



# Police Reforms in India

Selected Recommendations and Guidelines  
on 'Capacity' by Police Commissions and  
Expert Committees in India

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## Table of Contents

1.	Introduction and Context.....	4
2.	Abbreviations .....	6
3.	Compilation of Recommendations on Police Reforms in India by Various Committees	
I.	Budget .....	8
1.	Modernisation Fund.....	8
2.	Expenditure on Personal.....	9
3.	Expenditure on Training.....	10
4.	Expenditure on Infrastructure.....	11
II.	Human Resources .....	13
1.	Capacity Augmentation –	
(i)	<i>Beat police system</i> .....	13
(ii)	<i>Teeth-to-tail ratio</i> .....	13
(iii)	<i>Manpower Strength</i> .....	14
(iv)	<i>Cyber Crime</i> .....	15
(v)	<i>Training for working with modern technology</i> .....	16
2.	Training.....	16
3.	Constables.....	23
4.	Officers.....	27
5.	Working Conditions –	
(i)	<i>Tenure</i> .....	29
(ii)	<i>Orderly System</i> .....	30
(iii)	<i>Working Hours</i> .....	30
(iv)	<i>Shift System</i> .....	30
(v)	<i>Welfare Measures</i> .....	31
(vi)	<i>Transfers</i> .....	32
(vii)	<i>Promotions</i> .....	33
6.	Separation of Law & Order and Investigating function of Police – Separate Investigating Agency.....	34
III.	Diversity .....	36
1.	Women in Police.....	36

	2.	SC/ST/OBCs in Police.....	38
IV.		Infrastructure .....	39
	1.	Population per Police Station.....	39
	2.	Area per Police Station.....	40
	3.	Training.....	40
	4.	Technology.....	41
V.		Accountability .....	44
	1.	National/State Security Commission.....	45
	2.	State Police Accountability Commission.....	44
VI.		Police and Public Interface .....	46
	1.	Police Complaints Authority.....	47
	2.	Feedback Mechanism.....	47
	3.	Collaboration with Citizens.....	48
VII.		Forensics .....	49
	1.	Forensic Science Service.....	49
	2.	Upgradation of Forensic Technology .....	50
	3.	Demarcation of Funds for Forensics.....	51
	4.	Forensic Education and Training.....	51
VIII.		Interface between Four Core Pillars of Justice .....	52
4.		Analysis and Comments .....	53
5.		Bibliography .....	54

## Introduction and Context

In the approximately 160 years since the Police Act of 1861 was passed in India, numerous committee reports have come out with a wide range of recommendations, more often than not overlapping with each other, with the aim of suggesting reforms to the Indian Police System on issues ranging from capacity, training, organisation and legislation.

Starting from the report of the Indian Police Commission, established in 1902-03, nearly 20 reports have been published by various committees and commissions. In addition to these, 11 state level commissions have released their own reports, proposing reforms to the existing police systems in their respective states. Out of these 31 reports, recommendations from 26 reports have been included in our compendium, as well as certain Directives issued by the Supreme Court in the Prakash Singh vs Union of India case in 2006-07. Certain reports of the state police commissions were not available or could not be accessed online and were thus, excluded from the scope of this compilation.

The following sources have been referred to for the purpose of this report –

1. Report of the Indian Police Commission, 1902-03
2. Report of the Madhya Pradesh Police Reorganisation Committee, 1951-52
3. Report of the Kerala Police Reorganisation Committee, 1960
4. Report of the West Bengal Police Commission, 1960-61
5. Report of the Bihar Police Commission, 1961
6. Report of the Gore Committee on Police Training, 1971-73
7. Eight Reports of the National Police Commission, 1977-81
8. 154<sup>th</sup> Report of the Law Commission of India, 1996
9. Report of the Ribeiro Committee on Police Reforms, 1998
10. Report of the National Human Rights Commission on ‘Measures to Improve Police Public Relationship’, 1999
11. Report of the Padmanabhaiah Committee on Police Reforms, 2000
12. Report of the Malimath Committee on Reforms of Criminal Justice System, 2003

13. Report of the Review Committee on Recommendations of National Police Commission and Other Commissions/Committees on Police Reforms (Mooshahary Committee), 2005
14. Fifth Report of the Second Administrative Reforms Commission on 'Public Order', 2005
15. Report of the Police Act Drafting Committee chaired by Soli Sorabjee, 2005-06
16. Directives issued by the Supreme Court in the Prakash Singh Vs Union Of India case, 2006-07
17. Kamal Kumar's Report on 'National Requirement of Manpower for 8-Hour Shifts in Police Stations', 2014
18. 237<sup>th</sup> Report of the Department-Related Parliamentary Standing Committee on Home Affairs on 'Police - Training, Modernisation and Reforms', 2022

The selected recommendations from the relevant commissions and expert committee reports have been divided into eight broad points of reference which have been further categorised based on common themes observed across different reports. Recommendations under each sub-heading have been listed chronologically and are accompanied by a brief description regarding the context and scope of the theme.

## Abbreviations

ARC	Administrative Reforms Commission
ASI	Assistant Sub-Inspector of Police
BPR&D	Bureau of Police Research and Development
CAPF	Central Armed Police Forces
CCA	City Compensatory Allowance
CCTNS	Crime and Criminal Tracking Network & Systems
CCTV	Closed Circuit Television
CFSL	Central Forensic Science Laboratory
CrPC	Code of Criminal Procedure
DA	Dearness Allowance
Dy. SP	Deputy Superintendent of Police
EQ	Emotional Quotient
ERSS	Emergency Response Support System
FIR	First Information Report
FSL	Forensic Science Laboratory
ICJS	Inter-operable Criminal Justice System
IP	Internet Protocol
IPC	Indian Penal Code
IPS	Indian Police Service
IQ	Intelligence Quotient
IT	Information Technology
LCI	Law Commission of India
MHA	Ministry of Home Affairs
MPF Scheme	Modernisation of State Police Forces Scheme
MSc	Master of Science

NEPA	North-Eastern Police Academy
NHRC	National Human Rights Commission
NPC	National Police Commission
OBC	Other Backward Classes
SC	Scheduled Caste
SHO	Station House Officer
SP	Superintendent of Police
SSLC	Secondary School Leaving Certificate
ST	Scheduled Tribe
SVPNPA	Sardar Vallabhbhai Patel National Police Academy
UT	Union Territory

## Compilation of Recommendations on Police Reforms in India by Various Committees

### **I – BUDGET**

Budget is one of the five major indicators outlined in the India Justice Report. Budgetary allocations are integral to determine whether the police are adequately resourced and staffed and thus, has found a part amongst the recommendations of several reports.

**1. Modernisation Fund**–*The fund refers to the Scheme for Modernisation of State Police Forces (MPF Scheme), in effect since 1969-70 under which the Ministry of Home Affairs (MHA) has been supplementing the efforts and resources of the States, from time to time. It has been renamed as “Assistance to States for Modernisation of Police”, since 2017.*

<p>NPC, Third Report, 1977-81 <i>(Para 24.6 and 24.7)</i></p>	<p>A Central team may be constituted with representatives from the Ministry of Home Affairs, Bureau of Police Research &amp; Development and Institute of Criminology &amp; Forensic Science to visit the States once in two years and assess the actual ground position in regard to modernisation of the State police. The quantum of Central assistance to the States may be decided with due regard to the assessment reports of this team and the Central assistance scheme which operated upto 1978-79 should be continued for another ten years with substantial increase in allotment.</p>
<p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 30, 9.2)</i></p>	<p>The release of central grants for modernisation or upgradation funds should be dependent upon compliance by state governments with certain basic issues, like each state having a manpower and career planning system, a transparent recruitment, promotion and transfer policy and meeting certain minimum standards for training.</p>
<p>Mooshahary Committee,</p>	<p>MHA must monitor modernisation grants provided to states. Structural mechanism should be put in place by the Government of India to</p>



<p>2005 <i>(Recommendation No. 26)</i></p>	<p>periodically assess the ground needs of modernisation of each state police force and to periodically evaluate actual impact of modernization scheme.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 3.12.4, Para 3.15.2, Para 3.15.3)</i></p>	<p>The MHA should constitute a Committee which can visit the underperforming States and assist/advise/persuade them to utilize the funds in a planned manner; otherwise the situation in these states may take a long time to show improvements.</p>
	<p>The Modernisation grants given to States are lapsable and therefore, the MHA may release the funds to States in the first or second quarter so that the States have adequate time to spend the funds. The MHA may also work out ways to remove administrative delays and bottlenecks that cause delays in the release of funds.</p>
	<p>MHA may consider to re-include the items of ‘mobility and ‘construction of police infrastructure including housing’ under the ‘Assistance to States for Modernisation of Police’ for all States/UTs.</p>
<p><b>2. Expenditure on Personnel</b></p>	
<p>NPC, Second Report, 1977-81 <i>(Para 13.13)</i></p>	<p>Creation of a separate police education fund in each state, made up of contributions from the police personnel themselves and supplemented by ad hoc/recurring grants from the state government. The fund should be built up with the ultimate objective of establishing at least one police school in each district headquarters.</p>
<p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 30, 9.1)</i></p>	<p>State governments must give high priority to the allocation of resources to the police.</p>
<p>Department-Related</p>	<p>MHA may actively consider the allocation of funds to all States/UTs for housing under the 'Assistance to States for Modernisation of Police'</p>

<p>Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 4.12.5)</i></p>	
<p><b>3. Expenditure on Training</b></p>	
<p>Gore Committee Report on Police Training, 1971-73 <i>(Chapter XII, Para 29)</i></p> <p>Mooshahary Committee, 2005 <i>(Recommendation No. 27)</i></p> <p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 2.3.6)</i></p>	<p>The States should find more money for police training to improve the existing arrangements. A major financial investment will also have to be made by the Central Government if police training is to be reoriented and modernised throughout the country.</p>
<p>2nd ARC, Fifth Report, 2005 <i>(Page 263, Point 15(c)/Para 5.13.5)</i></p>	<p>Each state should earmark a fixed percentage of the police budget for training purposes.</p>
	<p>The MHA may allocate a designated amount under their grants to the</p>

<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 2.10.4)</i></p>	<p>States and also extend necessary resources to them for developing a robust online training infrastructure. The Centre could encourage the States by providing certain incentives for their online training initiatives.</p>
<p><b>4. Expenditure on Infrastructure</b></p>	
<p>Gore Committee Report on Police Training, 1971-73 <i>(Chapter V, Para 5)</i></p>	<p>The Governments should make reasonable investments in research and development work to promote the induction of science and technology into police work in India.</p>
<p>NPC, Second Report, 1977- 81 <i>(Para 17.8)</i></p>	<p>Government of India should continue financial aid in increasing measure to the States for installing computers in the police communication and record systems and complete a time bound computerisation plan.</p>
<p>2<sup>nd</sup> ARC, Fifth Report, 2005 <i>(Page 261, Point 12(c)/Para 5.10.4)</i></p>	<p>The working of the Bureau of Police Research and Development needs to be strengthened by adequate financial and professional support.</p>
<p>Malimath Committee, 2003 <i>(Page 273, Point 17-xvi)</i></p>	<p>It is recommended a five year rolling plan be prepared and adequate funds are made available to meet the basic requirements of personnel and infrastructure of the police.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police -</p>	<p>The MHA must allocate adequate funds and extend necessary resources for the establishment of cyber training labs and strengthening/upgrading of existing cyber training infrastructure in all the States/UTs.</p>

**Training, Modernisation and Reforms, 2022**

*(Para 2.9.8, Para 3.16.8)*

MHA may initiate setting up adequate manufacturing units of non-lethal weaponry in the country to address the issue of shortages in this regard. The MHA may coordinate with States to increase investment in the purchase of non-lethal weaponry, latest anti-riot equipment and standardize the uniform of police personnel with lightweight, easy to wear body protection gears to minimize injury/casualty during performing law and order duties.

## II – HUMAN RESOURCES

As outlined in India Justice Reports, despite being the second most populous nation in the world, India has one of the lowest police to population ratios in the world. Concomitantly, the most extensively addressed theme across reports in terms of capacity augmentation of police in India is Human Resources with two themes which have been addressed in nearly all reports – first, training of both constables and officers and second, separation of investigation from law and order function of the police.

### ***1. Capacity Augmentation***

#### ***(i) Beat Police System***

*[Beat refers to the territory that a police officer patrols. It is based on traditional policing and utilises close relationship with the community members within the assigned beat to improve police effectiveness.]*

NPC, Fifth Report, 1977-81

*(Para 41.32)*

NPC, Seventh Report, 1977-81

*(Para 50.25)*

2<sup>nd</sup> ARC, Fifth Report, 2005

*(Page 262, Point 14(e)/Para 5.12.6)*

The beat police system should be revived and strengthened.

#### ***(ii) Teeth-to-tail Ratio***

*[Refers to the median ratio of police officers to constabulary.]*

West Bengal Police

Commission Report, 1960-61

*(Page 133, Para 9)*

There should be three constables for every two investigating officers and six for every beat, there being one beat to every 75 cases in rural areas.

Padmanabhaiah Committee,

Recruitment should focus on hiring sub-Inspectors instead of Constables. To increase the ratio of senior to junior officers,

<p>2000 <i>((CHRI – Police Reform Debates in India – Page 27, 2.1)</i> Mooshahary Committee, 2005 <i>(RecommendationNo.12)</i></p>	<p>recruitment of Constabulary should be restricted until a teeth to tail ratio of 1:4 is achieved. Currently, this ratio ranges from 1:7 to 1:15 in different states.</p>
<p><i>(iii) Manpower Strength</i></p>	
<p>Indian Police Commission, 1902-03 <i>(Para 193)</i></p>	<p>The police forces are at present inadequate in every province and must be increased.</p>
<p>Madhya Pradesh Police Reorganisation Committee <i>(Para 46)</i></p>	<p>Where Assistant Sub-Inspectors are provided there should be one SI for every 175 cases reported in a year at a city police station.</p>
<p>Bihar Police Commission, 1961 <i>(Page 400, Point 17)</i></p>	<p>There should be one investigating officer for every 60-70 cognisable cases a year.</p>
<p>NPC, Third Report, 1977-81 <i>(Para 24.20)</i></p>	<p>Control rooms with attendant patrol vans should be introduced in all cities with a population exceeding one lakh.</p>
<p>NPC, Fourth Report, 1977-81 <i>(Para 27.7)</i></p>	<p>The cadre of investigating officers has to be increased. The police hierarchy has to be re-structured to secure, inter alia, a larger number of officers to handle investigational work.</p>
<p>NPC, Seventh Report, 1977-81 <i>(CHRI – Police Reform Debates in India – Page 19, 1.4,1.5, 2.1, 2.2)</i></p>	<p>An investigating officer should not be required to investigate more than 50 to 60 cases each year.</p>
	<p>Police stations in cities that deal with more than 900 cognisable offences under the Indian Penal Code annually should have a Deputy</p>

	<p>Superintendent or Assistant Superintendent as Station House Officers. Police Stations investigating over 300 IPC cases per year should be headed by an Inspector of Police. The third category will consist of smaller police stations headed by Sub Inspectors.</p>
	<p>There should be an increase in the number of officers at the middle level of the police hierarchy (Assistant Sub-Inspector, Sub-Inspector, and Inspector). There should be a reduction in the number of junior officers (constabulary). This will provide a larger number of investigating officers and improve promotional opportunities for junior officers.</p>
<p>Malimath Committee, 2003 <i>(Page 273, Point 17-xiv)</i></p>	<p>For liquidating the existing pendency, and, for prompt and quality investigation including increase in the number of Investigating Officers is of utmost importance. It is recommended that such number be increased at least two-fold during the next three years.</p>
	<p>For ensuring effective and better quality of supervision of investigation, the number of supervisory officers (additional SPs/Dy.SP) should be doubled in next three years.</p>
<p>Mooshahary Committee, 2005 <i>(Recommendation No. 15)</i></p> <p>Kamal Kumar's Report, 2014 <i>(Page 128, Point-ix)</i></p>	<p>Enhancement of manpower strength sanctioned for police stations to be taken up on urgent footing as currently it is abysmally low. A regular system of periodical manpower audit also needs to be put in place for police stations as indeed also for other units of police organization.</p>
<p><i>(iv) Cyber Crime</i></p>	
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 2.9.7, Para 3.21.13)</i></p>	<p>The Committee understands that the States are facing constraints of manpower and resources in managing cyber-crime investigations. It recommends that the MHA should consider creating volunteer help groups of IT Experts from civil society.</p>
	<p>The State/UT police should create a cyber-crime help desk for immediate reporting of the cyber-crimes leading to an early investigation by them.</p>

	<p>The Committee recommends that the MHA may encourage States/UTs to recruit qualified cyber experts/IT professionals to assist police in detecting, monitoring, preventing and investigating cyber-crimes.</p>
<p><i>(v) Training for working with modern technology</i></p>	
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 3.22.5, Para 3.22.6)</i></p>	<p>The Committee recommends that the MHA along with the Ministry of Civil Aviation may advise States to sensitize ground-level police personnel on the drone regulations. This may include the civilian use of drones which will help in detecting rogue drones.</p> <p>The MHA may coordinate with concerned Ministries/Agencies and States/UTs to create an SOP for the steps to be taken by the State police in case of a drone attack.</p>
<p><b>2. Training</b></p>	
<p>Indian Police Commission, 1902-03 <i>(Recommendation No. 44, 45, Para 64)</i></p>	<p>Successful candidates should be required to undergo a two years course of training at an English residential university where there is a Board of Indian studies, each candidate receiving an allowance during this period of 6100 a year; and that the course of study should include criminal law and practice, taking of notes of cases in the criminal courts, an Indian vernacular, Indian history, geography and ethnology and riding. Probationers should also be required to join a volunteer corps and become efficient. In addition to this probationary training in England each Assistant Superintendent should on arrival in India be attached for one session to the provincial training school.</p> <p>That for the training of constables central schools should be established for groups of districts; that each school should be under a Deputy or assistant Superintendent, assisted by a staff of Inspectors and sub-Inspectors; that the course of training should extend over six months and should include instruction in drill, discipline, elementary</p>



	law and police procedure and the manner in which police officers should conduct themselves towards the public.
<p><b>Madhya Pradesh Police Reorganisation Committee</b> <i>(Para 225, 226, 230 and 231)</i></p>	Refresher courses should be conducted for constables posted in cities, sub-inspectors who have put in five to ten years of service, senior inspectors and Gazetted officers.
<p><b>Bihar State Police Commission, 1961</b> <i>(Page 404, Point 10)</i></p>	An effective system of detective training on up-to-date and practical lines should be designed for officers selected for the Criminal Investigation Department. Course of Training should cover 12 weeks.
<p><b>Gore Committee Report on Police Training, 1971-73</b> <i>(Chapter XII, Para 2, 8, 9, 27, 34, 43, 45 Chapter III, Para 3, 7 Chapter VII, Para 18, 21)</i></p> <p><b>NPC, Fifth Report, 1977-81</b> <i>(Para 36.19)</i></p>	There should be three kinds of institutions in the States for the training of police officers- <ul style="list-style-type: none"> <li>a) A Police training college for the training of Deputy Superintendents, Inspectors and Sub-Inspectors.</li> <li>b) One or more police training schools for the training of Constables and Head Constables.</li> <li>c) Armed police training centre for the training of personnel of the armed police battalions</li> </ul>
	All States which have a large enough strength of armed police battalions should have an institution on the lines of the Armed Training Centre, Sitapur, U.P.
	The Central Government should set up at least one police training college and one police training school for States and Union Territories where the annual intake as well as the total complement of the police force is small and where independent institutions may not be feasible. these could, perhaps, be located very advantageously under the Eastern Zonal Council at Shillong or Gauhati to serve primarily the needs of Manipur, Tripura, Arunachal Pradesh, Nagaland and Mizoram. The central police training college and school can serve as models for the States.
	In each of the bigger States, a senior officer of the rank of Inspector General should be appointed to devote whole time attention to

important matters relating to personnel administration like recruitment, training, career development and promotion, and the management and supervision of the institutional and practical training of police officers of all ranks. He may be of the rank of Deputy Inspector General in the smaller States and Superintendent of Police in some of the Union Territories. He should be designated as the Inspector General/Deputy Inspector General/superintendent, Training, as the case may be. there should be a separate officer for this post Principal of the police training college.

There should be a phased in-service training programme in the form of refresher, orientation, specialised, middle level and senior level courses, besides the induction training of new recruits at different levels to make training purposeful and effective for the attainment of the goals of the organisation. For the higher-level officers, there should be a greater input of managerial and conceptual skills in the training programmes.

The nature, level and content of the courses, the methods of instruction and the quality and quantum of the instructional staff will all need periodic review with the object of constantly improving the training programmes.

*[Reiterated by the Department-Related Parliamentary Standing Committee on Home Affairs in their 237<sup>th</sup> report tabled in February, 2022]*

*(Para 2.2.19)*

Apart from the senior officers' course, we recommend a number of courses of about two to three weeks duration in the various functional areas of police administration and in the techniques of management of officers of about six to ten years' service.

Till such time as direct recruitment to the rank of Deputy Superintendent is not discontinued, they should be trained at the State police training colleges.

	<p>The syllabus for their training should be the same as for the I.P.S. probationers with the difference that the items relating to language training and the three weeks study-cum-cultural tour may be omitted and equitation may be included only in the States in which there are units of the mounted police. The subject of management concepts and techniques should be covered in about 60 periods.</p>
	<p>More Central Detective Training Schools should be opened on a regional basis. The existing Schools may be earmarked to serve the needs of the Eastern and the South- ern States/Union Territories and new Schools started at Lucknow/Chandigarh and Jaipur to serve the needs of the Northern and the Western States/Union Territories. The capacity of the existing Schools may be increased to the extent possible without prejudice to the quality of the instruction provided there.</p>
	<p>The Central Government should aim at setting up an Institute for the Training of Trainers, when the requisite expertise has been developed and, in the meantime and as an immediate measure, they may establish a Training of Trainers Wing of the National Police Academy at Hyderabad to conduct courses for instructors of the rank of Deputy Superintendent and above from the training institutions of the Centre and the States. Instructors trained at this Wing can be utilised to train instructors of lower ranks in the States by establishing similar or analogous training programmes in their own police training institutions.</p>
	<p>The establishment of a Central Directorate of Police Training.</p>
	<p>There should be collaborative arrangements between police training institutions and universities and other appropriate institutions for undertaking research projects on matters of interest to the police and training programmes designed to meet the requirements of police officers at various levels.</p>
<p>NPC, Second Report, 1977-81</p>	<p>Training should focus on bringing in attitudinal change in police so that they become more responsive and sensitive to citizens' needs.</p>

<p>2nd ARC, Fifth Report, 2005</p> <p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022</p> <p><i>(Para 2.4.2, Para 2.6.4)</i></p>	<p>Inculcation of soft skills in Police Personnel must be focus of training modules.</p>
<p>Ribeiro Committee, Second report, 1998-1999</p> <p>Malimath Committee, 2003</p> <p><i>(Page 274, Point 18)</i></p>	<p>The quality of training/training infrastructure in police training institutions must be improved to enhance the performance and behaviour of the police.</p>
<p>NHRC Report, Measures to Improve Police-Public Relationship, 1999</p>	<p>Coordinate with State Police Academy &amp; Training Centres to ensure that their in-service training curriculum have sufficient elements of human right jurisprudence for the trainees of all ranks. Such a module would aim at educating and sensitizing on the following matters:</p> <ol style="list-style-type: none"> <li>a) Constitutional provisions relating to rights of citizens.</li> <li>b) Key provisions in the substantive law that provide explicit “do’s” and “don’ts” in matters of arrest, interrogation, search and seizure etc.</li> <li>c) Landmark judgements of the Supreme Court on human rights matters; and</li> <li>d) The implications of fall-outs and non-observance of the human rights guidelines/ instructions/ laws, while discharging their duties and responsibilities.</li> </ol>

<p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 28, 3.1 and 3.2)</i></p>	<p>A Police Training Advisory Council should be set up at the union level and also in each state, to advise the relevant Home Minister on police training.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>Existing Constables should be retrained. Those who do not successfully complete training should be compulsorily retired.</p>
	<p>All training programmes must conclude with an assessment of the trainees, preferably by an independent agency.</p> <p><i>[In 1971-73, the Gore Committee Report on Police Training proposed a very specific recommendation on assessment of trainees – The system of evaluation for the armed police should be the same as for the corresponding ranks of the civil police. The trainee should, in addition, be assessed regularly on his performance in the handling of weapons and equipment and in the deployment and management of personnel. A general impression note should be maintained by the instructors in respect of each trainee. The general impression notes should be discussed and the Commandant's marks should be awarded in a conference of the instructions with the head of the Institution towards the end of the course. These marks should be added to the marks obtained in the written and other tests for final grading.]</i> <i>(Chapter X, Para 7)</i></p>
	<p>Modern methods of training such as case study method should be used.</p>
	<p>Impact of training on the trainees should be evaluated by independent field studies and based on the findings the training should be redesigned.</p>
	<p>All training programmes should include a module on gender and human rights. Training programmes should sensitise the police towards the weaker sections. The administration and police should be sensitised towards the special problems of the Scheduled Castes and Scheduled Tribes. Appropriate training programmes could help in the</p>

	sensitising process.
<p>Mooshahary Committee, 2005 <i>(Recommendation No.9)</i></p> <p>Soli Sorabjee Committee, 2005-06</p>	<p>Training must be provided for new officers and also when existing officers are posted to a different branch. Annual refresher classes must be held.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 2.11.3, 2.9.6, 2.13.3, 2.2.20)</i></p>	<p>MHA may advise States/UTs for creation of a reserved training pool at the District level so that if training is proposed to be given to 100 constables, then those chosen for training could be replaced with reserve constables from the training pool created for the purpose and there is no hesitancy on the part of the higher police officers in sending the personnel for training.</p>
	<p>The Committee recommends that the SVPNPA, NEPA should coordinate with State training academies to train police personnel with requisite knowledge of cyber-crime investigation, digital forensics and upgrade them from time to time on new technological tools to deal with cyber-crimes. The training academies may be advised to recruit cyber experts as trainers on cyber technologies.</p>
	<p>The Committee recommends that a common training module may be prepared by BPR&amp;D and shared among the States/UTs. This will create a common minimum standard of police training in the country. Common online library resources of Central and State police training academies may also be created to make them available all over the country.</p>
	<p>Training institutions like SVPNPA and NEPA may take up with States training academies to conduct training/sensitization programmes on artificial intelligence, robotics, drone technology, forensic and ballistic sciences, so that police personnel become adept in the detection, investigation and prevention of such crimes in a professional way.</p>

### 3. Constables

<p>Madhya Pradesh Police Reorganisation Committee <i>(Para 210 and 212)</i></p>	<p>Minimum educational standard of constabulary should be fourth vernacular.</p>
	<p>Matriculate constables may be permitted to take head constables' examination after two years of service instead of four.</p>
	<p>Age limit for recruitment of constables should be lowered from 18 and 25 years to 17 and 21 years.</p>
	<p>There should be no direct recruitment of head constables and ASIs.</p>
<p>Report of the Kerala Police Reorganisation Committee, 1960</p>	<p>A minimum standard of education, preferably S.S.L.C. should be insisted on for regular constabulary.</p>
<p>Gore Committee Report on Police Training, 1971-73 <i>(Chapter VI, Para 16, 18)</i></p> <p><i>[NPC, in its Fifth Report, also endorsed the physical qualifications recommended by Gore Committee]</i></p>	<p>The educational and physical qualifications for the recruitment of Constables, both in the unarmed and armed branches of the police should be as follows:-</p> <ol style="list-style-type: none"><li>a) The high School examination or its equivalent should be the minimum educational qualification. Suitable advance increments should be given to candidates with higher qualifications.</li><li>b) The minimum age should be eighteen years and the maximum 20. It may be 31 relaxed upto two years for those possessing higher educational qualifications. For scheduled castes/tribes, relaxation may be given upto five years, but the gap between the completion of education and entry into the police should not be more than three years</li><li>c) The Minimum height should not be less than 167 cm (5'-6") in general and 165 cm (5'-5") in the case of men from the hill and tribal areas. This may be raised or re- laxed in the different States or for selected area of a particular: State for ethnological reasons.</li></ol>

- d) The minimum chest measurement should be 78.74 cm (31") un- expanded and 83.82 cm (33") expanded for those whose heights is 167.64 cm (5'6") and 76.5 cm (30") un-expanded and 81.28 cm (32") expanded for those whose height is less.
- e) Standard age-height-weight correlation tables should be consulted while prescribing the minimum weight limits so that these may be in accord with the height limits adopted by the different States/Union. Territories.

The following procedure should be adopted for the recruitment of Constables

- a) Extensive publicity should be given to the recruitment programme.
- b) Recruitment should be made one month prior to the commencement of the course in the police training school/Armed training centre. The course may be staggered in the different schools in a State so that recruitment may be a continuous process and vacancies do not accumulate.
- c) Recruitment to the unarmed branch should be district-based and that to the armed branch unit-based. Since the qualifications for both branches are the same, recruitment to both may be made jointly.
- d) After the candidates have been screened with regard to the prescribed educational, physical and age qualifications, a physical test should be administered to them on the model of the one-star National Physical Efficiency Test.
- e) Those who qualify in the physical test should be subjected to I.Q. test. Candidates whose I.Q. rating is below a pre-determined level should be dropped.
- f) The final selection may be made by a board consisting of the superintendent of Police of the district/the Commandant of an armed reserve battalion and two other officers, who should preferably include a representative of the police training



	<p>school.</p> <p>g) Selected candidates should be subjected to a medical examination. Comprehensive instructions should be drawn up and issued in every state for the guidance of the medical officers in this regard.</p> <p>h) The character and antecedents of the selected candidates may be verified as at present.</p>
<p>NPC, First and Fifth Report, 1977-81</p> <p>Ribeiro Committee, Second report, 1998-1999</p> <p>Mooshahary Committee, 2005 <i>(Recommendation No.6 and 7)</i></p>	<p>The Constabulary should no longer be treated as a cadre meant only for duties of a mechanical character as visualised by the 1902 Commission. They should be so recruited and trained that they could be deployed also on duties involving exercise of discretion and judgment, with due regard to the paramount need for securing public cooperation and understanding in any situation.</p>
	<p>They should be able to assist the Sub-Inspectors in inquiries and investigational work in a positive and purposeful manner.</p>
	<p>They should pick up experience of such work over a period of 5 or 6 years and be in a position to handle investigational work independently and rise to the level of Assistant Sub-Inspector and upwards by promotion.</p>
	<p>The promotional structure within the police system should be radically revised to permit a smooth and quick promotional flow from the rank of Constable. It should be possible for a Constable to rise by promotion to higher ranks-even the highest-by showing his worth in the performance of police tasks.</p>
	<p>A Constable should be classified as a skilled worker.<i>(Padmanabhaiah Committee, 2000)</i> <i>(CHRI – Police Reform Debates in India – Page 31, 11.1)</i></p>
	<p>The minimum educational qualification for recruitment as Constables in the armed as well as civil police should be High School pass uniformly throughout the country. This should not operate against attracting candidates of higher educational qualifications and some weightage in the form of bonus marks may be given to candidates</p>

	with higher qualifications. <i>(Fifth Report)</i>
	Recruitment to the constabulary shall be done at the district level to ensure adequate representation for every district in the police. But recruitment should be based on uniform standards of objectivity and impartiality throughout the State. <i>(Fifth Report)</i>
Ribeiro Committee, Second report, 1998-1999	Each state should establish an independent Police Recruitment Board. The Board should recruit all non-gazetted ranks.  <i>[The Mooshahary Committee in 2005 suggested – Guidelines for State Police Recruitment Boards could be provided by states with successfully functioning boards like Andhra Pradesh]</i> <i>(Recommendation No.3)</i>
	The minimum educational qualifications for recruitment as Constable should be higher secondary school.
Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 27, 2.2)</i>	Constables should be recruited at a young age. Candidates who have passed the 10th class school examination and who are below 19 years of age should be eligible to take an entrance examination. Successful candidates should be put through a two-year training programme and qualify for appointment only after passing a final examination.
Mooshahary Committee, 2005 <i>(Recommendation No. 1)</i>	Educational qualifications/Age limits for Recruitment of Constables – 10+2 standard needs to be bare minimum educational level for new entrants, and the committee prefers graduation as minimum qualification. Age of recruitment should be between 17-21 years.
2nd ARC, Fifth Report, 2005	The existing system of the constabulary should be substituted with recruitment of graduates at the level of Assistant Sub- Inspector of Police (ASI).
Soli Sorabjee Committee, 2005-06	Constables shall be replaced by a Civil Police Officer, with a higher standard of education and training as set out below:  a) A person between the ages of 18-23 years, with a minimum qualification of 10+2 higher secondary education shall be inducted as a trainee for three years; and  b) Successful completion of training, including a Bachelor's

	Degree in Police Science, leads to the trainee cadet becoming a Civil Police Officer, Grade II.
<b>4. Officers</b>	
<p>Madhya Pradesh Police Reorganisation Committee (Para 213)</p>	Minimum educational qualification for SIs should be matriculation but preference should be given to those with higher educational qualifications. Proficiency in games should receive due weightage in selection of candidates.
	There should be a written test and test of physical fitness conducted by Public Service Commission before candidates are interviewed for selection.
<p>Gore Committee Report on Police Training, 1971-73 (Chapter VI, Para 7, 9, 18, 20)</p>	<p>The educational and physical qualifications for the recruitment of Sub-Inspectors, both in the un-armed and armed branches of the police should be as follows:</p> <ol style="list-style-type: none"> <li>a) A graduate degree from a recognised university should be the minimum educational qualification.</li> <li>b) The minimum age limit should be 20 years and the maximum 23. for post-graduates relaxation may be given upto two years, and for scheduled castes/ tribes candidates upto five years; the gap between the completion of education and entry into the police should not exceed three years.</li> <li>c) The physical qualifications should be the same as for constables.</li> </ol>
	The selection of sub- Inspectors should be handed over to the State Public Service Commission.
	Properly developed psychological tests administered by competent psychologists can make a useful contribution in the police selection process. As a great deal of research work is necessary to develop suitable tests, a small cell of one or two psychologists should be set up in the Bureau of Police Research and Development to develop them expeditiously. An Advisory Committee of senior psychologists

	<p>should be associated with the work of this cell.</p> <p><i>(NPC, Fifth Report, 1977-81 – Pointed out that no step taken on this recommendation yet)</i></p> <p><i>[In line with the same, 2nd ARC (Fifth Report, 2005) suggested – Recruitment process in the police should emphasise on testing of aptitude, psychological screening including IQ/EQ.]</i></p> <p>For recruitment to the higher ranks of the police, it is necessary to assess the qualities of leadership, decision-making and task performance and the capacity to withstand stresses and strain. The tests employed by the Army to evaluate these qualities may be adopted or other suitable tests developed for this purpose.</p>
<p>NPC, Fifth Report, 1977-81</p>	<p>In future it would be necessary to limit recruitment to the police to two levels only, namely, (i) Constables and (ii) Indian Police Service. The recruitment to the other levels should be eliminated by a phased programme.</p> <p>The minimum educational qualifications for recruitment to the post of Sub-Inspectors shall be a Graduate Degree from a recognised University. No special weightage need be given to post-Graduates. This should be uniform throughout the country for both armed and unarmed branches of the police. The minimum age limit for recruitment should be 20 years and the maximum 23 years. This is subject to usual relaxation's in the case of Scheduled Castes and Scheduled Tribes. The physical standards as are applicable to the constabulary shall apply to the recruitment of the Sub-Inspectors also.</p>
<p>Padmanabhaiah Committee, 2000</p> <p><i>(CHRI – Police Reform Debates in India – Page 27, 2.3)</i></p>	<p>Sub-Inspector candidates should have passed the 12th class school examination. Candidates should be below 21 years of age and recruited on the basis of results from an entrance examination. Successful candidates should be put through a three-year training programme and qualify for appointment after passing a final examination. 50% of vacancies for this rank should be filled by direct</p>

	recruitment, and 50% should be filled through promotion.
Mooshahary Committee, 2005 <i>(Recommendation No. 2)</i>	Educational Qualifications/Age limits for recruitment of sub-inspectors – minimum graduate from a recognised university, no special weightage to post graduates, age limit 20-23 with relaxation for reserved categories, physical standards same as constables.
2nd ARC, Fifth Report, 2005	The procedure for recruitment of police functionaries should be totally transparent and objective.
Soli Sorabjee Committee, 2005-06	Minimal education qualification for a reserve Sub-Inspector must be a graduate with aged between 21-24 years.
Department-Related Parliamentary Standing Committee on Home Affairs, 237 <sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 3.23.5)</i>	The MHA may advise States/UTs to conduct Police recruitment drives in a mission mode and remove the administrative bottlenecks for the recruitment of police personnel at different ranks in a time-bound manner.
<b>5. Working Conditions</b>	
<i>(i) Tenure</i>	
Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 28, 5.1)</i>	A tenure policy should be put in place to prevent illegitimate political interference in police functioning.
Soli Sorabjee Committee, 2005-06 Supreme Court Directives, 2006-07	The minimum tenure of all officers should be two years.  <i>[Revised to three years by - 2nd ARC, Fifth Report, 2005]</i>

<i>(ii) Orderly System</i>	
<i>[This system was introduced by the British in late 19<sup>th</sup> century. An orderly is expected to help officers with small errands and general upkeep.]</i>	
NPC, First Report, 1977-81 2 <sup>nd</sup> ARC, Fifth Report, 2005	Orderly system should be abolished with immediate effect.  <i>[Mooshahary Committee in 2005 added that - Suitable monthly allowance for employing a private person to assist the officer.]</i>  <i>(Recommendation No. 16)</i>
<i>(iii) Working hours</i>	
Madhya Pradesh Police Reorganisation Committee <i>(Para 254)</i>	Hours of duty of constables should be regularized.
2 <sup>nd</sup> ARC, Fifth Report, 2005	Rational working hours should be strictly followed for all police personnel.
Kamal Kumar's Report, 2014 <i>(Page 127, Point-3)</i>	Each staff member in every police station should be allowed a weekly off regularly. Leave applied for by the staff should also be freely granted, as admissible, except in a grave emergency.
<i>(iv) Shift System</i>	
Kamal Kumar's Report, 2014 <i>(Page 127, Point-1)</i>	Shift system should be introduced in the functioning of police stations, as early as possible. For this purpose, duties and functions that can be performed in a fixed time schedule of 8 hours (as adopted by Kerala), such as court-related work, accounts and establishment related and other office work, etc., would need to be segregated from duties that require availability of staff for longer time durations. Duties, which need to be performed in only two shifts, and those requiring three-shift functioning should be identified separately, and scheduled as such.

	<p><i>[The Mooshahary Committee in 2005 had suggested - ensure that police constables do not have to work for more than 8 hours a day and on an average 6 days a week]</i></p> <p><i>(Recommendation No. 5)</i></p>
<i>(v) Welfare Measures</i>	
<p>Madhya Pradesh Police Reorganisation Committee</p> <p><i>(Para 56)</i></p>	<p>Adequate leave reserve should be provided for Head Constables and Constables at all rural police stations</p>
<p>NPC, First Report, 1977-81</p>	<p>Besides his normal entitlement to leave, a Constable/Head Constable should be entitled to additional leave for 15 days every year with facility to encash that leave if it is denied to him in public interest.</p>
	<p>It is recommended that the conveyance allowance and washing allowance paid to the Constabulary which are low and unrealistic in some States should each be raised to Rs. 10/p.m. The cost involved in this recommendation will vary from State to State.</p>
	<p>Overtime pay at the rate of 30% of total emoluments including DA and CCA for all police personnel from public order situations and crime investigations.</p>
	<p>It is recommended that a special qualification pay be paid to policemen, who acquire the following skills or technical/academic knowledge—</p> <ol style="list-style-type: none"> <li>a) Proficiency in driving and motor mechanism;</li> <li>b) Proficiency in handling wireless equipment for transmitting and receiving messages; proficiency in handling computers and electronic data processing machinery; and acquiring a University degree higher than what he had already secured at the time of entering service in a subject which would be of professional use to him. For example, criminology, forensic sciences, etc.</li> </ol>
	<p>In recognition of the shift nature of police work, police personnel</p>

<p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 31, 11.2)</i></p>	<p>should be provided one day off each week and required to go on earned leave each year.</p>
<p>Mooshahary Committee, 2005</p>	<p>Salary to be commensurate with responsibilities and powers, coupled with arduous and hazardous nature of duties. Needs to be substantially enhanced.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>Welfare measures for police personnel in the form of improved working conditions, better education facilities for their children, social security measures during service, as well as post retirement should be taken up on priority.</p>
	<p>Major housing construction programmes for police personnel should be taken up in a time bound manner in all states.</p>
<p>Soli Sorabjee Committee, 2005-06</p>	<p>A Police Welfare Bureau must be set up to improve the welfare of police officers. Officer welfare shall be improved by providing free insurance cover, putting in place internal grievance redressal systems and introducing eight-hour shifts.</p>
<p><i>(vi) Transfers</i></p>	
<p>West Bengal Police Commission, 1960-61</p>	<p>A sub-inspector should not ordinarily be transferred unless he has been at his station for four years, an Assistant Sub-Inspector, head constable, naik or constable should be allowed to remain in one place for three years.</p>
<p>NPC, Second Report, 1977-81 Mooshahary Committee, 2005</p>	<p>Protect police officers from mala fide transfers/suspension orders. Make statutory provision in the new police act. Explanation to be provided for transfer or suspension orders.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>There should be proper procedures to ensure merit based appointments and transfers in the police.</p>
<p>Soli Sorabjee Committee, 2005-06</p>	<p>Power to transfer is given to different authorities depending on rank or post. Transfer is prohibited by any authority other than the one</p>



	specified in law.
<i>(vii) Promotions</i>	
Madhya Pradesh Police Reorganisation Committee <i>(Para 220 to 230)</i>	A competitive cum qualifying examination should form the basis for promotion from one rank to another. Pre-promotion training courses have been proposed for constables about to officiate as head constables, ASIs, SIs and Circle Inspectors.
Report of the Kerala Police Reorganisation Committee, 1960	There should be Promotion Committees and Boards and there should be no scope for unfairness or influence in the matter of promotions or disciplinary action and there should be neither victimisation nor shielding of Police Officers when anything goes wrong.
Gore Committee Report on Police Training, 1971-73 <i>(Chapter III, Para 4)</i>	All promotions should be subject to completing mandatory pre-promotion training and passing pre-promotion examinations.  <i>[West Bengal Police Commission, 1960-61; Padmanabhaiah Committee, 2000 and Mooshahary Committee, 2005 – Merit based, not seniority-based promotions, Officers who repeatedly fail to be compulsorily retired.]</i>  <i>[Soli Sorabjee Committee, 2005-06 added provision that Promotion must be based on merit and a performance evaluation.]</i>  <i>[Model Police Act, 2006 has also specified seniority as criteria for promotions]</i>
Soli Sorabjee Committee, 2005-06 Mooshahary Committee, 2005	All meritorious officers should have the opportunity to be promoted at least three times during their tenure.
Department-Related Parliamentary Standing Committee on Home Affairs, 237 <sup>th</sup> Report on Police -	Improve the promotional avenues of the constables through regular departmental exams and incentive-linked promotion schemes

<p>Training, Modernisation and Reforms, 2022 <i>(Para 4.11.5)</i></p>	
<p><b>6. Separation of Law &amp; Order and Investigating function of Police – Separate Investigating Agency</b></p>	
<p>Indian Police Commission, 1902-03 <i>(Recommendation No. 35, Para 166)</i></p>	<p>There should be constituted in each province a Criminal Investigation Department for the purpose of collating and distributing information regarding organized crime, and to assist in the investigation of crimes when they are of such a special character as to render this assistance necessary.</p>
<p>Madhya Pradesh Police Reorganisation Committee, 1951-52 <i>(Para 46)</i> Bihar Police Commission Report, 1961 <i>(Page 400, Point 16)</i></p>	<p>The investigating staff and the law and order staff <u>should not</u> be separated as integrity and authority of the officer-in-charge as defined in the Code of Criminal Procedure has to be preserved.</p>
<p>Law Commission of India, 154th Report, 1996</p>	<p>A separate investigating agency to perform the following functions directly under supervision of designated Superintendent of Police –</p> <p>a) Responsible for helping the courts in the conduct of cases and speedy trial by ensuring timely attendance of witnesses, production of accused and proper coordination with prosecuting agency.</p> <p><i>[Ribeiro Committee, Second Report, 1998-1999 – Has emphasised on urgent implementation of LCI’s recommendation.]</i></p>
<p>West Bengal Police Commission, 1960-61</p>	<p>a) A Crime Investigation Agency should be constituted in each state, headed by a Chief of Investigation under the administrative control of a Board of Investigation, to be</p>

<p>Gore Committee Report on Police Training, 1971-73 <i>(Chapter XV, Para 8)</i></p> <p>Ribeiro Committee, First report, 1998-1999</p> <p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 29, Point 6)</i></p> <p>Malimath Committee, 2003 <i>(Page 272, Point 15)</i></p> <p>Mooshahary Committee, 2005</p> <p>2nd ARC, Fifth Report, 2005</p> <p>Soli Sorabjee Committee, 2005-06</p>	<p>headed by a retired/ sitting judge of the High Court.</p> <p>b) The Chairman and Members of the Board of Investigation should be appointed by a high-powered collegium.</p> <p>c) The Chief of Investigation should be appointed by the State Government on the recommendation of the Board of Investigation, with a minimum tenure of 3 years. The State Government should have power to issue policy directions and guidelines to the Board of Investigation.</p> <p>d) An Independent Inspectorate of Police may be established under the supervision of the Police Performance and Accountability Commission to carry out performance audit of police stations and other police offices through inspections and review of departmental inspections. It should render professional advice for improvement of standards in policing and also present an annual report to the Police Performance and Accountability Commission.</p>
<p>Supreme Court Directives, 2006-07</p>	<p>Separation of functions may begin in towns and urban areas that have a population of ten lakhs or more.</p>
<p>NPC, Sixth Report, 1977-81</p>	<p>Every city with a population of 5 lakh and above and in the smaller cities there should be a City Special Branch for collection of intelligence relating to law and order.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 4.6.10)</i></p>	<p>To address the shortage of staff in creating separate wings for investigation and law &amp; order, the Committee recommends that the personnel of the rank of ASIs &amp; head constables can be utilized for investigation of minor offenses of simple nature after adequate training.</p>

### III – DIVERSITY

This theme aims to address recommendations for improvement in the police’s diversity profile within its ranks. While several committees proposed appropriate steps for ensuring that crimes against all sections of society are appropriately addressed and for the inclusion of women in the police, very few committees put forth recommendations for appropriate representation of SC/STs and OBCs in the police. Further, the suggestion to ensure more female representation in the Indian Police System has been a recurring feature in committee reports since the 1970s but are still not nearly close to the recommended strength.

<i>1. Women in Police</i>	
<a href="#">Madhya Pradesh Police Reorganisation Committee</a> <i>(Para 60)</i>	Women police should be retained for a further period of ten years. For proper supervision one post of Woman Head Constable should be created.
<a href="#">NPC, Fifth Report, 1977-81</a>	Women should handle investigational work in much greater measure than at present. They should be entrusted with investigation of cases especially relating to women and children and employed in intelligence work connected with said crimes. Women police should become an integral part of the police organisation, with a special role in juvenile crime squads to be set up in urban areas.
	Women recruits, in addition to being trained like men should be put through special courses in schools of social work so as to be able to perform their special role in relation to women and children. Intensive training should be imparted to them in the matter of enforcement of special Act relating to children and vice and also in the technique of search of women and their belongings.
	In order to have a greater involvement of women police in police administration as well as to provide equal opportunities to them, they should be recruited in vacancies in general duty posts after careful

	<p>estimation of requirements of women police in the force on the basis of analysis of factors such as population, incidence of crime by women and Juveniles etc. Women police should not constitute a separate branch of the police with recruitment and promotion confined to women in that branch only. Women police is considered essential for cities, the urban police stations and thickly populated areas.</p>
<p>Mooshahary Committee, 2005</p>	<p>Merger of Women Police with regular Police and increase in number of women in civil police.</p>
<p>2nd ARC, Fifth Report, 2005</p> <p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 (Para 3.24.7)</p>	<p>The representation of women in police at all levels should be increased through affirmative action so that they constitute about 33% of the police.</p>
<p>Kamal Kumar's Report, 2014 (Page 128, Point-vii)</p>	<p>As current strength of women in police in the country is only 4.4% of total police strength, it is recommended that against the requirement of 3,37,500 of additional strength in police stations for introducing shift functioning, all recruitments should be done from among women only.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on</p>	<p>The appointment of women in police may be done by creating additional posts rather than converting the vacant posts of male constables. It will also help in improving the police-population ratio in the country. Besides increasing the percentage of women in police, the MHA may also advise the States/UTs to give them important challenging duties central to the</p>

<p>Police - Training, Modernisation and Reforms, 2022 <i>(Para 3.24.7)</i></p>	<p>police.</p>
<p><b>2. SC/ST/OBCs in Police</b></p>	
<p>NPC, Fourth Report, 1977-81</p>	<p>There is no dearth of candidates with minimum educational and physical qualifications available from among the Scheduled Castes, Scheduled Tribes and backward classes. <b>No relaxation</b>, therefore, need be made in the prescribed educational qualifications and physical standards for recruiting candidates from these reserved classes.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>Affirmative action should be taken to motivate persons from different sections of society to join the police service. Recruitment campaigns should be organized to facilitate this process. <i>[Soli Sorabjee Committee, 2005-06]</i></p>
	<p>As far as possible the deployment of police personnel in police stations with significant proportion of Scheduled Castes and Scheduled Tribes population should be in proportion to the population of such communities within the local jurisdiction of such police station.</p>

## IV – INFRASTRUCTURE

### ***1. Population per police station***

<p>Madhya Pradesh Police Reorganisation Committee <i>(Para 47)</i></p>	<p>In towns having population over 10000, ASI should be provided so there is a SI or an ASI for every 100 IPC cases and a minimum of one extra ASI for supervising watch and ward staff and for providing assistance to the Station Officer.</p>
	<p>Town police stations having a population of over 10000 which include 40 villages should be given one extra ASI for touring the villages and investigating simple offences.</p>
	<p>Towns with a population of over 5000 and a police station should have a minimum staff of one SI, three head constables and ten constables and towns having population of over 10000 should have a minimum of one SI, one ASI, three head constables and 14 constables.</p>
<p>Bihar State Police Commission, 1961 <i>(Page 401, Point 28)</i></p>	<p>There should be one constable for every 500 of population and one head constable for every 10 constables.</p>
<p>NPC, Seventh Report, 1977-81 <i>(CHRI – Police Reform Debates in India – Page 18, 1.2, 1.3)</i></p>	<p>In urban areas, population density should be the main consideration when creating jurisdiction.</p>
	<p>A police station should not service more than 60,000 people. If the station registers more than 700 crimes annually, another police station should be set up.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>All cities with population above one million should have Metropolitan Police Authorities. This Authority should have powers to plan and oversee community policing, improving police-citizen interface, suggesting ways to improve quality of policing, approve annual police plans and review the</p>

	working of such plans.
<b>2. Area per police station</b>	
West Bengal Police Commission Report, 1960-61	As the number of police stations is fairly close to that of development blocks, the areas of the police stations should be delimited to be coterminous with development blocks.
NPC, Seventh Report, 1977-81 <i>(CHRI – Police Reform Debates in India – Page 18, 1.1)</i>	A police station in a rural area should not have territorial jurisdiction of more than 150 kilometres.
<b>3. Training</b>	
Indian Police Commission, 1902-03 <i>(Recommendation No. 52)</i>	A provincial training school should be established in each of the larger provinces for the training of police officers of and above the rank of Sub-Inspector.
Malimath Committee, 2003 <i>(Page 274, Point 18)</i>  Soli Sorabjee Committee, 2005-06	The state government must periodically create and upgrade the infrastructure and capabilities of its training institutions.



<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 2.3.6)</i></p>	<p>The Committee recommends that the MHA may take up with States/UTs to scale up the training capacity of all training institutions in the country to enhance their infrastructure with virtual classrooms, cyber labs and also to develop a few training centres as 'Centre of Excellence' for certain specific subjects relating to the police system.</p>
<p><b>4. Technology</b></p>	
<p>NPC, Second Report, 1977-81</p>	<p>Computerisation of Finger Prints at the State level and National level should be taken up on hand and completed within a reasonable time frame, say five years.</p>
<p>NPC, Third Report, 1977-81</p>	<p>A fully equipped Radio Workshop may be set up in the headquarters of each State and supplemented by regional workshops wherever called for.</p>
<p>NPC, Fourth Report, 1977-81</p>	<p>Provision of adequate transport, strengthening of forensic science laboratory facilities and scientific aids to the detection of crime, the provision of mechanical aids like typewriter and tape recorders at the police station level, improved supply of printed forms and standardised stationery for documentation and scriptory work.</p>
<p>Malimath Committee, 2003 <i>(Page 273, Point 17-xvi; Page 274, Point 18)</i></p>	<p>Infrastructural facilities available to the Investigating Officers specially in regard to accommodation, mobility, connectivity, use of technology, training facilities etc. are grossly inadequate and they need to be improved on top priority.</p> <p>Interrogation Centres should be set up at the District. Hqrs. in each District., where they do not exist, and strengthened where they exist, with facilities like tape recording and or videography and photography etc.</p>
<p>Mooshahary Committee, 2005</p>	<p>All police stations need to be provided with computers and linked in a national network with facilities for transmission of data, fax and video</p>

	clippings. POLNET (satellite) should be made operational, MHA should coordinate effort towards computerization.
2 <sup>nd</sup> ARC, Fifth Report, 2005	Human intelligence should be combined with information derived from diverse sources with the focus on increased use of technology. Adequate powers should be delegated to intelligence agencies to procure/use latest technology. <i>[Reiterated in Kamal Kumar's Report, 2014] (Page 127, Point-iii)</i>
	Police stations should be equipped with CCTV cameras in order to prevent malpractice, ensure transparency and make the police more citizen-friendly. This could be implemented in all police stations within a time frame of five years. <i>[In line with the same, the Department-Related Parliamentary Standing Committee on Home Affairs (2022) has recommended – The Ministry may take up with the States/UTs for installing at least one or two IP cameras at a strategic location in all police stations. The Committee also recommends that States/UTs may conduct a periodic audit of all the CCTVs installed in police stations and replace/upgrade them wherever required.] (Para 3.18.5)</i>
	Registration of FIRs should be made totally citizen friendly. Technology should be used to improve the accessibility of police stations to the public. Establishing call centers and public kiosks are possible options in this regard.
Department-Related Parliamentary Standing Committee on Home Affairs, 237 <sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 3.17.4, 3.16.7, 3.16.8, 3.21.11, 3.22.6, 3.20.4, 3.19.7)</i>	The MHA may encourage and incentivize States to leverage technologies like artificial intelligence, big data, etc., for policing. The Committee further recommends that BPR&D may be tasked to make a compendium of the latest technologies used by the various State police forces and share among them.
	Sensitive border states/union territories like Jammu & Kashmir have a sizeable number of police stations which do not have telephones and wireless sets. The Committee, therefore, recommends that the MHA may advise such States to immediately equip their police stations with adequate vehicles and communication devices.

	<p>The MHA may initiate setting up adequate manufacturing units of non-lethal weaponry in the country so as to address the issue of shortages in this regard.</p>
	<p>Upgrade the existing cyber cells by setting up dark web monitoring cell and social media monitoring cells to tackle different types of cyber-crimes.</p>
	<p>The MHA may take up with concerned Ministries/ Organisations to create a central pool of anti-drone technology at the earliest and give its access to all States/UTs to deal with the menace of illicit use of drones. For this purpose, the participation of the private sector may be explored.</p>
	<p>The committee recommends that the MHA should coordinate with State Police to initiate the facility of e-FIR in the remaining States/UTs(currently only in Odisha, Rajasthan and Uttar Pradesh). The committee also recommends that the MHA may work on modalities and advise states/UTs for extending the facility of e-FIR for other non-heinous crimes as well.</p>
	<p>The Committee recommends that the MHA may advise States to digitize the issuance of services like passport verification reports, arms license verification reports and character certificates so that multiple visits of the citizens to the police stations and diversion of police personnel for such routine administrative work is avoided.</p>

## V – ACCOUNTABILITY

Despite not being directly linked to capacity augmentations, accountability as a theme has been included in this compendium to reiterate on the importance of a permanent performance evaluation system in place for recognition of deficits in the Indian Police System. A similar system of evaluation has been envisaged by most committees, that is, by setting up a committee on the following lines.

### ***1. National/State Security Commission***

NPC, Eighth Report, 1977-81

Malimath Committee, 2003

*(Page 272, Point 16)*

Mooshahary Committee, 2005

Soli Sorabjee Committee, 2005-06

Supreme Court Directives 2006-07

There should be continuous monitoring of the performance of each police force. The State Security Commission should have an independent cell to evaluate police performance. The State Security Commission will prepare a report on the performance of the police in its state for the state legislature. This report will be informed by the Chief of Police's annual administration report and the Central Police Committee's assessment report.

### ***2. State Police Accountability Commission***

Ribeiro Committee, First report,  
1998-1999

2nd ARC, Fifth Report, 2005

Soli Sorabjee Committee, 2005-06

Perform functions like framing broad policy guidelines, prepare panels for the office of Director General of Police against prescribed criteria, identify performance indicators to evaluate functioning of police service and review and evaluate organizational performance of police service.

<a href="#">2nd ARC, Fifth Report, 2005</a>	The method of appointment of the Chairman and Members of the State Police Performance and Accountability Commission should be as stipulated in the Draft Model Police Act.

## VI – POLICE AND PUBLIC INTERFACE

In line with the theme of accountability, police-public interface is the alternate avenue for ensuring a check on police function as well as creation of a channel for a constant flow of feedback on capacity augmentation of the police system.

<b><i>1. Police Complaints Authority</i></b>	
<p>Ribeiro Committee, First report, 1998-1999</p> <p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 30, 8.1)</i></p> <p>Mooshahary Committee, 2005</p> <p>2nd ARC, Fifth Report, 2005 Supreme Court Directives 2006-07</p>	<p>A State/District Police Complaints Authority should be constituted to enquire into allegations against the police within the respective jurisdiction.</p> <p><i>[NHRC has also endorsed this recommendation for constitution of a ‘District Police Complaints Authority’ as a non-statutory body]</i></p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>The Police Complaints Authority should have the powers to enquire into misconduct or abuse of power by police authorities. It should exercise all the powers of a civilaudit of police stations and other police offices through inspections and review of departmental inspections.</p> <p>The Complaint Authorities should be given the powers of a civil court. It should be mandated that all complaints should be disposed of within a month.</p>
<p>Department-Related Parliamentary Standing Committee on Home</p>	<p>The MHA along with the Ministry of Law &amp; Justice may take up with States to ensure that the Police Complaint Authority</p>

<p>Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 (Para 4.13.8)</p>	<p>should comprise of retired High Court Judges, retired senior civil servant/ police officers, eminent jurists along with the representation of women. The Committee also recommends that BPR&amp;D may conduct a study to assess the effectiveness of the Independent Police Complaint Authority in States to check whether the complaints against police personnel have gone up or reduced. The study may also include the types of complaints against police personnel and action taken thereon. The Committee also recommends that the MHA may advise States that the internal grievance redressal cell of police should work in a time-bound manner so that the grievances of aggrieved police personnel are addressed in time.</p>
<p><b>2. Feedback Mechanism</b></p>	
<p>Mooshahary Committee, 2005</p>	<p>Superintendent of Police should form Citizen's Committees at the district, sub-division and police station levels consisting of representatives of various professional groups. Monitoring process in State Police Headquarters.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>Citizens should be involved in evaluating the quality of service at police stations and other police offices.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 (Para 3.27.3, 3.27.4)</p>	<p>Regular feedback may also be taken from the complainants on the service of ERSS(Emergency Response Support System). Efforts should be made to reduce the response time to extend help to the person in distress.</p> <p>The Committee takes note of the 'Mo Sarkar' initiative of Odisha, under which, every day, feedback is being sought from selected complainants. The Committee recommends that the MHA may advise the States to develop a feedback mechanism like that of Odisha to assess and improve the performance of the police.</p>

### 3. Collaboration with Citizens

<p>NHRC Report, Measures to Improve Police-Public Relationship, 1999</p>	<p>For removing such apprehensions and difficulties, a toll free phone number for public to convey crime intelligence/ information to the police may be adopted. A toll tree telephone number which is 1090 is given for the entire State of Kerala. For the purpose of uniformity all over the country, all the States could adopt the No. 1090.</p>
	<p>The Station House Officers be directed to hold regular monthly meetings in various towns/villages in their jurisdictions twice a month. It will help the public to meet the Police Officers and voice their grievances, if any. This will also enable the Police to sensitise the public on various issues and seek their cooperation in prevention of crime and maintenance of law and order. This will make the SHO obligatory to visit town/village in his jurisdiction alongwith his staff after giving advance publicity through Panchayat and press. The senior officers also could be asked to attend such meetings wherever possible.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 2.14.12, 4.17.8)</i></p>	<p>The MHA may advise State police forces and border-guarding CAPFs to train and liaison with people living in the border areas for gathering intelligence inputs so as to check drug trafficking, infiltration and illicit use of drones, etc.</p>
	<p>MHA may create a forum for the exchange of best practices of police-people interaction among the States.</p>



## VII – FORENSICS

Forensics has been included as a separate theme keeping in mind the elemental link between forensics and the police system. Forensics has also been extensively addressed across reports due to the dearth of forensic capabilities in terms of technology and education in the country.

### *1. Forensic Science Service*

<p><a href="#">NPC, Third Report, 1977-81</a></p>	<p>A 'Central Forensic Science Service' may be set up with a cadre structure suitably designed to provide the personnel for the science wing in the staff of the Bureau of Police Research and Development, Institute of Criminology and Forensic Science, National Police Academy, Central Detective Training Schools, Units of the Government Examiner of Questioned Documents, Central Finger Print Bureau and all Central Forensic Science Laboratories. Modalities for constituting this service and determining its structure and spelling out different methods of recruitment and other service conditions may be gone into by a special committee which may be set up by the Ministry of Home Affairs.</p>
<p><a href="#">Malimath Committee, 2003</a> <i>(Page 274, Point 22-I, Point 23)</i></p>	<p>A cadre of Scene of Crime Officers should be created for preservation of scene of crime and collection of physical evidence there-from.</p> <p>Forensic Medico Legal Services should be strengthened at the District and the State /Central level, with adequate training facilities at the State/Central level for the experts doing medico legal work. The State Govts. must prescribe time frame for submission of medico legal reports.</p>
<p><a href="#">2nd ARC, Fifth Report, 2005</a></p>	<p>There is need to set up separate National and State Forensic Science Organisations as state-of-the-art scientific organizations. At the state level these organisations should function under the supervision of the Board of Investigation.</p>

## ***2. Upgradation of Forensic Technology***

<p>West Bengal Police Commission, 1960-61</p>	<p>Immediate steps should be taken to strengthen the staff of the Forensic Science Laboratory, secure more commodious accommodation and decline at least temporarily receiving exhibits from other States. The Chemical Examiner should take over some of its work.</p>
<p>Bihar State Police Commission, 1961 <i>(Page 405, Point 17)</i></p>	<p>Two fully equipped mobile laboratories should be provided for the use of experts so that they can visit scenes of crime promptly.</p>
<p>NPC, Third Report, 1977-81</p>	<p>Two more Central Forensic Science Laboratories may be established, one in the western region and another in the north-eastern region.</p>
<p>Padmanabhaiah Committee, 2000 <i>(CHRI – Police Reform Debates in India – Page 29, 6.4)</i></p>	<p>Every sub- division should have a mobile forensic science laboratory.</p>
<p>Malimath Committee, 2003 <i>(Page 274, Point 22-i, Point 22-ii)</i></p>	<p>Forensic Science and modern technology must be used in investigations right from the commencement of investigations.</p> <p>The network of CFSLs and FSLs in the country needs to be strengthened for providing optimal forensic cover to the investigating officers. Mini FSLs and Mobile Forensic Units should be set up at the District./Range level. The Finger Print Bureaux and the FSLs should be equipped with well-trained manpower in adequate numbers and adequate financial resources.</p> <p><i>[The Department-Related Parliamentary Standing Committee on Home Affairs (2022) recommended – Efforts should be made to establish at least one forensic lab at the regional/divisional level]</i> <i>(Para 4.6.12)</i></p>

<p>Mooshahary Committee, 2005</p> <p>2nd ARC, Fifth Report, 2005</p>	<p>There is a need to expand the forensic facilities and upgrade them technologically. Every district or a group of districts having 30 to 40 lakhs population should have a forensic laboratory. This should be achieved over a period of five years. All the testing laboratories should be accredited to a National Accreditation Body for maintaining quality standards.</p>
<p><b>3. Demarcation of Funds for Forensics</b></p>	
<p>NPC, Third Report, 1977-81</p>	<p>The annual grant given to the Indian Academy of Forensic Sciences by the Ministry of Home Affairs may be increased substantially to meet its financial needs and enable its journal to be issued quarterly instead of half yearly.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>Government of India should earmark funds for purpose of forensics for assisting the states under the police modernization scheme.</p>
<p><b>4. Forensics Education and Training</b></p>	
<p>Gore Committee Report on Police Training, 1971-73 (Chapter XII, Para 39)</p>	<p>The Institute of Criminology and Forensic Science should develop new courses in techniques of management personnel management and leadership, application of computer technology to police work and social defence for I.P.S. officers, organise a series of symposia and seminars on various aspects of police work with a view to maintaining a constant dialogue between police officers and various other sections of public opinion and start a system of fellowships to encourage interested police officers to undertake research work on a whole-time basis. The Institute might be affiliated to a university for the last-named purpose.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>The syllabus of MSc Forensic Science should be continuously upgraded in line with international trends.</p>

## VIII – INTERFACE BETWEEN FOUR CORE PILLARS OF JUSTICE

The criminal justice system in India rests on four core pillars – Police, Judiciary, Legal Aid and Prisons. The recommendations included under this theme address the interactions between these four core pillars of justice, mostly concerned with interface between the legal aid system and the police.

<p>NPC, Second Report 1977-81</p>	<p>Facilities for effective interaction between the police and the prosecuting agency at the stage of court trial for proper marshalling and presentation of all the evidence uncovered during investigation should be provided without in any manner affecting the professional independence of the prosecuting agency. The need of such interaction should also be suitably recognised in law instead of being left as a mere administrative arrangement.</p>
<p>Malimath Committee, 2003 <i>(Page 274, Point 24; Page 275, Point 25)</i></p>	<p>A mechanism for coordination amongst investigators, forensic experts and prosecutors at the State and Dist. level for effective investigations and prosecutions should be devised.</p> <p>Preparation of Police Briefs in all grave crimes must be made mandatory. A certain number of experienced public prosecutors must be set apart in each District. to act as Legal Advisors to the District. police for this purpose.</p>
<p>2nd ARC, Fifth Report, 2005</p>	<p>Necessary amendments should be affected in the CrPC and other laws to raise the level and scope of forensic science evidence and recognize its strength for criminal justice delivery.</p> <p>There should be common training programmes for police, public prosecutors and magistrates.</p>
<p>Department-Related Parliamentary Standing Committee on Home Affairs, 237<sup>th</sup> Report on Police - Training, Modernisation and Reforms, 2022 <i>(Para 3.19.6)</i></p>	<p>The Committee recommends that the MHA may advise States/UTs to integrate CCTNS data with that of courts, prisons, prosecution, forensics and fingerprints as part of the Inter-operable Criminal Justice System (ICJS). This real-time integration will help in reducing duplication of work and errors, speed up the trial of cases significantly and increase the efficiency of the police.</p>

## Analysis and Comments

The most glaringly obvious observation while compiling this report was the repetition of recommendations across decades of committee reports. While the specific technicalities of recommendations may have changed across the years, the theme and essence of suggestions has remained the same even after a century of reports by various police commissions.

The lacunae in the capacity of the Indian Police System continues to persistently limit itself to the following major deficits –

1. The expenditure incurred by the centre and states on enhancing police capacity in the country.
2. Covering up the drastic gap between the population of the country and the disproportionate strength of the police personnel.
3. An up-to-date training module for the police personnel which can appropriately address the demands of the system.
4. Inclusion of women and all sections of society in the system on an equitable basis.
5. Appropriate infrastructure and technological upgradation of the police system and forensic department.
6. The absence of an effective system of accountability of the police in India.

The common theme across every report is limited to these six factors and the same has reflected in the directives issued by the Supreme Court of India in the Prakash Singh vs Union of India case in 2006-07.

The purpose of this report is to patently outline this repetition of recommendations and the need to reform the police system so as to effectively address these deficits.

We hope that the availability of all recommendations on a single platform, arranged thematically and chronologically will help drive forward the need for amelioration of police capacity on the themes outline above on a priority basis.

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