

National Workshop on Media on Police Reforms

Conducted by



**Commonwealth Human Rights Initiative
&
Press Institute of India**

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Introduction

In its last eight years of working in the human rights field, Commonwealth Human Rights Initiative [CHRI] has strongly advocated the urgent need for police reforms. It has been tirelessly urging all the stakeholders in the justice enforcement system to bring about systemic changes in the policing set up of India.

At the present national level workshop CHRI, in collaboration with Press Institute of India (PII) brought together media professionals in the belief that the media can act and advocate the need for police reforms both at policy as well as at the ground level. The media is always concerned about crime and punishment and makes it a point to write topical stories that have both current value and are attractive to the reader. However, it often falls short of going further than the immediate and sensational. In its primary role as vector for information, it has the potential to deepen public understanding of the complexities of policing and the underlying difficulties, challenges and potential for changing the same. It is only through this deeper understanding that public opinion will move from being merely a general complaint against police functioning to an effective catalyst for positive change. It was with the purpose of taking media understanding of the standards processes and possibilities for democratic policing to a new level that CHRI and PII embarked on the workshop.

In particular, the Workshop was designed to discuss:

- Sensitising participants about the urgent need of police reforms in the country.
- Educating media about the history of police reform, the resistances to it and the possibilities for a new type of policing
- Motivating media to write more deeply about the underlying causes of police misbehaviour against expected standards.
- Creating a nation-wide network of media persons who will report on issues of police reforms thereby creating mass awareness on the subject.

Inaugural Session

Ms. Maja Daruwala outlining the purpose of the workshop set the tone of the session. CHRI's findings and research on policing issues have concluded that:

- Reform can come about through radical means such as changes in systems and the law or it can come about if there is total obedience of law – neither of this is happening.
- Much can be changed if the constitutional lens is used to examine the ends of policing rather than accepting the old colonial reasons for policing.

She pointed out that it was not enough to keep on repeating the issue of impunity but to understand and report on why there is impunity and why we see that though there are explicit and detailed rules about policing and adherence to law in central, much impunity still exists. It is public opinion that can catalyse a systemic change and compel police services to be more accountable in its functioning. The media can prove to be a strong conveyer of this much needed change by acting as a link between the public and the police. Ms. Daruwala concluded that the media had everyday opportunities to build opinion for change by using the

knowledge gained at the workshop in their write ups and so become effective partners in a long term fight for police reforms.

Following an ice breaker in which, participants paired in two's talked with each other for a couple of minutes and then introduced their partner, participants were asked to share **their first experience and impression of policing.**

The participants' point of view...

A reporter of long standing recollected, *the first time I went to a police station I overheard a young girl from a very poor family present with her grandmother reporting her rape. The policeman seemed to be outright harassing her. I heard him say roughly, 'Why did you go off with your 'yaar' (lover) in the night?' She was totally intimidated. I was shocked. No one talks like this to a young woman that too in the presence of her grandmother. Very recently, now many years later I had the chance of visiting a police station again. A husband was registering a case of his missing wife. The policemen standing around were scoffing, 'A 32 year old woman doesn't go missing she runs away.'* Nothing has changed over the years.

Speaking of his own contemporaries who had gone into the police while he himself had gone into teaching, an academic said, *I have noticed the sea change in the way my friends now come across as individuals. Before joining the police service, they were more humane, more connected to the common man, now one feels they live on a totally different planet. They boast of assets which have been most certainly acquired through incorrect means. If I could help it I would never approach a police station on my own accord. There are few cultured policemen. A complete overhaul of the system is required starting at the recruitment level. I have spent a few years in Europe and there the police give you a sense of security, here it is just the opposite”.*

A participant with experiences of states in conflict said, *my experiences of police officers are varied – good and bad. There is no doubt that it's difficult to find an honest officer. You see officers with a salary of Rs. 10, 000 - 15,000 having assets double their income. I had to remain underground for a week because of a case that I had investigated involving local cops in Punjab carrying out an illegal racket. Working in Jammu and Kashmir was altogether a different experience. There the police force is more civilised as compared to in Punjab. Militancy has devastated villages after villages, in some you find only women and children, no men. It is the police personnel that come to the aid of these poor villagers.*

My press card saves me from the bad behaviour of police personnel. But you can't really blame them. The police are a harassed lot. Besides doing their primary job of law enforcement they are running around handling security issues for VIPs and people in power. The ordinary policeman has long hours, does 2 or 3 shifts on end and has a 12-hour day. His treatment at the hands of senior police officers is bad and that reflects in his every day functioning. In places of insurgency the police face confusion in their role. On the one hand the situation allows them to do anything they want on the other hand there is nothing to do because the military is paramount and dominant, said the participant with years of experience in reporting insurgencies.

A senior woman journalist recollected, *a young boy from a nearby village came to work for me but left after a while. Extremely efficient in his work the boy would however work for a while, then leave and go back to his village. Later we found that the boy was a compulsive*

thief. When caught by the police, I was asked to go down to the police station and identify him. He was chained to the floor and was being repeatedly beaten. It was savage the way he was being mistreated by the police. Eventually he was charged and released only after I agreed to pay a bribe.

A senior reporter from the national daily Hindustan Times recounted, that in her opinion, the infamous Ansal plaza 'encounter' was an inside job. It just wasn't a case of a simple shoot out. Two men were trapped; then an exchange of fire took place where the heavily armed men get killed and the police escape unscathed without injury. It was a case of cold blooded murder. There were bruises on the dead bodies. Where did those come from if it was just a simple case of a shoot out? When we voiced these doubts, the police came down on us heavily, scoffing at us saying that we weren't patriotic enough, wanted to know if we were Pakistan Times or Hindustan Times. The question remains what were the local police doing apprehending terrorists, isn't this the work of the intelligence systems?

Corruption is at the heart of police misbehaviour. It drives the system today: right from the ranks of the constable to that of the commissioner. Climbing the ladder or surviving in the system; it is all about money. Police like lawlessness in their areas as it gives them a false sense of power and a chance to exert their will, said a reporter from a Delhi news service.

The police point of view...

Before we look into the issues of police reform, it is imperative that conditions and culture under which police personnel operate are gauged. The police see themselves as working to deal with traditional problems of law enforcement and new and complex societal problems. Generally unappreciated by the public at large, handicapped by poor infrastructure and bad service conditions, police personnel often feel that they are getting a raw deal for the amount of pressure and work they have to face¹.

The greatest hurdle impinging on police functioning is the lack of legal powers or authority assigned to the force. For example, the law doesn't allow statements made in front of the police by an accused be made admissible in the court of law as evidence. This indicates a basic lack of trust in the policeman. Under Section 161 (CRPC), the law of the country disbelieves the police version. The police top order/hierarchy is denied legal authority making it an administrative set-up which is ironic because after all the police are meant to be upholding the law of the land. The police in the eyes of the government continue to be an unplanned subject which implies that budgetary allocation for reforms is non-existent. For example, in many places across the poorer states of north India and most certainly in Uttar Pradesh, the government has given up any pretence of supplying regular stationary to its police force. So when a complaint is being registered, police often ask the complainant to supply the requisite stationary such as paper, pen etc.

Service conditions of the constabulary are so pitiable that they are prime de-motivator. Mental health, stress and tension from working in constant danger and in the absence of regular hours or a predictable family life, have been given too little attention when assessing performance and attitude. The sub-culture within the police favours a class system. Categorising them as a semi-skilled worker and propagating semi-feudal relationships inhibit innovation and initiative and the relationships between the officer and constable.

The police subculture...

Is there a general feeling that police bosses like to keep the image of policing in India as indifferent and brutal? This plaintive question underlines the debate around police sub-culture which is pegged as one of the important reasons for misbehaviour, dysfunction and resistance to reform.

In India, civil services were constituted with the principles of general competence, integrity and more importantly as a selfless service to the public. However, these principles have failed to withstand the test of time².

Culture is often defined as a historically defined event or situation constituted by values, beliefs, perceptions and other symbols that a collective group comes to identify with. Subculture is a cultural group within the larger group.

¹ Mr. P. C. Sabarwal, Inspector General, PERS (Personnel)

² Mr. P. C. Sabarwal, Inspector General, PERS (Personnel)

Indian police subculture has evolved around the perception that policing is more a method of earning quick money rather than with providing a service to the community. Other defining points are:

- Training imparted at the Police Academics are inadequate as it is theoretical in nature.
- Peer pressure might lead to police personnel employing unconventional means of policing just to stand out in the eyes of his supervisor resulting in human rights breaches.
- An individual policeman starts deviating from idealistic convictions to one of the existing and preferred subcultures.

Effects of police subculture have unfortunately resulted in negative perceptions among the policing service. Some of the more common effects and norms are:

- Hard work doesn't result in recognition or appreciation.
- The organisation expects measures worth through achieving fixed time bound targets. If these are not fulfilled, sanctions will be activated against erring police personnel. This results in personnel employing extra-constitutional methods just to fulfill the required target.
- Police officers readily provide excuses to explain bad behaviour and are supported in this by their brethren.
- Non-Registration of First Information Reports, tailoring general diaries and planting evidence on a need basis is an accepted norm.
- Usage of third degree practices to match statistics and expected public demands of crime reduction is acceptable behaviour.
- Wrongful confinements and implicating persons with past records of criminal history with cooked up cases is common.
- Extorting resources like stationary, accommodation, cars and petrol etc.

So is Police Subculture insurmountable? Bringing about large-scale police reforms, placing adequate resources at the hands of police personnel and bringing about an attitudinal change by sensitising police personnel about the role and responsibility they have towards the society could be some of the ways in which the other attributes of the subculture like camaraderie and discipline could be turned into a positive energy.

Undoubtedly there is a clash between the perceptions of the two; the police are seeking power whereas the public is seeking services. Community policing is a very important tool that can bring about the desired change. Contact with the community at a personal level will work towards building a closer relationship between the two. At present there is only antagonism.

The discussion after the two presentations threw up the following:

- *The police seek more power so that they can bring about a sense of accountability to their work whereas the public believe that it is because of the unrestricted power that the police wield that they are unaccountable for their actions.*
- *Everyone wants to be a beneficiary of law but no one wants to be its victim. There is an inherent contradiction. To make civil society a reality there has to be controls; what needs to be determined is the degree and method through which it can be*

achieved. Coercive power needs to be tempered with a degree of accountability on the part of the police.

- *In the absence of proper investigating techniques the easiest way to solve a crime is to extract confessions from the accused which leads to a culture of coercion and exercise of unauthorised power accounting for human rights excesses.*
- *Police derives its strength from the Constitution which is the reflection of the aspirations of common man. Effective policing will come about only if the police see their role as upholding the basic values of the Constitution –law enforcement doesn't any longer mean law and order but means upholding all the laws of the land.*
- *The process of advocating police reforms needs to become a demand from the community.*

Steeped in the past...

The archaic **Police Act of 1861** has to a very large extent fuelled the autocratic functioning of the regime police that exists in the country even after 58 long years of independence. The Indian police by tradition have always acted as defenders of the establishment. The control that the polity exercises over the police has made it into what it is today – a draconian organisation. The Act has been used by political bosses to manipulate the functioning of the police in its favour.³

The history dates back to the time of the Britishers who then inherited a system of policing from the Mughals. The police worked at mainly two levels:

- *Kotwal* who supervised at the city level.
- *Daroga* who was the rural police personnel.

When a large influx of Europeans came into India, a different system of policing was adopted to serve the interest of the ‘white rulers’. Charles Napier formalised the Indian Police modeling it on the Royal Irish Constabulary. The policing system was loaded in favour of the ruler. The Army was kept confined to the barracks whereas the police became the face of law enforcement and more significantly an arm of the political establishment.

The chief flaw attributed to the Act is the glaring omission of human rights. The Act promotes a police organisation that is:

- Subservient to the executive.
- Accountable mainly to their own hierarchy.
- Breeds distrust within the organisational ranks.
- Propagates a feeling of ‘us vs. them’ . It is only in India that 99% of the policing force is termed as inferior whereas only about 1% of the force accounts for the top level of the force.

Attempts to revise the Police Act of 1861 have failed mainly because they have been heavily loaded in favour of the police thereby bringing in an element of distrust and unaccountability.

A scope for change...

Tenants of democratic policing if incorporated can to an extent galvanise the force into a more proactive and motivated one⁴.

- Police are subject to the rule of the law, drawing its strength from the Constitution.
- The police are restricted from being a law unto itself.
- They intervene in the freedom of a citizen only under limited and carefully controlled circumstances.
- The police are made accountable and transparent.
- Human rights are respected by police personnel.
- The police is made to function professionally.

³ Mr. K.S Dhillon, retired IPS officer

⁴ Mr. G P Joshi, coordinator, Access to Justice, CHRI

- Recognise the government's responsibility in only providing the law rather than interfering in the day-to-day functioning of the police. A monitored amount of control should be given to the police to enable them to carry out their roles.
- Set up independent mechanisms to monitor police functioning and advocate community policing.

Participants interventions

- *Even though the powers of the police are legal, its misuse isn't. An in-built system of accountability has to be created..*
- *Instead of looking at revising the Police Act of 1861 in isolation, small interventions should be made at every step of policing.*
- *It is imperative that whenever a debate on police reforms is initiated, participation should involve not only the public and the police but also politicians. It is often their interference that hampers effective policing. The Kerela case study was cited. The ex-Chief Minister of the state, Mr. A.K. Anthony had given autonomy to the police free from the interference of the politicians. This initiative though noble in its concept failed because there was no legal mandate attached to it.*
- *People are fatigued because they are bombarded with instances of corruption and questions being asked but with no solutions provided.*

The story of a petition

A petition⁵, the first of its kind has been filed by a retired Indian Police Service servant in the Supreme Court requesting the court to direct the government to act on the recommendations set out by National Police Commission (NPC).

Some of the salient features of the Petition;

- To do away with the antiquated system of policing by repealing the Police Act of 1861.
- Change recruitment policies. If a person gets into the policing system by bribing his way, once he gets through he will try to recover his losses thus ensuring a never-ending line of corruption.
- Transparent and accountable police systems.
- Investigation and law enforcement should be separated from each others jurisdiction.
- Organised crime to be dealt with more effectively.

The petition has been circulated to all the state governments for their perusal. Some states such as the government of Orissa responded positively while others such as Uttar Pradesh disagreed with the provisions. The National Human Rights Commission (NHRC) as requested by the Supreme Court has supported the petition.

⁵ Mr. Prakash Singh, retired IPS officer

At the root of the problem...

Both police and the public recognise that the police cannot resist being the creature of whichever is the current regime in power and acts at their bidding rather than in accordance with the law. Police has been used to put down opposition, to cover up failures of the ruling party and protect friends. Political interference is rife: at the local level, in the higher echelons and in everyday functioning.

The incentive to bad officers is to benefit from powerful political patronage. Honest officers who discern their duty as serving without bias, fear of fervour find themselves labeled as uncooperative, difficult and unhelpful and are sidelined into non-operational roles.

The participants posted the following comments:

- *The political establishment has to a large extent followed a policy of divide and rule within the police hierarchy which has dimmed the effectiveness of the policing system.*
- *Nevertheless in a democracy the politician is the representative of the people and must be trusted with oversight of the police. People have the right to approach them for redressal so therefore the politicians should be given authority over public services with policing being no different, though the amount of authority sanctioned to the politicians is debatable. But that oversight cannot be allowed to degenerate into all kinds of interference in the day to day functioning of the police. It has to be oversight that promotes the rule of law and constitutionalism.*
- *In order to meet their own ends, politicians often ask that the police use a certain amount of brute force or they condone it. The Gujarat riots were a case in point where the government completely misused state machinery including police services to meet its own end. They should be completely kept away from policing issues.*
- *Human rights activists should look at not only the human rights of the victim but also address human rights of all parties involved including the politicians and the police personnel. Human rights can't be used selectively.*
- *The police work within the criminal justice system which is itself at a low ebb and in chaos. It is geared toward protecting the rights of the accused and it is time to look at the victim as well. No one should have to wait years for justice.*

The story so far...

There is a common perception that the justice system in India is defunct when it comes to addressing crime and certainly if committed by the police. Frustration is leading to an increasingly aggressive self help approach. One the one had the public wants tough policing. There are often calls that hardened criminals should be shot at sight and on the other there is public outrage and violence when police are perceived as having committed crimes like rape and murder. It is often agreed that the police should be given death sentences for such crimes because they wear a uniform and have breached public faith.

Sometimes it is doubtful whether the public themselves really believe in the law. Examples of women lynching a man accused of rape in Nagpur highlights the growing impatience among

the public at police inefficiency. The media creates heroes out of these incidents because somewhere down the line there is a consensual feeling that at times when the police is ineffective, law should be taken into one's hands.

There is another face to this mob attitude; whenever the police employ extra constitutional methods to tackle extreme cases of insurgency or militancy, it is applauded by the public. However one has to keep in mind that these exceptions might in time become norms if constitutional methods are abandoned by the public and the police. Short cuts to justice are dangerous because after a point there will be no norm against which to judge acts of illegality and all 'law enforcement' will seek to employ all methods to achieve quick results.

The question of accountability...

Accountability is a measure of performance against a mandate under the law, the expectations of the people, effectiveness in upholding rule of law and respect for human rights.

Policing being a service to the public needs to be brought in line with the requirements of democratic functioning and must take into account that Indian citizens have constitutionally mandated fundamental rights and all instruments of government must be accountable to the people.

Making the police Accountable⁶ implies that there must be a process of evaluating the performance of the police. Various types of police misconduct such as illegal detention, custodial violence, improper investigations have made it critical to put in place internal and external mechanisms of accountability. The present system of evaluating police performance is statically based i.e. how many crimes have been reported, what was the property lost, how many crimes have been solved and what property has been recovered. This in itself leads to distortions. Faced with compulsions of solving crimes with little resource support, there is a tendency not to register cases and use improper methods of investigation.

⁶ Mr. Mandeep Tiwana, Consultant, CHRI (*Please refer to the annexure 2 for the power point presentations*)

Reforms from within...

While pushing for reforms is important, there must be an attempt made to change policing attitudes within the existing system⁷. Police investigation fails also because there is under utilisation of the guidelines in place. Despite shared practices being documented, there is a lack of understanding and implementation of the same. Either we wait for reforms to take place, feel cynical about the system and play the blame game or take the option of improving the system from within.

Police Reforms⁸ can come about in basic three ways that is through legislation, executive instruction and individual initiatives. More often than not individual initiatives have proved more effective. In Maharashtra, provincial police service personnel, Mr. Kopde, formed a community police system called the Mohalla Committee in the district of Bhawindi which had frequent communal clashes. The Committee advocated frequent meetings between different communities encouraging greater interaction and community activities. Following the intervention, clashes stopped.

The public wants good policing; a common man who has no access to law expects effective policing within the existing resources and administrative set up. The practice of upholding the due process of law while investigating a criminal case is important to bring about a sense of accountability to the force. Police often take short cuts to met out justice such as in the form of encounter killing because they lack the inclination and resources to conduct a proper investigation. The police force has unfortunately become so brutalised that they find it difficult to deal with normal situations.

Musings...

It is a common belief that the police find adhering to core values of human rights an impediment to their work, however, it is beyond doubt that the police need to work within the parameters of law⁹. There is a necessity for human rights to be recognised as being a core value to all laws and law enforcement so that all state machinery works towards honoring it. If we want change we must put in place the right sort of legal framework to make that change take place.

It is the duty of a government in a democracy to provide the country with an efficient effective democratic police service. This is part of its responsibility to ensure that all citizen's live safe. secure lives and have equal access to justice. It is for the media to act as watchdogs.

Both media and law and order agencies need to work in unison to equip police through training to challenge the broken down legal system.

⁷ Mr. P.S. Bawa, retired IPS officer

⁸ Mr. Abraham Kurien, Director General, Prosecution, Uttar Pradesh

⁹ Ms. Kiran Bedi, Civilian Police Advisor to the United Nations

Experiences from abroad...

In 2000, Pakistan reviewed and attempted to adopt some of the recommendations set out by the National Police Commission. Some of these recommendations include:¹⁰

- Setting up state security commissions
- Selecting the right man to head policing divisions i.e. quality leadership
- Reducing the vulnerability of the police hierarchy
- Setting up mechanisms to monitor accountability and transparency of the police service.
- Adopting a new Police Act in entirety.

The UK has a three part tiered structure of policing which is constantly revised according to the prevailing circumstances. This has led to a clear cut definition of roles, a system of checks and balances is in place and there is wider consultation between all the participants of the justice system.

In Queensland, Australia there is an agreement between the police and the government which strictly lays down the division of responsibilities, management, policy and priorities. This has induced a level of transparency and accountability in the functioning of the police. There are internal as well as external mechanisms of oversight in place to review the police service and to ensure that there is minimum interference and overlapping of work between the government and the police. The external mechanism is governed by civilians and not the politicians.

Codes and Judgments...

There are no dearth of codes and judgments that set legal standards that bind police officers.¹¹ In India people don't know these standards. For example hardly anyone knows has internal disciplinary procedures of the police work. Few if anyone knows that in where communal tension or rioting has taken place there is inevitably a well thought out procedure for intelligence gathering, prevention and preparation. If these were followed then riots would diminish but they are not followed and so there are riots and these can at least in part be attributed to not following guidelines and neglect of duty. It is important that these standards are made clear to the public so that there is pressure created on the policing set up to be responsible and accountable for their lapses.

¹⁰ Mr. G P Joshi, coordinator, Access to Justice, CHRI

¹¹ Mr. Mandeep Tiwana, Consultant, CHRI

Furthering the Reform Agenda...

An atmosphere for change needs to be created which will catalyse police reforms. Issues flagged-up by the participants were as follows:

- *Generally it's the police who bears the brunt of media bashing whenever there is a crime committed. It is imperative for a reporter to go beyond the surface of what is largely believed to be true and try and portray a more accurate picture of the event.*
- *The police have always been treated in isolation when it comes to tracing human rights violations. While reporting on human rights perspective of the victim as well the situation of the police should be taken into consideration, while remembering that difficulty of policing is not an excuse for violence or illegality and poor service conditions are not akin to violations of human rights.*
- *It is imperative that human rights organisations, politicians, the police and the media learn to trust each other and work jointly in making police reforms a practical reality.*
- *Human rights organisations should have greater a field presence in smaller cities and jurisdictions rather than restrict themselves to the bigger cities to increase awareness.*
- *The criminalisation process in the police has become severe. There needs to be a mechanism where in at the time of recruitment one can carry out a systematic process of psychological profiling of the recruits.*
- *Reforms should target not only the service as a whole but also individuals because after all it is the individual who runs the system. A greater consciousness of individual performance has to be sought thorough training and incentives.*

Conclusion

Evaluations at the workshop indicated that the opportunity to take two days out to learn how to report better and get in-depth knowledge of their subject was a welcome initiative. Several others agreed that media needed more such interactions and appreciated CHRI's catalytic and convening role and promised to collaborate with CHRI to bring this kind of intervention to their own localities. They were particularly appreciative of the level of knowledge and insight offered by police officers about their own service and to know that there are police officials within the institution who are for systemic changes. The media hold the requisite power to advance the cause of reforming police through their stories to the community.

Annexure 1

Know your Resource Persons

Kiran Bedi

Ms. Kiran Bedi is the first woman officer to join the Indian Police Service in 1972. A post graduate in Political Science, Ms. Bedi went on to do a degree in Law from Delhi University before joining the IPS. She has held several posts, the most notable among them being with the District Police, Delhi Traffic Police during the Ninth Asian Games in Delhi, Inspector General of Prisons, of Tihar Jails, Delhi and Inspector General of Police, Chandigarh.

She is also the founder of two voluntary organisations, Navjyoti in 1987 and India Vision Foundation in 1994 and has authored books on transformation of a prison namely "*Its always possible*" and on e-governance. She is presently on deputation to the United Nations as Civilian Police Advisor in the department of Peacekeeping Operations.

K.S. Dhillon

Mr. Dhillon is a 1953 batch IPS officer and is best known for his position as the former Director General of Police, Punjab. Mr. Dhillon is currently a Visiting Professor at the Barkatullah University, Bhopal (India). He has held key assignments as the former Vice-chancellor, Barkatullah University, Bhopal and senior faculty in the M.P. State Academy of Administration, Bhopal.

He has also held key positions as the Police and Commandant General Home Guards-cum-Director, Civil Defense, and Director General, Police State Bureau of Investigation, M.P. His new book 'Police and Politics in India' will be launched shortly.

Maja Daruwala

Maja Daruwala a barrister by profession and a human rights advocate has been an active member in numerous human rights organisations concentrating on areas of racial discrimination, freedom of expression, women's rights, literacy, police reform, prison reform, right to information and human rights advocacy capacity building.

She currently holds the position of Director, Commonwealth Human Rights Initiative and is the founding member of People's Watch Tamil Nadu and South Asians for Human Rights.

G. P Joshi

Mr. Joshi who currently heads the Police Prison division of CHRI is a former police officer with 33 years of experience, out of which he spent a good 24 years in research work on police problems in the Bureau of Police Research and Development (BPR&D), Ministry Home Affairs, Govt. of India. He was awarded the President's Police Medal for Meritorious/Distinguished Service in 1980 and 1990 for his outstanding contribution to the criminal justice system.

Mandeep S.Tiwana

Mr. Tiwana is a qualified lawyer and researcher on legal reforms. Before joining CHRI in June 2003 he researched at the Punjab State Human Rights Commission and compiled their annual reports and also worked with the Institute for Development and Communication, Chandigarh where he helped set up Community Police Resource Centres in various districts of Punjab.

Abraham Kurien

Mr. Kurien currently holds the post of Director General of Police (Prosecution) in Uttar Pradesh. A scholar amongst police officers, he has extensively researched on community policing in India as a part of the National Police Academy research fellowship.

Prakash Singh

A 1959 batch officer of Uttar Pradesh cadre, Mr. Singh served with great distinction as Director General (DG), Border Security Force (BSF) and DG, Assam. He was awarded the prestigious Padma Shri for his outstanding contribution to the police service while serving as DG BSF. He is one of the two officers who have writ petitioned the Supreme Court requesting it to order the central government to implement provisions of the National Police Commission (NPC).

P.S. Bawa

Mr. Bawa is a retired officer of 1964 batch from the Union Territory cadre. He has served in states of Tripura, Arunachal Pradesh and Sikkim. Post retirement he also served as Advisor to LG Delhi on police matters. He has researched actively on police reforms and is a keen participant in debates in policy matters revolving around police reforms.

P.C. Sabarwal

Mr. Sabarwal is a serving IPS officer of Uttar Pradesh cadre. He has worked in various capacities including as the Inspector General, Border Security Force and in politically sensitive jurisdictions of Kashmir and Varanasi and is currently serving as Inspector General of Police, Personnel in Lucknow. He has received the distinguished PMG award in 1987 and the PM medal for his contribution to the police department. Mr. Sabarwal has had several of his papers published in the Indian Police Journal as well as the in the National Police Academy Journal.