

# Police Administration in India

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**Abstract:** *In the field of administration, police have an important role to play. In India, Police is the coercive arm of the State, which is entrusted to perform the basic duty of the State that is maintenance of law and order. Therefore, law and order administration has acquired significance at the Central, State, Range, District and Sub-District level in rural and urban areas. Rapid growth of population, industrialization, urbanization, growing political consciousness led to law and order problems. Agrarian and tribal revolts, political caste and communal violence, labor and student unrest and terrorism are indications of law and order problems. In all societies, particularly in developing societies, these conflicts and tensions are inevitable and many manifest in different forms. Freedom and independence will not have meaning unless these basic issues are properly attended. In this study an attempt will be made to study the organization of police at various levels; and critical issues that confront the Police Administration.*

**Keywords :** *Crime, Prevention, Detection, Punishments, and Law & Order.*

## 1. BACKGROUND OF POLICE ADMINISTRATION IN INDIA :

In all societies, organizations were established to protect the life and liberties of people since the dawn of civilization. With the passage of time, complexities in the nature of societies have led to the creation of modern police. In the European context the term 'police' refers to a 'force for the city' and the police officer was known as Nagarpal, which means protector of the city and governance based on Dharma and Danda. Dandaneti was an important ingredient of Statecraft. Manu talked about the prevention and detection of crime and also a system of collecting intelligence during the vedic period. Vedas refer to different kinds of crimes and punishments for the criminals. During the Mauryan and Gupta periods, policing was undertaken systematically. Kautilya's Arthashastra gives a vivid picture of the nature of police organization and their functions. During Mughal period, law and order administration was under the charge of Fauzdars. They were assisted by Thanedars who were in charge of Police Stations. He was also responsible for revenue functions. The office of the Kotwal was fairly important, as he was the chief of city police. His functions included patrolling the city at night, collection of intelligence, prevention of crime and social abuses and regulation of jails. During the British period, the police system that existed under the Mughals was allowed to continue with certain reforms to meet the changing needs.

The present Indian police system is based on the Police Act of 1861. Under this act the police was made subordinate to the Executive Government. Later, several changes were brought about in the structure as well as functioning of the police system. But the basic structure and characteristics as enshrined in the police act of 1861 continued to dominate over the police system in the country. By the time India attained independence in 1947, the Police Administration had developed into one of the best systems. After independence, the Government of India felt that the system was capable of facing new challenges and was also well developed to help the new Government to maintain stability.

## 2. ROLE AND FUNCTIONS OF THE POLICE :

Prevention of crime and maintenance of public order are the major functions of the police. According to 1861 Act, Police functions are to prevent commission of offences and public nuisances; bring offenders to justice; collect information affecting public peace; and keep order in all public places, keeping in view the changing political and social scenario. U.N. Congress prevention of crime, held in 1970 identified urbanization, industrialization, population growth,

internal migration, social mobility, technological changes etc. as the criminogenic factors. Communal tension and other social tensions are also the causes of crime due to which public order gets disturbed and violence breaks out. The main task of police is to enforce law and order, protect the citizens and safeguard their property. The police have to play a positive role in the scheme of social defense. It can no longer take a restrictive view of their role. In a democratic society the role of police is linked to social service. It is an important area where police has been assigned a positive role in relation of social legislation. These legislations touch upon the lives of the people at countless number of places. This provides various opportunities to serve the people and proves to be a challenge as well. In the changing political context, the police have to function as officers of law rather than as officers of the Government or Party in power.

According to the National Police Commission set up by the Government of India in 1977, the duties and responsibilities of the police are to:

- i) Promote and preserve public order;
- ii) Investigate crime;
- iii) Identify problems and situations that are likely to result in commission of crimes;
- iv) Reduce the opportunities for the commission of crimes through preventive patrol and other appropriate police measures;
- v) Aid and co-operate with other relevant agencies in implementing appropriate measures for prevention of crimes; vi) Aid individuals who are in danger of physical harm;
- vii) Create and maintain a feeling of security in the community;
- viii) Facilitate orderly movement of people and vehicles;
- ix) Counsel and resolve conflicts and promote amity;
- x) Provide other appropriate services and afford relief to people in distress situations; and
- xi) Collect intelligence relating to matters affecting public peace and crime, including social and economic offences, and national integrity and security.

As civilization advances, and democracy takes roots, the laws of the land also change. Instead of individual fancies, the people or their chosen representatives base law making on participation. Personalized laws are replaced by public laws. Its inter-dependence with other wings of criminal justice system such as judiciary and prosecution, and its interface with various sections and groups in the society have far reaching implications for its functionary.

### **3. ORGANISATION AT THE CENTRAL AND STATE LEVEL :**

Article 246 (entry 2, List 11, Seventh Schedule) of the Indian Constitution enumerates police as a State subject. Police Administration, therefore, is a State responsibility. This does not, however, minimize the role of Central Government in Police Administration. The Constitution itself enumerates a long list of subjects like All India Services, preventive detention, arms, ammunition, passports etc. in the union list. The Central Government's role in Police Administration is related to making laws on subjects included in Union and Concurrent lists and making amendments to the basic police laws like Indian Penal Code, the Code of Criminal Procedure, Evidence Act, etc. Administration of the States, policing the Union Territories, management of Indian Police Service, matters relating to arms and ammunition are also the responsibility of the Central Government. The Ministry of Home Affairs and the Department of Personnel plays the administrative and coordinating role. In maintenance of law and order, whenever required, the Central Government provides aid and assistance to the States. To discharge this function, the Central Government maintains a network of line and staff units all over the country. The Central Reserve Police Force, Border Security Force, Railway Protection Force, Central Industrial Security Force are some of the reserve units. Similarly Central Forensic Institutes, Police Wireless and Sardar Vallabh bhai Patel Police Academy are the staff units at the Central level. These apart, there are Central Bureau of Investigation (CBI) and Central Intelligence Bureau (CIB) also to aid the Central Government. These agencies, under the control of the Central Government provide assistance to the State Police Organization in the fields

of law - and order, security and administration of justice in the country. Rules and regulations have been formulated for the operation of these agencies in the States. There are occasions when these rules are violated leading to tensions between the Central and State Governments.

At the State level, the Police Administration is more or less uniform throughout the country. The Chief Minister or Home Minister is largely responsible for policy and supervisory functions. The Home Department coordinates and supervises the Police Administration in the State. It acts as a link between Central and State Governments. But the Inspector General of Police (IGP) or the Director General of Police (DGP) who is the Head of the State Police undertakes the real work. His office is called the Office of the IGP/DGP popularly called Chief Office. This office collects information and feeds it to the Government; advises political decision-makers like the cabinet and 'the ministers; supervises and controls line agencies. It organizes training and acts as a clearinghouse of special police services. The IGP/DGP aids and advises the Government and exercises general supervision and control over the police department. He exercises administrative, personnel, and financial power. He provides leadership to the Police Administration in the State. He is assisted in his duties of IGP by the Deputy Inspector General of Police (DIGS) and Superintendents of Police (SPs) and other staff. They Head the specialized branches like intelligence department, crime branch, transport department, training, armed forces, general administration, law and order etc. The organization of police will become more evident by the following chart.

Chart No 1.1

<b>RANK STRUCTURE IN A STATE POLICE FORCE</b>
<b>Home Minister/ Home Secretary</b>
<b>Director General of Police Or the Inspector General of Police</b> (in a union territory ) (Head of the State /office or the Chief ( office )
Deputy Inspector General of Police (Head of the range office)
<b>Deputy Superintendent of Police</b> (Generally called the <b>Sub-Divisional Police Officer(SDO)</b> (Head of the sub-divisional office)
Inspector of Police (Head of the circle office)
Sub-Inspector (Head of the Police Station ,generally called the Station House Officer )
Asst. Sub Inspectors
Head Constable
Police Constables

The real police work takes place in the districts and below. Before we discuss the field organization, let us have a cursory view of police organization at the range level into which the State police organization is divided.

#### **4. ORGANISATION AT RANGE LEVEL :**

Many States are too big to be administered effectively and 'efficiently from a central point. It is not possible for the Head of the police that is the police chief or the DGP / IGP to keep in touch with the functioning of the entire organization. Therefore, the police organization in a State is divided into ranges for operational convenience. This is above the district and below the State level. Deputy Inspector General of Police Heads each range. Each police range comprises a few districts. The number of districts in each range varies from 2 to 8 depending upon the size of the district, population, and importance of the district.

The DIG functions as a staff officer to the State police chief and as a line officer to the district police. His functions include periodic inspections, receiving and processing reports and returns from districts, and issuing instructions to the district police functionaries. A major function of the range DIG is to coordinate the activities of district police and also take measures for inter-district co-operation. He is personally responsible for the enforcement of discipline among the police personnel under his charge. He exercises power of transfer and discipline over certain categories of personnel. He keeps a watch on the crime situation in the district particularly over grave offences like dacoity, murder etc. He also exercises control over police funds. The range of DIG'S functions, thus, includes personnel management, budgetary control and coordination. He is responsible for the maintenance of efficiency and discipline of his staff. He ensures uniformity of procedure and securing cooperation between the police functioning in the districts within his range. He has to ensure harmonious relations between the police and the executive magistracy.

There are some criticisms about a range becoming a mere post office. It is criticized to be functionally superfluous. Some feel that in spite of range offices the workload of the State level offices has not been reduced and in fact it has been on the increase. The National Police Commission recommended that DIG of the range should play a positive role in functioning of the districts under his control. He should act as coordinating authority between districts in his range and with those of the adjacent ranges. It also recommended that he / she should be a sensitive judge of public opinion and play an important role in planning and modernization of the force. The commission felt that to be effective, the range of DIG should not have more than five districts under his control. It also recommended that for adequate supervision, territorial Inspector General of Police should be appointed in large States. They should not have more than 15 to 20 districts or 4-5 ranges under his charge. The Armed Battalions of the range should also be placed under the operational charge of the territorial IGP. They should be delegated administrative, financial, disciplinary and other power. This will reduce the workload on the DGP and enable him to concentrate on higher matters of policy and administration.

## **5. ORGANISATION AT DISTRICT AND SUB- DISTRICT LEVEL :**

In Police Administration also district plays a pivotal role. All the laws and rules passed by the police are transformed into action at this level. District Police Organization is responsible for the effective maintenance of law and order and control of crime. Police Administration at the district level is carried out by the chief of the district police, called Superintendent of Police, who is responsible for the maintenance of law and order, and other law enforcement activities. Technically, Superintendent of Police functions under the overall control of the Collector. He and his subordinate officers, in practice, enjoy operational autonomy in the discharge of their functions. The Collector as a District Magistrate is broadly responsible for preventive aspects; and the police is responsible for the control of crime, maintenance of law and order, etc. Police Administration below the district level is organized into divisions; divisions into circles; and circle into Police Stations. The organization and working of Police Stations, marginally, varies between urban and rural areas.

District Police work under the Superintendent of Police. He is always a member of the Indian Police Service and wields a great amount of power and prestige in the district. He is accountable to the Head of the range police that is Deputy Inspector General of Police for the maintenance of law and order in his district. He is also responsible to the Director General of Police at the State Headquarters. The Superintendent of Police (S.P) is responsible for the efficiency, morale and discipline of the police force in the district. He collects information about various aspects from the entire district and communicates the same to the State Government along with his own assessment.

The Superintendent of Police is primarily responsible for the maintenance of law and order, and prevention of crime. He is empowered to take preventive measures to ensure peace in the district. He has to make adequate police arrangements during fairs and festivals as well as elections and agitations. If he apprehends untoward situations, he can advise the Collector to promulgate prohibitory orders and even to clamp curfew. He controls crime by patrolling, investigating and taking preventive measures. He also supervises the operations of crime and special branches working under him. He has many personnel and organizational responsibilities like adequate SUDDIY of arms. vehicles. uniform etc. He also has responsibilities regarding matters of training, promotion and discipline of the staff, maintaining financial property etc. He is the link between police organization and people's representatives at the district level. He maintains cordial and friendly relations with people. In the district where important urban centers are located, he has responsibilities of regulating traffic and receiving VIPs. Thus, the SP occupies a pivotal and a powerful position not only in the district police organization but also in the District Administration itself. The Additional Superintendent of

Police assists him. The later helps him in his day-today general administration. Deputy superintendents of Police, Circle Inspectors of Police, Sub-Inspectors of Police, Head Constables and Police Constables assist him in the enforcement of law and order at various levels. To assist him in undertaking . his functions. Professionals and technical units are also placed at his disposal.

The organization at the district level broadly consists of two wings namely the District Police Office (DPO) and the Field Organization. The general administration of the entire police in the district is carried by the DPO. It works under the SP or ASP, who is in-charge of the office administration and also exercises general control and supervision. The office administration is carried out by several sections like crime and statistics, crime bureau, audit and accounts, equipments and stores, etc. The DPO can be considered as the secretariat of the police and the nerve centre of the Police Administration in the district. Generally, the accommodation and facilities at the DPO are not adequate. One find ill-equipped and overstaffed office; insufficient accommodation; and inadequate lighting and ventilation in these offices.

To provide special assistance to the police, a number of field units function at the district level. The district armed reserve, the home guards, the women police, crime bureau, special branch finger print unit, dog squad, transport unit are some of the field units supporting the district Police Administration.

#### **6. Sub-division :**

For operational convenience, the district police organization is divided into a number of sub-divisions. Police sub-division is a unit where police work is coordinated and controlled. It is an intermediary link between police circles, Police Stations and the district police office. The police sub-division is under the charge of a Deputy Superintendent of Police or Additional Superintendent of Police. They are generally called Sub-Divisional Police Officers. The main work of the sub division is to look into law and order matters, and discipline among the police force and other related matters at the sub-divisional level. A number of reports and registers relating to crime, security and other administrative aspects are maintained in the Sub-divisional office. The Sub-Divisional Officers are responsible primarily for the maintenance of law and order and crime control; collection and communication of intelligence; submission of periodic reports to the Superintendent of Police, Inspection of Police Stations and Circle Offices. They also have an important public relations role to perform. They act as a link between the Superintendent of Police and the Sub Inspectors and Inspectors.

#### **7. Circles :**

Sub-Divisions are further divided into police circles, which is a link between Police Stations and sub-division. This is the third tier in the district police organization. Sometimes, the police circles are coterminous with taluka , sometimes with blocks; and sometimes they may not be in conformity with either of them. As there are no rules governing the formation of police circles, they vary in size from State to State and even in the State from circle to circle. The number of Police Stations in each police circle is determined on the basis of crime, population, area, topography, etc. - Each circle may have 3 to 10 Police Stations. The Circle office facilitates smooth administration at the field level.

Inspector of Police is the Head of police circle. He is responsible for the maintenance of law and order, and control of crime. He has to promote discipline among the policemen. He guides, advises, and supervises the work of Police Stations and the men working there. He also investigates grave crimes with the assistance of supporting staff. As is the case with the divisional office, several registers and records are maintained at the circle level. They include communication register, case diary, circle information book, annual review of crime, crime charts, criminal intelligence file, etc. The Police Station is the lowest tier in the police organization. It is here that the actual work of the police is undertaken. It is the basic and primary unit, which is responsible for the maintenance of Law and order, prevention and control of crime and protection of life and property of the community.

#### **8. RURAL POLICE :**

It is necessary, to discuss organization of rural Police Stations as well as the system of policing in the villages because major portion of India's population lives in rural areas.

##### **Rural Police Station**

Police Stations are established for a group of villages. There are wide variations from state to state, and station to station within the State regarding area and population required to set up a Police Station. A Police Station to be more effective

should be a compact unit. The area should not be too large, as it would defeat the very purpose of policing. It should not be too small also as it would cause heavy expenditure. The second Indian Police Commission (1902-03) recommended that the Police Station must be established for every 150 sq. km. area. This was endorsed by the National Police Commission also. It also recommended that once in every 10 years a review of the area and jurisdiction of the Police Station must be undertaken. This would enable proper deployment of police personnel.

Normally, the Police Stations are located in taluka or block Headquarters or in important villages in the area of its jurisdiction. The Police Station is Headed by a Station House Officer (S.H.O). To assist him, there are Assistant Sub-Inspectors, Head Constable and Police Constables. The number of these officers varies from Police Administration station to station depending upon the population size and the volume of crime. The S.H.O. seeks the assistance of the village officers in the discharge of his work. He works under the overall supervision of the Circle Inspector.

Maintenance of law and order, prevention, investigation and control of crime, collection of intelligence, police prosecution, and traffic control are some of the functions of the Police Stations. Unlike the urban areas, traffic crime and law and order functions are also entrusted to the rural Police Stations.

There are a number of problems in the working of the Police Stations viz. lack of proper buildings, absence of essential minimum needs and facilities for the staff, absence of proper equipment, inadequate residential accommodation of the staff, absence of quicker modes of transportation and communication. The National Police Commission as well as several State Police Commissions have made recommendations to strengthen the Police Stations to make them effective in rural and urban areas.

### **Village Policing**

Maintenance of peace and tranquility is essential not only 'for the development of villages but also for national development. Village policing has been in existence for over centuries. In some form or other it consisted of Village Patel, Village Headman and the Village Chowkidar. In most of the states, they are hereditary functionaries. The responsibility for drawing the attention of police to any matter of importance in the villages vests in these functionaries. They are also responsible for preventing crime in the village. The 1902 Police Commission emphasized that they should function as servants of the village community rather than as subordinates to the regular police. The British Government recognized the need and importance of these hereditary village police officials. The same system, therefore, was allowed to continue. The same system continued even in independent India because of its historical roots, acceptability of the system to the community and its role in policing the village. Thus the system of Village Headman and Watchman prevailed in India before, during and after the British rule. These hereditary functionaries were given land as remuneration. They were also given some proportion of land revenue, collected at the village level. The village Headman was responsible to keep a watch on crime and criminals and report to the Police Station regularly. After independence, due to the emergence of democratic institutions at the grassroots level, the village functionaries moved increasingly towards development work. In some of the States, they are either wholly or partially brought under the Panchayats. But the system in actual working was found to be deficient in several respects. The National Police Commission identified some of these deficiencies as lack of attention, absence of perception of their responsibilities for collecting information or for reporting, low pay, and excessive control of police.

To overcome some of these problems and deficiencies alternatives to the hereditary system were introduced in some States. In Orissa, for example, the hereditary offices were abolished in 1963-64. They were replaced by a system of Beat Constable who had to frequently visit the villages and maintain a regular liaison. As this system failed, it was abolished soon after and a Gram Rakhi System was introduced. They discharge more or less similar functions as that of a traditional village chowkidar. In Karnataka under the Karnataka Village Defense Parties Act of 1964, a system of village Dalpathis and Village Defense Parties was introduced. Dalpathi who Heads the Village Defense Party is expected to be in regular touch with the nearest Magistrate or Police Station. But the performance of the system does not seem to be to the desired level in all the villages. In some districts they are very active and in others they do not seem to have a proper perception of the scheme. The National Police Commission recommended that the existing Chowkidari system in the country should be retained with some changes to make it more effective. The suggested reforms include prescription of age limits and educational qualifications, proper pay, etc. The Commission also recommended constitution of village defence parties with one of the members being designated as Dalapathi. Thus, the National Police Commission envisaged that the Dalapathi, village defense party and the former chowkidar should constitute the village police set-up.

The commission also suggested that there was a need for provision of a telephone and a cycle to enable them to have regular contact with the police.

## **9. URBAN POLICE :**

In recent years India's urban population is on the increase and also the number of towns. It creates numerous and complicated problems to the Police Administration. Heterogeneous population, sensitive public, slums, frequent breakdown of law and order, high incidence of crime etc. compound the problems of police in these cities and towns. Linguistic groups, labor population, student community etc. also add up to the complicated urban situation. Therefore, the urban areas need a different type of policing than the rural areas. In India, two different patterns of urban policing have emerged over the years. Firstly, all metropolitan towns with more than a million population have Commissionerate system. In this system the responsibility and accountability for performance for all aspects of policing vests with the Commissioner. He is vested with power of regulation, control, licensing etc. in addition to usual police power. The system is commended by all as it leads to a prompt and coordinated police action in dealing with matters of crime and disorders. The National Police Commission, therefore, recommended the introduction of this system all cities with 5 lakhs population or in places, which are experiencing urbanization, industrialization etc. A major question that is often raised is, should the Commissioner of Police be under the State Police Chief or directly accountable to State Government? In Kolkata, the Commissioner of Police is independent of the State Police Chief. While in other cities like Mumbai and Chennai they are under the State chief. Several commissions and committees including [he National Police Commission suggested that the Commissioner of Police must be 1 ought under the Chief of State Police with operational autonomy and independence.

Secondly, major urban centers work under the Superintendent of Police. However, in some States like Andhra Pradesh major urban centre's, which do not merit Commissionerate system are cawed as urban districts for purposes of policing and Superintendents of Police are appointed exclusively for the urban police districts. In the later case, they enjoy more power in comparison to the Superintendent of Police of a district. Several Police Commissions at the State level, which examined this problem recommended commissionerate system for all major cities and towns conferring executive magisterial power on the Head of police of such towns and cities. The National Police Commission and the Andhra Pradesh. Police Commission suggested a separate City Police Organization with senior police officers Heading the city to deal with multifarious and difficult problems. The urban police require control rooms, staff for investigation to deal with difficulties. In fact, they should be provided with more facilities to deal with different urban problems.

In urban areas, the Police Station is also the primary unit for police work. There are variations from State to State about the area and population of urban Police Stations. The average area of Police Stations in urban area in Assam is 7.9 sq. kms, in Gujarat 38.1 sq. kms. and in Tamil Nadu 22.2 sq. kms. The Police Stations in the rural and urban areas have different organizational structure, as the volume and character of work are different. In important urban areas like Headquarters of the district, town is divided into a number of Police Stations like Law and Order Police Stations, traffic Police Stations, Central Crime Stations and Police Control Room. The Police Station is responsible for the maintenance of peace and protection to life and property in the town. They investigate all cases relating to property offences, riots, faction fights etc. The persons in the police Station are allotted to different detachments called general detachment, beat detachment and standby detachment, each undertaking specific function. The Traffic Police Station is responsible for the regulation of the traffic in the town. Central crime stations are established in big urban areas to review the law and order position. They are responsible for effective control of Police Administration crime. They investigate property offences like robbery, thefts, house breaking etc. They keep a constant check over criminals and bad characters. Police control rooms have been established to assist the Police Station. They are equipped with high frequency wireless sets. Their function is to dispatch striking forces to place where there is trouble as a primary measure as soon as they receive messages. Later, they pass on the information to Police Stations for further actions.

## **10. ISSUES CONFRONTING POLICE ADMINISTRATION :**

The Police Administration in its present form was established long back. Through the decades the system has not undergone any significant change. The Indian Police Act of 1861 continues to be the basis for police system in India. There are several suggestions for its replacement by new legislation. But they have remained only suggestions. There are several issues, which affect the organization and working of the police in the country.

In recent years one finds a proliferation of the posts of Inspector General of Police, and Deputy Inspector General of Police. Though expansion of any organization including police is inevitable, Critics argue that the expansion cannot be to the extent as it has taken to. The Police Administration is accused of being a top-heavy administration. Similarly frequent changes of the DGPs or IGP's whenever there is a change of political leadership has created a serious credibility gap in this police leadership. This problem has been aggravated with emergence of regional parties in some States. The police coming in for criticism and praise by different political parties has led to the politicization of the police.

Constitutionally, law and order is a State subject. But over the years the central police organizations like Central Reserve Police Force and Border Security Force have increased. Deployment of the police force in the States on occasions without informing them has created tensions in Centre-State relations. Similar is the case with the use of Central Bureau of Investigation. A few States even barred investigations by the CBI in their States leading to acrimony between the Centre and the States.

Several studies on the image of police have revealed that the public has greater dissatisfaction and disenchantment with the working of the police. Apathy of the police, inefficiency and incapacity of the police has given a poor image to it. As long as police image does not improve, it is difficult for the police to create confidence among the public. In such situation, it is not possible for the public to approach the Police Stations confidently and expect justice from them.

Another issue is the accountability of police. The National Police Commission has suggested constitution of State Security Boards to make them more accountable and responsible. These institutions unfortunately have not been constituted and wherever they exist, their working is not up to the mark.

Facilities at the Police Station level are important to make them effective. Accommodation, facilities and modernization are important areas, which need critical evaluation as well as reform. In all these areas the facilities are inadequate. As a result some Police Stations are not in a position to establish regular contacts with the community. Similarly they are not in a position to take prompt action.

The relation between Superintendent of Police and Collector is an important area of concern. There appears to be a tendency on the part of Superintendents of Police to ignore or undermine the Collector and his authority. This has its implications not only on the police but also on the entire district administration.

In recent years terrorism and violence in different parts of the country are on the increase. The community expects the police to take steps to control the problem.

Their failure to do this is not only leading to worsening law and order situation but is also giving a bad name to the police. This has also shattered the confidence of the people in the police.

Recruitment and training are important in any organization; police organization is no exception to this. Unfortunately several criticisms are leveled against the practices and methods of recruitment of police personnel. People feel that the best and meritorious are not recruited in the police. There are allegations of partisanship in selections. The recruiting authorities are alleged to be corrupt. Training, that is imparted, is also considered to be inadequate. Training is not able to motivate the police. The committee on Police Training, which was set up by the Government of India in 1973 made several recommendations to improve the training of police officials. Though efforts are being made to rationalize the recruitment and training practices of the personnel. .

Police Commissions at the National and State levels have made several suggestions ' to make the police efficient, responsive and responsible. But unfortunately on one consideration or the other they have not been seriously considered. This indicates that police reform is a low priority area in the country. Whatever reforms were implemented they were done half-heartedly without understanding the socio-political milieu within which the police has to operate. Because of the adhoc and piecemeal nature of the reforms they did not have the intended effect. The reforms are required not only in organization, personnel. procedures but also in the attitudes of the people and the police officials. Still colonial attitude pervades the minds of the police personnel. Reform should be continuous because no adhoc approach will give the intended results.

The police behaviour like rudeness, non-registration of FIR, maltreatment in lockups and so on, are forbidden in the Police Regulations. Mohit Bhattacharya explained the problem areas in the field of human rights. In his words "(a)



General feeling that the ground realities - how crime and criminals have actually to be dealt with - are not appreciated by "human rights" protagonists, (b) the balance seems to be tilting towards criminals, leading to police discomfiture; (c) human rights are, no doubt, of great value; at the same time, police discretion is necessary to deal with the ground situation". The major problems faced by police functionaries and Police Stations are intra-organizational issues related to human resource like insufficient manpower, low motivation, lack of promotion opportunities, lack of proper training etc. Infrastructure related problems such as shortage of vehicles and fuel, poor maintenance and limited space to work and lack of communication facilities affect the efficiency. In addition, ill lighted unhealthy place; difficulties in supply of food for lock-up inmates, short supply of stationary items; lack of elementary investigation kit, inordinately long time in post mortem reports; pending cases and low priority to investigation also affect the services. In the context of finance, Police Station has no system of keeping fund, travelling allowance bills are hard to get and remain pending for months. Strict discipline becomes an artificial barrier to genuine inter-personal understanding of work, which affect inter-personal relations as well as dealing with public. In certain cases, police extorts money, nothing moves without greasing palms. In rural areas, payments are generally made in kind.

Human Rights are promised on two important aspects, that is dignity and equality for a human being. The incorporation of the rights on the paper or in the Constitution does not ensure their fulfillment. Constitutional guarantees and legal stipulations are of no use unless these are put into practice by the enforcement agencies. Since police is the first step on the ladder of the criminal justice system as an agency that investigates and detects crime. Human rights can be imperative and effective if the functional level is fair, just and reasonable in its dealings with suspects and others. It largely depends upon the law enforcement officers. Hence, the contribution of police is crucial for the successful implementation of law and order; and in building-up of an institution for justice. For this, senior leader must internalize the concept of human rights. He has to undergo a change in his style of thinking and functioning with the conviction that human rights are inevitable and a technique for better governance.

The above mentioned issues need to be examined critically. There is no dearth of suggestions but what is important is the political will. One has to examine the police reforms in the total context of social change, and political dynamics. Reform in the police cannot be viewed in isolation. Structural and institutional changes can only bring marginal improvements in the working of the police system. What is important is attitudinal change, both on the part of the police personnel and also the community. Neither police can take law into its hand and curtail the liberties of the people nor people can expect peace and order unless they themselves co-operate with the police in discharge of its functions.

## **11. CONCLUSION:**

In India police system has a long history, though in its present form it came into existence during the British rule. In a developing society, police has an important and a positive role. Its functions are many and varied ranging from maintenance of law and order to social defense. It is considered as an instrument of change in a modern society. Policing in India is a State subject. However, the Central Government has some role to play in the areas of legislation and also in the provision of police force in the States. This , organization has been a highly centralized one and it has not been able to imbibe the spirit of democracy as a way of institutional life. The organizational accountability via higher-level supervision is no substitute for public accountability. There is a need to reorganize the police organization.

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