

SWOT Analysis:

❖ Internal Analysis: Strengths and Weaknesses

Strengths	Weaknesses
<p>1. 'Can-Do' attitude: A WBP officer will seldom say 'No', when assigned a task. The ability of WBP to rise to the occasion, even in non-police crises, is immense.</p>	<p>Acute Manpower Shortage: Inadequate Personnel Perspective Planning, and perhaps inadequate financial support from Government.</p>
<p>2. Freedom from Communalism and Casteism: WBP as a body, is largely free of these and other social evils.</p>	<p>Excessive Politicization for several decades: A generation of WBP officers has witnessed undue political considerations in important postings, and in daily functioning of Police Stations.</p>
<p>3. Negligible linkages to the underworld. There is no known nexus with crime.</p>	<p>Greatly inadequate Police Budget: For decades, highly inadequate utilization of Funds for Modernization.</p>
<p>4. Generally, superb leadership ability at the critical levels of chief of police of the district and the police stations.</p>	<p>High physical and mental stress especially for field officers: This causes lifestyle diseases like diabetes, hypertension and alcoholism; it also causes occasional misbehaviour with family members, subordinates and the public.</p>
<p>5. WBP has strong democratic roots as it has functioned under democratic governance since Independence.</p>	<p>Poor Police Image in society and consequently low self-image. The end result is ill- behaviour geared to the low self-image.</p>
<p>6. Rising to the challenges of a changing world: WBP is confronting relatively new evils such as human trafficking, narcotics, cyber crime, terrorism and kidnapping for ransom either by setting up specialised bodies, or by retraining field personnel, or</p>	<p>Corruption at different levels causes concern. Inadequate reward and punishment system for honest and corrupt behaviours.</p>

both.

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| <p>7. Average Educational Qualifications of personnel at each of the four entry levels of police are rising. This holds out hope that WBP would be able to rise to the intellectual demands of modern policing.</p> | <p>Authoritarian organisational ethos: Subordinates find it difficult to say no to bosses, hence even illegal or unethical orders are sometimes carried out.</p> |
| <p>8. Four levels of entry into WBP: Multiple levels of entry ensures that differing intellectual levels of different strata of WBP are catered to. Especially in the IPS, WBP has perhaps the most educated police leadership cadre in the world.</p> | <p>Lack of a driving ideology: A lofty and inspiring organisational ideology (based on the values of Democracy, Secularism, Social Justice, etc) would have been a powerful motivator for still greater self-sacrifice. The Maoists themselves are a case in point.</p> |
| <p>9. WBP is socially heterogeneous: hence fairly representative of the society it seeks to serve and protect.</p> | <p>Gender imbalance: WBP has a lopsided male dominated workforce which reduces empathy in cases of crime against women.</p> |

❖ External Analysis: Opportunities and Threats

Opportunities	Threats
<p>1. The democratic environment surrounding WBP is vibrant and alive.</p>	<p>WBP is facing the brunt of critical issues like <i>Maoism</i> and the <i>Gorkhaland</i> agitation, though their roots are social and developmental, rather than criminal.</p>
<p>2. The State Government has sharply increased its responsiveness to the organizational needs of WBP.</p>	<p>The SIs, who are the investigating officers, are finding it increasingly difficult to keep up with the plethora of new laws being enacted by the Legislatures.</p>
<p>3. Budgetary support for WBP, its crucial Achilles' Heel, is likely to improve.</p>	<p>Specific types of organised crime, such as Human Trafficking, Narcotics and Wildlife crime are growing and refining themselves alarmingly.</p>
<p>4. Partly due to the numerous social initiatives of WBP, Society seems to be finally changing its perceptions of the police.</p>	<p>Terrorism is here to stay. This eats up a large chunk of the quality manpower of WBP.</p>
<p>5. Cheaper and more powerful technologies are becoming available in the environment, which are being increasingly and fruitfully accessed by WBP.</p>	<p>New technologies seem to be absorbed by organised crime almost as fast as by WBP.</p>
<p>6. The recession in the Private Sector and general unemployment mean that WBP jobs continue to be coveted, resulting in quality intake.</p>	<p>The coastline and the three International Borders of the State continue to be a challenge for WBP.</p>
<p>7. WBP is getting its share of the increasing number of women joining the general workforce, implying that WBP will be able to</p>	<p>The nature and speed of economic development is generating crores of Black Money, a portion of which is invested in the underworld,</p>

address the needs of women in society with greater precision and empathy.

fuelling Organized Crime.

8. **Multi-point accountability ensures high performance levels.** The many watchdogs with an eye on WBP include the media, judiciary, political executive, Human Rights bodies, RTI Activists, NGOs, Citizens' Bodies and Departmental Superiors.
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