# Session 1A: Addressing Challenges of Modern Policing

**INDIAN DEMOCRACY AT WORK**

Saturday, 20 Feb 2021
11:00 AM - 1:30 PM

**Shri K. Padmanabhaiah**
*Former Union Home Secretary*
(Chair)

**Shri Raj S. Kohli**
*Chief Superintendent, Metropolitan Police*

**Smt. Maja Daruwala**
*Senior Advisor, Commonwealth Human Rights Initiative*

**Shri V.N. Rai**
*Former Director General of Police, Uttar Pradesh*

**Shri Kamal Kumar**
*Former Director, SVP National Police Academy*

**Shri Jacob Punnoose**
*Former Director General of Police, Kerala*

**FDR FOUNDATION FOR DEMOCRATIC REFORMS**

**ISB | Bharti Institute of Public Policy**

हैदराबाद विश्वविद्यालय
**University of Hyderabad**

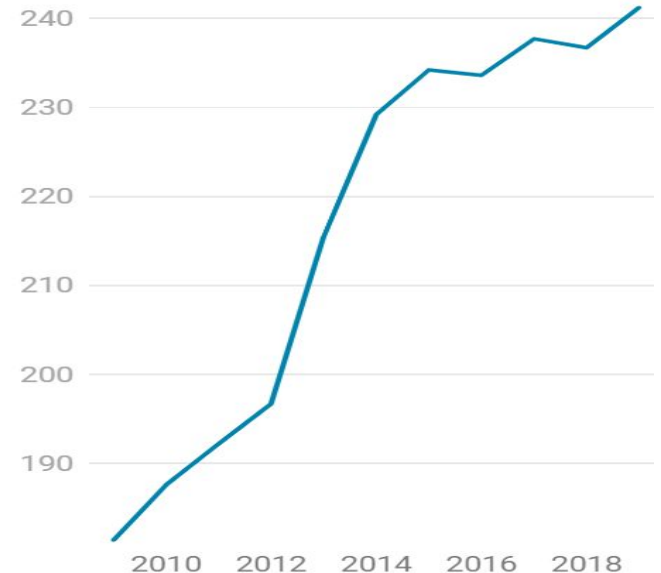# Session Format and Guidelines

- The session will begin with a 5 minute presentation from FDR.

- The Chair for the session will first present his views for 10-12 minutes.

- The Chair will then call upon each speaker, who will also have 10-12 minutes to share their insights.

- Post that, the Chair may open the session for a panel discussion.

- The last 30-45 minutes will be dedicated to taking questions from the audience.

- We request the participants to keep the questions brief and lucid and also mention the panelist that they would like the question to be directed to.

# Modern policing is difficult

- Social controls are **weakening** with rapid **urbanization**, leading to **rise in crime**

- Nature of crime is **evolving** - economic crime, cybercrime, organized crime, trans-national syndicates on the rise

- **Governance problems** often morph into public order problems due to polarized public discourse

- Functioning of the police is still based on **primitive** methods and **obsolete** procedures

**Figure 1: Crimes per 100,000 population by Year**



*Source: National Crime Records Bureau*

# Image of police is distorted

- Perceived as **tardy**, **inefficient**, **high-handed**, **insensitive** and **unresponsive**

- Seen as instruments of **abuse of power**, rather than as a protector of the people

- Status of Policing in India report 2019 -

  - **4** out of **5** personnel believe that there is nothing wrong in the police **beating up** criminals to extract confessions

  - **2** out of **5** personnel believe people are **hesitant** to approach them even when there is a need

  - **3** out of **5** personnel believe that the number of crimes reported are **lesser** than the number of crimes committed in the society

# Police are stretched to the limit

- High degree of concentration of functions in a single force

- **Multifarious duties include but not limited to:**

  - ❏ Crime investigation
  - ❏ Riot control
  - ❏ Intelligence gathering
  - ❏ Security of state properties
  - ❏ Protection of important citizens
  - ❏ Traffic control
  - ❏ Ceremonial and guard duties
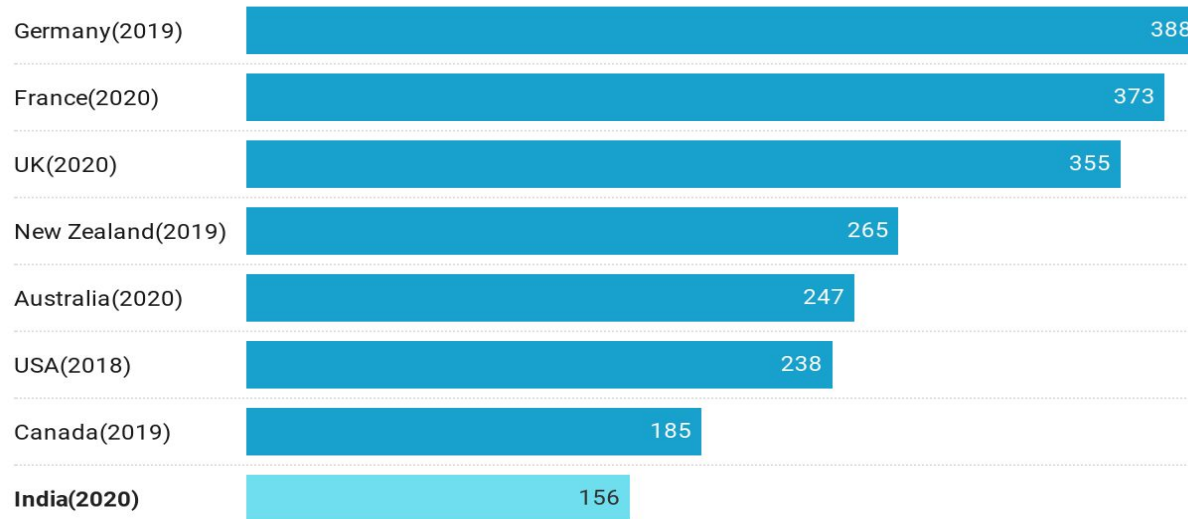  - ❏ Service of summons and production of witnesses in courts
  - ❏ VIP bandobast

**Less than 2% of the strength is in the crime investigation department!**

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- Severe shortage of personnel further aggravates the burden on the force

**Figure 2: Police per 100,000 population**

| Country (Year) | Police per 100,000 |
|---|---|
| Germany (2019) | 388 |
| France (2020) | 373 |
| UK (2020) | 355 |
| New Zealand (2019) | 265 |
| Australia (2020) | 247 |
| USA (2018) | 238 |
| Canada (2019) | 185 |
| India (2020) | 156 |

*Note: Police per 100,000 population in India is 156 at actual strength and 195 at the sanctioned strength.*
*Source: Various countries' government police workforce data compiled by FDR*
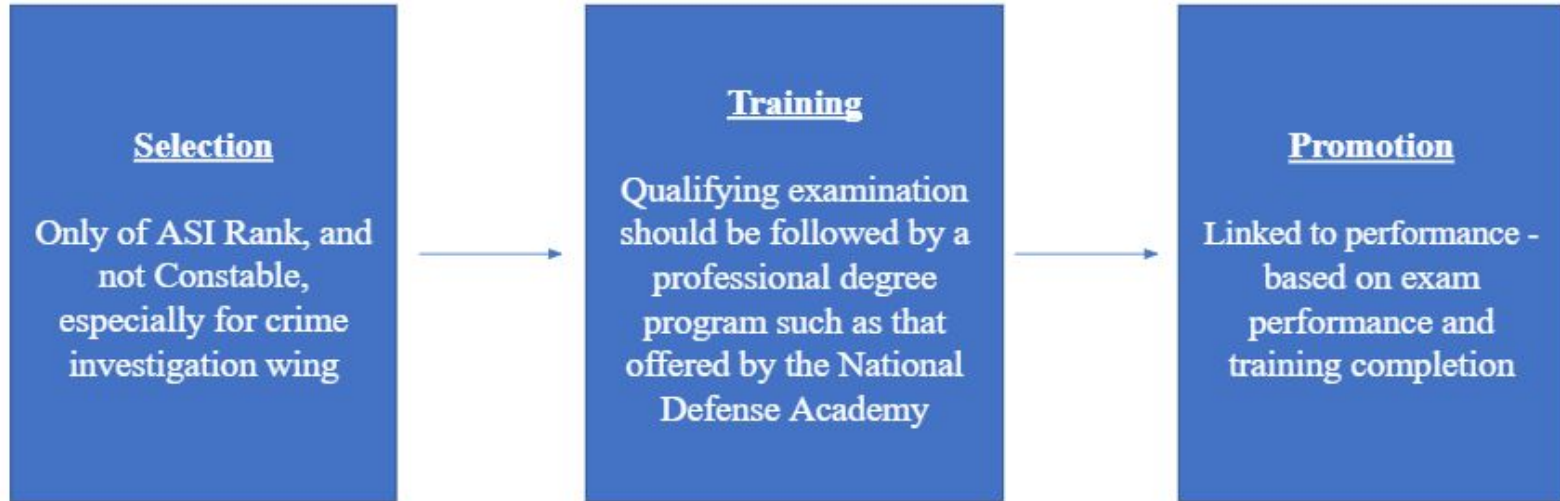
# Inadequate training and technology to meet growing challenges

- Police training has been one of the most **neglected** areas over the years

- The state training academies are **ill-equipped** and face a **paucity of funds**

  - Only **1.12%** of the entire police expenditure was dedicated to police training in 2019-20

- Training methods are **outdated**, with a greater focus on '**discipline and regimentation**' than the **behavioural** aspect of policing

- Resources, technology, weapons and procedures available to the police have **not kept pace with the times**

  - Actual expenditure on police modernization was **less than half** of the total grant

  - **Forensic** capability falls short of global standards by a mile

# Strength and Specialization of Functions

- Fill up **vacancies** and sanction **additional** posts based on the population and workload

- **Reorganising** the police force

    - Ensure **autonomy** with **accountability** and improve **specialization** and **professionalism** for better **efficiency**

        - ❏ Law and order
        - ❏ Crime investigation
        - ❏ Local policing

- Certain functions currently performed by the police can be **outsourced to private players, to reduce the burden** on the understaffed force. Ex: VIP security

# Recruitment and Training

- **Recruitment at entry level for specialized agencies -**

**Selection**

Only of ASI Rank, and not Constable, especially for crime investigation wing

→

**Training**

Qualifying examination should be followed by a professional degree program such as that offered by the National Defense Academy

→

**Promotion**

Linked to performance - based on exam performance and training completion

- **Joint** training programs for the police, public prosecutors and magistrates to improve coordination

- Focus on **sensitizing** police to **citizens' needs**, especially poor, socially backward classes, and women

# Community Policing

- Community policing is essential for:

  - Constant **communication** and **collaboration** with community members, providing a source of valuable information for crime investigation

  - **Proactive** response leading to significant reduction in crime rates

  - Enhanced **trust** and **confidence** of the public in the police system

- At the ratio of **1** policeman per **5000** residents, **~5**% of the regular police force must work as **community** police or beat police embedded within the community

  - In urban areas, small, **mobile** and effective units of community police under local control

  - In rural areas, police drawn from the local community, from among the **local residents**

- Regular meetings with community members for discussion of local problems and jointly formulating a **local policing strategy**