

CUSTODIAL TORTURE IN POLICE STATIONS : CAUSES AND AREAS OF IMPROVEMENT

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Custodial violence by police in India is an undeniable fact while difference of opinion can exist on the quantum and frequency of occurrence. The extent of the use of custodial violence/torture by police is authenticated by the newspaper reports as well as the rate at which directions are issued by National Human Rights Commission (NHRC) to States for compensating the hapless victims of police torture. The magnitude of the police torture is confirmed by the following statistics too.

During 1995-96 the number of custodial deaths have been 444 (including 136 deaths in police custody and 308 in judicial custody) which doubled its tally to 888 in 1996-97 (including 188 in police custody and 700 in judicial custody). In Metropolis of Delhi which is the seat of two important National level institutions meant for the protection of rights of its citizens (Supreme Court and NHRC) the magnitude of the police torture exists in alarming proportion as is evident from the Table below.

Deaths in Custody

Year	PC	JC	Total
1994-95	02	21	23
1995-96	07	33	40
1996-97*	05	19	24

Source : ANNUAL REPORT OF NHRC 1995-96, 1996-97.

PC = In Police Custody

JC = Judicial custody

96-97* = The figures in 97 are only upto March 1997 (1st three months of the year).

The data reveals that the rate of custodial deaths from 1994-95 to 1995-96 have almost doubled and in case total figures of 96-97 at an average of 8 per month (24 for three months means average of 8 per month) are added it

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could mean 96. Thus in the year 1996-97, it has again increased twice than in 1995-96. The rate of custodial deaths, therefore, in Delhi from 1994-95 to 1996-97 (3 years) have increased four times. The data regarding custodial violence in Delhi by police is further corroborated by the cursory glance over the complaints received by vigilance branch of Delhi Police against police officials for various methods they (police) use against the accused mostly during investigation.

Year	Beating	Extortion and Corruption	Misuse of authority
1995	36	67	47
1996	40	94	63
1997	21	62	41
1998	27	55	68

Source - VIGILANCE BRAND, P.H.Q., Delhi Police. Data includes complaints both substantiated and not substantiated.

The above statistics is a tip of an iceberg and does not depict the real magnitude of the problems because statistics of torture and death in police custody are mostly suppressed and only a few cases filter through the sieve for the consumption of the public. In the words of Prof. Upendra Baxi, "by the very nature of the activity, illegal violence by police is difficult to document scientifically. It is, therefore, only through reports of commissions of enquiry, judicial decisions, scholarly analysis and official reports, work of the NGO's, media and lastly the fearful attitude of the citizens towards police that we learn about the varieties of the police torture."¹

Torture seems to be an established practice of the police which they use against the accused. Much of the existing literature and a host of researches carried relate more to the extent of this practice and its possible condemnation because it is barbaric, and against humanity. Little efforts in India have been made both at micro and macro levels to know the causes of the practice of torture by police.

In the present micro level research author through empirical method has modestly attempted to focus on the causal factors of torture and suggest improvements necessary to arrest this practice in police station by

1. Upendra Baxi, CRISIS IN INDIAN LEGAL SYSTEM (Delhi, Vikas Publishing House) at 26.

inducting viable alternative methods. Needless to say that the use of this type of research was found suitable in order to combine reasoning with observation and conclusions with justification.

The present study has been undertaken with two broad objectives in mind.

- (a) To know from the investigating officers themselves about the use of torture and intimate causes which can be attributed to the use of this practice; and
- (b) To find out as to what interventions at this stage can be made so that torture in police custody is arrested.

The locale of study is National Capital Territory of Delhi (N.C.T.). Delhi which is the capital of India got its independent statehood (with restricted powers) on 2nd of January 1992. One specific feature is that the Police in N.C.T. of Delhi is not under the control of the State Government (as in other states as per the constitutional scheme that police is in the state list) but directly under the control of Union Government (Central Government, Ministry of Home Affairs, Government of India). Delhi has an area of 1483 sq. kms. comprising of 591.99 sq.kms of urban area and 891.1 sq.kms of rural area. It has a population of 93.70 lakhs (as per the Census of 1991). The estimated population of Delhi as on 31st of October 1998 is 120.51 lakhs.²

For the purpose of Policing and Administration, Delhi (N.C.T.) has been divided into three (03) ranges. Each range for the purpose of policing is looked after by one Special Commissioner of Police and one Additional Commissioner of Police. Each such range has three (03) districts, i.e. (3 × 3 = 9) 09 districts exists in all. Each such district is headed by a Deputy Commissioner of Police and assisted by two Additional Deputy Commissioners of Police. Each district on an average is divided into four (04) sub-divisions. One Assistant Commissioner of Police is incharge of each sub-division (9 × 4 = 36 sub-division). Each sub-division has 3-4 (on an average 03) police stations. Thus in N.C.T. there exist one hundred six (106) police stations (including 05 police stations at Bus Terminus; 03 at Railway Stations and 02 at Airports). The total police strength (all ranks) as on 1998 in N.C.T. is 55938 consisting of 45996 as executive police only.

Delhi as an area of this research has been chosen because it is easy to communicate with the respondents in simple Hindustani, a language known to the author. Further being well acquainted geographically and having easy

2. See, STATISTICAL ABSTRACT, 1977-1996, Directorate of Economics & Statistics, Old Secretariat, Delhi at 19.

mode of transport, it was possible to carry this research within stipulated period, with limited budget.

For the purposes of this systematic study by applying simple random sampling technique one police station from each sub-division i.e. 36 police stations (excluding these which are at the Airport and Railway Stations) were included. To avoid bias and to have fair representation from each police station six (06) investigating officers through purposive random sampling have been included in the group of respondents. Thus, in all 216 investigating officers were selected, out of which 16 officers were not available during the period of study due to some official reasons, therefore, the sample size was reduced to 200 investigating officers of Delhi Police. Care with regard to age, religion/caste, educational qualifications, residential and marital status and service experience of respondents was taken while including them in the sample so as to reduce the chance of error to the maximum degree. However, 3.5% (07) female investigating officers do not form the part of the respondents.

The study is based on following three hypothesis:

- (i) The use of torture by police is due to institutional attributes.
- (ii) Personality traits tend to motivate police officer to resort to torturous methods of investigation.
- (iii) Societal and administrative factors contribute to the use of torture in police stations.

For the purposes of this research, the variables use have been operationalized to give them the meaning and connotation which can be measured and analysed statistically.

I. METHODOLOGY

For the collection of primary data, a structured, close ended interview schedule was devised, carrying questions on various aspects ranging from individual problems to social and organizational ones. Thus, information was elicited from the sample selected through preferences on factors in each group (social, individual, administrative and organizational). Responses received were portrayed and analysed on sociometric matrix. The sociometric score received have been added to indicate their status of preference (desirability for contributing for the cause) in descending order.

The whole such data has been placed in Tables No. I to IV and represented through bar diagrams.

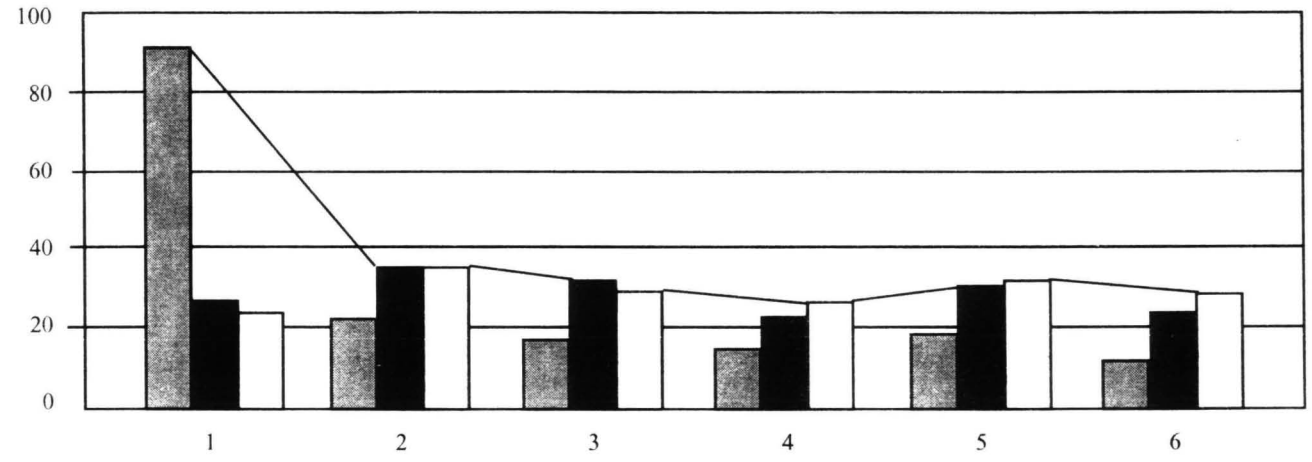
TABLE IA

Preference - wise responses to personal factors and torture in Police Custody

Prefer- ences	Stress due to over burden	Faith in the efficacy of such methods	Over- enthusiasm to show results	To have monetary gain	Professional incompetence of the I.O.	Power intoxication	Total	Not responded	Grand Total
I	93 53.1%	21 12.0%	17 9.7%	13 7.4%	19 10.8%	12 6.8%	175 87.5%	25 12.5%	200 100.0%
II	26 14.8%	36 20.5%	32 18.2%	25 14.2%	32 18.2%	24 13.6%	175 87.5%	25 12.5%	200 100.0%
III	24 13.6%	36 20.5%	30 17.1%	27 15.4%	33 18.8%	28 16.0%	175 87.5%	25 12.5%	200 100.0%




TABLE IB

Frequency of respondents (preference wise) and personal factors



- | | |
|--|--|
| 1. Stress due to over burden | 2. Faith in the efficacy of such methods |
| 3. Over enthusiasm to show results | 4. To have monetary gain |
| 5. Professional incompetence of the I.O. | 6. Power intoxication |

Preference

- | | |
|----|---|
| 1. |  |
| 2. |  |
| 3. |  |

Data thus tabulated has been analysed and interpreted. Primary data has been supported by the secondary sources wherever possible for logical presentation.

Out of the total 200 respondents 175 (87.5%) have responded in affirmation while 25 (12.5%) have not responded.

II. INDIVIDUAL FACTORS

In Table I, respondents who have responded in affirmative have given preference wise individual presume factors which contribute to the use of torture during investigation as follows. In first preference 93 (53%) have attributed it to stress due to over burden, 21 (12%) to faith in the efficacy of such method, 19 (10.8%) to professional incompetence of investigating officer, 17(9.7%) to over enthusiasm for showing results, 13(7.4%) attribute it to monetary gains and 12(6.8%) have attributed the same to power intoxication of investigating officer.

In second preference 36(20.5%) hold faith in the efficacy of such method responsible for torture, while equal number 32 (18.2%) attribute it to over enthusiasm to show results and professional incompetence of investigating officers respectively, 26 (14.8%) contribute it to stress due to over burden, 25 (14.2%) to monetary gains, and 24 (13.6%) to power intoxication.

In third preference majority 36(20.5%) hold faith in the efficacy of such method responsible for torture, followed by 33 (18.8%) to professional incompetence, while 30(17.1%) attribute it to over enthusiasm, 28 (16%) to power intoxication, 27 (15.4%) to monetary gains and 24(13.6%) speak that stress due to overburden is responsible for the same.

The gross sectional view of the Table reveals that among the primary presume factors stress due to overburden, faith in the efficacy of such methods, over enthusiasm and professional incompetence of investigating officers mostly contribute to the persistence of custodial violence in police stations while the monetary gains and power intoxication are the secondary factors responsible for the same.

The overall analysis reveals that excessive work load is the primary cause among the personal factors supported by other individual factors in proportionate amount. There seems to be enough of truth in the fact that excessive work load (asking the police to perform different roles than the one which is its primary and routine duty) results into the fatigue and that in turns causes many physical and physiological problems. The one which is prominent is the stress and the police man therefore works under an anxiety syndrome. Working under this syndrome, therefore, results into the use of

violence against accused to get the minimum of the results which are expected of him as an investigating officer within the dead line fixed and little or no alternate means at his hand. Thus, in absence of alternate methods the investigating officers also develops faith that this method (brutal) is the only efficient method to reach to the dregs quicker.

III. SOCIAL FACTORS

A policeman does not work in vacuum, but in the society of which he is a part. He therefore performs his duty within the society and obviously certain societal stimuli are bound to effect on his working. The responses in Table II preference-wise given indiscrete that majority 40 (22.8%) place criminalisation of politics in this preference responsible for the use of torturous methods by police against accused in police custody, while 34 (19.4%) attribute to over expectation of public from police, 27 (15.4%) to political pressure or interference in the working of police, 25(14.2%) to increase of violence in the society and 19(10.8%) equally to rampant corruption in society and negative role of the press and 11(6.2%) to ambivalent attitude of public.

In second preference too 33 (18.8%) and 30(17%) shows rampant corruption in society and political pressure in the working of police responsible respectively while 25(14.2%) equally attribute it to increase of violence in society and over expectation of public from police. However, 23(13.1%), 20(11.4%) and 19(10.8%) speak that it is the negative role of the press about police, criminalisation of politics and ambivalent attitude of public respectively, which contribute to the use of reforessive methods by police against accused in custody.

In third preference 32(18.2%) respondents equally attribute it to the political interference in police working and negative role of the press / media while 26 (14.8%) hold rampant corruption in society followed by 24 (13.7%) holding criminalisation of politics responsible, 21(12%) attribute it to increase of violence in society, 20(11.4%) to over expectation of public from police and 19 (10.8%) to ambivalent attribute of public.

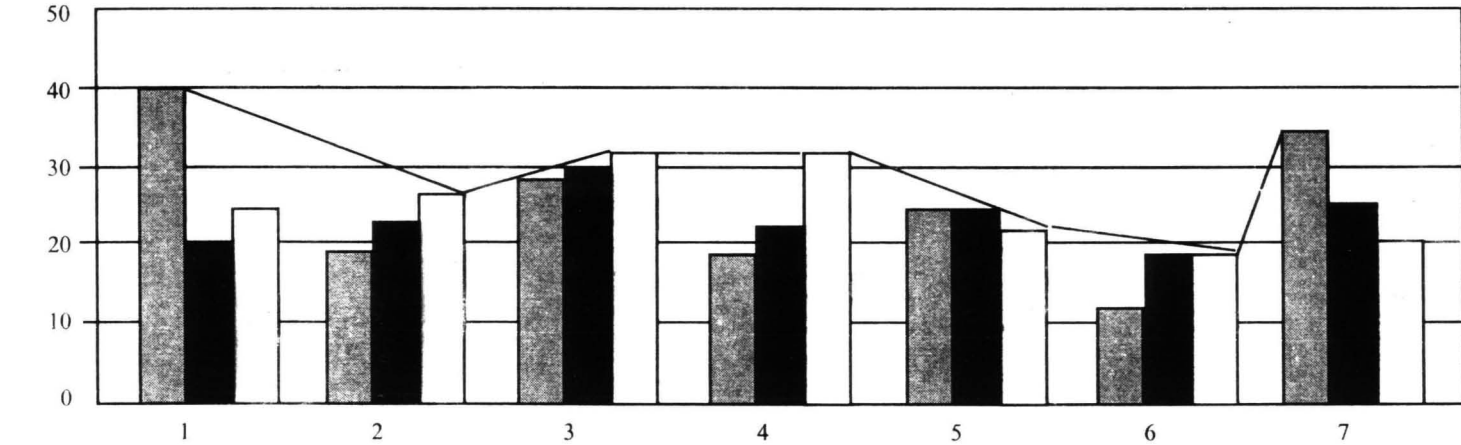
In broader perspective the Table reveals that their (Policeman's) normal working is effected by the political interference, which the political people (wielding political power) exert on police to provide protection to the criminals with whom they are in hand and glove. Thus protection of criminal by politicians and its reciprocity by criminals (criminalisation of politics), has a direct bearing on the functioning of police. The investigating officer therefore is compelled to use all violent methods against even an innocent accused where he has to work as per the whim and wishes of men or groups wielding political power.

TABLE IIA

Preference - wise responses to societal factors and torture in Police Custody




Prefer- ences	Criminali- sation of Politics	Rampant corruption in Society	Political pressure in police working	Negative role of press	Increase of violence in society	Ambivalent attitude of public	Over expectation of public from police	Total	Not responded	Grand Total
I	40 22.8%	19 10.8%	27 15.4%	19 10.8%	25 14.2%	11 6.2%	34 19.4%	175 87.5%	25 12.5%	200 100.0%
II	20 11.4%	33 18.8%	30 17.1%	23 13.1%	25 14.2%	19 10.8%	25 14.2%	175 87.5%	25 12.5%	200 100.0%
III	24 13.7%	26 14.8%	32 18.2%	32 18.2%	21 12.0%	19 10.8%	20 11.4%	175 87.5%	25 12.5%	200 100.0%

TABLE IIB
Frequency of respondents (preference-wise) and societal factors



- | | |
|---|----------------------------------|
| 1. Criminalisation of Politics | 2. Rampant corruption in Society |
| 3. Political pressure in police working | 4. Negative role of press |
| 5. Increase of violence in society | 6. Ambivalent attitude of public |
| 7. Over expectation of public from police | |

Preference

- | | |
|----|---|
| 1. |  |
| 2. |  |
| 3. |  |

Violence in society is on increase while the number of police force is not sufficient at the same. This is further compounded by the fact that public are expecting too much from the police ignoring the circumstances and condition within which police functions. Thus limited number of police and over expectations from public make the police man to resort to all brutal methods of investigation to keep up its image and try to give quick result to satisfy the public because the third degree is the only quickest and easily available method to an investigating officer. Once he by this method attempts to give some results the press (media) instead of highlighting the condition under which police works directs its accusing needle towards the police. Thus without looking to the societal pressures the police is victimised by all those who wield power; whether political, crimino-political or otherwise. The brutal methods of investigation, therefore, are directly the results of these politico-criminal friendly relationship which respondents have attributed as the major societal factors.

IV. ORGANISATIONAL FACTORS

Police is part of the whole police organisation. It, therefore, has to work as per its set patterns and to keep the prestige of the organization always up. While doing so sometimes he has to use all possible force (brute as well as otherwise) against the accused.

Majority of respondents, 64(36.5%) have given first preference to demand of quick results irrespective of means as the factors contributing to custodial violence followed by 53(30.2%) to lack of awareness and means to know the health of the accused, while 23(13.1%) attribute it to show of professional competency by undue emphasis on statistics, 18(10.2%) to lack of accountability of investigating officers and 17(9.7%) to conditioning within the organisation.

In second preference 50 (28.5%) attribute it to show of professional competence by undue emphasis on statistics, followed by 46(26.2%) and 43 (24.5%) to demand of quick results irrespective of the means and lack of awareness and means to know the health of the accused respectively, while 20(11.4%) and 16 (9.1%) to conditioning within the organisation and lack of accountability of investigating officer respectively.

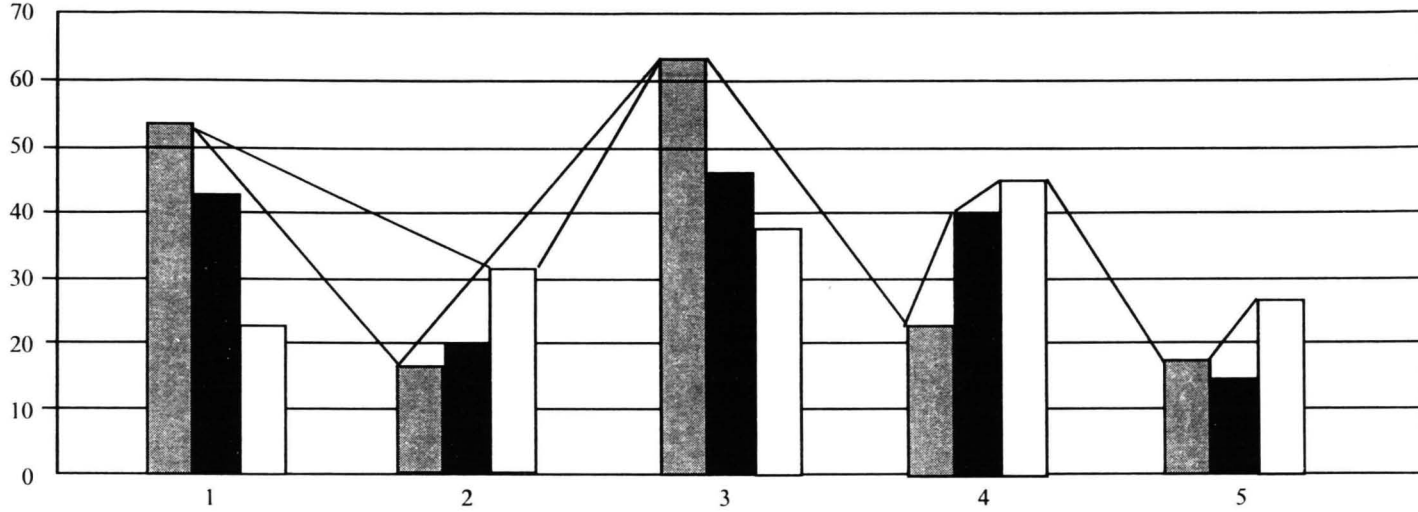
In third preference again show of professional competence by undue emphasis on statistics has received support of majority of respondents 55 (31.4%) as the main cause followed by 38(21.7%) and 32(18.2%) to demand of quick results irrespective of means and conditioning in the organization respectively. 27(15.4%) attribute it to lack of accountability and 23(13.1%) to lack of awareness and means to know the health of the accused.

TABLE III A

Preference - wise response to organisational factors and torture in Police Custody

Prefer- ences	Lack of awareness and means to know the health of the accused	Conditioning within the organisation	Demand of quick results irrespective of the means	Show of professional competency by undue emphasis on statistics	Lack of accountability of the I.O.	Total	Not responded	Grand Total
I	53 30.2%	17 9.7%	64 36.5%	23 13.1%	18 10.2%	175 87.5%	25 12.5%	200 100.0%
II	43 24.5%	20 11.4%	46 26.2%	50 28.5%	16 9.1%	175 87.5%	25 12.5%	200 100.0%
III	23 13.1%	32 18.2%	38 21.7%	55 31.4%	27 15.4%	175 87.5%	25 12.5%	200 100.0%




TABLE IIIB
 Frequency of respondents (preference-wise) and organisational factors



- 1. Lack of awareness and means to know the health of accused
- 3. Demand of quick results irrespective of the means
- 5. Lack of accountability of the I.O.

- 2. Conditioning within the organisation
- 4. Show of professional competency by undue emphasis on statistics

Preference

- 1. 
- 2. 
- 3. 

A gross sectional view of the Table reveals that among the organisation factors influencing the policeman to use inhuman methods of investigation demand of quick results irrespective of means coupled with show of professional competency by undue emphasis on statistics occupy place of prominence.

The hierarchy of police is such that it is always the superior officers, directly upto Ministry who are concerned more with results and statistics rather than the means to acquire the same. To meet this the investigating officer always feels that method of torture is the quickest and results oriented technique to reach to conclusion true or false. It is on the same basis that statistics also been crooked up rather than properly being maintained.

Police lack all such facilities and also the orientation to know in detail the health condition of accused at the time of arrest and apprehension. Thus the number of deaths which may take place due to lack of these facilities in the organizational setup also contribute to the number of deaths in police custody which the press highlights as the death by torture.

V. ADMINISTRATIVE FACTORS

Police is in the State List as per the constitutional scheme in India. However, Delhi Police is working under the Union Government because Delhi was a Union Territory till 1992 and police has not been yet transferred to the state. Police in every state as in Delhi too has to work under certain administrative mechanism i.e. the Government always treats police as one of its main organs for maintenance of law and order. It is, therefore, the duty of the Government to modernise its force from all angles to keep pace with the social change. Among the administrative factors majority of respondents 63 (36%) attribute it to the adversary process of criminal trial, 45(25.7%) to deficient facilities of orientation in new methods of investigation, while 35(20%) and 32 (18.2%) relate it to government inaction in reforming of police force and lack of co-ordination between police and various other organs of criminal justice system.

Similarly in second preference, 53(30.2%) attribute to adversary process of criminal trial and an equal number relate it to lack of co-ordination among various organs of criminal justice system while opinion is almost equally 35 (19.5%) on factors like inaction for police reform and deficient facilities for orientation.

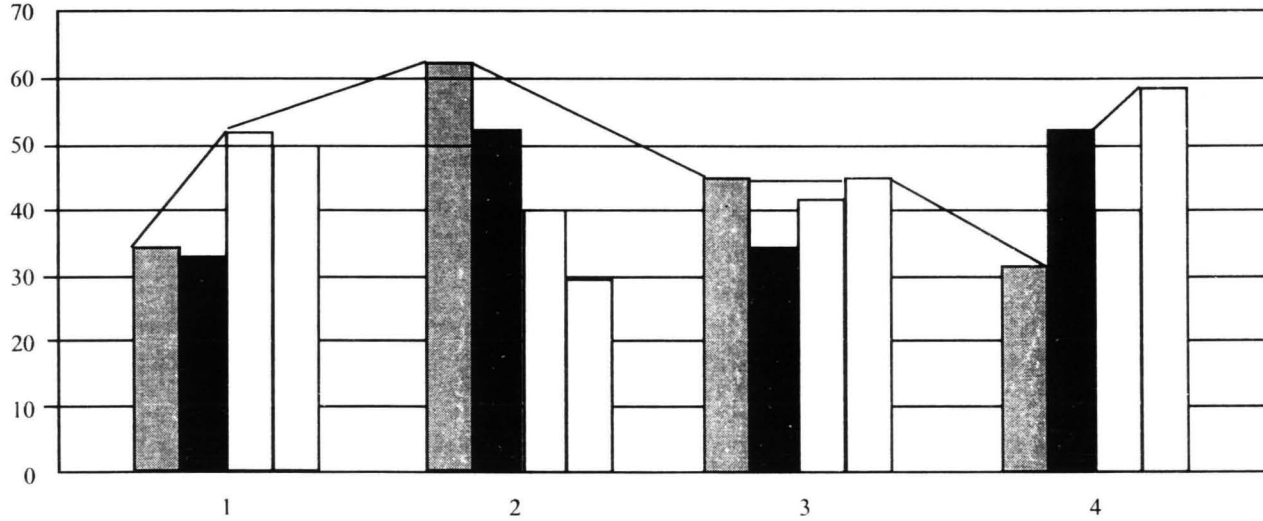
In third preference majority 53(30.2%) hold inaction for reforms in police as the primary cause while in relation to other causes the respondents are equally divided.

TABLE IV A

Preference - wise responses to Administrative factors and torture in Police Custody

Prefer-ences	Reforms of police force and governmental inaction	Adversary process of criminal trial	Deficient facilities for orientation in new methods of investi-gation	Lack of Co-ordination between police and various other organs of criminal justice system	Total	Not responded	Grand Total
I	35 20.0%	63 36.0%	45 25.7%	32 18.2%	175 87.5%	25 12.5%	200 100.0%
II	34 19.4%	53 30.2%	35 20.0%	53 30.2%	175 87.5%	25 12.5%	200 100.0%
III	53 30.2%	40 22.8%	42 24.0%	40 22.8%	175 87.5%	25 12.5%	200 100.0%
IV	50 28.5%	30 17.1%	36 20.5%	59 33.7%	175 87.5%	25 12.5%	200 100.0%

TABLE IVB
 Frequency of respondents (preference-wise) and administrative factors



- 1. Reforms of Police force and Governmental inaction.
- 2. Adversary process of criminal trial.

- 3. Deficient facilities for orientation of new methods of investigations.
- 4. Lack of coordination between police and various other organs of criminal justice system.

Preference

- 1. 
- 2. 
- 3. 
- 4. 

In fourth preference, 59(33.7%) attribute lack of co-ordination among various agencies of criminal justice system as the main reason, followed by inaction in reforming police force 50(28.5%), while 36(20.5%) and 30(17.1%) relate it to deficient facilities in orientation of new method of investigation and adversary process of criminal trial.

The overall view of the Table place lack of co-ordination among various agencies of criminal justice system and adversary process of criminal trial among primary gross factors with sluggishness of the Government to initiate police reforms and lack of orientation in new methods of investigation in the secondary Group of administrative causes. Therefore, police in absence of support from other agencies of criminal justice system has no alternative but to resort to short cuts including the use of barbwire and inhuman methods of investigation.

Further even after the investigation due to the adversary trial process having irksome formalities of evidence and procedure result more in the acquittal of the accused. The police feel demoralised due to long pending trial with little rate of conviction. Working under pressure even anxious for his self image as protector of society as well for his career prospects policeman gets further frustrated by the breakdown of judicial system. He gets alienated from the public and has no moral authority, therefore is bound to sink into brutality.

The inaction of the government to modernise or reforms the police force is further exhibited by the fact that no legislative reform has taken place either in the Criminal Procedure Code or Indian Police Act the two weapons which give discretionary power to police for investigation of an accused.

Further due to the faulty procedures of recruitment upto the level of police personnel which matter most to the public i.e. upto level of inspectors, mostly the recruitment rules are flouted to suit to the will of the political bosses/parties. The recruitment is done on caste or region basis. Due to number game in Parliament and legislatures preference is given to those who have strong voting lobby, thus competency, merit and other necessary qualification for the job are neglected. Even after this the institutes created for the purpose of equipping policemen with knowledge of new techniques of investigation are only ornamental or symbolic both at state and Central levels. The police training schools even if exist are deficient of the staff and the resource personnel who can make some contribution of making investigating officers aware about latest techniques of investigation. The recruited cop, therefore, has no option but to follow a traditional, dogmatic method of investigation which he imbibes while in the

company of his seniors or what we call as part of conditioning in the organisation.

VI. CONCLUSION

To conclude the following broad conclusions are drawn :

Multiple causes exists which are responsible for the use of torture in Police Station (Custody).

- (a) Excessive work load leads to fatigue which causes stress therefore a policemen works under an anxiety syndrome.
- (b) No alternative methods have been made available to police either because of governmental inaction or deficient orientation, therefore, he believes that third degree method (torture) is the efficacious method of investigation.
- (c) To show his authority, policeman always feels intoxicated with power. He also use this power over-enthusiastically against the accused in most barbaric methods.
- (d) From appointments to promotion the political interference works. This is so deep that policeman's routine work is subject to whims and wishes of political power.
- (e) Criminalisation of politics is responsible for demoralising influence on police working—policeman with no moral authority has no alternative but to behave violently to keep up his self and organizational prestige.
- (f) Increase in violence and rampant corruption all around too influence the mind of the policeman to find out his way and existence by use of his authority.
- (g) Press (media) in India too lies to the tone of power groups, therefore is not objective with respect to police.
- (h) Demand of quick results by superiors and undue emphasis on statistics without means results into short cut — barbaric/violent methods of investigation.
- (i) Police as a force is not equipped with all relevant mechanism of testing an accused about his health at the time of arrest or apprehension.
- (j) Lack of co-ordination among various organs of criminal justice system coupled with long pending disposal of cases resulting mostly in acquittal leaves the police demoralised, dejected with no alternative but to sink in brutality.

- (k) In-action by the government to modify the laws relating to powers and procedures of investigation too contribute to the continuity of this practice.

Keeping in mind the broad findings of the present research the following improvements have been suggested.

The torture in police stations takes place mostly when an accused or suspect is arrested, either for a cognizable or a non-cognizable crime. The main purpose of the use of torture is to make accused confess his guilt and help the police to build up a case for prosecution. The cop uses this force to dehumanise a human being rather to make him to subject to their will. This as is evident is not because of one single solid factor but multiple of factors operate which are held responsible for the use and continuity of this practice.

For, last two decades recommendations of National Police Commission have been gathering dust. The laudable recommendations which could have yielded better results with respect to police force in general and would have reduced the use of torture in particular have not been even discussed at the governmental level. Such an in-action or indecisiveness on the part of the government are bound to result into demoralising influence on the whole of police force in India. The police due to non-implication of these recommendations is asked to perform functions beyond its capacity and quite opposite to its normal work of assisting in the administration of criminal justice. The basic duty of the police therefore suffers and police always perform this under heavy odds with offended attitude under anxiety syndrome. To reduce this it is not too late to implement the recommendations in letter and spirit to provide working facilitation to police.

The undue political interference particularly to shield the criminal (criminalisation of politics) creates a demoralising effect on the whole working of police. Policeman in such crimino-political symbiosis also feels himself free (not accountable) to commit any violation including the torture on accused. His non-accountability is further existing because of a long hierarcal police system. It is therefore suggested that a policeman guilty to torture should not alone be held liable but his superior officer too should vicariously be held liable for such acts of violence.

Investigating officer due to non-availability of the alternative technique of investigation (which may be scientific and human) feels that the old barbaric method are efficacious therefore resorts to them. For this purpose it is suggested that a proper veritable support should be made mandatory by other agencies (forensic lab and other institution) which may help the police to use the scientific methods to avoid barbaric ones.

Inservice orientation should not be only merely as a lip service provided by existing institute but it should be provided on a regular basis and to the extent of constabulary. Rather it should be made mandatory for any further confirmation and promotion. The existing institutes should be equipped fully to provide latest knowledge to police personnel of all ranks.

Necessary legislative changes be made to give proper meaning to provisions of Criminal Procedure Code and Police Act dealing with investigation under the changing human rights jurisprudence.

Sensitising of police with human rights issues (primary being that dignity of person is supreme and should be respected) be made part of curriculum of police training college and the institutions imparting training.

Adversary process of criminal trial which suited to the Britishers be reviewed and "Speedy Trial" as envisaged by Supreme Court in number of decisions be taken care of. Time should be stipulated for trial as it is for investigation. Little of adjournment and long delay due to non-availability of witnesses be minimised to yield results. So the resonance between police performance and public expectations takes place.

Political appointments be minimised and a standardised psychological testing of personality be made part of the appointment procedure. So the elements with positive aptitude towards fellow human beings get precedence over others.

Press as an important organ of society should play an objective and a non-partisan role to give a moral boosting to police when it performs well and criticise healthy and not with an aim of wider circulation for profit motive only.