

Only 10% women in India's police forces

The second edition of the India Justice Report is all about comparisons and tracking the rise and falls in each state's structural and financial capacity to deliver justice. Using the latest available government figures the first ever ranking was published in November 2019. The ranking is based on quantitative measurements of budgets, human resources, infrastructure, workload, diversity across police, judiciary, prisons and legal aid in 18 large and medium sized states with a population of over 1 crore and 7 small states. Data for 7 Union Territories (UTs) and 4 other unranked states is also provided. The IJR 2020 not only provides pillar and theme wise comparisons between similarly situated states one against another, but also allows for an understanding of what improvements and shortfalls have been made within each state's own pillars and themes since IJR 2019 and over 5 years. These mark out clear discernible trends and directions.

- Karnataka came first amongst large and mid-sized states (6th to 1st)
- Sikkim again beat all small states to top the ranking

Biggest gains:

- a) Chhattisgarh (10th to 2nd): decreasing constable vacancies, improvement in share of women and meeting SC, ST and OBC officer quotas, over 5 years: decline in officer and constable vacancies
- b) Karnataka (6th to 1st): only state to meet SC, ST and OBC diversity for officers, over 5 years: improvement in share of women in police, declining trend in officer and constable vacancies

Biggest drops:

- a) Maharashtra (4th to 13th): increasing officer and constabulary vacancy, declining share of women in officers, poor rural accessibility to police stations
 - b) Punjab (3rd to 12th): decline in modernisation fund used, increasing 5-year trend of officer and constable vacancies, police spend trails increase in overall state expenditure
- West Bengal, Mizoram and Nagaland were the only states able to utilize 100 per cent Modernisation fund.
 - Nationally about 1 in 3 police officers is missing; Bihar and Madhya Pradesh have 1 out of 2 officer posts unfilled.
 - 1 out of 5 constable posts remains vacant nationally. Telangana and West Bengal have the highest vacancy at 40% each.
 - Karnataka was the only state to have met both its officer and constable SC, ST and OBC quotas.

Nationally, there are just 10% women in the police, and Karnataka is the only state able to fully meet its SC, ST and OBC quotas for police officers. *Over three years, **all states/UTs** show an increased hire, with only Haryana, Mizoram and Goa states bucking this trend. Between 2015 and 2019, Bihar showed the most intention to increase women's share in police (from 7% to 25%), followed by Himachal Pradesh (from 12% to 19%) and Gujarat (from 4% to 12%).*

(695 sq. km) was nearly 35 times its urban counterpart (20 sq. km) while in Tamil Nadu this was twice (101 sq. km) the coverage of urban police stations (39 sq. km). Kerala was the only state to now have urban police stations serving an area marginally larger (82 sq. km) than rural ones (75 sq. km).

The population covered by one police station varies greatly from state to state. The range for urban police stations varies between about nearly 3,00,000 persons (Gujarat) to over 45,000 (Odisha). Similarly, one rural police station covers between about 30,000 people (Kerala) and over 250,000 people (West Bengal).

Workload on training institutions

Nationally, each training institute is responsible for 12,922 personnel. The highest burden lies with UPs 11 institutes that train over 37,700 personnel while Manipur's only training institute handles about 35,000 trainees. In comparison, Tamil Nadu's 23 institutes train about 5,400 personnel each. Among small states, the range varies from 3,244 personnel (Sikkim) to 18,849 personnel (Himachal Pradesh) annually.

The Police pillar indicators measured:

• Budget	<ol style="list-style-type: none"> 1. Modernisation fund used (% , 2019-20) 2. Spend on police per person (Rs. 2017-18) 3. Spend on training per personnel (Rs. 2019-20)
• Human Resources	<ol style="list-style-type: none"> 1. Constables Vacancy (% , Jan 2020) 2. Officers Vacancy (% , Jan 2020) 3. Officers in civil police (% , Jan 2020)
• Diversity	<ol style="list-style-type: none"> 1. Share of women in police (% , Jan 2020) 2. Share of Women in officers (% , Jan 2020) 3. SC officers, actual to reserved ratio (% , Jan 2020) 4. SC constables, actual to reserved ratio (% , Jan 2020) 5. ST officers, actual to reserved ratio (% , Jan 2020) 6. ST constables, actual to reserved ratio (% , Jan 2020) 7. OBC officers, actual to reserved ratio (% , Jan 2020) 8. OBC constables, actual to reserved ratio (% , Jan 2020)
• Infrastructure	<ol style="list-style-type: none"> 1. Population per police station (rural) (Jan 2020) 2. Population per police station (urban) (Jan 2020) 3. Area per police station (rural) (sq km, Jan 2020) 4. Area per police station (urban) (sq km, Jan 2020)
• Workload	<ol style="list-style-type: none"> 1. Population per civil police (persons, Jan 2020)
• Technology	<ol style="list-style-type: none"> 1. Services provided by state's citizen portals (% , 2020)
• Training	<ol style="list-style-type: none"> 1. Police personnel per training institute (number, Jan 2020)
• Trends	<ol style="list-style-type: none"> 1. Women in total police (pp, CY'15-'19) 2. Women officers in total officers (pp, CY'15-'19) 3. Constable Vacancies (pp, CY'15-'19) 4. Officer vacancies (pp, CY'15-'19) 5. Difference in spend: police vs state (pp, FY'14-18)