks of constables to inspectors so that they will acquire knowledge on the latest skills in their job which will boost their morale and interest in their profession

- Police personnel need to be encouraged to continue their education after taking up the job

- Seniors should not only undergo trainings in attitudinal change but implement it in practice too, and cultivate the habit of appreciating and motivating their subordinates for better performance

- Last but not the least, there is a need for periodical evaluation of work of senior officers to see how far their performance has been useful to the organization, and not to their personal gain. The prevailing unwritten system of supporting wrong-doers (seniors and their favourites) has sent wrong signals among the rank and file. Unless steps are initiated to raise the image of police and make the system more valuable, cordial relation between different ranks and effective functioning of the organization seem to be a mirage.

A Study of Spatial Mobility of Property Offenders

A. Sivamurthy*

Introduction:

The incidence of crime is subject to extreme areal variations as crime itself has a strong spatial component. Thus identifying the geographical component in crime is a necessary pre-requisite for making judgment as to how far the social state of the city departs from the just ideal. As the city develops, typical patterns of differentiation become apparent. Different areas become associated with particular type of population and certain systematic relationship between geographical space and social space appear (Timms, 1971, P.211).

The spatial patterning of crime is mainly the outcome of processes in society. To understand such processes, it is necessary to study the pattern first. In other words, the study of location must be starting point in tackling the problems of understanding crime.

The criminal and often the victim are movable. For a crime to occur, a person who is motivated to commit an offense and an attractive target must intersect in time and space. At a broader geographical level, patterns of crime in cities, regions or countries may relate to spatial flows of people, goods or employment (Brantingham and Brantingham, 1984, P.232).

Abstract :

Since the pattern of journey by offenders varies from one part of the city to another even for the same type of offense, the analysis of spatial pattern of movement of offenders deserves a close attention. With the improvement in quality of data and methodology and the availability of GIS mapping techniques, the study is aimed at understanding the mobility of property offenders in Chennai city. The analysis shows that the pattern of journey to crime is related to the physical and functional characteristics of different parts of Chennai city. In the localities where the environmental opportunity is low, the degree of commuting is relatively higher. In the commercial and high-income residential areas on the other hand, the rate of occurrence of theft and burglary is high owing to greater environmental opportunity and in such areas the commuting of offenders is relatively lower. The Choropleth, and Isopleth maps drawn with the help of GIS software identify the areas of high and low level of commuting out of offenders. Such an identification may help the police for better law enforcement planning.

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The journey to crime is a reflection of environmental opportunity, type of offense, operational convenience and individual decisions. This is a journey that starts from the criminal's residence and ends at the place of operation. The mobility (journey) patterns of offenders living in different parts of the city can also be seen to reflect differential patterns of mobility in the general population, the spatial mobility of offenders in a city is a special case of general mobility.

Movement patterns are dynamic and the analysis of criminal and victim movement patterns are an important part of the spatial analysis of crime (Brantingham and Brantingham, 1984, P.237). The study of spatio-temporal patterns of crime may help us in understanding the power of attraction of different neighbourhoods and the level of interaction between origin and destination of offenders. The mobility of persons (offenders) and of commodities inevitably widens the area within which control becomes necessary (Sutherland, 1985, P.29).

Previous studies:

Most of the previous studies of spatial nature have in fact, failed to explain criminal behavior in geographic space. Only a few writers such as Pyle and others (1974) in Akron and Baldwin and Bottoms (1976) in Sheffield have analysed the patterns of distance and spatial interaction of offenders. However, the spatial pattern of movement of offenders and its relationship to the individual areas of destination have not been significantly emphasized in the earlier studies. Many of the general theories concerned with criminal behaviour have tested empirically either limited numbers of individuals or samples of subjects otherwise not broad enough to be representative of communities total population (Pyle and others, 1974, P.143). While spatial studies can hardly be expected to account for the totality of individual behaviour, some knowledge about collective behaviour with regard to urban crime can be discovered.

Lind (1930) was among the first researchers to analyse the relationship between the residence of offenders and the place of their offenses. He found two separate patterns of group crime in Honolulu: (1) Neighbourhood triangle of delinquency (two or more offenders live in the same neighbourhood in which the delinquent act is committed.

(2) Mobility triangle of delinquency (two or more offenders live in the same neighbourhood yet commit their offense outside that neighbourhood).

Reiss (1966) found in Seattle that offenders are much more likely to move out of heir neighbourhood in connection with crimes against property than for crimes against persons (P.33). Morris (1957) found evidence to suggest that crimes are committed where the practical opportunities are greatest (P.33). Schmid (1960) also looked to opportunity structure as an explanation for the higher frequency of types of crime in one milieu rather than in another.

As far as India is concerned, a pioneering effort was made by Sivamurthy (1979) to analyse the spatial pattern of commuting of property

offenders in Madras city by taking Census divisions as areal units.

Objective:

Since the pattern of journey by offenders varies from one part of the city to another even for the same type of offense, the analysis of spatial pattern of movement of offenders deserves a close attention. With the improvement in quality of data and methodology and the availability of GIS mapping techniques, the study is aimed at understanding the mobility of property offenders in Chennai city.

Data and method:

As per the police station records, Chennai city has recorded 6594 incidences of theft and burglary during the year 2002. However, the offenders are known only for 2391 cases and out of which 389 offenders have originated from outside the city. For the rest of the 4203 cases, the offenders are yet to be traced.

The police station wise data pertaining to the place of occurrence (destination) and place of residence (origin) of property offenders (if known) charged with theft and house burglary have been collected from the First Information Report (FIR) Index from 78 police stations in Chennai city for the year 2002. More fully, the origins and destinations of trips by the offenders have been identified. The analysis of origin and destination reveal much of the spatial dynamics of movements and interactions in a city. In order to analyse the attractiveness of the area in terms of movement of offenders, a Commuting

Index was calculated. It is assumed that commuting of an individual from one area to another is owing to a lack of opportunity in his own area. A Commuting Index has been computed in the following manner for each of he 78 police station jurisdictions.

$$\text{Commuting Index:} \quad \frac{\text{Total no. of offenders living in the police station jurisdiction(B)}}{\text{Total no. of offenders who live and commit crimes in the same police station jurisdiction(C)}}$$

The higher value of Commuting Index shows that there is lack of opportunity in the area and therefore outward commuting is necessary for offenders. However, when Commuting Index is merely based on the number of offenders who commit crimes locally and not on those who move out, it may not represent commuting in relation to opportunity. In other words, commuting in relation to local opportunity may be known only if the total number of crimes in the area for which offenders are known is taken into account. Therefore, a Relative Commuting Index is computed which is nothing but a commuting index expressed as a proportion of total crimes committed in the area for which offenders are known. It is derived as below (Table 1)

$$\text{Relative Commuting Index:} \quad \frac{\text{Commuting Index (B)/(C)}}{\text{Total crimes for which offenders are known (A)}}$$

Table 1: Relative Commuting Index for Police Stations in Chennai City

Police Station Jurisdiction	Total No. of crimes committed for which offenders are known (A)	Total No. of offenders living in the police jurisdiction (B)	Total No. of offenders who live and commit crimes in the same jurisdiction (C)	Relative Commuting Index (%) (RCI)= B/C/A x 100
B1	23	8	7	4.96
B2	18	7	7	5.55
B3	2	6	1	300
B4	0	1	0	0
C1	40	22	16	3.43
C2	28	23	15	5.47
C3	39	36	7	13.1
C4	0	0	0	0
C5	20	0	0	0
D1	46	45	22	4.44
D2	32	8	6	4.16
D3	12	22	10	18.33
D4	10	6	2	30
D5	4	0	0	0
D6	3	0	0	0
D7	3	0	0	0
D9	5	3	2	30
E1	29	39	12	11.6
E2	38	18	15	3.15
E3	22	25	7	16.23
E4	47	18	12	3.19
E5	4	38	1	950
F1	25	63	16	15.75
F2	23	11	1	47.82
F3	39	9	3	7.69
F4	38	35	22	5.1
F5	12	16	1	133.33
G1	40	22	9	6.11
G2	14	10	1	71.42
G3	32	18	7	8.03
G5	27	3	1	11.11
H1	38	59	11	14.11
H3	25	38	9	16.88
H4	9	47	2	261.11
H5	22	26	10	11.81

H6	12	7	1	58.33
H8	23	57	14	17.7
J1	24	48	15	13.33
J2	40	20	11	4.54
J3	24	90	19	19.73
J4	20	8	4	10
J5	13	3	1	23.07
J6	37	53	26	5.5
J7	38	71	31	6.02
K1	47	36	12	6.38
K2	55	25	10	4.54
K3	125	48	36	1.06
K4	21	10	4	11.9
K5	13	19	2	73.07
K6	21	12	9	6.34
K7	16	4	1	25
K8	32	25	6	13.02
K9	21	1	0	0
K10	8	9	3	37.5
M1	7	1	1	14.28
M2	0	0	0	0
N1	33	23	11	6.33
N2	14	15	6	17.85
N3	9	8	1	88.88
N4	14	0	0	0
P1	17	89	7	74.78
P2	74	84	39	2.91
P3	11	103	10	93.63
P4	3	1	0	0
P5	14	1	0	0
P6	21	74	10	35.23
R1	63	40	16	3.96
R2	15	15	5	20
R3	55	11	3	6.66
R4	39	3	3	2.56
R5	19	41	4	53.94
R6	15	5	3	11.11
R7	25	15	6	10
R8	11	14	4	31.81
V1	39	73	24	7.79
V2	70	61	33	2.64
V5	60	69	35	3.28
V6	16	27	4	42.8

Mapping and analysis:

As mentioned above, the Relative Commuting Index is the level of commuting expressed as a proportion of total crimes committed in the area (Table 1). By treating police station jurisdictions as areal units, Chropleth, and Isopleth maps were prepared to show the spatial pattern of commuting by using GIS software Arc View 3.2. The lower value of the index indicates that the area depends very little on outward commuting since the area itself is rich in environmental opportunity. Conversely, the higher value shows the lack of opportunity in the area and therefore the outward commuting is necessary for offenders.

A comparison of pattern of occurrence of theft and burglary (Fig:1 & 2) with the pattern of commuting of offenders (Fig:3 & 4) reveals that the areas which record greater degree of commuting of offenders are characterized by lower rate of incidence of theft and burglary. In other words, the areas which record higher rate of incidence of theft and burglary are assumed to have greater environmental opportunities and therefore, the degree of commuting out of offenders is low.

The spatial pattern of commuting:

An examination of the Choropleth map (Fig: 3) showing the pattern of distribution of Relative Commuting Index reveals that the highest degree of commuting is found in Foreshore Estate (E5) in the East followed by Korukkupet (H4) and Fort (B3) and Chetput (F5) in the North. The other areas showing significant degree of commuting are:

Peravalur (K5) in the North West, R K. Nagar (H6), Vyasarpadi (P3), Muthialpet (N3), Periamet (G2) and Pulianthope (P1) in the North and Choolaimedu (R5) in the Central Chennai. These areas are located at some distance from the main commercial and industrial area. These are also characterized by physical congestion, high population density and low house-hold income and lesser environmental opportunities (Sivamurthy, 1981). Therefore, the offenders living in those areas commute out in large numbers to commit theft and burglary elsewhere. For the same reason, the majority of the areas in North Chennai show a higher degree of commuting as compared to South Chennai.

The lowest value for commuting is noticed in Aminjikarai (K3), Pondy Bazaar (R4) and Anna Salai (D2) in Central Chennai; Virugambakkam (V2), Thirumangalam (V5) and Ayanavaram (K2) in the west; Triplicane (D1) in the East; Otteri (P2) and Flower Bazaar (C1) in the North; and Adyar (J2) in the South. The lower degree of commuting of offenders in these areas indicates that majority of offenders commit crimes in their own area. It is observed that these areas, especially, Pondy Bazaar and Anna Salai in Central Chennai; and Flower Bazaar in North Chennai are essentially characterized by commercial and service functions. The other areas, namely, Aminjikarai in Central Chennai; Virugambakkam and Thirumangalam in the West; and Adyar in the South are mainly the high-income residential areas. These areas also provide greater environmental opportunity for property offenders. A relatively lower percentage
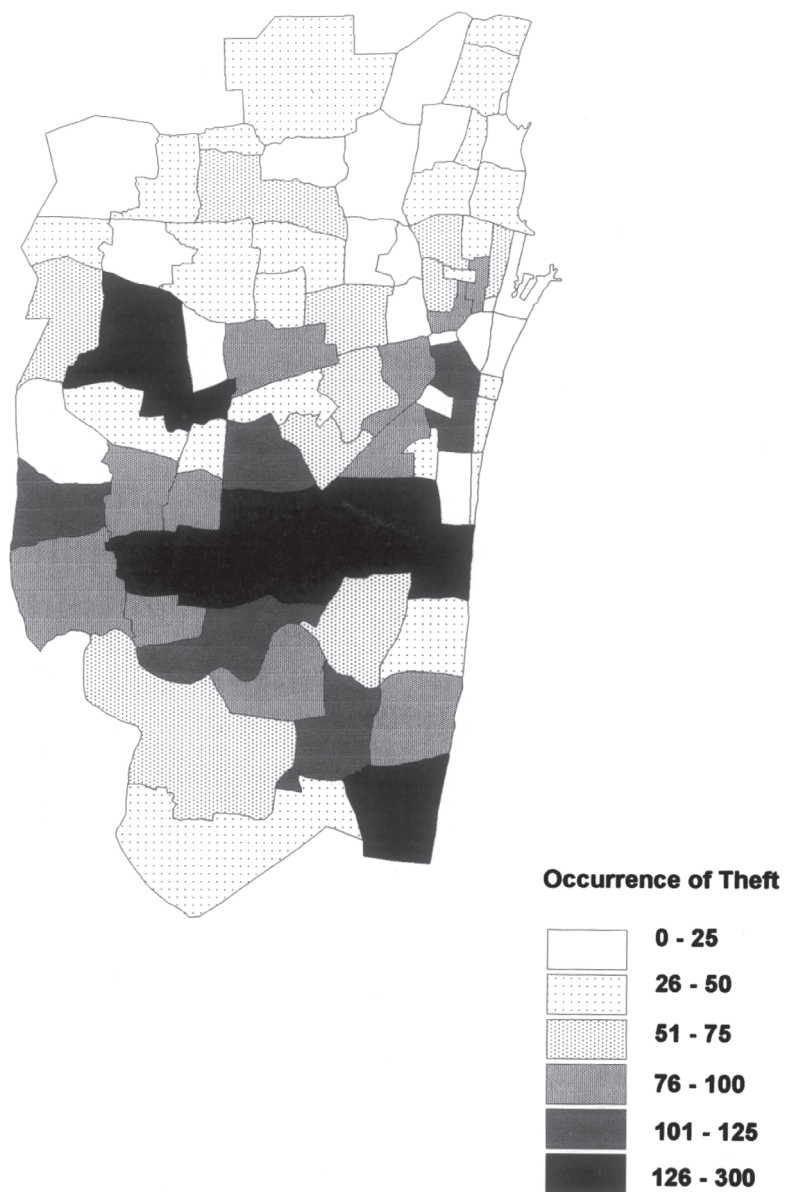
Occurrence of Theft

Chennai City

Occurrence of Theft

- 0 - 25
- 26 - 50
- 51 - 75
- 76 - 100
- 101 - 125
- 126 - 300

FIG : 1

Occurrence of Burglary
Chennai City

Occurrence of Burglary

	1 - 8
	9 - 15
	16 - 24
	25 - 35
	36 - 55
	56 - 79

FIG : 2

Commuting of Property offenders

Chennai City

Relative Commuting Index (%)

- 0 - 15
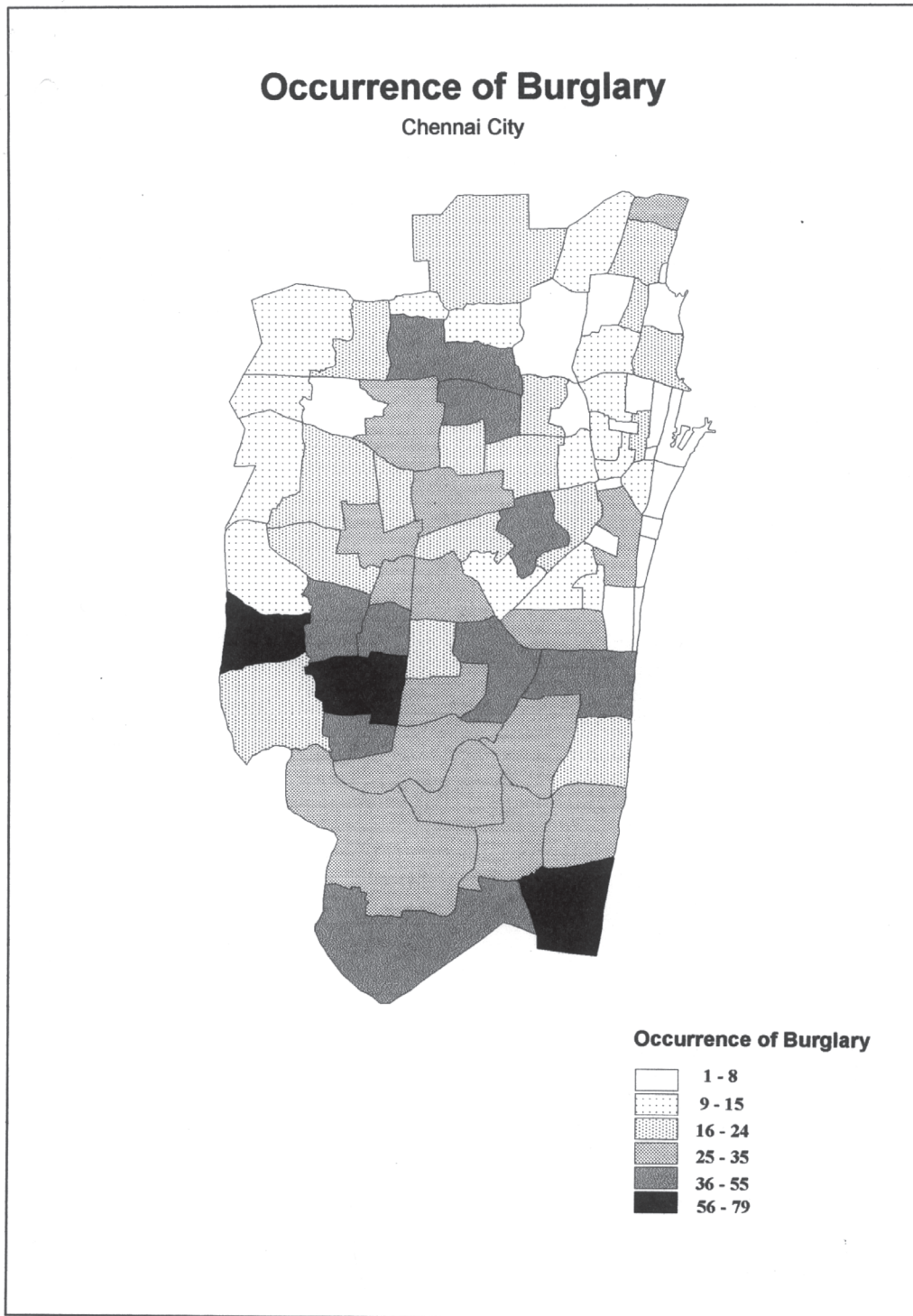- 15 - 45
- 45 - 100
- 100 - 300
- 300 - 950

FIG : 3

Commuting of property offenders

Isopleth Map

Chennai City
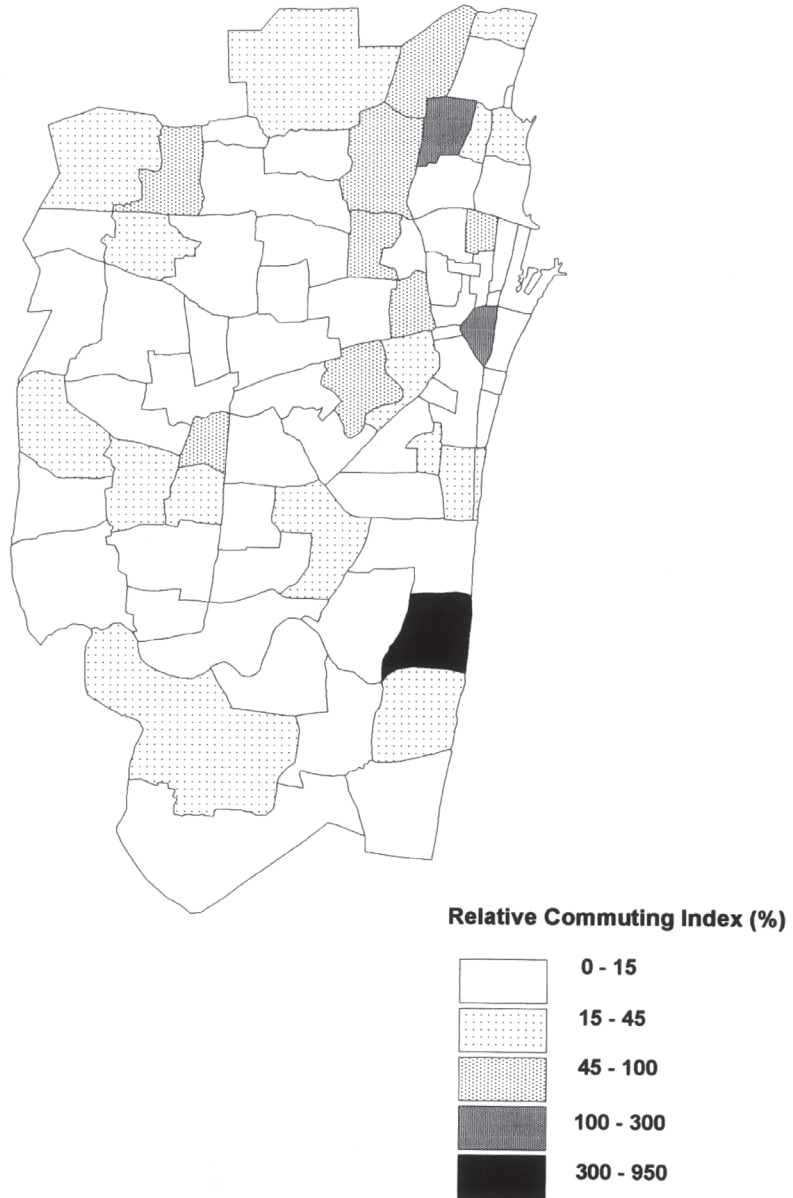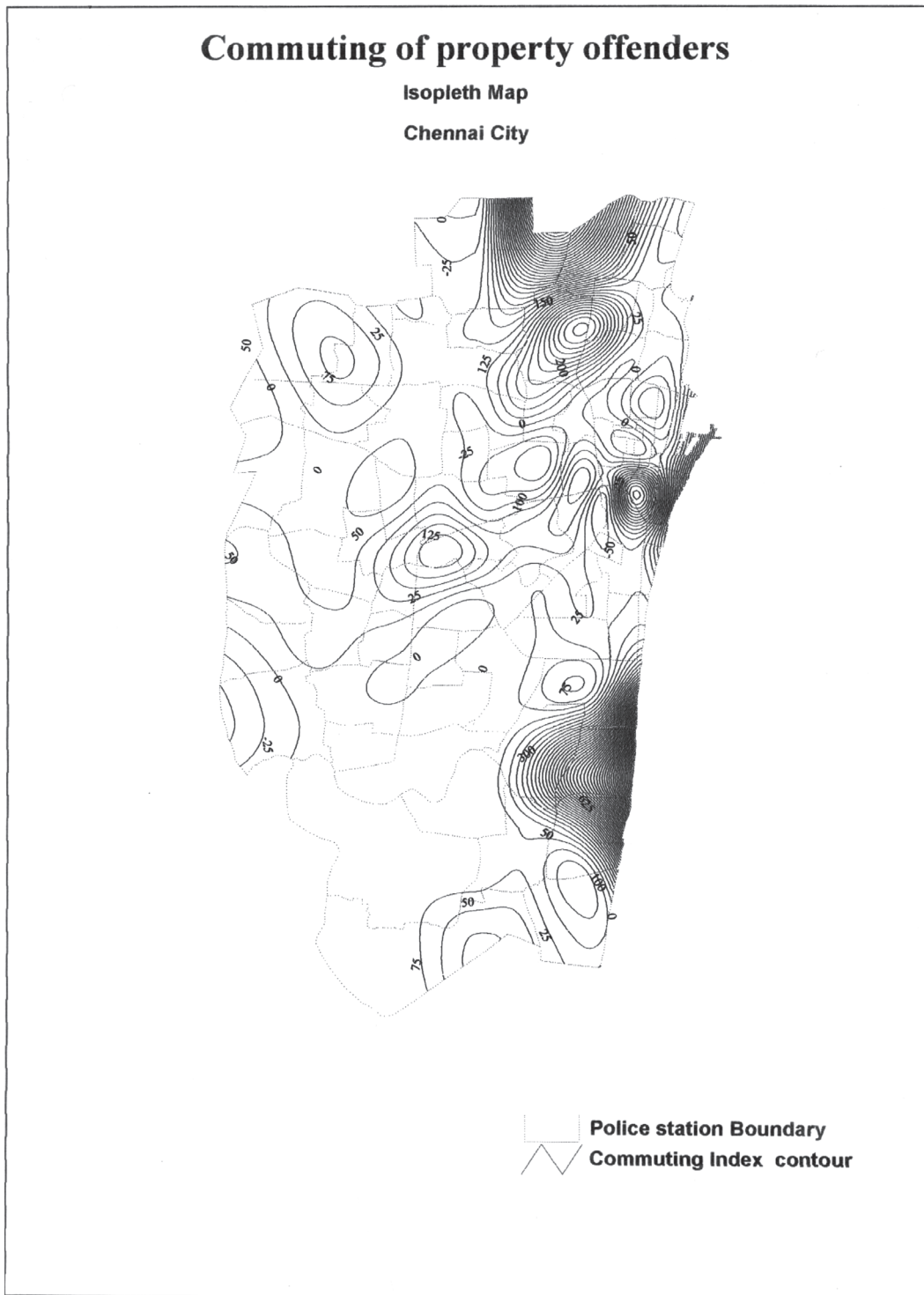
FIG : 4

of commuting is also found in the peripheral parts of South Chennai that are characterised by industrial and high income residential functions.

The Isopleth map (Fig: 2) that gives a better picture of commuting of property offenders in Chennai city shows that the East and North East Chennai exhibit several peaks in commuting. The gradient decreases from the East to the West and South West. It shows the trend that the property offenders commute in large numbers only from the East and North East Chennai to the other parts of the city. The peripheral parts of West Chennai show lowest degree of commuting. This is because these areas are the potential areas for commuting for theft and burglary. This is represented more clearly in Surface map (Fig:3) where the concentration of high degree of commuting (Hotspot like feature) is found distinctly in the South East and North East Chennai. The distinct locations are expressed visually on the Surface map.

Conclusion:

The analysis shows that the pattern of journey to crime is related to the physical and functional characteristics of different parts of Chennai city. In the localities where the environmental opportunity is low, the degree of commuting is relatively higher. In the commercial and high-income residential areas on the other hand, commuting is relatively lower owing to greater environmental opportunity. Thus, the study helps us to understand the relationship between mobility pattern of property offenders and the characteristics of the areas. The Choropleth and Isopleth maps drawn with the help of GIS software also identify the areas of significantly high and low commuting out of offenders. Such identification may help the police for law enforcement planning.

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Violence Prone Police Officers

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In modern democratic societies, the police is vested with authority of using legitimate and situationally justified force against the citizens. Albert Reiss[1] has aptly said that, *"at law police in modern democracy possess a virtual monopoly of legitimate use of force against civilians and to examine the police use of force* is *to examine an activity at the core of politics and society".*

In India very often there are justified and shocking complaints about misuse or abuse of force by police. An impression prevails that the police force in the country are full of bloodthirsty maniacs and sadists who relish the sight of broken skulls and blinded eyes. In police force everywhere there are always some officers and men who are violence prone and trigger-happy, but there are also many others who are idealistic, considerate and have empathy for the public. Unfortunately, regarding these aggressive trigger-happy Police officials and their motivation and characteristics, very little empirical research has been done in India.

In USA Christopher Commission looked into the use of force by the Los Angeles Police (1991) after the Rodney King incident and pin pointed a group of officers who are aggressive, violence-

Abstract :

In police there are both trigger happy, violence prone officers as well as officers who are idealistic and considerate. In USA Christopher Commission (1991) referred to the presence to aggressive violence prone officers in Los Angeles Police Department. It has been found by the criminologists and police scholars that very often organizational style and culture influence the outlook of the police officers and encourage hard-nosed policing. Many police departments also encourage instead of discouraging an aggressive Policing and improper use of force. Whenever there is clear evidence of misuse of force and display of brutality by police officers, there should be no hesitation to discipline them. Protecting the black sheep through silence or inaction will not help. Police over-reaction is also influenced by the expectation of danger in job and bureaucratization of the department. Training interventions can successfully reduce police violence and train police personnel to maintain their temper under stressful situations.

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[1]   *The Police and the Public: Yale University Press, 1971.*

prone and resort to improper use of force[2]. The Commission identified by going through the records of the Los Angeles Police Department, (LAPD) that there were about forty-four officers with six or more allegations of excessive use of force or improper tactics during the period from 1986-1990. The Christopher Commission, however, also pointed out that higher number of cases of use of force by an officer may not always show that he is violence-prone. Active officers assigned to high -crime areas or officers on specialized duties will use force more often and generate more complaints against them, than an ordinary officer performing routine duties. The Commission also noted that there were many successful and productive officers in high crime areas, who do not accumulate many complaints against them.

Organizational Culture

According to many criminologists and police scholars, frequent use of force and violence by an officer is influenced by organizational style and culture. In police forces in India as well as many other countries officers are evaluated by the number of arrests made, cases detected, charge sheets submitted and calls attended. They are appreciated for their *'hard-nosed policing'* and not for displaying concern for the public. This kind of assertive hard-nosed policing

goes to create a mentality that alienates police officials from the community. Again, in many police organisations there is an *'ethic of masculinity'.* This leads many officials to hanker after man-of-action image. A young police recruit who does not manifest a man-of-action image is not held in high esteem by his colleagues and very often not accessible to inner circles of the organisation[3].

Peer Approval

I t is also a known fact that in many police organisations rough and ready use of force meets with peer approval. In order to gain peer approval new officers, seek out encounters which can turn out to be violent and which have potential for conflict. Dispensing street justice may become an accepted style of working and a convenient rationale for these action-oriented officers[4]. It is also a fact that some of these officers become dispensers of street justice, because they have limited verbal or interpersonal skills, which they try to cover up by display of authority. They are also oversensitive to affronts. They equate disrespect as aspersions on their authority or masculinity. It is these officers who, lacking poise and confidence in themselves, become oversensitive to affronts and often act violently.

Scholars like Niederhoffer[5] have felt that many police officers who constantly witness man's inhumanity to man, turn

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[2]   *Independent Commission of the Los Angeles Police Department, 1991.*

[3]   *Harris R.N., 1978, The Police Academy; The Professional Self*

[4]   *Van Mannen John; Policing, A View From the Street, 1978*

[5]   *Arthur Niederhoffer; Behind the Shield; Police in Urban Societies*

cynical and this cynicism has a corroding effect. Many of them become disoriented and display violent streaks in encounters with the citizens. In this connection perhaps it will be good to make a distinction between brutality and unnecessary use of force. Brutality is wrongful and wilful use of force by exceeding the bounds of the office, but unnecessary use of force occurs when police officers who could have easily tackled the situation by peaceful means resort to use of force. Very often young officers resort to unnecessary use of force, which could have been avoided by experienced and capable officers. It is this unnecessary and avoidable use of force that causes considerable friction between the police and the community. Police brutality, on the other hand, often takes place out of public sight and police also take precautions to see that their brutal deeds escape detection and public notice.

The report of Christopher Commission makes references to LAPD's assertive style of law enforcement as the main reason for aggressive confrontation with the public[6]. It traced this style of policing to a professional organizational culture cultivated by LAPD through training and incentive structure. Officers in LAPD were rewarded for *"hard nosed"* policing which is likely to bring police in conflict situations with the citizens. The Commission noted that the administration of Los Angeles Police Department failed to discourage improper use of force. Many complaints that were filed against the police personnel could not be substantiated as a result of the flawed procedures for investigating the complaints. Further, sanctions imposed on the police officers, against whom charges of violence and improper use of force substantiated had been light and failed both as a deterrent and as a message that such behaviour was inappropriate. The commission also concluded that Los Angeles police department's incentive structure influenced directly officers' behaviour and there was a link between formal administrative structure and informal organizational culture.

Some research on the use of deadly force has further shown that strict administrative control has a restraining effect on the frequency with which officers use their firearms. Policies laying down clear rules regarding deadly use of force and providing for strict and effective enforcement of the rules have reduced the number of shootings.

It is true that police encounters are very often complex and ambiguous and it is difficult to make judgments about an officer's culpability. However, there are many occasions of clear and wanton misuse of force. Whenever there is clear evidence of misuse of force and display of brutality by police officers, there should be no hesitation to properly discipline them. If police want citizens to know that police brutality is aberrant, they must isolate officers who are trigger-happy and prone to violence. This calls for solidarity against and not on behalf of

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[6]   *Independent Commission on the Los Angeles Police Department 1997, Page 97.*

aggressive officers. Protecting the malefactors through silence and inaction will not help.

In USA, Black and Reiss[7], 1967, made a large-scale observational study on behalf of President's commission on Law Enforcement and Administration of Justice. In this study, emphasis was placed on detailed descriptions of police-citizen behaviour, the social and demographic characteristics of the participants etc. In analyzing the data Reiss found that many instances were there where the citizens behave antagonistically to police officers and "many encounters with deviants did not involve uncivil conduct or misuse of force by the police". But, however, it has been found that many police officers share the view of the general public that some offenders are despicable people and brutality against them is justified. In India also downtrodden and marginalised groups become targets of police aggressiveness and their human rights are wantonly violated.

Another factor also influences police overreaction. The expectation of danger in job has an impact on the attitude and response of a police officer. It has been found that police officers who face greater dangers in their job are less inclined to see their job as helping the citizens in the community[8]. These officers also tend to believe that community is more hostile to them than is actually the case. This is more so in the case of more prejudiced and less educated officers, who are more prone to overestimate hostility towards them[9]. Similarly, research has also established that police officers who were less satisfied with their jobs showed a greater acceptance of physical and verbal abuse of the suspects[10].

The likelihood of the use of force increases with the bureaucratization of a particular department. It has been found that an officer is more likely to use force when there are other officers to provide physical and psychological reinforcements.

Training Interventions

Proper and well-conducted violence reduction training can have some effect in influencing the conduct and reflexes of the police officers. One of the major purposes of training should be to enable officers to handle their work-related problems better than laypersons. Though training may not compensate for inadequate recruitment of personnel, bad temper and proclivity towards violence are conditions that can be successfully reduced by training.

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Maintaining one's temper under stressful and confrontational conditions is a skill that can be taught. Attitudinal transformation may not be possible by training, but the modest goal should be to suppress hostile impulses and replace them by more kindly and positive feelings.

In U.S.A., the case of Monell vs Department of Social Services[11], established the principle that public employers could be held liable if it could be shown that constitutional violation committed by employees were caused by official customs and practices as well as inadequate training.

However, in devising training strategies, precautions should be taken not to make matters worse by creating a sense of paranoia among the police officers. During training, officers have to be convinced that there are dangers in police jobs, but such dangers should not be exaggerated. Paranoid officers often over-react with needless violence to minor provocations or no provocations at all. In training programme, very often some worst -case scenarios are presented, but there should also be a strong message that such incidents are usually exceptions in law enforcement.

Further, training for reduction of violence should be continuous. There is need for constant refresher training in violence prevention skills, otherwise, skills learnt are likely to atrophy into

uselessness. Training should also address the role of police officers during non-working hours. Administrative authorities must define what they expect off-duty officers to do and to refrain from doing. There are cases of off-duty officers using their police powers and prerogatives to resolve personal disputes. There are also instances where good faith, attempts of officers to intervene in personal disputes or less serious crimes have turned into tragedies.

During training, focus should be on conduct of officer rather than outcome of incidents. This is important, because interaction between police and the citizens is a two way process. Sometimes police officers act in inappropriate ways. There might also be out burst of violence inspite of reasonable behaviour on the part of the police.

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Date Rape

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Introduction

Date rape, as the name itself suggests, transpires when the involved individuals have a definitive or defined relationship at the time of the incident. The commonest victims of date rape are college students, as it is they who indulge in the social trend of dating more often. A survey carried out in USA gives credence to this, wherein about 25% of the college women reported being the victim of rape and 84% of their assailants were dates or acquaintances.[1]

Dating violence is perpetrated by both males and females and occurs usually wihin heterosexual dating relationships. Attitudes toward physical aggression, including those of peers, and abuse by siblings predict later violence, as victim or perpetrator.[2] Abusive experiences during dating relationships may disrupt normal developmental process. This disruption manifests itself through thoughts, feelings and behaviours.[3] Demographic characteristic that increase vulnerability to date rape include younger age at first date, early sexual activity, earlier age of menarche, a past history of sexual abuse and violence towards women. Other risk factors include alcohol and drugs of abuse such as flunitrazepam.[4]

In India, dating is not as widespread or as widely accepted as in the western countries. Even so, the incidence of date rape is not uncommon in the

Abstract :

Crime - whatever its nature, is traumatic for the victim, however never more so than rape. Rape is a violent crime engineered through sexual acts that are forced, degrading and totally devastating. The idea is to control, humiliate, force, harm and overpower the victim. The age old myths regarding rape and sexual assault, as being invited, confined only to women or stranger motivated can no longer be said to hold true. Sexual assault does not always necessarily involve a female victim and a male stranger lurking in the dark. It is now a universally accepted fact that rape occurs between acquaintances and also individuals of the same sex, and this makes the act no less disgusting, degrading or devastating.

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metropolitan cities. The percentage of occurrence however cannot be specifically outlined as no such study has been carried out. This type of rape is usually not reported because of the stigma attached, difficulty in prosecuting, and quite often due to lack of pertinent information or even specific details, and more often than not, to avoid further trauma for the victim. Date rape can be coerced both physically and emotionally. Physically overpowering the victim in date rape is just as common as emotional blackmail. Threats to defame or malign the reputation of the victim, name-calling, threats to break up with the victim etc, are other forms of emotional coercion. Date rape is made more complex by dating norms and the extent of the relationship between the people involved. The victims may often feel as if they were responsible for the incident in some manner as they are close to the perpetrator and yet were unable to judge him. Hence, they may experience the additional burdens of betrayal and self-accusation, along with a sense of personal failure regarding their ability to select dating partners.

'Date rape drug' is a common term given to a growing number of substances rapists use to pacify their victims in order to sexually assault them with little or no physical resistance. They are also called club drugs or predatory drugs. Usually, the rapist slips the drug into the unsuspecting victim's drink when he or she is not paying attention. There are a number of drugs that can be used for this purpose.

Date Rape Drugs

S. No.	Drug name	Description	Effects on body
1	Rohypnol (flunitrazepam)	It belongs to benzodiazepam family and is used for the treatment of anxiety and sleep disturbances. It is tasteless, colourless, odourless and readily dissolves in liquids. It comes in pill form and is ten times more powerful than Valium. It is commonly known as Roofies, Roche, Rib or Stupefi. rohypnol is odorless, colorless, and tasteless and dissolves within seconds in any type of beverage.	Dizziness, temporary paralysis, amnesia, blackouts, loss of inhibitions. Effects are pronounced if mixed with alcohol and other drugs. Symptoms appear within 15 to 30 minutes. The effects of Rohypnol peak within two hours, and usually last 8-12 hours
2	Benzodiazepines	Most commonly prescribed drugs. They are used for their sedative and tranquilizing effects.	Drowsiness, dizziness, confusion. Sedative effect in increased, if mixed with alcohol.
3	Marijuana	It is a mixture of dried shredded flowers and leaves of the hemp plant. It contains at least six active chemical constituents, the most important of which is tetrahydrocannabinol (THC) which affects the brain most.	Feelings of detachment, disinhibition, euphoria, elation, dreaminess, sleepiness, laughing, disorientation, altered sexual feelings.

S. No.	Drug name	Description	Effects on body
4	Barbiturates	It is used mainly as a sedative. They were the most common drugs of addiction in the past. They are available in the form of pills, capsule and syrup.	Drowsiness, confusion, dizziness, nausea. Alcohol and other drugs intensify the above affects.
5	Gamma Hydroxybutyric Acid (GHB)	It was initially used by body builders to stimulate muscle growth. It is used by college students, expecially in rave type party. It is a tasteless, odourless and colourless drug and can be easily slipped into a drink. GHB usually comes as an odorless, clear liquid. However, it sometimes comes in a white powder form. It has a salty taste, which is easily masked in alcoholic drinks or sodas. GHB is also known as Liquid X, Easy Lay, Grievous Bodily Harm, and Georgia home Boy. GHB taken in high doses, or with alcohol or any other depressant drug, can be fatal.	Decreased inhibition, drowsiness, shallow breathing, hypotension, seizures and amnesia. Symptoms start appearing in 15 to 30 minutes.
6	Propoxyphene	It is a narcotic analgesic, mainly used to treat mild to moderate pain	Drowsiness, dizziness, lightheadedness, nausea and vomiting.
7	Opiates	It is available in the form of brown chunks or powder.	Body feels warm and heavy, dry mouth, insensitivity to pain, sweating and slowed breathing.
8	Ketamine	It is used as a veterinary anesthetic. It can be snorted, smoked or mixed with water.	Produces a dissociative effect, nightmares, hallucinations, irrational behaviour, delirium, psychosis and euphoria.
9	Cocaine	It is used as a veterinary anesthetic. It can be snorted, smoked or mixed with water. It is a white crystalline powder, soluble in water. It is a brain stimulant and one of the most highly addictive drugs. It can be injected, snorted or smoked.	Feelings of pleasure and confidence. Increase in heart rate, blood pressure, respiratory rate and body temperature. Effects are short lived.
10	Burundanga	One of the most obscure date rape drugs. Highly soluble and tasteless.	Disorientation, retrograde amnesia and trans-like state.

Date Rape Drugs and the Law

Giving a person a drug without his or her knowledge, with the intention of committing a violent crime against the person, is punishable under section 328 of IPC with a maximum punishment of 10 years.

Non-consensual sex, coerced sex, sex with a person under the influence of alcohol or drugs, and therefore not able to give consent, is rape (Section 375 of IPC) and is punishable under sectin 376 of IPC.

Prevention

- Always keep your beverage in sight.

- Never accept an open drink from anyone.

- Avoid drinking punch at social gatherings-date drugs can easily be added to an open bowl.

- If you are going to a party, establish a buddy system with a friend, watch out for each other.

- If your friend experiences any of the aforementioned symptoms, do not leave their side for a second.

- Bear in mind that the initial effects of these drugs appear very similar to the effects of alcohol.

- Avoid people who make you feel uncomfortable.

- When you're leaving, don't announce that you're walking alone. Try to walk home with a friend or in groups.

- Don't give too much information about yourself to a person you have just met.

- Never walk home through deserted areas like parkland or railroad tracks.

- Do not hitchhike.

- Anyone who suspects that they have ingested a tampered drink or sedative-like substance should report to a hospital emergency room Be sure to ask for a urine sample and try to keep a sample of the beverage for analysis.

What to do if Exposed to a Date Rape Drug:

- Seek medical attention immediately.

- If you are in a social setting and you have been drugged, do not leave with anyone you do not know and trust. Take a trusted friend along and get medical help.

- Request an immediate test for date rape drugs-Rohypnol cannot be detected 60-72 hours after ingestion and GHB cannot be detected after 8-12 hours.

Conclusion

Date rape is the vilest form of rape, as the perpetrator is known and trusted by

the victim. This not only leaves the victim with physical scars but also emotionally cripples the victim for life. They loose their ability to trust people and may also be unable to form emotional ties with people. It degrades and devastates the victim to be sexually assaulted by a person they hold in a position of love and trust.

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Role of Police in Changing Indian Scenario

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Until independence, the common man was successfully or unsuccessfully; assured of security by the kings, feudal lords and colonial masters and he accepted it with a sense of. gratitude, as he had no right to participate in the system. However, in the post independence period constitutional provisions were made to ensure that the people get an equal opportunity to participate in the political, administrative and economic systems at all levels. In this context, at the grass root level local self-administrative institutions were made operative and people at village and town level were provided with the right of not only to elect their representatives but also to participate in the system in real sense of the term. The purpose of electing these representatives was that they could look after the welfare and security of the common people and implement development programmes enunciated by the government under the supervision of experts. This blue print of change posed new challenges before the administrative system. Police was not an exception to this. However, as has been stated the base on which the entire edifice of the police administration was based remained, colonial in its nature, hence whatever the new system wanted from the police, perhaps was contrary to the set-up and therefore problems were

Abstract :

In India, today the socio-economic and political scene of the country has considerably changed due to constitutional amendments, planned economic development, spread of education, political awakening, social awareness in the masses, erosion of moral and social values, criminalization of politics and politicization of crime, party politics, increasing collective violence, crime and terrorism, sociological change with modernization, economic development and its impact on masses. In this changing environment police are expected to act as a barometer of the current state of a society. Police has to play role in socio, economic, cultural and political field also because political conflict, social tension and different developments have been creating pressure in the external environment.

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bound to erupt from within the police organization and also due to the pressure form outside. If the political conflict, social tensions and different developments have been creating pressure in the external environmental service conditions question of accountability, decentralisation of job specialisation and demand of authority have been the problems of the organisation.

Rapid changes in the society have often complicated social control. The forces of social control operating in pluralist societies have always to confront the perplexing problems. In view of the conflicting demands made by the various segments of the society, the policeman lives and works in an environment of cross-fires in a highly changed atmosphere of mistrust disbelief and uncertainty. External and internal stresses of varied nature make the job of the policeman today, an uphill task. The external stresses of growing plurality of faiths, belief values, and life-styles, old order yielding place to new, social environment reflecting a challenge to old values peoples' becoming more assertive of their rights without commensurate mindful of their duties and obligations, over-increasing interference by the unscrupulous politicians in the day to day police functioning, general degeneration of values with the least regard for social institutions all have exposed the policing system to unimaginable situations. The internal stresses comprising interalia, unrealistic establishment, under-staffing, limited finances, poor working conditions and antiquated tools have

contributed to dismal performance of the policeman.

The Changing Indian Scenario

In a fast changing society, which is undergoing fundamental changes; the 'police often face emotional ambivalence and normative contradiction in the choice of alternative in decision making and role performance'. In India, today we notice that the socio-economic and political scene of the country has changed considerably due to the following factors:

- Constitution of India and its subsequent amendments from time to time.

- Planned economic development and successive five-year plans and their implementation.

- Sociological change with modernisation.

- Spread of education and knowledge.

- Political awakening and social awareness in the masses.

- Party politics and its indirect influence in various fields.

- Criminalisation of politics and politicisation of crime.

- Demand for dignity of individuals and security of the state at the same time.

- Communalisation, regionalism and linguistic demands and their impact on community.

- Erosion of moral and social values and changing social pattern.

- Increasing collective violence and crime.

- Awakening in rural masses.

- Increasing terrorism and other internal security problems.

- Indiscipline in school and colleges.

- Economic development and its impact on the masses.

In changing environment police are expected to act as a barometers of the current state of a society. The constitution lays down some specific instructions for the development. For instance while discussing social development, the constitution envisage that their must not be any discrimination between man and man on the basis of caste, creed, colour and sex and for this it is the job of police to look that no such discrimination takes place. Similarly, it is again job of the police to assist local institution in the implementation of social reforms as proposed by the legislature from time to time. The social legislation as has been reported by the National Police Commission includes laws concerning to marriage, divorce, adoption, inheritance, discrimination against women, dowry, begging prohibiting the consumption of intoxicated drinks and drug to prohibiting the social vice like gambling lotteries and helping in the rehabilitation of handicap and weaker section of the society I enforcing rights

like prohibition of immoral traffic etc. Thus police may be turned as a catalyst for the social change. It may not be out of place to mention here that whenever any social change takes place there is bound to be a conflict between traditional progressive forces in the society. This may not go violent and disturb the place is the responsibility of police. Similarly on economic side considerable change has been experienced in the national community in last four decades and the police has to play role in this direction also.

Economic development not only signifies an increase in the gross national product but also its equitable distribution, which requires concentrated efforts both on the part of government and people. The constitution in this respect, in the chapter 7 'directive principles of state policies' has specifically mentioned that - "The ownership and control of the material resources of the community are so distributed as best to sub serve the common good", and in this context various programmes have been enacted and implemented by the government. It is the responsibility of the agency of law and order to see to it that the programmes are properly carried out. Thus the police is suppose to work as a catalyst of development in the economic sector also, that is to say that the police force should create suitable conditions for economic growth, but prevent the economic offences and keep a positive attitude towards the economic change.

Police is supposed to keep pace of industralisation smooth by containing labour troubles, by helping in the process of

urbanisation and also containing the spurt of crime due to rising rate of crime unemployment. Thus, as admitted by Pt. Jawahar Lal Nehru, the Police is responsible to create the conditions in which development is possible. Further police may help, not only, in the implementation of progrpammes but in containing offences also. The national police commission has stated that 'tax evasion, manipulation of stock and shares, fraud in licences and permits, black marketing, hoardings, adulteration of drugs and food and other essential commodities are example of economic offences'.

In this context it may be mentioned that it is the duty of police to implement the act like, essential commodities act, 1958, prevention of adulteration act, 1954, prevention of corruption act, 1957, criminal breach of trust etc. By implementing such laws, which are negative in, nature, police can keep the economic growth in right direction. It may be mentioned here that with the implementation of different economic programmes in the rural setting a conflict between have and have not erupted. The conflict has further intensified because of coming into existence a new lower middle class. Whereas the higher class wants to keep even this new class under its conventional dominance, the new class refutes to submit as such there have been numerous incidents of collective violence, murder, abduction and rape in the national community. It is there that police force may be of considerable use in keeping the conflict more constructive.

In a democratic country like India which ensures political justice and equality to all, where all have been allowed to participate in the political process at all levels, it is but natural that there could be conflict in the interest of individuals, groups and parties owing to the freedom granted by the article 19 (1) a, b and c of the constitution to each individual to express himself, to assemble peacefully and to form associations and unions. There is always a possibility of demonstrations and political mobilization in the villages and towns. To see that it remains peaceful is the duty of police. Apart from this terrorism, violent, resistance, riots, collective and communal violence etc. have started to find place in the national community. Again, it is the duty of police to ensure a smooth passage of political process so that stability and change both may move together. However the vested interest and selfish leadership impedes the functioning of democratic polity and therefore it becomes imperative for the police to face the vested interests and the hooligans while preserving the political values and process. Obviously this is a very delicate situation. The government of the day in the states and their attitude, the followers of the ruling party, their worker etc. try to take law in their hands and police is supposed to obstruct such designs while maintaining the peace. This has given rise to a high rate of disturbances in the near past. Rapid cultural transformation has also turned the tides towards crime and as such police is supposed to grapple with the situation.

The growing affluence of the middle class and its ostentatious the growing affluence of the middle class and its ostentatious consumerism are fomenting

major problems for the police. First, the runaway growth of cars is choking the already congested streets, which has rendered traffic management to nightmare. Second, traffic-related crime on city streets and highways, like drunken driving and hit-and-run cases, is growing. Favourite haunts of the yuppies, like night clubs, restaurants and pubs, are multiplying apace, where problems like obscene dances, drunken brawls and use of illegal drugs, are the emerging crimes.

The role of police is changing Indian scenario. Police has to play role in socio; economic cultural, and political field also. But the question is that how can we meet the challenges so we must make attitudinal reforms, organisational reforms, developing a special of public service. And side by side improving image and physical fitness, better professional knowledge and technical skills and use of modern equipment and technologies.

The primary responsibility for such reform lies with the police leadership. After all in the final analysis, the test of leadership is the scale of success, which it achieves in improving the quality of the men in its organisation.

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Dealing with Job-Oriented Frustration and Dissatisfaction in Police Service.

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Abstract :

Frustration is one of the major psychological issues arising in a work situation. Due to frustration performance is affected and best output from the human-resource is not available. In a police organization this leads to visible levels of inefficiency. This organization being always matter of public scrutiny is subjected to criticism on falling levels of efficiency. There are several mechanisms to deal with frustration. The superior officers should share his guilt, his feelings his frustrations with his subordinates. Again, he has to help his employees understand their problems, overcome the same and come up with alternatives. Such constructive approach will help to overcome frustration by joint efforts. The superiors have a greater role to play in this regard since they are responsible for controlling various factors generating frustration in an organization. Thus they have to keep it under check and deliver the best results.

Frustration is one of the psychological phenomenon which severely affects the work efficiency of a person in his job assignment. Frustration leads to weakening of the will power to act and to function efficiently thereby badly affecting the output of a worker. As a result, overnight a highly efficient worker may turn out to be ineffective at his job. In the process he may lose his esteem, importance and ultimately his goodwill at his work place. Therefore, it is extremely essential that at the managerial levels job oriented frustration should be identified properly as well as tackled adequately. In an organization like police where there is constant dealing with members of public and tasks of extreme sensitive nature are performed it is essential that frustration should not set in among the members of the organization. In case it does so then the consequences that would follow would be severe and the overall "health of the organization" would be affected.

Genesis of frustration:-

Causes of frustration are many. If we relate to police organization we can find many examples. A police personnel of the rank of Sub- Inspector is able to arrest a

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notorious criminal or detect and successfully investigate a difficult case but the credit goes to his superior. Another instance could be that in a police-unit say a Police Station there are fifteen Sub-Inspectors stationed, out of them only two (2) are effectively functioning. However, it is noticed that the "Non-functioning" and "inefficient" are being neglected. Such obvious neglect and crass acts of partiality only generates frustration among the good and efficient workers. Rewards/punishments is an area where extreme caution and careful assessment is required. Very often in a police organization there is no criteria fixed for rewards. Moreover, the selection criteria is not clear. For example, the officer-in-charge of the police station recommends rewards for the constabulary to his Superintendent. But there is often allegations that those who actually deserve have not been recommended.

The Superintendent does not have the scope or time to verify such recommendations as a result of which, perhaps, the deserving candidates do not get the reward. Similar situations arise in case of punishments where very often questions of victimization of lower ranks by senior officers arise.

The factors of Frustration:-

As mentioned in the previous paragraph there are several causes of frustration. Most common factor being that non-fulfillment of desire or expectation by an employee or deliberate downgrading of an employee in comparison to his peer/peers thereby hurting his ego/esteem. Thus, such inherent weakness in the system become responsible for the increasing frustration in the work atmosphere of an official. Analysing, causes of frustration could arise out of manifold factors -some generated deliberately, some resulting from utter neglect and disregard for human sensitivity. Some cases of frustration could be purely psychological -out of a sense of perceived neglect; some frustration could also arise from personal problems (relating to family matters), which are very often reflected in the work place. In a real life situation specially related to an organization like police examples could be as-a sub-inspector has a rival in the same police station. He always perceives that his superiors give more importance to his competitors /colleagues, than to him thereby having a perception of neglect which in turn leads to psychological problems/frustrations.

The Dynamics of frustration:-

There are several factors which contribute to frustration. These are all goal related. According to Pareekh following could be the formula for frustration-

$$F = E \times V \times O + I + P$$

Where-

F = Frustration

E = Expectation to achieve the goal

V = Valence (Attractiveness of the goal)

O = Opportunity to achieve the goal in near future (low)

I = Investment of efforts and other outputs in the achievement of the goal.

P = Publicity of the expected achievement (Knowledge of others).

There variables viz E, V, 0 have multiplicative effect thereby enhancing frustration faster. If one of these multiplicative factors become zero the resulting frustration would be zero. Thus if an official does not expect to get promotion soon he would not be frustrated. Again if the goal is not attractive or valuable then the degree of frustration is less. In case the goal is attractive the obstacles are greater for achieving the same. The more frequent opportunities a person has in achieving the goal less is the frustration caused by deprivation of the goal. The other two factors viz efforts invested & publicity of expected reward have additive functions. They add to frustration but not in the same proportion. More efforts invested in achieving the goal the degree of frustration becomes more if the goal is not achieved. Also the more others know about achieving a goal frustration would be more on not achieving the same. For example one Sub-Inspector of police is due for promotion as Inspector & this is known to all. However, due to certain reasons he has not been given the promotion. This fact increases his frustration.

Circularly of frustration:-

Frustration of person triggers of a cycle of hope or frustration. Frustration cycle is as follows: adaptive deterioration - isolation- distorted perception -defensive behaviour. The hope cycle is just the opposite of it: realistic analysis - exploration -insight -problem solving.

In a cycle of frustration a police personnel due to frustration starts neglecting his work thereby leading to general deterioration in his performance. This isolates him from his staff/superiors as they feel that he is neglecting his work. Such isolation leads to distorted perception -or fantasies of his performance or neglect. In the process he starts defending himself leading to a defensive behaviour.

On the contrary a cycle of hope leads a disappointed person to analyse things correctly with greater objectivity & trying to understand where things have gone wrong. This leads to collection of facts /exploration which causes better understanding to the whole problem. Both these cycle are self perpetuating with the cycle growing stronger on its advancement. To quote a specific example relating to police organization pertaining to cycle of hope —A Sub-Inspector of police working as SHO in a police station is passing through the cycle of hope period. There are certain important problems to be resolved regarding serious out break of dacoity in the police station area. He has to urgently resolve the situation (problem) in order to build confidence among members of public, restore his trust among superiors and also respect of his subordinates. He collects basic facts relating to dacoities, persons involved, likely gangs, areas and localities involved. After this exercise he analyses in details and then grapples with the problem to arrive at a solution. In this manner being hopeful he is able to bring out a positive solution to the whole problem rather than leaving it alone.

Coping behaviour:-

A man or woman who is a subject matter of frustration has to deal with the situation in order to overcome the same. This is known as the coping behaviour. An Officer-in-Charge of a Police Station is facing a serious problem resultant to outbreak of crime in his area. His typical behavioural pattern could be as follows:-

a) Be angry with his subordinates -------- aggression.

b) He may rush to solve the problem himself -------- regression.

c) He may explain away the problem to his seniors -------- flight.

d) He may hold a meeting with staff, analyse and then react ------- exploration.

Different forms of coping behaviour:-

i) Listening to the feeling of the staff/ subordinates:-

At the very beginning the employees should be given a patient hearing so that they are able to state their negative feelings. Such feelings could be acted upon to take corrective steps. Further, it helps reassure the subordinates staff that the superior officer has given a patient hearing to their grievances thereby attempting to solve their problems. Patient hearing to staff and to subordinate officers is one of the prominent and primary procedure of coping behaviour. In police it is often seen that superior/ subordinate officer react in similar fashion when problems are narrated. They develop a negative attitude to the entire issue and become very defensive. Instead of giving a patient hearing a defensive mechanism starts working with the result justification takes primary importance rather than the attitude of resolving the problem. In such circumstances it becomes imperative that the art of patient hearing should be developed by senior officers to resolve disputes.

ii) Share own feelings of disappointment:-

A senior police officer should be able to keep his level with his junior colleagues. This will enable the senior officers to ascertain the feelings, frustrations, problems of the juniors. The seniors should share his feelings of frustration with his subordinate staff in order to build-up a rapport with them. This should certainly not be considered as a "gimmick" but should be taken positively in order to share the same feelings.

iii) Share feelings of Guilt: -

At the time, the Commanding Officer of an unit viz. S.P./C.O. or the Officer-in-Charge of a Police Station promises certain things to the employees/his subordinates. This raises the expectation among such subordinates. However, due to certain compulsive reasons those expectations could not be achieved thereby leading to frustrations among the employees. By explaining to the subordinates the reasons for failure to deliver those expectations the superior officers may share his feeling of guilt thereby assuage the feelings of his subordinates. Such sharing of feeling of guilt brings out the honesty, sincerity and commitment of a senior officer towards his subordinates. It also shows his

simplicity, transparency and open minded view towards his subordinates and his attitude towards problem solving.

iv) Help the subordinates to own the feelings :-

The Commending Officers' behaviour in sharing his feelings and owning up the feelings of guilt helps the employees/ subordinate staff. The behaviour of the superior acts as a model for the subordinates. The subordinate employees may own up their feelings of frustration and anger which in the long run helps in taking constructive steps.

v) Help the employees to accept and confront reality :-

The initial step or beginning could be made by acknowledging the reality of the situation. This would be a constructive step in sorting out the problems. This would clear the misapprehensions between subordinate and their superiors and the new situation would be clearly accepted.

vi) Help the employees to assess the damage caused by frustration: -

The superiors must take their subordinates into confidence and make them assess what all damage has been caused to them as a result of frustration. Normally, damage is caused Physically (tension, sleeplessness, loss of appetite etc.); social effects (on personal relationship, loss of social contacts etc.); effects on work (neglect of work, errors, fall in quality of work) etc. The subordinates need to understand these issues and adequately rectify the situation.

vii) Develop alternatives to solve the problems:-

The Supervisors/managers/superior officers should help the subordinates in generating alternatives so that the frustrated staff can progress his career on that basis rather than remain stagnant. Most often it so happens that the frustrated employees are dumbfounded and are totally unable to generate any creative alternative. In such a situation the superiors try to help them by finding out various alternatives thereby creating an atmosphere where the employees could progress, do away with their frustration and try and achieve their best once again.

Causes of frustration as experienced in police organization scenario:-

Some of the major causes of frustration which crop up in a police organization could be summarized as follows:-

a) Rewards:-

Monetary/non-monetary rewards are a major source/cause of heart-burning and frustration. Superior-officers do not apply their mind while rewarding subordinates nor are there any yard-sticks or norms or judgmental criteria fixed for rewards. As a result, it is often alleged that those who are close to certain senior officials are frequently rewarded but those who really work hard and produce good results are ignored since their cases are not at all highlighted. The senior officers, it is often complained that

they do not apply their mind in giving rewards to the deserving personnel. Thus, disparities are generated leading to frustration.

b) Punishment related issues:-

It has been a common experience that recommendations/reports for punishments coming to unit in charges like CO/SP must have to be scrutinized very thoroughly. Very often it has been observed that such recommendations, at times, are extremely motivated in nature. The person who is actually guilty at time is let-off and blame shifted to the innocent and not so guilty. Therefore in order to ensure better man- management and remove causes of frustration it is essential to have a positive approach. Extreme caution is, therefore, to be exercised in cases of awarding punishments in order to avoid frustration among staff and better man-management.

c) Distribution of work :-

In various police units, specially police stations distribution of work among subordinate staff often become a sore point leading to frustration. It is often observed that those who work hard are given the maximum work-load. Those who are shirkers or are comparatively inefficient are generally avoided by superior officers. In such a situation a handful of subordinates are made to work whereas the rest enjoy "sabbath". This creates a disbalance in man-management leading very often to heart burning. Also there is lack of proper utilization of human-resources causing inefficiency and lesser output.

d) Issues relating to promotion :-

Very often it is observed that the better officer are overlooked whereas the less efficient officers are promoted. This is one of the major causes for generating frustration in a work environment. Promotions are over-looked mainly because of inadequacies in annual confidential reports, rewards, punishments etc. Proper evaluation of performance of a subordinate officer is not carried out as a result of which aberration in matters of promotion occur. This generates lot of frustrations among the staff/subordinate officials. Therefore, a very balanced view is to be taken while evaluating the performance of an officer.

e) Dealing with issues relating to frustration in a Police Organization :-

Police being a high-result oriented government department needs optimum utilization of its human-resources. If over 50% of its human- resources remain unutilized then overall output badly deteriorates and the public impact is very adverse. Moreover, taxpayers money is totally misutilised in such a scenario. Therefore, it is very essential that the entire human-resource be utilized and levels of frustration be kept under check. The superior-subordinate relationship should therefore be at a cordial level. The superiors should share his feelings of guilt with subordinates. He should bring his level with that of his subordinates so that a proper rapport is established. Also they (superiors) should assist and help the subordinates to

ascertain causes of frustration and ways and means to overcome the same. The superiors should also help the subordinates to find out creative alternatives to come out of a situation thereby producing better results. The superiors also have a major role and responsibility in keeping levels of frustration under check. In various aspects of man-management proper judgment and discretion are to be exercised so that arbitrariness is reduced to a minimum and proper justice is done to all.

Conclusions :-

Frustration is a psychological phenomenon which "eats up an employees mind just like cancer". Therefore, for proper functioning and efficient output it is essential that a police organization should remain free from frustrated employees. However, such ideal situations are very hard to achieve. Thus, we must strive to ensure that frustration levels should be minimized by joint efforts of superiors and subordinates. This will help in proper utilization of the available human-resources. However, such idealizations are better said than done. It is extremely hard and difficult to remove frustrations of different levels and degrees among organizational members. First and foremost is to identify the causative factors of frustration. After proper identification it is then essential to find out ways and means for a solution to this problem. Once the ways and means have been identified the same has to be implemented on the ground in order to remove the problem. Once such actions are initiated the process of problem solving commences. However, this effort cannot be a one-time affair and requires con-stant monitoring. In case there is lack of close monitoring on the part of senior managers then there is every possibility that the "FRUSTRATION CYCLE" will commence once again thereby negating the earlier efforts of removing this "managerial evil" from the system.

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Design Flaws

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There has been a spurt in traffic density on Indian roads in recent times. Vehicle population has grown from 0.3 million in 1951 to over 60 million now, and so have the accidents. More than 90,000 persons get killed and nearly 130,000 are crippled for life every year in our country in road accidents. One in every ten persons killed in accidents in the world is an Indian. Worse, the fatalities are growing by about 5% *i.e. nearly 4000* per annum. In economic terms, the estimated loss of life and property is 55000 crores per annum. It is a huge tragedy.

A comparison with highly motorized countries (HMCs) is appalling. UK with its 25 million vehicles has less than 3500 deaths per annum; Germany having almost the same vehicle population as India has 8700 fatalities; USA with more than four times the number of vehicles has half the number of deaths; Japan is even better with just 9940 deaths in road traffic accidents for its 84 million vehicles. Fatality rate in these countries works out to less than 2 per ten thousand vehicles, as against India's 14 – a difference of 600%! Even Asian countries like Malaysia, Indonesia, and Korea etc. far better than India with less than half the fatality rate. Such a sad state of affairs can only be attributed to extreme inept handling, or rather no handling, of the situation.

Logically speaking, lower average speed of traffic should lead to less fatal

Abstract :

More than 90000 persons are killed every year in road accidents in India. Even more worrisome is the fact that this number is growing at a rate of almost 5% i.e. nearly 4000 per annum. Comparison with Highly Motorized Countries (HMCs) reveals that fatality rate in those countries is less than 2 per ten thousand vehicles as against 14 in India - a difference of 600 percent! This highlights the utterly poor state of affairs in the country. Even though poor driving skills and bad roads are two major causes of accidents in India, design flaws and lack of safety features in vehicles plying on our roads is an important contributory factor. For example, body of commercial vehicles like trucks, buses and LCVs, tractor trailers etc. are fabricated by roadside mechanics using outdated designs. The structure often exceeds permissible dimensions with a view to facilitate overloading. Similarly, design of passenger vehicles also suffers from several flaws. As ordinary buyers are not in a position to evaluate design features, there is a need to set up an independent safety regulator in the country on the lines of National Highway Traffic Safety Administration (NHTSA) in the US. This will go a long way in developing and implementing minimum safety standards, crash worthiness standards, pedestrian impact standards, mandatory safety devices, etc. Motor vehicle Act 1988 contains enough provisions empowering the government to make rules & law need to be utilized to ensure compliance of safety standards in the country.

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accidents, but exactly the opposite is happening in our country. Despite lower speeds, India has much higher fatality rate. The situation is likely to worsen when the ongoing road-building projects are completed, as improved highways would mean higher traffic speeds and more fatalities.

All three - man, machine and the road – have a bearing on road safety. Out of these, man behind the machine remains the biggest cause of accidents, with lack of road engineering being a contributory factor. However, the machine itself is no less important, even though its importance is often overlooked and the entire focus is on the other two factors, namely, driving skills and road engineering.

Several important questions arise in this context: Are vehicles plying on Indian roads designed as per international safety standards? Are automakers in our country paying enough attention to road safety? If no, is anyone watching?

India, even today, remains one of those countries where manufacturers of commercial vehicles - trucks, LCVs, buses etc. – sell only the chassis and the body is fabricated by small entrepreneurs called bodybuilders. These small scale units use outdated designs with liberal dose of hard edges, sharp projections, chains, hooks etc. Not only their designs are unscientific, quality of workmanship is poor too. The structure invariably exceeds permissible dimensions in order to facilitate overloading. In fact, the situation has grown from bad to worse in the last few years. Today, one can see LCVs with body as big as that of a truck. Height of the body always exceeded that of the cabin, but now even the width can be seen exceeding, on both sides, by at least 6 to 9 inches. There are hardly any indicators on the rear, leading to poor visibility at night. This poses grave risk of accidents, especially in case of slow moving vehicles like tractor-trailers. Not that the automakers cannot produce scientifically designed body or trailers, but they do not do so because of commercial considerations. The government too has failed to regulate this important aspect of road safety.

A few years back, enterprising farmers in north India went a step ahead and fabricated a multi-purpose vehicle using locally available resources. This vehicle - known variously as *'Jugar', 'maruta' etc* - became very popular in rural areas. As they were being plied without the authority of law, Punjab & Haryana High Court intervened and ordered their confiscation on the ground *inter-alia* that safety of the common man was endangered. Going by this criterion, a large number of commercial vehicles plying on our roads should be confiscated. Poorly designed and badly overloaded, often with the cargo jutting out on all four sides, these killer machines move on the highways like monsters. Nearly 70 % fatal accidents in India involve a heavy vehicle and more than two-third of the victims are vulnerable road users (VRUs) like pedestrians, cyclists and two-wheelers. This underlines the need to develop safe designs which are 'friendly' to vulnerable groups.

It is said that a good driver has to keep an eye on the road ahead as well as on the traffic behind. For this purpose, rearview mirrors are provided that serve as rear eyes of the driver. Nearly all Indian cars lack a rearview mirror on the left hand side. Even the inside rearview mirror and the one on the right hand side are not *day night* variety, the one that would safeguard us from being dazzled by the lights of vehicles from behind. As a result, most drivers are forced to fold them at night due to the glare. So much so that a vast majority never learn to use them even during the day. Similarly, almost all Indian models lack a rear wiper; accessories do not include fluorescent emergency warning triangle; hazard-warning switch is poorly located on the steering rod rendering its operation risky while moving. In short, compromises are made in design features in the name of cost cutting. There are no mandatory safety norms. As a result, road safety suffers. Today when world's top manufacturers are talking of side impact airbags, Anti-lock Brake System, electronic stability control, crumple zones, rear parking sensors, impact absorbing materials etc., Indian automakers are governed more by profit considerations.

An ordinary buyer is not in a position to evaluate design features and to verify the claims of auto-manufacturers. Only an expert body can do so. But unfortunately, there is no independent safety regulator in the country, unlike for example, National Highway Traffic Safety Administration (NHTSA) in the US. The country needs a similar body to develop and implement minimum safety standards, namely, crash worthiness standards, pedestrian impact standards, mandatory safety devices, etc. Crash worthiness standards require simulation of vehicle crashes under different conditions in order to develop crash resistant technology such as energy-absorbing crumple zones, steel safety cages, air bags, safety belts, collapsible energy-absorbing steering columns, padded instrument panels and side-guard door beams. Similarly, developing pedestrian impact standards involves simulating vehicle accident with pedestrians. A series of tests are conducted using dummies to assess impact to the head, upper legs and lower legs of a victim. The results are analyzed to improve frontal design of vehicles in order to minimize pedestrian fatalities, which form a sizeable chunk of total fatalities in road accidents.

Automotive Research Association of India (ARAI), an organization overseeing testing and research in the country, is the nearest that we have to a safety regulator, but it cannot be expected to function in a free and fair manner as it has been floated by automobile companies themselves.

As accidents are almost always blamed on irresponsible driving and bad roads, instances of automobile manufacturers being held responsible remain unheard of in our country. Situation in developed countries is different, where accidents are minutely analyzed and automakers are sued for defects in the design of vehicles. Courts too come down heavily on such flaws and award exemplary compensations, running into million of dollars, to the victims. In India, on the other hand,

human life is not valued as much. No in-depth analysis of the causes of accidents is ever made. Police ends up filing charge sheet against the driver of the bigger vehicle on the basis of statements of a few witnesses. Courts too appreciate the evidence mechanically. Compensation awarded to the victims is meager and is paid by the insurance companies. Role of automobile manufacturers is never critically examined.

Section 109(1) of the Motor Vehicles Act 1988 says, " Every motor vehicle shall be so constructed and so maintained as to be at all times under the effective control of the person driving the vehicle."

Similarly, as per Section 110 of this Act, *the Central government can make rules regulating the construction, equipment and maintenance of motor vehicles and trailers with respect to all or any of the following matters, namely:-*

(a) the width, height, length and overhand of vehicles and of the loads carried;

(b) the size, nature, maximum retail price and condition of tyres, including embossing thereon of date and year of manufacture, and the maximum load carrying capacity;

(c) brakes and steering gear;

(d) the use of safety glasses including prohibition of the use of tinted safety glasses;

(e) signaling appliances, lamps and reflectors;

(f) speed governors;

(g) the emission of smoke, visible vapour, sparks, ashes, grit or oil;

(h) the reduction of noise emitted by or caused by vehicles;

(i) the embossment of chassis number and engine number and the date of manufacture;

(j) safety belts, handle bars of motors cycles, auto-dippers and other equipments essential for safety of drivers, passengers and other road user;

(k) standards of the components used in the vehicle as inbuilt safety devices;

(l) provision for transportation of goods of dangerous or hazardous nature to human life;

(m) standards of emission of air pollutants;

(n) installation of catalytic convertors in the class of vehicles to be prescribed;

(o) the placement of audio-visual or radio or tape recorder type of devices in public vehicles;

(p) warranty after sale of vehicle and norms therefor.

Thus, law empowers the Government and at the same time, it also casts a responsibility on it to act. As an example, many precious lives can be saved if

bicycle-manufacturers can be directed to provide effective reflectors that will improve their visibility at night. Likewise, commercial vehicle manufacturers can be directed to design the body and trailers as well, instead of leaving this task to roadside mechanics. Well-designed vehicles will not only save lives, the profile of traffic on our roads will also improve. Remember, we should not only become a developed country, we should look like one too.

The country has made impressive strides in controlling vehicular emission in recent years. International emission norms have been effectively implemented. Similar initiative is needed to improve road safety in the country. While the focus has to be on sustained enforcement of traffic laws and on building better roads, there is also a need to evolve better designs and to make vehicles 'safe' in order to minimize the carnage on our roads.

Table 1 - Highly Motorised Countries (HMC)

Country	Reported Fatalities	Reported Injuries	MV in use 1996	Population 1996 ('000)	Fatalities	Reported Fatality Risk	Motorisation Level	Per Capita GNP	Total GNP (millions US$)
Portugal	2,100	66,627	4,330,600	9,930	2,100	21.1	436.1	11,024	109,472
Greece	2,068	31,658	5,206,776	10,475	2,068	19.7	497.1	11,688	122,430
United States	41,967	3,399,000	208,801,157	265,284	41,967	15.8	787.1	29,339	7,783,092
France	8,080	170,117	30,558,000	58,375	8,807	13.8	523.5	26,409	1,541,630
Australia	1,970	17,048	10,956,000	18,312	1,970	10.8	598.3	20,899	382,705
Italy	6,198	264,213	35,394,150	57,380	6,694	10.8	616.8	20,224	1,160,444
Germany	8,758	493,158	45,821,425	81,912	8,758	10.7	559.4	28,335	2,320,985
Canada	3,082	230,885	17,171,776	29,964	3,082	10.3	573.1	19,856	594,976
Japan	9,942	942,203	84,067,073	125,761	12,925	7.9	668.5	38,264	4,812,103
United Kingdom	3,598	316,704	24,001,000	58,782	3,598	6.1	408.3	20,946	1,231,269
Sweden	537	20,810	4,218,258	8,843	537	6.1	477	26,225	231,905

Table 2 - Asia & the Pacific Countries

Country	Reported Fatalities	Reported Injuries	MV in use 1996	Popula-tion 1996 ('000)	Repor-ted Fata-lity Risk	Motori sation Level	Per Capita income (US $)	Total GNP (million (US $)
Malaysia	6,304	47,171	7,449,053	20,565	30.7	362.2	4,775	98,195
Thailand	16,782	43,541	17,666,202	60,003	28	294.4	2,761	165,659
Korea,	12,653	355,962	11,990,882	45,545	27.8	263.3	-	-
SriLanka	1,916	16,824	770,000	18,300	10.5	42.1	808	14,781
Singapore	225	6,718	639,546	3,044	7.4	210.1	33,454	101,834
India (1996)	59,927	307,089	29,534,000	945,121	6.3	31.2	378	357,391
China	71,495	154,734	27,356,000	1,215,414	5.9	22.5	868	1,055,372
Indonesia	10,990	21,814	14,454,809	197,055	5.6	73.4	1,124	221,533
Nepal	807			22,037	3.7	-	221	4,863
Pakistan	4,288	8,986	2,462,552	133,510	3.2	18.4	484	64,638
Myanmar	924		252,000	45,883	2..0	5.5	-	-
Bangladesh	2,041	3,301	458,700	121,671	1.7	3.8	362	44,090
Bhutan	6	14	14,000	715	0.8	19.6	441	315

Book Review

Towards a Complete Persona

The book Towards a Complete Persona written by Dr.G.P.Bhatnagar, IG,BSF (Retd) dedicated to the members of unoformed services and his wife, Uma. The book published by M.B. Publications in association with Learning Wheels, Maharajpur, Gwalior (M.P.). The book contains 196 Page with a price Rs.150 and reviewed by Ms. Preeta Verma, AIG/ Asstt. Director, BPR&D.

1. It is the first edition of the book authored by Dr. G.P. Bhatnagar a retired IG, BSF. He has actively been involved in Human Resource Development and his book is an helpful guide for bridging the gap between potential of individual and their performance.

2. This book provides for 'self learning' facility at home itself, it helps the reader in improving their outer appearance and inner self which in turn would enhance their personality and productivity.

3. In the present time when there is so much emphasis on success and achievement, this book will prove to be a useful guide for all those who are entering the competitive world in some way or the other, whether as students, executives or entrepreneurs. The book also addresses the issue of anger, conflict, time & stress management, which are areas that need attention if one has to have a complete persona and strive for a successful life in all its facets.

4. The book is divided in five parts, i.e. Self-Evaluation Exercise, Body Management, Infusion Management, Self Development and Self Control. The author has given the basics of how to go about the self-development programme and enhancing over potential. The approach of the writer is very down to earth and practical and easy to adopt by readers.

2. Hand Book Of Forensic Science

The book Hand Book of Forensic Science edited by Prof.(Dr.) Vimala Veeraraghavan. The foreword of the book written by Dr.M.S.Rao, Director-cum-Chief Forensic Scientist, Ministry of Home Affairs with a price of Rs. 200/- . The book published and Distributed by Selective and Scientific books (Post Box No. 429), GPO, New Delhi- 110001and reviewed by dr. A.K. Jaiswal, NICFS , Delhi, Shri Praveen U. Sanganalmath, FSL, Dept. of Police, Madivala, Bangalore and Dr. M.Gupta, Chemical Dept., Gorakhpur University, Gorakhpur.

The hand book consists of 19 academic papers in the form of chapters. The contributors are forensic experts in their respective fields. These fields include crime scene investigation, questioned document examination, finger print experts, psychology, anthropology, toxicology, serology, chemistry and ballistics. There are also selected court materials covering some of the major forensic areas.

Each chapter deals with a particular subject, provides the scientific background of the methodology involved and then uses the case histories to assemble the information to their conclusion.

Some chapters are technical without being tedious. Generally all the chapters

are adequately referenced so that further follow up information about the scientific basis of the method used can be pursued independent of this book.

In the very first chapter, the author has highlighted the need of awareness about forensic science to the public, medical officers and law enforcing authorities. In the subsequent chapters we will find topics dealing with types of forgeries, forgery and fraudulent documents, hand writing evaluation, latent finger prints, computer forensics, forensic psychology, forensic anthropology in which the author has systematically explained the relevance of bone fragments in skeletal examination, forensic toxicology, forensic serology, DNA finger printing, chemistry, ballistics in which the need for collection and documentation of fire arms evidence is illustrated with important cases and finally the chapter on forensic engineering.

At pp. 135 there is an interesting description of a case of death after consumption of 'Prashad', apparently due to synergic effect of alcohol and 1oban. The topics are all of great theoretical and practical importance to forensic scientists, and the authors of the respective chapters deal with their themes on the basis of extensive first-hand knowledge.

In the last chapter, the concluding part by the editor is magnificently illustrated covering all the facets of forensic science, which add great value to an interestingly edited and informative handbook.

This book provides the frame work in which, the contributors have been keenly arranged and editing has been restricted to the minimum necessary to achieve a well organized, comprehensive book that will be of great use to post graduate students, for review by the experienced investigators and all those working in the field of forensic science. The use of basic terminology and definitions will be valuable in courts. The language used is simple, comprehensive and lucid.

Adverse comments are minimal. More emphasis is given to chapters on questioned document examination and needs to include chapters on photography, forensic physics and other disciplines of forensic science.

Overall this book is readable, comprehensive and useful for students as well as for forensic professionals.

Use of Hi-tech Camera to fight Crime

Welcome to the brave new world of metro policing, where cameras are strategically positioned on street corners in high-crime neighborhoods to scare off gang-bangers and drug dealers and curb the nation's leading homicide rate. If you live in a community plagued with guns, gangs, rape and drugs, where public is screaming out for any help, it enables to keep an eye on several different street corners at the same time with minimal additional manpower.

These Cameras sit atop light poles 20 feet above the ground, flashing blue lights. Their rotating bulletproof lenses with all-weather night vision can survey an area up to 20 feet away and can be directed by a remote control joystick in a portable suitcase.

Video policing by using surveillance cameras in public places can be a powerful law enforcement tool. The technology is a force "multiplier" that allows police to be more effective & acts as a crime deterrent & as an investigative tool. Video policing is already a reality & is here to stay.

Images from some of the 2,00,000 surveillance cameras in London were key in cracking the July 7 subway & bus bombings there. Therefore the video camera can be an important weapon in the fight against crime & particularly terrorism. Putting a camera in a location can immediately decrease crime to a substantial extent, in any area. These cameras can become a popular crime-fighting tool across any nation.

The recent innovation, such as a 360 degree spherical lens called a fish eye that enables the camera to follow a person far enough makes surveillance cameras more effective. These cameras do not have any blind spot as compared to fixed cameras. Moreover, the computers in the cameras can be programmed to look for particular faces-like those on watch lists by measuring the distance between a person's eyes or the length of their noses. If the computer recognizes a face, the camera can freeze-frame & zoom in. The video can also be enhanced for extreme close-ups, for example, to read the license plates. Some computers can even recognize suspicious behaviour. So if someone drops a bag & the bag is unattended for sometime, you can get software to recognize that automatically & make beeps. Anything suspicious that calls for attention can be dealt with by deploying officers to the scene immediately.

CCTV has repeatedly proved its effectiveness in the fight against crime & the fear of crime. Knowing that there is an extra set of eyes watching over their communities helps to reassure people that they will be safe. As the system is

digital there are no videotapes & images are transferred instantly from camera to computer, where data can be transferred to police stations by the Internet.

Although CCTV cameras might be useful within a broadly based anti-crime strategy, turning the nation's city & town streets into seamless, surveillance zones is itself no substitute for proper policing.

The use of surveillance cameras in policing has inevitably attracted frowns from civil liberties groups, who see them as an infringement on individual rights. These cameras as a public amenity are here to stay but the arguments about usefulness legality & ethicality have only just begun.

List of Awardees of Gallantry Medals awarded on the Occasion of Republic Day -2005

President's Police Medal for Gallantry

J&K

Late Shri Lal Hussain Mirza, ASI
(Posthumously)

Shri Raju, Constable

Shri Vijay Kumar, S.P.

Jharkhand

Shri Siyaram Prasad Gupta, SI

Orissa

Late Shri Marshal Khaka, Jamadar
(Posthumously)

Late Shri Bibhuti Bhusan Mohananda, SEPOY/539
(Posthumously)

BSF

Shri Sukumar Brahma, Constable

Mohd. Ashraf Mir, Constable

Late Shri Prakash Chand, LNK
(Posthumously)

Late Shri Murlidhar Semwal, SI
(Posthumously)

Shri D.S.Sandhu, Dy. Comdt

CRPF

Shri Jalandhar Pandey, HC

Late Shri Nandji Singh, HC
(Posthumously)

Late Shri Vrikodhar Singh, Constable
(Posthumously)

Late Shri Krishna Bahadur, Constable
(Posthumously)

Shri Amit Kumar Saxena, Asstt. Comdt

Late Shri Amba Ram Malviya, Constable
(Posthumously)

Shri Bacha Lal Yadav, Constable

Shri Sabhapati Singh, Constable

Late Shri H.L. Gupta, Inspector
(Posthumously)

Late Shri Anand Solanki, Constable
(Posthumously)

Shri S.S. Parihar, Asstt. Comdt.

Late Shri Labh Singh, Constable
(Posthumously)

ITBP

Shri Bhagwinder Singh Negi, HC/GD

Shri Sant Ram, Const/GD

Police Medal for Gallantry

Bihar

Shri Amrit Raj, IPS, ASP

Shri Shiv Pujan Singh, Inspector

Shri Aman Kumar, SI

Shri Shashi Shekhar, SI

Shri Parshu Ram Roy, SI

Late Shri Ashok Kumar, Constable
(Posthumously)

Haryana

Late Shri Hans Raj, SI
(Posthumously)

Shri Ranbir Singh, EHC

J&K

Shri Raghbir Singh, SI

Shri Abdul Hamid, Constable

Shri Jaspreet Singh, Constable

Mohd. Qasim, HC

Shri Swayam Prakash Pani, SP

Shri Bashir Ahmad Khan, SP

Shri Raghubir Singh, Inspector

Shri Abdul Hamid, SI

Shri Deep Singh, ASI

Shri Parshotam Lal, SG/CT.

Shri Ashwani Kumar, Constable

Shri Ranbir Singh Manhas, DY. SP.

Shri Pawan Kumar Parihar, DY. SP.

Shri Madan Lal, ASI

Shri Bahadur Ram, DY. SP

Shri Farooq Ahmed, ASI

Shri Ajay Singh Chib, PSI

Shri Babu Ram, Constable

Shri Syed J.M. Gillani, SSP

Shri Haseeb Mughal, DY. SP

Shri Abdul Rashid Paul, SDPO

Shri Jagdesh Singh, SG/CT.

Shri Hibib-Ur-Rehman, Constable

Shri Anil Kumar, HC

Shri Kuldeep Singh, Constable

Shri Vikram Singh, Inspector

Jharkhand

Shri Satish Chandra Jha, SI

Madhya Pradesh

Shri Raghuvir Singh Meena, Addl. S.P.

Shri Mahendra Singh Chouhan, SI

Shri R.S. Meena, S.P.

Meghalaya

Smt. C.A. Lyngwa, DY. S.P.

Shri Kamal Thapa, ASI

Shri Buddha Gurung, Constable

Manipur

Shri Phijam Arunkumar Singh, Rifleman

Md. Abdul Matalib, Rifleman

Maharashtra

Shri Rajaramsingh Dharamsingh Chavan, Police Naik

Nagaland

Shri Lichamo, Inspector

Punjab

Shri Kewal Singh, Head Constable (ASI/ORP)

Uttar Pradesh

Shri Rajeshwar Singh, DY. S.P.

Shri Neelesh Kumar, S.P.

Shri Raj Kumar Singh, HC

Shri Navniet Sekera, SSP

Shri Shaukat Ali, Constable

Uttaranchal

Shri Ashok Kumar Bhatt, DY. S.P.

Shri D.C.S. Rawat, Inspector

Shri Lokesh Kumar Sharma, SI

Shri Ravindra Singh Bhandari,
Constable

West Bengal

Shri Sidh Nath Gupta, S.P.

Shri Basudeb Sarkar, S.I.

Assam Rifles

Shri Kharak Singh, Rifleman

Shri Sunil Kumar, Rifleman

Shri B Aowati AO, Rifleman

Shri Manoj Adhikari, Rifleman

Shri Phata Bahadur Chhetri, Subedar

Shri Bijoy Kumar Subba, Subedar Major

Shri Pawan Kumar, Rifleman

Shri Budhi Singh, Naib Subedar/GD

Shri M.V. Unnikrishnan, Havaldar/GD

Shri P K Sivadasan, Havaldar/GD

BSF

Shri GM Sadashiva, Constable

Shri Javed Iqbal, Constable

Shri Tichanpal Singh, Constable

Shri Byre Reddy, Constable

Shri Tasweer Hussain, Constable

Shri Sudhir Kumar, Constable

Shri R. Thomas, Constable

Shri Manjeet Singh, Constable

Shri Naval Singh, HC

Shri Nemi Chand, HC

Shri Ashok Kumar, 2IC

Shri Krishan Kumar Singh, Inspector

Shri Farooq Ahmed Bhatt, Constable

Shri Abdul Hamid, Constable

Shri D.K. Dubey, Constable

Shri B.S. Parihar, Inspector

Shri Member Singh, Inspector

Shri Mohan Dan, Inspector

Shri Babu Singh, HC

Shri Om Veer Singh, Constable

Shri I. Ponnu, Constable

Shri Prithvi Chand, HC

CRPF

Shri T. Ramesh Bhai, Constable/GD

Shri B.S. Rathore, Commandant

Shri Desh Raj, Constable

Shri Shish Ram, HC

Shri Sandeep Yadav, CT/GD

Late Mohd. Sadiq, Constable
(Posthumously)

Minstry of Railways

Shri Binoy Kumar Rai, SI/RPF