



INTERNATIONAL LAW
JOURNAL

**WHITE BLACK
LEGAL LAW
JOURNAL**
**ISSN: 2581-
8503**

Peer - Reviewed & Refereed Journal

The Law Journal strives to provide a platform for discussion of International as well as National Developments in the Field of Law.

WWW.WHITEBLACKLEGAL.CO.IN

DISCLAIMER

No part of this publication may be reproduced or copied in any form by any means without prior written permission of Editor-in-chief of White Black Legal – The Law Journal. The Editorial Team of White Black Legal holds the copyright to all articles contributed to this publication. The views expressed in this publication are purely personal opinions of the authors and do not reflect the views of the Editorial Team of White Black Legal. Though all efforts are made to ensure the accuracy and correctness of the information published, White Black Legal shall not be responsible for any errors caused due to oversight or otherwise.

WHITE BLACK
LEGAL

EDITORIAL **TEAM**

Raju Narayana Swamy (IAS) Indian Administrative Service **officer**



Dr. Raju Narayana Swamy popularly known as Kerala's Anti Corruption Crusader is the All India Topper of the 1991 batch of the IAS and is currently posted as Principal Secretary to the Government of Kerala . He has earned many accolades as he hit against the political-bureaucrat corruption nexus in India. Dr Swamy holds a B.Tech in Computer Science and Engineering from the IIT Madras and a Ph. D. in Cyber Law from Gujarat National Law University . He also has an LLM (Pro) (with specialization in IPR) as well as three PG Diplomas from the National Law University, Delhi- one in Urban Environmental Management and Law, another in Environmental Law and Policy and a third one in Tourism and Environmental Law. He also holds a post-graduate diploma in IPR from the National Law School, Bengaluru

and a professional diploma in Public Procurement from the World Bank.

Dr. R. K. Upadhyay

Dr. R. K. Upadhyay is Registrar, University of Kota (Raj.), Dr Upadhyay obtained LLB , LLM degrees from Banaras Hindu University & Phd from university of Kota.He has succesfully completed UGC sponsored M.R.P for the work in the ares of the various prisoners reforms in the state of the Rajasthan.



Senior Editor

Dr. Neha Mishra



Dr. Neha Mishra is Associate Professor & Associate Dean (Scholarships) in Jindal Global Law School, OP Jindal Global University. She was awarded both her PhD degree and Associate Professor & Associate Dean M.A.; LL.B. (University of Delhi); LL.M.; Ph.D. (NLSIU, Bangalore) LLM from National Law School of India University, Bengaluru; she did her LL.B. from Faculty of Law, Delhi University as well as M.A. and B.A. from Hindu College and DCAC from DU respectively. Neha has been a Visiting Fellow, School of Social Work, Michigan State University, 2016 and invited speaker Panelist at Global Conference, Whitney R. Harris World Law Institute, Washington University in St.Louis, 2015.

Ms. Sumiti Ahuja

Ms. Sumiti Ahuja, Assistant Professor, Faculty of Law, University of Delhi,

Ms. Sumiti Ahuja completed her LL.M. from the Indian Law Institute with specialization in Criminal Law and Corporate Law, and has over nine years of teaching experience. She has done her LL.B. from the Faculty of Law, University of Delhi. She is currently pursuing Ph.D. in the area of Forensics and Law. Prior to joining the teaching profession, she has worked as Research Assistant for projects funded by different agencies of Govt. of India. She has developed various audio-video teaching modules under UGC e-PG Pathshala programme in the area of Criminology, under the aegis of an MHRD Project. Her areas of interest are Criminal Law, Law of Evidence, Interpretation of Statutes, and Clinical Legal Education.



Dr. Navtika Singh Nautiyal

Dr. Navtika Singh Nautiyal presently working as an Assistant Professor in School of law, Forensic Justice and Policy studies at National Forensic Sciences University, Gandhinagar, Gujarat. She has 9 years of Teaching and Research Experience. She has completed her Philosophy of Doctorate in 'Intercountry adoption laws from Uttranchal University, Dehradun' and LLM from Indian Law Institute, New Delhi.



Dr. Rinu Saraswat

Associate Professor at School of Law, Apex University, Jaipur, M.A, LL.M, Ph.D,

Dr. Rinu have 5 yrs of teaching experience in renowned institutions like Jagannath University and Apex University. Participated in more than 20 national and international seminars and conferences and 5 workshops and training programmes.

Dr. Nitesh Saraswat

E.MBA, LL.M, Ph.D, PGDSAPM

Currently working as Assistant Professor at Law Centre II, Faculty of Law, University of Delhi. Dr. Nitesh have 14 years of Teaching, Administrative and research experience in Renowned Institutions like Amity University, Tata Institute of Social Sciences, Jai Narain Vyas University Jodhpur, Jagannath University and Nirma University.

More than 25 Publications in renowned National and International Journals and has authored a Text book on Cr.P.C and Juvenile Delinquency law.



Subhrajit Chanda

BBA. LL.B. (Hons.) (Amity University, Rajasthan); LL. M. (UPES, Dehradun) (Nottingham Trent University, UK); Ph.D. Candidate (G.D. Goenka University)

Subhrajit did his LL.M. in Sports Law, from Nottingham Trent University of United Kingdoms, with international scholarship provided by university; he has also completed another LL.M. in Energy Law from University of Petroleum and Energy Studies, India. He did his B.B.A.LL.B. (Hons.) focussing on International Trade Law.

ABOUT US

WHITE BLACK LEGAL is an open access, peer-reviewed and refereed journal provided dedicated to express views on topical legal issues, thereby generating a cross current of ideas on emerging matters. This platform shall also ignite the initiative and desire of young law students to contribute in the field of law. The erudite response of legal luminaries shall be solicited to enable readers to explore challenges that lie before law makers, lawyers and the society at large, in the event of the ever changing social, economic and technological scenario.

With this thought, we hereby present to you

THE STRUCTURE OF POLICING IN PUNJAB: A FOCUS ON AMRITSAR, JALANDHAR AND LUDHIANA

AUTHORED BY - RAMANDEEP KAUR SIVIA¹

Abstract

The police serve as a fundamental institution for maintaining law and order within society and have undergone significant transformations in their structural, functional, and perceptual dimensions. This study focuses on the Punjab Police, situated in northern India, a region marked by diverse socio-political challenges. An understanding of the organizational structure of the Punjab Police, particularly in urban areas such as Amritsar, Jalandhar, and Ludhiana, is crucial for assessing its effectiveness in crime prevention, crime investigation and community engagement. This research aims to provide a comprehensive analysis of the Punjab Police's organizational framework and to explore its implications for contemporary policing in urban contexts. Given the increasing complexity of criminal activities, this study aspires to enrich the existing literature on police organization and reform, offering valuable insights for policymakers, scholars, and law enforcement agencies. Additionally, the research formulates and propose recommendations to enhance the policing efficacy within the state of Punjab.

Key Words: Amritsar, Jalandhar, Ludhiana and Policing

Introduction

The police, as a pivotal institution for maintaining law and order in society, have undergone significant transformations in structure, function, and public perception. This study is set in the context of Punjab, a state in northern India, which has experienced various socio-political challenges. Understanding the organizational structure of Punjab Police, particularly in urban centres such as Amritsar, Jalandhar, and Ludhiana, is crucial for evaluating its effectiveness in crime prevention, crime investigation and community engagement. This research aims to provide a comprehensive overview of the Punjab Police's organizational structure and examine its implications for policing in urban areas. Given the increasing complexities of crime, this

¹ Research Scholar, Centre for Police Administration, Panjab University Chandigarh 160014, Email id: siviaraman@hotmail.com

study seeks to contribute to the literature on police organization and reform, providing insights for policy-makers, academicians, and law enforcement agencies.

This study aims to analyse the organizational structure of the Punjab Police, with a particular emphasis on the regions of Amritsar, Jalandhar, and Ludhiana. Additionally, the research seeks to formulate and propose recommendations aimed at enhancing the effectiveness of policing within the state of Punjab.

The origin of the contemporary police system in India can be traced back to the colonial era, during which the Indian Police Act of 1861 was enacted. This act established the foundational framework for the organizational structure of police forces across the nation. Traditionally, police forces in India operate within a hierarchical framework characterized by distinct ranks and defined responsibilities. Each state maintains its own police force, which is regulated by state-specific legislation, while also adhering to overarching central laws that facilitate broader law enforcement.

Organizational Structure Police in Punjab

Hierarchical Structure

The hierarchical nature facilitates clear command and communication channels, essential for effective operational management. The top-down structure may limit flexibility, thus necessitating an understanding of how it functions in practice.

The Punjab Police stands as a significant institution within the socio-political fabric of India, exemplifying a long-standing commitment to duty and professionalism. Established formally in 1861 post the enactment of the Police Act, the force has undergone extensive evolution over its 150-year history, adapting to the complexities and dynamism of law enforcement within the Punjab region. This evolution reflects not only the historical and cultural influences of Punjab but also the broader socio-political changes that have shaped its operational environment. The necessity to maintain law and order in a region with deep-rooted martial traditions has continually presented the Punjab Police with formidable challenges, thereby necessitating a robust approach to policing that emphasizes discipline, professionalism, and community engagement.

Historically, the Punjab Police gained prominence before India's independence, recognized for its effective policing methodologies and the disciplined conduct of its leadership. The establishment of the Police Training School at Phillaur in 1891 marked a pivotal moment in the professionalization of policing within the state, indicating a shift towards systematic training and capacity building. The introduction of a fingerprint section later exemplified the department's progressive stance towards integrating scientific methods into investigative processes, thereby enhancing its capabilities. These foundational developments laid the groundwork for a police force that not only prioritized traditional policing techniques but also embraced modern modalities to address crime and public safety effectively.

The late 1950s marked another critical juncture in the evolution of the Punjab Police, as the government recognized the necessity for reform and initiated a comprehensive review process. The 1961 commission, led by a former Chief Justice of India, aimed to evaluate the functioning of the Punjab Police and proposed a series of reforms to enhance accountability and operational efficiency. Among the key recommendations was the establishment of a Scientific Laboratory dedicated to the examination of forensic evidence, which heralded a new era of investigative rigor for the force. Additionally, the emphasis on human resource development underscored the need for continuous training and education, equipping personnel with the essential skills to navigate an evolving law enforcement landscape. These reforms signified a commitment to modernizing policing practices while emphasizing professionalism and community engagement, establishing a paradigm for contemporary policing in Punjab.

The resilience and adaptability of the Punjab Police have been vividly illustrated through its handling of historical challenges, from managing mass migrations during the Partition of India and Pakistan to combatting organized crime and domestic insurgencies. The tumultuous backdrop of the 1980s and early 1990s, characterized by widespread terrorism, posed one of the most significant challenges in the organization's history, leading to the tragic loss of nearly 20,000 lives. Despite these adversities, the Punjab Police, through strategic operations and community alliances, succeeded in restoring stability to the region, thereby reaffirming its essential role in safeguarding civil order.

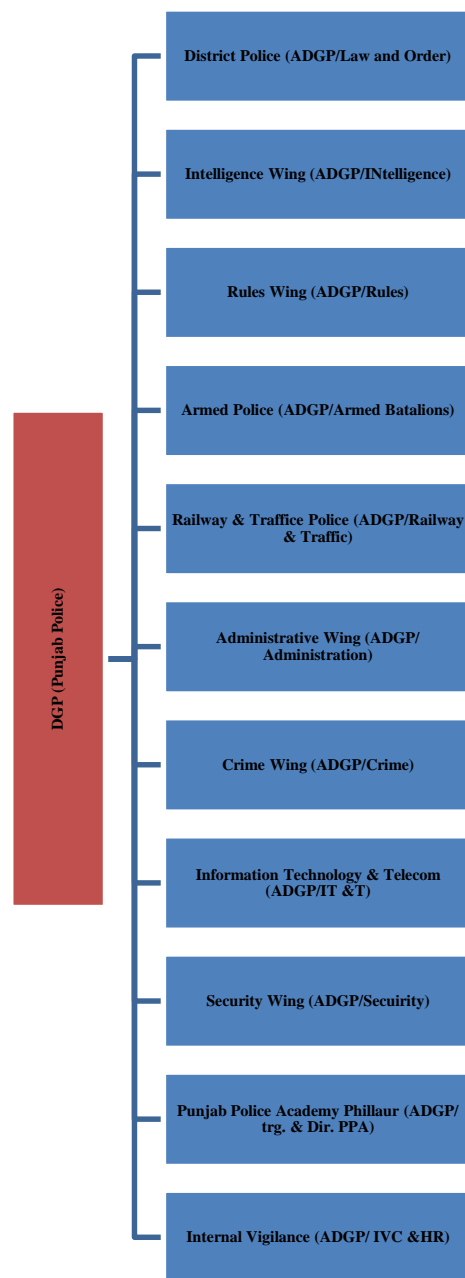
In the contemporary context, the Punjab Police has embraced modernization, integrating advanced communication technologies, sophisticated information systems, and state-of-the-art forensic laboratories into its operational framework. These advancements not only enhance

investigative capabilities but also contribute to a more responsive and effective policing model, aligning with global standards of law enforcement. The integration of technology in policing serves as a testament to the force's commitment to progress and modernization, ensuring that it is well-equipped to tackle contemporary crime and public safety challenges.

The organizational structure of the Punjab Police is overseen by the Director General of Police (DGP), whose headquarters are situated in Chandigarh. The DGP is supported by various secretarial staff that manage essential functions including administration, intelligence, security, and forensic science. The systematic division of Punjab into eight geographical ranges and 25 police districts facilitates a structured approach to law enforcement, enabling targeted and efficient responses to regional policing needs. Each district, under the leadership of a Senior Superintendent of Police, functions cohesively within the broader organizational framework to ensure effective law enforcement and community safety.

Additionally, the Punjab Police is bolstered by a robust contingent of armed battalions, including the Punjab Armed Police (PAP) Battalions and India Reserve Battalions (IRB). This additional capacity enhances the overall operational capabilities of the force, ensuring it can respond effectively to public order challenges and external threats. The categorization of the Punjab Police into four distinct cadres—District Police, Armed Police, Intelligence, and Technical & Support Services—under the Punjab Police Act of 2007 further underscores its commitment to specialized functions within the law enforcement domain. This organizational framework not only enhances operational efficiency but also allows for a more nuanced approach to policing that reflects the diverse needs of the communities it serves. In summary, the Punjab Police's storied history of adaptability, professionalism, and commitment to duty underscores its vital role in maintaining law and order within a complex socio-political landscape, while its continued modernization and reform initiatives position it as a forward-looking law enforcement agency.

Figure 1: Organizational Hierarchy of Punjab Police

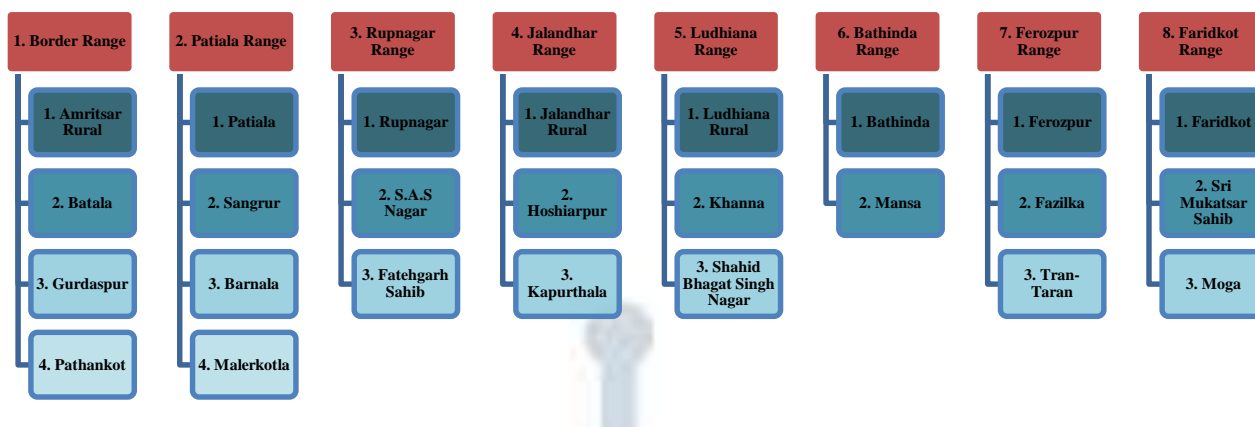


Source: Prepared by Researcher

Figure 1 shows that the DGP is the highest-ranking officer in the Punjab Police. The DGP responsible for overseeing all police operations in the state, formulating policy, and ensuring the implementation of laws. The ADGP assists the DGP in different areas such as law and order, crime, and administration. They may oversee specific divisions and ensure that departmental policies are followed.

Ranges and Police Districts of Punjab

Figure 2: Ranges and Districts of state of Punjab



Source: Prepared by Researcher

Figure 2 illustrates the eight ranges and twenty-five police districts in the state of Punjab, with each range being overseen by an Inspector General of Police (IG) and each police district managed by a Senior Superintendent of Police (SSP).

Figure 3: Commissionerate System of Police in Punjab



Source: Prepared by Researcher

Figure 3 illustrates the three Commissionerate system in Punjab, where each Commissionerate is overseen by either an Inspector General (IG) or a Deputy Inspector General (DIG) of Police. This structure enables a centralized command and effective administration of law enforcement within the urban areas designated as Commissionerate's.

Apart from this, the Punjab Police framework is characterized by a multifaceted structure of specialized field units aimed at effectively addressing various aspects of law enforcement, public safety, and community engagement. Central to this framework is the Intelligence Wing, which consists of six Zonal Crime Investigation (CID) units led by officers of the rank of Superintendent of Police (SP). These units are pivotal in the collection and collation of intelligence, while two dedicated Counter Intelligence units, also headed by SPs located in

Amritsar and Patiala, focus on field-level counter-intelligence operations. Complementing these units is the Joint Interrogation Centre in Amritsar, overseen by an Assistant Inspector General (AIG) or SP, which is tasked with the interrogation of apprehended suspects and criminals. Additionally, the Special Narcotics Cell based in Amritsar addresses narcotic and smuggling offenses, supported by Zonal Crime Officers in key districts, who are responsible for comprehensive inquiries and investigations under the guidance of the Additional Director General of Police (ADGP) for Crime. The establishment of Community Policing Resources Centres (CPRC) across all police districts reflects an innovative approach to public service, facilitating diverse services such as vehicle registration and arms license verification through a single-window clearance system, thus enhancing accessibility for citizens. The Fingerprint Bureau in Phillaur serves as the nodal body for maintaining a comprehensive database of individuals convicted by the courts, supporting investigations by providing criminal history and matching latent prints found at crime scenes with existing records. District Control Rooms additionally serve to streamline information collection at the local level.

The CM Security Cell, directed by a Deputy Inspector General (DIG), focuses on safeguarding the Chief Minister and their immediate family, ensuring their safety through enhanced security measures. The Punjab Police Housing Corporation (PPHC) is charged with constructing essential infrastructural facilities for the police force and associated institutions, functioning under the leadership of the Director General of Punjab Police. Furthermore, the Punjab Police Academy in Phillaur is pivotal for the training of police personnel, overseeing various training programs, including those conducted in the Police Recruits Training Centre (PRTC) at Jahan Khelan. Under the administration of the Punjab Armed Police (PAP), headquartered in Jalandhar, multiple battalions—including commando and India Reserve Battalions—provide critical operational support and special security measures, thereby enhancing the police's overall efficacy. The Government Railway Police (GRP) plays an integral role in maintaining law and order within the railway network, facilitating passenger security through a network of police stations and posts across the state. To adapt to modern needs, the establishment of District Training Schools and an IT Training Centre in Mohali signify the commitment to ongoing officer development. The Punjab Private Security Agencies Training Corporation furthers this agenda by providing training to candidates seeking employment within the private security sector, thus highlighting the interplay between public and private safety sectors.

Innovative initiatives such as the Rapid Rural Police System and the Punjab Highway Patrol

Police exemplify the proactive measures taken to ensure citizen safety in both urban and rural environments. Furthermore, the Criminal Investigation Agency (CIA) specifically targets complex, unresolved cases, underscoring the necessity of specialized investigative units within the police force. The Night Policing Scheme represents a pioneering effort within the state, constituting a dedicated cadre aimed at nighttime crime prevention. Additionally, the formation of the Punjab Bureau of Investigation in 2019 marked a significant departure from traditional policing by separating investigative responsibilities from law enforcement duties. Recent developments also include the launch of the Sadak Suraksha Force aimed at improving road safety, thus broadening the operational mandate of the Punjab Police. The establishment of a Cyber Crime Investigation Cell in Mohali demonstrates the adaptation of law enforcement to the challenges posed by digital crimes, incorporating modern forensic technologies to combat cyber offenses effectively. Collectively, these units and initiatives reflect the Punjab Police's commitment to enhancing public safety through specialized and community-oriented policing strategies, demonstrating an evolving approach to law enforcement within the framework of modern governance.

Role, Function, Duties and responsibilities of police in General

The role of police in the criminal justice system is multilayered, underpinning the essential functions of law enforcement, crime prevention, and public order maintenance. Police forces serve as the frontline guardians of legal frameworks, ensuring the enforcement of laws impartially and protecting the fundamental rights of individuals, including life, liberty, and property. This protective role extends to preserving public order and internal security, wherein police are tasked with the prevention and control of terrorist activities, communal tensions, and other threats to societal stability. The authority vested in police officers, as delineated by the Code of Criminal Procedure from Sections 154 to 176, encompasses thorough and systematic investigation processes. This involves the registration of complaints, interrogation of suspects, and submission of indictments or final reports to facilitate judicial proceedings against alleged offenders. The procedural aspects of police investigations are critical for maintaining the integrity of the judicial process, as they seek not only to apprehend and prosecute lawbreakers but also to deter criminal activity through visible enforcement measures.

Beyond the traditional scope of criminal investigations, police functions encompass a broad spectrum of duties aimed at fostering community safety and trust. Police officers are expected to uphold human rights and dignity, particularly when interacting with vulnerable populations

such as women, children, and the elderly. Their responsibilities also encompass the promotion of social order by preventing crime through community engagement and collaboration with other agencies. This preventive approach is vital in reducing opportunities for crime, fostering a sense of security among community members, and facilitating public cooperation, which is essential for effective law enforcement.

In the context of emergencies and natural disasters, police play a crucial role as first responders, providing immediate assistance to affected individuals, coordinating relief efforts, and maintaining public order amid crises. Their involvement extends to the protection of public property and critical infrastructure, where proactive measures are taken to avert acts of vandalism or violence. Furthermore, police are tasked with the collection and dissemination of intelligence concerning public safety, enabling them to respond effectively to potential threats and maintain community trust.

The police also have a significant function in upholding democratic processes, particularly during elections, where their role is to ensure free and fair electoral practices. This involvement underscores the importance of neutrality and impartiality, which are foundational principles that guide police conduct in politically sensitive situations. Additionally, the collaboration between police and other governmental departments enhances the effectiveness of governance, contributing to comprehensive public service delivery.

In summary, the inventory of police duties spans investigative responsibilities, crime prevention strategies, community engagement, and emergency response measures. A commitment to ethical conduct, respect for human rights, and the maintenance of public trust are paramount to the successful functioning of police forces within the criminal justice system. The multifaceted role of police, therefore, extends well beyond mere law enforcement; it encompasses a holistic approach to fostering a safe and just society. This complex interplay of duties illustrates the crucial position that police occupy within the broader framework of public safety and social order, highlighting the need for continuous training, welfare, and motivation of police personnel to adapt to the evolving demands of modern policing.

Commissionerate's System of Police in Punjab

The Commissionerate system represents a distinct model of police governance in which the powers of policing and magistracy are consolidated under a single authority, the Commissioner

of Police. This model is characterized by a unified command structure and entails the Commissioner being directly accountable to the state government and the state police chief.

The policing needs of metropolitan cities diverge significantly from those of rural areas. Urban residents often demand immediate, efficient, and coordinated responses to criminal activities, which is particularly crucial given the high population density of cities. In this context, the repercussions of delayed police responses—measured in terms of loss of life and property—are exacerbated. Therefore, a reformed police administration tailored to urban environments is imperative to address the unique challenges they present. The Superintendent of Police system is arguably inadequate for this purpose, as its inherent separation of powers may lead to delayed execution of law enforcement actions. In contrast, the Commissionerate system, which endows the Commissioner with magisterial powers encompassing regulation, control, and licensing, is poised to deliver swifter responses to law and order exigencies. This framework fosters greater police effectiveness through enhanced resource utilization and operational autonomy, ultimately leading to heightened accountability for outcomes.

The introduction of the Commissionerate system in three notable Punjab cities Amritsar, Jalandhar, and Ludhiana were instituted in 2010 to address distinct challenges stemming from their unique historical, religious, and economic contexts. Amritsar, with its historical significance and vulnerability to cross-border crimes, Jalandhar, which sees a substantial return of the Punjabi diaspora and associated disputes, and Ludhiana, characterized by high population density and significant urbanization, all necessitate specialized policing strategies. Thus, the Commissionerate system was adopted to meet the dynamic internal security and law enforcement needs arising from rapid urbanization and ongoing demographic shifts.

Despite India's independence more than seventy years ago, the country's policing framework remains largely shaped by the Indian Police Act of 1861. Initially, the British colonial administration delineated the structure of policing for rural areas, establishing a dual system of police administration wherein the District Collector wielded substantial authority, including the ability to issue orders for preventive arrests and to impose Section 144 of the Code of Criminal Procedure. Notably, the precursor to the Commissionerate system was the Police Commissionerate Act of 1856, which was implemented in urban centres such as Kolkata, Chennai, and Mumbai, following which specific regional acts were established.

The transition towards adopting the Commissionerate model has been gradual. The pre-independence period gave rise to four Police Commissionerate's starting with Bombay, Calcutta, Madras, and later Hyderabad. In the post-independence era, the establishment of Police Commissionerate's gained momentum, with Ahmedabad and Delhi being the first to introduce this system in 1960 and 1978, respectively. The expansion continued, resulting in 53 Police Commissionerate's by 2016, and the most recent ones being established in Tamil Nadu in January 2022. Presently, India has 69 Police Commissionerate's, with Maharashtra hosting the highest concentration.

Although the rise of Police Commissionerate's is notable, the absence of standardized criteria for their establishment persists. The establishment of a Police Commissionerate often emanates from political decisions influenced by subjective assessments of administrative and law enforcement needs.

In 1977, the Government of India established the National Police Commission (NPC) to instigate substantive reforms in the Indian policing system. The NPC's reports, particularly from the Sixth National Police Commission, emphasized the necessity for rapid, effective police responses in growing urban populations. Consequently, the Commission recommended the implementation of the Commissionerate system in urban areas with populations exceeding 500,000. Furthermore, the draft Model Police Act of 2005 advocated for the Commissionerate system in metropolitan areas with populations of over one million to enhance operational efficiency.

The Commissionerate system is characterized by centralized authority and accountability within the policing structure. This system, prevalent in several developed countries and various Indian states, provides clarity concerning the chain of command and responsibility, with the Commissioner of Police serving as the sole point of accountability for law and order management. In contrast, the Superintendent of Police system operates on a diarchal basis where powers are divided between the Superintendent of Police and Executive Magistrates. This separation can lead to operational delays and diluted accountability, particularly during crises requiring immediate decision-making.

Moreover, the diversity among Indian Police Commissionerate's in terms of powers, duties, and reporting structures often complicates their functionality. Whereas Commissionerate's in

states like Andhra Pradesh and Maharashtra have magisterial powers, others like those in New Delhi and Kerala vary significantly in capability and authority. The resultant inconsistency across Commissionerate's reflects the differing local needs, population densities, and governance frameworks rather than adherence to a uniform operational paradigm.

The Commissionerate system is a pivotal development in urban policing, providing a structure that accommodates the distinct challenges posed by modern metropolitan environments. Nevertheless, its effectiveness is contingent upon the establishment of clear, uniform criteria for implementation and a thorough understanding of the varying needs of cities across India. Further research is necessary to ascertain the long-term impacts of such organizational structures on public safety and policing efficacy.

Figure 4: Hierarchy in Commissionerate System of Police



Source: Prepared by Researcher

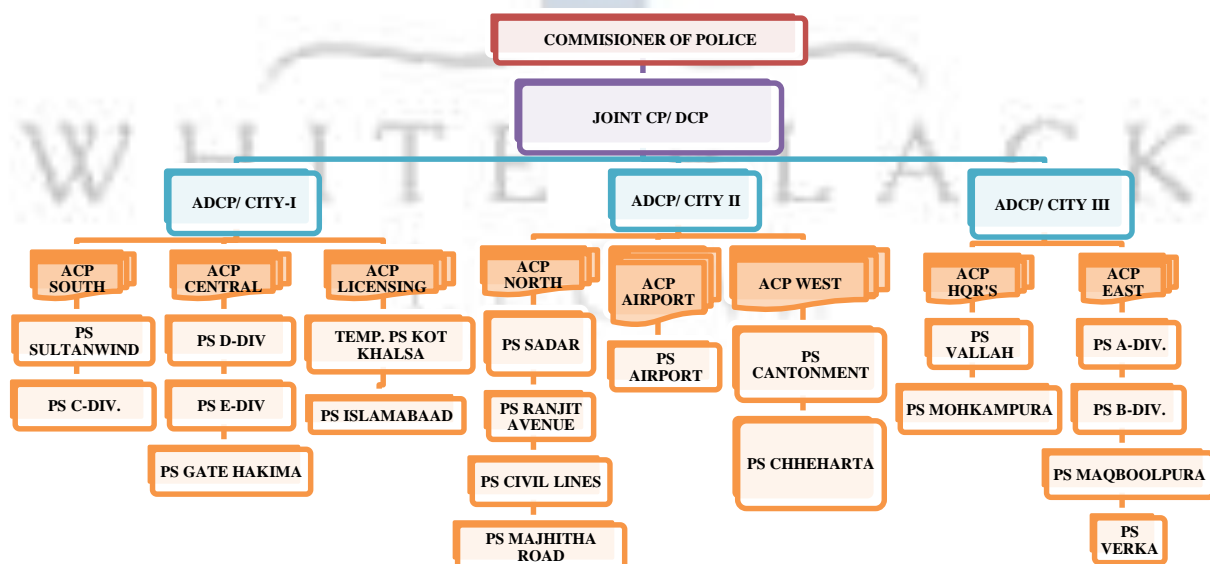
- I. Each of the police stations under these Commissionerate system has a Station House Officer or SHO to manage the station. He is an Inspector/ SI rank officer.
- II. For supervisory control of Commissionerate, there are officers working on designation of Assistant Commissioner of Police or ACP. They are DSP rank officers.
- III. Next in hierarchy are second level supervisory officers on post of Additional Deputy Commissioner of Police or ADCP. These are SP or Superintendent of Police rank officers.
- IV. Second highest designation in Commissionerate is accorded to Deputy Commissioner of Police who is a SSP rank officer.

- V. The highest commanding officer in this Commissionerate is Commissioner of Police who is DIG/ IG rank officer.

Commissionerate System of Police in Amritsar

Amritsar is one the selected city from Majha region for current study. It is the second [largest city](#) in the [Indian](#) state of [Punjab](#), after [Ludhiana](#). It is a major cultural, transportation and economic centre, located in the [Majha](#) region of [Punjab](#). Amritsar is located at 31.63°N 74.87°E with an average elevation of 234 metres (768 ft) in the Majha region of the state of Punjab in North India and lies about 15 miles (24 km) east of the border with [Pakistan](#). As of the [2011 census](#), Amritsar municipality had a population of 1,159,227. The district has a [sex ratio](#) of 884 females per 1,000. According to [2011 Census of India](#), [Hinduism](#) is the main religion of the Amritsar city at 49.36% of the population, followed by Sikhism (48.00%), Christianity (1.23%), and Islam (0.51%). Around 0.9% of the population of the city stated 'No Particular Religion' or other religion. This is one of the three Commissionerate under Punjab Police. It was set up with a mission to prevent crime, maintain law & order, and manage traffic along with other citizen services. There are 20 police stations under 8 sub divisions and 3 zones. There is also special police station for women i.e. Women Police Station.

Figure 5: Organizational Structure of Commissionerate, Amritsar



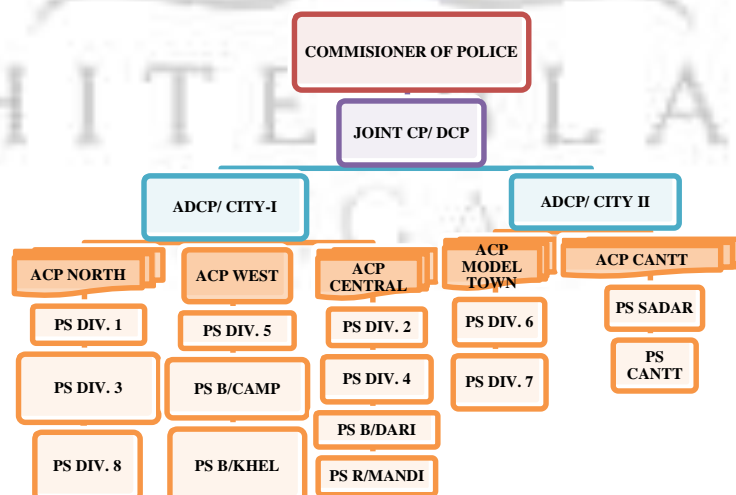
Source: Prepared by Researcher

Figure 5 illustrates the CP System in Amritsar, which is organized into three zones, eight subdivisions, and a total of twenty police stations. Each zone is managed by an Assistant Deputy Commissioner of Police (ADCP), while each subdivision is overseen by an Assistant Commissioner of Police (ACP). At the police station level, the stations are led by Station House Officers (SHOs) or Inspectors.

Commissionerate System of Police in Jalandhar

Jalandhar is another selected city for current study under Commissionerate system of Police in Punjab. With a considerable population, it ranks as the [third most-populous city](#) in the state and is the largest city in the [Doaba](#) region. The city is located 148 km northwest of the state capital [Chandigarh](#), 83.5 km southeast of the city of [Amritsar](#), and 61.3 km north of [Ludhiana](#). As per the 2011 census, Jalandhar had a population of 868,929, of which 460,811 were male, and 408,118 females. As per the census of 2011, [Hinduism](#) is the predominant religion in Jalandhar city, with adherents of [Sikhism](#) being a significant minority. This is one of the three Commissionerate under Punjab Police. It was set up with a mission to prevent crime, maintain law & order, and manage traffic along with other citizen services. There are 14 police stations under 5 sub divisions and 2 zones. There is special police station for women i.e. Women Police Station.

Figure 6: Organizational Structure of Commissionerate, Jalandhar



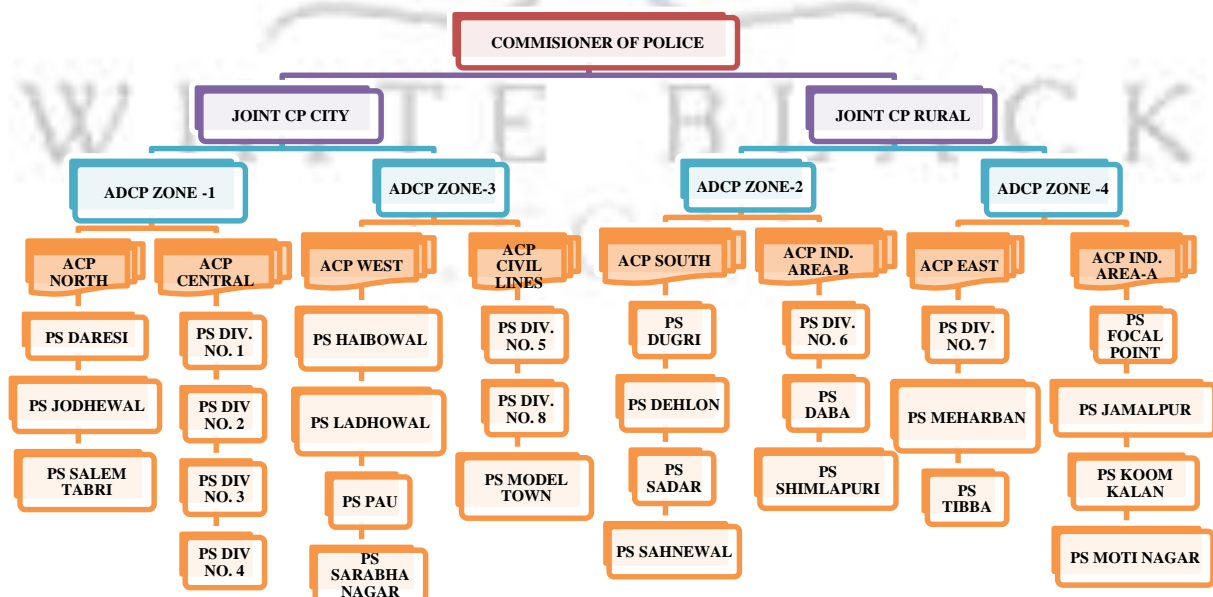
Source: Prepared by Researcher

Figure 6 illustrates CP System Jalandhar, which is organized into two zones overseen by an Additional Deputy Commissioner of Police (ADCP). Additionally, there are five subdivisions managed by Assistant Commissioners of Police (ACPs), and a total of 14 police stations, each led by officers at the rank of Sub-Inspector.

Commissionerate System of Police in Ludhiana

Ludhiana is largest city by both area and population of Majha Region chosen for current study under the Commissionerate system of Police in Punjab. It is a centrally located city. It is bounded on the north by the [Satluj River](#), which separates it from [Jalandhar district](#). According to the [2011 census](#), Ludhiana district has a [population](#) of 3,498,739. The [sex ratio](#) of 873 females for every 1,000 males. According to [2011 Census of India](#) Sikhism is the main religion of the city at 53.26% of the population, followed by Hinduism 42.94%, Islam 2.22% Jainism 0.56% Christianity 0.47%. This is also a one of the three Commissionerate under Punjab Police. It was set up with a mission to prevent crime, maintain law & order, and manage traffic along with other citizen services. There are 28 police stations in Ludhiana city under 8 divisions and 4 Zones. There are two special police stations for women i.e. Women Police Station and Crime Against Women, Cell.

Figure 7: Organizational Structure of Commissionerate, Ludhiana



Source: Prepared by Researcher

Figure 7 illustrates the CP system in Ludhiana, which is organized into four zones managed by an Additional Deputy Commissioner of Police (ADCP). It includes eight subdivisions overseen by Assistant Commissioners of Police (ACPs), and a total of 28 police stations that are led by officers at the rank of Inspector.

Deployment Status of Commissionerate's Amritsar, Jalandhar and Ludhiana

Table 1: Posted GOs in CP Amritsar, CP Jalandhar and CP Ludhiana

Ranks	Amritsar		Jalandhar		Ludhiana	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CP	1	0	1	0	1	0
JCP/DCP	3	0	4	1	6	0
ADCP	6	1	5	1	4	3
ACP	18	2	19	1	22	1
Total	28	3	29	3	33	4
Total (Male+ Female)	31		32		37	
% of Female staff to Male Staff	9.6%		9.3%		10.8%	

Source: Prepared by Researcher

The table 1 presents a detailed breakdown of police staff ranks by gender across three cities: Amritsar, Jalandhar, and Ludhiana. Four ranks are specified in the dataset: Commissioner of Police (CP), Joint Commissioner/Deputy Commissioner of Police (JCP/DCP), Assistant Deputy Commissioner of Police (ADCP), and Assistant Commissioner of Police (ACP).

In Amritsar, there is 1 male officer in the CP rank and 3 males in the JCP/DCP rank, with the ADCP rank having 6 males and 1 female, while the ACP rank consists of 18 males and 2 females. Jalandhar has a similar trend, with 1 male as CP, 4 males and 1 female in the JCP/DCP rank, 5 males and 1 female in the ADCP rank, and 19 males with 1 female in the ACP position. Ludhiana shows slightly higher numbers, with 1 male as CP, 6 males in JCP/DCP, 4 males and 3 females in ADCP, and 22 males and 1 female in the ACP rank.

Overall, the total number of officers by city shows Amritsar with 31 officers (28 males and 3 females), Jalandhar with 32 officers (29 males and 3 females), and Ludhiana with 37 officers (33 males and 4 females). The representation of female officers across these cities remains significantly low, with the percentage of female officers standing at 9.6% in Amritsar, 9.3% in Jalandhar, and just above 10% in Ludhiana. This data underscores a concerning gender disparity in police ranks, highlighting a potential need for initiatives to enhance female representation within the police force.

Table 2: Posted NGOs in CP Amritsar, CP Jalandhar and CP Ludhiana

Ranks	Amritsar		Jalandhar		Ludhiana	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Inspector	37	09	29	08	30	05
Sub Inspector	49	16	36	18	65	29
Assistant Sub Inspector	196	03	146	04	235	06
Head Constables	611	26	354	18	662	42
Constables	3015	484	2071	305	2851	379
Total	3908	538	2636	353	3843	461
Total (Male+Female)	4446		2989		4304	
% of Female staff to Male Staff	12.10%		11.8 %		10.71%	

Source: Prepared by Researcher

The table 2 outlines the gender distribution among police ranks in the cities of Amritsar, Jalandhar, and Ludhiana, which highlights a significant gender disparity within the law enforcement workforce across all ranks, Inspector, Sub Inspector, Assistant Sub Inspector, Head Constable, and Constable male officers vastly outnumber their female counterparts. For instance, in Amritsar, there are 37 male Inspectors compared to just 9 females, while the disparity continues with 196 male Assistant Sub Inspectors against 3 females. This pattern is consistent in Jalandhar and Ludhiana, where similar ratios can be observed. An aggregate analysis reveals that Amritsar has a total of 4,446 officers, with only 538 females, resulting in a mere 12.10% female representation. Jalandhar's figures are slightly lower at 11.80% with 353 female officers out of 2,989 total, while Ludhiana, despite having the second highest number of officers at 4,304, features a similarly low female representation of 10.71%. The stark contrast

in gender representation becomes even more pronounced in higher-ranking positions, suggesting potential barriers to advancement for female officers in the force. However, the data also indicates that women are entering at the entry-level position of Constable, where they represent a higher proportion relative to the total number of males in the same rank.

Table 3: Women Police Station Strength of CP Amritsar, CP Jalandhar and CP Ludhiana

CP SYSTEM	MALE	FEMALE	TOTAL (M+F)	% Female Staff to Male Staff
AMRITSAR	17	24	41	58.53%
JALANDHAR	16	26	44	59%
LUDHIANA	31	21	52	40.38%

Source: Prepared by Researcher

The table 3 provides an overview of the gender distribution within the Commissionerate's of Police (CP) system across three cities: Amritsar, Jalandhar, and Ludhiana. In Amritsar, there are 17 male staff members and 24 female staff members, resulting in a total of 41 personnel, with females making up a significant 58.53% of the workforce. Jalandhar exhibits a similar trend, where 16 male staff are complemented by 26 female staff, leading to a total of 44 members and a female representation of 59%. In contrast, Ludhiana has a different dynamic, with 31 male staff members and only 21 female staff members, resulting in a total of 52 personnel. Here, the percentage of female staff falls to 40.38%, indicating a more pronounced gender imbalance compared to the other two cities. Overall, the data underscores the varying levels of female participation in the CP system across these locations, highlighting Amritsar and Jalandhar's relatively higher gender parity compared to Ludhiana.

Table 4: Staff Strength at Crime Against Women Cell (CAW), Ludhiana

MALE	FEMALE	TOTAL
33	12	45

Source: Prepared by Researcher

The table 4 shows that out of a total of 45 staff members, 33 are male, constituting approximately 73.33% of the workforce, while the remaining 12 staff members are female, making up about 26.67%.

Conclusion

The Punjab Police is structured hierarchically to effectively maintain law and order in the state of Punjab, India. At the top is the DGP (Director General of Police), who oversees all police operations, formulates policies, and ensures legal implementation. The ADGP (Additional Director General of Police) assists the DGP in areas like law and order and crime. Below them, the IGP (Inspector General of Police) manages multiple districts or zones and oversees senior officers.

The DIG (Deputy Inspector General) reports to the IGP and supervises specific areas, coordinating operations between police stations. The SSP (Senior Superintendent of Police) leads a district, focusing on crime prevention, traffic management, and public safety. A DSP (Deputy Superintendent of Police) often manages a police station or specific areas, ensuring law enforcement at the grassroots level.

SHOs (Station House Officers) or Inspectors lead police stations, oversee investigations, and implement policies under the DSP's supervision. SIs (Sub-Inspectors) and ASIs (Assistant Sub-Inspectors) assist the SHO, while Constables act as the frontline personnel, conducting patrols, responding to emergencies, and performing traffic control and public safety duties.

Policing needs in cities like Amritsar, Jalandhar, and Ludhiana differ significantly from those in rural areas due to factors such as high population density, rapid situational changes, and heightened expectations for immediate and coordinated responses. The Superintendent of Police system faces challenges with delays in execution due to separation of powers, whereas the Commissionerate System, implemented in Punjab in 2010, offers greater autonomy and magisterial powers to ensure quicker responses to law and order issues.

Each of the three cities has unique challenges, Amritsar's vulnerability to cross-border crime, Jalandhar's issues related to its Punjabi diaspora and travel agent scams, and Ludhiana's traffic management problems spurred by high urbanization and migration. The Commissionerate System was adopted to effectively address these dynamic policing requirements and enhance internal security in light of fast-changing demographics and regional threats.

The Commissionerate of Police in Amritsar is structured into three zones with eight

subdivisions and twenty police stations, managed by Assistant Deputy Commissioners of Police (ADCPs) and Assistant Commissioners of Police (ACPs). Jalandhar consists of two zones and five subdivisions with fourteen police stations, led primarily by Sub-Inspectors. Ludhiana features four zones, eight subdivisions, and a total of twenty-eight police stations, headed by Inspectors.

The analysis of deployment data for police personnel at both the Government Officer (GO) and Non-Government Officer (NGO) levels across the cities of Amritsar, Jalandhar, and Ludhiana uncovers significant gender disparities within the ranks of law enforcement. The findings indicate that male officers substantially outnumber their female counterparts, particularly in higher ranks such as Assistant Sub Inspector and Head Constable. Notably, female representation within these ranks oscillates between 10% and 12%, underscoring the need for critical intervention in recruitment and promotion strategies.

Amritsar has the highest officer base, comprising 4,446 personnel, followed by Ludhiana with 4,304 officers, while Jalandhar has a considerably lower representation with 2,989 officers. The data indicate a relatively favourable representation of women in the entry-level Constable rank, suggesting a positive trend in initial recruitment practices. Nonetheless, the persistence of systemic barriers that obstruct women's progression to higher-ranking positions presents a significant concern. These barriers not only hinder individual career advancement but also contribute to a broader institutional climate that may devalue gender diversity and impede inclusive representation within the organization. Such dynamics warrant further investigation and proactive measures to foster an equitable environment for career development across all ranks.

Addressing these gender disparities is imperative for fostering equity within the policing framework. An equitable law enforcement system is pivotal not only for enhancing community representation but also for improving operational effectiveness, particularly in relation to issues concerning women's safety and rights. The current predominance of male personnel in roles directly addressing women's issues underscores the necessity of diverse perspectives in effectively responding to crime against women. This situation highlights a significant opportunity for improvement in gender inclusivity within law enforcement agencies.

To rectify these disparities, targeted initiatives must be implemented to cultivate an inclusive

environment that promotes the recruitment, retention, and advancement of female officers. Potential strategies could include the establishment of mentorship programs, targeted training sessions designed to equip women with leadership skills, and policies aimed at addressing the systemic barriers that impede their progress. Furthermore, integrating gender sensitivity training within the existing police training curriculum could foster a more equitable workplace culture and enhance the responsiveness of law enforcement agencies to crime against women. In conclusion, the examination of gender representation within law enforcement in Amritsar, Jalandhar, and Ludhiana reveals a critical need for systemic reforms focused on promoting gender equity. By taking actionable steps to enhance the representation of female officers and empower them to ascend to higher ranks, law enforcement agencies can ensure that they are better equipped to address the complexities of crime, particularly those disproportionately affecting women. Such efforts not only serve to advance individual careers but also strengthen the overall efficacy and credibility of policing in these communities.

References:

<https://www.punjabpolice.gov.in/PoliceZone.aspx>

<https://gopalganjpolice.bihar.gov.in/en/police-function-and-responsibilities>

<https://bprd.nic.in/uploads/pdf/6798203243-Volume%202.pdf>

<https://bprd.nic.in/uploads/pdf/202212280356389608596ImpactofPoliceCPEPO.pdf>

<https://amritsar.nic.in/history/>

<https://jalandhar.nic.in/history/>

<https://ludhiana.nic.in/>

Punjab Police Headquarter, Sector 9, Chandigarh

