CHAPTER – VI
OUTCOME OF THE STUDY

The present work is an attempt to look into the nature of police related human rights violations, in the state of Punjab, based on reported cases with PSHRC. After careful deliberations, five major categories of violations were chosen for study purposes as these five categories, together, constitute 95% of the total complaints against the police. Based on the interviews conducted, in addition to analysis of the proceedings of the commission and formal as well informal interviews/interaction with the field police officers, the following analysis can be made:

1. COMPLAINANTS/VICTIMS PERSPECTIVE

There is a wide spread general impression and perception in the state that the police is only a tool in the hands of its political masters and shows a scant respect for human rights of common citizens. It only serves its political masters and the powerful and influential persons, who trample upon the human rights of the poor, weak and socially backward people.

i. Effectiveness of Institutional Mechanism

The following table clearly reveals that the first point of appeal against the human rights violations is invariably head of the District police, being a sufficiently senior functionary. Since most of the violations took place at the level of police stations, the victims were hesitant in approaching the SHO or the GO in-charge of the concerned police station. An analysis of proceedings of various complaints reveals that in most of the cases, the enquiry officer tried to help his colleagues, to save them from any departmental action. Even enquiries conducted by the SSPs were sometimes no better, as they were done in a very cursory manner. The following table is a confirmation of the above stated situation:
Table 6.1: Authority of first appeal for redressal of grievances

<table>
<thead>
<tr>
<th>Authority</th>
<th>No. of Cases</th>
<th>Percentage of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHO</td>
<td>03</td>
<td>4%</td>
</tr>
<tr>
<td>DSP/SP</td>
<td>06</td>
<td>9%</td>
</tr>
<tr>
<td>SSP/COP</td>
<td>33</td>
<td>47%</td>
</tr>
<tr>
<td>DIG/IG</td>
<td>01</td>
<td>2%</td>
</tr>
<tr>
<td>PSHRC</td>
<td>27</td>
<td>38%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>70</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

From the above table it can be safely deduced that very large percentage of the victims approached Senior Police officer or PSHRC for their first appeal, against their human rights violations. This only shows their lack of faith in the effectiveness of institutional mechanism for grievance redressal.

Some of the reasons for this impression can be listed as below:

a. Indifference to human rights, on the part of police officials at various levels.

b. Apathy towards grievances of the common man, who is not influential.

c. Political pressure influences the response of police officials, at various levels, particularly at the level of police stations and office of DSP in-charge of the Sub-divisions.

d. Corruption in cases of land disputes and financial matters.

e. Overall perception about police not being friendly and responsive.

ii. **Violations and rank of police officials**

Two third of violations of human rights took place at the level of police stations, which are at the cutting edge level. They are the first level of contact for a victim, who seeks justice and wants to lodge a complaint for redressal of his grievance. However, it is at this level that the police officials not only fail to give the victim any relief but also, wittingly or un-wittingly, become part of the process of violations of the human rights of the victim.
The following table clearly shows a co-relation between the rank of police officials and the violation of human rights by police officials.

**Table 6.2: Ranks of delinquent police officials**

<table>
<thead>
<tr>
<th>Rank</th>
<th>No. of Cases</th>
<th>Percentage of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head Constable</td>
<td>03</td>
<td>4%</td>
</tr>
<tr>
<td>ASI/SI</td>
<td>25</td>
<td>36%</td>
</tr>
<tr>
<td>Inspector</td>
<td>23</td>
<td>33%</td>
</tr>
<tr>
<td>DSP/SP/ACP</td>
<td>16</td>
<td>23%</td>
</tr>
<tr>
<td>SSP &amp; above</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Do not Know</td>
<td>03</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>70</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Analysis of the reported cases reveals the reasons for lower level functionaries being responsible for the violations as below:

a. Political pressure is the main reason for the police station staff conniving with the alleged accused, as in most cases, only the influential and politically well connected people were found to be the main violators of human rights.

b. Corruption was found to be another major reason, as many of these officials had to pay money to the Halqa incharges, to get postings of their choice.

c. Apathy towards the plight of the poor and socially backward is another reason for the same.

d. Punjab Police working still reflects a feudal mind-set, which only caters to the needs of powerful and politically influential persons.

**iii. Reasons for violations**

Analysis reveals that political pressure, coupled with local rivalries, is the predominant reason for human rights violations, particularly in the rural area. The following table clearly bring out these facts, as these two factors were responsible in 78% of the cases of the violations.
Table 6.3: Reasons for Violations (According to Respondents)

<table>
<thead>
<tr>
<th>Reason</th>
<th>No. of Cases</th>
<th>Percentage of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extortion of Money</td>
<td>04</td>
<td>6%</td>
</tr>
<tr>
<td>Rivalry</td>
<td>23</td>
<td>33%</td>
</tr>
<tr>
<td>Political Pressure</td>
<td>32</td>
<td>45%</td>
</tr>
<tr>
<td>Any Other</td>
<td>11</td>
<td>16%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>70</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Main reasons for above aberrations can be summarised as below:

a. Role of halqa incharges was the most important reason, as they virtually control the police functioning at the police station level. The police has to, in most of the cases, seek prior approval of halqa incharge, before initiating action on any complaint or arrest of the accused.

b. Political leaders of the ruling party routinely get false cases registered against their political rivals, to have an upper hand in the local politics.

c. Absence of effective NGOs and media is also responsible for this sorry state of affairs.

d. Tardy investigation process results in accused getting bail and then they exert pressure on the complainant, for compromise.

e. Lax supervision by the police functionaries, at various levels, is also responsible for corrupt and slow investigation/enquiry into various complaints.

f. Non-registration of FIRs, without influence, is another major reason for the human rights violations.

g. Surprisingly, only 6% respondents alleged that corruption/ extortion of the money by police was the primary reason for the violation of human rights.

2. SOCIO-ECONOMIC PROFILE OF VICTIMS

i. Educational qualifications of complainants

The study reveals that 75% of the complainants had not studied beyond school level. 64% victims / complainants were matriculate or below and another 11% had studied only upto 10+2. Therefore, there is a direct connection between lack of education and proneness to violation of human rights.
The following factors emerge out of the linkages between education and human rights violations:

   a. The level of educational qualifications is directly linked to the economic status of the victims. Education empowers individual to take up various vocations and financially empower themselves. However, in most of these cases, the victims belong to poor families, who could not afford education, thus making them vulnerable due to lack of knowledge of laws and procedures, which could afford them protection.

   b. Lack of education made the victims dependent upon intermediaries like advocates and NGOs. This increased the cost and also resulted in delays in perusing their cases and filing rejoinders with the commission.

ii. Awareness of grievance redressal mechanism

   Education and financial status has a direct linkage with the awareness about various grievance redressal mechanisms available, including the working of State Human Right Commission. The study clearly shows that 65% of the complainants were not aware about the same, as shown in the table below:
Some of the reasons for the lack of awareness are as follows:

a. Lack of education as already mentioned above.

b. Poor financial status results in less access to information and latest government policies.

c. Pre-dominant rural background also was a reason for the lack of awareness.

d. The State Human Right Commission and NGOs have not been very active, in the state, in terms of publicity and awareness programmes. As such most of the complainants came to know of this mechanism only with gradual passage of time.

e. In view of less than satisfactory experience of most of the complainants, the word of mouth publicity was not positive and minimal.

iii. Nature of Employment of complainants

53% of the complainants were working in the unorganised sector, which provides less opportunity for the guidance and a support system, in the absence of trade unions and other trade bodies. In the unorganised sector, each individual has to fend for himself and also incur greater expenditure.
Some of the reasons for the above situation are as below:

a. Lack of support system in case of unorganised sector.
b. Lack of back up from trade unions or trade bodies.
c. Landless labours constituted a major section, who were dependent upon the village land owing families, which were in many cases responsible for violations of their human rights.
d. Women working in the unorganised sector were even more vulnerable.

iv. Annual income of complainant’s families.

65% of the complainants were economically deprived and fell below annual income of Rs. 2 lakhs. Majority of these victims were from the socially backward classes, particularly the scheduled castes.
The following other factors impact the vulnerability of economically deprived families:

a. Level of income limits the ability to engage good advocates to pursue the case.

b. The political leaders/local pradhans in-variably ask for hiring a vehicle, to meet various police functionaries, which can be difficult for these victims to afford.

c. Travelling to Chandigarh, to pursue the case with the State Human Right Commission, can be very expensive for poor people to afford.

d. In-ability to pay to police and match the paying capacity of the violators, who are sometimes rich and powerful, results in an unequal fight.

e. Many victims give up pursuing the cases, to minimize their financial losses, by way of loss of daily wages and employment, as most of them do not have a regular job to fall back upon.

v. Caste profile of complainants

38% of the complainants were scheduled castes which is disproportionately high, in respect to their overall population in the state i.e. 29.8%.

Figure 6.5: Caste-wise profile of the complainants/victims

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1 http://censusindia.gov.in/Tables_Published/SCST/dh_sc_punjab.pdf accessed on 23.08.2014 at 11:40 am
A greater vulnerability of Scheduled Caste population can be attributed to the following factors:

a. They are generally landless and hence dependent upon the rich and powerful landlords, who in most of the cases are the violators.
b. Being poor, they do not have access to education.
c. Entire social, political and economic structure is heavily loaded against the socially weaker sections of society.

vi. Rural / Urban profile of complainants

The violations of human rights is pre-dominantly in the rural areas, as 72% of the complainants resided in the villages, as shown in the table below:

Figure 6.6: Area-wise profile of the complainants/victims

![Pie chart showing 72% Rural, 28% Urban](image)

Some of the reasons for vulnerability of rural population, to the violations, are as follows:

a. Feudal mind set still prevails in the villages.
b. Politicisation of village panchayats has led to sharp political divisions. False cases are being registered to settle some of the disputes, arising out of these political divisions.
c. Village panchayats have become weak, over a period of time, as a result of which, they in-variably failed to provide justice to the victims.

d. With growing urbanisation, land is becoming more expensive, as a result of which, rich and powerful people try to grab the land of the vulnerable sections of society, leading to serious violation of their human rights.

e. Lack of clear land title and improper demarcation, also was found to be a major reason for the violations.

vii. Intermediaries for pursuing the complaints

In majority of the cases, the complaints were pursued through an advocate, making the entire process very expensive. The following table shows various intermediaries through whom these complaints were pursued:

Table 6.4: Intermediaries for pursuing the complaints

<table>
<thead>
<tr>
<th>Medium</th>
<th>No. of Cases</th>
<th>Percentage of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocates</td>
<td>28</td>
<td>40%</td>
</tr>
<tr>
<td>Civil Society</td>
<td>04</td>
<td>5%</td>
</tr>
<tr>
<td>NGOs</td>
<td>06</td>
<td>9%</td>
</tr>
<tr>
<td>Media</td>
<td>10</td>
<td>15%</td>
</tr>
<tr>
<td>Self</td>
<td>22</td>
<td>31%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>70</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Lack of education and awareness, results in inability of the vulnerable victims, to file police complaints, lodging an FIR and subsequently giving written complaints, to the senior police officials, within the police hierarchy. Even to pursue the case, with the State Human Right Commission, the victims had to draft applications and personally appear before the commission to explain their case, for which they needed intermediaries.

In the absence of a vibrant media and active NGOs, these victims have to engage the services of an advocate, to pursue their case, for lack of knowledge of laws and rules and regulations. A relatively small percentage, who have an easy access, to the commission, on account of their financial status and educational background, directly approach the commission to pursue their cases. However, the situation is far from satisfactory, as the
involvement of intermediaries like advocates, adds to the cost of grievance redressal mechanism.

3. **SOCIO-ECONOMIC IMPACT ON THE VICTIMS**

A. **Financial impact**
   a. The most visible impact on the victims has been loss of employment and income, coupled with a huge amount of expenditure on pursuing the cases, by way of hiring intermediaries and paying bribes to police officials.
   b. The expenditure ran into several lakhs in some cases and the families had to borrow money from relatives and friends and even sometimes from money lenders, at a huge rate of interest. As a result, these families came under heavy debt and had to sometimes sell their land/property to pay off these debts.
   c. The financial hardships were further compounded because of the distance they had to travel, to pursue their cases with the State Human Right Commission, at Chandigarh. For this purpose, they had to sometimes hire a vehicle and even stay overnight, to meet with the functionaries of the commission.
   d. To get relief from false implications and torture, they had to sometimes pay bribes to police officials.

B. **Psychological impact**
   Women and children, in the families of the victims, had to face a huge psychological trauma, due to frequent raids by police; insult at the hand of police officials; threats and aggressive actions from the violators in connivance with the police; illegal detention and torture and having to stay underground, away from their homes, for long periods of time. Coupled with this, the children had to absent themselves from the school, resulting in serious disruption of their studies. In one case the son of the victim could not appear for a job interview, thus losing a career opportunity.

C. **Social impact**
   False cases, illegal detention, torture and threats resulted sometimes in lack of social acceptance. In some cases, they even faced problems in finding suitable matrimonial match for eligible members of the family. In one of the cases, the father of the victim, was unable to cope up with the distress and consequently got addicted to drugs. In another case, the father of the victim suffered a heart attack and died due to shock. A case was also reported in which the victim suffered a paralytic attack. Still in another case, a family member committed suicide due to constant threats and highhandedness of the police and the political opponents.
PUNJAB POLICE PERSPECTIVE

The police is an equal stakeholder along with the victims in the pursuit of upholding of human rights in the society. To study the nature and dynamics of violation of human rights, interviews were conducted with the officials of police, of various ranks. Most of the police officials, were afraid of expressing their views openly and freely, on record, for fear of retribution by their seniors. However, they expressed their views very frankly when they were promised complete confidentiality.

Dimensions of Human Rights Violations

To our query about their opinion about human rights, officials were in agreement with the fact that human rights were necessary for a life with freedom and dignity. Protection of human rights is also necessary for maintaining peace and order in the society. These rights should be respected without any discrimination and protected fully. Some of the reasons given by the police officials for these violations are summarised below:

a. Role of Common Man

Majority of the police official were of the view that Human Rights of the criminals and the accused should not take precedence over the human rights of the victim and the common man. There was a suspicion in their mind that the talk about the human rights is more to protect the guilty rather than the victim. They felt that only when the society matures enough, to stop misusing their influence, that the human rights violations could be checked.

b. Lack of awareness

Police officials felt that poor and powerless people are more prone to violations of human rights, as they are sometimes not even aware of various rights available to them and also the directions of judicial courts as well as the Human Right Commission.

c. Socially backward classes

Socially backward sections of the society are still being oppressed, both politically and economically, by the more powerful rich people belonging to upper castes. The police found it difficult to break this arrangement, as the political power vests in the hands of the upper castes and they exercise complete control over the police working.
d. **Role of Halqa Incharges**

Halqa Incharges and other political leaders, of the ruling party in the state, exercise complete control over the postings and transfers of police officials, particularly at the police station level. They are not free to take independent action on various complaints received in the police stations. The basic functions of the police e.g. Registration of FIR, Arrest of accused found guilty and non arrest/challan against innocents have been taken over by these political functionaries, who are not accountable for their actions. The police only plays a tool in the hands of these political leaders, resulting in violations of human rights of their political opponents.

Some officials pointed out that despite various provisions in the Indian Constitutions and directions of Supreme Court of India, it was difficult for the police to work impartially due to this kind of interference. One of the respondents opined:-

“When power equilibrium shift to one side, the violation of human rights are difficult to be checked.”

e. **Absence of stringent laws**

Some police officials felt that only very stringent laws against lodging false complaints and motivated investigation, will check the incidences of human rights violations.

f. **Role of Panchayats**

One of the officials said as follows:

“Though the main responsibility of protection of human rights is with the civil and police administration- village *sarpanch* and other members of *panchayat*, members of non-government organisations should rise above the party lines and support the right (aggrieved) person, so that police can perform its duties impartially.”

g. **Role of Government**

Some of the police officials felt that all wings of the state government, particularly the revenue department and the judicial authorities have to work in tandem, with the police, to uphold the human rights of the common citizens.
Another respondent recorded:

“The prime responsibility for protection is with the government, so it should ensure an effective system for the protection of human rights, particularly an efficient and accountable police. After the government, this responsibility lies with social organisations. So these organisations should work keeping in view the objectives for which these have been established.”

Thus, stress was on common pursuit, where common man, civil society and machinery of the government were equal stakeholders.

h. Role of Media

The electronic media has witnessed a massive growth during last few years. They compete with each other to increase their TRPs. As a result, they intend to sensationalise every act of alleged violation of human rights, without verifying the genuineness or otherwise of the allegations. They continuously run stories to mount pressure on the police for prompt arrest of the alleged accused, without verifying the facts and collecting evidence, which could be presented in the court.

This results in miscarriage of justice, due to media pressure and resultant public opinion against the police.

Regarding responsibility of the police, particularly, it was opined that since the police has immediate responsibility to ensure law and order in the society, it shares the main responsibility to protect human rights. The police are the first layer of the fountain of the justice for an aggrieved person, so it is incumbent upon it to take effective steps to ensure protection of his/her human rights. Majority of them maintained that to fulfil this responsibility, the police was required to act without any fear and discrimination. Prescribed laws for the protection of human rights must be adhered to effectively. It was responsible to work for aggrieved persons on the basis of facts. This responsibility is more towards weaker sections of the society. Another aspect of this responsibility was underlined as a duty to disseminate information about human rights. It was further contended that undue pressure on working of the police due to political interference created hurdles in their way to fulfil their responsibility. They further showed concern that when the police had taken any strict action against an offender, who created nuisance in the society, they received undue criticism from the media.
POLICE PERCEPTION ABOUT CONCEPT OF HUMAN RIGHTS

In response to a query that whether provisions of human rights protection laws are hindrance in the way of effective maintenance of law and order in the society, 53 per cent of the respondent officials opined that the laws were not an obstacle and should be respected irrespective of the conditions as shown in Figure 6.7. However, 47 per cent of them were of the opinion that common man was not aware of his human rights but offenders/criminals take advantage of provisions of human rights protection laws, with the help of advocates.

Figure 6.7: Perception of police officials that provisions of laws for human rights protection are hindrance in the way of effective law and order

However, sometimes it created hurdles in the way of effective functioning of the police and in maintenance of law and order, as these rights had been used as a shield by habitual offenders. One of the officials gave words to his thoughts that “even if the only son of a widow mother is killed by an accused, he (accused) is protected against handcuffing under the existing laws”. In some responses, a concern was shown that due to absence of handcuffing, when an accused escaped from the police custody, while during the court appearance, the onus lay upon the concerned officials of the police and he became the accused. In other responses it was mooted that hindrances are more due to the political interference. Sometimes, influential persons filed false complaints or named the persons who are not connected with the case, to settle their personal scores. At the same time, false
allegations were also made against officials of the police for delaying the arrest for corrupt reasons. It was further informed that the issues of human rights violations in some cases were raised by the media, on the basis of incomplete facts.

Figure 6.8 reflects that 93 per cent of the respondents believed that in some cases, people with criminal background tried to take advantage of human rights related provisions, for their motivated interests. They used it as a shield against investigation by the police. It was also brought out that in many cases, this misuse was backed by political leaders. Some others raised the issue that in rare cases, non government organisations (NGOs) are funded by multinational organisation, to put pressure on the government.

**Figure 6.8: Perception of police officials about the provisions being misused by the accused**

In response to a question whether human rights create undue pressure on the police, it was pointed out that in the conditions stated above, it becomes difficult for the police, to perform its duties effectively. Though 27 per cent of respondents negated that human rights created undue pressure on the working of the police, a whopping 73 per cent official revealed that in some cases, there was an undue pressure, under the existing laws, relating to protection of human rights (Figure 6.9).
A large number of police officials felt that some of the provisions create undue pressure on them, during their working, for the following reasons:

1. There are multiple agencies e.g. Human Rights Commission, Judicial Courts, Police Complaints Authority, Political Leadership, State Home Department, Various Commissions for Women, Minorities and Schedule Castes and Schedule Tribes and Various wings within the police department, which monitor the police functioning. This results in multiple reports to be submitted and many a times they have to personally appear before these authorities, which are located in Chandigarh. This adds to both the paperwork and wastage of time.

2. The complainants are always presumed to be correct and police is seen with suspicion. In any dispute, both the parties cannot be correct. The police has to give its report in favour of only one of the parties. This leads to the other party making allegations against the police.

**Punjab Police and Growth of Human Rights Concept**

In response to a question regarding awareness of the Constitutional provisions and guidelines of the Supreme Court of India, for protection of human rights, 87 per cent of respondents said that they were well aware of these provisions (Figure 6.10). However ignorance about these guidelines had been reported by 13 per cent of the respondents.
87% of the police officials mentioned that they are adequately informed about the constitutional provisions and latest guidelines of Supreme Court and National Human Rights Commission. This is mainly on account of growing intolerance towards human rights violations, by all the constitutional authorities and a very active electronic as well as social media. NGOs are actively involved in imparting the necessary knowledge to the police officials and this subject has been incorporated in all the training courses, being conducted, for the police officials.

An issue of unavailability of requisite infrastructure was raised in this context. It was brought out that they had no access to modern scientific devices, such as lie detector or other equipments related to forensic techniques, which could help in effective and reliable investigations to establish the prosecutable evidence. Thus, in rare circumstances, they had to rely upon traditional methods of investigation.

As shown in Figure 6.11, half of the respondents emphasised that they had never compromised with upholding of human rights and consider protection of human rights as their primary responsibility. They claimed that they fully complied with the provisions of the Constitution of India and guidelines of the Supreme Court of India. One third of the respondents revealed that in some circumstances, it was not possible for them to strictly comply with the directions. To them the compromise on human rights protection is a result of undue political interference, unavailability of proper infrastructure particularly scientific
devices, overburdened duty schedule, tough working-conditions etc. At the same time 17 per cent of officials did not record their response.

**Figure 6.11: Percentage of police officials who intentionally turn a blind eye to the provisions**

Respondents further revealed that information regarding protection of human rights has been displayed in police stations but all accused were not aware of it. Majority of the respondents i.e. 77 percent claimed that they always inform the accused about their human rights while they are in the police custody. However, 23 percent officials interviewed rued that due to excessive load of work, sometimes effective dissemination of information could not be possible (Figure 6.12). The complainants, however, contended during interviews that there was no such compliance on the part of officials of the police.

**Figure 6.12: Percentage of the police officials who inform the accused about human rights protection laws**
Although 77% of the police officials claimed that they informed the accused about their human rights but it appears to be an exaggerated claim, as otherwise large scale violations, as borne out by the official figures, shall not be taking place. There were no means to independently verify this claim.

During interviews, some police officials opined that in view of practical conditions, with available facilities, it was difficult to uphold human rights values in letter and spirit. However, majority of them were optimistic that with spread of education and awareness regarding human rights, it would be practical to implement these fully. It was highlighted that widespread dissemination of knowledge regarding human rights is the need of the hour. Awareness camps should be organised at village and town level. At the same time, efforts should be made to build a national character, by inculcating values at the school and college level. Public should also be made aware of its duties. They should be sensitive to each other’s rights. It has already been noted that in some cases false complaints had been filed to promote selfish interests.

As far as sensitization of police officials towards human rights of the people is concerned, a need was felt of top down approach. In opinion of the officials interviewed, adherence to regulations and direction should be from the top to bottom and not from bottom to the top. Every officer should be fully accountable, within his span of control/jurisdiction. Seminars and workshops about human rights, directions by the Supreme Court and also about moral values should be organised for officials at each level. One of the respondents composed (in Punjabi):

“Police da nishan, lokan di sewa, surakhya ate sanman,
Naki lokan dee lut-khsut ate uhna da apman.”
(The motto of the police is service, security and respect to the people and not to insult them or extort from them).

Some of them noted that officials of the police should keep themselves away from undue wants. Officials should be firm but polite. Another respondent gave words to his thoughts (in Punjabi):

“Aman-pasand lokan nal moh nal pesh ave,
bhaire viyaktian nal rohb nal pesh ave.”
(Empathy for law-abiding people and deterrence to offenders).
During interviews with the respondent officials, it was found that 60 per cent of them had not attended any workshop or programme on human rights (Figure 6.13). Majority of them, thus, felt the need for frequent organisation of dissemination programmes for the officials.

**Figure 6.13: Participation of police in Human Rights awareness programme**

Some officials mentioned that unfortunately, it has been witnessed many a time that while discharging their duties e.g. law and order duties, actions of the police come in conflict with human rights of the citizens. Police officials are generally put under pressure to produce quick results, often with unofficial guarantees that they may use any means possible to accomplish the task at hand. Therefore, the police as protectors of the law, have both a legal duty and a moral obligation to uphold human rights standards and act strictly in accordance with the law and the spirit of our Constitution and deviate under any circumstance.

Analysis of the reported cases with the PSHRC and study of perceptions of the complainants as well as police officials uncovers a grim situation of human rights sustenance, attributable to the already less solicitous police, meddled in by political interference, under the influence of self-interest influential people in the society. The situation becomes even more appalling when a socially and economically deprived person falls victim to their transgressions. Interesting findings have emerged from the analysis of especially collected data, in this regard, based on which findings and interventions have been proposed in the forthcoming chapters.